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Digitizing H-2A Workforce Management for Kreher's Farm

How a U.S.-based farm digitized H-2A workforce management to streamline compliance, payroll, and field operations.



CLIENT Kreher's Farm	SECTOR Agriculture	REGION New York, USA	NO. OF FIELD EMPLOYEES 20
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01 / Overview

Kreher's Farm is a U.S.-based agricultural operation managing seasonal and full-time labor across multiple farm locations. With a growing reliance on H-2A workers, the farm needed a scalable solution to manage compliance, workforce operations, and payroll processes efficiently.

02 / What is H2A

The H-2A visa program allows U.S. agricultural employers to hire temporary foreign workers for seasonal farm work. However, it comes with strict regulatory requirements, including:

- Accurate time & attendance tracking.
- Separation of regular, overtime, break, and travel time.
- Weekly signed compliance records
- Adherence to state-specific overtime rules.

03 / Challenges

Kreher's Farm relied on manual processes that created inefficiencies across key workforce workflows:

1 Lack of reliable time & attendance tracking for H-2A workers.	2 Manual, time-consuming pre-payroll processing and compliance reporting.	3 No structured crew management or job allocation system.
4 Difficulty capturing field-level data (crop, activity, location).	5 Limited visibility into workforce productivity and labor costs.	

Additionally, supervisors needed a system that could support mobile-first operations in remote farm environments.

04 / Solution

allGeo implemented a unified platform combining time tracking, crew management, mobile data capture, and pre-payroll workflows into a single system.

■ SOLUTION 1

Time & Attendance Tracking with Overtime Compliance

- Mobile-based time & attendance tracking via smartphone or tablet
- Configured for 52-hour overtime rules (state compliance)
- Automatic calculation of Regular Hours & Overtime Hours
- GPS-enabled tracking for field-level workforce visibility

■ SOLUTION 2

Crew Management & Job Allocation

- Supervisor-led crew management workflows
- Ability to:
 - Check in entire crews (20–30 workers) from one device
 - Assign jobs based on crop and activity
 - Reallocate workers between tasks in real time
- Tracks:
 - Work hours by job
 - Travel time between jobs

Enables efficient job allocation and workforce coordination in the field.

■ SOLUTION 3

Pre-Payroll Processing & H-2A Compliance

- Automated pre-payroll processing workflows
- System-generated H-2A compliance forms, including:
 - Worker details
 - Hours worked
 - Activity breakdown
- Supports:
 - Print-based workflows for employee signatures
 - HR-controlled time adjustments with audit trails

Ensures accurate, audit-ready compliance documentation.

■ SOLUTION 4

Workforce Analytics & Reporting

- Real-time workforce analytics dashboards
- Reports On:
 - Time spent by activity and crop
 - Labor distribution across fields
- Exportable to Excel for advanced analysis

Enables future insights such as:

- Labor cost per acre
- Productivity metrics (e.g., acres per hour)

■ SOLUTION 5

ADP Integration

Seamless integration with ADP for:

- Employee data sync
- Payroll-ready time data export

Eliminates duplicate entry and streamlines pre-payroll to payroll workflows

■ SOLUTION 6

Mobile Forms & Field Data Capture

Custom mobile forms for capturing:

- Crop level activity
- Task details (e.g., harvesting, weeding)

- Dynamic field inputs based on job type
- Enables structured field data capture at the source

05 / Results

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|---|---|--|
| <p>🕒 Streamlined Time & Attendance Tracking</p> <ul style="list-style-type: none"> • Accurate tracking of worker hours across locations and tasks | <p>⚡ Faster Pre-Payroll Processing</p> <ul style="list-style-type: none"> • Reduced manual effort in compliance reporting • Improved payroll accuracy through automation | <p>👤 Improved Crew Management</p> <ul style="list-style-type: none"> • Efficient job allocation and real-time workforce coordination |
| <p>📈 Enhanced Field Data Capture</p> <ul style="list-style-type: none"> • Structured tracking of activities across crops and fields | <p>📊 Actionable Workforce Analytics</p> <ul style="list-style-type: none"> • Visibility into labor utilization and operational efficiency | |

