



ADP STREAMLINE<sup>SM</sup>

# Enabling Agile, Efficient and Reliable Global HCM Through Integrated Payroll



HR. Payroll. Benefits.

Complex legal and tax mazes, cultural differences and labor laws - the complexity of international payroll can make you think twice about entering foreign markets. But where there is talent and potential to optimize investment, there must be a way to unify, ease and transform global Human Capital Management.

**ADP Streamline combines powerful web-based HCM technology with outstanding in-country expertise to help you seamlessly set up operations around the world.**

## OPTIMIZING GLOBAL PAYROLL

When you operate in multiple countries, you're faced with staying on top of fast-changing local regulations. You need control and visibility of multiple subsidiaries in order to minimize people-related costs and protect your company's most sensitive information.

To achieve this level of control, you need an effective multi-country payroll solution that harmonizes all your platforms, integrates disparate data and centralizes multi-country information, both locally and globally. Your solution must also standardize service levels across countries and integrate knowledge of local compliance.

That's a tall order, but one that ADP Streamline is expressly designed to deliver.

### THE CHALLENGES OF GLOBAL HUMAN CAPITAL MANAGEMENT





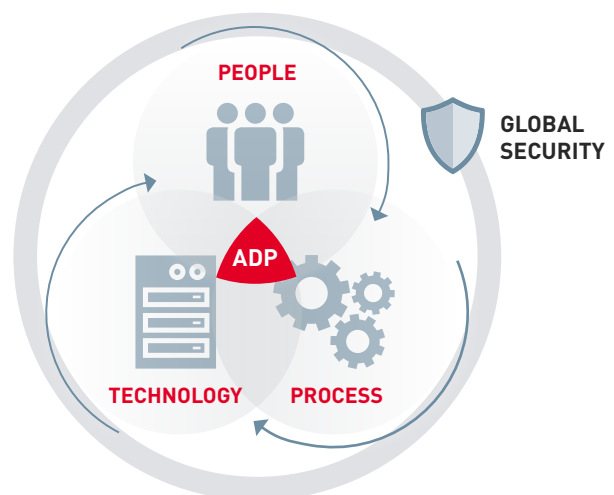
## A SINGLE INTEGRATED SOLUTION

ADP Streamline is an end-to-end global payroll solution that combines the most advanced technology with outstanding service to give you high visibility and control of distributed payroll and HR operations in every country where you do business.

### Robust Technology

At the core of our service offering is an agile and highly secure web-based platform that integrates and monitors your primary payroll and HCM processes to bring you broad visibility of your international HR and payroll universe.

Its powerful connectivity, integration and reporting capabilities extend the value of payroll information and help you maximize your current global HR investments in a scalable way.



### Optimized Processes

Clearly defined procedures and milestones help you control every aspect of global payroll so you can achieve maximum timeliness, accuracy and compliance – from initial implementation, to recurring payroll cycle management, to production, report generation, contract management and invoicing.

Centralization is key to ADP Streamline's service delivery. Complex country-specific data is centralized in a reporting system and presented in clear dashboards and multi-country payroll reports. You get fast visibility of your global headcount, costs, benefits, turnover and are able to use "what if" scenarios to make fact-based business decisions in less time.

### The Right People

ADP Streamline connects your company to a network of in-country payroll specialists, with deep knowledge of local HR intricacies, legislation and intercultural communication. The primary focus of ADP Streamline payroll specialists is assisting your business in being agile and efficient, so that your employees get paid exactly what they earn, on time.

Payroll specialists are collaborative experts that help lighten the load of your shared service centers or local organizations. Their high level of competence is the result of strict due diligence and onboarding, annual reviews and adherence to our Path to Excellence program.

---

# EXTEND YOUR BUSINESS REACH – EVERYWHERE

**As a global business, you need a proven payroll delivery model that supports your future growth. ADP Streamline currently delivers standardized end-to-end payroll services – locally managed and centrally coordinated – in over 100 countries, so you can execute planned or impromptu business initiatives faster.**

---

BUSINESS BEYOND BORDERS

---



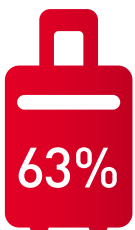
## Software in the Cloud, Experts on the Ground

As you expand internationally, payroll should be quickly and easily scalable, so you can adapt and ensure your HR operations always support your global business objectives.

