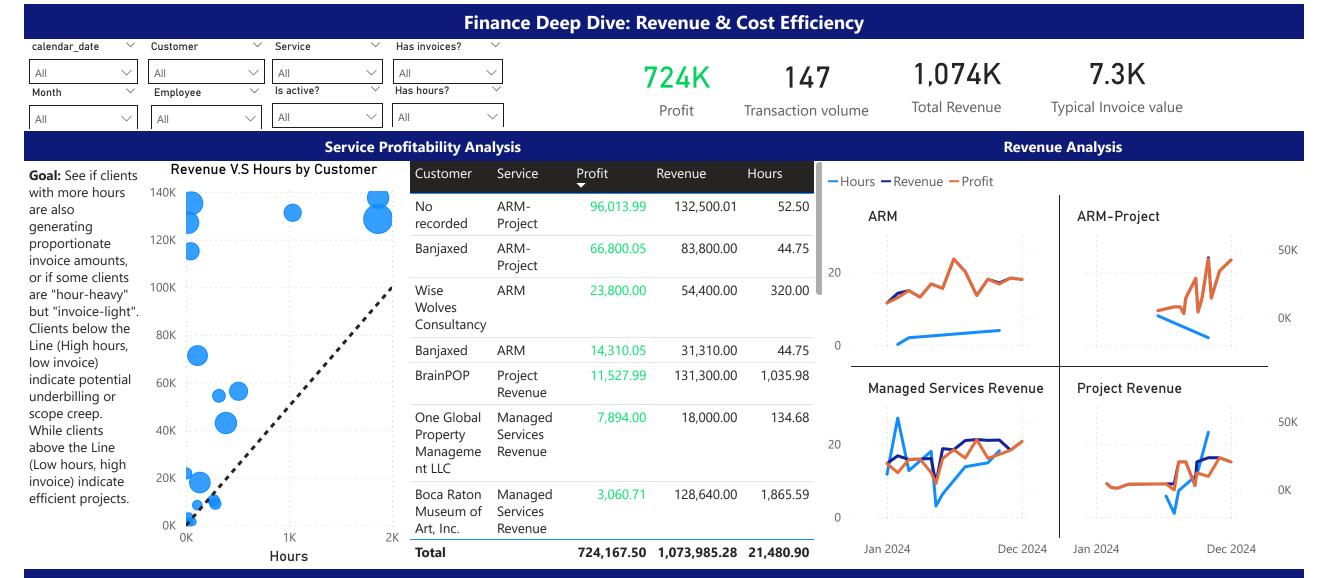


## **Insights Section**

**Strong Profitability:** The business is highly profitable, achieving \$724K in Profit from \$1.07M in Total Revenue. This indicates a healthy margin and effective cost management. **Critical Client Losses:** A small number of clients are driving significant losses. The most notable are **BookNook (-\$149K)** and **ecofi (-\$134K)**, representing over half of the total losses identified. This highlights a critical need to review their contracts and operational costs.



## **Insights Section**

Business Model Discrepancy: The scatter plot for Revenue vs. Hours demonstrates a lack of correlation (R<sup>2</sup> near 0), proving that the business's revenue is not directly tied to billable hours. This is the core finding that validates using Profit as the key performance indicator.

Non-Profitable Projects: A detailed analysis of projects shows that some service types, like Project Revenue for Audaces, are operating at a loss of -\$31K. This is a critical insight for managing project portfolios and requires immediate review.

**Service Volatility:** The Revenue Analysis charts reveal that certain services, such as ARM-PROJECT and Project Revenue, experience significant month-to-month volatility in Revenue and Hours. This requires more granular monitoring for effective resource planning and accurate forecasting.

## **Workforce Insights: Performance & Cost Optimization** calendar date Customer Service Has invoices? 1.07M 21.48K 349.82K 40 Employee Is active? Has hours? Month Payroll Cost **Active Employees** Total Revenue **Total Billabel Hours** ΑII ΑII ΑII **Workforce Data Discrepancy Analysis Payroll Cost Optimization: Identifying Cost Drivers** Top 5 Employees Highest Profit Employees with Atypical Cost-Hour Data Top 5 countries accounting for highest payroll ID Payroll Cost Hours Profit Employee Country Employee Costa Rica 194K **Axel Chaves** 557.68K 54K Argentina 32,983.16 1,928.50 0058a00000 Axel Chaves 557,677.84 Costa Rica 496.9K Luis Guerrero KqiZtAAJ El Salvador 53K Carlos Calde... 483.94K 2,072.32 0058a00000 Luis Guerrero 36,486.02 496,895.76 Costa Rica 31K Kqv6iAAB Joaquin Aqui... 451.1K Uruquav 0058a00000 Carlos 47,230.00 1,698.83 483.937.77 Costa Rica Javier Ramirez 449.65K KqNDwAAN Calderon Payroll cost over time 2.753.50 451,097.50 Argentina 005Un0000 Joaquin 573.52 Profit by Employee's Country Payroll CostHours 03aQWxIA Aquindo M 806.87K Argentina 0058a00000 Javier Ramirez 449,646.00 United 150.04 Costa Rica 660.23K LZMzpAAH States 449.65K **United States** 0058a00000 Thiago Lopez 10,106.00 1,175.42 420,711.77 Argentina 167.56K El Salvador Lfhu3AAB Peru 108.22K 374,097.77 Argentina 0058a00000 Andres 21,255.00 1,521.63 Nogales KgebIAAR 56.7K Uruguay 0K 349.817.78 21.480.90 724.167.50 23.8K **Total** Mar 2024 May 2024 Jul 2024 Sep 2024 Nov 2024

Insights Section Atypical Employee Data: Workforce Data Discrepancy Analysis reveals discrepancies. Jorge Ramirez, for instance, has a high payroll cost of \$52K but is associated with only 1,238 hours. This anomaly is tied to the customer Alternative Solutions Consulting and a revenue of \$21,820. This is not an isolated incident. Individuals like Matheus Ferreira also show unusual hour-cost relationships, suggesting a recurring pattern of data entry issues or non-standard project contracts. This validates the need for deeper investigation into how hours and costs are recorded for specific projects.

Geographic Cost Concentration: Payroll costs are not evenly distributed. The two countries with the highest payroll, Costa Rica (\$193K) and Argentina (\$54K), account for a disproportionate share of the total \$349K payroll, suggesting an opportunity to optimize resource allocation across regions.

Cost-Hour Correlation: The Payroll cost over time chart confirms a strong correlation between Payroll Cost and Hours. This indicates that payroll is the primary variable cost driver, with costs peaking as hours increase.