

HR & WORKFORCE MANAGEMENT PLATFORM

One nest for your entire workforce.

MY-NEST brings Core HR, Payroll, Time & Attendance, Recruitment, Performance, Training and financial self-service — on the web and on Android — into a single, secure, Singapore-ready platform, so your HR team stops stitching spreadsheets together and starts running the business.

🌟 Fluid UI: Apps + Workflows · Dual Presentation Layer · Multi-tenant SaaS · Built for Singaporean CPF & MOM compliance

15

Core modules

55+

Built-in reports

**Web +
Android**

Every device, one login

100%

API-backed, audit-logged

THE PROBLEM WITH POINT SOLUTIONS

Most growing companies run HR on four tools and a prayer.

A payroll spreadsheet here, a leave-tracking form there, an attendance device that doesn't talk to anything, and a separate applicant tracker for hiring. Every module lives in its own silo — re-keying data, reconciliation errors, and an HR team chasing numbers instead of supporting people. MY-NEST replaces that patchwork with one platform where an employee record, once created, powers every downstream process: attendance feeds payroll, approved leave feeds attendance, a completed performance cycle feeds compensation, and every transaction is reportable and — where enabled — reachable from a phone, the moment it happens.

1

Single source of truth

One employee record drives Core HR, Payroll, Leave, Performance and Reports — no duplicate entry, no drift.

2

Built for how Singapore runs payroll

NRIC/FIN fields and a unified CPF computation on Ordinary Wages, capped at your configured monthly ceiling — not a translated label on a US-first product.

3

Governed from day one

Role-based access, a field-level audit trail, and approval workflows on every self-service request.

"The org chart, the payroll run, and this month's attrition number should all agree with each other — because they're reading the same data." — the design principle behind every module in MY-NEST.

Dual UI

Classic Desktop Grid + Fluid UI with Launchpad & glowing dock

Any structure

Company → Business Unit → Department, modeled to match your real org chart, not ours

3

Subscription tiers — pay only for the modules you use

EVERYTHING UNDER ONE ROOF

Fifteen modules. One login. Zero re-keying.

Every module below is live, role-gated, and reportable — turned on per tenant through your subscription plan, not bolted on as a separate purchase.


Core HR

Employee profiles, company structure, job history, service register, skills, education, document storage, and a cross-module Employee 360° report.


Time & Attendance

Clock-in/out, biometric Excel import, regularization workflow, project timesheets and overtime categories.


Leave

Configurable leave types & groups, entitlement rules, holiday calendars and manager approval chains, including Loss of Pay handling.


Payroll

Pay Grades, Salary Components, CPF-aware proration, Pay Groups, and one-click accounting exports.


Employee Promotion

Job Title + Pay Grade change on a future date, with a live computed % badge and an automatic promotion letter.


Salary Hike

Peer-group hike cycles — simulate before you commit, then correct, finalize and generate letters, with a hard cap on increment %.


Employee Separation

Raise, track and clear every separation against a configurable checklist, with a live % completion per employee.


Performance

HR-defined cycles, goal-setting, employee self-evaluation and manager ratings on a clear three-point scale.


Recruitment

Job postings, candidate pipeline, interview scheduling and AI-assisted resume comparison.


Training & Certification

Self-service enrollment journeys, manager-assigned training plans, and a certification submission & approval workflow.


Employee Assets

Issue, track and recover company assets against each employee, with kit policies and category-level oversight.


Loans, Claims & Travel

Loan eligibility rules, expense claims with receipt uploads, and travel requests — all payroll-linked.


Reports & Dashboards

55+ standard reports and role-based dashboards, exportable to Excel, CSV or print-to-PDF.


Mobile App

A native Android app with self-service geolocation punch-in, optional face verification, and push notifications.


Personalization

Sys Admin-selectable brand themes, dark mode, and organization logo — the whole platform re-skins instantly, org-wide.

COMPENSATION & SEPARATION, FINALLY NATIVE

Promotions, salary hikes and exits — no longer an email thread and a spreadsheet.

Three processes that most HR teams still run outside their HRMS — job promotions, annual or off-cycle salary hikes, and employee separations — now live inside MY-NEST as full workflows: searchable, approval-gated, letter-generating, and reportable like everything else on the platform.

1

Employee Promotion

A Job Title + Pay Grade change, effective on a future date, with the revised salary validated against the new grade's band and a live % increase badge.

2

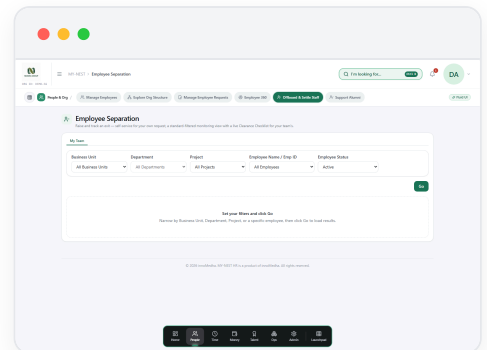
Salary Hike

Peer-group hike cycles you can simulate and re-simulate before committing — change the default %, watch the aggregate cost update — then correct per employee and finalize.

3

Employee Separation

A Myself / My Team workspace with a configurable clearance checklist and a live % completion per employee, replacing an ad hoc offboarding list.



The Employee Separation clearance checklist — tick-boxes grouped by owner role, with a live progress bar.

