

# ELIMINATE YOUR TOUGHEST HR CHALLENGES

In the **financial sector**, you face a unique set of payroll, compliance and HR challenges that can consume your time and profits. Paycom's all-in-one human capital management technology has the tools you need to comply with extensive regulations, recruit and retain top talent, build a reputation of trust and drive organizational growth.

## CHALLENGE 1: Competition for Top Talent

With just 1 in 10 MBA graduates choosing a career in financial services, the industry faces a talent shortage that can negatively impact performance. Focusing on employee engagement can help financial institutions attract and keep the top talent they need to drive growth.

*With Paycom, you can:*

- streamline the hiring and onboarding processes
- easily match compensation with performance
- provide ongoing professional development opportunities
- create performance goals and benchmarks to illustrate advancement paths
- offer flexible scheduling options

## CHALLENGE 2: Increased Regulation

The financial sector is currently one of the most heavily regulated industries in the U.S. For some institutions, complying with mounting legislation can mean compromising relationship lending and incurring increased labor costs. This makes competing in a tough market even more difficult.

*We can help you streamline human resource processes, control labor costs and mitigate compliance risks to cut costs and improve operational efficiencies from an HR standpoint.*

*Paycom makes it easy to:*

- run background checks and E-Verify® with the click of a button
- store I-9, FMLA, OSHA, workers' comp, EEOC and COBRA information
- comply with all ACA requirements
- save time, save money and reduce errors with automated benefits administration tools

FINANCIAL  
SECTOR  
**JOB**  
ARE  
**NO LONGER  
TOP CHOICES**  
FOR GEN Y STUDENTS  
WHO WILL REPRESENT  
**75%** OF THE  
WORKFORCE  
BY 2020

## CHALLENGE 3: Fostering the Right Culture

The right culture can help any financial organization effectively serve the needs of their customer base, improve customer loyalty, gain stakeholder trust and maintain risk awareness.

*Paycom's payroll and HR technology allows you to implement and sustain companywide culture initiatives that contribute to organizational growth, transparency and success by helping you:*

- train your workforce to be risk-aware and communicative about dubious practices or behavior
- communicate whistle blower protections and reporting procedures
- ensure that employee compensation is aligned with responsible remuneration goal
- customize performance reviews to include culture-related competencies

## INTUITIVE TECHNOLOGY BACKED BY DEDICATED CUSTOMER SERVICE

Paycom is all about solving your payroll and HR challenges. That's why you also get a dedicated Paycom specialist who knows your business and will be there to answer your questions every step of the way.



Knock Out *All* of Your Toughest HR Challenges with One Easy-to-Use, Cloud-Based Solution

To see what Paycom's human capital technology can do for your company, schedule a demo at [Paycom.com/Financial](https://paycom.com/Financial)

**59%**  
OF  
INDUSTRY  
**CEOs**  
BELIEVE  
**LACK OF  
TRUST**  
IN THEIR BUSINESS  
IS A **THREAT**  
TO GROWTH

Sources:

1. Deloitte: Major HR Challenges in FSI for 2015
2. The Financial Times: Beyond Banking: Under Attack on all Sides
3. PricewaterhouseCoopers: Forging a Winning Culture