Construction Timesheets Made Easier

Converting Paper & Excel Timesheets into Data
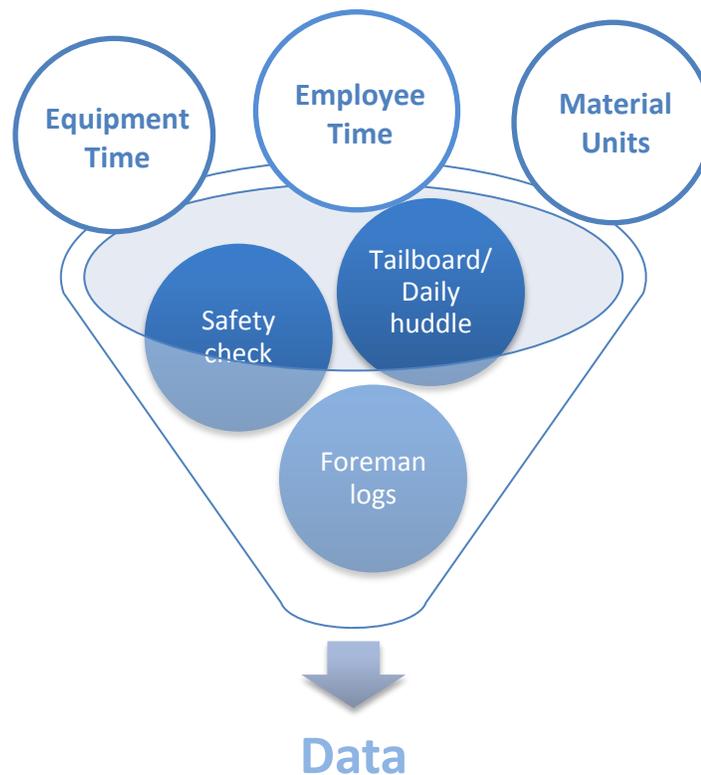
An Introductory Guide

How to convert crew timesheets into usable data.

Manual crew timesheet systems have four challenges:

A *Setting up daily crew timesheets* takes time.

B *Entering, validating data* takes time.

C *Having the data approved* by general foremen and clients.

D *Getting data into* payroll, accounting, ERP systems.

There are four ways to address these challenges:

1

Paper Timesheets

Old-fashioned paper can work best: it's cheaper, easy corrections, and it's what you know.

2

Excel Timesheets

MS Excel spreadsheets work well for data entry and consolidating timesheets.

3

In-house System

Sometimes it's best to develop software in-house to get exactly what you need

4

Buy Timesheet Software

Provides continuity, long-term support, and allows you to use software to implement best practices.

Challenge	Options	Results
Setting up timesheets • Who sets up crew timesheets? • How long does it take? • Can this be streamlined?	**Paper Timesheets**	Admin staff setup paper crew timesheets using word or Excel templates. This includes employee and equipment assignments, billing codes and pay classes.
	Excel Timesheets	Advantage is they can be consolidated into one data sheet using macros. Can be distributed by disk, flash drive, email, or printed to paper.
	In-house System	In-house system with database of billing codes, pay classes and crew assignments designed to match the exact needs to automatically set up crew timesheet templates.
Get data into payroll and accounting	**Buy System**	Software flexible in handling changing needs over time. Syncs payroll, accounting, ERP data to automate crew timesheet setup. Easy to use and takes no longer than one business quarter to implement.

Challenge	Options	Details
	Paper Timesheets	Supervisors and admins validate bill codes, pay classes, rules manually. Later changes to setup validated as part the approval process.
Enter, validate data • Is the timesheet setup correctly for the crew's work? • Are the billing codes and pay classes valid?	**Excel Timesheets**	Above comments apply, however, electronic spreadsheets are easier to modify and correct than paper. They still might be printed out for physical signatures.
	In-house System	An in-house system can assign employees and other resources to crews. It can validate pay classes and billing codes when they are assigned to resources.
	Buy System	Latest systems are web-based, using database, web servers, and browser clients. Should be highly configurable to match changing crew timesheet templates over time.

