

# HCM Integrations & Analytics Products & Solutions for HCM Companies

We are SUPER excited to share TAP's Top HCM Integrations & Analytics Products & Solutions that HCM Sellers like you have helped design and build. You've brought the customer challenges to the table over the last 4+ years and TAP has delivered these quickly, affordably, with quality, and with great Customer Satisfaction.

While not all projects are perfect, TAP averages a 4.8 out of 5 Customer Satisfaction Rating with a 70%+ Response Rate. And when we do have customer challenges, TAP is quick to resolve these and improve the Customer's Satisfaction.

While we always recommend calling TAP to discuss custom solutions before walking away from a deal due to a technology, integration, or data challenge, many of these challenges now have 'repeatable' products and solutions that you can sell over and over again. And if you have a product/solution need that you think would give you a competitive edge, come talk to us and let's partner/strategize to build, repeatably sell, and win with this solution together. We have some amazing examples of this below.

Lastly, in terms of value for your company, over the last year, TAP has helped 150+ HCM Company Sellers win and close over 200+ deals. And that represents over 75,000 New Employees and counting in the HCM Company platforms.

And TAP's Integrations make the HCM Platforms even 'stickier' improving Customer Retention! How much of that would you like for Your company?

Well, we would love to expand this amazing HCM Integrations & Analytics experience to Your company and help increase Your company's Employee count by 100k or more!

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 [Schedule A Talk With TAP](#)

Celebrate our collective achievements and explore future collaboration opportunities. Let's work together to create impactful solutions.

[Reach out to TAP to begin.](#)

# Historical Documents & Data Migration

All customers large and small can benefit from migrating some or all HR documents (W2s, W4s, i9s, Paystubs, Conf Agreements, Personnel Files, and more) and Data from their legacy HCM system so Your Customers can be 100% on Your company's platform. We've migrated as few as 500 documents, and up to 600k documents! Customers don't have to spend 100s of hours manually exporting and importing documents or keeping a login to their legacy system. Who wants that? Let TAP do this automatically for them saving them thousands of ROI dollars. Literally, this solution is AMAZING for any customer.



**Implementation Deal Range:** \$500 to \$80,000+

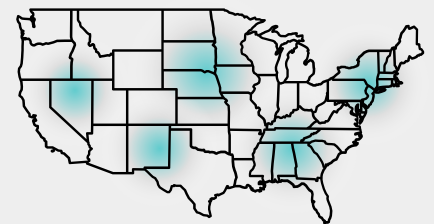
**Monthly Software Maintenance:** \$0 (this is a one time implementation with no ongoing maintenance, but there have been a few deals needing ongoing document migration)

**Source HR System Experience (where Docs & Data are coming from):** ADP, Dominion, HR Alliance, Paycom, Paycor, Paychex, Paylocity, iSolved, Bullhorn, Heartland, Ceridian, UKG, BambooHR, Proliant, Payright, Greenhouse, and more

**Document & Data Types:** Documents include (PDFs, JPGs, etc.): W2s, W4s, i9s, Paystubs, Conf Agreements, Personnel Files, Employee Pics. Data includes: Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Depends on many factors): Average 4-8 weeks

**Overall HCM Deals Closed/Implemented Last 2 Years:** 100+



**Customer Size Range:** 10 to 2,000+ Employees

**Customer Number of Locs:** 1 to 260+

**Customer Industries:** Restaurants/Retail, Healthcare, Entertainment, Manufacturing, Government, Non-Profit, Hospitality, Banking/Finance, and more!

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when...HR Directors of a 6 state, 9 location language service provider ([Universal Language Service](#)) had to migrate over 500 critical employ documents to their HR System manually ...Well, TAP 'Talks the Talk'. We left ULS happy, and another MESS solved.

You know when...A National Senior Living Community ([Civitas Senior Living](#)) faced the challenge of finding a solution to migrate 600,000 documents across 25 operational locations in 6 states...Well, TAP 'Turned the Page', leaving CSL with a secure & efficient migration.

