

# Combining Payroll and Benefits - Making Life Easy for Staff and Employees

Nat Peniston

Fringe Benefit Group - ABC Strategic Partner

Steven Antill

Foundation Software - ABC Business Partner

## Agenda



- Fringe Benefit Group
  - ABC Partnership
  - Help Contractors Meet and Exceed Regulatory Obligations
  - Employee benefit solutions built for contractors
- Foundation Software
  - ABC Partnership
  - What Payroll4Construction Offers
- Your questions & feedback



# Fringe Benefit Group – Partnership Overview



- First business partner program launched in Sept 2009
  - One aspect of The Contractors Plan a prevailing wage specific retirement solution
  - Over 500 contractor members signed up through brokers since launch
  - \$10's of millions in payroll burden savings created for members
- National strategic partnership launched in Dec 2014
  - Partner for ABC core value of compliance and ethics
  - Resource for chapter staff, contractor and broker members
  - Partner page, webinars, home office and field support, educational emails, newsletter content, etc.

## Preferred Pricing for ABC Members

- No set-up fees and waiver 1st year annual fee on retirement plans
- Other included services at no additional cost



# Help Contractors Meet and Exceed Regulatory Obligations



- Review options for discharging fringe benefits
- Reduce payroll taxes and costs on public work
- Be more competitive and / or profitable on public projects
- Prevailing wage-compliant health & welfare programs
- Recognize additional incentive for company owners to set up a PW retirement plan



# **Employee Benefits Built for Contractors**



- Hour banking to simplify accounting and smooth out coverage experience for hourly workers
- A one of a kind retirement loan program
- Online benefits administration portal for employers to access and manage & for employees to enroll, access and manage their benefits
- ACA & Prevailing Wage Compliance and Audit Support
- "Total Fringe" administration
- Integration with payroll provider



## **Foundation Software**



- Foundation Software
  - ABC business partner since 2003
  - 5% discount
  - Free executive dashboard
- Payroll4Construction
  - ABC business partner since 2011
  - Training included at no cost



## What Payroll4Construction Offers



- Paycheck printing, stuffing, signing & delivery
- Free direct deposit
- Weekly, monthly, quarterly tax filings
- W-2s, garnishments & workers' compensation
- Keep your staff informed on tax rate and law changes, plus act as your tax agency representative
- Hassle-free data entry
- ACA filing
- Unlimited support from licensed construction payroll experts



## What Makes Payroll4Construction Different



## **Free Construction Reporting**

- Certified Payroll
- EEO Minority Compliance
- Workers' Compensation
- Job Hour Variance

Job Proofing

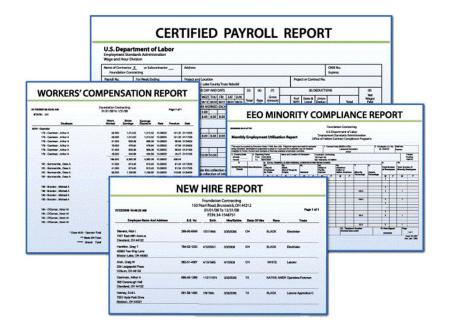
Job Labor Variance

And more!

