



PeopleSoft 8.00.01 Application
Fundamentals for HRMS Reports
PeopleBook

PeopleSoft 8.00.01 Application Fundamentals for HRMS Reports PeopleBook

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PEOPLESOFT 8.00.01 APPLICATION FUNDAMENTALS FOR HRMS REPORTS PEOPLEBOOK

This book provides you with the information you will need for using the PeopleSoft 8.00.01 Application Fundamentals for HRMS Reports PeopleBook. You can order the online version by requesting SKU HRB8SP1R0, or the hard-copy version by requesting SKU MAHFr8SP1R 1200.

This following section contains the information you need to begin working with PeopleSoft products and documentation, including PeopleSoft-specific documentation conventions, how to order additional copies of our documentation, and so on.

Related Documentation

To add to your knowledge of PeopleSoft applications and tools, you may want to refer to the documentation of other PeopleSoft applications. You can access additional documentation for this and previous releases online from PeopleSoft Customer Connection (www.peoplesoft.com).

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Important! Before upgrading, it is *imperative* that you check PeopleSoft Customer Connection for updates to the upgrade instructions. We continually post updates as we refine the upgrade process.

Documentation on CD-ROM

Complete documentation for this release is provided on the CD-ROM PeopleSoft 8.00.01 HRMS and PeopleTools 8.12 PeopleBooks, SKU CD HRB8SP1R0.

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Hard-copy Visual Cues

To help you locate and interpret information, we use several visual cues for notes, more information, and warnings.



Text in this bar indicates information that you should pay particular attention to as you work with your PeopleSoft system. If the note is preceded by **Important!**, the note is crucial and includes information that concerns what you need to do for the system to function properly.



Text in this bar indicates For more information cross-references to related or additional information.



Text within this bar indicates a crucial configuration consideration. Pay very close attention to these warning messages.

Comments and Suggestions

Your comments are important to us. We encourage you to tell us what you like, or what you would like changed about our documentation, PeopleBooks, and other PeopleSoft reference and training materials. Please send your suggestions to:

PeopleSoft HRMS Product Documentation Manager
PeopleSoft, Inc.
4460 Hacienda Drive
Pleasanton, CA 94588

Or send comments by email to the authors of the PeopleSoft documentation at:

DOC@PEOPLESOFT.COM

While we cannot guarantee to answer every email message, we pay careful attention to your comments and suggestions. We are always improving our product communications for you.

CHAPTER 1

Application Fundamentals Reports

PeopleSoft Human Resources supplies a group of standard reports to help you review the entries in the various tables you use to set up controls for your Human Resources system, including departments, companies, locations, and job codes. For international purposes, you can review the currency codes and exchange rates to see if you need to update the data.



For more information on generating these reports, see Introduction to PeopleSoft Reporting. For a complete listing of all Human Resources reports by Report Name, see List of Reports in PeopleSoft Human Resources.

Common PeopleSoft HRMS Report Run Control Pages

Some of the PeopleSoft HRMS reports are generated from run control pages that are common to many reports. This section documents these common run control pages.

PRCSRUNCNTL Page

Usage	This run control page is used to run many PeopleSoft HRMS processes and to generate many different PeopleSoft HRMS reports.
Object Name	PRCSRUNCNTL
Navigation	This page is used by a wide variety of reports and processes. Navigation depends on the report to be run.
Prerequisites	None
Access Requirements	Enter a Run Control ID.

Run Control

Run Control ID: 2 [Report Manager](#) [Process Monitor](#)

PRCSRUNCNTL page

Run Control ID The system displays the run control ID that you entered when you accessed the page.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler. For more information about reports generated by this run control page, see the documentation of individual reports in the PeopleSoft HRMS application PeopleBooks.

RUNCTL_ASOFDATA Page

Description	This run control page is used to generate multiple PeopleSoft HRMS reports.
Object Name	RUNCTL_ASOFDATA
Navigation	<ul style="list-style-type: none"> • Define Business Rules, Administer HR System, Process, Refresh PS_EMPLOYEES table, Parameters • Administer Workforce, Administer Workforce (GBL), Process, As-of-Date Request, Parameters • Administer Workforce, Administer Workforce (GBL), Report, Temporary Employees, Temporary Employees • Administer Workforce, Administer Workforce (USF), Process, Refresh Employees Table, Parameters • Administer Workforce, Administer Workforce (USF), Report, Compa_Ratio Analysis, Parameters • Administer Workforce, Administer Workforce (USF), Report, Temporary Employees, Temporary Employees • Administer Workforce, Manage Performance (USF), Report, Appraisals by Evaluation Pts, Job Grading by Evaluation Pts • Develop Workforce, Manage Positions, Report, Active Position History, Parameters • Develop Workforce, Manage Positions, Report, Build Position Structure, Parameters • Develop Workforce, Manage Positions, Report, Position Status, Parameters • Develop Workforce, Manage Positions (USF), Report, Build Position Structure, Parameters • Administer Workforce, Mass Organization Changes USF, Process, Build Position Structure, Parameters

	<ul style="list-style-type: none"> • Administer Workforce, Plan Salaries (GBL), Report, Above Maximum Analysis, Above Maximum Analysis • Administer Workforce, Plan Salaries (GBL), Report, Below Minimum Analysis, Below Minimum Analysis • Administer Workforce, Plan Salaries (GBL), Report, Compa_Ratio Analysis, Compa_Ratio Analysis • Administer Workforce, Plan Salaries (GBL), Report, Job Grading by Evaluation Pts, Job Grading by Evaluation Pts • Administer Workforce, Plan Salaries (GBL), Report, Salary Structure, Salary Structure • Monitor Workplace, Report Regulations (UK), Report, Joint Staffing Report, Runctl Asofdate • Monitor Workplace, Report Regulations (US), Report, EEO-5 Job Analysis, Parameters
Access Requirements	Enter a Run Control ID.

Parameters

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Language:

Report Request Parameter(s)

As Of Date:

RUNCTL_ASOFDATE page

- Run Control ID** The system displays the **Run Control ID** that you entered when you accessed the page.

- Language** Select the language in which you want the system to print the report.

- As Of Date** Enter the date as of which you want the system to report the data.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

RUNCTL_FROMTHRU Page

Description	This run control page is used to generate multiple PeopleSoft HRMS reports.
Object Name	RUNCTL_FROMTHRU
Navigation	<ul style="list-style-type: none"> • Administer Workforce, Administer Workforce (GBL), Process, Database Audit, Database Audit • Administer Workforce, Administer Workforce (GBL), Process, From/Thru Dates Request, Parameters • Administer Workforce, Administer Workforce (GBL), Report, Employee Turnover Analysis, Employee Turnover Analysis • Administer Workforce, Administer Workforce (GBL), Report Lcl, CAN Hire List, Hire List • Administer Workforce, Administer Workforce (USF), Process, Database Audit, Database Audit • Administer Workforce, Administer Workforce (USF), Process, From/Thru Dates Request, Parameters • Administer Workforce, Administer Workforce (USF), Report, Employee Turnover Analysis, Employee Turnover Analysis • Administer Workforce, Monitor Absence (GBL), Report, Absence Periods, Absence Spells • Administer Workforce, Monitor Absence (GBL), Rep Lcl, UK Bradford Score, Bradford Score Report • Administer Workforce, Plan Salaries (GBL), Report, Employee with Merit, Employee with Merit • Administer Workforce, Plan Salaries (GBL), Report, Employee without Merit, Employee without Merit • Develop Workforce, Recruit Workforce (GBL), Report, Job Group Movement Analysis, Parameters • Monitor Workplace, Report Regulations (UK), Report, Adverse Impact Report, Parameters • Monitor Workplace, Report Regulations (UK), Report, Termination Analysis, Parameters • Monitor Workplace, Report Regulations (US), Report, Adverse Impact, Parameters • Monitor Workplace, Report Regulations (US), Report, Job Group Movement Analysis, Parameters • Monitor Workplace, Report Regulations (USF), Report, Adverse Impact, Parameters
Access	Enter a Run Control ID.

Requirements

Run Control ID: 1 [Report Manager](#) [Process Monitor](#)

Language: English

Report Request Parameter(s)

Start Date:

End Date:

RUNCTL_FROMTHRU page

- Run Control ID** The system displays the **Run Control ID** that you entered when you accessed the page.
- Language** Select the language in which you want the system to print the report.
- Start Date** Enter the begin date of the period for which you want the system to report the data.
- End Date** Enter the end date of the period for which you want the system to report the data.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

RUNCTL_OHS_FROMTO Page

Usage	This run control page is used to generate multiple PeopleSoft Human Resources reports.
Object Name	RUNCTL_OHS_FROMTO
Navigation	<ul style="list-style-type: none"> • Administer Workforce, Manage Labor Relations (GBL), Report, Discipline Action Summary, Discipline Action Summary • Administer Workforce, Manage Labor Relations (GBL), Report, Grievance Summary, Grievance Summary • Administer Workforce, Manage Labor Relations (USF), Report, Discipline Action Summary, Discipline Action Summary • Administer Workforce, Manage Labor Relations (USF), Report, Grievance Summary, Grievance Summary • Monitor Workplace, Monitor Health/Safety (GBL), Report, Non-Employees In Incidents, Non-Employees In Incidents

	<ul style="list-style-type: none"> • Monitor Workplace, Monitor Health/Safety (GBL), Report, Incident Summary, Incident Summary • Monitor Workplace, Monitor Health/Safety (GBL), Report, Location Incident Summary, Location Incident Summary • Monitor Workplace, Monitor Health/Safety (GBL), Report, Claim Summary Overview, Claim Summary Overview • Monitor Workplace, Monitor Health/Safety (GBL), Report, Employees In Incidents, Employees In Incidents • Monitor Workplace, Monitor Health/Safety (GBL), Report, Incident Lost Work, Incident Lost Work • Monitor Workplace, Monitor Health/Safety (GBL), Report, Vehicle Incident Summary, Vehicle Incident Summary • Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, ESP Incident without Lost W., Incident Lost Work
Prerequisites	None
Access Requirements	Enter a Run Control ID.

Run Control ID: 1 [Report Manager](#) [Process Monitor](#) Run

Language:

Report Request Parameter(s)

Start Date:

End Date:

RUNCTL_OHS_FROMTO page

- Run Control ID** The system displays the **Run Control ID** that you entered when you accessed the page.

- Language** Select the language in which you want the system to print the report.

- Start Date** Enter the begin date of the period for which you want the system to report the data.

- End Date** Enter the end date of the period for which you want the system to report the data.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

List of Application Fundamentals Reports

Report Name	Report ID	Location	Global or Local
Above-Maximum Analysis	CMP005	Administer Workforce, Plan Salaries, Report	GBL
Agency Table report	FGPER803	Define Business Rules, Manage Human Resources (USF), Report, Agency Table	USF
Can Job Code Table report	PER709B	Define Business Rules, Manage Human Resources (GBL), Report Lcl, CAN Job Code Table	Canada
Company Table report	PER707	Define Business Rules, Manage Human Resources (GBL), Report, Company Table	GBL
Country Table report	PER708	Define Business Rules, Define General Options, Report, Country Table	GBL
Currency Code Table report	PER713	Define Business Rules, Define General Options, Report, Currency Code Table	GBL
Currency Rate Table report	PER714	Define Business Rules, Define General Options, Report, Currency Rate Table	GBL
Department Table report	PER701	Define Business Rules, Manage Human Resources (GBL), Report, Department Table Define Business Rules, Manage Human Resources (USF), Report, Department Table	GBL
Geographic Location Table report	FGPER802	Define Business Rules, Manage Human Resources (USF), Report, Geographic Location Table	USF

Group Member Overlap report	GBP001	Define Business Rules, Manage Human Resources (GBL), Report, Group Member Overlap Define Business Rules, Manage Human Resources (USF), Report, Group Member Overlap	GBL
Group Membership report	GBP002	Define Business Rules, Manage Human Resources (GBL), Report, Group Membership Define Business Rules, Manage Human Resources (USF), Report, Group Membership	GBL
Handicap Table report	FGPER811	Define Business Rules, Manage Human Resources (USF), Report, Handicap Table	USF
Installation Table report	PER702	Define Business Rules, Define General Options, Report, Installation Table	GBL
Job Code Table report	PER709C	Define Business Rules, Manage Human Resources (GBL), Report, Job Code Table	GBL
Legal Authority Table report	FGPER812	Define Business Rules, Manage Human Resources (USF), Report, Legal Authority Table	USF
LEO Pay Area Table report	FGPER808	Define Business Rules, Manage Human Resources (USF), Report, LEO Pay Area Table	USF
Locality Pay Area Table report	FGPER807	Define Business Rules, Manage Human Resources (USF), Report, Locality Pay Area Table	USF
Location Table report	PER705	Define Business Rules, Manage Human Resources (GBL), Report, Location Table	GBL

Multiple Seniority Components report	PER044	Administer Workforce, Administer Workforce (GBL), Report, Multiple Seniority Components	GBL
Nature of Action Table report	FGPER813	Define Business Rules, Manage Human Resources (USF), Report, Nature of Action Table	USF
NOA Authority 1 report	FGPER814	Define Business Rules, Manage Human Resources (USF), Report, NOA Authority 1	USF
Pay Group report	PAY711	Define Business Rules, Manage Human Resources (USF), Report, Pay Group	USF
Pay Plan report	PAY717	Define Business Rules, Manage Human Resources (USF), Report, Pay Plan	USF
Personnel Office ID Table report	FGPER805	Define Business Rules, Manage Human Resources (USF), Report, Personnel Office ID Table	USF
Priority Placement Table report	FGPER816	Define Business Rules, Manage Human Resources (USF), Report, Priority Placement Table	USF
Standard Letter Table report	PER711	Develop Workforce, Recruit Workforce (GBL), Report, Standard Letter Table Develop Workforce, Recruit Workforce (USF), Report, Standard Letter Table Develop Workforce, Administer Training (GBL), Report, Standard Letter Table Develop Workforce, Administer Training (USF), Report, Standard Letter Table	GBL
State Table report	FGPER809	Administer Workforce, Administer Workforce (USF), Report, Award Action Data, State Table	USF

Sub-Agency Table report	FGPER804	Define Business Rules, Manage Human Resources (USF), Report, Sub-Agency Table	USF
U.S. County Table report	FGPER806	Define Business Rules, Manage Human Resources (USF), Report, U.S. County Table	USF
US Job Code Table report	PER709A	Define Business Rules, Manage Human Resources (GBL), Report Lcl, US Job Code Table	USA
USF Job Code Table report	FGPER823	Define Business Rules, Manage Human Resources (USF), Report, Job Code Table Develop Workforce, Manage Positions (USF), Report, Job Code Table	USF
Work Location Table report	FGPER817	Define Business Rules, Manage Human Resources (USF), Report, Work Location Table	USF

Reporting Control Table Data

PeopleSoft provides you with multiple reports so that you can report on the data you've set up in the PeopleSoft HRMS control tables.

List of Reports Run Using the PRCSRUNCNTL Run Control Page

Under the **Manage Human Resources (GBL), Report, Manage Human Resources (USF), Report, and Define General Options, Report** menus in PeopleSoft HRMS, you'll find several variations of the same page. The object page name (PRCSRUNCNTL) remains the same throughout, as do the fields; however, the actual names of the page and the reports produced vary depending on the business process.

Use the PRCSRUNCNTL Page to run the following reports:

- Department Table report
- Agency Table report
- CAN Job Code Table report
- Company Table report

- Country Table report
- Currency Code Table report
- Currency Rate Table report
- Geographic Table report
- Handicap Table report
- Installation Table report
- Job Code Table report
- Legal Authority Table report
- LEO Pay Area Table report
- Locality Pay Area Table report
- Location Table report
- Nature of Action Table report
- NOA/Authority 1 report
- Pay Group report
- Pay Plan report
- Personnel Office ID Table report
- Priority Placement Table report
- State Table report
- Sub-Agency Table report
- US County Table report
- US Job Code Table report
- Work Location Table report

Generating the Company Table Report

The Location Table report lists each physical location by Location Code. Because you can define locations by effective date, the report program prints all locations (past, present, and future).

Run Control Page

Usage	Use the Run Control page to run the Company Table report.
Navigation	Define Business Rules, Manage Human Resources (GBL), Report, Company Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Company Table Report

Description	<p>The Company Table contains all individual companies within your organization. Typically, you set up companies in this table when they have their own federal identification numbers. You must set up at least one company in this table.</p> <p>This report prints all companies in the Company Table and default information, including name and address, company code, and effective date. Payroll-related information includes deduction code, earnings code, the default pay group, applicable earnings codes, number of pay lines contained on the pay sheet page, and the holiday schedule used.</p>
Report ID	PER707
Type of Report	A separate report program (PAY702) prints the General Ledger information you enter in the Company Table.
Parameters	Crystal Report
Source	PRCSRUNCNTL
Source Records	COMPANY_TBL
Sorted By	Company, Effective Date (descending order)

Generating the Country Table Report

The Country Table report prints a list all countries with their two-character codes.

Run Control Page

Usage	Use the Run Control page to run the Country Table report.
-------	---

Navigation	Define Business Rules, Define General Options, Report, Country Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Country Table Report

Description	PeopleSoft supplies the country codes used in all address formats in the Country Table. This report lists all countries with their two-character codes.
Report ID	PER708
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	COUNTRY_TBL
Sorted By	Country

Generating the Currency Code Table Report

The Currency Code Table report prints information about each currency; including the code, effective date, description, short description, currency symbol, country, and decimal position.

Run Control Page

Usage	Use the Run Control page to run the Currency Code Table report.
Navigation	Define Business Rules, Define General Options, Report, Currency Code Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Currency Code Table Report

Description	The Currency Code Table contains valid currency codes. Before you can use international currencies, you need to enter one of the codes from this table on the Installation Table. The Currency Code Table report prints information about each currency; including the code, effective date, description, short description, currency symbol, country, and decimal position.
Report ID	PER713
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	CURRENCY_CD_TBL
Sorted By	Currency Code, Effective Date, Description, Short Description

Generating the Currency Rate Table Report

The Currency Rate Table report prints information about exchange rates, including from/to currencies, exchange rate type, effective date, and the rate exchange.

Run Control Page

Usage	Use the Run Control page to run the Currency Rate Table report.
Navigation	Define Business Rules, Define General Options, Report, Currency Rate Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Currency Rate Table Report

Description	The Currency Rate Table contains exchange rates for foreign currencies. The Currency Rate Table report prints information about exchange rates, including from/to currencies, exchange rate type, effective date, and the rate exchange.
Report ID	PER714
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	CUR_RT_TBL
Sorted By	From Currency, Currency Exchange Rate Type, Effective Date

Generating the Department Table Report

The Department Table report lists all departments by Department ID.

Run Control Page

Usage	Use the Run Control page to run the Department Table report.
Navigation	Define Business Rules, Manage Human Resources (GBL), Report, Department Table Define Business Rules, Manage Human Resources (USF), Report, Department Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Department Table Report

Description	You store data about the departments in your organization in the Department Table, including departmental reporting hierarchy and security access information. The Department Table report lists all departments by Department ID. It includes the effective date of each
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	department, its name, and its location code. The Manager ID is the Employee ID that appears as a default in the Manager ID fields for that department. The last column shows the General Ledger Account number, if assigned, for this department.
Report ID	PER701
Type of Report	Crystal Report
Parameters	Department
Source	PRCSRUNCNTL
Source Records	DEPT_TBL
Sorted By	Department ID, Effective Date

Generating the Installation Table Report

The Installation Table report lists default values for field defaults, such as company code, minimum/maximum standard hours, and Social Security number.

Run Control Page

Usage	Use the Run Control page to run the Installation Table report.
Navigation	Define Business Rules, Define General Options, Report, Installation Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Installation Table Report

Description	<p>The Installation Table contains various defaults used for all PeopleSoft Human Resource applications. You must set it up during installation as a base for establishing other tables.</p> <p>The Installation Table Report lists default values for field defaults, such as company code, minimum/maximum standard hours, and Social Security number. It also shows whether your organization allows employees to hold multiple jobs and consists of more than one company,</p>
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	and it shows the last number in the automatic Employee or Applicant ID numbering sequence.
Report ID	PER702
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	INSTALLATION, PSOPTIONS
Sorted By	Company

Generating the Job Code Table Report

The Job Code Table report prints a list of all job codes and the date on which they become effective.

Run Control Page

Usage	Use the Run Control page to run the Job Code Table report.
Navigation	<p>Define Business Rules, Manage Human Resources (GBL), Report, Job Code Table</p> <p>Define Business Rules, Manage Human Resources (USF), Report, Job Code Table</p> <p>Develop Workforce, Manage Positions (USF), Report, Job Code Table</p>
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Job Code Table Report

Description	The Job Code Table holds the codes and descriptions for all the jobs in your organization. This report prints a list of all job codes and the date on which they become effective. The information shown about each code includes the salary administration plan, grade, step, standard work
-------------	--

	hours, Job Family, and the breakdown of job evaluation criteria points.
Report ID	PER709C
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	JOBCODE_TBL
Sorted By	Job Code, Effective Date (descending order)

USF Job Code Table Report

Description	The Job Code Table holds the codes and descriptions for all the jobs in your organization. This report prints a list of all job codes and the date on which they become effective. The information shown about each code includes: pay plan, grade, FLSA status, standard workweek, workers' compensation codes, EEO information, and the breakdown of job evaluation criteria points.
Report ID	FGPER823
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	JOBCODE_TBL
Sorted By	Job Code, Effective Date (descending order)

Generating the Can Job Code Table Report

The CAN Job Code Table report prints a list of all job codes and the date on which they become effective. It also lists all Job Code page information for Canada-based companies.

Run Control Page

Usage	Use the Run Control page to run the Job Code Table report.
Navigation	Define Business Rules, Manage Human Resources (GBL), Report Lcl, CAN Job Code Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

CAN Job Code Table Report

Description	The Job Code Table holds the codes and descriptions for all the jobs in your organization. This report prints a list of all job codes and the date on which they become effective, and contains Canadian-specific information you enter on the Job Data pages. For each code, the report prints the salary administration plan, grade, step, and the Canadian Standard Occupational Classification and Pay Equity Job Class codes.
Report ID	PER709B
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	JOBCODE_TBL
Sorted By	Job Code, Effective Date (descending order)

Generating the US Job Code Table Report

The US Job Code Table report prints a list of all job codes and the date on which they become effective. It also lists all Job Code page information for U.S.-based companies.

Run Control Page

Usage	Use the Run Control page to run the Job Code Table report.
Navigation	Define Business Rules, Manage Human Resources (GBL), Report Lcl, US Job Code Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

US Job Code Table Report

Description	The Job Code Table holds the codes and descriptions for all the jobs in your organization. This report prints a list of all job codes and the date on which they become effective. It also lists all Job Code page information for U.S.-based companies. The information shown about each code includes the salary administration plan, grade, FLSA status, standard workweek, workers' comp codes, EEO information, and the breakdown of job evaluation criteria points.
Report ID	PER709A
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	JOBCODE_TBL
Sorted By	Job Code, Effective Date (descending order)

Generating the Location Table Report

The Location Table report lists each physical location by Location Code. Because you can define locations by effective date, the report program prints all locations (past, present, and future).

