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Business Support for the Federal Equality Act Growing

ADP Marks PRIDE Week by Signing On to Human Rights Campaign Coalition

ROSELAND, NJ -- (Marketwired) -- 06/29/16 -- As part of the company's celebration of PRIDE week, ADP® has signed on to the Human Rights Campaign's (HRC) [coalition of businesses](#) committed to driving passage of the proposed Equality Act. The Act is federal legislation that would provide the same basic protections to LGBT people as are provided to other protected groups under federal law. More than 60 of the largest businesses in the U.S. have joined the campaign.

The Equality Act creates clear, consistent protections to prohibit discrimination on the basis of sexual orientation and gender identity in employment ensuring that LGBT employees are hired, fired, and promoted based on their performance. In addition, the bill provides protections from discrimination for LGBT people in housing, credit, and jury service. The bill would also prohibit discrimination in public accommodations and federal funding on the basis of sex, sexual orientation, and gender identity.

"Encouraging diversity is a pillar of our talent strategy at ADP and we are committed to giving individuals of all backgrounds the opportunity to bring their unique perspectives and abilities to our company," said ADP President and CEO, Carlos Rodriguez. "Not only is it the right thing, as the HRC says, 'Equality is Good Business.'"

ADP has a deep commitment to sustaining its inclusive culture and sponsors a significant amount of programs to promote diversity. Programs include Global Business Resource Groups, Local Engagement & Diversity Committees, and an annual Diversity & Inclusion Summit gathering their executive committee, business leaders and diversity champions from inside and outside the organization. ADP also invests in strategic partnerships that help attract, develop and retain diverse talent.

Many of ADP's diversity and inclusion efforts are driven through Business Resource Groups (BRGs). The company raises the profile of BRGs by aligning their activities to broader business initiatives, such as:

- | Making products LGBT friendly
- | Increasing the pipeline of women in tech
- | Hiring more Veterans

"The leadership at ADP is deeply involved in driving our commitment to diversity and delivering real results in how we hire and develop talent," said Jan Siegmund, CFO and executive sponsor of ADP's LGBT PRIDE Business Resource Group. "Our senior executives act as sponsors and mentors with accountability for measurable progress toward ensuring that ADP continues to grow as a company where people of all backgrounds can thrive."

To learn more about ADP's commitment to diversity and inclusion, please visit our [Corporate Social Responsibility](#) web page.

About ADP (NASDAQ: ADP)

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