

5 retirement plan headwinds

Give your employees a chance to improve their financial future and focus your time and energy where it's most needed. A pooled employer plan (PEP) may mean less work and less risk for your company when helping your employees save for retirement.



Juggling the administrative burdens of a 401(k)

1

30% of plan sponsors consider the simplification of plan administration and compliance to be the top reason they are thinking about a PEP¹

51% of employees believe the future of work will be more balanced¹

33% of HR leaders say their teams are pulled in too many directions²

Access to high-quality investment options

2

only **34%** of employees feel financially secure today and for the future²

an additional **45%** feel secure today but worry about the future²

Pressure to lower fees and costs

3

18% of plan sponsors say lowering investment costs is the second most important factor to consider when evaluating PEPs¹

18% say administrative fees (18%) are just as important¹

Time to focus on "whole-person" well-being needs

4

84% of employees globally anticipate working beyond the target retirement age¹

50% of executives anticipate talent shortages due to high performers retiring early¹

Managing market volatility

5

78% say the pandemic made them realize their companies need to outsource investment management²

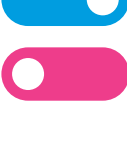
20% would outsource investments in the face of another market downturn²

Mercer Wise PEP: A fully delegated solution to the headwinds you are facing

Mercer Wise PEP allows you to outsource your retirement plan's administrative tasks and mitigates fiduciary risk. Enabled by Empower's advanced, large-market recordkeeping platform, Mercer Wise PEP may offer the following advantages:



Easy to implement and maintain, with automated services requiring minimal staff resources or employee disruption



Efficient, flexible plan design options and diversified investment lineup, helping your employees close the savings gap



Access to highly rated, institutionally priced investment managers³, potentially reducing your total plan costs while improving retirement outcomes



Enriched user experience through ESG⁴, sustainability, DEI, flexible retirement income options and spenddown tools, contributing to greater employee satisfaction



Mitigation of fiduciary risk

► Mercer Wise PEP could be a good choice if you want to exit the retirement business and give your team the time and space to focus on your core business strategy.

A PEP is not the only DC plan option available through Mercer

With Mercer, you're not locked into one approach. If you want to retain more control over the direction of your 401(k) plan, our spectrum of customized or expanded defined contribution OCIO (DC OCIO) options, supported by our dedicated group of retirement specialists, can lead you to a solution that works best for you.



To learn more about Mercer Wise PEP or any of our other retirement plan options, please visit our Mercer Wise Pooled Employer Plan website or contact your Mercer consultant today.

[Click here for important notices](#)

Investment management and advisory services for US clients are provided by Mercer Investments LLC (Mercer Investments), which is one of several, associated legal entities that provide investments services to clients as part of a global investment advisory and investment management business (collectively referred to as "Mercer"). Mercer Investments LLC is registered to do business as "Mercer Investment Advisers LLC" in the following states: Arizona, California, Florida, Illinois, Kentucky, New Jersey, North Carolina, Oklahoma, Pennsylvania, Texas and West Virginia; as "Mercer Investments LLC (Delaware)" in Georgia; as "Mercer Investments LLC of Delaware" in Louisiana; and "Mercer Investments LLC, a limited liability company of Delaware" in Oregon.

¹ Cerulli, US Retirement Markets 2021
² Mercer, Global Talent Trends 2022

³ Mercer cannot guarantee access to opportunities. Access is at the discretion of the investment manager.

⁴ ESG investing refers to environmental, social, and governance considerations that may have a material impact on financial performance, and therefore are taken into account, alongside other economic and financial metrics, in assessing the risk and return potential of an investment. Thematic investing involves investing with a goal, at least in part, to achieve an impact on an environmental, social, or governance issue, alongside generating return and mitigating risk. As always, the decision whether to invest in ESG-themed options, like all options, must be made pursuant to a prudent process with the objective of advancing the financial interest of the plan and its participants.