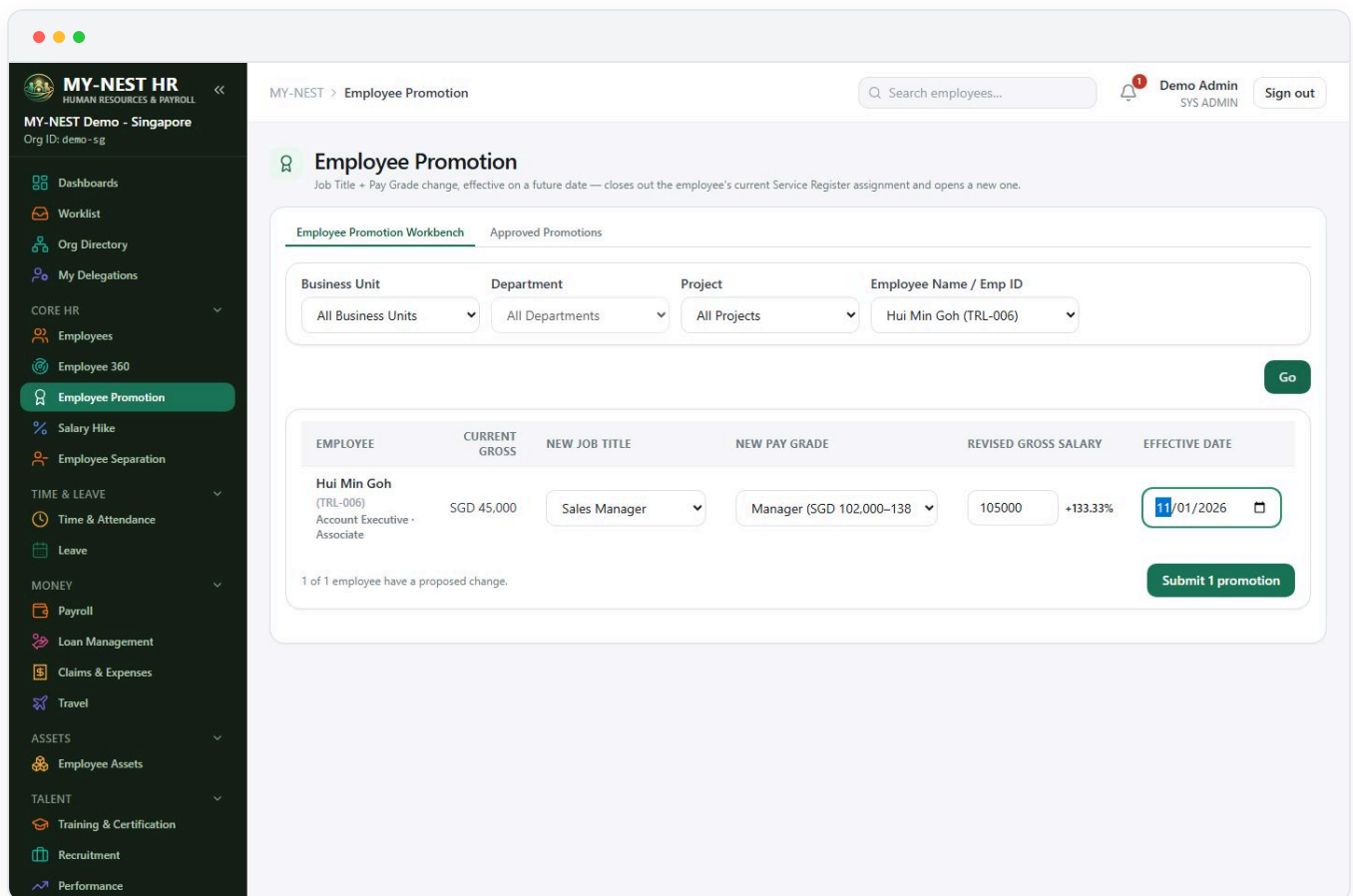
EMPLOYEE PROMOTION

A promotion the system validates, not just records.

Pick a Job Title and Pay Grade for an employee's next role, and MY-NEST checks the revised salary against that grade's actual band before it ever reaches payroll — no more promotions that quietly land outside policy.

- ✓ The standard filter bar — Business Unit, Department, Project, Employee Name/ID — brings up exactly the candidates a manager or HR Admin needs to act on.
- ✓ A revised gross salary entry shows its computed % increase inline, so the size of every promotion is visible before it's submitted.

- ✓ Effective on a future date — the promotion closes out the employee's current Service Register assignment and opens the new one automatically.
- ✓ A **Promotion Letter** generates, previews and sends on approval, plus an automatic notification email — no manual drafting.



MY-NEST > Employee Promotion

Q Search employees...

Demo Admin
SYS ADMIN Sign out

Employee Promotion

Job Title + Pay Grade change, effective on a future date — closes out the employee's current Service Register assignment and opens a new one.

Employee Promotion Workbench Approved Promotions

Business Unit Department Project Employee Name / Emp ID

All Business Units All Departments All Projects Hui Min Goh (TRL-006)

Go

EMPLOYEE	CURRENT GROSS	NEW JOB TITLE	NEW PAY GRADE	REVISED GROSS SALARY	EFFECTIVE DATE
Hui Min Goh (TRL-006) Account Executive - Associate	SGD 45,000	Sales Manager	Manager (SGD 102,000–138)	105000 +133.33%	11/01/2026

1 of 1 employee have a proposed change.

Submit 1 promotion

Real Singapore tenant data — Hui Min Goh, Account Executive, promoted to Sales Manager at Grade Manager with a 133.3% revised gross salary increase.

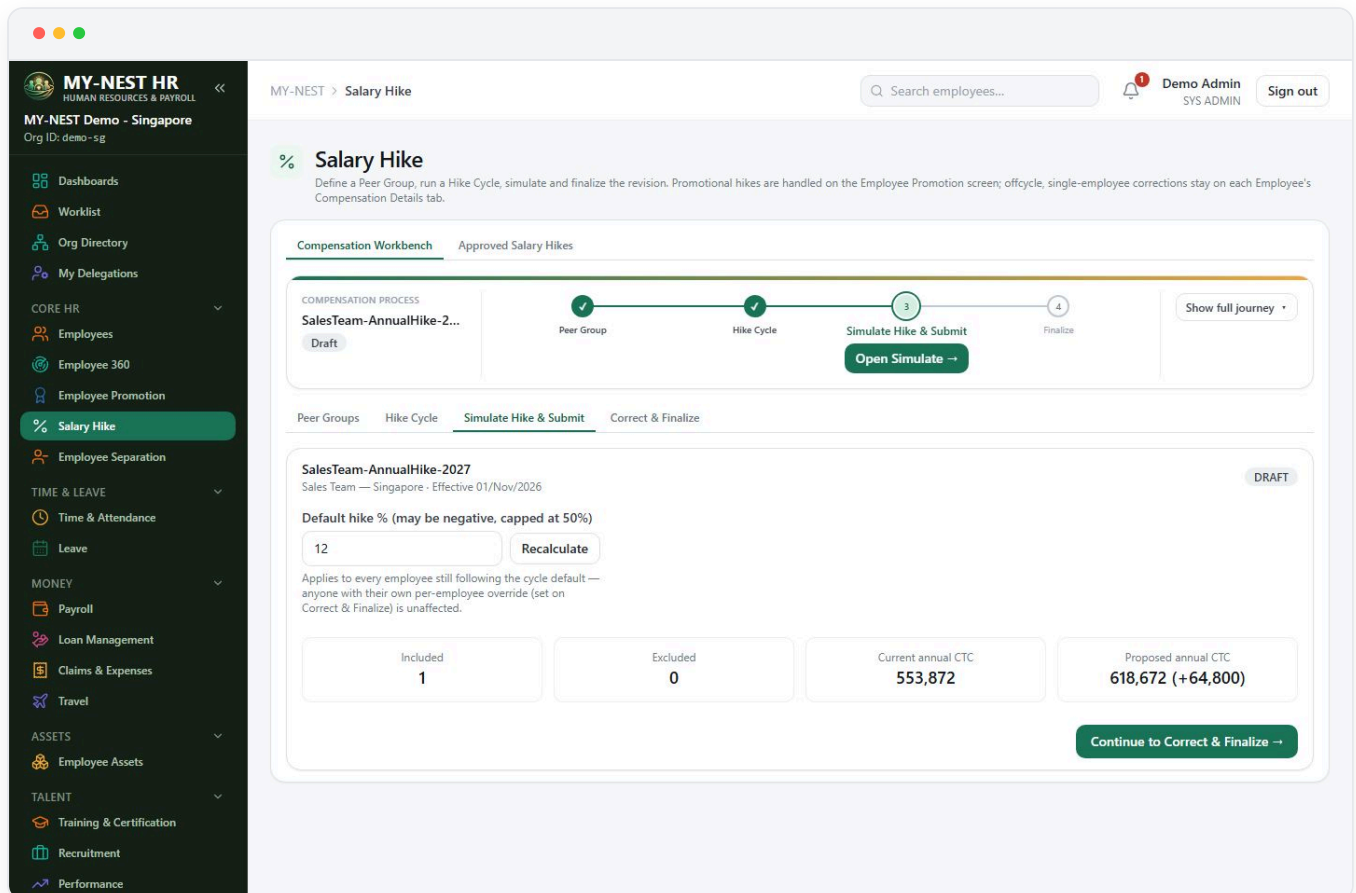
SALARY HIKE

Simulate the hike before you commit to it.

A guided Compensation Workbench walks HR through defining a Peer Group, setting up a Hike Cycle, simulating its cost, and finalizing it — with a hard ceiling on increment % and a mandatory approval step before any number reaches payroll.

- ✓ Group employees into a **Peer Group**, then run a **Hike Cycle** against it with a default increment % you can change and re-simulate as many times as you like — watching the aggregate CTC impact update each time, before anyone is committed.
- ✓ A numbered, connected process stepper — Define Peer Group → Define Hike Cycle → Simulate & Submit → Correct & Finalize — keeps every cycle on the same guided path.

- ✓ Correct & Finalize lets HR override any individual employee's % or exclude them entirely, with a hard 50% cap enforced on every increment — on-screen and in the bulk Excel import.
- ✓ Every finalized cycle routes through a mandatory Sys Admin approval step, and Min/Max % guardrails per hike type are configurable under Settings > Hike % Limits.



