



SALES & PARTNER PLAYBOOK

CrewFoundry

CrewFoundry gives project-driven and field teams one workspace for hiring, people records, and who is actually free to staff the next job.

Hiring

People records

Resourcing

Time and pay

AI agents

PREPARED BY

Burdenoff Consultancy Services Pvt. Ltd.

PRODUCT

crewfoundry.com

BOOK A CALL

calendly.com/vignesh-burdenoff/1-1



00 How to use this playbook

Read the opportunity signals and the one-question test first; they will tell you within a single conversation whether a prospect is worth pursuing. Use the persona hooks to open, the objection responses when the conversation turns hard, and the discovery questions to qualify properly rather than optimistically. When you have a live opportunity, send us the handoff details and we take the technical conversation from there.

IN A HURRY

Read sections 01–03 and 18. That is enough to recognise an opportunity and open a conversation.

BEFORE A MEETING

Add 06–08, 10 and 16 — who buys, what they buy, what it costs, and what they will push back on.

HANDING OVER A LEAD

Sections 19–22 tell you exactly what to send, to whom, and what you earn for it.

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01 Product Overview

CREWFOUNDRY.COM

CrewFoundry is a workforce platform that runs the whole working life of a person in one place: hiring, onboarding, employee records, departments and teams, time and leave, pay records, projects and allocation, and the clients and vendors that project work bills to. Because it is one data model rather than several products bolted together, a candidate becomes an employee and then a staffed resource without anyone re-typing their details. Skills sit on people, candidates and work, so managers can search by capability instead of guessing from job titles. Learning and a talent marketplace are being built on the same foundation and are honestly marked as in progress throughout this document.

CATEGORY

Workforce platform, sitting between HR systems that do not do resourcing and professional-services resourcing tools that do not do HR. Built for organisations of roughly 50 to 5,000 people who staff people onto projects, engagements or field crews.

WHERE IT STANDS TODAY

Generally available and open for sign-up, but young. The hiring, people-operations, resourcing, time, leave, pay-record, analytics, governance and AI-agent capabilities are live. Learning, the talent marketplace, workflow-driven approvals, native mobile and scheduled AI monitoring are in progress or planned, and are marked as such. There are no public reference customers yet.

HOW CUSTOMERS GET IT

Software as a service on a shared, multi-tenant platform. A workspace is created in minutes and a team can be productive the same week rather than after a multi-month implementation. Enterprise customers can take a dedicated tenant or a self-hosted deployment, with data-residency options and customer-managed keys available under contract. Migration from an existing applicant tracker, HR system or spreadsheet is offered as a paid professional service.

Web application at app.crewfoundry.com — the complete product

Marketing site and pricing at crewfoundry.com

Documentation at docs.crewfoundry.com

In-product AI assistant available on every page

Model Context Protocol server with thirty-one workforce tools for external AI agents

Open API for integrations and automation

Command-line tool, Node and Python libraries, browser and editor extensions — announced, not yet released

Native mobile app for approvals, time capture and field check-in — planned

02 One-Line Pitch

SAY EXACTLY THIS

"CrewFoundry gives project-driven and field teams one workspace for hiring, people records, and who is actually free to staff the next job."

SHORTER, FOR A CHAT MESSAGE

One workspace for hiring, people records, and who is free to staff the work.

THE CATEGORY SENTENCE

CrewFoundry is a workforce platform for organisations that staff people onto projects, crews and client engagements.

03 30-Second Elevator Pitch

SPOKEN, ROUGHLY 30 SECONDS

"Most companies that run on projects juggle an applicant tracker, an HR system, a learning tool and a staffing spreadsheet that never agree. CrewFoundry puts them in one workspace. A candidate becomes an employee, gets onboarded, and gets allocated to a project on the same record, with no re-keying. Ask who holds a skill and is genuinely free in a date window, and approved leave has already been taken out of the answer. Managers stop holding the weekly resourcing meeting and start reading the answer instead."

IF THEY ARE TECHNICAL

CrewFoundry is one workforce data model behind a single API: employees, departments, teams, projects, postings, candidates, interviews, onboarding, time, leave and pay records all live in the same workspace rather than in synchronised copies. Every operation is authorised centrally before it runs, so the web app, the in-product assistant and an external AI agent all pass through identical permission checks. There is a published Model Context Protocol server with thirty-one workforce tools, so the assistant your team already uses can read and update CrewFoundry signed in as a real person.

IF THEY ARE A BUSINESS BUYER

You are probably paying for an applicant tracker, an HR system, a learning tool and a marketplace, and still keeping the staffing plan in a spreadsheet. CrewFoundry replaces that stack with published flat-fee plans that start free and do not charge per module. The commercial payoff is fewer tools to reconcile, a real answer to who is on the bench, and an audit trail that already exists when someone asks for it.

04 Problem We Solve

These are the recurring pains that make a prospect worth a conversation. If a company recognises three or more of them, CrewFoundry is worth twenty minutes of their time.

Nobody can say who is actually free next week

Who feels it: Resourcing leads, delivery directors, operations managers

What it costs them: Staffing decisions are made from memory in a weekly meeting, people sit on the bench unnoticed, and someone quietly ends up on three projects at once. In a services business, bench time is the largest controllable cost and it is discovered in the monthly report rather than on the day it starts.

How CrewFoundry answers it: Availability is a query, not a meeting. Ask for people who hold a set of skills, optionally narrowed by department and a date window, and anyone on approved leave across that window is removed from the answer. Pending and rejected requests do not block anyone. A separate view returns one person's total hours, billable hours and per-project split for the same window, counted from the time entries their team already files.

The applicant tracker and the HR system disagree about the same person

Who feels it: Talent acquisition, HR coordinators, hiring managers

What it costs them: Every hire triggers a manual re-keying step. Contact details are mistyped, skills captured during interviews are lost, and two systems hold two versions of one employee that finance and IT then have to reconcile.

How CrewFoundry answers it: Posting, candidate, interview and employee are stages of one record, not four records in three products. The contact details and skills captured while hiring are already present when the person becomes an employee, so there is nothing to copy. One-click promotion and a fully automated onboarding sequence on top of that spine are committed roadmap; the spine itself is live.

Onboarding is improvised for every new starter

Who feels it: HR directors, hiring managers, IT

What it costs them: Paperwork stalls, an account is missing on day one, and a good hire forms a bad first impression. The pieces sit in four inboxes and nobody can say which task is holding up a start date.

How CrewFoundry answers it: Each new hire gets a tracker seeded with a five-stage journey — offer, paperwork, IT setup, training, day one. Every checklist item carries an owner and a due date, completion rolls into a live progress percentage, and one board shows every new hire in flight and exactly which task is blocking a start.

Skills live in people's heads, not in the system

Who feels it: Delivery leads, L&D, staffing managers

What it costs them: Work is staffed by job title because capability is not searchable, so a qualified person is passed over and an expensive contractor is hired to do something someone already knows how to do.

How CrewFoundry answers it: Skills attach to employees, candidates and work as a shared vocabulary, so capability is filterable across hiring and staffing. Be straight with prospects about the limit: skills are free text today, so different spellings of the same skill do not match. Canonical skills with aliases, proficiency and related-skill links are being built and will include trade capabilities such as forklift certification and site safety.

Leaders are handed seven dashboards and asked for one opinion

Who feels it: Chief operating officers, chief people officers, founders

What it costs them: Every number has to be reconciled before it can be trusted, board reporting takes a week, and the picture is always describing last month.

How CrewFoundry answers it: One workspace read returns the live people, hiring, project and operations picture, because the analytics read the same records every other part of the product writes. Utilisation, bench count and over-allocation are arithmetic over your own time entries, which means any figure on the screen can be checked by hand.

The commercial side of project work lives in a different system to the people

Who feels it: Operations leads, finance, agency and consultancy owners

What it costs them: Client revenue, vendor cost and the project they belong to are stitched together in a spreadsheet at month end, so margin per engagement is a retrospective guess.

How CrewFoundry answers it: Clients, vendors and invoices sit in the same workspace as the projects and the people, so you can see which client a project bills to and what a vendor costs against it without an export. Time entries carry project attribution, which is what connects hours worked to what was billed.

HR data governance is bolted on after an audit goes badly

Who feels it: Enterprise people teams, compliance, IT security

What it costs them: Salary and candidate data end up reachable by people who should not see them, and proving who did what to a record means reconstructing it from email.

How CrewFoundry answers it: Every operation is authorised centrally before it runs, whether the request came from the web app, the assistant or an external AI agent. Pay records sit behind a permission of their own rather than general workforce access. Changes are logged with personal and financial values blanked out first, and bulk export of people data requires explicit, time-bounded consent.

05 Value Proposition

Five things a partner can say with confidence, each with something concrete in the product behind it.

Staffing becomes a question you can ask

The most expensive recurring question in a project business is who has the skill, who is free, and who is already over-committed. CrewFoundry answers it directly rather than making three people reconcile two spreadsheets. Availability and allocation read from the same records that time tracking and leave approval already write to, so the answer cannot drift away from reality.

Evidence: Skill and date-range availability search with approved leave subtracted, per-person allocation across projects, and a weekly utilisation matrix with bench and over-allocation counts, all computed from filed time entries.

Candidate ranking you can defend to the person you rejected

Two hundred applicants is a ranking problem, and most tools answer it with an opaque score. CrewFoundry ranks live applicants against a requisition using a fixed rule: skill coverage counts for seventy per cent, fit with the role's experience band for thirty. Every row shows both numbers, the requirements met, the ones missed, and a written sentence explaining the total.

Evidence: Scoring reads only skills and years of experience. Names, contact details and anything adjacent to a protected characteristic are never part of the calculation, so two people with the same skills and experience rank identically.

Enterprise governance without an enterprise project

Access control, tenant isolation, audit, billing, quotas, file storage and multi-language support are inherited from the platform CrewFoundry is built on rather than reimplemented. That is why a small company gets controls that usually arrive only with a large contract, and why the same controls apply uniformly across every surface.

Evidence: Central authorisation on every operation, personal and pay fields redacted before the audit record is written, consent-gated bulk export, and published plans with enforced usage quotas.

One record from application to pay slip

Hiring, onboarding, employment, allocation, time, leave and pay are stages of the same record rather than separate products joined by integration glue. That removes the re-keying step where most data errors are introduced, and it means the directory the recruiter sees is the directory resourcing and analytics work from.

Evidence: Job postings, candidates, interviews, employees, departments, teams, onboarding trackers, projects, time entries, leave requests and pay records are all native to one workspace.

Your own AI assistant can work your workforce

An AI-native product should not force you to use its AI. CrewFoundry publishes a Model Context Protocol server, so an assistant your team already uses can read and update workforce data inside a normal conversation. Connecting it means approving a browser sign-in as yourself, not pasting a shared secret into a configuration file.

Evidence: Thirty-one workforce tools grouped by domain, read-only reference resources for grounding, and every call passing through the same permission checks as the web app — including the separate permission that keeps pay data out of general access.

Published pricing that starts at nothing

Plans are on the website with prices, including a free tier for fifteen people and regional pricing in local currencies. There is no per-module stacking and no requirement to speak to sales before seeing a number. A prospect can evaluate the product properly before any commercial conversation happens.

Evidence: Free, Starter at 99 dollars a month, Growth at 399, Business at 999, and per-employee Enterprise pricing, all published, with four-band regional pricing and Indian rupee prices.

06 Ideal Customer Profile

A 100 to 1,000 person organisation that staffs named people onto projects, engagements or field crews, has outgrown spreadsheets, and cannot afford a twelve-month enterprise HR implementation.

SEGMENT	TYPICAL SIZE	WHY THEY BUY
Consultancies, agencies and professional-services firms	50 to 5,000 consultants	They live on billable utilisation and bench visibility. Resourcing, skills and time attribution are the daily job, and no HR system does them. This is the strongest fit in the whole list.
Staffing and recruitment firms	50 to 2,000 internal staff, far larger candidate pools	Candidates, clients, vendors, placements and invoices all sit in one workspace, which is exactly the combination they currently assemble from an applicant tracker, a customer database and a spreadsheet.

SEGMENT	TYPICAL SIZE	WHY THEY BUY
Engineering, construction and field-services operators	100 to 2,000 workers across sites	Crews allocated to sites, time and overtime attributed to projects, and office and field staff in one model. Be honest that the mobile app and shift rostering are still to come.
Scaling technology and product companies	100 to 1,000 employees	They want an API-first platform that fits an engineering culture, consistent onboarding as headcount doubles, and internal mobility based on capability rather than title.
Small businesses professionalising people operations	10 to 60 employees	The free tier and the 99 dollar plan give them a real system instead of spreadsheets, with a path to hiring and resourcing later without changing platform.
Enterprise people teams consolidating tools	1,000 employees and above	One workforce model, one audit trail and one identity integration replacing an accumulation of separate hiring, records and learning systems. Expect a longer evaluation and questions about certification.

GEOGRAPHIES

India and the United States are the primary markets, with published four-band regional pricing that covers Europe, the United Kingdom, the Middle East, Latin America, Southeast Asia and Africa. Data-residency options exist under enterprise contract. European buyers with strict data-protection procurement should expect a longer conversation, as the formal European compliance programme starts when European hiring enters the roadmap.

NOT A FIT – DO NOT CHASE

- A company that only wants a simple HR record system and never staffs anyone onto a project — a cheap per-employee HR product will serve them better and cost less.
- A buyer whose main requirement is running statutory payroll or acting as employer of record across many countries. CrewFoundry keeps pay records and integrates with payroll providers; it does not file taxes or employ anyone on your behalf.
- An organisation that requires a completed SOC 2 or ISO 27001 report before signing. The certification programme has not started yet, and pretending otherwise will end the relationship badly.
- A team whose non-negotiable requirement is a mature native mobile app for frontline workers today. The web product works on a phone, but the native app is still on the roadmap.
- A buyer who wants a freelancer marketplace with escrow and payouts as the primary purchase. Listings and bookings exist, but fund custody and settlement are not live — send them to a marketplace instead.
- Anyone whose hiring process depends on deep structured-scorecard workflows and a large sourcing-integration ecosystem. A specialist applicant tracker still wins that comparison.

07 Buyer Personas

Five roles show up in almost every CrewFoundry conversation. Each cares about something different, and opening with the wrong one costs you the meeting.

Chief operating officer or head of resourcing

WHAT THEY WANT

Keep utilisation high, keep the bench small, and staff engagements without a weekly firefight. This person usually owns the budget in a services firm.

WHAT FRUSTRATES THEM

The staffing plan is a spreadsheet one person guards and everyone distrusts. Bench time is discovered late. Over-allocation is discovered when someone burns out.

Open with: How long does it take you to find out that a consultant has come off a project and has nothing next?

They will ask: Can it tell me who is free and qualified for a date range, and does that number come from real timesheets or from a planning sheet somebody typed?

Chief people officer or HR director

WHAT THEY WANT

One trustworthy source of truth for the workforce, a hiring process that flows into onboarding, and an audit trail that already exists when someone asks for it.

WHAT FRUSTRATES THEM

Five systems that disagree, manual re-keying at every hire, improvised onboarding, and reporting that takes a week to assemble.

Open with: When somebody joins, how many systems does their name get typed into before their first day?

They will ask: How do you protect salary and candidate data, and what exactly can each role see?

Talent acquisition manager

WHAT THEY WANT

Fill roles faster, keep the hiring team working from one pipeline, and be able to explain why one candidate was shortlisted over another.

WHAT FRUSTRATES THEM

Feedback scattered across inboxes, a spreadsheet of names that never matches the job description, and a scoring tool nobody can defend.

Open with: If a rejected candidate asked why they did not make the shortlist, could you show them the reasoning?

They will ask: Is the candidate matching an AI model, and what data does it actually read?

Finance director or agency owner

WHAT THEY WANT

Know the margin on each engagement, keep tool spend predictable, and stop paying for four overlapping systems.

WHAT FRUSTRATES THEM

Per-module pricing that creeps, project cost assembled at month end, and no line of sight from hours worked to what was invoiced.

Open with: What are you spending in total across your hiring, HR and staffing tools this year?

They will ask: What does this cost at our size, and what happens to the price when we grow?

IT director or head of security

WHAT THEY WANT

Fewer integrations to maintain, single sign-on, and confidence that a new system will not become the weak point holding the company's most sensitive data.

WHAT FRUSTRATES THEM

Every new HR tool means another identity integration, another data-processing agreement and another place personal data can leak from.

Open with: Who in your business can currently pull the whole employee list, salaries included, without anybody knowing?

They will ask: Do you have SOC 2, where does the data live, and how is access enforced for AI features?

Operations or site manager, field businesses

WHAT THEY WANT

Get the right crew to the right site, capture hours and overtime accurately, and reach workers who are not sitting at a desk.

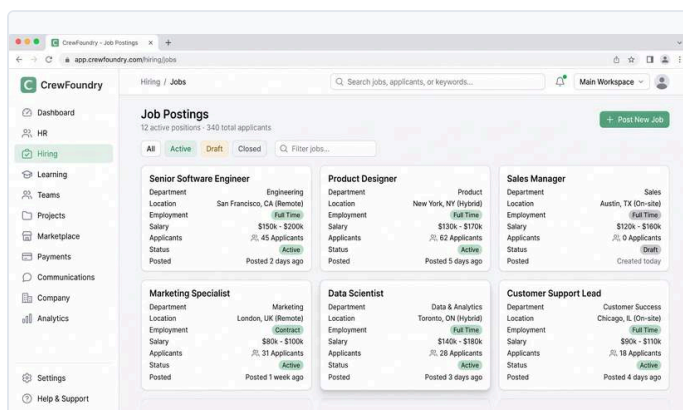
WHAT FRUSTRATES THEM

Rosters on paper, time captured twice, and company announcements that never reach the floor.