Run Control Page

Usage	Use the Run Control page to run the Location Table report.
Navigation	Define Business Rules, Manage Human Resources (GBL), Report, Location Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Location Table Report

Description	You establish the physical locations within your company in the Location Table. This report lists each physical location by Location Code. Because you can define locations by effective date, the report program prints all locations (past, present, and future). In addition, the report gives the location name and abbreviation, Building ID, and address. It also identifies the number of hours you use to define the standard workweek for each location and the Establishment ID, as required for U.S. federal reporting.
Report ID	PER705
Type of Report	Crystal Report
Parameters	Location
Source	PRCSRUNCNTL
Source Records	LOCATION_TABLE
Sorted By	Location, Effective Date (descending order)

USF Generating the Agency Table Report

The Agency Table report prints all agencies in the Agency Table and default information, including name and address, agency code, and effective date.

Run Control Page

Usage	Use the Run Control page to run the Agency Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Agency Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Agency Table Report

Description	The Agency Table contains all individual agencies within your
-------------	---

	<p>organization. Typically, you set up agencies in this table when they have their own federal identification numbers. You must set up at least one agency in this table.</p> <p>This report prints all agencies in the Agency Table and default information, including name and address, agency code, and effective date. Payroll-related information includes deduction code, earnings code, the default pay group, applicable earnings codes, number of pay lines contained on the pay sheet page, and the holiday schedule used.</p>
Report ID	FGPER803
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	COMPANY_TBL
Sorted By	Agency, Effective Date (descending order)

USF Generating the Geographic Location Table Report

The Geographic Location Table report produces a detailing of the Geographic Location Table.

Run Control Page

Usage	Use the Run Control page to run the Geographic Location Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Geographic Location Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Geographic Location Table Report

Description	The produces a detailing of the Geographic Location Table.
Report ID	FGPER802
Type of	Crystal Report

Report	
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_GEOLOC_TBL
Sorted By	Location Code

USF Generating the Handicap Table Report

The Handicap Table report prints all disabilities and their associated codes.

Run Control Page

Usage	Use the Run Control page to run the Handicap Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Handicap Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Handicap Table Report

Description	The Handicap Table contains descriptions and codes for every disability you need to track in your agency. This report prints all disabilities and their associated codes.
Report ID	FGPER811
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_HANDICAP_TBL
Sorted By	Disability Code, Effective Date (descending order)

USF Generating the LEO Pay Area Table Report

The LEO Pay Area Table report prints each LEO Special Pay Area and associated percentage.

Run Control Page

Usage	Use the Run Control page to run the LEO Pay Area Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, LEO Pay Area Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

LEO Pay Area Table Report

Description	The LEO Pay Area Table contains the name and LEO percentage of all LEO Special Pay Areas. This report lists each LEO Special Pay Area and associated percentage.
Report ID	FGPER808
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_LEOAREA_TABLE
Sorted By	LEO Special Pay Area, Effective Date (descending order)

USF Generating the Legal Authority Table Report

The Legal Authority Table report prints the information about the legal authorities you set up in the Legal Authority table.

Run Control Page

Usage	Use the Run Control page to run the Legal Authority Table report.
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Navigation	Define Business Rules, Manage Human Resources (USF), Report, Legal Authority Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Legal Authority Table Report

Description	The Legal Authority Table report prints the information about the legal authorities you set up in the Legal Authority table.
Report ID	FGPER812
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_LEGAL_AUTH_TBL
Sorted By	Legal Authority Code, Effective Date (descending order)

USF Generating the Locality Pay Area Table Report

The Locality Pay Area Table report prints information for every Locality Pay Area.

Run Control Page

Usage	Use the Run Control page to run the Locality Pay Area Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Locality Pay Area Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Locality Pay Area Table Report

Description	The Locality Pay Area Table contains the name, locality percentage, and IGA percentage of all government-recognized localities. This report prints information for every Locality Pay Area.
Report ID	FGPER807
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_LOCAREA_TABLE
Sorted By	Locality Pay Area, Effective Date (descending order)

USF Generating the Nature of Action Table Report

The Nature of Action Table report prints a detailing of the Nature of Action Table.

Run Control Page

Usage	Use the Run Control page to run the Nature of Action Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Nature of Action Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Nature of Action Table Report

Description	OPM (Office of Personnel Management) supplies unique numerical codes that identify, for statistical and data processing purposes, the particular nature of action. These codes are captured in the Nature of Action table. This report generates a detailing of the Nature of Action
-------------	--

	Table.
Report ID	FGPER813
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_NOAC_TBL
Sorted By	Nature of Action Code, Effective Date (descending order)

USF Generating the NOA Authority 1 Report

The NOA Authority 1 report prints a detailing of the Nature of Action/Authority 1 Table.

Run Control Page

Usage	Use the Run Control page to run the NOA Authority 1 report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, NOA Authority 1
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

NOA Authority 1 Report

Description	The NOA/Legal Authority table is a validity table used for ensuring that only valid combinations of NOACs and Legal Authorities are used. This report generates a detailing of the Nature of Action/Authority 1 Table.
Report ID	FGPER814
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source	GVT_NOAC_TBL, GVT_LEGAL_AUTH_TBL

Records	
Sorted By	Nature of Action Code, Effective Date (descending order)

USF Generating the Pay Group Report

The Pay Group report prints each pay group and its effective date along with the processing characteristics that apply to that group.

Run Control Page

Usage	Use the Run Control page to run the Pay Group report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Pay Group
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Pay Group Report

Description	You use the Pay Group Table to establish pay groups within an agency. A pay group is a set of employees grouped together in the same payroll processing frequency because they share the same earnings and deductions and use the same check or direct deposit stock. This report prints each pay group and its effective date along with the processing characteristics that apply to that group.
Report ID	PAY711
Type of Report	SQR
Parameters	None
Source	PRCSRUNCNTL
Source Records	PAYGROUP_TBL
Sorted By	Pay Group, Effective Date (descending order)

USF Generating the Pay Plan Report

The Pay Plan report prints a detailing of your pay plan definitions.

Run Control Page

Usage	Use the Run Control page to run the Pay Plan report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Pay Plan
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Pay Plan Report

Description	Prints a detailing of your pay plan definitions.
Report ID	PAY717
Type of Report	SQR
Parameters	None
Source	PRCSRUNCNTL
Source Records	ERN_PROGRAM_TBL, ERN_PROGRAM_DEF, EARNINGS_TBL
Sorted By	Earnings Program ID

USF Generating the Personnel Office ID Table Report

The Personnel Office ID Table report prints information about all Personnel Offices in your agency.

Run Control Page

Usage	Use the Run Control page to run the Personnel Office ID Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Personnel Office ID Table

Access Requirements	Enter a Run Control ID
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For more information about this run control page, see PRCSRUNCNTL Page.

Personnel Office ID Table Report

Description	The Personnel Office ID Table contains the name, address, agency, sub-agency, telephone number, and location of each Personnel Office in your organization. This report prints information about all Personnel Offices in your agency.
Report ID	FGPER805
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_POI_TABLE
Sorted By	Personnel Office ID, Effective Date (descending order)

USF Generating the Priority Placement Table Report

The Priority Placement Table report prints a detailing of the Priority Placement Table.

Run Control Page

Usage	Use the Run Control page to run the Priority Placement Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Priority Placement Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Priority Placement Table Report

Description	This generates a detailing of the Priority Placement Table.
Report ID	FGPER816
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_PRIO_TBL
Sorted By	Priority Placement Code

USF Generating the State Table Report

The State Table report prints a list of all the states and their numeric codes.

Run Control Page

Usage	Use the Run Control page to run the State Table report.
Navigation	Administer Workforce, Administer Workforce (USF), Report, Award Action Data, State Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

State Table Report

Description	PeopleSoft supplies names and numeric codes for every state in the State Table. This report lists states and their numeric codes.
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Report ID	FGPER809
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	STATE_NAMES_TABLE
Sorted By	State

USF Generating the Sub-Agency Table Report

The Agency Table report prints all sub-agencies in the Sub-Agency Table and their associated agencies.

Run Control Page

Usage	Use the Run Control page to run the Sub-Agency Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Sub-Agency Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Sub-Agency Table Report

Description	The Sub-Agency Table contains all individual sub-agencies within your organization. This report prints all sub-agencies in the Sub-Agency Table and their associated agencies.
Report ID	FGPER804
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL

Source Records	GVT_SUBAGCY_TABLE
Sorted By	Sub-agency, Effective Date (descending order)

USF Generating the U.S. County Table Report

The U.S. County Table report prints all counties with their associated two-digit county codes.

Run Control Page

Usage	Use the Run Control page to run the U.S. County Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, U.S. County Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

U.S. County Table Report

Description	PeopleSoft supplies counties and county codes in the U.S. County Table. This report lists all counties with their associated two-digit county codes.
Report ID	FGPER806
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_COUNTY_TABLE
Sorted By	County

USF Generating the Work Location Table Report

The Work Location Table report prints a detailing of the Work Location Table.

Run Control Page

Usage	Use the Run Control page to run the Work Location Table report.
Navigation	Define Business Rules, Manage Human Resources (USF), Report, Work Location Table
Access Requirements	Enter a Run Control ID



For more information about this run control page, see PRCSRUNCNTL Page.

Work Location Table Report

Description	This generates a detailing of the Work Location Table.
Report ID	FGPER817
Type of Report	Crystal Report
Parameters	None
Source	PRCSRUNCNTL
Source Records	GVT_LOC_TABLE1
Sorted By	Location Code, Effective Date (descending order)

Group Build Reports

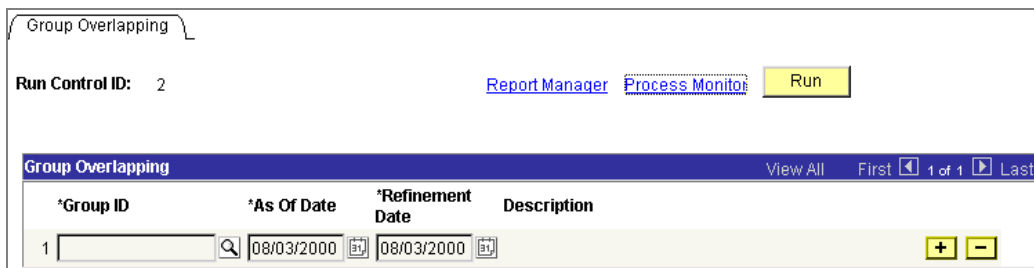
The Group Build feature generates a few reports, which are found under the **Manage Human Resources (GBL), Report** and **Manage Human Resources (USF), Report** menus. Those reports are listed and discussed in this section.

Generating the Group Member Overlap Report

There may be situations where you want to make sure that each employee belongs to just one group. For instance, if you are administering merit increases to several employee groups, you may want to make sure there is no overlap so you won't give the same employee two different merit increases. The Group Member Overlap report shows you when members belong to more than one group.

Group Overlapping Page

Usage	Use the Group Overlapping page to run the Group Member Overlap Report.
Object Name	RUNCTL_GBP001
Navigation	<ul style="list-style-type: none"> • Define Business Rules, Manage Human Resources (GBL), Report, Group Member Overlap, Group Overlapping • Define Business Rules, Manage Human Resources (USF), Report, Group Member Overlap, Group Overlapping
Access Requirements	Enter a Run Control ID.



Group Overlapping page

Group ID

Enter the ID of the group whose members you want to view.

As Of Date

Since Group definitions are effective-dated, you may have defined several versions of the same group for different dates. Enter the effective date to specify the Group Definition valid as of this date. The report will list the members who belong to the group as of the current date, or as of the date you specify in the **Refinement Date** field.

Refinement Date

If the group definition includes effective-dated records, enter the date for which you want the records run. For instance, you might want to run a group with an effective date of 1/1/1990, but run the effective-dated rows in the group as of 2/15/1998. In that case, you would select a **Group As of Date** of 1/1/1990 and a **Refinement Date** of 2/15/1998.

If you leave this field blank, the system will run the group as of the current date.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

Group Member Overlap Report

Description	There may be situations where you want to make sure that each employee belongs to just one group. For instance, if you are administering merit increases to several employee groups, you may want to make sure there is no overlap so you won't give the same employee two different merit increases. The Group Member Overlap report shows you when members belong to more than one group.
Report ID	GBP001
Type of Report	SQR
Parameters	Group ID, Group As Of Date, and Refinement Date
Source	RUNCTL_GBP001
Source Records	JOB, PERSONAL_DATA, EMPLOYMENT, PERS_DATA_EFFDT, COMPENSATION, TL_EMPL_DATA
Sorted By	EmplID, Employee Name, Employee Record Number, Job Code

Generating a Group Membership Report

When you define a group through the Group Definition pages, you don't specify any time limits on group membership. This means that some groups may have very large lists of members. To help you manage these potentially unwieldy groups, You can use the Group Membership report to view group members.

Group Membership Page

Usage	Use the Group Membership page to generate a report listing all the members in a particular group.
Object Name	RUNCTL_GBP002
Navigation	<ul style="list-style-type: none"> • Define Business Rules, Manage Human Resources (GBL), Report, Group Membership, Group Membership • Define Business Rules, Manage Human Resources (USF), Report, Group Membership, Group Membership
Access Requirements	Enter a Run Control ID.

Group Membership page

Group As Of Date

Since Group definitions are effective-dated, you may have defined several versions of the same group for different dates. Enter the effective date to specify the Group Definition valid as of this date. The report will list the members who belong to the group as of the current date, or as of the date you specify in the **Refinement Date** field.

Group ID

Enter the ID of the group whose members you want to view.

Refinement Date

If the group definition includes effective-dated records, enter the date for which you want the records run. For instance, you might want to run a group with an effective date of 1/1/1990, but run the effective-dated rows in the group as of 2/15/1998. In that case, you would select a **Group As of Date** of 1/1/1990 and a **Refinement Date** of 2/15/1998.

If you leave this field blank, the system will run the group as of the current date.

Click **Run** to run the report using Process Scheduler.



For more information about Process Scheduler, see Process Scheduler.

Group Membership Report

Description	When you define a group through the Group Definition pages, you don't specify any time limits on group membership. This means that some groups may have very large lists of members. To help you manage these potentially unwieldy groups, You can use the Group Membership report to view group members.
Report ID	GBP002

Type of Report	SQR
Parameters	Group ID, Group As Of Date, and Refinement Date
Source	RUNCTL_GBP001
Source Records	JOB, PERSONAL_DATA, EMPLOYMENT, PERS_DATA_EFFDT, COMPENSATION, TL_EMPL_DATA
Sorted By	EmplID, Employee Name, Employee Record Number, Job Code

Generating a Multiple Seniority Components Report

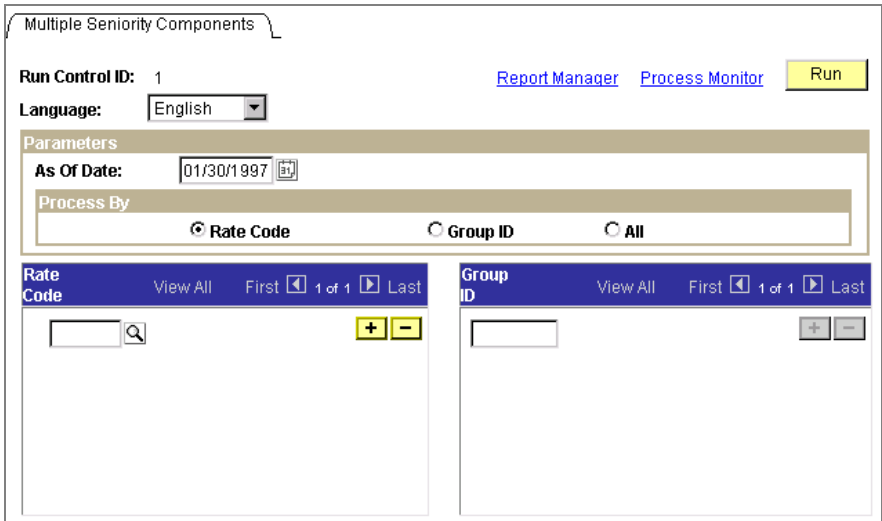
The Multiple Seniority Components report lists all multiple seniority rate codes in workers' compensation packages. This process enables you to check whether the multiple seniority rate codes are appropriate for a worker.

The report checks worker compensation packages for multiple seniority rate codes. If it finds multiple seniority rate codes, the process lists the EmplID (employee ID), the name of the worker, the seniority rate codes, and the corresponding seniority-level information associated with the worker. The report also provides the following information regarding the origin of the seniority rate code:

- If the worker receives a seniority pay component as a result of belonging to a group associated with a seniority rate code, the report displays the corresponding Group ID for the seniority rate code.
- If a worker receives the seniority pay component because the seniority rate code is associated with all workers, the report displays All as the origin of the seniority rate code.
- If a worker receives the seniority pay component because you manually added it, the report displays Manually Added as the origin for the seniority rate code.

Multiple Seniority Components Page

Usage	Use the Multiple Seniority Components page to run the Multiple Seniority Components report.
Object Name	RUNCTL_SENPAY
Navigation	<ul style="list-style-type: none"> • Administer Workforce, Administer Workforce (GBL), Process, Update Seniority Eligibility, Update Seniority Eligibility • Administer Workforce, Administer Workforce (GBL), Report, Multiple Seniority Components, Multiple Seniority Components
Access Requirements	Enter a Run Control ID.



Multiple Seniority Components page

The following fields are common to multiple pages and are defined in PeopleBooks Standard Page Element Definitions **Run Control ID**, and **As Of Date**.

Language

Select a **Language Code** from the list of available options. Valid values prompt from the Translate table.

Process By

Determine how you want to run the Update Seniority Pay process: by **Rate Code** or by **Group ID**. Select one of the radio buttons.

Rate Code: The process adds or updates seniority rate codes in the compensation packages of all employees in groups that are associated with the seniority rate codes you list on this page. If a seniority rate code is not associated with a group ID, the process adds the seniority rate code to the compensation packages of all workers.

If you click **Rate Code**, the **Rate Code** field in the next section of the page becomes available for data entry.

Group ID: The process adds or updates seniority rate codes in the compensation packages of all employees associated with the groups you list on this page.

If you click **Group ID**, the **Group ID** field in the next section of the page becomes available for data entry.

Clicking the **All** button runs the report for all employees.

Rate Code

This field is available for data entry if you clicked the **Rate Code** button in the **Process By** field. Select one or more **Rate Codes** prompting from the Comp Rate Code Table. Insert rows to run the process using multiple Seniority **Rate Codes**. The system displays the associated **Group IDs** when you leave the field.

Group ID

This field is available for data entry if you clicked **Group ID** in the **Process By** field. Select one or more **Group IDs** prompted by the Group table. Insert rows to run the process using multiple **Group IDs**. The system displays the associated **Rate Codes** when you leave the field. (Groups for which you do not have security access do not appear.)

For more information on defining and building employee groups, see PeopleSoft 8 Application Fundamentals for HRMS, “Working With Groups” For more information on security for employee groups, see PeopleSoft 8 Application Fundamentals for HRMS, “Working With Groups”

Click **Run** to run this request. Process Scheduler runs the Multiple Seniority Components process at user-defined intervals.



For more information about Process Scheduler, see Process Scheduler.



For samples of this and other reports in your application, see the PDF files published on CD-ROM with your documentation or *PeopleSoft HRMS Reporting Tools*.

Multiple Seniority Components Report

Description	The Multiple Seniority Components report lists all multiple seniority pay components in workers' compensation packages.
Report ID	PER044
Type of Report	SQR
Parameters	As of Date, <i>as well as</i> Rate Code, Group ID, or All workers.

Source	RUNCTL_SENPAY
Sorted By	Emplid, Rate Code, or Group ID.

Generating the Standard Letter Table Report

The Standard Letter report lists all the letter codes you have set up in your system. You can use these letter codes to generate standard letters as part of your Recruit Workforce, Administer Training, and Manage Labor Relations business processes. Letter codes are also used to generate COBRA letters.



For more information about setting up letter codes and form letters, see [Generating Form Letters](#).

Standard Letter Table Report Page

Usage	Use the Standard Letter Table report page to generate a list of your letter codes.
Navigation	<ul style="list-style-type: none"> • Develop Workforce, Recruit Workforce (GBL), Report, Standard Letter Table • Develop Workforce, Recruit Workforce (USF), Report, Standard Letter Table • Develop Workforce, Administer Training (GBL), Report, Standard Letter Table • Develop Workforce, Administer Training (USF), Report, Standard Letter Table
Prerequisites	You must set up your Standard Letter Table before you run this report.
Access Requirements	Enter a run control ID.



For more information about this page, see [PRCSRUNCNTL Page](#).

