

# Impact Report

We believe that everyone deserves the chance to flourish and lead a life infused with hope, acceptance, and purpose.



## Pillars and Partners

### Maximizing Human Potential

Everyone has something unique to offer. We work to eliminate barriers to success for the differently abled, the disadvantaged, the aging workforce, veterans, and for caregivers.

Current Partners: i.c. Stars, Aspire, YWCA Racial Justice League

### Need-Based Community Outreach

We consider ourselves very fortunate to have the fruits of our company's success. We give back our time, talent, and treasure to help others fulfill their basic human needs for safety and security as the foundation for engaged and high-performing communities.

Current Partners: Blessings in a Backpack, Feeding America, Soldier's Angels, Red Cross

### Standing up to Mental Health Stigmas

Mental health is an important people and workforce issue. We run campaigns, promote education, and advocate to become a leader of hope in all aspects of mental health awareness.

Current Partners: National Alliance on Mental Illness, Storybolt

### Liberating through Education

Education and literacy can unlock the doors to success. We work to eliminate gaps for disadvantaged and differently abled children, adults, and minority groups, allowing all to reach their full potential. Current

Partners: Big Brothers Big Sisters of America, Bernie's Book Bank

## PCTY Mobilization

**750+**

volunteers  
mobilized

**55+**

organizations  
reached

**1050+**

hours  
volunteered

**12**

official  
partnerships

## Community Impact

**\$7,280**

funds raised

**\$31,610**

in matched donations

**\$429,693**

in corporate funding

### Signature Programs

- Elevate Your Passions Grant
- Volunteer in Action Hours
- Forward4Minds Awareness Walk/Run Campaign
- PCTY Possible Tutoring Portal
- Match for a Mission
- PCTY Responds Disaster Relief Fund
- PCTY Partner Gift Program
- Members of Boston College's Professional Services Sustainability Roundtable

# Diversity, Equity, and Inclusion

Transparency is an important part of the diversity, equity, and inclusion journey, so we are sharing annual data to help our employees, clients, and partners see where we stand today. We are proud of the progress made so far but know there is much work still to be done.

[Click here to read more about our diversity commitments.](#)

## 2020 Employee Data - All Roles as of June 30, 2020

### Employee Gender Representation

**47.3%**  
women

**52.7%**  
men

**0.0%**  
undisclosed

### Employee Race and Ethnicity Representation

**71.5%**  
White

**5.4%**  
Asian & Indian

**10.7%**  
Hispanic & Latino

**5.9%**  
Black or African American

women 46.4%    men 61.6%

women 48.9%    men 51.1%

women 50.3%    men 49.7%

women 55.8%    men 44.2%

**2.8%**  
Multiracial

**3.1%**  
Undisclosed

**0.3%**  
Native Hawaiian or  
Pacific Islander

**0.3%**  
American Indian or  
Alaska Native

women 49.5%    men 50.5%

women 38.5%    men 61.5%

women 25.0%    men 75.0%

women 44.4%    men 55.6%

## 2020 DEI Initiatives

- Hired Chief Diversity Officer, Tauhidah Shakir
- Became part of the YWCA Racial Justice League
- Donated to the following organizations:
  - » The Conscious Kid
  - » NAACP
  - » Black Lives Matter Global Network Foundation
  - » Equal Justice Initiative
- Formed a Diversity Leadership Council
- Relunched all five ERGs in alignment with diversity standards



Diversity Leadership Council

## Meet the Diversity Leadership Council



**Tauhidah Shakir**  
**DLC Chair**  
Chief Diversity Officer  
and VP of HR

By having a team of cross functional leaders focused on DEI, I hope to ingrain DEI into the fabric of everything that we do at PCTY. Leading the DLC is important to me because through my personal experiences, I understand what it feels like to be on the outside looking in and how impactful it is to be heard, seen, and valued.



**Rebekah Wolford**  
**DLC Co-Chair**  
HR Director,  
Product and Tech

I'm excited to be a part of the DLC where we will serve as thought aggregators on DEI, using insights gleaned from our employees and from DEI best practices to create programs that drive social change within our virtual walls.



