



## **ADP and Globe Telecom Co-host Philippines Joint Client Forum That Explores Ways to Ease Payroll Compliance with Integrated Systems**

**ROSELAND, N.J. – May 24, 2016** – ADP® recently teamed with Globe Telecom, a leading Philippines full-service telecommunications company and ADP reseller, to help local payroll executives explore ways to manage the dynamic, technology-driven and global impacts of changing payroll compliance regulations in their region.

The joint forum, titled “Embracing the Change, Understanding the Opportunity,” hosted more than 55 human resources and finance representatives from more than 15 diverse industries, such as property development, hospitality, airline and pharmaceutical, at the Makati Shangri-la Hotel in Manila, Philippines. The group discussed how integrated human capital management solutions can address increasingly complex payroll administration challenges and emphasized the increasingly strategic role HR leaders are taking to help their companies succeed.

Charles Ferguson, division vice president for ADP Asia-Pacific, cited results from a recent ADP report, [\*Key Considerations in Payroll Management: The View from APAC\*](#), which show that compliance with payroll regulations is among the leading concerns of HR leaders in the Philippines.

“With 38 payroll legislative updates in 2015 alone, the Philippines is second only to India in the APAC region in its need to unify disparate internal systems and payroll vendors,” Ferguson said. “As Asia businesses turn to technology to deliver a bright future across the region, advanced HR solutions can help them manage the rapid pace of change and deliver on the demand for quality employees. At the same time, people have become one of the most sustainable competitive differentiators for APAC businesses. HR’s role as the strategic manager of this valuable human capital asset has become absolutely crucial.”

The competitive stakes increase as HR leaders grapple with the complexity of managing compensation for diverse talent pools across geographies – and doing so in compliance with all necessary regulations, Ferguson explained. Over the past five years, according to the ADP study, he said the average annual cost incurred from noncompliance penalties by APAC organizations was nearly \$1.24 million (Php 56 million).

Use of tools such as spreadsheets, pens and paper – as well as the use of multiple, disparate payroll vendors – are two reasons why many APAC companies are unable to keep track of and comply with payroll laws, the study says. APAC organizations that outsource their payroll systems use, on average, five vendors to manage various aspects of payroll, increasing the risk of noncompliance, the report says.

“Updating and consolidating payroll systems by implementing an integrated, multi-country solution can save time and money, and help companies stay compliant with country-specific laws,” Ferguson said.

[\*\*ADP® Global Payroll Services\*\*](#) are available in 111 countries and territories. ADP has continuously expanded its global payroll footprint across Europe, the Middle East, Africa, Asia Pacific, and the Americas, underscoring the company’s focus on bringing global clients the benefits of integrated payroll solutions from a provider they trust.

Key benefits of ADP's Global Payroll Services include:

- **Optimized global payroll** that combines secure, cloud-based technology and local in-country experts to deliver standardized processes, greater visibility into subsidiaries and reduced operational costs.
- **An integrated solution** that offers a single, centralized web and mobile interface to drive primary payroll production tasks, run payroll reports, and help automate payroll legislation updates.
- **Reduced risk** with trained experts on the ground, providing expertise on payroll compliance and local legislation.
- **Centralized analytics and reporting** that offer clients overarching visibility and local control of the global payroll process. Analytical tools yield an accurate overview of headcount, turnover and compensation data in addition to other payroll metrics.

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