## Additional Resources

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## Restaurant & Retail Point of Sale (POS) Bi-Directional/360 Integrations & Analytics

You know when...multi-location Restaurant/Retail franchise or independent Owners and Managers spend WAY too much time with **Manual Efforts** and **Spreadsheets** (MESS) working with employee, time, and tip data in and around their HR and POS systems AND they need automation and analytics to be more efficient and improve their margins? Well, TAP solves that with expert POS one-way and bi-directional/360 integrations with HCM Systems plus advanced reporting/ analytics with Toast (with whom we have a formal partnership), Aloha, 7Shifts, CrunchTime!, Qu, and many other POS systems. *TAP would love to help you win more deals by implementing expert POS integration solutions for your customers.*



**Implementation Deal Range:** \$12,000 (one way) to \$35,000+ (bi-directional & multi-POS connections for multi-brands)

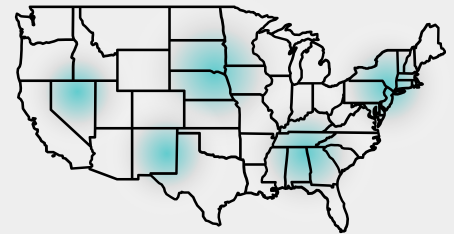
**Monthly Software Maintenance:** \$360/mo. to \$3000/mo+

**POS Experience:** Toast (formal partnership), Aloha, 7Shifts, Qu, CrunchTime!, Brink, RTI, Infor, Custom, MICROS (Oracle), Epicor, Slice, Restaurant365, and more

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Depends on many factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years:** 40+



**Customer Size Range:** 100 to 7,000+ Employees

**Customer Number of Locs:** 11 to 260+

**Customer Industries:** Restaurants/Retail, Entertainment, Franchises, Hospitality, Health Clubs, and more!

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when...Restaurant Owners of a 33 location restaurant group in the Southwest (Eggee's) were wasting countless hours tracking data between their HCM system & their point of sale (Qu)...Well, TAP helped cook up another amazing recipe!

You know when...Restaurant Managers of a 7 State, 30 location restaurant group in the Northeast (Honeygrow) were spending 100s of frustrating hrs/week managing time & tip data between their point of sale & HR system ... well, We solved that. TAP made Honeygrow thriving with our Toast Integration.

### Additional Resources

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## Enterprise Resource Planning (ERP) to HCM System Bi-Directional/360 Integrations & Analytics

Does your manufacturing, energy, engineering, or construction Customer want to be more efficient integrating employee, time, or account information from Your HCM System to their ERP? Well, TAP solves this by skillfully integrating multiple ERP systems with Your HCM System's core employee, time, GL, or other data. This can be one-way or bi-directional/360 plus advanced reporting/analytics that base reporting can't handle. *TAP would love to help you win more deals by implementing expert ERP integration solutions for your customers.*



**Implementation Deal Range:** \$12,000 (one way) to \$25,000+ (bi-directional; may increase with multi-ERP connections for multi-brands, etc.)

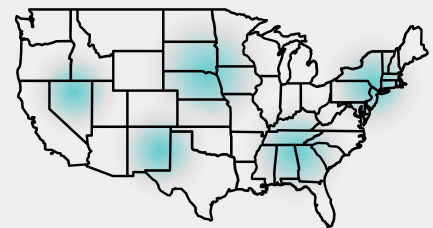
**Monthly Software Maintenance:** \$360/mo to \$800/mo+ (could increase with more connections, locations, etc.)

**ERP Experience:** Vista, Microsoft Dynamics/Business Central, COINS, Syteline, Oracle NetSuite, Epicor, Custom, Epicor, Odoo, Sage, and more

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years:** 20+



**Customer Size Range:** 20 to 5,000+ Employees

**Customer Number of Locs:** 5 to 60+

**Customer Industries:** Logistics, Construction, Staffing, Manufacturing, Energy, Utilities, Waste, Engineering, HVAC, Plumbing, Architecture, Transportation, and more!