Open with: How do your site crews record their hours today, and how long before that shows up against the job?

They will ask: Does this work for people who do not have a computer, and is there an app?

Fourteen situations the product is genuinely good at. Each names the role, the bind they are in before CrewFoundry, and what changes. Where something is still being built, it says so.



TALENT ACQUISITION MANAGER

Open a requisition the whole hiring team works from

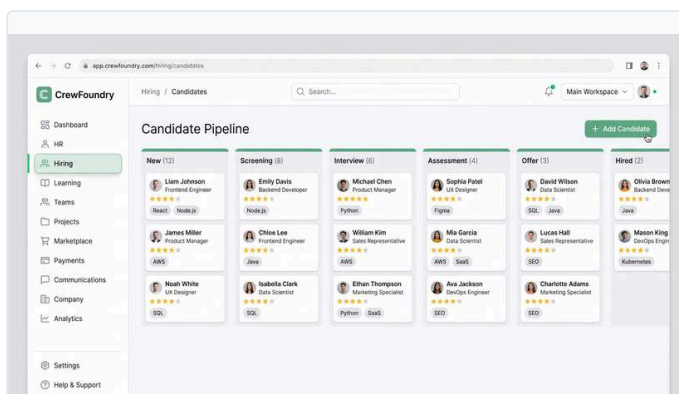
THE SITUATION

The job description is trapped in a document, the list of applicants is a spreadsheet that never quite matches it, and nobody can say what shape the funnel is really in.

WHAT HAPPENS WITH CREWFOUNDRY

You open a posting with the role, department, location, employment type, experience level, salary band, structured requirements, benefits and a deadline, then publish it to the hiring team. As people apply, the applicant count rises against the posting. Status moves explicitly between open, paused and closed, and history is kept when a role closes.

One living requisition the whole team works from, with no separate applicant-tracking product to license and reconcile.



HIRING MANAGER

Get every interview opinion into one decision view

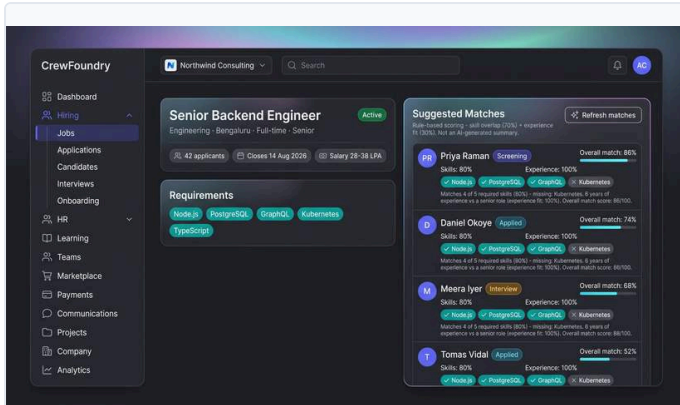
THE SITUATION

Interview feedback arrives as a relay of half-remembered opinions across email and chat, and the decision gets made by whoever spoke last.

WHAT HAPPENS WITH CREWFOUNDRY

Each applicant becomes a candidate carrying contact details, applied role, source, experience and a rating. Interviews are scheduled against them, recording who met the candidate and what each interviewer thought as structured feedback rather than free-form notes.

The hiring manager sees the whole picture in one pipeline, and the record carries forward when the candidate is hired.



TALENT ACQUISITION MANAGER

Rank two hundred applicants and show the working

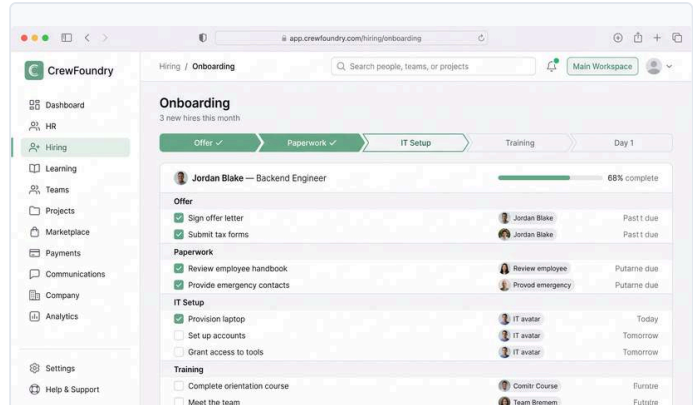
THE SITUATION

A popular posting attracts far more applicants than anyone can read, and the available scoring tools produce a number nobody can explain to a hiring manager or a rejected candidate.

WHAT HAPPENS WITH CREWFOUNDRY

Open the requisition and generate suggested matches. Every live applicant is scored against the posting's structured requirements: skill coverage carries seventy per cent, fit with the experience band thirty. Each row shows both sub-scores, the requirements matched, the requirements missed, and a written rationale for the total.

A ranked shortlist that survives being questioned, because it is a fixed rule reading only skills and experience, not a model trained on past hiring decisions.



HR DIRECTOR

Run every new starter to day one without anything dropping

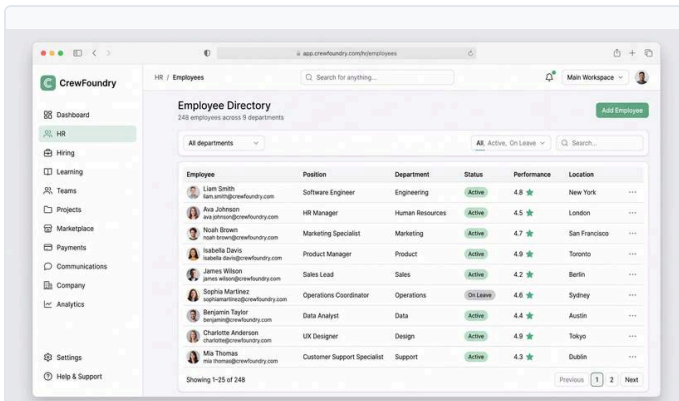
THE SITUATION

Between offer accepted and productive on day one, paperwork stalls, an account is missing and the pieces sit in four different inboxes with no single owner.

WHAT HAPPENS WITH CREWFOUNDRY

Accepting an offer starts a tracker seeded with five stages — offer, paperwork, IT setup, training and day one. Every task carries an assignee and a due date, completion rolls into a live progress percentage, and tasks can be added, reassigned, re-dated or removed as things change.

One board shows every new hire in flight and exactly which task is holding a start date up.



HR DIRECTOR

Keep an org model that is true today, not last quarter

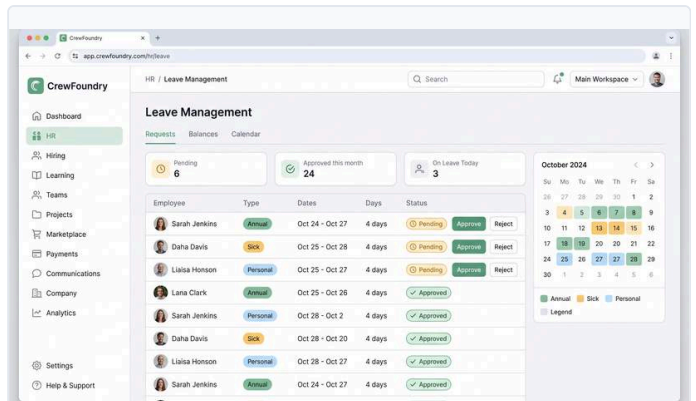
THE SITUATION

The org chart in the slide deck was wrong the day after it was made, and nobody can answer who reports to whom without asking three people.

WHAT HAPPENS WITH CREWFOUNDRY

Employees are created, updated and offboarded with role, reporting manager, status, start date and skills. Departments carry a head, headcount, budget and location; teams carry a lead, named members and the projects they own. Employee documents attach to the record using the platform's secure file storage.

A live, governed directory that hiring, resourcing, learning and analytics all read from, instead of four partial copies.



HR OR PAYROLL OPERATIONS LEAD

Run the people week — leave, time and pay records

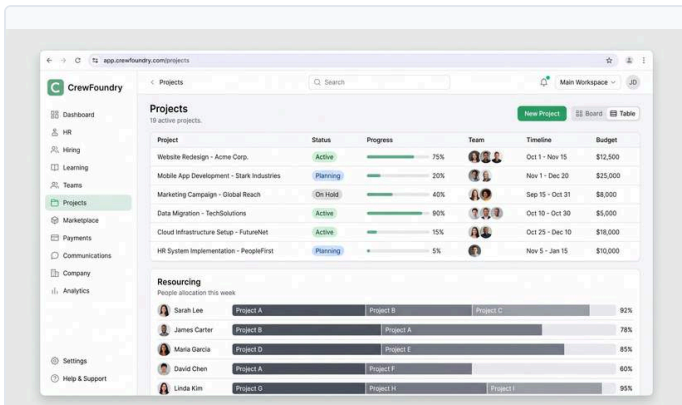
THE SITUATION

Leave sits in email, hours are captured twice, and payroll inputs are assembled by hand every period from three sources that never agree.

WHAT HAPPENS WITH CREWFOUNDRY

Employees submit typed leave requests with dates and a reason; approvers act on them and the trail is kept. Time entries capture clock-in and clock-out, total hours, overtime and the project the hours belong to. Pay records hold gross, deductions, net, pay period, pay date and method.

The daily part of HR runs in one place and feeds resourcing and project finance rather than being reconstructed after the fact.



DELIVERY OR BUSINESS MANAGER

Turn resourcing into a first-class loop

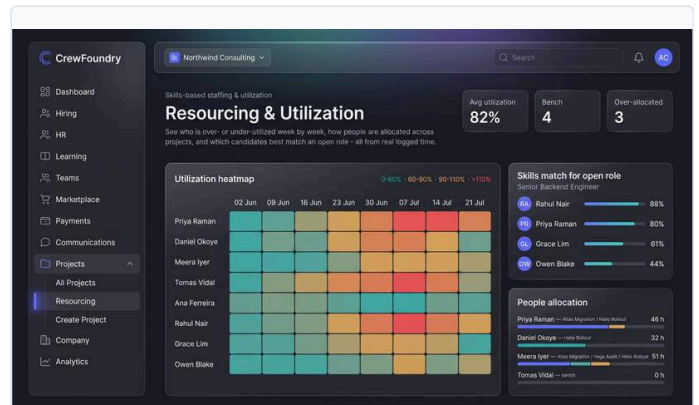
THE SITUATION

Who is on what lives in a spreadsheet one person maintains and everyone else distrusts, and it is out of date the moment a project shifts.

WHAT HAPPENS WITH CREWFOUNDRY

Projects are defined with status, priority, dates, budget and spend. Teams get a lead, members and the projects they own. People are allocated to the work, and because projects connect to time entries and invoices, the allocation shows up in utilisation and in budget burn.

Allocation is visible at a glance rather than reconstructed, and resourcing decisions stop being an island.



RESOURCING LEAD

Ask who is qualified and genuinely free

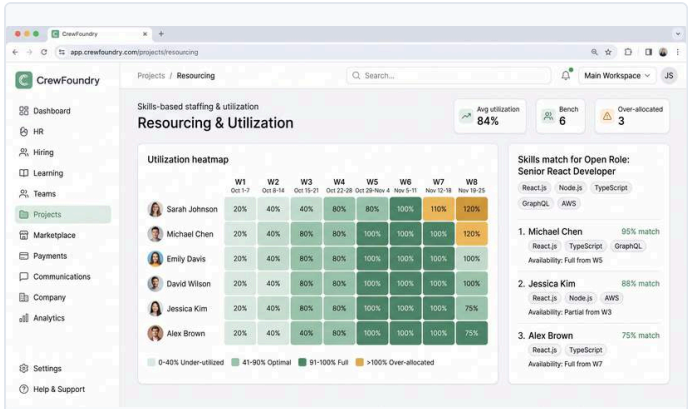
THE SITUATION

Answering who has this skill, who is free, and who is already double-booked takes three people, two spreadsheets and a guess — every single week.

WHAT HAPPENS WITH CREWFOUNDRY

Ask for active people holding every skill in a set, optionally scoped to a department and a date range. Anyone with approved leave overlapping that window is removed; pending and rejected requests do not block. Then read one person's total hours, billable hours and per-project split for the same window.

The cross-check a resourcing lead does by hand between a skills list and a leave calendar becomes one question with one answer.



STAFFING OR DELIVERY OPERATIONS LEAD

See the bench and the over-allocation before the monthly report

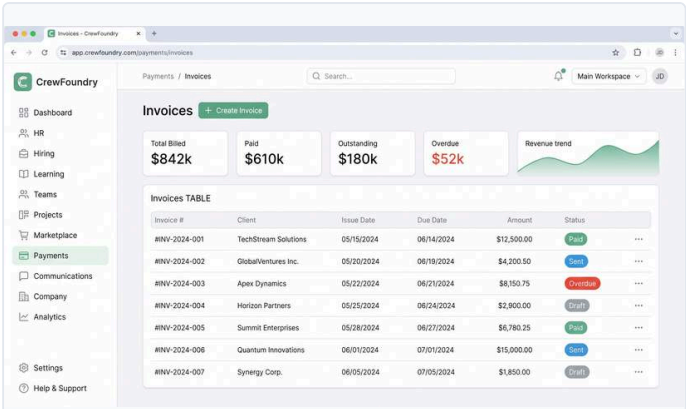
THE SITUATION

A contract ends and a consultant quietly goes to the bench. An engineer is staffed onto a third project and runs at 140 per cent. Both are discovered weeks later in a utilisation report.

WHAT HAPPENS WITH CREWFOUNDRY

A per-person weekly utilisation matrix is computed from filed time entries, alongside the average, how many people are on the bench, how many are over-allocated, and how each person's hours split across projects. A skills-match panel sits next to the current open role.

Deterministic arithmetic over your own timesheets, so any figure under a staffing decision can be checked by hand. A scheduled loop that raises these findings for you is planned, not live.



OPERATIONS LEAD IN AN AGENCY, CONSULTANCY OR STAFFING FIRM

Keep the commercial side next to the work it bills

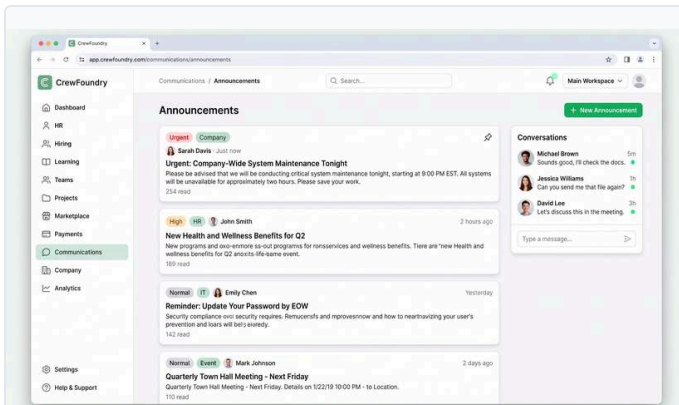
THE SITUATION

Clients, vendor costs and invoices live in an accounting tool, the projects live somewhere else, and margin per engagement is assembled at month end.

WHAT HAPPENS WITH CREWFOUNDRY

Clients carry industry, contact, status, revenue and project count. Vendors carry category, contact, status and contract value. Invoices carry client, amount, status, issue and due dates and line items, tied to the projects they relate to.

You can see which client a project bills to and what a vendor costs against it without an export or a reconciliation step.



HR DIRECTOR OR INTERNAL COMMUNICATIONS LEAD

Make sure a policy change actually reaches the floor

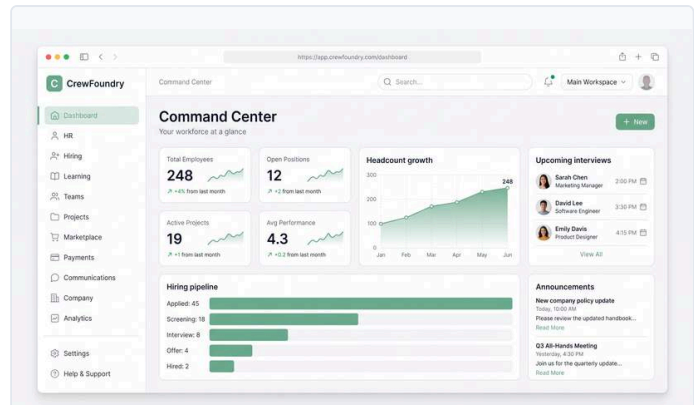
THE SITUATION

An important policy update competes with lunch plans in a busy chat channel, and there is no way to tell who has read it.

WHAT HAPPENS WITH CREWFOUNDRY

Announcements are published with an author and role, a category, a priority, pinning and acknowledgement, so the workforce sees what matters and you can see who has read it. Day-to-day discussion threads directly onto the people and work it relates to.

Broadcast is separated from banter, and discussion history stays attached to the record it is about.