Standard Letter Table Report

Description	The Standard Letter Table contains the codes you associate with form letters created for use with mail merge programs. This report lists the codes in your Standard Letter Table.
Report ID	PER711
Type of Report	Crystal
Parameters	None.
Source	PRCSRUNCTL
Source Records	STANDRD_LTR_TBL

Code	Effective Date	Long Description/ Description/ Address	Abbrev	----- Default -----		Pay Lines	Common Pay Master	Term Days
				Pay Plan	Pay Group			
AA	02/01/1996 I	Admin Conference of the US 30	USA	Admin			15	
AA	01/01/1980	Admin Conference of the US 30	USA	Admin			15	
AB	01/01/1980	American Battle Monuments Comm 30	USA	ABM C			15	
AC	01/01/1980	Advisory Coms on Intrgvn Reltn 30	USA	Adv C			15	
AD	01/01/1980	U.S. Arms Control and Disarmam 30	USA	U.S.			15	
AF	01/01/1980	Department of the Air Force 30	USA	Dept			15	
AG	01/01/1980	Department of Agriculture 30	USA	Dept			15	
AH	01/01/1980	Nat'l Found on Arts & Humanit 30	USA	Natl			15	
AI	01/01/1980	U.S. Institute of Peace 30	USA	Ins P			15	
AM	01/01/1980	Intl Dev and Coop Admin 30	USA	Int D			15	
AN	01/01/1980	African Development Foundation 30	USA	Afric			15	
AP	01/01/1980	Appalachian Regional Comm 30	USA	Appal			15	
AR	01/01/1980	Department of the Army 30	USA	Dept			15	
AU	01/01/1980	Fed Labor Relations Authority 30	USA	FLRA			15	
AW	01/01/1980	Arctic Research Commission 30	USA	Arcti			15	
BD	01/01/1980	Merit Systems Protection Board 30	USA	MSPB			15	
BF	01/01/1980	Def Nuc Facilities Safety Bd	USA	DNFS			15	

PeopleSoft
LOCATION TABLE

Report ID: PER705

Page No. 1
Run Date 9/1/2000
Run Time 6:29:22 PM

Loc Code	Effective Date	Description	Abbrev	Bldg	ADDRESS1/ ADDRESS2/ ADDRESS3/ ADDRESS4	City Nm1	Nm2	House Name	St Geo Code	Postal Code	City Lim?	Ctry ID	Estab Locality
KB01	1/1/1980	Antwerpen	Antwerp		Kolveniersstraat	Antwerpen	50		AN	2140		BEL	
KB02	1/1/1980	Brussels	Brussels			Brussels			BEL			BEL	
KCAR00	1/1/1980	Calgary Office	Calgary		24450 Bow Valley Road	Calgary			AB	T3E5T6		CAN	
KCAR00	1/1/1980	Calgary Branch	Calgary		2945 Union Street	Calgary			AB	A2K1R7		CAN	
KCB000	1/1/1980	Vancouver Branch	Vancouver		2030 Calley Street	Vancouver			BC	V5C2Z8		CAN	
KCB000	1/1/1980	Vancouver Branch	Vancouver		1230 Calley St	Vancouver			BC	V5C2Z8		CAN	
KCMB00	1/1/1980	Brandon	Brandon		402 Prairie Ave	Brandon			MB	R4E5T6		CAN	
KCMB00	1/1/1980	Winnipeg Office	Winnipeg		9812 Hastings Street	Winnipeg			MB	R2Q 1E2		CAN	
KCNB00	1/1/1980	Moncton	Moncton		18 Fredricton Street	Moncton			NB	N3E5T6		CAN	
KCNB00	1/1/1980	Fredricton Office	Fredricton		345 Howe Avenue	Fredricton			NB	N2B1L9		CAN	
KCNF00	1/1/1980	Gander Center	Gander		41 Cornerbrook Crescent	Gander			NF	N4R3W2		CAN	
KCNF00	1/1/1980	St John's Office	St John's		2 River Avenue	St. John's			NF	A5F 3Z1		CAN	
KCNN00	1/1/1980	Iqaluit Office	Iqaluit		P.O. Box 350	Iqaluit			NN	X0A1H0		CAN	
KCNS00	1/1/1980	Halifax Regional Center	Halifax		41 Cape Street	Halifax			NS	H3T3T6		CAN	
KCNS00	1/1/1980	Halifax Office	Halifax		187 Mt Harney Blvd	Halifax			NS	S2C 2Q8		CAN	
KCNT00	1/1/1980	Yellowknife Branch	Yellowknife		9747 Geary Road	Yellowknife			NT	R2Q 4J4		CAN	
KCON00	1/1/1980	Toronto Head Office	Toronto		404 Queens Parkway	Toronto			ON	M5R3T6		CAN	
KCON00	1/1/1980	Canadian Headquarters	Cdn HQ		1800 Bay Street Suite 1900	Toronto			ON	M5J 2T3		CAN	
KCON01	1/1/1980	National Office	National		13 Hull Street	Ottawa			ON	M3E3R7		CAN	
KCPB00	1/1/1980	Green Gables	Green Gabl		12 Charlottetown Street	Charlottetown			PE	P3E4F5		CAN	
KCPB00	1/1/1980	Charlottetown Office	Chrlttetwn		283 Georgia Street	Charlottetown			PE	P3Q 2E1		CAN	
KCQC00	1/1/1980	Levis	Levis		12 Rue Rene Levesque	Levis			QC	Q3T4R4		CAN	
KCQC00	1/1/1980	Montreal Office	Montreal		Place Ville Marie 300 St-Catherine Street Suite 1100	Montreal			QC	P3F 2W1		CAN	
KCSK00	1/1/1980	Regina	Regina		334 Saskatoon Road	Regina			SK	S2E4E5		CAN	
KCSR00	1/1/1980	Regina Office	Regina		7212-200 Rupert Street	Regina			SK	H2D 2P7		CAN	
KCYT00	1/1/1980	Whitehorse Office	Whitehorse		9754 Treat Boulevard	Whitehorse			YT	T2G 1U2		CAN	
KCZZ00	1/1/1980	Outside Canada (Non-Residents)	Out of Can		Anywhere	Anywhere			ZZ	ZZ	N	CAN	67000
KD912	1/1/1980	Munich	Munich		Muenchner Strasse 14	Munich			BY	85774		DEU	
KD913	1/1/1980	Hamburg	Hamburg						HE			DEU	
KD914	1/1/1980	Frankfurt	Frankfurt						BE			DEU	
KD915	1/1/1980	Berlin	Berlin						BW	70		DEU	
KD916	1/1/1980	Stuttgart	Stuttgart									DEU	
KD917	1/1/1980	Bonn	Bonn									DEU	
KE01	1/1/1980	Madrid Operations	Madrid		Hernandez de Tejada	Madrid			28	28027		ESP	

Agency	Sub Agency	Personnel Office Identifier	Effective Date	Description	PO Name / Address	Elec Commerce ID	ZIP Code / Phone	Auto Subm Pt	OPM Ovr Ofc
PS	01	1111	01/01/198	Dept of PS Federal	Jefferson,Leonardo THREE DEMOCRACY 6903 DEMOCRACY STREET	@internet	22001 201/489-9000	11111	W
PS	03	3333	01/01/198	Bureau of R&D	Swazey,Elizabeth 2233 HERCULES AVENUE		20001 202/555-1212	00001	
FD	ZZ	7111	01/01/198	Fort Gordon Center	WASHINGTON, DC Wila Martin 123 MARY ST. RM M113		31601 912/333-6666	10016 7111	A
FI	ZZ	7222	01/01/198	Southern Regional Office	VALDOSTA, GA Cat Stefans MANATEE BUILDING 9999 OCEAN AVE		33324 813/455-6666	00009 7222	A
NOT	ZZ	7333	01/01/198	North Central Regional	TAMPA, FL Kyle Wells LAKE TOWERS 2000 EUCLID AVE RM 800		44199 216/882-6666	00008 7333	C
FR	ZZ	7444	01/01/198	Headquarters Operations	CLEVELAND, OH Kim Wishbone 1111 CONSTITUTION AVENUE, NW ROOM 1214 HQ:HR WASHINGTON, DC		20224 202/622-6666	00001 7444	W

Locality Pay	Effective Date	Description	Locality Percent	IGA Percent
02	01/01/190	Atlanta	0.00	0.00
02	01/09/199	Atlanta	3.86	0.00
02	01/08/199	Atlanta	4.66	0.00
02	01/07/199	Atlanta	5.14	0.00
02	01/04/199	Atlanta	5.65	0.00
02	01/03/199	Atlanta	6.18	0.00
02	01/01/199	Atlanta	6.67	0.00
02	01/02/200	Atlanta	7.66	0.00
05	01/01/190	Boston-Worcester-Lawrence	0.00	0.00
05	01/09/199	Boston-Worcester-Lawrence	5.47	0.00
05	01/08/199	Boston-Worcester-Lawrence	6.97	0.00
05	01/07/199	Boston-Worcester-Lawrence	7.68	0.00
05	01/05/199	Boston-Worcester-Lawrence	7.97	0.00
05	01/03/199	Boston-Worcester-Lawrence	8.61	0.00
05	01/01/199	Boston-Worcester-Lawrence	9.32	0.00
05	01/02/200	Boston-Worcester-Lawrence	10.72	0.00
08	01/01/190	Chicago-Gary-Kenosha	0.00	0.00
08	01/09/199	Chicago-Gary-Kenosha	5.34	0.00
08	01/08/199	Chicago-Gary-Kenosha	6.92	0.00
08	01/07/199	Chicago-Gary-Kenosha	7.63	0.00
08	01/05/199	Chicago-Gary-Kenosha	8.13	0.00
08	01/03/199	Chicago-Gary-Kenosha	9.21	0.00
08	01/01/199	Chicago-Gary-Kenosha	9.98	0.00
08	01/02/200	Chicago-Gary-Kenosha	11.49	0.00
11	01/01/190	Cincinnati-Hamilton	0.00	0.00
11	01/09/199	Cincinnati-Hamilton	4.22	0.00
11	01/08/199	Cincinnati-Hamilton	5.33	0.00
11	01/07/199	Cincinnati-Hamilton	5.87	0.00
11	01/05/199	Cincinnati-Hamilton	6.75	0.00
11	01/03/199	Cincinnati-Hamilton	7.71	0.00
11	01/01/199	Cincinnati-Hamilton	8.31	0.00
11	01/02/200	Cincinnati-Hamilton	9.52	0.00
14	01/01/190	Cleveland-Akron	0.00	0.00
14	01/09/199	Cleveland-Akron	3.34	0.00
14	01/08/199	Cleveland-Akron	4.23	0.00
14	01/07/199	Cleveland-Akron	4.67	0.00
14	01/05/199	Cleveland-Akron	5.51	0.00
14	01/03/199	Cleveland-Akron	6.35	0.00
14	01/01/199	Cleveland-Akron	6.92	0.00
14	01/02/200	Cleveland-Akron	8.05	0.00
15	01/01/190	Columbus	0.00	0.00
15	01/08/199	Columbus	5.30	0.00
15	01/07/199	Columbus	5.84	0.00
15	01/05/199	Columbus	6.62	0.00
15	01/03/199	Columbus	6.90	0.00
15	01/01/199	Columbus	7.46	0.00
15	01/02/200	Columbus	8.55	0.00
17	01/01/190	Dallas-Fort Worth	0.00	0.00
17	01/09/199	Dallas-Fort Worth	4.21	0.00
17	01/08/199	Dallas-Fort Worth	5.65	0.00
17	01/07/199	Dallas-Fort Worth	6.23	0.00
17	01/05/199	Dallas-Fort Worth	6.40	0.00
17	01/03/199	Dallas-Fort Worth	6.90	0.00
17	01/01/199	Dallas-Fort Worth	7.47	0.00

LAW ENFORCEMENT OFFICER PAY AREA TABLE

Report ID: FGPERR08

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Law Enforcement Officer Pay Area	Effective Date	Description	LEO Percent
0	01/01/198	Non LEO Area	0.00
1	01/01/190	Boston-Worcester-Lawrence	0.00
1	10/16/199	Boston-Worcester-Lawrence	16.00
2	01/01/190	Chicago-Gary-Kenosha	0.00
2	10/16/199	Chicago-Gary-Kenosha	4.00
2	01/01/200	Chicago-Gary-Kenosha	0.00
3	10/16/199	LA-Riverside-Orange County	16.00
4	01/01/190	New York-New Jersey-Long Isla	0.00
4	10/16/199	New York-New Jersey-Long Isla	16.00
5	01/01/190	Philadelphia-Wlmmgtn-Atlant C	0.00
5	10/16/199	Philadelphia-Wlmmgtn-Atlant C	4.00
6	01/01/190	San Diego	0.00
6	10/16/199	San Diego	8.00
7	01/01/190	San Francisco-Oakland-San Jos	0.00
7	10/16/199	San Francisco-Oakland-San Jos	16.00
8	01/01/190	Washington-Baltimore	0.00
8	10/16/199	Washington-Baltimore	4.00
F	10/16/199	FBI Employee Outside DC	0.00

Disabled	Effective Date	Description
N	01/01/1900	Handicap not identified
N	01/01/1900	No Handicap
N	01/01/1900	Handicap not listed
Y	01/01/1900	Severe speech malfunctions
Y	01/01/1900	Hard of Hearing
Y	01/01/1900	Deafness ears/clear speech
Y	01/01/1900	Deafness ears/unclear speech
Y	01/01/1900	Loss of peripheral vision
Y	01/01/1900	Unable to read ordinary print
Y	01/01/1900	Blind in one eye
Y	01/01/1900	Blind in both eyes
Y	01/01/1900	Missing one hand
Y	01/01/1900	Missing one arm
Y	01/01/1900	Missing one foot
Y	01/01/1900	Missing one leg
Y	01/01/1900	Missing both hands or arms
Y	01/01/1900	Missing both feet or legs
Y	01/01/1900	Missing hand/arm and foot/leg
Y	01/01/1900	Missing hand/arm and feet/legs
Y	01/01/1900	Missing hands/arms & foot/leg
Y	01/01/1900	Missing hands/arms & feet/legs
Y	01/01/1900	Chronic problem one/both hands
Y	01/01/1900	Chronic problem one/both feet
Y	01/01/1900	Chronic problem one/both arms
Y	01/01/1900	Chronic problem one/both legs
Y	01/01/1900	Chronic problem hip/pelvis
Y	01/01/1900	Chronic problem back
Y	01/01/1900	Chronic prob combinations
Y	01/01/1900	Partial paralysis one hand
Y	01/01/1900	Partial paralysis one arm
Y	01/01/1900	Partial paralysis one leg
Y	01/01/1900	Partial paralysis both hands
Y	01/01/1900	Partial paralysis both legs
Y	01/01/1900	Partial paralysis both arms
Y	01/01/1900	Partial paralysis one side
Y	01/01/1900	Partial paralysis 3 major part
Y	01/01/1900	Complete paralysis one hand
Y	01/01/1900	Complete paralysis both hands
Y	01/01/1900	Complete paralysis one arm
Y	01/01/1900	Complete paralysis both arms
Y	01/01/1900	Complete paralysis one leg
Y	01/01/1900	Complete paralysis both legs
Y	01/01/1900	Complete paralysis lower body
Y	01/01/1900	Complete paralysis one side
Y	01/01/1900	Complete paralysis 3 maj mmbms
Y	01/01/1900	Heart disease/no restrictions
Y	01/01/1900	Heart disease with restriction
Y	01/01/1900	Convulsive disorder
Y	01/01/1900	Blood diseases
Y	01/01/1900	Diabetes
Y	01/01/1900	Pulmonary/respiratory disorder
Y	01/01/1900	Kidney dysfunction
Y	01/01/1900	Cancer with complete recovery
Y	01/01/1900	Cancer
Y	01/01/1900	Mental retardation
Y	01/01/1900	Mental or emotional illness
Y	01/01/1900	Severe distortion limbs/spine
Y	01/01/1900	Disfigurement face/hands/feet
Y	01/01/1900	Learning disability

Legal Authority	Effective Date		Description 1	Description 2
A2M	01/01/198		CS Cert No	WTO
A3M	01/01/198		CS Rule V	
A7M	01/01/198		CS Rule 3.2	
ABK	01/01/198		ACWA Outstanding	Program
ABL	01/01/198		Bicultural/Bilingual	Selective Factors
ABM	01/01/198		SF 59 approved (date)	
ABP	01/01/198		President's Economic	Stimulus Program
ABR	04/16/199		Req. 330.608	
ABS	04/16/199		Req. 330.707	
ABT	04/16/199		Req. 330.707 CLG	
ACA	01/01/198		CS Cert No	ACWA
ACM	01/01/198		CS Cert No	
ADM	01/01/198		Cite OPM Directive	
AGM	01/01/198		Cite MSPB Decision	and date)
ALM	01/01/198		MSPB Directive-US	
AOM	01/01/198		MSPB Directive-Int	
ARM	01/01/198		Cite EEOC Decision	and date
ASM	01/01/198		Cite Court Decision	and date
ATM	01/01/198		5 U.S.C. 302	
AUL	01/01/198		OPM Ltr, Auth No, and	date
AUM	01/01/198		Cite OPM Letter	
AVM	01/01/198		OPM Standards	
AWM	01/01/198		OPM Form 1390 or letter	(date)
AXM	01/01/198		Cite Labor Rel Decision	and date
AYM	01/01/198		Direct-Hire Authority	(cite OPM auth and
AZM	01/01/198		Cite OPM Off., Auth No	and Date
BBM	01/01/198		CS Rule 6.7-TVA Agr	
BDN	01/01/198		USDA Demo, (Off issuing	cert, Cert No)
BEA	01/01/198	I	OPM Auth EA- (no),	(installation issuing
BFS	01/01/198		OPM Delegation Agr No.	
BGL	01/01/198	I	OPM Auth GL- (no),	(installation issuing
BKM	01/01/198		CS Rule 6.7-NRC Agr	
BLM	01/01/198		CS Rule 6.7-VA Agr	
BMA	01/01/198	I	OPM Auth MA- (no),	(installation issuing
BMC	01/01/198	I	OPM Auth MC- (no),	(installation issuing
BNE	01/01/198	I	OPM Auth NE- (no),	(installation issuing
BNM	01/01/198		CS Rule 6.7-CIPMS Agr	
BNN	01/01/198		CS Rule 6.7--DoD/NAF	
BNP	01/01/198		CS Rule 7.2--CG/NAF Agr	
BNW	01/01/198	I	OPM Auth NW- (no),	(installation issuing
BPM	01/01/198		CS Rule 8.3	
BRM	01/01/198	I	OPM Auth RM- (no),	(installation issuing
BSE	01/01/198	I	OPM Auth SE- (no),	(installation issuing
BSS	01/01/198	I	OPM Auth SS- (no),	(installation issuing
BSW	01/01/198	I	OPM Auth SW- (no),	(installation issuing
BWA	01/01/198		OPM Delegated Agr No.	
BWE	01/01/198	I	OPM Auth WE- (no),	(installation issuing
BWM	01/01/198		OPM Delegation Agr	
BYM	01/01/198		USDA Direct Hire Auth	(cite case file no
C1M	01/01/198		Req 351.201(b)	
C7M	01/01/198		Req 715.202 Abandonment	
CCM	01/01/198		5 U.S.C. 2108	
CGM	01/01/198		5 U.S.C. 552a(e) (5)	
CTM	01/01/198		Req 316.401(b)	
CUL	01/01/198		5 CFR Part 340	
DAK	01/01/198		Req 630.101-Decl	
DAM	01/01/198		Req 630.101	
DBM	01/01/198		5 CFR part 715	
DFM	01/01/198		5 CFR part 715 Prom	
DKM	01/01/198		5 CFR part 715 CLG	
DPM	01/01/198		5 U.S.C., Chapter 87	
EEM	01/01/198		FPM Ltr. 316-16	dated 07/30/79
F8M	01/01/198		Req 532.253	
FEM	01/01/198		Req 532.405(c) (2)	
FGM	01/01/198		Req 532.251	
FNM	01/01/198		Req 532.415(c)	
FTM	01/01/198		Req 532.415(a)	
GFM	01/01/198		Req 630.401	
H3M	01/01/198		Req 301.203(c)	
HAM	01/01/198		Req 250.101	
HDM	01/01/198		Req 230.402(c)	
HGM	01/01/198		Req 230.402(d) (1)	
HJM	01/01/198		Req 230.402(d) (2)	
HLM	01/01/198		Req 230.402(d) (3)	
HNM	01/01/198		Req 301.201	
HRM	01/01/198		Req 301.202	
HWM	01/01/198		Req 301.204 Mix	
HXM	01/01/198		Req 301.204 Preappt	

NOA Code	NOA/Authority 1	Effective Date
765	ACM	01/01/1980
292	AGM	01/01/1980
357	AGM	01/01/1980
100	ALM	01/01/1980
101	ALM	01/01/1980
107	ALM	01/01/1980
108	ALM	01/01/1980
112	ALM	01/01/1980
115	ALM	01/01/1980
120	ALM	01/01/1980
122	ALM	01/01/1980
124	ALM	01/01/1980
170	ALM	01/01/1980
171	ALM	01/01/1980
190	ALM	01/01/1980
292	ALM	01/01/1980
702	ALM	01/01/1980
703	ALM	01/01/1980
713	ALM	01/01/1980
721	ALM	01/01/1980
740	ALM	01/01/1980
741	ALM	01/01/1980
760	ALM	01/01/1980
761	ALM	01/01/1980
769	ALM	01/01/1980
770	ALM	01/01/1980
100	AQM	01/01/1980
101	AQM	01/01/1980
107	AQM	01/01/1980
112	AQM	01/01/1980
120	AQM	01/01/1980
124	AQM	01/01/1980
170	AQM	01/01/1980
292	AQM	01/01/1980
702	AQM	01/01/1980
703	AQM	01/01/1980
713	AQM	01/01/1980
721	AQM	01/01/1980
740	AQM	01/01/1980
741	AQM	01/01/1980
760	AQM	01/01/1980
761	AQM	01/01/1980
769	AQM	01/01/1980
770	AQM	01/01/1980
100	AUM	01/01/1980
101	AYM	01/01/1980
108	AYM	01/01/1980
115	AYM	01/01/1980
190	AYM	01/01/1980
500	AYM	01/01/1980
501	AYM	01/01/1980
508	AYM	01/01/1980
515	AYM	01/01/1980
590	AYM	01/01/1980
760	AYM	01/01/1980
765	AYM	01/01/1980

Priority Placement	Effective Date	Priority Weight	Description
CTP	01/01/1980	6	Career Transition Assist. Plan
ICT	01/01/1980	4	ICTAP-Interagency CTAP
PPP	01/01/1980	5	Priority Placement Program

PeopleSoft
WORK LOCATION TABLE

Report ID: FGPER817

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Run Date 09/07/2000
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Loc Code	Effective Date	Description	Abbrev	Bldg	ADDRESS	City	State	Zip/PCd	Ctry	Geog. Loc.
KB01	01/01/1980 A	Antwerp	Antwerpe			Antwerpe	AN		BEL	
KB02	01/01/1980 A	Brussels	Brussels			Brussels			BEL	
KCON01	01/01/1980 A	National Office	National		13 Hull Street	Ottawa	ON	M3E3R7	CAN	
KCAB00	01/01/1980 A	Calgary Office	Calgary		24450 Bow Valley Road	Calgary	AB	T3E5T6	CAN	
KCBC00	01/01/1980 A	Vancouver Branch	Vancouver		2030 Calley Street	Vancouver	BC	V5C2Z8	CAN	
KCMB00	01/01/1980 A	Brandon	Brandon		402 Prairie Ave	Brandon	MB	R4E5T6	CAN	
KCNB00	01/01/1980 A	Moncton	Moncton		18 Fredricton Street	Moncton	NB	N3E5T6	CAN	
KCNF00	01/01/1980 A	Gander Center	Gander		41 Cornerbrook Crescent	Gander	NF	N4R3W2	CAN	
KCNS00	01/01/1980 A	Halifax Regional Center	Halifax		41 Cape Street	Halifax	NS	H3T3T6	CAN	
KCON00	01/01/1980 A	Toronto Head Office	Toronto		404 Queens Parkway	Toronto	ON	M5R3T6	CAN	
KCPE00	01/01/1980 A	Green Gables	Green Gabl		12 Charlottetown Street	Charlottetown	PE	P3E4F5	CAN	
KCQC00	01/01/1980 A	Levis	Levis		12 Rue Rene Levesque	Levis	QC	Q3T4R4	CAN	
KCSK00	01/01/1980 A	Regina	Regina		334 Saskatoon Road	Regina	SK	S2E4E5	CAN	
KW01	01/01/1980 A	Zürich Operations	Zürich		Seestrasse 1	Zürich	ZH	8038	CHE	
KW02	01/01/1980 A	Aarau Operations	Aarau		Telliistrasse 121	Aarau	AG	5000	CHE	
KW03	01/01/1980 A	Bern Operations	Bern		Ländgassstrasse 49	Bern	BE	3000	CHE	
KW04	01/01/1980 A	Bellizona Operations	Bellizona		Villa Argentina	Bellizona	TI	6503	CHE	
KW05	01/01/1980 A	Geneva Operations	Geneva		78 rue du Général-Dufour	Geneva	GE	1211	CHE	
KW06	01/01/1980 A	Lucerne Operations	Lucerne		Lidostrasse 55	Lucerne	LU	6006	CHE	
KW07	01/01/1980 A	Lucano Operations	Lucano		Via Lambertenghi 17	Lucano	TI	6900	CHE	
KD912	01/01/1980 A	Munich	Munich		Muenchner Strasse 14	Munich	BY		DEU	
KD913	01/01/1980 A	Hamburg	Hamburq						DEU	

