



DEFINED CONTRIBUTION PLAN FEE SCHEDULE

Plan Years Beginning in 2011 and 2012

Up to 5% of profits may be donated to charity. See www.redwoodpensions.com for details.

This schedule represents Redwood Pensions, LLC's true and complete fees. We do not retain any additional "indirect compensation" typically received by pension administration firms from fund companies and financial institutions. Such compensation, when received, is used to offset our invoiced administration fees.

Installation of New Plan, or Takeover of Existing Plan (IRS tax credit may be available for new plans for small employers.)

New plan document and/or amendments (if required), coordinate transfer/conversion of existing account balances to new investment custodian (for takeovers), establish new participant accounts.

- **401(k) – includes Safe Harbor, Roth, Matching and/or Profit Sharing**.....\$800 + \$20 per participant*
- **Profit Sharing**\$600 + \$20 per participant*
- **Single-Participant 401(k) or Profit Sharing**\$600

■ Per-participant fee reduced for participants exceeding 100. Please request custom quote.

■ Takeover fees may be paid by either the Employer or from the trust investments. New plan installation fees must be paid by the Employer.

Annual Administration Services

Calculation of employer contributions, compliance testing under Internal Revenue Code §§ 410(b)/401(a)(4)/402(g)/404/415/416/401(k)/401(m) (as applicable), trust accounting (reconciliation of custodial investment accounts pre-approved by Redwood Pensions, LLC), signature-ready DOL/IRS Form 5500, reporting separated participants to the Social Security Administration, administrators' compliance reports, DOL-required notices to participants.

- **401(k) – includes Safe Harbor, Roth, Matching and/or Profit Sharing**.....\$1,100 + \$30 per participant*
- **Profit Sharing**\$800 + \$30 per participant*
- **Single-Participant 401(k) or Profit Sharing**\$500

Additional Annual Administration Services

- **Self-employed calculation (required for income reported on Schedules C or K-1)****\$150 + \$50 each additional
- **"Cross-Tested" allocation formula†**\$400

■ Per-participant fee reduced for participants exceeding 100. Please request custom quote.

■ Most administration fees may be paid by either the Employer or from the trust investments.

■ Fees are pro-rated and billed at the beginning of each quarter during which Redwood Pensions, LLC provides services. If Redwood Pensions, LLC provides services for fewer than three quarters of a plan year, a \$300 surcharge applies to cover the fixed annual administration services.

■ A "rush fee" equal to 30% of the annual administration fees applies if required annual data is not supplied to Redwood Pensions, LLC in good order at least 30 days prior to the extended filing deadline for the Form 5500.

Supplemental Services (not included in Annual Administration Services fees)

Participant Loans

- Set-up or re-amortization††\$100
- Annual accounting\$12 per loan per quarter

Government Forms/Reporting

- Form 5558 (extension to Form 5500 deadline)\$50
- Required Form 5500 Schedules A, C and D (plans over 100 participants or not eligible for short form 5500).....\$50 each schedule
- Form 5330 (excise tax reporting).....\$100
- Coordination of "large plan" CPA audit (accountant's opinion) for Schedule H of Form 5500.....\$100-\$200 per hour

Distributions

- Distribution election forms and processing (without Roth)††\$100 each distribution
- Distribution election forms and processing (with Roth)††\$150 each distribution
- IRS Forms 1099-R (if not prepared by investment custodian) – includes Forms 1096 and 945††\$50 each participant
- Age 70 ½ Minimum Distribution calculations under Internal Revenue Code § 401(a)(9)\$150 each
- Corrective Distributions under Internal Revenue Code §§ 415/401(k)/401(m)/402(g)\$150 each

Plan Document Services

- Minor amendments\$300 minimum
- Major amendments, mergers, and plan terminationsQuoted per case

Other Services

- Trust accounting (may apply if investment accounts are not pre-approved by Redwood Pensions, LLC).....\$75 per hour
- Brokerage accounts (pre-approved by Redwood Pensions, LLC).....\$40 per year per account
- Manual data entry (applies if data is not provided in required electronic format)\$75 per hour
- Qualified Domestic Relations Order review (not a substitute for an attorney's review)††\$50 per hour
- Special consulting projects\$150 per hour
- IRS or DOL auditsQuoted per case
- IRS or DOL correction programsQuoted per case
- Miscellaneous expenses (travel, banking fees, postage, etc.)Actual cost
- Retrieval and duplication of records.....\$100 per hour

* "Participant" is any person with an account balance any time during the year.

** Owners of entities taxed as sole proprietorships or partnerships require additional complex calculations to determine plan-eligible compensation under IRS regulations. Fee includes calculation for one owner.

† Allows targeted participants to receive larger benefits, using advanced non-discrimination techniques and a special plan document design.

