ADP SMARTCOMPLIANCE®: INTEGRATION WITH WORKDAY

Always Designing for People®

TABLE OF CONTENTS

Compliance overview

Maintaining HCM-related compliance with ever-changing legislation is a complex undertaking. New regulatory demands arise frequently and the window for compliance is sometimes short. Not only do requirements change often, but they also vary widely, depending on the states and localities in which you operate.

HCM-related compliance solutions that integrate with your Workday solution can help your organization maintain HCM-related compliance, mitigate risk, improve efficiencies and drive growth. In addition, the right compliance solution, when optimally integrated with your Workday payroll solution, can free up your staff to focus on their primary roles, secure in the knowledge that compliance is being handled properly.

Integrating compliance capabilities into your Workday HCM system helps enable you to:

Maintain control over core administrative and strategic functions such as onboarding, payroll and applicant tracking.

Reduce the organizational burden from activities such as payroll tax filing, wage payments, wage garnishments, tax credits and others that are not core to the business.

Help stay compliant and minimize risk.

Key compliance processes

Payroll tax

- Federal, state and local payroll tax filing

- Simplify tax compliance and reduce risk

Wage garnishments

- Process liens, provide required notices and disburse funds to agencies and payees

- Balance cost, efficiency and compliance risk

Tax credits

- Capture and process multiple tax credit types for which you are eligible

- Increase tax savings from eligible applicants

Electronic pay

- Pay cards and direct deposit

- Drive electronic pay adoption and reduce costs

W-2 management

- Generate, distribute and post W-2/W-2C statements

- Handle statements securely and efficiently

Employment verification

- Automated verification of employment and income

- Verify status efficiently and safely

Affordable Care Act (ACA) compliance

- Determine health coverage eligibility and plan affordability, and send notice of coverage options

- Furnish and file federal forms, state reporting and penalty management

Unemployment claims

- Manage claims with hearing representation, filing appeals and auditing benefits charges

- Streamline claims administration and help mitigate risk

Why ADP SmartCompliance® solutions are the smart choice for Workday customers

When it comes to HCM-related compliance, ADP has you covered with purpose-built solutions that easily integrate with Workday. Clients who trust ADP to deliver their compliance solutions know that they are in good hands **for the following reasons:**

1 **You've chosen a tech-forward ERP, now choose a tech-forward compliance solutions partner**

ADP compliance solutions use API integrations that connect directly to your Workday HCM system, essentially eliminating the manual labor and spreadsheets associated with batch data file transfers. API integrations provide a modern way to move and manage data, without the need for in-tenant handling that requires human access to your systems and manual data manipulation.

With an ADP-Workday integration, you may be assured of the following benefits:

- Workday compatibility – as Workday evolves and upgrades its system, ADP will be in lockstep with any changes – no action is needed on your part.

- The time to install an ADP integration is short. We have specially trained system integrators (SIs) who understand how to complete an API integration quickly and with little effort on your part. We've even had some tech-savvy customers install SmartConnect® on their own without an SI. SmartConnect is our next-generation integration platform with the most Workday badges; it securely and reliably exchanges data between Workday and ADP.

- Scalability – as your business changes and grows, ADP integrations scale as well, practically reducing the need to add new employees to manage the additional work required of an in-tenant solution.

- State-of-the-art technology that is secure, instant and accurate, as opposed to manual (human) intervention that is often slow and fraught with errors. Our integrations preserve your data and keep it clean, rather than having you deal with manual data manipulation to achieve integration with back-end compliance engines.

- Badged or certified integrations – ADP works hand in hand with Workday to develop integrations and currently has the most badged integrations of any Workday partner.

- Legislative changes are built into ADP's post-payroll service offerings, without burdening the Workday system, to keep you always compliant with the most recent legislation.

- Your IT department won't need to manage any integration but can focus instead on business operations and other critical tasks.

2 You may already work with our system integrators

ADP has formal alliance relationships with key SI partners so that joint solutions can be offered by a single partner for a comprehensive, managed solution, streamlined sales process and simplified client experience.

SI partners include:

- Accenture
- Deloitte
- IBM
- Alight Solutions
- Avaap
- Cross Country (CrossVue)

- Collaborative Solutions
- KPMG
- Mercer
- PwC
- TopBloc

3 Service with a human touch

Traditional human-based service interactions are a hallmark of ADP. We have trained experts in key areas of compliance to take much of the work required to stay compliant off you and your staff. When you need to contact someone for help, ADP has the expertise required for each of our compliance solutions to help answer your most pressing questions, quickly and accurately.

4 Compliance is in our DNA

For over 70 years, ADP has had compliance at the core of every solution. Other providers offer compliance services as an aside, but HCM compliance is not their core strategy. ADP's compliance solutions are integrated directly with your Workday system. Our capabilities are broad, and we can easily pivot when there are changes to legislation or the Workday product. We embody everything you're looking for in a compliance solution, from an understanding of legislative updates to product development, agency relations and service expertise. We can adapt quickly to changes in compliance because that's what we do – HCM compliance is our focus.

What ADP offers that others don't

In addition to ADP's more than 70 years of compliance experience and 20 years of experience integrating with various HCM platforms, ADP has successfully integrated ADP SmartCompliance® solutions in thousands of Workday instances.

Our integrations allow us to work in lockstep when implementing compliance solutions with Workday and we have built meaningful relationships with the SIs who support Workday. Our dedicated integration team provides a streamlined integration and implementation experience, and we have Workday specialists in our implementation group to help ensure that you have an optimal experience.

As partners with Workday for over 10 years, we have built scalable and repeatable integrations that our joint clients can rely on to seamlessly transfer data without any concern for human error. And we have the most badged integrations via a single standard Integration platform for all compliance solution services.

LEARN MORE TODAY!

Speak to an ADP specialist to learn more about how ADP compliance service solutions integrate with Workday.

Visit us here, or contact us at:
855-884-4626

With over **1,800 joint Workday clients**, we've received overwhelming feedback that they don't want numerous nameless third-party employees accessing their confidential Workday tenant due to modern data security concerns and risks. This is why we developed Smart Connect API integration for Workday clients. ADP associates have no need to access your confidential tenant in order to deliver our compliance services. Our integrations are modern, safe and secure.

ADP®

Always Designing for People®