

How You Can Simplify and Unify HCM Compliance Processes



Always Designing
for People™

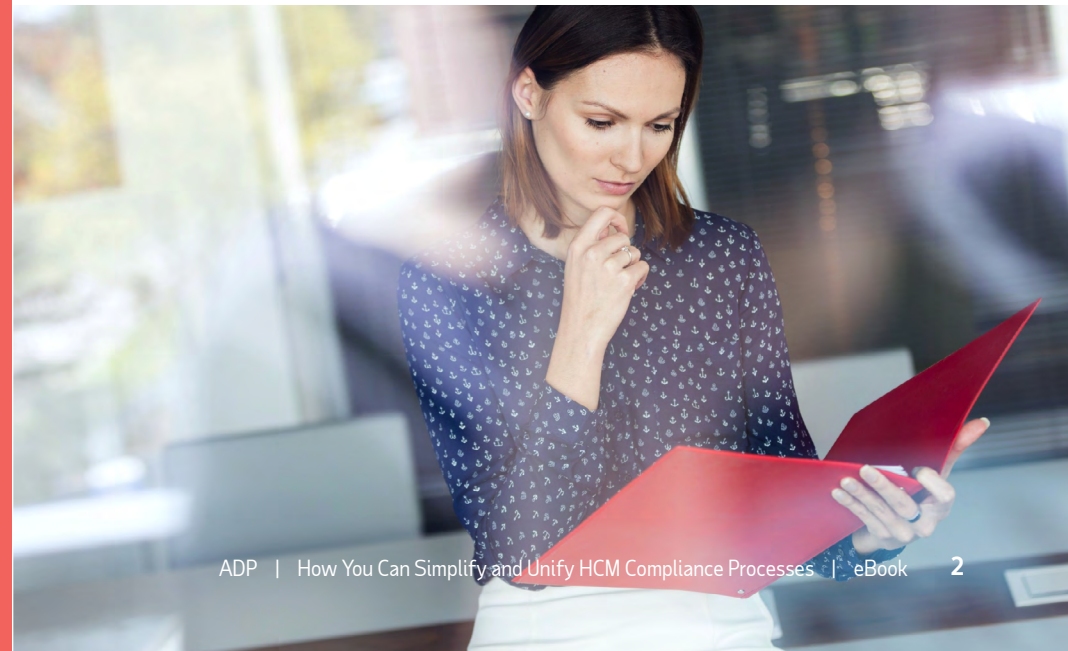
The Challenge:

Compliance requirements are complicated, varied, and change rapidly



Growing regulatory burdens combined with increased monitoring, new reporting requirements, and continual changes make it tougher than ever for you and your staff to comply with all the requirements, all the time.

You routinely face new regulatory demands, and not only do requirements change often, but they also vary widely depending on the states and localities in which you operate. Even when you know change is coming, your people must absorb the knowledge, determine its impact on your specific situations, and implement necessary updates in the systems and processes they use.





Compliance requirements are complicated, varied, and change rapidly

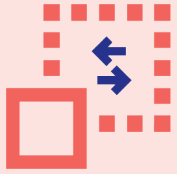


3 out of every 4 companies are bracing for more regulation.*

The usual approaches to compliance can put you at risk for financial penalties, audits, and lawsuits—all of which may directly and negatively impact your company's bottom line. Not to mention the burden of stress on you and your staff.

Fortunately, there is a solution. ADP SmartCompliance® integrates with HCM systems to simplify and unify a multitude of compliance processes using technology and specialized service. Processes like payroll tax filing and remittance, end-to-end wage garnishment management, electronic distribution of earnings and employee financial wellness tools, Affordable Care Act data management, reporting and compliance, and even direct reduction of tax liabilities through hiring and other types of tax credits and incentives are unified in one solution that is configurable to meet your specific needs.

*Thomson Reuters, Cost of Compliance Survey 2019: Nothing is Certain Except Regulatory Change, September 2019



Scale compliance solutions as needed

HCM compliance is comprised of an array of processes dictated by different regulatory bodies. One-off solutions or in-house manual processes may cover some regulations and agencies but can leave you vulnerable in other areas.

ADP SmartCompliance integrates seamlessly with your HCM systems with the added benefit of providing a single point of contact, data and service for your major compliance functions. And because the solution is configured to serve your organization's specific needs, you can quickly scale your operations either up or down to meet the evolving needs of your business.

Configurable, comprehensive solution:

Integrates with HCM systems from ADP, Workday®, SAP®, Oracle®, Infor® and others as a single, configurable solution to address multiple HCM compliance processes.



Automatically change when requirements change

Staying current with a growing volume of regulatory requirements is hard. There are numerous agencies at the federal, state and local levels creating rules, and all with varying timelines. And as your own business evolves, you may encounter new regulations you've not faced before, making it easy to miss something.

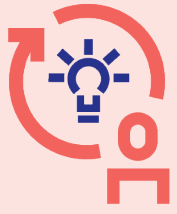
With ADP SmartCompliance, you can leverage integrations and data exchanges with government agencies that are built into a technology-enabled service model and based on direct human relationships with agencies at all levels. Your HCM compliance processes will adapt in sync with new statutory requirements.

With processes and tools that are automatically updated when legislative changes occur, you can reduce the time your staff spends to research, understand and implement new requirements, so your team's efficiency and effectiveness can improve.

Agency relationships:

ADP invests in relationships and data exchanges with government agencies at the local, state, and federal levels.





Benefit from compliance experts acting on your behalf

It's growing more challenging for your team to track and maintain compliance as your business changes and legislative requirements expand.

With ADP SmartCompliance, you gain the full support of specialist teams with deep domain expertise for each compliance process. When your staff faces new situations, manages exceptions, or has complicated compliance questions, they can connect directly with specialists by phone, online chat, and secure filesharing systems.

Your staff will save time because they will no longer need to engage multiple internal departments for research and answers. Your team will be able to focus on critical issues that impact your business the most.



Compliance service experts:

Specialist teams with deep domain expertise for each compliance process.



Simplify and unify HCM compliance processes today

When you work with ADP to build a comprehensive, scalable compliance foundation that's integrated across your organization's HCM compliance processes, the work of HCM compliance can cease being a burden and become an opportunity for your organization.

ADP SmartCompliance gives you a comprehensive solution that's configurable to your company's current and future needs. You'll have the tools to manage and understand the full breadth of your company's HCM compliance activities. You can leverage experts who are veterans of various regulatory agencies. And you'll have professionals with domain expertise in various compliance areas working directly on your behalf.

When you have ADP SmartCompliance integrated with your HCM systems, you can:

- Streamline your efforts across multiple HCM compliance processes
- Gain peace of mind that your efforts are in sync with current statutory requirements
- Support your staff with a directly accessible service team who understand your company and its various HCM compliance needs



For more information and a personalized demo:



Call 855-404-8683 or visit
adp.com/losetheburden

ADP, the ADP logo, Always Designing for People, and ADP SmartCompliance are trademarks of ADP, Inc. All other trademarks and service marks are the property of their respective owners. Copyright © 2021 ADP, Inc. All rights reserved.

