



NEWS RELEASE

Paycom's GONE named Top HR Product of 2024

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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 named a 2024 Top HR Product for its automated time-off request tool GONE ® by Human Resource Executive magazine.

"Paycom continues to bring enhanced solution automation to the market, delivering even stronger ROI, value and functionality for our clients across the globe," said Chad Richison, Paycom founder, CEO and chairman. "GONE eliminates decision fatigue across organizations."

Added to Paycom's Time-Off Requests tool in December 2023, GONE automates time-off management with policy-compliant decisioning designed to boost fairness, timeliness and regulatory compliance. Through enhanced automation, GONE approves or denies time-off requests based on predefined rules set by clients, including coverage thresholds, consecutive days requested, submission time requirements and auto-approve/deny options.

Each manual time-off review or approval can cost a company an average of \$30.92, according to a November 2023 Ernst & Young study commissioned by Paycom. GONE helps to eliminate this expense along with time-consuming organizational tasks that frequently fall on managers and directors.

"Paycom is the most top-to-bottom, front-to-back, automated software on the market," said Steve Boese, HR Technology Conference program chair and co-host of the HR Happy Hour podcast. "The customization and ease of use we've seen from Paycom's GONE is transforming the time-off request process, eliminating tedious reviews for managers and giving employees the transparency and autonomy they deserve."

Human Resource Executive's Top HR Products list recognizes the very best of HR technology products introduced to the market over a 12-month period. Paycom previously received this honor for Beti ® in 2021 and Manager on-

the-Go ® in 2020, the award's inaugural year. Paycom also received Human Resource Executive 's Awesome New Technology Award for Direct Data Exchange ® in 2019.

To learn more about Paycom's Time-Off Requests featuring GONE, visit paycom.com/gone.

About Paycom

For 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. And thanks to its industry-first solution, Beti ® , employees now do their own payroll and are guided to find and fix costly errors before payroll submission. From **onboarding** and **benefits enrollment** to **talent management** and more, Paycom's software streamlines processes, drives efficiencies and gives employees power over their own HR information, all in a single app. Recognized nationally for its technology and workplace culture, Paycom can now serve businesses of all sizes in the U.S. and internationally.

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