ADP Workforce Now®

Global system of record for HR and payroll

Break free from disconnected HR and payroll systems

Handling payroll is complex, especially for businesses operating internationally, due to unique regulations, local data requirements, and banking systems in each country.

ADP Workforce Now simplifies managing payroll, HR, and other employee-related tasks globally and provides insights and more control across all the countries where you operate. Unlike other global payroll providers, ADP Workforce Now's global payroll and HR connect seamlessly, enhancing data accuracy and efficiency across all countries and further enabling your compliance efforts.

Track and manage your people, wherever they work:

- Use a global system of record to manage data and standardize practices across HR and talent management, giving you new insights and more control

- Get a single view of your employee data to help plan and manage your global workforce more easily

- Simplify head count integration during mergers and acquisitions

- Facilitate rapid expansion into new countries using a centralized approach to HCM

- Adopt unified and integrated processes and tools, using the same look and feel worldwide, to increase efficiency
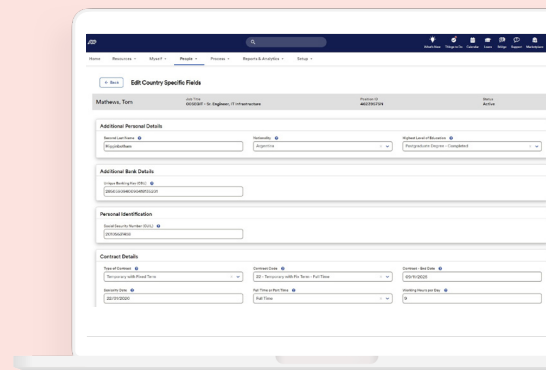
With ADP Workforce Now, companies can track and report on employee and personal information, performance-related information and workforce management information for international employees.

Global system of record key components:

- Currency conversion
- International address and tax ID support
- Global reporting
- Data protection
- Interface for global payroll

Support for your international employees

ADP Workforce Now is designed for companies headquartered in North America that have a global workforce. While it is optimized for use in the U.S. and Canada, companies find its capabilities helpful for managing a global workforce.

ADP
Always Designing
for People®

International address and tax ID support

ADP Workforce Now supports internationalization for tax identifier, addresses and phone numbers entered and maintained in the system. For tax identifier, it helps ensure the tax identifier is the proper length and has valid characters, based on the tax identifier type to help improve data accuracy, reduce manual work and save time.

Similar to the tax ID, employees' addresses are also validated upon entry. For example, Mexico has a postal code — not a zip code — which is what will be displayed.

Want to learn more about how ADP Workforce Now can help you go global?

Contact your ADP representative today, or go to **adp.com/workforcenow**

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Currency conversion

HR practitioners and managers can support multiple currencies within ADP Workforce Now to track information and convert pay rates and pay grades.
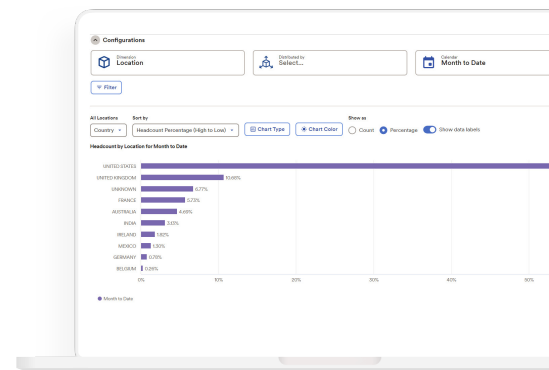
Currency can be selected for each pay rate and changed at any time based on the effective date entered by the manager or practitioner. In addition, clients can manage and edit currency conversion rates on their own.

Currency Pair	Conversion Rate	Effective Date
AUD/EUR	1 AUD = 0.50833 EUR	2024-08-05
AUD/GBP	1 AUD = 0.50833 GBP	2024-08-05
AUD/INR	1 AUD = 54.5281 INR	2024-08-05
AUD/USD	1 AUD = 0.65099 USD	2024-08-05
EUR/AUD	1 EUR = 1.67568 AUD	2024-08-05
EUR/GBP	1 EUR = 0.85208 GBP	2024-08-05
EUR/INR	1 EUR = 91.385 INR	2024-08-05
EUR/USD	1 EUR = 1.09101 USD	2024-08-05
GBP/AUD	1 GBP = 1.96599 AUD	2024-08-05
GBP/EUR	1 GBP = 1.17328 EUR	2024-08-05

In the Workforce Now talent module, currency fields are available in recruitment for compensation questions, salary fields and requisition costs.

Global reporting

Using ADP Workforce Now as a global system of record solution provides easy access to international employee data for consolidated reporting. Easily run global head count reports, look into compensation changes or perform a cross-currency compa-ratio analysis to gain insight into global compensation.

Data protection

Regulations and laws governing data privacy continue to be adopted across the globe. ADP tracks global privacy developments and implements practices and processes to help our clients meet their privacy compliance obligations. In addition, ADP develops our offerings using privacy-by-design.

ADP's global privacy is founded on our Binding Corporate Rules. The "gold standard" for data protection compliance worldwide, our BCRs are a set of practices and commitments approved by European data protection authorities. For clients, our BCRs protect data of their European employees and form the basis of our privacy programs around the world.

With all of your data in a single, global system of record, you'll be well positioned to make strategic improvements across the board, such as:

- Having a consolidated and consistent view of global HR data for tracking, auditing, reporting and analyzing

- Managing, relocating or hiring a global workforce

- Reducing time spent on HR administrative tasks

- Using your HR data and activities to implement and support other aspects of your global human capital management strategy