

Mike Merrill:

Welcome back on the podcast. Steve it's been a little while.

Steve Antill:

It's been awhile, probably, six months, seven months. Thank you for having me again.

Mike Merrill:

A couple things. I mean, obviously, we'll let the conversation flow naturally where it goes, but, every quarter you write an article just about the status of the economy, the industry, what's going on, what, why do you do that, and why do you think it's important to keep up on that stuff?

Steve Antill:

Yeah, I love the question. I mean, a couple things I think about with this. I've been doing this for 25 years, right? We can talk software till the cows come home. Every day, all day long. Yeah. I'm talking about all the products and that, but we're in the best industry and you know, there's so many things happening in the industry all the time.

The broader economy plays a role, you know, residential construction, commercial construction, you have all these moving pieces. And, we find just from talking to our clients that, you know, they needed a little bit more education, trying to bring clients insights into the industry and just give them information.

And for me, on a personal level, I love reading, I love data. And when I find things that are cool and think about it, and I think it's relative to our clients. Those are the type of things we write about in the quarterly letter like to talk about the economy as you're saying, talk about the AIA index things along those lines.

So, I think a lot of our clients see some of that stuff and pay attention to it and other clients are so busy in the field that they kind of just are going, going, going. So we kind of want to say, slow down, here's some of the things going on. This might be good for your thinking as you're going through the rest of the year and so on.

Mike Merrill:

Yeah, everybody gets, and it's, I think it's this way in our personal lives, just society in general. We all get kind of boxed into whatever corner we're in. We're all in our own little silo going on. And I think you're right. I think there's something to, you know, converging and meeting with other people that, where you can collectively gather and discuss and talk openly and learn from each other.

And I love that you're doing things that serve the industry so that you're sharing some of those insights with people that maybe otherwise don't really have a way to get to it.

Steve Antill:

Yeah. And you know, and as you're saying those words, I'm thinking about Converge, our user conference here. 10 years ago, our user conference was just showing software.

Mike Merrill:

Yeah.

Steve Antill:

As our business has grown, we offer more back office solutions and we're expanding the audience that we're selling products to, um, we have a lot of business tracks here and I can't believe how well attended they are. I think it's great. A lot of the companies have their estimator come to this conference.

They have their office manager, their controller, and then the owner comes. And the owner is sitting in classes, like there's a class going on right now about sexual harassment. There's one going around, going on about secession planning in their business, right? How many contractors, you know, are ahead of secession planning with their businesses a lot.

That's a foreign topic to a lot of them. So we're trying to bring those things to the table, to these guys, and I think it helps position us to be looked at as always adding value, not just for software, but to their entire business.

Mike Merrill:

Yeah, I mean everybody knows, you know, accounting ERP. I mean, that's kind of the bible of the business. That's really where the pulse check that you get on how a company's doing, you know their balance sheet and all those other things but the It's like, you know, like the sports channels talk about, they'll have like between the lines or they'll have these different outtakes of what's really going on in the game outside of, you know, those numbers.

And I love that you're talking about that with conversion, because that's what's happening.

Steve Antill:

Yeah. And think about it, the keynote speaker and man packed. Packed, because these guys want, they're gonna go to a payroll class an hour later, but them sitting in with Anon and hearing about the economy and what it's gonna look like, the rest of 20 corn, 20 pipe.

That's really cool stuff. And it helps give them insights into the industry. So all we're trying to do here is have a great conference, keep in front of clients, keep pushing education. Um, and just keep them in tune with all the things going on.

Mike Merrill:

Yeah, it was interesting because we, um, we were able to snag him real quick before he went to the airport and recorded another episode.

And I was looking back and it was number 47. It was October 8th, 2021. The last time we had him on. And I actually, I grabbed a screenshot and I just did a session here and was talking about some of these same things in the industry and. Best practices and ROI, like how people can, you know, look at, look at their, the data systems, integration they have in place and see where are they getting value and how do they expand that.

And, I was listening to some of that episode that we had and I'm thinking, this guy is a guru, like a total genius in the economy and all these other things. But So everybody in that room was plugged into what he was saying because it was so relevant the way that he talked about, you know, our personal lives, just the economy in general, right?

