

Advanced Talent™

Introducing the most robust Talent Suite
for mid-sized companies

Hire, Engage and Retain Top Talent with ADP Advanced Talent™

A Powerful Platform for Talent Success.

Leadership and Feature Quality Throughout the Platform

Combines the industry's leading payroll and HR platform with the #1 talent suite to provide the most comprehensive HCM platform on the market today.

Powered by the ghSmart A Method from NYT Best Seller Who

Leverage the proven researched-based methodology for attracting, engaging and retaining top talent by promoting your organization's unique mission, values and goals.

Award Winning User Interface

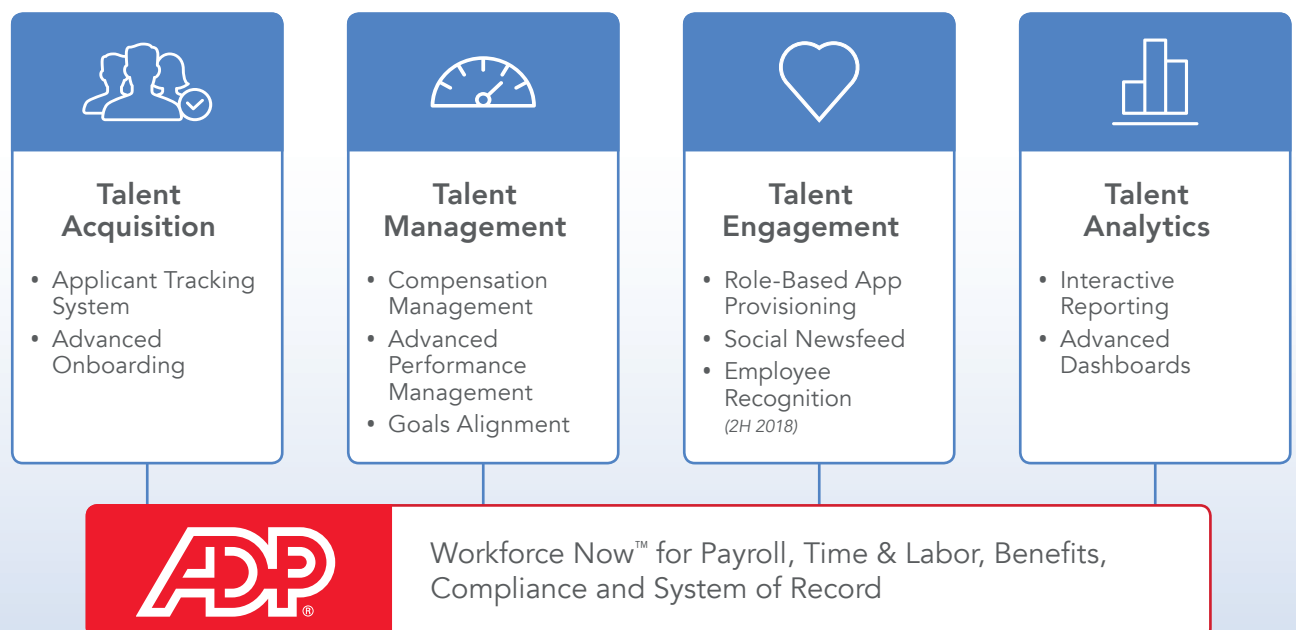
Named the most intuitive, user-friendly talent platform by HR administrators, managers and employees by G2 Crowd.

Commitment to Service and Support

Offers best-in-class implementation, account management, training and support.

Support your People at Every Phase of the Employee Lifecycle.

Improve the entire employee experience by adding the Advanced Talent™ suite on top of ADP Workforce Now™.









Category Leaders Power the Platform

The new Advanced Talent™ Platform leverages the strengths of the two HR management software industry leaders. It integrates ADP's best-in-class payroll, compensation management and core HR functionality with ClearCompany's award-winning talent suite. The result is a complete HCM solution with unrivaled functionality and features, the #1 ranking in every sub-category, and a modern, intuitive user interface.



ClearCompany's
award-winning
Talent Suite

G2 Crowd 2017 Top HR Management Suites by Mid-Market Reviewers

Product			G2 Satisfaction Score
1	 ADP Workforce Now™		96%
2	 ClearCompany		94%
3	 UltiPro		92%
4	 EBS PaySuite		91%
5	 BambooHR		86%
10	 Namely		72%

* Source: G2 Crowd 2017

Customers Love Advanced Talent™.