Challenge	Options	Results
	Paper Timesheets	Paper really shines when contracts or laws require physical signatures. However, they must be faxed or fedexed to other offices for approval signatures.
	Excel Timesheets	Excel crew timesheets can emulate "electronic" signatures using email time/date stamps. They can also be printed for physical signatures.
Approvals • Do you have different approval processes for different clients? • Different templates or dashboards? • Do you have daily or weekly approvals?	**In-house System**	In-house software can electronically authenticate submissions and approvals. Logins and passwords can be required as proof of an authenticated approval.
	Buy System	Purchased time, work and asset tracking software will have electronic signature features built in, and LDAP/Active Directory authentication. It should allow for different approvals and dashboards for different clients.

Challenge	Options	Results
	Paper Timesheets	Employee and equipment hours, materials units can be consolidated into large data sheets, then entered into payroll/accounting data entry screens. Manual work adds several days to payroll/billing process.
	Excel Timesheets	Excel sheets can be sent electronically to headquarters, and can be consolidated into one file for payroll/accounting processing. Corrections, however, can be more cumbersome than paper.
	In-house System	In-house software export data to payroll/accounting systems. In-house developers will have to support changing requirements as payroll and accounting data requirements change.
Getting data into payroll & accounting	**Buy System**	Purchased software should support many integration options. Should be able to modify integrations or support new payroll/accounting systems.

How do you automate paper timesheets?

Step 1

Address The First Challenge:

Setting up daily crew timesheets takes too long!

Ask this challenge question:

Could you setup crew employee time, equipment and materials timesheets in 1/10 the time?

How to evaluate automating paper timesheets?

1.

The First Challenge: Setting up daily crew timesheets takes too long!

Solution A:
Standardize paper timesheet templates

Worst Method:

Only take the same type of jobs so timesheet templates can be the same.

Rating: No rating

Concern: No one runs a business to match a template

Best Method:

Have all clients agree to a standard crew timesheet template format; use one master template for all job types.

Rating: Low

Concerns:

1. "Hodge-podge" templates cluttered and difficult to use.
2. "One-size fits all" templates difficult to manage over time.
3. Client approvers would not feel they were receiving proper customer focus.

Gain: 5-10% in time/cost savings

Evaluation: too much effort for minimal gain

How to evaluate automating paper timesheets?

1.

The First Challenge: Setting up daily crew timesheets takes too long!

Solution B:

Use standardized Excel timesheet template

Only Method:

Have all clients agree to a standard crew timesheet template format; use one master template for all job types.

Rating: Medium

Concerns:

1. Again, "Hodge-podge" Excel templates cluttered & difficult to use.
2. Difficult to manage "one-size fits all" template over time.
3. Client approvers would not feel they were receiving proper customer focus.

Gain: 10-15% in time and cost savings
Evaluation: too much effort for minimal gain; for timesheet setup, Excel productivity marginally better than word processing used to setup paper timesheet templates.

1.

Best Solution:

Automate setup with in-house or purchased software

Best Method:

Have crew timesheets automatically setup with default crew assignments, billing codes and pay classes from database.

Rating: High
Process:

1. When opened, crew timesheets are automatically setup with assigned employees, equipment, materials, tailboard (daily huddle), safety check and foreman log tabs.
2. Default billing codes, pay classes and pay rates setup automatically in timesheet.
3. Supervisors can add resources and modify rates and codes with valid values.

Gain: 80% in setup time and cost savings
Evaluation: Timesheets setup and used ASAP; admin staff can focus on other tasks; significantly reduce errors and corrections.

How do you automate paper timesheets?

Step 2

Address The Second Challenge:
Entering and validating data – making sure it's correct.

Ask this challenge question:
Can you enter and validate data in real time? What would you gain?

How to evaluate automating paper timesheets?

2.

The Second Challenge: Entering and validating data – making sure it's correct.