MY-NEST HR
HUMAN RESOURCES & PAYROLL
MY-NEST Demo - Singapore
Org ID: demo-sg

MY-NEST > Salary Hike

Search employees...

Demo Admin
SYS ADMIN Sign out

% Salary Hike

Define a Peer Group, run a Hike Cycle, simulate and finalize the revision. Promotional hikes are handled on the Employee Promotion screen; offcycle, single-employee corrections stay on each Employee's Compensation Details tab.

Compensation Workbench Approved Salary Hikes

COMPENSATION PROCESS
SalesTeam-AnnualHike-2027
Draft

Peer Group Hike Cycle Simulate Hike & Submit Finalize

Show full journey

Open Simulate →

Peer Groups Hike Cycle Simulate Hike & Submit Correct & Finalize

SalesTeam-AnnualHike-2027
Sales Team — Singapore - Effective 01/Nov/2026 DRAFT

Default hike % (may be negative, capped at 50%)
12 Recalculate

Applies to every employee still following the cycle default — anyone with their own per-employee override (set on Correct & Finalize) is unaffected.

Included	Excluded	Current annual CTC	Proposed annual CTC
1	0	553,872	618,672 (+64,800)

Continue to Correct & Finalize →

Real Singapore tenant data — the Simulate screen mid-iteration: a 12% default hike recalculated live against a Sales Team peer group, SGD 553,872 → SGD 618,672.

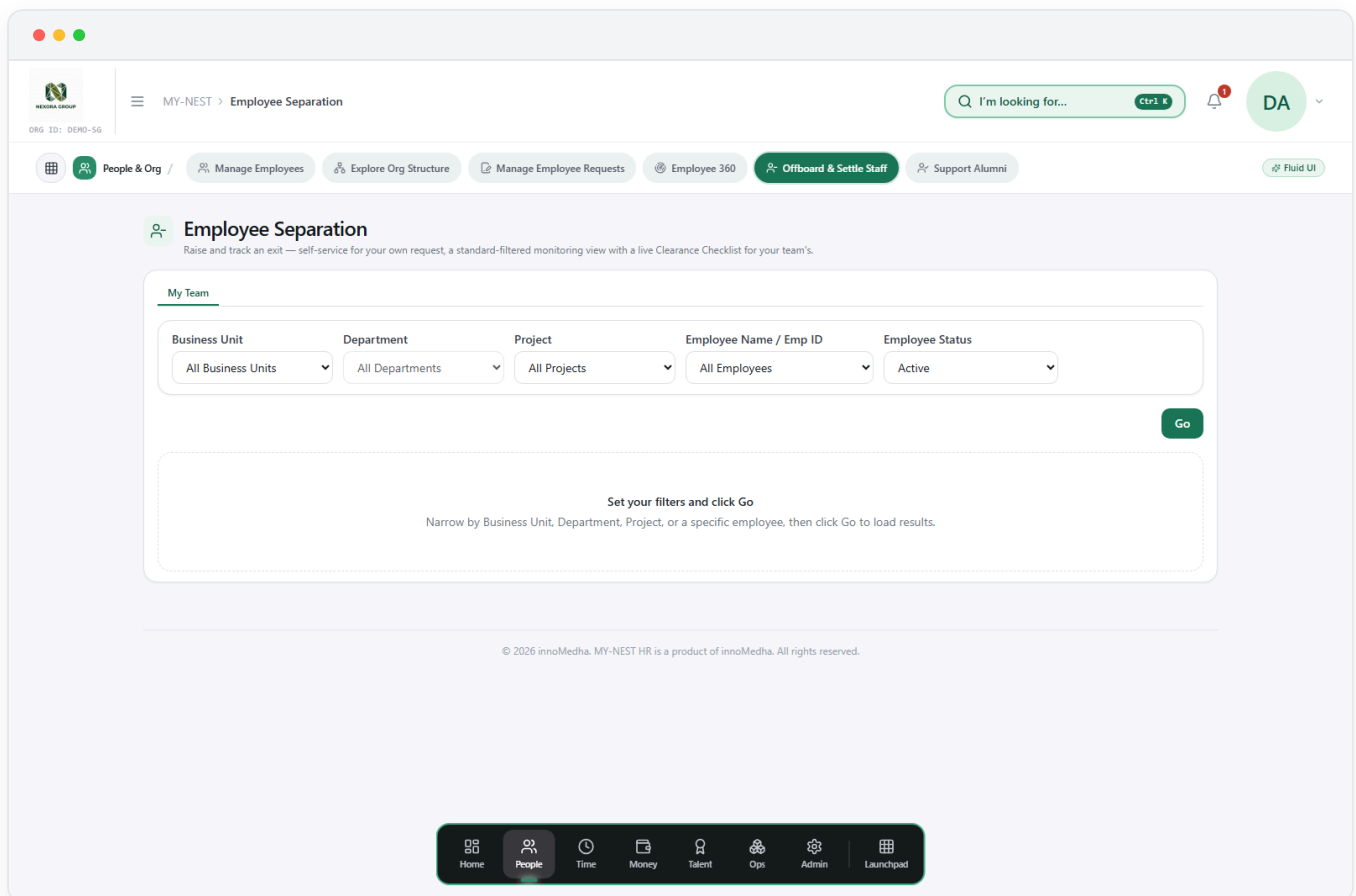
EMPLOYEE SEPARATION

A clearance checklist that actually gets checked.

Every separation — whether raised formally or triggered by a direct termination — generates a real clearance checklist, tracked to a live % completion, so asset returns, loan clearances and no-dues certificates stop depending on someone's memory.

- ✓ **Myself** for any employee to raise their own separation, **My Team** for a supervisor, HR Admin or Sys Admin to track every one raised against their reports.
- ✓ The same global search — Business Unit, Department, Project, Employee Name/ID, Active employees only — with a GO button, so results load only when you ask for them.

- ✓ Clicking an employee's record opens a checklist panel on the right — square tick-boxes grouped by the role that owns each step, with a progress bar showing the live % complete.
- ✓ A direct termination from the Employees screen now raises the same checklist automatically — there's no longer a quiet path around it.



MY-NEST > Employee Separation

Q I'm looking for... Ctrl K

DA

People & Org / Manage Employees Explore Org Structure Manage Employee Requests Employee 360 Offboard & Settle Staff Support Alumni Fluid UI

Employee Separation

Raise and track an exit — self-service for your own request, a standard-filtered monitoring view with a live Clearance Checklist for your team's.

My Team

Business Unit Department Project Employee Name / Emp ID Employee Status

All Business Units All Departments All Projects All Employees Active

Go

Set your filters and click Go

Narrow by Business Unit, Department, Project, or a specific employee, then click Go to load results.

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Home People Time Money Talent Ops Admin Launchpad

Real Singapore tenant data — My Team panel with Jun Jie Ong's approved resignation, 50% through its clearance checklist.

