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# Paychex Named a High-Impact Learning Organization

**Bersin & Associates identified Paychex as one of the top 80 organizations representing best practices in enterprise learning**

ROCHESTER, N.Y.--(BUSINESS WIRE)--

Paychex, Inc., a leading provider of payroll and human resource services, has been named to Bersin & Associates' HILO 80(TM) - a list of 80 organizations that, based on Bersin & Associates research findings, represent best practices in the implementation and execution of enterprise learning that drives business impact. Bersin & Associates is the only research and advisory firm solely focused on What Works(R) in enterprise learning and talent management.

The HILO 80(TM) were selected from among the more than 750 participants in Bersin & Associates' recently published study, *The High-Impact Learning Organization: What Works(R) in Modern Training*. Learning executives who participated in the study provided detailed information on a variety of factors, including types of learning services provided, the relationship between HR and corporate learning, adoption of performance management, needs of young workers, use of advanced technologies, e-learning capabilities, employee career paths, and more.

"Our training professionals work very hard to create a culture of learning that helps Paychex employees grow and our company thrive," said Paychex director of training Kimberly Kelly. "We're honored to be a part of this distinguished list, and to be recognized for the practices we've put in place to deliver on our strategic commitment to excellence in employee training and development."

"Over the course of our research, we see a wide range of approaches to corporate learning - from companies that make strategic, long-term investments to those who consider learning as a tactical solution or employee benefit," said Josh Bersin, president of Bersin & Associates. "The HILO 80 exemplify excellence in governance, operations, and program execution. These companies perceive the business value of corporate learning and strive to maximize its business impact."

## About the Study

The HILO 80(TM) organizations were determined by analyzing more than 50 different dimensions of corporate training. These dimensions included funding models, leadership, organization structure, governance, resource allocation, maturity level with e-learning and blended learning, technology expertise, career development strategy, and integration with performance and talent management. The organizations' learning culture and levels of investment and maturity in collaborative learning, social networking, coaching, and informal

learning were also analyzed.

The next phase of analysis focused on business outcomes from learning. The outcome analysis was performed by interviewing HR and leadership and development leaders in the participating companies and looking at 18 different elements of business outcomes, including ability to build training quickly, operational efficiency, business alignment, and ability to drive business change. The resulting data showed that the HILO 80 rated in the top 9% of all organizations in the implementation of effective, efficient, high-impact learning strategies which directly contribute to business impact.

#### About Paychex

Paychex, Inc. (NASDAQ:PAYX) is a leading provider of payroll, human resource, and benefits outsourcing solutions for small- to medium-sized businesses. The company offers comprehensive payroll services, including payroll processing, payroll tax administration, and employee pay services, including direct deposit, check signing, and Readydex(R). Human resource services include 401(k) plan recordkeeping, health insurance, workers' compensation administration, section 125 plans, a professional employer organization, time and attendance solutions, and other administrative services for business. Paychex was founded in 1971. With headquarters in Rochester, New York, the company has more than 100 offices and serves over 572,000 payroll clients nationwide. For more information about Paychex and our products, visit [www.paychex.com](http://www.paychex.com).

Source: Paychex, Inc.