ADP Streamline accompanies your growth with its continually expanding global footprint, its scalable fee and contract structure, and its flexible cloud technology, which integrates seamlessly with your existing systems.

Coping with constantly changing local regulations is another challenge. ADP Streamline keeps you up to date with local legislative changes to help you effectively support and monitor your local subsidiaries and keep full audit trails.

Our in-country experts are well-versed in local laws, risks and requirements, and offer value-added HR administration services that include declaration to third parties, employee tax registration and support.



**AS YOU EXPAND TO NEW MARKETS, WILL YOUR PAYROLL OPERATIONS BE A CATALYST FOR GROWTH?**

63% of organizations expect the number of employees working outside their home country to increase over the next 1-2 years.

(ADP Global HCM Decision Makers Survey, 2015)

---

# CENTRALIZE DATA AND BOOST VISIBILITY

**ADP Streamline's agile two-fold technology creates a continuous input/output feedback loop between your HCM solution and ADP Streamline's country-specific payroll. This gives you enhanced visibility of your people and your international payroll and finances, and helps you maintain control of local operations.**



## HOW EASILY CAN YOU RESPOND TO BUSINESS DEMANDS FOR INFORMATION?

89% of senior HR professionals in global organizations feel a complete view of their employees is critical, but only 30% actually have it.

(Source: ADP Survey)

## **Simplifying Payroll Management Through Technology**

ADP Streamline's suite of cloud-based solutions provide you with 24/7 access to your global payroll ecosystem. New mobile capabilities and user experience improvements are rolled out continuously by our R&D labs.

Simpler payroll management means reduced costs and greater efficiency. It frees you up to focus on achieving payroll timeliness and accuracy targets.

**StreamOnline** is our business process management portal. It gives you total visibility of payroll across every country and eases your global HR administration burden. Having everything you need in one place gives you greater operational efficiency and accuracy. Here's how StreamOnline helps align processes:

### REAL-TIME PAYROLL MANAGEMENT AND TRACKING

The StreamOnline Payroll Management application allows you to plan, coordinate, track and validate all activities and data flows that get your employees paid accurately and on time – all through a single easy interface you can access from any device.

### HARMONIZED PAYROLL REPORTS

Harmonized Reports help you make data-driven decisions quickly, based on standardized payroll output report data from multiple countries. With predefined payroll management, accounting and PDF payslip reports, your in-country payroll processing is simpler and more consistent across all countries.

### CONSOLIDATED REPORTS

StreamOnline's reporting feature lets you quickly transform comprehensive country-specific data into clear business insights. Its built-in metrics were designed according to HR best practices to help you identify areas of improvement, gain visibility of your entire business, and measure the impact of your decisions.

### 'iLEARN@ADP' TRAINING PORTAL

Our continually expanding training resources portal – featuring a full suite of multi-language learning modules – is a 24/7 resource that steers teams toward greater efficiency and productivity. 'iLearn@ADP' helps align teams, instills best practices and it also speeds up the onboarding of new hires.

**StreamOnline Data Hub** reduces your HR administration burden by connecting your HR platform with your ADP Streamline payrolls. Fixed data, such as social security numbers, tax IDs and employee demographics flow across these environments, which means you increase payroll accuracy and reduce the time and effort it takes to pay your people.

---

# REDUCE RISK AND GAIN PEACE OF MIND

**To alleviate your burden of multi-country business complexity, ADP Streamline offers a single, flexible service delivery model that adapts to your needs – replacing multiple vendors and applications with a unified contract, one invoice and a flexible price structure. You get a single source of accountability across your entire organization.**

It's hard to dedicate yourself to business strategy while preoccupied with compliance obligations. But taking your eye off compliance can have serious consequences. The ADP support structure organizes every aspect of your payroll and HR administration. Our team takes care of your compliance, so you can direct your resources toward growing your business. There's a reason we have a 96.5% client retention rate.

