

Creating a Culture of Growth for All

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VP, Channel Strategy
July 2023



Always Designing
for People®



Always Designing
for People®

Everyone has different dreams,
different goals and different
reasons for working hard.

That's why we never stop
reimagining a better world at
work.

So whatever you're **#workingfor**,
we've got multiple ways to help
you get there, faster.



ADP's industry-leading scale & strength



1 Million+
clients worldwide



40M+ workers paid
across over 140 countries



1 in 6
US workers paid



AA credit rating
AA- S&P, Aa3 Moody's, AA- Fitch



\$2.7 trillion
annual payroll/tax processed



48 consecutive years
of dividend increases



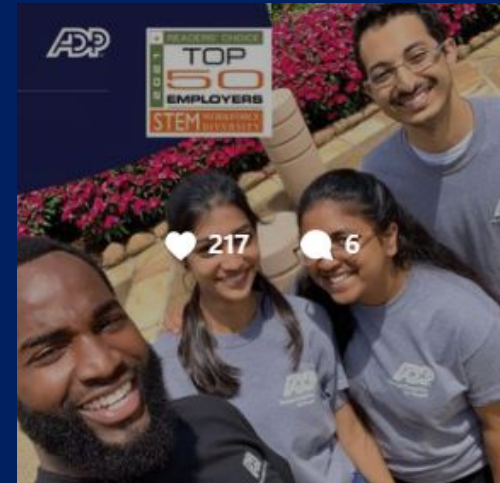
Maria Black

ADP President and CEO



Our culture

One of the “World’s Most Admired Companies” for 17th Straight year.



"If you look at any growth spurt in any economy, it's because that economy has become **more inclusive.**"

— **Nela Richardson**, ADP Chief Economist



**ADP's Chief Economist and
Head of ADP Research Institute**

5 global trends shaping the future of work

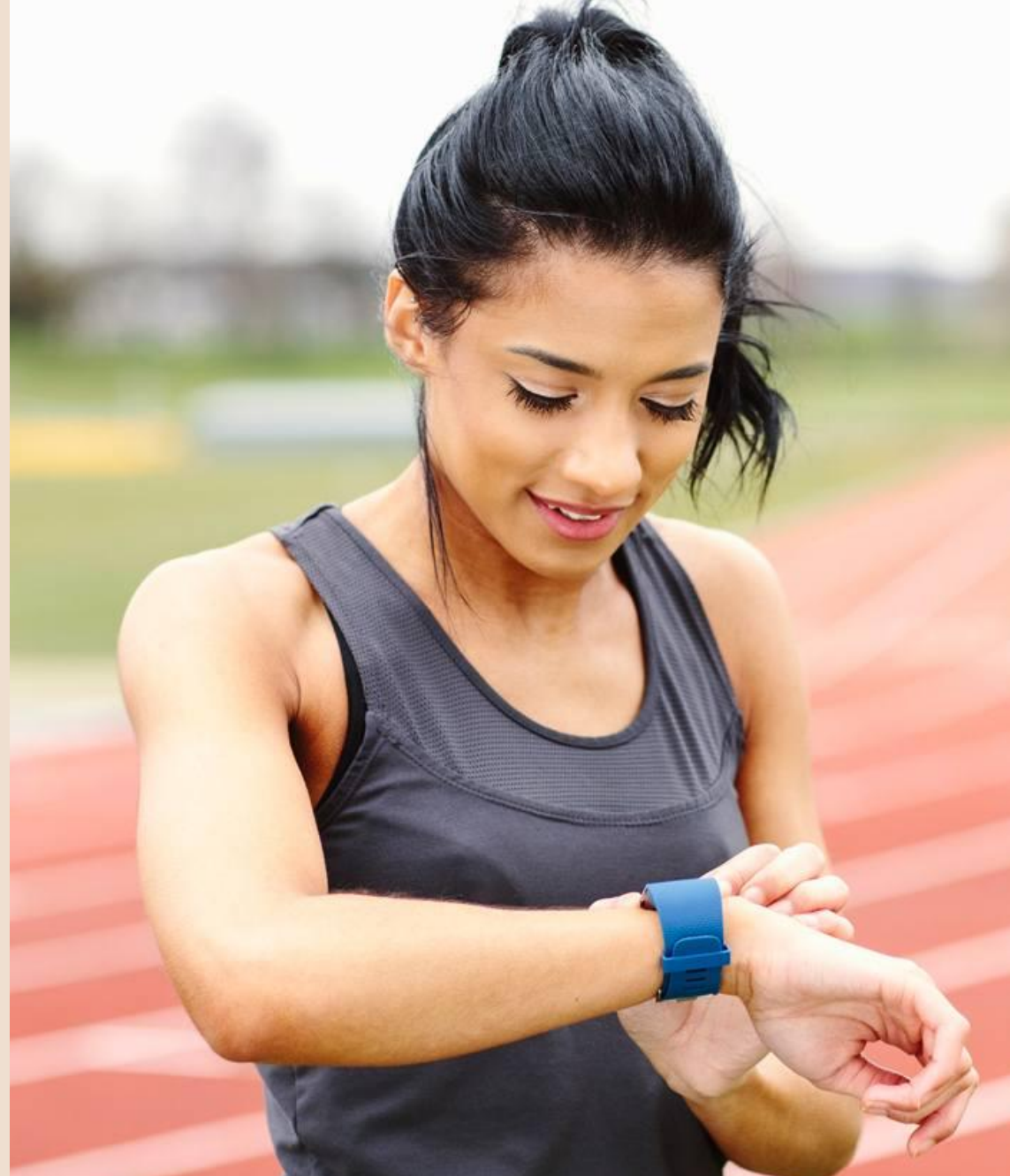
- 1 Slowdown in global growth
- 2 The return of inflation
- 3 Wages are growing in pockets
- 4 Labor force is smaller, more concentrated
- 5 The digital economy is rapidly accelerating



