

OMNIA Partners Pricing (Not to exceed)

PEPM (per employee Payroll, HR and TLM)	per month	Assumptions	Definitions
Technology/Infrastructure (payroll application, ESS, Hosting) & HR		Includes full garnishment, tax filing, W-2 year end services and reconciliation.	Includes software, hosting and application self service.
Managed Payroll Services		Includes payroll call center.	Managed payroll service is ADP's most comprehensive solution. ADP covers the entire payroll process once time is collected including paying employee taxes and filing federal taxes.
Managed HR Services			ADP becomes the Human Resource department for organizations who lack the people and expertise to manage their peoples needs.
Time & Labor Management/Workforce Management (Application/Hosting/Clock Management)		Includes web time entry, accruals and leaves.	Includes software, hardware, clocks, upgrades and service
Workforce Management (hourly EE's)		\$9.30 Includes accruals and scheduling	
Workforce Management (salary EE's)		\$5.70 Includes accruals and scheduling	
Enterprise TLM Advanced Scheduler	\$1.75 per employee per month	If typical scheduling feature within Enterprise eTime is not sufficient.	Advanced Scheduler allows organizations with complex scheduling rules to have added functionality to schedule employees time.
Time-clock without Biometric/Quick punch	\$240 per clock per month	This assumes the clocks are being "leased" by ADP.	Timeclocks that are hung on the walls for punching in and out of employees
Time-clock with Biometric/Quick punch month	\$260 per clock per month	This assumes the clocks are being "leased" by ADP.	Timeclocks that are hung on the walls for punching in and out of employees
Time-clock with or without Biometric/Quick punch	This assumes the clocks are \$5,000 per clock & annual maintenance of \$395 per clock	being purchased by client.	Clients have the option of purchasing the clocks outright. If they do, they must pay annual maintenance for the clocks
On-boarding (electronic I-9 forms)	\$4.00 per form		Clients have the ability to have employees do these forms electronically and have them stored in the system
Budgeting/Position Control (ResNav)	If step progression is needed, additional cost of \$1600 per month	\$350 per month.	Budget/position control provided to help manage open requisitions and tie the budget dollars to the position
eTracker workflow requisition (ResNav)	\$600 per month	Tracking of workflow through the process	
Document Tracker (ResNav)	\$600 per month	Tracking of workflow through the process	
Report Writer (ResNav)	\$500 per month	The ability to write custom reports for tracking purposes.	
Learning Management Module	Per Module	Performance management software, learning management software, succession planning software	
Performance Management Module	Per Module	A tool used by managers and employees to manage the performance of their employees and managers	
Compensation Management Module	Per Module	A tool used by managers and employees to better understand their compensation and plan for future needs	
Social Networking Module	Per Module	A tool which gives employees the ability to connect socially with other people, networks and organizations	
Succession Planning Module	Per Module	A tool which gives managers the ability to plan for succession of employees moving on from their position.	
Recruiting Module	Per Module	Clients can utilize the ADP recruiting tool to search for candidates, manage through the recruiting process and screen candidates.	
Wage Garnishments (lien analysis)	Includes new/changed/released \$18.00 per lien	Clients can do this on their own, or have the ability for ADP to manage this process for them at an additional cost	
Wage Garnishments (disbursements of funds)	\$1.75 per disbursement	ADP performing this task for the client.	ADP will take on the responsibility of transferring funds and managing the risk of compliance
Wage Garnishments (pre-qualification service and letters)	\$2.50 per letter	ADP performing this task for the client.	ADP will qualify the garnishment, determine prioritization of funds and send letters to employees on the client's behalf
Employment Tax (FEIN filing)	\$50 per month	Periodic, Quarterly and Annual tax filing.	Federal Employer Identification Number. ADP handles filing for its clients.
Employment Tax (State and Local Tax Filing)	\$30 per month	Periodic, Quarterly and Annual tax filing.	ADP takes care of this filing for its clients.
Employment Tax (Tax filing Administration)	\$1.00 per employee per month	Periodic, Quarterly and Annual tax filing.	ADP takes care of this filing for its clients.
W-2 Year end processing	\$5.00 per W-2	Per W-2 processed	ADP will process year end W-2's for its clients
Employment Tax W/2	\$1.19 per employee per month		(incl. W2 Print, Online Statements, W2C Manager)
Employment Verification (WorkNumber)	No Cost	Per Module	ADP Commercial and Social Service Employment & Income Verifications.
Unemployment Claims Option 1- 1,000-5,000 Employees	\$0.50 PEPM/ 10% Claim Cap/ \$36 Overage		Full UCM including claim filing and hearing representation.
Option 2- 1,000-5,000 Employees			Claim Filing Only. Hearing Representation as optional.
Option 1- 5,000+ Employees			Full UCM including claim filing and hearing representation.
Option 2- 5,000+ Employees			Claim Filing Only. Hearing Representation as optional.
WorkMarket	14% of Contract Labor Spend	Per month	WorkMarket is an end-to-end 1099 management solution. Companies leverage WorkMarket to organize, manage, and pay freelancers, contractors, and other facets of their extended workforce. For over 9 years, WorkMarket has processed more than \$1 Billion dollars in transactions, facilitated more than 4,000 assignments per day, and has impacted the operations of hundreds of clients across a variety of industries
Wisely Pay		Per Module	Electronic Payment Program to help organization go paperless which includes a pay card and

