



IN THE BUSINESS OF YOUR SUCCESS®

SOLUTIONS OVERVIEW

ADP Vantage HCM®

Transforming the way business gets done



HR. Payroll. Benefits.

HCM

Turning hurdles into opportunities



Global growth. An increasingly mobile and multigenerational workforce. Lack of visibility. Disparate systems. They're among the most common workforce challenges facing large organizations like yours, especially when systems and processes aren't keeping pace with the changing world of Human Capital Management (HCM).

If you're still approaching HCM the same way you were five years ago, your company is at risk — missing out not simply on major operational efficiencies and productivity gains, but in connecting with the workforce that will help power your future growth.

What you need is a solution that looks at your challenges holistically — answering big-picture questions like “How do we drive productivity?” — and brings together every facet of HCM to make it happen. Factor in an unparalleled level of service from a single, expert support team, and you've got a game changer — **ADP Vantage HCM®**.

Large organizations that use traditional HCM methods

spend more than \$1,400 per employee per year (on average)

just administering payroll, HR, benefits, and time & attendance in-house.

Source: *The Hidden Reality of Payroll & HR Administration Costs*, PriceWaterhouseCoopers, January 2011

Smart thinking for serious results

Your technology investments are made to drive specific business results. But even the best technology is only as good as the people and processes supporting it. That's why ADP blends the right technology with the right people and a focus on the right process improvements to help you reach your business goals.

Imagine what you could achieve with an integrated HCM solution that actually supports your business initiatives instead of hindering them:

- **Align processes to support organizational strategy**
- **Gain crystal-clear visibility into workforce trends, gaps and costs**
- **Give employees the consumer-like technology ease and mobile accessibility they value**
- **Use accurate, accessible data to aid decision-making**

With a smart design and an intuitive interface on a par with the best of today's consumer technology, ADP Vantage HCM is designed to fit your workflow — helping save time, money and headaches.

THINKING AHEAD TO MEET CRITICAL BUSINESS ISSUES HEAD-ON

In one powerful integrated solution, ADP Vantage HCM delivers innovative technology combined with actionable analytics and a global, forward-thinking mindset to help your people work smarter and your business run better.



Cloud-based, mobile-enabled access so employees and managers can access critical information from intuitive web or mobile applications,

helping to reduce administrative burdens and eliminating inefficient processes.



ADP Vantage HCM Analytics for a singular view of critical metrics across HR functions — locally and globally — to

enable actionable, real-time decision-making.



Secure online document storage and management to help eliminate costly and

unproductive paper records, improve productivity and provide secure, trackable access.



Global expertise, reach and scale of a worldwide HCM leader to help you hurdle more challenges, operate

more effectively and take advantage of growth opportunities almost anywhere.

The key to driving productivity organization-wide

Effective HCM doesn't happen in a vacuum. Every employee, at every level, interacts with the tools and processes you have in place. That's why true productivity gains start with everyone working out of a single solution — one with the agility and depth of functionality to help address each aspect of HCM equally effectively: HR, payroll, benefits administration, time & attendance and talent management.

HUMAN RESOURCES

Connecting the dots between engaged employees and bottom-line results

Certain tasks are vital to your daily operations. But vital doesn't have to mean time-consuming. We've streamlined key processes and built in direct access for managers and employees, so you spend less time on paperwork and more time implementing strategies for engaging employees at every level.

- A single solution to help manage your HCM needs organization-wide.
- Configurable workflows to define and automate your unique processes, help enhance collaboration and maximize productivity across the organization.
- Designed to help you with your legal compliance obligations, from payroll to Health Care Reform.
- The ADP Mobile Solutions app helps employees connect with your organization anytime, anywhere.

With ADP Vantage HCM, you'll be able to shed low-value tasks. Align your HR services with your business strategy. And keep your HR staff focused on what matters.



PAYROLL SERVICES

Accurate. Automated. Mobile.

Take a smarter approach to payroll with the world-class provider that built the industry. ADP Vantage HCM enables better reporting and analysis, helps reduce risk and lower costs, and makes the whole process more productive and efficient.

- Comprehensive domestic and global payroll services with powerful tools designed to assist you with your compliance obligations from the leader in payroll processing.
- Automated solutions help maintain compliance with employment tax, wage garnishments, unemployment claims, Health Care Reform requirements, and more.
- ADP Mobile Solutions lets employees access pay statements, view net and gross year-to-date pay, and review earnings, deductions and direct deposits, all from their mobile devices.

With one of every six Americans receiving a paycheck processed by ADP — and nearly 31 million worldwide — you know your payroll is in the best of hands.



