

Basic 401(k) Fee Schedule



Partner Series – MassMutual Aviator

MassMutual provides participant recordkeeping, receives and invests plan contributions, produces participant statements, and facilitates distributions. Benetech provides plan documents, calculation and allocation of annual employer contributions, basic compliance testing, and Form 5500-SF.

This fee schedule, and any associated quote, assumes and takes into account TPA revenue from MassMutual. † Quoted fees are based on current assets and first-year deposits listed on quote, and assume all assets are invested on the MassMutual's recordkeeping system. Assets for purposes of calculating annual administration fees are determined as of the first day of the plan year, and do not include outside assets such as outstanding loan balances or brokerage accounts. Benetech's fees are independent of fees charged by MassMutual.

Annual Basic Administration Services

Assets Under \$1,000,000	
Base Annual Fee:	\$950
plus Fee per Participant with Account Balance:	\$25*
Assets: \$1,000,000 -- \$2,000,000	
Base Annual Fee:	\$750
plus Fee per Participant with Account Balance:	\$25*
Assets: \$2,000,000 -- \$3,000,000	
Base Annual Fee:	\$550
plus Fee per Participant with Account Balance:	\$25*
Assets: \$3,000,000 -- \$4,000,000	
Base Annual Fee:	\$350
plus Fee per Participant with Account Balance:	\$25*

Plans with current assets greater than \$4,000,000 quoted individually.

One-time Plan Establishment Services

Start-up Plans (\$0 Assets)	
Base Setup Fee:	\$1,000
plus Fee per Eligible Employee:	\$10
One-Time Takeover Fee (if applicable)	
Takeover Plans:	Quoted Individually
Calculation of Transfer Amounts:	\$700 base + \$50 per account
<i>(Only applies if transfer amounts are not provided by prior recordkeeper.)</i>	

Premium Services

Tiered Allocation Method (additional)	
Annual Base Recordkeeping Fee:	+\$500
Annual per Participant Fee:	+\$10
One-time Base Setup Fee:	+\$150
One Time Setup Fee per Eligible Employee:	\$5

Other Potential Services

Amendments (minimum):	\$350 + \$5/eligible
New Participant Enrollment:	\$20 each
Distributions – Full Package (if needed):	\$60 each [‡]
Distributions – Verify Vested Percentage:	\$25 each [‡]
Hardship Withdrawals:	\$80 each [‡]
70 ½ Required Distributions:	\$100 each [‡]
In-plan Roth Conversions:	\$80 each [‡]
Loan Origination – Full Package:	\$75 each [‡]
Loan Origination – Calculate Amount Available:	\$25 each [‡]
Loan Origination – Verify Vested Percentage:	\$20 each [‡]
Loan Amortization Schedule:	\$35 each [‡]
Annual Loan Maintenance:	\$80 each [‡]
Written Loan Program (if added after plan establishment):	\$150
Defaulted Loan Consultation or Loan Reconstruction:	\$80/hour
Reconciling Client Payroll/Platform Investment Records:	\$80/hour
Calculation of Transfers between Accounts:	\$25/each (minimum \$150)
Alternate ADP/ACP Tests:	\$350 minimum (\$100/hour)
Additional Contribution Calculation:	\$100 minimum
Non-Standard/Multiple Census:	\$100 minimum (\$2 per part.)
415(s) Non-standard Definitions of Compensation Test:	\$300 (min)
5558 Filing Extension for Form 5500:	\$75
Schedules C & H (\$250/each):	\$500
Schedule A (other than for plan's GAC):	\$250 min.
Schedule D:	\$75
Schedule SSA (terminated participants with balances):	\$75
Priority Processing:	\$250 (minimum)
Revised Reports:	50% annual fee (minimum)
QDRO (full package):	\$350 each (min.)
Other Consulting/Research Services:	
- Administrative:	\$80/hour (1 hour min.)
- Technical:	\$120/hour (1 hour min.)
IRS-required Amendments & Restatements:	Varies by Complexity
Plan Termination:	Obtain Quote from Benetech

Billing Procedures

Benetech invoices 100% of estimated annual fees at the beginning of each plan year. Miscellaneous services are invoiced when performed. A final invoice is sent for amounts not already billed.

[†] This fee schedule assumes Benetech qualifies for and receives ongoing annual TPA payments from MassMutual of at least 0.05% of plan assets.

* The annual participant fee applies to participants with an account balance during the year (including terminated participants); or, if greater, \$10.00 per eligible employee.

[‡] Distribution/loan fees not applicable if MassMutual provides full distribution services.

Services

Plan Establishment Services
 Initial consulting services to implement plan
 Plan & Trust Document and related items
 Employee Disclosure & Employer Operations Manuals
 Participant Summary Plan Descriptions
 Establishing plan on Benetech's administrative system

Annual Administration Services
 Assistance in procedural and administrative matters
 Calculation & allocation of annual employer contributions
 Discrimination testing & Top Heavy determination, as needed
 Assistance with employee enrollment & termination
 Maintenance of vesting records
 Preparation of Form 5500 and related schedules