

# Pentegra 2025 Survey on Advisor Attitudes Toward 3(16) Fiduciary Outsourcing

In January, 2025, Pentegra conducted a survey of more than 50 advisors nationwide on attitudes toward 3(16) fiduciary outsourcing and the benefits it can offer their clients and practices. The survey measured how advisors are using fiduciary outsourcing to help clients better manage their retirement plans. It also captured their perspectives on what outsourcing does to help them better position their services and manage their practices.

## Survey Highlights



### Nearly 70%

cite administrative burdens and fiduciary risk as chief concerns among clients in managing their retirement plans.



### More than 70%

cite administrative issues as the leading retirement plan issue that takes up most of their time.



### Advisors cite reducing time spent

on plan problems and ensuring plans are optimized for success as key goals for their retirement plan business.



### Advisors cite lack of sponsor knowledge

of fiduciary responsibilities and retirement plan regulations as the greatest obstacles to retirement plan success



**More than 80%** of advisors view 3(16) fiduciary outsourcing as a retirement plan best practice.



### Outsourcing 3(16) fiduciary services is a growing trend.

Professional, independent fiduciary administration can lead to better efficiency, fewer errors, and a smoother participant experience.



### Less than half

of clients outsource 3(16) fiduciary responsibilities today, representing an opportunity to offer a value-added service.