**Ruben Carvajal**  
Lean Six Sigma Black Belt/Business Ops

Because of my Latino background, I've experience firsthand some of the challenges a person will face integrating into a new culture. This understanding fuels me to elevate voices of underrepresented minorities and create developmental opportunities for their personal growth.



**Sunny Bhatia**  
Director of Sales

As a passionate individual with a diverse background it is important to me to bring multiple individuals into Paylocity to have our company move #forwardtogether! Being part of the DLC will help me better understand how our company will grow and make a long-lasting impact for diversity and inclusion.



**Van Dickerson**  
Director of Sales

I hope to be a voice of reality and a conduit to real relationships to help eliminate all unfair treatment and to promote the understanding of differences.



**Andy Cappotelli**  
Chief Accounting Officer

My initial goal for the DLC is to develop a set of strong foundational principles that help to further enhance Paylocity's commitment to a diverse and inclusive culture.



**Jamie Grasso**  
Director of Corporate Social  
Responsibility

I've focused my nonprofit work in the areas of diversity, equity, and inclusion, need-based community outreach, and differently-abled services. After working with Paylocity on a consultancy basis, I joined the team officially in August of 2019 to assist in bringing the vision of corporate citizenship to life for PCTY.



**Jan LeTourneau**  
VP of Implementation

I'm excited to help define what diversity means for Paylocity, how we grow and appreciate diversity in our teams and finally, how we empower diverse thought and leadership in all levels of our organization.



**Cammie Bricker**  
Director of Internal Training

Making a positive impact on our organization is very important to me. I believe we all have a role in supporting diversity, equality, and inclusion and I am confident the DLC can influence forward progress.



**Mukul Varma**  
Director of Product and Tech

I am passionate about this opportunity because I want everyone to feel included in a diverse environment that brings out the best in us. We can accomplish so much together, not only as a business – but as human beings.

# Employee Resource Groups

Our differences make us unique, and we actively support these differences and work to create communities within Paylocity through our Employee Resource Groups (ERGs). These groups are organized around shared characteristics, interests, and life experiences to provide employees the opportunity to build connections, have their ideas heard, and shape our culture to make a difference at work and within the community.



Ensuring professional development opportunities and a positive work environment for all LGBTQ+ individuals



Fostering an inclusive culture for people of all backgrounds to bring their whole self to work and assist in recruiting, developing, and retaining a diverse workforce



Building a community where members connect, support, and develop in a trusting space, while celebrating empowerment and driving positive change in diversity and inclusion for women



Inspiring, nurturing, and connecting Paylocity's remote employees by minimizing the miles that separate us



Focused on improving sustainability and conscious consumerism at Paylocity by working together to offer resources and actionable items for PCTY employees to live greener - at work and at home.

## Sustainability

Big impacts often start with small actions. We operate our facilities in ways that conserve energy, water, and raw materials.

### Reduce

We are on the lookout in every corner of our business to find ways to reduce material waste.

- Daylight Harvesting systems in place result in 40% less energy used in open office workspaces and an overall 38% reduction in energy consumption
- We help employees and clients leverage digital to minimize wasteful printing.

### Reimagine

We see the big picture and know we can make it brighter.

- Heat map analyses help us place new facilities for reduced carbon emissions and traffic impact.
- 90% of on site catering comes from within a 4-mile radius.

### Reuse

No one-hit wonders for us! We steer clear of single-use materials where possible.

- On average our largest locations save over 1,200 disposable plates a day and over 1,400 disposable cups a day.
- Our total count of plastic water bottles saved across the company exceeds 110,000 and counting!

### Respect

We don't want to be too extra - we try to only take what we need

- We monitor events to ensure we provide just the materials we need without excessive waste.
- We request that our vendors not provide plastic or single-use materials.

### Recycle

We believe in second chances. We try to use materials that can be repurposed.

- We pick biodegradable and recyclable materials whenever possible.
- Setting a good example is important, but we also use our influence for good on our vendors and local non-profits to convince them to make environmentally conscious choices.

### Remember

We keep in mind those whose needs are great.

- We work with vendors who also give back to the community.
- We partner with organizations to give our time and resources to local charities and schools.