



NEWS RELEASE

# Paycom Receives HCM Technology Signal Award for Workforce Change

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OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, today announced it has received the H3 HR Advisors HCM Technology Signal Award for workforce change. This award recognizes Paycom's consistent impact through innovations such as decisioning logic and automation across its HR and payroll software, which help organizations navigate significant transformation.

Paycom receives HCM Technology Signal Award for workforce change.

"Organizations don't need more decisions falling on HR and

leaders — they need technology that reduces the burden," said Shane Hadlock, president and chief client officer at Paycom. "Our decisioning logic and full-solution automation remove additional work and variability from managers, HR and executives, helping organizations drive real ROI while navigating change with confidence."

With command-driven AI and full-solution automation of HR and payroll processes in a single database, Paycom's software helps organizations manage workforce change with clarity and confidence, ensuring consistent, data-driven execution.

"Paycom is the most automated software in the industry," said Steve Boese, co-founder of H3 HR Advisors. "I've seen firsthand how its technology enables organizations to manage workforce change with consistency and confidence, turning complexity into practical outcomes for HR and business leaders."

The Signal Awards are based on H3 HR Advisors' ongoing research, advisory work and conversations with HR, payroll, IT and business leaders across the market. The program identifies consistent, real-world patterns of

effectiveness observed over time and recognizes HCM providers whose technology demonstrates a clear and measurable impact in one of nine areas critical to organizations in 2026.

For more information about Paycom's full-solution automation, visit <https://www.paycom.com/software/>.

## About Paycom

**Paycom Software, Inc. (NYSE: PAYC)** simplifies business and employees' lives through automated, command-driven **HR and payroll technology** that revolutionizes data access. From hire to retire, Paycom's employee-first technology leverages AI and full-solution automation to streamline processes and drive efficiencies in a truly single database, providing a seamless experience for Paycom's clients and their employees. With its industry-first AI engine, IWant™, Paycom provides instant and accurate access to employee data without having to navigate or learn the software. For over 25 years, Paycom has been recognized for its innovative technology and workplace culture while serving businesses of all sizes in the U.S. and internationally.

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