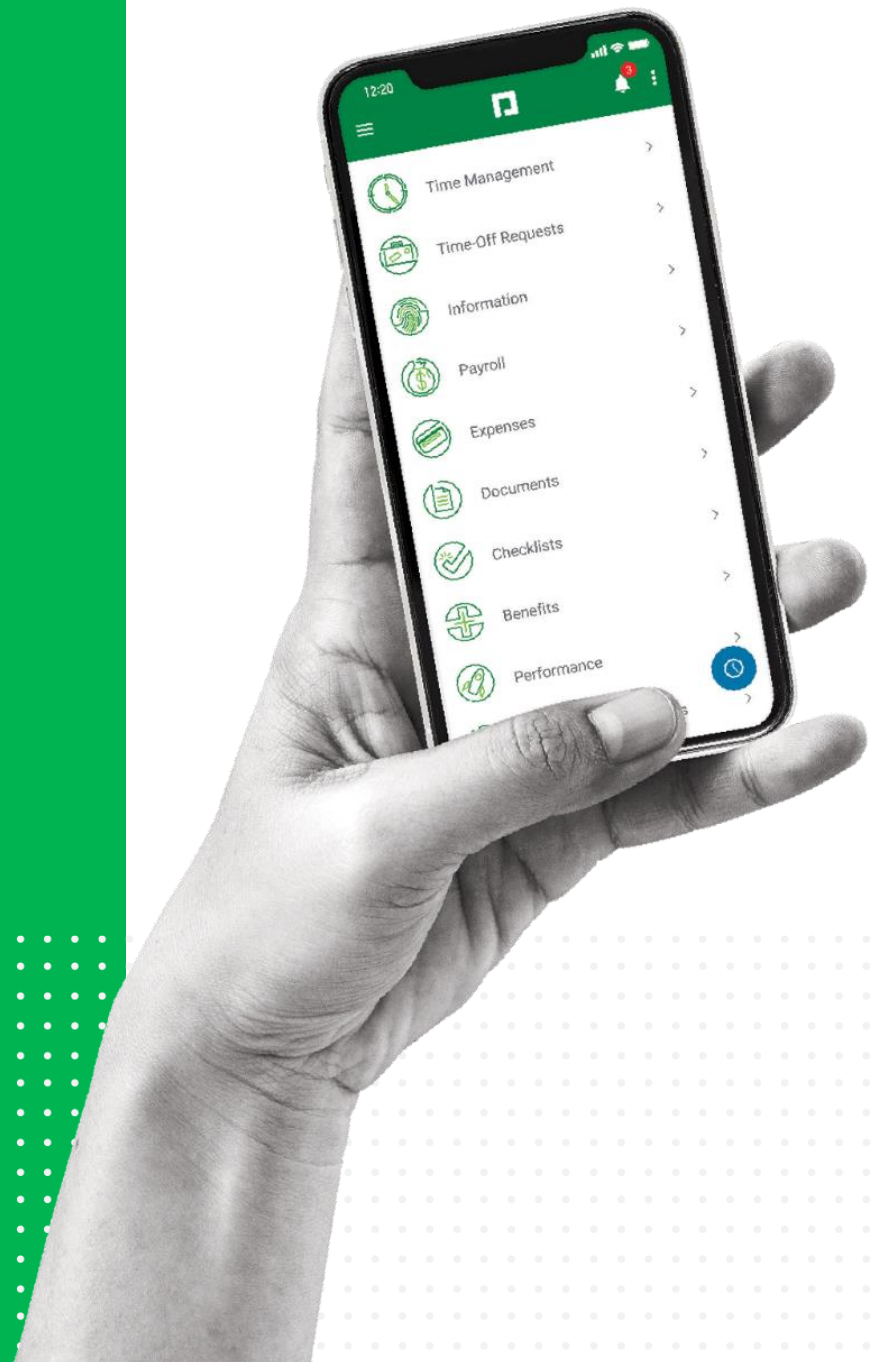


Study on How the State and Subdivisions Put  
Oklahoma First  
Interim Study 19-62

