

A man with a beard and short brown hair, wearing a light green polo shirt, is smiling broadly at the camera. He is leaning forward with his arms resting on a wooden table. Behind him, a woman with long dark hair, wearing a blue denim shirt, is looking towards the camera with a slight smile. The background shows a warehouse or office environment with shelves filled with boxes and equipment.

**Turning worldwide
complexities into
workforce advantages**

*ADP® GlobalView® HCM
HR and Talent*



A more human resource.™



Integrating Your Most Critical HR Processes Globally With Cloud-Based Human Capital Management Services

ADP GlobalView HCM provides you with a suite of cloud-based Human Capital Management (HCM) services, designed for large organizations with employees in multiple countries.

It's a comprehensive, integrated approach to managing all your critical global workforce information and processes, it includes key HR data, payroll, hiring, compensation, performance, and workforce planning. ADP GlobalView HCM provides the ubiquity required to manage global employee populations in a consistent manner with local expertise to assist in meeting country specific payroll, compliance and cultural requirements.

Delivered as internet-based software and service in ADP's secure private cloud, ADP GlobalView HCM eliminates the cost and resource intensity of on-premise software solutions. With more than 2,500 dedicated HCM service associates worldwide, ADP GlobalView HCM is unique in the industry as one of the largest software AND service solutions. We don't just collect your software license and leave the rest up to you – we are an end-to-end HCM service provider with the country specific expertise needed to help alleviate your administrative burden.

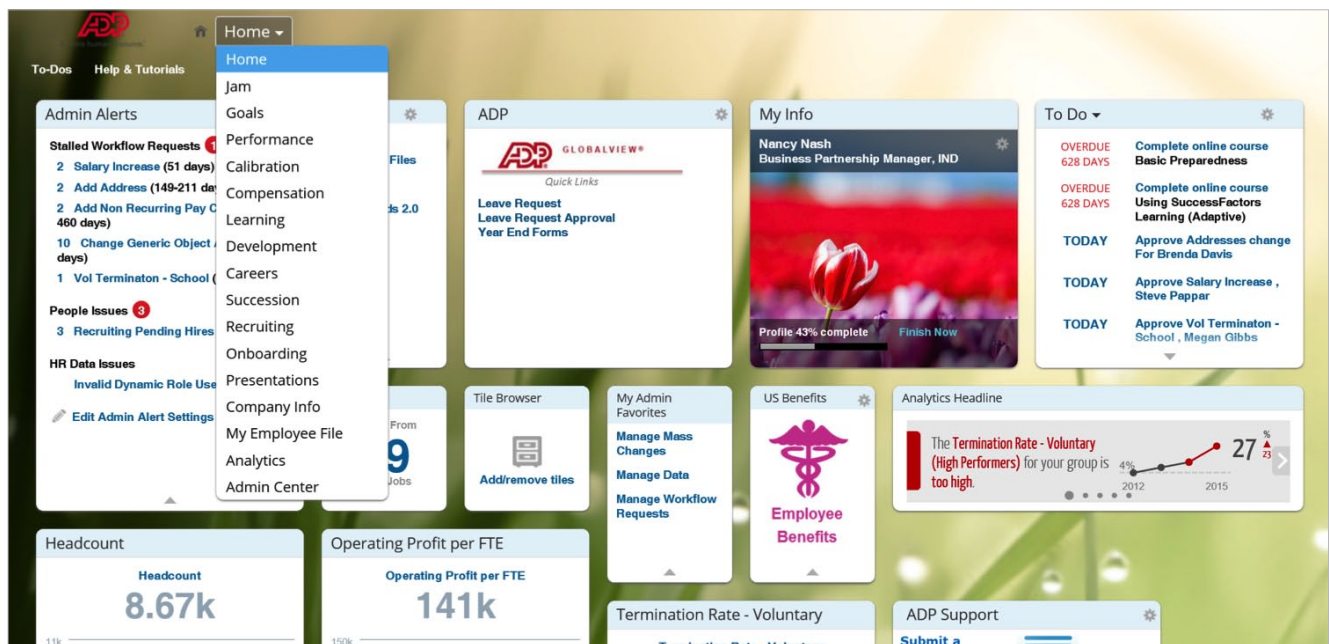
ADP delivers a broad and comprehensive portfolio of Human Capital Management products and services – making ADP well-suited to help you maintain ongoing global compliance, gain greater insight into your employees, and manage your workforce in a holistic manner.

