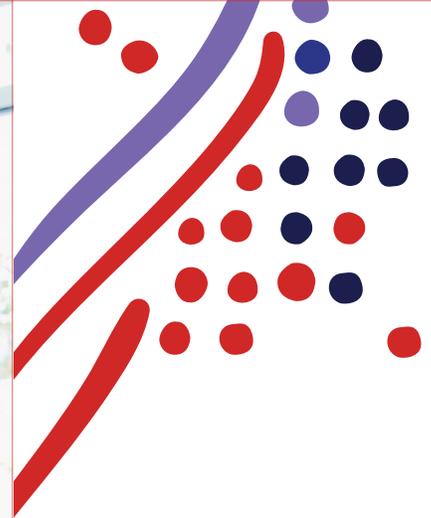


ADP Workforce Now®

Transform how great
work gets done



rkl
SOLUTIONS



Always Designing
for People™



Today's mid- and large-sized companies are increasingly leveraging technology to integrate the right systems and support their growing HR challenges. From finding, hiring and engaging the right people to managing health care compliance and regulatory changes, companies need a human capital management (HCM) platform that's flexible and scalable to their needs.

Unlock a world of opportunity

With nearly three-quarters of a century helping businesses succeed, we built ADP Workforce Now® with you in mind. We've got your back — from helping startups put the right payroll solution in place that easily scales as the company grows, to handling all the HR, benefits, talent management, employee engagement and payroll responsibilities for large enterprises, and everything in between. ADP Workforce Now is the culmination of deep experience, extensive research and insightful feedback from our users.

Components of ADP Workforce Now:



Talent Management



Time and Labor



Payroll and Tax Filing



Benefits Administration



HR Management

There's rarely a one-size-fits-all HCM solution. With ADP Workforce Now, we offer more than technology, so you can choose the best solution for your business while remaining scalable to meet your future needs. Whether it's stand-alone technology or full-level service with HR outsourcing, ADP offers reliable options to meet you where you're at and get your business where it's going.

Software + Expert Support

Get all-in-one payroll and HR management software plus dedicated support

Software + Outsource Execution

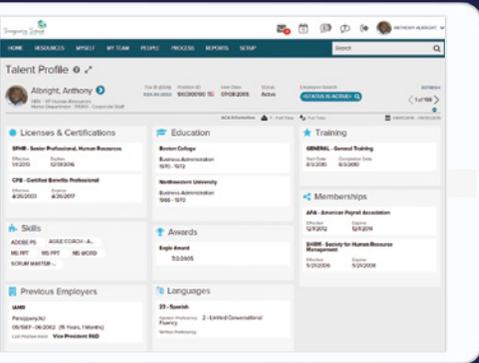
Get all-in-one software and a team of ADP experts who can help tackle your business' HR, payroll and benefits administration needs

Software + PEO*

Get all-in-one software, a dedicated team of HR experts, and Fortune 500-level benefits through our Professional Employer Organization (PEO)



*Not available in Canada or for organizations with 1000+ employees



HR Management Talent Profile Dashboard



Payroll Statistical Summary View

Make ADP Workforce Now your own

ADP Workforce Now is the flexible, comprehensive HCM solution you're looking for. Designed in a single database, this adaptable, all-in-one platform helps you manage your workforce, reduce administrative tasks and stay compliant while creating a seamless experience for your organization.

HR management

Transform HR management from an administrative function to a vital, strategic part of your business. Automate and streamline key needs such as employee recordkeeping, new hire onboarding, policy acknowledgment, workforce reporting, employee status changes, compliance tracking and reporting, and more.

Payroll and tax filing

Experience payroll and taxes made easy with the best-in-class solution that quickly and accurately processes payroll and provides anytime, anywhere access for your employees. Minimize mistakes with automated federal and state tax calculations and ease your pay-related compliance worries.

Time and labor management

Boost productivity, control costs and manage compliance with automated timekeeping and scheduling, plus web-based and mobile self-service that provide real-time visibility into attendance, time off and overtime.

The winning solution



Awards



2007 - present
Fortune
 World's Most Admired Companies
 13 consecutive years



2016 - present
Security Magazine
 ADP Ranked #1 Among Business Service Peers
 three consecutive years



2013 - present
NelsonHall
 NEAT Leader
 six consecutive years

Talent management and employee engagement

Leverage this solution to recruit, develop, engage and retain employees. Turn exceptional new hires into stellar performers with performance management tools, and retain them with the right pay with support from compensation management features. Reliably measure employee engagement in real time and increase it with our impactful employee engagement tool.

Benefits administration

Provide your employees with great benefits and control your costs. Enjoy easy setup and year-round support. Streamline your benefits administration and employee communications. Access detailed status reports, and take advantage of electronic invoicing to your carriers. Enable employee self-service with open enrollment available via mobile and desktop.

