

# eBacon's Fringe Trust...It's just better!

Trusts are a great way to pay fringe benefits because they can provide employer-side savings on taxes, workers' compensation and general liability. This makes them the clear choice for handling fringe payments.

## What it is

Our bona fide fringe trust is a traditional 401(k) that complies with the Employee Retirement Income Security Act (ERISA) & the IRS. This makes it a legal and safe way for companies to save on payroll taxes.

## What it isn't

It's not a safe-harbor match or a deferred payment plan. It is a pre-tax employer **contribution** into a qualifying traditional 401(k) plan followed by an **optional distribution**.

## How it's different

We're a third-party administrator **and** a software company. This allows us to automate the administrative work, distribute and deliver funds. Employees have the option to leave their fringe in the trust or take it out each week.

## Example Illustration of eBacon Fringe Trust Savings

Residential Carpenter: <ul style="list-style-type: none"> <li>• 50% Certified</li> <li>• \$20.65/Hour Fringe Benefit</li> </ul>	Example #1	Example #2	Example #3
	Fringe Paid in Cash (Monthly)	Supplemental Unemployment Trust* (Monthly)	eBacon Fringe Saver Trust* (Monthly)
Fringe Benefit Paid to Employees per Month	\$1,789.67	\$1,789.67	\$1,789.67
Employer Payroll Taxes	\$136.91	\$68.45	\$0.00
Workers Comp Rate	\$143.17	\$71.59	\$0.00
General Liability Rate	\$17.90	\$8.95	\$0.00
<b>Total Amount Paid</b>	<b>\$2,087.65</b>	<b>\$1,938.66</b>	<b>\$1,789.67</b>
<b>Gross Employer Monthly Savings</b>	\$0.00	\$148.99	<b>\$297.98</b>
<b>Gross Employer Annual Savings</b>	\$0.00	\$1,787.88	<b>\$3,575.76</b>

\* Assumes 100% fringe benefit is added to the trust