

Retirement plan solutions for the wholesale industry

AN INDUSTRY IN CONTINUED TRANSITION

The wholesale industry is at an inflection point. While the COVID-19 pandemic caused significant disruptions in supply chains all over the world, this has not been the only challenge facing this industry. Consider that there is increased competition, new disruptors, accelerating digitization, consumerization of expectations, new regulatory requirements, a talent crunch and more.

On top of a lack of candidates and increased competition, the wholesale industry faces an image problem. Consider that, "With talent putting an increased focus on working for companies with a purpose and a high brand value, distributors and other less-prominent B2B industries are struggling to attract the talent required."¹ Wholesale companies need to embrace technology in order to better serve their customers and succeed in moving past the inflection point.² And embracing technology may also help them attract younger employees.

WHOLESALE RETIREMENT PLAN REPORT CARD

Challenge	Why it matters	How ADP retirement solutions can help
Only 9.3% of plans enable employees to participate in the plan immediately — and 37% of plans make employees wait at least 1 year before they can participate in the plan.	The wholesale industry is facing a tight labor market and competing with some industries with deeper pockets. Not letting employees participate in benefits right away can be reason enough for them to select a different job.	ADP retirement plan solutions can bring you the services and features you need to customize your plan design—which may help you to better attract and retain employees.
73.9% of plans believe they are responsible for helping with financial wellness, but only 8.5-31.9% truly provide anything on it.	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.
79% of plans use a retirement plan advisor or institutional investment consultant, but: <ul style="list-style-type: none"> Only 31.4% are 3(38) fiduciaries and 17.1% are 3(21) fiduciaries 18.2% of plans offer no financial or investment advice to participants 	It is part of your fiduciary responsibility to perform due diligence on investments before they are selected and to monitor their performance to ensure they remain appropriate options for your participants.	To assist you in making investment decisions for your plan, ADP makes services that can help you mitigate the risks associated with investment option selection and monitoring. You can choose between two options — 3(21) or 3(38) investment management services. ADP also offers the ability to offer investment advice and guidance to your participants.

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

1 2021 Wholesale distribution trends: More competition, supply chain disruption, February 11, 2020 - The Future of Commerce.

2 Glassdoor Workplace Trends 2021 - November 19, 2020. penter. 2021 Recruitment Trends in the Restaurant Industry. COVID Has Changed 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.

“Past research shows the most important benefits to workers are **health insurance, 401(k) matches and paid time off**. In the wake of a global pandemic and sudden recession, that focus on security, safety and fundamental work benefits is likely to be amplified for years to come.”

— Andrew Chamberlain, Ph.D.³

³ Stephen Miller, CEBS, Glassdoor Workplace Trends 2021, November 19, 2020.



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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Investment options are available through the applicable entity(ies) for each retirement product. Investment options in the “ADP Direct Products” are available through either ADP Broker-Dealer, Inc. (ADP BD), Member FINRA, an affiliate of ADP, Inc., One ADP Blvd, Roseland, NJ 07068 or (in the case of certain investments) ADP, Inc. Only registered representatives of ADP BD may offer and sell ADP retirement products and services or speak to retirement plan features and/or investment options available in any ADP retirement products. Registered representatives of ADP BD do not offer investment, tax or legal advice to individuals. Please consult with your own advisors for such advice.

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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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