

GDPR

Coming 25 May, 2018

On-board instructions for a smooth in-flight experience



A more human resource.™

Wherever you are in the world, if you do business in the European Union and handle EU residents' data, GDPR is set to affect you.

In the event of turbulence caused by changing legislation such as GDPR, follow these guidelines to understand what is coming your way, mitigate risk and continue your journey towards new performance heights.

HR Leaders



Familiarize yourself with the procedures and exits

With its emphasis on evidence of compliance, GDPR demands a high level of accountability. HR leaders must be able to demonstrate compliance with the regulation's principles. An expert data processing provider can help reduce the burden of accountability and reduce the risk of non-compliance.



Flight attendants are here for your comfort and safety

Sophisticated HCM solutions help automate and streamline your procedures, giving you as an HR leader more time to concentrate on the strategic value you can add to your global organization.



Finance Officers



Cross-check with a carrier you can trust

GDPR requires data controllers (typically, employers) to select only third-party processors who can offer sufficient guarantees so that processing meets GDPR requirements and data subjects' rights are protected. You will need to consider each of your HRO partners' financial strength, stability and capacity to comply with the requirements of GDPR. In doing so, you may want to assess your data processors' adoption of Binding Corporate Rules (BCR).

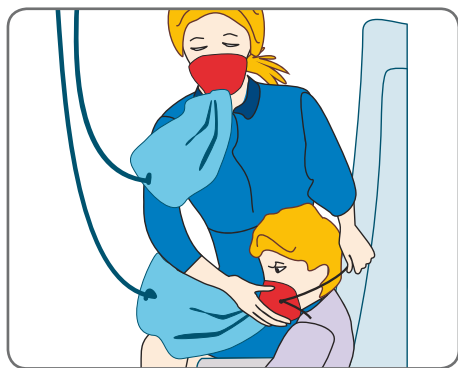


Baggage allowance may vary

Your HRO provider should achieve efficiencies across multinational client corporations, while demonstrating knowledge of local employment laws and practices. Find one that is international in operation but local in implementation – with a proven network of in-country experts to help monitor and interpret myriad local legislative changes.



IT Managers



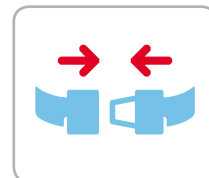
Data left unattended may be removed without warning

Under GDPR, you as an employer are legally required to know where your HR data is at all times and where it resides physically. It's particularly important for you as a leader to know that EU residents' data that's held, processed or accessed from outside of the EU is protected with the highest standard of care. Choose an HRO partner with a robust and compliant worldwide architecture.



Keep your safety belt fastened

A credible partner should offer your multinational organization a secure way to transfer data out of the EU. Binding Corporate Rules (BCR) are explicitly recognized as an appropriate safeguard for transfers of personal data out of the EU and as the best path to compliance with GDPR. Check that your global HRO provider can demonstrate this lasting commitment to GDPR principles.



Partner with a global HRO provider you can count on - one with the ever-evolving tools, technologies and safeguards needed to help ensure information confidentiality, integrity and availability. Turn over for more information on how a global HRO like ADP can help you locate the emergency exits essential to avoid the penalties of non-compliance with the thousands of HCM legislative changes each year around the world.

See back of card for more safety information

In case of emergency, find the nearest exit

We now request your full attention as ADP's flight attendants demonstrate the safety features of GDPR.

A new design and upgraded facilities

The new GDPR is designed differently to the existing European Data Protection Directive (1995). Intended to give citizens greater control over their personal data and to simplify the regulatory environment for international business, GDPR focuses on the need for accountability and transparency; data minimization, accuracy, storage limitation, integrity and confidentiality.

• A return to 'hands-on control'

GDPR has an explicit focus on accountability that will enable better protection and governance of data. Companies must proactively perform gap analyses and assess risk, rather than simply remain on autopilot.