ADP GlobalView HR Central

The Heart of Your HCM Business Operations

GlobalView HR Central is a best-in-class core HR system that supports a broad range of HR processes and transactions. Key features include:

- **Org Chart** – Org chart functionality provides a natural way for HR professionals, managers, and employees to navigate through the organization, understand reporting relationships, and initiate any kind of transaction.
- **Effective-Dated Transactions** – Process future dated, as well as retroactive transactions.
- **Employee Self-Service** – Employees can update information and execute transactions. They can update personal data, banking information, and payroll information such as contributions and tax withholdings.
- **Manager Self-Service** – Managers can access employee information for which they have security rights. An intuitive 'wizard-like' interface enables managers to initiate and execute any kind of change for anyone on their team – promotion, termination, bonus, salary change, etc. All manager self-service functionality is supported on the mobile app.
- **Workflow and Notifications** – Automate workflow and track a transaction through its life cycle from inception to execution including approvals, routing and notifications.
- **Country-Specific Information** – Deep HR localizations and country-specific information delivered for 73 countries.
- **Global Expatriate Assignments** – Support transfers between countries, as well as inpatriates and expatriates. Includes the ability to have different employee arrangements between the same countries.
- **Position Management** – Easily create one or more positions with appropriate controls. Track and maintain a position-based org structure and reporting relationships.
- **Absence Management** – Create and manage time accounts for personal time off (PTO) types, works schedules, and holiday calendars. Supports employee absence requests with absence history, time-off calculation, absent team members during the requested time, and comment functionality.



ADP GlobalView Foundation

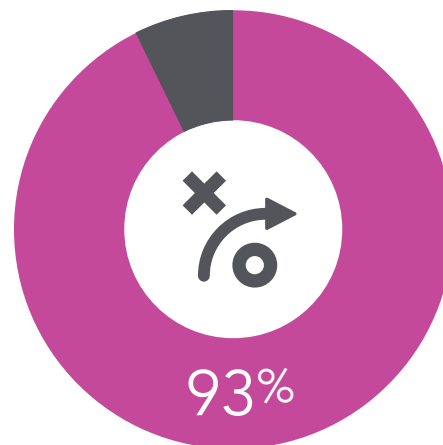
Making HR the Bedrock of Business Success

GlobalView Foundation provides the basis for talent management and strategic human resource management. It contains a core set of functionality that is common across the GlobalView HR Central and GlobalView Talent Suite. You can get a comprehensive view of your employee's profile; collaborate on documents and ideas; and generate talent insight. Key capabilities include:

- **Employee Profile** – Create a continuously updated, easily searchable directory of employee skills, interests, experience, and expertise. Employees can maintain their own information, find colleagues with relevant skills, and publicly recognize their peers. Managers can view workforce information to identify skill gaps in their organization and ensure that they are working with the right people and on the right things.
- **Job Profile Builder** – A flexible and intuitive tool to identify the complete elements of a job and share them with your users. Provide employees with visibility into the expected skill proficiency levels required for success in their job and allow managers the ability to transparently rate their staff against those skills.
- **Presentations** – Have the ability to upload PowerPoint files and add virtual slides that display GlobalView HR Central and module content within the presentations.
- **Reporting and Talent Insight** – Comes with best-in-class reporting, ad-hoc query, dashboards and benchmarks on an architecturally integrated business intelligence foundation. Every worker in your organization can gain better insight by consuming information in the format and delivery channel best suited to their role, preference, and experience level. You can leverage pre-built, standard reports and talent metrics, and slice and dice data across time, business units, teams, or locations.
- **Social Collaboration with Jam** – Jam delivers social collaboration where you work, connecting you with information, applications, and processes to help solve business-critical problems and drive results, on the Web or even on your mobile device.

An overwhelming majority of global CEOs – 93% – admit they need to change their talent strategy.

Source: 2015 Global Human Capital Management Decision-Makers Survey, ADP Research Institute®.



ADP GlobalView Recruiting

A Smart Way to Capture Top Talent

GlobalView Recruiting is an end-to-end solution that couples marketing (for attracting and engaging top talent) and management (for selecting and hiring the best candidates) to drive better business results. This unique combination creates a toolset that will make your recruiting more strategic and intelligent. Key capabilities include:

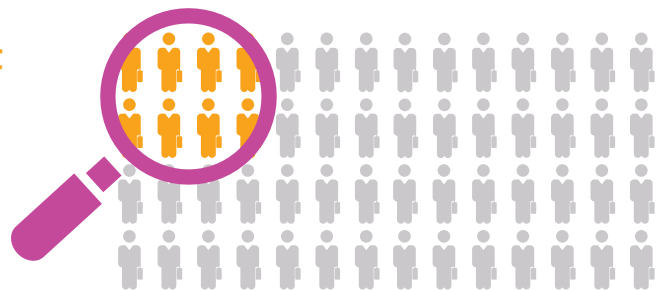
- **Requisition Management** – Requisition Management is the ability to create and approve requisitions that track job openings and the candidates who apply for them.
- **Candidate Management** – Candidate management provides the ability for candidates to apply to open/posted jobs and then tracks the progress of each

applicant through a series of defined steps of the selection process, supporting compliance and communication with the candidate and the hiring team.

