

# ADP SmartCompliance®

## Wage Payments



### Pay employees how and when they want

Money may make the world go 'round but managing how and in what form the money gets there is constantly evolving. States have different laws for paper checks, electronic pay and even termination pay. And each employee has a preferred method of receiving payment. Trying to align pay preferences to changing requirements and regulations puts a heavy burden and a lot of potential risk on your organization.

When you have to use several different providers to meet employee demands and ensure each provider delivers pay on time and in the correct form, it's a headache and a hassle.

### Meet requirements and provide options

ADP SmartCompliance® offers payments including direct deposit, checks, pay cards and more. This focus on employee pay preference helps you attract, engage and retain talent. It also manages your payment needs in compliance with all US state requirements. It's possible to have 100% electronic payments as you reduce costs and ease administrative burden.

ADP SmartCompliance works with most major payroll and ERP systems, so you can take advantage of ADP's trusted wage payments expertise regardless of the systems you have in place today.

### 50% of GEN Z

say they will not accept a job offer where they cannot choose their preferred method of payment.<sup>1</sup>

<sup>1</sup>Paycards: Generational Trends Shaping the Future of Worker Pay, ADP Research Institute

## ADP SmartCompliance® for wage payments lets you:

### Reduce risks while being flexible

- Simplify flexible payments with ADP as the single provider of all payment offerings, including checks, pay cards, direct deposits and more.
- Follow best practices on legislative changes with coaching, guides and education.
- Minimize disruption of payment functions during adverse events – such as a global pandemic – with business continuity support.
- Meet stringent termination pay requirements across all state jurisdictions.

### Make work easier

- Handle all payment types and activities through a single user experience.
- Make same day payments to any U.S. debit card for off-cycle transactions.
- Reduce paper from your payment workflow with an all-digital experience.
- Simplify your efforts with centralized management of check and card inventory.
- Integrate seamlessly with most major ERP or payroll systems.
- Receive support on regulatory insight, change management and pay card rollout from tenured experts.

### Offer the best employee experience – even in difficult situations

- Offer a multitude of payment options, including direct deposit, checks and the Wisely® Pay by ADP pay card solution.
- Experience the benefits of Wisely Pay, built for a constantly evolving workforce.
- Provide self-service tools to manage pay, statements and financial options, such as money management and savings.
- Boost employee satisfaction with early direct deposit, which makes pay available up to two days early with no additional work needed from you.\*
- Offer cashback rewards on money spent with no extra cost to your organization.
- Provide timely responses to questions through a dedicated employee help center.

\* You must opt-in to early direct deposit on mywisely.com/director mywisely mobile app. Early direct deposit of funds is not guaranteed and is subject to the timing of payor's payment instruction. Faster funding claim is based on a comparison of our policy of making funds available upon our receipt of payment instruction with the typical banking practice of posting funds at settlement. Please see full disclosures on mywisely.com/director or mywisely app. Please allow up to 3 weeks for funds to be loaded to the card after initial setup of direct deposit to your card.










In 2020, ADP moved more than **\$2.1 TRILLION** in wage payments – the equivalent of 10% of U.S. Gross Domestic Product (GDP).<sup>2</sup>

<sup>2</sup> 2021, ADP internal data

## About ADP SmartCompliance®

ADP SmartCompliance integrates with your HCM system to give you a comprehensive solution that's configurable to your company's current and future needs. You'll have the tools to manage and understand the full breadth of your company's HCM compliance activities. You can leverage experts who are veterans of various regulatory agencies. And you'll have professionals with domain expertise in various compliance areas working directly on your behalf.

ADP SmartCompliance® helps with these processes:

- |  |   |  |
|--|---|--|
|  Employment tax          |  Tax credits         |  Wage garnishments    |
|  Employment verification |  Unemployment claims |  <b>Wage payments</b> |
|  Health compliance       |   |  |

WorkMarket® helps companies manage their 1099 workforce.



**An ADP representative can recommend the right solutions for you.**  
**For more information visit [ADP.com/SmartCompliance](https://ADP.com/SmartCompliance) or call 855-620-8664.**

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