



NEWS RELEASE

Paycom Recognized as a USA Today Most Trusted Brand for 2026

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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, was recognized as one of USA Today's Most Trusted Brands 2026, earning the only five-star rating in its industry, reflecting strong consumer confidence in the company's HR and payroll technology, security standards and commitment to reliable service.

Paycom recognized as a USA Today Most Trusted Brand for 2026.

"Trust is built when technology aligns with the business and

exceeds expectations," said Shane Hadlock, president and chief client officer at Paycom. "This honor reflects how our full-solution automation, world-class service and security-first approach support organizations with industry-leading HR and payroll experiences across their workforce."

Paycom has been repeatedly recognized by third-party reviewers as one of the best payroll and HR software solutions for organizations of all sizes.

Paycom's single database combines HR and payroll data in one software, providing a seamless and automated experience without the errors and inefficiencies associated with integrating multiple systems. This design helps companies maintain data integrity for compliance and allows for uninterrupted management of the entire employee life cycle, while also driving significant ROI.

Paycom also employs comprehensive security standards and technologies to protect client data privacy in its environment. As one of the few payroll processors with multiple ISO and SOC certifications, Paycom's information security, privacy management, business continuity, and quality management systems and processes are formally

audited and certified for compliance annually. Paycom operates its own data centers and is the only HR tech company with Tier IV certification, the highest award given by the Uptime Institute.

The USA Today Most Trusted Brands recognition is based on a nationwide consumer sentiment study conducted in partnership with research firm Plant-A Insights Group. More than 23,000 U.S. consumers evaluated over 4,800 brands across key trust-related categories, and online reviews and publicly available data were also considered. Brands involved in recent data protection or employment issues were excluded, and results were verified by the Plant-A research team in collaboration with USA Today's editorial staff.

To learn more about Paycom's trusted HR and payroll software, visit <https://www.paycom.com/>.

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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