



PRODUCT OVERVIEW.

Verified. Geo-locked. Task-driven workforce execution.

Hirebase runs the whole working life of an hourly or field workforce — onboarding to exit — while enforcing verified, geo-tracked, task-driven work in real time across distributed teams.

600,000+

Active field workers managed across all deployments

5+ → 1

Point solutions consolidated into one license

100%

Of every call, SMS & message logged for life

Day 1 → Exit

One record, one system, one owner

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RUNNING IN PRODUCTION TODAY.

Not a pilot. Not a roadmap. A system already at scale.

600,000+

Active field workers managed across all deployments

135,000+

Largest single live deployment, on one system of record

300,000

Scale a single deployment is architected and tested to run at

99.9%

Contracted platform uptime SLA

READ THESE THREE NUMBERS SEPARATELY

600,000+ is the cumulative active-worker count across every Hirebase deployment. 135,000 is the single largest deployment on one system of record. 300,000 is the capacity a single deployment's architecture is built and tested to run at.

CATEGORY.

One platform for distributed workforces — not a generic HR tool.

WORKFORCE EXECUTION PLATFORM

HCM and HRIS suites are systems of **record** — they hold employment data but don't run the work, leaving a multi-tool layer and heavy managerial overhead. Hirebase is a system of **execution**: it enforces verified, geo-tracked, task-driven work in the field and keeps the full lifecycle record. The record is one layer inside execution, not the other way around.

What it is

- ✓ An enterprise workforce execution platform, purpose-built for large distributed field teams.
- ✓ Full lifecycle management — onboarding through exit, on one record.
- ✓ Verified, geo-tracked, task-driven enforcement — identity, location and task completion are gated, not just logged.
- ✓ Deployed per client inside their own cloud, not self-serve SaaS.

What it is not

- ✗ Not a per-user self-serve SaaS HR tool — every deployment is scoped to the client.
- ✗ Not a full payroll processor — it calculates and hands off to your existing payroll system.
- ✗ Not a generic productivity tracker — every gate is tied to a real work event.
- ✗ Not a consumer workforce app.

SYSTEM CONSOLIDATION.

One platform instead of five separate vendor bills.

Every capability below is typically a separate vendor, a separate contract and a separate per-employee bill. Hirebase ships them inside one deployment.

Typically a separate vendor: **Onboarding & digital form signing**



Included: Multi-language onboarding wizard; policy and terms acknowledgement with signature capture

Typically a separate vendor: **Learning management system (LMS)**



Included: Training LMS with scored knowledge checks, gated against activation

Typically a separate vendor: **Document management / e-file storage**



Included: Per-worker document repository — I-9, W-4, background and compliance files, each with a timestamped upload record

Typically a separate vendor: **Call / SMS logging & communications tool**



Included: Full call, SMS and voice-note history, transcribed and attached to the worker record

Typically a separate vendor: **Shift scheduling software**



Included: Drag-and-drop Master Project View with an explicit publish step

LICENSING MODEL.

One organization-wide license. Headcount growth stays yours.

Hirebase is licensed to the organization, not metered per seat. Seasonal ramps, a second shift or a doubled roster are operations decisions — they don't reopen procurement.

CONSOLIDATION

Five contracts collapse into one

Onboarding, LMS, document management, communications logging and scheduling arrive inside the same deployment — replacing separate vendors, separate renewals and separate integration work.

HEADCOUNT INDEPENDENCE

Scaling the workforce is not a pricing event

The license does not re-price against headcount. Renewals track general inflation, not the size of the roster — growing the workforce doesn't trigger a mid-term renegotiation.

WHITE-LABEL

Deployed under your brand

Your logo, your product name and your color scheme on screen. The engine is ours; everything the workforce and your clients see is yours.

CLIENT-OWNED INFRASTRUCTURE

Your cloud, your data, your governance

Deployed inside your own cloud tenancy. Residency and retention follow policies you already run, rather than a vendor's schedule you have to accept.

DEPLOYMENT MODEL.

Built once. Configured per client.

Hirebase runs on a single core engine. What changes per deployment isn't the product — it's the configuration: the compliance framework, the language, the payroll and ERP systems it connects to, and where the data lives.

ISOLATION

Single-tenant, inside your own Azure tenancy

A dedicated environment per client on the client's own accounts — no shared multi-tenant database, so there is no cross-tenant leakage surface to manage.

COMPLIANCE

Any labor-law and compliance framework

Incident, safety-gate and recordkeeping structures adapt to the region deployed in. US OSHA / workers'-comp (DWC) and I-9 are one configured example, not the ceiling.

LANGUAGE

Any language, any market

Onboarding, training and the worker mobile app support multi-language deployment, configured per market.

INTEGRATION

Any ERP or payroll you already run

The integration layer connects to whatever system of record a client has standardized on, engineered per deployment rather than assumed.

