

case study

# Harnessing the Power of Automation to Build a Modern Workforce



TANGENT



Tangent Technologies is a fast-growing, Illinois-based company committed to meeting the increasing demand for environmentally friendly products. Adhering to a credo of delivering innovative solutions today while maintaining a clear vision for the future, Tangent produces recycled and structural-grade plastic lumber for a variety of outdoor applications, including residential docks and piers, public wetlands, and waterfront structures.

## The Challenge

Spurred by its high-quality products, innovative approach to vertical integration, and success leveraging the “green” industry, Tangent has experienced remarkable growth over the past decade. Starting with about 60 employees in 2011, the company quickly expanded to become a thriving enterprise with a highly skilled, technical workforce of more than 150 professionals, with plans to expand geographically. Faced with this growth, Tangent realized it needed to evolve its two-person HR department, which was being stretched to its limits due to manual management of expanding payroll tasks, HR needs, and vacation requests.

**“My experience with Paylocity was very positive back at my last company. The customer service was fantastic—and still is today.”**

– Dan Shire, HR Manager

## The Approach

In an effort to streamline and automate manual processes, Tangent’s HR Manager, Dan Shire, leaned on his previous experience using various HCM platforms, including ADP, Paychex, and Paylocity. Based on his positive experience with Paylocity, Dan knew it would deliver a level of hands-on service that would greatly benefit his company. Equally important, Paylocity scored major points by offering an array of future-proof solutions that could easily scale to accommodate Tangent’s evolving needs today and down the road.

### Company

Tangent Technologies

### Industry

Manufacturing

### Location

Aurora, IL

### Size

150+ Employees

### Customer Since

2012

### Challenge

Managing HR and payroll as the company experienced significant growth

### Featured Solutions



human resources



payroll



employee self service



workforce management



performance management



integrations

### Results


Timely, disruption-free implementation

Workloads distributed to managers and employees, allowing HR team to delegate relevant tasks

Successful platform integration to streamline benefits administration

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As Tangent continues to grow and add to its workforce, the company can count on Paylocity for innovative solutions and dedicated, day-to-day service that take responsibilities off the Tangent HR team's plate.

### **Easy Implementation & Intuitive Workflow**

Paylocity's proactive, client-first approach ensured Tangent's implementation experience was simple and efficient. With a primary focus on managing its core payroll functions, Tangent first implemented HR & Payroll to manage its main payroll responsibilities. Tangent was then able to empower its employees with the Self-Service Portal to access their personal information, easily view and update their personal data, request time off, and more—all on a single screen.

To further automate manual processes, Tangent introduced Time & Labor, an intuitive time and attendance tracking tool. Now, the company can easily assign and delegate tasks to managers and employees to ensure an evenly distributed workflow—allowing for a clear view of work allocation, enhanced productivity, and improved efficiency.

### **Custom Integration Services**

After launching a 401(k) program for employees with its provider, Ascensus, Tangent feared integration between its system and Paylocity was not viable. Stepping up to the challenge, Paylocity worked directly with the Ascensus team to address issues and properly set up an integration within a few weeks. Now, employee 401(k) data can flow effortlessly, yet securely, from one platform to the other and vice versa. Not only did this eliminate the need for redundant tasks to be performed, but it also ensures employee deductions are quickly and accurately reflected in their paychecks.

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## **The Payoff**

### **Future-Proofing**

With Paylocity's solution in place, Tangent now has access to modern, easy-to-use tools that allow it to focus on its mission of being a cutting-edge, technology-driven enterprise. With the potential expansion into new geographies on the horizon, Tangent is considering additional Paylocity modules such as Benefit Administration and Onboarding to streamline other currently tedious processes of the business.

### **Prioritizing Growth & Employee Engagement**

For now, taking Tangent to the next level by minimizing turnover and keeping employee satisfaction high remains a top priority for Dan and his team. With Paylocity's Performance Management tool, Dan is now able to focus on doing so with features such as goal-setting, performance reviews, and ongoing feedback. Between this and the convenience of having employee data and activities in a single system, Tangent is able to continuously gain a deeper understanding of company performance with a data insights dashboard that shows employee metrics, such as demographics, turnover, and labor costs.

As the Tangent-Paylocity partnership continues to grow, a singular commitment to dedicated, personalized service has remained constant at every turn. In fact, when asked about the value that Paylocity offers, Dan stated it simply: "In a word: service."

**"Paylocity put our 401(k) program together within a couple of weeks. They went straight to my vendor and just handled it without me needing to get involved."**

– Dan Shire, HR Manager