

NICHOLAS, HICKS & BETTS, INC.

Qualified Plan Administrators
www.nicholasandhicks.com

Who we are:

Nicholas, Hicks & Betts, Inc. is a fee only, third party pension administration and consulting firm that does not handle any investments or insurance. Founded in 1992, our company administers over 3,000 qualified retirement and section 125 cafeteria plans for clients throughout Colorado, Washington, Oregon, Utah, Georgia and California. We use regional administration offices with local consultants. One of the founders of the business, Tom Hicks, is an attorney at law.

Services:

Nicholas, Hicks & Betts, Inc. provides plan document installation, consultation, contribution calculations, compliance testing, IRS and DOL reporting for qualified retirement and section 125 cafeteria plans. We've developed a regional administration system that is designed to ensure superior quality while keeping costs competitive. Each client is assigned an administrator and a local consultant. Our administrators have over 100 years of combined experience. The administrator handles all day-to-day concerns, while the consultant is available for working with the client and advisors to ensure each plan design is the best fit for the company's needs.

What you can expect from us:

Our trademark is our excellent service which has been recognized in the industry. Numerous national investment companies and broker dealers have screened and accepted Nicholas, Hicks & Betts, Inc. onto their preferred list of service providers. In addition, Nicholas, Hicks & Betts, Inc. is currently ranked nationally in the top 10 by 401k Exchange.

We value our relationships with some of the best investment and insurance companies in the business. We work hard at maintaining a strong partnership relationship. Please contact us with any questions or to meet.

401(k) Profit Sharing Plan Fees:

Document / restatement (owner only \$750 / takeover no charge)	\$1050 + \$10 per eligible participant
Administration (owner only \$750).....	\$1050 + \$30 per eligible participant
Distributions, amendments or extensions	\$95

* Please call for a quote on Age Weighted, New Comparability, Money Purchase, Defined Benefit, DB/DC Combination Plans, 403(b), EGTRRA Restatement or Section 125 Cafeteria Plans.

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