

Fee Schedule for ABC Company *(based on 50 participants with a balance and \$2 million in plan assets)*

Plan Implementation		
Plan document consulting process (optimize plan design, create new plan document)	\$1,200 bundled fee for entire service	<input checked="" type="checkbox"/> Invoice Plan Sponsor
Enrollment Kits	Newkirk EBN included (no charge). Initial order included (up to 100 kits). Subsequent orders: \$5.00 per kit.	Desired conversion date: _____ Total # kits needed: _____
Administrative Fees		
Base Fee (includes all core services, compliance testing, Form 5500, etc)	\$1,750 / year	<input type="checkbox"/> Invoice Plan Sponsor <input type="checkbox"/> Charge Plan Assets*
Annual recordkeeping fee <i>(only charged for those with a balance)</i>	\$30 / participant / year	<input type="checkbox"/> Invoice Plan Sponsor <input type="checkbox"/> Charge Participant Accounts
Platform fee*	Received directly from plan assets. (.35% on all plan assets minus revenue sharing at fund level).	
Ancillary Fees		
Participant loans (if applicable)	\$50 / initiation, \$25 / year / administration	<input checked="" type="checkbox"/> Charged to participant account
Distribution fee (including tax withholding / reporting)	\$50 per event. (Installment payments are \$4.00 each, charged to account)	<input type="checkbox"/> Invoice Plan Sponsor <input checked="" type="checkbox"/> Charged to participant account
Year-end profit sharing or match allocation (if performed by BPAS)	Standard allocation: included New comparability allocation: \$700 plus \$3/ participant	<input type="checkbox"/> Not applicable <input type="checkbox"/> Standard allocation (no charge) <input type="checkbox"/> New comp. allocation (invoice)
Census processing	Up to 26 transmissions / year included at no cost. Weekly submissions: \$500 / year	<input type="checkbox"/> We will submit bi-weekly, semi monthly or monthly. (No added fee.) <input type="checkbox"/> We will submit weekly. Invoice additional \$500 to plan sponsor.
Trustee Services		
50 basis points per year, paid to First National Bank		<input type="checkbox"/> Trustee invoices Plan Sponsor <input type="checkbox"/> Charge against plan assets (If charge against plan assets is selected, BPA is authorized to deduct this fee from plan assets and to remit the payment of Trustee fees until directed otherwise in writing by the plan sponsor.
<p>* Notes: For plans with assets under \$1 million, we recommend that base fee be invoiced to the plan sponsor (in lieu of charging against assets). If required due to the scope or nature of a nonstandard request, hourly fees would be assessed at the rate of \$125 per hour plus materials at cost for the services requested. The above elections will govern the way fees are established on our recordkeeping system; changes can be made on a prospective basis, but we will not reverse prior fees in participant accounts provided the instructions were followed correctly. Any base fee shown above is charged in the initial plan year since BPAS will be required to perform all year-end compliance work. * Many funds cover the platform fee directly through various forms of revenue sharing, while others may not. To the extent a fund is utilized which pays less than the platform fee, a "platform true up" fee will be charged to that fund to make up the difference (in monthly installments). BPAS periodically reviews revenue sharing agreements with fund families and the configuration of individual plans. If this review finds that the revenue sharing level has changed for one or more funds in a plan, we will automatically adjust the platform true up fee for impacted funds. When plan sponsor decides to proceed with the conversion, this form should be completed, signed and faxed to number shown below, indicating your preferences for how certain fees should be handled (invoiced, charged to plan, etc). If the boxes above are not checked, our default election will be to invoice the plan sponsor for administrative fees shown here, except for loan, distribution and Trustee fees, which are paid from the participant account. For terminated participants, the per-participant fee shown here will be charged to participant accounts. Signed Administrative Services Agreement (ASA) must be received from plan sponsor by service effective date; without a signed ASA, BPAS will not have authority to trade new contributions and / or lift blackout period.</p>		

The terms of this fee schedule are acceptable to me, and I have indicated how fees should be handled above. I authorize BPAS to begin work on our plan conversion. **(Please fax a signed copy of this page to 315-266-1287, or email a PDF scan of this page to TrustSales@bpas.com).**

Authorized Signature

Name (Print)

Date