"The recruiting, onboarding, and performance tools provided through the Advanced Talent™ suite by ClearCompany, along with their responsive support team, create an amazing experience for our candidates and employees. The seamless integration with ADP has cut down on manual entry and improved data accuracy. This is the most intuitive, innovative, and efficient platform I have used throughout my many years working with various HR systems."



– Tessa Stark, Senior Manager - People
Edible Arrangements



– Kasey Heintz
Chick-Fil-A

Advanced Talent™

Adds the Industry's Best Talent Suite On Top of Workforce Now™.

Applicant Tracking

An award-winning and patent-pending ATS for attracting and hiring A Players

Optimize your recruiting process start to finish with software that helps you manage job boards and requisitions, identify and score candidates, conduct effective interviews and streamline recruiting schedules and candidate communications. Use the competencies and profiles of your top performers to identify high potential applicants.

Advanced Onboarding

Make a great first impression on new hires

A smooth, mobile onboarding experience builds new hire trust and enthusiasm. Our system makes it easy to onboard new hires, capture data, manage compliance, and coordinate workflows so everything is ready for new employees on Day 1.

Mid-sized Businesses are Choosing the Advanced Talent™ Suite



*Advanced Talent™ is also available to larger
businesses who use ADP Vantage HCM*

Performance and Goals

Software for continuous feedback and performance reviews that employees, managers & HR teams appreciate

Our flexible technology achieves a 96% employee approval rating because it puts your company's mission, goals and values at the heart of performance discussions. It enables continuous feedback and informal, frequent check-ins between managers and employees.

Easily customize your performance review formats, cycles, questions and communications to make reviews a positive experience for everyone in your organization. Use goal planning and cascading tools to get managers, employees and leadership aligned and clear on priorities. Continually apply performance data to your recruiting efforts to hire more A players.

Compensation Management

Dynamic technology to optimize compensation spending

Automate compensation management to stay within your budget, plan ahead, simplify merit and bonus event cycles, and encourage a pay-for-performance work culture.

Social Recognition*

Leverage peer-to-peer recognition to promote alignment and engagement

Our software makes it fun and easy to share successes, recognize employee accomplishments and promote positive employee behavior. Publicize employee wins and let co-workers chime in and congratulate their peers through the social newsfeed. Use the power of recognition to promote company values and build a culture of appreciation.

*Available 2H 2018.



Role-Based App Provisioning

Take single sign-on and identity management to the next level to drive productivity

Single Sign-on and Identity Management software gives employees access to any application on any device. Our platform makes this technology smarter and more useful by connecting it to the unique roles within your organization. With role-based app provisioning, it's easy to customize or change app access based on an employee's role or status without the help of an IT administrator. Easily onboard and off-board employees or change their suite of workplace tools when roles change.

Talent Analytics

See the full picture

Our integrated full-platform analytics, interactive custom reporting and data visualization tools provide more insight than ever before into the performance of each department, manager, employee and team. Our Talent Analytics suite combines compensation data with performance data so leaders can see how pay relates to performance.

A Unified Model for Talent Success

Advanced Talent™ works differently than other solutions. Our software automates the A Method at scale and connects every talent module. It brings your company's unique mission, goals and roles into every phase of the employee experience. This is how Advanced Talent™ drives continual improvement to your talent strategy.

You need a connected talent suite, not standalone, siloed talent modules

With a connected talent strategy, you can leverage the performance profiles of A players in your recruiting efforts to attract and hire candidates with similar performance attributes.

Don't let your performance management system archive valuable performance insights. Leverage performance data to drive future hiring decisions and employee engagement.





Talent Acquisition: Applicant Tracking System Features

Applicant Experience

- **Mobile Apply**
- Multilingual Applications
- Branded Career Sites
- Social Sharing Tools
- **Easy Apply by LinkedIn, Glassdoor, Indeed, Monster and ZipRecruiter**

Job Posting Management

- Job Board Management
- Discounts on Sponsored Postings
- **Automated Free and Sponsored Postings**
- Facebook Career Sites
- **Custom Source Tracking**
- Requisition Templates
- **Automated Requisition Approval Processes**

Candidate Management

- External Talent Sourcing
- Passive Candidate Sourcing
- Background Checks
- **Knock-out Questions**
- Automated Pipeline Management
- Closed Loop Email Capture
- Referrals Management
- **Automated Interview Scheduling**
- Applicant Auto-Grading
- Workflow by Requisition
- **Digital Offer Letters**
- Dispositioning
- Mobile Communications
- **SMS/Texting**

