

How You Can Improve HCM Compliance with Technology



Always Designing
for People™

The Challenge:

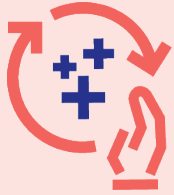
Manual processes and disconnected workflows make it difficult to maintain HCM compliance



Your HCM systems of record are not designed to directly handle all the tasks required to stay compliant with various and changing regulations. Additional work needs to happen outside your HCM systems, which can mean information silos and disconnected workflows.

Some companies struggle to “make do” with home-grown legacy processes and patched technology solutions. But these restrict their ability to easily bring together workflows, people, and information. These DIY approaches make it difficult to adapt to the pace of change in today’s regulatory environment.





Manual processes and disconnected workflows make it difficult to maintain HCM compliance



257 manual tasks outside HCM systems that are critical to HCM compliance.*

A manual, disconnected approach to managing HCM compliance can leave a gap between your HCM system of record and interactions with multiple federal, state and local agencies. This gap opens you to data errors, increases the risk of penalties and interest, and places an ever-increasing burden on your staff responsible for the work.

There is a way to close this gap. ADP SmartCompliance® directly integrates with HCM systems from ADP, Workday®, SAP®, Oracle®, Infor® and others. These integrations extend your HCM system with a technology-enabled service platform to help automate key HCM compliance processes like payroll tax filing and remittance, end-to-end wage garnishment management, electronic distribution of earnings and employee financial wellness tools, Affordable Care Act data management, reporting and compliance, and even direct reduction of tax liabilities through hiring and other types of tax credits and incentives.

*ADP internal data derived from analyses of client company processes, 2020



Avoid disconnected, manually intensive processes

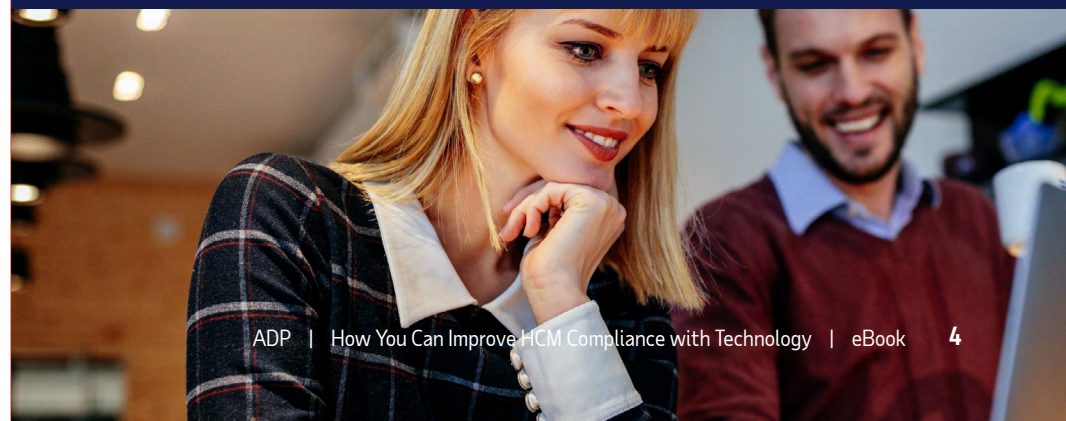
When you manually extract, transform, validate, format and submit data to multiple agencies, the risks of data errors grow exponentially. These errors may translate into penalties and interest. That creates an additional burden for staff to manage while trying to keep normal workflows going.

With ADP SmartCompliance, your HCM systems can be directly connected with pre-built integrations to HCM systems from ADP, Workday, SAP, Oracle, Infor and others. Data will directly flow from your payroll, benefits, time and attendance, and applicant tracking systems into ADP SmartCompliance. This will transform disconnected manual workflows and ad hoc systems into a unified compliance platform.

ADP SmartCompliance extends the capabilities of your current HCM platform with a best-in-class compliance solution to help automate processes, reduce errors, and become more agile and efficient while minimizing risk. You can even identify and execute the best opportunities for bottom-line tax savings without impacting your HR workflows.

Integrates with many HCM systems:

Pre-built integrations and approved integrations to many HCM systems like Workday, SAP, Oracle, Infor, and, of course, ADP.





Manage compliance work from a single system

Constantly shifting compliance requirements force you to manage growing volumes and types of data, agency notices, and other activities across a widely varying landscape of payroll, tax and reporting processes.

ADP SmartCompliance brings these processes together so your teams can gather all the information they need in a single, intuitive platform that offers complete visibility and proactive notifications. Each user will have a targeted, role-specific experience to track critical tasks and monitor active and resolved agency notices, amendments, and exceptions.

The ADP SmartCompliance interface allows your staff to easily keep track of the compliance workflows to which they have access. They can see which tasks are urgent and which can wait; monitor work being done by ADP on your behalf; and engage with compliance specialist teams using real-time chat and other tools.

