Today, employees want workplace technology that understands who they are and what they need — just like the personal apps they use in daily life.

In order to feel valuable, HCM solutions must do way more than keep records. These systems should equip everyone in your organization to take confident action, at any point in their professional journey — from taking leave, to networking and learning, promotions and more.

Lyric's innovative machine learning and artificial intelligence, all drawing from the industry's largest HCM dataset, provides proactive assistance and intelligent recommendations for users in their day to day, empowering everyone to perform their best no matter where they work.

WORK IN YOUR OWN VOICE

Say goodbye to generic menus and complex navigation. Whether you're submitting a time-off request, locating pay information, or trying to update personal data, you can **type keywords or phrases right on your homepage**, and be effortlessly guided to the information you're seeking.

INFORM EVERY DECISION WITH DATA

Make more confident workplace decisions with trusted analytics. With data points such as compensation benchmarks, overtime rates and demographic insights, all embedded directly into workflows, **executives and leaders can leverage crucial information right when they need it.**

CONFIDENTLY ADAPT AND PLAN FOR THE FUTURE

Drawing from the industry's largest HCM dataset, Lyric helps you forecast employee turnover, skill requirements, new hire success, risk of burnout and more.

With Lyric, your HCM system will no longer act as a static repository for information; it will be a dynamic system that proactively serves information and recommended actions to help leaders **react to their organization's needs today and confidently plan for the future.**

EMPOWER EVERYONE TO TAKE ACTION

Curate every employee's journey with **individualized recommendations based on their role, needs and situation**. Recommended steps and tailored To-Do's suggest learning paths, recommended wellness offerings, or other administrative reminders.

TRUSTED DATA FROM THE ORGANIZATION THAT PAYS 1 IN 6 EMPLOYEES

Reliable data based on 1 million clients, 140 countries, and 41 million wage earners globally

UNLOCK A DEEPER UNDERSTANDING OF YOUR WORKFORCE

Discover key insights about your workforce through ADP's award-winning story board approach. Dive deep and better understand into areas such as pay equity, turnover probability and cost, top performers, compensation benchmarks and more.

ASK — AND ANSWER — WHATEVER QUESTIONS YOU HAVE

Encourage decision-makers, leaders and practitioners to ask — and answer — practically any question when it comes to their organization. Lyric's advanced reporting enables users to select the precise data they need to easily create custom reports.

ADJUST WORKFLOWS TO ALIGN WITH BUSINESS PRACTICES AND REGULATIONS

Lyric learns and interprets complex organizational information such as policy documents, travel guidelines, and pay groups, and combines it with knowledge of local and global regulations, to proactively provide policy recommendations and ensure employee asks are compliant and aligned with business requirements.

> "Lyric HCM brings a whole new level of data analytics to us. We are able to see and do things that we've never been able to do before, which gives us more insight into our workforce, helps us understand our workforce a little bit better and predict what's going to happen."
>
> **—Jane Luers, VP of HR Opaa!**

To learn more about how Lyric's intelligent design helps you listen, engage and empower everyone in your organization, visit **adp.com/LyricHCM**

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