

# ADP® DataCloud

## Discover the valuable insights hidden in your people data

It's vital to understand your workforce and how your metrics compare to similar companies. But too often, people data is trapped in siloed systems. It's difficult to see the true picture and next to impossible to gauge how you stack up to your peer companies. Typical analytics tools bring costly, long implementations and can require labor-intensive consulting projects.

Only **ADP DataCloud** equips you with convenient access to your people data in one place with:

- Easy-to-use data visualization
- Interactive reports and dashboards
- The industry's largest workforce dataset for benchmarking

Answer common business questions through guided analytics experiences — even if you are not an analytics expert — and then share those insights with the people in your company who need them. All with a time-to-value measured in minutes, not months.

### People analytics

Unlock a deeper understanding of your workforce by revealing patterns and trends.

**With convenient access to your people data, you and your leaders gain valuable insights at your fingertips, to answer questions like:**

#### Turnover and retention

- How is my turnover trending?
- Where are we losing the most people?
- Why are employees leaving?

#### Diversity, equity and inclusion

- How diverse is my workforce?
- Which areas of my organization are not diverse?
- Is there pay equity among my employees?

#### Recruiting

- What is my hiring activity?
- Which job requisitions have been open for the longest time?
- How long does it take to fill our jobs?



Always Designing  
for People®



#### Managing costs

- What are the overall monthly and annual workforce costs and how do they compare over time?
- How much are we spending for each type of compensation? (e.g., base pay, bonus, benefits, taxes)
- Are we efficiently managing our overtime costs?

#### Benefits

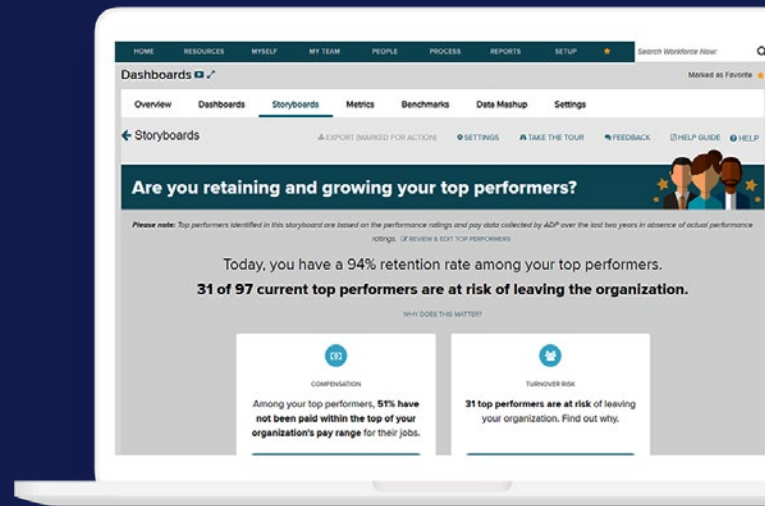
- How are associates migrating between medical plans?
- How are we doing with open enrollment?
- What benefits are associates enrolling in?

#### ADP system utilization

- What is the ROI from my investment in HCM technology?
- What percentage of my employees are registered to access the system?
- How often are employees accessing the system?
- What are the most/least frequent transactions?
- What actions can I take to increase utilization?

**Storyboards:** Answer key questions about your workforce through a story-driven approach. Receive AI-based recommendations on your people trends and equip HR practitioners and people managers with reliable, sound data that starts at the business and department levels and goes to the people level. Storyboards include:

- **Pay equity:** Quantify pay gaps by gender, race and ethnicity, and estimate the costs to close them.
- **Turnover cost:** Uncover the cost of losing an employee by understanding expenses such as severance, recruitment costs, training and productivity loss.
- **Top performers:** Identify and retain your top performers by better understanding their compensation, opportunity gaps and turnover risk.



**HCM metrics:** Understand your people data with streamlined, configurable dashboards and identify potential issues in key areas, like overtime, turnover, compensation and much more. Explore and share dozens of industry-standard metrics across:



