# Compliance integration guide

ADP
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# Compliance overview

Compliance solutions that work with your payroll, HR and financial systems can help your organization maintain HCM-related compliance, mitigate risk, improve efficiencies and drive growth. In addition, the right compliance solution, when optimally integrated with your HCM-related systems, can free up your staff to focus on their primary roles, secure in the knowledge that compliance is being handled properly.

**Integrating compliance capabilities into your HCM-related systems enables you to:**

## Maintain control
over core administrative and strategic functions such as onboarding, payroll and applicant tracking.

## Help stay compliant
and minimize risk.

## Reduce the organizational burden
from activities such as payroll tax filing, wage payments, third party payments and others that are not core to the business.

# Key compliance processes

**Employment tax**
- Federal, provincial and territory tax remittances and filing
- Simplify tax compliance and reduce risk

**Third party payments**
- 12 vendors and agencies (garnishment, investment group)
- Family support

**Wage payments**
- Direct deposit
- Drive electronic pay adoption and reduce costs

**Year-end tax filing**
- Timely, accurate year-end tax form filing
- Simplifies filing to CRA and Revenu Quebec

**Record of Employment (ROE)**
- Same day filing to Service Canada
- Fully automated ROE submission process to and from Service Canada

# Assessing your company's compliance integration needs

Are you moving from in-house payroll or from a payroll provider to an HCM provider like Workday® or Oracle®?

Is your organization handling HCM-related compliance tasks in-house?

Do you have an HCM system that isn't designed to do all the work that has to be done to comply with regulations?

Does your HCM system have an integrated compliance solution built around it? Is there opportunity for more seamless integrations and automation of manual processes?

# What to look for in a compliance integration partner

## Strategic integrations with ERP, payroll and HCM systems

For a successful end-to-end compliance experience, look for a partner that has established a strategic ecosystem and has robust integrations with leading ERP, payroll and HCM vendors like Workday or Oracle. In addition to connecting software and technology, the right partner should work closely with system integrators (SIs), to deliver the best quality outcome for your particular situation. These might be the vendors you use today and/or vendors you may use in the future.

### Expertise and specialized resources

- Team of experts who are closely aligned with ERPs to enable creation and development of state-of-the-art integrations that help reduce the stress and risk on your organization, related to HCM compliance.
- Experts who can act on your behalf and have breadth and depth across multiple HCM compliance processes — to achieve maximum value from a single partner.

### Delivery model

- Established, robust integrations so data flows seamlessly between your HCM system and multiple compliance processes.
- Development, integration, implementation and service teams that work together to help deliver an end-to-end integration experience.
- Product roadmap alignment to help limit surprises and speed integration.

