HR/Benefits Solution
Pay eXpert
Integration Roadmap

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The HR/Benefits Solution plays an integral role in the management of employee information. The sharing of this information across business applications provides a unified experience that companies require to best manage their business. The suite of ADP web-based products presents an excellent platform for the sharing of employee information of which the HR/Benefits Solution plays a vital role.

Integrating complex software applications is no small task. Both technical and functional aspects of product integration must be sound. Error-free communication between applications is a must. Companies need to be confident that their employee information is accurate and synchronized across products. This document focuses on the HR/B path towards integration with Pay eXpert.

Integration Path

The HR/B model of product development provides multiple releases per year. This development model lends itself well to a phased integration approach. Companies reap the benefits of incremental product development by gaining access to features and functionality in a more frequent and timely manner than with traditional software applications. The following phases of integration illustrate the benefits companies will experience. Each phase requires client services to alter the payroll connection file. Altering an existing connection file requires client services to work with each individual client on a one-on-one basis. In order to minimize the impact to clients' daily processes, and not go through the process of altering their connection more than once, most clients will not be transitioned until the final phase is available.

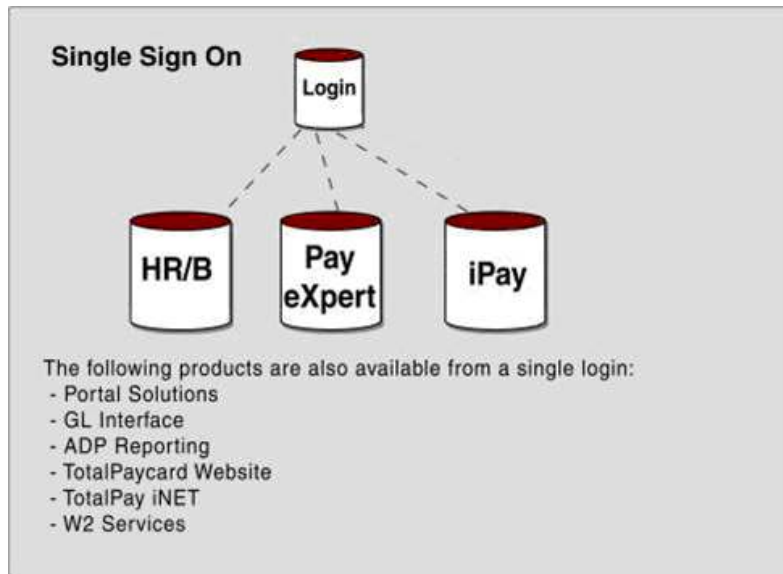### Automated Connection File Delivery – Available Today

This first phase of integration will automatically deliver the payroll connection file to the import bin within Pay eXpert. This eliminates the manual process of downloading the payroll connection file to a user's desktop and uploading the file into the Pay eXpert bin. The connection file is unchanged in this step, and still used for processing new hires, updates and changes to employee information as well as Leave (Time Off) and Benefit deductions.

Real-time New Hire – Available Today

New hires entered into HR/B will be transmitted real-time to Pay eXpert. This reduces redundant, error-prone data entry and eliminates waiting for the connection file to provide new hire information to payroll. Real-time new hire information arrival in Pay eXpert benefits customers who use ezLaborManager with Pay eXpert. Since the new hire information is transferred from HR/B to Pay eXpert in real time, customers no longer need to wait for the connection file to pass new hire information from HR/B to Pay eXpert in order move new hire information from Pay eXpert to ezLaborManager.

Single Sign On – Available Today

This phase will provide a Single Sign On experience where a user can access ADP's HR/Benefits Solution using the same authentication tools utilized by Pay eXpert, iPay, ADP Portal and other ADP products today. Customers only need to login once to gain access to multiple ADP products. This eliminates the burden on customers of maintaining logins for each product. Providing customers access to their employee information from a single location is yet another significant step towards full product integration.

Real Time Employee Updates – Available Today

In continuing the theme of building on the previous phase, this phase will delve deeper into the real-time sharing of employee information across products. Changes made in HR/to the employee information transmitted initially when a new hire is added will be updated real-time in Pay eXpert. Due to the date-sensitive data transmitted, this feature may be best for clients who pay their employees on the pay period end date. For more information, contact Client Services.

Benefit Deductions – Available in 2009

In many cases, benefit deductions are the remaining pieces of information on the payroll connection file. This phase will transmit this deduction information to Pay eXpert on a schedule determined by each client. Some clients need deduction updates to pass once each day, other clients might prefer to only send benefit deduction changes at the beginning of a new pay period. While the connection job still exists to store your specific mapping requirements, the need for the actual file itself, in most cases, is eliminated.

Conclusion

Substantial progress towards product integration is well underway. The real-time sharing of employee information between HR/B and Pay eXpert will be of great benefit by providing increased productivity and efficiency for our clients. Since both Pay eXpert and HR/B are web based solutions their integration is the first step in the goal of a unified experience across products. Deeper and tighter integration will be a top priority on the product roadmap going forward.