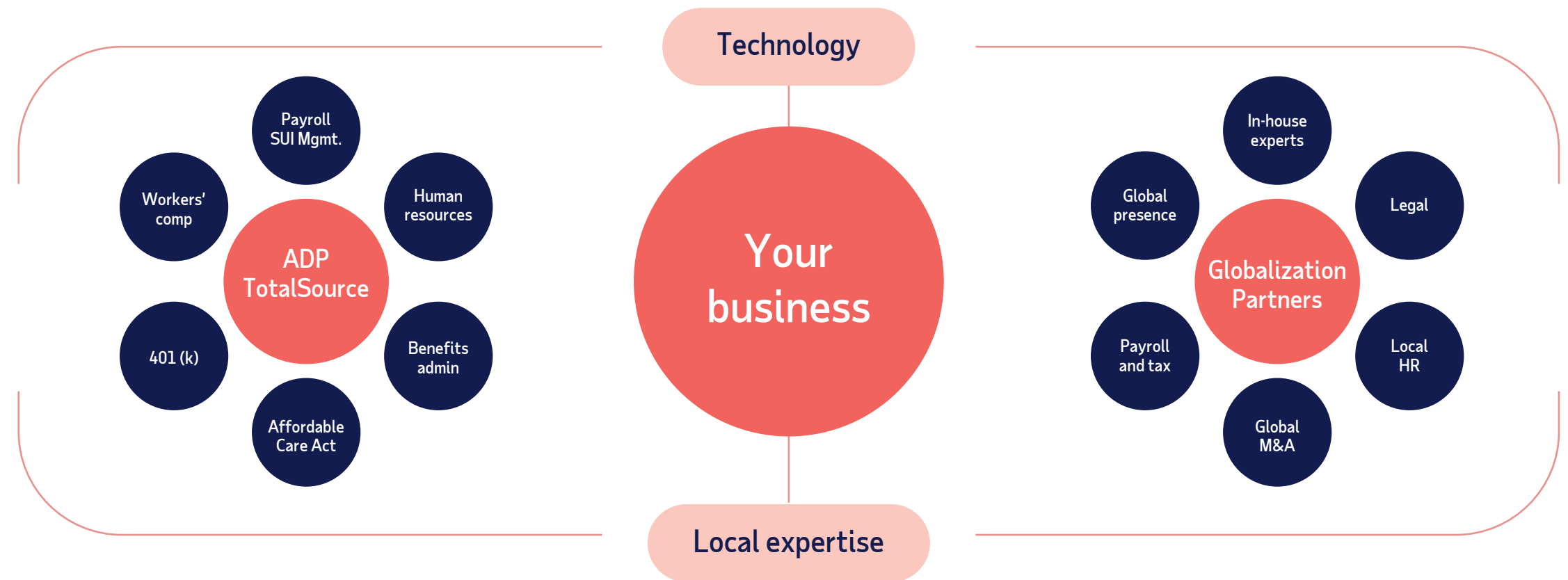


# Full-service HR in the United States and around the world



## Get exactly the help you need for everything HR in the United States and abroad with **ADP TotalSource** and **Globalization Partners**

This partnership affords **small and midsize businesses**, regardless of their home country, with a unique opportunity to **quickly, compliantly and cost-effectively** employ people in multiple countries without the need to set up an international subsidiary. **Businesses everywhere are taking advantage. How?**



Expanding into one or more countries (or testing a new market) — for one employee or a full team



Changing a business model to staff locally due to COVID-related travel restrictions



Attracting or retaining employees whose H1B Visa application or renewal is denied or stalled



## Inside the United States with ADP TotalSource.

ADP TotalSource is a professional employer organization (PEO) that provides businesses with employees in the United States with dedicated experts who know the local ins and outs of HR, payroll, benefits, compliance, talent management and workplace safety.

### How it works

You identify great talent in the United States. We partner with you to manage all the employment-related tasks on our technology and serve as your go-to expert for HR-related strategies and actions.

### What it includes

- Assigned experts with federal and state-specific expertise across HR, benefits, payroll and tax, safety matters
- Fully integrated and compliant technology platform (payroll, HR, hiring, learning, benefits, etc.)
- Competitive employee benefits, including full benefits administration
- Workers' compensation, risk management consultation and legal defense benefit\*
- Premium support for employee questions, changes or issues
- Reporting, analytics and benchmarking
- IRS-certified PEO and ESAC accredited PEO

