



TRANSFORMING PAYROLL EFFICIENCY WITH INTEGRATION FROM ADP AND ALLGEO



Traffic Management Solutions (TMS) is a leading intelligent transportation systems (ITS) and roadway-technology contractor, specializing in the deployment of technology that enables highways, bridges, toll facilities and managed lanes to operate safely, efficiently and intelligently. Since its founding in 2013, TMS has focused on delivering technology-driven infrastructure solutions, including traffic signal systems, tolling and roadside ITS devices, roadway lighting, communications networks and temporary and permanent traffic control systems that support complex transportation corridors.

Operating primarily on federally and state-funded transportation projects, TMS navigates a highly regulated environment where job costing, certified payroll, labor compliance and workforce deployment are inherently multi-layered. Human Resources Director Ariel Wing plays a critical leadership role in supporting this complexity, driving innovation and efficiency in workforce management across TMS's active operations in Florida and Texas, while supporting continued expansion into additional markets nationwide.

BUSINESS CHALLENGES

- ➔ Prior to implementing more integrated workforce and payroll systems, TMS experienced operational friction common to rapidly growing, multistate contractors. Timekeeping and job cost data required significant manual intervention for each payroll cycle, increasing administrative workload and limiting scalability.
- ➔ Accessing meaningful labor and cost insights required pulling information from multiple systems and reconciling it outside of a centralized platform, making comprehensive reporting time-consuming and reducing the ability to quickly analyze workforce utilization and performance trends.
- ➔ Inconsistent data flow across systems also created downstream compliance and reconciliation challenges, occasionally resulting in additional administrative review and follow-up that placed avoidable strain on internal teams.



Company: Traffic Management Solutions

Industry: Construction

Employees: 750

Headquarters: Florida

ADP Products: ADP Workforce Now®, **ADP Marketplace** solution **allGeo**

Interviewee: Ariel Wing, Human Resources Director





The partnership with ADP®, combined with the integration of allGeo, has meaningfully reduced administrative burden for Arial and her team, enabling faster access to real-time workforce and cost data for leadership. With streamlined job costing, payroll, onboarding and reporting processes, the HR function has shifted from transactional execution to strategic enablement, creating capacity to focus on training, performance development and long-term workforce planning. As a result, the HR team is better positioned to prioritize people, support growth and drive operational efficiency across the organization.

TRANSITIONING TO ADP WORKFORCE NOW

The decision to transition to ADP Workforce Now was approached deliberately, with a clear requirement that any solution integrate seamlessly with TMS's existing ERP platform, Vista, while also supporting long-term, multistate growth. Through joint discovery sessions with ADP and allGeo, the teams validated integration capabilities early in the process. allGeo's ability to demonstrate a true, real-time flow of data across all three systems during the initial meeting proved to be a pivotal moment in the decision-making process.

With confidence in the technology and implementation approach, Arial and the project teams moved forward aggressively.

The implementation was completed by the internal teams over the next several months, without the need for external consultants. "How quickly ADP is able to execute integrations is unheard of," says Arial. "We didn't hire an external team — it was simply the ADP implementation team, my team and me getting it done. I can't sing ADP's praises enough."

INTEGRATION CAPABILITIES THROUGH ADP MARKETPLACE PARTNER ALLGEO

The integration with allGeo resolved several long-standing challenges related to aligning field time, job costing and payroll across Vista and ADP. Prior to implementation, TMS relied heavily on manual processes and lacked real-time visibility into labor and cost data, creating inefficiencies across payroll and operations.

With allGeo in place, time tracking, field data and job costing now flow seamlessly into ADP payroll, creating a fully connected, end-to-end process. This integration has fundamentally transformed how TMS manages field data, payroll execution and cost allocation. What was once a highly manual process — requiring the maintenance and entry of hundreds of job cost codes each payroll cycle — has been automated, improving accuracy and ensuring costs are consistently and correctly assigned to the appropriate projects.

"It took two employees nearly a full week to complete payroll," says Arial. "With ADP and the allGeo integration, we're now down to one person completing payroll in about two and a half days."

Today, the allGeo platform captures comprehensive field-level job data that feeds directly into ADP, supporting payroll processing, reporting and tax compliance. The result is a more efficient, scalable and controlled workforce management process that supports TMS's operational and financial objectives.

"My payroll person came onboard with us three months ago, and she can already run payroll with her eyes closed because it's such an easy, user-friendly platform. On top of that, there's no manual entry required because of the allGeo integration with ADP that automatically captures and brings in employee clocking data."

— Arial Wing

Human Resources Director,
Traffic Management Solutions



ADP's user-friendly interface has made adoption smooth for all employees, especially payroll and HR staff.

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TAX HANDLING AND ERROR REDUCTION

Since transitioning to ADP, tax administration has become a more controlled, automated and reliable process. Payroll tax filings — including federal, state and ACA-related reporting — are now managed directly through ADP, providing a consistent and compliant framework that reduces operational risk and enhances oversight.

By leveraging allGeo's time and attendance capture, variable pay-rate logging, job cost tracking and automated compliance alerts, workforce data is validated at the source and flows cleanly into ADP payroll. This automation ensures job reporting requirements are handled accurately and consistently, without reliance on manual intervention.

The result is a streamlined tax and compliance process that gives leadership greater confidence in data integrity and execution. "With everything centralized in ADP and tax filings handled automatically, there's a real sense of peace of mind," says Ariel. "Knowing the process is accurate and controlled makes a tremendous difference."

VISION FOR FUTURE IMPROVEMENTS

Not only is TMS already using ADP's job posting capabilities and digital onboarding experience — which has resulted in quality candidates and seamless and compliant Form I-9 processing — they also plan to integrate benefits and retirement plans into the ADP platform for a simplified experience for their people. "We've had so much success with the allGeo integration through ADP so far, and I could see us getting more integrations through ADP Marketplace in the future," says Ariel.

TIME FOR MORE STRATEGIC WORK

With ADP in place, Ariel and her team can operate far more efficiently, reducing time spent on manual reporting and administrative tasks. The streamlined payroll and job-costing workflows have created capacity to focus on higher-value initiatives that directly support employee development and organizational growth.

"I now have the time to build out performance plans and refine our compensation structure — areas we've been excited to advance," says Ariel. "We're also developing internal manager training programs because the time is finally there to do it well."

The benefits extend beyond HR. Managers across the organization are spending less time tracking hours and time off, as workforce data is automatically captured and managed within ADP. This consistency allows leaders to focus more on their teams and less on administration.

"ADP is a leader in the payroll industry, and bringing everything together through this integration has been one of our most impactful operational improvements," Ariel adds. "It's made my role — and my team's roles — more effective and more rewarding."

About ADP Marketplace

ADP Marketplace is a digital HR storefront that enables you to connect and share data across all your HR solutions. Simplify your HR processes, reduce data errors and drive your business forward.

About allGeo

allGeo helps businesses take the complexity out of managing their field operations. allGeo's provides solutions such as time tracking and electronic visit verification and seamlessly connects to ADP Workforce Now to simplify the payroll processing.

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