SERVICE: FROM IMPLEMENTATION THROUGH RESULTS

Software and technology are only as good as the service and support behind them. With ADP Vantage HCM, you get an experienced human capital management partner that drives efficiency and consistency through a single point of a contact. As an extension of your team, we bring the expertise gained from servicing thousands of organizations like yours to help make planning, implementation and ongoing execution of your HCM solution successful.

By partnering with ADP, you'll have everything you need to take HCM to the next level — the

technology, support and knowledge to help spot emerging trends, capitalize on opportunities and guide the business to hit its strategic targets. You also gain organization agility and the ability to "future proof" your HR services delivery model with a scalable solution that grows with you.

A dedicated ADP Vantage HCM service team includes both functional experts for day-to-day questions and client account executives for strategic planning and decision-making guidance. This unique model allows you to maintain focus on the things that move your business forward.

BENEFITS ADMINISTRATION

Easy to choose, easy to manage

Benefits can help attract and retain top talent — it's as simple as that. ADP Vantage HCM helps you choose the best providers and offer the best perks at competitive prices, while simplifying and supporting benefits administration and communication.

- Decision support tools educate and empower employees to make better, faster benefits choices based on criteria such as deductibles and cost.
- Mobile access allows employees to view benefits plan information, track FSA balances and transactions, and access retirement plans from their smartphones.
- Analytics let you immediately see what's working and what's not so you can create a plan for accomplishing your benefits goals.
- Automated solutions help maintain compliance with changing benefits-related laws, rules and regulations.

Let us help simplify your employee benefits administration, so you can reap the benefits of less paperwork and more strategic thinking.



TIME & ATTENDANCE

Smarter tracking for smarter decisions

Done right, time & attendance tracking can be one of your most powerful strategic tools. ADP Vantage HCM helps you use day-to-day time and labor data to make smarter decisions about workforce management.

- Identify trends to help make more informed decisions that will help better manage labor costs.
- Assistance with Health Care Reform compliance and other rules and regulations.
- Anytime, anywhere employee and manager mobile access allows them to complete critical tasks from their smartphone or tablet. Managers can view and approve time-related requests from employees, and employees can punch in and out, create timesheets and indicate late arrivals and absences.

ADP Vantage HCM handles day-to-day time data collection with ease, then helps you turn that data into results — from smarter scheduling to helping to reduce overtime.

TALENT MANAGEMENT

Great people mean great results

ADP Vantage HCM helps you set a sound recruiting, retention and advancement strategy to find, keep and get more out of your most important strategic asset — your people.

- Identify and cultivate prospective talent through mobile and social recruiting tools to help maintain a strong candidate pool.
- Take the guesswork out of hiring with better employee screening and selection.
- Anticipate organizational change with a quick and effective way to identify successors for current and future openings.
- Keep your workforce ahead of the curve with learning and assess opportunities for continued employee development.
- Align strategic and performance goals through collaborative evaluations and reviews guided by business objectives.
- Approach compensation planning more strategically by leveraging performance data.



With talent becoming a rapidly increasing source of value creation, managing that talent — using the latest and most effective tools available — must be an indispensable part of every business strategy.



Done right, effective HCM can pay dividends across your entire organization. With an efficient and integrated HCM infrastructure, your organization can help improve service delivery satisfaction, lower your HR operational costs and gain the analytical insights to help solve critical business issues.

Isn't it time to eliminate the operational hurdles and excessive capital spending that comes with disconnected systems, manual processes and legacy technology — and start approaching HCM as a strategic enabler to your organization?

About ADP:

With more than \$10 billion in revenues and more than 60 years of experience, ADP® (NASDAQ: ADP) serves approximately 600,000 clients in more than 125 countries. As one of the world's largest providers of business outsourcing and human capital management solutions, ADP offers a wide range of human resource, payroll, talent management, tax and benefits administration solutions from a single source, and helps clients comply with regulatory and legislative changes, such as the Affordable Care Act (ACA). ADP's easy-to-use solutions for employers provide superior value to companies of all types and sizes. ADP is also a leading provider of integrated computing solutions to auto, truck, motorcycle, marine, recreational vehicle, and heavy equipment dealers throughout the world. For more information about ADP or to contact a local ADP sales office, reach us at 1.800.225.5237 or visit the company's Web site at www.adp.com.

Automatic Data Processing, Inc.

One ADP Boulevard
Roseland, NJ 07068
adp.com

For more information:

1-800-CALL-ADP
adp.com/hcm