†† In most cases, may be paid directly from the participants' accounts.



DEFINED BENEFIT PLAN FEE SCHEDULE

Plan Years Beginning in 2011 and 2012

Up to 5% of profits may be donated to charity. See www.redwoodpensions.com for details.

This schedule represents Redwood Pensions, LLC's true and complete fees. We do not retain any additional "indirect compensation" typically received by pension administration firms from fund companies and financial institutions. Such compensation, when received, is used to offset our invoiced administration fees.

Installation of New Plan, or Takeover of Existing Plan (IRS tax credit may be available for new plans for small employers.)

Includes new "EGTRRA"-compliant plan document and/or amendments (if required).

- Traditional Defined Benefit – Safe Harbor benefit formula\$1,500 + \$20 per participant
- Traditional Defined Benefit – Non-Safe Harbor or combined with 401(k).....\$1,500 + \$20 per participant
- Cash Balance*\$1,500 + \$20 per participant
- DB(k) (Hybrid 401(k) and Traditional Defined Benefit or Cash Balance)*\$2,000 + \$20 per participant

■ Per-participant fee reduced for participants exceeding 100. Please request custom quote.

■ Takeover fees may be paid by either the Employer or from the trust investments. New plan installation fees must be paid by the Employer.

Annual Administration Services

Calculation of employer contributions, compliance testing under Internal Revenue Code §§ 401(a)(26)/410(b)/401(a)(4)/404/415/416 (as applicable), Enrolled Actuary services and Schedule SB (Form 5500) certification, signature-ready DOL/IRS Form 5500, reporting separated participants to the Social Security Administration, administrators' compliance reports, IRS- and DOL-required notices to participants (including Adjusted Funding Target Attainment Percentage [AFTAP]).

- Traditional Defined Benefit – Safe Harbor benefit formula\$2,000 + \$30 per participant
- Traditional Defined Benefit – Non-Safe Harbor.....\$2,500 + \$30 per participant
- Single-Participant Defined Benefit.....\$1,500
- DB(k) (Hybrid 401(k) and Traditional Defined Benefit or Cash Balance).....\$3,000 + \$30 per participant
- Cash Balance\$2,500 + \$30 per participant

■ Per-participant fee reduced for participants exceeding 100. Please request custom quote.

■ Most administration fees may be paid by either the Employer or from the trust investments.

■ Fees are pro-rated and billed at the beginning of each quarter during which Redwood Pensions, LLC provides services. If Redwood Pensions, LLC provides services for less than a year or there is a short plan year, full annual fees still apply.

■ A "rush fee" equal to 30% of the annual administration fees applies if required annual data is not supplied to Redwood Pensions, LLC in good order at least 30 days prior to the extended filing deadline for the Form 5500.

Supplemental Services (not included in Annual Administration Services fees)

Participant Loans

- Set-up or re-amortization\$100
- Annual accounting\$12 per loan per quarter

Government Forms/Reporting

- Annual PGBC Notice (only required for certain plans).....\$200
- Form 5558 (extension to Form 5500 deadline)\$50
- Required Form 5500 Schedules A, C and D (plans over 100 participants or not eligible for short Form 5500).....\$50 each schedule
- Form 5330 (excise tax reporting).....\$100
- Coordination of "large plan" CPA audit (accountant's opinion) for Schedule H of Form 5500.....\$100-\$200 per hour

Distributions

- Benefit calculations, distribution election forms, Trustee directive, IRS Form 1099-R.....\$300 each distribution
- Age 70 ½ Minimum Distribution calculations (includes IRS Form 1099-R)\$200 each

Plan Document Services

- Minor amendments\$300 minimum
- Major amendments, mergers, and plan terminations.....Quoted per case

Other Services

- Trust accounting\$75 per hour
- Life insurance "PS 58 cost" reporting on IRS Form 1099-R.....\$50 each
- Manual data entry (applies if data is not provided in required electronic format)\$75 per hour
- Qualified Domestic Relations Order review (not a substitute for an attorney's review).....\$50 per hour
- Special consulting projects (non-actuarial)\$150 per hour
- Special consulting projects by Enrolled Actuary\$275 per hour
- IRS or DOL auditsQuoted per case
- IRS or DOL correction programsQuoted per case
- Miscellaneous expenses (travel, banking fees, postage, etc.)Actual cost
- Retrieval and duplication of records.....\$100 per hour

* IRS does not pre-approve Cash Balance or DB(k) plans. If a favorable determination letter is requested, IRS "user fees" and consulting fees may separately apply.

** Owners of entities taxed as sole proprietorships or partnerships require additional complex calculations to determine plan-eligible compensation under IRS regulations. Fee includes calculation for one owner.