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when...HR Managers of a 3 state, 10 location business ([Linestar Integrity](#)) were trying to find a solution for an integration between their HR System & Vista, a core business system...Well, like Star Wars, TAP became their 'New Hope' solving their challenge with easy!

You know when...Manufacturing HR Directors had to manually track employee, time, and account information across 2 states and six locations, all managed through various systems? Southeast [Superior Industrial Maintenance](#) found themselves in that situation. And well...We solved that. TAP became the ally they needed when the 'HR rain started to pour'.

### Additional Resources

Celebrate our collective achievements and explore future collaboration opportunities. Let's work together to create impactful solutions. Reach out to TAP to begin.

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# TAP's Advanced Reporting, Analytics, & AI

Does your customer (any industry) need advanced reporting & analytics that either the Your HCM System platform or other Customer system(s) can't handle? Do you have a customer ready to 'dip their toe' into AI? Well, TAP solves this by skillfully integrating with one or many systems, pulling the appropriate data, transforming it according to Customer business rules, combining it with other data, and turning data into Actionable Information. All of this to help your customers make better business decisions to win and grow in their industries. *TAP would love to help you win more deals by implementing Advanced Reporting, Analytics & AI solutions for your customers.*



**Implementation Deal Range:** (depends on data sources, number of reports, etc.): \$8,000 to \$30,000+

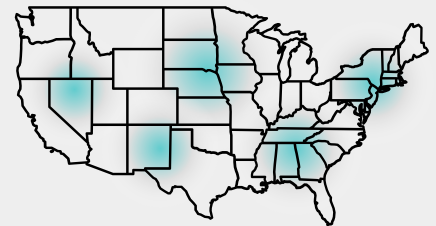
**Monthly Software Maintenance:** \$360/mo to \$1000/mo+ (could increase with more reports, connections, locations, etc.)

**Reporting Experience:** PowerBI, Microsoft Fabric, Tableau, and more

**Integrated Data Types:** Employee, Time, Tip, Customer, GL, Job Codes, Payrates, Payroll, Deductions, Scheduling, Financials, Projects, Sales, Invoices, Payments, Inventory, Attendance, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years:** 20+



**Customer Size Range:** 11 to 2,000+ Employees

**Customer Number of Locs:** 1 to 120+

**Customer Industries:** Manufacturing, Automotive, Telco, IT, Marketing, Healthcare, Facilities/Building Maintenance, HVAC, Cinema, Hospitality, Real Estate, Restaurant, Franchises, and more!

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

## Example Customer Successes

You know when...The Director of Finance of a Southern Real Estate Business ([Big Canoe](#)) needed a solution that removes labor-intensive data input & endless spreadsheets...Well, TAP solved that. Big Canoe is sailing smoothly on the lake of efficiency!

You know when...A media company with operations across multiple states and 7 locations ([Evo Entertainment](#)) needed to find a solution that integrates multiple platforms (HR, Point of Sale (POS), Benefit administration, Learning Management (LMS), Financial, ERP)... Well, 'Another MESS Bites The Dust'.

## Additional Resources

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# Advanced Custom GL

Does your customer have unique GL conversion, transformation, or reporting needs or challenges? Well, TAP solves this by having strong GL expertise and understanding to help customers with these custom GL needs that can't be handled by Your HCM system. *TAP would love to help you win more deals by implementing Advanced Custom GL solutions for your customers.*



**Implementation Deal Range:** \$12,000 (one way) to \$25,000+ (bi-directional; may increase with multi-system connections for multi-brands, etc.)

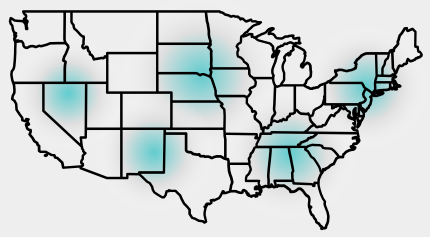
**Monthly Software Maintenance:** \$360/mo to \$800/mo+ (could increase with more connections, locations, etc.)

