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*Paylocity is revolutionizing the world of Payroll and HR with cutting-edge technology. We recognize that in order to continue to lead the industry, we need the best product developers available. As a result, the Paylocity Product Development team is growing at an incredible rate! Check out this [video](#) about our teams, [read](#) more about remote-first culture, take a tour of our [product offerings](#), and explore our [Glassdoor reviews](#) to learn more.*



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BRIGHTEST  
COMPANIES  
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IN THE NATION

Deloitte.  
Technology Fast500



## Preparing for Your Associate Software Engineer (New College Grad Program) Interview:

- Submit your coding challenge no later than MONDAY, September 30, 2019 at 9am CT. We do NOT accept late submissions & the solution is required for your interview. Again, please do not spend more than 8 hours on this exercise. Due to the large file size please feel free to email it over via Dropbox/OneDrive/Github/ etc.
- We use Zoom for the interview so recommend testing your webcam and microphone prior to the discussion. Have your coding solution pulled up and you'll be able to share your screen via Zoom to walk the team through the code.
- The structure of the interview will involve two parts:
  - ⇒ For the first 45 minutes, be prepared to walk the team through why you made certain decisions in the code (architecture, patterns used, testability, etc) and what you would do differently if you were to build it at an enterprise scale. After answering questions related to your code the team will do a technical deep dive into your skills across the stack as well as inquiring about your knowledge of overall development fundamentals.
  - ⇒ During the last 30 minutes of the interview, your technical interviewer will sign off and another interviewer will join, who will be speaking to you to learn more about your experiences and interests during a behavioral focused conversation. There will also be time reserved at the end for you to ask any questions you may have.
- After your interview, you'll be hearing back from our talent team within three weeks to discuss feedback and next steps. Should you have an offer deadline prior to that, please reach out to our campus team at [campusrecruiting@paylocity.com](mailto:campusrecruiting@paylocity.com).