Presenter: A.J. Griffin

Director of Government and Community Affairs  
Paycom



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deterioration in the labor market; our plan to open additional sales offices and our ability to effectively execute such plan; the sufficiency of our existing cash and cash equivalents to meet our working capital and capital expenditure needs over the next 12 months; the timeline for construction of our new Texas operations facility; our plans regarding our capital expenditures and investment activity as our business grows, including with respect to our new Texas operations facility and research and development; our plans to repurchase shares of our common stock through a stock repurchase plan; and our expected income tax rate for future periods. In addition, forward-looking statements also consist of statements involving trend analyses and statements including such words as “may,” “believe,” “could,” “anticipate,” “should,” “would,” “plan,” “expect,” “potential,” “will,” “intend” and similar expressions or the negative of such terms or other comparable terminology. These forward-looking statements speak only as of the date of this presentation and are subject to business and economic risks. As such, our actual results could differ materially from those set forth in the forward-looking statements as a result of the factors set forth in Part I, Item 1A, “Risk Factors” of the Annual Report on Form 10-K for the year ended December 31, 2018, and in our other reports filed with the Securities and Exchange Commission. We do not undertake any obligation to update or revise the forward-looking statements to reflect events that occur or circumstances that exist after the date on which such statements were made, except to the extent required by law.

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# Solution for the Entire Employment Lifecycle

## Talent Acquisition



- » Applicant Tracking
- » Candidate Tracker
- » Tax Credit Services
- » Background Checks
- » On-Boarding
- » E-Verify®



## Time and Labor Management



- » Time and Attendance
- » Scheduling/Schedule Exchange
- » Time-Off Requests
- » Labor Allocation
- » Labor Management Reports/Push Reporting
- » Geotracking/Geofencing



## Payroll



- » Payroll and Tax Management
- » Garnishment Management
- » Expense Management
- » Paycom Pay
- » GL Concierge
- » Mileage Tracker/FAVR

## HR Management



- » Benefits Administration
- » Benefits to Carrier
- » Personnel Action Forms
- » Documents and Checklists
- » Paycom Surveys
- » Government and Compliance
- » COBRA Administration
- » Enhanced ACA
- » Direct Data Exchange™
- » Ask Here™



## Talent Management



- » Performance Management
- » Compensation Budgeting
- » Employee Self-Service®
- » Executive Dashboard
- » Paycom Learning



## From Recruitment to Retirement

# Innovating and Expanding Application Offerings

**1999** 

Began marketing payroll software to the public

**2000**

Developed single-database online software platform

**2003** 

Launched Employee Self-Service®

**2004** 

Launched Time and Attendance

**2006** 

Launched Paycom Pay and COBRA Administration

**2008** 

Launched Time-Off Requests, Background Checks and Benefits Administration

**2010** 

Launched Tax Credit Services, Government and Compliance and Benefits to Carrier

**2011** 

Launched Document and Task Management, Applicant Tracking, E-Verify®, Expense Management and Scheduling

**2012** 

Launched Performance Management, Compensation Budgeting and Personnel Action Forms

**2014** 

Launched Surveys, Push Reporting, Candidate Tracker, Schedule Exchange and Affordable Care Act Dashboard

**2015** 

Launched Paycom Learning, Enhanced ACA, GL Concierge and Geotracking/Geofencing

**2017** 

Launched Paycom Learning Course Content and Mileage Tracker

**2018**

Launched FAVR and redesigned Employee Self-Service

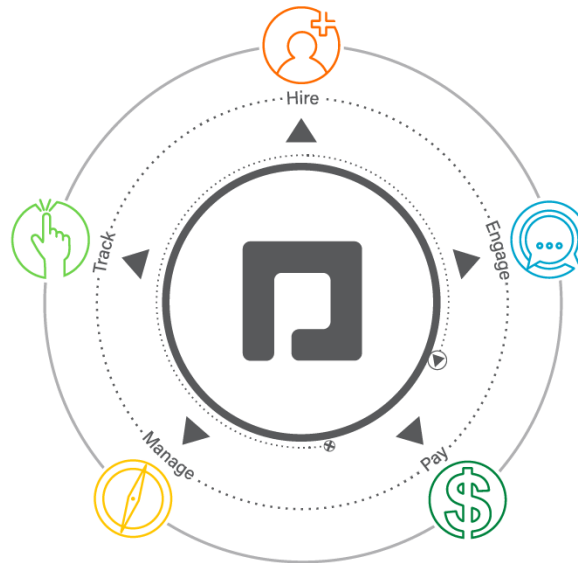
**2019**

Released Direct Data Exchange™ and Ask Here™

# The Paycom Way: Single-Database Platform

Data analytics become actionable information

- **Seamless data workflow** across all services
- **Single-database** architecture
- **Intuitive user interface** with one login
- **Automated processes** reduce errors and compliance exposure
- **Comprehensive and consistent** real-time reporting and analytics



