ADP SmartCompliance®

COLLABORATING FOR EFFICIENT TAX CREDITS SCREENING BULLHORN TALENT PLATFORM

Getting there poses challenges

In your organization, you always strive to add value with a streamlined, cost-effective approach that helps bring top talent into your workforce. Beyond that, you may also be aware of the Work Opportunity Tax Credit (WOTC) and the bottom-line value of capturing the tax credits for which you may be eligible. But if the hiring process in your organization varies across teams, you may encounter:

- **Confusing** applicant screening questions that may confuse and frustrate job applicants
- **Piles** of paper-based, administrative tasks
- **Stringent** deadlines & time monitoring your staff

Is it worth it?

Always Designing for People®

ADP and Bullhorn Talent Partnership

ADP and Bullhorn Talent partnered to integrate the Bullhorn Talent with the ADP SmartCompliance® Tax Credits solution for easy, efficient WOTC screening. Bullhorn Talent helps to power the world's fastest-growing staffing firms through cutting edge technology.

The ADP SmartCompliance Tax Credits solution is a powerful approach for capturing Work Opportunity Tax Credits, backed by:

- Dedicated specialists who can assist with WOTC administration
- Strategic alliances with Bullhorn Talent that helps integrate the WOTC screening into your talent acquisition process
- WOTC service that provides you with resources to help you maximize your tax credits and minimize work for your applicants and hiring managers

On the talent end, Bullhorn Talent can help you unify all aspects of talent acquisition by:

- Allowing you to manage your talent acquisition lifecycle quickly
- Focusing on user-friendly technology and exceptional customer experience
- Empowering you to build a diverse, winning workforce

Features include:

- **Mobile screening** that allows applicants to complete the WOTC screening in English or Spanish and "one-touch-and-you're-done" applicant electronic signing
- **WOTC analytics performance dashboards** with customizable views and dynamic reporting capabilities
- **Integration** with Bullhorn Talent that enables the sharing of certain data between ADP and Bullhorn Talent to help facilitate the screening of applicants for WOTC eligibility
- **Client eSignature** for the employer page of the IRS Form 8850
- **Doc upload** feature that helps reduce an employer's need to pursue required WOTC documentation on its own
- **Direct-to-applicant notifications** for required follow-up documentation

Bringing it all together

Through our relationship, ADP and Bullhorn Talent bring you:

- A solution to help you efficiently identify and claim the WOTC credits for which you may be eligible, while helping minimize work for your applicants and hiring managers
- The ability to claim eligible WOTC credits for hiring often overlooked employees
- A more efficient way to help manage your WOTC program compliance requirements
- The ability to easily collect and access detailed data regarding your WOTC program through the WOTC analytics dashboard

About Bullhorn:

Bullhorn is the global leader in software for the staffing industry. More than 10,000 companies rely on Bullhorn's cloud-based platform to power their staffing processes from start to finish. Headquartered in Boston, with offices around the world, Bullhorn is founder-led and employs more than 1,300 people globally.
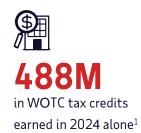
ADP proven results

8000+
organizations helped

1. 2025 ADP Internal Data

230+
tax credit specialists

42.7+M
screenings leading to

488M
in WOTC tax credits earned in 2024 alone[1]

About ADP SmartCompliance®

ADP SmartCompliance integrates with your HCM system to give you a comprehensive solution that's configurable to your company's current and future needs. You'll have the tools to manage and understand the full breadth of your company's HCM compliance activities. You can leverage experts who are veterans of various regulatory agencies. And you'll have professionals with domain expertise in various compliance areas working directly on your behalf.

ADP SmartCompliance® helps with these processes:

- Employment tax
- Employment verification
- Health compliance
- Tax credits
- Unemployment claims
- Wage garnishments
- Payment solutions

workmarket® an ADP® company

WorkMarket® helps companies manage their 1099 workforce.

LEARN MORE TODAY!

For more information about the ADP SmartCompliance Tax Credits module, visit **adp.com/taxcredits**

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