

• Light industrial staffing · Time clocks & timesheets

PSS Primary Staffing Source · Orange, California

From manual timesheets to one-click payroll in three weeks

A California light-industrial staffing agency placing 150-200 workers per week replaced JazzHR, spreadsheets, a hardware-heavy time clock, and a tangle of email PDFs with one Jombone platform. Biometric tablet time clocks went live across two client sites and head office in days, not months - and freed roughly 60 hours per week of back-office capacity for revenue work.

Vertical	Weekly placements	Internal staff
Light industrial	150-200	Up to 10
Region	Full deployment	Tools replaced
California, USA	3 weeks	6+ systems
Back-office capacity recovered	Time to invoice	Payback
~60 hrs/week	Day zero	~2 months







EXECUTIVE SUMMARY

The time-clock problem that was breaking everything downstream

Primary Staffing Source places 150 to 200 light-industrial workers each week across California - warehousing, manufacturing, food production, logistics, and a growing healthcare practice. Before Jombone, every one of those workers logged hours by hand. The back office wasn't running the business - it was wrapped around the timesheet, with a 25 to 40 percent weekly exception rate cascading into payroll misses and invoice delays.

In a three-week deployment, Jombone replaced JazzHR (10 years of resume data migrated), the manual timesheet process, a hardware-heavy third-party time clock, and the manual stitching to QuickBooks invoicing. **Roughly 60 hours per week of back-office capacity was recovered**, exception rates fell to near-zero, and the recovered capacity went to recruiting - where the team won 20% more placements, replacements, and back-fills by placing faster than competing agencies.

WHAT CHANGED WHEN TIME CLOCKS WENT LIVE

 <p>60 hrs/wk</p> <p>Back-office capacity recovered ~40 hrs payroll prep + ~20 hrs invoicing</p>	 <p>Day-zero</p> <p>Time to invoice 7-10 days manual → same-day on approval</p>	 <p>+20%</p> <p>Placements, replacements, back-fills Won more orders by placing faster than competing agencies</p>
 <p>3 weeks</p> <p>Full deployment Includes 10 years of JazzHR data migrated</p>	 <p>~2 mo</p> <p>Payback period Platform paid for itself in pilot phase</p>	 <p>25-40%</p> <p>Timesheet exception rate, week over week Now near-zero with one-click supervisor approval</p>

"So one delay delays payroll, we cannot do payroll, we cannot invoice. The time sheets was really a hassle for us."

Debbie Andrews · Head of Operations & Co-owner · Primary Staffing Source

1 The pain · pre-Jombone

Manual timesheets, missing dots, and a payroll cycle held hostage

Primary Staffing Source places 150-200 light-industrial workers across California every week. Before Jombone, every one of those workers logged hours by hand. Supervisors signed paper sheets. Sheets came back to the office as scanned PDFs in email. A back-office clerk re-keyed the data into QuickBooks Online for payroll and again, separately, for invoicing. It was a system that worked - until it didn't. Which was every week.

The back office wasn't running the business - it was wrapped around the timesheet. Spreadsheets passed between team members. Missed punches chased back to supervisors. Repeat exceptions every payroll cycle. In a typical week, **1 in 3 to 2 in 5 timesheets needed rework** - a 25 to 40 percent exception rate that cascaded straight into payroll misses and invoice delays.

- ▲ **1 in 3 timesheets needed rework.** Handwritten 4s and 5s, missing dots, illegible hours. Every error sent the back office back to the supervisor. Every back-and-forth delayed payroll. Every delayed payroll delayed invoicing.
- ▲ **The supervisor was the system.** Real-time visibility into who clocked in, who was on break, who was a no-show didn't exist. Every site relied on a single supervisor's attention.
- ▲ **Time clocks existed - but couldn't be deployed.** The prior third-party time clock required hardware procurement, on-site installation, and a separate onboarding for every worker. Not economically feasible on low-headcount sites - so most sites never got one.
- ▲ **Two platforms, two reconciliations.** Timesheets in email, invoicing in QuickBooks. No single source of truth on what was correct, what was billed, what was disputed.
- ▲ **Compliance was untracked.** Onboarding, California health and safety, training records - all manual, spread across Google Drives, email threads, and DocuSign envelopes.
- ▲ **Recruiters were back-office clerks.** The team meant to fill orders, manage replacements, and grow client share spent its week reconciling spreadsheets. Every hour on payroll prep was an hour not spent on a fill.

"When you write a 5 or a 4, the dot is missing, there's something missing on the time sheets - you go back, and then it used to delay payroll. So one delay delays payroll, we cannot do payroll, we cannot invoice. And then invoicing was on a different platform. We used to get manual time sheets through email and then we need to put the entire data on QuickBooks. So it was too many platforms to use to keep track of what is the correct invoice, what is not correct."

Debbie Andrews · Head of Operations & Co-owner

2 The decision · why one platform

One system instead of stitching six

The Andrews team had a clear shortlist of pain: timesheets, payroll prep, invoicing, ATS, compliance, and a time clock no one could deploy. Adding another point tool was not the answer. They wanted recruiting, time capture, supervisor approvals, payroll prep, invoicing, and client visibility under one roof - and they wanted it fast enough to be running before the next quarter.

What sold them was that Jombone wasn't asking them to bolt a time clock onto an old stack. It was offering to retire the old stack entirely.

"You also said the same platform could be used for recruiting. So that was really exciting for us. It's like a one-stop shop - right from recruiting to the time sheets and then to payroll, everything is in one place. So that's the best thing."

Debbie Andrews · Head of Operations & Co-owner

3 The deployment · three weeks, end-to-end

Three weeks. Two client sites. One internal office. Ten years of data.

