

**NEWPARK RESOURCES, INC. RETIREMENT AND SAVINGS PLAN  
TOTAL FEE CHART - ADMINISTRATION AND RECORKEEPING SERVICES**

All Vendors	Prudential (current)	Lincoln	Diversified	Principal	Prudential (proposed)	Putnam	Fidelity Direct	MassMutual	Fidelity Advisor	Great-West
<b>A. Start-up / Conversion Costs</b>										
Base Conversion Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Conversion Costs Not Noted Above	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Sub-Total Start-up / Conversion Costs</b>										
<b>B. Ongoing Recordkeeping Costs - Annual</b>										
Annual Base Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Trustee/Custodian Fee	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Signature Ready Form 5500 and Testing & Reporting Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fee Per Terminated Participant with a Balance (326)	\$ 13,040.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
New Loan Initiation Fees (198)	\$ 18,810.00	\$ 14,850.00	\$ 14,850.00	\$ 7,920.00	\$ 18,810.00	\$ 9,900.00	\$ 14,850.00	\$ 24,750.00	\$ 14,850.00	\$ 9,900.00
Annual Loan Maintenance Fees (436)	\$ -	\$ -	\$ -	\$ 18,312.00	\$ -	\$ 10,900.00	\$ 10,900.00	\$ -	\$ 10,900.00	\$ 10,900.00
Distributions/1099-R Fee (443)	\$ 15,505.00	\$ -	\$ -	\$ -	\$ -	\$ 22,150.00	\$ -	\$ 17,720.00	\$ -	\$ -
Hardship Distributions (4)	\$ 140.00	\$ -	\$ -	\$ -	\$ -	\$ 200.00	\$ -	\$ 160.00	\$ -	\$ -
Other In-Service Withdrawal Fees Not Mentioned Above	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Sub-Total Ongoing Recordkeeping Costs - Annual</b>	<b>\$ 47,495.00</b>	<b>\$ 14,850.00</b>	<b>\$ 14,850.00</b>	<b>\$ 26,232.00</b>	<b>\$ 18,810.00</b>	<b>\$ 43,150.00</b>	<b>\$ 25,750.00</b>	<b>\$ 42,630.00</b>	<b>\$ 25,750.00</b>	<b>\$ 20,800.00</b>
<b>C. Fulfillment Fees</b>										
<b>Mailing</b> Notices to Participant Homes (i.e. QDIA, Fund Notices, SAR, SMM, etc.)	\$ -	\$ -	Required Mailings Included in Pricing Year 1, At Cost Ongoing	Additional Setup and Per Participant Fees Apply	\$ -	SAR, SMM Fee For Mailing	Provided Electronically Only	\$ -	Provided Electronically Only	Fund Change, QDIA and EACA Notices Included
<b>Mailing</b> Quarterly Statements and Annual Fee Disclosure Statements to Participant Homes	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$1.50 Per Fee Disclosure Mailing
<b>Mailing</b> Enrollment Books to Participant Homes	\$ -	\$ -	\$ -	\$3.50 per Enrollment kit	\$ -	\$ -	\$ -	\$ -	\$ -	\$8.75 Per Book
<b>Mailing</b> SPD's to Participant Homes	\$ -	\$ -	First Mailing After Conversion Included. Future Mailings at cost	\$175 + 1.65 per participant	\$ -	Fee to Mail SPD	Provided Electronically Only	\$ -	Provided Electronically Only	\$4.50 Per SPD
<b>Sub-Total Fulfillment Fees (based on 1,311 participants with a balance)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 7,210.50</b>	<b>\$ 8,874.85</b>	<b>\$ -</b>	<b>\$ 2,163.15</b>	<b>\$ 7,210.50</b>	<b>\$ -</b>	<b>\$ 9,177.00</b>	<b>\$ 19,337.25</b>
<b>D. Fee Transparency / Revenue Disclosure</b>										
Revenue Requirement Needed (In Basis Points)	0.43%	0.27%	0.25%	0.31%	0.27%	0.30%	0.30%	0.34%	0.26%	0.25%
Revenue Requirement Needed (In Dollars)	\$ 176,463.12	\$ 110,802.43	\$ 102,594.84	\$ 127,217.60	\$ 110,802.43	\$ 123,113.81	\$ 123,113.81	\$ 139,528.98	\$ 106,698.63	\$ 102,594.84
Will Your Platform For This Client Support An ERISA/Communication Budget?	Yes - \$6,000 ongoing communication budget included	Yes	Yes	Yes	Yes - 6,000 ongoing communication budget included	Yes	Participant Revenue Credit Account	Yes	No	Yes
<b>Expected Total Plan Cost</b>	<b>\$ 223,958.12</b>	<b>\$ 125,652.43</b>	<b>\$ 124,655.34</b>	<b>\$ 162,324.45</b>	<b>\$ 129,612.43</b>	<b>\$ 168,426.96</b>	<b>\$ 156,074.31</b>	<b>\$ 182,158.98</b>	<b>\$ 141,625.63</b>	<b>\$ 142,732.09</b>
<b>E. Vendor Guarantees</b>										
Fee Guarantee Period (In Years)	2 Years	2 Years	3 Years	3 Years	2 Years	3 Years	3 Years	3 Years	3 Years	5 Years
Willingness to Sign Service Guarantee (Yes / No)	Yes	Yes	Yes	Yes	Yes	No	Yes - If Mutually Agreed Upon	Yes	No	Yes

