

Upgrading to Multi-Entity ERP for a Complex, Growing Business

INVO PEO



Challenges

Upgrading to Multi-Entity ERP for a Complex, Growing Business

INVO PEO offers innovative national value outsourcing solutions that take the insurance philosophy of asset protection and expand it to provide a more comprehensive approach to business services. A professional employer organization (PEO), the company's 37 independent entities span services for human resources outsourcing through co-employment relationships, as well as IT, insurance, and finance services. The business has experienced 6X revenue growth in recent years and eventually needed to upgrade its legacy insurance, HR, and financial management systems in order to better scale with continued growth. After looking at various options on the market, the company selected the Sage Intacct cloud-based ERP solution to handle all of INVO PEO's financial management needs, and chose Prism HR to manage its PEO payroll and other HR-related workflows.

"After evaluating solutions like Oracle NetSuite and Microsoft Dynamics GP, what really stood out about Sage Intacct was its ability to dramatically streamline our chart of accounts through an easy-to-use, dimensions-based approach to the general ledger," shared Freddie Daniels, controller at INVO PEO. "Sage Intacct can handle even our most complex reporting and global consolidation needs directly within the financial management system, while giving us the flexibility to integrate with other business applications and add on specialized tools like fixed assets from partners in the Intacct Marketplace. Because of all this, we knew Sage Intacct would be a system we could rely on as we grow."

Solutions

Boosting Finance Productivity through Automated Processes

After using cumbersome, outdated systems for many years, INVO PEO's finance team achieved immediate time savings from switching to automated multi-entity processes in Sage Intacct. "Now we spend less time on preparing financials and reconciliations, and can shift 30% more productivity into things like more complete and more frequent cycles," noted Daniels. "As a finance team, we are scaling faster and using fewer resources because we don't need as many people to keep up with the company's growth."

INVOPEO
innovative national value outsourcing

Company Overview

Beginning with an insurance-minded approach, INVO PEO developed a system of services designed to help clients protect their investment and increase their revenue. The company's professionals span several fields, including tax compliance, human resources, payroll, risk management, employer compliance, and insurance, and serve clients all over the United States.

Executive Summary

Results with Sage Intacct:

- Increased finance productivity by 30%
- Saved 50+ hours/month managing A/P and A/R
- Shortened global consolidations by 2 days/month
- Software paid for itself in <3 months

UPGRADING TO MULTI-ENTITY ERP FOR A COMPLEX, GROWING BUSINESS

Previously, INVO PEO's accountants spent around three hours every day compiling separate accounts payable and receivable reports for each entity. In Sage Intacct, this whole process is completed in 20 minutes, eliminating inefficiencies in the team's payment and collections workflows. The system also streamlines inter-company transactions because it instantly records all of the necessary reconciliations for each entity from just one entry. The work of producing monthly financials and consolidations across the company's many entities has been shortened from a couple days of effort to something that takes just minutes in Sage Intacct. The cloud-based financial management solution makes it easy for INVO PEO's finance team to simply attach electronic backup to transactions, rather than storing and manually organizing these documents on several local servers. And the system's audit-ready financial controls and approval workflows ensure that the appropriate accountants and managers review and approve transactions as needed.

Results

Increasing Profit Margins through Deeper Financial Analysis

Sage Intacct delivers full visibility into INVO PEO's financials across a variety of operational dimensions—allowing the business to slice and dice income and expenses for specific projects, locations, business units, departments, insurance carriers, or employees. For example, the finance team looks at how profitability is trending through financial reports for each state, customer, line-of-business, as well as entity groupings based on common carriers. By closely monitoring insurance costs and state-by-state unemployment rates, the PEO division can more quickly spot opportunities to increase its profit margins and limit the exposure of having too many claims on any single carrier.

"Now that we have insight into client-specific revenue and both direct and indirect costs over a certain time period, we have the full picture we need to make a case for billing increases at renewal time," said Daniels. "For the first time, this visibility includes PEO expenses that are tracked outside our core HR platform, such as liability payments, workers compensation claims, or unusually high maintenance costs—all of which are easily tracked and allocated within Sage Intacct."

With Sage Intacct, the finance team created personalized dashboards for various stakeholders throughout the company. Their treasury dashboard features cash balances for each of INVO PEO's entities alongside all open A/P and A/R, which improves the company's cash management. In addition, sales dashboards show profit and loss statements for each employee or department, which is improving budget accuracy.

“One of the biggest benefits of Sage Intacct is that we can produce accurate, timely reports much more quickly. Now details like profit-and-loss by client or by insurance carrier—which used to take days to gather using our old systems—are at our fingertips, and that means we can make critical decisions for the business a day or two faster.”



Freddie Daniels,
Controller, INVO
PEO

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