Build your dream team

on the modern construction HCM

Payroll HR Benefits Time Expense
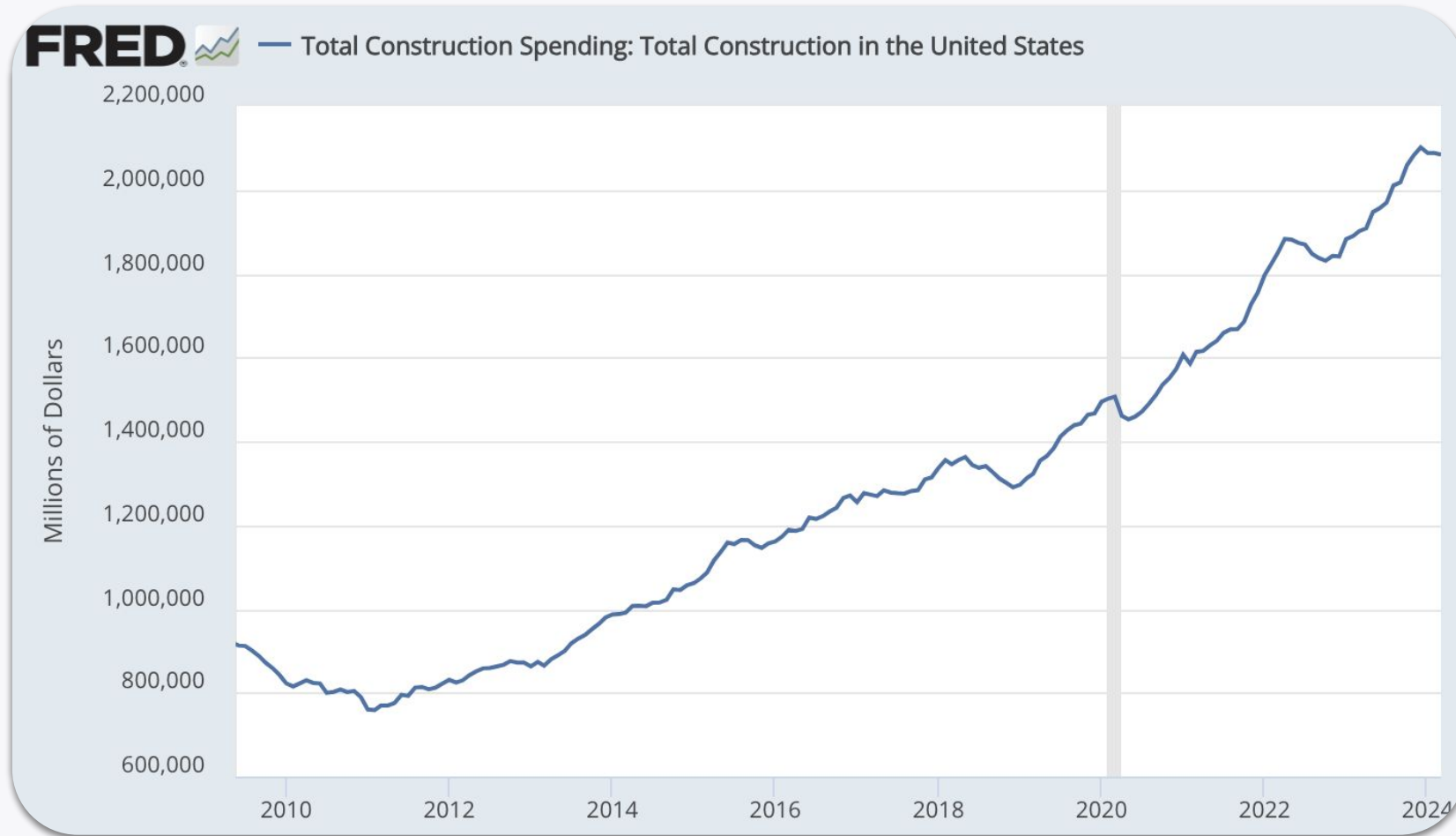
Miter

www.miter.com

The US Construction industry is so back

Total construction spend in the US is over $2T per year

Miter | The Modern Construction HCM

A generational investment in US infrastructure

Over $1T in federal spend is flowing into Public Works

November 2021

July 2022

August 2022

$550B Infrastructure Investment Act

$52B CHIPS Act

$369B Inflation Reduction Act

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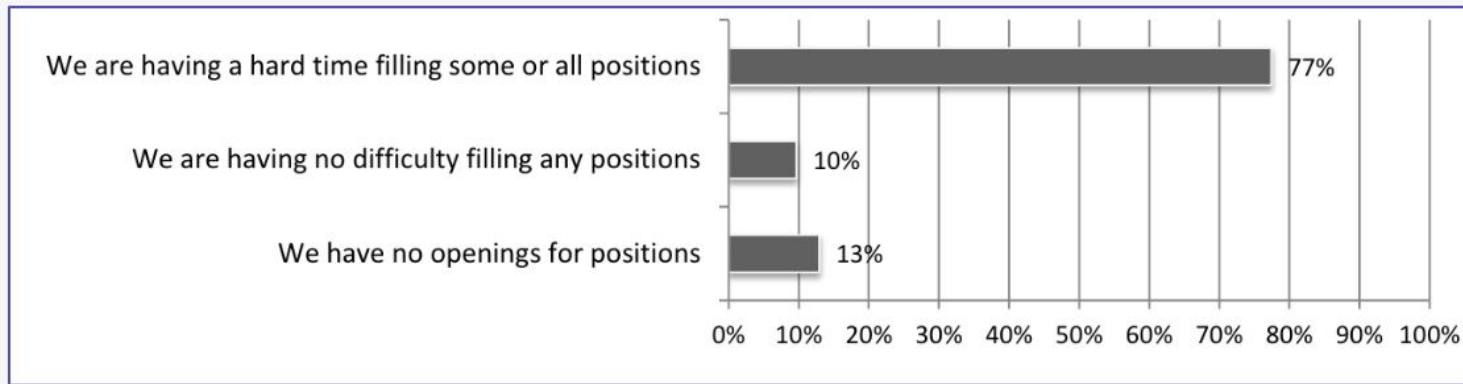Miter's mission is to help contractors **build great teams.**

People are the lifeblood of every business

77% of contractors are struggling to fill open roles

AGC & Sage 2024 Contractor Sentiment Survey (n=1,500)

What % of contractors indicated a **"hard time filling some or all positions"**?

# Building great teams and increasing profits isn't easy in construction!

It has never been more challenging to manage and pay your team.

