

ADP® Global Payroll

Expand your global enterprise payroll quickly and easily



Always Designing
for People™

“Many companies are seeking to expand their global footprint to chase new revenue streams. This has payroll implications that companies need to consider as part of any exploratory process.”

EY 2017 Global Payroll Survey Introduction of Jeffrey J. Brown, Principal, Human Capital Ernst & Young LLP Houston, Texas

Thinking about expanding into new markets?

As a global company, you're keen to make the most of opportunities to expand your business into new locations. But the challenge of running payroll in far-flung places has frustrated the expansion plans of many a global enterprise before you.

So what makes global payroll such a formidable prospect?

Firstly, there are the all-important regulations. Region-specific labor laws are complex and constantly changing (not to mention costly to keep up with).

Then there's the time it takes to learn about the nuances of managing payroll in your new corporate locations – the hair-raising requirements that no-one in company HQ could have foreseen. Payroll teams' productivity is bound to suffer as they spend time trying to firefight such local issues.

Lastly, let's not underestimate the difficulty of managing concurrent payroll systems in different locations around the world, and of maintaining this disjointed payroll process.



The key challenge: staying focused on growing your business

If you can't pay your employees correctly and on time, nothing else in business really matters. A scalable and efficient payroll process underpins the growth plans of any global company.

A growth-focused payroll strategy will help you:

- save time on payroll tasks, and reallocate resources to more productive or strategic areas of the business,
- reduce the risk of payroll and tax mistakes, as well as avoid unnecessary costs,
- deliver reliable and meaningful global payroll reports that add value throughout the business.

Decentralized global payroll? Not ideal...

Many companies with employees in multiple countries run separate payrolls in each country, relying on global payroll managed services or payroll 'aggregators' to streamline processes and reporting. However, some of the countries' payrolls may still be run independently, which means that payroll and reporting are delivered separately. The HR and payroll teams are left struggling with a complex process, increased errors and extra costs – all the while burdened with a poor user experience.

The upshot is, without unified payroll data and processes, you're going to face inefficiencies that result in higher costs. Juggling multiple contracts and suppliers also limits your ability to scale up as business needs change.

The perfect solution

It's easy to idealize the perfect global payroll organization. One single system, one single process – and less time spent on admin tasks. But it isn't that easy to put into practice.

You can achieve the ideal only when you unify your payroll experience to help ensure accurate and consistent payroll across all regions, including:

- direct access to a cloud-based global payroll solution,
- automated payroll processing in all countries,
- a fully or partially managed payroll administration service,
- streamlined payroll data directly from your HR system of choice,
- help with compliance monitoring, with dedicated resources and a center of excellence,
- global reporting and analytics.

"Finance, HR, and payroll professionals are now being challenged to ensure international locations follow similar processes and protocols as those in the United States, thereby reducing risk and increasing compliance on a global level."

Payroll Answer Book – Global Payroll, Chapter 13. Honomichl ISBN: 9781543811520



ADP Global Payroll solutions

Payroll for the world

ADP delivers scalable global payroll through innovative technology-enabled services across multiple countries. Specially designed to meet the needs of multinational companies, our solution helps you simplify global payroll, increase compliance, and generate new HR insights to make better decisions.

Unlike other global payroll approaches that may use multiple systems and offer limited country coverage or added cost and complexity, ADP's approach is to unify your payroll experience, no matter how many employees or locations you may have.

We offer global payroll in 140 countries, with local expertise to help ensure accurate and consistent payroll across all regions.

Global payroll is what we do, and we've made it simple.

Simpler payroll

Helping you overcome the complexities of managing global payroll.

Improved efficiency

Allowing you to reduce time and resources.

Higher accuracy

Increasing accuracy and streamlining processes for multi-country payroll.

Flexible growth

Supporting growth into new markets and managing rapidly changing labor laws and regulations.

Better decision-making

Delivering a single view of global workforce data for reporting and data analysis.

Unified data reporting

Unifying payroll data and management into a single reporting platform.

Increased security

Increasing data security and privacy through experienced teams and expertise.



With 70 years' experience, ADP offers a flexible solution for meeting the complexities of managing payroll globally. ADP Global Payroll empowers you to integrate, centralize, process and manage multi-country payroll efficiently for your employees around the world.

ADP Global Payroll: a winning combination

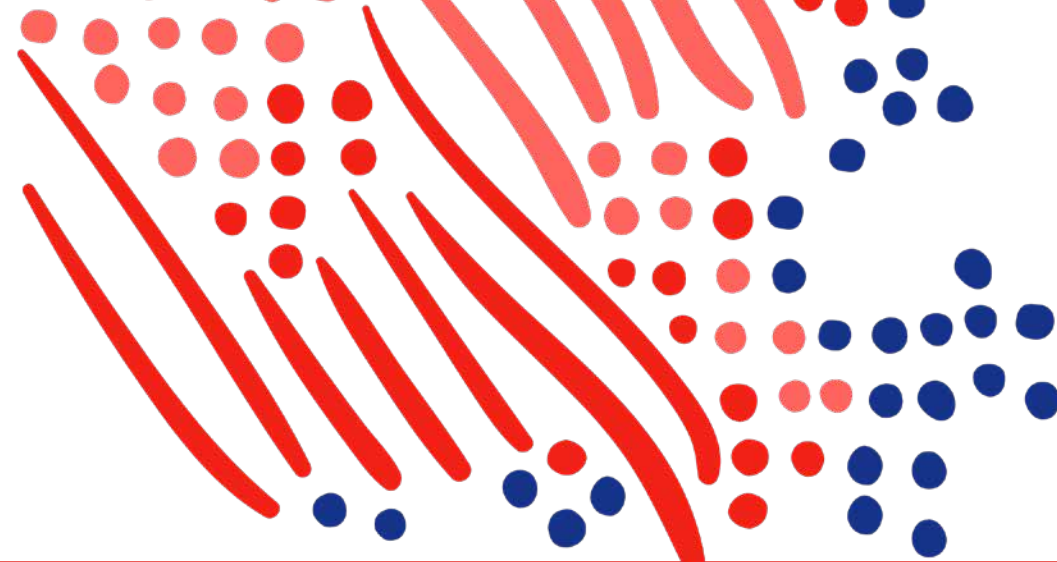
Real-time reporting

ADP Global Payroll combines two flagship products – ADP Celergo and ADP GlobalView Payroll – providing a single reporting solution for all of your countries. It's designed to accommodate multinational companies with both large and small employee populations.

Our technology's premium reporting functionality will give you access to consolidated data for unified global reporting – enabling the insights essential to driving your business forward.

Managed services

Best-in-class global payroll technology is complemented by first-rate service and account management through regional and local offices. We provide continuity of services, proven issue resolution and escalation capability, customer-specific knowledge, and experts who speak your language (45 languages globally). So you can focus on what matters.



To find out more about ADP's global payroll solution and how it can benefit your organization, go to [adp.com/worldwide-locations](https://www.adp.com/worldwide-locations)

About ADP®

Designing better ways to work through cutting-edge products, premium services and exceptional experiences that enable people to reach their full potential. HR, Talent, Benefits, Payroll and Compliance informed by data and designed for people. Learn more at [ADP.com](https://www.adp.com)