

Rabbi Trust Fee Schedule

- Set-up fee-\$500
- Annual service fee:
 - One Trust Agreement- \$500
 - Each additional trust agreement- \$100
- Contributions sent to Ascensus Trust for investment:
 - First contribution each plan year- no charge
 - Each subsequent transaction- \$50
 - Contributions sent directly to the trust fund investment provider- no charge
- Trust fund investment account activity via Ascensus Trust (e.g. allocation changes, inter-fund transfers):
 - First four transactions per year- no charge
 - Each subsequent transaction- \$50
- Trust fund withdrawal processing (e.g. loan, surrender or liquidation) per event- \$50
- Death claim processing (each occurrence)- \$500
- Benefit payments process by company-N/C.
- Benefit payments processed by Ascensus Trust and made directly to the participant:
 - One time set-up, per payee- \$250 (fee is eliminated for more than 5 distributions)
 - Annual tax reporting, per payee- \$100
 - Distribution check fee- \$50
 - Benefit payments processed by the Company- no charge
- Plans funded by life insurance:

No. Policies	Incremental fee/policy
1-5	\$ 0
6-20	\$ 25
21-100	\$ 15
101+	\$ 10
- Plans funded by investments other than life insurance:

Fund Value	Incremental fee
<\$1,000,000	\$ 500
\$1,000,000-\$5,000,000	\$ 1,500
\$5,000,001-\$10,000,000	\$ 1,000
\$10,000,001 +	\$ 800

For any additional services rendered, Ascensus Trust will assess a fee commensurate with the services rendered at an hourly rate of \$250. Ascensus Trust will provide the Company a quote and obtain the Company's agreement prior to performing the additional service.

Reviewed 6/1/14