



NEWS RELEASE

Paycom's IWant named a 2025 Top HR Product of the Year by HR Executive

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IWant is the industry's first command-driven AI engine in a single database

OKLAHOMA CITY--(BUSINESS WIRE)-- **Paycom Software, Inc. (NYSE: PAYC)** ("Paycom"), a leading provider of comprehensive, cloud-based human capital management software, today announced that **IWant™** has been recognized as a Top HR Product of 2025 by HR Executive. Paycom will be honored on Monday, September 15, 2025, during the inaugural **HR Icons Awards Evening** at HR Tech 2025, held at Mandalay Bay in Las Vegas.

The annual Top HR Products competition, organized by HR Executive and HR Tech, is designed to showcase a range of notable solutions introduced over the last year. Reviewed by a panel of esteemed judges, each product submission is evaluated based on its level of innovation, value added to the HR function, overall user experience, ability to deliver on its promises and effective integration, customization or analytics capabilities. Following extensive assessment and product demonstrations, IWant was selected as a Top HR Product of 2025.

IWant is the industry's first command-driven AI engine in a single database, revolutionizing the way all users navigate and access employee information. By eliminating navigation and training, IWant makes employee data more accessible than ever, regardless of a user's level of familiarity with the software.

Employees at every level can prompt IWant by utilizing voice-to-text functionality or simply typing a question, and the AI engine immediately provides the answer or directs the user to the appropriate location to interact with their information. IWant is designed to return results that will always be accurate because it pulls from employee data entered into Paycom's single database, not from multiple sources.

Clients have praised IWant's simplicity. "IWant is the best thing ever...better than getting a Porsche!" said a chief operating officer in the housing industry. "I wish we had this years ago. I'll never have to bother my team again and it is so much easier."

Longtime Top Products judge Steve Boese shared, "The best HR technologies are the products that help HR leaders address current and future needs. These solutions enable HR to be both proactive and strategic, allowing them to solve real challenges and empower their teams in the process. This is exactly the type of innovation this award was created to celebrate."

Attendees of HR Tech 2025 can learn more about Paycom and its award-winning IWant by visiting Booth No. 4027. For more information, visit www.paycom.com/software/iwant.

About HR Executive

Established in 1987, HR Executive is the premier global media company covering strategic issues in HR. Part of the Arc network, HR Executive provides more than 220,000 subscribers with news, content and analysis of global HR trends. HR Executive is where HR professionals go when they need to know, providing in-depth coverage on all facets of human resource management, including recruiting, talent acquisition, compensation and benefits, learning and development, employment law, talent management, the latest technologies and more. Visit hrexecutive.com.

About HR Tech

HR Tech is the industry's premier event series showcasing breakthrough HR technologies, with its flagship U.S. conference serving as its cornerstone since 1997. HR Tech in the U.S. features the world's largest expo of innovative HR solutions, live product demonstrations and the industry's preeminent startup competition. The HR Tech portfolio has expanded globally with additional annual events in Europe and Asia, creating a worldwide network of innovation hubs that shape the future of work.

HR Tech is part of the event arm of **HR Executive**, a prestigious global media company established in 1987 that delivers news, content and analysis of strategic HR trends to more than 220,000 subscribers worldwide. The synergy between the events and media channels enables the brands to create a comprehensive knowledge ecosystem that addresses all aspects of human resource management, establishing the organization as the definitive authority for visionary HR leaders. Visit www.HRTechConference.com to learn more.

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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