7 "MUST HAVES"

of Next-Generation Power Recruiting Technology

ADP *VirtualEdge*

The Power to Perform. Get it!

The STAKES are high

Despite millions of unemployed workers, there is an acute shortage of talent. Resumes abound, yet companies still feverishly search for those few, key individuals who make the difference between 10% and 20% annual growth.

Talent is scarce. By "talent," we refer to the individuals that drive a disproportionate share of their company's business performance and generate greater-than-average value for the business and its shareholders.

Unfortunately, talent doesn't materialize on its own. In a business climate in which performance is driving a new definition of recruiting organizations, industry-leading HR enterprises are looking to advanced recruiting technologies to help them gain competitive advantage. These transformative organizations are deploying a "Power Recruiting Platform." These new Power Recruiting enterprises are increasingly coming to realize the benefits of how a powerful recruiting solution that is designed and fueled by a "next-generation recruiting platform" can not only increase individual recruiter results, but increase the overall skills, knowledge, and talent of their workforce.

The **PROMISE** of Power Recruiting Technology

In the midst of the Power Recruiting transformation, recruiting software vendors have tried to create the next-generation recruiting solution, but have failed repeatedly. Today core elements of the next-generation solution live on in analyst papers and in the sales brochures of uncounted software vendors. Like most technology magic wands, these vendors often oversell their product's capabilities to an audience that is desperate for a breakthrough. A few have tried to boast a next-generation solution only to have customers realize it is supported by the acquisition of multiple-point solutions and multiple versions of code. The results to date present an optical illusion of unified modules and features, but behind the curtain are poorly developed and integrated systems that cripple the performance of today's Power Recruiting enterprise.

For recruiting departments to succeed as a Power Recruiting organization, there is of course, one catch. Achieving "Power Recruiting" status can only be accomplished by using a true next-generation Power Recruiting solution that combines the 7 "Must Haves." Vendors peddling repackaged or acquired offerings are making many of the same promises, which cloud the vision of the future presented by the true next-generation solution. These vendors are leveraging their innate ability to create optical illusions. Only a vendor with the 7 "Must Haves" can deliver a Power Recruiting technology promise.

WINNING the New Talent Game

Winning the talent game requires Power Recruiting enterprises to know that in order for their company to succeed they need staffing technology that's going to *help them succeed first.* They know that their performance drives the talent that delivers a very real impact to the overall capital of their business. They know it takes more than just being a market follower. They need to blaze new trails with next-generation recruiting software that adapts to today's changing demands in real-time, that responds faster to market conditions, and supports a new level of expertise with built-in agility, personalization, and performance.

The traditional approach to developing Enterprise Recruiting Software has been costly, time-consuming, and has not met the changing expectations of the business. In essence, they have been "built to be replaced" rather than "built to last." Instead of moving customers ahead, vendors have left them behind.

Winning the talent game requires customers to utilize a next-generation Power Recruiting software that also has intrinsic long-term valu s it points toward a solution-for-life; one that supports change and growth, versus solutions that require lengthy implementation, poor performance, costly upgrades, and in many cases, replacements. Fact of the matter is, the waiting period for replacements may be more costly to winning the new talent game than the immediate change itself.

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A WORLD-CLASS SOLUTION

Today's Power Recruiting enterprise utilizes world-class solutions that understand the challenges that Global 2000 companies face in a highly competitive marketplace. To reach world-class business performance levels and realize greater ROI, world-class solutions simplify, streamline, and consolidate repetitive high volume, low value added processes through use of advanced architectures. Additionally, world-class solutions display an unwavering commitment and capability to fully leveraging the functionality of enterprise applications that enable best practices and unparalled performance.

Delivering World-Class Solutions

ADP VirtualEdge (ADP VE) provides world-class Enterprise Recruiting Software that delivers unmatched value to organizations around the world. Our software enables Power Recruiting professionals worldwide to significantly improve productivity, build and retain a high-quality workforce, and fundamentally impact the overall capital of their business.

