



Includes entities directly involved in residential home building, whether new homes or renovations, including construction labor and general contracting, and in the construction of commercial and industrial sites and heavy construction projects.

INTERNAL USE ONLY

### CAPTRUST EXPERIENCE

#### CAPTRUST AT A GLANCE

Clients – 47  
Total Assets – \$4.4 billion  
Plans/Pools – 54  
Plan/Pool Types – DC (43), NQ (9),  
OAP (1), DB (1)  
Top Providers – Principal, Fidelity,  
Prudential

#### EXPERIENCED ADVISORS

- Paul Owen (5)
- Jeff Heasley (3)
- Kevin Chang (2)
- Jean Duffy (2)
- Barry Schmitt (2)
- Susan Shoemaker (2)
- Jeremy Tollas (2)

### INDUSTRY BACKGROUND

#### POINTS OF INTEREST

- New projects resulting from the Infrastructure Investment and Jobs Act will begin in the second half of 2022 and continue throughout 2023, with expected growth rates of 20.1% and 10.9% for infrastructure put in place in 2022 and 2023, respectively.
- The leading sectors poised for growth in nonresidential construction are manufacturing, commercial, communication, and health care.
- The Federal Reserve is implementing a series of near-term interest rate increases to combat growing inflationary pressures, which will further raise costs and compress profit margins.
- The residential segment is expected to stay strong despite rising material prices.
- The average U.S. construction worker is 43 years old; 1 million new construction workers are needed in the next two years.

#### COMMON TERMS

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

#### EXTERNAL RESOURCES

- American Institute of Constructors (AIC) [aic-builds.org](http://aic-builds.org)
- Associated Builders and Contractors, Inc. (ABC) [abc.org](http://abc.org)
- Associated General Contractors America (AGC) [agc.org](http://agc.org)
- National Association of Home Builders (NAHB) [nabh.org](http://nabh.org)

### FOR THE CHALLENGER

#### CHALLENGES

##### Corporate

- Engagement of employees to focus on their financial wellness due to many competing factors and overall lack of focus on saving for retirement
- Supply chain disruption and materials sourcing challenges
- Severe shortage of qualified workers
- Aging workforce as younger generations seeking less labor-intensive work in other industries
- Limited centralized meeting opportunities due to various work sites
- Slow technology adoption yet it is projected to have a profound impact on the industry (i.e., drones, 3-D printing)
- Alternative materials are the “next new thing” but won’t completely mitigate supply chain risk nor are they flawless, cost may also be an issue

##### Retirement

- Engagement of employees to focus on their financial wellness – especially as lack of focus on saving for retirement
- Participation in a retirement plan is generally lower among construction workers employed in production occupations than those in white-collar occupations, except when belonging to a union
- Construction companies use specialized payroll and accounting systems that don’t integrate well with recordkeeping platforms

#### CLIENT OUTCOMES

- Educated new HR director on CAPTRUST Direct to prepare for and successfully pass a DOL audit
- Lowered costs and improved transparency
- Improved participation and deferral rates
- Tiered investment menus