



NEWS RELEASE

# Paycom Wins BIG: GONE Feature Automates Time-Off Management

2025-01-15

OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, received a BIG Innovation Award for its Time-Off Requests tool featuring GONE® from Business Intelligence Group.

Paycom's GONE allows businesses to automate time-off decisions to best fit their needs using customizable decision criteria for time-off request approval and denial to ensure business continuity. This innovative feature simplifies the review process, decreases managerial decision fatigue and supports accurate and fair accounting and application of accruals. GONE has a projected return on investment of up to 821% over three years, according to a **2024 Forrester Consulting New Technology Projected Total Economic Impact™ study** commissioned by Paycom.\*

"By automating time-off management, businesses drive greater efficiency and productivity for their employees by eliminating scheduling errors, reducing staffing shortages and adding accountability to a process that has gone largely undermanaged," said Chad Richison, Paycom founder and CEO.

The 2025 BIG Innovation Awards celebrate organizations and individuals pushing boundaries and advancing their industries. Winners are evaluated by a panel of seasoned business leaders and executives who consider creativity, measurable results and overall impact in their selections.

One judge believed GONE could be largely impactful in terms of process automation and financial impact. Another praised Paycom's unique single database, which allows seamless connection between GONE and other Paycom tools designed for optimal workforce management.

"Humanity relies on innovation to improve our lives and the planet," said Russ Fordyce, CEO of Business Intelligence Group. "We're thrilled to spotlight Paycom as a shining example of innovation making a profound impact globally."

For more information on GONE, visit <https://www.paycom.com/software/time-off-requests/>.

\*Results from the Forrester Consulting study are for a composite organization representative of interviewed Paycom clients.

## 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.

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Source: Paycom Software, Inc.