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PS Logistics Drives Toward Greater Workforce Visibility and More Strategic HR with ADP Vantage HCM

ROSELAND, N.J. – July 5, 2017 – As one of the fastest-growing flatbed transportation and logistics companies in the United States, PS Logistics' main mission is to "be the best" for its drivers and customers. In order to do that, the company needed greater insight into its workforce of more than 2,500 employees operating across 48 states.

Kim Daigle, vice president of Human Resources at PS Logistics, needed more confidence in the company's HR information – and advocated for a shift from a multi-vendor approach to an integrated human capital management system after the firm continued to experience rapid growth through acquisition.

"We have 18 different companies and were using multiple vendors, each of which had their own system of record," said Daigle. "Without a single system of reliable HR information, it's tough to gain a holistic view of your workforce and make strategic HR decisions. We also needed greater visibility into employees' full employment cycle. Often, when an employee would move from one business unit to another, we'd lose sight of them or they'd end up counted on turnover reports that would be inaccurate."

After attending the annual ADP Meeting of the Minds conference and visiting the ADP® Innovation Lab in New York City, Daigle decided to implement [ADP Vantage HCM®](#), an HR solution for large enterprises that provides HR, talent, benefits, recruiting, payroll and workforce management capabilities.

"Interacting with ADP's senior executives at Meeting of the Minds, and seeing all of the cutting-edge technology being developed in the lab, really gave me confidence in how ADP is innovating in this new data-driven HR landscape and solidified my decision," added Daigle. "We're already using compensation analytics and I'm really excited about using the [ADP® DataCloud](#) to help create reporting for our business that can really drive decision making in an immediate way."

Having experienced dramatic growth both organically and through acquisitions over the past 10 years, PS Logistics also needed the ability to recruit and onboard new employees quickly and easily.

"Prior to ADP, we were transferring folders full of employee paperwork from building to building by foot so that information could be entered into different systems in different locations," added Daigle. "We expect that automating and streamlining the recruiting and onboarding process will greatly reduce time to hire."

Another benefit to the new platform: Empowering managers and employees with self-service technology and [ADP® Mobile Solutions](#).

"Mobile access is critical to our drivers since they're always on the road," reported Daigle. "Nearly half of our driving workforce is already using the ADP mobile app to view their pay information. Come open enrollment time, they'll be able to enroll for benefits on their mobile devices as well. This type of self-service will greatly reduce the time spent by both driver managers and the HR team answering pay and benefits questions."

Ed Flynn, president of ADP Global Enterprise Solutions business, said he was delighted that ADP could lessen PS Logistics' administrative burden so that the HR team could spend more time serving as strategic partners to senior management.

“Our goal is to help companies like PS Logistics simplify administration, manage costs and minimize risk,” said Flynn. “Armed with easy-to-use technology and expert guidance, organizations can drive employee engagement and gain new insights to better align their people strategy with their business strategy, which is the way to drive real results.”

Daigle added that she can also rest easy knowing that ADP is helping PS Logistics stay in compliance with the Affordable Care Act, Fair Labor Standards Act and leave management regulations.

“With ADP, I’m confident I have the best technology and a team of experts who are on top of the evolving regulatory environment,” remarked Daigle. “The implementation process was excellent and we’ve already saved lots of time by having one integrated system that provides a single system of record. It really gives us peace of mind knowing that we’re set up for success for future growth and acquisitions with a partner like ADP at our side.”

About ADP (NASDAQ-ADP)

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About PS Logistics

Based in Birmingham, AL, PS Logistics operates a group of for-hire and dedicated private fleets and provides flatbed and refrigerated truckload, freight brokerage and transportation management services. In the flatbed/heavy specialized category, PS Logistics is recognized by Transport Topics Top 50 For Hire Fleets as No. 4 in the nation.

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