65%

of women small business owners use personal savings to support their business.

Source: The National Association of Women Business Owners, 2022



57%

of women-owned small businesses reported that hiring has been harder than last year.

Source: The National Association of Women Business Owners, 2022





Workforce trends for new Gen Z grads

Average Pay

\$32,600

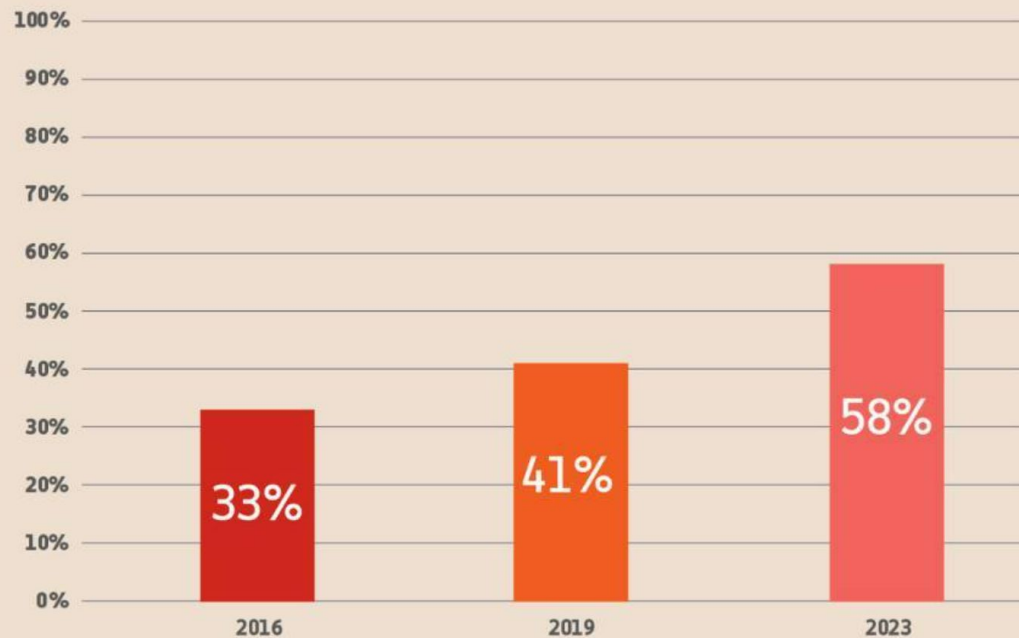
Gen Z Men

\$22,700

Gen Z Women



The percentage of executives who report that **pay transparency** is a key topic of conversation within their organization:

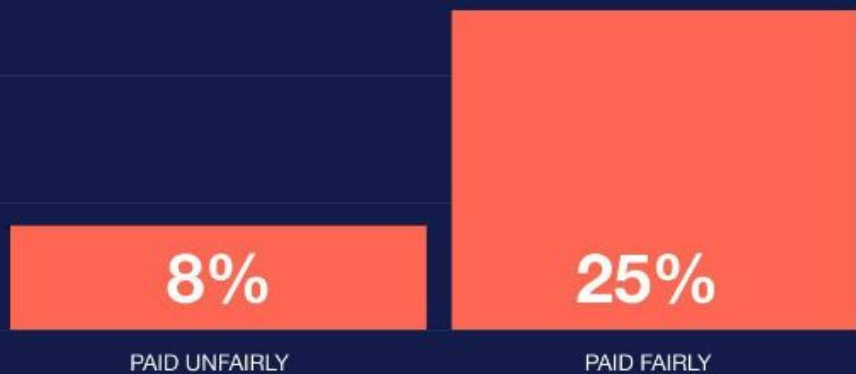


Source: ADP Data 2023

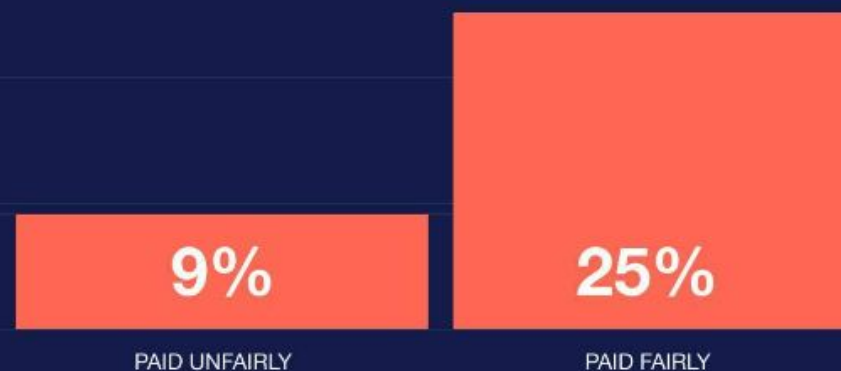


Today at Work

Those who believe their pay is unfair are **3.8x** more likely to not be **Highly Resilient**.



Workers who believe their pay is unfair are **3.4x** less likely to be **Fully Engaged**.



Today's World of Work

1

How do you show up in the market when you are trying to find talented people to join your team?

2

Do you have a relentless passion to on-board with excellence?

3

Are you creating an environment where employees are engaged and motivated?

4

What are your best practices to retain your most important asset – your people?

4 ways to show appreciation for your employees all year round.



