

Analytics and Benchmarking, Powered by ADP® DataCloud



A more human resource.™

Is Your Workforce Empowered by Data Insights?

Employers struggle to manage massive amounts of workforce data that require excessive time and effort to understand. This inefficient data management compromises the speed and accuracy of workforce decision-making, and a lack of insight can have a significant ripple effect across your organization.

Now, imagine having access to key metrics of your workforce compared with the most current Human Capital Management (HCM) benchmarks based on real, “living” data to implement best practices across your organization.

It’s possible with Analytics and Benchmarking powered by ADP® DataCloud. You get up-to-date, easily accessible data that reveals critical, actionable workforce and business insights delivered into your daily workflow. Take control of your data, with filters and view-by options to support your business strategy.

Analytics

Analytics powered by ADP DataCloud simplifies the ability to quickly spot workforce trends and diagnose issues. We’ve automated the analytics process — no reports to run, no calculations to make, no charts to create — so you can reap the benefits of concise, accurate data visualization without the headaches of manual data collection and manipulation. Analytics pulls together key information to help you see trends over time, make evidence-based decisions, and align your workforce management strategies with broader organizational goals.

Holistic view of your workforce

Analytics can support many of the modules within your ADP HCM solution*, including HR, Time, and Payroll to uncover critical issues and gain powerful workforce insights into trends by comparing segments of your organization against internal benchmarks.

Consumer-driven design

An uncluttered, highly visual experience is fast and easy to use right from the start, without any in-depth training.

Pre-configured, yet customizable dashboards

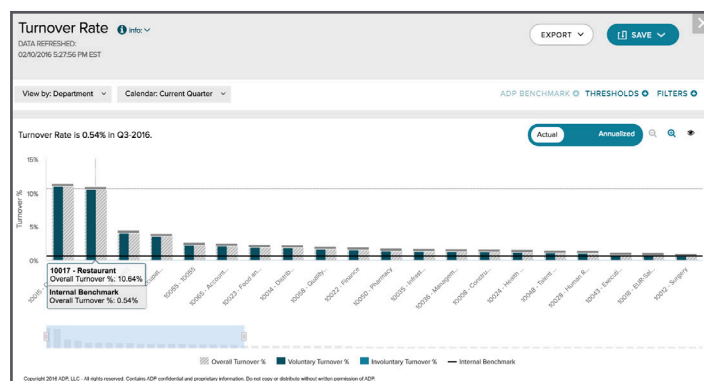
Dashboards come pre-configured with collections of commonly analyzed metrics to help you get started quickly, or you can build your own dashboards to fit your organization’s needs.

Custom Filters and View-Bys

Filters and view-bys utilize standard settings or can be customized with your own data for nearly unlimited data analysis options.**

Color-coded threshold indicators

Immediately spot workforce issues when a metric (turnover, absence, etc.) falls outside your predefined range of acceptable performance.



* Features vary depending on ADP HCM solution.

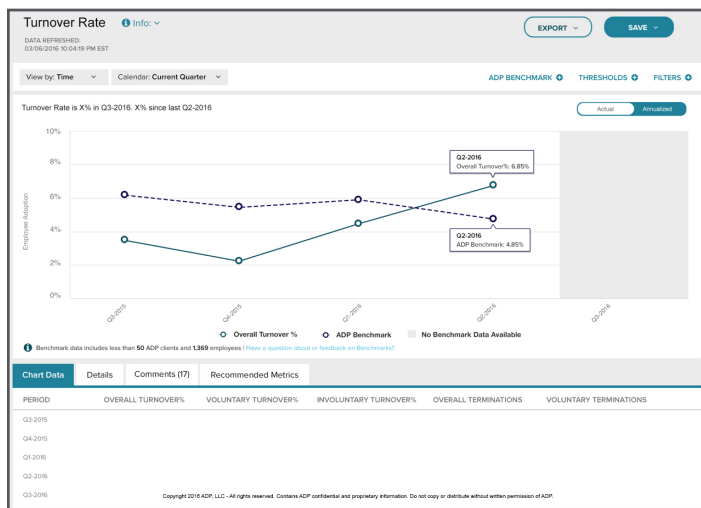
** Expected availability in late 2016 and varies by ADP HCM solution

