

Publicis Payroll Onboarding

Frequently Asked Questions



PUBLICIS
RE:SOURCES

Table of Contents

INTRODUCTION.....	3
FREQUENTLY ASKED QUESTIONS.....	3
PAYROLL PROVIDER.....	3
PAYMENT SCHEDULE	3
FEDERAL INSURANCE CONTRIBUTIONS ACT (FICA)	3
W-2s.....	3
PAY ADJUSTMENTS	3

Introduction

Welcome to Publicis Groupe! As we begin the integration process, we understand that clarity on payroll processes is vital. This FAQ is designed to provide you with comprehensive information about payroll at Publicis Groupe, ensuring a smooth transition and addressing any questions you may have.

Frequently Asked Questions

Payroll Provider

Who is the payroll provider in the U.S.?

ADP is our payroll provider in the U.S. Our time and location tracking system is rOar.

Will we continue to utilize our previous payroll provider / administrator?

No, you will use Publicis' payroll provider, ADP. You can view or make changes to your direct deposit and taxes via the [ADP Self-Service Portal](#).

Payment Schedule

How often are employees paid?

U.S.-based employees are currently paid bi-weekly (every other Friday) or semi-monthly (on the 15th and the last day of the month).

Federal Insurance Contributions Act (FICA)

Will FICA restart for the employees?

Yes, as the employer tax ID will change (Federal Identification number).

For example, if you went to work for Pepsi, that is a new employer with a new tax ID, and your FICA would restart.

W-2s

Will employees get multiple W-2s this year?

Yes.

Pay Adjustments

How will pay adjustments be handled?

Company policy states that off-cycle pay adjustments are processed via ADP Push To Debit.