ADP VE's World-Class Solution offers:

• Overall faster time-to-value

• Flexibility & Personalization

• Performance & Endurance

1 "MUST HAVE"

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BUSINESS FOCUS

Power Recruiting enterprises work with software providers who have business focus — providers who have a laser focus about what they are in business for, and sticking to it. When the Human Capital Marketplace focuses its attention on rumors and reports of planned company mergers, companies running for IPOs, and fast land-grab expansion, the real source of any company's ultimate financial worth—its customers—often appear to be overlooked. While analysts and corporate boardrooms run after the promise of huge volume growth and enhanced operational efficiencies, customers are left asking, "What's in it for me?"

Delivering Business Focus — Everywhere

At ADP VE, our business focus places customer's needs at the heart of corporate strategy and is why we are referred to as the company that "Gets It." We have a laser focus on improving the overall "talent capital" of our customers business, and a laser focus on improving a customers productivity, while building and retaining their high-quality workforce. At ADP VE, we believe the only way for a company to be successful is to understand what customers need and expect, and become the world's best at delivering those solutions in an exceptional way to meet and surpass customers' expectations.

ADP VE's Business Focus provides:

• World-Class Enterprise Recruiting Software expertise
• Thought leadership and industry best practices
• ADP VE customers at the center of business strategy

2 "MUST HAVE"

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INNOVATIVE VALUE

When it comes to value, it is not enough to provide Power Recruiting enterprises with just high-quality products; you must also add value to their businesses. Innovation in the form of next-generation technology and best practice processes must be fully utilized at all times to add the kind of bottom-line value all customers expect.

Innovation: ADP VE's Priority

At ADP VE, we know what Power Recruiting enterprises want because we intently listen to the "voice of the customer," developing innovative solutions when and where they are needed. But this approach isn't new. Innovation has long been one of the hallmarks that have made ADP VE great. We focus on thinking beyond "the way it's done" to new and better ways "it can be done." Working as a team, building a collective passion for new ideas, we're striving for staffing software innovation that stands out from the competition and results in great performance and talent. Moreover, our innovative approach to staffing software is transforming the market by totally aligning our company to deliver value and enables our customers to achieve the results they expect from our solutions.

ADP VE's Innovative Value enables:

• Efficient delivery of well-received products

• Building new value for the marketplace through trends and technologies

• Thought leadership and continued competitive advantage

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"MUST HAVE"

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G.R.E.A.T. METHODOLOGY

The primary objective for companies deploying new technology is to increase productivity and financial results. Interruptions in system implementations, however, are counterproductive and defeat the original purpose and intent of the deployment of this new technology. Moreover, they require high amounts of preparation by knowledgeable, well-trained professionals capable of ensuring no detail goes left untouched. Only with the right implementation approach and methodology can software deployments be performed quickly and efficiently.

World-Class Implementation & Integration

When it comes to quick and efficient implementations, ADP VE sets the standard with the industry's only guarantee. VE focuses on effective business process-based implementations supported by the ADP VE Playbook and our G.R.E.A.T. Methodology, which provide the catalyst for seamless and straightforward implementations on time and on budget.

ADP VE's New Model for Success affords Customers:

- Dramatically improved value proposition
- Lower cost, lower risk
- Less complexity
- Fastest time-to-value

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"MUST HAVE"

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ZERO CODE SUPERIORITY

Performance driven Power Recruiters know that not all architecture platforms are the same. The way an architecture platform is built and deployed can make the difference between recruiting performance that leads a market and performance that lags far behind its competitors. One way not to be left behind is with a solution that employs a single line of code (Zero Code) that needs no additional costly programming. The resulting value is simple: less time to implement (from months to weeks) and significant savings (from a fist-full of dollars to hundreds of thousands of dollars).

Unmatched Product Superiority

ADP VE is able to achieve unmatched product superiority with our Zero Code platform. A true differentiator of our technology and solution is our commitment to develop and deliver ADP VE solutions where there is no need for additional programming. The value for customers is a new era of software that Power Recruiters can push to its limits, grow and change as they grow and never leave them behind. ADP VE's open design and intelligent Zero Code platform supports sophisticated business rules, workflows, globalization, and security to fit the needs of any enterprise customer.

