

Company Research Highlights[®]

Report created on January 13, 2024

PAYCOM SOFTWARE ORD SHS NYSE:PAYC

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Oklahoma City, OK 73142
USA

Telephone: 405 722 -6900
www.paycom.com

Price on 1/12/2024: \$197.57
Market Capitalization: \$11.4 B

Industrials Sector
Professional Services Industry

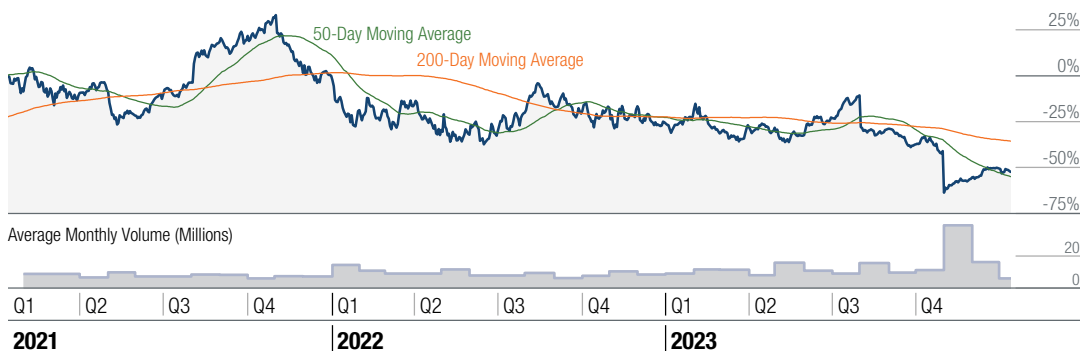
Business Description Data provided by S&P Compustat

Paycom Software, Inc. provides cloud-based human capital management (HCM) solution delivered as software-as-a-service for small to mid-sized companies in the United States.

Key Statistics

Employee Count	6,349
Institutional Ownership	75.3%
Total Revenue (TTM)	\$406.30 <small>9/30/2023</small>
Revenue Growth (TTM vs. Prior TTM)	+26.37%
Enterprise Value	--
Ex. Dividend Date	11/24/2023
Dividend	\$0.375000
Dividend Yield (Annualized)	0.76% <small>1/12/2024</small>
P/E (TTM)	33.8 <small>1/12/2024</small>
Earning Yield (TTM)	+2.96% <small>1/12/2024</small>
EPS (Adjusted TTM)	\$1.77 <small>10/31/2023</small>
Consensus EPS Estimate (Q4 2023)	\$1.78
EPS Growth (TTM vs. Prior TTM)	+35.7%

3-Year Price Performance Data provided by DataScope from Refinitiv



Trading Characteristics

52 Week High		Price Performance (% Change)		Volume	
\$374.04	7/31/2023	4 Week	-2.6	Average 10-Day	661,886.8
52 Week Low	\$146.15	13 Week	-25.4	Average 90-Day	906,226.1
11/2/2023		52 Week	-35.1	Shares Outstanding	60,228,000
% Price Above/Below		<small>1 Year Annualized as of 1/12/2024</small>			
20-Day Average	-2.7	Total Return	-34.76%		
50-Day Average	5.5	Standard Deviation	0.51		
200-Day Average	-26.1	Beta	0.95		

Environmental, Social & Governance Summary (ESG)

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PROVIDED BY MSCI

RATING	PAYC	INDUSTRY
Overall	AVERAGE	
Environment	LEADER	
Social	AVERAGE	
Governance	AVERAGE	

TRBC Industry: Software

Risk: ■ Leader = Top 25% ■ Average = Middle 50% ■ Laggard = Bottom 25%

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Equity Summary Score is a weighted, aggregated view of opinions from the independent research firms on Fidelity.com. It uses the past accuracy of these firms in determining the emphasis placed on any individual opinion.

First Call Consensus Recommendation is provided by I/B/E/S from Refinitiv, an independent third-party research provider, using information gathered from contributors. The number of contributors for each security where there is a consensus recommendation is provided. Each contributor determines how their individual recommendation scale maps to the I/B/E/S from Refinitiv 5-point scale.

Visit Fidelity.com for firm descriptions, detailed methodologies, and more information on the Equity Summary Score, First Call Consensus, opinion history and performance, and most current available research reports for PAYC.

