

Always Building

Tomorrow Belongs to Those Who Build Today



A Team on a Mission

We are the leading Prevailing Wage and benefit plans experts, and a trusted partner to contractors and their employees.

For more than 30 years, we've partnered with contractors all over the country saving them money on Prevailing Wage projects. And we're still building today, constantly finding new ways to improve our services and the returns they yield you, your business and your valued employees. Let us show you the many different ways FuturePlan powered by Beneco can help build your business.



Build Your Business By Eliminating Labor Burden on All Fringe Dollars

If you have 20 employees doing prevailing wage work with a fringe rate of \$15 per hour, and you are paying the fringe through payroll, you are overpaying on taxes and insurance premiums by \$144,000 per year. That is \$720,000 over 5 years that you could use to build your business with the FuturePlan Prevailing Wage solution.

How does all of this work? You start by working with FuturePlan powered by Beneco. Our Prevailing Wage solution lets you provide your employees with comprehensive benefits and valuable retirement plans—and saves money while doing it. This helps our contractor-partners retain quality craftsmen that produce better work. The result: our clients build stronger reputations and more solvent businesses over time.

Is Our Prevailing Wage Solution Right For Your Business?

Make your labor burden less of a financial burden.

Your labor burden is what you pay to employ people above and beyond wages or salaries—usually in the form of payroll taxes (FICA), unemployment taxes and insurance. While this is the price of doing business, most contractors don't realize that they're paying too much of these costs on Prevailing Wage projects.

Provide benefits and retirement plans that actually save you money.

By joining FuturePlan powered by Beneco, you're able to make fringe benefit contributions on behalf of your employees doing Prevailing Wage work. Here's where the savings kick in. Unlike normal work, those fringe benefit contributions you make to the employee are not subject to payroll taxes, general liability and workers compensation premiums. That means you save the 25% labor burden on all fringe dollars—money that stays in your business and builds your bottom line.

Not some accounting loophole. FuturePlan is good for your business.

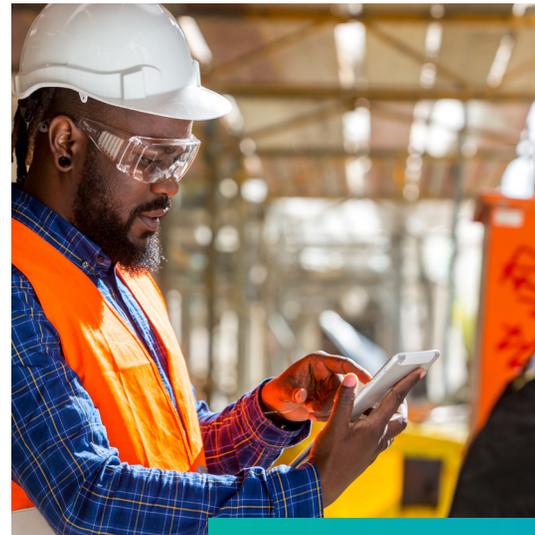
Too often, doing the right thing for your employees seems to cost you more than it should. But that's what the Employee Retirement Income Security Act (ERISA), the Davis-Bacon Act and FuturePlan powered by Beneco combine to offset. Together, they create an incentive for working on Prevailing Wage projects, so that you're not just building American projects—you're building a stronger American business.

Benefits that are always building.

When it comes to 401(k) plans, you have two options:

- 1) Go with one built specifically for general contractors doing Prevailing Wage projects.
- 2) Go with a Wall Street financial conglomerate that services anyone and everyone.

Unlike those institutions, FuturePlan's Prevailing Wage solutions aren't available to just anyone. Instead, we leverage Prevailing Wage legislation to reward you and your employees with lower fees and fewer taxes, but with access to the same funds and financial products offered by the big financial conglomerates—and with the same backing.



What are Your Options?

Prevailing Wage 401(k) Plan

Start funding your company-sponsored retirement plan with fringe dollars, reducing your labor costs and helping your employees plan for their futures. The plan is optimized for prevailing wage contributions, but is also open to all employees like a traditional 401(k) plan.

Major Medical

We can work with any carrier in your area, allowing you the choice of medical carriers with the assistance of FuturePlan's administration to ensure prevailing wage compliance and reducing the cost of health insurance to you by utilizing fringe dollars to pay medical premiums.

Premium Reserve

With this unique feature, you can prevent lapses in employee insurance coverage by holding premiums "in reserve." The reserve can then be used to pay for premiums when an employee is no longer earning fringe dollars.

Ancillary Benefits

Supplement major medical with ancillary benefits such as dental, vision and whole life. You can use the carrier of your choice available in your area.

Smart Return Account (SRA)

Designed specifically by FuturePlan to accept fringe dollars. Similar to an HRA, contributions are put on a debit card to pay for qualified medical expenses.

Sick, Vacation, Holiday and PTO Plan

Contributions to the Sick, Vacation, Holiday, and PTO plan accumulate to pay your employees when they take time off work.

*All of these solutions can be fully or partially funded with fringe dollars.



Benefits of Joining FuturePlan Powered by Beneco.



Dedicated Account Manager

A partner, not a sales person. Think of us as an extension of your team with expertise in payroll, benefits and retirement plans.



Projects Information Meeting

We demonstrate how to bid Prevailing Wage work more competitively, discharge fringe obligations and realize savings.



Fringe Benefit Strategy Sessions

Accounting training on how to be compliant on Prevailing Wage payroll and labor burden obligations.



Document Solution

We provide custom legal documents that comply with Prevailing Wage fringe obligations and other certified payroll requirements.



Ongoing Service Commitment

We continually deliver expert advice to your company and employees to better understand your benefits.



Reward & Retain Key People

Profit-sharing capabilities let you make larger 401(k) contributions to foremen, management and others—up to \$53,000 annually.



Trustee Services

We handle all fiduciary responsibilities of having a 401(k) plan, including providing a registered investment manager, trustee liability services, reporting and documentation.

Already have a 401(K) plan?

Let us show you how much we can save you in fees, returns and profit-sharing capabilities.

How Much Can We Save You?

Example		Your Company	
Employees	20	Employees	_____
Prevailing Wage Hours Worked Per Month Per Employee	x160	Prevailing Wage Hours Worked Per Month Per Employee	x _____
Total Hours Per Month	3,200	Total Hours Per Month	_____
Fringe Benefit Rate	x \$15	Fringe Benefit Rate	x \$____.____
Total Fringe Benefits	\$48,000	Total Fringe Benefits	_____
Your Labor Burden*	25%	Your Labor Burden*	_____ %
Your Monthly Savings	\$12,000	Your Monthly Savings	\$____.____
Your Annual Savings	\$144,000	Your Annual Savings	\$____.____

*Assumes 25% company labor burden costs (FICA, FUTA SUTA, workers comp, and general liability insurance).
Your labor burden may be higher or lower than this figure.