## **Construction Payroll Tracking**

- Multiple States & Localities
- Multiple Jobs & Pay Rates

Seamless Integration with The Contractors Plan

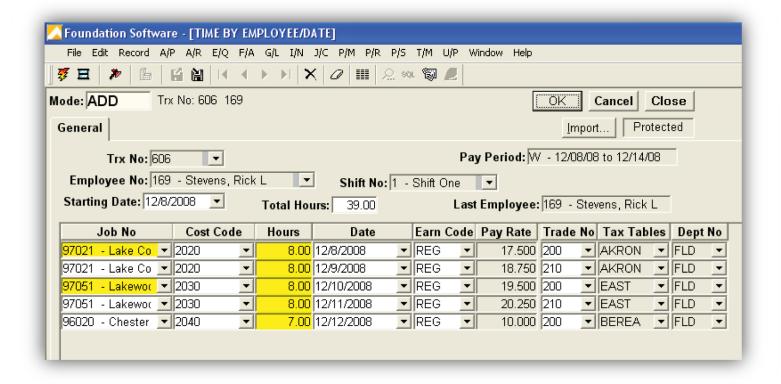




## How It Works



### Contractors Enter Their Time



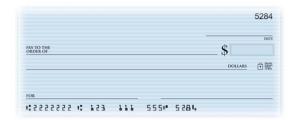


## How It Works



## Payroll is Finished!

# Checks & Direct Deposit



#### **Payroll Taxes**



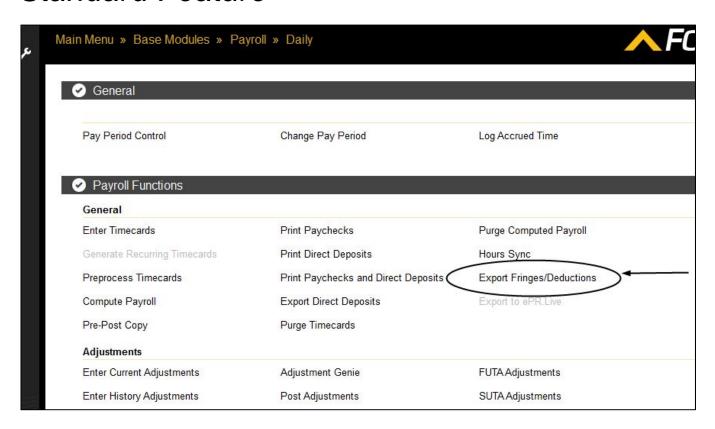
# Construction Payroll Reports







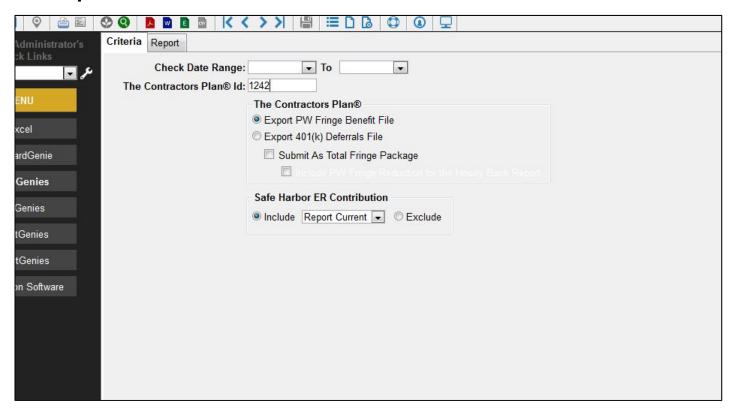
### Standard Feature







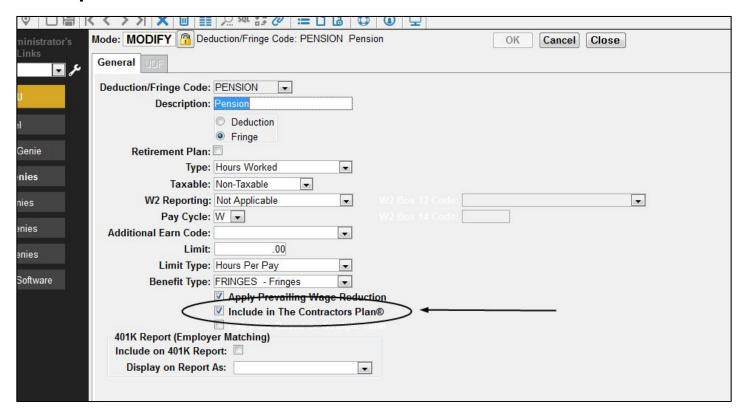
## Setup







## Setup







## File Transfer

first_name	last_name	address_1	city	state	zip_code	email_address	salary_hourly	union_status	date_hired	date_rehired	hours	pw_retirement	gross_6041
Emil	Kenney	7251 Hyde Park Drive	Madison	CA	44321	Kenney@adm.com	Н	Υ	4/15/1988	4/1/2006	160	0	2640
Rick	Stevens	240 Avenida Vista Montana	Madison	CA	92672	stevens@aol.com	Н	Υ	8/14/1989	6/16/2005	40	27.7	1610

## Where to Learn More



#### The Contractors Plan Website:

- www.thecontractorsplan.com
- Complete Solution section
- 9 brief informative videos
- ACA Section
- Contact Us to find nearby field support

### ABC Website:

http://abc.contractorsplan.com

### Contact Us at:

- Nat Peniston, <a href="mailto:npeniston@fbg.com">npeniston@fbg.com</a>, (512) 439-9990
- Steven Antill, <u>santill@foundationsoft.com</u>, (800) 246-0800 ext. 305



## Questions & Feedback





