

From 300 Workers to 850 — and Turning Down Hyperscale Bids on Purpose.



“We turn down work right now. We evaluate it, and we turn it down — because we can see. If we hadn't done this, we'd have taken on more than we should have — and we wouldn't have been as profitable.”

— Brian, Director of Innovation Development

THE CHALLENGE

ERMCO's old workforce platform got acquired — and the product went the wrong direction. That left them forecasting an 850-person field operation on Power BI and spreadsheets while a hyperscale data center pipeline that could double the workforce in the next 18 months bore down. **“Before that, you were working Power BI, spreadsheets,”** Brian recalls. **“You can make it however you want to make it look.”** ERMCO — one of Indiana's largest specialty electrical contractors since 1962, an IBEW-union, employee-owned shop that grew from 300 field workers fifteen years ago to roughly 850 today — needed visibility they could trust to evaluate prospective work, project manpower against actual capacity, and prove to hyperscale customers they could deliver.

OUR SOLUTION

RIVET became the first place ERMCO's pre-construction team goes when a new hyperscale bid hits their desk. Estimating evaluates prospective projects against actual manpower availability. With real-time visibility into who's where, what they're certified for, and where the curve is going, ERMCO turns down work that doesn't fit — instead of finding out on the jobsite. Below that, the director of field operations runs labor placement, moves, certifications, and tag-based site requirements. Executive leadership runs monthly projections that get red-flagged against forecast, with COINS ERP feeding actual hours back for true-up — so the next bid decision is grounded in what's actually happening, not what was projected six months ago.

ROADBLOCKS

ERMCO was among RIVET's first COINS ERP integrations — that work wasn't off-the-shelf. RIVET wrote new code and worked through iterations with ERMCO's team to make the integration production-ready. The next adoption frontier is getting project managers and field leaders submitting labor requests directly through RIVET, rather than only the field operations team. **“We're not necessarily programmers,”** Brian noted. **“You helped us along.”**

RESULTS SNAPSHOT

850 workers

actively forecast in one platform

300 → 850 → 1,700+

workforce growth visibility

Capacity-aware

bid decisions, not gut-feel

Monthly

exec projections red-flagged

End-to-end visibility

estimating through field, through close

COMPANY OVERVIEW



INDUSTRY

Electrical Contractor (IBEW Union)

HEADQUARTERS

Greenwood / Indianapolis, IN

FIELD WORKERS

850 — toward 1,700+ projected

INTEGRATIONS

COINS ERP — Bi-directional integration for jobs, workers, and hours

Watch the full interview ▼

