

# ADP webinar

Global payroll: turning global growth from a payroll problem to an HR opportunity

April 2020



# Before we start...



Live streaming and recording. In 24 hours we'll send you recording and slides



Type your questions in the Q&A box on the right



Use headphones and make sure your speakers are turned up



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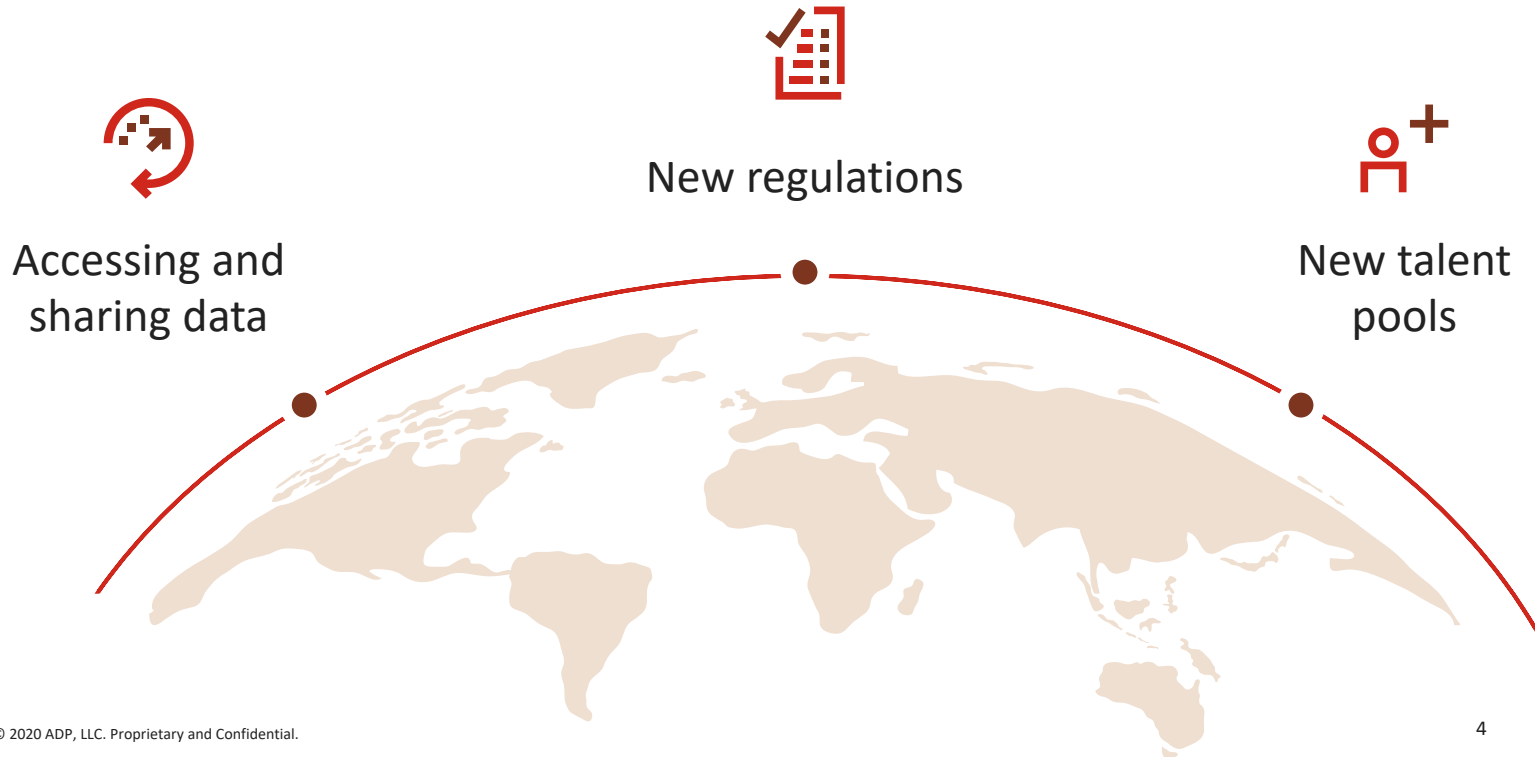
# Speaker