	No Cost		electronic check element.
Earned Wage Access Wisely Now	No Cost	Per Transaction	Must have Wisley Compliance Instant Same Day Term Pay Solution via a Wisely Check
Wage Payments - Traditional Bundle	\$8.00 per transaction	Per Processing	
Wage Payments - Electronic Bundle	\$4.5 per Employee	Per Processing	Includes ADP Check, Wisely Pay Card, FSDD, Online Statements, W2 Online Statements, W-2 Prints, Statements & Check Prints, IVR, Password reset.
Wage Payments - Direct Deposit Bundle	\$2.5 per Employee	Per Processing	Includes ADP Check, Wisely Pay Card, FSDD, Online Statements , W2 Online Statements, IVR, Password reset.
Wage Payments - ADP Check		\$0.20 Per Transaction	Money transfer via ACH.
Wage Payments - Check & Voucher Printing		\$0.20 Per Transaction	Money transfer and printing of checks.
Wage Payments - MyADP & ADP Mobile Pay Stub Posting		\$0.24 Per Transaction	Printing, Stuff and Sealing of Live Checks or Vouchers.
Monthly Integration		\$0.20 Per Transaction	Electronic posting of Online Statements, W2.
Maintenance Fee		\$250.00 Per Module per	For those clients on HCM system where ADP delivers and maintains the Integration there is a month charge per module.
Month			
One-time Implementation Costs			
Wage Garnishments - \$5,000.00			
Wage Payments - \$5,000.00			
Employment Tax - \$5,000.00			
WorkMarket - \$25,000.00			
PEPM (per Benefit Services	employee per month)	Assumptions	Definitions
Health & Welfare Admin (Benefits Administration)/ESS+Worksheets and premium payments enrollment, annual enrollment and family medical changes	\$9.00 (per benefit eligible)	Online benefit enrollment solution used for open	Online benefit enrollment solution used for open enrollment, annual enrollment and family medical changes
Benefits Call Center assumed		\$3.05 No additional languages	ADP call center for organizations who don't have the expertise or people to handle the volume of calls from its employees.
Healthcare Compliance (ACA)	\$3.50 (per employee per month)	ADP takes on the risk of filing appropriate documents for it's clients to ensure they are compliant with the Affordable Care Act.	
Leave Administration		\$4.50 ADP administers Leave Administration like FMLA to help ensure our clients are in compliance.	
Dependent Verification Services (Initial Audit and Ongoing Services)	\$21 per initial audit \$0.42 (per benefit eligible per month)	ADP's team of dependent-verification professionals will perform a rigorous audit process that can include:	
• New dependent audit		• Full dependent audit	
• Full-time student audit			
• Family status change audit			
ADP's team of dependent verification professionals continue to monitor new hires and family status changes to ensure compliance.			
One-time Implementation Costs	Assumptions:		
Health Compliance (ACA) - \$15,000.00			
Standard rate of \$175 per hour applies to services being implemented (excluding ResNav)			
Budgeting/Position Control set up \$24,500 (additional \$6,500 if step module is needed)			
eTracker work flow requisition \$6,500 (each additional workflow is \$4,000 to activate)			
ResNav hosting set up \$6,800			
Document Tracker set up \$4,500			
Comprehensive Services	PEPM (per employee per month)	Assumptions	Definitions
Comp Essentials		\$27.00	Includes HR, Payroll, and Benefits technology, Invoice Discrepancy Reporting, DataCloud Analytics plus service team consisting of Relationship Manager, technology support, employee service center, ACA specialist, and Wage and Hour support through
Comp HR		\$52.75	Compliance on Demand
Comp HR Basic Package specialist		\$49.75	Cobra administration, and more.
Comp Ben		\$52.75	Includes everything with Comprehensive Essentials plus Benefit services/support such as a designated Benefits specialist, client plan set up and guidance, unlimited carrier connections, Open Enrollment administration, life events processing, Cobra administration, and benefits reports and maintenance
Comp Pay with Essential Time		\$43.75	Includes everything with Comprehensive Essentials (except Invoice Discrepancy Reporting) plus specific Payroll services/support such Designated Payroll Specialist, full service garnishments, Essential Time, payroll administration and processing, and tax registration services
Comp Pay with Enhanced Time		\$48.75	Includes everything with Comp Pay with Essential Time and has Enhanced Time rather than Essential Time
Comp Pay Standalone		\$33.75	Includes everything with Comp Pay with Essential Time except for Essential Time, HR Technology/support, Benefit Technology/support, and ACA specialist; exception only below 1000ees
Comp Pay Standalone with Enhanced HR and Ben Technology		\$38.75	Includes everything with Comp Pay with Essential Time except for Essential Time; exception only below 1000ees
Comp Recruitment		\$2.00 PEPM Add-on	Better recognize qualified candidates, easily track applications, schedule interviews, provide and request interview feedback from managers and build strong talent pipelines