## Talent Acquisition

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- » Direct Data Exchange™
- » Ask Here™

# National Footprint with Significant “White Space”

- **2019:** New Orleans
- **2018:** Salt Lake City, Rochester, Columbus, San Diego
- **2017:** Milwaukee, Richmond, Long Island
- **2016:** Chicago, Cleveland, Pasadena, Sacramento, San Antonio, Stamford
- **2015:** Brooklyn, Cincinnati, Kansas City, Nashville, Pittsburgh
- **2014:** Baltimore, Indianapolis, Philadelphia, Portland, Silicon Valley
- **2013:** Detroit, San Francisco, Seattle
- **2012:** Boston, Minneapolis, New York City
- **2011:** Miami, New Jersey, Washington DC
- **2010:** Orange County, Los Angeles, St. Louis
- **2009:** Austin, Charlotte, Houston, Phoenix
- **2008:** Chicago, Ft. Worth, Tampa
- **2007:** Atlanta (Teams 1 and 2)
- **2005:** Denver, Tulsa
- **2002:** Dallas
- **1998:** Oklahoma City

Maturing office  
Mature office

## Direct Sales Teams<sup>1</sup>

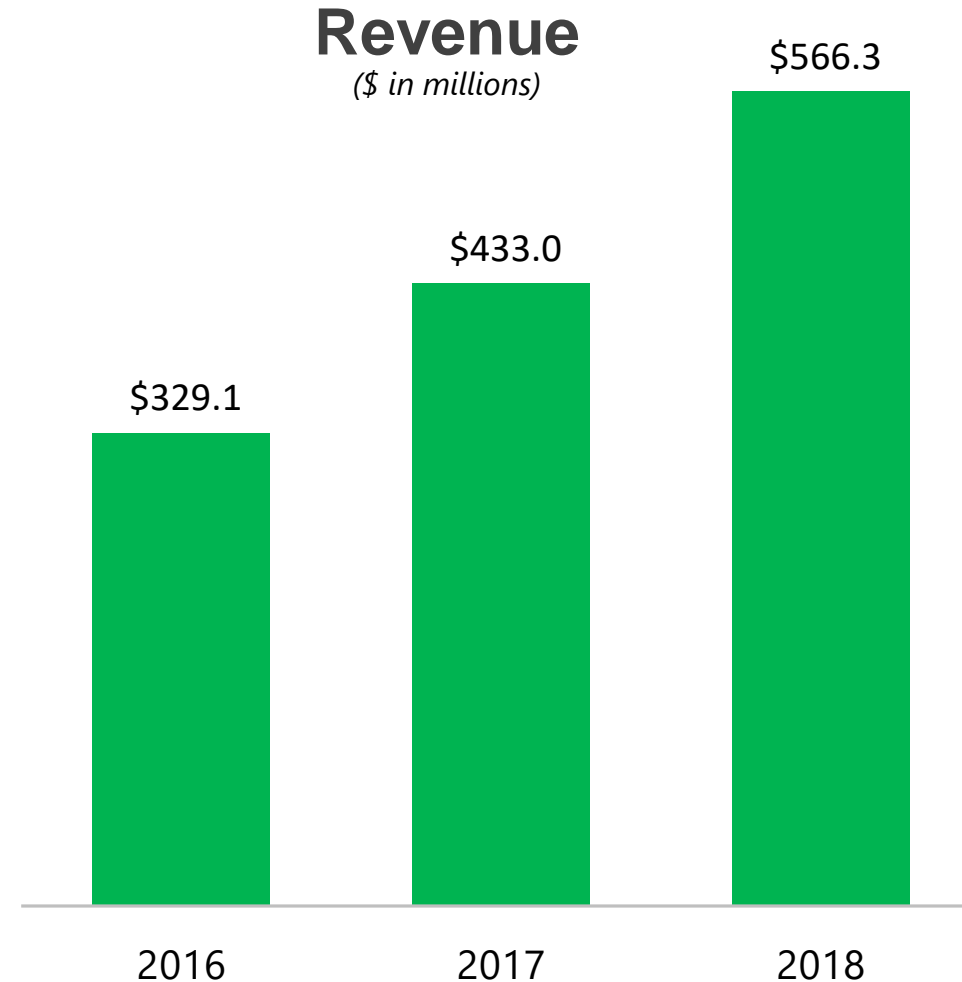
New teams typically achieve maturity in 24 months