**Ken Hertzler**  
ESI Senior Director Product  
Marketing,

ADP

# Factors influencing expansion: globalisation



# Factors influencing expansion: deal-making



13,575 deals

2.72 tn<sup>1</sup>

2018 M&A activity

Second highest on record



79%<sup>2</sup>

Private equity executives  
expecting increase over  
next 12 months

# Increasing legislative complexity

North America:  
privacy

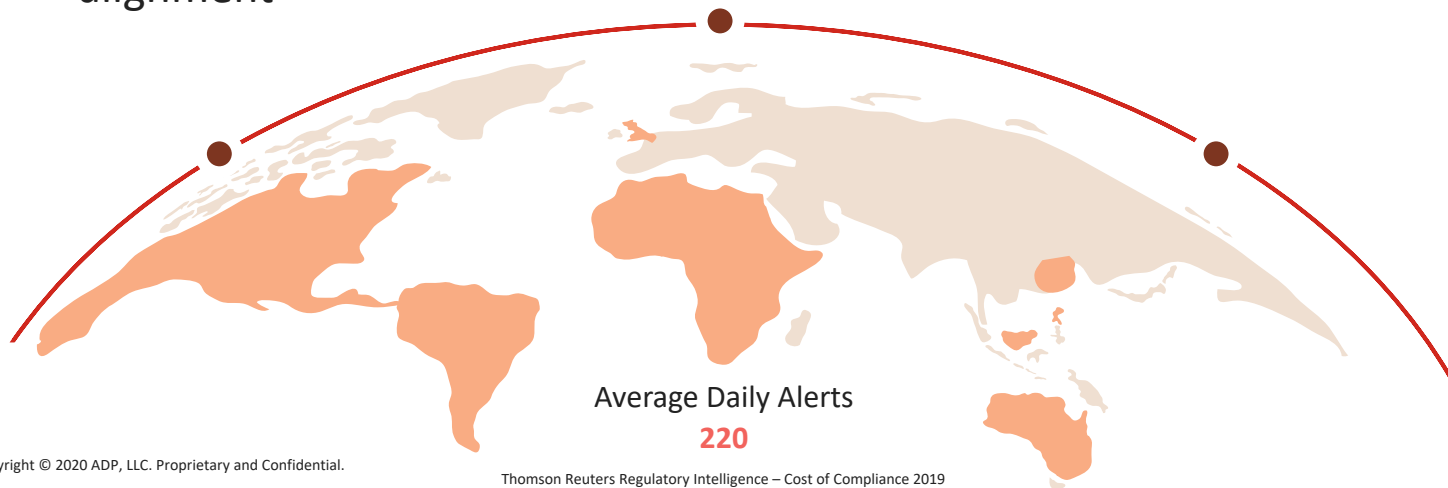
South America:  
alignment

UK:  
IR35

Africa:  
growth

Asia: banking

Australia:  
reporting



# How will you deal with your company's upcoming global growth?



## 51%

Reported unplanned compliance-related expenses in 2016.

**All the other challenges tend to make maintaining compliance more difficult**

Putting pressure on:

- ✓ Your team's multinational payroll expertise
- ✓ Your ability to find the talent
- ✓ Budgets and cost management
- ✓ Your payroll and HR systems

# Poll

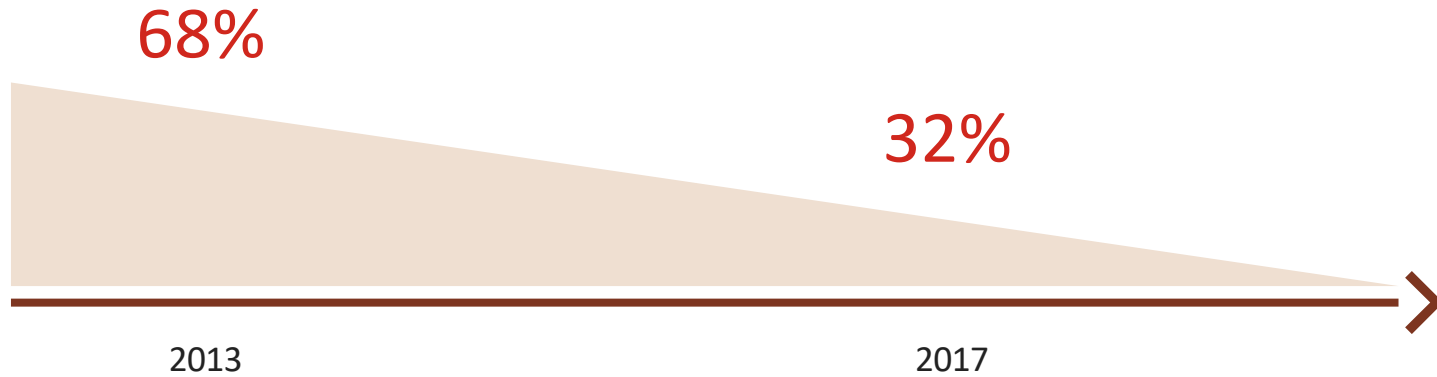
## FACING EXPANSION INTO NEW MARKETS, WHICH OF THESE HR CHALLENGES CONCERNS YOU MOST?

