Revolutionizing HR:
Cutting-Edge Tech for Efficiency, Compliance & Smarter Decisions Case Study Presentation

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- 27 years in technology, 20 years in leadership
- 13 years at Casella Construction
- Focus: 75% process/strategy, 25% technology implementation

Today You'll Hear:

- Industry Challenges
- Customer Pain Points
- Arcoro's Collaborative Approach
- Results

About Casella Construction

- Heavy civil construction & transportation
- Aggregate operations
- Mission: Integrating technology for tangible operational benefits
- Philosophy: Leading innovation where others lag behind

Construction Industry Challenges

- Slow technology adoption in construction
- Complex multi-state compliance requirements
- Skilled labor shortages driving efficiency needs
- Manual processes limiting scalability

Casella's Specific Challenges

- **HR Operations:** Disconnected systems, manual onboarding
- **Compliance Management:** Davis-Bacon, safety, HIPAA requirements
- **Resource Allocation:** Payroll processing requiring 2 FTE
- **Data Visibility:** Limited reporting capabilities

Casella's Evaluation Criteria for Technology

- Business objective alignment
- Integration capabilities
- Scalability for growth
- Compliance automation

A Collaborative Approach

How Arcoro's implementation support supported Casella's internal strategy.

Arcoro Platform Overview

Core Components:

- **ATS (Applicant Tracking System)**
- **Onboarding Platform**
- **Core HR System**
- **Advanced Analytics**

Construction-Specific Features:

- Davis-Bacon compliance automation
- Multi-location workforce management
- Integration with construction management systems

The Results Speak for Themselves

- **Payroll Processing Revolutionized**
- **Compliance Automation Success**
- **Hiring and Onboarding Transformation**

Payroll Processing Revolution

- **Before:** 2 full-time employees
- **After:** 1 employee handling nearly double the workforce
- **Result:** 50% efficiency gain while scaling operations

"This wasn't just software implementation - it was process transformation."

Compliance Automation Success

100% Accuracy Achievement

Davis-Bacon Compliance

- Automated prevailing wage tracking
- 100% accuracy rate
- Eliminated manual calculations
- Multi-jurisdiction support

Hiring & Onboarding Transformation: From Days to Hours

Before Arcoro:

- Multiple spreadsheets for tracking
- Days-long onboarding processes
- Manual document collection

After Implementation:

- Streamlined interview scheduling
- Onboarding reduced to hours
- Automated documentation workflows

Advanced Analytics Impact = Data-Driven Decision Making

Questions Now Answered:

- Which candidate sources perform best?

- What drives department-specific turnover?

- How do labor costs align with project budgets?

Casella's Broader Technology Integration:

- **12+ systems** integrated via Microsoft Power Platform
- **Fleet telematics** with driver scoring
- **AP automation** saving 40+ hours monthly
- **Self-service systems** handling 200+ daily transactions

"Arcoro became the foundation for our entire digital transformation."

Success Factors for Successful HR Software Implementation

- **Partner Selection** - Choose vendors who understand your industry
- **Implementation Support** - Dedicated partnership approach
- **Change Management** - Focus on user adoption
- **Continuous Improvement** - Ongoing relationship, not just installation

Interactive Poll:

Poll Question:

"What's your biggest barrier to HR technology adoption?"

A. Budget constraints

B. Integration complexity

C. Employee resistance to change

D. Compliance requirements

E. Lack of vendor industry expertise

Key Takeaways

1. **Industry expertise matters** - Vendors must understand your sector

2. **Integration is everything** - Platforms must work with existing systems

3. **Implementation partnership** - Success requires collaborative approach

4. **Continuous evolution** - Technology relationships must be ongoing

Your Next Steps

✓ Assess current HR technology gaps

✓ Evaluate vendor industry expertise

✓ Consider integration requirements

✓ Plan for partnership-based implementation

Q&A Session

Thank You!

Continue the Conversation: Cindy.Shimp@Arcoro.com