paylocity®

HR I Payroll I Time I Talent I Benefits

Unify Your Data Around Employees

While Paylocity offers complete capabilities across the employee lifecycle, we recognize we may be one of many solutions you depend on to empower your team to do their best work.

To meet your organization's unique needs, providing flexibility with your HR data has always been core to our product — combining the strength of our native solutions with the ability to securely connect data to other systems and platforms to keep data flowing and your people productive.

By using your HR and payroll records as the single source of truth, Paylocity helps unlock productivity through powerful automation across other workplace systems.

Our team will partner with you to understand your tech stack and develop a plan to connect Paylocity to these systems for higher levels of accuracy and efficiency.

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A Connected HR Ecosystem

## HR has always been the most accurate, up-to-date source for employee data.

With an ever-growing list of company processes depending on accurate employee data to drive action, it's no surprise savvy organizations are looking to make the HR record the single source of truth – both within and beyond HR. This integrated approach eliminates data silos and drives efficiencies thanks to smart automation that connects outside platforms to the employee record.

Modern workforce management integrates the core HR platform with benefits providers, the general ledger, ERP systems, identity management, and workplace productivity tools. Data from one software platform should be able to freely and securely flow to other systems, satisfying team needs across various departments.

Integrated systems create a single source of truth across your teams. A job seeker who fills out an online application has their details transferred to Recruiting. Once hired, this data is used to start the employee record, along with additional personal information, tax details, and benefits elections. This centralized record can then be leveraged with any number of benefits providers, financial and retirement accounts, and even workplace business software to create and authenticate employee details.
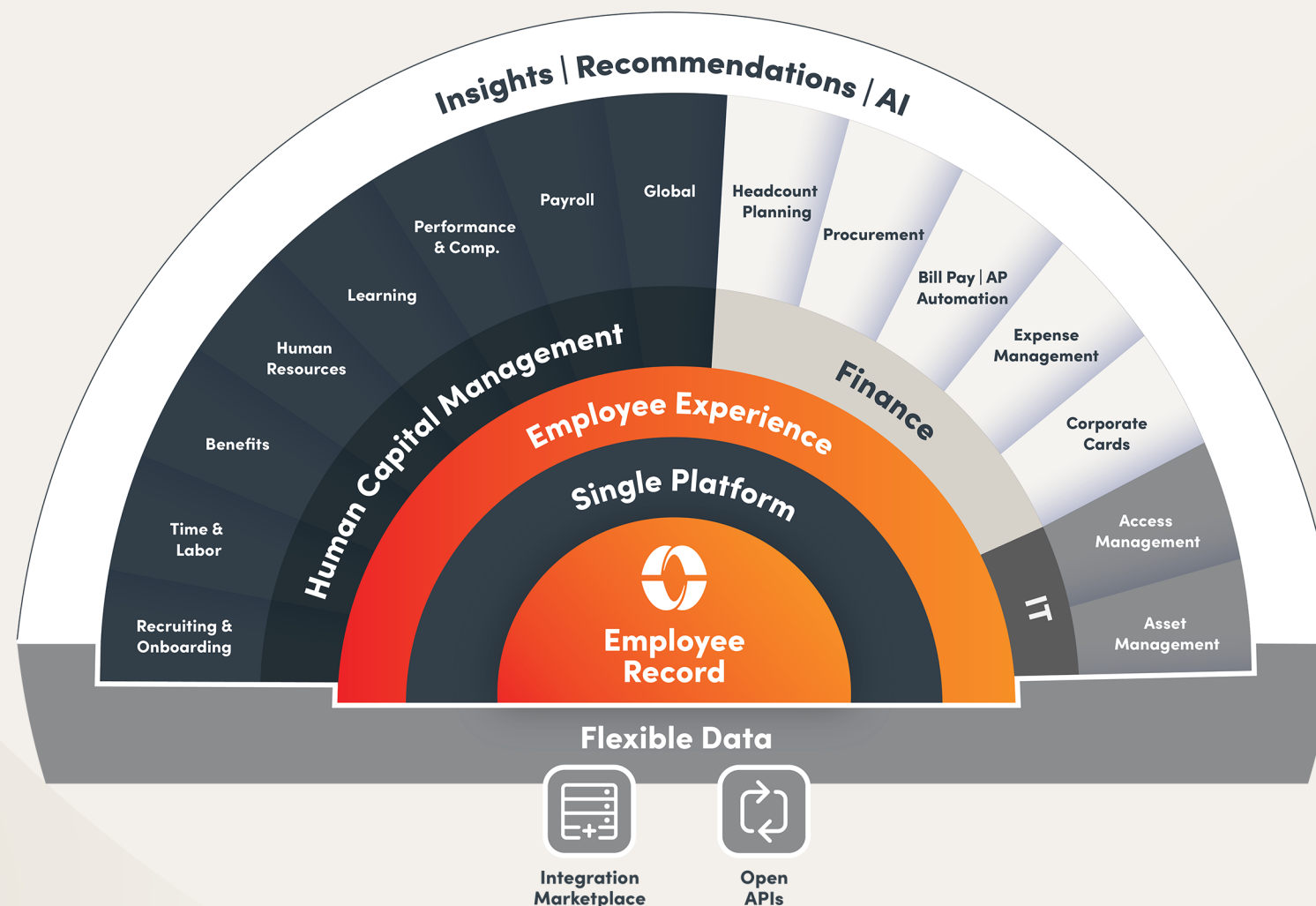
Paylocity Platform Architecture