Comp Performance	\$1.50	PEPM Add-on	using social sourcing Streamline the employee performance process through our intuitive, self-service platform that automates evaluation and reviews processes
Comp Compensation Management	\$1.20	PEPM Add-on	Attract and retain the best talent with the right compensation strategy, helping ensure you stay competitive in the market
Comp TMBC Engagement	\$2.75	PEPM Add-on	Receive access to real-time, reliable data and timely insights so that they can build engaged teams, and a high-performing organization
Comp TMBC Team Performance	\$6.00	PEPM Add-on	Includes all of the features available within TMBC
Comp Talent Bundle	\$5.25	PEPM Add-on	A bundle solution including Recruitment, Performance, Compensation Management, TMBC Engagement, and Talent Activation Specialists
Comp Enhanced Learning	\$4.35	PEPM Add-on	Attaches to any of our Comp HR products and supplements the existing Comp Learning library with an additional layer of Skillsoft content plus access to ADP's Leadership Series
Comp Learning Bundle	\$5.35	PEPM Add-on	Learning Solution for clients who do not have Comp HR. Includes ADP's full suite of Skillsoft content and access to ADP's Leadership Series
Comp Invoice Discrepancy Reporting	\$0.95	PEPM Add-on	Benefits invoices are analyzed and any errors are reported back to the client for them to reconcile with benefit providers.
Comp Compensation Analysis experience, region, etc.	\$1.90	PEPM Add-on	Database used to analyze and report on compensation data related to industry, job title,
Comp Essential Time and Attendance	\$5.00	PEPM Add-on	ADP Time and Labor module within Workforce Now with easy to use navigation and features.
Comp Enhanced Time and Attendance	\$7.00	PEPM Add-on	Robust Time and Labor system with advanced time, attendance and analytical components for a complex work environment.
Comp TAM	\$2.50	PEPM Add-on	Available only to Comp Ben clients; maintains communications materials related to state and federal leave requirements; processes leave requests and dissemination of information in an accurate and timely manner
Comp Onboarding with EI-9	\$1.25	PEPM Add-on	Assists clients with alleviating the paperwork related to the new hire onboarding process; included for clients after 7/01/2018
Comp Enhanced Insights	\$1.20	PEPM Add-on	Anonymized data from the ADP client database that can give clients insights on similar companies by industry, job roles, compensation, etc.
Comp Unemployment Compensation Management	\$0.80	PEPM Add-on	Outsourced solution that includes a dedicated service team to assist with unemployment services
Comp Wisely/Aline PayCard	\$2.00	PEPM Add-on	ADP's new paycard, which provides fee-free access to cash for employees and maximum pay flexibility for employers.
