



Includes entities in the three segments of the Oil & Gas value chain with support activities and products for upstream, the business of oil and gas exploration and production; midstream, or transportation and storage; and downstream, which includes refining and marketing.

INTERNAL USE ONLY

CAPTRUST EXPERIENCE

CAPTRUST AT A GLANCE

Clients – 34
Total Assets – \$6.5 billion
Plans/Pools – 45
Plan/Pool Types – DC (35), NQ (5),
DB (3), OAP (1)
Top Providers – Fidelity, Vanguard

EXPERIENCED ADVISORS

- Dan Esch (4)
- Travis Whitten (4)
- John Matejka (3)
- John Martin (2)
- Drew McCorkle (2)
- Mark Medlin (2)

INDUSTRY BACKGROUND

POINTS OF INTEREST

- Petroleum and natural gas remain the most consumed sources of energy in the U.S. through 2050, but renewable energy is the fastest growing.
- U.S. crude oil production is projected to return to pre-pandemic levels in 2023 and stabilize over the long term, while natural gas production is increasingly driven by natural gas exports.

COMMON TERMS

- Alternative fuel
- Biofuel
- Crude oil
- Field office
- Field worker
- Liquified natural gas (LNG)
- Natural gas
- Petroleum
- Refining
- Renewable energy
- Sustainable

EXTERNAL RESOURCES

- American Gas Association (AGA) aga.org
- American Petroleum Institute (API) api.org
- Natural Gas Council naturalgascouncil.org
- Society of Petroleum Engineers spe.org
- U.S. Energy Information Administration eia.gov
- U.S. Oil & Gas Association usoga.org
- World Petroleum Council (WPC) world-petroleum.org

FOR THE CHALLENGER

CHALLENGES

Corporate

- Government policy and regulations tend to fluctuate – affecting cash flow and financing opportunities either positively or negatively
- Instability in traditional energy sources
- Competitive workforce; using large contributions to attract new hires from competitors and to retain current employees
- Communication and organization culture with multiple offices domestically and internationally
- Volatile and highly cyclical, and sensitive to macroeconomic environment
- Cultural headwinds and move to greener energy are significant long-term challenges

Retirement

- Maintaining consistency in a volatile industry with a structure to attract new talent and retain current employees
- Maximizing benefits without increasing company related costs
- Plan structure and creative advising approach needed to address dichotomy in workforce that ranges from labor workers in the field to post-graduate educated employees

CLIENT OUTCOMES

- Implementation of a nonqualified plan
- Added auto enrollment and auto escalation to increase participation
- Significant focus on educating and the participation of employees outside of the home office, such as converting from 3(21) to 3(38) and better communication with the use of participant advice services
- Conducted plan design benchmarks and competitor benchmarks