



Unleashing the power of ADP® DataCloud

Better data provides relevant, actionable insight. That's why we created ADP DataCloud - to equip HR professionals with a powerful tool that delivers workforce analytics, so they no longer have to make important decisions based on gut instinct alone. With clean and easy to understand data, users can present insights, trends and patterns clearly and concisely.

ADP pays one out of six Americans - that's nearly 40 million paychecks processed each month. It's this unique data that makes up ADP's benchmarking data-set, drives our ADP predictive workforce model and allows today's payroll and HR professional to quickly earn the trust and credibility of their leadership team when making data-driven recommendations.

Show the strategic value of payroll and HR with detailed information on:

- Attracting top talent
- Driving diversity, equity and inclusion (DE&I)
- Maximizing employee retention

Learn how these four clients help their companies become more strategic with ADP DataCloud.



Suzanne Harris
Vice President, HR
NexusTek



Shannon Carson, SPHR
Senior Vice President,
Compensation, Benefits &
HRIS Manager
Heritage Bank



Delta Mitchum
Director of HR
Thomas Concrete Inc.



Ariel Sanchez
HR Coordinator
Florida Keys Aqueduct Authority

On showing the strategic value of HR

Suzanne Harris: With ADP DataCloud, I was able to build a more strategic relationship with our leadership team. Our CEO, like most executives, appreciates data and statistics. He's always known ADP for its payroll expertise, so he was excited we had a strategic tool available to us. He relies on me to provide data to him quickly, and it does just that. No one at the executive level makes decisions without data and ADP DataCloud provides us the information no other HCM provider has and the confidence to do what's best for our organization and our workforce.



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If you want to create an effective HR team, you must embrace the data. With ADP DataCloud, we've gone from being considered an administrative function to growing our reputation as a strategic department. We're able to measure and act on the impact of not just HR initiatives but projects company wide. Knowing we have DataCloud, our people managers and executive team regularly reach out and let my HR team shine.

Shannon Carson: My HR team is poised as a strategic partner and ADP DataCloud is the tool that helped us get there. When board members gather to focus on strategic planning, ADP DataCloud's analytics module helps them make well-informed decisions, using a data-driven approach. HR is now finally seen as a consultant and collaborator because we're able to present recommendations backed by actual data.

On making real-time decisions and reporting

Delta Mitchum: Before ADP, it could take days to pull reports. There was just one individual who knew how, and if he wasn't available, we couldn't get them. Simply put, the reporting wasn't user friendly, not like what we have now. With ADP DataCloud, important information is accessed immediately, allowing me to help my wide range of stakeholders: from senior leaders to people managers and even vendors. Additionally, I can easily configure how reports are displayed, highlighting data that's important to me, rather than being stuck with a format that was given to me.

I'm saving so much time. Running Equal Employment Opportunity Commission (EEOC) reports using ADP DataCloud has been life-changing. With a previous vendor, I would manually build reports to include all our locations and employee demographics. It was daunting and something I dreaded every year. With DataCloud, our payroll manager creates a report that's automatically uploaded to the EEOC portal. What used to take up to three full days is now just a straightforward upload.

On intelligent recruitment

Suzanne Harris: ADP DataCloud's salary benchmarking guides how and where we spend our budget, whether we're offering a competitive wage and if we need to re-examine the markets we're recruiting candidates from. Since it's updated monthly, we can quickly identify trends and adjust our talent strategy to make the most of our recruitment dollars.

Ariel Sanchez: Our executives encourage hiring managers to participate throughout the entire hiring process. It's easy with ADP DataCloud. Managers are well supported with completed job descriptions identifying pay grades and compensation, job requirements, payroll tiers and more.



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On predictive turnover

Suzanne Harris: ADP DataCloud supports retention activities, ensuring our talented and skilled employees remain engaged in the workplace. We can even pinpoint where potential turnover trends are starting, specifically the department and role. This is huge and lets our team identify and address areas of concern.

On compensation

Shannon Carson: I like that ADP's benchmarking data, especially when it comes to salaries, stems directly from their client's payrolls. We're not relying on questionable external surveys or what people self-report. There's nothing more accurate or more valuable to the HR professional than actual, anonymized payroll records when they're determining a role's compensation package.

Suzanne Harris: We use the ADP DataCloud's analytics and benchmarking tools not just during annual compensation reviews, but throughout the year, especially when we're budgeting for and introducing new roles to the team.

We've made at least five acquisitions in the last five years. As a result, we've needed to develop one organization wide compensation philosophy. After all, retaining employees after an acquisition is crucial and ADP DataCloud's salary benchmarking tool allows us, prior to acquisition, the ability to determine if our compensation levels are competitive.

On DE&I initiatives

Suzanne Harris: NexusTek operates in a male-dominated industry. ADP DataCloud helps us set, measure and meet our DE&I strategy and goals, ensuring we are continuously moving the needle in an upward direction. It's so easy to see this data with the ADP DataCloud DE&I dashboard. You can very quickly assess exactly where you are at any given time.

Gain valuable insights with ADP DataCloud

Get the tools you need to turn data into action. ADP DataCloud is a powerful solution designed to help you deliver actionable insights to all the right people in your organization.

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ADP pays one in six Americans. That's a tremendous data set that helps us see the trends in our workplace, supports our business decisions and instills the confidence in the success of our initiatives."

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Vice President HR
Nexus Tek



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