

## Case Study

### Retirement Plan Offerings to Ensure Employees Can Retire Comfortably

“About 40% of working households (aged between 25 and 64) have no retirement savings.”

*-Source: National Institute on Retirement Security, March 2015*

**Client Challenge:** Many employees at a manufacturer lacked engagement in and understanding of retirement planning. The employer turned to HORAN for a creative and personal way to address this issue.

*“We felt that we needed an individual touch to our retirement benefit.” -Executive VP of the company*

**HORAN Solution:** HORAN established a consultative relationship with the company and evaluated the employer’s current 401(k) processes. HORAN also:

1. Reviewed the company’s previously conservative 401(k) options and provided more aggressive opportunities for employees to grow their accounts at a faster rate.
2. Sent two representatives from the Retirement Planning department to provide on-site, individualized investment guidance. Each meeting reviewed the previously distributed HORAN comprehensive summary of the company’s various retiree plans.
3. Provided continual assistance in the selection and implementation of the best retirement savings plan by focusing on investments, plan designs, and fiduciary and regulatory issues. HORAN gains additional guidance and counsel from the Retirement Plan Advisory Group, a professional alliance of accomplished advisors that demands and delivers higher-level strategies, systems and services for qualified and nonqualified plan sponsor clients.

#### Direct Benefit to Client

*“We have seen higher levels of deferral, higher participation, better diversification of investments and better individual planning.” – Executive VP of the company*