\*Terms and conditions apply

## Anywhere around the world with Globalization Partners.

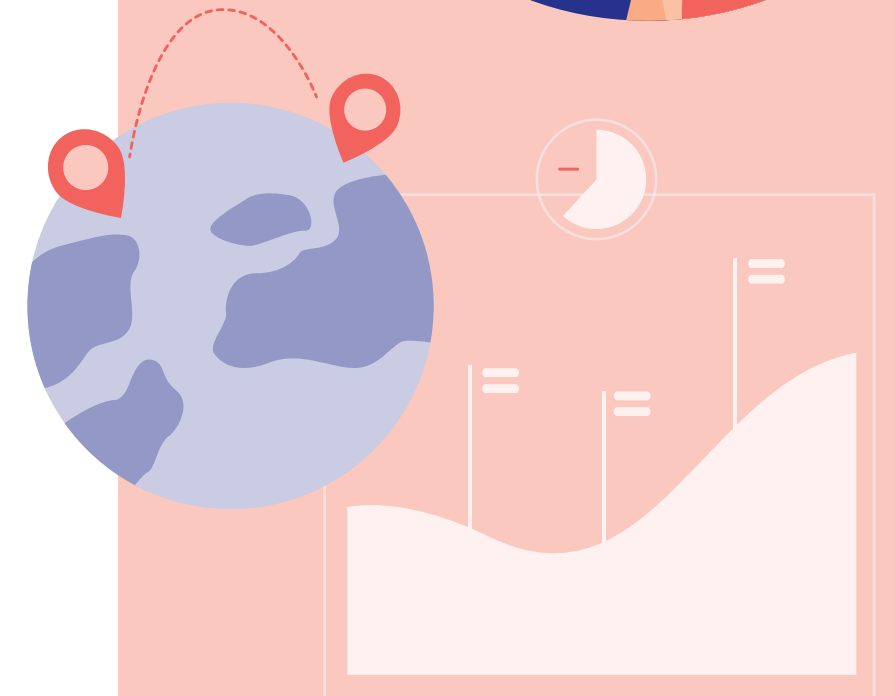
Globalization Partners enables companies to hire in just about any country within days, without the need to set up costly international subsidiaries.

### How it works

You identify great talent anywhere in the world. We put them on our fully compliant global payroll system — lifting the burden of global corporate tax, legal and HR matters from your shoulders to ours.

### What it includes

- Fully compliant global Employer of Record in every country we operate
- Assigned experts with in-country expertise across corporate tax, legal, payroll and HR matters
- 24/7 client support
- NelsonHall declared Globalization Partners a market leader in the global Employer of Record industry
- Just one dashboard for streamlined international hiring, onboarding and the entire HR administrative process
- GDPR compliant



## Inside the United States with ADP TotalSource.

*It really is a major stress relief not having to worry about whether I'm going to handle a situation incorrectly. So, that's probably the No. 1 reason I love ADP.*

—Denton County Animal ER

### **Sleeping well at night with ADP TotalSource in my corner**

ADP TotalSource provides my company and employees with two departments — HR and Payroll — saving me the cost of creating those departments internally, and helps me avoid costly mistakes. You can't put a price on peace of mind. ADP gives me the education, support and confidence I require when making decisions about my employees. I also rest easy knowing that if something happened to me (i.e., accident, injury), ADP TotalSource would step in on my behalf and help my team with things like payroll and HR support until I was able to re-engage.

### **The best HR partner and ally**

ADP TotalSource is truly a one stop source for everything HR. They consolidate and streamline everything so you can focus on the business, not the paperwork. They encourage and enforce compliance to protect the company long term, while making payroll and managing employees simple in the day to day functions. The implementation team was a dream with helping me understand the ins/outs, as well as how to best utilize all the functions ADP has to offer.

### **Ease of running my business**

For a smaller company, HR is a time-consuming job. ADP TotalSource makes our HR compliant and easy to handle. Also, our benefits are easily selected, and employees have various options to pick from. The benefits options allow your company to provide more options than they could without ADP. Workers' compensation is also an asset to our company as we employ people in numerous states, and it takes the audit process out of the equation!

## Anywhere around the world with Globalization Partners.

*I don't have the fear of going into a new country. I have confidence. I can say 'I won't know the answers, but I know the experts who will — Globalization Partners.' It really does impact our business.*

—OneStream Software

### **International business expansion made easy**

A real estate company opened a new branch in Thailand and needed to build a local team to staff it but had no business entity through which to employ them. The company was able to quickly and compliantly hire their first employee and manage all payroll, compliance, tax and HR matters through Globalization Partners.

### **Rapid solution for international compliance**

A design company had one U.S. employee who was traveling to Hong Kong for work more than 6 months of the year, resulting in a compliance breach on his U.S. benefits package. Globalization Partners quickly helped the company correct this, and now manages the employee's HR administration, benefits and payroll compliant with Hong Kong regulations.

### **Quick resolution to keep a contract**

A government contractor recently won a new contract on a base in Japan that hinged on them hiring a U.S. civilian with Japanese residency. They had a specific candidate lined up, but no way to pay him and stay compliant in Japan. Globalization Partners set the employee up on their compliant payroll in days and continues to manage their HR needs via Globalization Partners' proprietary technology.

### **Flexibility for international teams**

A finance team lead wished to move back to his wife's home country of France to be with her. The company didn't want to lose him, but French employment laws are complex, and the company had no local entity in place. Globalization Partners helped them retain their talented leader and allowed him to move to France, handling all tax, compliance, HR and finance matters.

For more information,  
contact us today at  
866-360-2454.



Always Designing  
for People®