

## Paylocity Holding (PCTY)

**\$143.18** (As of 08/27/20)

Price Target (6-12 Months): **\$150.00**

Long Term: 6-12 Months

**Zacks Recommendation:**

**Neutral**

(Since: 07/30/20)

Prior Recommendation: Underperform

Short Term: 1-3 Months

**Zacks Rank:** (1-5)

**4-Sell**

Zacks Style Scores:

VGM:D

Value: D

Growth: B

Momentum: F

### Summary

Paylocity is benefiting from the growing adoption of its solutions among clients with less than 50 employees. Moreover, healthy momentum in the company's core and upper end of the market is a tailwind. Further, the release of Learning Management System and Community portal, which garnered a positive feedback from clients, is encouraging. Also, the addition of on-demand pay to its portfolio is likely to boost client wins going forward. Additionally, Paylocity's regular investments in technological upgrades, along with product innovation, will continue to boost its top line. Nonetheless, we anticipate near-term headwinds to margin due to lower interest rates. Moreover, concerns over global economic growth might undermine Paylocity's near-term growth prospects. Additionally, heightening competition from ADP and Paychex are concerns.

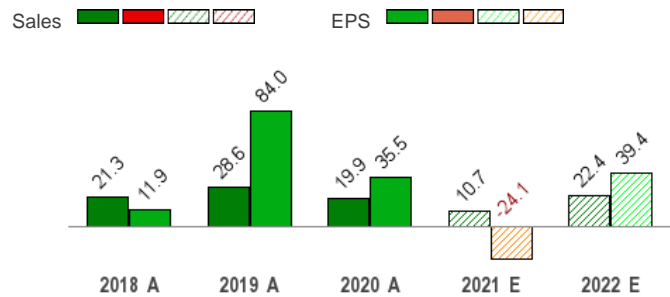
### Price, Consensus & Surprise



### Data Overview

52 Week High-Low	<b>\$156.00 - \$66.98</b>
20 Day Average Volume (sh)	<b>426,464</b>
Market Cap	<b>\$7.7 B</b>
YTD Price Change	<b>18.5%</b>
Beta	<b>1.61</b>
Dividend / Div Yld	<b>\$0.00 / 0.0%</b>
Industry	<a href="#">Internet - Software</a>
Zacks Industry Rank	<b>Top 48% (121 out of 252)</b>

### Sales and EPS Growth Rates (Y/Y %)



Last EPS Surprise	<b>146.2%</b>
Last Sales Surprise	<b>3.1%</b>
EPS F1 Est- 4 week change	<b>-27.6%</b>
Expected Report Date	<b>11/04/2020</b>
Earnings ESP	<b>0.0%</b>
P/E TTM	<b>76.6</b>
P/E F1	<b>100.8</b>
PEG F1	<b>5.0</b>
P/S TTM	<b>13.7</b>

### Sales Estimates (millions of \$)

	Q1	Q2	Q3	Q4	Annual*
2022	166 E	175 E	228 E	189 E	760 E
2021	134 E	142 E	187 E	158 E	621 E
2020	127 A	132 A	172 A	131 A	561 A

### EPS Estimates

	Q1	Q2	Q3	Q4	Annual*
2022	\$0.31 E	\$0.36 E	\$0.94 E	\$0.44 E	\$1.98 E
2021	\$0.15 E	\$0.25 E	\$0.70 E	\$0.33 E	\$1.42 E
2020	\$0.36 A	\$0.36 A	\$0.83 A	\$0.32 A	\$1.87 A

\*Quarterly figures may not add up to annual.

The data in the charts and tables, including the Zacks Consensus EPS and Sales estimates, is as of 08/27/2020. The reports text is as of 08/28/2020.

## Overview

Illinois-based Paylocity Holding Corporation offers cloud-based payroll and human capital management (HCM) software solutions to medium-sized organizations across the U.S.