FOUNDER, CHIEF OPERATING OFFICER OR EXECUTIVE SPONSOR

Open one screen and see the whole workforce

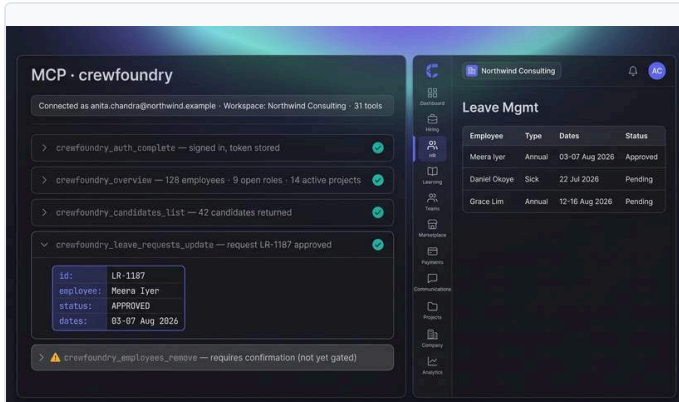
THE SITUATION

Leadership is handed seven dashboards from five tools and asked to form one opinion, and every number needs reconciling before it can be trusted.

WHAT HAPPENS WITH CREWFOUNDRY

A single workspace read returns the live people, hiring, project and operations picture on first login, populated from real records rather than assembled from exports. Workforce, hiring-funnel and financial views drill down from there.

The numbers leaders see match the work teams are doing, because both read the same records.



PEOPLE OPERATIONS LEAD OR TECHNICALLY MINDED HR TEAM

Point the AI assistant you already use at your workforce

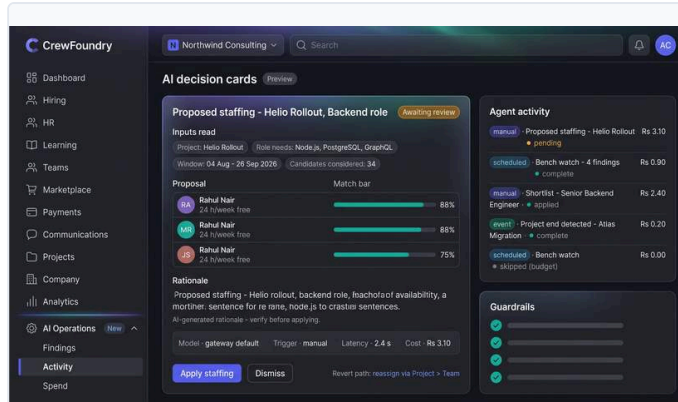
THE SITUATION

The team already works in an AI assistant, and reaching a new system from it means browser automation or an API key pasted into a prompt.

WHAT HAPPENS WITH CREWFOUNDRY

CrewFoundry publishes a Model Context Protocol server with thirty-one workforce tools grouped by domain — people, recruitment, attendance, clients and commercial records, learning and engagement — plus read-only resources for grounding. Connecting it is a browser sign-in as yourself; tokens stay on your machine and refresh themselves.

The agent inherits exactly your permissions, including the separate permission that keeps pay data out of general access. One honest caveat: the offboarding tool is not confirmation-gated yet.



ENTERPRISE PEOPLE TEAM, COMPLIANCE OR INTERNAL AUDIT

Give an auditor the evidence in minutes

THE SITUATION

Proving who changed a salary, who saw a candidate record or who exported the employee list means reconstructing it from email and hoping.

WHAT HAPPENS WITH CREWFOUNDRY

Every operation is authorised centrally before it runs, from the app, the assistant or an external agent alike. Pay records need their own permission. Mutations are logged with personal and financial values redacted first, because that history outlives the record. Bulk export of people data requires explicit, time-bounded consent.

Governance that is already in place when the question is asked, rather than a project that starts after an audit goes badly.

09 Product Capabilities

The full capability map, grouped, with an honest status on every line. Anything not marked shipped is not live today — say so, and the conversation goes better, not worse.

Hiring and recruitment

A native applicant tracker inside the workforce platform, rather than a separate product to buy and integrate.

Job postings

Role, department, location, employment type, experience level, salary band, structured requirements, benefits, deadline and a live applicant count, with explicit open, paused and closed states.

Candidate pipeline

Candidate records with contact details, applied role, source, experience, rating, skills and resume link, moving through pipeline stages.

Structured interviews

Interviews scheduled against a candidate and role, recording interviewer, type, status and structured feedback with a rating.

Explainable candidate shortlists

Live applicants ranked against a requisition on skill coverage and experience fit, with matched and missing requirements and a written rationale on every row.

Candidate-to-employee promotion in one click in progress

The data spine is live end to end today; the single-action promotion and automated onboarding trigger on top of it are still being built.

Job-board distribution, offer management and e-signature planned

Publishing to external boards, generating and tracking offers, and electronic signature are committed roadmap.

Background checks and reference automation planned

Automated pre-employment checks and reference collection are planned.

People operations and records

The live source of truth for who works here, how they are organised, and what has happened to them.

Employee directory and profiles

Create, update and offboard employees with role, reporting manager, employment status and type, location, start date, salary, skills and a rolling performance score.

Departments and teams

Departments with a head, headcount, budget, location and status; teams with a lead, named members, a parent department and the projects they own.

Employee documents

Resumes, certificates and signed forms attached to a record using the platform's secure storage with signed-URL access and quotas.

Onboarding trackers

A five-stage checklist per new hire with assignees, due dates and a live progress percentage.

Announcements

Workspace-wide posts with author and role, category, priority, pinning, acknowledgement and view counts.

Org chart and reporting lines in progress

A rendered organisation chart drawn from the relationship model is being built; the underlying reporting data already exists.

Goals, review cycles and 360 feedback planned

A rolling performance score exists today, but structured review cycles, goals and peer feedback are not built.

Time, leave and pay

The part of HR that runs every single day, connected to projects rather than sitting in a separate tool.

Leave requests and approvals

Typed leave requests with date ranges, day counts, reason, approver and status, with an auditable approval trail. Approved leave feeds directly into availability searches.

Time and attendance

Time entries with clock-in and clock-out, total hours, overtime and project attribution — the source for utilisation and project cost.

Pay records

Gross pay, deductions, net pay, pay period, pay date and payment method per employee, behind a dedicated permission.

Statutory payroll filing and employer of record planned

CrewFoundry keeps pay records and integrates with payroll and employer-of-record providers. It does not file taxes or employ anyone on your behalf, and this is deliberate scope rather than a gap to be closed soon.

Benefits enrolment and administration planned

Benefits selection, enrolment and administration are committed roadmap.

Expense claims and reimbursement planned

Expense capture, approval and reimbursement are planned.

Resourcing and projects

The wedge. This is what neither HR systems nor applicant trackers do, and it is what most prospects will buy on.

Projects

Status, priority, start and end dates, budget and spend, owning team, manager and task progress.

People-to-project allocation

People allocated to work on one data model, with allocation visible per person and per project.

Availability search

Filter for active people holding every skill in a set, scoped by department and date range, with anyone on approved leave in that window removed.

Utilisation, bench and over-allocation

A weekly per-person utilisation matrix computed from filed time entries, plus bench count, over-allocation count and per-project hour splits.

Skills on people and work

A shared skill vocabulary across employees, candidates and roles, so capability is filterable. Free text today, which means different spellings do not match.

Skills-scored automatic staffing planned

A ranked, reasoned crew proposal for an open project role, reviewable and applied in one action, is designed but not built.

Double-booking conflict detection planned

Proactive warnings when an allocation would push someone past capacity are planned; the underlying utilisation figures exist today.

Field-crew rostering and shift scheduling planned

Shift rosters, geo-aware dispatch and site-based crew scheduling are on the roadmap for field operators.

Learning and talent marketplace

Both are real but bounded. Describe them as in progress, never as finished, or the first demo will embarrass everyone.

Training courses and enrolment in progress

Courses created with an external content link, employees enrolled against them, and completion tracked with a manager view. Deliberately bounded to link-based courses rather than full authoring.

Learning paths and certificates in progress

Curated course sequences, assessments and certificates have interface surfaces but are not fully backed yet.

Marketplace service listings and bookings in progress

Workspace members can list staffing services and book them through a real status workflow, with an escrow ledger recording the intended hold amount and release condition.

Live payment capture, fund custody and dispute resolution planned

The financial transaction itself is not handled in the platform. Do not sell this as a working escrow.

Provider vetting tiers and project-to-provider matching

planned

Tiered verification from basic to elite, and matching a project to a provider, are planned.

Private enterprise talent cloud planned

An internal-mobility marketplace for large organisations is on the roadmap.

AI and agents

Unusually honest for this category: the shipped parts are arithmetic you can check, and the model-driven parts are clearly marked as not yet built.

In-product assistant on every page

One launcher available anywhere in the product, with persistent chat history, voice input, and separate modes for asking about the product versus acting through it.

Strict assistant context boundary

What travels with a question is the page you are on and a neutral marker such as 'this is a job posting' plus its identifier. Names, contact details, pay figures and message contents are deliberately excluded.

Model Context Protocol server

Thirty-one workforce tools plus read-only reference resources, over both standard transports, with device-code browser sign-in rather than a shared secret.

AI credit checks and usage metering

Every assistant turn checks the workspace balance before running and reports usage afterwards, so AI spend is a visible line rather than a surprise.

Assistant workforce know-how in progress

The assistant is connected, sandboxed and metered, but its CrewFoundry-specific playbook is still being written, so today it is best at navigation and questions.

Canonical skills graph in progress

Skills with aliases, proficiency, verification source and related-skill links, replacing free-text matching. This is the biggest known gap and it is being built.

AI staffing and shortlist proposals with decision cards

planned

A reviewable card showing the proposal, the records read, the cost, with explicit apply, a confirm step on high-impact changes and a documented undo, is designed and not built.

Scheduled workforce watch loop planned

Bench, over-allocation, stalled pipeline and project-risk findings raised on a schedule, off by default per workspace, are planned on top of today's deterministic detection.

Analytics and commercial records

Numbers computed from the same records everything else writes, so there is nothing to reconcile.

Single workspace overview

One read returns the live people, hiring, project and operations picture on first login, rather than assembling it from exports.

Workforce and hiring analytics

Headcount, hiring funnel and time-to-hire signal drawn from the live pipeline, with executive and role-specific views.

Clients, vendors and invoices

Clients with industry, contact, status and revenue; vendors with category, contact and contract value; invoices with amount, status, dates and line items, tied to projects.

Predictive workforce analytics planned

Attrition risk, time-to-hire prediction, skill-gap forecasting and workforce planning are planned.

Custom report builder and scheduled reports planned

Building and scheduling your own reports is on the roadmap; analytics history retention varies by plan today.

Governance, security and platform services

Inherited from the platform CrewFoundry is built on, which is why a small customer gets controls that normally require a large contract.

Central authorisation on every operation

Permission is checked before any request runs, whether it came from the web app, the assistant or an external agent. The product never validates its own tokens.

Dedicated permission for pay data

Gross pay, net pay and deductions sit behind their own permission rather than general workforce read access.

Redacted audit trail

Every change is logged with contact details, pay, deductions and bank or tax identifiers blanked before the record is written, because the trail outlives the data it describes.

Consent-gated bulk export

Exporting employee, candidate or pay records requires explicit, time-bounded consent headers; exports of non-sensitive records proceed normally.

Multi-tenant isolation and single sign-on

Strict per-workspace data separation, with enterprise single sign-on and directory synchronisation available on the Enterprise plan.

Billing, quotas, tagging, multi-language and accessibility

Subscriptions with regional pricing, enforced usage quotas, workspace-wide tagging, translated interface, keyboard navigation and high-contrast themes, all inherited.

Workflow-governed approvals planned

Multi-step approval routing for offers, leave, expenses and requisitions is planned.

SOC 2 and ISO 27001 certification planned

No certification engagement has started. Compliance evidence export and security-event streaming to a monitoring system are also planned.

10 Pricing & Plans

Pricing is per workspace, not per administrator, and it scales with the number of people you manage rather than with how many HR staff log in. Plans are published on the website with prices, so a prospect can evaluate before speaking to anyone. There is a free tier for up to fifteen managed profiles, three flat-fee plans, and per-employee Enterprise pricing above that. Four regional price bands apply, and prices are published in Indian rupees for that market. All features draw on your own AI provider key, so model usage is not bundled into the plan price.

PLAN	PRICE	WHO IT IS FOR	WHAT IS INCLUDED
Free	\$0 No card required. Also published in local currency.	Evaluation, pilots and very small teams	15 managed profiles; 1 live job posting; 100 candidate records, 5 interviews a month; 3 projects, 5 organisational units; 50 documents, 1 onboarding workflow; Community support plus one ticket a month
Starter	\$99/month \$948 a year when billed annually. ₹3,999 a month in India.	Small businesses moving off spreadsheets	50 managed profiles; 3 live job postings; 2,500 candidate records, 25 interviews a month; 25 projects, 10 onboarding workflows; 4 payroll runs a month; Email support under 48 hours
Growth	\$399/month \$3,828 a year when billed annually. ₹14,999 a month in India. 14-day trial available.	Scaling companies hiring at volume and running real resourcing	250 managed profiles; 15 live job postings; 25,000 candidate records, 2,500 interviews a month; 50 projects, 50 onboarding workflows; 12 payroll runs a month; 365 days of analytics history, 99.5% uptime commitment; Priority support under 24 hours
Business	\$999/month \$9,588 a year when billed annually. ₹39,999 a month in India.	Established organisations up to about a thousand people wanting full control and a service level	1,000 managed profiles; Unlimited live job postings under fair use; 250,000 candidate records, 25,000 interviews a month; 500 projects, 500 onboarding workflows; 730 days of analytics history, 99.9% uptime commitment; Priority support under 8 hours
Enterprise	From \$12/employee/month list, from \$9/employee/month annual at 250+ employees Annual contract, quoted. From \$8 at 501-1,000 employees, from \$7 at 1,001-5,000, from \$6 or custom above that. Regional pricing may apply based on the contracting entity.	Larger or regulated organisations needing governance, deployment choice and a contract	Custom profile, posting and enrolment limits; Unlimited administrator seats and multi-entity structures; Production single sign-on and directory synchronisation included; Security-event streaming, data residency and customer-managed keys available; Dedicated tenant or self-hosted deployment available; Custom service level, premium support and onboarding assistance

Add-ons

ADD-ON	PRICE
50-Profile Pack	\$39/month
250-Profile Pack	\$149/month
1,000-Profile Pack	\$499/month
25-Posting Pack	\$99/month

ADD-ON	PRICE
AI Pro (higher matching and screening limits, your own key)	\$79/month
Analytics Pro (730-day history, custom dashboards, scheduled reports)	\$99/month
Audit Standard (365-day audit history, filters, export)	\$39/month
15 Admin Seats	\$129/month
Support Retainer (12 hours a month, rollover up to 6)	\$4,000/month

WHAT TO TELL A PROSPECT ABOUT PRICE

- Never quote a price that is not on the pricing page. If a prospect asks for anything beyond the published plans, send it to us rather than estimating.
- AI model usage is not included in the plan price — customers connect their own AI provider key, which keeps that cost visible and under their control.
- Storage and interface request limits are shared across any other products the customer runs on the same platform account, so a multi-product customer gets a larger shared pool.
- Regional band pricing is the normal price for that market, not a discount, and it does not reduce partner commission eligibility.
- Marketplace provider fees between 5 and 10 per cent, and content publishing fees, follow a separate marketplace programme and are not part of the subscription.

11 Competitive Landscape

These are the alternatives that actually come up. Every one of them beats CrewFoundry at something, and saying so out loud is what makes the rest of the comparison credible.

ALTERNATIVE	WHAT IT IS	WHERE THEY ARE STRONG	WHERE WE WIN
Rippling	An all-in-one platform combining HR, IT and finance operations on one employee record, sold to mid-market and enterprise companies.	Genuinely deep multi-country payroll and employer-of-record coverage, device and application management, spend cards, and a much larger installed base. If the buyer's problem is HR and IT administration, Rippling is a better answer.	Rippling does not model project availability or allocate people to client work. CrewFoundry adds the operational resourcing layer, keeps vendors, clients and projects alongside HR, and charges a flat platform fee rather than stacking per-module costs.
Workday	The enterprise human capital management standard, with financials, workforce planning and a mature skills capability.	Global payroll depth, financials integration, a mature skills ontology, enterprise compliance certifications and the credibility that comes with them. At the very top of the market Workday is the safer choice and CrewFoundry is complementary at best.	Reachable pricing published on a website with a free tier, a workspace running in minutes rather than a multi-month implementation, and operational project resourcing rather than strategic headcount planning.
BambooHR	A clean, well-liked HR record system for small and mid-sized companies.	Simpler and faster for a team that only needs core HR records and United States payroll, with a mature mobile app and a large support ecosystem. For a pure HR buyer it is cheaper per employee and easier to adopt.	Hiring is native rather than an add-on module, project resourcing does not exist in BambooHR at all, and the same record carries from candidate to employee to allocation to pay record without re-keying.

ALTERNATIVE	WHAT IT IS	WHERE THEY ARE STRONG	WHERE WE WIN
Greenhouse	The benchmark applicant tracking system, known for structured hiring discipline.	Structured-hiring depth, interview scorecards, a large sourcing-integration ecosystem and diversity analytics. A company that hires at volume and cares deeply about hiring process quality should stay with Greenhouse.	Greenhouse hands off at onboarding. In CrewFoundry the same record becomes an employee, is onboarded and is staffed onto a project, with no separate HR system required — and one flat platform fee instead of an applicant tracker plus an HR system plus a learning tool.
Deel	The leader in global payroll, employer of record and contractor management across a very large number of countries.	Cross-border payroll and employment compliance at a depth CrewFoundry has no intention of matching. If the buyer's core need is employing and paying people in many countries, Deel wins and should win.	Deel pays people; it does not decide who works on what. CrewFoundry adds native hiring and project resourcing, and integrates with Deel-style providers for statutory filing rather than competing with them.
SAP SuccessFactors	A full enterprise human capital management and talent suite, usually bought by organisations already committed to SAP.	Global scale, a native learning system, compliance depth and integration with the rest of the SAP estate. For a large SAP customer that integration is worth more than anything CrewFoundry offers.	No SAP-scale licensing or implementation, published mid-market pricing with a free tier, days rather than quarters to get running, and operational resourcing that SuccessFactors treats as a planning exercise.
Upwork	The largest freelance marketplace for project-based work, with escrow and global payout rails.	Freelancer liquidity, trust and reputation systems, working escrow and payment rails that actually move money. CrewFoundry's marketplace is in progress, with listings and bookings but no live fund custody — never claim otherwise.	Upwork has no resourcing layer and no employee records. CrewFoundry keeps employees, vendors and projects in one workspace with shared skills, and charges a flat platform fee instead of a percentage of every transaction.

