

# 35 YEARS MAKING MUSIC IN BUILDING



**W**hen Jeff Santerre moved on from college, his goals didn't include starting a building company. He had his heart pinned on a music career playing the saxophone. But financial stability called and Jeff started Prestige Residential Construction (formerly Prestige Custom Builders) in 1981.

Though he left music professionally behind, he employed many of the principles of art and teamwork to building a successful, long-standing company.

"One of the gifts musicians have is the ability to riff, to improvise and having the ability to pivot and adjust client base, recruiting, operations and roles within the company. This has allowed me to weather tough times."

He advises newcomers to the industry to "ride the wave" of the ups and downs of the building industry. Don't get too discouraged during the lows, just take care of your clients and deliver on their vision, which is always more of an art than a science.

He also thanks the MBA for providing a collaborative community and a pool of mentors, which helped him keep perspective on industry issues and the challenges of running a business. Now that he has a few (or more) years of experience under his belt, he hopes to offer others that same helping hand.

This year Prestige celebrates its 35th anniversary and Jeff is still energized every day when he walks onto the jobsite and talks shop with his talented staff. He looks forward to the future that contains strong leadership, innovative projects and harmony in his step. 🏡

$\$18/\text{hour} \times 2,080 \text{ hours/year}$   
(full-time employee hours)  $\times 12$   
employees = \$449,280 in labor  
costs/year

$\$449,280 \times 2\%$  (error rate) =  
\$8,985.60

$\$8,985.60 + \$4,680$  (lunch break  
time wasted) = \$13,665.60

This interior painting specialist is  
wasting \$13,665.60 a year without  
an automated solution.

## STAYING ACA COMPLIANT

The Affordable Care Act is tricky, especially for those with seasonal businesses and hourly employees. An automated time and attendance system helps you to accurately measure how many full-time employees you have over a specific measurement period (as determined by the ACA). A scheduling system will also help you track any of your variable hour employees.

Overtime is often unavoidable. Many systems can produce "approaching overtime alerts" as employees move closer to reaching overtime thresholds, allowing for adjustment where needed. In addition, when overtime needs to be approved, supervisors can alert management of the approval status of that overtime with notes on the time card.

All of these factors have to be measured and tracked as far as

the ACA is concerned. By having accurate hire dates in a time and attendance system, you will know the date at which the employee becomes eligible for medical benefits.

## STOP WASTING \$10K A YEAR!

An automated time and attendance system doesn't cost, *it pays*. PrimePay is here to help you get back the time and money you're wasting by manually tracking. 🏡