- **Career Site** – ADP can build, host, and optimize a front-end website, designed around your recruiting strategy, and incorporate Search Engine Optimization (SEO), Socialmatcher, and social apply functionality.
- **Talent Community** – ADP can build a centralized private Talent Community to capture opt-in candidates.
- **Third-Party Integration** – Ability to pass data between GlobalView HR Central and GlobalView Talent modules with third-party assessment providers, background check providers, and job boards.

69% of executives say that talent acquisition and tracking is the HCM area with the greatest impact on business objectives.

Source: 2015 Global Human Capital Management Decision-Makers Survey, ADP Research Institute®.



ADP GlobalView Onboarding

Start New Recruits Off on the Right Foot

GlobalView Onboarding uniquely combines the critical yet tactical aspects of onboarding (compliance and orientation) with the more strategic aspects (socialization and connection to the other talent processes) to create an end-to-end process that drives better business results and improves employee satisfaction. Key capabilities include:

- **Forms Management** – Forms management is the ability to capture new hire data necessary to complete relevant new hire forms, electronically sign the forms, and track and route the forms to system users.
- **Task and Process Management** – Task and process management provides the ability for business rule-specific workflows to be enabled and tracks the progress of each task.

- **New Hire Portal** – This is a secure online destination for content and information geared towards the new employee. Each client can maintain information and can include things like training content, benefits information, policies and procedures or company values and cultural information.
- **Document Center** – The document center facilitates document management by maintaining corporate and employee documents in a secure online environment.

ADP GlobalView Performance

Marry Individual Merit to Organizational Goals

GlobalView Performance enables managers to align employee activities with organizational strategy and monitor performance, providing employees with continuous, meaningful feedback and coaching. Key capabilities include:

- **Goal Management** – Facilitates and automates the process of creating, aligning, monitoring, and measuring organizational and individual goals. With Goal Management, managers can break down broad organizational objectives into specific, manageable and measurable components that can be assigned to employees in the form of clear, visible, and actionable goal plans.
- **Performance Reviews** – Helps organizations measure individual employee contributions so that you can decide who to keep, reward, or single out for targeted development. Performance Reviews helps ensure best practices for the entire performance management process.
- **360 Developmental/Multi-Rater Assessments** – Helps organizations collect feedback regarding an employee's performance and behavior from everyone, both inside and outside of an organization. Quantitative and qualitative data from 360 Developmental Surveys and Multi-Rater Assessments can be collected and graphically displayed by various categories.
- **Team Rater (Stack Ranker)** – Allows managers to assess their talent across detailed criteria to create a visual and intuitive ranking of the employees being assessed.
- **Calibration for Performance** – Helps make employee calibration a simpler and more effective process that brings objectivity to performance, pay, and succession decisions.

The screenshot displays the ADP GlobalView Performance interface for a performance evaluation of Wilma Sown. The interface includes a top navigation bar with the ADP logo and a search bar. The main content area shows the performance evaluation details, including a Route Map, Introduction, Objectives (50%), and a Rating section. A Gap Analysis pop-up is visible, showing 2 items rated higher than Wilma and 3 items rated lower than Wilma.

Performance Evaluation for Wilma Sown

Overall Score: 5.0 - Outstanding
Incomplete Items: 0
Out of 6: 1

Route Map

Employee Assessment (Wilma Sown, Employee) → Manager Evaluation (Carla Grant, Manager) → 1:1 Meeting (Manager) → Signature (Manager) → Signature (Employee)

Introduction

Welcome to this year's performance appraisal process. This process is designed to help you and your manager identify your accomplishments and goal achievements and career development opportunities. If you have any questions or concerns relating to this year's appraisal cycle, you can contact your manager, your division manager, or your HR representative.

Objectives (50%)

Comment on and rate the individual's demonstration of each of the objectives listed below.

Financial

Ensure rapid introduction and distribution of new products while maintaining flexibility to respond to the market

Inventory variances

Rating

Rating: ★★★★★ Exceeds Expectations

Carla's Comment

Wilma has done a superb job working with the marketing and communications teams to reduce noise and friction in the sales process. Her efforts have paid dividends - the number of new products in her deals has increased by 10%. Congratulations on a job well done!

