

ADP FEATURES MATRIX



Clients report weekly HR administrative time **reduced from days to under an hour** for some

(ADP TotalSource ROI Research Report, Oct. 2025)



Choose the solution that best fits your organization's HR, talent, benefits and payroll needs.



ADP Workforce Now®

- Cloud-based HR suite
- Payroll and tax
- Workforce management

ADP® Comprehensive Services

- Outsourcing solution
- Modular solutions for HR/talent, pay, and benefits administration
- Designated strategic advisor
- Team of service specialists
- Employee support

ADP TotalSource®

- All-in-one, full-service PEO
- Market-leading benefits and 401(k) plan
- HR/compliance, workers' comp, payroll/tax, benefits administration, hiring
- EPLI and legal defense benefit
- Designated strategic advisor
- Team of service specialists
- Employee support



Here's a sampling of the technology and services you get access to with each of these solutions.



SUPPORT FROM EXPERTS	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Strategic HR partner		✓	✓
ADP MyLife Advisors (premium phone support for your employees)		✓	✓
HR specialist		✓ _{HR}	✓
Payroll business partner		✓ _{Pay}	✓
Tax business partner and tax consultants			✓
Benefits specialist		✓ _{Benefits}	✓
Talent specialists		✓ _{Talent}	✓
Workplace risk and safety consultant		✓ _{HR}	✓
Workers' compensation claims specialist			✓
HR central investigations group			✓
Time and attendance team			✓
Technology specialists	✓	✓	✓
Full-service implementation	✓	✓	✓

TECHNOLOGY	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
User-friendly, intuitive technology	✓	✓	✓
ADP Workforce Now Technology suite (HR, Payroll, Benefits, Compliance, etc.)	✓	✓	✓
Employee self-service	✓	✓	✓
ADP mobile app	✓	✓	✓
ADP DataCloud Analytics and Executive Manager Insights (via mobile)	\$	✓	✓
Reporting (standard and custom)	✓	✓	✓
Intelligent, chat-based HR assistant (powered by ADP Assist)	✓	✓	✓
Online portal for admin and employee support, including live chat		✓	✓



Included

✓ **Pay** ADP Comprehensive Pay



Available for a fee

✓ **Benefits** ADP Comprehensive Benefits



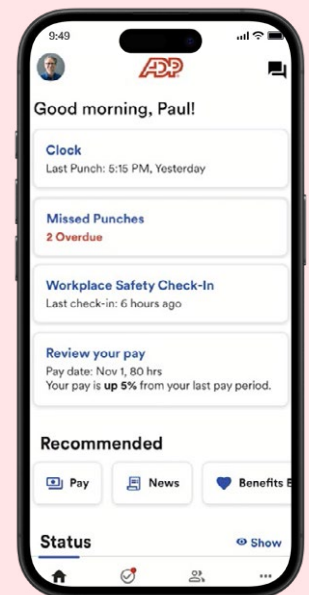
✓ **HR** ADP Comprehensive HR

✓ **Talent** ADP Comprehensive Talent

"I LOVE working with ADP TotalSource. Their site is easy to manage, and their service is impeccable."

— Therese M.

Office administrator,
legal services company



ADP Mobile home screen

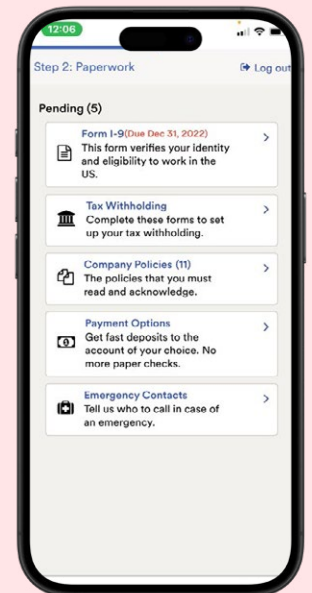
TECHNOLOGY (CONTINUED)	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
A comprehensive learning management system (LMS)	\$	✓ HR, Talent \$ Pay, Benefits	✓
Proactive guidance and annual success plans delivered by an ADP HR strategic partner	\$	✓	✓