Solution: Delay paper timesheet preparation

Worst Method:
**Leave validation to approval process.
Rating: Poor
Concerns: Puts too much error checking on general foremen and clients; high number of errors and corrections likely

Best Method:
Delay paper timesheet setup until end of day allowing admin staff to validate crew setup, billing codes, pay classes or pay rates.
Rating: Low
Concerns:

1. Delay hurts accuracy of time and work entries.
2. Flurry of admin activity to make daily certified payroll deadlines.
3. Process might not work well for weekend or night shift work.

Gain: 50% in accuracy; significant delay in time and work data capture
Evaluation: best you can do with paper

2.

The Second Challenge: Entering and validating data – making sure it's correct.

Solution: Delay Excel timesheet preparation

Worst Method:

Leave validation to approval process.

Rating: Poor

Concerns: Most approvers will have extra step of printing out Excel timesheets; puts too much error checking on general foremen and clients; high number of errors and corrections likely

Best Method:

Delay Excel timesheet setup until end of day, admin staff validate crew setup, billing codes, pay classes or pay rates. Built-in Excel macros can validate certain entries.

Rating: Low

Concerns: Delay hurts accuracy of time and work entries; flurry of admin activity to make daily certified payroll deadlines; process might not work well for weekend or night shift work.

Gain: 50+% in accuracy; significant delay in time and work data capture

Evaluation: can build in macros to Excel timesheets that validate certain entries.

2.

The Second Challenge: Entering and validating data – making sure it's correct.

Best Solution: Automatically validate timesheet entries with in-house or purchased software

Best Method:

Have crew timesheets automatically validate billing codes, classes, policies and rules.

Rating: High

Process:

1. As crew timesheets are already setup with assigned employees, equipment and materials, supervisors only have to manage changes to assignments.
2. Time and work entry policies and rules can validate entries when they are made.
3. Supervisors can override rates and codes with valid values.

Gain: 50% in time and cost savings

Evaluation: Timesheet entries made in real time; significant increases in accuracy; management monitoring through day now possible; admin staff focus on other tasks.

How to evaluate automating paper timesheets?

Step 3

Address The Third Challenge:
Having the data approved by general foremen and clients.

Ask this challenge question:
Can you provide clients data the way they want it? What would you gain?

How to evaluate automating paper timesheets?

3.

The Third Challenge: Having data approved by general foremen and clients.

Solution: On site approval of paper timesheets and faxing/fedexing paper timesheets to clients

Only Method:

Supervisors, general foreman approve timesheet on site. Timesheets faxed or fedexed to clients for daily or weekly approval.

Rating: Low

Concerns:

1. High friction and cost of faxing and fedexing
2. Need to batch daily timesheets for one weekly client approval (client daily approval not cost effective)
3. Daily certified payroll requiring daily approval.
4. Slow and tedious corrections process

Gain: limited; significant delay in approvals can delay billing and payroll process

Evaluation: best you can do with paper

How to evaluate automating paper timesheets?

3. The Third Challenge: Having data approved by general foremen and clients.

Solution: Email or FTP individual or consolidated Excel timesheets to client for approval

Worst Method:

Email individual Excel timesheets to client for approval.

Rating: Low

Concerns: Most client approvers might have to take the extra step of printing out Excel timesheets; opening up individual emails slow and tedious; client has to create pdf of Excel timesheet with signature, or print timesheet, sign, create pdf and email back, or print and fax back. Poor process for corrections and re-approvals of timesheets.

Second Best Method:

Package Excel timesheets in zip file, send to client by email or FTP zip file to secure directory on client network.

Rating: Low-Medium

Concerns: Only improvement is reducing number of emails for client to open; above issues remain.

How to evaluate automating paper timesheets?

3. The Third Challenge: Having data approved by general foremen and clients.

Best Method:

Consolidate Excel timesheets into one master Excel sheet for client approval. Send to client using same methods as above.

