

How You Can Help Shield Your HCM Compliance Processes from Disruptions



Always Designing
for People™

The Challenge:

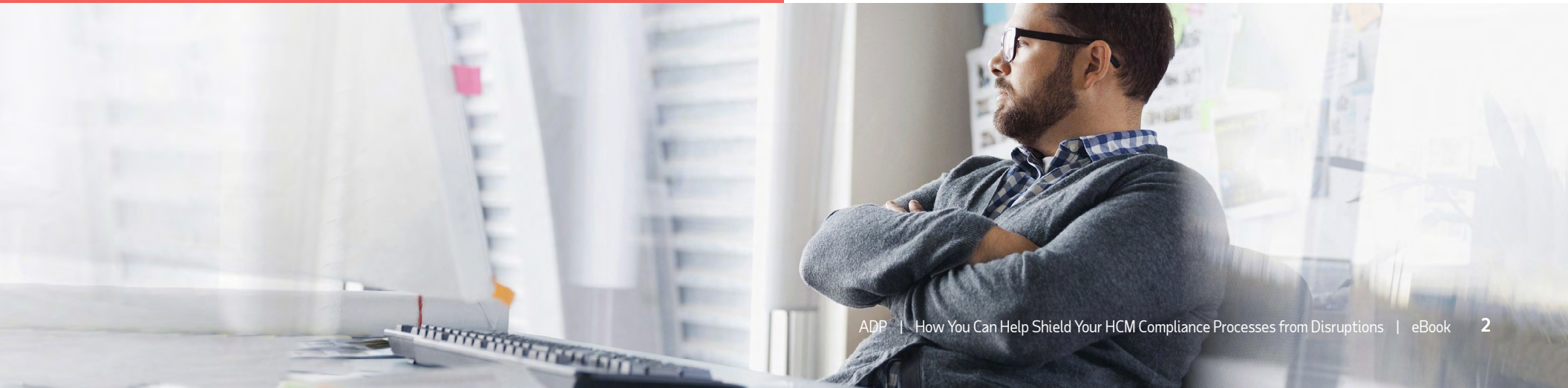
Change can threaten compliance and continuity



Change can be predictable, for instance, a merger, a technology shift, or an office move. ----->

But what about changes you don't see coming?

When something surprising happens, you often have new problems to solve, and quickly. New legislative or reporting requirements mean more work for your staff and can impact your workers directly. Natural disasters can bring business to a halt or make it difficult to pay your workers. Incompatible technology used by a merger or acquisition target can slow the gears. Disruptions due to malicious or accidental events can force a sudden shift in both the size of your workforce and where they need to work.





Change can threaten compliance and continuity

More than **90%** of IT and business leaders say they've experienced some type of business disruption in the past two years.*

* IDC, The State of IT Resilience, August 2019

Most companies work to overcome these disruptions by diverting internal resources or hiring outside consultants or contractors. But these strategies are both time-consuming and costly—and they focus on reactive rather than proactive compliance. Instead, why not prepare for the unplanned?

With ADP SmartCompliance® you can connect your HCM systems to a HCM compliance solution that helps mitigate the impact of disruptions on your organization and your workers. You'll have support across the U.S. regardless of where your company operates or your employees work. You will have technology and support for key HCM compliance processes that impact both regulators and workers. Processes like payroll tax filing and remittance, end-to-end wage garnishment management, electronic distribution of earnings, employee financial wellness tools, Affordable Care Act data management, reporting and compliance will be supported by ADP resources with a proven track record of weathering storms, both figurative and literal.





Operate seamlessly through times of change

Whether it's an unforeseen external event like a natural disaster or a planned internal event like a merger, any change can create compliance headaches.

With ADP SmartCompliance, you'll be backed by people, processes, and technology to help protect your business during disruptions. Even if your workforce is displaced, you'll continue to get support to help meet your HCM compliance requirements and care for your workers.

ADP SmartCompliance allows you to implement solutions such as electronic pay to help avoid delays in workers receiving earned wages, and the cloud-based system lets staff continue to manage critical compliance processes from remote locations.

Using ADP SmartCompliance, you can have compliance work follow your employees instead of the other way around. You'll ensure your teams can focus on mission-critical tasks like payroll even if your offices are closed. And that means you'll be better positioned to protect your workers and your organization.

Business continuity support:

People, processes, and technology to help protect businesses during disruptions.



