



NEWS RELEASE

Paycom Named 2026 Platinum Employer on Where You Work Matters List

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Paycom achieves highest designation, based on large-scale workforce outcomes.

OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, has been recognized as a 2026 Platinum Employer on the inaugural Where You Work Matters List. Paycom is the only company in its industry to receive the program's highest overall distinction and achieved this distinction based on its performance in creating high-quality jobs, supporting career advancement, offering competitive wages and retaining talent.

Paycom was recognized as a 2026 Platinum Employer on the inaugural Where You Work Matters List.

"This recognition reflects the focus we place on creating high-quality roles where employees

can grow and advance," said Tiffany McGowen, senior executive vice president of HR and talent acquisition. "By investing in development, benefits and long-term opportunity, we build capable teams that drive business results and client value."

Paycom invests in employee growth through training, leadership development and ongoing upskilling to strengthen capabilities, advance careers and support a strong internal talent pipeline. These efforts are supported by Paycom's automated, single-database HR and payroll software, which helps simplify employee development by streamlining learning, certifications and performance management.

"Paycom's recognition on this year's Where You Work Matters List places it among a leading group of companies setting the standard for job quality in today's economy," said Rajiv Chandrasekaran, managing director of the

Schultz Family Foundation. "Paycom's performance demonstrates how investing in workers can drive strong outcomes for both people and business."

Powered by the American Opportunity Index, the Where You Work Matters List is led by the Burning Glass Institute and the Schultz Family Foundation in partnership with Harvard Business School. Recognition is based on analysis of outcomes for more than 12 million workers across 1,750 employers and 923 occupations.

Paycom has also been recently recognized by **Comparably** for workplace culture and compensation, adding to a growing list of culture honors that reflect its focus on employee growth and client impact.

Learn more about **Paycom's award-winning culture**.

About Paycom

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.

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