ALLIED BizTech SOLUTIONS

FIELD GUIDE · 2026

Rebuild the HR ops stack yourself. *The plan we follow.*

For companies of 500 to 10,000 employees on Workday, Lattice, Greenhouse and Culture Amp who want one employee record, one HR workspace and payroll left with the provider they trust.

- → Is it worth it, at your size
- → What to rebuild and what to drop
- → The architecture, in three layers
- → Migration and go-live checklists
- → The shared data model
- → A module-by-module build plan
- → Payroll, privacy, cutover
- → Where teams get stuck

Four tools bill per employee. *One rebuild replaces all four.*

Workday, Lattice, Greenhouse and Culture Amp each charge per employee, so every hire raises four bills. Underneath sit the same primitives: Postgres, a workflow engine, survey logic and a payroll API. One rebuild puts all four modules on one employee record, on direct billing.

HEADCOUNT	FOUR TOOLS A YEAR	REBUILT: YEAR ONE / AFTER	SAVED IN YEAR ONE
500 employees · standard tiers	~$420,000	~$157,500 / $70,000	~$262,500
1,500 employees · full stack	~$1,020,000	~$201,500 / $114,000	~$818,500
5,000 employees · all modules, global	~$3,500,000	~$503,400 / $312,000	~$2,996,600

Vendor costs from public rate cards for a typical enterprise profile at each size. "Rebuilt" is direct billing for all four modules on your own accounts, plus hosting and maintenance, plus our fixed bundle price: $87,500, or $191,400 (the top of $123,000–$191,400) at 5,000+ employees. If your own team builds it, put your engineering cost in that place.

THE RULE OF THUMB

At 500 employees, year one saves ~$262K. **At 1,500 employees, the bundle saves ~$818K in year one and ~$906K a year after, and pays back in about two months.** From 5,000 employees, year one alone saves more than $2.5M.

Build it once, not four times. Four separate rebuilds come to $106,700 and about 30 weeks run one after another. Built as one, on a shared record, the same scope is $87,500 and 16–22 weeks.

Who you need

- **A senior full-stack engineer and a second developer** at home with Postgres, workflow design and payroll-provider APIs. Our team ships all four modules in 16–22 weeks; a team working between other priorities should plan for longer.
- **Your HRIS lead and payroll manager**, every week: the field mapping, the pilot group, the payroll sign-off.
- **One lead per module** (performance, recruiting, engagement) for its workflows and its pilot.
- **An owner after launch**: hosting, upgrades, access reviews and on-call at every payroll cut-off.

02 · SCOPE

Four modules on one record. *Drop the rest.*

Each of the four tools ships far more than HR runs. Build the workflows your team uses every day as four modules on one shared employee record, and keep a phase-two list for the long tail.

REBUILD ONE FOR ONE

- **HRIS** (Workday): directory, org chart, self-service, time off, hire, promote and terminate, effective-dated history
- **Performance** (Lattice): review cycles, goals, 1:1s, calibration
- **Recruiting** (Greenhouse): pipeline, scorecards, interview scheduling, offers
- **Engagement** (Culture Amp): surveys, feedback, dashboards by team
- **Payroll integration**: ADP, Gusto, Rippling or Paychex, kept as they are
- **Cross-module workflows**: hire, onboard and first review on one engine
- **SSO and SCIM** through your identity provider
- **Multi-country**: PTO accruals, working-time rules, statutory benefits
- **Full history** from all four vendors: tenure, vesting, promotions

REBUILD, SIMPLER

- **Engagement benchmarks**: trends against your own past cycles, by team and country
- **Comp benchmarking and learning**: keep your current tools, or add them as modules later

DROP ON PURPOSE

- **The long tail of each module catalog**: rebuild the workflows HR runs
- **Four logins, four role models, four sync jobs**: one of each
- **Vendor admin certifications**: record training for your own workflows

ADD WHAT PER-EMPLOYEE PRICING DISCOURAGES

- Hire freely: cost follows bytes, not headcount
- One manager workspace: approvals, reviews, hiring, survey results
- Direct SQL on all HR data, one analytics dashboard

One core, four modules. *Payroll stays.*

One Postgres serves all four modules, with one identity layer, one audit log and one analytics dashboard. Each module is a schema and a set of screens on the shared employee record, not a separate product held together by a sync.