HUMAN RESOURCES	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Annual benefit strategy for employers: Plan selection and contribution strategy too			✓
Employment practices liability insurance (EPLI) and legal defense benefit			✓
Employee system of record	✓	✓	✓
Online document management	✓	✓	✓
Communications: Alert messages and monthly email newsletter	✓	✓	✓
New hire onboarding, electronic I-9, employment verification	✓	✓	✓
Workplace compliance support (FLSA, FMLA, ADA, harassment, etc.)	✓	✓ HR \$ Pay, Benefits, Talent	✓
Federal, state and local workforce management regulatory knowledge base		✓	✓
HR best practices, forms library, job descriptions and employee handbook	\$	✓ HR	✓
HR, skills and license tracking	✓	✓	✓
On-site and virtual training		✓ HR	✓
Safety program builder and safety recommendations		✓ HR	✓
Online safety awareness training courses		✓ HR, Talent \$ Pay, Benefits	✓
Workplace safety evaluations and OSHA training		✓ HR	✓
Employee state leave of absence administration		\$	✓

✓ Included
 ✓ Pay ADP Comprehensive Pay
 \$ Available for a fee
 ✓ Benefits ADP Comprehensive Benefits
 ✓ HR ADP Comprehensive HR
 ✓ Talent ADP Comprehensive Talent

“I foresee Maverick staying with ADP Comprehensive Services for many years to come. It’s very scalable and offers everything we need right now, and I know we can add on more features as we grow and expand.”

— Diana Harney
 Chief Operating Officer and
 Executive Vice President,
 Maverick Solutions



ADP Onboarding

HUMAN RESOURCES (CONTINUED)	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Employee unemployment claims administration	✓	✓	✓
Compensation analysis self-service tool	\$	✓ HR, Talent \$ Pay, Benefits	✓
Background checks	\$	\$	✓
HCM-related merger and acquisition support and consultation		✓	✓
Company mission, vision and value consultation and alignment		✓	✓
Leadership development		✓ Talent \$ HR, Pay, Benefits	✓
Employee engagement surveys	✓	✓	✓
Workforce strategies consultation		✓	✓
Drug-free workplace program		✓	✓

TALENT	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Performance technology module	\$	✓ Talent \$ HR, Pay, Benefits	\$
Succession planning tool	\$	✓ Talent \$ HR, Pay, Benefits	\$
Recruitment technology module	\$	✓ Talent \$ HR, Pay, Benefits	\$
Recruitment embedded insights	\$	✓ Talent \$ HR, Pay, Benefits	\$
Job descriptions	\$	✓ HR, Talent \$ Pay, Benefits	\$
ZipRecruiter job slots and TrafficBoost	\$	✓ Talent \$ HR, Pay, Benefits	\$
Compensation management technology module	\$	✓ Talent \$ HR, Pay, Benefits	\$
Learning platform and courses	\$	✓ HR, Talent \$ Pay, Benefits	✓



Included

✓ Pay ADP Comprehensive Pay



Available for a fee

✓ Benefits ADP Comprehensive Benefits



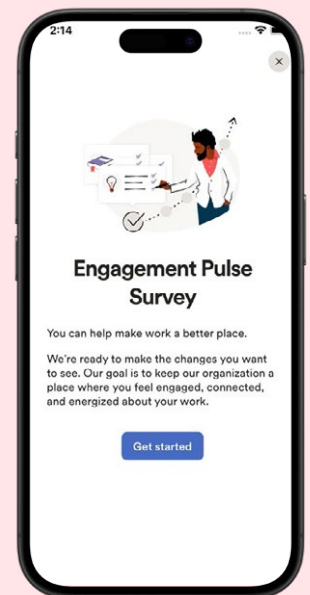
✓ HR ADP Comprehensive HR

✓ Talent ADP Comprehensive Talent

ADP TotalSource clients report employee onboarding time reduced by up to

70%

(ADP TotalSource ROI Research Report, Oct. 2025)



