

ADP India receives award for Excellence in Gender Inclusivity

We are very pleased to announce that ADP India has won the “National Association of Software and Services Companies (NASSCOM) Corporate Award for Excellence in Gender Inclusivity”. Representatives from the ADP India office had the privilege of receiving this award on Wednesday, November 19, 2008 at a ceremony coinciding with the NASSCOM IT Women Leadership Summit in Bangalore. This award was in the category of “Best Emerging Companies” and ADP was chosen from a pool of 29 applicants.

“It is an honor for ADP India to have won the NASSCOM Corporate Award for Excellence in Gender Inclusivity, said Shakti Sagar, Managing Director- ADP India. The award criteria of business rationale, senior leadership support, communication, accountability and measurable results demonstrate the commitment and progress made by ADP India and is recognition of our efforts to promote gender diversity as a part of overall diversity initiatives.”

This award honors companies in the IT-BPO (“Business Processing Outsourcing”) industry which have implemented outstanding practices that promote gender empowerment and women leadership development. They recognize efforts made by companies through policies, procedures and processes to foster inclusivity and innovative programs, which are targeted at strengthening gender inclusivity in the work place. The awards are judged by a highly reputed independent panel associated with the industry.

“ADP India has made significant progress over the past year in implementing practices and policies that support gender empowerment and leadership development”, said Steve Penrose, Senior Vice President. The Diversity Council, comprised of 12 members from diverse levels, background and functions, was established to support development and implementation of the programs. The Council is focused on mentoring programs, equal opportunity employment policies, recruitment, retention and succession planning processes. They have implemented several policies and guidelines that benefit women in the workplace such as offering flexible work schedules, extended childcare leaves, and back to work programs that enhance the ability of women to transition back into the workforce after child birth. “These initiatives have served to assist women that wish to have families, as well as careers”, added Shakti.

ADP India’s population is comprised of 36% female associates and this number is growing. Aruna Bala, who has been with ADP for 1 ½ years shared her feelings about

the award and working at ADP. “Work life balance has been a cake walk with this awesome care. I can just say it is possible only at ADP.”

We are very proud that the efforts of ADP India to promote gender diversity as a part of the overall diversity and inclusion initiative have been recognized. . We thank and congratulate all of the associates for their engagement and outstanding support. This further solidifies our commitment to continue to be an Employer of Choice and World Class Service organization both domestically and globally.



Pictured from left: Mr. Som Mittal, President, NAASCOM, Ms.Hema Ravichandar, Strategic HR Advisor, NAASCOM. Holding Award & Certificate - ADP associates Subhadra Vattikota, Seema Chinchore, Kashmira Sivaraman & Shakti Sagar.