Steve Antill:

It interweaves between, right? I'm sitting there thinking about, okay, how is this going to impact our business? How is the economy going to impact our clients businesses? And I'm also sitting there thinking, how's this going to impact my personal life? And I know our clients are in there thinking along those terms as well.

And yeah, it's really cool. I mean, right. He's talking about the entire economy. In the construction industry across the United States right now, but he can go and zoom in on Baltimore, Cleveland or wherever. And, you know, we had clients stand up and ask, Hey, well, I know you're talking about this, but what about the Midwest?

What about the Northeast and all that stuff? And right there, a little bit different situations. And, he's got great insights into all of it.

Mike Merrill:

Well, I mentioned, I said, you know, where I live in, you know, near Salt Lake city. And I started explaining to him, you know, I can go in new projects and I can look a mile this way and a mile that way.

And there's. I mean, it's just filling up with apartment complexes and townhomes and condos. Anyway, he went on a five minute riff about the market. It's not like, wow.

Steve Antill:

And you're like, you know, way more about it than I do. And I lived there.

Mike Merrill:

Yeah, he does. And he knows the why. So yeah, I mean, the fact that foundation brought him here as a keynote was another Testament to your serving the industry and trying to share.

Steve Antill:

And we want to get, you know, our clients are successful and we offer them great products and great service, then we become. Very successful as a business as a whole. But there is so much information out there about the economy, about trends and technology, right? A lot of these contractors, again, they're going a hundred miles an hour.

They know how to do electrical work. They know how to run a dozer, but understanding SaaS software versus licensed software versus, true rewrite cloud software. Those are things we try to tune these guys into while they're here at the conference as well. And outside of the conference, just continuously educating them, talking to them.

You know, why do you have, you know, your ERP on the server, but all the other softwares you're using live in the cloud? Like, do you have a strategic. You know, it plan in place. I don't know, like, no. And we're like, well, we can help guide you and get you with the right people to start thinking strategically about your business.

Mike Merrill:

Cause if you're going to go from 10 million to 30 million, your technology stack's going to look a lot different. Yeah. It's interesting. The session I just did, I talked a little bit about that. I talked about the unused portions of their software systems and I showed a study and had a big graph and basically it comes down to 7 percent of the.

Of the software that any one company has, they use every day and all the time, 13 percent is rarely used. So it's like the 20 percent is really all that's getting touched.

There's another 80 percent of goodness that they could get to that they own, they paid for, they're just not utilizing it.

Steve Antill:

Yeah. One of the things that, I was sitting there having lunch and with a client today and they're like the session I said, and I didn't even know. We could do half of those things. And I'm like, you had the software for 15 years and right. Giving them education, trying to have them take that next step and commit to using a little bit more of the product.

It's good for their business. It, it automates some of the processes that they're doing manually or outside the software in Excel. So yeah, very common within. All 13, 000 of our clients that they underutilize the various softwares they have, or they don't even know they could be using it. They're not aware that they own those features.

Mike Merrill:

So, yeah. And I, what I loved about the session I had, you know, I had all these companies from all these different places, a lot of customers of ours, similar prospects to, to what we do at WorkMax, but, um, they were able to share with each other what they enjoy with the system, what they're using. And it was, it was cool to see.

The crossover of a few that are, you know, utilizing this, and then, you know, the other three, four rooms, not, and they're like, wait, tell me more about that. And so, I mean, these, these events are amazing for just collaboration between peers. Yeah.

Steve Antill:

Like I, I sat in a session today. And the speaker was a subject matter expert on, um, data and analytics and all that.

And one of the things he's done is built on top of our software, a project review template. And, and I was fascinated because there's probably 50 people in there and he said, how many of you guys as project managers have a project review meeting, right? Almost everybody raised his hand or hands. And the next

thing you know, he's like, how often you do them in it went from once every two months to once every two weeks, it was all over the place.

And the thing I picked up on is. A lot of these guys are just, they got, they're getting all these good job costs reports out of systems like ours, but it's very disorganized when they meet with the executives and the owners to give them progress on their job. And I was just fascinated by that. And I'm like, yeah, that's a good opportunity for us to, you know, offer them and get them using more of our product and having a good relationship with this company and maybe turning them on to that.

So, so many opportunities for these guys to become more efficient in their back office.