Strategic Interviewing

- **Video Interviewing**
- **Automated Scheduling and Integration with Local Calendars**
- **Interview Scorecards and Feedback**
- Team Collaboration Tools
- Behavioral Interview Questions
- **Automated Competency and Role-Based Interview Guides**
- **Mobile-Friendly Interview Packets**

Recruiting Analytics

- Interactive Analytics and Reports
- **Quality of Hire Measurement**
- Executive Dashboards
- Source Reporting
- Application Completion Rates
- User Analytics
- Workflow Insights
- Personalized Custom Reports



Talent Acquisition: Advanced Onboarding Features

- E-Signature Acceptances
- HRIS Synchronization
- Automated Hiring Workflows
- Onboarding Packet Templates
- **Mobile-Friendly Onboarding Packets**
- Electronic Onboarding Packet Delivery
- E-Verify
- WOTC
- One-Click Background Checks
- Intelligent and Customizable Forms
- Compliant Forms by State and Province
- Comprehensive Standard Forms Library
- **Direct data delivery to WFN**

Advanced Talent™ is the best-in-class talent suite for improving HR processes and driving employee success and productivity.



Talent Management: Compensation Management Features

- Interactive Worksheets & Modeling
- Configurable Merit Recommendation Tools
- Integration with Payroll, HR Management and Performance
- Budget Planning Calculators
- Allocation Guidelines and Historical Data
- Competitive Benchmarking Tools
- Intuitive Dashboards
- Flexible Screen Presentations
- Dynamic Decision Support Tools
- Automated Compensation Notifications



Talent Management: Performance and Goals Features

- Every Review Format
 - Anniversary Based Reviews
 - 360 Reviews
 - Annual/Bi-Annual Reviews
 - Check-Ins
 - **30/60/90 Day New Hire Reviews**
 - Progress Updates
 - **Goals-Based Reviews**
 - **Role-Based Reviews**
 - **Competency-Based Reviews**
- Unlimited Reviews
- Automated Workflows
- Intuitive Portals for Employees and Managers
- Customizable Scales, Sections and Questions
- Employee Development Tools
- Goal Cascading
- Goal Planning
- Pulse Surveys (2H 2018)
- Integration with Compensation Management
- Actionable Analytics
- **9-Box Grid Reporting**
- Cycle Completion Reports
- Automated Cycle Notifications and Reminders
- **Comprehensive Competency Library**



Talent Engagement Features

- **Role-Based App Provisioning**
- Single Sign-On (SSO)
- **IDPaaS**
- **Seamless Provisioning and Deprovisioning**
- **Calendar Integration**
- **Mobile Integration**
- **Goal Alignment Tools**
- Social Newsfeed
- **Employee Recognition (2H 2018)**



Talent Analytics Features

- Interactive Reporting Suite
- Performance and Goals Tracking
- **Platform-Wide Data Flow**
- **Employee Lifecycle Insights**
- Role-Based Statistics
- Employee ROI Calculator
- Data Visualization Tools
- Executive Dashboards
- Easy Report and Data Exports
- Custom Reporting

ADP Workforce Now™

HR and Payroll Services for Mid-Sized Companies.

Workforce Now™ Empowers Your Employees and Reduces Administrative Burdens

With more than 60 years in the payroll and HR management industry, ADP knows how to help you manage and automate the administrative side of your business. Choose the HR software tools you need to streamline your processes and simplify HR management.



Workforce Now™ HR and Payroll Features

Core Features

Popular Add-Ons

Payroll and Tax

- Payroll Processing
- Payroll Tax Filing Service
- New Hire Reporting
- Online Statements
- Online Standard Reports
- Wage Garnishment Processing Service

- Time Off with Microsoft Outlook* Integration
- Paid Time Off Accrual Management
- General Ledger Solution
- Employee Self -Service
- Mobile Application

HR Management

- Basic HR Record Keeping
- Standard Compliance Reports
- Customized Record Keeping

- Global HR System of Record
- Multi-Currency Tracking
- Country-Specific Customized
- **Advanced Talent™ Suite**

Time and Labor

- Flexible Time/Data Collection
- Time and Attendance Tracking
- Mobile Employee Self-Service
- Standard Reports and Analytics

- Custom Reports
- Support for Work and Pay Rules
- Labor Scheduling and Management
- Absence Management

Benefits Features

- Benefit Plan Creation Wizard
- COBRA Notifications
- Workflow Integration
- ACA Compliance Dashboard

- Essential ACA
- Open Enrollment Employee Self-Service
- Invoice Auditing
- Automated File Sharing with Carriers

**Call your ADP Sales Rep now to hear more
about Advanced Talent™**



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