

Schwab Personal Defined Benefit Plan Fee Schedule

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SCHWAB

Schwab guarantees these rates for three years. After the first three years, Schwab reserves the right to modify the following fees for future services at any time by notifying the Employer in writing at least sixty (60) days prior to the effective date of the modification.

Plan Set-Up and Annual Service Fees:

Service Fees	Type of Coverage			
	One Person Only	Owner and Spouse	Key Employees Only	Owner(s) and Staff
Set-Up Fees*	\$2,250	\$2,250	\$2,250	\$2,250
Annual Fees	\$1,750	\$2,000	\$2,000	\$2,600 up to 3 participants \$3,000 for 4-5 participants
If the company previously sponsored a DB plan, the fees are as follows:				
Set-Up Fees*	\$3,250	\$3,250	\$3,250	\$3,250
Annual Fees	\$2,750	\$3,000	\$3,000	\$3,600 up to 3 participants \$4,000 for 4-5 participants

*A non-refundable \$750 deposit will be requested before plan documents are prepared, with the balance invoiced after the account is established.

Set-Up Fees Include:

Plan design; subsequent discussions; and preparation of documents to establish the plan and Schwab account; plan restatements as required by the IRS to maintain the pre-approved document

Annual Fees Include:

Preparation of Form 5500, with schedules and attachments; actuarial valuation report; annual funding certifications as required; and Pension Benefit Guaranty Corporation (PBGC) forms and Annual Funding Notices (where applicable)

Other Fees Include:

Multiple Plan Annual Service Fee for Contributions Made to Defined Contribution Plans:

- Qualified 401(k) deferrals (available only in a 401(k) plan): \$0
- All other Employer contributions made to another plan of the plan sponsor, including, but not limited to Profit-Sharing, Employer Matching, SEP-IRA, Money Purchase, Safe-Harbor Contributions: \$750

Plan Amendments:

- To freeze and/or unfreeze the plan: \$250 to \$450
- To change eligibility, plan sponsor information, or other non-benefit-related amendments: \$250
- To change the benefit formula: \$750 to \$1,000

Plan Terminations:

- Without submission to the IRS: \$1,500, plus \$250 for each participant in excess of two
- With submission to the IRS: \$3,000 to \$3,750, plus applicable IRS filing fee, currently \$3,000. The IRS reserves the right to change the filing fee at any time.
- PBGC-covered plans: \$400 for request to remove coverage only; \$800 for PBGC standard termination

Distributions:

- Distributions not part of a plan termination: \$250
- Required Minimum Distribution: \$450
- Qualified Domestic Relations Order: Minimum \$700

Other Potential Administrative Fees:

- Recordkeeping for more than 12 contributions in a single plan year: \$350
- Maintaining more than one account for the DB plan: \$250 per account, per year
- Form 5500-EZ not requiring a Schedule SB (final year): \$250**
- Form 5500-SF not requiring a Schedule SB (final year): \$350**
- Amend Form 5500-EZ, 5500-SF, Schedule SB: \$450

Extraordinary services not covered above are billed at a rate of \$175 per hour.

**This occurs when the DB plan terminates in one year (e.g., November 2020) and participant distributions occur the following year (e.g., April 2021).