Mike Merrill:

Yeah. Something else that I heard that I actually haven't really ever heard this said, but it was, I heard it from two different people. Once was like breakfast a couple of days ago and then lunch yesterday. And they both said that they use their software system as a sales tool to win new jobs.

And it's not a sales product. It's like, you know, this estimate and the way that is put together helps sell the job. And so I thought that's fascinating. They're even thinking to do that. So it's software. Yeah, it doesn't just run your business, but I mean, there's something more to it that, I think we can learn a software vendors and I think that other people maybe that aren't thinking about that way could step up their game and be a little bit more competitive and do a better job.

You know, winning new business.

Steve Antill:

Yeah. I heard something similar today with, regarding, certified payroll. One of our partners that's here that has certified payroll, tool, basically was saying, you know, I talked to clients and they're like, you know, You know, when I submit it, if it's wrong, the GC will tell me, he's like, how many times is this going to take for the GC to get irritated with you where you're no longer the preferred sub, like you're going to lose your

rank because you're constantly submitting incorrect payroll, you know?

And I was like, man, that is a really good talking and selling point. And, and that brings a lot of value to these guys. Cause they're like. You know, our system will check all the certified payroll before it goes out to make sure it's all correct. And basically it's just a great tool for everybody to be using and so on.

Mike Merrill:

So, yeah, I love being at an event like this. One of the things, obviously everybody's noticing, I'm hearing the buzz about it, but. You know, obviously foundation has been acquiring other companies, adding new modules, really rounding out the solution suite as opposed to, you know, just doing the typical stuff that a lot of these companies would do.

Why are you doing that and how do you think it's working for you and what are you hearing from people?

Steve Antill:

I mean, I think when you talk with Mike Ode, our CEO, myself, our executive team, you're going to hear a consistent answer. We want to be the best provider of back office solutions and that is well beyond the accounting package.

That's just one piece of many. So we've done four acquisitions in the last 36 months. AboutTime with the WorkMax product was our most recent and an absolute huge success. Brings a tremendous amount of value to our clients. Getting the office to communicate with the field and the field to the office.

There's so many other little spots that we could introduce products that bring a lot of value and efficiency to our clients in their office and back office environment. So right. Accounting is one piece of it. Payroll service is one piece of it. Having a estimating specific to your trade is a piece of it.

Right. So many, not just the safety, right. You know, it's no one needs a safety software until you get an OSHA fine. And then you, then you wish you would have had that. Right. So, um, so there's a lot of moving pieces and different types of software that can really bring all

of it together for the company in the back office and it create a lot of efficiencies for them.

So, but to talk about, AboutTime in the WorkMax product, we have 6,000 Counting clients and 13,000 clients overall. It blows our mind. How many companies are still writing on a piece of paper, using a basic Excel program, one, one form and our superintendent does it one way, someone does it another way, and being able to introduce a product to them that seamlessly integrates with, with the payroll module and foundation.

It's, it's a win win. It's a, it's great business for us. And it creates a tremendous amount of efficiency for the contractor, especially if you're running 50, a hundred, 300, 500 employees out there. That is a lot of, that's a lot of labor to manage.

Mike Merrill:

Yeah. And, and these companies, it's just like we talk about these other software pieces or parts of the systems that they're not utilizing.

It's, I mean, I hear this phrase a lot and you know, I, I chuckle every time I hear it. 'cause yeah, I've probably used it in my past. I don't think this way anymore. But no, if it ain't broke, don't fix it then. You know, this way we've always done it. And so. I think a lot of contractors get stuck in that path that, you know, this is just the way we kind of do things.

And so they're not worried about that. They're dealing with the fire right in front of them all the time. And they're just, you know, running around a fire engine.

Steve Antill:

Yeah. Yeah. And the, and the one that I think is really relative to my background and what we've been doing for so long is the flagship product foundation almost year over year, about 50 percent of the companies that.

Come off of QuickBooks and no joke. We probably in the last two months have moved over probably three or four companies that are over 50 million in revenue that to your point, there's, they're kind of in this they're stuck. It's not, we can get by with it. We can buy with it. They're getting all these things in spreadsheets and

they don't, they, and you take a step back and look in the mirror and kind of say, look at how inefficient we really are.

And then we come in. And those are challenging implementations because they got some bad habits out of place for a long time. But once you get them up and going, six months, a year down the road, generally those folks end up really happy. And they're kind of like, I wish I would have done this 15 years sooner.