**Financial System Experience:** QuickBooks, Yardi, NetSuite, Sage, and more

**Integrated Data Types:** GL

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years:** 5+



**Customer Size Range:** 20 to 2,000+ Employees

**Customer Number of Locs:** 5 to 60+

**Customer Industries:** Real Estate, Construction, Staffing, and more

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when...General Managers of a real estate company with 14 locations across 3 states, like [Goldfarb Properties](#), needed to customize their unique General Ledger (GL) needs...Well, TAP solved that. We helped them navigate the Matrix of complex financial systems ([Yardi](#)) to find the solution.

You know when...A 3 state, 5 location management service company ([Greenfire](#)) was trying to find a solution that integrates multiple systems (POS, LMS, ERP etc.)...Well, TAP solved that. Their HRMS is now timekeeping in sync.

### Additional Resources

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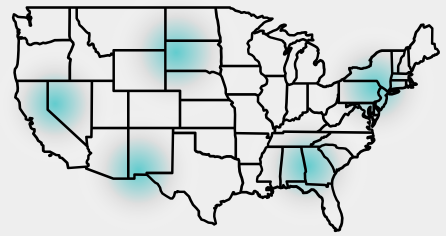
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# Mass Data Conversion

An HCM Software Company needed to migrate 150+ customers' data for a 3rd party reseller converting to their platform. Well, TAP solved that and built a mass data conversion/automation tool and process for this. *TAP would love to help you win more deals by implementing Mass Data Conversion solutions for your customers.*



- Implementation Deal Range:** Custom Pricing
- Monthly Software Maintenance:** N/A
- Source HR System Experience:** ADP, Dominion, HR Alliance, Paycom, Paycor, Paylocity, Paychex, iSolved, Bullhorn, Heartland, Ceridian, UKG, BambooHR, Proliant, Payright, Greenhouse, and more
- Integrated Data Types:** Employee, Payroll, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, and more
- Typical Implementation Time** (Multiple factors): Average 3-4 months, but this could take months depending on the number of converting customers
- Deals Closed/Implemented Last 2 Years:** 1 representing 500+ companies



- Customer Size Range:** 20 to 2,000+ Employees
- Customer Number of Locs:** 5 to 60+
- Customer Industries:** Any Industry
- Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when...A large, third party Reseller of HCM Software faced the challenge of finding a solution to preserve their massive employee data conversion when migrating HCM Systems...Well, TAP 'Moved to the Groove'. Their paper trails are now digital pathways to success.

### Additional Resources

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## ‘Best of the Rest’

# Other Common Repeatable Automation Solutions

You know when...A customer has another system that needs Employee, Time or other HCM data and they don't want to manually enter this data in their other systems? Well, TAP solves that by expertly integrating and automating Your company's HCM data with many other systems like Applicant Tracking Systems (ATS), Learning Management Systems (LMS), Time Tracking Systems, CRMs, Active Directory (AD), Background Check Systems, 401k/Benefit Management Systems, State Reporting Systems, and more. Don't walk away from a deal because a customer needs something that Your company system can't handle. Call TAP.



**Implementation Deal Range:** \$12,000 (one way) to \$35,000+ (bi-directional & multi-system connections for multi-brands)

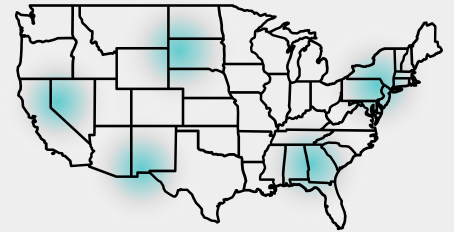
**Monthly Software Maintenance:** \$360/mo to \$1500/mo+