- (i) after the Firm Name indicates an independent firm that derives no financial benefit from the nature of their recommendations.
- StarMine from Refinitiv Relative Accuracy is based on a statistical aggregation of how well a firm performed on all of its individual stock recommendations in a given sector. StarMine from Refinitiv first calculates the individual scores for each set of recommendations for a single stock over a 24 month period. Then StarMine from Refinitiv rolls up these individual performance scores into a firm's sector score.
- Each firm has its own recommendation categories, making it difficult to compare one firm's recommendation to another's. Investars, a third-party research company, collects and standardizes these recommendations using a five-point scale.

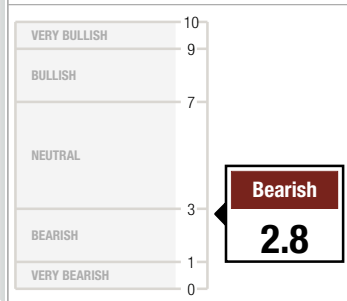
† The Equity Summary Score provided by StarMine from Refinitiv is current as of the date specified. There may be differences between the Equity Summary Score analyst count and the number of underlying analysts listed. Due to the timing in receiving ratings changes into the Equity Summary Score model, the Equity Summary Score analyst count may lag the ratings count displayed by one or more days. There may also be analyst count variations for symbols with multiple share classes and ADRs. More details on Equity Summary Score calculation are included in the [Understanding and Using the Equity Summary Score Methodology \(PDF\)](#).

Equity Summary Score (8 Firms[†]) Provided by StarMine from Refinitiv as of 1/12/2024

Firm ¹	StarMine Relative Accuracy ²	Standardized Opinion ³
Ford Equity Research (i)	91	Neutral
Refinitiv/Verus (i)	8	Neutral
Zacks Investment Research, Inc (i)	41	Neutral
ISS-EVA (i)	96	Neutral
Jefferson Research (i)	5	Sell
Trading Central (i)	11	Sell
McLean Capital Management (i)	53	Neutral
Argus Research A6/Quantitative (i)	73	Neutral

• Opinion used in Equity Summary Score

PAYC Equity Summary Score (8 Firms[†])



Firm Opinions Provided by Investars as of 1/13/2024

Firm ¹ / Aggregate Opinion	STANDARDIZED OPINION		Investars Smartindex	CURRENT FIRM OPINION	
	Opinion	1 Year History		Date	Opinion
Oppenheimer & Company	Neutral		9.13%	11/01/23	Perform
KeyBanc Capital Markets	Neutral		15.14%	11/01/23	Hold
Needham	Neutral		24.57%	11/01/23	Hold
Stifel Nicolaus	Neutral		22.43%	11/01/23	Hold
Jefferies	Neutral		15.32%	01/05/24	Hold
CSFB	Outperform		1.74%	08/02/23	Outperform
Merrill Lynch	Neutral		8.51%	01/05/24	Neutral
UBS	Buy		11.45%	01/10/24	Buy
William Blair & Company	Neutral		16.87%	11/01/23	Market Perform
Citigroup Investment Research	Neutral		10.39%	11/01/23	Neutral
Baird	Outperform		12.12%	11/01/23	Outperform
Deutsche Bank	Neutral		6.49%	11/01/23	Hold
Piper Jaffray	Neutral		6.46%	12/01/23	Neutral
Ford Equity Research (i)	Neutral		34.31%	01/05/24	3
Refinitiv/Verus (i)	Neutral		12.60%	01/08/24	Hold
Zacks Investment Research, Inc (i)	Neutral		29.54%	01/06/24	Neutral
ISS-EVA (i)	Neutral		24.49%	01/01/24	Hold
Jefferson Research (i)	Sell		21.83%	01/12/24	Sell
Trading Central (i)	Sell		-3.30%	01/07/24	Sell
McLean Capital Management (i)	Neutral		2.78%	01/08/24	Neutral
Argus Research A6/Quantitative (i)	Neutral		25.02%	01/11/24	Hold
I/B/E/S Estimates from Refinitiv	--		--	01/05/24	Hold
Equity Summary Score (8 Firms[†])	--		--	01/12/24	Bearish

• Opinion used in Equity Summary Score

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Recent Recap

Last Report: Q3 Earnings on 10/31/23
Reported Earnings: \$1.77 per share
Next Expected Report Date: 02/08/24