Rating: Medium

Concerns: Reduces number of emails and the number of Excel timesheets for the client to open and approve; above issues remain.

Gain: 50% improvement in time and cost over paper-based methods.

Evaluation: Significant improvement, but still cumbersome for client corrections and re-approvals.

How to evaluate automating paper timesheets?

3. The Third Challenge: Having data approved by general foremen and clients.

Best Solution: In-house or purchased software automatically validates timesheet entries

Best Method:

Have crew timesheets automatically validate billing codes, classes, policies and rules.

Rating: High

Process:

1. As crew timesheets are already setup with assigned employees, equipment and materials, supervisors only have to manage changes to assignments.
2. Time and work entry policies and rules can validate entries when they are made.
3. Supervisors can override rates and codes with valid values.

Gain: 50% in time and cost savings

Evaluation: Timesheet entries made in real time; significant increases in accuracy; management monitoring through day now possible; admin staff focus on other tasks.

How to evaluate automating paper timesheets?

Step 4

Address The Fourth Challenge:
Getting data into your payroll, accounting or ERP systems.

Ask this challenge question:
Double and triple data entry: how much can eliminate?

How to evaluate automating paper timesheets?

4. The Fourth Challenge: Getting data into your payroll, accounting or ERP systems.

Solution: Standardized paper timesheet templates will make manual data entry easier

Worst Method:
Only take the same type of jobs so timesheet templates can be the same.
Rating: No rating
Concern: No one runs a business to match a template

Best Method:
Have all clients agree to a standard crew timesheet template format; use one master template for all job types.

Rating: Low/Medium
Concerns:

1. "Hodge-podge" templates cluttered and difficult to use.
2. Difficult to manage "one-size fits all" template over time.
3. Client approvers would not feel they were receiving proper customer focus.

Gain: 5-10% in time and cost savings
Evaluation: too much effort for minimal gain

4. The Fourth Challenge: Getting data into your payroll, accounting or ERP systems.

Solution: Change to standardized Excel timesheet template allows for easier data consolidation

Only Method:

Have all clients agree to a standard crew timesheet template format; consolidate data into one master sheet.

Rating: Medium

Concerns:

1. "Hodge-podge" Excel templates cluttered & difficult to use.
2. Difficult to manage "one-size fits all" template over time.
3. Client approvers would not feel they were receiving proper customer focus.
4. Eliminates one round of data entry.

Gain: 10-15% in time and cost savings
Evaluation: if possible, data consolidation benefits are large as can now export data. No improvement for corrections.

4. The Fourth Challenge: Getting data into your payroll, accounting or ERP systems.

Best Solution: Electronically export timesheet data with in-house or purchased software

Best Method:
Manual/automatic data export marks entries as processed automates corrections process.

Rating: High
Process:

1. Submitted and approved crew timesheet entries can be exported by SFTP accounting, web services or manually uploaded to payroll
2. All entries can be marked as "processed" so correction entries can be exported and processed in future as new entries.
3. Mirrored pay and accounting data reports allow for final data reviews by approvers, payroll and accounting.

Gain: 100% in time and cost savings
Evaluation: Automated exports eliminate 100% of second data entry; admin staff can focus on other tasks; reduces double data entry errors, automates corrections process.

Appendix:
Additional Notes on Options

Paper Crew Timesheet Built-In Problems

1. For large companies, paper crew timesheets will by necessity need to vary by job because of special job and client requirements. In these cases, it will never be advisable to standardize paper timesheet templates.

2. Companies that do successfully standardize paper crew timesheet templates across a variety and jobs and clients are very busy and difficult to read.

3. In all cases, paper crew timesheets must always be setup manually by either administrative staff using word processing software or by supervisors entering in employee, resource, hours and units data by hand.

4. Word processing templates can be used and modified to save time in timesheet preparation, however, this is usually done by administrative staff.

5. Paper timesheets are the gold standard for notating timesheet corrections and adjustments. DCAA and other auditing standards require that electronic systems and software must emulate the audit trail provided by paper systems.