Employee engagement surveys

TALENT (CONTINUED)	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Instructor-led training		✓ HR, Talent	✓
Leadership training		✓ Talent \$ HR	✓
Leave administration	\$	\$ HR, Pay, Benefits, Talent	✓
Unemployment claim administration	\$	\$ HR, Pay, Benefits, Talent	✓
Drug-free workplace testing	\$	\$ HR, Pay, Benefits, Talent	✓
ADP Datacloud Enhanced Insights and Benchmarking	\$	\$ HR, Pay, Benefits, Talent	✓

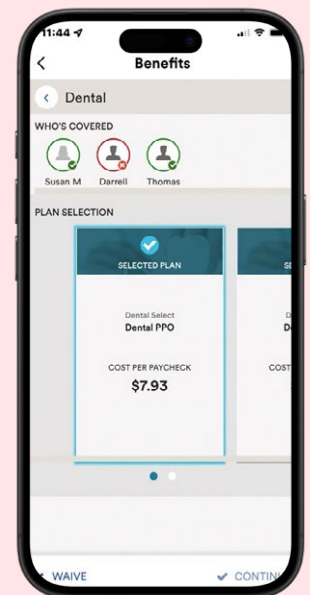
BENEFITS	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Market-leading benefits with multiple plan types available			✓
Benefits administration technology	✓	✓	✓
Benefits administration service		✓ Benefits	✓
Online annual enrollment including decision support tool, life events and new hires	✓	✓	✓
Open enrollment support		✓ Benefits	✓
Dependent and beneficiary tracking	✓	✓	✓
Open enrollment employee communication		✓	✓
ACA compliance dashboard, reporting and filing	✓	✓	✓
ACA support		✓	✓
Carrier connections	✓	✓	✓
Carrier relations and negotiations		✓	✓
Healthcare reform compliance consultation	✓	✓	✓
COBRA event triggers	✓	✓	✓
COBRA administration	\$	✓ HR, Benefits	✓
Employee MyLife website for articles and benefit information		✓	✓

✓ Included
 ✓ Pay ADP Comprehensive Pay
 \$ Available for a fee
 ✓ Benefits ADP Comprehensive Benefits
 ✓ HR ADP Comprehensive HR
 ✓ Talent ADP Comprehensive Talent

ADP Comprehensive Services clients surveyed report a

55%
improvement in HR operations efficiency using ADP Comprehensive HR.

(NelsonHall Analyst Report: ADP Comprehensive HR and Comprehensive Pay ROI and Benefits)



Benefits Plans for ADP TotalSource

BENEFITS (CONTINUED)	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Medical, dental, vision insurance			✓
Section 125			✓
24/7 access to nurse triage for injured workers			✓
Health advocacy services			✓
TelaDoc and Telehealth services		\$	✓
401(k) retirement savings plan		\$	✓
Workers' compensation insurance		\$	✓
Commuter benefits			✓
Health saving account (HSA)			✓
Flexible spending account (FSA) and dependent care FSA			✓
Spending account administration		✓	✓
Short-term disability and long-term disability			✓
Short-term and long-term disability administration		✓	✓
Pet wellness			✓
Voluntary benefit offering			✓
Voluntary benefit administration		✓	✓
Life insurance			✓
Group term life insurance			✓
Accident insurance			✓
AD&D insurance			✓
Personal loss insurance			✓
Critical illness insurance			✓
Hospital indemnity insurance			✓
Work-life employee assistance program (EAP)		✓	✓
Group legal plan			✓
Funeral planning services			✓
Retail, restaurant, travel and entertainment discounts for employees	✓	✓	✓

"Partnering with ADP TotalSource has made us a more focused and driven company. The training they provide is amazing and they can help you build your future leaders. ADP has been a great growth partner to our organization."