Scalable architecture supports experiences across Paylocity solutions, while ensuring access on mobile, desktop, or via third-party integrations.

Application Experiences

Administrators and employees can access Paylocity from iOS or Android apps or desktop web. Data can also be shared with a variety of third-party systems via prebuilt integrations or the Paylocity Developer API.

Core Solutions

Each platform solution consists of common services that allow data to flow from one part of our platform to another. These include API endpoints, events, OAuth2 entitlements, core services, and data storage.

Across all modules, common services allow for platform-wide workflows, reporting and analytics, and AI/machine learning. Data can be securely shard between solutions and scale to deliver experiences for tens of thousands of employees.

Application Experiences

Android	iPhone	Web	Marketplace
Native Application	Native Application	React	API & Pre-Built Integrations

Core Solutions

Payroll	HR	Talent	Employee Experience	Time & Labor	Benefits
Payroll	Employee Record	Recruiting	Community	Time & labor Tracking	Benefit Enrollment & Updates
Tax Filing & Direct Deposit	Self-Service Portal	Onboarding	Video	Employee Schedules	Advanced Reporting
On-Demand Pay	Compliance & Recordkeeping	Performance Management	Recognition & Rewards		TPA Solutions
	Documents Library	Learning	Employee Voice		

APIs	Events	OAuth2 Entitlements	Core Service Layer	Data Storage

Enterprise Event Bus

Workflows	Reporting & Analytics	AI & Machine Learning

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Paylocity makes this possible through connections to a wide range of partners that help our customers do more with their data. Some of the systems that clients get the most benefit from integrating with Paylocity include:

Insurance and Benefits Elections
HR teams managing separate platforms for medical, dental, vision, and other elective benefits know how manual and tedious this approach can be — not to mention the complexity of address employee questions, updates and account issues across multiple benefits providers.

Integrating these providers with core HR and storing employee elections simplifies management and automates communication between HR and each benefits broker.

Retirement, HSA, FSA, and Financial Accounts
Beyond basic benefits, your employees may also participate in retirement planning through a brokerage account, have a health savings account (HSA), a flex spending account (FSA), or participate in other financial benefits offered through your company like student loan repayments. Centralizing plan management, employee and employer contributions, and personal information simplifies plan administration with a direct integration to each provider for ongoing payroll deductions.

Productivity and Business Systems Sophisticated organizations are beginning to embrace the concept of extending HR data into other parts of the business.

- Service-oriented organizations can sync employee data like shifts and punches with their point-of-sale (POS) platforms to streamline workforce management.

- Large organizations can sync employee data to enterprise resource planning (ERP) systems to keep financial data consistent and updated to reflect the latest employee changes.

