



**ICON**

**EXTENDED PROFILE**



## OVERVIEW

iCON, from Unicorn HRO, is a software system developed to help employers retain and develop their employees. The HRMS is used in the healthcare, hospitality, legal, manufacturing, transportation and educational sectors.

iCON includes modules allowing specified users to enter and store data and profiles for all staff. Employees are able to access the system through a web portal to maintain or update their profiles, view their corporate benefit plans, payroll information as well as to enter, amend and update time and absence information. The iCON payroll module also allows deductions to be automatically calculated and processed.

The iCON system can also be integrated with existing payroll and wage systems. The system can also handle employee onboarding, learning, and development, performance appraisals, plus compliance, legislation and HR workflows.

iCON is a cloud-based solution which also handles all backups and recoveries. It is accessed through a web browser and can be used on both smartphones and tablets. The platform is also partnered with EMPINFO helping employers automate the process of responding to employment and income verification from external sources.

## FEATURE OVERVIEW



## SOFTWARE SPECIFICATION

| OVERVIEW               |      |
|------------------------|------|
| PRODUCT NAME           | iCON |
| SOFTWARE FEATURES      |      |
| ABSENCE MANAGEMENT     | ✓    |
| BENEFITS ENROLLMENT    | ✓    |
| COBRA                  | ✓    |
| COMPENSATION           | ✓    |
| COMPLIANCE             | ✗    |
| DISCIPLINARY ACTION    | ✗    |
| EMPLOYEE SELF SERVICE  | ✓    |
| FMLA                   | ✓    |
| HEALTH & SAFETY        | ✗    |
| MANAGER SELF SERVICE   | ✓    |
| ON & OFF BOARDING      | ✓    |
| PAYROLL                | ✓    |
| PERFORMANCE MANAGEMENT | ✓    |

|                              |   |
|------------------------------|---|
| RECRUITMENT                  | ✓ |
| REVIEWS                      | ✗ |
| SOCIAL NETWORKING            | ✗ |
| SUCCESSION MANAGEMENT        | ✗ |
| TIME & ATTENDANCE            | ✓ |
| TRAINING & SKILLS            | ✗ |
| VACATION & SICK LEAVE        | ✗ |
| WORKFLOW                     | ✗ |
| WORKFORCE ANALYTICS          | ✓ |
| TRAVEL & EXPENSES            | ✗ |
| <b>ORGANIZATION SIZE</b>     |   |
| ENTERPRISE (1000+ EMPLOYEES) | ✗ |
| MEDIUM (251-1000 EMPLOYEES)  | ✓ |
| SMALL (1-250 EMPLOYEES)      | ✓ |
| <b>PLATFORM</b>              |   |
| CLOUD                        | ✓ |
| INSTALLED                    | ✗ |
| <b>PRODUCT INFO</b>          |   |
| MODULAR                      | ✓ |
| MULTI LANGUAGE               | ✗ |

|                     |   |
|---------------------|---|
| MULTI CURRENCY      | ✗ |
| CUSTOMIZABLE        | ✓ |
| FURTHER INFORMATION |   |



## SOFTWARE SCREENSHOTS

The screenshot displays the UNICORN HRO software interface. At the top, there is a navigation bar with the UNICORN HRO logo on the left and search fields for 'Employee#' and 'MENU SEARCH' on the right. Below the navigation bar is a menu with tabs for 'EMPLOYEES', 'BENEFITS', 'HR', 'PAYROLL', 'REPORTS', and 'TOOLS'. The 'EMPLOYEES' tab is active, and the page title is 'My Employees'. Below the title, there is a list of six employees, each with a profile card. Each card includes a photo, the employee's name and title, and three buttons: 'overview', 'demographics', and 'work profile'.

| Employee Name      | Title                 | Overview | Demographics | Work Profile |
|--------------------|-----------------------|----------|--------------|--------------|
| Rachel P Abernathy | Assistant to CFO      | Overview | Demographics | Work Profile |
| John Adams         | Complex Manager       | Overview | Demographics | Work Profile |
| Boris Ashcraft     | Business Analyst      | Overview | Demographics | Work Profile |
| Jim Bostic         | Controller            | Overview | Demographics | Work Profile |
| Sally Brown        | Account Manager       | Overview | Demographics | Work Profile |
| Stacy A Cline      | Assistant Coordinator | Overview | Demographics | Work Profile |

