



To Whom It May Concern,

This letter serves to notify you that Icon Enterprises, Inc., d/b/a CivicPlus is the sole provider of the CivicHR® Human Resources Management System products and associated service package that enables municipal human resources and management professionals to manage critical aspects of talent management.

The CivicHR® Human Resources Management System differs from other human resources management software in that it has been optimized for use by government entities. Not only have many of the applications been developed specifically for use by municipal governments, but the CivicHR® platform is also uniquely designed to integrate with the CivicPlus Government Content Management System (GCMS®). While the CivicHR® platform may be operated independently of the GCMS®, full integration is an exclusive benefit of utilizing CivicHR® along with the CivicPlus GCMS®. Additionally, partnering with CivicPlus for the GCMS® and CivicHR provides the benefit of a single provider for training, support and billing.

Included in the standard CivicHR® development package are applications that are unique to the CivicHR® platform, like a Profile Metrics personality profile, performance management factors library, and custom designed career portal and application. Applications like these may be available at a much higher cost from other vendors; however, CivicHR® is the sole provider of these applications as a part of an all-inclusive, standardized Human Resources Management System.

No other organization offers our unique product and service package, coupling our CivicHR® platform with some of the most useful web applications available to municipal governments.

Regards,

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