- Advanced job costing
- Certified Payroll requirements
- Time + accounting integrations
- Union rates and reciprocity
- Job-based payroll taxes
- State and federal labor compliance

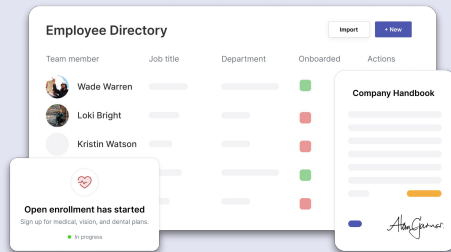## Existing solutions lack the infrastructure and industry expertise.

ADP

UKG

paylocity

RIPPLING
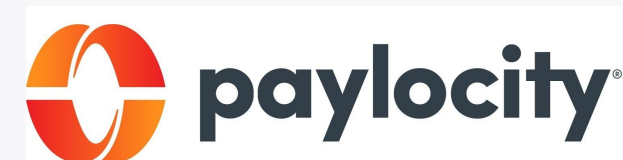
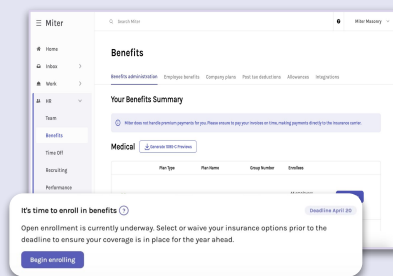# Miter is the workforce platform for the 21st century

One single platform to build an exceptional team
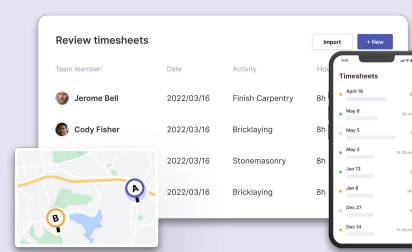
Human Resources

Hire your team with confidence.
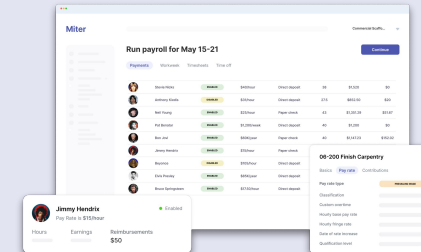
Benefits Management

Offer industry-leading benefits.
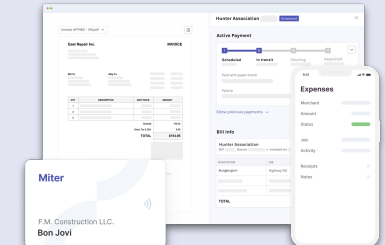
Workforce Management

Sync timesheets from the field.

Payroll & Compliance

Pay your team in minutes.

Expense Management

Manage your employee spend.

Our mission is to empower contractors to **build great teams**.