1. Provide flexibility



2. Create a culture of conversations



3. Start a peer-to-peer recognition program



4. Send handwritten notes or cards



+

Always be exploring & learning

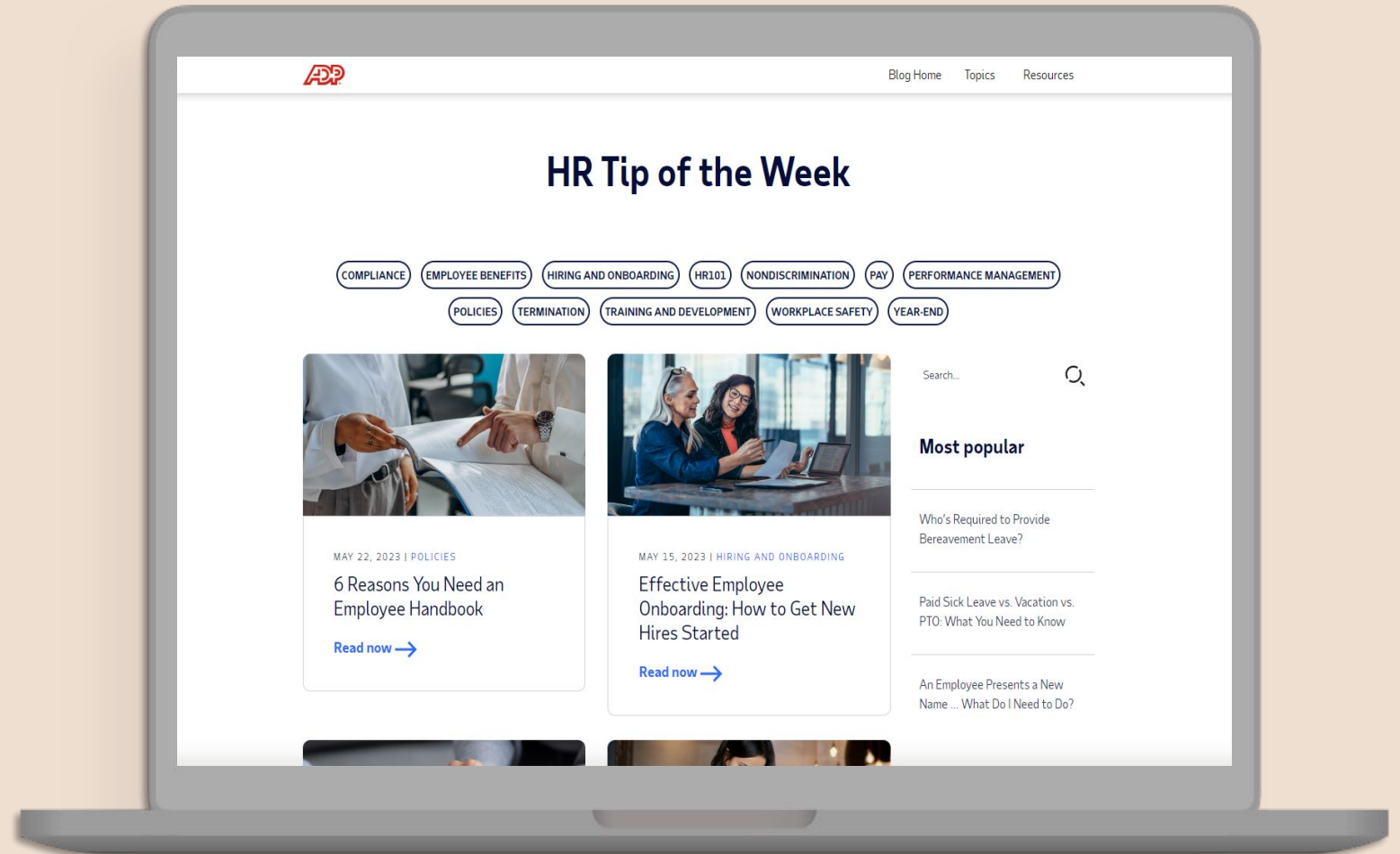
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Knowledge is Power

The latest small business tips and best practices on hiring, benefits, pay, and more.

Explore insights from the world of work @



Meet Your Dedicated AWBC Team



Anna Votaw

Sales Associate
ADP



Katie Vu-Duc

Vice President
ADP

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Thank you!

FOR BEING
AMAZING.

