

**NICHOLAS PENSION CONSULTANTS  
FEES FOR SERVICES**

<b>East Bay Area</b>	<b>South Bay Area</b>	<b>San Francisco</b>	<b>Sacramento &amp; Reno</b>	<b>Southern California</b>
(925) 964-9404	(925) 829-6700	(925) 299-9020	(916) 934-3880	(949) 412-8223
(925) 855-8070			(916) 316-7177	

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

Document / restatement (owner only \$750 / takeover no charge) ..... \$1250 + \$10 per eligible participant  
Administration (owner only \$750)..... \$1450 + \$30 per eligible participant

**Defined Benefit Plans**

Document (takeover no charge)..... \$1250 + \$10 per eligible participant  
Administration including actuarial certification ..... \$1950 + \$50 per eligible participant

**DB/DC Combination Plans**

Document (takeover no charge)..... \$2950 + \$20 per eligible participant  
Administration including actuarial certification ..... \$3550 + \$50 per eligible participant  
(Cash Balance additional \$1,000 for Document and also Administration)

**Special Transactions**

Comparability allocation or amendments ..... \$250  
Distributions (annual loan \$35) or extensions ..... \$125  
Trust accounting, consulting or CPA audit..... \$125 per hour  
DB distributions, DB amendments or PBGC reporting..... \$350

