



NEWS RELEASE

Paycom Tops Ranking for Company Culture, Compensation

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Chad Richison, Paycom founder, CEO and chairman, also listed among Best CEOs

OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, ranked in the top 10 for Best Company Culture, Best Compensation and Best CEO in awards from Comparably, an employee review and salary platform.

Paycom topped this year's rankings of Best Companies for Compensation and Best Company Culture as the No. 1 large company in both categories. Paycom founder, CEO and chairman Chad Richison also ranked No. 9 among Best CEOs.

"Awards like these are especially impactful to Paycom because the recognition is based solely on feedback from our current employees," Richison said.

Paycom offers competitive compensation and generous benefits to its employees, including \$1-per-pay-period individual health insurance, 401(k) with matching, paid family leave, company-provided \$50,000 basic life insurance and pet insurance. One Paycom employee told Comparably, "The benefits package is robust and offers so many resources to employees. The benefits and pay are the best I've experienced in my career so far."

Comparably Awards are based on sentiment feedback from current employees who anonymously rated their employers on Comparably's website during a 12-month period. Recognized companies were determined by the following criteria:

- Best Company Culture: generated by 16 core culture metrics within compensation, career growth, leadership and work environment categories.
- Best CEOs: employee sentiment rating of CEO.
- Best Compensation: overall satisfaction with compensation package (salary, raises, bonuses, stock/equity and benefits).

A Paycom employee from the Operations department spoke highly of Paycom's culture in a Comparably review, writing, "From teammates to managers, supervisors and even the company as a whole, Paycom offers a positive and supportive environment where upward mobility and professional growth is accessible to anyone who wants it and is willing to put in the effort to get it."

Paycom earned additional accolades from Comparably earlier this year, including **Best Work-Life Balance, Best Perks & Benefits, Best Company Happiness, Best Company for Career Growth, Best Company Leadership, Best Company Outlook and Best Sales Team.**

To learn more about employment opportunities at Paycom, visit paycom.com/careers.

About Paycom

For over 25 years, **Paycom Software, Inc. (NYSE: PAYC)** has simplified businesses and the lives of their employees 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 nationally for its technology and workplace culture, Paycom serves businesses of all sizes in the U.S. and internationally.

Larisha Hunter

media@paycom.com

Source: Paycom Software, Inc.