LAYER 1 · PEOPLE USE

One HR workspace

- Self-service: profile, time off, pay stubs
- Manager view: approvals, reviews, 1:1s, hiring
- Recruiter pipeline and scorecards
- Surveys, and results by team
- HR admin and reporting

LAYER 2 · SHARED CORE

Postgres + workflow

- The employee record, effective-dated
- Org units, positions, comp
- One workflow engine for every module
- One role model: role, org and field
- One audit log
- Four module schemas

LAYER 3 · INTEGRATIONS

Direct providers

- **Payroll**: ADP, Gusto, Rippling, Paychex
- **Your identity provider**: SSO + SCIM
- **Email and calendar**: interviews, approvals
- **Careers page** and job boards
- **Your warehouse**: reporting

Decisions to make in week one

DECISION	OUR DEFAULT	WHY
Where it runs	Your AWS account, by region	EU employee data stays in EU regions
Accounts	Your identity provider, SSO + SCIM	Joiners and leavers flow from one directory
People	One employees table; modules point to it	No module keeps its own copy of a person
Dates	Effective dating on every HR fact	History, retro and future-dated changes all need it
Payroll	Your provider's published API	The HRIS owns people; the provider owns pay
Order	HRIS, performance, recruiting, engagement	Each module reads what the one before it built

Compliance: on your own AWS account you inherit AWS's SOC 2 and ISO 27001 posture. Build GDPR residency by region and an audit log on every change to employee data from the first week, not after.

One record *carries four modules.*

Model the shared core before any module screen. Every HR fact is effective-dated, and every imported row keeps its source ID (Workday, Lattice, Greenhouse or Culture Amp), so each import can run twice and any record traces back to its source.

TABLE	KEY COLUMNS
`employees`	id, workday_id, legal_name, preferred_name, work_email, country, hire_date, termination_date, status
`org_units`, `positions`	id, workday_id, parent_id, name, title, level, location, effective_from, effective_to
`assignments`, `compensation`	employee_id, position_id, manager_id, reason; amount, currency, band; effective_from, effective_to
`workflow_runs`	id, type (hire, promote, terminate, review, offer), employee_id, steps (jsonb), status, effective_date
`payroll_sync`	employee_id, provider, change_type, effective_date, status (queued, sent, confirmed, failed)
`review_cycles`, `reviews`, `goals`	lattice_id, cycle_id, employee_id, reviewer_id, type (self, manager, calibration), rating, body
`requisitions`, `applications`	greenhouse_id, position_id, candidate_id, stage, source, owner
`scorecards`, `offers`	application_id, interviewer_id, ratings (jsonb); terms, status, accepted_at, employee_id
`surveys`, `survey_invites`	cultureamp_id, questions (jsonb); survey_id, employee_id, sent_at, completed
`survey_responses`	survey_id, token, segment (team, country, tenure band), answers (jsonb); no employee_id
`audit_log`	table, row_id, field, old_value, new_value, action (read, write), by, at, reason

TWO RULES THAT SAVE A REBUILD

One employee_id, everywhere: modules point to the shared record and never copy a person. An accepted offer creates the employee; reviews and surveys read the org from the HRIS. **Keep survey answers apart from identities**: invites know who was asked; responses know only a team, country and tenure band; reports show a group only above an agreed minimum size.

Core first, *then one module at a time.*

This is the order we build in, shown at 22 weeks, the top of the range. Each module runs a six-week pilot before its cutover, and each pilot overlaps the next module's build, so all four fit in 16–22 weeks.

WEEKS	BUILD	DONE WHEN
1–2	**Core and extract.** The employee record, org and positions with effective dating, roles, the audit log, SSO and SCIM. All four vendors extracted into staging through their APIs.	Counts match each vendor; sample histories read end to end
3–8	**HRIS.** Directory and org chart, self-service, time off by country, hire, promote and terminate workflows, the payroll field mapping and sync queue.	A test cycle's payroll inputs match Workday's line for line
9–12	**Performance.** Review cycles, goals, 1:1s and calibration; managers and teams read from the HRIS.	A review cycle runs end to end in staging
11–15	**Recruiting.** Requisitions from open positions, the pipeline, scorecards, scheduling and offers; an accepted offer starts the hire workflow.	Hire, onboard and first review run with no re-keying
14–16	**Engagement.** The survey engine, invites, anonymous responses, dashboards by team and country.	A pulse survey reports without exposing a person
9–22	**Pilots and cutovers.** Six weeks per module, staggered: HRIS 9–14, performance 13–18, recruiting 16–21, engagement 17–22. Payroll inputs compared every cycle of the HRIS pilot.	Each pilot group chooses it over the tool it replaces

CUTOVER AT RENEWAL

List the **four renewal dates in week one**. Cut each module over when its pilot signs off, keep the vendor **read-only until its renewal**, then cancel and keep an export of its history. Nobody is in a hurry, and nothing is lost.

Pay on time, data in its place. *Cutover on your date.*

An HR stack is judged on what nobody sees until it fails: the pay change that reached payroll before cut-off, the salary only the right people could read, and four vendor contracts that end without a gap.

