Professional Benefit Services Retirement Services & Fee Schedule

PBS Professional Benefit Services, Inc.

Effective 01/01/2027

DOCUMENT, SETUP & AMENDMENT SERVICES

Retirement Plan Documents	
• 401(k), 403(b)	$900
• Cash Balance, Defined Benefit	Custom
Amendments, Setup & Other Document Fees	
• Takeover Fee	$200
• Plan Amendment	$150

ANNUAL ADMINISTRATION & REPORTING SERVICES

Annual Base[1]	
• Allocated w/ Record Keeper	$1,500
• Brokerage	$2,000
• Pooled	$2,200
• Cash Balance, Defined Benefit	Custom
Annual per Account[2]	
• Allocated w/ Record Keeper	$13/Account[2]
• Brokerage	$20/Account[2]
• Pooled	$22/Account[2]
• Cash Balance, Defined Benefit	Custom

PLAN DESIGN & EXECUTION FEES

Employer Allocation	
Cross Tested, Integrated, Pro-rata, etc...	$200 minimum
Addtional Required Testing	
Coverage Tests, etc...	$250 minimum
Additional Required Forms	
5558, 5330, SSA	$125 minimum
Schedule H Filing / Audit Support	$700

PLAN DISTRIBUTION FEES - ADDITIONAL PER EVENT *(Paid by Participant)*

Participant Distribution and Loan Setup	
• Allocated w/ Record Keeper	$125
• Pooled / Brokerage	$235
QDRO	$500

** Hourly work apart from the fees on this schedule will be billed at $225 per hour.*

* Revenue sharing will be credited to client account after the first $350 received in the Calendar Year. Additional work listed above may be subject to additional fees.

[1]*Small plans (less than 15 employees and 5 participants) without compliance issues are eligible for a small plan credit.*

[2]*Per Account means per participant per money type. If an employee defers and receives a match then the fee would be $24/year for that participant - for allocated accounts.*