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The key would be whether the amounts were set aside from the claims of creditors of the employer. That would mean the amounts were vested and "funded." Vested amounts that are set amount from the claims of creditors (i.e. funded) are considered a transfer of property under regulation § 1.83-3(e). It's likely was that they were; that is, the amounts transferred to the trust were likely not subject to the claims of the various employers' creditors.