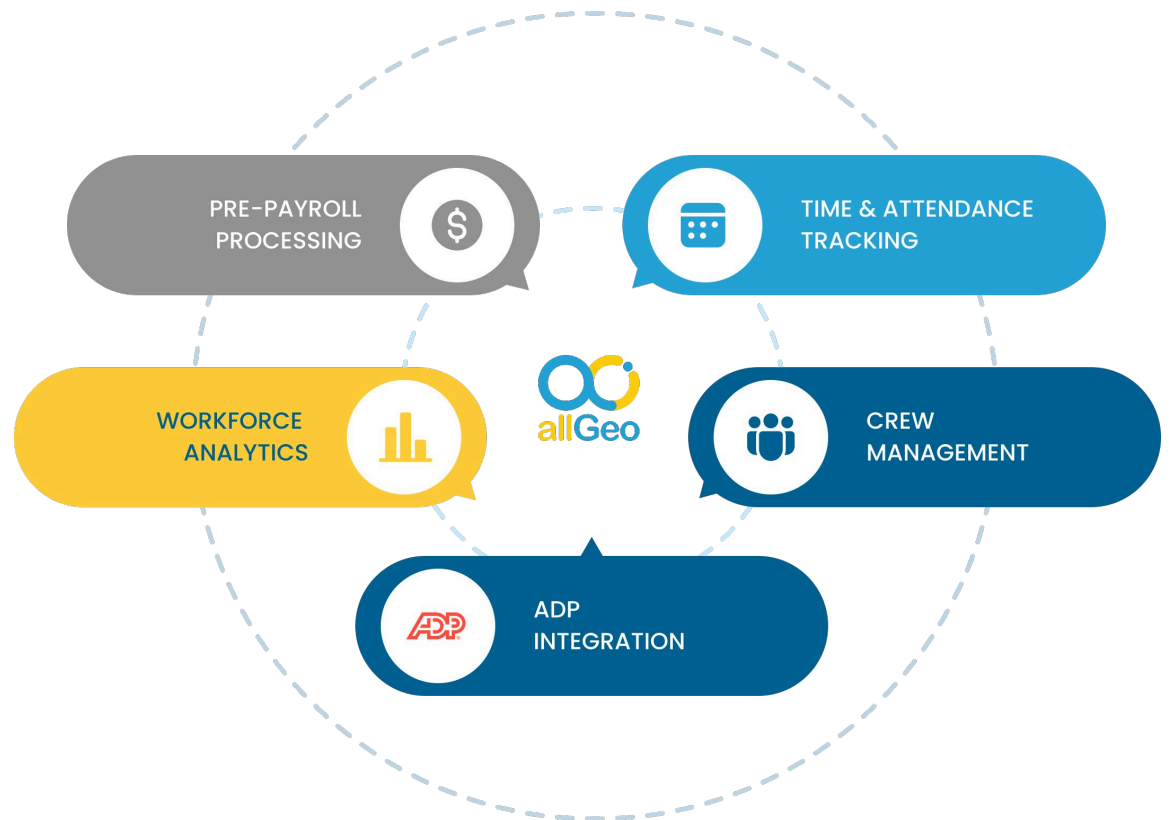
06 / Conclusion

With the allGeo implementation, Kreher’s Farm transitioned from fragmented manual processes to an integrated system.

This enabled:

- 1 Compliance with H-2A regulations**
- 2 Improved operational efficiency**
- 3 Data-driven decision-making**

The result is a modern, efficient, and compliant workforce management system designed for the realities of agricultural operations.





allGeo by Abaqus (www.allgeo.com) is an enterprise-grade field service management platform for mid-size and enterprise organizations. The platform supports the full field service lifecycle, including scheduling and dispatch, workforce monitoring, time and job tracking, safety and compliance workflows, and reporting and analytics.

With built-in configurability, allGeo supports complex workflows in highly regulated industries such as Construction, Home Healthcare, and Trade Services. Organizations using allGeo improve workforce productivity, strengthen worker safety, and increase accuracy across payroll, compliance, and job costing.

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