Region follows your own tenancy: Hirebase deploys into whatever cloud region your organization already operates in, and inherits the compliance posture you maintain there.

WHO IT'S BUILT FOR.

Teams that manage distributed, deskless workforces.

Facility Management

Multi-site cleaning, maintenance and security coverage.

Security Agencies

Guards, patrols and incident logging across sites.

Logistics & Delivery

Route-tracked drivers with proof-of-stop.

Healthcare Field Staff

Home health and mobile clinicians, visit-verified.

Retail Operations

Store associates and merchandising crews.

Staffing Agencies

Placement, onboarding and compliance at scale.

Field Sales

Reps routed and verified per stop.

Construction & Contracting

Crew check-in by site and trade.

Port & Terminal Operations

Shift crews across docks and yards.

Insurance Field Claims

Adjusters with photo proof and route log.

Utilities & Energy

Field techs, outage and meter crews.

Maintenance & Service

Dispatched technicians with proof of completion.

WORKFLOW LIFECYCLE.

Six stages, one system — onboarding to exit.

1

Onboarding

Document collection, identity verification, training assignment and readiness validation.

2

Activation

Worker goes live, assigned to locations and roles — held until required training clears.

3

Field Execution

Geofenced login required, live photo verification mandatory, task execution and route tracking begin.

4

Monitoring

Real-time location tracking, break tracking, deviation detection and task compliance.

5

Completion

Task verification, shift logout with photo validation, hours logged against the job.

6

Exit

Offboarding completed in-system; full communication, task and incident history retained and searchable.

FIELD OPERATIONS & VERIFICATION.

Enforcement, not just tracking.

Geofencing and face verification aren't marketing bullets — they're quantified, hard gates inside the live product.

LOCATION

Geo-fenced attendance

Admin-configurable radius per site via a map boundary tool, set independently per location.

Live distance-from-center vs. allowed radius shown on the device — e.g. **0.21 mi of 0.31 mi**.

Inside / outside job-area status blocks or flags punches in real time.

Continuous monitoring runs through the whole shift, not just at clock-in.

IDENTITY

AI face liveness verification

Live photo required at both punch in and punch out.

Returns a numeric confidence score — e.g. **81% confidence** — not just pass/fail.

Anti-spoofing liveness model, hosted internally, prevents photo and video spoofing.

Retake / Remove / Continue gate prevents impersonation and buddy-punching.

MOBILE APP — FIELD WORKER.

Every punch is a five-step enforcement chain.

Punch In and Punch Out follow the same sequential, mandatory flow — each step blocks the next until cleared.

01

Geofence check

Location-ready banner; job map with boundary circle.

02

Job confirmation

Assigned job shown; worker confirms or selects.

03

Photo capture

Live photo required; blocks the punch until taken.

04

Face confidence check

Confidence score shown; Retake / Remove / Continue.

05

Safety Q&A gate

Safety questions reviewed and confirmed before work starts.

AFTER THE PUNCH CLEARS

Session timer, break management and incident reporting are all available from the same home screen. A single punch session can nest up to five job-site check-in and check-out stops, each independently timestamped and photo-documented.

SCHEDULING & TASK EXECUTION.

Build the week by dragging people onto jobs.

ASSIGNMENT

Drag a worker onto a job

No spreadsheets — live status updates the moment a shift is assigned, across every location in one Master Project View.

ROUTING

Route & multi-stop tracking

One shift spans several sites; distance and travel time plot between every check-in and check-out. Raw distance and elapsed time only — never a dollar calculation.

PROOF

Task proof-of-work

Image proof, notes and status are mandatory before a shift can be completed.

Draft

Punch In-Out

No Show

Missed Punch

Conflict

PUBLISHING IS AN EXPLICIT STEP

A schedule stays in Draft while it's being built. Publishing is a reviewable action, not a side effect of saving — it shows exactly which workers are about to be notified and how many remain unassigned, before anything reaches the field.

LEAVE, PTO & ADJUSTMENT WORKFLOWS.

Three independent approval queues, fully audited.

QUEUE 01

Time Adjustment Requests

Worker-requested corrections to punch times — original vs. requested shown side by side. Approve or reject with a mandatory reason and a full reviewer trail.

QUEUE 02

Job Adjustment Requests

Reassign which job code a session counted against. Same audit pattern — original vs. requested, reason required.

QUEUE 03

Missed Punch Management

Admins can add a missed punch on a worker's behalf, with a mandatory reason and reviewer sign-off recorded against the record.

LEAVE & PTO

PTO is tracked in hours behind a days-based interface, with the live balance shown to the worker at request time — and rejection reasons are visible to the worker, not hidden. Pending, Approved, Rejected and Total counts sit on one dashboard.

FULL-LIFECYCLE COMMUNICATION HISTORY.

One worker. One record. Every interaction, for life.

Every call recorded and time-stamped. Every SMS and voice note transcribed. Every status change logged. It all lives on the worker's record.

