



ADP Marketplace Partner HR Cloud Helping Thermo Bond 'Power the Towers'

Soon after Bryce Armstrong joined Thermo Bond Buildings in June 2017, his mission became clear: The Elk Point, S.D., manufacturer was looking for Armstrong to transform its outdated human resources processes.

Now in its fourth decade, Thermo Bond manufactures the small footprint buildings and enclosures that sit at the base of telecommunication towers and hold the technology for each tower.

"We power the towers," says Armstrong, adding that customer brands include many major cell and web technology companies. "Any cellphone company that you've ever heard of, and the ones that you haven't heard of, are our clients."

Like many small-to-midsize businesses, the 140-employee company managed HR on a paper-only basis. As the company's HR professional, Armstrong had his work cut out for him.

"When I started, I was handed a cart of paper files and two massive filing cabinets," Armstrong says. Confusion and frustration quickly ensued as he managed the onboarding process for new hires and current employee HR issues. "Not one single folder was the same and there were problems with alphabetizing."

If Armstrong received personnel data requests from employees, for example, he'd have to dig deep into the files. With that, his main question to management was "Can I digitize this, please? This is a nightmare."

The company agreed, and Armstrong was off and running with phase one of Thermo Bond's HR transformation. He quickly realized that his new digitized file management system wasn't enough. The existing onboarding process, for example, was still lagging. It was taking much too long to onboard new employees

ADP Marketplace Partner

ADP Client: Thermo Bond Buildings, LLC, Elk Point, South Dakota

Industry: Manufacturing

Number of employees: 140

ADP Marketplace Partner: HR Cloud

Business: Help your new hires become more productive and acclimated to your organization—from day one. Use Onboard by HR Cloud to customize, streamline and accelerate your onboarding process. Our integration allows for a new worker profile to be created in ADP from HR Cloud. Move candidates directly from any ATS into HR Cloud's Onboard.

Learn more about HR Cloud:

<https://marketplace.adp.com/hrcloud>



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using their paper-based system, which relied on ensuring originals were mailed to him on time.

His goal was to solve the company’s onboarding issues. After some research, Armstrong got a recommendation to look into ADP Marketplace, an HR app store that provides a collection of highly-rated solutions that seamlessly and securely share data with the ADP platform.

Through ADP Marketplace, Armstrong analyzed his options and narrowed his search down to Onboard by HR Cloud, which offers a full suite of HR applications, including much-needed onboarding, for small-to-midsize businesses. Thermo Bond, which already had been a customer of ADP, using ADP Workforce Now® for payroll, chose to integrate HR Cloud to automate its HR function.

“The integration with ADP payroll is fantastic,” Armstrong adds, explaining that HR Cloud tracks everything - from start date to EEOC classification, employment verification, and more – with simple key strokes.

The aforementioned issues with onboarding were soon addressed. With the HR Cloud software, Armstrong can automatically send out a reminder to new employees when paperwork is overdue. He can collect and file the paperwork automatically, too.

“All of their paperwork gets done before their start date, which is incredible,” he says. “In the past, only essential employee paperwork would be complete before the employee start date. They could work here for three weeks and still not turn in all the additional supplemental forms.”

Also, as is the case with many employers, Thermo Bond utilizes E-Verify, a web-based system that allows enrolled employers to confirm the eligibility of their employees to work in the U.S. HR Cloud was able to reduce the time consuming process down to 5-clicks by using HR Cloud to manage the E-Verify process.

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Regarding the integration process itself, things could not have been smoother, Armstrong says. “There’s a button in HR Cloud that you click and it syncs everything with ADP,” he explains. “You simply click a button and your employee data is imported.”

On the ADP Workforce Now front, Armstrong says he and the Thermo Bond team use reports practically every day.

“We love the fact that whatever goes into the system, you can pull a report on it,” he says. Plus, the ADP support has been timely and very helpful.

Looking ahead, Thermo Bond is in the process of implementing ADP Time & Attendance®. And while Thermo Bond is not yet using ADP Mobile, there are plans to add that as well. Armstrong says the company can take advantage of the mobile option whenever it goes out to either set up a new building or fix something with an existing structure. Currently, remote employees tell the company about specific jobs, and that’s written down on a piece of paper.

“The mobile option is going to make it so that we know exactly what’s happening: where our people are and what they are doing with real accuracy and in an automated way,” he explains.

Based on his experience Armstrong is impressed with the ADP Marketplace platform, which gives companies like Thermo Bond more options for integrated HR solutions.

“It’s great,” he says. “There is so much to choose from.” In fact, there are 250+ HR solutions in ADP Marketplace today, and Armstrong is looking at what else is available as he continues the company’s HR transformation strategy.

“ADP Marketplace has so many things that we could use,” he concludes. “And the fact that they’re offered and ADP is open to integrate with other companies is fantastic.”

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