Job Code	Effective Date	Official Title	Supervisory Level	Occ Series	Pay Plan	Pay Table	Grd	FLSA Stat	Std Hours	OPM Cert Nbr	PATCOB Code	Classification Total Points	Training Program	Posn Sens Code	IA Actns
000029	01/01/198	Personnel clerical and assistance	8	0203	GS	0000	04	N	40.00		T	0.00		1	N
000089	01/01/198	Clerk-Typist	8	0322	GS	0000	04	N	40.00		C	0.00		1	N
FUC001	01/01/198	Mail Clerk	8	0301	GS	0000	11	E	40.00		A	0.00		1	N
FUC002	01/01/198	Mail Clerk	8	0301	GS	0000	11	E	40.00		A	0.00		1	N
FUC003	01/01/198	Operating Accountant	8	0510	GS	0000	05	N	40.00		F	0.00		1	N
FUC004	01/01/198	Supervisory Personnel Management	2	0201	GS	0000	14	E	40.00		A	0.00		1	N
FUC005	01/01/198	Supervisory Personnel Management	2	0201	GS	0000	14	E	40.00		A	0.00		1	N
FUC006	01/01/198	Director of Personnel	2	0201	GS	0000	15	E	40.00		A	0.00		1	N
FUC007	01/01/198	Personnel Clerk	8	0203	GS	0000	05	N	40.00		C	0.00		1	N
FUC008	01/01/198	Personnel Clerk	8	0203	GS	0000	05	N	40.00		C	0.00		1	N
FUC009	01/01/198	Personnel Assistant	8	0203	GS	0000	06	N	40.00		T	0.00		1	N
FUC010	01/01/198	Personnel Assistant	8	0203	GS	0000	07	N	40.00		T	0.00		1	N
FUC011	01/01/198	Personnel Assistant	8	0203	GS	0000	08	N	40.00		T	0.00		1	N
FUC012	01/01/198	Personnel Clerk	8	0203	GS	0000	09	E	40.00		T	0.00		1	N
FUC013	01/01/198	Position Classification Specialist	8	0221	GS	0000	09	E	40.00		A	0.00		1	N
FUC014	01/01/198	Position Classification Specialist	8	0221	GS	0000	11	E	40.00		A	0.00		1	N
FUC015	01/01/198	Position Classification Specialist	8	0221	GS	0000	12	E	40.00		A	0.00		1	N
FUC016	01/01/198	Employee Relations Specialist	8	0230	GS	0000	07	N	40.00		A	0.00		1	N
FUC017	01/01/198	Employee Relations Specialist	8	0230	GS	0000	09	E	40.00		A	0.00		1	N
FUC018	01/01/198	Employee Relations Specialist	8	0230	GS	0000	11	E	40.00		A	0.00		1	N
FUC019	01/01/198	Employee Relations Specialist	2	0230	GS	0000	12	E	40.00		A	0.00		1	N
FUC020	01/01/198	Employee Relations Specialist	8	0230	GS	0000	13	E	40.00		A	0.00		1	N
FUC021	01/01/198	Supervisory Employee Relations	2	0230	GS	0000	13	E	40.00		A	0.00		1	N
FUC022	01/01/198	Supervisory Employee Relations	4	0230	GS	0000	14	E	40.00		A	0.00		1	N
FUC023	01/01/198	Labor Relations Specialist	8	0233	GS	0000	09	E	40.00		A	0.00		1	N
FUC024	01/01/198	Supervisory Labor Relations	2	0233	GS	0000	12	E	40.00		A	0.00		1	N
FUC025	01/01/198	Administrator	2	0301	ES	0000	00	E	40.00		A	0.00		1	N
FUC026	01/01/198	Administrator	2	0301	ES	0000	00	E	40.00		A	0.00		1	N
FUC027	01/01/198	Administrator	8	0301	ES	0000	00	E	40.00		A	0.00		1	N
FUC028	01/01/198	Assistant Secretary	2	0301	EX	0000	II	E	40.00		A	0.00		1	N
FUC029	01/01/198	Administrator	8	0301	EX	0000	I	E	40.00		A	0.00		1	N
FUC030	01/01/198	Administrator	8	0301	GM	0000	14	E	40.00		A	0.00		1	N
FUC031	01/01/198	Administrator	8	0301	GM	0000	15	E	40.00		A	0.00		1	N
FUC032	01/01/198	Administrator	8	0301	GS	0000	11	E	40.00		A	0.00		1	N
FUC033	01/01/198	Administrative Officer	8	0301	GS	0000	12	E	40.00		A	0.00		1	N
FUC034	01/01/198	Administrator	8	0301	GS	0000	15	E	40.00		A	0.00		1	N
FUC035	01/01/198	Mail Clerk	8	0305	GS	0000	03	N	40.00		C	0.00		1	N
FUC036	01/01/198	File Clerk	8	0305	GS	0000	03	N	40.00		C	0.00		1	N
FUC037	01/01/198	Work Unit Supervisor	8	0313	GS	0000	08	N	40.00		C	0.00		1	N
FUC038	01/01/198	Secretary	8	0318	GS	0000	05	N	40.00		C	0.00		1	N
FUC039	01/01/198	Secretary	8	0318	GS	0000	07	N	40.00		C	0.00		1	N
FUC040	01/01/198	Clerk-Typist	8	0322	GS	0000	03	N	40.00		C	0.00		1	N
FUC041	01/01/198	Clerk-Typist	8	0322	GS	0000	03	N	40.00		C	0.00		1	N
FUC042	01/01/198	Clerk-Typist	8	0322	GS	0000	04	N	40.00		C	0.00		1	N
FUC043	01/01/198	Clerk-Typist	8	0322	GS	0000	04	N	40.00		C	0.00		1	N
FUC044	01/01/198	Computer Specialist	8	0334	GS	0000	12	E	40.00		A	0.00		1	N
FUC045	01/01/198	Computer Specialist	2	0334	GS	0000	13	E	40.00		A	0.00		1	N
FUC046	01/01/198	Computer Specialist	8	0334	GS	0000	13	E	40.00		A	0.00		1	N
FUC047	01/01/198	Computer Programmer	8	0335	GS	0000	04	N	40.00		C	0.00		1	N
FUC048	01/01/198	Administrative Officer	2	0341	GM	0000	15	E	40.00		A	0.00		1	N
FUC049	01/01/198	Administrative Officer	2	0341	GS	0000	12	E	40.00		A	0.00		1	N
FUC050	01/01/198	Program Analyst	8	0345	GS	0000	07	N	40.00		A	0.00		1	N
FUC051	01/01/198	Program Analyst	8	0345	GS	0000	11	E	40.00		A	0.00		1	N
FUC052	01/01/198	Program Analyst	8	0345	GS	0000	12	E	40.00		A	0.00		1	N

PeopleSoft
GROUP MEMBER OVERLAP REPORT

Page No. 1
Run Date 09/07/2000
Run Time 17:44:51

Report ID: GBF001

Group ID	Group As Of Date	Refine Date
KF0006	2000-09-07	2000-09-07
KF001	2000-09-07	2000-09-07

Employee ID	Name	Employee Rcd#	Job Code	Job Description
KF0004	Singleton, Mary-Ann	0	KF0007	Group chief
KF0005	Halcyon, D'orothea	0	KF0007	Group chief
KF0014	Day Jr., Beauchamp	0	KF0005	Network administrator

End of Report

PeopleSoft
GROUP MEMBERSHIP LIST REPORT

Report ID: GBP002

Group As Of Date
1980-01-01 00:00:00.000

Group ID
KF0006

Refinement Date
2000-09-07 00:00:00.000

Employee ID	Employee Name	Employment Record Number	Job Code	Job Description
KF0004	Singleton, Mary-Ann	0	KF0007	Group chief
KF0005	Halcyon, D'orothea	0	KF0007	Group chief
KF0014	Day Jr., Beauchamp	0	KF0005	Network administrator
KF0015	Levasseur, Jean-Pierre	0	KF0010	Assistant
KF0016	Favreau, Mireille	0	KF0011	Junior assistant

Report ID: PER044

As Of Date: 08/30/2000

Parameters: All -

Employee ID	Rate Code	Rate Code Class	Level	Origin	
KU0003	Jean Parsons	KF007	Sen Rate Codes	3	Manually Added
		NAFAS1	Sen Rate Codes	4	Manually Added
KU0012	Allan Martin	NAFAS1	Sen Rate Codes	4	Manually Added
		NAHRS1	Sen Rate Codes	2	Manually Added
KU0020	Christelle Stevenson	NAFAS1	Sen Rate Codes	4	Manually Added
		NAHRS1	Sen Rate Codes	2	Manually Added

Setid	Dept ID	Effective Date	Department Name	Loc Code	Manager ID	Gl Expense
BEL01	KB001	1/1/1980	Headquarters - Belgium	KB01	KB0001	
	KB002	1/1/1980	Sales & Services - Belgium	KB01	KB0002	
CHE01	KW001	1/1/1980	Headquarters	KW01		
	KW002	1/1/1980	Sales and Services	KW03		
	KW003	1/1/1980	Human Resources	KW01		
DEU01	KD001	1/1/1980	Headquarters	KD912	KD0001	
	KD002	1/1/1980	Sales & Services	KD912	KD0001	
	KD003	1/1/1980	Human Ressources	KD912	KD0001	
ESP01	KE001	1/1/1980	Headquarters	KE01		
	KE002	1/1/1980	Sales and Services	KE01		
	KE003	1/1/1980	Human Resources	KE01		
FRA01	KF000	1/1/1980	Node of the French Tree	KFPA01		
	KF001	1/1/1980	France Headquarters	KFPA01	KF0001	
	KF002	1/1/1980	Administrative Department	KFPA01	KF0011	
	KF003	1/1/1980	Sales & Services - France	KFPA01	KF0013	
	KF004	1/1/1980	Operations- Paris	KFPA01	KF0003	
	KF005	1/1/1980	Hotline- Bordeaux	KFBO01	KF0004	
	KF006	1/1/1980	Information System/Technology	KFPA01	KF0008	
GBR01	KG00	1/1/1980	Corporate Headquarters	KG01		
	KG001	1/1/1980	Headquarters - Reading, UK	KG01		
	KG002	1/1/1980	Sales and Marketing - England	KG01		
	KG003	1/1/1980	Administration - England	KG01		
	KG004	1/1/1980	Sales and Marketing - Scotlar	KG02		
	KG005	1/1/1980	Sales and Marketing - Wales	KG03		
	KG006	1/1/1980	Sales and Marketing - N. Ire	KG04		
	KG007	1/1/1980	Sales and Marketing - Rep Ire	KG05		
	KG008	1/1/1980	Human Resources	KG01		
	KG009	1/1/1980	Finance	KG01		
	KG010	1/1/1980	Customer Services	KG03		
ITA01	KI001	1/1/1980	Headquarter	KIM01		
	KI002	1/1/1980	Personnel Department	KIM01		
	KI003	1/1/1980	Marketing	KIM02		
JPN01	KJ100	1/1/1980	Corporate HQ			
	KJ100 - CO	1/1/1980	Corporate HQ			
	KJ101	1/1/1980	HQ - Tokyo, Japan	KJ01		
	KJ101- TOK	1/1/1980	Tokyo HQ	KJ01		
	KJ102	1/1/1980	Human Resources	KJ01		
	KJ103	1/1/1980	Sales and Marketing - Tokyo	KJ01		
	KJ104	1/1/1980	Sales and Marketing - Osaka	KJ02		
LECOM	L0002	1/1/1980	Dept of E-Communications	L00001		
	L1110	1/1/1980	Employee & Labor Relations Of	L00001		
	L1111	1/1/1980	Grievance Unit	L00001		
	L1120	1/1/1980	Labor Relations Division	L00001		
	L1220	1/1/1980	Administrative Operations Div	L00011		
	L1221	1/1/1980	Reproduction Services Branch	L00011		
	L2000	1/1/1980	Bureau of Congressional Relat	L00011		
	L3000	1/1/1980	Bureau of Research and Develc	L00012		
	L3100	1/1/1980	Office of Research	L00012		
	L3110	1/1/1980	Hardware Division	L00012		
	L3200	1/1/1980	Office of Development	L00012		
	L3210	1/1/1980	HR Development Division	L00012		
	L4000	1/1/1980	Bureau of Integrity & Complia	L00010		
	L4010	1/1/1980	Office of the Auditor General	L00010		
	L4020	1/1/1980	Office of the Solicitor	L00010		
	L4040	1/1/1980	Office of International Compl	L00010		
	L9000	1/1/1980	Bureau of	L10001		
	L9200	1/1/1980	Internet Section	L10001		
	L9300	1/1/1980	Intranet Section	L10003		
	L9400	1/1/1980	Internet Service Providers	L10001		
LTELE	L0001	1/1/1980	Dept of Telecommunication	L00001		
	L1000	1/1/1980	Bureau of Administration	L00001		

Company	Minimum	Maximum	Standard Hours	Default	Work Period	Temp SSN Mask	Default Comp	Position Management	Calculation Type	Commit After
GBI	10.0C	40.0C	40.0C	40.0C	Weekly	999	Monthly	Partial		300

Multiple Jobs Allowed? Y
 Multi-Company Organization? N
 Multi-Step Grade? Y
 Benefits Administration? N
 FSA Claims Administration? Y
 Grant Access? Y

-----Auto-Numbering: Last Assigned-----

Employee ID	0
Applicant ID	0
Job Requisition Number	290,006
Requirements Search Number	1,017
Position Number	0
Grievance Number	0
Help Context Number	10000000

-----DB2 Parameters-----

DATABASE	
TABLESPACE	
STOGROUP	
Index PRIQTY	
Index SECQTY	

-----International Parameters-----

Country	USA
Language	ENG
Multi-Currency?	Y
Base Currency Code	USD
Base Exchange Rate Type	OFFIC

-----Canadian Parameters-----

Last Direct Deposit	
File Creation Number	
Last ROE Number	
Census Metro Area	7
Industrial Sector	
Char Banks	

Agency	Sub Agency	Effective Date	Long Description	Description	Abbrev	Report CPDF
FD	ZZ	01/01/198	Department of Veterans - Not Reportable	Department of Veterans NR	DONR	Y
FI	ZZ	01/01/198	Federal Information Agency - Not Reportable	Federal Information Agency-NR	FINR	Y
FR	ZZ	01/01/198	Internal Research Department - Not Reportable	Internal Research Depart-NR	IRNR	Y
PS	01	01/01/198	Bureau of Administration	Bureau of Administration	Admin	Y
PS	03	01/01/198	Bureau of Research and Development	Bureau of R&D	R&D	Y
XS	SB	01/01/199	Dept of Susie Technology	Dept of Susie Agency	Dept of Su	Y

Code	Effective Date	Description/ Address	Abbrev	Geo Code	City Time	----- Default -----		Pay Lines	Common Pay Master	Term Days
						Ern Pgm	Pay Group			
AA	2/1/1996	I Admin Conference of the US USA	Admin Conf					15		30
AA	1/1/1980	Admin Conference of the US USA	Admin Conf					15		30
AB	1/1/1980	American Battle Monuments Comm USA	ABM Comm					15		30
AC	1/1/1980	Advisory Coms on Intrgvn Reltn USA	Adv Com IR					15		30
ACC	1/1/1990	State of Accord 3425 Executive Parkway Nelson NY 34565 USA	State of A			PRG	PAM	15		30
AD	1/1/1980	U.S. Arms Control and Disarmam USA	U.S. Arms					15		30
AF	1/1/1980	Department of the Air Force USA	Dept of AF					15		30
AG	1/1/1980	Department of Agriculture USA	Dept of AG					15		30
AH	1/1/1980	Nat'l Found on Arts & Humanit USA	Natl Found					15		30
AI	1/1/1980	U.S. Institute of Peace USA	Ins Peace					15		30
AM	1/1/1980	Intl Dev and Coop Admin USA	Int Dev					15		30
AN	1/1/1980	African Development Foundation USA	African De					15		30
AP	1/1/1980	Appalachian Regional Comm USA	Appalachia					15		30
AR	1/1/1980	Department of the Army USA	Dept Army					15		30
AU	1/1/1980	Fed Labor Relations Authority USA	FLRA					15		30
AW	1/1/1980	Arctic Research Commission USA	Arctic Res					15		30
BD	1/1/1980	Merit Systems Protection Board USA	MSPB					15		30
BF	1/1/1980	Def Nuc Facilities Safety Bd USA	DNFS Bd					15		30
BG	1/1/1980	Pension Benefit Guaranty Corp USA	PBGC					15		30
BH	1/1/1980	Commission for Preservation USA	Heritage					15		30
BJ	1/1/1980	Illinois and Michigan Canal USA	Ill/Mich					15		30
BK	1/1/1980	James Madison Memorial Fellshp USA	JMadison					15		30
BO	1/1/1980	Ofc of Management and Budget USA	OMB					15		30
BP	1/1/1980	MLK,Jr. Fed Holiday Comm USA	MLK Hlday					15		30
BR	2/1/1996	I Board for International Brdcst USA	BIB					15		30
BR	1/1/1980	Board for International Brdcst USA	BIB					15		30
BT	1/1/1980	Architectural and Transportn USA	Arch&Trnp					15		30
BW	1/1/1980	Nuclear Waste Technical Review USA	Nucl Wste					15		30
BX	2/1/1996	I Defense Base Closure & Realign	Def Base					15		30

Country	Description	Abbrev	2-Character Country Code
ABW	Aruba	Aruba	AW
AFG	Afghanistan	Afghanistn	AF
AGO	Angola	Angola	AO
AIA	Anguilla	Anguilla	AI
ALB	Albania	Albania	AL
AND	Andorra	Andorra	AD
ANT	Netherlands Antilles	Nth Antill	AN
ARE	United Arab Emirates	UEA	AE
ARG	Argentina	Argentina	AR
ARM	Armenia	Armenia	AM
ASM	American Samoa	Am Samoa	AS
ATA	Antarctica	Antarctica	AQ
ATF	French Southern Territories	Fr S Terr	TF
ATG	Antigua and Barbuda	Antigua	AG
AUS	Australia	Australia	AU
AUT	Austria	Austria	AT
AZE	Azerbaijan	Azerbaijan	AZ
BDI	Burundi	Burundi	BI
BEL	Belgium	Belgium	BE
BEN	Benin	Benin	BJ
BFA	Burkina Faso	Burkina F	BF
BGD	Bangladesh	Bangladesh	BD
BGR	Bulgaria	Bulgaria	BG
BHR	Bahrain	Bahrain	BH
BHS	Bahamas	Bahamas	BS
BIH	Bosnia and Herzegovina	Bosnia Her	BA
BLR	Belarus	Belarus	BY
BLZ	Belize	Belize	BZ
BMU	Bermuda	Bermuda	BM
BOL	Bolivia	Bolivia	BO
BRA	Brazil	Brazil	BR
BRB	Barbados	Barbados	BB
BRN	Brunei Darussalam	Brunei	BN
BTN	Bhutan	Bhutan	BT
BVT	Bouvet Island	Bouvet Is.	BV
BWA	Botswana	Botswana	BW
CAF	Central African Republic	Central Af	CF
CAN	Canada	Canada	CA
CCK	Cocos (Keeling) Islands	Cocos Is.	CC
CHE	Switzerland	Switzerlan	CH
CHL	Chile	Chile	CL
CHN	China	China	CN
CIV	Cote D'Ivoire	Cote D'Ivo	CI
CMR	Cameroon	Cameroon	CM
COD	Congo, The Democratic Republic	Congo, The	CD
COG	Congo	Congo	CG
COK	Cook Islands	Cook Is.	CK
COL	Colombia	Colombia	CO
COM	Comoros	Comoros	KM
CPV	Cape Verde	Cape Verde	CV
CRI	Costa Rica	Costa Rica	CR
CUB	Cuba	Cuba	CU
CXR	Christmas Island	Christmas	CX
CYM	Cayman Islands	Cayman Is.	KY
CYP	Cyprus	Cyprus	CY
CZE	Czech Republic	Czech Rep	CZ
DEU	Germany	Germany	DE
DJI	Djibouti	Djibouti	DJ
DMA	Dominica	Dominica	DM
DNK	Denmark	Denmark	DK
DOM	Dominican Republic	Dominican	DO
DZA	Algeria	Algeria	DZ
ECU	Ecuador	Ecuador	EC
EGY	Egypt	Egypt	EG
ERI	Eritrea	Eritrea	ER
ESH	Western Sahara	W Sahara	EH
ESP	Spain	Spain	ES
EST	Estonia	Estonia	EE
ETH	Ethiopia	Ethiopia	ET
FIN	Finland	Finland	FI
FJI	Fiji	Fiji	FJ
FLK	Falkland Islands (Malvinas)	Falkland I	FK
FRA	France	France	FR
FRO	Faroe Islands	Faroe Is.	FO
FSM	Micronesia, Federated States	Micronesia	FM

Setid	Job Code	Effect Date	Title	Job Func	Salary Setid	Sal Adm Pln	Grd	FLSA Stat	Standard Hours	Work Period	Comp Code	EEO Code 1	EEO Code 4	EEO Code 5	EEO Code 6	Job Grp	Job Family	Job	KnHw	Accn	Prbs	Totl	Points	KnHw	Accn	Prbs	Percent		
BEL01	KB0001	1/1/1980	Sales Manager	MGT	BEL01	KB01	004	N	40.00	Weekly	N	N	N	N	N	N													
BEL01	KB0002	1/1/1980	Human Resources Administrator	HRS	BEL01	KB01	001	N	40.00	Weekly	N	N	N	N	N	N													
BEL01	KB0003	1/1/1980	Regional Manager - Belgium	MGT	BEL01	KB01	004	N	40.00	Weekly	N	N	N	N	N	N													
BEL01	KB0004	1/1/1980	Sales Representative		BEL01	KB01	003	N	40.00	Weekly	N	N	N	N	N	N													
BEL01	KB0005	1/1/1980	Consultant		BEL01	KB01	003	N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC001	1/1/1980	Accounting Clerk	FIN	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC002	1/1/1980	Director Canada	HRS	SHARE	KC01	005	N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC003	1/1/1980	Senior Secretary	ADM	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC004	1/1/1980	Computer Programmer	MIS	SHARE	KC01		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC005	1/1/1980	Manager IT	MIS	SHARE	KC01		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC006	1/1/1980	Project Coordinator	ADM	SHARE	KC01		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC007	1/1/1980	Payroll Clerk	FIN	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC008	1/1/1980	Mgr Payroll Services Canada	FIN	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC009	1/1/1980	Financial Analyst	FIN	SHARE	KC01		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC010	1/1/1980	Analyst Trainee	FIN	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC011	1/1/1980	Payroll Specialist	FIN	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC012	1/1/1980	Human Resources Analyst	HRS	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC013	1/1/1980	Benefits Specialist	HRS	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC014	1/1/1980	Systems Analyst	MIS	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC015	1/1/1980	Building Maintenance Engineer	OPS	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC016	1/1/1980	Manager Training & Dvlp	RES	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC017	1/1/1980	Training Specialist	RES	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC018	1/1/1980	Mgr Employee Relations	HRS	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC019	1/1/1980	Sr Admin Assistant	ADM	SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC020	1/1/1980	Sales Manager		SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
SHARE	KC021	1/1/1980	Sales Product Consultant		SHARE	KC02		N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0001	1/1/1980	Country Manager	MGT	DEU01	KD01	G1	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0002	1/1/1980	Sales Manager	MGT	DEU01	KD01	G2	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0003	1/1/1980	Sales Representative	REL	DEU01	KD01	G2	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0004	1/1/1980	Consultant	REL	DEU01	KD01	G2	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0005	1/1/1980	Director Human Resources	HRS	DEU01	KD01	G3	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0006	1/1/1980	Secretary	ADM	DEU01	KD01	G2	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0007	1/1/1980	Financial Analyst	FIN	DEU01	KD01	G2	N	40.00	Weekly	N	N	N	N	N	N													
DEU01	KD0008	1/1/1980	Recruiter	HRS	DEU01	KD01	G2	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0001	1/1/1980	Country Manager	MGT	ESP01	KE01	007	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0002	1/1/1980	Sales Manager	MGT	ESP01	KE01	006	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0003	1/1/1980	Customer Services Manager	MGT	ESP01	KE01	006	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0004	1/1/1980	Sales Specialist	REL	ESP01	KE01	005	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0005	1/1/1980	Pre Sales	REL	ESP01	KE01	004	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0006	1/1/1980	Senior Consultant	REL	ESP01	KE01	004	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0007	1/1/1980	Junior Consultant	REL	ESP01	KE01	003	N	40.00	Weekly	N	N	N	N	N	N													
ESP01	KE0008	1/1/1980	Human Resources Specialist	HRS	ESP01	KE01	005	N	40.00	Weekly	N	N	N	N	N	N													
FRA01	KF0001	1/1/1980	CEO		FRA01	KF01	001	N	39.00	Weekly	N	N	N	N	N	N													

