

Retirement plan solutions for the restaurant industry

AN INDUSTRY HIT HARD BY THE PANDEMIC

The restaurant industry has always been challenged to retain employees, but today they are extremely challenged to even attract them. Consider that the pandemic only served to highlight the challenges of working in such a demanding, yet often low-paying industry. Many workers in urban areas moved because they couldn't find work and couldn't afford to stay. Others may still be waiting for vaccines. And many may have decided to change careers to something more stable and in demand.

The competition is fierce as many restaurants have open jobs in both front and back of house and are now competing against other industries that offer more flexibility, higher pay, and better benefits. Restaurant owners may need to consider "tangible and quantitative strategies such as higher wages or increased benefits...and staff wellness programs,"¹ in order to compete more effectively.

RESTAURANT RETIREMENT PLAN REPORT CARD

Challenge	Why it matters	How ADP retirement solutions can help
Only 3.4% of plans enable employees to participate immediately.	In a challenging industry and job market, employers need every edge they can get. Enabling employees to immediately participate in the plan can help you compete more effectively!	Automatic enrollment is proven to be one of the most effective plan design features available to plan sponsors for increasing plan participation.
76.9% of plans do not offer automatic enrollment.	In a service-focused industry, you want to remember that your employees are consumers too. Making things as easy as possible for them can go a long way to building loyalty.	Our automatic enrollment feature helps increase participation and makes it easy by automatically enrolling employees as they become eligible.
60% of plans believe they are responsible for helping with financial wellness, but few truly provide anything on it.	Food service can be a very high stress and low paying career. And, employees can struggle with paying daily bills, debt, saving for a rainy day — and a number of other financial issues unrelated to investments.	ADP Achieve can help you build a robust financial wellness program for your workforce that can help employees improve their financial literacy, manage debt, protect their identity, plan for retirement, save for college and more.

Source: PLANSPONSOR Defined Contribution (DC) Survey, 2020.

1 Kane Carpenter. 2021 Recruitment Trends in the Restaurant Industry. COVID Has Change the Hiring Game. FSR Magazine. May 25, 2021.



UNLOCKING BETTER RETIREMENT OUTCOMES

Your retirement plan can help you or hinder you in attracting and retaining motivated, productive employees. ADP can help you gain insights into how your plan measures up against other industry retirement plans and where there might be room for improvement.

“Recruiting, hiring, training and retention of talent **has been and will likely remain the challenge** for the restaurant industry even **without factoring in the challenges of the pandemic.**”

— Tim McIntyre, executive vice president of communications for Domino's Pizza²

² Ronnie Koenig. Restaurants face labor shortages as people are ready to dine out. Now Franchise News. April 22, 2021.



MORE THAN A PROVIDER, **ADP IS YOUR RETIREMENT ALLY.**

With more data and experience than any other provider, our advanced technology makes retirement plans easy and engaging. Our flexible, simple to manage retirement plans are backed by:

- Seamless data integration to streamline plan administration and mitigate unnecessary risk.
- A data-driven approach to employee education delivering personalized insights that empower employees to make informed savings decisions.
- Plan design to best meet the needs of your business and workforce.
- Industry-recognized security to ensure that your employee data is secure and compliance is managed.

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Let's Talk.

Let's talk about how ADP can help you solve plan design challenges so you and your workforce can unlock the full potential of your retirement plan.



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