1. Client Relations Representatives (CRRs) represent one team.

# Continued High Growth and Momentum

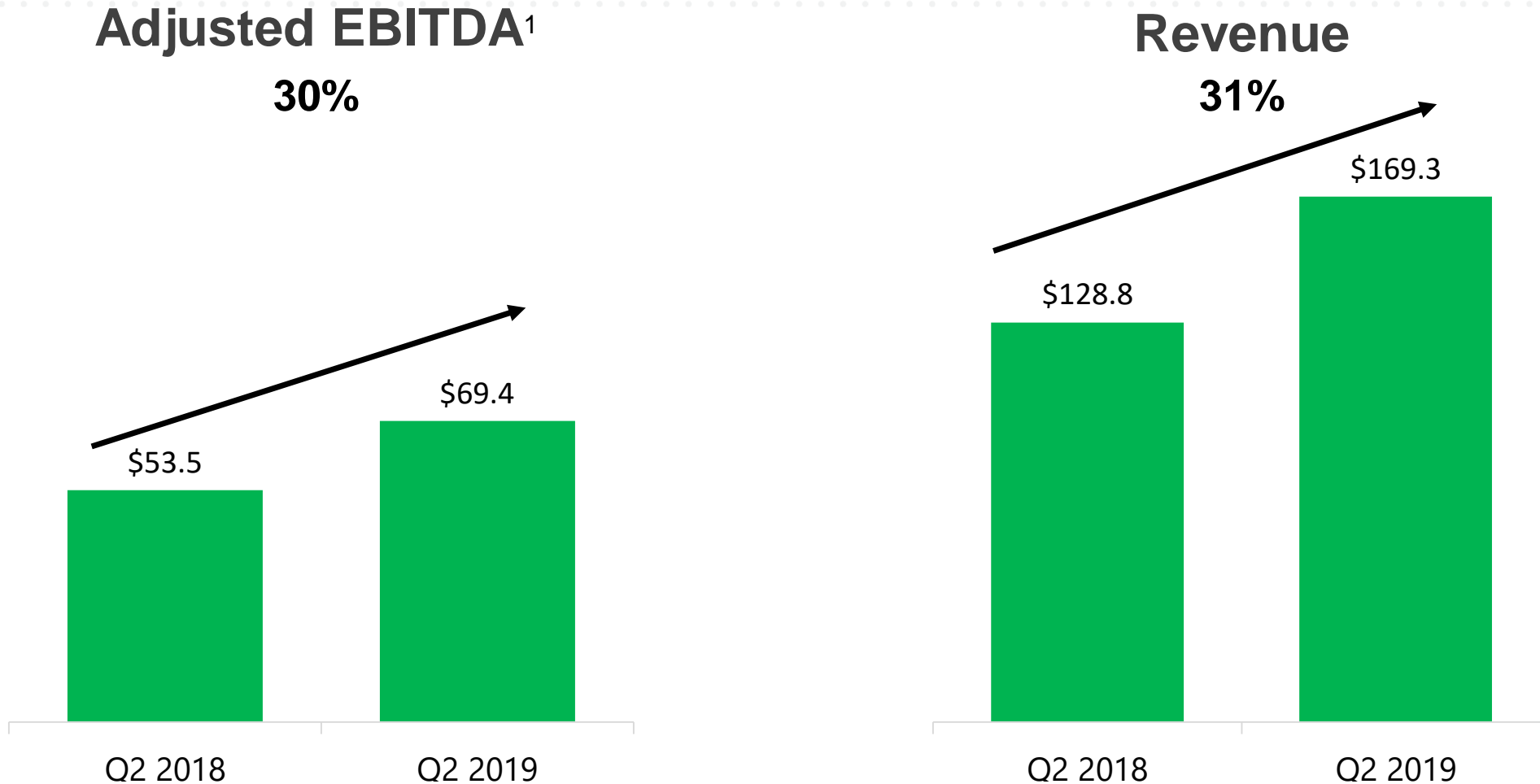
- Increased annual revenue retention rate to 92% (FYE Dec. 31, 2018) after posting six-consecutive years with a 91% annual revenue retention rate





# Quarter to Quarter Growth

(\$ in millions)



1. Please see Reconciliation of Non-GAAP Metrics on page 16 for a reconciliation of net income to adjusted EBITDA for the applicable periods.

# Employee Count

- 3,050 total employees
- 2,700 in OKC
- Grapevine operations center
- Average Salary of \$90,000

