



Evaluating the Results

PLAN DESIGN

Investing in proven solutions drives participant outcomes over 20 years.






OPPORTUNITY:

An agtech firm hired T. Rowe Price in 2000 to provide recordkeeping services for its newly inception 401(k) plan. The firm worked with T. Rowe Price to implement a thoughtful plan design that embraces automated solutions as integral to the overall strategy.

GOALS:

Provide a best-in-class retirement plan by implementing plan design features that have shown to deliver outcomes for employees.

RESULTS: AS OF SEPTEMBER 30, 2021

-  A 97.1% participation rate (up from 82% in 2005)
-  An average deferral rate of 11.6%
-  An average account balance of \$304,034, with the average for active participants standing at \$311,793
-  95.2% of participants on average save enough to maximize the company match
-  Over half (51.3%) of participants invested in just one target date investment

SOLUTION:

The firm has a history of doing what's right for employees. Since the plan's inception in 2000, the firm has worked closely with T. Rowe Price to develop a forward-thinking plan design aimed to produce long-term results. The plan was an early adopter of automated solutions that are now considered industry best practices and currently offers automatic enrollment, annual auto-increase option enhancements, and automatic restart of contributions following a hardship contribution, among others. In addition, the firm was an early adopter of incorporating target date investments into the plan lineup and added Roth contributions and in-plan Roth conversion. Finally, the plan offers a generous match program plus an annual retirement contribution to every eligible employee account—regardless of whether they contribute or not.

By investing in saving and investment features that help deliver long-term results, the plan has become a case study in the effectiveness of thoughtful plan design.