

# 10 Reasons CFOs Recommend Paycom

## 1. Positively Impact Your EBITDA

Manage EBITDA by decreasing your federal tax liability through tax credits and by reducing selling, general and administrative expenses (SG&A) by tracking labor costs more closely with our time and attendance technology. An additional advantage to our system is that there is no integration required, allowing the processes to completely sync data without the errors. Thus, payroll processes are cut in half, allowing staff to engage in more strategic tasks. They have to enter employee information only once, then it automatically populates throughout the system.

## 2. Increase Business Revenue by Retaining Top Talent

Maintaining qualified talent is imperative to having a top-of-the-line workforce. Not only does that help increase business revenue, but can save your company money in the long run. It's estimated that a bad hire can result in a \$58,000 loss for the company per year. That's money that can be used to retain a trusted, quality worker. Our Performance Management tool helps align the goals of your employees with those of your company to maximize performance and reduce attrition.

## 3. We Get You Back to Work

Paycom helps employers consolidate multiple systems into one solution for all its hiring, HR, talent management, time and labor management and payroll needs. Our single application costs less and provides CFOs the reports needed to

lower labor costs through a multitude of features. Your biggest investment is your people, and with Paycom you can take ownership of where your dollars are going, have a real-time vision of how to improve liquidity and know where to reallocate budgets while on the go.

## 4. Complete Scalability and Satisfaction Guaranteed

No matter the size of your business, our system can accommodate your needs while also providing you great customer service along the way. With our pay-as-you-grow pricing, you only have to pay for the services you are using. Paycom does not require contracts, so you will not have to worry about the services you may or may not need in the future. Also, we don't purge your data, so historical information is always available, helping to avoid violating employment law compliance. Time-to-value is key, and that's why our implementation process is quick and our technology is user-friendly. Spend less time learning the program and more time on productivity.

## 5. Reduce Direct Labor Expenses

The robust reporting that Paycom provides enables your HR staff to manage labor costs more efficiently. We provide tools to simplify the process of time and attendance by setting up and tracking employee hours based on the job the employee is working. With Paycom's Advanced Report Writer, you can see who is clocked in, report on employee hours helping to manage overtime or run daily department



Paycom's system is very intuitive and extremely user-friendly. This ease of use greatly reduces the amount of time it takes to process payroll. The customer service is also a big difference from our previous provider. I know that when I call, my specialist will be there to answer questions I may have. Now I don't have to wait on hold to get an answer; it's almost instant.

- Gerald H., Chief Financial Officer  
Conyers, Ga.



Talent Acquisition



Time and Labor Management



Payroll



Talent Management



HR Management



totals on hours worked. Generate reports on any custom information stored in the system. Our system allows you to make immediate changes then view the updates instantly, helping with forecasting.

## 6. Save Money by Storing Documents in the Cloud

What would you do if disaster struck and all your documents were destroyed? Paycom's cloud-based document storage system ensures your documents are safe. Research by Biztech says that a 370-employee company has an estimated savings of \$1 million per year from switching to alternative ways of documentation. Besides cutting back on paper cost, take comfort in knowing your confidential information is protected and accessible 24/7, regardless of location. Audit trails track all changes made in the system and allow you to see who made changes and when, all while keeping track of the old and new values. Save time searching for who may have miscalculated an important number and where they got it; just look and it's there.

## 7. Ease ACA Compliance Concerns

The Affordable Care Act is complex and carries steep penalties, but Paycom has the tools to ease your healthcare reform concerns. With Paycom's single-application solution of Benefits Administration, Document Management, COBRA and Time and Labor Management you will have the tools you need to mitigate ACA exposure. From notifying new employees of the marketplace within 14 days of their start date to calculating and determining your full-time employee count, Paycom has the advanced reports you need.

## 8. Decrease Your Government and Compliance Exposure

Ensuring your employees' information is accurate

is imperative to staying in compliance. You need a tool that allows you to track FMLA, OSHA, workers' comp, EEO and COBRA details; permits; training; I-9 filing; disciplinary actions; turnover reasons and other relevant data specific to your industry. With Paycom, you can avoid paying the IRS penalty of a nondeductible excise tax of \$100 per day, per violation, by letting us make sure no COBRA notice is left behind.

## 9. Save Time and Dollars by Hiring Only Qualified Talent

It's estimated that replacing a lower-level employee can cost \$7,000, while replacing an executive bumps up to \$40,000. Does your company have a solid structure in place to ensure you are recruiting the best candidate for the position? Time is money, so streamline your hiring processes with Paycom's Applicant Tracking. The filtering options save your team members from sorting through unqualified talent, allowing them to focus on only the top applicants who fit your company's criteria. Once your HR team finds qualified talent, it can rely on Compensation Budgeting to see if hiring is affordable at that time, adding more control over where your dollars are headed.

## 10. Complete Workforce Analytics

Access a list of your most needed reports in real time and make changes when and where it's convenient for you. Our Push Reporting allows you to schedule recurring reports to be pulled automatically, and for whom. Schedule them once in the system and an email notification alerts selected users that these reports have been sent to their inbox. Paycom also allows you to customize an Executive Dashboard with your choice of report information, so you view only the reports you've selected. No matter what time or where you are, you are able to pull up-to-date data to make more educated financial decisions that impact your bottom line.

**See what Paycom's human capital technology can do for your company. Schedule a demo today at [Paycom.com](http://Paycom.com).**



Talent Acquisition



Time and Labor Management



Payroll



Talent Management



HR Management