Paycom Achieves Background Screening Credentialing Council Accreditation

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RALEIGH, N.C.--(BUSINESS WIRE)-- The Professional Background Screening Association (PBSA®) Background Screening Credentialing Council (BSCC) announced today that Paycom has successfully demonstrated compliance with the Background Screening Organization Accreditation Program (BSOAP) and will now be formally recognized as BSCC-Accredited to the US Employment Screening Standard.

"This achievement demonstrates we adhere to the industry's most stringent standards," said Matt Paque, chief legal officer at Paycom. "Paycom provides a truly single software, allowing clients to screen candidates or current employees without the need for separate systems."

Each year, U.S. employers, organizations and governmental agencies request millions of consumer reports to assist with critical business decisions involving background screening. Background screening reports, which are categorized as consumer reports, are currently regulated at both the federal and state level.

Since its inception, PBSA has maintained that there is a strong need for a compliant, cohesive industry standard and, therefore, created the BSOAP. Governed by a strict professional standard of specified requirements and measurements, the BSOAP is becoming a widely recognized seal of achievement that brings global recognition to background screening organizations (also referred to as Consumer Reporting Agencies). This recognition will stand as the industry "seal," representing a background screening organization's commitment to excellence, accountability, high professional standards and continued institutional improvement.

The BSCC oversees the application process and is the governing accreditation body that validates the background screening organizations seeking accreditation meet or exceed a measurable standard of competence. To become

accredited, organizations must pass a thorough desk audit of their operational documentation, followed by a rigorous virtual audit, conducted by a third-party auditor. This audit includes a review of its policies and procedures as they relate to six critical areas: Information Security, Legal and Compliance, Client Education, Researcher and Data Standards, Verification Services Standards, and Business Practices.

Any employment or background screening organization is eligible to apply for accreditation. A copy of the standards, the policies and procedures, and measurements is available at **www.thepbsa.org**.

About PBSA®

Founded in 2003 as a not-for-profit trade association, the Professional Background Screening Association (PBSA) represents the interests of more than 900 member companies around the world that offer tenant, employment and background screening. PBSA provides relevant programs and training aimed at empowering members to better serve clients and maintain standards of excellence in the background screening industry and presents a unified voice in the development of national, state and local regulations. For more information, visit **www.thepbsa.org**.

About Paycom

For over 25 years, **Paycom Software, Inc. (NYSE: PAYC)** has simplified business and employees' lives through easy-to-use **HR and payroll technology** to empower 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 globally for its technology and workplace culture, Paycom serves businesses of all sizes in the U.S. and internationally.

Paycom's Enhanced Background Checks® quickly and thoroughly vets candidates through its background screening software. Paycom uses a dedicated service team to accelerate the screening process, working diligently behind the scenes to ensure thorough screening without obstacles or delays. Paycom's truly single software eliminates the need for separate systems, putting all candidate communication, important updates, a comprehensive records list and more in one place.

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