



NEWS RELEASE

Paycom Releases Automated Career and Succession Planning Tool

2026-03-10

OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, today announced the launch of Career and Succession Planning, an automated tool to easily identify successors for companywide roles, assess bench strength and ensure talent management and development.

Paycom announces the launch of its Career and Succession Planning tool.

Without forward-thinking talent management, organizations risk

disruption and uncertainty when leadership gaps arise. Career and Succession Planning seamlessly syncs with employee, performance and learning data in Paycom's single database, giving leaders real-time visibility into successor readiness and bench strength to confidently plan for the future.

Key features include a unified visual dashboard, actionable analytics, 9-box talent mapping, side-by-side talent comparisons, talent profiles search and automated match scoring to help ensure consistent decisioning criteria across the organization.

"Our new career and succession planning software equips leaders to more easily identify and develop talent, ensuring organizations are better prepared for the future," said Chad Richison, Paycom's founder and CEO. "With Paycom, organizations have reliable, accurate data to discover workforce talent gaps and assess talent readiness. By using our full-solution automation, clients can take a proactive approach to talent planning that supports both current needs and future opportunities."

Furthermore, the tool automatically populates employee data to help organizations track key positions, assign

successors and compare talent. The talent matching tool looks at variables including tenure, technical skills, leadership competencies, performance ratings and other workforce indicators, eliminating guesswork and outdated data.

To learn more about Paycom's Career and Succession Planning tool, visit paycom.com/software/career-succession-planning/.

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.

Media Contact:

Larisha Hunter

media@paycom.com

Source: Paycom Software, Inc.