



Covers many aspects of real property such as development, leasing, appraisal, and management of commercial, residential, agricultural, and industrial properties, in addition to realtors, but excludes services related to construction, mortgage and investment industries.

### INTERNAL USE ONLY

## CAPTRUST EXPERIENCE

### CAPTRUST AT A GLANCE

Clients – 54  
Total Assets – \$3.6 billion  
Plans/Pools – 57  
Plan/Pool Types – DC (48), NQ (6), OAP (2), DB (1)  
Top Providers – Fidelity, Principal, Empower

### EXPERIENCED ADVISORS

- Devyn Duex (3)
- Michael Blair (2)
- Jeremy Chambers (2)
- Patrick Flint (2)
- Veronica Karas (2)
- Duncan McNiff (2)
- Zack Sadler (2)

## INDUSTRY BACKGROUND

### POINTS OF INTEREST

- The U.S. housing market remains on solid foundation amid a shortage of homes and growing rates of new households.
- 6 million people are employed within the 4 million businesses in the industry with expected 0.8% annual growth from 2022 to 2027.
- The industry continues to embed racial equity in real estate development.

### COMMON TERMS

- Agent
- Appraisal
- Closing
- Equity
- Independent contractor
- Mortgage
- Real estate broker
- Realtor

### EXTERNAL RESOURCES

- American Real Estate Society (ARES) [aresnet.org](https://aresnet.org)
- Association of Commercial Real Estate Professionals (ACRP) [acrp.org](https://acrp.org)
- Commercial Real Estate Development Association (NAIOP) [naiop.org](https://naiop.org)
- National Association of Realtors (NAR) [nar.realtor](https://nar.realtor)

## FOR THE CHALLENGER

### CHALLENGES

#### Corporate

- Economic issues – inflation, interest rates, market volatility
- Aging of properties/physical buildings
- Competitive battle for new talent while facing heavy employee turnover
- Business cycles in commercial and residential real estate can be “boom” or “bust,” making realtors’ income flow unpredictable
- Low housing inventory
- Shareholder demands for more socially responsible building and maintenance
- Older employees financially unprepared for retirement

#### Retirement

- Addressing the disparity between astute investors and financial unknowledgeable workforce
- Reducing turnover by educating and making sure employees understand the offering and the benefits company is providing
- Improving benefits with constrained budgets
- Non-highly compensated employee (NHCE) contributions and lack of emergency savings
- Engaging in retirement plan discussions

### CLIENT OUTCOMES

- Improved deferral rates
- Ramped up education and making sure employees understood the offering and the benefits the company is providing the employees
- Implemented fiduciary governance
- Enhanced provider relationship and service offerings