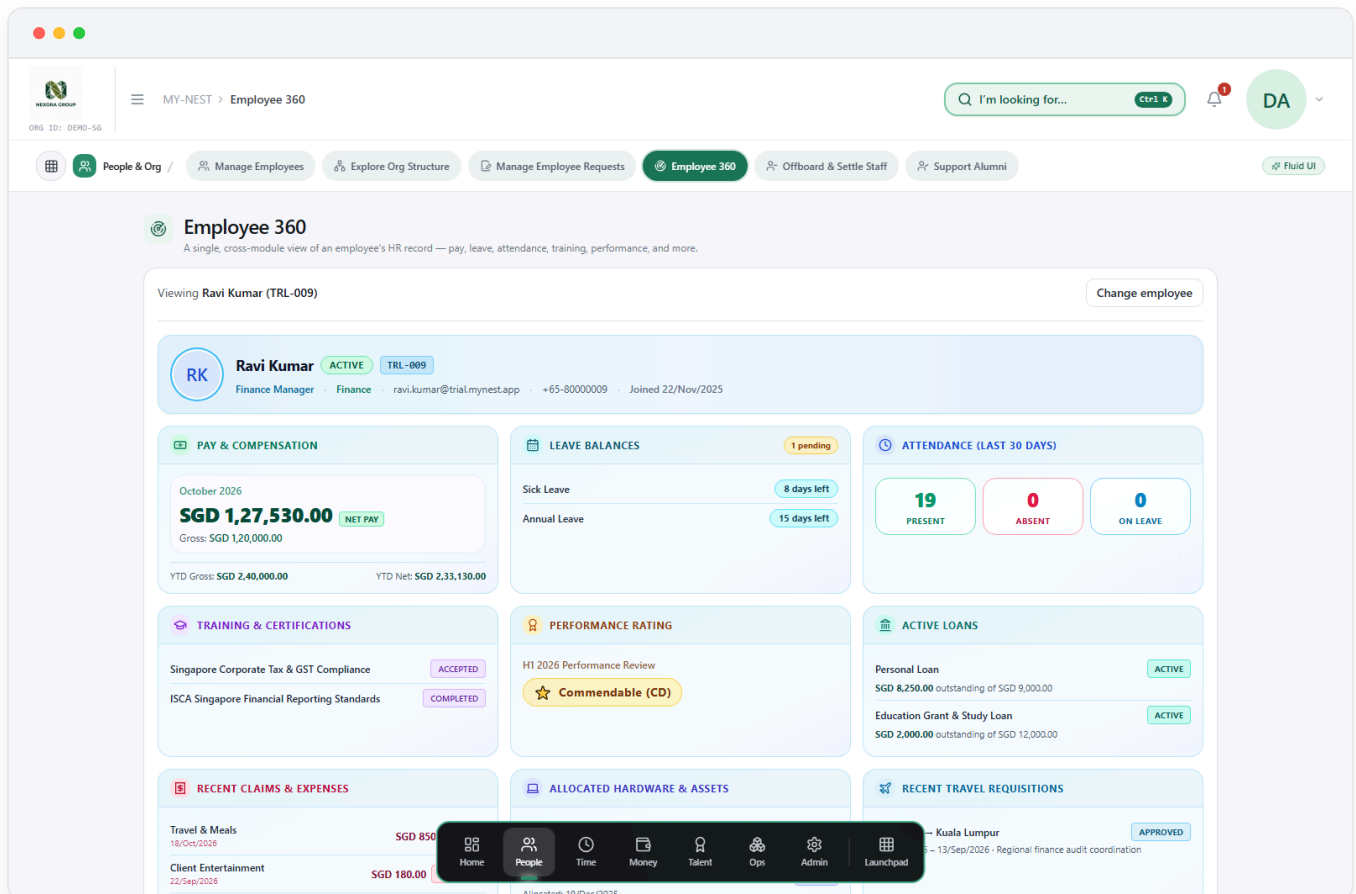
EMPLOYEE 360°

Every module, one employee, a single screen.

Not another tab on the profile — a dedicated cross-module report that pulls pay, leave, attendance, training, performance, loans, expenses, assets, travel and more into one view, so a manager or HR Admin never has to open six screens to answer one question about one person.

- ✓ Up to a dozen live tiles per employee — Pay, Leave Balances, Attendance, Training, Performance Rating, Loans, Expense Claims, Assets, Travel, Service Register and Dependents.
- ✓ An active separation, if one is in progress, surfaces as a banner at the top — impossible to miss.

- ✓ **Myself** for every employee, **My Team** for a supervisor's direct reports, and an unrestricted search for HR/Sys Admin — the same report, permission-scoped three ways.
- ✓ A single national ID field whose label adapts to each employee's nationality — NRIC/FIN in Singapore — plus passport, for a global workforce.



The screenshot displays the 'Employee 360°' interface for Ravi Kumar (TRL-009). The interface is organized into a grid of modules:

- Employee Profile:** Ravi Kumar, Finance Manager, Finance, ravi.kumar@trialmynest.app, +65-80000009, Joined 22/Nov/2025. Status: ACTIVE.
- PAY & COMPENSATION:** October 2026, **SGD 1,27,530.00** NET PAY. Gross: SGD 1,20,000.00. YTD Gross: SGD 2,40,000.00, YTD Net: SGD 2,33,130.00.
- LEAVE BALANCES:** 1 pending. Sick Leave: 8 days left. Annual Leave: 15 days left.
- ATTENDANCE (LAST 30 DAYS):** 19 PRESENT, 0 ABSENT, 0 ON LEAVE.
- TRAINING & CERTIFICATIONS:** Singapore Corporate Tax & GST Compliance (ACCEPTED), ISCA Singapore Financial Reporting Standards (COMPLETED).
- PERFORMANCE RATING:** H1 2026 Performance Review, **Commendable (CD)**.
- ACTIVE LOANS:** Personal Loan (SGD 8,250.00 outstanding of SGD 9,000.00, ACTIVE), Education Grant & Study Loan (SGD 2,000.00 outstanding of SGD 12,000.00, ACTIVE).
- RECENT CLAIMS & EXPENSES:** Travel & Meals (18/Oct/2026, SGD 850.00), Client Entertainment (22/Sep/2026, SGD 180.00).
- ALLOCATED HARDWARE & ASSETS:** Allocated: 19/Dec/2025.
- RECENT TRAVEL REQUISITIONS:** Kuala Lumpur (13/Sep/2026 - Regional finance audit coordination, APPROVED).

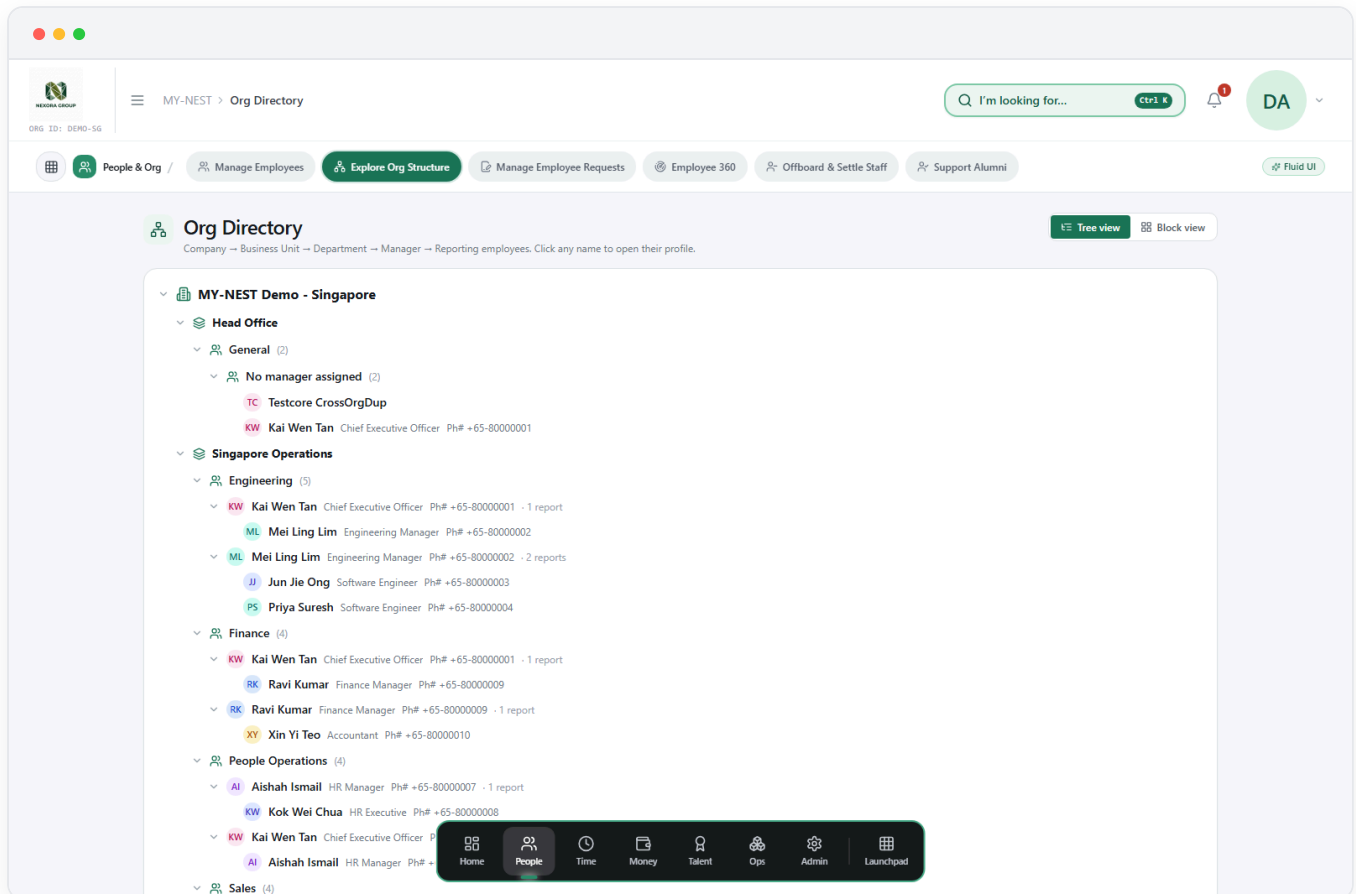
The interface includes a top navigation bar with 'MY-NEST > Employee 360°', a search bar, and a user profile 'DA'. A bottom navigation bar shows icons for Home, People, Time, Money, Talent, Ops, Admin, and Launchpad.

