

NICHOLAS, HICKS & FARMER, INC.
FEES FOR SERVICES

Seattle, WA
206-729-9400

Tacoma, WA
253-926-0900

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

Plan document (owner only \$750 / takeover no charge)\$1150 + \$10 per eligible participant
Administration (owner only \$750).....\$1150 + \$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, distributions or amendments \$225)

DB/DC Combination 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)

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

9/1/2010