6. Paper timesheet distribution must always be handled by hand, messenger, fedex or fax.

7. Paper timesheets when completed can be lost or damaged. There only back-up is imaging (e.g. using smartphone cameras) or Xerox copies.

8. Paper timesheets must always be faxed, messengered or converted to an electronic image for approvals.

9. Where physical signatures must be part of the audit trail, a timesheet image can be imported and attached to an electronic record of the timesheet.

10. Rejections must be faxed, messengered, or converted into an image and sent back to supervisors or general foremen.

11. Paper timesheet processes have a built-in slowness factor that makes daily timesheet submission and approval not feasible (unless daily certified payroll is required)

Excel Crew Timesheet Built-In Problems

1. For large companies, Excel crew timesheets will by necessity need to vary by job because of special job and client requirements. In these cases, it will never be advisable to standardize Excel timesheet templates.

2. Companies that do successfully standardize Excel crew timesheet templates across a variety and jobs and clients are very busy and difficult to read.

3. In all cases, Excel crew timesheets must always be setup manually by either administrative staff using a computer or by supervisors entering in employee, resource, hours and units data by hand.

4. Excel templates can be used and modified to save time in timesheet preparation, however, this is usually done by administrative staff.

5. Excel timesheets must be printed, obtain physical signatures and stored for safekeeping if they are to match paper timesheets in notating timesheet corrections and adjustments. DCAA and other auditing standards require that electronic systems and software must emulate the audit trail provided by paper systems.

6. Excel timesheet distribution is handled by email, FTP, flash drive media, or in printed versions by hand, messenger, Fedex or fax.

7. Excel timesheets when completed can be lost or damaged, and their paper-based versions can be as well. There back-ups are file backups, and for their paper-based versions imaging (e.g. using smartphone cameras) or Xerox copies.

8. Excel timesheets must always be emailed, faxed, messengered or converted to an electronic image for approvals.

9. Where physical signatures must be part of the audit trail, a paper timesheet image can be copied into the Excel version of the timesheet.

10. If physical signatures are required, rejections must be sent in a printed paper version by fax, messenger, or converted into an image and sent back to supervisors or general foremen by email or FTP.

11. Excel timesheet processes also have a built-in slowness factor that makes daily timesheet submission and approval not feasible (unless daily certified payroll is required).

In-House Development Built-in Problems

1. The greatest problem with in-house developed systems is source code control, continuity and support over the long term. Today, development engineers and contractors move from company to company frequently so it is unlikely that continuous support for enhancements and updates should be expected beyond 18 - 24 months for any internally-developed crew timesheet application.

2. For large companies, in-house development crew timesheet software should be designed so timesheet templates can vary by job because of special job and client requirements if it is to provide gains over paper or Excel-based systems.

3. In all cases, in-house crew timesheet software should be able to automatically setup crew employees, equipment resources and materials with appropriate billing codes, pay classes and other data entry properties.

4. An in-house system must have the ability to record physical signatures and have them stored for safekeeping if they are to match paper timesheets in notating timesheet corrections and adjustments. DCAA and other auditing standards require that electronic systems and software must emulate the audit trail provided by paper systems.

5. An in-house system must be able to distribute timesheets by rendering them into a user client such as a browser on-demand. The system must also allow for the electronic printing, submission, approvals, rejections, corrections and reporting of timesheets.

6. An in-house system must provide back-up and disaster recovery to as a backup to physical timesheets that might become lost or damaged. It should also allow for the storage of images of paper-based timesheets (e.g. using smartphone cameras) or pdf copies.

7. If signatures are required, submissions, approvals and rejections must be authenticated through the systems login and authentication features. The system must have a detailed audit trail recording date and time stamps and authorized users conducting those all audited actions.

8. When developing an in-house system, databases can include MS Access, Foxpro for smaller systems and MS SQL Server or Oracle for larger systems.

9. A design and database development resource can write a program that allows you to enter employee assignments by crew.

10. You can give access to the database by writing a user interface that allows general foremen to assign resources for each day.