Gap Analysis

2 items rated higher than Wilma

Objectives	Gap
Ensure rapid introduction and distribution of new products while maintaining flexibility to respond to the market	+1.0
Competencies	Gap
Communication	+1.0

3 items rated lower than Wilma

Objectives	Gap
Increase customer net promoter score	-1.0
Competencies	Gap
Customer Focus	-1.0
Hiring	-1.0

Rating

Rating: ★★★★★ Meets Expectations

I have worked with the marketing & communications team to streamline new product communications. The time to market for new products has been cut down by 15%.

ADP GlobalView Succession

Prime the Future Face of Your Business

GlobalView Succession helps HR professionals identify and develop the talent needed to improve organizational strength and achieve today's business goals, while providing visibility and planning for future growth. GlobalView Succession helps you increase employee engagement, foster professional growth and development, and maximize career opportunities for top talent, making your company an employer of choice. Additionally, you can better align your workforce to the critical needs of the business by using the complete skills and competency libraries. Key capabilities include:

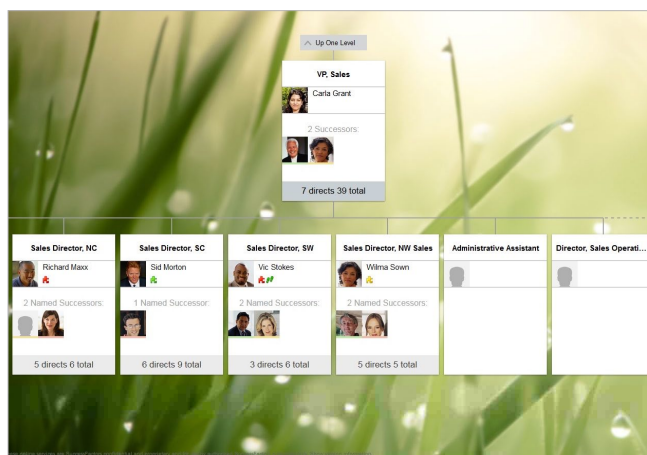
- **Succession Management** – Plan for future talent needs by identifying key roles and positions, tracking talent resources, and assembling succession plans.
- **Career and Development Planning** – Create and manage development plans and career plans for employees that guide them in expanding their skills and preparing for the next steps in their careers within the company.

ADP GlobalView Learning

Support Your Staff's Professional Aspirations

GlobalView Learning addresses the learning needs of your employees throughout their entire employment life cycle. Learning helps HR professionals improve employees' skills, develop leaders, and reduce compliance risk. Key capabilities include:

- **Learning Management** – Provides organizations with a comprehensive system for managing and deploying learning – both within and between organizations. With GlobalView Learning, organizations can develop and deploy a comprehensive global learning strategy.
- **iContent** – A comprehensive Content as a Service (CaaS) solution, that allows organizations to easily manage eLearning content delivery and integration for all of their content – including custom, and off-the-shelf.



ADP GlobalView Compensation

Reduce the Risk of Employee Rewards

GlobalView Compensation helps business leaders, compensation managers, and HR professionals dramatically improve budget accuracy, reduce risk, and tie their greatest expense – employee pay – to actual business results. Unlike personal productivity tools like Excel, or other solutions that simply reinterpret Excel spreadsheets, GlobalView Compensation streamlines and simplifies compensation planning, provides visibility and insight for total compensation management, and uniquely enables a pay-for-performance culture. Key capabilities include:

- **Base and Variable Pay** – Simplifies the compensation planning process and supports multiple compensation components including salary, bonus, and stock awards. Configurable workflows and worksheets replace email and spreadsheets, reducing errors and speeding the process. Supports complex increase guidelines, multiple increases, and multiple currencies. Tracks financial and company-level goals and compares target metrics to actual results to determine payouts.
- **Calibration for Compensation** – Calibration helps make compensation calibration a simpler and more effective process. Designed to bring greater consistency across departments and divisions to merit, bonus, and other compensation decisions, Calibration's visual layout makes it easy to identify outliers when comparing rewards to performance, potential, and other employee attributes.

