

**20
24**

**Corporate Social
Responsibility Report**

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Message from

Our President and Chief Executive Officer

At Paylocity, our consistent focus on innovation and customer service drives us to deliver the most modern HCM platform on the market and world-class support to our 39,050 clients. Likewise, our commitment to our 6,400+ employees, our communities, our environment, and our governance across Paylocity drive how we operate every day. We also take great pride in the fact that our products help deliver a richer, more engaging, and more inclusive experience at work for the 6 million+ employees on the Paylocity platform.

As we look back on the past year, I am proud to share the progress we've made in these areas through our corporate social responsibility initiatives. Our ingenuity and creativity not only enable us to achieve our goals but also fuel our ambition to leave a lasting impact on the world around us. This forward thinking shapes our commitment to making a difference that transcends the workplace and enriches the cities and neighborhoods where we live and work. In turn, our mission informs how we build our award-winning products.

Supporting Our People

To remain at the forefront of human capital management technology, we must also be at the forefront of people leadership and support. Because we make our employees our top priority, our people set Paylocity apart in the market. We strive to support all aspects of health and wellness, providing the resources every employee needs to successfully bring their whole self to work. As we continue to deepen our understanding of diversity, equity, inclusion, and accessibility, Paylocity has become a shining example of belonging for both current and future employees.

Uplifting Our Communities

Our commitment to our people extends beyond our employees and includes the communities that surround us. Through programs like PCTY Gives and Volunteers in Action, we actively engage in community-based efforts that elevate our employees' passions and strengthen our bonds with one another and our communities while enhancing the well-being of the world at large. We also partner with non-profit organizations such as the National Alliance on Mental Illness (NAMI) that can leverage our resources to the fullest and broaden our reach to underserved populations.

Sustainability

Efficiently utilizing our physical resources is critical to sustaining our planet for future generations. As we continue to grow, we will continue to be intentional about minimizing our environmental footprint while maximizing our positive impact. Our Sustainability Employee Resource Group (ERG) and Task Force promote best practices throughout our facilities and empower employees to champion environmental stewardship. In this fiscal year, we diverted more than 28,000 lbs. of materials from landfills through our recycling efforts and composted more than a ton of food and organic waste. By helping clients go paperless, we avoided printing more than 5.8 million forms.

Governance

We place significant focus on governance across Paylocity — from how we lead and manage our business every day to how we manage our client-related data. At Paylocity, governance is part of our culture. Our Board of Directors oversees committees dedicated to ensuring our practices adhere to the highest governance standards. We also take the utmost responsibility for the data our clients entrust to us, embedding security and privacy controls into the technology we build, the infrastructure we use, and the way we educate and hire our people.

Our Products

Our dedication to driving positive change comes full circle in the products we develop to help our clients amplify their own community engagement. We design solutions with a clear purpose: to make it easier for organizations to foster compassionate and thriving workplaces. By leveraging groundbreaking technology such as generative AI, combined with our holistic expertise in workforce management, we provide the tools necessary for our clients to bring about meaningful change within their organizations and in the broader world.



Toby Williams
President and
Chief Executive Officer



About This Report

At Paylocity, being part of the community is at the core of who we are. Our passion for creating meaningful change drives our corporate social responsibility efforts, benefiting our employees, the communities we touch nationwide, our clients, and the millions of employees on our platform.

Our CSR initiatives focus on three key pillars: supporting our people, uplifting communities, and sustainability. These guiding principles shape our actions and decisions, driving us toward a positive, lasting impact.

Wellness is central to our commitment to our employees. We prioritize their physical, mental, and financial well-being through comprehensive healthcare, mental health support, and work-life balance programs. This ensures our employees feel valued and empowered every day.

We're also deeply committed to uplifting the communities where we live and work. Through partnerships, volunteer efforts, and educational programs, we strive to make a lasting difference, fostering a culture of care and responsibility.

Our third pillar, sustainability, reflects our dedication to protecting the planet. We continuously work to reduce our environmental footprint through sustainable practices and strategic partnerships, all with a goal of contributing to a greener, more sustainable future.

As we move forward, our commitment to supporting our people, uplifting communities, and sustainability remains strong. We invite you to explore our CSR report to see how we're building a brighter, more sustainable future — one where everyone thrives.



Monica Roberts

Chief Diversity Officer/VP of Talent Acquisition



Who We Are

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Who We Are

Founded in 1997 on a simple idea — to build an industry-leading SaaS payroll platform from the ground up — our story is a continuous journey forward. Today, we're the award-winning provider of comprehensive software solutions that meet the most pressing human capital management needs of businesses, from small startups to large enterprises.

Every step of our success comes from a talent-first approach where people matter most. Our 6,400+ employees rally around our core values to develop cutting-edge technology and deliver personalized services for each of our 39,050 clients. Through partnership with our clients and their feedback, we co-create innovative products to answer the challenges of tomorrow so we're always moving "Forward Together."





