



# An easier way to tackle high-turnover HR

*Mack II, a food service company with several restaurant locations in the Hartsfield-Jackson Atlanta International Airport in Atlanta, has a simple mission — to provide quality products with great service. Tony Harmon, payroll/HR/benefits administrator for Mack II, certainly stands behind that mission, but he's also dealing with above-average employee turnover rates — from 25 to 35 percent monthly — in his workforce that numbers about 320. This challenge makes managing payroll, human resources and benefits particularly burdensome.*

*Harmon recently sent a letter to ADP®, expressing his appreciation for a single platform solution that makes these tasks so much easier. Here's what he had to say about some of the key features of ADP Workforce Now®.*

## The benefits of an integrated system

Mack II, Inc. has used ADP as our payroll processor since March 1, 2010. The ADP products that we currently use are payroll, benefits, human resources, Affordable Care Act (ACA) management and workflow administration. Based on our previous experience with different payroll providers, ADP has done a great job of integrating the functions of its various products into one operating system. Our previous payroll systems required continuous interfacing, which was very cumbersome on a day-to-day basis.






## Time and money-saving functionality

Although payroll, human resources and benefits have traditionally required separate operating departments and systems, ADP has merged them wonderfully into one. This has allowed our company to save money since information entered into one area automatically flows into all the others. In addition, with above-average turnover rates, our workload is heavier. With approximately 320 employees and only two full-time payroll employees, ADP's robust standard and custom reporting capabilities have helped us to be successful managing all three areas with minimal payroll staff.

**Tony Harmon**  
Payroll/HR/Benefits  
Administrator



## Quick facts

-  **Company:** Mack II, Inc.
-  **Headquarters:** Atlanta, Georgia
-  **Industry:** Food service
-  **Employees:** 320
-  **Product:** ADP Workforce Now®

Learn more about Mack II at  
[mackii.com](http://mackii.com)



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### **ACA compliance made easy**

As most payroll professionals will agree, staying compliant with ACA requirements can be quite demanding and confusing. However, with ADP to help manage ACA, our company is now free from having to worry about the more detailed technical aspects of the healthcare law. ADP even handles the printing of Forms 1095 and 1095-C at year end. This is extremely important due to all of the other accounting and payroll tasks we need to complete at that same time of year.

### **Employee self-service through anytime mobile access**

One of my favorite aspects of our ADP platform is workflow administration. It allows employees to have access to and control over their personal payroll and benefits information — tasks such as changing their residential address, federal tax exemptions, check stub copies, insurance coverage information — that would normally be handled by someone in payroll. Employees can view and update their information at any time. This greatly reduces the amount of work for the payroll staff.

*ADP's robust standard and custom reporting capabilities has helped us to be successful managing all three areas (payroll, human resources and benefits) with a minimal payroll staff.*

### **Ongoing communication facilitates awareness**

With the amount of support that I receive from ADP daily, I feel that I am a more educated and enriched individual in the payroll industry. From continuous emails that detail the latest regulation updates from Washington, D.C., to attending regional information conferences, ADP really keeps me informed. Switching from a much smaller payroll company to ADP was at bit overwhelming at first; however, once Mack II quickly became acclimated, it was one of the best business decisions we could have made.

With ADP to help manage ACA, our company is now free from having to worry about the more detailed technical aspects of the healthcare law.

**Tony Harmon**  
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