

NH HICKS

FEES FOR SERVICES

401(k) Profit Sharing Plans:

Installation/Documents (takeover varies no charge to \$625).....	\$1250
Administration	\$1550 + \$30 per eligible participant

Defined Benefit Plans:

Installation/Documents (contact for takeover fees)	\$1650
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 Customized Fees will be added for the administration of Cash Balance Plans

Owner Only – 401(k):

Installation/Documents (takeover varies no charge to \$375).....	\$750
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 ACH payment option 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.....	\$1150
Scheduled 2026-28 IRS Owner Only(k) Document Restatement....	\$750

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	\$1500

Effective Date 12/1/2025