THE POSITIONING LINE TO HOLD

HR systems know who works here and project tools know what the work is; CrewFoundry is the one place that knows both, so staffing becomes a query instead of a meeting.

12 Why Us / Differentiators

If a partner remembers only a handful of things, make it these. Each one is something a competitor structurally cannot copy quickly.

One record, not synchronised copies

Posting, candidate, interview, employee, onboarding, allocation, time, leave and pay record are stages of one thing. Competitors assembled from acquired products have to keep several copies in step, which is where the errors and the integration bills come from. This is architectural and cannot be retrofitted with a connector.

Resourcing sits between two categories nobody bridges

HR systems know who works here. Professional-services resourcing tools know what the work is. Neither knows both, so the reconciliation happens in a person's head. CrewFoundry is the only one of the alternatives that answers who is qualified and who is free from the same records that time and leave are already written into.

Explainable by construction, not by disclaimer

The candidate ranking is a published fixed rule: seventy per cent skill coverage, thirty per cent experience fit, with matched and missed requirements and a written reason on every row. It is not trained on past hires, because a model trained on your hiring history learns your hiring bias, and it never writes prose about a person.

Personal data is excluded from scoring by design

Names, contact details and anything adjacent to a protected characteristic are not filtered out downstream — they are simply never read by the scoring path. That is a property of the calculation rather than a policy statement, which is what makes it defensible under questioning.

One permission model covers people and machines

The web app, the in-product assistant and an external AI agent all pass through identical authorisation before anything runs. There is no privileged agent path into workforce data, and pay records sit behind their own permission on every one of those surfaces.

Enterprise plumbing inherited, not rebuilt

Access control, tenancy, audit, billing, quotas, file storage, tagging, translation and accessibility come from the shared platform underneath. Most standalone HR products have to build or acquire all of that before shipping the actual product, and it shows in their pricing and their release pace.

Prices published, including the free one

Plans, limits, add-on prices, regional bands and Indian rupee pricing are all on the website. A prospect can size themselves before a sales conversation, which shortens the evaluation and removes the suspicion that the price depends on how well the buyer negotiates.

Honest status labels on every capability

The public site marks each capability shipped, in progress or planned, including the awkward ones — free-text skills, the marketplace with no live payments, the offboarding tool without a confirmation step. That transparency is unusual in this category and it is a sales asset, not a liability.

13 Customer Proof & Credibility

There are no customer logos to point at, so credibility has to come from the depth of the product, the seriousness of the governance, and how precisely the team can describe what is not built. Use these instead of traction claims.

DEPTH YOU CAN WALK THROUGH IN A DEMO

Sixteen workforce entity types back the live surfaces: employees, departments, teams, projects, postings, candidates, interviews, onboarding trackers and tasks, time entries, leave requests, pay records, employee documents, clients, vendors and invoices. This is not a prototype with three screens.

AUTHORISATION ENFORCED BEFORE ANYTHING RUNS

Every operation carries a permission requirement checked centrally before execution, and the product itself never validates credentials. The same path applies to the web app, the assistant and external agents, so there is one place to reason about access rather than one per surface.

A SECURITY FINDING FOUND AND CLOSED

A broad read that exposed gross pay, net pay and deductions to anyone with basic workforce access was identified and fixed by putting pay behind a dedicated permission. A vendor that will tell you about a finding it closed is telling you the truth about the ones it has not found yet.

AUDIT BUILT TO OUTLIVE THE DATA

Mutations are recorded with contact details, salary, gross and net pay, deductions, resume links and bank or tax identifiers redacted before the record is written, because the trail is immutable and survives later deletion of the source record.

BULK PEOPLE EXPORT REQUIRES CONSENT

Exporting employee, candidate or pay records needs explicit, time-bounded delegation consent, so no assistant or integration can quietly extract a workforce on someone's behalf. Exports of non-sensitive records are unaffected.

ROLES SEEDDED, NOT CONFIGURED

Three workforce roles — a people operations lead who can delete records, a coordinator who can create and update but not delete, and a reviewer with read access — are created automatically in every workspace, so least privilege is the default rather than a setup project.

PUBLISHED, ENFORCED USAGE LIMITS

Fifteen usage quotas covering profiles, candidate records, interviews, live postings, projects, documents, onboarding workflows, payroll runs, marketplace activity, learning enrolments, exports and AI operations are enforced in the product and match the published plan tables.

STATUS HONESTY AS A CONTROL

The public website labels every capability shipped, in progress or planned and names its own gaps, including free-text skills matching and the marketplace without live payments. Compare that to the competitive material a prospect will read from anyone else.

Be straight about this. CrewFoundry is generally available and open for sign-up, but it is a young product with no public reference customers, no published customer numbers and no independent security certification. SOC 2 Type II and ISO 27001 are on a stated roadmap but no audit engagement has begun. Learning, the talent marketplace with live payments, workflow-driven approvals, native mobile, shift rostering and AI staffing proposals are in progress or planned, not shipped. What a prospect should weigh instead of references is whether the shipped resourcing capability solves a problem they have this quarter, how the governance holds up under their security team's questions, and whether being an early customer with direct access to the team is worth more to them than a long customer list. If any of that does not hold, tell them so and keep the relationship.

14 Demo Information

You are not expected to demo CrewFoundry. If a prospect wants to see it, book us in. But if you want to show the product yourself, this is the order that lands best — it opens on the pain the buyer already feels rather than on a feature tour.

HOW TO GET A DEMO

Anyone can create a workspace at app.crewfoundry.com and start on the free plan, so a curious prospect can look around before any meeting. For a guided walkthrough of the parts that matter to their workforce, book a call with Vignesh T.V. at <https://calendly.com/vignesh-burdenoff/1-1> and we will run it.

Runs about Twenty to thirty minutes for the core story. Add ten if the security team is in the room, and ten more for the AI and agent surfaces.

WHERE TO LOOK

- **Product website and pricing** — <https://crewfoundry.com>
- **Application sign-up** — <https://app.crewfoundry.com>
- **Documentation** — <https://docs.crewfoundry.com>
- **Book a guided walkthrough** — <https://calendly.com/vignesh-burdenoff/1-1>

The walkthrough, in order

1 The workspace overview on first login

Everything on this screen came from one read of your live records. No exports, no overnight synchronisation, no reconciling two systems before you trust a number.

2 The workforce directory, a department and a team

This is the org model, not a slide. Departments carry a head, headcount and budget; teams carry a lead, members and the projects they own. Every other part of the product reads this same directory.

3 A job posting and its candidate pipeline

Hiring is native here, not a bolt-on. The applicant count is live against the posting, and the interview feedback is structured rather than scattered across inboxes.

4 Generating a scored shortlist on the requisition

Watch what arrives with the ranking: both sub-scores, the requirements matched, the ones missed, and a written reason. It reads skills and years of experience and nothing else — no name, no contact details. That is why you can defend it.

5 Projects, teams and allocation

This is where a person becomes staffed work. Budget, spend and task progress sit on the project, so allocation is not an island — it shows up in utilisation and in the money.

6 The availability search with a skill set and a date range

This is the question your resourcing meeting exists to answer. Anyone with approved leave across those dates has already dropped out. Pending requests do not block anyone — that is the distinction your resourcing lead makes by hand today.

7 The utilisation matrix, bench count and over-allocation count

All of this is arithmetic over the timesheets your team already files, which means you can check any number by hand. Nothing here is a model's opinion.

8 The audit trail on a record that was changed

Every change is logged, with personal and pay values blanked out before the record is written, because this history outlives the row it describes.

9 The assistant, and the agent tool list

The assistant is on every page and is handed only which page you are on and an anonymous record identifier. If your team already uses an AI assistant, it can connect here directly, signed in as a real person and limited to that person's permissions.

15 Sales Talking Points

Nine things that reliably move a conversation forward. Say them plainly; none of them needs a slide.

Availability is a query, not a meeting

This is the single clearest reason a project-driven business changes platform. Everything else in the product is table stakes somewhere; this is not.

Approved leave is already taken out of the answer

It is a small detail that proves the two halves are genuinely joined. An HR system knows about leave, a resourcing tool knows about bookings, and neither knows both — this is the demonstration that CrewFoundry does.

Nobody re-types a person's details when they are hired

Every HR buyer has personally suffered this. It converts an abstract architecture claim into a specific Tuesday-afternoon annoyance you have removed.

The candidate ranking is a fixed rule and it shows its working

Hiring teams are being sold opaque AI scores they cannot defend, and regulators are starting to ask. An explainable rule is a differentiator precisely because it is less impressive-sounding.

Pay data sits behind its own permission

It answers the security team's real worry in one sentence and shows that the separation was thought about rather than assumed.

Bring the AI assistant you already use

It reframes AI from a feature you have to adopt into an integration that respects the tools they already chose — which is a far easier sell to an engineering-minded buyer.

The prices are on the website, including the free tier

It removes the negotiation-anxiety tax from the first conversation and lets a prospect self-qualify before they spend anyone's time.

We publish what is not built

The site labels free-text skills, the marketplace without live payments and the un-gated offboarding tool as gaps. Repeating that back to a prospect builds more trust than any capability claim.

We do not run payroll or employ your people

Saying this early prevents the worst possible outcome: a customer who signs expecting statutory filing. It also positions the payroll incumbent as a partner rather than a competitor.

These are the objections in the prospect's own words, including the ones that are hard to answer. Where the honest answer is a concession, concede it and move to the next question.

"We already have Workday. Why would we add another system?"

You probably would not replace it, and we would not suggest you try. The question is where your resourcing decisions are actually made today. If that is a spreadsheet sitting beside Workday, CrewFoundry is the operational layer for the project side rather than a replacement for the record of employment. Start there, with one practice or one region, and see whether the spreadsheet disappears.

PROOF · Workday leads on global payroll, financials integration and a mature skills capability. CrewFoundry does availability, allocation and utilisation from live time entries, which is not what a strategic headcount planning tool is built for.

"You have no customers I can talk to."

That is true and I will not dress it up. There are no public reference customers, no published usage numbers and nothing to point at. What we can offer instead is a workspace you can create today at no cost, direct access to the team building it, and a product that publishes its own gaps rather than hiding them. If a reference list is a hard requirement for your process, this is the wrong year to buy from us.

PROOF · The free tier gives fifteen managed profiles with the full application, so an evaluation costs time rather than money.

"The price looks too good. What is the catch?"

There are two, and both are deliberate. AI model usage is not included — you connect your own provider key, so that cost stays visible and under your control. And we do not run payroll or act as employer of record, so if you need statutory filing you keep or add a payroll provider. Everything else is in the plan, including the applicant tracking that other vendors sell as a module.

PROOF · Published plans at 99, 399 and 999 dollars a month with a free tier, and per-employee Enterprise pricing from 12 dollars list or 9 dollars annual at 250 or more employees.

"Are you SOC 2 certified?"

No. There is no certification engagement underway, and SOC 2 Type II with ISO 27001 alongside it is a stated intention rather than an achievement. If your procurement process requires a report before signature, we cannot pass that gate today and I would rather tell you now. What we can do is walk your security team through the controls that exist — central authorisation, separated pay permissions, redacted audit, consent-gated export — and let them judge those on their merits.

PROOF · The certification roadmap is published rather than implied, and the controls it would evidence are already in the product.

"Why would we not just build this ourselves? We have a small internal tool already."

Most companies with a staffing spreadsheet have already built something. The part that gets expensive is not the allocation view — it is the access control, the audit trail with personal data redacted, the tenancy, the file storage, the quotas and the language support, all of which have to work before the first sensitive record goes in. That is the part CrewFoundry inherits rather than builds. Ask whoever maintains your internal tool how much of their year it takes.

PROOF · Access control, tenancy, audit, billing, quotas, storage, tagging, translation and accessibility are shared platform services rather than product code.

"You are a small company. What happens if you disappear?"

A fair concern, and the mitigation is portability rather than reassurance. Your data is exportable, the interface is open and documented, and Enterprise customers can take a dedicated tenant or a self-hosted deployment so the software runs in their own environment. That is a better answer than a promise about longevity, which nobody at any size can honestly make.

PROOF · Open documented interface, bulk export with consent controls, and dedicated-tenant or self-hosted deployment options on the Enterprise plan.

"Our people are in the field. Is there a mobile app?"

Not yet. The web application works on a phone and field workers can record time and submit leave that way, but the native app with offline tolerance, geo check-in and shift rostering is on the roadmap and is not shipped. If a native app for frontline crews is the deciding requirement this quarter, we are not the right choice yet.

PROOF · The public site lists the mobile app, shift rosters and geo-aware dispatch as roadmap rather than available.

"Does the AI make decisions about our people?"

No, and that is a design position rather than a current limitation. The candidate ranking is a fixed rule showing its working, not a model, and it never writes prose about a person. Nothing touching pay, offers or terminations runs on its own, on any roadmap. When AI proposals do arrive they will be reviewable cards you explicitly apply, not silent changes.

PROOF · Scoring reads only skills and years of experience. Pay sits behind its own permission, so neither a person nor an agent with basic access can reach it.

"We are a specialist recruiting shop. Greenhouse does hiring better than you."

It does, and I would not argue that comparison. Greenhouse leads on structured hiring depth, scorecards, sourcing integrations and diversity analytics. CrewFoundry wins when hiring is one part of a wider problem — when the same person needs to be onboarded, staffed onto a project and have their hours attributed. If hiring quality is the whole problem, stay with Greenhouse.

PROOF · The comparison material published on the site concedes this point explicitly rather than claiming parity.

"Can it run our payroll?"

It keeps pay records — gross, deductions, net, period, date and method — and connects out to payroll and employer-of-record providers. It does not calculate statutory taxes or employ anyone on your behalf, and that is deliberate scope rather than something arriving next quarter. If you already use a payroll provider, that relationship stays exactly as it is.

PROOF · Pay records sit behind a dedicated permission, and the site positions payroll and employer-of-record providers as integrations rather than competitors.

"Migrating our people data sounds like a nightmare."

It is the part most likely to stall a rollout, which is why it is offered as a paid service rather than left to the customer. Bringing across people, org structure, postings and history from an existing applicant tracker, HR system, learning tool or spreadsheet is scoped as implementation work, and the free tier means you can test the shape of your data before committing to anything.

PROOF · Migration from existing hiring and HR tooling is a published professional service alongside workspace setup, hiring configuration and governance setup.

"Our team will never adopt another tool."

That is usually true when a tool adds work without removing any. The adoption argument here is the resourcing view: the manager who currently maintains the staffing spreadsheet stops maintaining it. Start with that one person and one delivery team rather than a company-wide rollout, and let the spreadsheet's disappearance make the case for you.

PROOF · The free tier supports fifteen profiles, which is enough for a single team pilot at no cost.

17 Discovery / Qualification Questions

Eleven questions that separate a real opportunity from a polite conversation. Ask the first four in every call; the rest depend on who is in the room.

ASK THIS	LISTEN FOR
When a project needs someone next month, how do you work out who is available?	A named spreadsheet, a recurring meeting, or the phrase 'we ask around'. Any of those is a strong signal. If they name a proper resourcing tool, ask whether it knows about approved leave — it usually does not.
How long does it take you to find out that somebody has come off a project with nothing lined up?	'The monthly report' or 'when their manager mentions it'. Bench time is the largest controllable cost in a services business, and the delay is the size of the opportunity.
Walk me through what happens the day someone accepts an offer.	How many systems a name gets typed into, whether onboarding tasks live in a checklist or an inbox, and who notices when something is missed. Count the re-keying steps out loud.
Which tools are you paying for across hiring, HR records, learning and staffing?	The number of tools and whether anyone can total the spend. Four or more overlapping tools with no single owner is the consolidation case making itself.
Do you staff named people onto projects or engagements, or do people sit in fixed roles?	This is the qualifying fork. Fixed roles means a cheaper HR product will serve them better and you should say so.

How do hours worked connect to what you invoice a client?

A monthly export-and-reconcile ritual, or a person whose job is stitching timesheets to invoices. That work disappears when time entries carry project attribution.

Who in your business can currently pull the full employee list with salaries, and would you know if they did?

Hesitation. Most companies cannot answer this, and it opens the governance conversation without sounding like a scare tactic.

Does your procurement process require a SOC 2 report before you can sign?

A hard yes disqualifies the opportunity for now — find that out in the first call rather than the fifth. A soft yes usually means a security questionnaire, which is workable.

Do you need someone to run payroll for you, or do you already have a provider?

If they need statutory filing and an employer of record, be explicit that CrewFoundry does not do that. If they already have a provider, that relationship is unaffected and the objection never arises.

How much of your workforce is out in the field rather than at a desk?