ADP VE's Zero Code Superiority provides:

• Single code-base product suite leverage, leading to product superiority second to none
• Significant total cost of ownership and time-to-value benefits
• Global scalability, flexibility, and product maturity for proven success
• A "solution for life" experience

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"MUST HAVE"

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GUARANTEED RESULTS

Power Recruiting enterprises want robust, enterprise-class solutions from a capable, experienced provider. They want those solutions implemented quickly and easily. Most importantly, they want a partner who is committed to solving their critical problems and is willing to stand up and be accountable for delivering performance results.

ADP VE Delivers Solutions that are "Right for You"

Through our ADP VE "Right for You" approach, ADP VE sets a new standard for the industry by accelerating a customer's time-to-value through guaranteed fixed implementation costs and timelines (average deployments taking just 9 to 12 weeks), thereby shortening the time it takes to utilize technology for business advantage. We are so confident in the power of this approach that we are willing to guarantee our results and the performance on delivering them. Otherwise, we will refund 20% of your professional services fees.

ADP VE's GUARANTEED "Right for You" Approach offers:

- Fixed implementation costs
- Fixed implementation deployment timelines
- Accountability for results
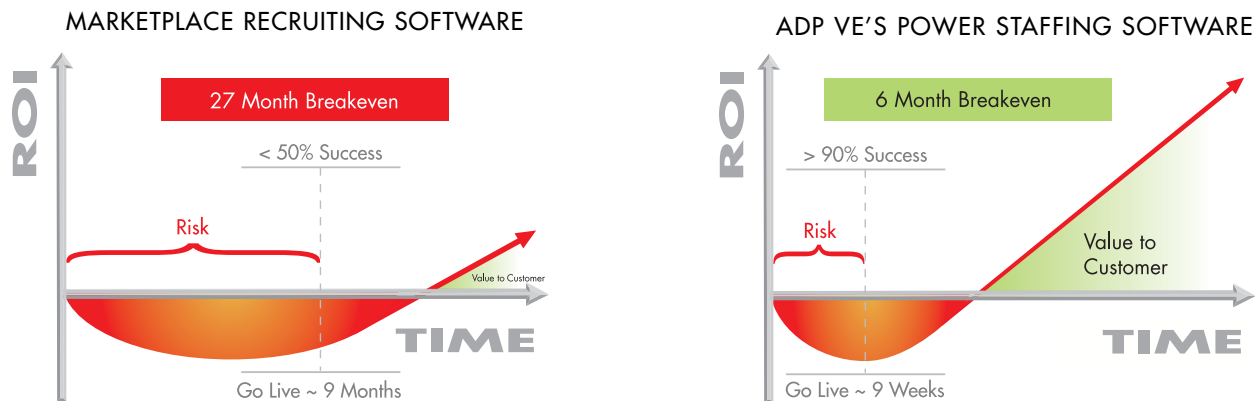
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ADP VirtualEdge

Leading Power Recruiting professionals recognize next-generation Power Recruiting software can be the difference between ordinary and extraordinary when it comes to performance. Technology itself does not transform a Power Recruiting enterprise. It should, however, be a key catalyst and enabler in supporting your recruiting strategies.

The Power to Perform

ADP VE is known as an "agile, smart, customer-focused enterprise." We are a company that knows how to use size, strategy, and technology to empower today's Power Recruiting enterprise. ADP VE is a company that customers trust, delivering excellent results achieved with integrity and a transparency unsurpassed in business.

7 "MUST HAVE"

Overall Faster Time-to-Value:

MARKETPLACE RECRUITING SOFTWARE

ROI

27 Month Breakeven

< 50% Success

Risk

Value to Customer

TIME

Go Live ~ 9 Months

ADP VE'S POWER STAFFING SOFTWARE

ROI

6 Month Breakeven

> 90% Success

Risk

Value to Customer

TIME

Go Live ~ 9 Weeks

The Power to Perform. Get it!

How to

Get it!

Learn how this revolutionary software gives you the Power to Perform. Guaranteed.

To receive an information packet,

call (877)485-5454

or visit www.virtualedge.adp.com

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