Setid	Job Code	Effective Date	Title	Abbrev	Job Func	Salary Setid	Sal Adm Plan	Grd	Step	CAN SOC Code	CAN PayBq Class
BEL01	KB0001	1/1/1980	Sales Manager	Sales Mgr	MGT	BEL01	KB01	004	0		
BEL01	KB0002	1/1/1980	Human Resources Administrator	HR Admin	HRS	BEL01	KB01	001	0		
BEL01	KB0003	1/1/1980	Regional Manager - Belgium	Mgr BEL	MGT	BEL01	KB01	004	0		
BEL01	KB0004	1/1/1980	Sales Representative	Sales		BEL01	KB01	003	0		
BEL01	KB0005	1/1/1980	Consultant	Consultant		BEL01	KB01	003	0		
SHARE	KC001	1/1/1980	Accounting Clerk	Acct Clerk	FIN	SHARE	KC02		0		
SHARE	KC002	1/1/1980	Director Canada	Dir Can	HRS	SHARE	KC01	005	0		
SHARE	KC003	1/1/1980	Senior Secretary	Sr Secretary	ADM	SHARE	KC02		0		
SHARE	KC004	1/1/1980	Computer Programmer	Programmer	MIS	SHARE	KC01		0		
SHARE	KC005	1/1/1980	Manager IT	Mgr IT	MIS	SHARE	KC01		0		
SHARE	KC006	1/1/1980	Project Coordinator	Proj Coord	ADM	SHARE	KC01		0		
SHARE	KC007	1/1/1980	Payroll Clerk	Pay Clerk	FIN	SHARE	KC02		0		
SHARE	KC008	1/1/1980	Mgr Payroll Services Canada	Pay Mgr	FIN	SHARE	KC02		0		
SHARE	KC009	1/1/1980	Financial Analyst	Fin Anlyst	FIN	SHARE	KC01		0		
SHARE	KC010	1/1/1980	Analyst Trainee	Trainee	FIN	SHARE	KC02		0		
SHARE	KC011	1/1/1980	Payroll Specialist	Pay Spec	FIN	SHARE	KC02		0		
SHARE	KC012	1/1/1980	Human Resources Analyst	HR Analyst	HRS	SHARE	KC02		0		
SHARE	KC013	1/1/1980	Benefits Specialist	Ben Spec	HRS	SHARE	KC02		0		
SHARE	KC014	1/1/1980	Systems Analyst	Sys Anlyst	MIS	SHARE	KC02		0		
SHARE	KC015	1/1/1980	Building Maintenance Engineer	Bldg Mtce	OPS	SHARE	KC02		0		
SHARE	KC016	1/1/1980	Manager Training & Dvlp	Mgr Trng	RES	SHARE	KC02		0		
SHARE	KC017	1/1/1980	Training Specialist	Train Spec	RES	SHARE	KC02		0		
SHARE	KC018	1/1/1980	Mgr Employee Relations	Mgr ER	HRS	SHARE	KC02		0		
SHARE	KC019	1/1/1980	Sr Admin Assistant	Sr Admin	ADM	SHARE	KC02		0		
SHARE	KC020	1/1/1980	Sales Manager	Sales Mgr		SHARE	KC02		0		
SHARE	KC021	1/1/1980	Sales Product Consultant	Sales PC		SHARE	KC02		0		
DEU01	KD0001	1/1/1980	Country Manager	Cntry Mgr	MGT	DEU01	KD01	G1	1		
DEU01	KD0002	1/1/1980	Sales Manager	Sales Mgr	MGT	DEU01	KD01	G2	1		
DEU01	KD0003	1/1/1980	Sales Representative	Sales	REL	DEU01	KD01	G2	1		
DEU01	KD0004	1/1/1980	Consultant	Consultant	REL	DEU01	KD01	G2	1		
DEU01	KD0005	1/1/1980	Director Human Resources	HR Dir	HRS	DEU01	KD01	G3	1		
DEU01	KD0006	1/1/1980	Secretary	Secretary	ADM	DEU01	KD01	G2	1		
DEU01	KD0007	1/1/1980	Financial Analyst	Financial	FIN	DEU01	KD01	G2	1		
DEU01	KD0008	1/1/1980	Recruiter	Recruiter	HRS	DEU01	KD01	G2	1		
ESP01	KE0001	1/1/1980	Country Manager	CM	MGT	ESP01	KE01	007	0		
ESP01	KE0002	1/1/1980	Sales Manager	Sales Mgr	MGT	ESP01	KE01	006	0		
ESP01	KE0003	1/1/1980	Customer Services Manager	CS Mgr	MGT	ESP01	KE01	006	0		
ESP01	KE0004	1/1/1980	Sales Specialist	Sales Spc	REL	ESP01	KE01	005	0		
ESP01	KE0005	1/1/1980	Pre Sales	Pre Sales	REL	ESP01	KE01	004	0		
ESP01	KE0006	1/1/1980	Senior Consultant	Sr. Consult	REL	ESP01	KE01	004	0		
ESP01	KE0007	1/1/1980	Junior Consultant	Jr. Consult	REL	ESP01	KE01	003	0		
ESP01	KE0008	1/1/1980	Human Resources Specialist	HR Spec.	HRS	ESP01	KE01	005	0		
FRA01	KF0001	1/1/1980	CEO	CEO		FRA01	KF01	001	0		

Setid	Job Code	Effect Date	Title	Job Func	Salary Setid	Sal Adm Pln	Grd	Step	Std Hours	Work Period	Job Family	KnHw	Accn	Prbs	Survey Job Cd	Survey Salary	
BEL01	KB0001L/1/1980		Sales Manager	MGT	BEL01	KB01	004	0	40.0C	Weekly						USD	
BEL01	KB0002L/1/1980		Human Resources Administrator	HRS	BEL01	KB01	001	0	40.0C	Weekly						USD	
BEL01	KB0003L/1/1980		Regional Manager - Belgium	MGT	BEL01	KB01	004	0	40.0C	Weekly						USD	
BEL01	KB0004L/1/1980		Sales Representative		BEL01	KB01	003	0	40.0C	Weekly						USD	
BEL01	KB0005L/1/1980		Consultant		BEL01	KB01	003	0	40.0C	Weekly						USD	
SHARE	KC001 1/1/1980		Accounting Clerk	FIN	SHARE	KC02		0	40.0C	Weekly						CAD	
SHARE	KC002 1/1/1980		Director Canada	HRS	SHARE	KC01	005	0	40.0C	Weekly						CAD	
SHARE	KC003 1/1/1980		Senior Secretary	ADM	SHARE	KC02		0	40.0C	Weekly	KADMIN					CAD	
SHARE	KC004 1/1/1980		Computer Programmer	MIS	SHARE	KC01		0	40.0C	Weekly						CAD	
SHARE	KC005 1/1/1980		Manager IT	MIS	SHARE	KC01		0	40.0C	Weekly						CAD	
SHARE	KC006 1/1/1980		Project Coordinator	ADM	SHARE	KC01		0	40.0C	Weekly						CAD	
SHARE	KC007 1/1/1980		Payroll Clerk	FIN	SHARE	KC02		0	40.0C	Weekly						CAD	
SHARE	KC008 1/1/1980		Mgr Payroll Services Canada	FIN	SHARE	KC02		0	40.0C	Weekly						CAD	
SHARE	KC009 1/1/1980		Financial Analyst	FIN	SHARE	KC01		0	40.0C	Weekly						CAD	
SHARE	KC010 1/1/1980		Analyst Trainee	FIN	SHARE	KC02		0	40.0C	Weekly						CAD	
SHARE	KC011 1/1/1980		Payroll Specialist	FIN	SHARE	KC02		0	40.0C	Weekly						CAD	
SHARE	KC012 1/1/1980		Human Resources Analyst	HRS	SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 32	4800C CAD
SHARE	KC013 1/1/1980		Benefits Specialist	HRS	SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 32	4800C CAD
SHARE	KC014 1/1/1980		Systems Analyst	MIS	SHARE	KC02		0	40.0C	Weekly	KTECH	650	623	615	1888	34 33 33	5700C CAD
SHARE	KC015 1/1/1980		Building Maintenance Engineer	OPS	SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 32	4000C CAD
SHARE	KC016 1/1/1980		Manager Training & Dvlp	RES	SHARE	KC02		0	40.0C	Weekly		690	710	700	210C	34 33 33	7000C CAD
SHARE	KC017 1/1/1980		Training Specialist	RES	SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 32	4800C CAD
SHARE	KC018 1/1/1980		Mgr Employee Relations	HRS	SHARE	KC02		0	40.0C	Weekly		690	710	700	210C	34 34 32	7300C CAD
SHARE	KC019 1/1/1980		Sr Admin Assistant	ADM	SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 33	CAD
SHARE	KC020 1/1/1980		Sales Manager		SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 32	CAD
SHARE	KC021 1/1/1980		Sales Product Consultant		SHARE	KC02		0	40.0C	Weekly		450	455	416	1321	34 34 32	CAD
DEU01	KD0001L/1/1980		Country Manager	MGT	DEU01	KD01	G1	1	40.0C	Weekly	KADMIN					DEM	
DEU01	KD0002L/1/1980		Sales Manager	MGT	DEU01	KD01	G2	1	40.0C	Weekly	KADMIN					USD	
DEU01	KD0003L/1/1980		Sales Representative	REL	DEU01	KD01	G2	1	40.0C	Weekly	KCLERK					DEM	
DEU01	KD0004L/1/1980		Consultant	REL	DEU01	KD01	G2	1	40.0C	Weekly	LTECH					DEM	
DEU01	KD0005L/1/1980		Director Human Resources	HRS	DEU01	KD01	G3	1	40.0C	Weekly	LHUMAN					DEM	
DEU01	KD0006L/1/1980		Secretary	ADM	DEU01	KD01	G2	1	40.0C	Weekly	KADMIN					DEM	
DEU01	KD0007L/1/1980		Financial Analyst	FIN	DEU01	KD01	G2	1	40.0C	Weekly	LHUMAN					DEM	
DEU01	KD0008L/1/1980		Recruiter	HRS	DEU01	KD01	G2	1	40.0C	Weekly	LHUMAN					DEM	
ESP01	KE0001L/1/1980		Country Manager	MGT	ESP01	KE01	007	0	40.0C	Weekly	KADMIN					USD	
ESP01	KE0002L/1/1980		Sales Manager	MGT	ESP01	KE01	006	0	40.0C	Weekly	KADMIN					USD	
ESP01	KE0003L/1/1980		Customer Services Manager	MGT	ESP01	KE01	006	0	40.0C	Weekly	KADMIN					USD	
ESP01	KE0004L/1/1980		Sales Specialist	REL	ESP01	KE01	005	0	40.0C	Weekly	KCLERK					USD	
ESP01	KE0005L/1/1980		Pre Sales	REL	ESP01	KE01	004	0	40.0C	Weekly	KCLERK					USD	
ESP01	KE0006L/1/1980		Senior Consultant	REL	ESP01	KE01	004	0	40.0C	Weekly	KTECH					USD	
ESP01	KE0007L/1/1980		Junior Consultant	REL	ESP01	KE01	003	0	40.0C	Weekly	KTECH					USD	
ESP01	KE0008L/1/1980		Human Resources Specialist	HRS	ESP01	KE01	005	0	40.0C	Weekly	KADMIN					USD	

Set Letter Code	Letter Code	Description	Short Description
Employee Review Letters			
	LAT	Performance Review is Late	Late Revw
	REV	Performance Review Reminder	Reminder
Manage Labor Relation			
	DAF	Disciplinary Action Filing	Filing
	DAR	Disciplinary Action Resolution	Resolution
	GRF	Grievance Filing	Filing
	GRR	Grievance Resolution	Resolution
Recruitment Letters			
	ACQ	Applicant-Consider Qualificctns	Consider
	ANO	Applicant-No Current Openings	No opening
	IR	Applicant Interview Rejection	Reject
	IS1	Applicant Interview - Level 1	Intervw 1
	IS2	Applicant Interview - Level 2	Intervw 2
	IS3	Applicant Interview - Level 3	Intervw 3
	LAQ	Acknowledgement Letter	Acknow Let
	OF1	Job Offer to Applicant-Offer1	Job Offer1
	OF2	Job Offer to Applicant-Offer2	Job Offer2
Training Letters			
	CAN	Training Cancellation Letter	Cancelled
	CON	Training Confirmation Letter	Confirmed
	RSC	Training Rescheduled Letter	Reschedule
	WTC	Training Waitlisted - Course	Crse Wait
	WTS	Training Waitlisted - Session	Sessn Wait

Currency Code	Effective Date	Description	Short Description	Curr Symbol	Country	Decimal Positions
ADP	1/1/1900	Andorran Peseta	And Peseta		AND	0
AED	1/1/1900	United Arab Emirates Dirham	Dirham		ARE	2
AFA	1/1/1900	Afghani	Afghani		AFG	2
ALK	12/1/1989	Old Lek	Old Lek		ALB	2
ALL	1/1/1900	Lek	Lek		ALB	2
AMD	1/1/1900	Armenian Dram	Dram		ARM	2
ANG	1/1/1900	Netherlands Antilles Guilder	NA Guilder		ANT	2
AOA	1/1/1900	Kwanza	Kwanza		AGO	2
AOK	3/1/1991	Kwanza	Kwanza		AGO	2
AON	2/1/2000	New Kwanza	New Kwanza		AGO	2
AOR	2/1/2000	Kwanza Reajustado	Kwanza Rea		AGO	2
ARA	1/1/1992	Austral	Austral		ARG	2
ARP	7/1/1985	Peso Argentino	Peso		ARG	2
ARS	1/1/1900	Argentine Peso	Peso		ARG	2
ARY	1/1/1990	Peso I	Peso		ARG	2
ATS	1/1/1900	Schilling	Schilling		AUT	2
AUD	1/1/1900	Australian Dollar	Dollar		AUS	2
AWG	1/1/1900	Aruban Guilder	Florin		ABW	2
AZM	1/1/1900	Azerbaijani Manat	Manat		AZE	2
BAD	9/1/1997	Dinar	Dinar		BIH	2
BAM	1/1/1900	Convertible Marks	Conv Mark		BIH	2
BBD	1/1/1900	Barbados Dollar	Dollar		BRB	2
BDT	1/1/1900	Taka	Taka		BGD	2
BEC	3/1/1990	Convertible Franc	Franc		BEL	2
BEF	1/1/1900	Belgian Franc	Franc		BEL	0
BEL	3/1/1990	Financial Belgian Franc	Franc		BEL	2
BGJ	1/1/1990	Lev A/52	Lev A/52		BGR	2
BGK	1/1/1990	Lev A/62	Lev A/62		BGR	2
BGL	1/1/1900	Lev	Leva		BGR	2
BGN	1/1/1900	Bulgarian LEV	LEV		BGR	2
BHD	1/1/1900	Bahraini Dinar	Dinar		BHR	3
BIF	1/1/1900	Burundi Franc	Franc		BDI	0
BMD	1/1/1900	Bermudian Dollar	Dollar		BMU	2
BND	1/1/1900	Brunei Dollar	Dollar		BRN	2
BOB	1/1/1900	Boliviano	Boliviano		BOL	2
BOP	2/1/1987	Peso I	Peso		BOL	2
BOV	1/1/1900	Mvdol	Mvdol		BOL	2
BRB	3/1/1986	Cruzado	Cruzeiro		BRA	2
BRC	2/1/1989	Cruzado	Cruzado		BRA	2
BRE	8/1/1993	Cruzado	Cruzeiro		BRA	2
BRL	1/1/1900	Brazilian Real	Real		BRA	2
BRN	3/1/1990	New Cruzado	Cruzado		BRA	2
BRR	7/1/1994	Brazilian Real Dollar	Rl Dollar		BRA	2
BSD	1/1/1900	Bahamian Dollar	Dollar		BHS	2
BTN	1/1/1900	Ngultrum	Ngultrum		BTN	2
BUK	2/1/1990	N/A I	N/A		MMR	2
BWP	1/1/1900	Pula	Pula		BWA	2
BYB	1/1/1900	Belarussian Ruble	Ruble		BLR	0
BYR	1/1/1900	Belarussian Ruble	Ruble		BLR	0
BZD	1/1/1900	Belize Dollar	Dollar		BLZ	2
CAD	1/1/1900	Canadian Dollar	Dollar		CAN	2
CDF	1/1/1900	Franc Congolais	Franc		COG	2
CHF	1/1/1900	Swiss Franc	Franc		CHE	2
CLF	1/1/1900	Unidades de fomento	Unid/fmnto		CHL	0
CLP	1/1/1900	Chilean Peso	Peso		CHL	0
CNX	12/1/1989	Peoples Bank Dollar	PB Dollar		CHN	2
CNY	1/1/1900	Yuan Renminbi	Yuan		CHN	2
COP	1/1/1900	Colombian Peso	Peso		COL	2
CRC	1/1/1900	Costa Rican Colon	Colon		CRI	2
CSJ	1/1/1990	Krona A/53	Krona A/53		CZE	2
CSK	3/1/1993	Koruna	Koruna		CZE	2
CUP	1/1/1900	Cuban Peso	Peso		CUB	2
CVE	1/1/1900	Cape Verde Escudo	Escudo		CPV	2
CYP	1/1/1900	Cyprus Pound	Pound		CYP	2
CZK	1/1/1900	Czech Koruna	Koruna		CZE	2
DEM	1/1/1900	Deutsche Mark	Mark		DEU	2
DJF	1/1/1900	Djibouti Franc	Franc		DJI	0
DKK	1/1/1900	Danish Krone	Krone		DNK	2
DOP	1/1/1900	Dominican Peso	Peso		DOM	2
DZD	1/1/1900	Algerian Dinar	Dinar		DZA	2
ECS	1/1/1900	Sucre	Sucre		ECU	2
ECV	1/1/1900	Unidad de Valor	Valor		ECU	2
EK	1/1/1900	Kroon	Kroon		EST	2
EGP	1/1/1900	Egyptian Pound	Pound		EGY	2
EQE	12/1/1989	Ekwele	Ekwele		GNQ	2
ERN	1/1/1900	Nakfa	Nakfa		ERI	2