Human Resources	Benefits Management	Workforce Management	Payroll & Compliance	Expense Management
Documents & eSignatures	Self-Service Open Enrollment	Mobile + Kiosk Timesheets	Auto-calculate Gross Pay	Construction ERP sync
Time Off Approvals	Deduction & Payroll Sync	Grid Time Entry	Prevailing Wage Rates	Granular Job Costing
Employee Portal	Automated Carrier Connections (API & EDI)	Approval Rules & Routing	Certified Payroll Reports	Miter Expense Cards
Applicant Tracking	ACA / COBRA Compliance	Geolocation & Geofencing	Dynamic Fringe Offsets	Third-Party Card Feeds
Background Checks	Integrated 401(k)	SMS Broadcasts	Union Rates & PLA Support	ACH Reimbursements
Digital I9	White-Glove Benefits Selection	Labor Scheduling	Custom Overtime Logic	Receipt Uploads
Performance Management		Daily / Work Reports	Next Day Direct Deposits	Policies & Controls
		Custom Fields	All Compliance Reports	Approval Workflows

Our success comes down to four simple ideas

Modern technology coupled with customer love

1 **Construction Focus** Offer the best job-costing, timesheet approvals, and rate determinations

2 **Compliance at the core** Streamline Certified Payroll, Union+ EEO Reporting, and tax filings

3 **Modern API** Build the deepest integrations with Sage
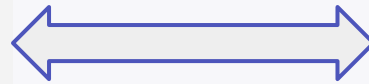
sage 100   sage Intacct
sage 300

4 **Exceptional Support** Provide construction experts across every step of the customer journey

Miter and Sage CRE are better together

sage 100

sage 300

sage Intacct

$\longleftrightarrow$

Miter

API sync of jobs, employees, cost codes, timesheets, GL entries, and more

Miter

Why Miter?
Miter simplifies the transition from Sage 100/300 to Sage Intacct

Customer decides to graduate to Intacct…

… implements HR & Payroll with Sage 100/300 sync…
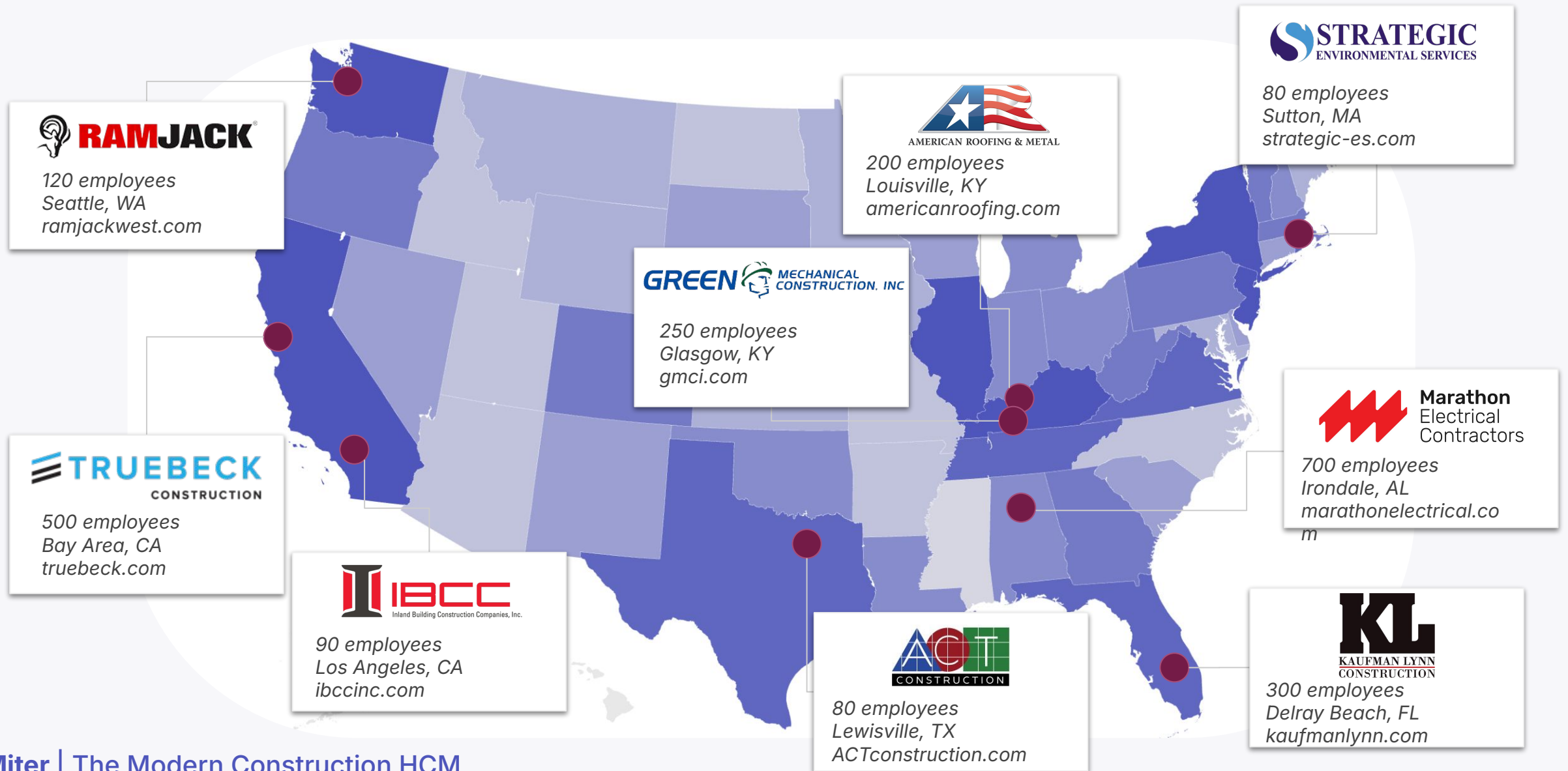
… and turns on Intacct sync when ready.