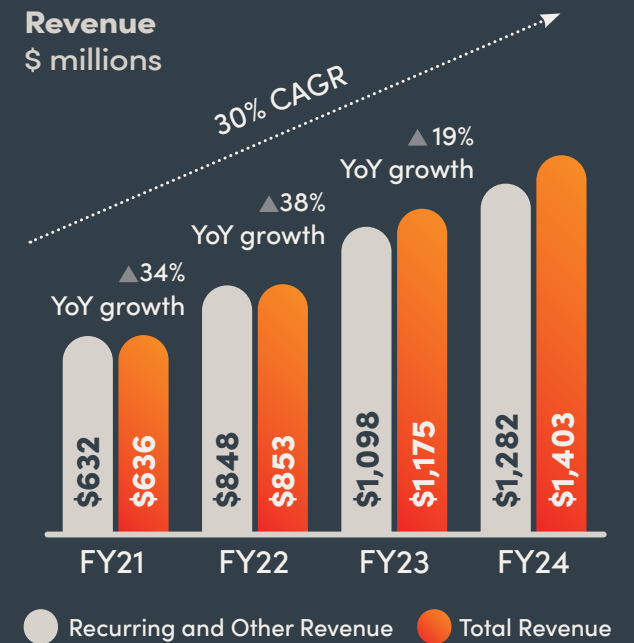
What We Do

We design innovative software and provide world-class service that go beyond simplifying HCM, delivering dynamic solutions to meet the diverse and ever-changing needs of today's modern workforce.

Schaumburg, IL Headquarters

6,400+
Employees

1997
Founded



39K+
Clients

92%+
Revenue retention

6M+
Employees on Platform

Awards



2020-2024



2020-2024



2020-2024



2024



2012-2024



2024



2024



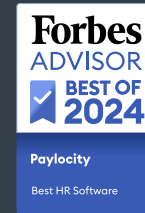
2024



2024



2024



2024



2022-2024



2019-2024



2023-2024



2022-2023



2023



2023



2022-2023



2023



2023



Our Mission

Our mission is to make a meaningful impact by fostering awareness and understanding among our employees, clients, partners, and the wider HR community. Through collaborative efforts, we aim to create an informed, engaged, and responsible community committed to inspiring positive change.



Supporting Our People

Encouraging a holistic approach to well-being, prioritizing physical, mental, and emotional health for our employees and the communities we serve.



Uplifting Our Communities

Championing inclusivity through collaboration with non-profits to uplift communities.



Sustainability

Promoting environmental responsibility and sustainable practices to ensure a healthier planet for future generations.



Supporting Our People

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Supporting Our People

We strive to maintain a culture where every employee has a voice and feels truly welcomed, appreciated, and free to be their whole self. We believe people matter most, and differences of experience and perspective make us stronger together. We want to lead by example and forge a path forward where dignity, respect, safety, and justice are for all.

We focus on inclusion for every employee, removing barriers to opportunities in hiring, pay, development, and promotion. Programs to foster inclusion include our Women in Leadership initiative and annual conference, quarterly educational speaker keynotes, our annual DEIA Leadership conference, and our Leadership Development programs focusing on inclusive and intentional leadership.



At Paylocity, it's not just how we talk about DEIA, but how we live it out. We encourage our people to bring their whole selves to work and we support it through listening, how we treat each other, our policies, and most of all, our actions.



Monica Roberts

Chief Diversity Officer/VP
of Talent Acquisition



Wellness for the Whole Person

We take a holistic approach to well-being, offering a range of benefits to help our employees and their families lead healthy, fulfilling lives.



Physical

On site, we offer free healthy snacks, workout facilities, yoga/fitness classes, ergonomic workspaces, and sit-stand desks. Online, we offer a biweekly virtual high-intensity interval training class that provides a great midday exercise option. Employees can overcome pain through Hinge Health's virtual physical therapy sessions, or access healthy-living resources from Blue Cross Blue Shield's "Well on Target" program.



Financial

We offer a competitive 401(k) plan with employer match, employee stock purchase plan, RSU program, financial planning resources, refinancing options with top institutions, and scholarship opportunities/tuition reimbursement. If a financial need pops up, employees can access part of their paycheck early through On Demand Payment.



Workplace Flexibility

It's essential we balance the needs of our clients while supporting a healthy work-life balance for our employees, whether they're in-office or remote. Paylocity embraces flexible working arrangements to meet the needs of our employees and clients.



Mental

Our stigma-free partnership and mental health education through the National Alliance on Mental Illness (NAMI), virtual sessions with Dr. Lia Knox of Knox Behavioral Health, and Paylocity's Employee Assistance Program offer continual support for all employees.



Healthcare

Our healthcare coverage includes services related to gender-affirming care, such as hormone therapy, gender reassignment surgery, and mental health support.



Parental Leave

We provide equal and generous parental leave for all employees, regardless of gender, to support work/life balance.



Family Forming Assistance

We support employees in their family-forming journey by offering benefits like fertility treatments, adoption assistance, foster care, cryopreservation, and surrogacy support.

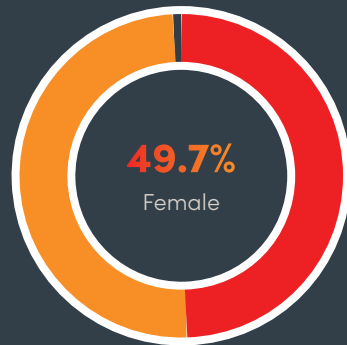




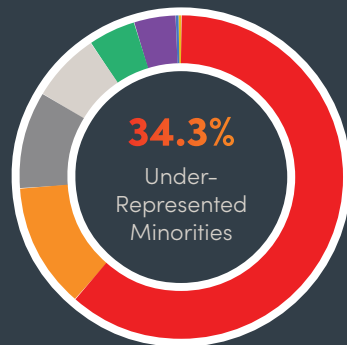
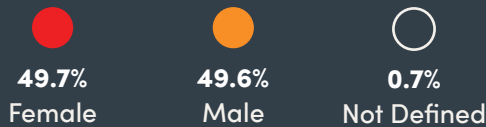
Our Diversity, Equity, Inclusion, and Accessibility Journey

Transparency is a crucial part of our DEIA journey. That’s why we share annual data so our employees, clients, and partners can see where we stand. Our progress will continue to be rooted in intentional action together. Our goal isn’t about reaching a certain number – it’s about building the most inclusive culture possible, filled with talented and amazing people.

