



## Growing telecom company makes payroll for new public works projects a breeze using Points North

Acquiring new companies creates new and unexpected challenges for a business, from a sudden influx of new employees to settling on a single, integrated pay and benefits package.

Motive Infrastructure Solutions (MIS), a self-performing EPC (engineering, procurement and construction) solutions provider for the wireless and wireline telecommunications industries, was in acquisition mode during 2020, which meant more than doubling its workforce from 275 to 600 employees. At the same time, the Fountain Valley, California-based company faced a payroll processing twist that called for quick, effective action.

One of their acquired companies, comprised of approximately 75% public works projects, is required to pay prevailing wages to workers assigned to those projects per the Davis-Bacon Act of 1931. A prevailing wage is a government-mandated hourly wage, usually benefits and overtime paid to most workers, laborers and mechanics on a public project within a specific geographical area. Noncompliance can be costly due to owing back wages and Department of Labor fines. Additionally, violators may be barred from future government contracts for up to three years.<sup>1</sup>

Faced with a significant increase in payroll processing for prevailing wage, MIS made two key moves:


1. They sought a software solution to crunch the data and generate the proper reports.
2. They hired a seasoned prevailing rate payroll pro to manage it all — a necessity due to the complex nature of the reporting process itself.


As an ADP Workforce Now® client, MIS looked at solutions within ADP Marketplace, a digital HR storefront of apps that integrate with ADP®, to help solve its challenge. At the same time, they hired Elise Wright, a top prevailing wage payroll expert who brought with her 20 years of experience.

### Motive Infrastructure Solutions


Elise Wright,  
Prevailing wage specialist


### Quick facts

 **Company:** Motive Infrastructure Solutions

 **Headquarters:** Fountain Valley, California

 **Industry:** Telecom/construction

 **Employees:** 600

 **Product:** Points North Certified Payroll

 **Website:** [Points North on ADP Marketplace](#)



"When I joined MIS, they needed someone who had experience handling prevailing wage reporting, audits and everything that was required for compliance — not just someone to manage prevailing wage payroll," Wright says.

To choose a software solution, Wright reviewed two primary candidates. After a quick review she selected Points North Certified Payroll Reporting. By using Points North, which integrates smoothly with ADP's payroll system, Motive ensured that its government-mandated prevailing wage data is reported accurately and in a timely manner. Among other things, Points North conveniently emails certified reports to anyone who needs them — federal, state or municipal clients, contractors and more. It can also create an email distribution list for each project, accommodate different recipients for various reports within projects, and allow clients to attach multiple reports to a single email.

Prevailing wage jobs naturally incur some higher costs (wages tend to be higher), especially if not processed properly by payroll. During Wright's first few months on the job, before Points North was fully implemented, creating accurate reports was a bit of a challenge. All that changed once it went live. Points North's ease of use was a major plus for productivity and positive outcomes.

"So far, this has been a perfect solution. With Points North everything could be customized to my needs, and if something wasn't available, they made it happen," she says. "I am not a computer-savvy person but using the system could not be any easier. It is really simple but there are times I need help, and the Points North team is readily available to walk me through it until I get it."

Finally, Wright emphasized that the integration between Points North and ADP has helped ensure a successful setup. "I give both parties credit on that. If ADP wasn't so seamless, then the system wouldn't be flowing so smoothly," she says.

Regarding feedback from employees and management, it's a case of no news is good news.

"Management is extremely pleased, especially when compared to what they were experiencing before," Wright says. "The complications and the sophistication of what I do isn't really something they need to know; their primary concern is that we fix any of the prior missteps and comply with all prevailing wage laws, and that's exactly what happened."

Build and manage a better workforce with integrated HR solutions from ADP Marketplace partners like [Points North](#).

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**Elise Wright**, Prevailing wage specialist

#### About Motive Infrastructure Solutions

Motive Infrastructure Solutions is a full-service, self-performing, EPC (engineer/procure/construct) infrastructure solutions provider for the wireless and wireline telecommunications industry. Areas of expertise include site acquisition and entitlements, architecture, engineering and design, project and construction management, installation and maintenance, product sales and distribution. For additional information, visit [www.motiveis.com](http://www.motiveis.com).

#### About Points North

Established in 1994, Points North has provided solutions to thousands of clients. Points North's compliance, reporting and data aggregation solutions, such as Certified Payroll Reporting® and ACA Reporter, are designed to help payroll and human resource leaders solve data issues. Visit [Points North on ADP Marketplace](#).

#### About ADP Marketplace

ADP Marketplace is a digital HR storefront that allows you to customize your HCM ecosystem while easily sharing data with your ADP platform. With the freedom to select the software solutions that enhance your HR tech stack, you get easy access to ADP and third-party apps that work together to provide you with a simple, modern HR experience.

Easily discover, try, buy and implement solutions to streamline your HR processes, all with the simplicity of single sign-on, single data input and single billing. Learn more at [apps.adp.com](http://apps.adp.com).



<sup>1</sup> <https://www.dol.gov/agencies/whd/government-contracts/construction>