HR



Benefits



Time



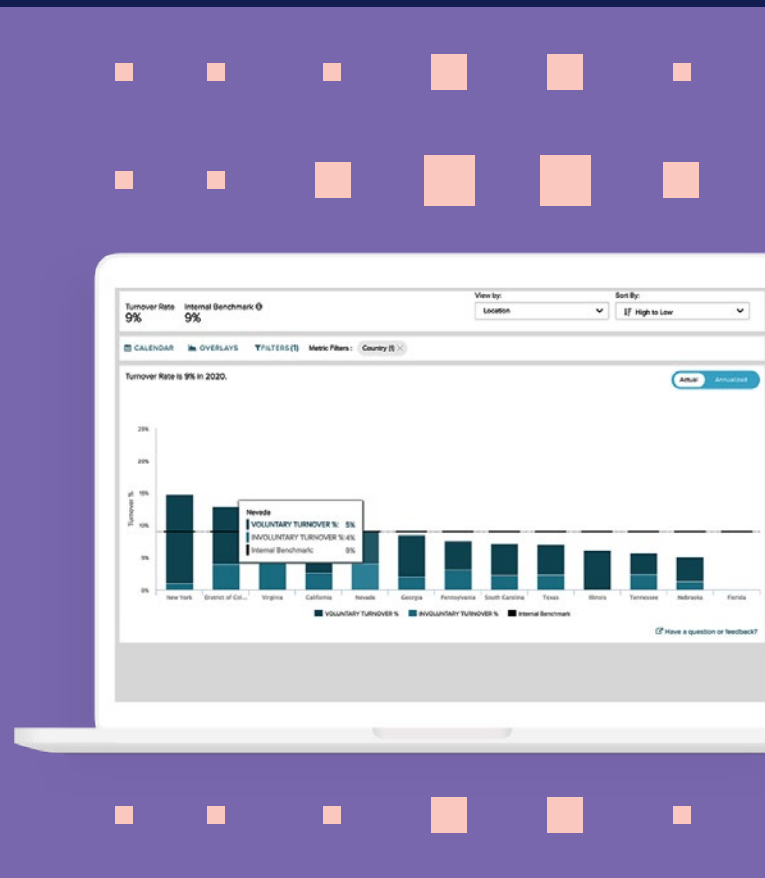
Payroll



Recruiting

“There are metrics for everything — retaining and growing top performers, cost of turnover, pay equity. With ADP DataCloud all of that different information is available at the push of a button. You don't have to be an expert at anything. This is so easy to use.”

**Jan Clewell, payroll supervisor, IMI Americas Inc.**



**Diversity, Equity and Inclusion (DE&I) dashboard:**

Foster a diverse, equitable and inclusive environment in your company with guided experiences that help answer key questions:

- How diverse is my workforce and my organization's leadership?
- Which areas of my organization are not diverse?
- What termination reasons are affecting diversity the most?

Better understand diversity, equity and inclusion in your company with simple, turnkey analytics around workforce composition, hiring, turnover, leadership positions, recruiting funnel and more.

Gain visibility into the composition of your workforce, filtered by race/ethnicity, gender, age band, veteran and disability status, and help drive important DEI initiatives.

DE&I Benchmarks replace outdated, inaccurate survey data with live HR and compensation data from ADP's vast workforce dataset of more than 920,000 companies and 30 million employees.

## Enhanced Insights

Compare your company to your peers with accuracy and confidence you never thought was possible. Tap into model-driven insights to take proactive, direct action to keep your business moving forward.

**Benchmarks:** See how you measure up to others with the industry's largest workforce dataset — real, up-to-date, aggregated and anonymized HR and pay data from ADP's U.S. client base of over 30 million employees.

Access a range of benchmarks based on 30+ metrics, including:

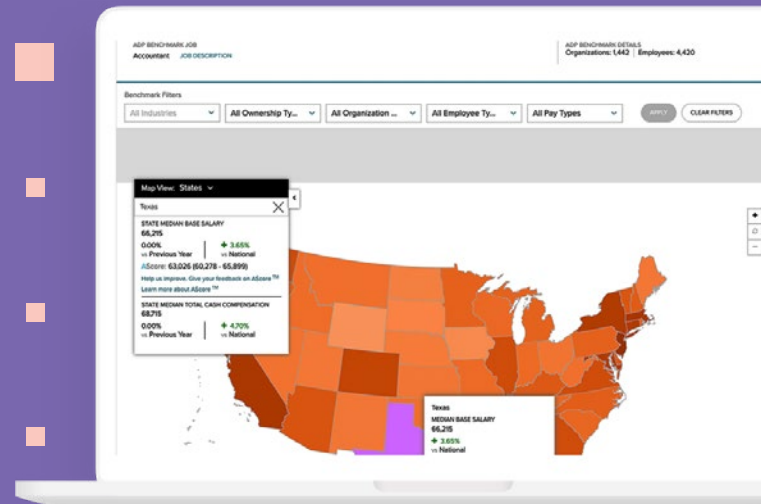
- Compensation
- Time and attendance
- Workforce demographics
- ADP system usage

Easily answer questions such as:

- Are we compensating our employees competitively?
- Are new hires leaving my company faster than others?
- Are our absence rates too high?
- Are our overtime rates too high?
- Are we getting the most out of our HCM investment?

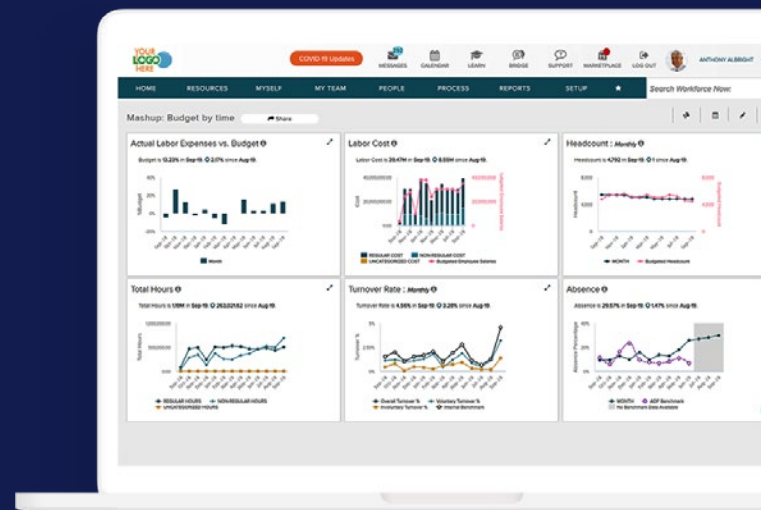
**Data Explorers:** Analyze critical areas of your business through curated experiences designed to enable a deeper understanding of what impacts your employees and your organization.