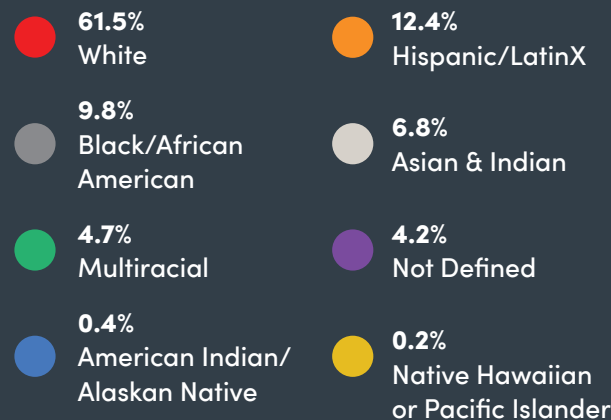
Overall Population



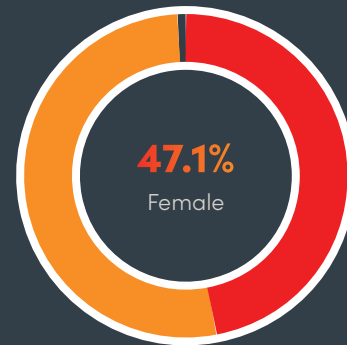
Gender Representation



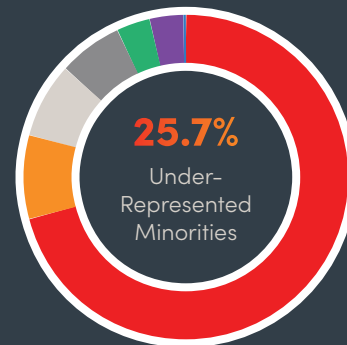
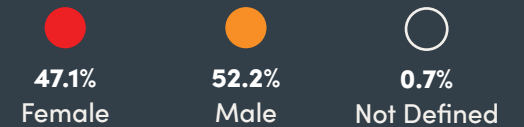
Ethnicity Representation



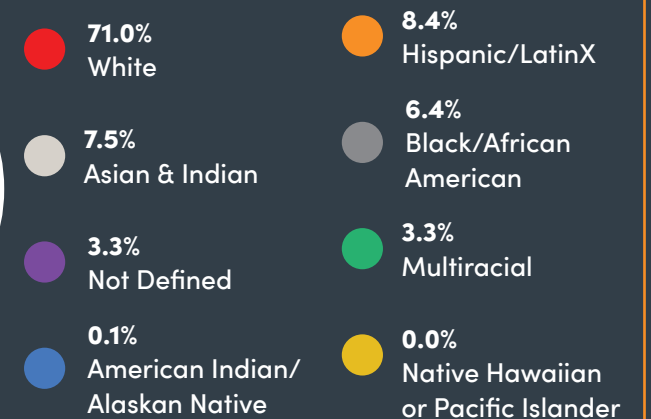
Leadership Population



Gender Representation



Ethnicity Representation



*Ethnicity Representation includes only U.S. employees

**Leadership includes manager+ roles

Diversity Leadership Council (DLC)

Paylocity's Diversity Leadership Council (DLC) was established in 2020 to engage cross-functional department leaders in developing company-wide DEIA strategies. The council made quick strides, including the launch of BRIDGE, our Brandon Hall Award-winning DEIA training program, and providing courses for our clients on topics including racism, diversity, and how to create change.

In 2024, we more than doubled the number of cross-functional department leader DLC members and added a five-member executive advisory board composed of leaders at the VP level and above.

We're proud our leaders are committed to giving their time and expertise to support the company's commitment to the inclusion of all.





Amy Mulchay
Sr. Employment and Litigation Council



Anna McFarland
Director, Product Management



Anthony James
Sr. Director, Business Development



Aparna Narayan
Director Talent Strategy & Executive Recruitment



Monica Roberts
Chief Diversity Officer/VP TA



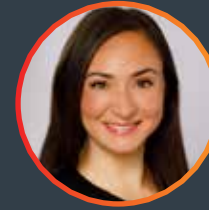
Colleen Donahue-Bear
VP of Talent and Program Delivery



Brett Meisinger
Director, Product Design



Cassye Cook Provost
Director, Procurement



Corinne Tirone
Sr. Director Tax Ops and Government Relations



Demiko Groom
Director, Channel Sales



Dipa Patel
Director, Benefits Implementation



Julie Mathers
VP User Experience



Kurt Zarefoss
VP Engineering



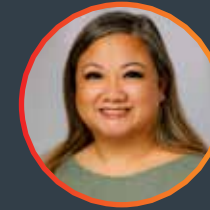
Ellie Sharp
Director & Chief of Privacy



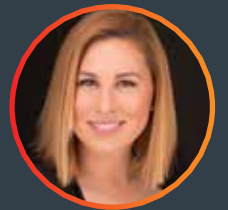
Katrina Kirchoff
Director, Human Resources



Matty Braden
Sr. Director, Leadership and Org Effectiveness



Melissa Perlas
Director, Product Operations



Miranda Ramirez
Regional Vice President, Sales



Neil Jain
VP Client Experience



Mukul Varma
Sr. Director, Engineering



Sarah Alexander
Sr. Director, People Operations

Employee Resource Groups

Our employee resource groups (ERGs) are at the core of our efforts to engage our employees. These employee-led groups drive organizational change and innovation.