The company defines medium-sized organizations as those with employee strength between 20 and 1,000. Paylocity served approximately 20,200 clients (excluding clients acquired as part of the BeneFLEX acquisition) across the U.S. at the end of fiscal 2019.

The company, through its broad product portfolio, helps organizations to make strategic human capital decision, enhance their human resource, payroll, and finance capabilities.

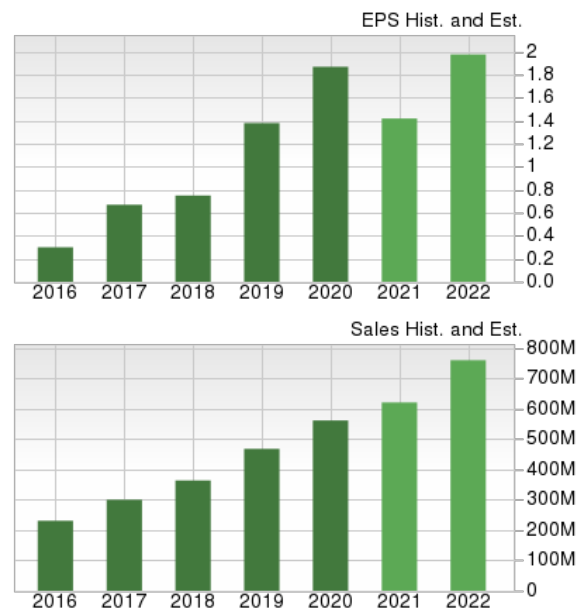
The company's key products include Paylocity Web Pay that provides enterprise-grade payroll processing and administration; Paylocity HR, a set of HR capabilities that improves HR compliance, reporting capabilities, and management of employee information; Paylocity Impressions, an advanced social media feature that integrates peer-to-peer collaboration and recognition in employees; Performance Management, which is used for employee performance appraisal process; Self-Service HR Portals designed to provide employees and managers access to critical payroll and HR information; Paylocity Web Onboarding that enables new employees to acquire necessary knowledge, skills and behaviors and events management; Paylocity Web Time, a time-and-attendance solution; and Paylocity Web Benefits and Paylocity Enterprise Benefits, powered by swift, which per the company "benefit management solutions that integrate with insurance carrier systems to provide automated administrative processes".

Paylocity reported revenues of \$561.3 million in fiscal 2020, up 20% year over year.

Recurring revenues (97% of total revenues) comprising recurring fees and interest income on funds held for clients increased 22% year over year to \$546.2 million in fiscal 2020.

Recurring fees, attributable to the company's cloud-based payroll and HCM solutions, accounted for 93.4% of total revenues while Interest Income on Funds Held for Clients contributed 4.3%. Implementation services and other revenues generated 2.3%.

Paylocity's main competitors are Automatic Data Processing, Inc., Oracle, Paychex, Inc., Paycom Software, Inc., Paycor, Inc., Cornerstone OnDemand, Inc., Ultimate Software Group, Inc. and Workday, Inc.



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## Reasons To Buy:

