

From “Rumors and Side Meetings” to One Live Roster — How Ace Electric Scaled from 250 to 1,300+ Workers.



“It was based off of rumors and side meetings. Having all that visibility in one place is a game changer — that’s how HR sees what our recruiting targets are.”

— Mindy Bates, SHRM-SCP, HR Director, Ace Electric

THE CHALLENGE

In nine years, Ace Electric grew from 250 employees to more than 1,300 — on a trajectory toward 1,550 this year and roughly 2,000 by the end of next year, all driven by data center work that isn't slowing down. But HR can't recruit ahead of demand it can't see, and at Ace, demand was buried across disconnected systems: BambooHR for the org chart and training, Performyard for performance reviews, spreadsheets for forecasting — and “rumors and side meetings” for everything in between. “I'd hear from the field that they needed 20 people, told so-and-so,” Mindy Bates, Ace's HR Director of eight years, recalls. “We'd run around trying to figure out what in the world was going on.”

OUR SOLUTION

RIVET became Ace's first single roster — one record per worker that HR, scheduling, training, and compliance all look at together. Mindy calls each record a “baseball card,” the way Major League teams do: every electrician's skills, certifications, language, crew affiliation (“he can't go here without his brother”), and current job site live in one place. The HR side gets recruiting targets it can act on instead of rumors. The field side gets a way to see which travelers fit which non-traveling division — with different wages, per diem rules, and weekly hour expectations all flagged on the card. Executive leadership gets the look-ahead visibility that scaling toward 2,000 workers demands. As Carol Walters, Ace's MIS Systems Analyst, put it: “Now there's a little more control to it.”

ROADBLOCKS

Ace is early in the rollout — a 1,300-person hypergrowth contractor can't flip a tool company-wide overnight, and 5x growth in nine years has the company writing its operating playbook in real time. The team is sequencing adoption deliberately: identify the most eager early users, build SOPs from what they learn, then expand division by division. “Once we can get that first group,” Mindy says, “we can build momentum and drive this home.”

RESULTS SNAPSHOT

250 → 1,300+ workers

5x growth in nine years

Toward 2,000

projected by end of next year

One live roster

replacing 4 disconnected systems

Baseball cards

skills, certs, language, crew per worker

From rumors

to look-ahead recruiting targets

COMPANY OVERVIEW



INDUSTRY

Electrical Contractor — Family-owned since 1975

HEADQUARTERS

Valdosta, Georgia — GA, NC, TN, OH

FIELD WORKERS

1,300+ scaling toward 2,000

INTEGRATIONS

BambooHR alongside RIVET; ERP integration in development

Watch the full interview ▼