Employee Identity and Access Management (IAM)
Paylocity integrates with IT systems to support IAM for Microsoft Active Directory and Google Workspace to unify HR and IT data, ensuring employees have the right access at the right time.

IAM capabilities include automating user account creation and software provisioning based on role, department, or location, as well as revoking access during offboarding.

Access Management
Paylocity's core IAM product automates access control around the employee record. It includes directory sync, single sign-on (SSO), and multi-factor authentication (MFA) via an employee smartphone app.

Microsoft and Google Integrations
Paylocity also offers prebuilt integrations with IAM solutions offered by Microsoft and Google, syncing identity data to the IT directory.

SCIM API
Organizations that need to integrate Paylocity with Okta, JumpCloud, or a custom solution can leverage the Paylocity SCIM API for advanced identity management.

As systems become better integrated, we see employee records powering the heart of every business process. Securely sharing data, automating workflows, and ensuring the right levels of access can break siloed information, reduce errors, and help everyone focus on more strategic work.

Sharing Data Between Systems

The employee record sits at the core of Paylocity and can be leveraged for so many uses outside of HR. Payroll, HR and other workforce data can be securely shared using prebuilt integrations, APIs, EDI feeds, and flat files. This flexibility in data sharing ensures your team can connect employee data to the systems and platforms you need.

Employee Record

Prebuilt Integrations

Paylocity integrates with 400+ solution providers available in the Paylocity Marketplace. With solutions ranging from applicant tracking systems (ATS), benefits and retirement, learning management systems (LMS), ERPs, employment verification, performance management, time and attendance, and more, we make it simple to integrate data between Paylocity and the most common systems our clients use.

Visit the Paylocity Marketplace to see our ecosystem of prebuilt integrations →

Paylocity APIs

For systems beyond our prebuilt integrations or to meet custom requirements, Paylocity clients and partners can leverage our APIs to create custom connections that share data with other systems. Common use cases include:

- Applicant Tracking Systems
- Active Directory
- ERP systems
- Workers' compensation
- Summarizing payroll information for reporting
- Document management
- Custom reporting

Visit our Developer Portal for needed resources to begin using Paylocity APIs →

EDI Feeds

Standard Electronic Data Integration (EDI) files send demographic and enrollment information stored in Paylocity to carriers. These files get sent on a regular basis to keep carriers updated on any changes in employee benefit elections including:

- Medical
- Dental
- Vision
- Flexible Spending Accounts (FSAs)
- Health Saving Accounts (HSAs)
- Life and Disability
- COBRA

Flat Files

For partners that do not support modern API calls to update HR and Payroll data, Paylocity supports legacy flat file transfers sent via secure file transfer protocol (SFTP). Our team will work with you to understand specific file requirements, send frequency, and security considerations.

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Forward Together.

who we serve ˅   our products ˅   resources ˅   who we are ˅   careers ˅

Integrations › Marketplace   APIs & Developer Resources

Marketplace

Explore seamless integrations.

Whether you need to access data from Paylocity in other systems or connect other services and providers, our integrations help unlock even higher levels of accuracy and efficiency.

Explore Integrations

Featured

clover	CONCUR	lightspeed	7SHIFTS
4.5 ★	4.6 ★	4.8 ★	4.6 ★
Point of Sale	Accounting	Accounting	Time & Attendance

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Security & Compliance

Your payroll and HR data is some of the most sensitive information your organization keeps. As such, security is paramount to everything we do. We comply with leading industry certifications to keep your information secure. Below are resources that detail our approach to security, compliance, and privacy across our ecosystem.

Security Governance, Risk Mitigation and Trust
Please visit for up-to-date information regarding our certifications, security governance, risk identification, protection standards, security event detection, security incident response, and security incident recovery.

Data Privacy
Check out the latest details on Paylocity's privacy standards, including our privacy approach, privacy practices for job applicants, client employees' privacy, biometric information privacy act (BIPA), cookie notices, and notices for residents of California, Nevada, Colorado, Connecticut, Virginia, Utah, residents of the European Union, Switzerland, United Kingdom, Brazil and China.

CERTIFIED **ISO** 27001:2013 COMPANY

SSAE-18

HIPAA

GDPR

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