

Accelerating Success: How Solestiss Launched a Competitive 401(k) Plan With Vestwell

Solestiss partnered with Vestwell to design and launch a safe harbor 401(k) plan that achieved 100% employee participation.

With Vestwell's intuitive onboarding portal and hands-on support, Solestiss's 401(k) plan was up and running with minimal time required from their team. Just 22 days after the company agreed to work with Vestwell, they ran their first payroll with 401(k) contributions.

With a generous 6% safe harbor match, Solestiss's new retirement plan has become a key differentiator, helping the company attract top talent in a competitive industry.

For Solestiss, a nuclear and renewable energy consultancy, finding an agile partner to power their employee benefits was critical. That's why, when they decided to offer a competitive retirement benefit to bolster their recruitment efforts, they partnered with Vestwell, a modern savings platform building a suite of retirement, health, and education solutions.

Vestwell's streamlined onboarding accelerated the launch of the Solestiss 401(k) plan. After a brief plan design consultation and launch call, and a few minutes entering company details into Vestwell's online portal, Solestiss could sit back while Vestwell handled the rest. Just 22 days after they agreed to partner with Vestwell, Solestiss's retirement plan was up and running. This partnership allowed the firm to stay focused on their core expertise while Vestwell ensured the retirement plan aligned with their long-term business goals.

The Challenge: Fast-Tracking a 401(k)

To compete with other firms in the industry for talent, Dillon Allen, president of Solestiss, knew that a 401(k) plan was essential. “High-caliber employees like we have now and the ones we hope to recruit in the future are going to expect this benefit,” Dillon explained. “Bringing a 401(k) to the table is a must.”

However, Solestiss faced an urgent timeline. It was early September, and [safe harbor 401\(k\) plans](#) must be in place three months before the plan year ends. This means employees must be able to start making contributions by the first pay date on or after October 1. **With the safe harbor deadline looming, Solestiss needed to get their 401(k) plan up and running—and fast.** Understanding their constraints in both time and expertise, they sought a partner who could take on the heavy lifting of setting up the plan.

The Solution: Seamless Onboarding With Vestwell’s Modern Platform

With guidance from their trusted financial advisor, Solestiss chose to partner with Vestwell. Dillon noted that Vestwell’s platform offers features and services that others at similar price points could not match. The combination of modern technology and dedicated support provided exactly what Solestiss needed to launch a competitive, high-quality retirement plan.

Streamlined Onboarding

Vestwell’s intuitive digital portal simplified the onboarding process for Dillon and his team. With a clear and simple checklist, Dillon was able to efficiently upload employee data and complete the necessary paperwork. The portal’s user-friendly design minimized errors and confusion, allowing Dillon to navigate through the onboarding tasks with ease.

Solestiss also had a plan design consultation with the Vestwell team. During the call, Vestwell’s plan design consultants worked closely with Dillon to design a 401(k) plan tailored to meet Solestiss’s goals. The call helped clarify key decisions around eligibility, contribution matching, safe harbor options, and additional features like profit sharing and loan availability. The team walked Dillon through these options, explaining industry terms and regulations in a way that made it easy for him to make informed decisions.

"Onboarding was very easy. The checkboxes clearly showed what tasks were left, making it simple to stay on track."

Dillon Allen, President, Solestiss

Hands-On Support From a Single Point of Contact

Sara, Solestiss's dedicated implementation manager, served as their single point of contact throughout the onboarding process. She addressed Dillon's detailed questions, and her responsiveness and ability to anticipate their needs kept the process moving smoothly. Dillon explained that Sara provided personalized guidance while also recognizing opportunities to save time when his team was comfortable handling certain tasks independently. "Sara was outstanding," he said. "She was very attuned to our needs. I couldn't have asked for more."

"The communication with Vestwell was great. I received clear, step-by-step instructions that were easy to follow."





Dillon Allen, President, Solestiss

The Impact: A Retirement Plan That Powers Both Retention and Recruitment

Thanks to Vestwell's streamlined onboarding, Solestiss's new 401(k) plan was fully operational by September 27—just 22 days after beginning the process.

During enrollment, the employer portal's real-time tracking feature enabled Dillon to monitor employee registration and follow up with any team members who hadn't signed up. This hands-on approach resulted in a 100% participation rate, underscoring its value to existing employees.

Since the plan's launch, Solestiss's 6% safe harbor match has become a key differentiator in their recruitment efforts. "When candidates hear about our employer match during recruitment discussions, they're impressed," Dillon shared, noting how the generous match, combined with the ease of plan management, has given Solestiss a competitive edge.

- Day 1  Agreement
- Day 2  Plan Design Consultation
- Day 4  Launch Call
- Day 22  First Payroll

Conclusion

By partnering with Vestwell, Solestiss not only met their tight deadline but also set the stage for long-term success. Their new safe harbor 401(k) plan has already become a key recruitment tool, and the continued ease of managing the plan enables Solestiss to stay focused on their core business while demonstrating their commitment to their employees' financial well-being.

Set your employees and your business up for success. Vestwell's team of specialists will help you design and implement a workplace benefits package that works for your unique business.

Ready to get started? Set up time with a Vestwell representative [here](#).



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