



FACT SHEET



COMPANY OVERVIEW

Paycom Software, Inc. (NYSE: PAYC) is a cloud-based human capital management software provider that allows organizations of all sizes across the U.S. and internationally to set numerous HR and payroll tasks to “automatic” through employee-first technology. Built on a truly single database, Paycom’s full-solution automation manages the entire employment life cycle, helping organizations streamline processes and improve data accuracy. With its industry-first AI engine, IWant™, Paycom provides instant access to accurate employee data without requiring users to navigate or learn the software. For over 25 years, Paycom has been repeatedly recognized by third-party reviewers as a leading payroll and HCM solution.

As of Dec. 31, 2025, Paycom has approximately 39,200 clients 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.

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 at paycom.com/csr.

YEAR FOUNDED

1998

NUMBER OF CLIENTS

39,200 (as of Dec. 31, 2025)

NUMBER OF EMPLOYEES

5,770 (as of Dec. 31, 2025)

LOCATIONS

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

SERVICES

From hire to retire, Paycom’s fully automated, command-driven technology revolutionizes HR and payroll for Paycom’s clients and their employees all in a single database, enabling streamlined management of the entire employee life cycle.

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

VALUE PROPOSITION

- » **Command-Driven AI Engine** (IWant provides instant access to employee data)
- » **Single Database** (no third-party integrations: all HR, payroll, and talent data lives in one system)
- » **Full-Solution Automation**
- » **Proprietary Software** (designed in-house to meet client requirements and specifications)
- » **Monthly Product Enhancements**
- » **Dedicated Client Service Representative**
- » **Security Standards With ISO 27001, ISO 22301, ISO 27701, ISO 9001 and ISO 42001 Certification** (EY completes SSAE 16 attestations and SOC 2 reports of internal controls every six months)

PAYC
LISTED
NYSE

Paycom.com
800.580.4505

ACCOLADES

Paycom has been recognized for innovation, customer service and workplace culture by national publications including *Fast Company*, *Forbes*, *TIME* and *Newsweek*, to name a few.



HR Executive Top HR Products

Paycom received the *HR Executive* Top HR Product award for IWant in 2025, GONE in 2024, Beti® in 2021, Manager on-the-Go® in 2020 and Direct Data Exchange® in 2019.



H3 HR Advisors

HCM Technology Signal Award

Paycom was awarded in 2026 for helping organizations simplify workplace change through self-service workflows.



USA Today Most Trusted Brands

Paycom was awarded in 2026 based on nationwide consumer sentiment.



Forbes America's Best Large Employers

Paycom was awarded in 2025 for large employers and 2022 for midsized employers.



Fast Company

World's Most Innovative Companies

Paycom was awarded in 2025 for GONE® and 2022 for Beti.



TIME World's Best Companies

TIME America's Best Mid-Size Companies

Paycom was awarded 2023-2025 and 2025, respectively.



Selling Power 60 Best Companies to Sell For

Paycom was awarded in 2025 for success with sales and training.



Newsweek World's Most Trustworthy Companies

Newsweek America's Best Online Platforms

Paycom was awarded 2022-2025 and 2023-2025, respectively.



ADDITIONAL HONORS

- » Paycom was recognized as a Platinum Employer on the **Where You Work Matters** List for quality jobs, career advancement, competitive wages and talent retention.
- » **Newsweek** recognized Paycom among America's Greatest Workplaces for Culture, Belonging & Community for the fourth consecutive year in 2026.
- » **Forbes** recognized Paycom among the Best Employers for New Grads in 2025.
- » Paycom's workplace has received multiple recognitions from employee review site **Comparably**, including for Company Outlook; Best Company for Women, Diversity and Compensation; Best CEO, Culture, Happiness, Perks & Benefits, Work-Life Balance, Leadership and Career Growth; Best Sales Team; Best Marketing Team and Best HR Team.
- » **Forbes** recognized Paycom as one of America's Best Employers for Tech Workers in 2024.
- » Paycom earned several **Globe® Awards**, including Customer Excellence Awards for Paycom's IT and service teams in 2025, for GONE and Paycom's service teams in 2024, and Business Awards for Beti and Paycom's HR team in 2023.
- » Paycom made **USA Today's** Top Workplaces list from 2021 to 2024.
- » Paycom was included in **The Oklahoman's** Top Workplaces list from 2013 to 2023.

 **paycom**
HR & Payroll Software