



Includes establishments primarily engaged in specialized trades related to new construction, additions, alterations, maintenance, and repairs. Includes but not limited to HVAC installation, plumbing, paving, fence installation, electrical installation, and mason work.

INTERNAL USE ONLY

CAPTRUST EXPERIENCE

CAPTRUST AT A GLANCE

Clients – 71
Total Assets – \$1.3 billion
Plans/Pools – 83
Plan/Pool Types – DC (80), NQ (2), OAP (1)
Top Providers – Empower, Fidelity, Paychex

EXPERIENCED ADVISORS

- Jeremy Chambers (5)
- Johnny Garrett (4)
- Jean Duffy (3)
- Grey Kennedy (3)
- Mark Medlin (3)

INDUSTRY BACKGROUND

POINTS OF INTEREST

- The U.S. specialty contracting industry includes about 460,000 establishments (single-location firms and units of multi-location firms) with combined annual revenue of approximately \$875 billion.
- 4.7 million employed in the industry (2021), a 2% increase over 2020.
- Industry demand has been sustained due to consistent residential construction market demand.
- The industry continues to be challenged by skilled labor shortages.

COMMON TERMS

- | | |
|----------------------------|-------------------|
| • Commercial / residential | • Risk management |
| • Contractor | • Sites |
| • Engineer | • Trades |
| • Labor | • Union |

EXTERNAL RESOURCES

- American Subcontractors Association (ASA) asaonline.com
- Associated Builders and Contractors (ABC) abc.org
- Associated General Contractors of America - Specialty Contractors Council agc.org
- Mechanical Contractors Association of America (MCAA) mcaa.org
- National Electrical Contractors Association (NECA) necanet.org

FOR THE CHALLENGER

CHALLENGES

Corporate

- Tight labor market with shortage of skilled workers; also, sometimes migratory workforce
- Communication challenges due to language barriers
- Lack of centralized meeting opportunities
- Supply chain issues leading to lack of supplies and increase in material costs
- Succession planning
- Using specialized payroll and accounting systems that don't always 'talk well' with recordkeeping platforms

Retirement

- Perceived value of retirement benefits and appreciate for DC opportunity
- Eligibility as they want to provide a good benefit but not have tracking issues
- Ability to address the diversity of white collar/engineer employees as well as blue collar/production and installation workers

CLIENT OUTCOMES

- Focused on participant education, leading to an increase in participation rate and average deferral rate
- Reduction in fees
- Incorporated self-directed brokerage
- Implemented formal plan governance