ADP GlobalView Workforce Analytics

Turn Workforce Insights Into a Bottom-Line Impact

GlobalView Workforce Analytics (WFA) helps clients to gain insights into how investments in talent are impacting business outcomes; increase visibility into workforce trends, risks, and opportunities; and improve the distribution of talent management metrics to front-line managers. GlobalView WFA offers insight into workforce dynamics and composition, brings focus on areas that matter, and helps clients find answers to key questions about current workforce challenges and how to solve them. GlobalView WFA sources its data from the GlobalView HR Central and GlobalView Talent modules as well as third-party systems. Key capabilities include:

- **Core Metrics** – Leverage delivered core Workforce and Mobility metrics across defined sets of core business dimensions and hierarchies. The Core Workforce and Mobility Metric Pack is a structured framework of metrics and dimensions that forms the foundation of the GlobalView WFA solution. Additional metrics can be included through Metric Packs as defined further below.
- **Metric Packs** (Optional Additional Data Sources) – Include additional Metric Packs for in-depth analysis across HR, talent management and business functions. Additional Metric Packs include Absence Management, Career and Development Planning, Compensation Planning, Employee Relations, Financial, Goals Management, Health and Safety, HR Service Delivery, Learning Management, Leave Accrual, Payroll and Benefits, Performance Management, Recruitment, Succession Management, and Surveys.
- **Headlines** – GlobalView WFA continually analyzes HR and talent data across an organization behind the scenes, finds pain points and hot spots that are relevant to each manager, and presents custom alerts to individual managers in real-time and in common language, to highlight specific areas of concern. Headlines further describes what could be contributing to the condition, other related items that should be given consideration, what else could be at risk, and recommendations on how to address the situation. Users can access Headlines directly from within the application, from the Home Page, and also from the mobile application.
- **Critical Human Capital Questions** – Use question-driven analytics to help answer common and critical human capital questions across HR and talent management topics. Drill down to understand the root cause of trends, hotspots, or inefficiencies. Get recommendations for relevant actions from the Best Practice Strategy Bank, which includes over 30 years of field experience and research to help you discover what questions to ask, find out why they matter, and get answers.
- **Online Report Designer** – Generate your own reports and dashboards using a drag-and-drop interface. Reports are automatically updated when data is refreshed. Features include drill-down capability, trending through time, report filtering and role-based security. Publish and distribute in PDF, Word, or Excel format.

40% of companies feel they lack the necessary Human Capital data needed to make informed decisions.

Source: ADP RI / ERC Global Mobility Survey July 2015; Worldwide ERC® EMEA Global Outlook Survey, 2013.



ADP GlobalView Workforce Planning

Forecast Resources for a Forward-Looking Business Strategy

GlobalView Workforce Planning allows you to conduct sophisticated workforce modeling based on head count and hiring data, turnover rates, retirement age, and cost data to create strategies today that can help ensure your organization's readiness for the future. This proven solution has evolved to meet the demands of today's workforce, yet has been in use by Fortune 500 companies around the globe for nearly 30 years, helping them bridge the execution gap between strategy and business results. Key capabilities include:

- **Strategic Analysis** – Identify anticipated future state and workforce scenarios. Capture planning assumptions, critical job roles and capabilities to align with long-term business strategy.
- **Forecasting** – Forecast demand, create models, and perform gap analysis for skills across critical job roles. Project the size and shape of the future workforce required to execute on a business strategy.
- **Risk Analysis** – Identify critical gaps that pose a risk to business strategy execution.
- **Strategy, Impact, and Cost Modeling** – Determine interventions that will most effectively mitigate identified risk. Model the impact and costs of these interventions to best determine financial implications of all possible futures.
- **Best Practice Strategy Bank** – Create a library of workforce planning designs and strategic interventions, or select designs and interventions from the Best Practice Strategy Bank. The Best Practice Strategy Bank includes over 30 years of field experience and research, and lists almost 100 different tactics and strategies that organizations can adopt to strengthen attraction and retention efforts.
- **Job Outlook Data** – Map critical job roles to external job outlook data to categorize future job prospects as good, average, or poor.

This proven solution has evolved to meet the demands of today's workforce, yet has been in use by Fortune 500 companies around the globe for nearly 30 years, helping them bridge the execution gap between strategy and business results.





A more human resource.™

About ADP

Powerful technology plus a human touch. Companies of all types and sizes around the world rely on ADP's cloud software and expert insights to help unlock the potential of their people. HR. Talent. Benefits. Payroll. Compliance. Working together to build a better workforce.

For more information, visit ADP.com.

ADP GlobalView HCM. The Right HCM For Right Now.

No matter how much the world changes, that change is driven by people — people working hard to make your global business better. ADP GlobalView HCM empowers your people to deliver their best, with solutions designed to help them and your business succeed.

Proven global expertise.

Unparalleled service.

Integrated technology that delivers truly strategic HCM.

Only from ADP. A more human resource.