*Lack of in-house multinational payroll expertise?*  
*Maintaining compliance?*  
*Rising admin/workload?*  
*Having to integrate legacy systems and processes?*  
*Finding the right talent?*  
*Visibility of workforce costs?*  
*Other?*



# Decreasing confidence

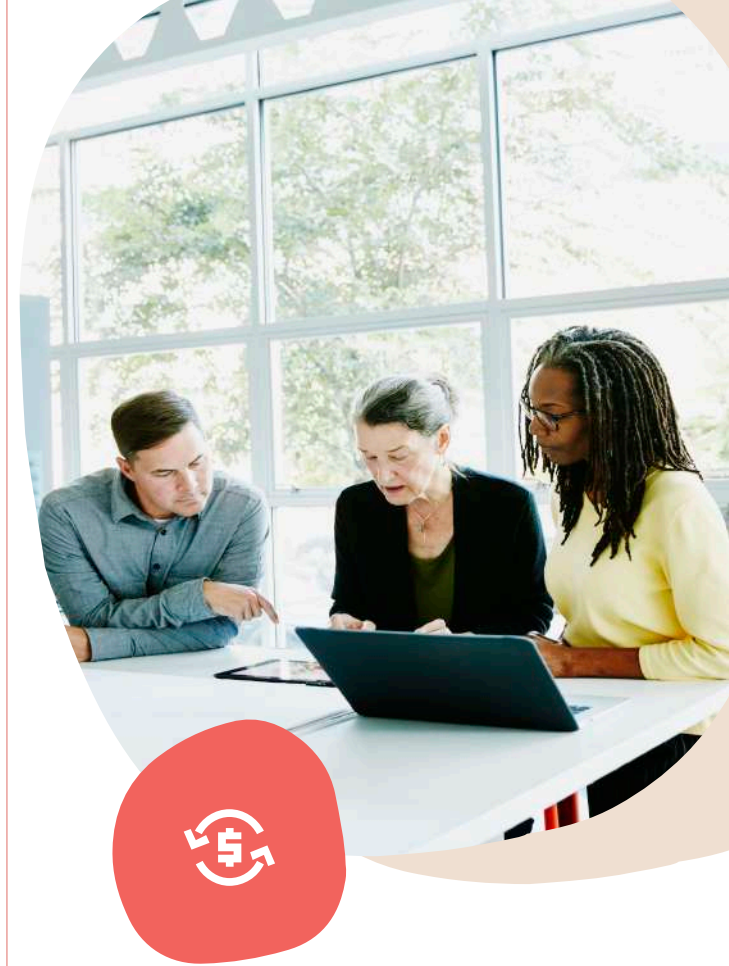
**Ability to maintain compliance is declining**



# Facing up to the challenges

## 32

is the average number of payroll  
systems/vendors that multinational  
firms have to juggle with



# Why decentralised or partly centralised payroll approaches don't work

In addition to payroll vendors/systems

**23**

is the average number of HR systems within multinational businesses





# Some reasons why companies turn to ADP

# Compliance



**700,000** clients



**140** countries



**1,400** payroll-related compliance changes worldwide in one year alone

# Single platform, single system of record



Globally unified  
processes



Centralised  
reporting

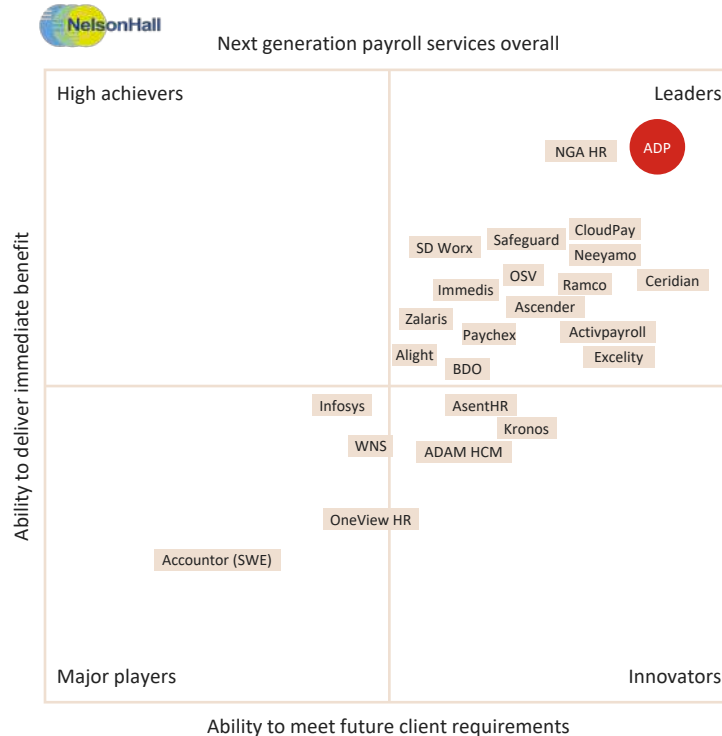


Consolidated  
employee data

# The experts' experts

## NelsonHall recognised (among others) the following ADP strengths:

- Breadth of service offering allowing clients of any size to choose an appropriate level of service
- Both the HCM technology and the consulting and delivery expertise to provide a single-vendor, single-service experience from hire to retire
- Focus on user experience
- Strength of the brand, and global coverage



# Key features of ADP Global Payroll



Global coverage



Flexible solution



High-quality services



Unified reporting



HR Connectors



Global security and compliance





# Questions?



# Thank you!

This webinar will be available on demand