

Paycom Software, Inc. (PAYC)

2026 DEF 14A · filed 2026-04-02 · CIK 0001590955

Headline facts

CEO TOTAL PAY

\$22,837,152

Chad Richison · 2025 · 561% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$103,900

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from PAYC's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
FICO FAIR ISAAC CORP	\$36,045,267	368 to 1	\$98,000	Leadership Development and Compensation Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Chad Richison Chief Executive Officer	\$858,880	\$18,386,226	\$1,730,560	\$1,861,486	\$22,837,152
Bradley S. Smith Former Chief Information Officer	\$548,854	\$4,086,065	\$1,105,888	\$2,031,775	\$7,772,582
Amy Vickroy Walker Former Chief Sales Officer	\$533,703	\$4,214,327	\$1,075,360	\$33,944	\$5,857,334
Robert D. Foster Chief Financial Officer	\$553,954	\$4,086,065	\$1,133,600	\$21,337	\$5,794,956
Randy Peck Chief Operating Officer	\$527,745	\$3,575,147	\$1,063,354	\$22,250	\$5,188,496
Shane Hadlock President and Chief Client Officer	\$550,000	\$1,543,941	—	\$22,250	\$2,616,191

CEO pay mix (latest year)

Base salary	4%
Cash incentive	8%
Equity	81%
Other	8%
At-risk	88%

Every fact above, traced back to filing text

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Median employee compensation = \$103,900

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“ratio disclosures may involve a degree of imprecision, and the pay ratios reported by other companies are unlikely to be relevant or meaningful for purposes of comparison to our pay ratio disclosure. Using the methodology described below, we determined that the median employee was a full-time, salaried employee. The median employee’s annual total compensation was \$103,900 in 2025. The annual total compensation of Mr. Richison was \$22,837,152 in 2025. Based on this information, the 2025 ratio of annual total compensation of Mr. Richison to the median annual total compensation of all employees w...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“For purposes of this Compensation Discussion and Analysis, references to the “Committee” mean the Compensation Committee.”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”