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
ADP	ADP	CLOSE	1/1/1990	1.00000
ADP	USD	CLOSE	1/1/1990	0.01000
ADP	ADP	CRRNT	1/1/1990	1.00000
ADP	USD	CRRNT	1/1/1990	0.01000
ADP	ADP	ASK	1/1/1999	1.00000
ADP	USD	ASK	1/1/1999	0.01000
ADP	ADP	AVG	1/1/1999	1.00000
ADP	USD	AVG	1/1/1999	0.01000
ADP	ADP	BID	1/1/1999	1.00000
ADP	USD	BID	1/1/1999	0.01000
ADP	ADP	CLOSE	1/1/1999	1.00000
ADP	USD	CLOSE	1/1/1999	0.01000
ADP	ADP	COMM	1/1/1999	1.00000
ADP	USD	COMM	1/1/1999	0.01000
ADP	ADP	FINAN	1/1/1999	1.00000
ADP	USD	FINAN	1/1/1999	0.01000
ADP	ADP	FLOAT	1/1/1999	1.00000
ADP	USD	FLOAT	1/1/1999	0.01000
ADP	ADP	FMKT	1/1/1999	1.00000
ADP	USD	FMKT	1/1/1999	0.01000
ADP	ADP	HIST	1/1/1999	1.00000
ADP	USD	HIST	1/1/1999	0.01000
ADP	ADP	HST1A	1/1/1999	1.00000
ADP	USD	HST1A	1/1/1999	0.01000
ADP	ADP	HST1B	1/1/1999	1.00000
ADP	USD	HST1B	1/1/1999	0.01000
ADP	ADP	HSTRE	1/1/1999	1.00000
ADP	USD	HSTRE	1/1/1999	0.01000
ADP	ADP	MID	1/1/1999	1.00000
ADP	USD	MID	1/1/1999	0.01000
ADP	ADP	OFFIC	1/1/1999	1.00000
ADP	USD	OFFIC	1/1/1999	0.01000
ADP	ADP	SPOT	1/1/1999	1.00000
ADP	USD	SPOT	1/1/1999	0.01000
ADP	ADP	CLOSE	6/30/2000	1.00000
ADP	USD	CLOSE	6/30/2000	0.01000
ADP	ADP	CLOSE	7/31/2000	1.00000
ADP	USD	CLOSE	7/31/2000	0.01000
ADP	ADP	CLOSE	12/31/2000	1.00000
ADP	USD	CLOSE	12/31/2000	0.01000
ADP	ADP	CLOSE	6/30/2001	1.00000
ADP	USD	CLOSE	6/30/2001	0.01000
ADP	ADP	CLOSE	7/31/2001	1.00000
ADP	USD	CLOSE	7/31/2001	0.01000
ADP	ADP	CLOSE	12/31/2001	1.00000
ADP	USD	CLOSE	12/31/2001	0.01000
ADP	ADP	CLOSE	6/30/2002	1.00000
ADP	USD	CLOSE	6/30/2002	0.01000
ADP	ADP	CLOSE	7/31/2002	1.00000
ADP	USD	CLOSE	7/31/2002	0.01000
ADP	ADP	CLOSE	12/31/2002	1.00000
ADP	USD	CLOSE	12/31/2002	0.01000
AED	AED	CLOSE	1/1/1990	1.00000
AED	USD	CLOSE	1/1/1990	0.27000
AED	AED	CRRNT	1/1/1990	1.00000
AED	USD	CRRNT	1/1/1990	0.27000
AED	AED	ASK	1/1/1999	1.00000
AED	USD	ASK	1/1/1999	0.26000
AED	AED	AVG	1/1/1999	1.00000
AED	USD	AVG	1/1/1999	0.25000
AED	AED	BID	1/1/1999	1.00000
AED	USD	BID	1/1/1999	0.24000
AED	AED	CLOSE	1/1/1999	1.00000
AED	USD	CLOSE	1/1/1999	0.27000
AED	AED	COMM	1/1/1999	1.00000
AED	USD	COMM	1/1/1999	0.25000
AED	AED	FINAN	1/1/1999	1.00000
AED	USD	FINAN	1/1/1999	0.26000
AED	AED	FLOAT	1/1/1999	1.00000
AED	USD	FLOAT	1/1/1999	0.25000
AED	AED	FMKT	1/1/1999	1.00000
AED	USD	FMKT	1/1/1999	0.26000
AED	AED	HIST	1/1/1999	1.00000
AED	USD	HIST	1/1/1999	0.25000
AED	AED	HST1A	1/1/1999	1.00000
AED	USD	HST1A	1/1/1999	0.27000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	CAD	CLOSE	6/30/2001	1.27000
USD	CHF	CLOSE	6/30/2001	1.65000
USD	CLP	CLOSE	6/30/2001	489.42000
USD	CNY	CLOSE	6/30/2001	8.97000
USD	COP	CLOSE	6/30/2001	1,468.05000
USD	CRC	CLOSE	6/30/2001	272.15000
USD	CUP	CLOSE	6/30/2001	24.93000
USD	CVE	CLOSE	6/30/2001	106.15000
USD	CYP	CLOSE	6/30/2001	0.57000
USD	DEM	CLOSE	6/30/2001	1.84000
USD	DJF	CLOSE	6/30/2001	175.57000
USD	DKK	CLOSE	6/30/2001	7.44000
USD	DOP	CLOSE	6/30/2001	16.04000
USD	DZD	CLOSE	6/30/2001	63.42000
USD	ECS	CLOSE	6/30/2001	5,445.83000
USD	EGP	CLOSE	6/30/2001	3.69000
USD	ESP	CLOSE	6/30/2001	156.43000
USD	ETB	CLOSE	6/30/2001	7.41000
USD	EUR	CLOSE	6/30/2001	0.94000
USD	FIM	CLOSE	6/30/2001	5.59000
USD	FJD	CLOSE	6/30/2001	0.55000
USD	FRF	CLOSE	6/30/2001	6.17000
USD	GBP	CLOSE	6/30/2001	0.57000
USD	GHC	CLOSE	6/30/2001	2,503.46000
USD	GMD	CLOSE	6/30/2001	11.49000
USD	GRD	CLOSE	6/30/2001	339.21000
USD	GTQ	CLOSE	6/30/2001	6.82000
USD	GYD	CLOSE	6/30/2001	156.06000
USD	HKD	CLOSE	6/30/2001	8.40000
USD	HNL	CLOSE	6/30/2001	14.42000
USD	HTG	CLOSE	6/30/2001	18.86000
USD	HUF	CLOSE	6/30/2001	228.53000
USD	IDR	CLOSE	6/30/2001	8,643.74000
USD	IEP	CLOSE	6/30/2001	0.74000
USD	INR	CLOSE	6/30/2001	43.00000
USD	IQD	CLOSE	6/30/2001	0.34000
USD	IRR	CLOSE	6/30/2001	3,251.24000
USD	ISK	CLOSE	6/30/2001	77.54000
USD	ITL	CLOSE	6/30/2001	1,820.45000
USD	JMD	CLOSE	6/30/2001	38.92000
USD	JOD	CLOSE	6/30/2001	0.77000
USD	JPY	CLOSE	6/30/2001	83.00000
USD	KES	CLOSE	6/30/2001	64.48000
USD	KMF	CLOSE	6/30/2001	491.12000
USD	KRW	CLOSE	6/30/2001	1,478.23000
USD	KWD	CLOSE	6/30/2001	0.33000
USD	LAK	CLOSE	6/30/2001	1,233.31000
USD	LBP	CLOSE	6/30/2001	1,654.34000
USD	LKR	CLOSE	6/30/2001	67.84000
USD	LRD	CLOSE	6/30/2001	1.08000
USD	LSL	CLOSE	6/30/2001	5.48000
USD	LUF	CLOSE	6/30/2001	37.93000
USD	MAD	CLOSE	6/30/2001	10.53000
USD	MNT	CLOSE	6/30/2001	881.25000
USD	MOP	CLOSE	6/30/2001	8.67000
USD	MRO	CLOSE	6/30/2001	190.67000
USD	MTL	CLOSE	6/30/2001	0.42000
USD	MUR	CLOSE	6/30/2001	25.68000
USD	MWK	CLOSE	6/30/2001	27.45000
USD	MXP	CLOSE	6/30/2001	6.34000
USD	MYR	CLOSE	6/30/2001	4.10000
USD	NGN	CLOSE	6/30/2001	90.12000
USD	NIC	CLOSE	6/30/2001	11.19000
USD	NLG	CLOSE	6/30/2001	2.07000
USD	NOK	CLOSE	6/30/2001	8.11000
USD	OMR	CLOSE	6/30/2001	0.42000
USD	PAB	CLOSE	6/30/2001	1.08000
USD	PGK	CLOSE	6/30/2001	2.19000
USD	PHP	CLOSE	6/30/2001	41.62000
USD	PKR	CLOSE	6/30/2001	47.83000
USD	PTE	CLOSE	6/30/2001	188.49000
USD	PYG	CLOSE	6/30/2001	3,012.82000
USD	QAR	CLOSE	6/30/2001	3.95000
USD	ROL	CLOSE	6/30/2001	9,032.40000
USD	SAR	CLOSE	6/30/2001	4.06000
USD	SBD	CLOSE	6/30/2001	4.10000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	SCR	CLOSE	6/30/2001	5.54000
USD	SDP	CLOSE	6/30/2001	1,236.01000
USD	SEK	CLOSE	6/30/2001	8.37000
USD	SGD	CLOSE	6/30/2001	2.12000
USD	SLL	CLOSE	6/30/2001	975.37000
USD	SOS	CLOSE	6/30/2001	2,837.72000
USD	SRG	CLOSE	6/30/2001	474.68000
USD	STD	CLOSE	6/30/2001	2,590.16000
USD	SVC	CLOSE	6/30/2001	9.49000
USD	SYP	CLOSE	6/30/2001	45.35000
USD	SZL	CLOSE	6/30/2001	5.48000
USD	THB	CLOSE	6/30/2001	42.48000
USD	TND	CLOSE	6/30/2001	1.25000
USD	TTD	CLOSE	6/30/2001	6.72000
USD	TWD	CLOSE	6/30/2001	35.71000
USD	TZS	CLOSE	6/30/2001	701.56000
USD	USD	CLOSE	6/30/2001	1.00000
USD	UYP	CLOSE	6/30/2001	11.17000
USD	VEB	CLOSE	6/30/2001	579.26000
USD	VUV	CLOSE	6/30/2001	135.58000
USD	XAF	CLOSE	6/30/2001	652.85000
USD	XCD	CLOSE	6/30/2001	2.93000
USD	XEU	CLOSE	6/30/2001	1.19000
USD	XPF	CLOSE	6/30/2001	120.87000
USD	YER	CLOSE	6/30/2001	134.48000
USD	ZAR	CLOSE	6/30/2001	5.39000
USD	ZMK	CLOSE	6/30/2001	1,864.05000
USD	ZWD	CLOSE	6/30/2001	18.32000
USD	ATS	CRRNT	7/15/2001	13.33000
USD	AUD	CRRNT	7/15/2001	1.43000
USD	BEF	CRRNT	7/15/2001	39.08000
USD	CAD	CRRNT	7/15/2001	1.18000
USD	DEM	CRRNT	7/15/2001	1.89000
USD	ESP	CRRNT	7/15/2001	161.19000
USD	EUR	CRRNT	7/15/2001	0.97000
USD	FIM	CRRNT	7/15/2001	5.76000
USD	FRF	CRRNT	7/15/2001	6.35000
USD	GBP	CRRNT	7/15/2001	0.67000
USD	IEP	CRRNT	7/15/2001	0.76000
USD	ITL	CRRNT	7/15/2001	1,875.79000
USD	JPY	CRRNT	7/15/2001	92.65000
USD	LUF	CRRNT	7/15/2001	39.08000
USD	NLG	CRRNT	7/15/2001	2.13000
USD	PTE	CRRNT	7/15/2001	194.22000
USD	USD	CRRNT	7/15/2001	1.00000
USD	ADP	CLOSE	7/31/2001	177.26000
USD	AED	CLOSE	7/31/2001	4.28000
USD	AFA	CLOSE	7/31/2001	5,535.27000
USD	ALL	CLOSE	7/31/2001	183.83000
USD	ANG	CLOSE	7/31/2001	2.07000
USD	ATS	CLOSE	7/31/2001	13.91000
USD	AUD	CLOSE	7/31/2001	1.59000
USD	BBD	CLOSE	7/31/2001	2.34000
USD	BDT	CLOSE	7/31/2001	53.44000
USD	BEF	CLOSE	7/31/2001	40.78000
USD	BGL	CLOSE	7/31/2001	2,089.56000
USD	BHD	CLOSE	7/31/2001	0.44000
USD	BMD	CLOSE	7/31/2001	1.17000
USD	BND	CLOSE	7/31/2001	1.86000
USD	BRR	CLOSE	7/31/2001	1.67000
USD	BTN	CLOSE	7/31/2001	46.25000
USD	BZD	CLOSE	7/31/2001	2.33000
USD	CAD	CLOSE	7/31/2001	1.27000
USD	CHF	CLOSE	7/31/2001	1.77000
USD	CLP	CLOSE	7/31/2001	526.26000
USD	CNY	CLOSE	7/31/2001	9.65000
USD	COP	CLOSE	7/31/2001	1,578.54000
USD	CRC	CLOSE	7/31/2001	292.64000
USD	CUP	CLOSE	7/31/2001	26.80000
USD	CVE	CLOSE	7/31/2001	114.14000
USD	CYP	CLOSE	7/31/2001	0.61000
USD	DEM	CLOSE	7/31/2001	1.98000
USD	DJF	CLOSE	7/31/2001	188.78000
USD	DKK	CLOSE	7/31/2001	8.00000
USD	DOP	CLOSE	7/31/2001	17.25000
USD	DZD	CLOSE	7/31/2001	68.20000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	ECS	CLOSE	7/31/2001	5,855.7400
USD	EGP	CLOSE	7/31/2001	3.9700
USD	ESP	CLOSE	7/31/2001	168.2100
USD	ETB	CLOSE	7/31/2001	7.9700
USD	EUR	CLOSE	7/31/2001	1.0100
USD	FIM	CLOSE	7/31/2001	6.0100
USD	FJD	CLOSE	7/31/2001	0.5900
USD	FRF	CLOSE	7/31/2001	6.6300
USD	GBP	CLOSE	7/31/2001	0.6600
USD	GHC	CLOSE	7/31/2001	2,691.8900
USD	GMD	CLOSE	7/31/2001	12.3600
USD	GRD	CLOSE	7/31/2001	364.7500
USD	GTQ	CLOSE	7/31/2001	7.3300
USD	GYD	CLOSE	7/31/2001	167.8100
USD	HKD	CLOSE	7/31/2001	9.0300
USD	HNL	CLOSE	7/31/2001	15.5100
USD	HTG	CLOSE	7/31/2001	20.2800
USD	HUF	CLOSE	7/31/2001	245.7300
USD	IDR	CLOSE	7/31/2001	9,294.3500
USD	IEP	CLOSE	7/31/2001	0.8000
USD	INR	CLOSE	7/31/2001	46.2400
USD	IQD	CLOSE	7/31/2001	0.3600
USD	IRR	CLOSE	7/31/2001	3,495.9600
USD	ISK	CLOSE	7/31/2001	83.3800
USD	ITL	CLOSE	7/31/2001	1,957.4700
USD	JMD	CLOSE	7/31/2001	41.8500
USD	JOD	CLOSE	7/31/2001	0.8300
USD	JPY	CLOSE	7/31/2001	82.6400
USD	KES	CLOSE	7/31/2001	69.3400
USD	KMF	CLOSE	7/31/2001	528.0800
USD	KRW	CLOSE	7/31/2001	1,589.5000
USD	KWD	CLOSE	7/31/2001	0.3600
USD	LAK	CLOSE	7/31/2001	1,326.1300
USD	LBP	CLOSE	7/31/2001	1,778.8600
USD	LKR	CLOSE	7/31/2001	72.9500
USD	LRD	CLOSE	7/31/2001	1.1700
USD	LSL	CLOSE	7/31/2001	5.8900
USD	LUF	CLOSE	7/31/2001	40.7800
USD	MAD	CLOSE	7/31/2001	11.3200
USD	MNT	CLOSE	7/31/2001	947.5800
USD	MOP	CLOSE	7/31/2001	9.3200
USD	MRO	CLOSE	7/31/2001	205.0200
USD	MTL	CLOSE	7/31/2001	0.4600
USD	MUR	CLOSE	7/31/2001	27.6200
USD	MWK	CLOSE	7/31/2001	29.5100
USD	MXP	CLOSE	7/31/2001	6.8200
USD	MYR	CLOSE	7/31/2001	4.4000
USD	NGN	CLOSE	7/31/2001	96.9100
USD	NIC	CLOSE	7/31/2001	12.0400
USD	NLG	CLOSE	7/31/2001	2.2300
USD	NOK	CLOSE	7/31/2001	8.7200
USD	OMR	CLOSE	7/31/2001	0.4500
USD	PAB	CLOSE	7/31/2001	1.1700
USD	PGK	CLOSE	7/31/2001	2.3500
USD	PHP	CLOSE	7/31/2001	44.7500
USD	PKR	CLOSE	7/31/2001	51.4300
USD	PTE	CLOSE	7/31/2001	202.6800
USD	PYG	CLOSE	7/31/2001	3,239.5900
USD	QAR	CLOSE	7/31/2001	4.2400
USD	ROL	CLOSE	7/31/2001	9,712.2600
USD	SAR	CLOSE	7/31/2001	4.3700
USD	SBD	CLOSE	7/31/2001	4.4100
USD	SCR	CLOSE	7/31/2001	5.9500
USD	SDP	CLOSE	7/31/2001	1,329.0500
USD	SEK	CLOSE	7/31/2001	9.0000
USD	SGD	CLOSE	7/31/2001	2.2800
USD	SLL	CLOSE	7/31/2001	1,048.7900
USD	SOS	CLOSE	7/31/2001	3,051.3100
USD	SRG	CLOSE	7/31/2001	510.4100
USD	STD	CLOSE	7/31/2001	2,785.1200
USD	SVC	CLOSE	7/31/2001	10.2000
USD	SYP	CLOSE	7/31/2001	48.7700
USD	SZL	CLOSE	7/31/2001	5.8900
USD	THB	CLOSE	7/31/2001	45.6800
USD	TND	CLOSE	7/31/2001	1.3400
USD	TTD	CLOSE	7/31/2001	7.2300

