



ENERGY

The energy industry is the totality of all of the industries involved in the production and sale of energy, including fuel extraction, manufacturing, refining and distribution.



CAPTRUST Experience

Clients at a Glance

Clients - 52
 AUM - \$12.9 billion
 Plans / Pools - 82
 Plan / Pool Types - DC (50), NQ (15), DB (8),
 E/F (6)
 Top Providers - Fidelity (13), Empower (9),
 Schwab (7), Milliman (6), Vanguard (5)

Experienced Advisors

- Dan Esch (9)
- Jeb Graham (3)
- John Matejka (7)
- Drew McCorkle (4)
- Travis Whitten (4)
- Steve Wilt (3)

Industry Background

Points of Interest

- Energy use in America is doubling every 20 years
- The world uses over 36 billion barrels of oil per year
- The Energy Information Administration expects gas to generate 34.3% of U.S. electricity this year
- Companies are looking hard at deployment of artificial intelligence, analytics, and robotics to increase efficiency, productivity, reliability, and predictability of operations.

Common Terms

- Alternative fuel
- Biofuel
- Conservation
- Field workers
- Fuel
- Infrastructure
- Petroleum
- Refining
- Renewable energy
- Solar
- Sustainable
- Waste

External Resources

- American Gas Association
www.aga.org
- American Public Power Association
www.publicpower.org
- Association of Energy Services Professionals
www.aesp.org
- Electric Power Supply Association
www.epsa.org
- Independent Petroleum Association of America
www.ipaa.org
- United States Energy Association
www.usea.org
- U.S. Oil and Gas Association
www.usoga.org



For the Challenger

Client Outcomes

- Reduced plan expenses and better transparency
- Increased match
- Better fund lineup
- Provided a more robust, objective, efficient, and documented process
- 3(38) when times get tough (lean)
- Participant advice offerings with focus on field and bi-lingual employees
- Fiduciary education and training for committee
- Auto-enrollment and auto-increase features
- Benchmark of current providers, investments, and expenses
- Creating a more financially literate workforce

Challenges

Corporate

- Hiring talent with expertise in new energy areas
- Fluctuating energy prices
- Trend of transitions from oil and gas to non-traditional sources of energy
- Recruiting talent in difficult geographic regions
- Aging workforce, 50% expected to retire within 5-10 years

Retirement

- Diverse workforce (Spanish)
- Widespread workforce
- View risk much differently
- High level of retirement plan loans
- Employees do not appreciate value of offerings
- Benefit offering comparison with competitors
- Low employee financial acumen
- Minimal access to computers
- Low diversification, high allocation to stable fund
- Low participation
- Auto features lead to complacency

Notes