

NICHOLAS, HICKS & FARMER, INC.

FEES FOR SERVICES

**Seattle, WA
(206) 729-9400**

**Fife, WA
(253) 926-0900**

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

Document / restatement (owner only \$750 / takeover no charge).....\$1050 + \$10 per eligible participant
Administration (owner only \$750).....\$1050 + \$30 per eligible participant

Defined Benefit Plans:

Document (takeover no charge).....\$1250 + \$10 per eligible participant
Administration including actuarial certification\$1850 + \$50 per eligible participant
(PBGC reporting, distributions or amendments \$225)

DB/DC Combination Plans:

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:

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)

* **Large Plan Division:** special pricing applies to plans over \$5 million and/or more than 200 employees