



CONSTRUCTION & BUILDING SUPPLIES

The construction and building supplies industry is comprised of general contractors, suppliers, and operative builders primarily engaged in the construction of residential, farm, industrial, commercial, or other buildings and sale of building supplies.



CAPTRUST Experience

Clients at a Glance

Clients - 62
 AUM - \$7.0 billion
 Plans - 89
 Plan Types - DC (81), DB (5), NQ (3)
 Top Providers - Fidelity (18), Empower (13),
 FreedomOne (12), Prudential (9), Principal (7)

Experienced Advisors

- Mark Davis (3)
- Jean Duffy (5)
- Dan Esch (4)
- Johnny Garrett (3)
- Kim Huppertz (6)
- Paul Owen (5)
- Yvonne Zeoli (3)

Industry Background

Points of Interest

- Global construction costs are expected to rise 4.3% on average
- 90% of U.S. general contractors reported concerns over labor shortage
- One-third of all employees in the construction industry were born after 1980, while 52% were born between 1960- 1979
- 50% of all construction in the U.S. is expected to occur in just 20 cities over the next 5 years

Common Terms

- Commercial/residential
- Contractor
- Craftsman
- Engineer
- Industrial
- Labor
- Raw materials
- Risk management
- Sites
- Trades
- Union
- Workzone

External Resources

- Associated Builders and Contractors
www.abc.org
- Associated General Contractors of America
www.agc.org
- Construction Management Association of America
www.cmaanet.org
- ConstructionPros
www.forconstructionpros.com
- National Lumber and Building Material Dealers Association
www.dealer.org



For the Challenger

Client Outcomes

- Improved participation and deferral rates
- Auto enrollment, escalation, QDIA, and education seminars - all positive
- Lowered costs and improved transparency
- Simplified communications and messaging
- Tiered investment menus
- De-risked and terminated pension plans
- Improved governance process

Challenges

Corporate

- Coordinating resources and personnel across wide range of geographic regions and job sites
- Finding quality project managers & superintendents who bridge the gap between job site and HQ
- Seasonality and mother nature
- Interest rates
- Impact of tariffs on cost of goods
- Skilled labor shortage
- Increased cost of raw materials
- How to drive profits and keep a productive but lower wage employee

Retirement

- Is their match competitive vs. their competitors
- Pension plan costs & termination
- Low participation
- Underutilization of technology, most things are done with paper
- Challenging to communicate to employees – language, location, and timing issues
- Company match and auto enrollment are toughest to address because of low wage earner turnover and cost

Notes