Cross-border capabilities

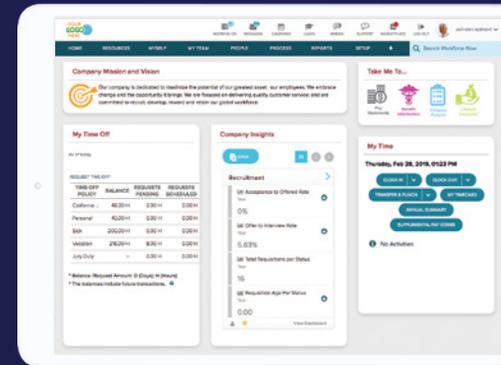
Manage your workforce both in the U.S. and Canada with these cross-border features:

- Applicable tools and templates based on employee locations
- Seamless look and feel for all employee tasks, whether in the U.S. or Canada
- Intuitive interface that identifies the location of employees quickly and drills down for country-specific information

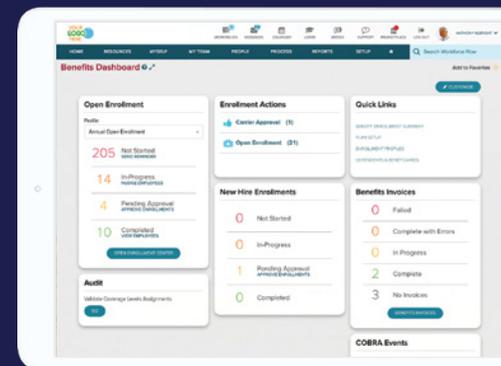
ADP Workforce Now is scalable, so as we grow, I know it's a product we won't have to change in the near future. We can expand with this product.

Lisa King,
Senior Vice President HR, Washington Federal

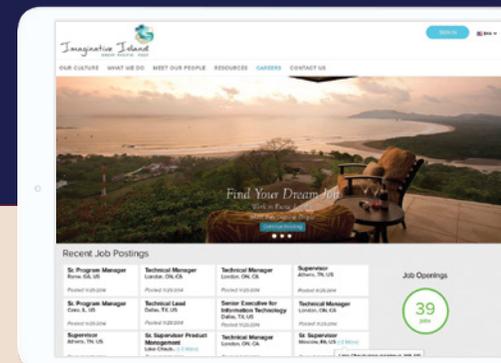
Top peer-rated HR solution:



Employee Homepage

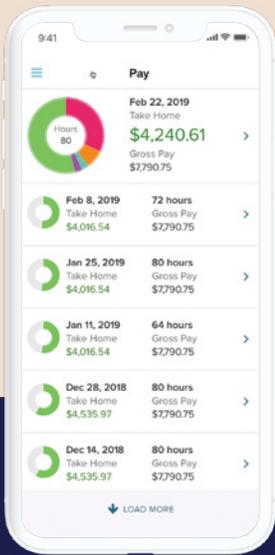


Benefits Practitioner Dashboard

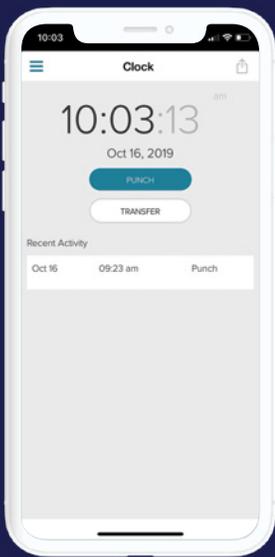


Company-Branded Recruitment Career Center





Mobile Pay Year to Date



Mobile Clocking — Time Punches

Complementary tools, services and support

ADP Workforce Now helps make you and your employees feel confident, knowledgeable and ready to take action.

- **Employee self-service and mobile app:** Increase employee satisfaction and minimize the administrative burden on HR with self-service on any device. Equip employees and managers with anytime, anywhere access to their payroll, benefits, time and more so they can take action at their convenience with the most downloaded free business app.¹
- **Reporting:** Turn your workforce data into powerful insights. Unlock a deeper understanding of your workforce by revealing potential issues, patterns and trends in performance, turnover, engagement and compensation.
- **Compliance, security and data privacy:** Gain peace of mind and confidence. Track data needed for compliance reporting and filing. Stay up-to-date and a step ahead of compliance-related rules and trends with alerts and in-house experts, including more than 1,000 Certified Health Care Reform Specialists (CHRS). Protect your information from loss, misuse, unauthorized access and alteration with ADP's industry-recognized security safeguards to help protect.

ADP was named #1 in the Security 500 by Security Magazine for the business services/consulting category.²

- **Implementation:** Get started the right way. Optimize the set-up of your ADP Workforce Now account based on best practices from our experience in every major industry. Your account will be implemented with speed and precision by an experienced ADP in-house team.
- **Service and training:** Access expert help built for businesses your size. Tap into knowledgeable client service professionals for accuracy, speed and attention when you need help. With in-product documentation and learning videos, get answers to your product questions and training on the platform.
- **Partner enablement:** Direct access to drive more value. Enable your valued partners — like your insurance brokers and accountants — to access ADP Workforce Now so they can help execute programs, understand your company's trends and deliver more value for you.
- **Peer community:** Join the largest HCM client community for more insights. Become a member of The Bridge, our exclusive, online client community, to connect and network with thousands of fellow ADP clients. Plus, participate in our client conferences, product advisory councils and user events.