A high proportion means the missing native mobile app matters and the timing may be wrong. A mixed workforce with an office-based resourcing function is still a good fit today.

Does your team already use an AI assistant for work, and can it reach your systems?

Enthusiasm here signals a technically confident buyer who will value the published agent interface, and it opens the governance story on your terms rather than theirs.

If this worked, what would you stop doing next quarter?

A specific artefact — the staffing spreadsheet, the Monday resourcing call, the monthly utilisation reconciliation. A vague answer means there is no urgency and no budget yet.

18 How to Identify a Good Opportunity

Use this to decide where to spend your time. A green-signal conversation is worth pursuing properly; a red-signal one is worth ending early and politely.

STRONG SIGNAL — PURSUE

- They staff named people onto client projects, engagements or site crews, and utilisation is a number somebody is accountable for.
- A staffing or resourcing spreadsheet exists and has a named owner who is visibly tired of it.
- They are running four or more overlapping tools for hiring, HR records, learning and staffing, and nobody can total the spend.
- Between 100 and 1,000 people, growing, with a real HR function but a small one.
- Somebody in the room has recently been asked for an audit trail or an access review and struggled to produce it.
- They already keep pay with a provider they are happy with, which removes the biggest scope objection before it is raised.

Introduce us straight away.

WORTH A CONVERSATION

- Under 50 people — the free and Starter plans fit, but the resourcing pain that drives urgency may not be there yet.
- A mostly field-based workforce, where the missing native mobile app may make the timing wrong even though the fit is right.
- An existing enterprise HR contract with years left to run, which usually means a departmental deployment rather than a replacement.
- Enthusiasm for the marketplace or the learning module as the main reason to buy — both are in progress and will disappoint if oversold.
- A security questionnaire arrives early. Workable, but it will need our team involved sooner than usual.
- Interest is coming from IT rather than from an operations or people leader, which often means there is no budget behind it yet.

Qualify further before an introduction.

POOR FIT — DO NOT CHASE

- A completed SOC 2 or ISO 27001 report is required before signature. Nothing else in the conversation matters yet.
- They want a payroll engine or employer of record — that is not what this is, and it never will be.
- Nobody staffs anybody onto anything; people sit in fixed roles and the need is purely HR record keeping.
- The primary requirement is a freelancer marketplace with working escrow and payouts.
- The buyer wants deep structured-hiring workflows and a large sourcing-integration ecosystem as the main purchase.
- They are looking for the cheapest possible per-employee HR record system and nothing else.

Politely park it; suggest another product if one fits.

THE ONE-QUESTION TEST

Ask: 'When a project needs someone next month, how do you work out who is available?' If the answer names a spreadsheet, a recurring meeting or a person people ask, this is a real opportunity. If the answer is 'people are just in their roles', walk away kindly.

19 How to Introduce Us

Keep the introduction short and about their problem, not our product. Your job is to earn us twenty minutes, not to explain the platform. Every route below ends the same way: hand over to Vignesh T.V. and step back into the loop as needed.

IN CONVERSATION

"You know the spreadsheet you keep of who is on what? There is a product now that answers who is free and qualified for a date range, straight from your own timesheets and leave records, and it does hiring and HR on the same data. It is early and it is not for everyone, but it might fit you. Want me to introduce you to the founder? Twenty minutes, no deck."

EMAIL – SUBJECT: MIGHT BE RELEVANT TO HOW YOU STAFF PROJECTS

Hi [Name],

You mentioned that working out who is free for a project still comes down to a spreadsheet and a Monday call. I came across something that addresses exactly that and thought of you.

It is called CrewFoundry. It keeps hiring, employee records, time, leave and project allocation in one place, so you can ask who holds a skill and is genuinely free in a date range — with approved leave already taken out of the answer. Utilisation and bench numbers come from the timesheets your team already files.

It is an early product, so no long customer list, and it does not run payroll. But the resourcing part is live and there is a free tier you can try before speaking to anyone.

Happy to introduce you to Vignesh, who leads it — vignesh@burdenoff.com. Worth twenty minutes?

[Your name]

SHORT MESSAGE / LINKEDIN

Short message, no pitch: 'Saw your post about resourcing headaches. There is a workforce platform called CrewFoundry that turns who-is-free into an actual query rather than a meeting — hiring, HR records and project allocation on one data model. Early stage, honest about what is not built yet, free tier to poke at. Want an intro to the founder?'

WARM THREE-WAY INTRODUCTION

The strongest route is a three-way introduction email. Write two sentences about the prospect's specific staffing problem, two sentences about why you think CrewFoundry fits, then hand over to Vignesh T.V. at vignesh@burdenoff.com or +91-7358445777 and let us take it from there. Do not attach a deck; the prospect can read crewfoundry.com themselves and the pricing is already public.

Please do not: Do not say it replaces payroll or acts as employer of record. It keeps pay records and integrates with providers, and getting this wrong ends deals late and badly.; Do not demonstrate or promise the marketplace or the learning module. Listings, bookings and course enrolment exist; live payments, escrow settlement and full course authoring do not.; Do not claim any security certification. There is no SOC 2 and no ISO 27001, and the engagement has not started.; Do not invent customers, usage figures or results. There are none to cite, and a partner who is caught doing this costs us the account and the relationship.; Do not negotiate a price or promise a discount. Plans are published; anything off the pricing page comes back to us before it is said out loud.

20 Lead Handoff Process

Register the opportunity before you make the introduction. Registration is what protects your commission, and it takes a few lines of email. Once it is registered, hand over and we will keep you in the loop at whatever depth you want.

1 Register the opportunity first

Email vignesh@burdenoff.com with the company name, the contact, and one line on why you think it fits, before the introduction happens. Registration must precede procurement or any active sales engagement for commission to apply — there is no retroactive registration.

2 Wait for confirmation

We confirm whether the account is already in an active pipeline. If it is, we will tell you straight away rather than letting you invest time in something that cannot pay out. An approved registration is protected for 90 days, extendable once by another 90 if there is active progress.

3 Make the introduction

A three-way email or a shared call works equally well. Two sentences on their problem, hand to Vignesh T.V. at vignesh@burdenoff.com or +91-7358445777, or send them straight to <https://calendly.com/vignesh-burdenoff/1-1> to book a slot.

4 Choose how involved you want to be

Referral partners can step back entirely at this point. Consulting partners usually stay in the evaluation to help the customer weigh it. Implementation partners take migration, configuration and training as their own paid engagement. The rate you earn follows the role you actually play.

5 Stay in the loop until it closes

We report back on progress and flag anything that needs your relationship rather than ours. Commission becomes payable 15 days after revenue is actually collected, not on signature.

SEND US THIS — IT IS ALL WE NEED

- Company name, website and roughly how many people they employ
- The contact's name, role and email — and whether they know the introduction is coming
- What they run on projects: engagements, client work, site crews, or none of these
- Which tools they use today for hiring, HR records, learning and staffing, if you know
- The specific pain you heard, in their own words where possible
- Any hard constraint you already know about: a certification requirement, a payroll expectation, a mobile-first workforce, or an existing contract with time left
- Whether there is a timeline or event driving this, such as a renewal, a funding round or a growth push
- How involved you want to be, so we know whether to copy you on everything or only on the outcome

WHAT HAPPENS NEXT, AND WHEN

We acknowledge a registration within one working day and confirm or decline it within two. Once introduced, we make first contact with the prospect within two working days. If we go quiet for more than a week on a live opportunity, chase Vignesh T.V. directly on +91-7358445777.

Deal registration: Registration is required before commission eligibility begins and cannot be applied retroactively. If we already had an active opportunity with that account, no commission applies unless you bring in a genuinely new buying centre or materially expand the scope. Where two partners claim the same account, the first approved registration with real contribution takes priority, and any split needs written approval. We control final pricing, discounting and contract terms in every case.

21 Partner / Referral Commercials

Partners are paid on collected net subscription revenue, not on list price and not on signature. If a customer pays a regional band price, commission is calculated on what was actually collected at that price — regional pricing is a normal market price, not a discount, and it does not reduce your eligibility. Rates below are the programme terms; your signed agreement is what governs.

PROGRAMME	YOUR ROLE	FIRST-YEAR	RENEWAL / ADD-ONS
Referral Partner	Registered introduction, no sales ownership	10% of first-year collected net subscription	0% unless separately approved · 3% of first-year collected net add-ons, capped at \$10,000
HR Consulting Partner	Introduction plus support through the customer's evaluation	12% of first-year collected net subscription	0–3% where the partner is active in the success plan · 3% of first-year collected net add-ons, capped at \$15,000
Implementation Partner	Introduction plus rollout, migration, integration or training delivery	15% of first-year collected net subscription	3–5% where the partner is active in the renewal success plan · 5% of first-year collected net add-ons, capped at \$25,000
Authorised Reseller	Approved resale with first-line commercial ownership in a region or account	Up to 15% reseller margin on the approved quote	Up to 8% where the account stays active and supported · Up to 5% on dedicated tenant or managed services, only where approved
Managed Service or Strategic Partner	Operates CrewFoundry for end customers (under the CrewFoundry name), or brings a bundled offering and repeat enterprise pipeline	Custom wholesale or managed-service terms	Custom · Custom

THE RULES THAT MATTER

- Register before procurement or active sales engagement. There is no retroactive registration, and an approved registration is protected for 90 days with one possible 90-day extension.
- Commission is calculated on collected net revenue. Taxes, refunds, chargebacks, credits, payment fees, customer-owned cloud costs and AI provider costs are all excluded.
- Larger deals carry an extra incentive on first-year net subscription: 1% above \$100,000 capped at \$2,500, 2% above \$250,000 capped at \$7,500, and 3% above \$500,000 capped at \$25,000 — subject to prior registration and approved quote.
- Dedicated tenant, self-hosted, air-gapped, compliance and managed-service packages carry lower partner economics and must be approved in the quote.
- Partner commission does not stack with affiliate rewards. One customer is attributed to one commercial programme unless a written exception is approved.
- Marketplace take-rate and content publishing revenue are not commissionable; they follow a separate marketplace publisher programme.
- Do not promise features, compliance status, discounts or timelines without written approval. Every quote is approved by us before it reaches a customer.
- For public-sector opportunities, registration and a compliance review are required, and no payment, gift or referral benefit may go to a government employee or official.

GETTING PAID

Commission is paid 15 days after revenue is successfully realised, once settlement, refund, cancellation, fraud, tax and payout-document checks have cleared. Multi-year contracts pay as customer cash is collected rather than on total contract value, unless the agreement says otherwise. Refunds and chargebacks reverse the commission or are deducted from future payouts, and customer credits reduce the commissionable amount. Partners are responsible for their own tax forms and local compliance; withholding and reporting are applied where the law requires it. Payment currency follows the partner agreement.

These are the standard CrewFoundry partner programme terms and are provided for guidance only. The commercial terms that actually apply are those set out in your signed partner agreement and in the quote issued to the customer. Rates, caps and eligibility can change, and every quote requires approval before it is sent.

22 Contact Information

YOUR CONTACT

Vignesh T.V.
vignesh@burdenoff.com
+91-7358445777

BOOK A 1-1 CALL

<https://calendly.com/vignesh-burdenoff/1-1>

Use this for anything — qualification, pricing, a joint call with your prospect, or a live demo.

EVERY BURDENOFF PRODUCT

<https://burdenoff.com/products>

If CrewFoundry is not the right fit, the answer may well be on that page.

WHICH CHANNEL FOR WHAT

- **A live opportunity** — email with the handoff details in section 20, and copy the phone number in if it is time-sensitive.
- **A question you cannot answer** — book the 1-1 call; it is usually faster than email.
- **A prospect who wants to meet us** — send them the calendly link directly, or ask for a joint call.

23 Useful Links & Sales Assets

ASSET	WHERE	WHAT IT IS FOR
CrewFoundry website	https://crewfoundry.com	Positioning, features, pricing and the comparison pages against each named competitor
Create a workspace	https://app.crewfoundry.com	The product itself — a prospect can start on the free plan without talking to anyone
Documentation	https://docs.crewfoundry.com	Product guides and interface reference for a technical evaluator
Use-case library	https://crewfoundry.com/use-cases	Every scenario with an honest shipped, partial or inherited label — useful for setting expectations
Competitor comparisons	https://crewfoundry.com/vs	Head-to-head pages including the honest note on where each competitor wins
AI capabilities	https://crewfoundry.com/ai	What is live versus planned in the AI and agent surfaces, with the reasoning explained
Security overview	https://crewfoundry.com/security	Send this before a security questionnaire arrives; it saves a round trip
Professional services	https://crewfoundry.com/services	Setup, hiring configuration, resourcing, governance and migration — the implementation partner's scope
Book a call with Vignesh T.V.	https://calendly.com/vignesh-burdenoff/1-1	The fastest handoff. Send it directly to a prospect once you have registered the opportunity
All Burdenoff products	https://burdenoff.com/products	The wider product family, in case a prospect's need sits outside workforce
Contact Vignesh T.V.	mailto:vignesh@burdenoff.com	Registration, questions and anything commercial. Phone: +91-7358445777

WHAT YOU CAN SHARE, AND WITH WHOM

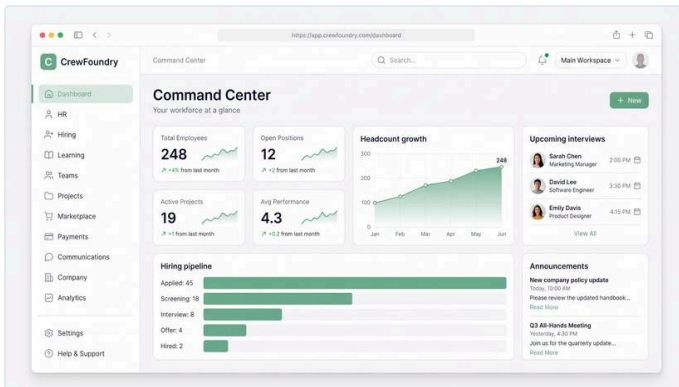
- Share freely in public: anything published on crewfoundry.com, including pricing, the comparison pages, the use-case library and the security overview. It is already public and it is already honest about status.
- Share with a prospect under a normal confidentiality expectation: this playbook, the cheat sheet, and any walkthrough we run for them. Do not post either document publicly or attach them to a public tender response.
- Needs our written sign-off before it goes anywhere: any pricing that is not on the pricing page, any quote or discount, any roadmap date, any claim about certification, and any use of the CrewFoundry name or logo in your own marketing.
- Never share at all: internal commission percentages with a customer, partner registration status of another partner, or anything about another prospect's evaluation.
- If you write your own material about CrewFoundry — a blog post, a slide, a proposal section — send it to vignesh@burdenoff.com before publishing. We turn these around quickly and would far rather edit than correct.

24 Product Mockups — Complete Visual Appendix

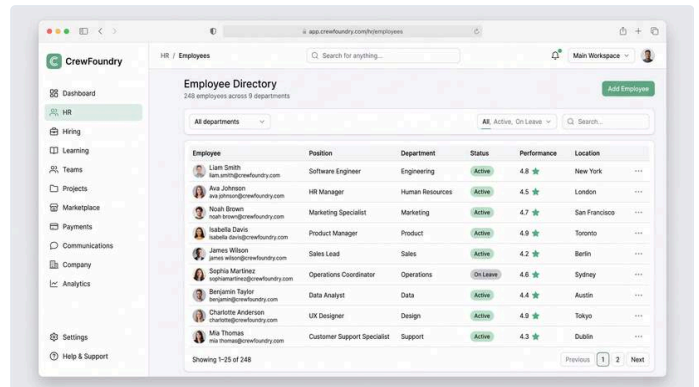
56 SCREENS

Every screen in the CrewFoundry design set — 56 in total, none omitted. Use these to show a prospect what the product looks like before a live demo.

