



SEAMLESS M&A WITH ADP TOTALSOURCE®



Avalon Park Group (APG), founded in 1995 by President and CEO Beat Kahli, is a diversified real estate development and property management company. Over its 30-year history, it has grown by creating large-scale developments and managing various properties, including assisted living facilities and commercial spaces. Executive Vice President and Chief Financial Officer Marybel Defillo and Human Resources Director Mari Robles help lead the way as APG navigates financial decisions, employee management and compliance.

BUSINESS CHALLENGES

- Without a full-service HR solution to house employee and company data, mergers and acquisitions (M&As) were disjointed and challenging.
- Employees from newly acquired entities were managed separately through their respective companies' software, resulting in a manual and disconnected payroll and HR process.
- Maintaining compliance for newly acquired companies alongside their existing portfolio was a complex, multi-jurisdictional headache.

QUICK FACTS

Company: Avalon Park Group

Industry: Real estate

Employees: 200

Headquarters: Orlando, Florida

ADP Products: ADP TotalSource



Beat Kahli

President and CEO



Marybel Defillo

Executive Vice President and Chief Financial Officer



Mari Robles

Human Resources Director



Centralized data

APG now has all company data on ADP TotalSource's full-service HR and payroll platform, streamlining the M&A process and enhancing operational efficiency. This all-in-one software solution enables the company to manage complex transactions seamlessly, ensuring a smoother transition during mergers and acquisitions.



Seamless payroll and HR

Employees from newly acquired companies are now integrated into the TotalSource platform, effectively simplifying and unifying payroll and HR management across all acquired entities. This eliminates manual processes, allowing for consistent and efficient HR support.



Compliance support

Managing their employer obligations across multiple jurisdictions is much easier with built-in compliance support and expertise from ADP's compliance and legal experts.

"Even though ADP is a huge organization, you can pick up the phone and have a solution in minutes. It could be a legal request, employee question, tax problem — it doesn't matter. ADP helps you find an answer."

Beat Kahli

President and CEO



Through a powerful decade-long partnership with ADP, the APG team has navigated high-stakes, time-sensitive mergers and acquisitions, all with compliance, administrative, HR and payroll support from ADP, allowing them to fulfill their employer obligations while making sure every employee has the resources they need to thrive.

"The benefits we've been able to offer through ADP have been a wonderful tool for hiring and retaining people."

Marybel Defillo

Executive Vice President and Chief Financial Officer



MULTI-STATE COMPLIANCE FOR ACQUISITION

Evaluation and decision-making often have to happen quickly when creating, selling and acquiring new companies. ADP's compliance support eliminates the compliance challenges and limitations that accompany these types of business decisions. "If we didn't have ADP's support, it would be very challenging for us to navigate compliance and regulations across different states, all of which affect our business decisions," says Mari.

SCALING MADE EASIER

Managing HR, payroll and benefits for a highly decentralized and continuously evolving workforce is extremely challenging, especially with a small HR team. Partnering with ADP means APG offloads administrative work to ADP — open enrollment management, year-end compliance, filing tax returns, and producing Forms W-2 — so their lean HR team can stay focused on company goals instead of manual tasks. "Being part of ADP's PEO means that they handle everything from an HR perspective," says Marybel.

"It's a much simpler process to have everything centralized with ADP," says Mari. "We would be involved in a lot of admin work and wouldn't be able to focus on the vision that the APG has."

REAL HR SUPPORT AND EXPERTISE

The support the APG team has through ADP TotalSource may be what they value most about the partnership. With a dedicated account representative who knows their unique business needs, the team can make a quick call and have answers within minutes. "Even though ADP is a huge organization, you can pick up the phone and have a solution in minutes. It could be a legal request, employee question, tax problem — it doesn't matter," says Beat. "ADP helps you find an answer."

With TotalSource's support, the APG team doesn't stress about staying up to date with the latest compliance requirements. "Our HR business partner (HRBP) helps us make business decisions without any hiccups," says Mari. "We operate across so many industries and states, so it's important we get accurate answers, and we always do from our HRBP. Even if she can't resolve the issue herself, she has a great team that always answers us quickly."



Empowering employees

The mobile app empowers employees to effortlessly access their pay, time off, retirement benefits and personal information anytime and anywhere, enhancing their overall convenience and engagement.



Time tracking made easy

Using the mobile app also simplifies time and attendance tracking by allowing employees to punch in and out directly from their phones, making it far more accessible than using a computer or traditional time clock.

BENEFITS THAT MEET PEOPLES' NEEDS

APG has a diverse workforce, which means its people have unique needs. Offering excellent benefits is something the leaders believe in and also feel is connected to their high retention rates. "It's always been important for us to offer great benefits to our employees," says Mari. "ADP allows us to compete with larger companies."

"Our employees' reactions to the benefits offerings we provide through ADP have been so positive," says Marybel. "They can see it's more than just the basic medical, dental and vision plans. The employee assistance program has been great, too. The benefits we've been able to offer have been a wonderful tool for hiring and retaining people."

FUTURE GROWTH WITH ADP

As APG continues to expand and navigate new business opportunities, leaders know they will continue to rely on ADP for expertise and support. "ADP helps me help my people navigate the never-ending evolution of rules and regulations," says Beat. "To my people, ADP is a trusted, proven partner."

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Mari Robles
Human Resources Director



**Learn about APG's solution,
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