Meet your dedicated ADP Streamline team:

- **Your Global Implementation Coordinator** will facilitate a smooth local and central implementation, provide you with ongoing updates, overall project oversight and milestone tracking.
- **Your Service Relationship Manager** will be your single point of contact for strategic initiatives, global rollouts and escalations.
- **Your In-country Partner** will process your payroll, proactively monitor local legislation, risks and statutory requirements, and establish local relationships.

## ADP STREAMLINE SECURITY

Over 1,000 multinational businesses like yours trust ADP Streamline to address global payroll security challenges.

Backed by over 60 years of market leadership, ADP provides a safe environment for transactional data and business statutory reporting with security levels appropriate to the risks represented by the processing and the nature of your data, helping reduce the cost of building and maintaining your own infrastructure. ADP is ISAE 3402 Certified.

80%



HOW DO YOU  
MEASURE YOUR  
EXPOSURE  
TO REGULATORY  
RISK?

80% of global organizations think they are in full compliance, however one third of them were fined for non-compliance in the previous year

[Source: ADP Research Institute]

## POWER UP YOUR HCM WITH GLOBAL PAYROLL

**ADP Streamline extends the reach of some of the world's leading HCM platforms by automating global payroll data and process integration. This is how we help you leverage your investment in HR systems and technology and enable you to continue working with the interfaces you already use.**

- ADP Streamline's certified integration with Workday builds global payroll right into your current HCM environment, combining end-to-end payroll services with on-the-ground expertise.
- ADP Streamline powers up ADP Vantage HCM® with multi-country payroll through a fast, client-proven implementation methodology.



## SIMPLIFY PAYROLL AND REDUCE COSTS

**You are under constant pressure to contribute to overall company savings. ADP Streamline is designed to help your company maximize the cost-savings potential of outsourcing by enabling you to:**

- Reduce Total Cost of Ownership with managed services that eliminate maintenance and infrastructure costs.
- Simplify workflows by automatically updating country payroll data from central ERP or HRIS.
- Minimize costly errors that stem from lack of knowledge or visibility.
- Gain awareness of overall payroll costs with a single invoice for all countries.
- Keep systems updated with fast-changing laws and regulations.
- Drive regionalization or shared service initiatives by providing a single platform and user interface for global payroll processing.



**HOW DO YOU BALANCE OPERATIONAL EFFECTIVENESS WITH COST EFFICIENCY?**

**63% of operational payroll costs are hidden**

(Source: PricewaterhouseCoopers, March 2012)

## SEE WHAT OUR CLIENTS SAY

---

### **Ferdinand Dragtstra**

HR Services Director - Air Products



“At all costs I want to avoid causing any kind of a negative impact on the personal lives of our employees. ADP’s comprehensive HCM solutions, its expertise, and its commitment to service have already helped us avoid exactly that. We’ve been able to achieve high levels of accuracy, timeliness and compliance worldwide, which we measure using key performance indicators.”

---



### **David Lukowski**

Director, Global HR, Shared Services and Information Systems - Brady Corporation

“By leveraging ADP’s expertise, we’re optimizing payroll delivery in the countries where our people are serving customers. Being in multiple countries, we try to make certain that we leverage our relationship with ADP to maximize our return on investment. ADP’s global capabilities help us to identify the optimal solution within any new market we enter.”

### **About ADP**

Employers around the world rely on ADP® (NASDAQ: ADP) for cloud-based solutions and services to help manage their most important asset - their people. From human resources and payroll to talent management to benefits administration, ADP brings unmatched depth and expertise in helping clients build a better workforce. A pioneer in Human Capital Management (HCM) and business process outsourcing, ADP serves more than 625,000 clients in more than 100 countries.

To learn more about how ADP Streamline can help your company transform global payroll and HR, visit [www.adp.com/streamline](http://www.adp.com/streamline)