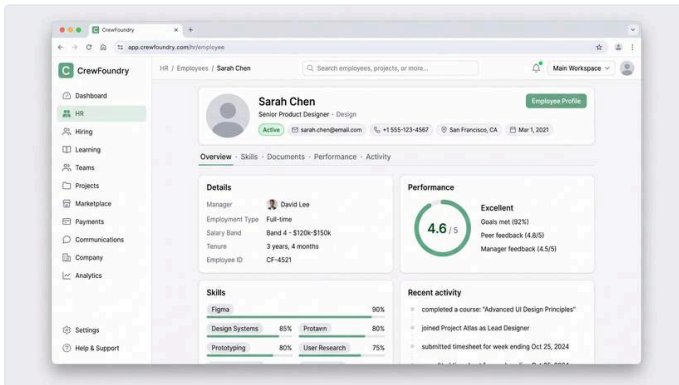
PRODUCT SCREENS • 35 SCREENS



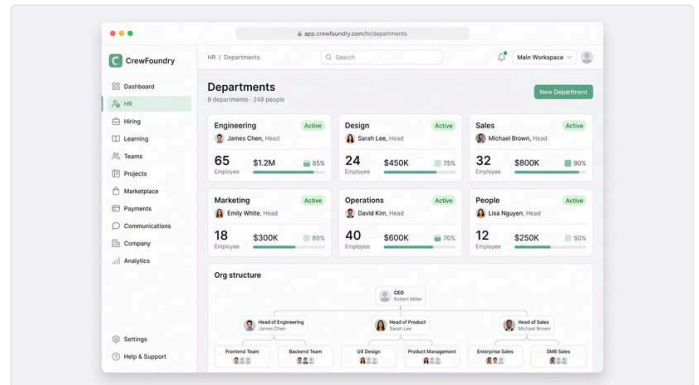
001 Cf 01 Command Center Dashboard



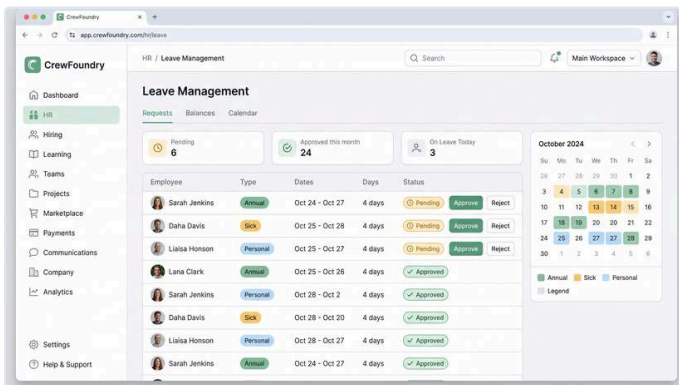
002 Cf 02 Workforce Directory



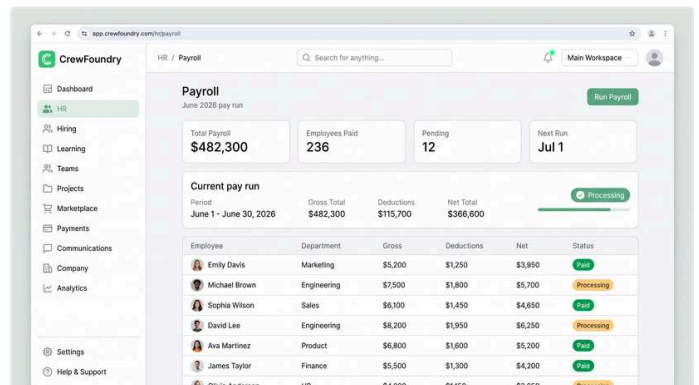
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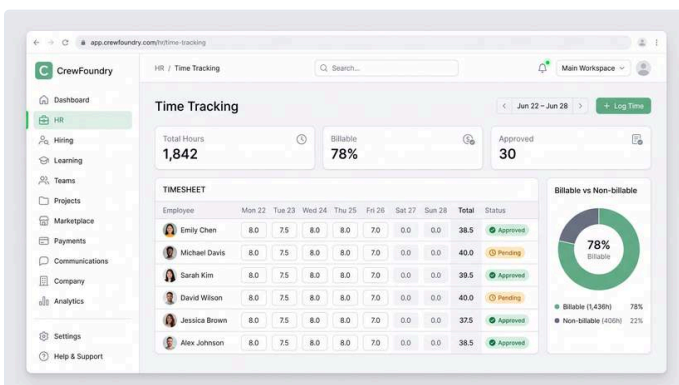
004 Cf 04 Departments



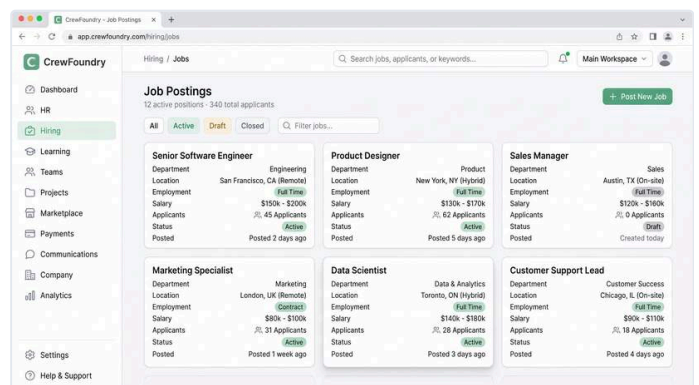
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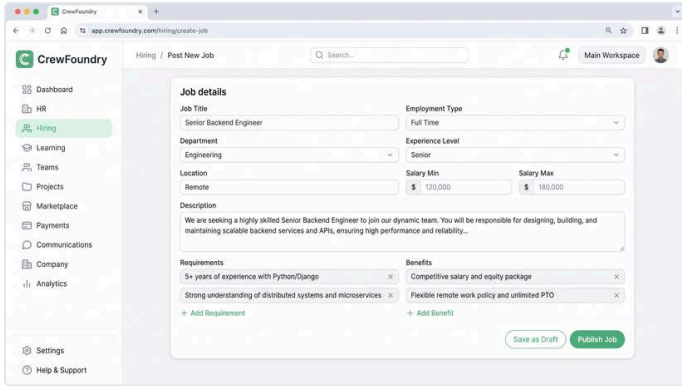
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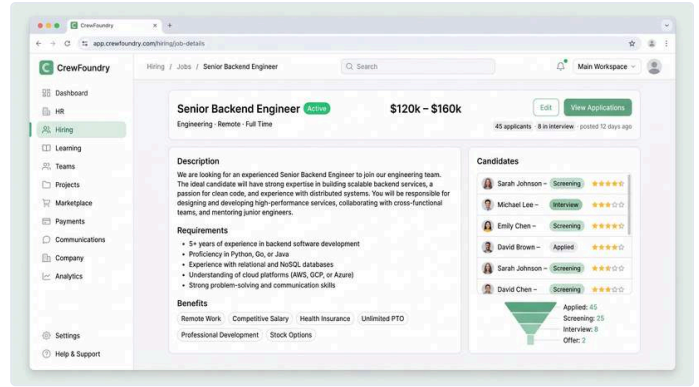
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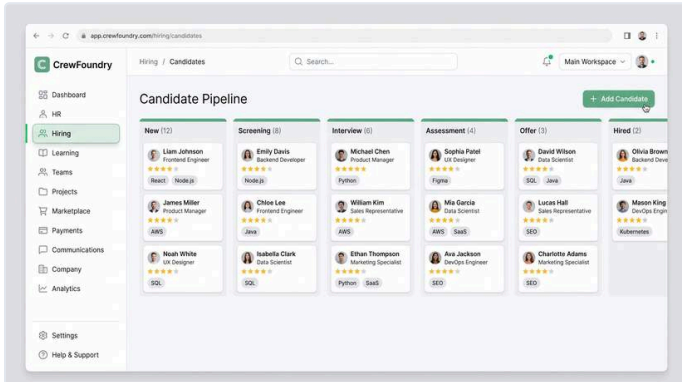
008 Cf 08 Job Postings



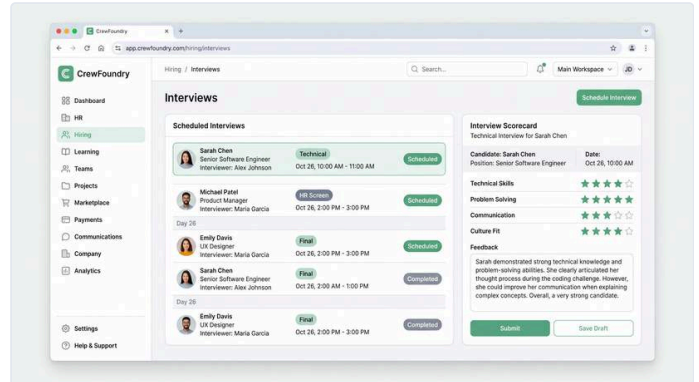
009 Cf 09 Post A Job



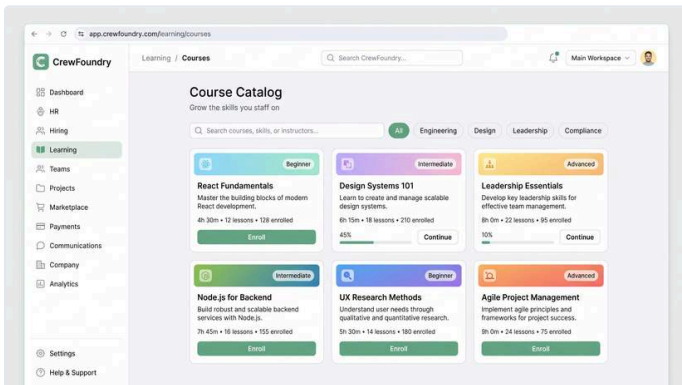
010 Cf 10 Job Detail



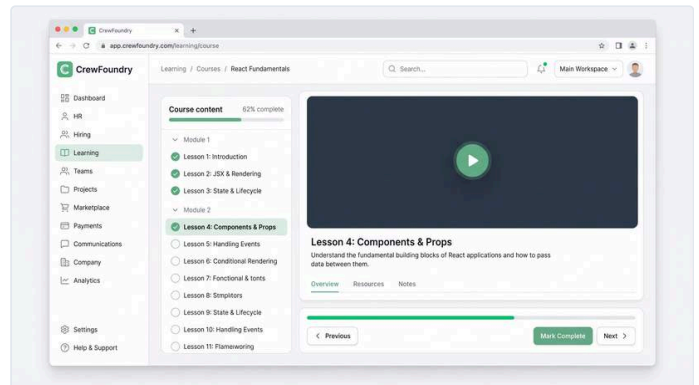
011 Cf 11 Candidate Pipeline



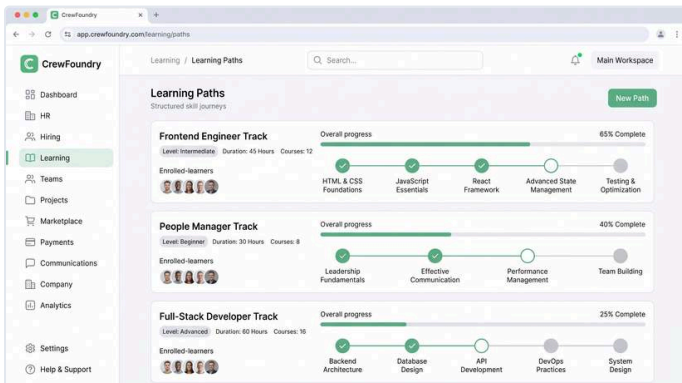
012 Cf 12 Interviews



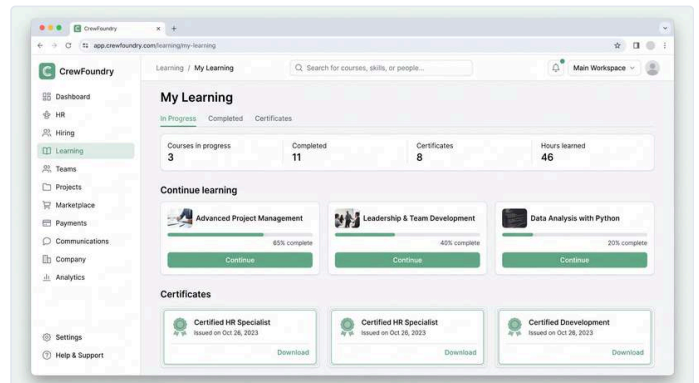
013 Cf 13 Course Catalog



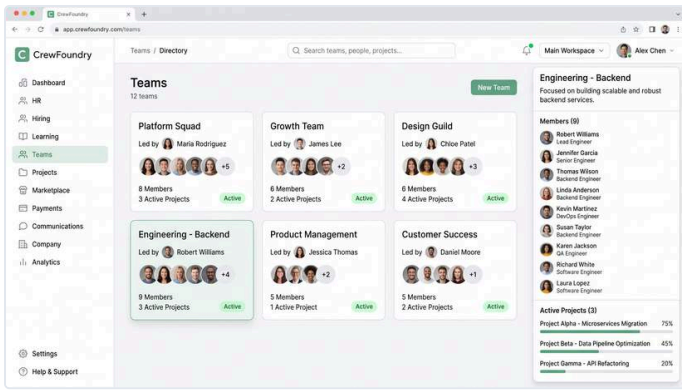
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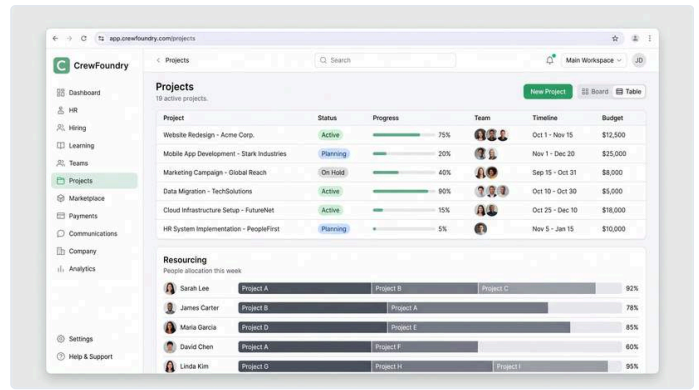
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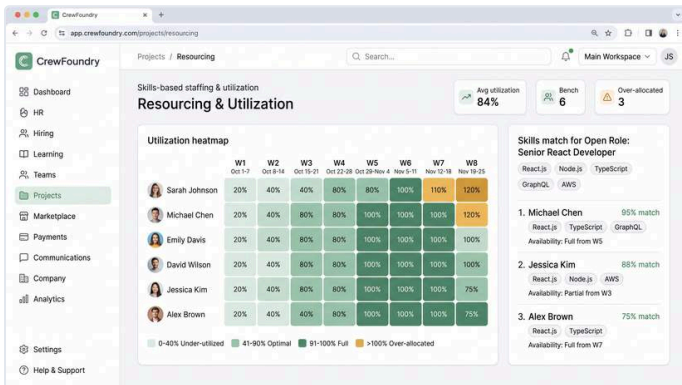
016 Cf 16 My Learning Certificates



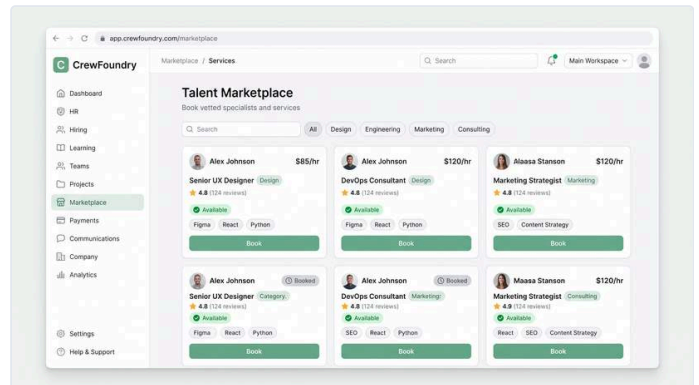
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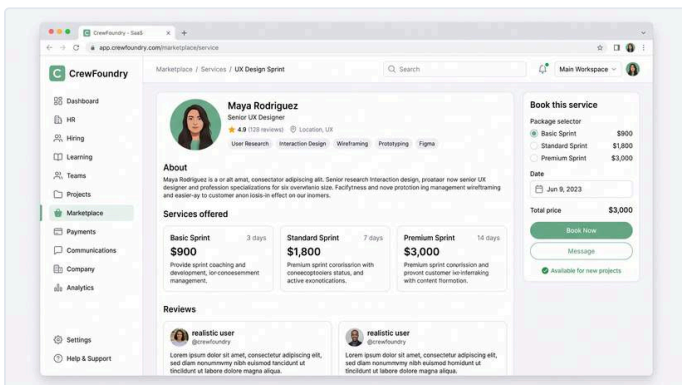
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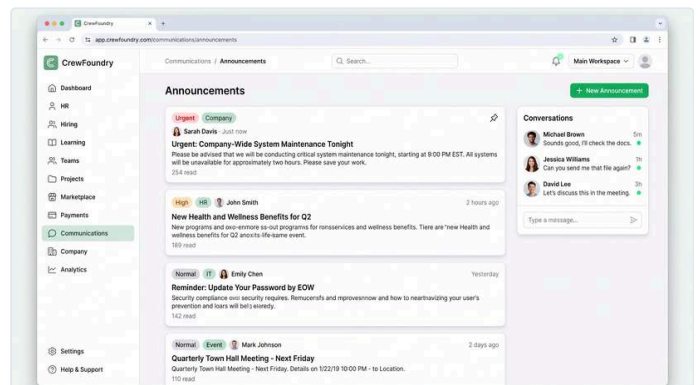
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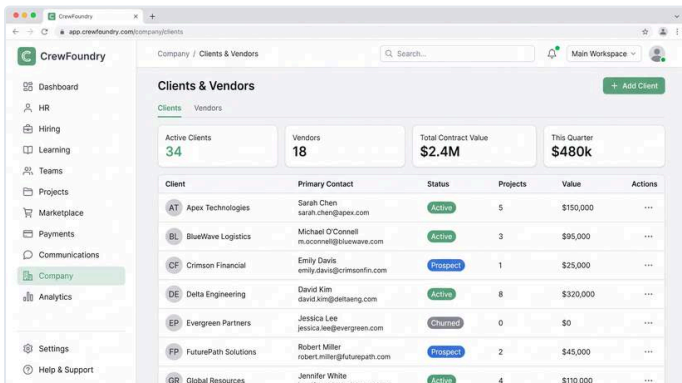
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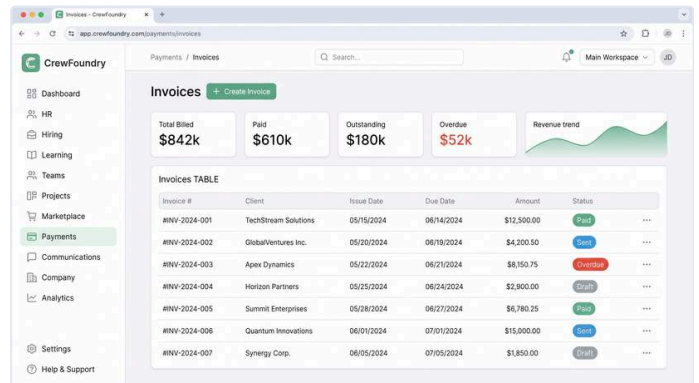
021 Cf 21 Service Detail Booking