- ▲ Paylocity holds a dominant position in the payroll processing and human capital management market, primarily due to its robust product portfolio. The company continues to frequently upgrade its existing product portfolio as well as launch new products. Additionally, we believe that higher traction of Paylocity's ACA dashboard application that tracks employee count, employee status and health care plan affordability will act as a tailwind for the company in the long run.
- ▲ Paylocity has grown significantly over the years by providing industry-leading service and technology solutions to its clients and their employees. Its solid business model, diversified products and services, and strategic acquisitions have boosted top-line growth. Revenue growth seems to be steady and is positively impacted by higher recurring revenues and higher traction in cloud-based offerings. Higher revenues will expand margins and increase profitability in the long run.
- ▲ Paylocity offers end-to-end SaaS HCM solution that minimizes data-integrity issues across applications. SaaS solutions are easier and affordable to implement and operate than those offered by traditional software providers. It helps organizations update software faster, without the need for any new hardware investments, thereby allowing them to react better to changes in their business environment. In the last few quarters, a significant portion of revenues was generated from clients moving from traditional payroll service providers to the company's SaaS-based services. We are also positive on Paylocity's continued investment in SaaS technology and mobile applications. Paylocity's SaaS-based solution reduces time, risk and headcount related to installing and maintaining applications for on-premise products. SaaS deployments are easy and help in reducing ownership costs for customers. Growth of cloud computing has supported the SaaS delivery model. Gartner expects the global SaaS market to grow from \$80 billion in 2018 to \$143.7 billion in 2022. With its SaaS-based applications, we think that Paylocity is well positioned to lead the market.
- ▲ Paylocity expands its client base with the help of direct sales force. The company is gaining market share over the most critical client demand area of HCM, which in turn, supports its growth. The HCM solution includes time and labor management, payroll, talent management and human resources (HR) management applications. These offerings have been increasingly helping clients manage both permanent and temporary workforce. As a result, the company has a huge client base. Notably, continued focus on client retention, on the basis of high client satisfaction, has helped the company to maintain its average annual revenue retention rate of more than 92% for the last several quarters.
- ▲ The acquisition of BeneFLEX has enriched Paylocity's product suite with a host of administration related solutions. BeneFLEX manages employee benefit related plans including the likes of health savings accounts (HSAs), health reimbursement accounts (HRAs), flexible spending accounts (FSAs), and COBRA for the Midwest and California based mid-market clients.
- ▲ Paylocity is a cash rich company with a strong balance sheet. As of Jun 30, 2020, the company had cash and cash equivalents of nearly \$285 million, which is higher than its total debt of approximately \$173 million. Additionally, Paylocity's total debt to total capital ratio of 0.31 is lower than the industry average of 0.36. Since it has net cash available on its balance sheet, the existing cash can be used for pursuing strategic acquisitions, investment in growth initiatives and distribution to shareholders.

Paylocity's regular investments in technological upgrades, along with product innovation, will continue to boost its top line.

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## Reasons To Sell:

- ▼ Paylocity is likely to be affected by weak economic conditions as employment levels tend to decline and interest rates become more volatile. Lower or falling interest rates generally cause Paylocity's float income to decline. To counter the coronavirus-led economic slowdown, Fed had cut benchmark interest rates multiple times in the last few months and brings it near to zero. These conditions may have an adverse effect on the company's business owing to lower transaction volumes or loss of clients. Potential clients tend to lower their overall spending on payroll and other HCM services. We believe that this will cause Paylocity to come under pressure, thereby reducing revenue growth potential in the future.
- ▼ Competition in the HCM software market is increasing, which could lead to pricing pressure and affect Paylocity's margins. Some of the possible competitors in this space include ADP, Ceridian, Oracle, Paychex., SAP etc., which offer similar services. Moreover, we believe that Paylocity's dominance could be challenged by new entrants. This could make the company take resort to competitive pricing to maintain and capture further market share. This apart, the ongoing trend to invest more in cloud solutions exposes Paylocity to the risk of losing existing "on-premise customers", which can adversely impact its top-line performance, especially in the short run.
- ▼ Paylocity's SaaS network infrastructure is a crucial part of its business operations. These SaaS-based solutions are prone to certain disruptions caused by human error, cyber threats, security breaches etc. Cyber-warfare and espionage attacks are expected to rise. The attacks on Internet of Things (IoT) devices will increase rapidly due to whopping growth in the number of connected objects, poor security and the high value of data on IoT devices. Cyber-attacks and security vulnerabilities might result in lower revenues, higher costs, liability claims, and can be a competitive disadvantage. Paylocity depends upon information technology (IT) networks, cloud-based platforms, and systems to maintain various business processes. These disruptions may lead to increased customer dissatisfaction.
- ▼ We note that Paylocity currently has a trailing 12 month Price/Book Value (P/B) ratio of 19.6. This level compares unfavorably with what the industry saw over the last year. Hence, valuation looks slightly stretched from a P/B perspective.

