



Connecting the dots with integrated facial recognition

Jeffrey Austin Saxon II

HR Manager

Guy Smith

HR Manager

Quick facts



Company: FPL Foods



Headquarters: Augusta, GA



Industry: Manufacturing



Employees: 1,450



ADP products:
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OLOID

Based in Augusta, Georgia, FPL Foods LLC is proud to supply top-tier Georgia-grown beef to retail, food service and food manufacturing partners around the nation and the globe. With five farms including four cattle farms and one crop farm, FPL Foods operates on 3,500 acres and has 1,450 employees.

Their HR operations team is led by HR Manager Jeffrey Saxon, who spearheads employee operations at their main location in Augusta, and HR Manager Guy Smith, who leads HR operations at their Thomasville location.

Business challenges

- The messy manufacturing environment was not conducive to traditional timeclocks requiring a thumbprint or badge
- Manual work was required to correct errors or update time when clocks were down
- Unreliable punching and error-prone manual recording introduced errors in payroll processing

By partnering with Oloid through ADP® and ADP Marketplace, Jeffrey, Guy, and the team at FPL have transformed their clocking practices, empowered managers and employees with a more efficient process and streamlined payroll with punches that flow effortlessly into their ADP payroll system.

A unique environment in need of reliable technology

The beef manufacturing industry is unique, specifically within the production environment. Workspace conditions can be messy and demanding, affecting the reliability of traditional time-punching systems that require a badge swipe or a thumbprint. Workstations often include a significant amount of moisture and water, and the existing systems were not robust enough to withstand the frequent exposure to these elements. This led to frequent issues with clocking. What's more, their work also requires special clocking capabilities for employees taking on and off their personal protective equipment.

"Our biggest issue was that the clocks we were using before were constantly breaking down due to our working environment," says Jeffrey. This led to inconsistencies in time tracking, extra work for managers to track time manually and employee frustration, impacting overall productivity. Badges can also be lost or passed around. Guy shared this sentiment. "People lose their badges all the time," he says. "It's also hard to get a picture of who's in the building at any given time if employees lose their badges or hand their badge to another worker to clock in on their behalf."

Biometric time clocking that requires a finger- or thumbprint was also challenging because of the work environment. "Getting a clean fingerprint just isn't always realistic," says Jeffrey. "Plus, the reader was always dirty, making it unable to read fingerprints anyway. We just couldn't find anything that worked for us."

Technology that can withstand the elements

With such consistent clocking challenges, the leaders at FPL were happy when they found Oloid. Oloid's downloadable software runs on off-the-shelf tablets and is a contactless facial recognition-based time and attendance clocking software. Real-time integration pushes clocking details from the app into ADP's essential time system to easily pull punches into payroll.

"We download the Oloid clocking software onto the iPads, put them in a waterproof case, and mount them on the wall," says Guy. "Clocking goes on without a hitch as long as the camera is fairly clear. No more issues." Employees or managers no longer worry about broken equipment, forgotten badges or dirty thumbprints. "We can manage time tracking so much better with facial recognition now," says Jeffrey.

Easy implementation, functionality and integration

The setup process with Oloid and integration with ADP was quick and easy. "Our leaders handled the backend setup, and the process was quick and easy for us," says Guy. "Once we got everyone's picture uploaded, we kicked off facial recognition clocking the next week. Everything's easy and user-friendly."

Because Jeffrey, Guy and the rest of the HR team at FPL already used an extensive ADP setup across all their locations to manage HR, payroll, recruiting, performance tracking, background screening and more, they were happy to find out Oloid would integrate with ADP's comprehensive suite.

One great thing about that integration is that even if the network goes down or the plant loses power, the software continues working, storing all punches locally until it can reconnect to the network and import punches to ADP. This capability proved crucial during a recent power outage from a storm. "We had generators running the plant, but essentially, we had to get a significant amount of product moved that was worth a large amount of money," says Jeffrey. "Because Oloid stores all the punches, we had our employees move through their jobs, and then I used my phone's hotspot to get Oloid online. It imported all the punches to ADP's time-tracking software, and we processed payroll without any manual work, even while the power and internet were down."

Looking to future growth with confidence

Now, with easy, integrated facial recognition clocking software, FPL Foods is poised to navigate the evolving challenges of its unique industry. By spending less time thinking about time-clocking issues, FPL can focus on what matters most: delivering high-quality products and nurturing a productive work environment. With these tools, the organization is well-equipped to enhance operational efficiency and drive growth in the future. Jeffrey anticipates staying with ADP as technology advances. "ADP is getting better and better," he says. "I don't know of any other system that has the abilities that ADP does, and it's still user-friendly."

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