



# ADP SmartCompliance®

## Smart Staffing Solutions for the Modern Workforce from ADP®



### Streamline Processes | Increase Revenue | Lower Costs

- Wisely® Pay by ADP® Paycard
- WorkMarket® Freelance & Contractor Management
- ADP SmartCompliance® Work Opportunity Tax Credit (WOTC) Solution

Staffing is all about finding the right talent, making sure they are happy and working efficiently in a way that benefits your clients and helps your business grow. This means you have to attract the best people and run your business smoothly and cost effectively. To help you focus on people, ADP can help to streamline, simplify and optimize processes like wage payments employment tax filing, 1099 worker management and other HCM-related compliance matters.

#### ADP Solutions for Staffing Companies Help:

- Increase revenue and expand growth opportunities
- Reduce costs and burdens associated with wage payments
- Maximize the capture of tax credits for which you may be eligible

... all while better positioning your organization to attract the next generation of workers and more effectively tap into the opportunities presented by the gig economy.

#### ADP Solutions for Staffing Companies Include:

- **Wisely Pay by ADP Paycards** – offers flexible paycard payment options that help staffing companies meet employee demands and reduce costs while minimizing the payroll burden
- **WorkMarket Freelance Management** – helps organizations drive revenue and tap into the gig economy by managing short-term gig assignments quickly, effectively and compliantly

- **ADP SmartCompliance Work Opportunity Tax Credit Solution** – offers a variety of screening, follow-up and tracking tools to help maximize the capture of eligible tax credits while minimizing work for applicants and hiring managers



### Wisely® Pay by ADP®

Wisely Pay is a prepaid card payment option that makes it easy for your employees (even those without a bank account) to receive their pay, with the flexibility for you to pay whenever you need to and for your employees to access the spending power of their wages practically immediately.

**Wisely Pay, brings your employees quick access to pay and other sources of income up to 2 days early<sup>1</sup> (without the hassle of paper paychecks) with many ways to use, share, or transfer their funds:**

- Quick cash access with fee-free withdrawals from thousands of ATMs and banks nationwide plus cashback from retailers<sup>2</sup>
- Spending power to shop or pay bills
- Mobile tools to transfer funds to bank accounts or order family-member cards<sup>3</sup>
- Single digital account to access all funds from one source
- Simple funds management with online and mobile account management tools
- Opportunities to enter into exclusive cardholder sweepstakes<sup>4</sup>



Always Designing  
for People™

## Get Ready for the Future of Pay

- **51.1 million** Americans are considered underbanked<sup>5</sup>
- U.S. workers without bank accounts pay **\$8 billion per year** in fees to check-cashers, payday lenders and bill payers<sup>6</sup>
- **Only 1 in 5 (23%) of Generation Z workers** feel comfortable carrying \$100 in cash<sup>7</sup>
- **2 out of 3 Generation Z workers** used a pre-loaded payment card in the last 12 months<sup>7</sup>
- **47% of Millennials and Generation Z workers** say they prefer paycards because they would rather not have a bank account

<sup>5</sup>Forbes; Global Findex: "Banks Need To Focus On A New Customer: The Unbanked" - May 2017

<sup>6</sup>Forbes, Forbes BrandVoice: "Paper Check Versus Paycard: Weighing the Pros And Cons" - November 2017

<sup>7</sup>ADP, LLC, Paycard: "Generational Trends Shaping the Future of Worker Pay," September 2017



### WorkMarket

WorkMarket, an ADP company, provides one of the smartest ways for staffing companies to organize, manage and pay on-demand freelancers and independent contractors. WorkMarket helps companies staff short term gig assignments quickly and effectively with nimble and skilled contractors, allowing them to drive revenue by deploying a flexible and diverse workforce to their customers.

#### By leveraging the capabilities of WorkMarket, staffing companies can:

- Seamlessly organize and deploy contractors based on skill, location or experience
- Recruit skilled professionals for on-demand assignments
- Track live assignments and projects from start to finish
- Streamline the management of payment processes, invoices and contracts



### Tax Credits – Work Opportunity Tax Credit (WOTC)

WOTC is a federal tax credit program designed to encourage employers to hire and retain individuals from specific target groups that have historically faced barriers to employment, including social assistance recipients, veterans, and long-term unemployed. With credits of up to \$9,600 per eligible employee, WOTC could save your company a lot of money.

#### The ADP SmartCompliance WOTC solution provides simple, efficient tax credit screening that fits easily within your hiring process. Staffing companies can leverage ADP's WOTC solution to help:

- Maximize completion of the WOTC-related screening information by applicants by making screening a seamless part of the application process
- Capture information more easily by streamlining the experience for staffing companies and simplifying the process for eligible applicants to provide required documentation
- Track, manage and gain insights into your WOTC program performance using the WOTC Analytics Performance Dashboards to deliver tax credit reports, activity notifications and time-sensitive reminders

## Turn to ADP Today

ADP® is a comprehensive global provider of cloud-based HCM solutions and a leader in business outsourcing services, analytics and compliance expertise. Companies of all types and sizes around the world rely on ADP HCM cloud software and expert insights to help unlock the potential of their people to help build a better workforce.

**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.

The Wisely Pay card is issued by Fifth Third Bank N.A., Member FDIC, or MetaBank®, N.A., Member FDIC, pursuant to a license from Visa U.S.A. Inc. ADP is a registered ISO of Fifth Third Bank N.A. or MetaBank, N.A. The Wisely Pay Prepaid Visa card can be used everywhere debit Visa is accepted. Visa and the Visa logo are registered trademarks of Visa International Service Association.

<sup>1</sup> You must opt-in to early direct deposit on myWisely.com/pay or myWisely mobile app. Early direct deposit of funds is not guaranteed and is subject to payor's support and 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 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. A no-fee upgrade is required. <sup>2</sup>The number of fee-free ATM transactions may be limited. Please see your cardholder agreement fee schedule for more information. <sup>3</sup>You and any secondary cardholders may be required to pass additional validation process. Access all funds from one account. <sup>4</sup>No Purchase, Load, or Upgrade Necessary. Void where prohibited. Open to U.S. residents 18+. Debit PIN & international transactions ineligible. Restrictions apply.

