



# Unifying HR administration on a single platform with ADP Workforce Now<sup>®</sup>

*Duininck Companies is a 90-year-old, family-owned business comprised of a number of industries, from paving and construction to golf courses, resorts, pipe manufacturing and food manufacturing. The company's goal is to build sustainable companies in a variety of diverse markets so that it can continue to be successful in those business ventures. However, the diversity inherent in these different industries poses distinct HR hiring, training, benefits administration and compliance challenges.*

Connie Stahnke, vice president of HR at Duinick Companies, joined Duinick in 2015 in a newly created role with a mandate to bring all of the companies together on a single platform, which she was able to do using all of the capabilities of ADP Workforce Now.


"We have a number of human resource challenges because all of the companies are very diverse," Stahnke said. "We work in different markets and we hire people from different skill levels because our industries run the gamut from construction, to resorts, to campgrounds to manufacturing. So, as you can imagine, we have very challenging human resources needs."

Stahnke was tasked to look at the best way to meet Duinick's human resource needs — a solution that offers the options the company needs to meet its diverse workforce. "One of the things that I'm changing is the number of different legacy platforms we have across the companies," Stahnke said. "We found it very cumbersome and complicated to gather data. We weren't able to consolidate data from the different companies in any meaningful way because they used different platforms, and this posed challenges, especially in regard to auditing and benefits administration. So we want to move all of our companies to a common platform to ease this burden."

**Connie Stahnke**  
Vice President of HR



## Quick facts

-  **Company:** Duinick Companies
-  **Headquarters:** Prinsburg, Minnesota
-  **Industry:** Numerous, including paving, construction, golf courses, resorts, pipe manufacturing and food manufacturing
-  **Employees:** 1,500
-  **Product:** ADP Workforce Now<sup>®</sup>

**Learn more about Duinick Companies**  
at [duinickcompanies.com](https://duinickcompanies.com)



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## One platform across all industries

Moving to a common ADP Workforce Now platform across all of Duinick's companies is an ongoing process, with the companies in various stages of transformation. In the first quarter of this year, Stahnke brought five additional companies onto the ADP platform.

"Having a common platform is a fantastic benefit because it saves me a tremendous amount of time," Stahnke said. "In my role, I need the common platform to roll up data when I need to present information to the ownership group and to help me with developing strategies for where Duinick Companies is headed. A common platform provides the ability to access data quickly and easily, so we can rapidly respond to changes in the market, and not get left behind."

Stahnke also noted that Duinick enjoys a sizeable cost savings when all of the companies share a common platform. "There's also is a tremendous cost associated with having to pay for all of the unique platforms for our different industries," Stahnke said. "We've found it's much more economical and efficient for us to have a shared platform."

## Benefits administration made simpler

When Stahnke thinks about the efficiencies gained with ADP's single platform, the thing that really excites her is the benefits module.

"We started using the new benefits module in one of our entities, with an immediate increase in our efficiency," Stahnke said. "That particular entity had a robust offering of at least five different benefit options to choose from. If an employee elected all five, HR had to enter the same data into five separate vendor websites. You can see how cumbersome this would be if that employee had a spouse and five children — all of the data had to be entered into all five different websites. It was an incredibly inefficient use of their time."

The benefits module provides self-service open enrollment and online enrollment changes, along with weekly feeds that pass the information directly to the carriers.

"The time savings we realize with the benefits module is just unreal, and I am thrilled to continue to implement that in a number of our other entities," Stahnke said. "It's accurate. It's timely. It's efficient. We've eliminated routine data entry errors. It's real time."

## Always in the know with proactive compliance alerts

With employees in multiple states, compliance with ever-changing state and federal rules and regulations can be overwhelming. But Stahnke readily acknowledges that ADP makes it easy for her to stay on top of compliance changes.

"ADP is at the forefront when it comes to compliance," Stahnke said. "They are sending me emails, letting me know what's changing and how it affects me. I need my HR team members, in all of these industries, to be ready and ahead of the game, when it comes to changes that are happening in our work environment today — and ADP supports that."

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## Customer service that's trusted service

When it comes to ADP's customer service, Stahnke calls it a "breath of fresh air."

"When I think about ADP, the number one thing that comes to mind is trusted service," Stahnke said. "They're our trusted partner and the company I want to partner with because, whenever I call, they have all the resources I need to get the answers to all of my questions."

Stahnke also appreciates the fact that ADP encourages and accepts her feedback, especially after working with a number of vendors who lacked that type of ongoing engagement. "ADP is always asking me, 'What do you need? How can we better serve you?'" Stahnke said. "They want the details and they listen. They are very quick to respond and very reactive. I really appreciate that from a partner."

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