Our ERGs have engaged members in experiences including local and virtual volunteer events in their communities; cultural education panels, speakers, and presenters; documentary viewings; personal skill development training; Pride parades; sustainable behavior campaigns; and mental and physical wellness and health campaigns.



At our core, we believe in the power of fostering a positive impact within our organization and the community at large. This belief is not just our foundational value, but a personal commitment shared by every member of our team. Our dedication to Diversity, Equity, Inclusion, and Accessibility (DEIA) and corporate social responsibility is fueled by our genuine passion for making a difference.



Monica Roberts

Chief Diversity Officer/VP of Talent Acquisition



Employee Development

We invest in our people through training and coaching to help them excel in their current roles. Embracing our "Growth Fuels Opportunity" core value, we foster a culture that empowers our people to grow their careers at Paylocity through upskilling, development experiences, and networking.



This is the best onboarding and welcoming experience I've ever had with a company.



Denisse Aguilar

Account Manager, Operations



Fostering a Culture of Learning

We continually see our people invest significant time and effort in their ongoing learning.

24%
of employees promoted

57%
of leadership roles filled internally



Association for Talent Development BEST 2024 Award Winner (10th place worldwide)



Best Customer Training Program (Client Engagement Hub Training)

Best Hybrid Learning Program (LEAD: An Exploration into Leadership)





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Volunteers in Action

Elevate Your Passions

Peter J. McGrail Scholarship

Donations Made Easy

Other Programs

Uplifting Our Communities

“Forward Together” describes our partnership with clients, but it is also a promise to our employees and communities.

Investing in our employees is foundational to building and maintaining a strong company culture. We’re committed to cultivating a well-rounded culture that supports the people who help drive our success, empowering our employees to enjoy the work they do and where they do it.

We invest in our communities through our corporate philanthropic partnerships with nonprofit organizations, such as Blessings in a Backpack and the National Alliance on Mental Illness (NAMI). We’re able to make financial and in-kind donations to combat childhood hunger in low-income families and provide resources to those facing mental health challenges.

Volunteering is a big part of how we give back. More than 8,000 paid-hours were used by PCTY employees to participate in PCTY’s Volunteer in Action initiative.



PCTY Gives

PCTY Gives is our corporate philanthropy effort that makes a difference through in-kind donations, grants that support nonprofits nominated by our employees, paid time off to volunteer, charitable contributions through payroll deductions, college scholarships, and more.

We work with nonprofits that promote workforce development and education for people with disabilities and under-resourced communities. We also support STEM-based learning programs to elevate students' skills and opportunities.



Paylocity's Partnership With NAMI

The National Alliance on Mental Illness (NAMI) provides advocacy, education, support, and public awareness so all individuals and families affected by mental illness can build better lives.

NAMI's programs reach diverse communities and provide support that meets their unique needs. NAMI's Sharing Hope and Compartiendo Esperanza are outreach programs for members of the Black/African ancestry and Latinx communities that equip NAMI grassroots leaders with tools and insights needed to reconcile the issues of racism, institutional bias, discrimination, and other barriers to building trust and promoting understanding in care delivery.

Through Paylocity's support, NAMI has trained 22 new Sharing Hope and Compartiendo Esperanza facilitators (450 in total since the programs began), as well as updated program facilitator guides. We've also supported local NAMI affiliates in the Schaumburg, Ill., area by hosting volunteer opportunities where employees assemble mental health care packages to donate to NAMI programs, in addition to sponsoring and participating in NAMI walks across the country.

During the 2024 National SHRM conference, Paylocity hosted a giving event in which 10,000 mental health care packages were created and donated to NAMI.



We at NAMI are so incredibly grateful to Paylocity for their ongoing commitment to education, support, advocacy, and awareness around mental health. Their support of our Sharing Hope and Compartiendo Esperanza programs has been crucial to the expansion of that work.

Kate Kennedy-Lynch

Director, External Relations of NAMI



Signature Programs

Volunteers in Action

We foster a culture of giving by supporting employee volunteer opportunities. All regular full-time employees get 16 hours of paid volunteer time per year.

Elevate Your Passions

Employees nominate a nonprofit close to their heart for a Paylocity-sponsored financial grant. Nine nonprofits from across the country are selected each quarter, for a total of 36 annual contributions.

Peter J. McGrail Scholarship

Created in honor of our late CFO and his passion for learning, this program helps offset the cost of college for dependent children of employees with at least two years of service. We awarded 50 different \$2,500 scholarships for the 2023-24 school year.

Donations Made Easy

We partner with YourCause, a giving-based software that makes it easy to mobilize employees for volunteer opportunities, set up automated charitable donations through payroll deduction, and engage in other corporate social responsibility initiatives that impact local communities.

Other Signature Programs

- Paylocity Responds Disaster Relief Fund
- Match for a Mission



The reason I give back is because I know every dollar or hour donated can make a huge difference. I've had many family members with physical and mental health issues, and I've seen firsthand the impacts of volunteering and donating.



Adam Bauske

Manager, Learning and Development





Sustainability

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Paperless Processing

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Reuse

Indoor Gardening

Recycling

Sustainability

At the core of our organizational values lies a strong commitment to sustainability. Our pursuit of eco-friendly practices is spearheaded by our Sustainability Employee Resource Group and Task Force, which include employees from across the organization. Their mission is to foster sustainable practices throughout our business and in the lives of our employees. In partnership with our Facilities team, these groups work closely together to boost sustainability in all Paylocity business activities.



