NH HICKS

LEGAL AND PENSION CONSULTANTS

Experience Counts

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WE ADMINISTER

401(k) Plans
Profit Sharing Plans
Age Weighted Profit Sharing Plans
New Comparability Plans
Money Purchase Pension Plans
Defined Benefit Pension Plans
Cash Balance Plans
DB Carve Out Plans
Target Benefit Plans
Self-Employed (Keogh)
UNI(k)
403(b) Non-Profit Organizations
SEPS and SAR-SEPS
SIMPLES

PERSONALIZED SERVICES

Plan Design
Plan Installation / Qualification
Employee Booklets
Employee Meeting
Planning Meeting prior to year-end
Plan Administration
IRS/DOL Reporting
Actuarial Services
Trust Accounting
Loan Preparation
Continuing Education Seminars
Compliance Issues

Among Our Clients

Accounting Firms
Agricultural Corporations
Architectural Firms
Construction Companies
Financial Institutions
Law Firms
Medical Corporations
Non Profit Organizations
Retail Firms
Software Companies
Trade Associations
And many more

WHAT WE DO

DESIGN, INSTALLATION AND ADMINISTRATION OF PENSION, PROFIT SHARING AND 401(k) PLANS

NH HICKS was founded by Tom Hicks in 1992. Through years of building relationships and hard work, we have grown into a national network of leaders in the pension field.

We specialize in quality pension plan administration at a reasonable cost. We are a fee only third party pension administration and consulting firm that does not handle any investments or insurance. We offer flexibility through individually designed retirement plans and self-directed retirement accounts. Self-direction gives clients freedom to choose their own investments.

We currently administer over 1000 retirement plans throughout California and the western United States. Our goal is to provide excellent service to our clients by working closely with their tax and financial advisors.

HICKS LEGAL

Tom Hicks, Attorney at Law

Tom Hicks has over 30 years experience in pension administration, consulting, and business management. Tom established several affiliated offices in the Western United States.

He provides Fiduciary and Compliance review services. These areas include fiduciary issues, real estate investment, prohibited transactions and fee disclosure regulations of 408(b)(2) and 404(a)(5).

Given the continuous stream of regulations, our firm and legal department are unparalleled in experience and are constantly updating and adapting to today's regulatory environment.

Having an attorney assures up-to-date compliance, technical advice while maintaining accuracy in all aspects of the plan.

WHO WE ARE

NH HICKS is a multi-generational company with one goal: To provide the best service, value and price in the retirement plan industry.

Each client is assigned an administrator and a consultant. Our administrators have over 225 years of combined experience. This provides administrative support by which we can ensure that all plan administration is performed in a timely manner, with a high degree of expertise.

Our consultants provide one-on-one meetings to design and maintain a plan that best fits a company's business and its retirement goals. In addition, we work closely with the clients' investment advisors and accountants.

Our annual plan review keeps our clients up-to-date with the best possible plan options along with keeping their plan in compliance with the latest IRS and DOL regulations.

Debbie Rath, Vice President - Marketing
Debbie has been in the pension industry since the 1970s. She joined HICKS in 1997 and was instrumental in bringing tiered allocations to our firm. Debbie has trained many of our administrators and works with our actuary to design state-of-the-art plans. She is available for research on technical questions, issues and plan proposals.

Our Administrators
Each of our administrators has over 10 years experience. They are trained and educated to ensure the plan is in compliance. By having your own administrator, you can be sure that your needs are met timely and accurately. Our clients have reviewed our staff and service, and that information may be viewed on our website.

NHHICKS.com

Our website is updated daily with the latest regulations, trends and articles from leaders in the pension industry. We have adapted to new technology, gone paperless, added value to our website and actively participated in numerous social media forums. Visit our website and you will be able to find our staff's biographies, e-mail addresses, fees, forms, FAQs and other vital information.

THE PROCESS

FEASIBILITY STUDY AND DESIGN

Collection of data concerning the company, its employees, and existing benefit programs.

Actuarial analysis of employee data to estimate costs under various pension and profit sharing plans.

Design of a plan to meet specific requirements of the company.

INSTALLATION

Assistance in the adoption of the plan, trust agreement and board of director's resolutions, including submission to the IRS for approval.

Summary Plan Description - design and draft employee booklets used in conjunction with the plan documents.

Electronic Installation system which includes: plan documents beneficiary, election & termination forms, submittal for a separate employer identification number and various notices.

Employee meetings to explain and answer questions relative to the adopted plan.

ANNUAL CONSULTING, ACTUARIAL AND ADMINISTRATION

Annual analysis of the plan to determine if it is meeting the desired objectives.

Determination of contribution, discrimination testing, government reporting Form 5500 with copy for CPA and client, updating of individual participation, summary annual reports and updating of client information.

An annual meeting with the business owners and plan participants to explain and discuss any changes on the operation of the plan.

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