

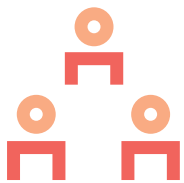


6 Business Outcomes with HR Data-Driven Insights



At ADP we use data-driven insights to design HR and payroll solutions that keep you moving in the right direction.

Learn how data can transform your workforce.



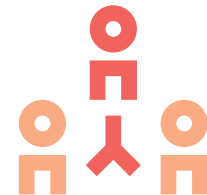
Build your dream team

See how candidates flow through your recruiting process to understand process flows and hiring success. Hire candidates quickly by expanding talent pools and finding new ways to recruit.



Retain your dream team

Conduct analyses to understand turnover trends and costs, and monitor current levels, so you can better anticipate and manage the future.



Attract, retain and engage a diverse team

Deliver insights around diverse representation at all levels of your organization and pay equity insights to create a more diverse, equitable and inclusive environment.



Optimize labor costs with confidence

Analyze labor cost trends to identify ways to minimize unnecessary expenses and maximize return on labor investment.



Make smarter benefits decisions for you and your people

Strengthen recruiting and retention by offering a personalized experience and benefits employees want at price that you can afford.



Engage employees and simplify HR

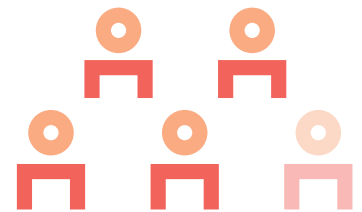
Increase employee engagement and ultimately customer satisfaction by listening to and acting on the voice of the employee.



Build your dream team

A lot of companies are engaged in a war for top talent. Maybe they have lost some of their top employees to their competition or perhaps they have been interviewing great candidates to fill open roles, only to lose them to other opportunities. It's time to understand the full picture of their talent data.

Four out of five ADP Workforce Now® clients say that ADP's recruitment tools make it easy to source and hire skilled candidates*

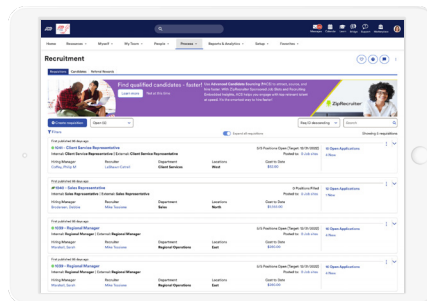


"[Compensation benchmarks] help us provide our managers better information regarding competitor compensation data. Keeping them informed allows them to make better decisions regarding the compensation ranges of their own employees."

David Minton,
President & CEO,
Central Trust Bank

Reduce your time-to-fill

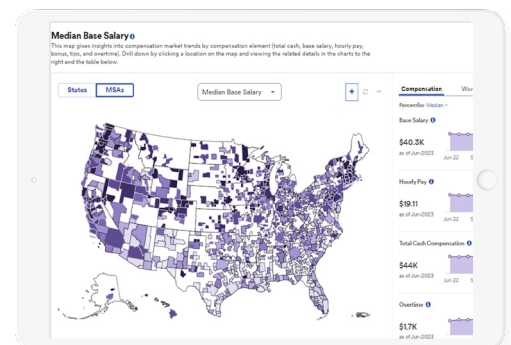
Find qualified candidates faster with ZipRecruiter by tapping into their talent pool of over 30 million candidates. Confidently identify the best applicants for the job, relying on ADP's Profile Relevancy with intelligent algorithms that analyze a candidate's skills, experience, and education for ideal fit, reducing your time-to-fill those open positions.



Expand your talent pool

To compete for top talent, you may need some new tools in your bag. How can you fish in a bigger pond?

ADP Talent Market Insights gives you accurate, real-time market insights into talent availability by location, salary, turnover rate and time-to-fill. Cast a wider net and reel in those top candidates.



Retain your dream team

Many organizations fail to understand the reasons their employees leave because they don't have access to the information they need, and often it's too late.

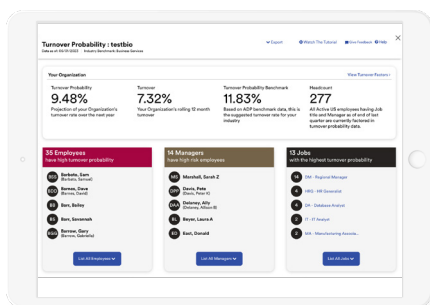


On average it costs a company **6 to 9 months** of an employee's salary to replace them.*

To better identify at-risk employees and implement effective employee engagement strategies that help improve retention rates, it's all in the data. Retaining your people may be your best defense in the war for talent.

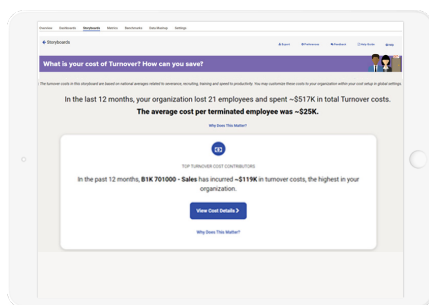
Prevent turnover before it happens

Knowledge is power and that's what ADP Workforce Now® gives you. You can identify where turnover is happening and understand key factors that may be contributing to your top talent looking for other opportunities. Minimize guesswork and develop retention strategies to keep your key people.