Real Singapore tenant data — Ravi Kumar, Finance Manager. A completed performance rating, an active loan, and recent regional travel, all on one screen.

KNOW WHO REPORTS TO WHOM

A live org chart everyone can see.

A Company → Business Unit → Department → Manager → Reports tree, generated from real reporting lines — not a static chart someone forgot to update. Click any name to jump straight to their profile.



TIME & ATTENDANCE

- ✓ Clock-in/out, bulk biometric Excel upload, and a manager approval + regularization workflow for corrections.
- ✓ Self-service geolocation punch-in from the mobile app, with an HR-optional face-verification step.
- ✓ Project timesheets and overtime categories feed directly into the payroll proration engine.
- ✓ A dedicated Loss of Pay leave type flows straight through to the Pay Register.

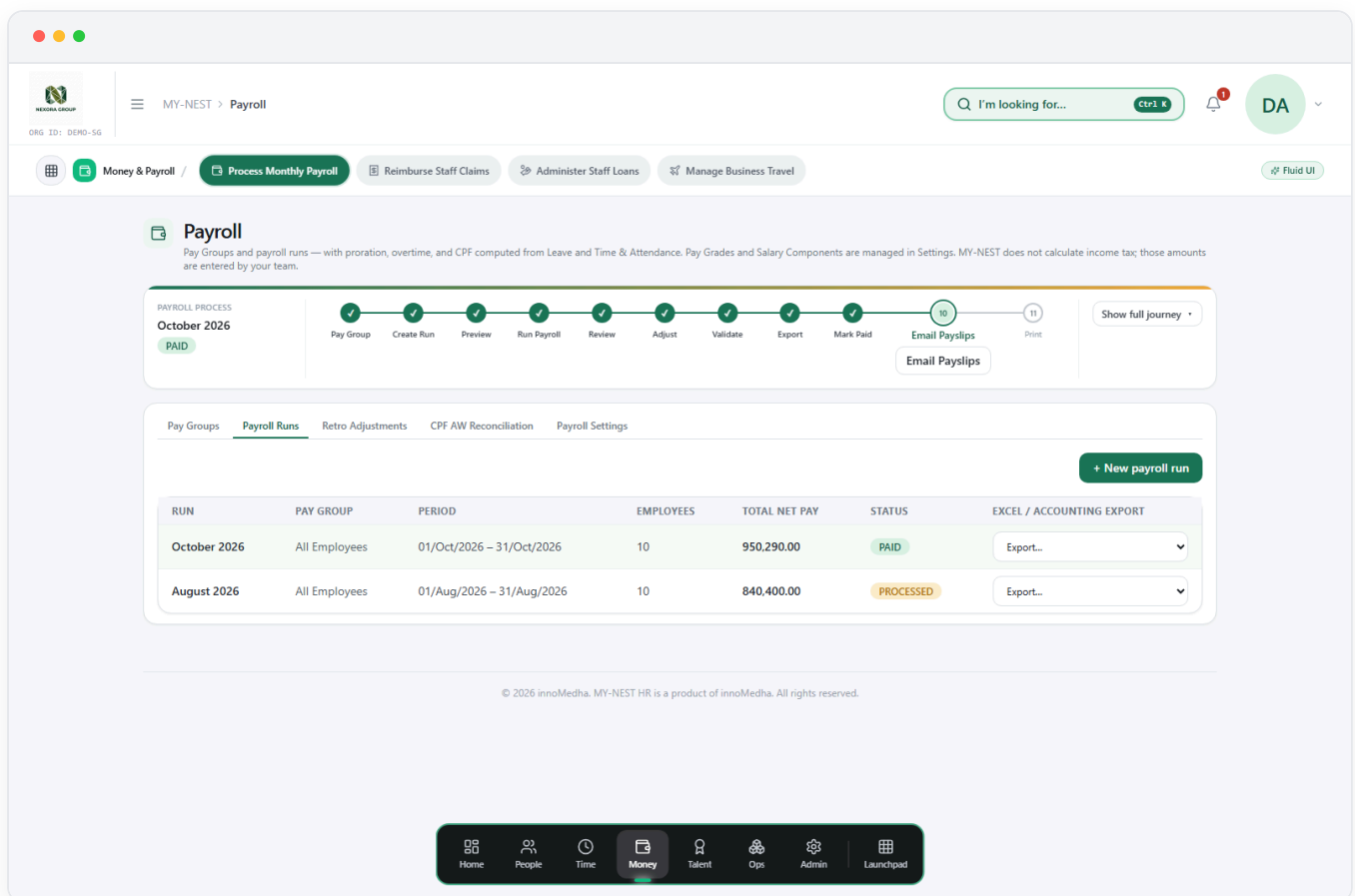
SINGAPORE-READY BY DESIGN

Payroll that treats CPF as the single contribution it actually is.

MY-NEST doesn't guess at tax brackets — it computes what it can verify (proration, overtime, CPF at your configured rate) and leaves statutory tax entry to your team, exactly where human judgment belongs.

- ✓ **Pay Groups** — reusable employee filters (job title, establishment) that define who a payroll run picks up.
- ✓ Gross pay proration from real Leave and Time & Attendance data — not a flat monthly assumption.

- ✓ **Unified CPF contribution** computed on Ordinary Wages, capped at your configured monthly ceiling.
- ✓ A numbered, connected payroll process tracker — Pay Group through Email Payslips — plus one-click export to Excel, Zoho Books or Tally.



The screenshot displays the MY-NEST Payroll interface. At the top, there's a navigation bar with the MY-NEST logo, a search bar, and a user profile. Below this is a secondary navigation bar with tabs for Money & Payroll, Process Monthly Payroll, Reimburse Staff Claims, Administer Staff Loans, and Manage Business Travel. The main content area is titled 'Payroll' and includes a description of payroll runs. A 'PAYROLL PROCESS' section shows a progress bar with steps: Pay Group, Create Run, Preview, Run Payroll, Review, Adjust, Validate, Export, Mark Paid, Email Payslips, and Print. The 'Email Payslips' step is currently active. Below this is a 'Pay Groups' section with a table of payroll runs.

