

A photograph of a healthcare worker in blue scrubs sitting on a concrete bench outdoors, smiling and talking to an elderly woman in a wheelchair. The woman is wearing a colorful patterned top and is gesturing with her hands. The background shows a building and some greenery.

## HRchitect Supports Seamless Company Integration for Allegiance Health Management

### CLIENT BACKGROUND

Allegiance Health Management is a US-based organization that provides healthcare services, operational expertise, and management support for rural and community hospitals across the southern United States. The organization employs approximately 10,000 employees, with 4,500 active employees currently managed in the HR system. Already live on UKG Pro HR/Core, Payroll, and WFM, Allegiance needed expert support to efficiently and accurately integrate newly acquired companies into its existing UKG environment.

### THE CHALLENGE

Following an acquisition, Allegiance needed to add a new component company, including all locations and employees, into its existing UKG Pro configuration. Although the core system was fully operational, integrating new entities required careful configuration to ensure accuracy, compliance, and a successful payroll run. Allegiance engaged HRchitect to guide the process, reduce risk, and build internal competency so the team could confidently manage future acquisitions.

### CLIENT PROFILE

- Allegiance Health Management provides management, operational support, and healthcare services for rural and community hospitals to deliver care in underserved areas
- Headquartered in Shreveport, Louisiana
- Approximately 10,000 employees

### WHY HRCHITECT?

- 5x winner – UKG Partner of the Year
- Hundreds of UKG clients – see what more than 400 UKG clients have to say about us on Raven Intelligence
- Senior consultants that come from an HR practitioner background

## THE PROJECT

HRchitect provided targeted support for the company addition, guiding Allegiance through each step to ensure a smooth integration:

- **Company & Location Integration:** Set up the new component company and associated locations in UKG Pro, ensuring consistency with existing configurations and organizational structure.
- **Employee Onboarding & Data Accuracy:** Added new employees, validated entitlements, and confirmed payroll readiness to ensure accurate and complete data migration.
- **Knowledge Transfer:** Provided hands-on coaching throughout the process so Allegiance's team could independently manage future company additions.
- **Cross-Functional Expertise:** Brought together UKG Pro HR and WFM specialists to address questions in real time and support coordination across system components.

The approach was collaborative and flexible, allowing Allegiance to understand the process while HRchitect ensured the system's technical and functional integrity.

## KEY BENEFITS

- **Seamless Company Addition:** The new company, locations, and employees were integrated without disrupting existing UKG operations.
- **Accurate Payroll Execution:** Payroll processed correctly for all new employees, confirming system integrity and setup accuracy.



## KEY BENEFITS CONTINUED

- **Strengthened Internal Capabilities:** Allegiance's HR team learned the company-add process, supporting smoother future acquisitions.
- **Efficient Cross-Functional Support:** HRchitect's unified expertise reduced the need to coordinate multiple internal and external teams.

## THE RESULTS

The engagement resulted in a smooth, timely integration of Allegiance's newly acquired company into their UKG Pro system. Payroll processed successfully for all new employees, confirming the accuracy of the configuration and company-add process.

**UKG**™ Through hands-on collaboration, the Allegiance HR team gained the knowledge and confidence needed to manage future company additions independently. Client feedback underscores the impact of HRchitect's partnership:  
**Partner**

***"HRchitect has been a vital asset to our team. They consistently go above and beyond the call of duty and have been instrumental in helping us navigate several complex UKG issues, initiatives, BI solutions, etc. We greatly appreciate the partnership and fully intend to continue working with them."***

- Corporate Director of HRIS, Allegiance Health Management

By combining expert-led guidance with hands-on coaching, HRchitect ensured a flawless company addition and strengthened Allegiance's internal capabilities, reinforcing the value of professional support in maximizing the effectiveness of HR technology systems.



**To learn more about HRchitect's services or request a consultation, [click here](#)**