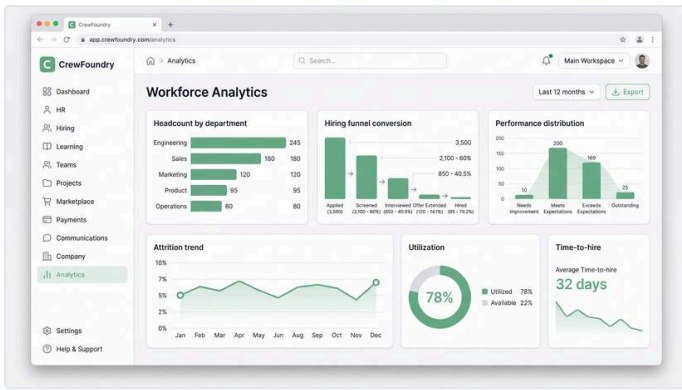
022 Cf 22 Announcements Communications



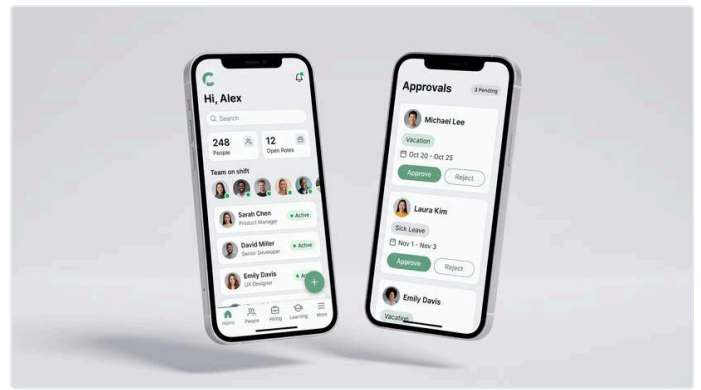
023 Cf 23 Clients Vendors



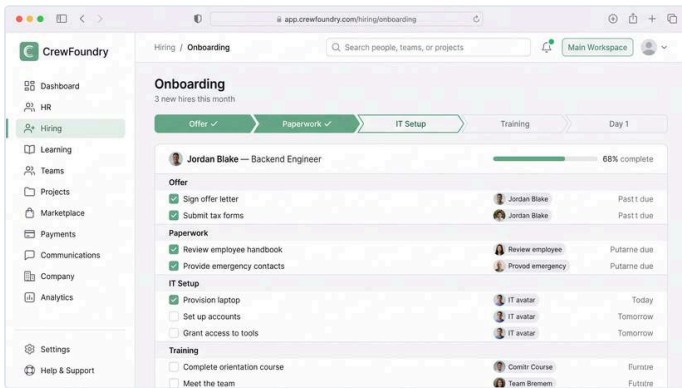
024 Cf 24 Invoices Finance



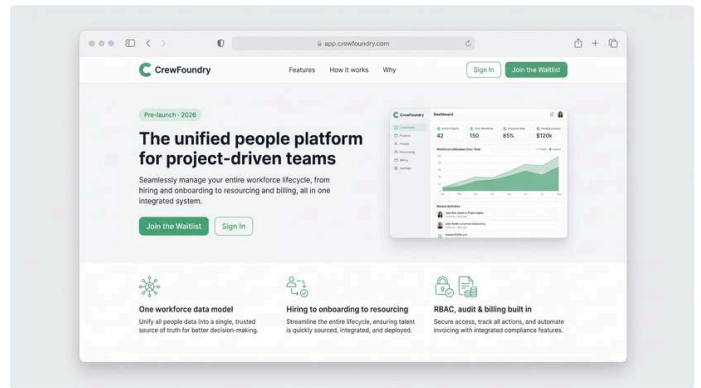
025 Cf 25 Workforce Analytics



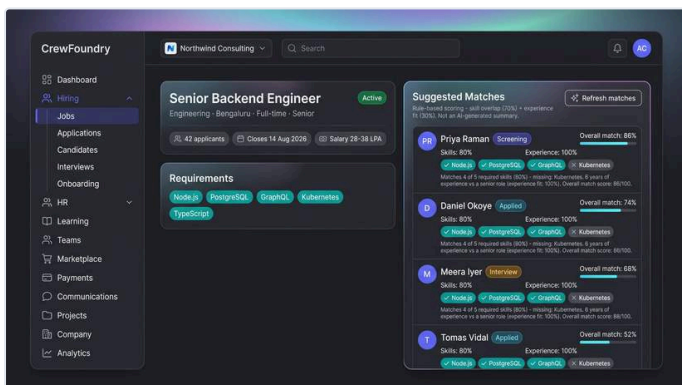
026 Cf 29 Mobile App



027 Cf 30 Onboarding Workflow



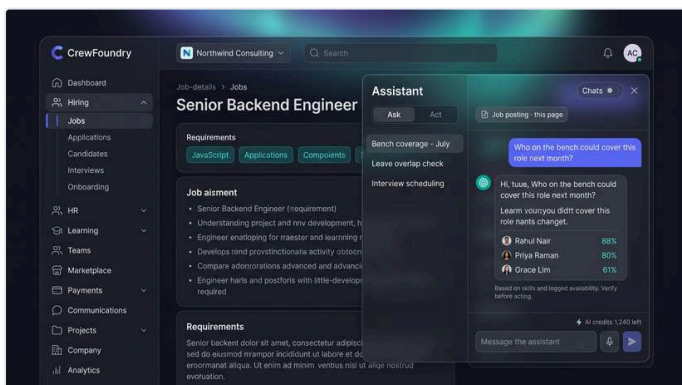
028 Cf 31 Landing Waitlist



029 Cf 32 AI Suggested Candidate Matches



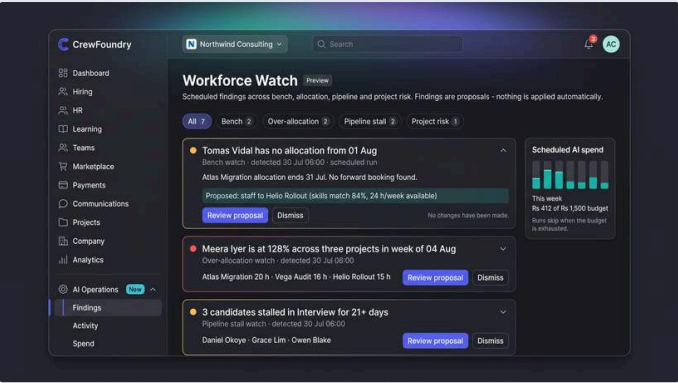
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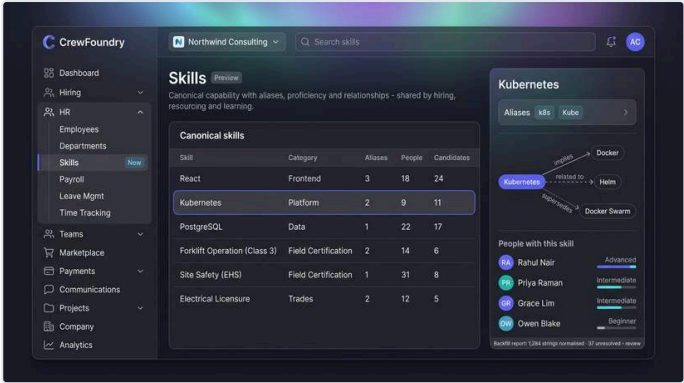
031 Cf 34 AI Assistant In Context



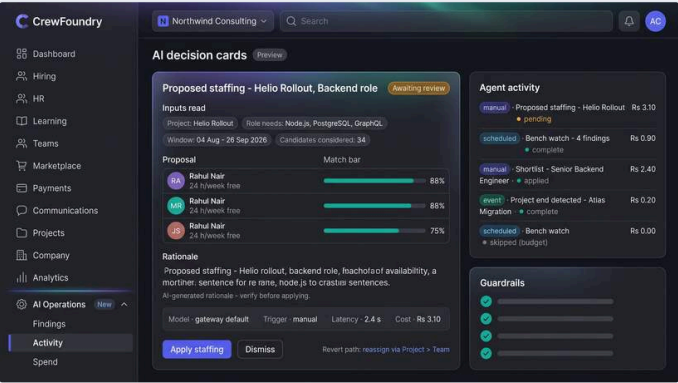
032 Cf 35 AI MCP Agent Tools



033 Cf 36 AI Workforce Watch Findings

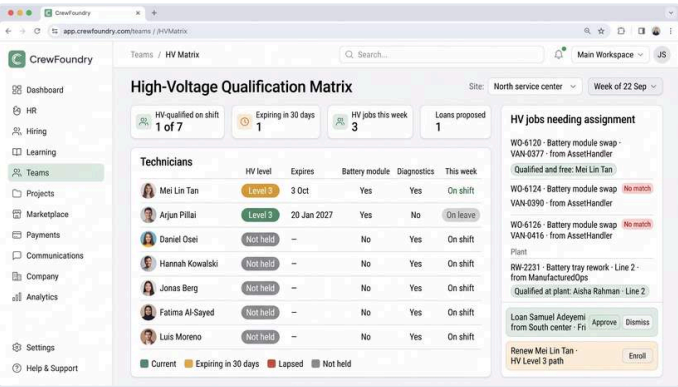


034 Cf 37 AI Skills Graph Canonical



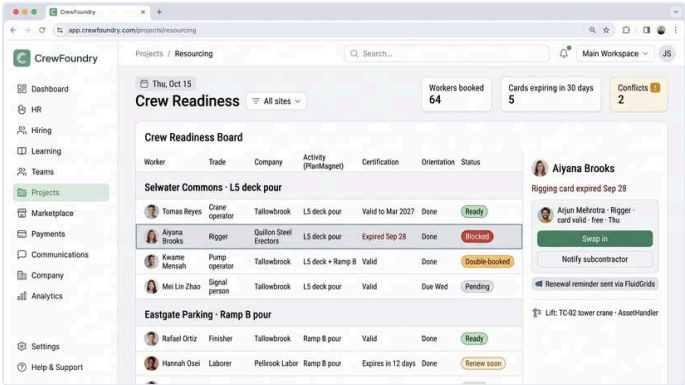
035 Cf 38 AI Decision Card Governance

AUTOMOTIVE MOBILITY • 1 SCREENS

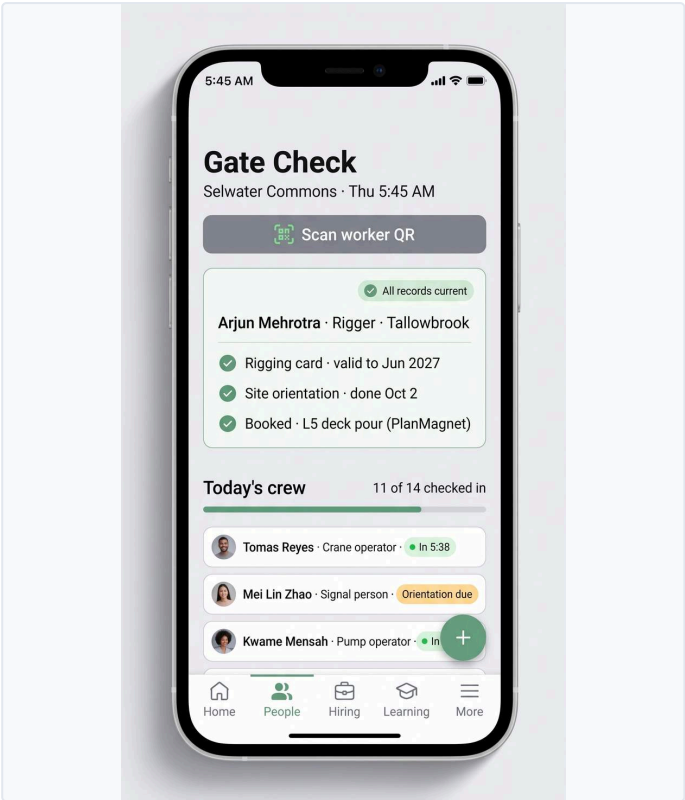


036 Ev High Voltage Technician Qualification Matrix 1 Service Center Qualifica

CONSTRUCTION • 2 SCREENS

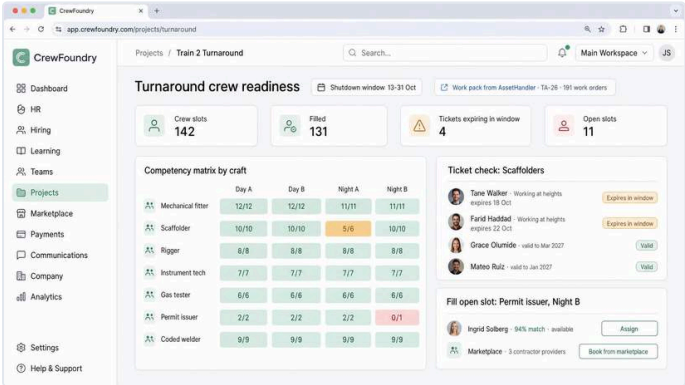


037 Jobsite Crew Readiness Board 1 Crew Readiness By Site



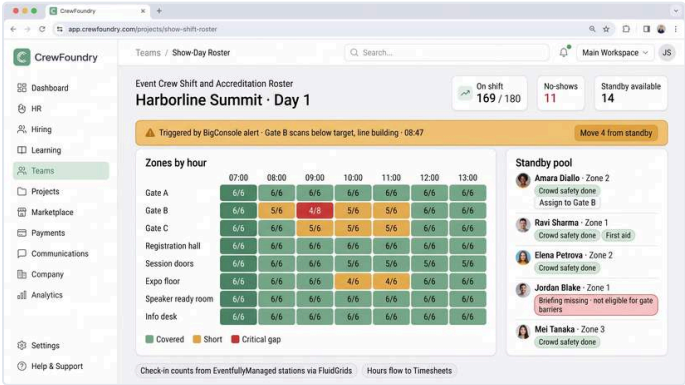
038 Jobsite Crew Readiness Board 2 Gate Check On A Foreman

ENERGY UTILITIES • 1 SCREENS



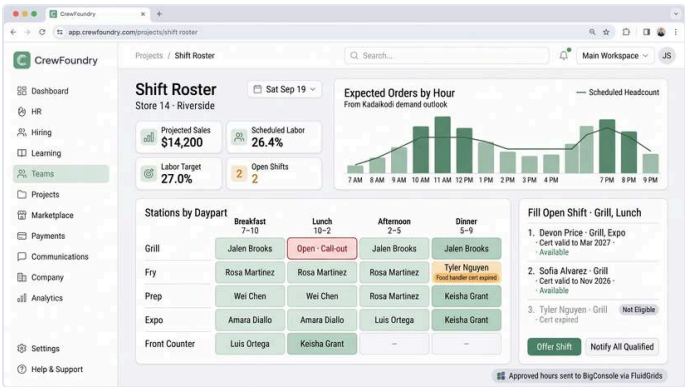
039 Turnaround Competency And Ticket Matrix 1 Turnaround Crew Readines