With the expansion of our composting efforts this year, we doubled the amount of food waste we successfully diverted in Lake Mary and Schaumburg. Thank you to our Facilities team and everyone who participated in these initiatives for making this possible!



Ana Gabriela Rocha

Client Services Support Manager,
Sustainability ERG Co-Chair



Greenhouse Gas Emissions Study

Our Scope 1 (diesel and natural gas) and Scope 2 (purchased electricity) emissions stem from our leased facilities and data centers. Scope 1 and 2 emissions remained relatively flat despite a growing workforce. As all our buildings are leased, we collaborate with our landlords to track energy use in our facilities and ensure we implement energy-saving initiatives across our facilities. We also rely on data centers operated by third parties that are also committed to developing energy-efficient and sustainable practices.

As we continue this journey, we engaged a third-party firm during fiscal 2024 to analyze our Scope 3 emissions to evaluate our energy use and emissions across our supply chain. Looking ahead, we will continue to prioritize sustainability as we expand by thoughtfully considering all decisions and using sustainable practices to reduce our energy consumption and GHG emissions.

	Fiscal 2023 Emissions	Fiscal 2024 Emissions
Scope 1	77 metric tons CO2e	75 metric tons CO2e
Scope 2	4,546 metric tons CO2e	4,583 metric tons CO2e
Total Scope 1 & 2	4,623 metric tons CO2e	4,658 metric tons CO2e



Sustainability Initiatives



Paperless Processing

We avoided printing more than 5.8 million forms, which represents approximately 50% of our clients' potential paper forms needs, by encouraging clients to go paperless.



Composting

Over the past fiscal year, composting expanded in our Lake Mary, Fla., and Schaumburg, Ill., offices, where we successfully diverted 2,500+ lbs. of food waste and organic materials from landfills. Instead, these materials are composted and turned into soil for local farms.



Reuse

We strive to conserve water, reduce plastic use, and promote environmental responsibility in our offices. We encourage the use of reusable water bottles and cups and provide glassware and mugs for employees to use with our water fountains and Bevi machines. In fiscal year 2024, this saved 150,000+ plastic bottles.



Indoor Gardening

In our Lake Mary, Meridian, ID, and Schaumburg offices, we've set up indoor hydroponic gardens for team members to enjoy. Employees are free to pick their own herbs and vegetables to add to their lunch or take home.



Recycling

We donate tangible items, recycle materials and equipment, and dispose of electronic waste responsibly. We've diverted more than 28,000 lbs. of plastic and harmful materials from landfills by recycling and refurbishing our retired electronics during fiscal year 2024.





Governance

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Governance

We wholeheartedly believe in responsible corporate governance. That mission is rooted in our company's code of ethics, driven from the top down, starting with our Executive Team and Board of Directors. Both work tirelessly to create long-term value for our company and shareholders, promote transparency, and adhere to the highest ethical standards.

Paylocity Board of Directors

11 Members	7 Average Tenure (years)
8 Independent Members	3 Committees

Of our 11 board members, two are women and two are racially diverse.

Board Committees

Linda M. Breard		
Virginia G. Breen		
Jeffrey T. Diehl		
Robin L. Pederson		
Andres D. Reiner		
Kenneth B. Robinson		
Craig Conway		
Ronald V. Waters III* *Lead Independent Director		

Key

- Audit Committee
- Compensation Committee
- Nominating and Corporate Governance

Protecting Our Clients

How We Protect Client Data

To provide a seamless experience for our clients and their employees, we need access to important and sensitive data. We treat that responsibility with the utmost care, which is why we embed security controls and practices in everything we do.

Our customers are at the center of our decision-making, the technology we build, the infrastructure we use, and how we hire and train our people.

Security Controls and Practices

It takes several steps and measures to create a culture of security that keeps information out of the hands of cybercriminals. Learn more about the many safeguards we have in place in the [Privacy Center](#) on our website.

Compliance

When you partner with Paylocity, you can enjoy the peace of mind that we'll always have your back when new security laws are created and existing standards evolve.

Securing Your Data

Protecting our clients' data is our top priority. We constantly maintain, review, and test recovery plans and use advanced monitoring technology at all levels of our applications and infrastructure.

People and Process

All Paylocity employees complete comprehensive cybersecurity training and take part in phishing tests throughout the year.

AI Ethics

Paylocity develops artificial intelligence (AI) to streamline HR automation, engage with employees, and boost productivity. Because we consider the ethical use of data a core value, we created an [official AI ethics statement](#) to fully convey our commitment.

Prepared for the Unexpected

Our Business Continuity and Disaster Recovery Plans enable us to be prepared to keep our clients' business running.



Protecting Paylocity's sensitive customer data has been woven into our DNA since inception. We continue to make significant investments year-over-year to help ensure we sustain and grow our robust security program to combat evolving cyber threats.



Art Chaisiriwatanasai

Chief Information Security Officer



Learn more about how we are protecting our clients
www.paylocity.com/who-we-are/protecting-our-clients/

Data Security

Our Business Continuity and Disaster Recovery Plans ensure we're prepared to keep our clients' businesses running.

Infrastructure Security and Resilience

We utilize our enterprise-class data centers to safeguard both the physical security of our data and consistent product suite uptime. These data centers undergo a rigorous independent audit to ensure compliance and safeguarding of client data. Redundant hardware is in place throughout the network infrastructure to support network traffic delivery. We protect the environment from hardware failure by utilizing load balancing, high availability, and clustering technologies.

