NH HICKS

FEES FOR SERVICES

401(k) Profit Sharing Plans:
Installation/Documents (takeover document $625)..... $1250
Administration ..... $1650 + $30 per eligible participant

Defined Benefit Plans:
Installation/Documents (contact for takeover fees) $1650
Administration including actuarial certification ..... $2800 + $50 per eligible participant

DB/DC Combination Plans*:
Installation/Documents (contact for takeover fees) $2900
Administration including actuarial certification ..... $4155 + $50 per eligible participant

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

Owner Only – 401(k):
Installation/Documents (takeover document $400)..... $800
Administration (assets less than $250,000) $500
Administration (assets $250,000 or more and final plan year) $800

Owner Only – Defined Benefit Plan:
Installation/Documents (contact for takeover fees) $1500
Administration including actuarial certification $2300

Owner Only – DB/DC Combination Plans:
Installation/Documents (contact for takeover fees) $2300
Administration including actuarial certification $2900

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 Cycle 4 Document Restate $1150
Scheduled 2026-28 IRS Owner (k) Cycle 4 Document Restate..... $750

Defined Benefit Plans
PBGC Reporting/Annual Funding Notice..... $390
Actuarial Participant Fees Over 5 Employees..... $15
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 Cycle 4 Document Restate..... $1500

Effective Date 11/1/2026