

# NH HICKS

## FEES FOR SERVICES

### **401(k) Profit Sharing Plans:**

|                                                                  |                                        |
|------------------------------------------------------------------|----------------------------------------|
| Installation/Documents (takeover varies no charge to \$500)..... | \$1250                                 |
| Administration .....                                             | \$1550 + \$30 per eligible participant |

### **Defined Benefit Plans:**

|                                                          |                                        |
|----------------------------------------------------------|----------------------------------------|
| Installation/Documents (contact for takeover fees) ..... | \$1550                                 |
| Administration including actuarial certification .....   | \$2600 + \$50 per eligible participant |

### **DB/DC Combination Plans\*:**

|                                                          |                                        |
|----------------------------------------------------------|----------------------------------------|
| Installation/Documents (contact for takeover fees) ..... | \$2900                                 |
| Administration including actuarial certification .....   | \$3850 + \$50 per eligible participant |

\*Additional Fees will be added for the administration of Cash Balance Plans

### **Owner Only – 401(k):**

|                                                                  |       |
|------------------------------------------------------------------|-------|
| Installation/Documents (takeover varies no charge to \$300)..... | \$700 |
| Administration (assets less than \$250,000) .....                | \$450 |
| Administration (assets \$250,000 and more).....                  | \$750 |

### **Owner Only – Defined Benefit Plan:**

|                                                          |        |
|----------------------------------------------------------|--------|
| Installation/Documents (contact for takeover fees) ..... | \$1500 |
| Administration including actuarial certification .....   | \$2200 |

### **Owner Only – DB/DC Combination Plans:**

|                                                          |        |
|----------------------------------------------------------|--------|
| Installation/Documents (contact for takeover fees) ..... | \$2250 |
| Administration including actuarial certification .....   | \$2700 |

\*\*Convenient automatic monthly or semi-annual ACH payment options available

### **Special Transactions:**

#### **Defined Contribution Plans**

|                                                                    |                |
|--------------------------------------------------------------------|----------------|
| Comparability allocation (multiple runs).....                      | \$250          |
| Trust accounting, 5500 audit consulting or IRS Correspondence..... | \$125 per hour |
| Distributions, Loans or extensions (annual loan \$35).....         | \$125          |
| Amendments (Cares, Secure 1.0 & Secure 2.0 Acts) .....             | \$125          |
| QDRO or RMD.....                                                   | \$225          |
| Rush Fees after 9/1 for calendar year plans .....                  | \$250          |
| Scheduled 2026-28 IRS DC Document Restatement.....                 | \$1000         |
| Scheduled 2026-28 IRS Owner Only(k) Document Restatement....       | \$550          |

#### **Defined Benefit Plans**

|                                                                    |                 |
|--------------------------------------------------------------------|-----------------|
| PBGC Reporting/Annual Funding Notice .....                         | \$325           |
| Actuarial Participant Fees Over 5 Employees.....                   | \$10 DB/\$15 CB |
| Trust accounting, 5500 audit consulting or IRS Correspondence..... | \$125 per hour  |
| Distributions or amendments.....                                   | \$225           |
| Loans (annual loan \$35) or Extensions .....                       | \$125           |
| Rush Fees after 9/1 for calendar year plans .....                  | \$250           |
| Scheduled 2029-31 IRS DB Document Restatement .....                | \$1200          |