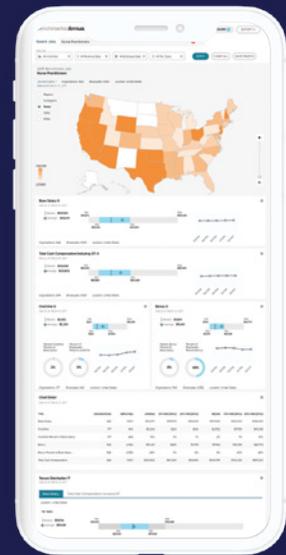
Ready for more?

Upgrade your ADP Workforce Now solution with additional services, support and other best-in-class options as your business needs them. Take advantage of unmatched HR tools and experiences:

- **Benchmarking:** Measure, compare, predict and apply insights uncovered in ADP workforce data with a powerful and intelligent set of data analysis tools, based on more than 30 million people data records,³ putting highly visual comparative insights at your fingertips in an award-winning solution.
- **Pay Equity Explorer:** Identify potential areas of risk due to differences in pay across genders, races and ethnicities that you might not even know you had.
- **Turnover Probability:** Understand key factors that may contribute to your people looking for other opportunities, identify segments of employees likely to leave and use the insights to develop retention strategies.
- **Talent activation and development:**
 - **StandOut® powered by ADP:** Build more teams like your best teams, at scale with technology, through employee engagement and team performance tools. Plus, develop leaders through coaching and education offerings.
 - **CompassSM powered by ADP:** Easily gather 360° anonymous feedback and provide your team with quick and digestible professional development coaching via email to address opportunities for improvement.
 - **ADP Marketplace:** Quickly and securely plug into more than 400 pre-screened and pre-integrated HR applications from leading partners, such as SAP Concur for travel and expenses and Litmos for learning.

Tap into other areas of ADP expertise:

- **Professional Services:** Accelerate your ADP investment with project-based help from our experts and optimize your technology, data and processes.
- **ADP's Work Opportunity Tax Credit (WOTC) services:** Streamline the ability to screen applicants, monitor and determine their eligibility to capture tax savings that can be used to reduce your tax liability.
- **Retirement Services:** Equip your employees with a valuable retirement plan to help attract and retain top talent.
- **Insurance Services:** Protect your business with the right property and casualty insurance.**



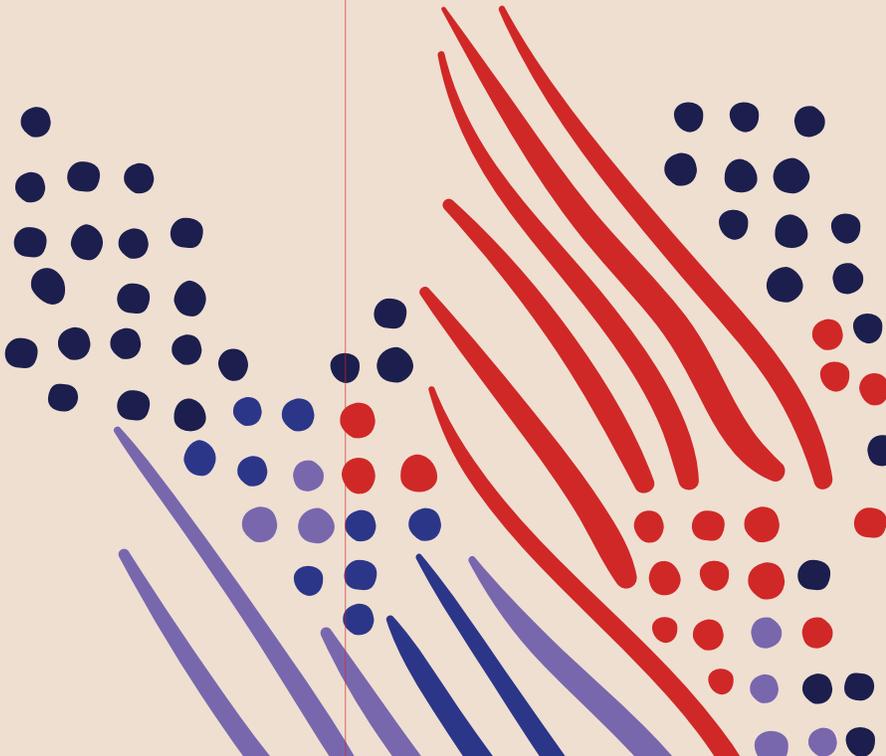
Compensation Benchmarking View

We are not just buying software from ADP; we're buying competence, experience and expertise backing up the software.¹

— Director of HR, financial services firm



For more information, contact:



Designing better ways to work through cutting-edge products, premium services and exceptional experiences that enable people to reach their full potential. HR, Talent, Benefits, Payroll, Time and Compliance informed by data and designed for people. Learn more at [ADP.com](https://www.adp.com).

1. ADP Press Release, HR on the Go: ADP Mobile Solutions App Usage Soars Beyond 10 Million and Growing Fast, 2017. 2. Security Magazine, #1 in Business Services Security 500 Rankings, 2017. 3. ADP client data, 2019.

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