

# 10 Reasons HR Professionals Recommend Paycom

## 1. One Solution for HR Empowerment

By Partnering with Paycom, you no longer have to worry about multiple systems with different logins for each. We empower users with one application to manage the life cycle of employment from hiring to retiring, and everything in between. With our convenient, smart technology, HR professionals become more strategic and gain a greater impact on lowering labor costs for their organizations. We allow you to take control of your time and you never have to enter employee information more than once, closing the costly gap of disparate data.

## 2. Reporting You Can Count On

Be a hero to your top executives by providing the reports they need most, when they want them. Access reports in real time and make changes when and where it's convenient for you. With Push Reporting, schedule recurring reports to be pulled and distributed automatically. Schedule reports once in the system and an email notification will alert selected users that these reports have been sent to their inbox. Whether you need to pull reports on benefits enrollment status, managing overtime or labor distribution, it's all at your fingertips 24/7.

## 3. Manage Benefits Easily

Benefits management not only impacts your employees, but their families, too. Those gaps in disparate data? They often run amok when

it comes to handling the details of the benefits cycle. Paycom helps connect the multiple layers of benefits processes with a simple, easy-to-use Benefits Suite. One system for online member and dependent enrollment, beneficiary designation, COBRA notices and automated file feeds to your benefits providers gives you ease of mind and ensures you never overpay benefits or fail to enroll a participant again. COBRA is a breeze with automatic initial and election notices, and Paycom handles all COBRA elections and participants so you don't have to extend communications to former employees or serve as a payment collector.

## 4. Efficient Hiring Process That Saves You Time

Hiring talent that fits your company can be tedious and time-consuming, so why not give managers the ability to aid in the process? Managers are able to view candidates' applications and resumes, be alerted when it's their turn to interview the candidate and add notes related to the hiring process. By using our one-stop system, you can automate the workflow among applicants, recruiting, hiring managers and HR because you only have to enter information once, and all data is distributed. With Talent Acquisition, you're able to move the qualified candidates through the interview process smoothly, search for potential tax credits, run background reports and verify employment eligibility. Our filtering options save you from mining resumes, allowing you to focus only on the applicants that meet your criteria.



The navigation through the system is very easy for both the user and the administrators. Paycom has been proactive and reactive to our needs. This system will grow with us.

We are more than pleased with the product.



Laurie Q., Director of HR, Massillon, Ohio



Talent Acquisition



Time and Labor Management



Payroll



Talent Management



HR Management



## 5. Ensure Your Employees Are Eligible to Work

HR should be the first to know if potential new hires are eligible to work. With Paycom's E-Verify® checks, you won't have to find out the hard way via costly penalties for noncompliance. Our automated application saves time by running instant background checks within your payroll system. Both work with our Document and Task Management tool to store completed I-9s securely in your employee files. Making sure your new hires are qualified is easy with Paycom, so you can avoid preventable risk to your employees, customers or business.

## 6. Reduce Your HR Exposure

With evolving employment laws, you need a tool that helps you 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. Ensuring accurate employee information is important to staying in compliance and reduces exposure to violations, audits and penalties. With Paycom you can avoid paying IRS penalties such as a nondeductible excise tax of \$100 per day, per violation, by letting us make sure no COBRA notice is left behind.

## 7. Ease of Use by Storing Documents in the Cloud

What would you do if disaster struck and all your documents were destroyed? With a cloud-based document storage system, that issue is a thing of the past. Cut back on paper cost and eliminate the hassle of paper personnel files by securely storing all employee data in a cloud-based system. 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 allows you to see who made changes and when, all while keeping track of the old and new values. Save time searching for employee documents; just look and they're there.

## 8. Happy Employees Equal Motivated Workers

Maintaining qualified talent is top priority 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 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 company with those of your employees to maximize performance, saving you and your team time and money by not having to search for new qualified hires.

## 9. Know What Your Employees Want and Need via Surveys

Stay up-to-date by conducting multiple types of confidential employee surveys online. Collect and analyze data in real time, with customizable reports and graphical displays, arming you with the knowledge to improve overall job satisfaction, all while encouraging open communication between the HR department and your employees with Paycom's Surveys tool. Employee surveys provide HR the ability to gain useful information that identifies workplace matters that otherwise may remain undisclosed.

## 10. Help You Need When You Need It

We don't believe in phone trees or wasting valuable time switching you from person to person. When you or your staff have HR or payroll-related questions, call Paycom and speak directly with your dedicated specialist. You won't be transferred to multiple people or have to repeat your questions every time; you get the answers you need when you need them, not days later.



Talent Acquisition



Time and Labor Management



Payroll



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HR Management

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

