

| OMB APPROVAL | |
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

| | | |
|--|---|---|
| 1. Name and Address of Reporting Person* <u>VILLAR RAUL JR.</u> (Last) (First) (Middle) C/O PAYCOR HCM, INC. 4811 MONTGOMERY ROAD (Street) CINCINNATI OH 45212 (City) (State) (Zip) | 2. Issuer Name and Ticker or Trading Symbol <u>PAYCOR HCM, INC. [PYCR]</u> | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) <input checked="" type="checkbox"/> Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) Chief Executive Officer |
| | 3. Date of Earliest Transaction (Month/Day/Year) 10/01/2023 | |
| | 4. If Amendment, Date of Original Filed (Month/Day/Year) | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|---------------------------------|--------------------------------------|--|--------------------------------|---|---|------------|---------|---|--|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Common Stock | 10/01/2023 | | A ⁽¹⁾ | | 312,090 | A | \$0.00 | 572,938 | D | |
| Common Stock | 10/01/2023 | | F | | 22,167 ⁽²⁾ | D | \$22.83 | 550,771 | D | |
| Common Stock | | | | | | | | 25,000 | I | By Villar Joint Family Trust |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) | |
|--|--|--------------------------------------|--|--------------------------------|---|--|-----|--|-----------------|---|--|--|---|--|-------|
| | | | | Code | V | (A) | (D) | Date Exercisable | Expiration Date | | | | | | Title |
| Stock Option (Right to Buy) | \$22.83 | 10/01/2023 | | A | | 218,937 | | (3) | 10/01/2033 | Common Stock | 218,937 | \$0.00 | 218,937 | D | |

Explanation of Responses:

- Consists of Restricted Stock Units ("RSUs"), 33% of which shall vest on October 1, 2024, with the remainder vesting in 8 quarterly installments thereafter, with the RSUs fully vesting on the third anniversary of the grant date. Each RSU represents the right to receive one share of Common Stock, subject to the reporting person's continued service through the applicable vesting date.
- Represents shares withheld to satisfy tax withholding obligations upon vesting of RSUs.
- 33% of the stock options vest and become exercisable on October 1, 2024, with the remainder vesting in 24 monthly installments thereafter, with the stock options fully vesting on the third anniversary of the grant date, subject in each case to the reporting person's continued service through the applicable vesting date.

Remarks:

/s/ Alice Geene by Power of Attorney 10/03/2023

** Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.