So, but they know what they know. They know QuickBooks technology can be scary to them sometimes and they hear the horror stories of changing software and whatnot, but you can work your way through it, be paired up with a good vendor, a good partner, and be on a good implementation track.

Most times these implementations are very, very successful. And like, for what you guys offer on the WorkMac side, I mean it's, Think about these companies with 200 guys in the field, how much more efficient the communication from the field to the office becomes once they're successfully running the product.

Mike Merrill:

Yeah. There's nothing. I mean, it's, it's, I used to go into demos and I would, I would joke with whoever I was presenting to, you know, in person presentation and I'd take my arm over by their desk and say, I could knock everything on your desk, just off onto the floor and get rid of it and get it out of the way, focus on this.

And if you saw this. You will make and save more money by putting this in place than anything else. I just knocked on the floor and it's a great visual, but it's very true. It's there's not a lot of ROI tools out there that are software driven that can really have an immediate hit when you're dealing with payroll.

You haven't a chance to impact the bottom line quickly.

Steve Antill:

Yes. Yes. Completely agree. Yeah. I, from on a personal level, I get very excited about it. I love sitting there having lunch with the client and I hear, you know, Hey, we started with foundation six years ago. We just went to work max and that's rolling now.

Oh, and by the way, we started outsourcing payroll to payroll for construction. It's like, man, now you got the best of all three. You got a good accounting package, you got the best timekeeping, and then you have a payroll service. And what that does is it frees the people up in the office to work on more important tasks, help grow the business, take the business to the next level versus printing checks out and things like that.

So that's, what's really rewarding to me is sitting there with someone and you hear the successes and. The efficiencies we brought into the company and whatnot. And it's really cool where last user conference, that company, the controller only came this conference, the owner came, controller came, payroll manager came.

They're looking at one of the estimating packages we offer. And we're just in there saying, think about how it's going to all tie so nicely together and create all these efficiencies for you guys.

Mike Merrill:

Yeah, that's the fun part. Yeah, it is. It is fun. And I, you know, I don't know what the total count ended up being.

I mean, it's gotta be around a thousand people at this event. Yeah, as you know, I've been coming, well, since you started doing them, so I think 2010 or something. I mean, it's been a long time and I've watched this grow and continue to grow and I've watched you grow out your platform and continue to add on and expand.

And um, you know, like I said, the session I was just in all these crossover customers, some of them longtime customers or both of us for six, eight, 10 years. Yeah. It's fun to see these companies winning and doing so well by adopting technology instead of waiting it and. They'll bury their head in the sand.

Steve Antill:

And so it goes back to what we started talking about right at the beginning is we can continue to educate them. It's just very soft touches saying, Hey, are you aware this is a trend in the industry? Are you aware that these things are available? Hey, these are some of

the conditions that are anticipated in the economy and in your sector later this year.

That brings a lot of value to them and get some thinking ahead of time of what their next move should be. And the truth of it is if you don't do some of these things now, you're going to get left behind your competitors, right? It, you know, because. Three electrical contractors, one's probably very big in embracing technology, one's very old school, one's in the middle, and the one who's the most tech savvy probably runs the most efficient.

Mike Merrill:

Yeah, and when it's time to scale or when things get lean or when there's changes, you're in control of that destiny a lot more and you're not just flying by the seat of your pants. Yeah. Yeah.

Steve Antill:

And I think one of the things that I know you've seen, We talk about a lot back in Cleveland is this transformation where, you know, I started in the late nineties and you were grinding your teeth too with everything and, you know, these owners, why would we ever, I, I'm not comfortable with computers, why would I invest in this type of stuff?

And now we've seen this massive generational shift in the leadership of these companies, a lot of these family owned construction companies, that next generation that did grow up. Using a computer is taken over and you've seen these offices go from, you know, one computer and 10 filing cabinets to now they have foundation, they have Procore, they use WorkMax and you're just like, this is so cool to see how your company's evolved over the last 10 years is this new, generation of leadership has come into the company and has embraced it.

Mike Merrill:

Yeah. There's your project management, CRM, they got, I mean, they have all these other things, marketing. I mean, construction marketing. I mean, yeah, big company. Sure. These small companies are trying to figure out a market that are getting innovative and

using social media and drone footage. And I mean, it's pretty cool.