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<b>F. Miscellaneous Administration Fees</b>										
Plan Document Restatement	\$ -	\$ -	After initial conversion, additional fees may apply.	Principal Requires Custom Plan Document; \$1,000 Restatement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Plan Amendments Fees (Assume Prototype or VS Document)	Employer Initiated Amendments - Minimum Fee \$500	\$ -	\$ -	\$500 Amendment Fee	2 Free Newpark-Initiated Amendments Per Year	\$ -	\$ -	\$100 regulatory, \$300 sponsor initiated	\$ -	\$ -
Ad-hoc Consulting Fee - Rate Hourly	\$150/Hour	\$ -	\$ -	Additional Fees Apply	\$150/Hour	\$85/hour	\$175/hour	\$200/hour	\$ -	\$ -
Recalculation Fee for Incorrect Data (Plan Sponsor Error) - Rate Hourly	Additional Fees May Apply	\$50-\$70/hour	\$ -	\$ -	Additional Fees May Apply	\$85/hour	Additional Fees Apply	\$75/hour	\$ -	\$ -
Non-standard Testing Fee (i.e. 414s, 410b, etc.) - Rate Hourly	\$150/Hour	\$ -	No additional cost.	Additional Fees Apply	\$150/Hour	\$ -	Additional Fees Apply	\$ -	TBD - fees for non-standard testing vary from test to test	\$85/hour
Calculate Employer Non-Elective Contributions	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Not available	\$ -	Online calculator on Plan Sponsor WebStation.	\$ -
Calculate Employer Contributions for Client	\$ -	\$ -	0	\$ -	\$ -	\$ -	Not available	\$ -	Not available	\$ -
Calculate Company Match True-Up Calculation	\$ -	Additional Fees May Apply	\$ -	\$ -	\$ -	\$ -	Not available	\$ -	Not available	\$ -
Language Line Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Translation Services	\$ -	\$ -	\$ -	Additional Fees Apply	\$ -	\$ -	Additional Fees Apply	\$ -	\$ -	\$ -
Hardship Qualification	\$ -	\$ -	\$ -	\$35 / Per-Approval	\$ -	\$ 85.00	\$ -	\$ 160.00	\$ -	\$ -
DRO Qualification	\$ -	\$ -	\$ -	\$500 Set-Up Fee for the Optional Service + \$220/Hour	\$ -	\$ 300.00	\$ 1,200.00	\$ 350.00	\$ 1,200.00	\$ 250.00
Advice Services (i.e. Morningstar, Financial Engines, In-House, etc.)	N/A	\$ -	Managed Account service- \$3,000 annual plan-level fee. No participant-level fees.	Tiered Basis Point Charge	N/A	\$ 25.00	Guidance suite included at no cost	\$ 15.00	Not available	\$ 25.00
Managed Account Services	GoalMaker	0.45% annually/participant usage fee	Please see above.	Tiered Basis Point Charge	GoalMaker	\$ -	TBD/Commission fees apply	\$ -	\$ -	\$ -
Self-Directed Brokerage Option	N/A	Not included in pricing	(PCRA) option, - \$50 annual fee deducted from the participant's account. No plan-level fees.	\$1000 plan sponsor fee; \$75 participant fee. Transaction and other fees may also apply.	N/A	\$ 120.00	\$ -	\$ 100.00	\$ 100.00	\$ 60.00

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			No additional fees for the associated tasks. If plan is terminated, additional fees may apply.							
Contract Termination	\$ -	CDSC or redemption fees may apply.		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Payroll Processing - Multiple Payroll Feeds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
		\$500 per retirement consultant, per day	\$1,200 per day (up to five meetings per day)							
Additional Days of Meetings (Cost / Day)	\$ 1,200.00			\$ 1,000.00	\$ 1,200.00	\$ 1,500.00	\$ 1,800.00	\$ 750.00	\$ -	\$ 500.00
Additional Fees Not Mentioned Elsewhere	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Sub-Total Miscellaneous Administration Fees</b>	<b>\$ 1,200.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,000.00</b>	<b>\$ 1,200.00</b>	<b>\$ 2,030.00</b>	<b>\$ 3,000.00</b>	<b>\$ 1,375.00</b>	<b>\$ 1,300.00</b>	<b>\$ 835.00</b>