Have a compliance system in place wherever your business takes you

Whether you're expanding into new geographical markets, facing new pay requirements, or dealing with a scattered workforce, managing compliance requirements across numerous jurisdictions is difficult. Layer on changing requirements and other complexities and growing into new locations can quickly create scaling issues for your HCM compliance work.

With ADP SmartCompliance, you can leverage tools and processes designed for 50-state compliance, supporting you no matter where you operate or your employees work. With our national footprint and compliance service teams, you'll stay current with federal, state, and local compliance requirements effortlessly.

Integrating ADP SmartCompliance with your HCM systems allows you to flex your workforce during disruptions, staffing where you need, and ensuring your compliance processes adapt to the requirements in new locations. You'll also have the resources you need to meet evolving needs like new forms of pay, demands for financial wellness programs, or alternative workforce strategies.

Compliance everywhere:

Complete, 50-state compliance support regardless of where businesses operate today and in the future.





Improve stability with a trusted leader in HCM compliance

Turning to a company for help with increasingly complex compliance requirements shouldn't expose you to other risks like concerns about scaling to your volume or weathering economic downturns.

With ADP, you get compliance support from a company trusted by 90% of the Fortune 100*. You'll gain the capacity that high volumes and complex requirements demand because ADP is one of the largest, publicly traded providers of cloud-based HCM services.

You'll also gain the confidence and stability that comes with ADP's financial strength, along with the resources created by ADP's continuous investment in technology advancements and ongoing research into developing best practices.

When you work with ADP, you will benefit from the experience we have acquired through years of helping thousands of companies manage through disruption events of nearly every sort.

* ADP internal client data compared to the 2020 Fortune 100 list of firms.

Financial security and stability:

Compliance support from a company with a proven track record, relied on by the largest and most successful companies.



Shield your company from the unexpected

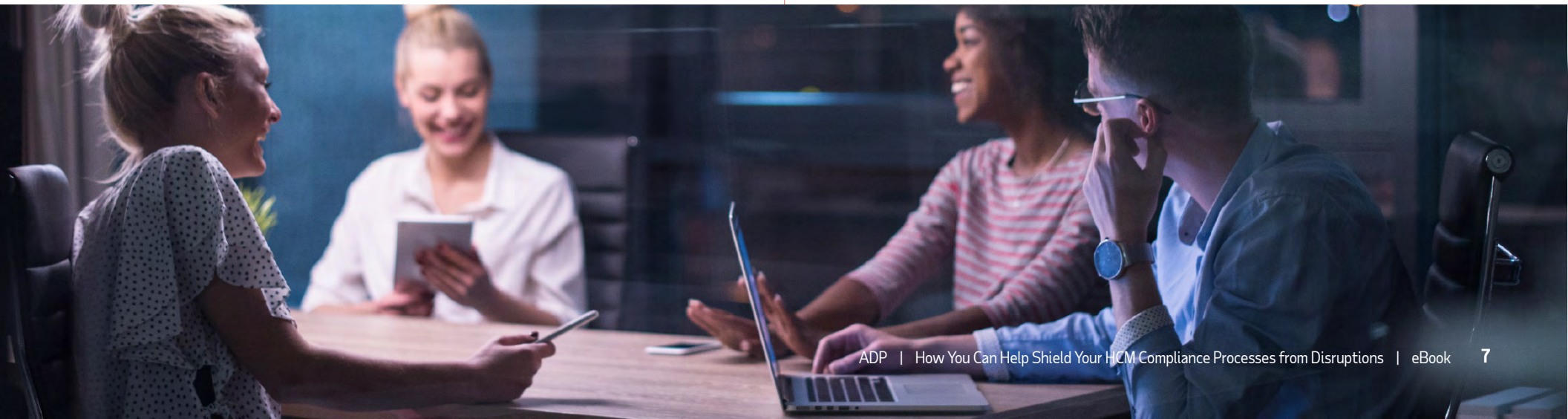
When you work with ADP to build a comprehensive, scalable compliance foundation that's integrated across your organization's HCM compliance processes, the work of HCM compliance can cease being a burden and become an opportunity for your organization.

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.

With ADP, you can:

- Combine a comprehensive, integrated compliance foundation with deep domain expertise
- Keep your compliance efforts current and scalable
- Be prepared to immediately handle any new requirements as your business changes

With ADP, you're positioned to proactively mitigate events that could expose your company to risk



Want to know more?

Please visit us online to get started.

For more information and a personalized demo:

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



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