Steve Antill:

Yeah. I mean, estimating edge, one of our estimating packages, they have a partnership with Eagle view and you get all the aerial photos and it's so cool, man, and like that stuff just didn't exist 10 years ago and it's, and now you write all this new AI stuff is starting to come into the, to the marketplace.

We're very active on CFMA blog. And daily, you know, we're starting to see things like, Hey, tell me about AP automation. There's a lot of AI tools now that just blow the old OCR out of the water, that machine learning and they get to like 95, 96, 97 percent accuracy and it basically eliminates someone sitting there keying in invoices.

And that is, that's going to come into play here big time in the next few years.

Mike Merrill:

Yeah, I think, and you know, I've, over the years I've heard, and people used to be really scared of our stuff, that it was going to replace their job. Because they were the one doing the 10 key, you know, and it's not replacing people. It's replacing menial tasks that are not low value.

Steve Antill:

Yeah. Yeah. That's so right. That's always one of the things you got to sell the company on is like, you know, cause someone change create some fear with some of these folks and they're like, Hey, if I get this, am I going to lose my job? The, your point, it just doesn't happen.

I don't know. To your point about value. It allows someone to go from entering invoices to doing something more meaningful to the business that brings more value to the business that helps them continue to grow and things like that. So that's really fun and exciting and it gives people good career opportunities too to move from one spot to another within these construction offices.

Mike Merrill:

Yeah, they're, you know, running and managing more comprehensive reports and watching, you know, data and not keying data, but actually monitoring and reacting and making decisions based off of a versus I'm just trying to get it in assess. I can't.

Steve Antill:

Yeah. Yeah. Right. And you're becoming proactive versus reactive and it's that's

Mike Merrill:

robotic.

That's not, you know, that's automated. It's just slow.

Steve Antill:

Yeah. Yeah. And that's what you write. And we want, we want to get all this great data into the systems. So that way the data can come back out and to your point, it's meaningful and they can use that data on the fly and adjust if they need to adjust, right?

We, several sessions here at the user conference talking about that, like, you know, seeing this data, especially as a project manager, having these tools and reports in the field allows them to make changes on the fly versus at the end of the month, they get a report, right? And it's too late at that point, so.

I was in several sessions today and you know, to what you come out of, you know, tracking the labor efficiency and the production and being able to, to manage that and make adjustments before you know, you go over the budget.

Mike Merrill:

So yeah, making decisions beforehand and really looking through a windshield instead of the rear view mirror.

Steve Antill:

And that's how many of these companies ran for a long time. And that's changed now, which is really good.

Mike Merrill:

Yeah, the market is definitely in a better place. So tell us about project HQ as a newer part of the lineup with Foundation Software. Why that and what are you doing there?

Steve Antill:

Yeah. So we called HQ suite and project HQ is one component of the HQ suite. So the HQ suite is a collection of apps for the construction industry. And what's happened over the years is a lot of our clients have come to us and say, Hey, The team in the office is using the accounting package.

We want better project manager management. We want crew dispatching, um, labor dispatching, things like that. So probably about five, six years ago, we started up writing with all new technology, web based programs. And the first thing that came out was project HQ, which is project management. What's really cool about that is you can use it anywhere, right?

You could be in the office. It's all web based. Has seamless, API integration to foundation. So you know, you're doing change orders in the field versus in the office, and that data will go right into the accounting package to update the budgets and, and all that. So it's really cool. So we're super excited about that.

Um, we had in the accounting package, a project management module built, but it was more of a bell and whistle going back a ways where, yeah, clients would say, Hey, if I'm going to spend this money on a package, I want to have a basic project management. But as these guys are in and out of the office, the project managers, this, this takes it to a whole new level where they're in the field.

They can do daily logs, they can do RFIs, RFPs, transmittals, submittals, change orders. They can look at drawings in project HQ. So it's a really cool tool and it has a seamless integration to a foundation. And there's some additional pieces. There's an executive reporting tool on there.

Mike Merrill:

Nice.

Steve Antill:

So is it to your tool, what we just talked about? I'm sitting there in my truck at lunchtime. I pull it up and I can see real time, all the costs on that job that may have been entered through AP and payroll that morning. So it brings real time data to them as well. And we're really expanding on it. The thing we're really excited about is you guys, as everybody knows, we're so good with the labor intensive contractor.