Competition in the payroll processing sector from new and existing players such as Automatic Data Processing, Oracle Corporation and Paychex remains a major headwind.

## Last Earnings Report

Paylocity Holding recorded fourth-quarter fiscal 2020 non-GAAP earnings of 32 cents per share, outpacing the Zacks Consensus Estimate of 13 cents. However, the bottom-line figure came in lower than the year-ago quarter's 34 cents.

Paylocity's revenues of \$130.6 million improved 8.5% year over year and also trumped the Zacks Consensus Estimate of \$126.6 million. The top line was driven by a 13% rise in recurring revenues (99% of total revenues), which totaled \$129.3 million. However, interest income on funds held for clients plunged 76.8% to \$1.3 million.

The company is benefiting from the growing adoption of its solutions among clients with less than 50 employees. Moreover, healthy momentum in the firm's core and upper end of the market is a tailwind.

### Quarter in Detail

The company's non-GAAP gross profit came in at \$91.5 million, up 6.8% year over year. However, non-GAAP gross margin contracted 120 basis points (bps) year over year to 70%.

Adjusted EBITDA increased 3.1% from the year-ago quarter to \$30.8 million. Also, adjusted EBITDA margin of 23.6% shrunk 120 bps.

Non-GAAP operating income of \$17.8 million remained flat year over year. However, non-GAAP operating margin declined 140 bps to 16.4%.

Paylocity exited the reported quarter with cash, cash equivalents and corporate investments of \$285.4 million compared with the \$180.6 million witnessed in the prior quarter. Additionally, as of Jun 30, 2020, the company had long-term debt of \$100 million.

Cash flow from operations for the fiscal fourth quarter was \$112.7 million compared with the \$50.7 million recorded in the prior quarter and \$115 million in the year-ago period.

### Guidance

For first-quarter fiscal 2021, Paylocity expects revenues of \$131.5-\$135.5 million, indicating 4-7% growth from the year-ago reported figure. Adjusted EBITDA is projected in the band of \$18.5-\$21.5 million.

**Quarter Ending** **06/2020**

Report Date	<b>Aug 06, 2020</b>
Sales Surprise	<b>3.05%</b>
EPS Surprise	<b>146.15%</b>
Quarterly EPS	<b>0.32</b>
Annual EPS (TTM)	<b>1.87</b>

## Recent News

On Jul 28, Paylocity introduces its new feature, Ask an Expert.

On Jul 20, Paylocity unveils its new company logo and tagline to better reflect its role as a trusted HR and payroll solution provider.

On Jul 8, Paylocity unveils COVID-19 Return to Work offerings to help businesses and employees navigate the unprecedented complexity of re-opening and re-energizing the workforce.

On May 7, Paylocity announces new product features for the automation of the IRS Form 7200. The feature will facilitate advance payment of employer credits, along with product mobilization to help clients recruit, rehire and engage their workforce coming out of the COVID-19 crisis.

On Apr 6, Paylocity announced the acquisition of video-sharing tech startup — VidGrid — for an undisclosed amount. The acquisition will help Paylocity enhance its capabilities in the video communication space.

On Apr 1, Paylocity introduced new resources and product functionalities for companies to easily leverage the key provisions of the law. The new features also grant the companies the ability to access clients' social security tax-deferral options.

On Jan 8, Paylocity introduced W-4 Readiness Kit that would help employers prepare for IRS changes.

## Valuation

Shares of Paylocity have increased 18.5% so far this year and gained 29.2% over the trailing 12-month period. Stocks in the Zacks sub-industry and the Zacks Computer & Technology sector have gained 67.9% and 27.7% year-to-date (YTD), respectively. Moreover, over the past year, the Zacks sub-industry and the sector have increased 53.3% and 43.2%, respectively.