How much is turnover costing your organization?

Losing talent is expensive. But do you know the true costs? Identify which areas of your organization are high contributors to turnover cost and how that cost is allocated across recruitment, severance, training, and loss in productivity. And, benchmark your turnover against your peers by relying on the industry's largest dataset.



"Using insights from ADP DataCloud, we changed processes, procedures and policies that ultimately resulted in a 20% reduction in turnover, which is pretty amazing."

Jesse Fuentes,
Human Resources Director,
ABB Optical

* The Society for Human Resource Management (SHRM): Essential Elements of Employee Retention



Attract, retain and engage a diverse team

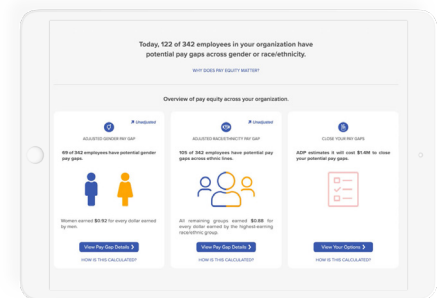
Employees care about belonging and working at companies with strong social responsibility. Diversity, equity, and inclusion makes a significant difference in the lives of people, their careers and their communities. It's also critical for company success. For diverse companies, the likelihood of outperforming industry peers on profitability has increased over time, while the penalties are getting steeper for those lacking diversity.* Better diversity starts with better data.

"We began using the ADP DE&I solution at the start of this year and each quarter we've seen improvement. In my last report, we were able to make pretty significant increases in the number of women, Asian, Hispanic and LGBTQ employee groups."

Suzanne Harris,
VP of HR, NexusTek

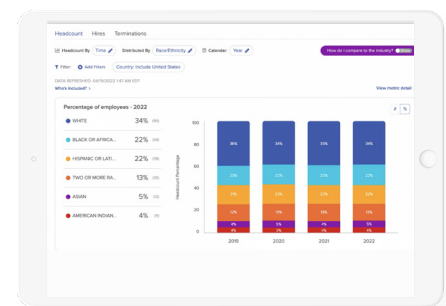
Achieve pay equity with People Analytics

ADP's people analytics can help you quantify pay gaps by gender, race and ethnicity, and estimate the costs to close them. You can also inform your pay transparency strategy with compensation benchmark data, from 40 million US workers, to compare market pay by industry or geographic region and establish competitive pay ranges.



How do you stack up versus your peers?

Get a dashboard view with benchmark data on how your organization compares to peers quickly and easily. Find key areas where you shine and identify opportunities for improvement.



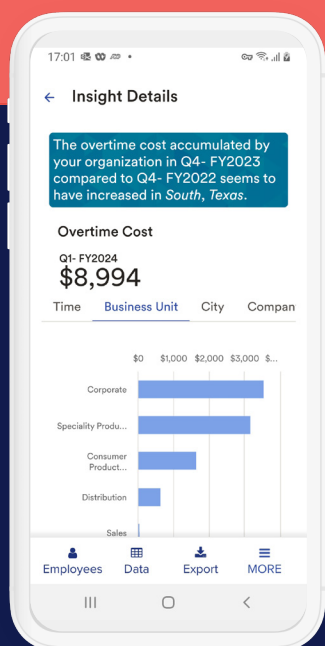
DE&I is a win-win for everyone

Many organizations are doubling down on their commitment to DE&I because it can better attract and retain employees at a greater rate. It can be one of the most powerful business tools you have for moving the needle in your organization.

*McKinsey & Company: Diversity wins: How inclusion matters report



Casey's, a convenience store/gas station chain was able to serve necessary HR data straight to the smartphones of the managers to make real-time decisions, resulting in reducing overtime costs and saving the managers 30 minutes per week.



Optimize labor costs with confidence

Labor is typically one of the largest costs for most organizations, and it's not getting any cheaper. It's important to keep your eyes on real-time spending, so you can be aware of potential savings and compare your costs to industry benchmarks.

85%

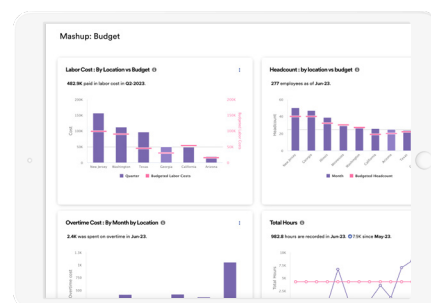
85% of clients agree that ADP Workforce Now® helps them control costs with real-time insights into their workforce.*

Compensation benchmarks

Compare your compensation packages using ADP's industry-leading benchmarking tool to ensure you are keeping up with the competition.

Powerful business insights

Keep costs on track by overlaying your business data against your people data to better budget for headcount, labor, and overtime.



Track and control HCM related costs

Monitor and understand how your workforce costs are trending to align people strategy to your business goals.