Companies can compare a specific internal performance metric to an internal, organization-wide benchmark

Benchmarking

Is your turnover rate higher than it should be? What compensation components will best allow you to attract and retain talent? Up until now, these type of critical questions could only be answered by third party, survey-based benchmarks. Surveys take valuable time to complete, are based on a limited number of companies, and may not be relevant by the time you get the results.

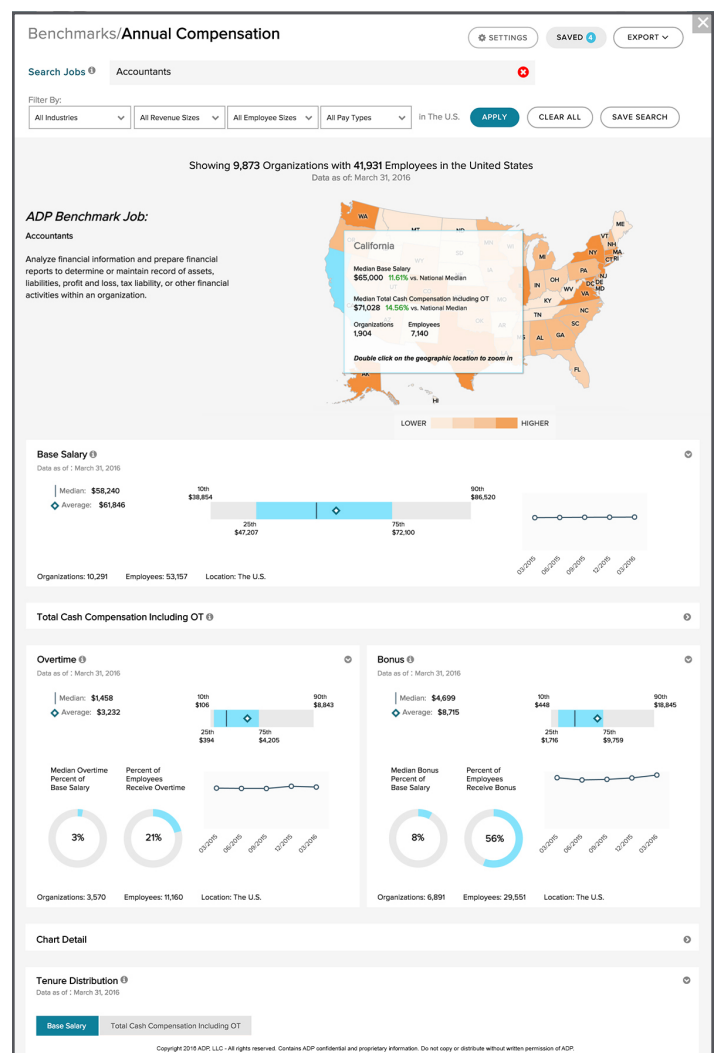
Benchmarking powered by ADP DataCloud is a revolutionary replacement to the time-intensive survey process. Benchmarking also includes access to the latest ADP Big Data innovations, including the Turnover Probability Explorer and Pay Equity Explorer (subject to availability). It takes a unique, big-data-driven approach to deliver trusted HCM benchmarks that are aggregated and anonymized from 30 million employees in ADP's client base. ADP big data is accurate and up-to-date, and it's easy to both find specific data points and to identify trends.