— Lloyd Robinson
President AWISCO

ADP TotalSource clients report cutting payroll processing time by **50-80%**

(ADP TotalSource ROI Research Report, Oct. 2025)

✓ Included
 ✓ Pay ADP Comprehensive Pay
 \$ Available for a fee
 ✓ Benefits ADP Comprehensive Benefits
 ✓ HR ADP Comprehensive HR
 ✓ Talent ADP Comprehensive Talent

PAYROLL	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Payroll outsourcing and administration (including audit and reconciliation) and tax administration support		✓ Pay	
Payroll and tax administration support		✓ Pay	✓
Payroll dashboard with real-time information	✓	✓	✓
Operating procedures to manage client pay policies	✓	✓ Pay	✓
Time-off requests and processing, and employee scheduling	✓	✓	✓
PTO/time-off accruals	✓	✓	✓
Payroll compliance validations		✓ Pay	✓
Benefits and retirement payroll deductions	✓	✓	✓
Proactive review and audit of payroll preview before submission		✓ Pay	
Quarterly and year-end processing and reporting requirements	✓	✓ Pay	✓
Proactive quarterly and annual reviews of payroll reporting		✓ Pay	
State Unemployment Insurance (SUI)			✓
State Unemployment Insurance (SUI) management	✓	✓	✓
Full-service garnishments	✓	✓ Pay \$ HR, Benefits, Talent	✓
Pay options: direct deposit, pay card, or check	✓	✓ Pay \$ HR, Benefits, Talent	✓
Payroll delivery	✓	✓	✓
W-2s	✓	✓	✓
Tax filing and reporting	✓	✓	✓
Federal and state regulatory change notices	✓	✓	✓
Online pay statement and total compensation statement	✓	✓	✓
Business expansion tax registration services	\$	✓	✓

ADP Comprehensive Services clients surveyed report a

109%

return on investment regarding annual savings when compared to prior HR operations costs.

(NelsonHall Analyst Report: ADP Comprehensive HR and Comprehensive Pay ROI and Benefits)

Over

70%

of clients see measurable value within six months or immediately

(ADP TotalSource ROI Research Report, Oct. 2025)



Included
✓ Pay ADP Comprehensive Pay



Available for a fee
✓ Benefits ADP Comprehensive Benefits



ADP Comprehensive HR
✓ Talent ADP Comprehensive Talent

POPULAR ADD-ONS

	ADP Workforce Now	ADP Comprehensive Services	ADP TotalSource
Talent: ADP Talent specialists support plus modules for recruitment, performance, succession planning and compensation management		✓ Talent \$ HR, Pay, Benefits	\$
ADP DataCloud Enhanced Insights and Benchmarking	\$	✓ HR, Talent \$ Pay, Benefits	✓
ADP time and attendance, including best practice recommendations	\$	✓ Pay \$ HR, Benefits, Talent	\$
ADP Marketplace third-party integrations with partners (custom API integrations)	\$	\$	\$
StandOut® employee engagement and leadership training	\$	\$	\$
Global EOR for employees outside of a company's home country (through partner G-P)		\$	\$

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ADP's HR Outsourcing services support over 3 million employees and are highly awarded.

Thanks to the tens of thousands of small and mid-sized businesses who trust ADP to support their HR, talent, payroll, benefits, and workplace safety needs.

CONTACT TO LEARN MORE ABOUT OUR FULL-SERVICE HR SOLUTIONS TODAY.

3value.com/solutions/adp

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ADP Comprehensive Services clients surveyed experienced a

51%
increase in benefits operations efficiency

and **86%**
improvement in carrier connectivity.

(NelsonHall Analyst Report: ADP Comprehensive HR and Comprehensive Benefits ROI and Impact)

"ADP TotalSource is a one stop shop for Payroll, Benefits and HR."

— Linda H.
CFO, computer games company