* 2022 survey of 548 ADP® Workforce Now clients

Make smarter benefits decisions for you and your people

Benefits are essential to attracting and retaining talent. But for that to happen, benefits administration has to be easy and engaging, both for employees and HR practitioners. ADP delivers such capabilities and much more.



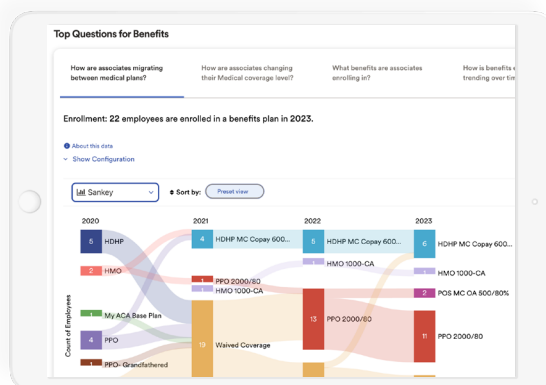
Four out of five (83%) say that ADP helps their company save money with visibility into benefit costs.

Reduce benefits setup from weeks to minutes

Real-time connections to carriers save you time and help reduce the risk of errors by securely sharing enrollment data and updates automatically. You can also eliminate the dreaded carrier plan set-up altogether. Your carrier digitally sets up the plan for you to view and approve, saving you time and increasing accuracy.

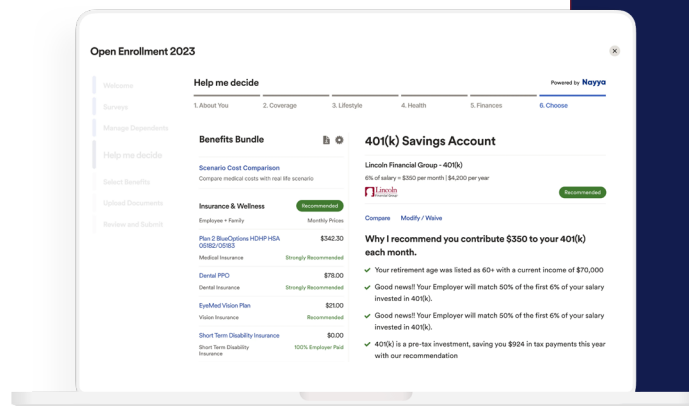
Spot enrollment trends

Managing enrollment is a big job — we just made it a lot easier. You can now watch how your enrollments are trending; view your enrollments by category and know when to nudge employees to complete enrollment.



Personalized benefits, better experience

Let your employees benefit from an intelligent decision support tool that guides them through a series of questions and provides a personalized, best-fit recommendation — your employees are unique, and their benefits should be too.



“We can tell through the data, the movements of employees, and perhaps that people are getting out of plans because it might be too costly or changes in family situations. I enjoy being able to have this information at my fingertips.”

Kim Scholes,
Director of HR,
Aldridge Pite

Engage employees and simplify HR

Employers are investing more in employee engagement to improve retention. Creating a workplace where employees feel valued and connected to their work can lead to a more resilient, engaged and productive workforce. It's time to keep your employees engaged to help improve both individual and company performance.

30%

Reduce your HR workload by 30% while improving employee experience.*

Confidently capture the voice of your employees

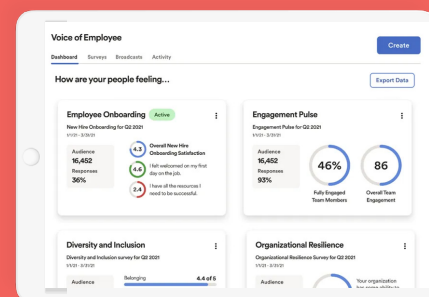
Asking employees what they think and how they feel can go a long way. ADP Workforce Now's Voice of the Employee can help you capture that crucial sentiment you need, anytime you like. Launch confidential surveys that are quick to configure and simple to customize and generate data-driven insights to help guide changes to your employee's experience: from feedback on company policies and workplace welling, to performance reviews and more.

Solve tomorrow's HR problems, today

Is your department spending too much time responding to repetitive questions or handling low-value tasks? ADP's Intelligent Self-Service proactively prompts employees to take action before issues even arise across HR, payroll, time, and benefits. It can reduce your HR's teams workload by 30% and give your employees a better experience overall — now that's an intelligent decision.

Help your organization standout

You know that employee engagement is the key to a high-performance organization. Standout® powered by ADP® is a light-touch technology that provides trusted data team-by-team, to let you see engagement instantly. Plus, it gives your leaders personalized coaching tips to help move the needle.

A screenshot of a survey question displayed on a mobile device. The question is 'I have all the freedom I need to decide how to get my work done.' Below the question are five response buttons: 'Strongly disagree', 'Disagree', 'Neither agree nor disagree', 'Agree', and 'Strongly agree'. At the bottom of the screen are 'Prev' and 'Next' navigation buttons. The survey is identified as 'Question 1 of 11'.

*2022 study of ADP Comprehensive Outsourcing Services® client employee questions

With ADP, data-driven answers are at your fingertips.

Contact us:

For more information, visit www.adp.com/datacloud