1 Week 1 - Platform setup & user training

Internal team, client portals, and supervisor accounts configured. Compliance workflows mapped to California requirements. Recruiter and onboarding seats provisioned.

2 Week 2 - Time clocks live on site

iPad-based biometric time clocks installed at two client sites and head office. No hardware procurement, no per-worker onboarding overhead. Mobile geofenced punch enabled for workers off-site. Supervisor approval flows configured per site.

3 Week 3 - Data migration & ATS cutover

10 years of resume data migrated out of JazzHR into Jombone in under a week. ATS validated against live searches. JazzHR retired. QuickBooks Online integrated as the system of record for accounting; payroll prep and invoicing flow from Jombone directly into QBO.

4 The centerpiece · time clocks & timesheets

The hardware-free time clock that finally got deployed

Every prior attempt to put real time capture in front of light-industrial workers had stalled on the same wall: hardware. A wall-mounted punch clock at every client site, individual procurement, an IT visit to install, a separate onboarding for every new worker. The economics never worked on a 10-worker site - so most sites never got one, which is why "the supervisor had to be on his toes" became the system.

Jombone replaced all of that with an iPad or tablet running biometric facial recognition. Plug it in. Mount it. Done. Off-site workers clock in through a mobile app with geofencing. Supervisors approve at the end of the week. The data is in payroll prep before the timesheet leaves the floor.

The time-clock stack deployed in week 2

Six capabilities, one platform, zero hardware procurement.

■ **Biometric facial recognition**

iPad/tablet wall-mount with face capture. Eliminates buddy punching by design.

■ **Mobile geofenced punch**

Workers off-site clock in from the Jombone mobile app inside a defined geofence.

■ **One-click supervisor approval**

End-of-week timesheet review with AI-flagged anomalies. Approve in seconds, not hours.

■ **Real-time client visibility**

Clients see who clocked in - live. No more chasing supervisors for a status check.

■ **No-show early warning**

Missed-punch notifications fire to the back office before the client knows there's a gap.

■ **Direct payroll & invoicing handoff**

Approved timesheets flow to payroll prep and invoicing the same minute. QBO integrated, not replaced.

"With Jombone, we get notifications if a person has not clocked in. That way we know, okay, this is a possible no-show. We have time to call. Before the client comes to us, we are able to go back to the client."

Debbie Andrews · Head of Operations & Co-owner

5 The result · what changed

From back-office bottleneck to recruiting bandwidth

Once time capture was clean, every downstream system got its time back. The back-office team stopped chasing timesheets and re-keying data across platforms. Payroll prep dropped from an estimated **40+ hours per week of administrative work to a few clicks**. Invoicing - which used to take 7-10 days and a stack of manual entries - now happens the same day timesheets are approved. Timesheet exceptions fell from a 25-40% weekly rate to near-zero.

That recovered capacity didn't go to overhead. It went to recruiting - and then it went to the top line. Light industrial staffing is a velocity game: when recruiters can screen, qualify, and place faster than the agency down the street, they win more orders from clients they already have. **Placements, replacements, and back-fills lifted by 20% across existing and new clients** - not because Primary Staffing Source added headcount or won new logos overnight, but because their recruiting team finally had time to recruit while the agencies they competed against were still chasing spreadsheets. The same hours also moved into hyper-care of existing accounts, referrals, marketing, and sales prospecting - the strategic work most staffing companies under-execute when their back office is overloaded.

"Everything is in one place. I want something - I just log into Jombone and I get my report, I get my spreadsheet, I have everything. And even the invoices - it goes directly. I download the invoice and I can send it through. It's really hassle free."

Debbie Andrews · Head of Operations & Co-owner

6 What Jombone replaced

Six categories of tooling, one platform

The point isn't that Jombone added another tool. It's that it retired six.

BEFORE JOMBONE	AFTER JOMBONE
JazzHR ATS (10 years of resume data)	✓ Jombone ATS - native, AI-powered
Manual timesheets via email PDFs	✓ Biometric tablet + mobile geofence + supervisor approval
Third-party time clock (hardware-heavy)	✓ iPad/tablet time clock - plug and play
QuickBooks Online (standalone, re-keyed)	✓ QuickBooks Online (integrated, automated)
Google Drives + DocuSign/E-sign	✓ Native onboarding + e-signature + document storage
Untracked compliance & training records	✓ 100% compliance coverage tracked & auditable
Spend on Indeed for every requisition	✓ Re-engagement of 10 years of migrated talent data

THE ENTERPRISE VIEW

Why we're rolling Jombone out across every client we serve



In early December, we successfully set up the time clock system across two client sites as well as our own office. The implementation was seamless - employees clock in and out using iPads, supervisors approve timesheets at week's end, and our accounting team can process invoices and payroll with just a few clicks. Given the success of this pilot, we plan to expand implementation across all clients' enterprise wide.

DA

Daniel Andrews

President & CEO · Primary Staffing Source

WHAT THEY TELL THEIR PEERS

Real-time platform, real-time support



It's not a product which was just sold and forgotten. The after-sales service has been really, really good. There was never a time anybody from Jombone has said, "not now." They always said, yes, we are here for you.

Debbie Andrews · Head of Operations & Co-owner



Data migration went better than expected, including the transfer of our entire resume database from JazzHR to Jombone. The system delivered exactly as promised - no surprises or additional costs.

Daniel Andrews · President & CEO



It really is a fact and I can vouch for it. Daniel can vouch for it. My staff here can vouch for it. So it really has helped us in many ways.

Debbie Andrews · on the record

Your time clocks shouldn't be your bottleneck.

If timesheets are running your week instead of you, we'll show you what a three-week deployment looks like. iPad on the wall. Mobile in the field. Payroll on Monday.

[Book a demo · jombone.com/get-a-demo](https://jombone.com/get-a-demo)