Robust Underlying Security Technology

We manage critical business information and protect client data with industry-accepted solutions and practices, including the deployment of intrusion prevention systems (IPS), web application firewalls (WAF) and network firewalls, security information and event management (SIEM), user and entity behavior analytics (UEBA), endpoint detection and response (EDR), data loss prevention (DLP), and more.

Advanced Monitoring and Backup

We utilize advanced monitoring technologies and our in-house team responds quickly to any security alerts, while a trusted third-party provider is available for off-hours coverage and real-time escalation if needed. Our backup strategy helps facilitate the recovery of archived data and we test backups regularly to assess recovery reliability.

Security Features Built into Our Product

We have several built-in security features for client use, including multi-factor authentication for company administrators and additional layers of verification when requesting changes to sensitive data, such as tax documentation. Admins can also define user access in pinpoint detail, and we log user activities within the platform to make periodic review easy.



Data Privacy

We're committed to protecting the privacy and personal information of all our stakeholders, including employees, contractors, and job applicants; our clients' employees and contractors; our business partners, including client contacts, prospects, and vendors; and our website users. We've established strong processes to implement and enforce compliance with applicable privacy laws and ensure strong ethical data practices as part of our core business strategy.

”

At Paylocity, we believe data privacy is essential for safeguarding trust, reputation, and fundamental human rights in the digital era. It aligns with our core values and supports broader business and social outcomes.



Ellie Sharp

Director and Chief of Privacy



The Foundation of Our Global Privacy Program

Governance and Accountability

With members from all functions of our organization, our Privacy Governance Committee provides support and oversight. Carefully crafted policies, procedures, and training help ensure personal information is properly handled and protected.

Transparency and Notice

Whether it's an employee, applicant, client, vendor, or website user, everyone associated with Paylocity is provided full details on how we process personal information and how they can exercise their rights regarding that information.

Purpose Limitation

We process personal information for the purpose it was collected and may process it for legitimate and closely related secondary purposes. Client employees' personal information is processed in accordance with our clients' contracts and any instructions we receive from them.

Data Minimization

Collection and use of personal information is limited to the minimum amount necessary to achieve the stated business purpose. That includes segregating access to personal information based on roles and what's necessary for specific job functions.

Data Retention

Our data retention policy and schedule govern how we keep and delete data related to our clients, their employees, and other stakeholders.

Security

Our administrative, technical, and physical security measures help maintain the confidentiality and integrity of the personal information we process. That includes protective measures against unauthorized/unlawful processing, accidental loss, destruction, or damage.

Data Quality and Accuracy

Where Paylocity controls personal information or where required by law, we take reasonable steps to ensure it is accurate and up to date.



SASB

We continually strive to provide greater visibility into the progress we've made in our ESG initiatives. Here are additional disclosures as defined by the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard.

Topic	Accounting Metric	SASB Code	Disclosure
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	TC-SI-130a.1	(1) 11,033 Mwh for offices and data center locations (2) 96% (3) 0%
Data Privacy and Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	TC-SI-220a.1	Please refer to the Data Privacy section of this report.
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	TC-SI-220a.3	Any material losses would be disclosed in our Fiscal 2024 Annual Report on Form 10-K.
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	TC-SI-230a.1	We did not experience any material data breaches.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	TC-SI-230a.2	Please refer to the Data Security section of this report.
Recruiting and Managing a Global, Diverse and Skilled Workforce	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	TC-SI-330a.3	Please refer to the Diversity, Equity, Inclusion, and Accessibility section of this report.
Intellectual Property Protection and Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	TC-SI-520a.1	We had no material losses related to anticompetitive behavior regulations during fiscal 2024.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	TC-SI-550a.1	We may experience outages due to unforeseen events. Our teams will respond quickly to mitigate any impact to our clients. Please refer to the Data Security section of this report.
	Description of business continuity risks related to disruptions of operations	TC-SI-550a.2	Please refer to Item 1A. Risk Factors in our Fiscal 2024 Annual Report on Form 10-K.



Our Products

Designed with CSR in Mind

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Employee Voice

Recognition & Rewards

Market Pay

Compensation

Data Insights

Employee Self-Identification

Recruiting

Community

Designed with CSR in Mind

We use the same products we offer clients. Our solutions reflect continuous client feedback from early adopters and end users. We strive to provide the tools the modern workforce needs and create diverse workplaces where everyone feels welcome.



