

NICHOLAS & HICKS , INC.

FEES FOR SERVICES

(208) 690-9870

401(k) Profit Sharing or 403(b) Plans:

Plan document (owner only \$550 / takeover no charge)\$750 + \$10 per eligible participant
Administration (owner only \$550).....\$750 + \$30 per eligible participant

Defined Benefit Plans:

Plan document (takeover no charge).....\$1250 + \$10 per eligible participant
Administration including actuarial certification\$1850 + \$50 per eligible participant
(PBGC reporting \$250 / terminations \$175)

DB/DC Carve Out or Floor Offset Plans:

Plan document (takeover no charge).....\$2750 + \$20 per eligible participant
Administration including actuarial certification\$3350 + \$50 per eligible participant

Special Transactions:

Comparability allocation minimum\$250
Trust accounting or audit consulting.....\$95 per hour
Distributions, amendments or extensions (annual loan \$35).....\$95

NICHOLAS & COMPANY, INC.

Cafeteria Plans

Plan document (POP \$350 / takeover no charge)\$650 + \$5 per eligible participant
Monthly administration (POP annual \$350 + \$3).....\$5 per month per participant
(annual set up / form 5500 / monthly minimum \$95)