



Back Office Software powered by TurBO

Built on the Salesforce platform, TurBO utilizes the latest in LWC (Lightning Web Components) and 2GP (Second-Generation Managed Packages) technologies. It is completely decoupled from the rest of the TargetRecruit software enabling it to be integrated with any other Salesforce-based solution, with the handshake occurring at the point of Placement.

- Enterprise-grade reporting and dashboards
- Next generation integrations
- Built-in automation tools
- Fully configurable
- Highly customizable

Time Capture and Expense Management

TuRBO supports multiple methods of time capture including our own white-labeled, fully customer branded Timesheet Entry and Timesheet Approval Portals.

- Include data to support customer invoicing by attaching receipts and other documentation
- Approve and reject timesheets, including submitted expenses, effortlessly with our Timesheet Approval Portal
- Customer Defined Fields on the Timesheet Portal to capture specific customer data during time entry
- Import from VMS Systems, Time Clocks, Scheduling systems or other time collection systems
- Track key details for VMS mappings for Rate Codes and Workers making reconciling and importing data easier
- Track the source system for all of your time and expense entries



Rates Engine

The power of TuRBO comes from our Rates Engine, which facilitates the management of Rate Codes, Rate Cards, and Rate Rules. It is capable of handling virtually any Pay and Bill scenario with efficiency and precision.

Rate Codes

The building blocks of TuRBO, Rate Codes can be created to establish common behavior throughout the entire Pay and Bill process. REG, OT, Per Diem and Travel Expenses, to name a few, can all be created.

- Rate Codes are designed to be flexible, and you can use configuration to ensure items behave the same throughout the system
- Control Overtime Eligibility, Payable, Billable, Taxable, Eligible for Commissions, Eligible for Discounts, Eligible for VMS Fees, and more
- Option to use the Rate Code to post to a different GL Account Dimension

Rate Cards

Rate Cards can be configured for different positions. You can also have Effective Dated Rate Cards, which allow future dated and mid-week rate changes.

- Rate Cards provide a set of effective Dated Pay and Bill Rates for a set of Rate Codes
- Future date Rate Changes or have Rate Codes expire
- Set up Rate Card Templates to quickly set up new Rate Cards
- Control which Rate Codes are available for Timesheet Portal worker entry
- Support for workers with different Positions or Worksites on the same Placement (or use two Placements)
- Time Entry across multiple Rate Cards in the same period



Rate Rules

Flexible Rate Rules allow you to manage FLSA, California or other Federal, State or Provincial rules. Add custom Rate Rules for specific clients to manage the most complex scenarios.

Scale your processes and easily visualize how entered time is converted into shifts, overtime, and double time with a clearly stamped audit trail.

- Flexible Overtime Rules to support different Country/State/Provincial law or customer specific requirements
- Custom Rules for Day of Week, Specific Day, Daily OT/DT, Weekly OT, Holidays, and more
- Different Rate Rules for Pay & Bill
- Pay and Bill OT amounts at a different threshold. For example, Pay OT 40 Bill 45
- Automatic calculation of Shift Differentials based on the clock-in and clock-out times of the worker
- Automated Stipend and Per Diem calculations

Payroll Processing

Pay via payroll or accounts payable, with support for multiple payroll systems for different regions or business lines.

Flexible grouping of payroll data can support the requirements of any payroll system.

- Flexible grouping of payroll data to support the required API or Export requirements of the payroll system segmenting off-cycle transactions into different groupings, if required
- Use different payroll providers based on brand, region or division
- Scale to thousands of weekly timesheets
- Integrate with payroll systems such as ADP, Kronos, Workday and Netsuite



Next level Invoicing and Billing

Our invoicing and billing system is a robust solution designed to automatically generate and dispatch invoices, thereby enhancing cash flow and minimising accounts receivables. You can create your own custom invoice templates with complete flexibility to match your clients' preferred invoice format.

- Create invoices the way your customers want to see them. Break invoices as required with automation to ensure that off-cycle entries go in the correct invoice including supporting attachments
- Bill using the billing cycle your customer requires - weekly, Calendar Month, 4/4/5, and more
- Break invoices as needed by Placement, Period End Date, Worksite, Purchase Order, and more
- Track Customer Purchase Orders as time is submitted to get ahead of PO "burn down" and avoid monthly invoice surprises
- Reverse Billing and VMS/MSP management including tracking the Fiscally Responsible Party and VMS Fees
- Track Customer Defined Fields during Timesheet Entry as needed for Work Orders, Matter Numbers and Project Codes which flow through to invoicing
- Configure Sales Taxes and Discounts to display on invoices and accrue Rebates for later processing
- Bill in one currency, pay in another



Additional Functionality

Deal Sheets and Stipend/Per Diem Processing

- Built-in Deal Sheets give you an automated method to incorporate all of your costs for assignment including orientation, per diems, taxes, travel and more
- Rates calculated in a Deal Sheet can flow right into a Placement, which can be easily enabled for Time Entry
- Automated Stipend and Per Diem Calculations

Gross Margin Calculations

- The Deal Sheet helps your team set up the right pay and bill rules for an Assignment then TuRBO lets you track your actual vs. expected margins
- Gross Margin by Time and Expense line
- Ability to track/bill expenses paid directly by the company
- Burden calculations to account for other costs such as employer, taxes, benefits, insurance, and more

Project Based Billing

- Manage Milestone and Deliverable billing
- Include payrolled and contracted workers on the same Project as required
- Manage international projects, sourcing workers from wherever they are needed

Commission and Credit Split Tracking

- Create effective dated commission or credit splits for multiple producers on the same Placement
- Track different types of splits such as combined, sales split or recurring splits
- Track if a Placement should be financially split between different business segments



ERP Integration

- Manage Processing Weeks to ensure your costs and revenues are properly recorded
- Build a General Ledger string to track revenues and costs in your ERP system based on Brands, Branches, Legal Entities, Rate Codes or Transaction Types
- Revenue Recognition and Unbilled Revenue concepts include GL Entries that account for items like VMS Fees

Manage Globally, Execute Locally

- Supports multi-languages
- Supports multi-currencies
- Supports international tax calculations
- Pay in one currency, bill in another

The Key Benefits of a Modern Back Office Software

Centralized data management

•

Enhanced viability

•

Reduced integrations

•

Reduced data lag and mismatch errors

•

Improved team experience



 **TuRBO**

