

Talent Acquisition Systems— easy, automated and integrated

Your organization may be eligible for millions of dollars in tax credits and incentives each year. Let nowHIRE increase your revenue from tax credits while streamlining your entire workforce acquisition process

Take advantage of tax credit opportunities as you hire new employees by combining nowHIRE's fully integrated high volume edition ATS with ADP's hiring incentives and tax credit system.

nowHIRE's High Volume Edition offers talent acquisition and management tools designed specifically for hiring hourly employees. A fully integrated, easy-to-use and automated process for hiring, recruiting, screening and onboarding applicants—creating true business value and positive quarter-by-quarter impact to the bottom line.

Our high volume edition ensures you eliminate process steps, increase productivity, reduce costs, stay compliant and make better hiring decisions—easier and faster than ever before!

According to a recent Aberdeen study, companies who had fully or partially automated processes saw 73% of their new hires reach their first performance milestones on time versus companies with manual processes. These same companies also experienced reduced expenses associated with cost-per-hire and time-to-fill.

The most demanding companies trust nowHIRE's fully integrated talent acquisition, hiring management, I-9 compliance and auditing solutions.

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| » Recruiting | » Drug Screening | » IVR |
| » HRIS integration | » Tax Credits | » Onboarding—Screening and Selection |
| » Sourcing | » Archived I-9 Conversion | » I-9 Compliance & Auditing Reporting |
| » Talent Management | » EEO and OFCCP Compliance | |
| » Background Checking | » Workforce Analytics | |
| » Assessments | | |

Benefits of a fully integrated Talent Acquisition System:

- Drive true business value and positive quarter-by-quarter financial impact by reducing overtime costs and time-to-contribute
- Significant reduction in time-to-fill
- 100% government compliance—Save time and make fewer errors
- Reduction in terminations for integrity/ internal theft
- Built-in assessments—Hire the right candidates and reduce turnover
- Fewer background and drug screenings
- Increase in customer satisfaction scores
- Significant reductions in paper, mailing and faxing costs
- Drive ROI with tax credits and business incentives with a seamless ADP tier 1 integration



Take advantage of tax credits and business incentives—even the ones you don't know about

More than 3,000 companies—from Fortune 1000 corporations to mid-sized businesses—trust ADP for their tax credit and incentive services. Clients get an approach that is customized, flexible and compliant.

CAPTURE EVERY TAX CREDIT, BUSINESS INCENTIVE

Depending on your industry and the size of your organization, you may be eligible for millions of dollars in tax credits and incentives each year. Pursuing these benefits delivers measurable results:

- Reduction in Federal and State tax liabilities
- Lower effective tax rate
- Reduction of operating costs
- Increase in earnings per share for shareholders

END-TO-END SERVICE, TURNKEY OPERATION

ADP's industry-leading, turnkey approach manages the entire tax credit and incentive application process. All credit and incentive opportunities are identified, maximized and secured:

- Federal and State incentive programs—ADP's analysis identifies all available opportunities and targets locations with the highest tax liability.
- Changing regulations and law—ADP's professionals stay on top of relevant changes in regulation and law.
- Audits of previous work—ADP conducts audits on past work to detect additional savings opportunities.
- Audit-ready work papers and audit support – ADP delivers both at no additional cost.
- Pay for performance—ADP's contingent pricing model creates a partnership in which we both share in the savings with full transparency into our fees.

ADP'S EXPERTISE CAPTURES EVERY TAX CREDIT

Employment-Based Tax Credits

- ADP maximizes credits from the Work Opportunity Tax Credit (WOTC), Federal Empowerment Zone/Renewal Community (EZ/ RC), Indian Employment Credit, and State point-of-hire and job creation credits.

Investment and Other Tax Credits

- ADP's tax professionals are well-versed in Federal, State, and Local level opportunities – including green credits, contribution tax credits, training credits, and research credits – and help you determine which ones are right for your company.

ADP'S TAX EXPERTS GIVE YOU AN EDGE

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EVERYTHING YOU NEED TO MAXIMIZE RETURN

Flexible Solutions

- State-of-the-art technology for reporting, storage, data security, and automated credit calculations
- Annual tax incentive analysis reviews
- Proven processes and quality assurance

Unparalleled Service

- Quality, independence, objectivity—Sarbanes-Oxley and SAS 70 Type II compliant
- Industry leading call center, staffed by bilingual tax credit specialists

Industry-Leading Expertise

- Thirty-year track record in tax credits and incentives
- Perform nearly 45% of annual WOTC certifications Team of professionals with advanced degrees and certifications in tax and law
- Proprietary databases with more than 1,800 government-designated zones and more than 2,300 tax incentive programs



See reverse side for more information on ADP's seamless tier 1 integration with nowHIRE's talent acquisition software.

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