- **Annual compensation:** Explore compensation trends by total cash, base salary, bonus and overtime across locations and industries based on real and observed data.
- **Turnover probability:** See where turnover is likely to occur across your organization and uncover the drivers of turnover so you can take proactive steps.
- **Organizational benchmarks:** Compare headcount, labor costs and turnover against peer organizations. Assess departments using metrics such as headcount, costs and turnover compared to benchmarks.
- **Workforce compensation analysis:** Evaluate the competitiveness of your compensation strategy across all jobs in your organization. Easily identify areas where you might be over or underpaying employees and calibrate against the market.
- **Talent market insights:** Widen labor pools by finding adjacent jobs and identify sources where they are hired. Simply search insights by jobs or skills, discover the talent hidden in a specific industry or location, and view your results by compensation and demographics.



**Data Mashups:** Mashup two or more data sources in a single graph for a prime example of data at work.

- Combine your business and workforce data, then visualize the information to provide an at-a-glance view of your workforce and business performance to gain more powerful insights than tracking data points separately.
- Overlay business data against your people data to budget for headcount, labor and overtime costs.
- View your sales data alongside your workforce data for a better understanding of what was forecasted vs your business' actual revenue.
- Export data from ADP DataCloud to Tableau or Microsoft PowerBI to drive informed decision making within your organization's preferred BI tools.
- Answer critical business questions such as:
  - How are my expenses trending relative to my budget?
  - What is my revenue per employee?



## 0 Executive and Manager Insights

Easily access relevant employee information in a simple, digestible format through MyADP and ADP Mobile:

- Push AI-generated headlines that uncover important trends that can be quickly and easily understood and acted upon — all through your people's preferred devices.
- Compare data for your teams and departments with real and accurate ADP benchmarks.
- Set access permissions for workforce insights in the app even for people that do not require HCM platform access.



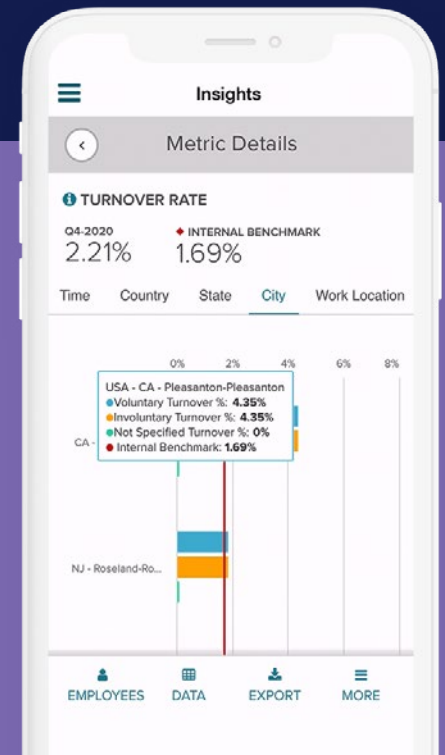
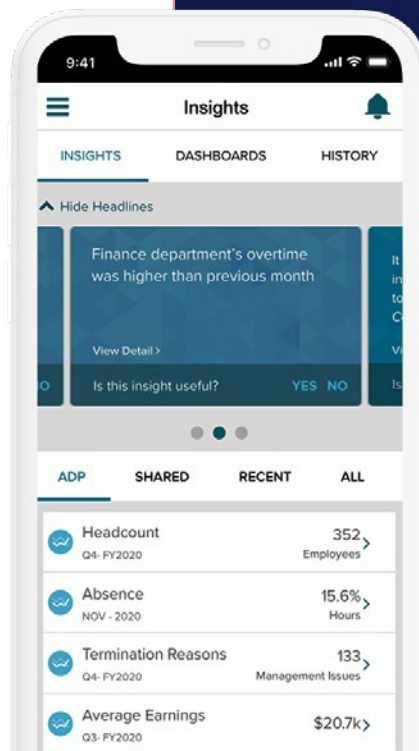
### HR, payroll and time headlines

Identify and resolve people issues that impact cost, revenue and productivity — without waiting for analysts to run reports or disconnected systems to miraculously start working together.



### Turnover risk headlines

Quickly understand which members of the team are the most likely to leave the organization and why. Perhaps unusually high overtime is causing valuable team members to look elsewhere, or maybe it's been too long since a high-performing employee received a promotion.



For more information on ADP DataCloud, contact:

---

---



Always Designing for People®