

ADP Retirement Plan Integration

More benefits without additional burdens



RETIREMENT PLANS ARE GOOD FOR EVERYONE. And the SECURE 2.0 Act of 2022 will make them more widely available, flexible and inclusive — so it's easier for employers to offer a plan and for workers to build retirement security. But the Act contains 90 provisions ranging in complexity with a multi-year implementation that may significantly impact payroll and retirement plan administration — turning benefit into burden.

Some of SECURE's provisions are mandatory and will significantly effect payroll and retirement plan provisions:



SECURE 2.0 CHALLENGES

- 90 provisions
- Multi-year rollout
- Complex calculations
- Multiple payroll and recordkeeping implications

December 29, 2022	2023	2024	2025	2026
<ul style="list-style-type: none"> ▪ For new plans established after the above date, auto enrollment requirement will be effective January 1, 2025 ▪ Employer matching and nonelective contributions as Roth* 	<ul style="list-style-type: none"> ▪ Required Minimum Distribution (RMD) age increase 	<ul style="list-style-type: none"> ▪ Top Heavy rules modified ▪ Emergency Savings Account* ▪ Employer Matching for Student Loan Repayments* 	<ul style="list-style-type: none"> ▪ Auto deferral escalation to at least \$10,000 ▪ Long-Term, Part-Time expanded eligibility ▪ Catch-up Contribution Increase, ages 60-63 	<ul style="list-style-type: none"> ▪ Roth catch ups for participants earning over \$145,000

*Optional provisions

Upgrade your benefits without additional burdens

To take advantage of all SECURE 2.0 has to offer — and comply with the requirements and deadlines — you need a recordkeeper and payroll provider that can proactively manage complexity and execute flawlessly.

Managing separate payroll and 401(k) vendors can add time-consuming manual processes and result in errors that cost you time, money and resources. But when your payroll and retirement plan are with ADP, even complex SECURE 2.0 implementation and oversight is easy and worry-free.

As SECURE 2.0 provisions drive plan amendments and impact payroll deductions and coding, ADP has you and your plan covered. We continually conduct ongoing comprehensive analysis across our product platforms to keep your plan compliant and payroll running smoothly. From payroll process updates to automatically providing necessary plan amendments, our teams and integrated solutions save you time and reduce compliance risk.



ADP integration is built to handle complexity

When choosing a retirement plan provider, what's more important than plan integration? Maybe nothing — integration is critical to simplifying plan administration and oversight, keeping data secure and delivering best-in-class employee engagement.

Our ADP SMARTSync® solution connects ADP Retirement Services recordkeeping technology with ADP payroll. SMARTSync's proprietary, advanced technology enables real-time data transmission, verifies data against the retirement plan document and automatically performs calculations. Because data is shared continuously between ADP's platforms, critical plan information and employee records are updated systematically and without manual intervention. SMARTSync offers major advantages:

- **Verification of payroll data** against the plan document — reducing manual oversight and mitigating risk
- **360° integration** that protects data, outperforms third-party payroll integrators, and avoids external file feeds
- **All your clients' data is housed in ADP's ecosystem**, significantly decreasing the chances that security will be compromised.

Not all integration is the same

Unlike providers who use bi-directional feeds or third-party payroll integrators, SMARTSync automates manual processes, updates and verifies data in-real time, saves time and can mitigate risk. Payroll integrators do not use 360° integration — they simply transfer data from one provider to another. Other major disadvantages of this type of relationship include:

- Manual set up process
- No data review or verification
- Multiple vendors to manage
- Potential additional fees
- Security risks

When your payroll and retirement plan are with ADP, you can be confident that the important details are securely handled.



THANKS TO INTEGRATION between ADP's payroll and retirement plan solutions, you won't have to:

- Identify impacted employees
- Check and add deduction codes
- Handle plan amendments
- Tackle special calculations for employee contributions and employer match
- Confirm data bridges are in place
- Review custom payroll reports



Let's talk.

With an ADP retirement plan, you and your employees are always empowered and engaged to make better decisions about saving for retirement. To learn more about the benefits of ADP's SMARTSync technology, visit adp.com/401k.

ADP RETIREMENT SERVICES 71 Hanover Road Florham Park, NJ 07932

ADP, Inc. and its affiliates do not offer investment, tax or legal advice to individuals. Only registered representatives of ADP Broker Dealer, Inc. (ADP BD), Member FINRA, or, in the case of certain products, a broker-dealer firm that has executed a marketing agreement with ADP, Inc., may offer and sell ADP retirement products or speak to retirement plan features and/or investment options available in such ADP retirement products.

ADP, the ADP logo and Always Designing for People are trademarks of ADP, Inc. All other trademarks and service marks are the property of their respective owners. 99-7115-PS-1123 ADPRS-20231020-5079 Copyright © 2023 ADP, Inc. All Rights Reserved.

FOR PLAN SPONSOR USE ONLY — NOT FOR DISTRIBUTION TO THE PUBLIC.

ADP
Always Designing
for People®