



## CLIENT STORIES

# How Blackrock Development **syncs payroll and employee 401(k) plans** with OnPay and Betterment at Work

By putting payroll, taxes, and retirement benefits on autopilot, Blackrock Development stays focused on commercial builds.



# From a small college crew to commercial experts

For Blackrock Development Management (BDM), the story began in 2014 with a group of college friends. What started out as a small group of residential developers quickly grew into a full-service general contracting and construction management consulting firm — trusted all across the D.C., Maryland, and Virginia areas.

How did they build such a strong foundation? BDM's leadership team spent years learning the ropes at billion-dollar commercial construction firms. This gave them the deep technical expertise, robust networks, and high-level systems needed to handle complex projects. But at their core, they've never lost the tight-knit dynamic of those early college days.



## ABOUT THE CLIENT

### Blackrock Development Management

**Where:** Washington D.C., Maryland, Virginia

**Company Size:** 14+ employees

**Client Industry:** Construction

**Joined OnPay:** November 2023

***Blackrock Development needed a reliable way to handle multi-state taxes and 401(k) benefits for their growing crew. OnPay streamlined their back office, taking the stress out of complex payroll compliance.***

onpay

Good evening, Michelle

Marissa Richards Douglas Riddle Eliana Dennis Jessica Foley

Recent pay run

Feb 1st

SUMMARY CHECKS

Pay schedule

| S  | M  | T  | W  | T  | F  | S  |
|----|----|----|----|----|----|----|
|    |    |    |    | 1  | 2  | 3  |
| 4  | 5  | 6  | 7  | 8  | 9  | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

Next pay run

Feb 5th

Bi-Weekly

START RUN

CNBC

## THE CHALLENGE

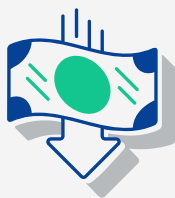
# Building a business faster than payroll could keep up with

As BDM took on larger commercial projects, they wanted to take manual processes — like tracking hours, calculating deductions, and cutting physical checks — out of the equation. With crews crossing state lines daily, the complexity of construction tax withholding threatened to stall their momentum and divert the focus from delivering premier projects. It was time to rebuild their payroll process from the ground up.

BDM needed:

- ✓ Automated multi-state tax compliance and payroll tracking for a team of W-2 workers and 1099 contractors
- ✓ Transparent, predictable pricing without hidden fees
- ✓ A straightforward platform to sync workers' compensation and 401(k) retirement plans

## With OnPay and Betterment at Work, Blackrock Development Management:



**Reduces time spent on payroll from days** to just one hour a month



**Eliminates manual admin work** to keep leadership out on the job site



**Offers cost-effective retirement savings** with Betterment at Work

## THE SOLUTION

# Simplifying construction payroll operations with a top-rated solution

Like most business owners, BDM's founders did their homework before choosing a payroll provider. Looking for a solution built to handle the unique demands of the building industry, they searched payroll software for construction and found OnPay.

What stood out was OnPay's ability to simplify even the most complex scenarios. The owners were able to seamlessly set up a 401(k) plan through OnPay's integration with Betterment at Work, knowing employee deductions would sync automatically in the background.



*"I really love OnPay's customer service. They get back to me so fast. I also really like how OnPay monitors different states for taxes. If we set up an employee incorrectly, OnPay will send us a message saying we need to send a form for D.C. or something like that. They really monitor that, and it makes me feel more confident. The customer service is really knowledgeable."*

**Erica M.,**  
Blackrock Development Management

# Maximized time (and savings) through the OnPay x Betterment partnership

Today, BDM has found the right fit for their growing team: OnPay for payroll, matched with Betterment at Work for a streamlined 401(k) plan. Together, they take the headache out of multi-state compliance and employee benefits. OnPay handles the complex tax details of moving between job sites in under one hour a month, while Betterment at Work makes retirement planning and automatic contributions effortless for the crew. Thanks to a 360° payroll integration, employee and payroll data flow back and forth automatically — no manual uploads or data entry required. With their back-office logistics finally automated, the team has more time to focus on what they do best: delivering high-quality projects for their clients.

**For more information:**  
[onpay.com](https://onpay.com)

