



Focuses on the promotion of civic and social interests, mainly for a certain community, region, or state. They are primarily established to further educational, charitable, religious, cultural, or local economic development purposes to benefit members of the area, whether a public or private foundation.

### INTERNAL USE ONLY

## CAPTRUST EXPERIENCE

### CAPTRUST AT A GLANCE

Clients – 203

Total Assets – \$7.3 billion

Plans/Pools – 176

Plan/Pool Types – E/F (123), DC (39), OAP (6), NQ (4), DB (4)

Top Providers – Schwab, Principal, BMO, DB Performer

### EXPERIENCED ADVISORS

- Beau Williams (5)
- Kevin Yoshida (5)
- Bryan Fitzpatrick (4)
- Mary Hime (4)
- Brad Lemon (4)
- John Martin (4)
- Andrew Wisdom (4)

## INDUSTRY BACKGROUND

### POINTS OF INTEREST

- For the last five year, the industry has benefited from favorable economic conditions that led to growth in per capita disposable income and corporate profit, both of which are key factors in supporting industry revenue.
- The number of industry employees is anticipated to rise over the five years to 2026.
- Industry organizations have continued to experience declining membership over the past five years but participation by certain demographics is expected to grow.
- Annualized growth in corporate profit is anticipated to support industry revenue.

### COMMON TERMS

- Diversity
- Endowment
- General data protection regulation (GDPR)
- Green card holder
- Third country nationals (TCN)

### EXTERNAL RESOURCES

- CausalQ [causeiq.com](https://causeiq.com)
- GuideStar [guidestar.org](https://guidestar.org)
- National Center for Charitable Statistics [nccs.urban.org](https://nccs.urban.org)

## FOR THE CHALLENGER

### CHALLENGES

#### Corporate

- Increase in need for their services and support in the community post pandemic
- E&F portfolios are down, adding pressure to increase fundraising
- Reduction in giving
- Increase in administrative burdens of alternative investments on smaller foundation's staff
- Hiring and retaining quality staff
- Frustration with private investment subscription documents and ongoing reporting
- Thinly stretched staff
- Potential changes to tax code
- Grant requests expected to increase as the organizations they support no longer have PPP loans coming that helped them stay afloat

#### Retirement

- Obtaining better participation of newer and younger employees on plan
- Fear of inflation poses a significant challenge for retirees going forward
- Employees are scattered across the globe so multilingual population and challenges around plan distribution
- Executives not being able to save enough relative to their income

### CLIENT OUTCOMES

- Added auto enrollment and auto escalation, increased participation and deferral rates
- Negotiated lower recordkeeping fees to reduce plan fees
- Gained access to direct private investment funds with high minimums
- Changed recordkeeper, resulting a better employee experience