Comp ADP Compass (Leadership Development)	\$3.00	PEPM Add-on	A leadership developmental tool made up of 1) quarterly assessments providing anonymous feedback from teams to leaders, 2) feedback reports, and 3) automated email coaching tips
Comp Work Opportunity Tax Credit (WOTC) (requires Recruitment module)	\$0.75	PEPM Add-on	A tax incentive program that motivates employers to hire and retain employees from specific target groups, including social assistance recipients, veterans and qualified youth.
Comp Life Insurance Administration	\$0.60	PEPM Add-on	Available only to Comp Ben clients; provides conversion and portability paperwork for terminated employees
Comp Year End Services	\$6.95 per W2 or 1099 per	PEPM Add-on	Includes Year-end information tax reporting; wage and tax register, and employee earnings cards
Comp 401K/Retirement Services		Miscellaneous	Pricing varies by client size
Comp Affirmative Action Planning		Miscellaneous	HR Works Referral
Comp Commuter Benefits		Miscellaneous	WageWorks Referral
Comp Custom Onsite or Online Training		Miscellaneous	Flat fee \$1500 plus T&E
Comp Recruiting Services Options		Miscellaneous	Varies depending on scope of work- 10% of salaries for non-executives; 15% of salaries for executives
Comp Onsite Risk & Safety Audit		Miscellaneous	Varies depending on scope of work
Comp Pay-by-Pay Workers' Compensation Coverage		Miscellaneous	\$42 flat rate per month regardless of client size
Comprehensive Services One-time Implementation Costs			Assumptions
Comprehensive Implementation Setup	Under 1,000 Employees	Over 1,000 Employees	
Comprehensive HR	No Setup Cost		\$217,500.00
Comprehensive Essentials		\$23,700.00	\$90,000.00
Comprehensive Pay with Essential Time		\$24,000.00	\$217,500.00
Comprehensive Pay with Enhanced Time		\$45,500.00	\$239,000.00
Comprehensive Pay Standalone	Exception only		\$212,500.00
Comp Pay Standalone with Enhanced HR and Ben Technology	Exception only		\$217,500.00
Comprehensive Benefits		\$29,000.00	\$110,000.00
Comp Talent Bundle		\$6,100.00	\$15,000.00
Comp Recruitment		\$2,000.00	\$5,000.00
Comp Performance		\$2,000.00	\$5,000.00
Comp Compensation Management		\$2,000.00	\$5,000.00
Comp TMBC Engagement		\$1,000.00	\$8,000.00
Comp TMBC Team Performance		\$2,500.00	\$15,000.00
Comp Premium implementation for TMBC Team Performance		\$7,000.00	Custom over 10,000ees
Comp Total Absence Management	No Setup cost		\$1,800.00
Comp Life Administration	No Setup cost		\$1,500.00
Comp Essential Time and Attendance		\$3,900.00	\$40,000.00
Comp Enhanced Time and Attendance		\$21,500.00	\$80,000.00 Additional \$3,000 per approved country
Comp Wisely Pay		\$2,500.00	\$2,500.00 Only for Additional Business
Comp Datacloud Analytics		\$1,000.00	\$2,500.00 Included for new clients after October 2017
Comp Document Cloud		\$1,000.00	\$5,000.00 Included for clients after July 2018
Comp Essential ACA		\$2,000.00	\$7,500.00 Included for all clients after July 2016; additional one time fees may apply if data needs

