



## Laying the foundation for continued growth



**Tracy Miller,**  
Chief Financial Officer  
DSI Construction

In the nearly 45 years since DSI Construction was founded, this family-run company has weathered tremendous change, doubling its revenue over the last decade alone. In the fall of 2022, in addition to Idaho, this Washington-based business expanded operations into its third state, Montana, adding to its already well-established footprint. And while growth is always welcome, it has presented DSI with some key challenges around payroll and compliance that they turned to ADP to help navigate.

### Growing pains

As DSI Construction grew and hired more employees, its one-person payroll department felt the pressure of the increased workload. Running payroll took three to four days per pay period, and the company was considering hiring a second person to support it.

Additionally, they found their processing system, like so many other construction firms, hadn't evolved since the 1970s and simply could not scale up. Operating in three states meant staying abreast of each state's unique payroll regulations and requirements. Tasks like calculating prevailing wages had to be performed manually, and reporting data was entered and accounted for by hand. All of these outdated processes were time-intensive and left room for human error. Compliance was falling behind.

### Structural support from ADP

In 2019, DSI added payroll services from ADP and has since found the automated system makes running their payroll significantly easier. "What once took three to four days for 50 employees now takes only one day with over 90 employees," said Tracy Miller, Chief Financial Officer of DSI.

#### Quick Facts



**Company:**  
DSI Construction



**Headquarters:**  
Spokane, Washington



**Industry:**  
Construction



**Employees:**  
98



**ADP Products:**  
ADP Workforce Now®



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Rather than stressing about maintaining compliance or questioning payroll records accuracy, DSI rests easy with the confidence that their data is stored and secure in ADP Workforce Now®. And Tracy enjoys an extra layer of financial comfort, knowing that in the rare event of a state audit, their records are easily accessible, accurate and compliant.

ADP also provides DSI's employees with an improved employee experience through the ADP mobile app. Employees can instantly access information on PTO, sick leave and time from their own devices—capabilities unthinkable before ADP. As a result, the HR team receives fewer calls about payroll issues, and the employees have greater trust and confidence in their employer.

## Experience matters

The company has also relied on ADP's familiarity with the construction sector, specifically its knowledge of state-by-state payroll requirements. From their first meeting, ADP's representative asked detailed and construction-industry-specific questions about DSI's business processes and the company's goals. And when the company looks to expand again, its first call will be to ADP to understand and prepare for compliance expectations.

Having access to accurate reporting assists DSI when pre-qualifying for jobs. If potential construction partners want to see past job data, they can confidently pull data and forward along. This helps DSI qualify for work and demonstrates their knowledge, expertise and experience.

## What's next for DSI Construction

The team at DSI has already seen the results of ADP Workforce Now and is looking to further integrate the platform into their operations. Specifically, they want to integrate ADP Workforce Now with their existing Sage Intacct financial software. Payroll, their largest expense, would be seamlessly exchanged between the two platforms, granting real-time insight and an improved overall view of the business.

*“Whenever new relevant laws are passed, ADP lets us know. So now, as we expand into states, I know everything regarding local taxes and regulations will be taken care of because of ADP's investment in our compliance.”*

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