RUN	PAY GROUP	PERIOD	EMPLOYEES	TOTAL NET PAY	STATUS	EXCEL / ACCOUNTING EXPORT
October 2026	All Employees	01/Oct/2026 – 31/Oct/2026	10	950,290.00	PAID	Export...
August 2026	All Employees	01/Aug/2026 – 31/Aug/2026	10	840,400.00	PROCESSED	Export...

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Real Singapore tenant data — an October 2026 payroll run, paid, SGD 950,290.00 net pay across 10 employees.

GROW THE TEAM YOU HAVE. HIRE THE TEAM YOU NEED. TRACK WHAT YOU ISSUE.

A real review cycle, a real hiring pipeline, and assets you actually track.

Performance

- ✓ HR-defined cycles with goal-setting and evaluation windows; eligibility managed per employee.
- ✓ Employee self-evaluation, then manager rating on a clear Needs Improvement / Meets Expectations / Commendable scale.

Recruitment

- ✓ Post a role, track applicants through Applied → Screening → Interview → Offer → Hired.
- ✓ AI-assisted resume extraction builds a side-by-side candidate comparison for hiring managers.

Employee Assets

- ✓ Issue, track and recover laptops, phones and equipment against each employee, with full audit history.
- ✓ Kit policies auto-issue the standard set for a role; employees self-request additions and recovery on separation is tracked to completion against the same clearance checklist.

All three are fully self-service where they should be — employees accept and complete their own review steps, hiring managers score their own candidates, employees request their own equipment — with HR retaining oversight of every cycle, pipeline and policy.

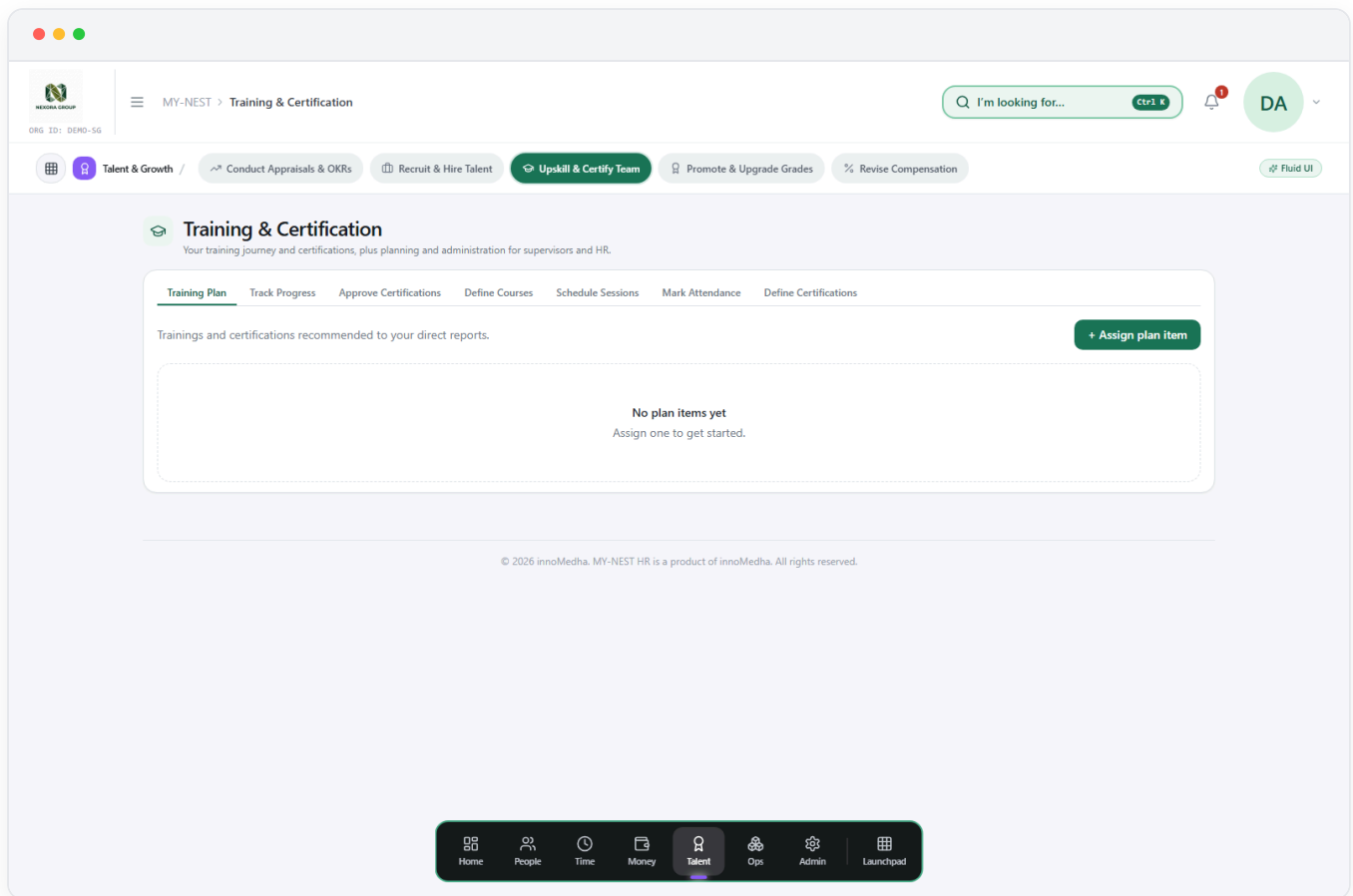
TRAINING YOUR TEAM ACTUALLY FINISHES

A real self-service learning journey.

Plan, accept, enroll, attend — plus certification submissions with a supervisor approval step, replacing a disconnected pair of admin-only lists.

- ✓ Employees see their own journey — accept a manager-assigned plan item, or browse and self-enroll in any scheduled session.
- ✓ Certification submissions carry category, institute and completion details, routed to a supervisor for approval.

- ✓ Supervisors track their team's progress and approve certifications from one place, without touching HR's course catalog.
- ✓ HR keeps full control of the course catalog, scheduling, and attendance — unchanged from today.