Purpose-built compliance workspace:

Leverage the integrated data from your HCM systems to monitor compliance processes, view action items, post and retrieve information, and collaborate with ADP on tasks.



Employ structure and automation to improve operational efficiency



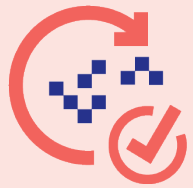
Automated compliance processes:

Structured workflows and AI dedicated to accelerating and simplifying compliance operations.

Meeting all the regulations in today's dynamic compliance environment requires multi-step actions across numerous departments. Manually handling these tasks takes time that you might not have.

The integrated workflows built into ADP SmartCompliance save time, reduce steps, and automatically flag inconsistencies. Artificial Intelligence (AI) and machine learning are built into many processes to reduce or remove human intervention.

Imagine a wage garnishment lien automatically processed from issuance through employee notification, or having your payroll file automatically checked for errors against each jurisdiction in which you file. Because regulatory requirements are built directly into these workflows, your teams will be able to continue their day-to-day work with minimal interruption while the system flexes on the back end to address any changes.



Improve HCM compliance with technology today

When you integrate your HCM systems with ADP SmartCompliance, you extend your HCM ecosystem with technology-enabled compliance service. ADP SmartCompliance gives you integrated, cloud-based solutions that work effortlessly with most leading payroll, HR, and financial systems. Instead of throwing more people at the problem, you can build consistent, scalable processes to manage tasks quickly across the full landscape of HCM compliance.

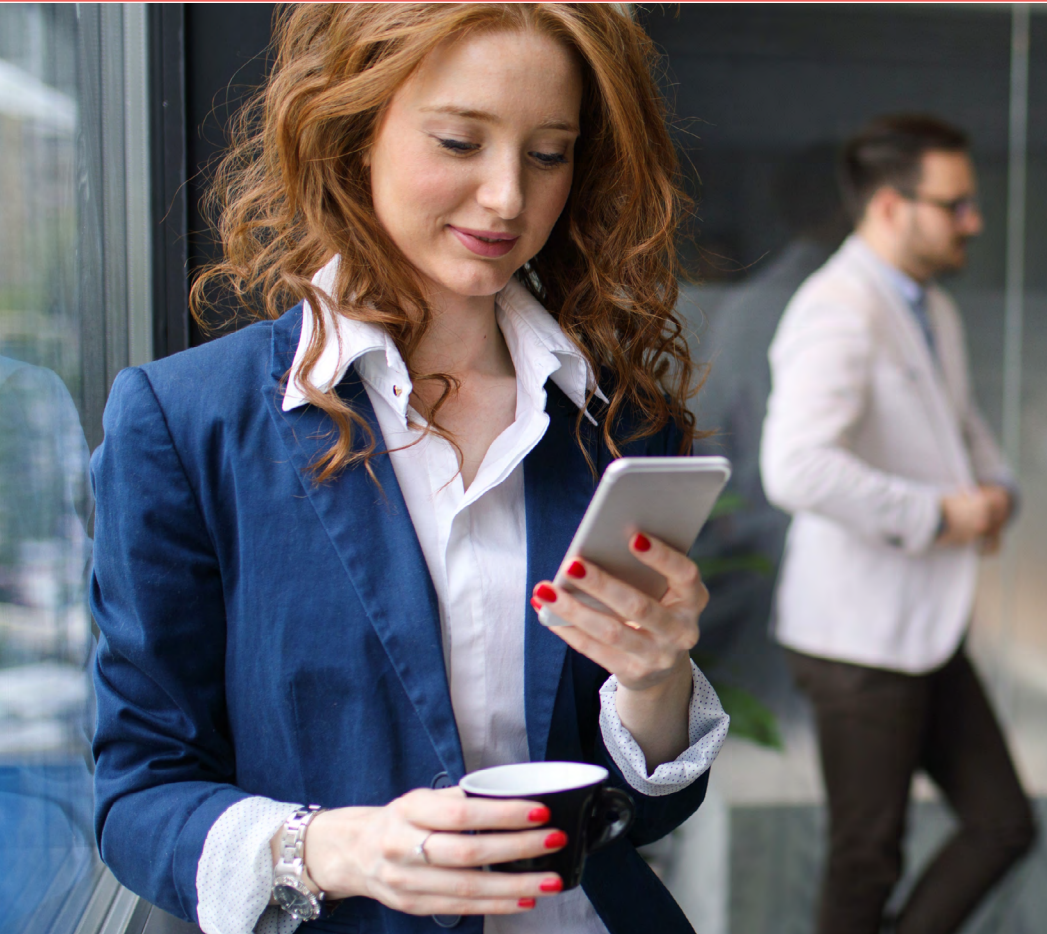
When you have ADP SmartCompliance integrated with your HCM systems, you can:

- Reduce data integrity issues with HCM vendor-approved integrations
- Automate manual processes with technology
- Gain connectivity and transparency across key compliance functions



For more information and a personalized demo:

Call 855-404-8683 or visit
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