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	TWD	CLOSE	7/31/2001	38.40000
USD	TZS	CLOSE	7/31/2001	754.37000
USD	USD	CLOSE	7/31/2001	1.00000
USD	UYU	CLOSE	7/31/2001	12.01000
USD	VEB	CLOSE	7/31/2001	622.86000
USD	VUV	CLOSE	7/31/2001	145.78000
USD	XAF	CLOSE	7/31/2001	701.99000
USD	XCD	CLOSE	7/31/2001	3.15000
USD	XEU	CLOSE	7/31/2001	1.28000
USD	XPF	CLOSE	7/31/2001	129.96000
USD	YER	CLOSE	7/31/2001	144.60000
USD	ZAR	CLOSE	7/31/2001	5.79000
USD	ZMK	CLOSE	7/31/2001	2,004.35000
USD	ZWD	CLOSE	7/31/2001	19.69000
USD	ADP	CRRNT	12/15/2001	157.28000
USD	AED	CRRNT	12/15/2001	3.80000
USD	AFA	CRRNT	12/15/2001	4,911.50000
USD	ALL	CRRNT	12/15/2001	163.11000
USD	ANG	CRRNT	12/15/2001	1.84000
USD	ATS	CRRNT	12/15/2001	14.04000
USD	AUD	CRRNT	12/15/2001	1.35000
USD	BBD	CRRNT	12/15/2001	2.08000
USD	BDT	CRRNT	12/15/2001	47.42000
USD	BEF	CRRNT	12/15/2001	41.15000
USD	BGL	CRRNT	12/15/2001	1,854.08000
USD	BHD	CRRNT	12/15/2001	0.39000
USD	BMD	CRRNT	12/15/2001	1.03000
USD	BND	CRRNT	12/15/2001	1.65000
USD	BRR	CRRNT	12/15/2001	1.48000
USD	BTN	CRRNT	12/15/2001	41.04000
USD	BZD	CRRNT	12/15/2001	2.07000
USD	CAD	CRRNT	12/15/2001	1.27000
USD	CHF	CRRNT	12/15/2001	1.57000
USD	CLP	CRRNT	12/15/2001	466.95000
USD	CNY	CRRNT	12/15/2001	8.56000
USD	COP	CRRNT	12/15/2001	1,392.53000
USD	CRC	CRRNT	12/15/2001	258.15000
USD	CUP	CRRNT	12/15/2001	23.64000
USD	CVE	CRRNT	12/15/2001	100.69000
USD	CYP	CRRNT	12/15/2001	0.54000
USD	DEM	CRRNT	12/15/2001	2.00000
USD	DJF	CRRNT	12/15/2001	166.54000
USD	DKK	CRRNT	12/15/2001	7.06000
USD	DOP	CRRNT	12/15/2001	15.21000
USD	DZD	CRRNT	12/15/2001	60.16000
USD	ECS	CRRNT	12/15/2001	5,165.70000
USD	EGP	CRRNT	12/15/2001	3.50000
USD	ESP	CRRNT	12/15/2001	169.72000
USD	ETB	CRRNT	12/15/2001	7.03000
USD	EUR	CRRNT	12/15/2001	1.02000
USD	FIM	CRRNT	12/15/2001	6.07000
USD	FJD	CRRNT	12/15/2001	0.52000
USD	FRF	CRRNT	12/15/2001	6.69000
USD	GBP	CRRNT	12/15/2001	0.66000
USD	GHC	CRRNT	12/15/2001	2,374.68000
USD	GMD	CRRNT	12/15/2001	10.90000
USD	GRD	CRRNT	12/15/2001	321.76000
USD	GTQ	CRRNT	12/15/2001	6.47000
USD	GYD	CRRNT	12/15/2001	148.03000
USD	HKD	CRRNT	12/15/2001	7.97000
USD	HNL	CRRNT	12/15/2001	13.68000
USD	HTG	CRRNT	12/15/2001	17.89000
USD	HUF	CRRNT	12/15/2001	216.77000
USD	IDR	CRRNT	12/15/2001	8,199.11000
USD	IEP	CRRNT	12/15/2001	0.80000
USD	INR	CRRNT	12/15/2001	40.79000
USD	IQD	CRRNT	12/15/2001	0.32000
USD	IRR	CRRNT	12/15/2001	3,084.00000
USD	ISK	CRRNT	12/15/2001	73.55000
USD	ITL	CRRNT	12/15/2001	1,975.12000
USD	JMD	CRRNT	12/15/2001	36.92000
USD	JOD	CRRNT	12/15/2001	0.73000
USD	JPY	CRRNT	12/15/2001	104.84000
USD	KES	CRRNT	12/15/2001	61.17000
USD	KMF	CRRNT	12/15/2001	465.85000
USD	KRW	CRRNT	12/15/2001	1,402.19000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	KWD	CRRNT	12/15/2001	0.31000
USD	LAK	CRRNT	12/15/2001	1,169.8600
USD	LBP	CRRNT	12/15/2001	1,569.2400
USD	LKR	CRRNT	12/15/2001	64.35000
USD	LRD	CRRNT	12/15/2001	1.03000
USD	LSL	CRRNT	12/15/2001	5.20000
USD	LUF	CRRNT	12/15/2001	41.15000
USD	MAD	CRRNT	12/15/2001	9.99000
USD	MNT	CRRNT	12/15/2001	835.92000
USD	MOP	CRRNT	12/15/2001	8.23000
USD	MRO	CRRNT	12/15/2001	180.86000
USD	MTL	CRRNT	12/15/2001	0.40000
USD	MUR	CRRNT	12/15/2001	24.36000
USD	MWK	CRRNT	12/15/2001	26.04000
USD	MXP	CRRNT	12/15/2001	6.02000
USD	MYR	CRRNT	12/15/2001	3.89000
USD	NGN	CRRNT	12/15/2001	85.49000
USD	NIC	CRRNT	12/15/2001	10.62000
USD	NLG	CRRNT	12/15/2001	2.25000
USD	NOK	CRRNT	12/15/2001	7.70000
USD	OMR	CRRNT	12/15/2001	0.40000
USD	PAB	CRRNT	12/15/2001	1.03000
USD	PGK	CRRNT	12/15/2001	2.07000
USD	PHP	CRRNT	12/15/2001	39.48000
USD	PKR	CRRNT	12/15/2001	45.37000
USD	PTE	CRRNT	12/15/2001	204.50000
USD	PYG	CRRNT	12/15/2001	2,857.84000
USD	QAR	CRRNT	12/15/2001	3.74000
USD	ROL	CRRNT	12/15/2001	8,567.77000
USD	SAR	CRRNT	12/15/2001	3.86000
USD	SBD	CRRNT	12/15/2001	3.89000
USD	SCR	CRRNT	12/15/2001	5.25000
USD	SDP	CRRNT	12/15/2001	1,172.43000
USD	SEK	CRRNT	12/15/2001	7.94000
USD	SGD	CRRNT	12/15/2001	2.01000
USD	SLL	CRRNT	12/15/2001	925.20000
USD	SOS	CRRNT	12/15/2001	2,691.75000
USD	SRG	CRRNT	12/15/2001	450.26000
USD	STD	CRRNT	12/15/2001	2,456.92000
USD	SVC	CRRNT	12/15/2001	9.00000
USD	SYD	CRRNT	12/15/2001	43.02000
USD	SZL	CRRNT	12/15/2001	5.20000
USD	THB	CRRNT	12/15/2001	40.30000
USD	TND	CRRNT	12/15/2001	1.18000
USD	TTD	CRRNT	12/15/2001	6.38000
USD	TWD	CRRNT	12/15/2001	33.87000
USD	TZS	CRRNT	12/15/2001	665.48000
USD	USD	CRRNT	12/15/2001	1.00000
USD	UYP	CRRNT	12/15/2001	10.59000
USD	VEB	CRRNT	12/15/2001	549.47000
USD	VUV	CRRNT	12/15/2001	128.60000
USD	XAF	CRRNT	12/15/2001	619.27000
USD	XCD	CRRNT	12/15/2001	2.78000
USD	XEU	CRRNT	12/15/2001	1.22000
USD	XPF	CRRNT	12/15/2001	114.65000
USD	YER	CRRNT	12/15/2001	127.56000
USD	ZAR	CRRNT	12/15/2001	5.11000
USD	ZMK	CRRNT	12/15/2001	1,768.16000
USD	ZWD	CRRNT	12/15/2001	17.37000
USD	ADP	CLOSE	12/31/2001	167.36000
USD	AED	CLOSE	12/31/2001	4.04000
USD	AFA	CLOSE	12/31/2001	5,226.29000
USD	ALL	CLOSE	12/31/2001	173.57000
USD	ANG	CLOSE	12/31/2001	1.96000
USD	ATS	CLOSE	12/31/2001	13.13000
USD	AUD	CLOSE	12/31/2001	1.37000
USD	BBD	CLOSE	12/31/2001	2.21000
USD	BDT	CLOSE	12/31/2001	50.46000
USD	BEF	CLOSE	12/31/2001	38.51000
USD	BGL	CLOSE	12/31/2001	1,972.91000
USD	BHD	CLOSE	12/31/2001	0.41000
USD	BMD	CLOSE	12/31/2001	1.10000
USD	BND	CLOSE	12/31/2001	1.76000
USD	BRR	CLOSE	12/31/2001	1.58000
USD	BTN	CLOSE	12/31/2001	43.67000
USD	BZD	CLOSE	12/31/2001	2.20000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	CAD	CLOSE	12/31/2001	1.31000
USD	CHF	CLOSE	12/31/2001	1.67000
USD	CLP	CLOSE	12/31/2001	496.88000
USD	CNY	CLOSE	12/31/2001	9.11000
USD	COP	CLOSE	12/31/2001	1,490.43000
USD	CRC	CLOSE	12/31/2001	276.30000
USD	CUP	CLOSE	12/31/2001	25.31000
USD	CVE	CLOSE	12/31/2001	107.77000
USD	CYP	CLOSE	12/31/2001	0.58000
USD	DEM	CLOSE	12/31/2001	1.87000
USD	DJF	CLOSE	12/31/2001	178.24000
USD	DKK	CLOSE	12/31/2001	7.56000
USD	DOP	CLOSE	12/31/2001	16.28000
USD	DZD	CLOSE	12/31/2001	64.39000
USD	ECS	CLOSE	12/31/2001	5,528.86000
USD	EGP	CLOSE	12/31/2001	3.74000
USD	ESP	CLOSE	12/31/2001	158.82000
USD	ETB	CLOSE	12/31/2001	7.53000
USD	EUR	CLOSE	12/31/2001	0.95000
USD	FIM	CLOSE	12/31/2001	5.68000
USD	FJD	CLOSE	12/31/2001	0.56000
USD	FRF	CLOSE	12/31/2001	6.26000
USD	GBP	CLOSE	12/31/2001	0.57000
USD	GHC	CLOSE	12/31/2001	2,541.63000
USD	GMD	CLOSE	12/31/2001	11.67000
USD	GRD	CLOSE	12/31/2001	344.38000
USD	GTQ	CLOSE	12/31/2001	6.92000
USD	GYD	CLOSE	12/31/2001	158.44000
USD	HKD	CLOSE	12/31/2001	8.53000
USD	HNL	CLOSE	12/31/2001	14.64000
USD	HTG	CLOSE	12/31/2001	19.15000
USD	HUF	CLOSE	12/31/2001	232.01000
USD	IDR	CLOSE	12/31/2001	8,775.53000
USD	IEP	CLOSE	12/31/2001	0.75000
USD	INR	CLOSE	12/31/2001	43.66000
USD	IQD	CLOSE	12/31/2001	0.34000
USD	IRR	CLOSE	12/31/2001	3,300.81000
USD	ISK	CLOSE	12/31/2001	78.72000
USD	ITL	CLOSE	12/31/2001	1,848.20000
USD	JMD	CLOSE	12/31/2001	39.51000
USD	JOD	CLOSE	12/31/2001	0.78000
USD	JPY	CLOSE	12/31/2001	82.36000
USD	KES	CLOSE	12/31/2001	65.47000
USD	KMF	CLOSE	12/31/2001	498.60000
USD	KRW	CLOSE	12/31/2001	1,500.77000
USD	KWD	CLOSE	12/31/2001	0.34000
USD	LAK	CLOSE	12/31/2001	1,252.11000
USD	LBP	CLOSE	12/31/2001	1,679.56000
USD	LKR	CLOSE	12/31/2001	68.88000
USD	LRD	CLOSE	12/31/2001	1.10000
USD	LSL	CLOSE	12/31/2001	5.56000
USD	LUF	CLOSE	12/31/2001	38.51000
USD	MAD	CLOSE	12/31/2001	10.69000
USD	MNT	CLOSE	12/31/2001	894.69000
USD	MOP	CLOSE	12/31/2001	8.80000
USD	MRO	CLOSE	12/31/2001	193.58000
USD	MTL	CLOSE	12/31/2001	0.43000
USD	MUR	CLOSE	12/31/2001	26.08000
USD	MWK	CLOSE	12/31/2001	27.87000
USD	MXP	CLOSE	12/31/2001	6.44000
USD	MYR	CLOSE	12/31/2001	4.16000
USD	NGN	CLOSE	12/31/2001	91.50000
USD	NIC	CLOSE	12/31/2001	11.36000
USD	NLG	CLOSE	12/31/2001	2.10000
USD	NOK	CLOSE	12/31/2001	8.24000
USD	OMR	CLOSE	12/31/2001	0.42000
USD	PAB	CLOSE	12/31/2001	1.10000
USD	PGK	CLOSE	12/31/2001	2.22000
USD	PHP	CLOSE	12/31/2001	42.25000
USD	PKR	CLOSE	12/31/2001	48.55000
USD	PTE	CLOSE	12/31/2001	191.36000
USD	PYG	CLOSE	12/31/2001	3,058.75000
USD	QAR	CLOSE	12/31/2001	4.01000
USD	ROL	CLOSE	12/31/2001	9,170.11000
USD	SAR	CLOSE	12/31/2001	4.13000
USD	SBD	CLOSE	12/31/2001	4.16000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	SCR	CLOSE	12/31/2001	5.62000
USD	SDP	CLOSE	12/31/2001	1,254.86000
USD	SEK	CLOSE	12/31/2001	8.50000
USD	SGD	CLOSE	12/31/2001	2.16000
USD	SLL	CLOSE	12/31/2001	990.24000
USD	SOS	CLOSE	12/31/2001	2,880.98000
USD	SRG	CLOSE	12/31/2001	481.92000
USD	STD	CLOSE	12/31/2001	2,629.65000
USD	SVC	CLOSE	12/31/2001	9.63000
USD	SYP	CLOSE	12/31/2001	46.05000
USD	SZL	CLOSE	12/31/2001	5.56000
USD	THB	CLOSE	12/31/2001	43.13000
USD	TND	CLOSE	12/31/2001	1.27000
USD	TTD	CLOSE	12/31/2001	6.83000
USD	TWD	CLOSE	12/31/2001	36.25000
USD	TZS	CLOSE	12/31/2001	712.26000
USD	USD	CLOSE	12/31/2001	1.00000
USD	UYP	CLOSE	12/31/2001	11.34000
USD	VEB	CLOSE	12/31/2001	588.09000
USD	VUV	CLOSE	12/31/2001	137.64000
USD	XAF	CLOSE	12/31/2001	662.80000
USD	XCD	CLOSE	12/31/2001	2.97000
USD	XEU	CLOSE	12/31/2001	1.21000
USD	XPF	CLOSE	12/31/2001	122.71000
USD	YER	CLOSE	12/31/2001	136.53000
USD	ZAR	CLOSE	12/31/2001	5.47000
USD	ZMK	CLOSE	12/31/2001	1,892.47000
USD	ZWD	CLOSE	12/31/2001	18.59000
USD	ATS	CRRNT	6/15/2002	12.58000
USD	AUD	CRRNT	6/15/2002	1.41000
USD	BEF	CRRNT	6/15/2002	36.87000
USD	CAD	CRRNT	6/15/2002	1.32000
USD	DEM	CRRNT	6/15/2002	1.79000
USD	ESP	CRRNT	6/15/2002	152.08000
USD	EUR	CRRNT	6/15/2002	0.91000
USD	FIM	CRRNT	6/15/2002	5.43000
USD	FRF	CRRNT	6/15/2002	6.00000
USD	GBP	CRRNT	6/15/2002	0.62000
USD	IEP	CRRNT	6/15/2002	0.72000
USD	ITL	CRRNT	6/15/2002	1,769.81000
USD	JPY	CRRNT	6/15/2002	83.46000
USD	LUF	CRRNT	6/15/2002	36.87000
USD	NLG	CRRNT	6/15/2002	2.01000
USD	PTE	CRRNT	6/15/2002	183.25000
USD	USD	CRRNT	6/15/2002	1.00000
USD	ADP	CLOSE	6/30/2002	164.85000
USD	AED	CLOSE	6/30/2002	3.98000
USD	AFA	CLOSE	6/30/2002	5,147.80000
USD	ALL	CLOSE	6/30/2002	170.96000
USD	ANG	CLOSE	6/30/2002	1.93000
USD	ATS	CLOSE	6/30/2002	12.94000
USD	AUD	CLOSE	6/30/2002	1.37000
USD	BBD	CLOSE	6/30/2002	2.18000
USD	BDT	CLOSE	6/30/2002	49.70000
USD	BEF	CLOSE	6/30/2002	37.93000
USD	BGL	CLOSE	6/30/2002	1,943.29000
USD	BHD	CLOSE	6/30/2002	0.41000
USD	BMD	CLOSE	6/30/2002	1.08000
USD	BND	CLOSE	6/30/2002	1.73000
USD	BRR	CLOSE	6/30/2002	1.55000
USD	BTN	CLOSE	6/30/2002	43.01000
USD	BZD	CLOSE	6/30/2002	2.17000
USD	CAD	CLOSE	6/30/2002	1.27000
USD	CHF	CLOSE	6/30/2002	1.65000
USD	CLP	CLOSE	6/30/2002	489.42000
USD	CNY	CLOSE	6/30/2002	8.97000
USD	COP	CLOSE	6/30/2002	1,468.05000
USD	CRC	CLOSE	6/30/2002	272.15000
USD	CUP	CLOSE	6/30/2002	24.93000
USD	CVE	CLOSE	6/30/2002	106.15000
USD	CYP	CLOSE	6/30/2002	0.57000
USD	DEM	CLOSE	6/30/2002	1.84000
USD	DJF	CLOSE	6/30/2002	175.57000
USD	DKK	CLOSE	6/30/2002	7.44000
USD	DOP	CLOSE	6/30/2002	16.04000
USD	DZD	CLOSE	6/30/2002	63.42000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	ECS	CLOSE	6/30/2002	5,445.8300
USD	EGP	CLOSE	6/30/2002	3.6900
USD	ESP	CLOSE	6/30/2002	156.4300
USD	ETB	CLOSE	6/30/2002	7.4100
USD	EUR	CLOSE	6/30/2002	0.9400
USD	FIM	CLOSE	6/30/2002	5.5900
USD	FJD	CLOSE	6/30/2002	0.5500
USD	FRF	CLOSE	6/30/2002	6.1700
USD	GBP	CLOSE	6/30/2002	0.5700
USD	GHC	CLOSE	6/30/2002	2,503.4600
USD	GMD	CLOSE	6/30/2002	11.4900
USD	GRD	CLOSE	6/30/2002	339.2100
USD	GTQ	CLOSE	6/30/2002	6.8200
USD	GYD	CLOSE	6/30/2002	156.0600
USD	HKD	CLOSE	6/30/2002	8.4000
USD	HNL	CLOSE	6/30/2002	14.4200
USD	HTG	CLOSE	6/30/2002	18.8600
USD	HUF	CLOSE	6/30/2002	228.5300
USD	IDR	CLOSE	6/30/2002	8,643.7400
USD	IEP	CLOSE	6/30/2002	0.7400
USD	INR	CLOSE	6/30/2002	43.0000
USD	IQD	CLOSE	6/30/2002	0.3400
USD	IRR	CLOSE	6/30/2002	3,251.2400
USD	ISK	CLOSE	6/30/2002	77.5400
USD	ITL	CLOSE	6/30/2002	1,820.4500
USD	JMD	CLOSE	6/30/2002	38.9200
USD	JOD	CLOSE	6/30/2002	0.7700
USD	JPY	CLOSE	6/30/2002	83.0000
USD	KES	CLOSE	6/30/2002	64.4800
USD	KMF	CLOSE	6/30/2002	491.1200
USD	KRW	CLOSE	6/30/2002	1,478.2300
USD	KWD	CLOSE	6/30/2002	0.3300
USD	LAK	CLOSE	6/30/2002	1,233.3100
USD	LBP	CLOSE	6/30/2002	1,654.3400
USD	LKR	CLOSE	6/30/2002	67.8400
USD	LRD	CLOSE	6/30/2002	1.0800
USD	LSL	CLOSE	6/30/2002	5.4800
USD	LUF	CLOSE	6/30/2002	37.9300
USD	MAD	CLOSE	6/30/2002	10.5300
USD	MNT	CLOSE	6/30/2002	881.2500
USD	MOP	CLOSE	6/30/2002	8.6700
USD	MRO	CLOSE	6/30/2002	190.6700
USD	MTL	CLOSE	6/30/2002	0.4200
USD	MUR	CLOSE	6/30/2002	25.6800
USD	MWK	CLOSE	6/30/2002	27.4500
USD	MXP	CLOSE	6/30/2002	6.3400
USD	MYR	CLOSE	6/30/2002	4.1000
USD	NGN	CLOSE	6/30/2002	90.1200
USD	NIC	CLOSE	6/30/2002	11.1900
USD	NLG	CLOSE	6/30/2002	2.0700
USD	NOK	CLOSE	6/30/2002	8.1100
USD	OMR	CLOSE	6/30/2002	0.4200
USD	PAB	CLOSE	6/30/2002	1.0800
USD	PGK	CLOSE	6/30/2002	2.1900
USD	PHP	CLOSE	6/30/2002	41.6200
USD	PKR	CLOSE	6/30/2002	47.8300
USD	PTE	CLOSE	6/30/2002	188.4900
USD	PYG	CLOSE	6/30/2002	3,012.8200
USD	QAR	CLOSE	6/30/2002	3.9500
USD	ROL	CLOSE	6/30/2002	9,032.4000
USD	SAR	CLOSE	6/30/2002	4.0600
USD	SBD	CLOSE	6/30/2002	4.1000
USD	SCR	CLOSE	6/30/2002	5.5400
USD	SDP	CLOSE	6/30/2002	1,236.0100
USD	SEK	CLOSE	6/30/2002	8.3700
USD	SGD	CLOSE	6/30/2002	2.1200
USD	SLL	CLOSE	6/30/2002	975.3700
USD	SOS	CLOSE	6/30/2002	2,837.7200
USD	SRG	CLOSE	6/30/2002	474.6800
USD	STD	CLOSE	6/30/2002	2,590.1600
USD	SVC	CLOSE	6/30/2002	9.4900
USD	SYP	CLOSE	6/30/2002	45.3500
USD	SZL	CLOSE	6/30/2002	5.4800
USD	THB	CLOSE	6/30/2002	42.4800
USD	TND	CLOSE	6/30/2002	1.2500
USD	TTD	CLOSE	6/30/2002	6.7200