CALLS

Every call recorded

Time-stamped, retrievable and attached to the worker record, with duration logged.

MESSAGING

Every SMS & voice note transcribed

Searchable across the full lifecycle, not siloed in a personal phone.

CONTINUITY

Survives manager turnover

The record belongs to the system, not the person who happened to run the account.

DISPUTES

One record for disputes & audits

A single source of truth, retained for the life of the employment relationship.

SAFETY & INCIDENT MANAGEMENT.

Compliance-grade, not a lightweight photo upload.

Full incident record

Worker demographics, supervisor, weather conditions and the specific work area.

Medical & investigation

Treatment location, drug-test status and explanation.

Workers' compensation — DWC

Form status and dates tracked against the record.

Injury detail

Body part affected, nature of injury and a free-text summary.

Photo attachments

Up to five photos attached directly to the incident record.

WHY IT MATTERS

The incident record is configurable to your region's safety and compliance framework — captured here to satisfy US OSHA recordkeeping and workers'-comp (DWC) first-report-of-injury requirements as one deployed example.

Daily and weekly safety meetings are structurally distinct record types, each carrying named worker acknowledgements — so a hazard briefing produces a record, not just a conversation.

For security, staffing and facility-management buyers, this is the surface currently stitched together across multiple tools.

REPORTS & ANALYTICS.

Twelve report types covering every compliance surface.

Each report is independently filterable by worker, project manager, job or date range — and CSV-exportable.

Enhanced Punch

Photos, locations, distance / travel / traffic per punch.

Break Duration

Start / end location and duration per break.

Incidents

OSHA / workers'-comp-grade detail.

Daily Safety Meeting

Hazard Q&A with named acknowledgements.

Weekly Safety Meeting

Keyed by week-start date, acknowledgements listed.

Safety Q&A

Scored knowledge checks at punch in / out.

Weekly Attendance

Per-worker weekly hours grid.

Time Reports

Daily work hours and activity per worker.

PTO Report

Leave taken and balances by worker.

Work Hours

Net vs. total worked across the period.

Job Performance

Activity rolled up by job rather than by worker.

Service Report

Multi-stop shift routes with photo proof and route map.

HR LIFECYCLE & LEARNING.

Onboarding, training and staffing CRM, built in.

ONBOARDING**Digital onboarding wizard**

Multi-language and configured per market: identity, emergency contact, employment history, policy acknowledgements, signature and photo capture — with I-9 and W-4 collected and stored against the worker record.

LEARNING**Training LMS**

Video modules with scored knowledge checks, tracked against the worker record and surfaced at punch. A configurable gate can hold activation until required courses pass — not merely start.

STAFFING**Staffing CRM**

Candidate and client pipeline managed alongside the workforce record — sourcing through placement in one system, so a placed candidate becomes a managed worker without re-entry.

TRAINING-GATED ACTIVATION

The gate is configurable, not universal: a client decides which roles or sites require training to clear before a worker can be scheduled. Where it is switched on, activation waits for the pass mark.

INTEGRATIONS.

Hirebase runs the work. Your systems keep the record.

Hirebase is ERP-adjacent by design. Verified hours, rates and worker data are calculated here and handed off — it does not replace the payroll engine or the finance system you already run.

PAYROLL

Verified hours, exported clean

Shift hours, overtime and site rates are calculated from verified attendance and exported into ADP, QuickBooks or the client's own payroll system.

CONNECTIONS

Eleven integrations connected

Payroll, communications, identity and productivity connections ship as certified, maintained integrations rather than one-off scripts.

ERP

Engineered per deployment

Enterprise ERP connections are engineered against the client's own IT standards for each deployment, not assumed from a marketplace listing.

WHAT THIS AVOIDS

Attendance data that has to be re-keyed into payroll is where disputes start. Because hours arrive already verified — geofence, live photo and task proof attached — the export is evidence, not an assertion.

DEPLOYED TODAY.

Two named deployments, running their whole workforce on it.

COMMERCIAL & TEMP STAFFING

SPI Staffing

135,000+

Active workers

14

US locations

Automated

Payroll via QuickBooks

Runs the entire temp-workforce lifecycle — onboarding, verified attendance, compliance, training, client dispatch and payroll — on one deployment, across construction sites, shopping malls and retail stores.

UTILITY INFRASTRUCTURE & FIELD SERVICE

I-Wire Solutions

65,000+

Field technicians

Nationwide

USA deployment

Single-tenant

Dedicated Azure

Runs the entire field-technician lifecycle — multi-stop route tracking, geofenced site verification, client dispatch and ADP payroll export — on one single-tenant deployment.



THE TAKEAWAY.

One record. One system. Verified from day one to exit.

One organization-wide license, five point solutions consolidated, and every call, SMS and task enforced and logged for life — deployed single-tenant inside infrastructure you already own.

[Book a deployment scoping call](#)

We'll map Hirebase to your compliance framework, your payroll and ERP systems, and your region.

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