



# SECURITAS REALIZES THE VALUE OF MITIGATING RISK WITH ADP



Securitas is a transformative leader in the security industry, dedicated to putting their clients at the heart of their business. As a global protective provider, they address their clients' diverse security needs by offering tailor-made security solutions through highly qualified and engaged people. With in-depth expertise and a forward-thinking approach to innovation within their protective services, Securitas delivers a comprehensive range of offerings.

Their extensive portfolio includes both mobile and onsite security solutions, ensuring that every client receives support tailored to their specific environment. From mobile security services to fire protection, Securitas's integrated security solutions provide round-the-clock safety, all while leveraging data to enhance their intelligence and effectiveness. With a commitment to excellence and a scale that spans the globe, Securitas is well-equipped to be a trusted partner in security for businesses and communities alike.

## BUSINESS CHALLENGES

- ➔ Mitigating the risks of multijurisdictional payroll tax filing
- ➔ Identifying tax credits to help put money back into the business
- ➔ Too much time spent on manual processing tasks
- ➔ Providing additional financial options to support their people



**Company:** Securitas

**Industry:** Global security services

**Employees:** 90,000 U.S. based

**Headquarters:** Parsippany, NJ

**ADP Products:** ADP SmartCompliance® Employment Tax, ADP Tax Credits, Wisely® by ADP

**Interviewee:** Tom Daly, Vice President of Payroll North America





Utilizing ADP Compliance Services has helped Tom and his team secure work opportunity tax credit they didn't know were available, mitigate the risks associated with multijurisdictional tax filing and provide their people with financial options that can help improve their well-being.

## A STRONG PARTNERSHIP MINIMIZES RISK

Managing payroll tax filings for multiple jurisdictions presents significant challenges and risks, requiring a strong synergy between Securitas and ADP. By consolidating their data for payroll tax filing with ADP, Securitas simplifies the filing process for Forms W-2 while leveraging ADP's extensive expertise in handling payroll tax across various jurisdictions. This collaboration helps minimize the risk of errors and penalties associated with misfiling, allowing Securitas to focus on its core operations and enhance overall efficiency. A typical burden of managing payroll filings and deposits can require 57 tasks or more. But, with ADP SmartCompliance Employment Tax, this can be reduced to 12 tasks or less (a reduction of 79% or more). Additionally, ADP's powerful technology offers real-time insights and analytics, empowering Securitas to make informed decisions and help ensure compliance with the evolving payroll tax landscape. Ultimately, this strategic partnership helps strengthen Securitas's operational resilience and supports its commitment to employee satisfaction. "Utilizing ADP for tax filing is the right choice for us because we mitigate the risk by trusting the experts in payroll tax to handle it for us," Tom says.

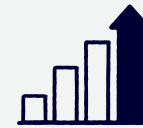
## ACHIEVING RESULTS, OPPORTUNITY THROUGH TAX CREDITS

ADP helped improve the efficiency of Securitas' Work Opportunity Tax Credits (WOTC) program through a streamlined process. Having now built a seamless interface between their Oracle system and ADP, it became easier to screen candidates for qualifying target groups through the embedded Applicant Tracking Systems integration, and the automated analysis is designed to comply with IRS guidelines, while proactively and accurately identifying eligible people. Securitas quickly began seeing results, including their increased average certification value exceeding over \$300 per eligible person, which equates to a six-figure increase in the WOTC program. ADP Tax Credits' proprietary "back office" certification process generated an increase in the overall identification and successful certification rates for Securitas, as well as a stronger acceptance per eligible associate. The ADP Tax Credits team was also able to piggyback on Securitas' WOTC credits by leveraging automated incentive identification for credits such as the Federal Empowerment Zone (Fed EZ) and the New York Youth Works tax credit program. These credit programs also saw an incremental six-figure return for Securitas, with ADP managing the administration and compliance for each while also tapping into members of the workforce that may have been previously overlooked. "Having ADP help find incremental tax credits adds extreme value because it's found money for us — and we're seeing opportunity from it," Tom says. Continuous follow-up from ADP helped Securitas better navigate the claiming process, maximize potential credits and identify an opportunity to integrate their WOTC survey into its hiring process. The survey is conducted during candidate screening and initial recruitment (prior to job offer), encouraging more applicants to participate and enhancing the benefits of the program. "Once you're able to get those credits with ADP, you hope to find more," Tom says.

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## TRUST IN COMPLIANCE EXPERTISE

Outsourcing certain functions to ADP, like payroll tax filing, brings significant advantages to Securitas, particularly in terms of compliance and expertise. The trust in ADP handling their compliance needs allows their team to concentrate on strategic initiatives rather than administrative tasks. The partnership brings confidence that ADP's specialized knowledge will optimize their operations, assured that ADP is dedicated to the highest standards of compliance. "The misconception with outsourcing is simply want to take a hands-off approach. Not true. You outsource to a vendor that you trust and I'm very confident that with ADP, the compliance component is always going to be there," Tom says. As a result, they've streamlined their workforce, relying on a smaller, focused staff while ensuring that compliance and administrative tasks are managed efficiently. This strategy not only reduces potential errors but creates better opportunities for growth and innovation within the organization.

## BENEFITS STRENGTHEN PEOPLE'S EXPERIENCE

Not only does Securitas take tremendous pride in being on the cutting edge of the services it delivers, but they also care about retaining their people and recognizes an opportunity to support them better. Understanding that a significant portion of people live paycheck to paycheck, and that their competitors offered pay cards, Securitas introduced the Wisely card, along with Earned Wage Access provided by an ADP Marketplace partner, to help their people get access to their earned wages before payday. This initiative not only aims to improve worker retention but also demonstrates genuine concern for their well-being. Since launching the program, it has gained tremendous popularity, with close to 20,000 of their people taking advantage of it. "The Wisely card is well received by our workforce. It lets them know that as a company, we care about them," Tom says.

## LOOKING AHEAD WITH CONFIDENCE

Securitas has outlined a roadmap for the upcoming years, emphasizing continual process improvements aimed at enhancing efficiency while ensuring compliance. Although Tom understands the ongoing challenges of regulatory change, he feels assured with ADP's reputation as a leader beyond the payroll space.

"We partner with ADP because they're much more than just payroll. I'm very confident in ADP Compliance Solutions because I know they're dedicated to remaining compliant with any product or service that they roll out in all 50 states."

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