Miter

We're empowering the top contractors in the US

RAMJACK®
120 employees
Seattle, WA
ramjackwest.com

AMERICAN ROOFING & METAL
200 employees
Louisville, KY
americanroofing.com

STRATEGIC ENVIRONMENTAL SERVICES
80 employees
Sutton, MA
strategic-es.com

GREEN MECHANICAL CONSTRUCTION, INC
250 employees
Glasgow, KY
gmci.com

TRUEBECK CONSTRUCTION
500 employees
Bay Area, CA
truebeck.com

IBCC — Inland Building Construction Companies, Inc.
90 employees
Los Angeles, CA
ibccinc.com

Marathon Electrical Contractors
700 employees
Irondale, AL
marathonelectrical.com

ACT CONSTRUCTION
80 employees
Lewisville, TX
ACTconstruction.com

KAUFMAN LYNN CONSTRUCTION
300 employees
Delray Beach, FL
kaufmanlynn.com

Our customers are building our world

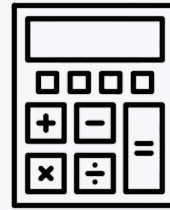Miter | The Modern Construction HCM
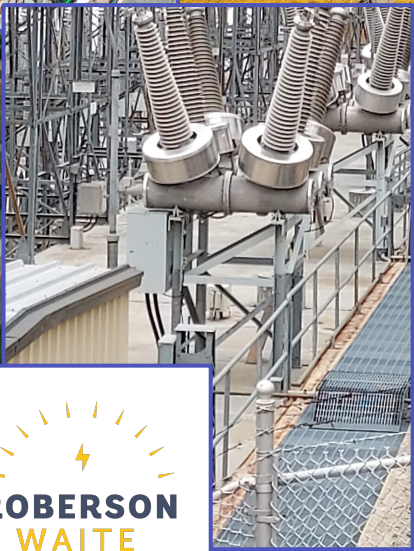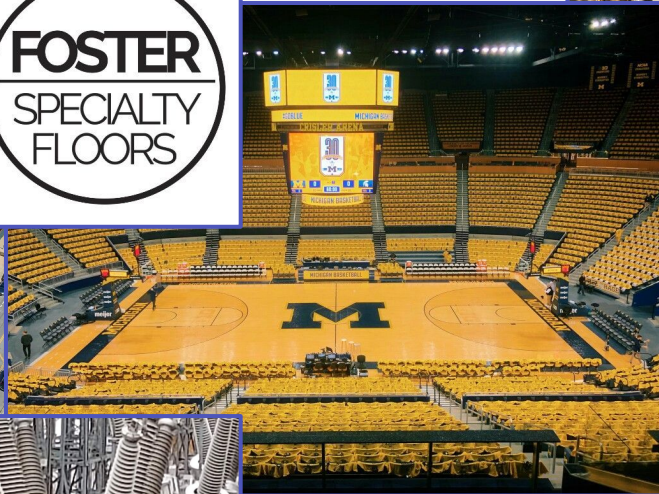
Our customers are trusting us with their most important workforce challenges

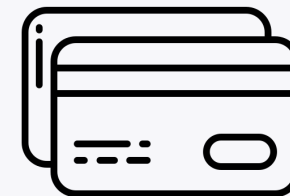**Hiring new employees**

Tracking job costs

Getting employees paid

Collecting timecards

Offering benefits

Controlling expenses

We are absolutely obsessed with customer success

"I can't express how much I appreciate it...our entire company is excited about this."

– 250 employee Florida-based GC on Sage 300 CRE

"We're proud to say we partnered with you all."

– 300 employee Kentucky-based mechanical contractor

"We don't know what to do with all of our extra time."

– 275 employee California-based solar contractor

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