11. You can write crew timesheet templates that can generate crew timesheets pre-filled with the right employees, their proper pay class, billing code, shift and job. Leave the phases and cost codes blank so they can be filled out by supervisors during the day.

Project Phase	Tools
Requirements Analysis	Options: Internal business analyst External consultant
Database Development	Tool Options: MS SQL Server MS Access Foxpro
Business Logic/Interface Development	Tool Options: .NET Java/HTML PHP
Business Intelligence Reporting	Tool Options: Crystal Reports Business Objects Cognos
Export Data	System Options: ADP Payroll Timberline SAP

Considerations When Buying Software

1.   **General Features.** There are certain general features that are the mark of an enterprise-class construction and field services time and work tracking system.

1.1.   **Cloud and On-premise Software Options.** Advanced construction crew timesheet software should be available in cloud versions or self-hosted versions.

1.2.   Ability to provide application security using custom **enterprise security permissions** and secure application access using **SSL, LDAP and Active Directory**.

1.3.   Ability to support **all major operating systems, databases, web servers and browsers**.

1.4.   Ability to **track employee, equipment, materials, assets and forms** using any units of measure.

1.5.   **Multiple approval levels** and backup approval levels for both crew timesheets but also office workers.

1.6.   **Automated email reminders and notices** to enforce timesheet submission and approval deadlines.

1.7.   Support for **shift differential** regular time, overtime and double time.

1.8.   Ability to **support multiple time periods** for payroll processing and reporting such as weekly, bi-weekly, semi-monthly, monthly, quarterly, yearly, year to date, fiscal years and more.

1.9.   Ability to **support multiple holiday schedules** by division, group, state, province, country or country group for multiple employee types.

1.10.   Ability to support **multiple billing rate options** by union, job, cost code, client, or other variables.

1.11. Ability to support **multiple pay rate options** by union, job, cost code, client, or other variables.

1.12. Ability to support **multiple employee types** for payroll processing such as non-exempt, exempt, contractor, etc.

1.13. Ability to **customize system terminology** to martch company's terminology for employees, assets, crews, time off, jobs, phases, cost codes and more.

1.14. Ability to **brand or private label the application** using a company logo and web page names.

1.15. **Global support for multiple locales and time zones.**

1.16. Support for **DCAA compliance including audit trails** of timesheet editing and system administrative changes.

1.17. Support for **daily certified payrolls** including daily submission, approvals and reporting of payroll data.

1.18. **Data Synchronization and Web Services.** If this information resides in an accounting or construction ERP system, the crew timesheet software should be able to synchronize crew timesheets with this information using auto-import utilities and web services.

2. **Automatically setup crew timesheets.** There are required features to with the ability to automatically setup crew timesheets.

2.1. **Automatically assign crew employees and resources** to crews with the proper employee and equipment billing codes, employee pay classes and other pertinent information.

2.2. **Allow the day's employee and resource details to be automatically saved** with entries in background automatically.

2.3. Ability to **create crew timesheets using assigned templates** allows different template requirements for different job crews, jobs and clients.

2.4. Ability **create crew timesheet fields** in the templates to track any entry properties such as regular time, overtime, double time, meals, units, conditions, measurements, and other fields. Crew timesheets will be rendered using this template format automatically.

3. **Ability to validate data, policies and rules.**

3.1. Ability to **restrict employees and resources certain approved billing codes.**

3.2. Ability to **restrict employees to certain approved pay classes**.

3.3. Ability to **restrict phases to certain jobs** to reduce crew timesheet rejections and corrections.

3.4. Ability to **restrict cost codes to certain phases** to reduce timesheet rejections and corrections.

3.5. Ability to **process rules** such as overtime and double time hours and other entries.

3.6. Ability to **process time off accruals** and enforce other employee balance and accrual rules.

3.7. Ability to **enforce required fields** are entered in crew timesheets.

3.8. Ability to **restrict certain data field entry** to managers with assigned security permissions.

3.9. Ability to **process time entry rules** that prohibit time and units entry policies from being violated.

3.10. Ability to **process rounding rules** where appropriate to ensure that hours and units data entry is uniform for payroll, accounting and billing.