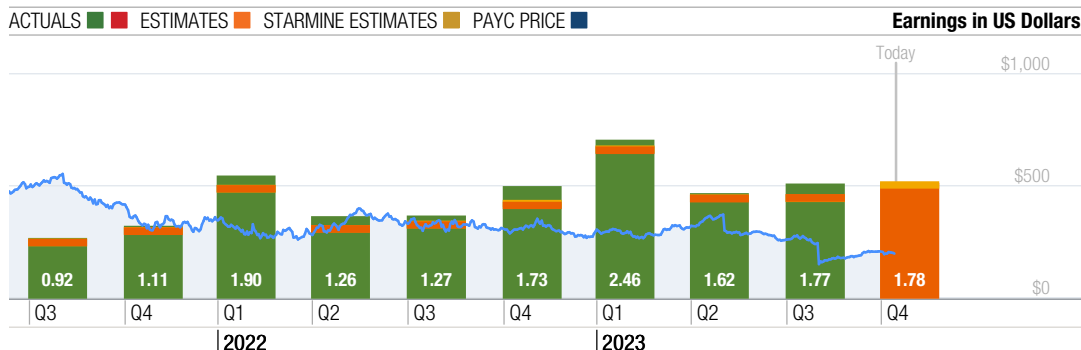
PAYC **exceeded** the First Call Consensus of \$1.607 and **exceeded** the StarMine SmartEstimate from Refinitiv of \$1.601 for Q3 2023.

About StarMine SmartEstimate

The StarMine SmartEstimate from Refinitiv seeks to be more accurate than the consensus EPS by calculating an analyst's accuracy and timeliness of an analyst's estimates into its estimate of earnings.

Actuals vs. Estimates by Fiscal Quarter

Data provided by IB/E/S from Refinitiv



Actuals vs. Estimates for Fiscal Year

	Actual (\$)	First Call Estimates		
		Consensus (\$)	Analysts in Consensus	Low / High Range (\$)
Previous Year (Ends 12/31/22)	6.14	5.90	17	5.78 / 5.97
Next Year (Ends 12/31/23)	--	7.61	20	7.32 / 7.75

Industry Comparisons**

Data provided by S&P Compustat

Valuation Ratios (trailing 12 months)	PAYC	Industry	PAYC Percentile Rank in Industry
Price / Earnings	33.8	38.9	80
PEG Ratio	2.3	4.6	40
Enterprise Value	\$0.00	\$0.00	--
Price / Sales	7.0	5.2	92
Price / Book	8.6	14.2	85
Price / Cash Flow	25.6	33.3	77
0: Worst Best: 100			
Company Quality Ratios	PAYC	Industry	PAYC Percentile Rank in Industry
Gross Profit Margin (Trailing 12 Months)	87.1%	46.2	100
Operating Margin (Trailing 12 Months)	27.6%	19.9	96
Return on Assets (Trailing 12 Months)	8.5%	7.1	83
Return on Equity (Trailing 12 Months)	25.4%	40.7	79
0: Worst Best: 100			
Growth Rates (%)	PAYC	Industry	PAYC Percentile Rank in Industry
Revenue Growth (Trailing 12 Months vs. Prior Trailing 12 Months)	+26.4%	+6.7	93
EPS Growth (Trailing 12 Months vs. Prior Trailing 12 Months)	+35.7%	+17.4	79
Revenue % Change (Trailing 12 Months)	+21.59%	+8.62	89
0: Worst Best: 100			

** The Industry Average and Percentile Rank methodology is based on the daily list of U.S. equity securities in each industry to which a company belongs, as determined by Standard & Poor's. S&P uses the Global Industry Classification Standard (GICS)SM, an industry classification system developed by S&P in collaboration with Morgan Stanley Capital International (MSCI).

A company is assigned to a single GICS sub-industry according to the definition of its principal business activity as determined by Standard & Poor's and MSCI. Revenues are a significant factor in defining principal business activity; however, earnings analysis and market perception are also important criteria for classification.

Securities are first grouped into their respective S&P GIC Industry, null values are removed and then the percentile is computed. The percentile is the value of a variable below which a certain percent of observations fall. So the 20th percentile is the value (or score) below which 20 percent of the observations may be found. Sometimes, being in the 100th percentile is not the best for items such as Debt to Capital Ratio where a lower number means less debt. Therefore, being in the 1st percentile indicates lower debt than its peers in the industry.

The Industry Average is a market cap-weighted average of the non-null values in the industry.

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