So. We have work max, you know, best in class time capture in the field. We have foundation, best payroll module in the construction industry. We have payroll service, where we can do the checks, direct deposits, make that all efficient. So we're sitting there saying, man, we almost got it all. What's missing is the HR component.

Okay. And we've recently released web based HR HQ here, right? Is that is, that was announced here. Right. And I think it's kind of trickled out a little bit before. So we have about 50 clients on it. We haven't really started aggressively marketing it with the clients yet. We wanted to have a nice slow release.

So we have about 50 clients on it. A very managed control group, getting a lot of feedback, like to add this feature in that, but we're really excited about it because from my perspective, right, we like to say we're number one. With the labor intensive contractor and I always felt a little guilty saying that knowing we were missing that hr piece and now Now we have it and the appetite for it is tremendous We had a group demo yesterday.

I think 100 people were in there for hrHQ the WorkMax group demos One had 80 the other had 70. I mean just the interest in Anything related to efficiencies related to payroll, HR, labor management is off the charts with our clients because it's so, it's such a burden to do all this stuff. And if you're disjoining it, you're doing some of the stuff manually, it's very painful.

So you can see, I'm very excited about HRQ. This, this, It's a great tool that'll, tie right in with payroll for construction. It'll tie right in with foundation and I, we should have done this years ago. Clients have wanted it and I think they're very excited that we're putting this in the market.

Mike Merrill:

So yeah, we, I mean, you and I haven't talked about this, but for years, many years, especially the last few years. So many customers prospects, can't you just do an HR module? Can't you do an HR module? You've almost got it. You just, and it's like, there's so many areas that we don't almost got. And it's like, it'd be a whole other lift and we just never could get to it.

Steve Antill:

And we have all these things going on and you know, these companies bring field employees in and out regularly. There's a lot of onboarding with it. Um, some of these tools, right? It's all web based, so we hire a new employee. We can push them a notification. They open up the link and basically they can put in their, you know, their married, single, all their tax information, all the onboarding type of features.

And again, now you don't have someone sitting in the office typing that in or having a little checklist. Did we get this from Tony and Matt? Yeah, so the software is managing it now. And again, all these companies, 500 employees That's really hard to track manually or if you're using a separate package, it doesn't integrate real tight.

Mike Merrill:

Yeah, it's disjointed. It's siloed. And yeah, I mean the integration is key with anything that you're doing, right?

Steve Antill:

Yeah, and one of the things that's really exciting too is a lot of our clients, the safety's kind of like right on the fringe of payroll, it seems like we're the person managing HR tends to be safety.

Overlaps. Yeah. A little overlap. And so they're getting very excited. Like, Hey, we got payroll and we got time collection from work max. And now we get HR HQ and oh, I can get. The safety feature, which all integrates as well. So, right, we're taking, we're checking off more and more of the things that these guys want and, truly need to run their businesses efficiently.

Mike Merrill:

Yeah, it's amazing. It's been, I can't believe it's been 20 years or so that we've been kind of tracking, you know, a little parallel here and it's fun to finally join the team and be a part of the goodness that you guys are doing and. It's exciting. I mean, I, you know, I, it's a very different angle being on this side of, of the, of the table instead of, you know, the other side, you were, you made a comment.

I was eating lunch there and you're like, isn't this nice. You'd be normally over there hustling and, you know, trying to get leads.

Steve Antill:

And you were able to put, you were able to, you were able to sit down, eat lunch and talk to customers and enjoy yourself versus working it. We were so proud to bring. WorkMax into the full. It, it just fits like a glove with our company. It is a great acquisition, from a software standpoint and a cultural standpoint, best in class customer service on the AboutTime side, and it translates really well. Just exactly how we do it on the foundation side.

It's so exciting for us. We're about a year into it almost now and we're still doing cartwheels. It's been such a great acquisition.

Mike Merrill:

Yeah. We couldn't be more thrilled.

Steve Antill:

Yeah. What's really cool is when, you know, we're walking around with the, at the show today, you know, the WorkMax employees are walking around and it's like, they're just, they're part of the family, you know, they, fit in just. It's the same with the Foundation folks, it's the payroll with the McCormick and Edge folks, so it's like one big family that's all come together. It's really cool.