Organizations can assess themselves against ADP benchmarks

This new, powerful business tool lets HR, Finance and Compensation Professionals assess four key areas:

- **Compensation** – Insight into compensation market trends by compensation element (total cash, base salary, bonus and overtime) and pay type (salaried vs. hourly).
- **Workforce Demographics** – Insight into workforce demographics, including age and gender.
- **Workforce Change** – Insight into the rate of workforce change including turnover, tenure and retention rates.
- **Time and Attendance** – Insight into workforce management efficiency, including absence and overtime rates.***



Annual compensation provides detailed compensation benchmarks as well as trends over time

*** Expected availability in late 2016 and varies by ADP HCM solution

When you have market insight based on real, “living” data, you can feel confident when making strategic decisions at the company, team, job type and individual levels.

Actionable, “Decision Quality” Data

Benchmarking data can be filtered by location, industry, company size and by a specific job (including levels) to give you detailed comparisons that allow you to fine-tune workforce strategy and more effectively plan for upcoming budget cycles.

Highly Visual and Embedded

Benchmark data is visualized and integrated in the ADP HCM platform without having to go to a separate application or data source for information (such as survey results).

Configuration through Job Matching

A powerful job matching tool enables you to easily review, confirm or update your organization’s matches to ADP benchmark jobs to improve the accuracy of comparisons.

Easily Shareable Across your Organization

Benchmarks, including compensation differentials, can be easily exported to .csv, .xls, .ppt and .pdf formats to share with other HR and business teams.

Powered by Trusted ADP Big Data

Understand how many ADP client organizations and employees are behind each benchmark, allowing you to feel confident about the reliability of the data on which you can make effective decisions.

Job Matching

STRONG **MEDIUM** **WEAK**

There is strong confidence that a match for your organization's job to an ADP job is correct. Only Strong job matches are included when calculating ADP Benchmarks.

There is medium confidence that a match for your organization's job to an ADP job is correct. Once you confirm or revise a job match, the strength of match is elevated to Strong.

There is weak confidence that a match for your organization's job to an ADP job is correct. Once you confirm or revise a job match, the strength of match is elevated to Strong.

Matched Jobs (232)

SEARCH JOBS

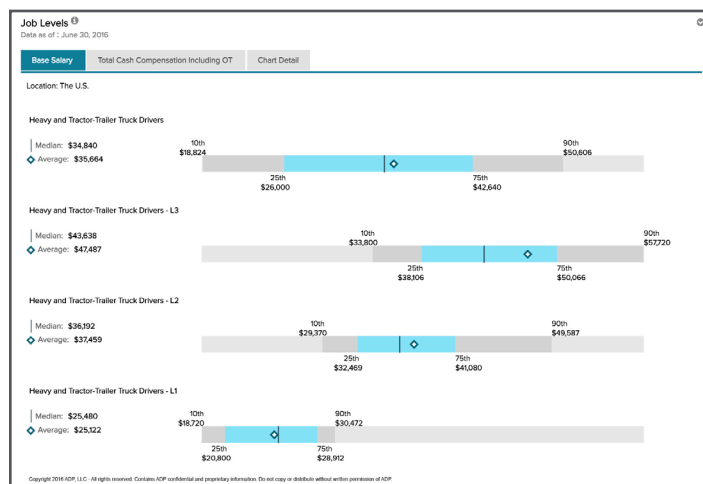
Search Job

FILTER BY: (0) **VALIDATE MATCHES**

JOB TITLES	STRENGTH OF MATCH	MATCHING ADP JOBS	ACTION
1082 General Services Manager	Strong	Food Service Managers	Edit
Accounting Clerk	Strong	Bookkeeping, Accounting, and Auditing Clerks	Edit
Accounting Manager	Strong	Financial Managers, Branch or Department	Edit
Administrative Assistant	Strong	Executive Secretaries and Executive Administrative As...	Edit
Administrative Services Manager	Strong	Administrative Services Managers	Edit

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The Job Matching tool strengthens the accuracy of matches between ADP Benchmark jobs and your own jobs



Job level data provides added depth for more accurate comparisons with your own jobs

To learn more about Analytics and Benchmarking, powered by ADP DataCloud, contact your ADP representative or visit ADP.com/datacloud