NEW IN THIS RELEASE

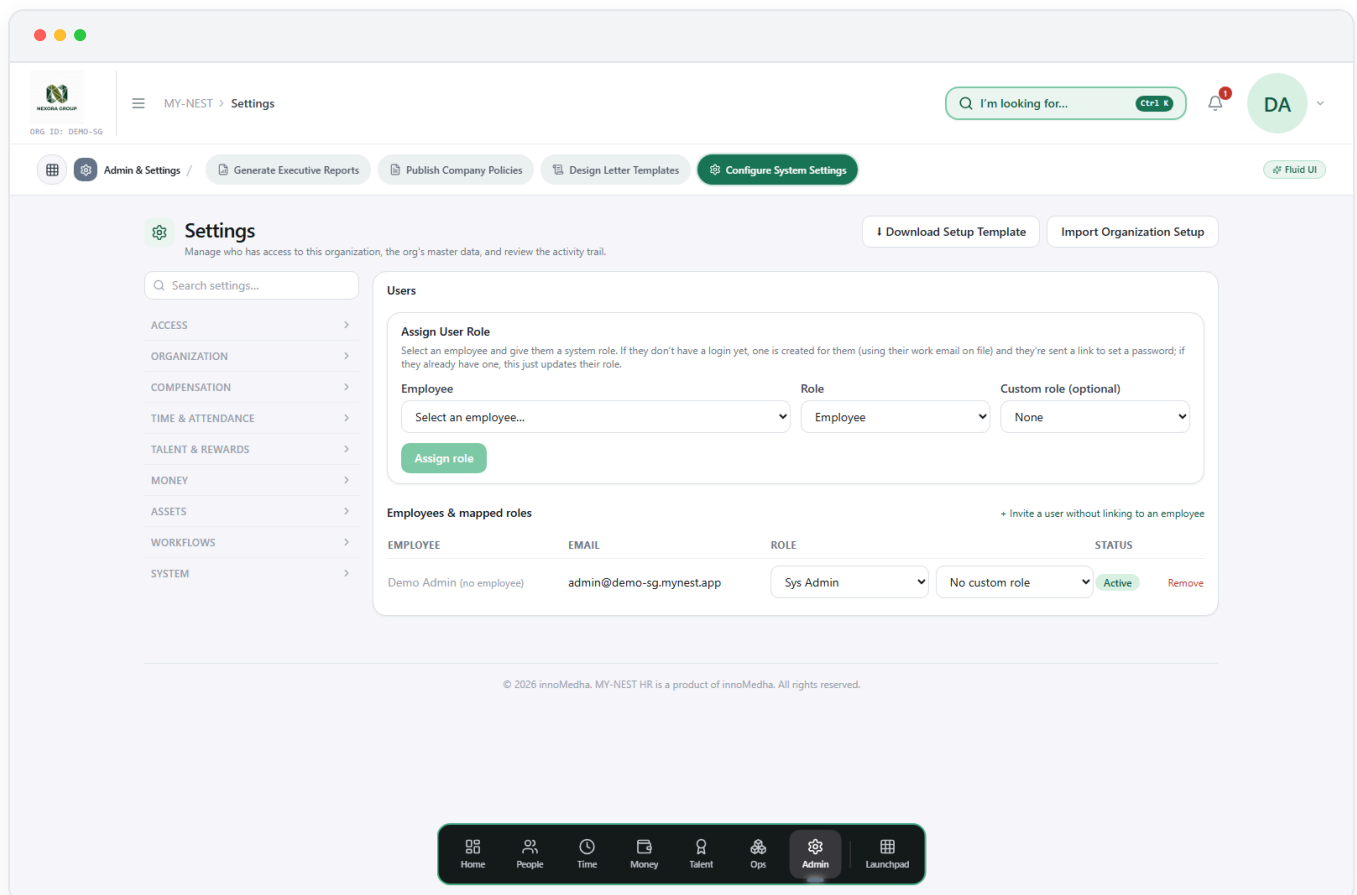
HR that fits in a pocket — and looks like your brand.

Mobile app

- ✓ A native Android app, wrapping the same secure platform your team already uses — installable today, with a Play Store listing in progress.
- ✓ Self-service geolocation punch-in, with an HR-optional face-verification step for distributed or field teams.
- ✓ Push notifications bring approvals, payroll runs and worklist items to a manager's phone the moment they're ready.

Personalization

A Sys Admin picks from eight brand themes and Light/Dark/System appearance, and uploads a company logo. The whole platform re-skins instantly, for every user in the organization, no sign-out required.



Eight curated themes and full dark-mode support — Forest, Ocean, Slate, Plum, Crimson, Teal, Violet and Sunset.

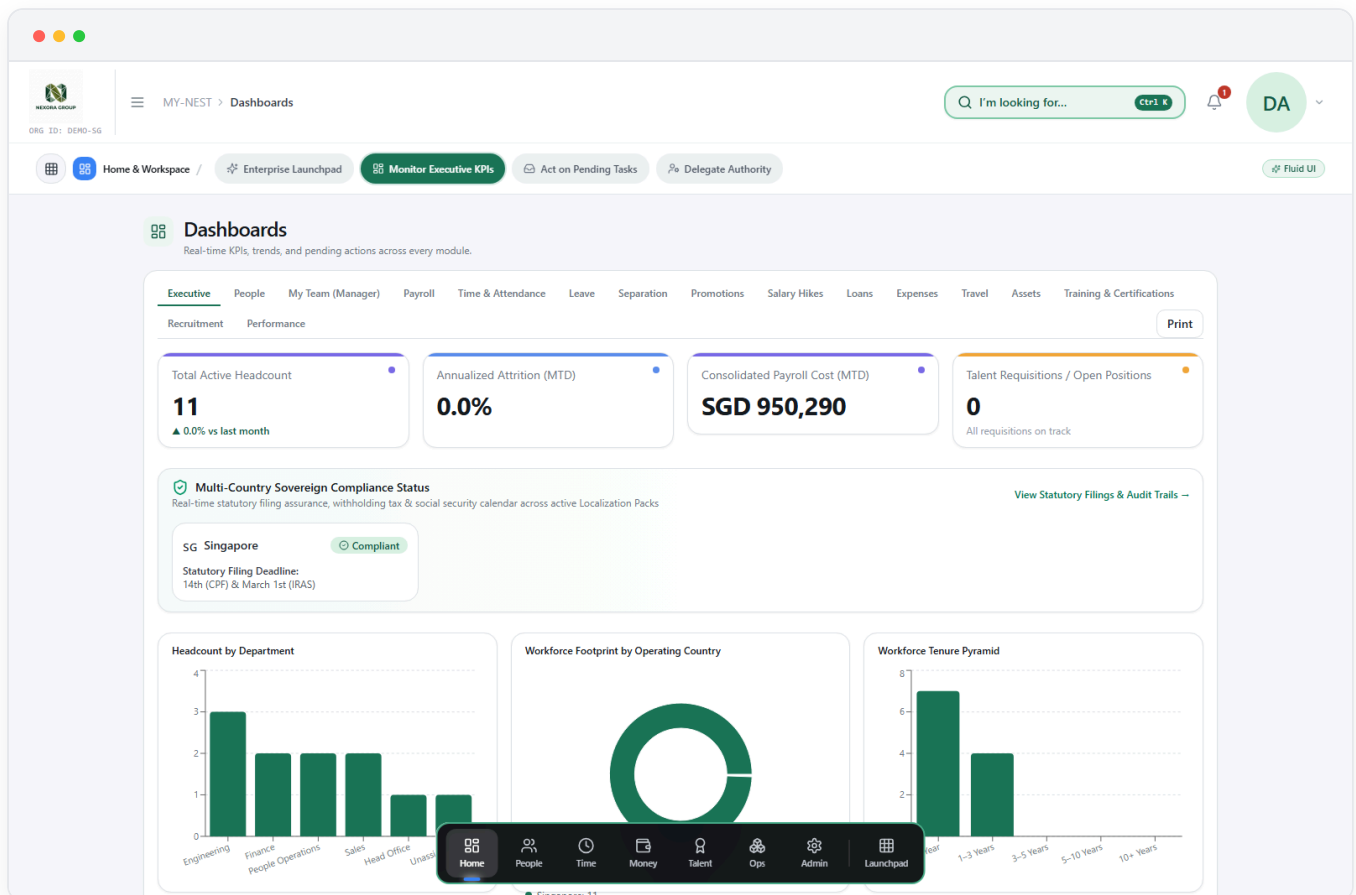
DECISIONS AT A GLANCE

55+ reports. Dashboards for every module — including the three newest.

Every dashboard KPI and every report row reads from the same live data every other screen uses — what you see is always what's really in the system. Employee Promotion, Salary Hike and Employee Separation each now have their own dashboard tab alongside Payroll, Leave and the rest.

- ✓ An Executive dashboard with headcount, attrition, payroll cost and open-position ageing, refreshed in real time.
- ✓ Module-scoped dashboards for Payroll, Time & Attendance, Leave, Separation, Promotions, Salary Hikes, Loans, Expenses, Assets, Training, Recruitment and Performance.

