



## INTERNAL USE ONLY

## CAPTRUST EXPERIENCE

### CAPTRUST AT A GLANCE

Clients – 157

Total Assets – \$9.0 billion

Plans/Pools – 180

Plan/Pool Types – DC (147), DB (20), OAP (8), NQ (5)

Top Providers – Fidelity, Empower, Schwab, T. Rowe, TIAA, Vanguard

### EXPERIENCED ADVISORS

- Kevin Chang (9)
- Tim VerSchure (8)
- Shaun Eskamani (5)
- Scott Gordon (5)
- Grey Kennedy (5)
- Bill Paxton (5)

## INDUSTRY BACKGROUND

### POINTS OF INTEREST

- Demand for healthcare services is projected to remain strong, driven by the aging baby boomer population and the rising prevalence of chronic conditions.
- The traditional model of healthcare delivery has gradually transformed; telehealth consultation may claim a more substantial role in various medical practices.
- Continued effects of the Affordable Care Act will likely spur industry growth.
- This sector will likely continue experiencing a shortage of physicians and nurses which is expected to restrain revenue growth.

### COMMON TERMS

- Administrative staff
- Electronic health records (EHR)
- Medical staff
- Nursing staff
- Physicians or doctors
- Practice
- Providers

### EXTERNAL RESOURCES

- American Medical Group Association [mga.org](http://mga.org)
- Association of American Physicians and Surgeons [aapsonline.org](http://aapsonline.org)
- Medical Group Management Association [mgma.com](http://mgma.com)
- Medical Practice Insider [medicalpracticeinsider.com](http://medicalpracticeinsider.com)
- The Physicians Foundation [physiciansfoundation.org](http://physiciansfoundation.org)

## FOR THE CHALLENGER

### CHALLENGES

#### Corporate

- Retiring medical professionals and competitive labor market to replace. Hospital systems are able to outbid private practices
- Regulatory issues
- Insurance
- M&A activity if it is a smaller group
- Structure of the medical groups, e.g., in California, they are production based with doctors being shareholders and compensation is affected by employer contributions and cash balance contributions

#### Retirement

- Physicians hear about "hot" wealth planning techniques and want them implemented
- Designing a plan that satisfies the highly engaged (typically the doctors) while also motivating the less engaged (many times the nursing staff and support staff)
- Plan design consulting to make enhancements where appropriate to better attract and retain new talent
- The complexity around their profit sharing and testing to give the doctors an opportunity to max out

### CLIENT OUTCOMES

- Consulted on plan design to make enhancements where appropriate to better attract and retain new talent
- Nonqualified plans for physicians
- Additional tax-deductible cash balance plans
- Added PAS to appeal to administrative staff, improve participant outcomes
- Reduced fees on recordkeeping and investments