



Accelerating DE&I initiatives with systematic data and reporting

A successful information technology services firm for small and medium organizations across 35 states, NexusTek faced one glaring HR challenge. They struggled to provide managers with accurate workforce segmentation analysis needed to recruit, train and retain a diverse pool of talent. We spoke with Suzanne Harris, vice president of HR for the Denver, Colorado-based tech company, about how ADP® DataCloud's DE&I dashboard provides her team with the tools needed to assess NexusTek's workforce composition and create a more diverse, equitable and inclusive workplace for all employees. Suzanne shared with us why she's used ADP exclusively throughout her entire 40-year HR career.

On solving problems with ADP DataCloud's DE&I dashboard

We are a technology company which has traditionally been obviously male dominated, and we're looking to really increase the number of women — especially in our engineering roles. To do so, we had to know the starting point data so we can measure it over time. We began using the ADP DataCloud DE&I solution at the start of this year and each quarter we've seen improvement. In my last report, we were able to make pretty significant increases in the number of women, Asian, Hispanic and LGBTQ employee groups.

On hiring post-COVID with DE&I in mind

When COVID-19 hit, most of our employees were working within our six offices, but everyone became remote, and we realized we could work this way successfully. So, we opened our hiring across the country which created

Suzanne Harris
Vice President of
Human Resources



Quick facts

 **Company:** NexusTek

 **Headquarters:** Greenwood Village, CO

 **Industry:** Information Technology Services

 **Employees:** 325

 **Product:** ADP DataCloud and DE&I Dashboard

 **Website:** www.nexustek.com



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At NexusTek, we see DE&I not as a destination but rather a journey. We want to make sure that all of our initiatives are helping us move that needle in the right direction. ADP embraced diversity long before most companies even had it on their radar. There is no other company for me. They do great things in their community. Their culture is healthy. They have long, tenured employees which creates a positive customer service experience. ADP is the most important strategic partner to my team.

Suzanne Harris
VP of HR

a much larger and more diverse labor pool for us to recruit from. We are also trying to reach out to different groups through employee referral programs and by making sure that we've got very structured interviewing and training so that managers are unbiased in their approach to recruiting practices. We can track all of this through ADP's DataCloud solution quarterly and report it to our executive leadership team and private equity group.

On expanding business and ROI with ADP Workforce Now®

When I first came to work for NexusTek, five acquisitions came together using very basic payroll. We were able to mobilize all these different companies into one system pretty quickly using ADP Workforce Now, thereby saving money. That also meant we did not have to add to our HR team as the company grew. I still have a very small team of five that maintain all HR and payroll-related functions, including recruiting. Without all the ADP modules working together and seamlessly, we would not have the bandwidth to do it all. Plus, it saves us a lot of time. I've worked with ADP for all 40 years of my career and I've seen the growth and the transformation of ADP from just a payroll service provider to a true human capital management system that embraces all things HR.

On segmenting workforce data with ADP DataCloud's DE&I dashboard

With ADP's DataCloud DE&I dashboard, we are able to look at workforce segmentation data by department and by managers who work across our six separate office locations in different demographic regions. We can make our managers more aware of their numbers and where they have areas that need improvement when it comes to diversity. With the ability to show them jobs by gender and ethnicity, we can help them become more aware in their hiring and employee retention practices so we can continue to improve those numbers.

On DE&I workforce reporting

Data is critical. When you want to grow your company, executives, private equity and shareholders all want data and you have to be able to extract that information and report quickly — maybe even on a moment's notice. We frequently have to provide reports to our executive team and managers who are looking at the data for their own reasons too. Whether it be from EEO reporting, recruiting, payroll, time and attendance or whether we want to look at promotion and salary data, it's so critical that we can extract that all quickly and with accuracy. I'm able to pull the data quickly from the DE&I dashboard and create graphs and reports that can show where we need to make improvements and in what areas. All the ADP systems talk to each other so we're able to get that accuracy we need in reporting.

On ADP SmartCompliance®

Each of the 35 states we work in requires so much additional compliance work for us, whether it be around time and attendance or payroll tax filings. To eliminate so many administrative tasks and be able to track compliance

electronically, ADP SmartCompliance is enormously helpful and a significant timesaver for my team. We couldn't do business in so many states without that support.

On company values and working with ADP

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Suzanne Harris
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#workingfor

I work to create a better life for my family and my teammates — they're family to me as well.



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