



**BNBuilders**

# Arcoro Streamlines HR and Payroll with True CMiC Integration

**BNBuilders eliminated hours of valuable staff time by automating the flow of data between Arcoro and CMiC.**

[BNBuilders](#), headquartered in Seattle, Wash., is a leading general contractor with more than 1,000 employees spread across offices throughout California and in Denver. As a growing construction company, BNBuilders needed HR and payroll solutions that could scale with their business while maintaining operational efficiency across multiple locations.

## The Challenge

BNBuilders faced significant operational challenges with their HR and payroll processes including:

- Manual and duplicate data entry consuming valuable staff time
- Reliance on multiple third-party systems, spreadsheets and paper workflows
- Lack of a clear system of record for employee data
- Cumbersome reporting capabilities with limited access to data

“Our old system was very cumbersome,” explains Paul Smith, Director of Systems Integrations at BNBuilders. “The only way to get data out of it was a flat file that we could run once a night. It was clunky.”

The company knew it wanted to implement the CMiC ERP system, but also wanted HR software. The problem was the two had to work together, without requiring extra data entry from its staff.

“When we were considering which ERP to go to, we were also considering which HRMS system to go with,” Smith recalls. “We considered keeping our old one, using CMiC, multiple other solutions, but we ended up going with Arcoro.”



### Goals

- ▶ Reduce manual and duplicate data entry
- ▶ Eliminate reliance on multiple third-party systems, spreadsheets and paper workflows
- ▶ Enhance reporting capabilities

### Results

- ▶ Eliminated duplicate data entry
- ▶ Created one system of record
- ▶ Robust reporting with accurate data
- ▶ Empowered HR team

### Solutions Used

- ▶ **Arcoro Hire Essential**
  - ▶ Applicant Tracking
  - ▶ Onboarding
  - ▶ Advanced Analytics
- ▶ **Arcoro Manage Essential**
  - ▶ Core HR
  - ▶ Advanced Analytics
- ▶ **Arcoro Grow Professional**
  - ▶ Performance Management
  - ▶ Learning Management System

## The Solution

After evaluating several options, BNBuilders selected Arcoro's HR platform due to its robust integration capabilities with CMiC.

What set Arcoro apart was its true integration with CMiC.

"We actually talked to another HR company and a competitor here in Seattle. They were going with another tool that they said integrated with CMiC. But when you looked into it, they might have an API call here or there," Smith explains. "Arcoro was the only one that we found that had a true connection."

As a result, BNBuilders was able to solve many of the challenges the company was facing using multiple and third-party systems. Arcoro's CMiC integration provided several benefits.

## Eliminated Duplicate Data Entry with One System of Record

The integration between Arcoro and CMiC dramatically reduced manual processes.

"We've been able to reduce data entry significantly," Smith shares. "We used to have to go in and do everything twice. We had to do payroll twice."

Now, BNBuilders has a clear division of data management. Everything employee-specific goes in Arcoro and everything needed for payroll into CMiC for payroll with the data syncing between the two.

"Everything just runs in CMiC for payroll and our jobs and our projects, and everything for employees just lives in Arcoro."

This clear delineation has eliminated confusion about where data should be entered and maintained.

"It's really quite powerful. You don't have to sync everybody all at once. You could do one employee at a time. You can see what it's going to do before it goes into the system. It's been gigantic for us," notes Smith.

## Enhanced Reporting Capabilities

With Arcoro's Advanced Analytics, access to data has been transformed, offering a significant improvement over their previous system.

"The benefits are very strong in the reporting area, the analytics area," Smith explains. "If we need anything employee-specific, we know where to go. We know where to run the reports. We know how to get the data."

## Empowered the HR Team

The integration is managed entirely by the HR department without IT support, empowering the HR team.

"Our HR team goes in and does that sync every week. We don't need IT to help us. It's just using the best of both worlds between the two software solutions," Smith says.

## Best-In-Class Support

An added benefit was the support BNBuilders received from Arcoro. Smith says employee adoption was smooth and required minimal training.

"The training on our employee side wasn't really that necessary. We pretty much sent the link with a few instructions. It was very intuitive. Everybody was able to log in and do what they needed to do," Smith recalls.

Regular engagement with the Arcoro team ensured a successful implementation. "We met every week, with lots of really good training," Smith notes. "The training was just mostly for our team to go in and set up the configuration."

Through its partnership with Arcoro, BNBuilders has successfully streamlined its HR operations while ensuring seamless integration with CMiC. The comprehensive solution has eliminated duplicate data entry, established clear systems of record and empowered the HR team with improved reporting capabilities and user-friendly interfaces.

"Arcoro's HR integration with CMiC payroll has streamlined our processes, eliminating the headaches of data entry and multiple timely syncs. This has been a game-changer for our back-office efficiency," said Paul Smith, Director of Systems Integrations at BNBuilders. "It's not just the technology; the Arcoro support team is incredibly responsive and collaborative. They've been a true partner in optimizing our workforce operations."

[Contact Arcoro](#) to learn more about our solutions and how they integrate with construction's top ERPs.