EVENTS • 1 SCREENS

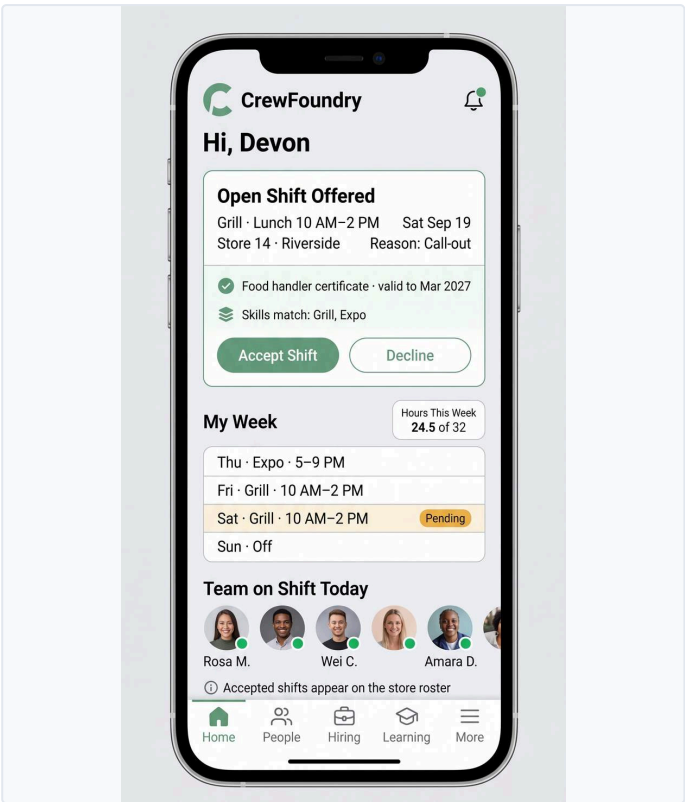


040 Event Crew Shift And Accreditation Roster 1 Show Day Roster

FOOD BEVERAGE • 2 SCREENS

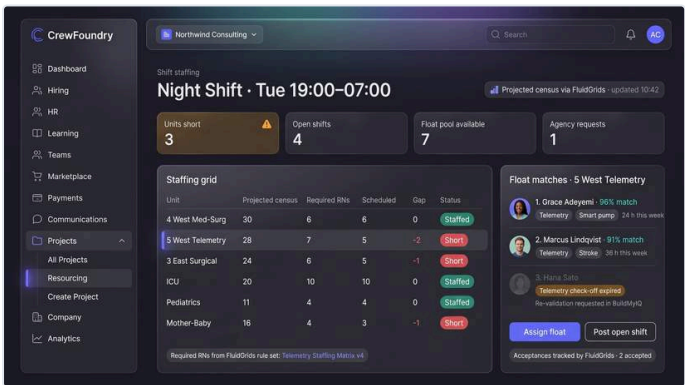


041 Restaurant Shift Roster And Labor Forecast 1 Weekly Shift Roster

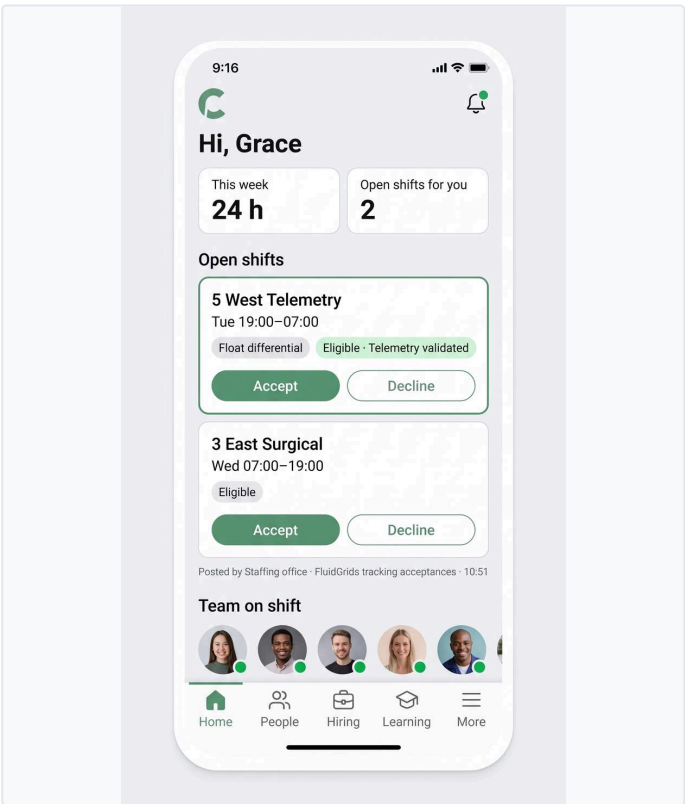


042 Restaurant Shift Roster And Labor Forecast 2 Open Shift Offer On A Ph

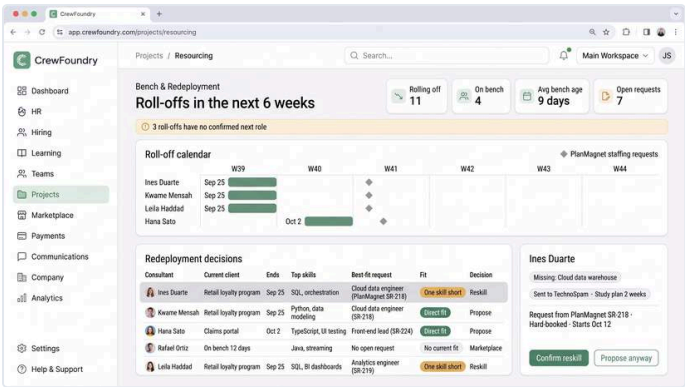
HEALTHCARE • 2 SCREENS



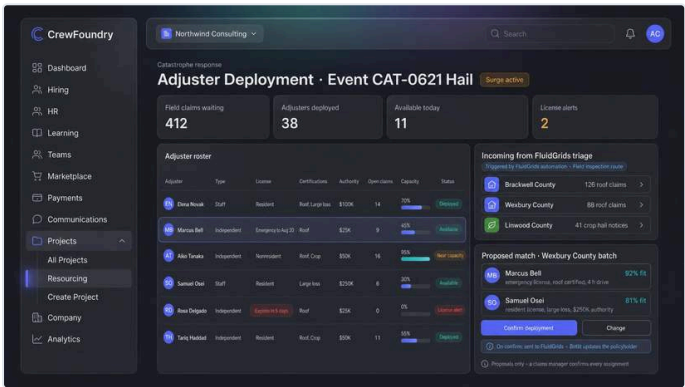
043 Nurse Staffing Grid And Float Pool Match 1 Night Shift Staffing Gri



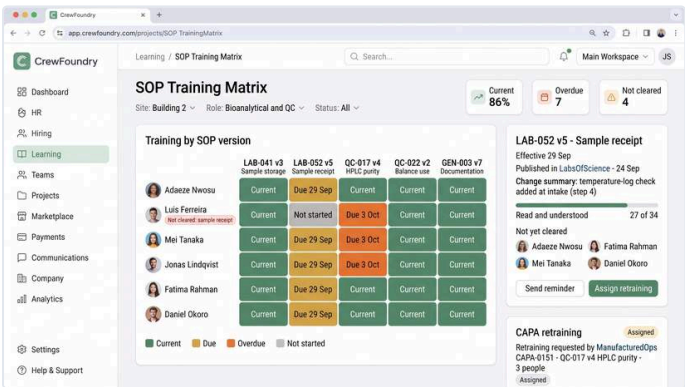
044 Nurse Staffing Grid And Float Pool Match 2 Open Shift On A Phone



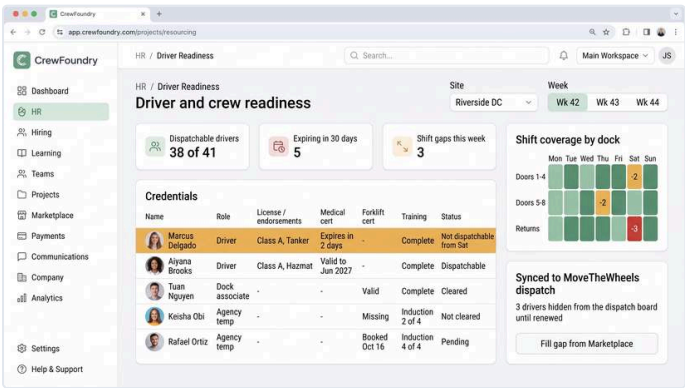
045 Consultant Bench Redeployment Board 1 Roll Off And Bench Board



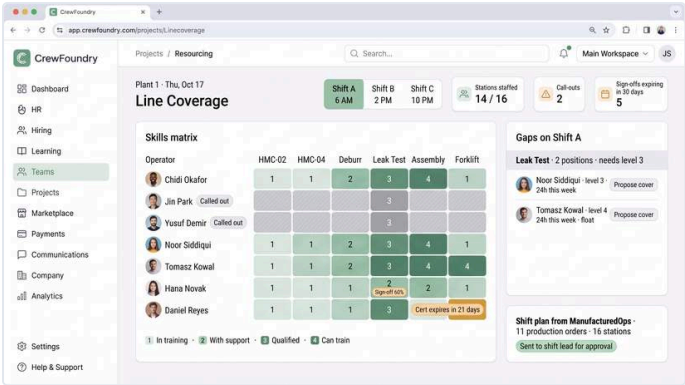
046 Catastrophe Adjuster Deployment Board 1 Adjuster Deployment Board



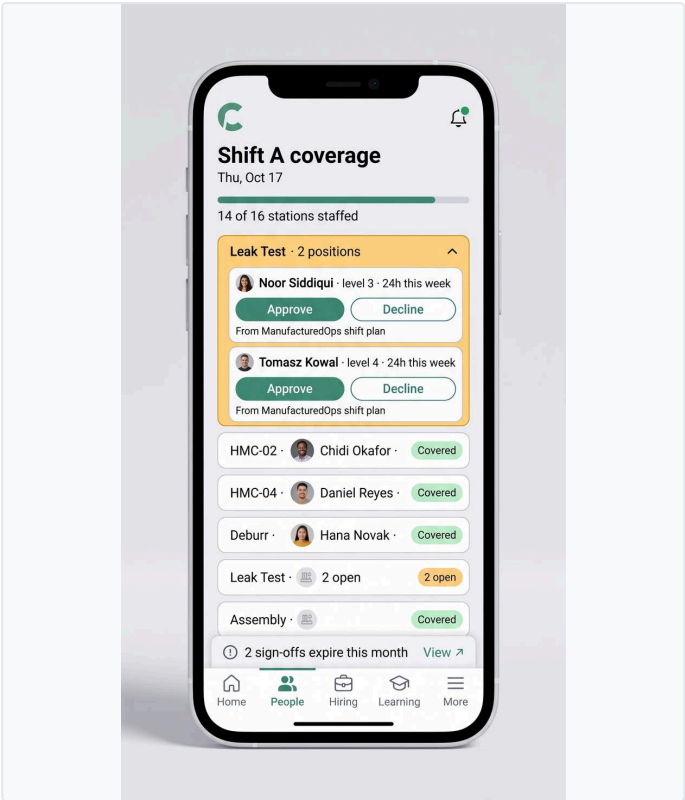
047 Lab Sop Training Matrix 1 Training Matrix



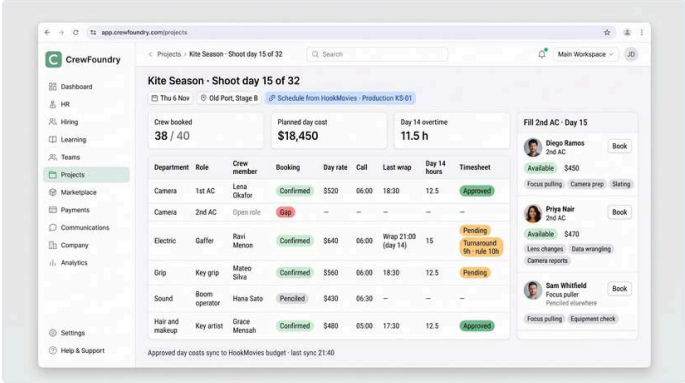
048 Driver Qualification And Dock Shift Roster 1 Driver And Crew Readiness



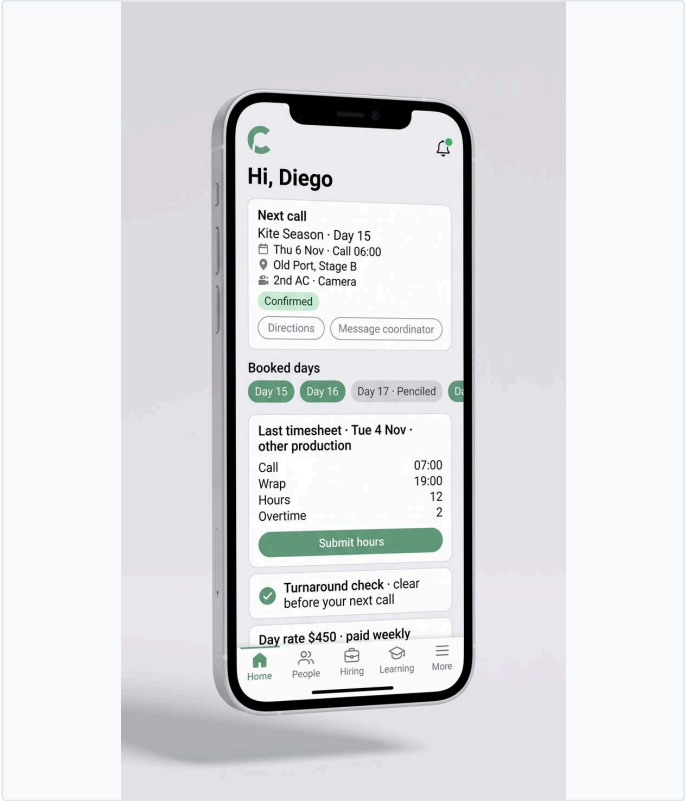
049 Shift Skills Matrix And Line Coverage 1 Line Coverage Board



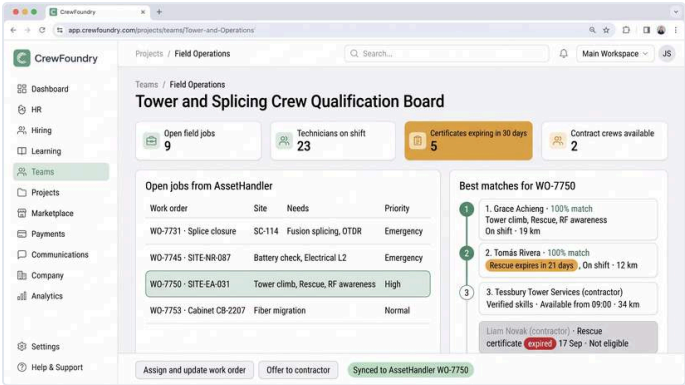
050 Shift Skills Matrix And Line Coverage 2 Shift Cover On A Phone



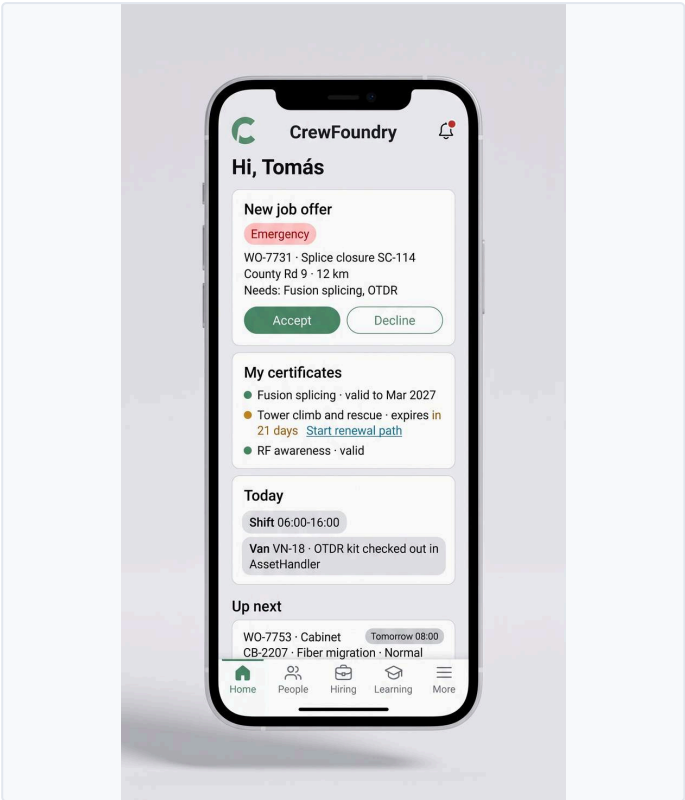
051 Shoot Crew Roster And Day Rates 1 Crew Roster For A Shoot



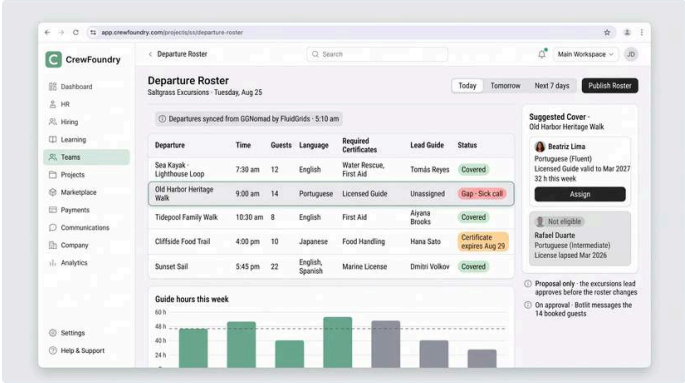
052 Shoot Crew Roster And Day Rates 2 Crew Member S Next Call



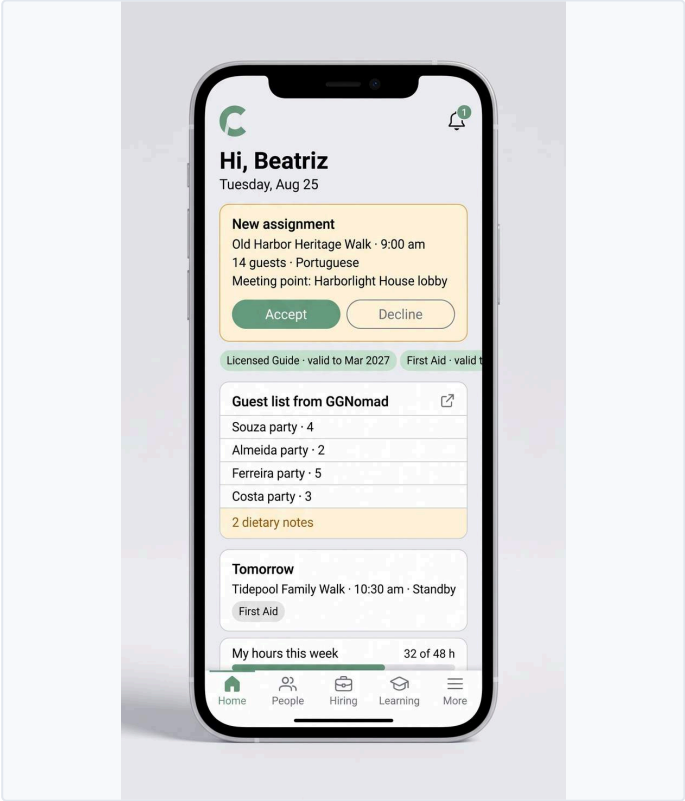
053 Tower And Splicing Crew Qualification Board 1 Crew Qualification Board



054 Tower And Splicing Crew Qualification Board 2 Technician Job Offer On



055 Tour Guide Departure Roster 1 Departure Roster



056 Tour Guide Departure Roster 2 Guide Assignment On Phon



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