



COMPANY OVERVIEW

For over 25 years, Paycom Software, Inc. (NYSE: PAYC) has simplified businesses and the lives of their employees through easy-to-use HR and payroll technology that empowers transparency through direct access to their data. From onboarding and benefits enrollment to talent management and more, Paycom's employee-first technology leverages full-solution automation to streamline processes, drive efficiencies and give employees power over their own HR information, all in a single app. Paycom's single database combines all HR and payroll data in one place, providing a seamless and accurate experience without the errors and inefficiencies associated with integrating multiple systems. Recognized nationally for its technology and workplace culture, Paycom serves businesses of all sizes in the U.S. and internationally.

As of Dec. 31, 2024, Paycom has approximately 37,543 clients with employees in the U.S., Canada, Mexico, the U.K. and Ireland. On April 15, 2014, Paycom became a public company with its shares opening for trade on the New York Stock Exchange under the ticker symbol PAYC. In early 2020, the company joined the S&P 500.

CORPORATE SOCIAL RESPONSIBILITY

At Paycom, we appreciate the enormous responsibility that comes with handling our customers' information and data. We also understand that as a leader in the tech industry, it is important that we endeavor to:

- » uphold an organizational culture centered on operating with integrity
- » develop high-performing, dedicated employees through our programs and unique culture
- » strengthen our community through productive conversations
- » foster an inclusive workplace and a sense of belonging for all
- » be an active steward of our environment through sustainability

View our full Corporate Social Responsibility report [here](#).

YEAR FOUNDED

1998

NUMBER OF CLIENTS

37,543 (as of Dec. 31, 2024)

NUMBER OF EMPLOYEES

7,306 (as of Dec. 31, 2024)

LOCATIONS

Paycom has locations across the U.S. and is headquartered in Oklahoma City. Paycom has a secondary operations facility in Grapevine, Texas.

SERVICES

Paycom revolutionizes HR and payroll with fully automated, employee-first technology. Built in our single database, Paycom tools are designed to work together, streamlining performance and communication for a continuous flow of automation systemwide. This helps maintain data integrity and allows for uninterrupted management of the employee life cycle, including:

Hire: Talent Acquisition | **Engage:** Talent Management | **Pay:** Payroll | **Manage:** HR Management | **Track:** Time and Labor Management

VALUE PROPOSITION

- » **Single Database**
(single platform with no integration needed)
- » **Full-Solution Automation**
- » **Proprietary Software**
(designed in-house to meet client requirements and specifications)
- » **Monthly Product Enhancements**
- » **Dedicated Client Service Representative**
- » **Entirely Web-Based**
- » **Security Standards With ISO 27001, ISO 22301, ISO 27701 and ISO 9001 Certification**
(Ernst & Young completes SSAE 16 attestations and SOC 2 reports of internal controls every six months)

PAYC
LISTED
NYSE

Paycom.com
800.580.4505



Human Resource Executive's Top HR Products: Earned in 2024 for GONE®, 2021 for Beti®, 2020 for Manager on-the-Go® and 2019 for Direct Data Exchange®.



Business Intelligence Group Excellence in Customer Service Award: Awarded in 2024 for redefining the customer service standard.



Forbes America's Best Employers: Awarded in 2025 for large companies and 2022 for midsize employers.



Newsweek America's Greatest Workplaces for Diversity: Awarded in 2025, 2024 and 2023.



Fast Company World's Most Innovative Companies: Awarded in 2025 for GONE and 2022 for Beti.



TIME World's Best Companies
TIME America's Best Mid-Size Companies: Awarded in 2024 for employee satisfaction, revenue growth and sustainability transparency.



BIG Innovation Award: Recognized by Business Intelligence Group for GONE in 2025 and for the marketing of Beti in 2023.



Newsweek Most Trustworthy Companies in America: Awarded in 2025, 2024, 2023 and 2022.

ADDITIONAL HONORS

- » Paycom's workplace has received multiple recognitions from employee review site **Comparably**, including for Company Outlook, Best Company for Women, Diversity, Compensation, Best CEO, Culture, Happiness, Perks & Benefits, Work-Life Balance, Leadership, Career Growth and Best Sales Team.
- » Paycom made the inaugural list for **Forbes America's Best Employers for Tech Workers** in 2024.
- » Paycom earned several **Globe Awards**, including **Customer Excellence Awards** for GONE and Paycom's service teams in 2024, and **Business Awards** for Beti and Paycom's HR team in 2023.
- » **Top Workplaces USA:** Awarded from 2021 to 2024.
- » Paycom was included in **The Oklahoman's Top Workplaces** list from 2013 to 2023.
- » **The Wall Street Journal** recognized Paycom as one of the **Best-Managed Companies** in its 2019 and 2020 rankings.
- » **Selling Power** ranked Paycom as one of its **50 Best Companies to Sell For** in back-to-back years.