

A photograph of two men standing in a parking lot filled with white trucks. The man on the left is wearing a black beanie, a blue plaid shirt over a grey sweater, and jeans. The man on the right is wearing a red and white baseball cap, an orange puffer vest over a plaid shirt, and is holding a clipboard. They appear to be in conversation.

## HRchitect Leads Successful Employee Data Consolidation for Hirschbach Motor Lines Following JCT Acquisition

### CLIENT BACKGROUND

Hirschbach Motor Lines is a nationwide transportation and logistics company operating across the U.S. In 2022, Hirschbach acquired John Christner Trucking (JCT), a refrigerated, temperature-controlled freight carrier specializing in hauling perishable foods, pharmaceuticals, and entertainment logistics. Although both companies were already using UKG Pro, they continued operating in separate environments post-acquisition. Ultimately, this necessitated consolidating employee data and migrating the JCT population to the central Hirschbach UKG Pro system to support unified reporting, payroll accuracy, and long-term system governance.

### THE CHALLENGE

Although both companies were already using UKG Pro, Hirschbach needed expert guidance to ensure a seamless and accurate consolidation. The transition required migrating the entire JCT employee population while managing dual maintenance across two systems, minimizing disruption to HR and payroll operations, and reducing manual work wherever possible. As with many of these types of projects, there was a risk of data mismatches, duplicate entries, and siloed systems.

This was a large-scale, high-visibility project that required precise data handling, detailed coordination, and confidence that all employee records would transition successfully.

### CLIENT PROFILE

- Nationwide transportation and logistics organization
- Headquartered in Dubuque, IA
- Approximately 1,500 employees
- Partnered with HRchitect to migrate a recent acquisition's employees to their own UKG Pro environment

### 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 partnered with Hirschbach and JCT to manage the end-to-end employee transfer process, providing both strategic guidance and hands-on execution. The engagement included:

- **Dual-Maintenance Management:** Established a coordinated timeline to manage critical changes in both systems.
- **Data Identification & Validation:** Defined required data elements for the transfer and validated completeness and accuracy across both environments.
- **Final Extraction & Execution:** Led final data pulls and executed the full employee migration into Hirschbach's UKG Pro environment.
- **Technical Support & Oversight:** Provided expert oversight to ensure efficient execution and correct system configuration post-migration.

HRchitect facilitated regular checkpoints with both Hirschbach and JCT stakeholders to maintain alignment, ensure data integrity, and proactively address risks throughout the project.



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## KEY BENEFITS

- **Seamless Employee Migration:** The full JCT employee population was successfully consolidated into Hirschbach's UKG Pro instance.
- **Reduced Manual Effort:** HRchitect's involvement reduced manual work for HR and payroll teams during the transition.
- **Improved Data Accuracy:** Detailed validation processes ensured high-quality data and minimized risks of post-migration discrepancies.
- **Expert Project Guidance:** Hirschbach benefited from the leadership of experienced UKG Pro consultants throughout a complex acquisition-driven transition.

## THE RESULTS

HRchitect successfully transferred the full JCT employee population into the Hirschbach UKG Pro environment, completing the consolidation with accuracy and minimal disruption. Hirschbach processed two successful payrolls after migration, confirming data integrity and system stability. The project provided Hirschbach with a unified UKG Pro environment, streamlined processes, and confidence that all employee records were migrated correctly.

**UKG**  
Partner

This engagement highlights HRchitect's ability to lead large-scale, acquisition-driven data transitions and deliver expert-driven results that support long-term system efficiency and organizational growth.

The HRchitect consultants who supported Hirschbach and JCT received a 5-star Raven Intelligence review for their outstanding partnership:

"Our HRchitect consultants scoped and quoted the work precisely, and were subject matter experts (SMEs) on all topics of the system."

– Senior Payroll Manager, Hirschbach Motor Lines



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