The S&P 500 Index has increased 8.3% in the YTD and 19.5% in the past year.

The stock is currently trading at 11.98X forward 12-month sales, which compares to 8.90X for the Zacks sub-industry, 4.31X for the Zacks sector and 3.82X for the S&P 500 index.

Over the past five years, the stock has traded as high as 14.72X and as low as 4.5X with a 5-year median of 7.16X. Our Neutral recommendation indicates that the stock will perform in-line with the market. Our \$150 price target reflects 11.94X forward 12-month sales.

The table below shows summary valuation data for PCTY

Valuation Multiples - PCTY					
		Stock	Sub-Industry	Sector	S&P 500
P/S F12M	Current	11.98	8.90	4.31	3.82
	5-Year High	14.72	8.90	4.31	3.82
	5-Year Low	4.50	3.01	2.32	2.53
	5-Year Median	7.16	5.27	3.14	3.05
P/B TTM	Current	19.56	10.53	5.81	4.71
	5-Year High	24.21	10.53	5.85	4.71
	5-Year Low	10.60	2.28	3.16	2.83
	5-Year Median	16.52	5.34	4.44	3.76
EV/Sales TTM	Current	13.49	10.75	5.01	3.42
	5-Year High	15.34	10.75	5.05	3.46
	5-Year Low	5.51	3.03	2.59	2.15
	5-Year Median	8.74	5.99	3.64	2.88

As of 08/27/2020

## Industry Analysis Zacks Industry Rank: Top 48% (121 out of 252)



## Top Peers

Company (Ticker)	Rec	Rank
Ceridian HCM Holding Inc. (CDAY)	Neutral	3
Cornerstone OnDemand, Inc. (CSOD)	Neutral	4
Oracle Corporation (ORCL)	Neutral	4
Paycom Software, Inc. (PAYC)	Neutral	3
Paychex, Inc. (PAYX)	Neutral	3
SAP SE (SAP)	Neutral	2
Workday, Inc. (WDAY)	Neutral	3
Automatic Data Processing, Inc. (ADP)	Underperform	4

Industry Comparison Industry: Internet - Software				Industry Peers		
	PCTY	X Industry	S&P 500	ADP	CDAY	PAYC
Zacks Recommendation (Long Term)	Neutral	-	-	Underperform	Neutral	Neutral
Zacks Rank (Short Term)	4	-	-	4	3	3
VGM Score	D	-	-	B	C	F
Market Cap	7.71 B	937.36 M	23.67 B	60.63 B	11.30 B	17.15 B
# of Analysts	8	5	14	10	4	5
Dividend Yield	0.00%	0.00%	1.64%	2.58%	0.00%	0.00%
Value Score	D	-	-	C	F	D
Cash/Price	0.04	0.10	0.07	0.03	0.05	0.01
EV/EBITDA	73.47	-0.80	13.33	12.61	94.16	63.60
PEG Ratio	5.12	5.04	3.05	2.35	NA	3.60
Price/Book (P/B)	19.56	7.00	3.18	10.54	5.69	29.27
Price/Cash Flow (P/CF)	73.14	28.75	12.81	15.12	115.37	82.05
P/E (F1)	102.46	92.35	21.68	28.18	180.02	89.93
Price/Sales (P/S)	13.73	5.02	2.50	4.16	14.03	21.64
Earnings Yield	0.99%	0.21%	4.43%	3.55%	0.56%	1.11%
Debt/Equity	0.44	0.13	0.74	0.17	0.50	0.05
Cash Flow (\$/share)	1.96	-0.00	6.94	9.33	0.67	3.57
Growth Score	B	-	-	A	B	D
Hist. EPS Growth (3-5 yrs)	105.26%	15.48%	10.41%	17.30%	NA	63.00%
Proj. EPS Growth (F1/F0)	-24.06%	-0.65%	-4.94%	-15.47%	-7.07%	-6.91%
Curr. Cash Flow Growth	14.04%	5.16%	5.22%	7.82%	58.18%	33.31%
Hist. Cash Flow Growth (3-5 yrs)	91.27%	21.83%	8.50%	17.96%	NA	58.95%
Current Ratio	1.18	1.56	1.35	1.05	1.22	1.11
Debt/Capital	30.61%	24.65%	43.86%	14.85%	33.33%	4.87%
Net Margin	11.48%	-17.37%	10.25%	16.91%	9.34%	22.23%
Return on Equity	18.18%	-13.22%	14.66%	46.66%	1.74%	30.80%
Sales/Assets	0.28	0.59	0.50	0.34	0.14	0.38
Proj. Sales Growth (F1/F0)	10.56%	5.69%	-1.43%	-2.72%	1.94%	12.27%
Momentum Score	F	-	-	D	A	F
Daily Price Chg	1.12%	0.00%	0.43%	1.00%	0.46%	-0.96%
1 Week Price Chg	2.99%	0.00%	-1.45%	-0.63%	1.87%	-5.23%
4 Week Price Chg	7.57%	1.83%	3.75%	6.11%	-2.53%	2.26%
12 Week Price Chg	8.09%	12.78%	3.95%	-5.97%	3.43%	-3.35%
52 Week Price Chg	29.14%	14.27%	2.75%	-16.78%	31.98%	15.31%
20 Day Average Volume	426,464	589,937	1,887,168	2,182,623	1,811,545	529,768
(F1) EPS Est 1 week change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
(F1) EPS Est 4 week change	-27.62%	0.47%	0.79%	-11.99%	7.69%	-11.80%
(F1) EPS Est 12 week change	-27.47%	4.00%	3.43%	-11.99%	8.21%	-14.01%
(Q1) EPS Est Mthly Chg	-177.59%	0.00%	0.00%	-11.59%	-10.00%	-28.42%