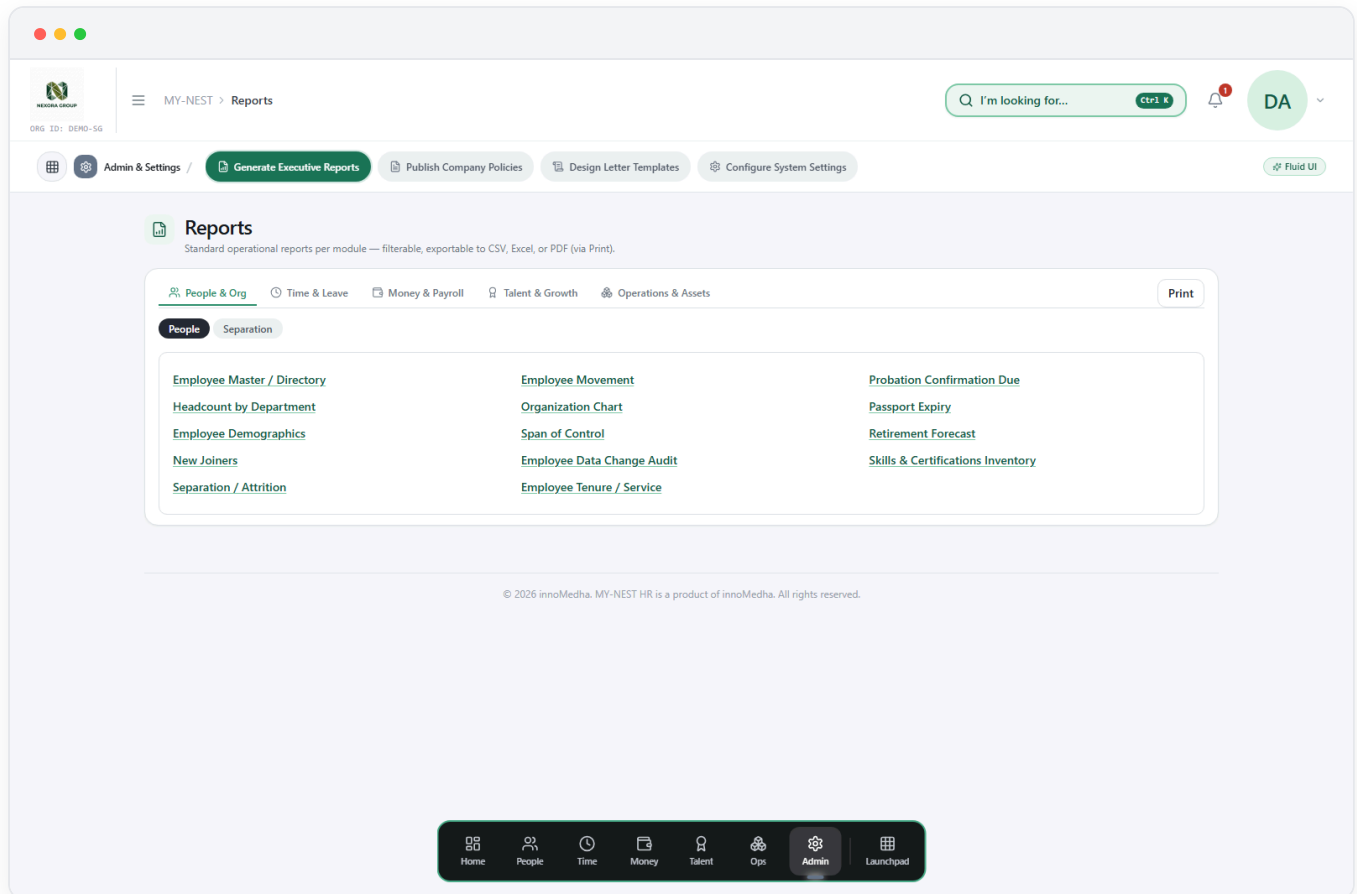
- ✓ Reports organized by module, each exportable to Excel, CSV, or print-to-PDF.
- ✓ Manager, HR Admin and Employee each see a dashboard scoped to what they're allowed to know.



ONE CLICK FROM LIST TO EXPORT

Open a report, see everything, export in one click.

Reports are regrouped into the 5 core Fluid Apps — People & Org, Time & Leave, Money & Payroll, Talent & Growth, and Operations & Assets — each a clickable link that opens full-screen with one-click Excel, CSV, and PDF export options.



MODULAR GROWTH • SCALABLE PLATFORM ARCHITECTURE

Tailored plans for what you need today. Scale into the rest.

MY NEST features transparent, modular subscription tiers aligned to your workforce operational scale. Every plan includes the complete People & Attendance foundation — including Org Directory, 360 dossiers, Leave management, Asset management, and Digital Offboarding — pre-configured with the Singapore Localization Pack for seamless CPF, MOM, and IRAS IR8A compliance.

STARTER TIER

Starter Plan

People, Time & Attendance, Asset Mgmt, Reports

Core HR directory, attendance, leave, asset inventory & separation workflows.

People Apps: Following workflows covered:

- **Employee record mgmt**
- **Org Directory / Company Tree**
- **Employee 360 dossier**
- **Employee Separation:** Resignation workflows & clearance lists

Time & Attendance: Following workflows covered:

- **Attendance Mgmt:** Biometric data sync, web punches
- **Leave Management:** Custom leave types, Leave balances & LOP sync
- **Projects & Timesheets**

Asset Management: Following workflows covered:

- **Asset Inventory Mgmt**
- **Asset Allocation and tracking**
- **Define kit policies & recovery**

Dashboards & Reports & Mobile:
Analytics & Android ESS / MSS app

GROWTH TIER
MOST POPULAR

Growth Plan

Full Statutory Money (Payroll & Financials) Apps

Starter plus Payroll record-keeping, Loans, Claims & Expenses and Travel.

Everything in Starter Plan

Full statutory Money Apps, covering following workflows:

- **Statutory Payroll:** CPF, SHG, FWL, LOP & overtime proration
- **Filing Exports:** Direct IRAS AIS IR8A text & CPF return file
- **Employee Loans:** Multi-tenure loans & automated salary deductions
- **Claims & Expenses:** Mobile receipt capture & payroll reimb.
- **Corporate Travel:** Travel authorisations, advances & reconciliation
- **Financial Reports:** 40+ exportable payroll & expense reports
- **Accounting Sync:** General ledger export for Zoho Books & Tally

Dashboards & Reports & Mobile:
Analytics & Android ESS / MSS app

ENTERPRISE TIER

Enterprise Plan

Complete Enterprise HCM & ATS Suite

Everything: payroll, recruitment, training, performance, assets, travel, loans and expenses.

Everything in Growth Plan

Full suite Talent & Rewards Apps, covering following workflows:

- **Recruitment & ATS:** Candidate pipeline & resume parsing
- **Performance Reviews:** 3-point rating appraisal cycles & goals setting
- **Training & Certification:** 6-month learning plans & credentials
- **Employee Promotion:** Merit progression, band validation & letters
- **Salary Hike Workbench:** Cycle budgeting & peer-group caps
- **Executive BI Analytics:** Real-time KPI dashboards & spend trends
- **Advanced Mobility:** Mobile GPS geofencing & facial punch verification

Dashboards & Reports & Mobile:
Analytics & Android ESS / MSS app

Enterprise SLA:
Dedicated Technical Account Manager

Granular Workflow Comparison & Multi-Entity Provisioning

Itemized 55+ capability matrix checklists, custom Singapore / ASEAN multi-company tenancy, and dedicated SLA contracts available separately on request.

[Request Detailed Spec Sheet →](#)

READY WHEN YOU ARE

Give your HR team one nest, not five nervous systems.

Request a walkthrough of MY-NEST configured for your organization — your own departments, your own pay structure, your own roles, on the web and on Android. We'll show you exactly what your team would see on day one.

TALK TO US

marketing@innomedha.com

REGISTER / BOOK A DEMO

innomedha.com/mynest