1. **The HRIS owns people; the provider owns pay.** Map every field to your provider's API (ADP, Gusto, Rippling, Paychex) and send changes as effective-dated events through the sync queue. Pay cycles, tax filings and pay stubs stay with the provider, exactly as today.
2. **Reconcile before every cut-off.** Compare the provider's roster with yours, freeze changes inside the cut-off window, and alert on a failed sync while there is still time to fix it. Through the HRIS pilot, diff the payroll inputs every cycle against what Workday sent.
3. **Grant access by role, org and field.** Managers see their reporting line. Salary, national ID, review ratings and candidate notes each need their own grant. Compute access from the effective-dated org, so a transfer moves access the day it takes effect.
4. **Keep data where it belongs.** EU employee data in EU regions, US data in US regions. Log reads of comp and personal fields next to every write, and set retention per data type, so a rejected candidate's file and a leaver's record expire on schedule.
5. **Cut over at a clean point.** Never move performance in the middle of a review cycle, recruiting with offers out, or engagement with a survey open. Move each after its pilot, and keep the vendor read-only until renewal.

One record answers every request

Every module points to one employee_id, so an employee's access or deletion request is one query across the stack, not four vendor tickets.

Countries as policy, not code

PTO accruals, working-time rules and statutory benefits live as policy rows per country. A new country is data and a test, not a release.

Move it, launch it, *run it.*

Migration

- ☐ Extract all four through their APIs: Workday SOAP and REST, Lattice, Greenhouse, Culture Amp
- ☐ Keep each vendor's ID on every row
- ☐ Load org and positions before employees, employees before any module
- ☐ Move full history with effective dates: tenure, vesting schedules, promotions
- ☐ Match every Lattice, Greenhouse and Culture Amp person to one employee_id
- ☐ Carry time-off balances as opening entries with their as-of date
- ☐ Bring past survey results in at group level, under the same anonymity rule
- ☐ Check counts, then read sample histories end to end
- ☐ Extract the changes since, at each cutover

Go-live

- ☐ SSO and SCIM live; leavers lose access the day they leave
- ☐ Payroll inputs matched every cycle of the HRIS pilot
- ☐ Permissions tested by role, org and field
- ☐ Survey reports tested against the anonymity threshold
- ☐ Backups proven by a restore
- ☐ Rollback ready: each vendor read-only until renewal

Running it

- ☐ **Always on:** uptime and payroll-sync alerts, security patches
- ☐ **Every payroll cycle:** roster reconciliation with the provider before cut-off
- ☐ **Each review or survey cycle:** a dry run in staging first
- ☐ **Monthly:** upgrades through staging, workflow and policy changes reviewed
- ☐ **Quarterly:** access review, cost review against the four bills you replaced
- ☐ **Yearly:** a restore drill, country policy updates, a retention purge

Who owns it

Name one person before launch. One stack now holds pay changes, reviews, candidates and survey answers: someone has to answer when a sync fails the night before cut-off.

Five ways a rebuild *stalls.*

1. Four rebuilds, one after another

Four separate projects come to $106,700 and about 30 weeks, and leave four systems, four logins, four role models and sync glue between them. Built as one, the same scope is $87,500 and 16–22 weeks on one record.

2. Building a module before the record

A recruiting app with its own people table needs a sync the day it ships. Build the employee record first; every module reads it.

3. Swapping one per-employee vendor for another

Rippling's all-in-one is well designed, at about $200 per employee a year at enterprise size: $300K a year at 1,500 employees. BambooHR and UKG change the logo, not the per-employee structure.

4. Cutting all four over at once

One weekend, four cutovers, every team retrained at the same time. Stagger the six-week pilots, so each module meets real users while the next is still being built.

5. Skipping the payroll comparison

Diffing payroll inputs every cycle of the HRIS pilot catches the field mapping that only shows on a retro raise or a mid-cycle transfer, before an employee finds it on a pay stub.

And one that is not a mistake: negotiating

Workday discounts enterprise contracts 10–20% on multi-year commits. Do it if the rebuild is a year away; it captures less than a quarter of what the rebuild does.

RATHER HAVE IT BUILT?

We build this exact plan. *Fixed price.*

The same core, four modules and 16–22 weeks, delivered by a senior team that has shipped 250+ products.

$87,500 fixed for all four modules, $19,200 less than four separate rebuilds; $123,000–$191,400 at 5,000+ employees with multi-region deploy and global localization

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Live in 16–22 weeks, with a six-week pilot per module before each cutover

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All four vendors migrated with effective-dated history; payroll stays with ADP, Gusto, Rippling or Paychex

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90-day warranty, quarterly check-ins through year one, and the code in your GitHub from day one

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We can run it for $28,000–$48,000 a year, all four modules

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