Comp Unemployment Compensation	\$250.00 No Setup cost	to be converted
Comp Additional Controls	\$1,000.00	\$1,000.00 Per control when done after initial sale
*Special not to exceed pricing for OMNIA Partners members only		

ADP Lyric HCM- Nas Recurring Pricing					
Lyric HCM Rich Core					
Processing Fees					
	1,000 - 2,999 EEs	3,000 - 4,999 EEs	5,000 - 9,999 ES	10,000+ EEs	
Lyric HCM Rich Core NA	PEPM	\$11.40	\$10.60	\$9.80	\$8.20
Payroll Processing	New Hire Reporting	Document Management	Count Based on Total		
HR	EE & Mgr. Self Service	ADP Electronic I-9 Services			
Tax Filing & Payment Service	Online Pay Statements	Employment Verification Services			
Split Wrap	Onboarding	Voice of the Employee			
Wage Garnishment Processing	DataCloud HCM Analytics	SS / Action Cards			
General Ledger: Up to 5 interfaces & 1 COA	DataCloud Enhanced Insights				

Total Absence Management					
Utilization Rate (PEPM)					
up to 14% \$3.00 \$2.35 \$1.90 \$1.60 Custom pricing for >15,000 EEs					
15% - 19% \$4.00 \$3.10 \$2.50 \$2.15					
20% - 25% \$5.25 \$4.10 \$3.30 \$2.90					
PEPM \$0.70 \$0.70 \$0.70 \$0.70					
PEPM \$0.75 \$0.75 \$0.70 \$0.70					
PEPM \$0.80 \$0.70 \$0.60 \$0.60					
PEPM \$1.65 \$1.60 \$1.55 \$1.50					
PEPM \$0.67 \$0.67 \$0.54 \$0.53					
Processing Fees					
1,000 - 2,999 EEs 3,000 - 4,999 EEs 5,000 - 9,999 ES 10,000+ EEs					
Former Employee / Retiree Payroll Only					
PEPM \$3.00 \$3.00 \$3.00 \$3.00					
PEPM Per Module					
HR \$4.00 \$3.75 \$3.50 \$3.25					
Talent Mgmt \$2.30 \$2.15 \$1.95 \$1.65					
Recruiting \$1.35 \$1.10 \$1.00 \$0.80					
*Sold as a la carte					

System of Record for Non-Paid Domestic Employees / Global System of Record for International Employees					
Processing Fees					
1,000 - 2,999 EEs 3,000 - 4,999 EEs 5,000 - 9,999 ES 10,000+ EEs					
per W-2 \$4.50 \$4.05 \$3.65 \$3.28					
Processing Fees					
1,000 - 2,999 EEs 3,000 - 4,999 EEs 5,000 - 9,999 ES 10,000+ EEs					
PEPM \$1.50 \$1.40 \$1.30 1.15					
PEPM \$1.10 \$1.00 \$0.90 \$0.75					
PEPM \$1.25 \$1.15 \$1.10 \$0.90					
PEPM \$0.75 \$0.70 \$0.60 \$0.45					
Processing Fees					
PEPM \$2.70 \$2.20 \$1.95 \$1.55					
Processing Fees					
PBEPM \$3.25 \$3.00 \$2.75 \$2.50					
Count Based on # of Benefit					
PBEPM \$0.55 \$0.55 \$0.55 \$0.55					
PBEPM \$0.30 \$0.28 \$0.26 \$0.20					
PBEPM \$0.35 \$0.33 \$0.30 \$0.27					
Per Audit \$21.00 / audit \$21.00 / audit \$21.00 / audit \$21.00 / audit					
initial audit: 500					
PBEPM Per Window \$0.25 \$0.16 \$0.15 \$0.10					
PBEPM \$2.25 \$2.10 \$2.00 \$1.63					
PBEPM \$0.60 \$0.60 \$0.60 \$0.49					
PBEPM \$0.10 \$0.08 \$0.08 \$0.05					
PBEPM Per Window \$0.30 \$0.30 \$0.30 \$0.27					
PBEPM \$0.20 \$0.20 \$0.20 \$0.16					
PBEPM \$0.05 \$0.03 \$0.02 \$0.01					
PBEPM \$0.05 \$0.05 \$0.05 \$0.03					
Support for Additional Enrollment Windows					
Service Center Base fee					
US Only Service Center					
Spanish Service Center					
Service: Additional Enrollment Windows					
Batch Census Data Load (above 1 included)					
Non-English Web					
HIPAA 834 exports (above 8 included)					

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FY23 NAS Next Gen 1st Release Effective:					

WORKFORCE MANAGER					
*Sold as optional standalone module; counts based on Total # of WFM Users					
Workforce Manager: Time and Attendance (Hourly)					
Workforce Manager: Time and Attendance (Salaried)					
Compliance on Demand DataCloud Time Analytics					
Additional Modules: Product 3G					
Accruals					
Accruals and Leave					
Absence Management (Accruals / Leave / Attendance)					
Scheduling					
Advanced Scheduling					
Optimized Scheduling					
Activities					
Healthcare Productivity					
ADP Time Kiosk					
Gaming Module					
3rd Party Integration					
Up to 5 standard interfaces included					
Subscription Clock					
Purchase Clock Options					
(Per Month)					
One-Time Maintenance Fee per Year*					
InTouch DX Bar Code					
\$210 \$325					

\$240	0.00	\$325
\$240	0.00	\$325
\$240	0.00	\$325
\$240	0.00	\$325
\$20	0.00	

\$20

Total Implementation Fees		
1,000-2,999 EES	3,000-4,999 EES	5,000-9,999 EES
\$200,000	\$300,000	\$500,000

TMBC:	1K-4999	5K-9999	10K-14999	15K+	15K+
Essential Engagement		\$4,000	\$8,000 Custom	Custom	Custom
StandOut		\$7,000	\$15,000 Custom	Custom	Custom
Premium Implementation for StandOut		\$15,000	\$25,000 Custom	Custom	Custom