

eBacon Fringe Trust Employee Impact

You'll save money, they'll be happy.

Your employees will be able to...

- Get their fringe direct deposited or on a pay card each week.
- Take charge of their future by leaving fringe in a 401(k), HSA or FSA.

Example comparison of paying fringe benefit in cash vs eBacon Trust

Residential Carpenter - 50% Certified	No Trust	eBacon Trust	
	Wage + Fringe in Cash	Wage + Fringe Paid Through Trust	eBacon Total
Standard Wage (\$25/hr x 20 Hours)	\$500.00	\$500.00	\$500.00
Certified Wage (\$30.42/hr x 20 Hours)	\$608.40	\$608.40	\$608.40
Fringe Payment (\$20.65/hr x 20 Hours)	\$413.00		\$413.00
Gross Wages	\$1,521.40	\$1,108.40	\$1,521.40
CA Apprentice Training Fee (\$0.62/hr)	\$12.40		\$12.40
Fed Income Tax*	\$237.67	\$146.81	\$229.41
State Income Tax**	\$94.33	\$45.86	\$54.12
Medicare	\$22.06	\$16.07	\$16.07
Social Security	\$94.33	\$68.72	\$68.72
State Disability Insurance	\$15.21	\$11.08	\$11.08
10% 401(k) Early Withdrawal Fee			\$41.30
8% 401(k) Admin Fee			\$33.04
Total Taxes & Fees	\$476.00	\$288.55	\$466.15

Net Pay: **\$1,045.40**

\$1,055.25

Difference in Net Pay: **\$9.85**

* 20% Standard Federal withholding on Fringe Payout

** 2% Standard withholding for CA on Fringe Payout

Federal and state wage taxes illustrate employee claiming Single with 0 Allowances and \$0 Withholding

NOTE: This calculation is for illustration purpose only and assumes that 100% of available Fringe benefit will be withdrawn weekly. Each employee's specific net pay may vary depending on tax and benefit elections.