



The Beneco Plan vs. the Traditional 401(k)

Benefits of three plans with the administrative
and fiduciary requirements of one.

Many prevailing wage contractors offer 401(k) plans, but few maximize their value. Due to potential limitations and burdens, the traditional 401(k) plan is not a one-size-fits-all retirement vehicle. Designed exclusively for prevailing wage contractors, the Beneco Plan capitalizes on their tax advantages. Not only will the Beneco Plan help bolster your business, it can also avoid the potential burdens of a traditional 401(k) plan.

THE TRADITIONAL 401(K) PLAN

- Limited or no prevailing wage fringe dollars permitted.
- Low participation may trigger refunds (corrective distributions).
- Possible lower contribution levels for executives and upper management.
- May require a Safe Harbor employer contribution.



THE BENECO 3-IN-1 PLAN

- **Prevailing wage**

We can fund your plan with prevailing wage fringe dollars—which can increase participation and contributions. You'll also avoid corrective distributions and possibly eliminate the need for Safe Harbor contributions.

- **Profit sharing**


The Beneco 401(k) gives you the ability to maximize profit sharing capabilities.

- **Traditional 401(k)**


Our 401(k) allows for voluntary elective deferral contributions and access to premium investment options backed by the strength and security of national leaders in the 401(k) industry.



Contact us to learn more.

 800-965-2702

 AlwaysBuilding@Beneco.com

 beneco.com

Beneco®, part of Future Plan by Ascensus provides plan design, administration, and compliance services. It is not a broker-dealer or an investment advisor and does not provide tax, legal, or accounting services. Copyright ©2026. Ascensus, LLC. All Rights Reserved. 3205950-FUT-3205951 (02/2026)