

*Please note: This is a transcription so there may be slight grammatical errors.*

*Under the Investment Advisers Act of 1940, this video is defined as an advertisement and includes an uncompensated testimonial by a CAPTRUST client. However, CAPTRUST pays for travel and accommodations for clients who have traveled to Raleigh, NC in order to participate in this video. Please be advised that clients' experiences as described in the video do not necessarily represent the experience of other clients.*

Christine Crowe (00:00):

When we were designing our plan, we wanted to offer a diverse portfolio of products. CAPTRUST has been an outstanding partner in helping us work through the unique characteristics of our employee base and our participant base, and helping us work through those issues when designing our plan. So in terms of the diversification offered within our plan and the types of features that we offer in our plan.

(00:51):

So for example, with CAPTRUST's advice, we changed our standard design plan to allow people to contribute right away on day one as opposed to having to wait three or six months. We allow part-time folks to contribute to the plan. Each of those different considerations that we went through, we talked those through with CAPTRUST, and we got an understanding of what industry standard was and also what we might be able to do above and beyond industry standard to offer it as not only a recruiting and retention tool, but as an additional benefit to our employees of having a plan that went above and beyond and gave more than perhaps a standard design plan would do.

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