ADP SmartCompliance®

Collaborating for Efficient
Tax Credits Screening – Bullhorn Talent Platform

Getting There Poses Challenges

In your organization, you always strive to add value with a streamlined, cost-effective approach that helps bring top talent into your workforce. Beyond that, you may also be aware of the Work Opportunity Tax Credit (WOTC) and the bottom-line value of capturing the tax credits for which you may be eligible. But if the hiring process in your organization varies across teams, you may encounter:

Confusing applicant-screening questions that may confuse and frustrate job applicants

Piles of paper-based, administrative tasks

Stringent deadlines & time monitoring your staff

Is it worth it?

ADP and Bullhorn Talent Partnership

ADP and Bullhorn Talent partnered to integrate the Bullhorn Talent with the ADP SmartCompliance® Tax Credits solution for easy, efficient WOTC screening. Bullhorn Talent helps to power the world's fastest-growing staffing firms through cutting edge technology.

The ADP SmartCompliance Tax Credits solution is a powerful approach for capturing Work Opportunity Tax Credits, backed by:

- Dedicated specialists who can assist with WOTC administration
- Strategic alliances with Bullhorn Talent that helps integrate the WOTC screening into your talent acquisition process
- WOTC service that provides you with resources to help you maximize your tax credits and minimize work for your applicants and hiring managers

On the talent end, Bullhorn Talent can help you unify all aspects of talent acquisition by:

- Allowing you to manage your talent acquisition lifecycle quickly
- Focusing on user-friendly technology and exceptional customer experience
- Empowering you to build a diverse, winning workforce

Features Include:

Mobile screening that allows applicants to complete the WOTC screening in English or Spanish and "one-touch-and-you're-done" applicant electronic signing

WOTC analytics performance dashboards with customizable views and dynamic reporting capabilities

ADP
Always Designing for People®

Integration with Bullhorn Talent that
enables the sharing of certain data
between ADP and Bullhorn Talent to
help facilitate the screening of
applicants for WOTC eligibility

Client eSignature for the employer
page of the IRS Form 8850

Doc upload feature that helps reduce
an employer's need to pursue required
WOTC documentation on its own

Direct-to-applicant notifications
for required follow-up documentation

Bringing It All Together

Through our relationship, ADP and Bullhorn Talent bring you:

- A solution to help you efficiently identify and claim the WOTC credits for
  which you may be eligible, while helping minimize work for your applicants
  and hiring managers

- The ability to claim eligible WOTC credits for hiring often
  overlooked employees

- A more efficient way to help manage your WOTC program
  compliance requirements

- The ability to easily collect and access detailed data regarding your
  WOTC program through the WOTC analytics dashboard

ADP + **Bullhorn**

About ADP SmartCompliance: ADP SmartCompliance is a cloud-based platform of outsourced services that integrates
with many leading payroll, HR and financial systems to help you maintain HCM-related compliance, mitigate risk
associated with noncompliance, improve efficiencies and drive operational growth. Its unified capabilities can help handle
your health care, employment tax, tax credits, wage payments, employment verification, unemployment claims, W-2
management and wage garnishments needs. Your information is organized in one place to be concise and actionable.

About Bullhorn: Bullhorn is the global leader in software for the staffing industry. More than 10,000 companies rely
on Bullhorn's cloud-based platform to power their staffing processes from start to finish. Headquartered in Boston,
with offices around the world, Bullhorn is founder-led and employs more than 1,300 people globally.

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