Mike Merrill:

Yeah, it's nice to have, again, like minded folks that care about, you know, I was talking again in the session I was in and, I had a few people give shout outs to some of our support staff and our team, their trainers, they were calling them by name and talking about how much they love them.

And, you know, I just said, you know, it's, that was another big win for us to join the Foundation team because. I've heard that for years about, your customers raving about support and just the gritty blue collar, hardworking folks that have been a foundation.

Steve Antill:

I always say we're the most blue collar white collar phone shop or meet. We're good old fashioned Midwest guys out of Ohio. And yeah, the culture at WorkMax is very similar and we knew that. 10 years before the acquisition. And as we got to know you guys through due diligence, it just fits so well that came together.

But what's really nice about it is, WorkMax has customers and some of those customers use QuickBooks and they call, they call the folks at WorkMax that they know and say, Hey, should I check out this Foundation? And, and are they going to take care of me as good as you guys do? And I think your folks are saying, yes, they will.

And it gives us instant credibility. And then we get those folks off QuickBooks into us and vice versa. We get foundation clients that are like, Hey, I've always known AboutTime at WorkMax. Kind of looked at it. Not sure. Do you think we should do this? And we're like, take a look at it. And if you do it, you're gonna be working with the same group of folks to get it up and going and make it successful for you. So it fits so nicely together.

Mike Merrill:

Yeah. And I, had the opportunity to sit down with Mike Ode yesterday too. And we recorded a podcast and. He said something that I, again, like you, I've been in the industry forever. I've talked to, I don't know how many tens of thousands of people.

I mean, I've just been around and it's the first time I think I've ever heard a CEO talk about how excited he is at his user conference to learn and hear what the customers need and to figure out what else you guys could take action on to be better. And I'm just like. You got to be kidding me. I mean, but it was so genuine and I'm like, wow.

Steve Antill:

Mike and I've worked together for 25 years and what he says is what he does. He is. Yeah. And to that point, you know, he said, Hey, I'll be walking around here the next few days. Come tell me the good, the bad and everything in between. And we were, we were talking and a client came up to us yesterday.

He's like, what? I can't believe you're actually on the floor. And he's like, well, I saw, and we ended up talking to him for 20 minutes and he told us about 20 things he really loves about this offer and gave us a couple insights of things that he thinks we can improve on. And he gave us some ideas of maybe opportunities to help make his business more efficient if we offered some products.

Mike Merrill:

And I think, you know, and I actually, this is funny, you wouldn't even know this, but you know, they gave, they gave me an app to scan people in case someone had questions or about anything. I scanned a few folks, they gave some feedback about different, this has meaning chronic or that, or, and I was in this little training session, they were, they were saying, here's the purpose for this, we want to learn and hear, and if there's any feedback whatsoever, we want to consolidate it and look at it and take action on it.

And it was just like, wow, like you're real, you guys are really eating your own dog food and doing the right thing. And it's refreshing.

Steve Antill:

Yeah, we can act get better without the help of our customers. We need to hear where we're falling short, what we can make better, all those types of things.

And, it's so cool to be able to sit here for three days and talk to hundreds of people and get their insights and thoughts out of things. And it's, it, and candidly, it's some of it's a little eyeopening because we're not in their offices all the time. You get some great perspectives on things.

Mike Merrill:

Well, and even again, we're all going to fall short and that's actually good. It's good to learn where you make a mistake or where you can improve and be better because then that, that's how you grow and you progress, right? Yep.

Steve Antill:

Yep. On a personal level and then the business as well. So yeah, that's really cool.

I let most of these clients are very happy and it's really, really fun to just hang out, talk to them and hear how their businesses are going, hear about some of the projects they're working on or completed and it's a great group of folks, great industry and three days here in Nashville with a thousand people talking about construction accounting and estimating and connecting the field to the office. Man, there's nothing better than that. It's a lot of fun.

Mike Merrill:

Yeah. What a great time.

Steve Antill:

Yeah.

Mike Merrill:

Yeah. Well, thank you for joining us again. Thanks for putting this on and your role in helping make this happen. I'm appreciative to be a part of it, even in a small level and be able to join with y'all and help make things better for our customers that we really do love and want to take great care of.

Steve Antill:

Yeah. A lot of fun. So thanks for having me.