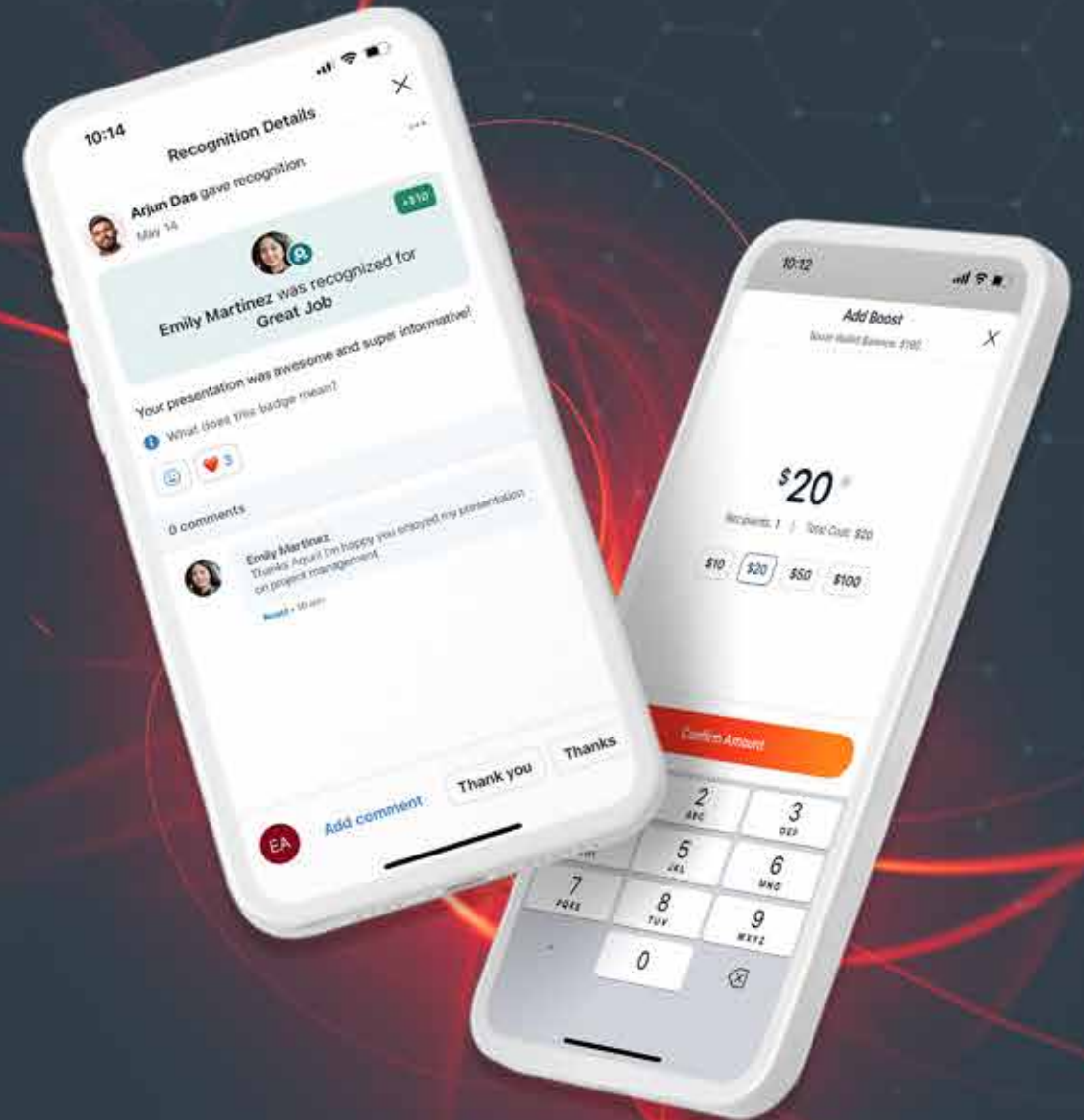


Employee Voice

Gives clients the ability to collect employee feedback and insights through surveys to measure engagement and retention, empowering leaders and teams to create action plans using that data.

Recognition & Rewards

Makes it easy to create customized employee recognition programs, manage rewards and budgets, and track program metrics to improve engagement and retention.





Market Pay

Real-time insights make it easy for HR and managers to make data-driven decisions around compensation to pay employees fairly, attract and retain top talent, and stay compliant.

Compensation

Provides insight into salary, merit increases, and bonus averages according to gender and ethnic identity to allow for crucial equity analysis.



