

The Digitally Driven HR Leader

As a market leader in HR, payroll, and benefits, Paychex is on a mission to help businesses succeed by making complex challenges brilliantly simple. Our unique combination of digital HR technology and advisory services meets the changing needs of employers, helping them attract and retain talent, offer affordable benefits, and gain access to capital. You can see the results in our growth as the digitally driven HR leader and the positive returns we deliver to our shareholders.

Paychex Facts

- Founded in 1971 by B. Thomas Golisano
- President and CEO — John B. Gibson, since 2022
- Headquarters — 911 Panorama Trail S., Rochester, NY 14625
- Fiscal year — June 1 through May 31
- \$5.3 billion in revenue
- \$1.3 billion in dividends paid
- 47% return on equity
- 745,000+ business clients in the U.S. and Europe
- 122,000 customers with Paychex for 10+ years
- Paying 10 million workers
- Over 16,000 Paychex employees
- National team of HR professionals that average more than 15 years of industry experience
- A top HR outsourcer — serving 2.3 million worksite employees through our HR outsourcing solutions
- Billions in tax credits secured for tens of thousands of clients

Total Revenue (Billions)*

2020	2021	2022	2023	2024
\$4.0	\$4.1	\$4.6	\$5.0	\$5.3

Operating Income (Billions)*

2020	2021	2022	2023	2024
\$1.5	\$1.5 [†]	\$1.8	\$2.0	\$2.2

*For the fiscal year ended May 31

[†]Operating income for fiscal 2021 is reflected as Adjusted Operating Income, excluding certain one-time costs for acceleration of cost-saving initiatives. Refer to the Annual Report on Form 10-K for fiscal 2021 for further discussion.

Insurance sold and serviced by Paychex Insurance Agency, Inc., 225 Kenneth Dr. Rochester, NY 14623. CA License #0C28207.

Professional employer organization (PEO) services provided by Paychex Business Solutions, LCC (Florida employee leasing license GL7), Oasis Outsourcing, LLC (Florida employee leasing license GL42), and their affiliates, which are licensed or registered to provide PEO services where required by law.

What Makes Us Different

Our unique blend of digital HR technology with advisory solutions enables clients' employees and administrators to be more productive, efficient, and engaged.

Paychex Flex®

Paychex Flex is our SaaS-based human capital management (HCM) software application that provides an integrated suite of solutions for human resources, employee benefits, insurance services, and payroll, to help manage the employee lifecycle. Customers can select the modules they need and easily add on new products as they grow.

A single cloud-based platform, Paychex Flex deploys a device-independent design throughout the HCM suite, allowing for full application functionality regardless of device or screen size. Self-service capabilities are embedded throughout to empower clients' employees to manage their HR and benefits information from anywhere, anytime.

Dedicated HR Professionals

Our national team of HR professionals, with an average industry tenure of 15 years, leverage powerful insights from our Paychex Flex platform to help our clients develop effective strategies and tackle their current and future HR challenges more confidently. Based on needs and complexities, our PEO and ASO models enable clients to outsource their HR operations.

The company's most complete HR outsourcing solution, Paychex HR PEO, has the buying power to make top-tier benefits more affordable. Paychex PEO clients have a dedicated HR professional to help them develop the talent and benefits strategies required to be competitive in today's labor market.

Learn More About Paychex

Website — paychex.com

Newsroom — paychex.com/newsroom

Investor Relations — investor.paychex.com

Stock Symbol — NASDAQ: PAYX

Facebook — Facebook.com/Paychex

LinkedIn — Linkedin.com/company/paychex

X (Twitter) — Twitter.com/Paychex

Honors and Recognition



World's Most Ethical Companies®
— Ethisphere®



World's Top Training Organizations
— Training Magazine®



America's Most Innovative
Companies
— Fortune®



America's Climate Leaders
— USA TODAY®



Top Five Vendor Solution
— Sapient Insights Group



HR Tech Award Winner
— Lighthouse Research & Advisory