**System Experience:** Kantata, Lookback, Ascentis, UBS, Points North, TrackTime, Unifocus, LegalServer, Vista, Applioi, Business Solver, Lever, SchedulePop, Workstream, Greenhouse, Wisetail, Axonify, Deleget, Optum, Accurate, Snagajob, Fourth, LaSRS, and more

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, Eligibility, 401k, Benefits, New Hires, Bonus, PTO, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years:** 30+



**Customer Size Range:** 17 to 5,000+ Employees

**Customer Number of Locs:** 2 to 400+

**Customer Industries:** Hospitality, Lodging, Resorts, Hotels, Security Services, Legal, Construction, Manufacturing, Restaurant, Franchise, Healthcare, Automotive, Funeral, Retail, Entertainment, and more

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when...A 110-location restaurant group in the Northeast (including Dunkin, Roy Rogers, etc.) could not solve their manual Applicant Tracking System (ATS) efforts...Well, we've seasoned their operations with innovation, integrating their ATS to their HCM system using our renowned 'Secret Recipe' for Success.

You know when...A global, multi-brand restaurant company (Inspire Brands) was challenged with finding an integration that connected their HR & Benefits System ? Well, TAP 'Dished Out' another solution, leaving Inspire Brands 'Full' of efficiency.

### Additional Resources

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## Want a Competitive Sales Edge in the Market? Partner with TAP.

You know when...Your company can't sell to a particular market or industry because the Your company's system does not have a 'ready' integration with an industry's leading system(s)? Well, TAP specializes in partnering with partners like Your company to build integration, data, or app solutions like this, opening the doors to more sales to a particular market or industry for You. So, is there a system integration, special feature, or something else holding you back from scaling Your company's sales to an industry or market? Something in Hospitality, Lodging, Security Services, Legal, Construction, Manufacturing, Restaurant, Franchise, Healthcare, Automotive, Funeral, Retail, Entertainment, and more. Well, don't fret. Call TAP.



**Implementation Deal Range:** \$10,000 to \$20,000 (negotiable when we partner together)

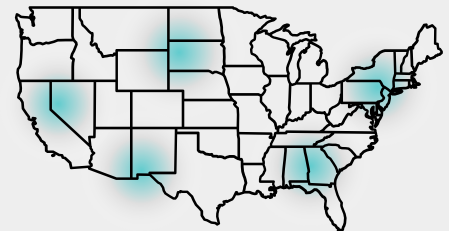
**Monthly Software Maintenance:** \$360/mo to \$1000/mo+ (negotiable when we partner together)

**System Experience:** TAP has built integration solutions with 100s of systems. Bring your need to TAP and we'll solve it and repeat it. [Search here under 'System Types' or 'Brands'](#) to see TAP's System Integration variety.

**Integrated Data Types:** Employee, Time, Tip, GL, Job Codes, Payrates, Scheduling, Inventory, Attendance, Eligibility, 401k, Benefits, New Hires, Bonus, PTO, and more

**Typical Implementation Time** (Multiple factors): Average 8-12 weeks

**Deals Closed/Implemented Last 2 Years:** 20+



**Customer Size Range:** 17 to 2,000+ Employees

**Customer Number of Locs:** 2 to 400+

**Customer Industries:** Automotive, Hospitality, Lodging, Resorts, Hotels, Security Services, Legal, Construction, Manufacturing, Restaurant, Franchise, Healthcare, Education, Funeral, Retail, Entertainment, and more

**Customer Regions:** Southeast, West, Midwest, Southwest, Northeast

### Example Customer Successes

You know when...An HCM Seller could not sell to Auto Dealers because their HR system did not have an integration with [CDK](#), the Dealer Management System that has 85% of the market? Well, TAP has built a custom integration for this, opening the doors to allow more sales to Auto Dealers across the country.

You know when...Restaurant owners of a multi-state & location restaurant group ([Freddy's Frozen](#)) faced the challenge of manual data management and inefficient systems with their Brink POS...Well, TAP 'Served Up a Solution', leaving them with one more MESS gone.

### Additional Resources

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