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## Zacks Stock Rating System

We offer two rating systems that take into account investors' holding horizons: Zacks Rank and Zacks Recommendation. Each provides valuable insights into the future profitability of the stock and can be used separately or in combination with each other depending on your investment style.

### Zacks Recommendation

The Zacks Recommendation aims to predict performance over the next 6 to 12 months. The foundation for the quantitatively determined Zacks Recommendation is trends in the company's estimate revisions and earnings outlook. The Zacks Recommendation is broken down into 3 Levels; Outperform, Neutral and Underperform. Unlike many Wall Street firms, we have an excellent balance between the number of Outperform and Neutral recommendations. Our team of 70 analysts are fully versed in the benefits of earnings estimate revisions and how that is harnessed through the Zacks quantitative rating system. But we have given our analysts the ability to override the Zacks Recommendation for the 1200 stocks that they follow. The reason for the analyst over-rides is that there are often factors such as valuation, industry conditions and management effectiveness that a trained investment professional can spot better than a quantitative model.

### Zacks Rank

The Zacks Rank is our short-term rating system that is most effective over the one- to three-month holding horizon. The underlying driver for the quantitatively-determined Zacks Rank is the same as the Zacks Recommendation, and reflects trends in earnings estimate revisions.

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### Zacks Style Scores

The Zacks Style Score is as a complementary indicator to the Zacks rating system, giving investors a way to focus on the highest rated stocks that best fit their own stock picking preferences.

Academic research has proven that stocks with the best Value, Growth and Momentum characteristics outperform the market. The Zacks Style Scores rate stocks on each of these individual styles and assigns a rating of A, B, C, D and F. We also produce the VGM Score (V for Value, G for Growth and M for Momentum), which combines the weighted average of the individual Style Scores into one score. This is perfectly suited for those who want their stocks to have the best scores across the board.

Value Score	D
Growth Score	B
Momentum Score	F
VGM Score	D

As an investor, you want to buy stocks with the highest probability of success. That means buying stocks with a Zacks Recommendation of Outperform, which also has a Style Score of an A or a B.

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