An emergency situation is unlikely. But as the GDPR deadline looms, these are the challenges facing you.

• Privacy by design – by default

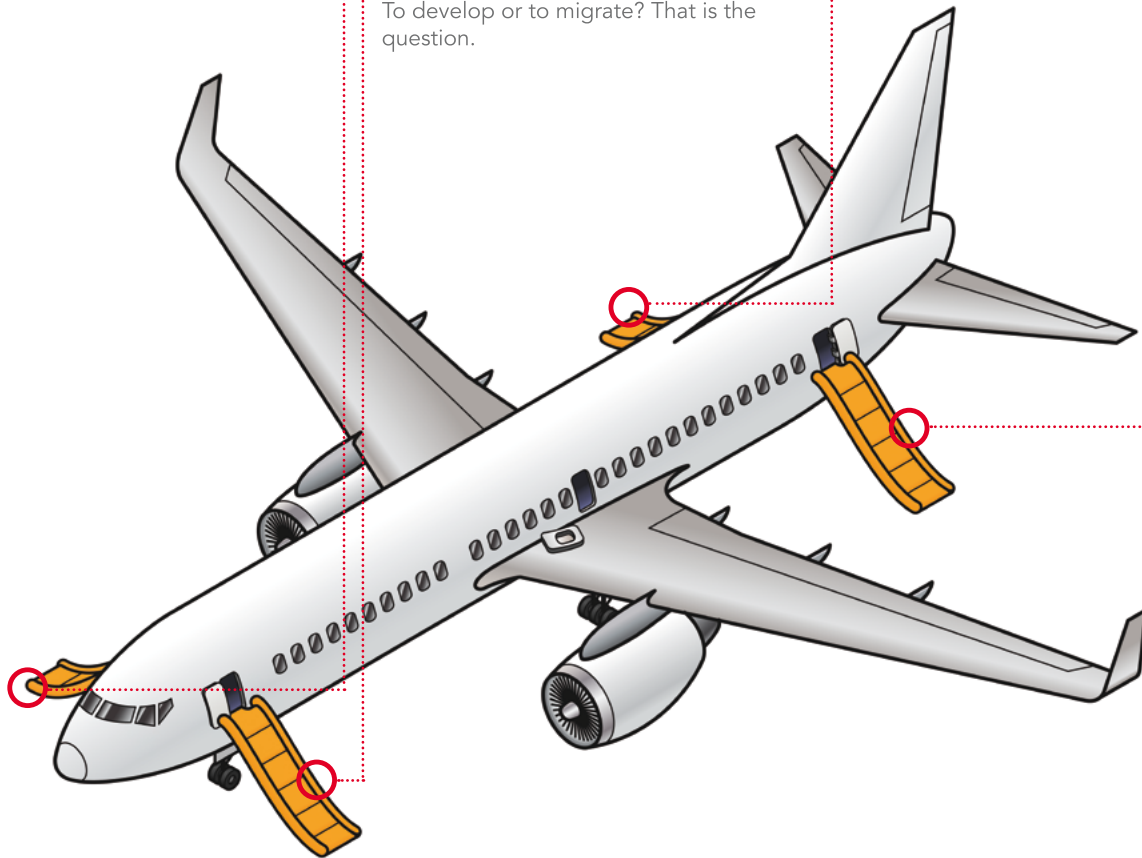
You must now embed measures to ensure data privacy in your applications. To develop or to migrate? That is the question.

• Extraterritoriality

EU regulation extends to non-EU organizations that process EU resident data. You know how difficult compliance can be for a multinational organization.

• Increased penalties

The new single data protection regulation simplifies compliance throughout the EU, but at the cost of a strict regime with penalties of up to 4% of annual worldwide revenue or €20m (whichever is higher).



ADP can help you fly safely and comfortably to any destination, wherever you and your business are headed. Learn more at:
<http://info.adp.com/GDPR>

About ADP

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