### Streamlined integrations

- Integrations that preserve your data and keep it clean, rather than manual data manipulation to achieve integration with back-end compliance engines.
- A process that takes the bulk of the integration off of your plate, resulting in minimal interruptions to your staff and helping to ensure that everything runs smoothly.
- Specific, repeatable steps to help ensure that future integrations, if necessary, are equally efficient and seamless.
- Ongoing investment in product development.
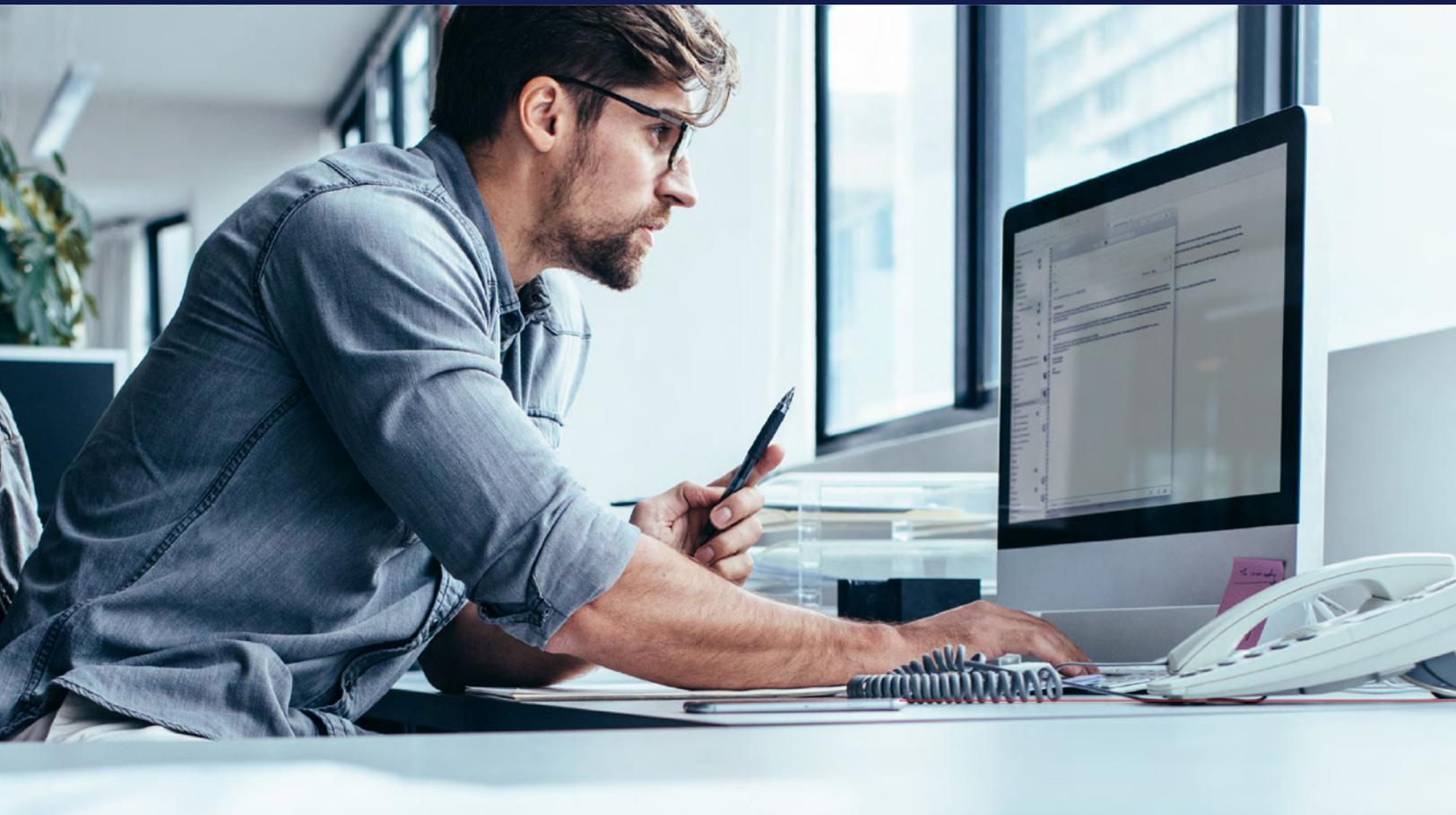
# What ADP offers that others don't

In addition to ADP's 75 years of compliance experience and 20 years of experience integrating with various HCM platforms, ADP has successfully implemented thousands of ADP SmartCompliance™ clients with leading payroll providers. We integrate with Workday and Oracle. Our integrations allow us to work in lockstep when implementing compliance solutions with these systems.

We have built relationships with the system integrators (SIs) who support the top ERP providers. Our dedicated team facilitates alignment with vendors' delivery teams and our integration teams to provide the most streamlined integration and implementation experience. We also have ERP specialists within our implementation group to help with streamlining for specific ERPs.

We have built playbooks for repeatable, scalable integrations with top ERPs. This helps ensure that each client's integrations will be seamless and subsequent integrations will work as well as the first one.

# Why ADP?

ADP is unique in its ability to integrate with many leading HCM/ERP providers with a full portfolio of HCM-related compliance processes. Using state-of-the-art integration methodologies, we help ensure that your HCM/ERP system is fully enabled with a strong compliance foundation and you no longer have to worry about most of the compliance work you may be doing in-house today.

**Visit:**

ADP.ca/en/ADP-SmartCompliance

**Call us at:**
(866) 622-8153

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