3.11.   Ability to enforce **rules that prevent data from being entered against inactive** employees, equipment, assets, materials, jobs, phases or tasks.

3.12.   Ability to enforce **rules that do not allow time off to be scheduled on non-work days**.

3.13.   Ability to enforce rules that **do not allow time off submissions for past dates** to violate current time off balances.

3.14.   Ability to enforce rules that **do not allow time off submissions for future dates** to violate future time off balances.

3.15.   Ability to support **California rules** such as California daily overtime, double time and consecutive day rules, the meal penalty rule and split shift premiums.

3.16.   Ability to support **9/80 compressed rules**.

3.17.   Ability to enforce **shift differentials** and associated midnight split rules.

3.18.   Ability to support certain **comp time or time in lieu policies**.

4.   **Supervisor Features.** Once the electronic crew timesheets are setup, supervisors should have several important usability features that not available in paper or Excel timesheets:

4.1.   Ability to **search for active crews** that they have the security permissions to manage, edit, view or print.

4.2.   Ability to **search for** and **add employees, equipment, materials and other resources** to crew timesheets.

4.3.   Ability to **search for and select active jobs, phases, cost codes or other work items** to code hours and other units of measure tracked on the crew timesheet. Search

should allow searching to be done by name, ID or description of the work item.

4.4. Crew timesheet should **memorize frequently used work items** and display them in work item pick lists as a shortcut.

4.5. **Ability to add multiple phase/cost code work item columns**, as in a paper crew timesheet, on demand, essentially extending the structure of the crew timesheet if needed without any administrative assistance.

4.6. **Copy previous timesheet setups** from day to day, or even copy the previous day's employee, equipment, materials, hours and quantity information forward to the current day and then edit for changes.

4.7. Ability to **record any employee time off hours** by pay code.

4.8. Ability to **schedule time off for employees** they have permission to manage.

4.9. Ability to **approve time off requests** from employees who request time off.

4.10. Ability to electronically **submit and/or supervisor approve** crew timesheets.

4.11. Ability to **navigate to any past crew timesheet** they have permission to manage, view, edit or print.

4.12. Ability to **summary submit or summary supervisor approve** an entire week of crew timesheet entries.

4.13. Ability to **print crew timesheets** for review and to obtain physical signatures if needed.

5. **Client Approval Features.** Once the electronic crew timesheets submitted and supervisor/general foremen approved, client approvers should have several important usability features that not available in paper or Excel timesheets:

5.1. Ability to **login to a simplified approval dashboard** that displays the information needed by a client to complete crew timesheet approvals.

5.2. Ability to **search for active daily and weekly crew timesheets** that they have the security permissions to view, approve or reject.

5.3. Ability to **view employee hours by employee type subtotals** and **equipment by class subtotals**.

5.4. Ability to electronically **client approve employee hours, equipment use, materials units, supervisor logs, accident reports** and other assets and submitted forms.

5.5. Ability to **send an automated rejection email notice with detailed reasons for the rejection** to supervisors.

5.6. Ability to **client approve time off schedules** for employees.

5.7. Ability to **navigate to any past crew timesheet** they have permission to view or print.

5.8. Ability to **client approve by day or summary client approve** an entire week of crew timesheet entries.

5.9. Ability to **view client custom reports** that are published to the client.

5.10. Ability to grant security permissions to select or all clients so they can **create custom client reports** which when created are restricted only that client's data.

5.11. Ability to **print crew timesheets** for review and to obtain physical signatures if needed.

1. **Setup crew timesheets**
2. **Validate data**
3. **Approve timesheets, and**
4. **Get data into payroll & accounting...**

in 1/10th the time!

See Pacific Timesheet Construction Timesheets In Action!