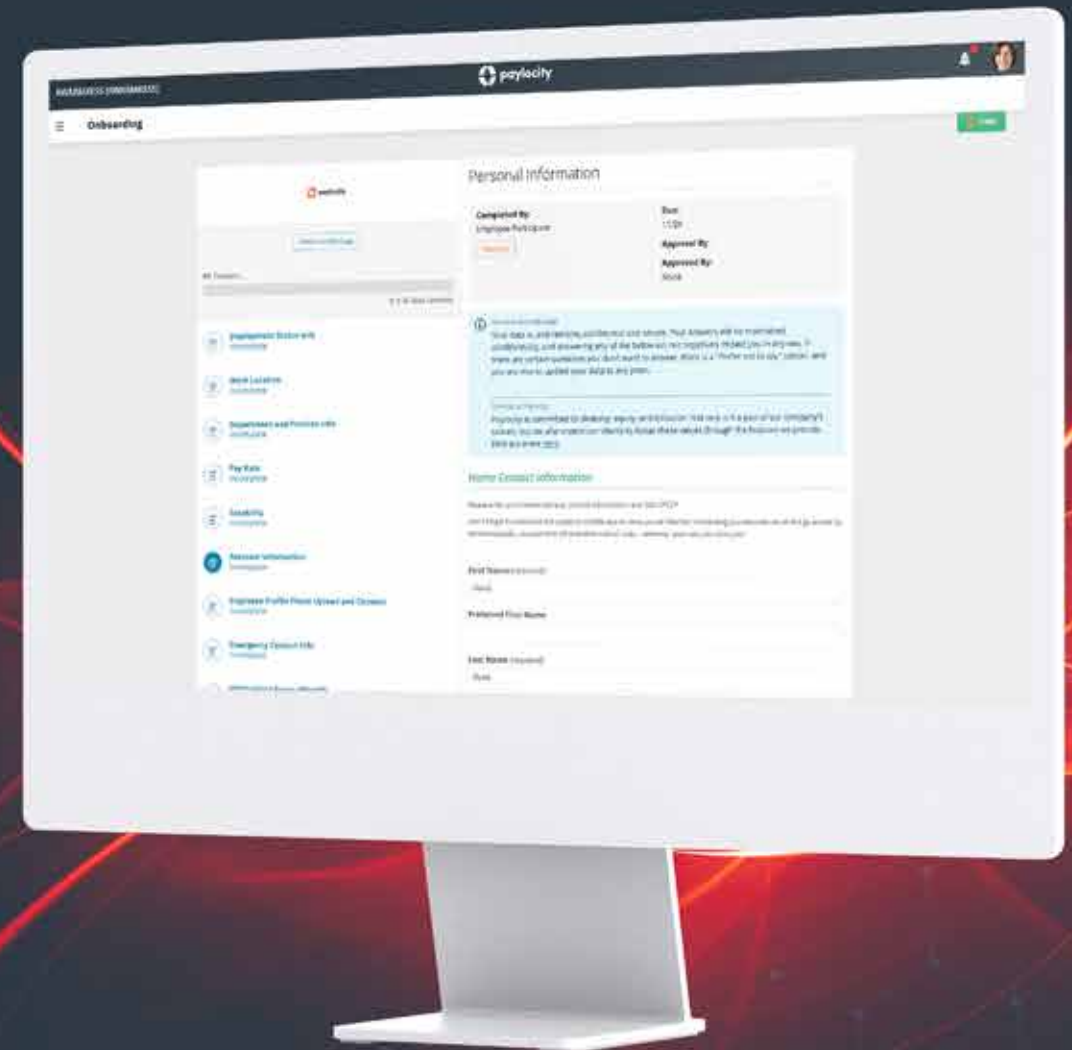


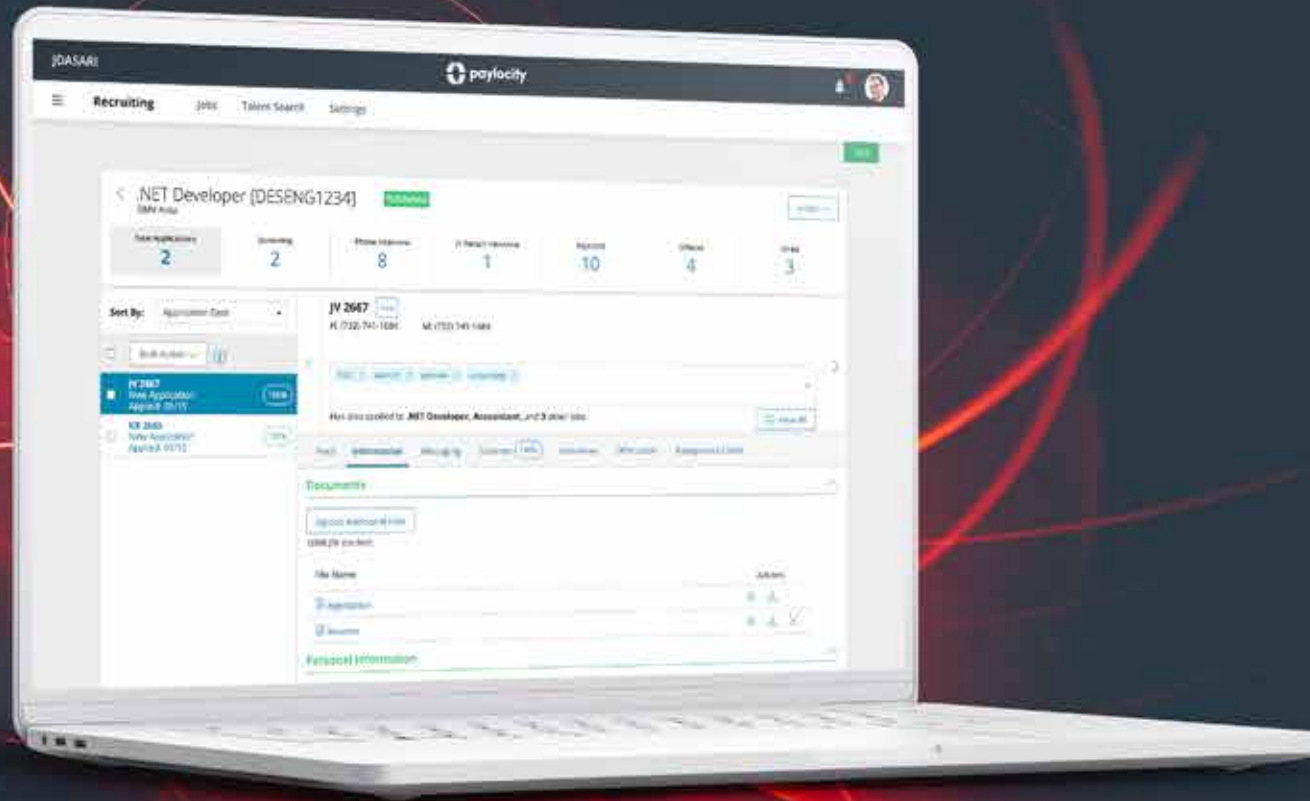
Data Insights

Gives organizations actionable data about employee hiring, turnover, and headcount trends to help identify and remove barriers to reaching DEIA goals.

Employee Self-Identification

Helps companies understand the makeup of their workforce and set and review programs for employee inclusion.





Recruiting

Unique capabilities like video give organizations ways to spotlight culture and promote inclusivity, while candidate masking helps reduce biases in hiring.

Community

Provides a social collaboration and employee communication platform that boosts employees' sense of belonging and connection.





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