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	TWD	CLOSE	6/30/2002	35.71000
USD	TZS	CLOSE	6/30/2002	701.56000
USD	USD	CLOSE	6/30/2002	1.00000
USD	UYU	CLOSE	6/30/2002	11.17000
USD	VEB	CLOSE	6/30/2002	579.26000
USD	VUV	CLOSE	6/30/2002	135.58000
USD	XAF	CLOSE	6/30/2002	652.85000
USD	XCD	CLOSE	6/30/2002	2.93000
USD	XEU	CLOSE	6/30/2002	1.19000
USD	XPF	CLOSE	6/30/2002	120.87000
USD	YER	CLOSE	6/30/2002	134.48000
USD	ZAR	CLOSE	6/30/2002	5.39000
USD	ZMK	CLOSE	6/30/2002	1,864.05000
USD	ZWD	CLOSE	6/30/2002	18.32000
USD	ATS	CRRNT	7/15/2002	12.32000
USD	AUD	CRRNT	7/15/2002	1.43000
USD	BEF	CRRNT	7/15/2002	36.11000
USD	CAD	CRRNT	7/15/2002	1.18000
USD	DEM	CRRNT	7/15/2002	1.75000
USD	ESP	CRRNT	7/15/2002	148.92000
USD	EUR	CRRNT	7/15/2002	0.90000
USD	FIM	CRRNT	7/15/2002	5.32000
USD	FRF	CRRNT	7/15/2002	5.87000
USD	GBP	CRRNT	7/15/2002	0.67000
USD	IEP	CRRNT	7/15/2002	0.70000
USD	ITL	CRRNT	7/15/2002	1,733.05000
USD	JPY	CRRNT	7/15/2002	79.09000
USD	LUF	CRRNT	7/15/2002	36.11000
USD	NLG	CRRNT	7/15/2002	1.97000
USD	PTE	CRRNT	7/15/2002	179.44000
USD	USD	CRRNT	7/15/2002	1.00000
USD	ADP	CLOSE	7/31/2002	177.26000
USD	AED	CLOSE	7/31/2002	4.28000
USD	AFA	CLOSE	7/31/2002	5,535.27000
USD	ALL	CLOSE	7/31/2002	183.83000
USD	ANG	CLOSE	7/31/2002	2.07000
USD	ATS	CLOSE	7/31/2002	13.91000
USD	AUD	CLOSE	7/31/2002	1.59000
USD	BBD	CLOSE	7/31/2002	2.34000
USD	BDT	CLOSE	7/31/2002	53.44000
USD	BEF	CLOSE	7/31/2002	40.78000
USD	BGL	CLOSE	7/31/2002	2,089.56000
USD	BHD	CLOSE	7/31/2002	0.44000
USD	BMD	CLOSE	7/31/2002	1.17000
USD	BND	CLOSE	7/31/2002	1.86000
USD	BRR	CLOSE	7/31/2002	1.67000
USD	BTN	CLOSE	7/31/2002	46.25000
USD	BZD	CLOSE	7/31/2002	2.33000
USD	CAD	CLOSE	7/31/2002	1.27000
USD	CHF	CLOSE	7/31/2002	1.77000
USD	CLP	CLOSE	7/31/2002	526.26000
USD	CNY	CLOSE	7/31/2002	9.65000
USD	COP	CLOSE	7/31/2002	1,578.54000
USD	CRC	CLOSE	7/31/2002	292.64000
USD	CUP	CLOSE	7/31/2002	26.80000
USD	CVE	CLOSE	7/31/2002	114.14000
USD	CYP	CLOSE	7/31/2002	0.61000
USD	DEM	CLOSE	7/31/2002	1.98000
USD	DJF	CLOSE	7/31/2002	188.78000
USD	DKK	CLOSE	7/31/2002	8.00000
USD	DOP	CLOSE	7/31/2002	17.25000
USD	DZD	CLOSE	7/31/2002	68.20000
USD	ECS	CLOSE	7/31/2002	5,855.74000
USD	EGP	CLOSE	7/31/2002	3.97000
USD	ESP	CLOSE	7/31/2002	168.21000
USD	ETB	CLOSE	7/31/2002	7.97000
USD	EUR	CLOSE	7/31/2002	1.01000
USD	FIM	CLOSE	7/31/2002	6.01000
USD	FJD	CLOSE	7/31/2002	0.59000
USD	FRF	CLOSE	7/31/2002	6.63000
USD	GBP	CLOSE	7/31/2002	0.66000
USD	GHC	CLOSE	7/31/2002	2,691.89000
USD	GMD	CLOSE	7/31/2002	12.36000
USD	GRD	CLOSE	7/31/2002	364.75000
USD	GTQ	CLOSE	7/31/2002	7.33000
USD	GYD	CLOSE	7/31/2002	167.81000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	HKD	CLOSE	7/31/2002	9.03000
USD	HNL	CLOSE	7/31/2002	15.51000
USD	HTG	CLOSE	7/31/2002	20.28000
USD	HUF	CLOSE	7/31/2002	245.73000
USD	IDR	CLOSE	7/31/2002	9,294.35000
USD	IEP	CLOSE	7/31/2002	0.80000
USD	INR	CLOSE	7/31/2002	46.24000
USD	IQD	CLOSE	7/31/2002	0.36000
USD	IRR	CLOSE	7/31/2002	3,495.96000
USD	ISK	CLOSE	7/31/2002	83.38000
USD	ITL	CLOSE	7/31/2002	1,957.47000
USD	JMD	CLOSE	7/31/2002	41.85000
USD	JOD	CLOSE	7/31/2002	0.83000
USD	JPY	CLOSE	7/31/2002	82.64000
USD	KES	CLOSE	7/31/2002	69.34000
USD	KMF	CLOSE	7/31/2002	528.08000
USD	KRW	CLOSE	7/31/2002	1,589.50000
USD	KWD	CLOSE	7/31/2002	0.36000
USD	LAK	CLOSE	7/31/2002	1,326.13000
USD	LBP	CLOSE	7/31/2002	1,778.86000
USD	LKR	CLOSE	7/31/2002	72.95000
USD	LRD	CLOSE	7/31/2002	1.17000
USD	LSL	CLOSE	7/31/2002	5.89000
USD	LUF	CLOSE	7/31/2002	40.78000
USD	MAD	CLOSE	7/31/2002	11.32000
USD	MNT	CLOSE	7/31/2002	947.58000
USD	MOP	CLOSE	7/31/2002	9.32000
USD	MRO	CLOSE	7/31/2002	205.02000
USD	MTL	CLOSE	7/31/2002	0.46000
USD	MUR	CLOSE	7/31/2002	27.62000
USD	MWK	CLOSE	7/31/2002	29.51000
USD	MXP	CLOSE	7/31/2002	6.82000
USD	MYR	CLOSE	7/31/2002	4.40000
USD	NGN	CLOSE	7/31/2002	96.91000
USD	NIC	CLOSE	7/31/2002	12.04000
USD	NLG	CLOSE	7/31/2002	2.23000
USD	NOK	CLOSE	7/31/2002	8.72000
USD	OMR	CLOSE	7/31/2002	0.45000
USD	PAB	CLOSE	7/31/2002	1.17000
USD	PGK	CLOSE	7/31/2002	2.35000
USD	PHP	CLOSE	7/31/2002	44.75000
USD	PKR	CLOSE	7/31/2002	51.43000
USD	PTE	CLOSE	7/31/2002	202.68000
USD	PYG	CLOSE	7/31/2002	3,239.59000
USD	QAR	CLOSE	7/31/2002	4.24000
USD	ROL	CLOSE	7/31/2002	9,712.26000
USD	SAR	CLOSE	7/31/2002	4.37000
USD	SBD	CLOSE	7/31/2002	4.41000
USD	SCR	CLOSE	7/31/2002	5.95000
USD	SDP	CLOSE	7/31/2002	1,329.05000
USD	SEK	CLOSE	7/31/2002	9.00000
USD	SGD	CLOSE	7/31/2002	2.28000
USD	SLL	CLOSE	7/31/2002	1,048.79000
USD	SOS	CLOSE	7/31/2002	3,051.31000
USD	SRG	CLOSE	7/31/2002	510.41000
USD	STD	CLOSE	7/31/2002	2,785.12000
USD	SVC	CLOSE	7/31/2002	10.20000
USD	SYP	CLOSE	7/31/2002	48.77000
USD	SZL	CLOSE	7/31/2002	5.89000
USD	THB	CLOSE	7/31/2002	45.68000
USD	TND	CLOSE	7/31/2002	1.34000
USD	TTD	CLOSE	7/31/2002	7.23000
USD	TWD	CLOSE	7/31/2002	38.40000
USD	TZS	CLOSE	7/31/2002	754.37000
USD	USD	CLOSE	7/31/2002	1.00000
USD	UYP	CLOSE	7/31/2002	12.01000
USD	VEB	CLOSE	7/31/2002	622.86000
USD	VUV	CLOSE	7/31/2002	145.78000
USD	XAF	CLOSE	7/31/2002	701.99000
USD	XCD	CLOSE	7/31/2002	3.15000
USD	XEU	CLOSE	7/31/2002	1.28000
USD	XPF	CLOSE	7/31/2002	129.96000
USD	YER	CLOSE	7/31/2002	144.60000
USD	ZAR	CLOSE	7/31/2002	5.79000
USD	ZMK	CLOSE	7/31/2002	2,004.35000
USD	ZWD	CLOSE	7/31/2002	19.69000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	ADP	CRRNT	12/15/2002	155.51000
USD	AED	CRRNT	12/15/2002	3.76000
USD	AFA	CRRNT	12/15/2002	4,856.32000
USD	ALL	CRRNT	12/15/2002	161.28000
USD	ANG	CRRNT	12/15/2002	1.82000
USD	ATS	CRRNT	12/15/2002	12.70000
USD	AUD	CRRNT	12/15/2002	1.35000
USD	BBD	CRRNT	12/15/2002	2.06000
USD	BDT	CRRNT	12/15/2002	46.89000
USD	BEF	CRRNT	12/15/2002	37.23000
USD	BGL	CRRNT	12/15/2002	1,833.25000
USD	BHD	CRRNT	12/15/2002	0.39000
USD	BMD	CRRNT	12/15/2002	1.02000
USD	BND	CRRNT	12/15/2002	1.64000
USD	BRR	CRRNT	12/15/2002	1.47000
USD	BTN	CRRNT	12/15/2002	40.58000
USD	BZD	CRRNT	12/15/2002	2.04000
USD	CAD	CRRNT	12/15/2002	1.27000
USD	CHF	CRRNT	12/15/2002	1.56000
USD	CLP	CRRNT	12/15/2002	461.71000
USD	CNY	CRRNT	12/15/2002	8.47000
USD	COP	CRRNT	12/15/2002	1,376.88000
USD	CRC	CRRNT	12/15/2002	255.25000
USD	CUP	CRRNT	12/15/2002	23.38000
USD	CVE	CRRNT	12/15/2002	99.56000
USD	CYP	CRRNT	12/15/2002	0.53000
USD	DEM	CRRNT	12/15/2002	1.80000
USD	DJF	CRRNT	12/15/2002	164.66000
USD	DKK	CRRNT	12/15/2002	6.98000
USD	DOP	CRRNT	12/15/2002	15.04000
USD	DZD	CRRNT	12/15/2002	59.49000
USD	ECS	CRRNT	12/15/2002	5,107.66000
USD	EGP	CRRNT	12/15/2002	3.46000
USD	ESP	CRRNT	12/15/2002	153.55000
USD	ETB	CRRNT	12/15/2002	6.95000
USD	EUR	CRRNT	12/15/2002	0.92000
USD	FIM	CRRNT	12/15/2002	5.49000
USD	FJD	CRRNT	12/15/2002	0.52000
USD	FRF	CRRNT	12/15/2002	6.05000
USD	GBP	CRRNT	12/15/2002	0.66000
USD	GHC	CRRNT	12/15/2002	2,348.00000
USD	GMD	CRRNT	12/15/2002	10.78000
USD	GRD	CRRNT	12/15/2002	318.15000
USD	GTQ	CRRNT	12/15/2002	6.40000
USD	GYD	CRRNT	12/15/2002	146.37000
USD	HKD	CRRNT	12/15/2002	7.88000
USD	HNL	CRRNT	12/15/2002	13.53000
USD	HTG	CRRNT	12/15/2002	17.69000
USD	HUF	CRRNT	12/15/2002	214.34000
USD	IDR	CRRNT	12/15/2002	8,106.99000
USD	IEP	CRRNT	12/15/2002	0.73000
USD	INR	CRRNT	12/15/2002	40.33000
USD	IQD	CRRNT	12/15/2002	0.32000
USD	IRR	CRRNT	12/15/2002	3,049.35000
USD	ISK	CRRNT	12/15/2002	72.73000
USD	ITL	CRRNT	12/15/2002	1,786.88000
USD	JMD	CRRNT	12/15/2002	36.50000
USD	JOD	CRRNT	12/15/2002	0.72000
USD	JPY	CRRNT	12/15/2002	85.81000
USD	KES	CRRNT	12/15/2002	60.48000
USD	KMF	CRRNT	12/15/2002	460.62000
USD	KRW	CRRNT	12/15/2002	1,386.44000
USD	KWD	CRRNT	12/15/2002	0.31000
USD	LAK	CRRNT	12/15/2002	1,156.72000
USD	LBP	CRRNT	12/15/2002	1,551.61000
USD	LKR	CRRNT	12/15/2002	63.63000
USD	LRD	CRRNT	12/15/2002	1.02000
USD	LSL	CRRNT	12/15/2002	5.14000
USD	LUF	CRRNT	12/15/2002	37.23000
USD	MAD	CRRNT	12/15/2002	9.87000
USD	MNT	CRRNT	12/15/2002	826.53000
USD	MOP	CRRNT	12/15/2002	8.13000
USD	MRO	CRRNT	12/15/2002	178.83000
USD	MTL	CRRNT	12/15/2002	0.40000
USD	MUR	CRRNT	12/15/2002	24.09000
USD	MWK	CRRNT	12/15/2002	25.74000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	MXP	CRRNT	12/15/2002	5.95000
USD	MYR	CRRNT	12/15/2002	3.84000
USD	NGN	CRRNT	12/15/2002	84.53000
USD	NIC	CRRNT	12/15/2002	10.50000
USD	NLG	CRRNT	12/15/2002	2.03000
USD	NOK	CRRNT	12/15/2002	7.61000
USD	OMR	CRRNT	12/15/2002	0.39000
USD	PAB	CRRNT	12/15/2002	1.02000
USD	PGK	CRRNT	12/15/2002	2.05000
USD	PHP	CRRNT	12/15/2002	39.03000
USD	PKR	CRRNT	12/15/2002	44.86000
USD	PTE	CRRNT	12/15/2002	185.01000
USD	PYG	CRRNT	12/15/2002	2,825.73000
USD	QAR	CRRNT	12/15/2002	3.70000
USD	ROL	CRRNT	12/15/2002	8,471.51000
USD	SAR	CRRNT	12/15/2002	3.81000
USD	SBD	CRRNT	12/15/2002	3.84000
USD	SCR	CRRNT	12/15/2002	5.19000
USD	SDP	CRRNT	12/15/2002	1,159.26000
USD	SEK	CRRNT	12/15/2002	7.85000
USD	SGD	CRRNT	12/15/2002	1.99000
USD	SLL	CRRNT	12/15/2002	914.81000
USD	SOS	CRRNT	12/15/2002	2,661.50000
USD	SRG	CRRNT	12/15/2002	445.21000
USD	STD	CRRNT	12/15/2002	2,429.32000
USD	SVC	CRRNT	12/15/2002	8.90000
USD	SYP	CRRNT	12/15/2002	42.54000
USD	SZL	CRRNT	12/15/2002	5.14000
USD	THB	CRRNT	12/15/2002	39.84000
USD	TND	CRRNT	12/15/2002	1.17000
USD	TTD	CRRNT	12/15/2002	6.31000
USD	TWD	CRRNT	12/15/2002	33.49000
USD	TZS	CRRNT	12/15/2002	658.00000
USD	USD	CRRNT	12/15/2002	1.00000
USD	UYP	CRRNT	12/15/2002	10.47000
USD	VEB	CRRNT	12/15/2002	543.29000
USD	VUV	CRRNT	12/15/2002	127.16000
USD	XAF	CRRNT	12/15/2002	612.31000
USD	XCD	CRRNT	12/15/2002	2.74000
USD	XEU	CRRNT	12/15/2002	1.22000
USD	XPF	CRRNT	12/15/2002	113.36000
USD	YER	CRRNT	12/15/2002	126.13000
USD	ZAR	CRRNT	12/15/2002	5.05000
USD	ZMK	CRRNT	12/15/2002	1,748.29000
USD	ZWD	CRRNT	12/15/2002	17.18000
USD	ADP	CLOSE	12/31/2002	167.36000
USD	AED	CLOSE	12/31/2002	4.04000
USD	AFA	CLOSE	12/31/2002	5,226.29000
USD	ALL	CLOSE	12/31/2002	173.57000
USD	ANG	CLOSE	12/31/2002	1.96000
USD	ATS	CLOSE	12/31/2002	13.13000
USD	AUD	CLOSE	12/31/2002	1.37000
USD	BBD	CLOSE	12/31/2002	2.21000
USD	BDT	CLOSE	12/31/2002	50.46000
USD	BEF	CLOSE	12/31/2002	38.51000
USD	BGL	CLOSE	12/31/2002	1,972.91000
USD	BHD	CLOSE	12/31/2002	0.41000
USD	BMD	CLOSE	12/31/2002	1.10000
USD	BND	CLOSE	12/31/2002	1.76000
USD	BRR	CLOSE	12/31/2002	1.58000
USD	BTN	CLOSE	12/31/2002	43.67000
USD	BZD	CLOSE	12/31/2002	2.20000
USD	CAD	CLOSE	12/31/2002	1.31000
USD	CHF	CLOSE	12/31/2002	1.67000
USD	CLP	CLOSE	12/31/2002	496.88000
USD	CNY	CLOSE	12/31/2002	9.11000
USD	COP	CLOSE	12/31/2002	1,490.43000
USD	CRC	CLOSE	12/31/2002	276.30000
USD	CUP	CLOSE	12/31/2002	25.31000
USD	CVE	CLOSE	12/31/2002	107.77000
USD	CYP	CLOSE	12/31/2002	0.58000
USD	DEM	CLOSE	12/31/2002	1.87000
USD	DJF	CLOSE	12/31/2002	178.24000
USD	DKK	CLOSE	12/31/2002	7.56000
USD	DOP	CLOSE	12/31/2002	16.28000
USD	DZD	CLOSE	12/31/2002	64.39000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	ECS	CLOSE	12/31/2002	5,528.8600
USD	EGP	CLOSE	12/31/2002	3.7400
USD	ESP	CLOSE	12/31/2002	158.8200
USD	ETB	CLOSE	12/31/2002	7.5300
USD	EUR	CLOSE	12/31/2002	0.9500
USD	FIM	CLOSE	12/31/2002	5.6800
USD	FJD	CLOSE	12/31/2002	0.5600
USD	FRF	CLOSE	12/31/2002	6.2600
USD	GBP	CLOSE	12/31/2002	0.5700
USD	GHC	CLOSE	12/31/2002	2,541.6300
USD	GMD	CLOSE	12/31/2002	11.6700
USD	GRD	CLOSE	12/31/2002	344.3800
USD	GTQ	CLOSE	12/31/2002	6.9200
USD	GYD	CLOSE	12/31/2002	158.4400
USD	HKD	CLOSE	12/31/2002	8.5300
USD	HNL	CLOSE	12/31/2002	14.6400
USD	HTG	CLOSE	12/31/2002	19.1500
USD	HUF	CLOSE	12/31/2002	232.0100
USD	IDR	CLOSE	12/31/2002	8,775.5300
USD	IEP	CLOSE	12/31/2002	0.7500
USD	INR	CLOSE	12/31/2002	43.6600
USD	IQD	CLOSE	12/31/2002	0.3400
USD	IRR	CLOSE	12/31/2002	3,300.8100
USD	ISK	CLOSE	12/31/2002	78.7200
USD	ITL	CLOSE	12/31/2002	1,848.2000
USD	JMD	CLOSE	12/31/2002	39.5100
USD	JOD	CLOSE	12/31/2002	0.7800
USD	JPY	CLOSE	12/31/2002	82.3600
USD	KES	CLOSE	12/31/2002	65.4700
USD	KMF	CLOSE	12/31/2002	498.6000
USD	KRW	CLOSE	12/31/2002	1,500.7700
USD	KWD	CLOSE	12/31/2002	0.3400
USD	LAK	CLOSE	12/31/2002	1,252.1100
USD	LBP	CLOSE	12/31/2002	1,679.5600
USD	LKR	CLOSE	12/31/2002	68.8800
USD	LRD	CLOSE	12/31/2002	1.1000
USD	LSL	CLOSE	12/31/2002	5.5600
USD	LUF	CLOSE	12/31/2002	38.5100
USD	MAD	CLOSE	12/31/2002	10.6900
USD	MNT	CLOSE	12/31/2002	894.6900
USD	MOP	CLOSE	12/31/2002	8.8000
USD	MRO	CLOSE	12/31/2002	193.5800
USD	MTL	CLOSE	12/31/2002	0.4300
USD	MUR	CLOSE	12/31/2002	26.0800
USD	MWK	CLOSE	12/31/2002	27.8700
USD	MXP	CLOSE	12/31/2002	6.4400
USD	MYR	CLOSE	12/31/2002	4.1600
USD	NGN	CLOSE	12/31/2002	91.5000
USD	NIC	CLOSE	12/31/2002	11.3600
USD	NLG	CLOSE	12/31/2002	2.1000
USD	NOK	CLOSE	12/31/2002	8.2400
USD	OMR	CLOSE	12/31/2002	0.4200
USD	PAB	CLOSE	12/31/2002	1.1000
USD	PGK	CLOSE	12/31/2002	2.2200
USD	PHP	CLOSE	12/31/2002	42.2500
USD	PKR	CLOSE	12/31/2002	48.5500
USD	PTE	CLOSE	12/31/2002	191.3600
USD	PYG	CLOSE	12/31/2002	3,058.7500
USD	QAR	CLOSE	12/31/2002	4.0100
USD	ROL	CLOSE	12/31/2002	9,170.1100
USD	SAR	CLOSE	12/31/2002	4.1300
USD	SBD	CLOSE	12/31/2002	4.1600
USD	SCR	CLOSE	12/31/2002	5.6200
USD	SDP	CLOSE	12/31/2002	1,254.8600
USD	SEK	CLOSE	12/31/2002	8.5000
USD	SGD	CLOSE	12/31/2002	2.1600
USD	SLL	CLOSE	12/31/2002	990.2400
USD	SOS	CLOSE	12/31/2002	2,880.9800
USD	SRG	CLOSE	12/31/2002	481.9200
USD	STD	CLOSE	12/31/2002	2,629.6500
USD	SVC	CLOSE	12/31/2002	9.6300
USD	SYP	CLOSE	12/31/2002	46.0500
USD	SZL	CLOSE	12/31/2002	5.5600
USD	THB	CLOSE	12/31/2002	43.1300
USD	TND	CLOSE	12/31/2002	1.2700
USD	TTD	CLOSE	12/31/2002	6.8300

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
USD	TWD	CLOSE	12/31/2002	36.25000
USD	TZS	CLOSE	12/31/2002	712.26000
USD	USD	CLOSE	12/31/2002	1.00000
USD	UYP	CLOSE	12/31/2002	11.34000
USD	VEB	CLOSE	12/31/2002	588.09000
USD	VUV	CLOSE	12/31/2002	137.64000
USD	XAF	CLOSE	12/31/2002	662.80000
USD	XCD	CLOSE	12/31/2002	2.97000
USD	XEU	CLOSE	12/31/2002	1.21000
USD	XPF	CLOSE	12/31/2002	122.71000
USD	YER	CLOSE	12/31/2002	136.53000
USD	ZAR	CLOSE	12/31/2002	5.47000
USD	ZMK	CLOSE	12/31/2002	1,892.47000
USD	ZWD	CLOSE	12/31/2002	18.59000
UYP	USD	CLOSE	1/1/1990	0.10000
UYP	UYP	CLOSE	1/1/1990	1.00000
UYP	USD	CRRNT	1/1/1990	0.10000
UYP	UYP	CRRNT	1/1/1990	1.00000
UYP	USD	ASK	1/1/1999	0.09000
UYP	UYP	ASK	1/1/1999	1.00000
UYP	USD	AVG	1/1/1999	0.09000
UYP	UYP	AVG	1/1/1999	1.00000
UYP	USD	BID	1/1/1999	0.09000
UYP	UYP	BID	1/1/1999	1.00000
UYP	USD	CLOSE	1/1/1999	0.10000
UYP	UYP	CLOSE	1/1/1999	1.00000
UYP	USD	COMM	1/1/1999	0.09000
UYP	UYP	COMM	1/1/1999	1.00000
UYP	USD	FINAN	1/1/1999	0.09000
UYP	UYP	FINAN	1/1/1999	1.00000
UYP	USD	FLOAT	1/1/1999	0.09000
UYP	UYP	FLOAT	1/1/1999	1.00000
UYP	USD	FMKT	1/1/1999	0.09000
UYP	UYP	FMKT	1/1/1999	1.00000
UYP	USD	HIST	1/1/1999	0.09000
UYP	UYP	HIST	1/1/1999	1.00000
UYP	USD	HST1A	1/1/1999	0.09000
UYP	UYP	HST1A	1/1/1999	1.00000
UYP	USD	HST1B	1/1/1999	0.10000
UYP	UYP	HST1B	1/1/1999	1.00000
UYP	USD	HSTRE	1/1/1999	0.09000
UYP	UYP	HSTRE	1/1/1999	1.00000
UYP	USD	MID	1/1/1999	0.10000
UYP	UYP	MID	1/1/1999	1.00000
UYP	USD	OFFIC	1/1/1999	0.10000
UYP	UYP	OFFIC	1/1/1999	1.00000
UYP	USD	SPOT	1/1/1999	0.09000
UYP	UYP	SPOT	1/1/1999	1.00000
UYP	USD	CLOSE	6/30/2000	0.09000
UYP	UYP	CLOSE	6/30/2000	1.00000
UYP	USD	CLOSE	7/31/2000	0.08000
UYP	UYP	CLOSE	7/31/2000	1.00000
UYP	USD	CLOSE	12/31/2000	0.09000
UYP	UYP	CLOSE	12/31/2000	1.00000
UYP	USD	CLOSE	6/30/2001	0.09000
UYP	UYP	CLOSE	6/30/2001	1.00000
UYP	USD	CLOSE	7/31/2001	0.08000
UYP	UYP	CLOSE	7/31/2001	1.00000
UYP	USD	CLOSE	12/31/2001	0.09000
UYP	UYP	CLOSE	12/31/2001	1.00000
UYP	USD	CLOSE	6/30/2002	0.09000
UYP	UYP	CLOSE	6/30/2002	1.00000
UYP	USD	CLOSE	7/31/2002	0.08000
UYP	UYP	CLOSE	7/31/2002	1.00000
UYP	USD	CLOSE	12/31/2002	0.09000
UYP	UYP	CLOSE	12/31/2002	1.00000
VEB	USD	CLOSE	1/1/1990	0.00000
VEB	VEB	CLOSE	1/1/1990	1.00000
VEB	USD	CRRNT	1/1/1990	0.00000
VEB	VEB	CRRNT	1/1/1990	1.00000
VEB	USD	ASK	1/1/1999	0.00000
VEB	VEB	ASK	1/1/1999	1.00000
VEB	USD	AVG	1/1/1999	0.00000
VEB	VEB	AVG	1/1/1999	1.00000
VEB	USD	BID	1/1/1999	0.31000
VEB	VEB	BID	1/1/1999	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
VEB	USD	CLOSE	1/1/1999	0.00000
VEB	VEB	CLOSE	1/1/1999	1.00000
VEB	USD	COMM	1/1/1999	0.00000
VEB	VEB	COMM	1/1/1999	1.00000
VEB	USD	FINAN	1/1/1999	0.00000
VEB	VEB	FINAN	1/1/1999	1.00000
VEB	USD	FLOAT	1/1/1999	0.00000
VEB	VEB	FLOAT	1/1/1999	1.00000
VEB	USD	FMKT	1/1/1999	0.00000
VEB	VEB	FMKT	1/1/1999	1.00000
VEB	USD	HIST	1/1/1999	0.00000
VEB	VEB	HIST	1/1/1999	1.00000
VEB	USD	HST1A	1/1/1999	0.00000
VEB	VEB	HST1A	1/1/1999	1.00000
VEB	USD	HST1B	1/1/1999	0.00000
VEB	VEB	HST1B	1/1/1999	1.00000
VEB	USD	HSTRE	1/1/1999	0.00000
VEB	VEB	HSTRE	1/1/1999	1.00000
VEB	USD	MID	1/1/1999	0.00000
VEB	VEB	MID	1/1/1999	1.00000
VEB	USD	OFFIC	1/1/1999	0.00000
VEB	VEB	OFFIC	1/1/1999	1.00000
VEB	USD	SPOT	1/1/1999	0.00000
VEB	VEB	SPOT	1/1/1999	1.00000
VEB	USD	CLOSE	6/30/2000	0.00000
VEB	VEB	CLOSE	6/30/2000	1.00000
VEB	USD	CLOSE	7/31/2000	0.00000
VEB	VEB	CLOSE	7/31/2000	1.00000
VEB	USD	CLOSE	12/31/2000	0.00000
VEB	VEB	CLOSE	12/31/2000	1.00000
VEB	USD	CLOSE	6/30/2001	0.00000
VEB	VEB	CLOSE	6/30/2001	1.00000
VEB	USD	CLOSE	7/31/2001	0.00000
VEB	VEB	CLOSE	7/31/2001	1.00000
VEB	USD	CLOSE	12/31/2001	0.00000
VEB	VEB	CLOSE	12/31/2001	1.00000
VEB	USD	CLOSE	6/30/2002	0.00000
VEB	VEB	CLOSE	6/30/2002	1.00000
VEB	USD	CLOSE	7/31/2002	0.00000
VEB	VEB	CLOSE	7/31/2002	1.00000
VEB	USD	CLOSE	12/31/2002	0.00000
VEB	VEB	CLOSE	12/31/2002	1.00000
VND	VND	CLOSE	1/1/1990	1.00000
VND	VND	CRRNT	1/1/1990	1.00000
VND	VND	ASK	1/1/1999	1.00000
VND	VND	AVG	1/1/1999	1.00000
VND	VND	BID	1/1/1999	1.00000
VND	VND	CLOSE	1/1/1999	1.00000
VND	VND	COMM	1/1/1999	1.00000
VND	VND	FINAN	1/1/1999	1.00000
VND	VND	FLOAT	1/1/1999	1.00000
VND	VND	FMKT	1/1/1999	1.00000
VND	VND	HIST	1/1/1999	1.00000
VND	VND	HST1A	1/1/1999	1.00000
VND	VND	HST1B	1/1/1999	1.00000
VND	VND	HSTRE	1/1/1999	1.00000
VND	VND	MID	1/1/1999	1.00000
VND	VND	OFFIC	1/1/1999	1.00000
VND	VND	SPOT	1/1/1999	1.00000
VND	VND	CLOSE	6/30/2000	1.00000
VND	VND	CLOSE	7/31/2000	1.00000
VND	VND	CLOSE	12/31/2000	1.00000
VND	VND	CLOSE	6/30/2001	1.00000
VND	VND	CLOSE	7/31/2001	1.00000
VND	VND	CLOSE	12/31/2001	1.00000
VND	VND	CLOSE	6/30/2002	1.00000
VND	VND	CLOSE	7/31/2002	1.00000
VND	VND	CLOSE	12/31/2002	1.00000
VUV	USD	CLOSE	1/1/1990	0.01000
VUV	VUV	CLOSE	1/1/1990	1.00000
VUV	USD	CRRNT	1/1/1990	0.01000
VUV	VUV	CRRNT	1/1/1990	1.00000
VUV	USD	ASK	1/1/1999	0.01000
VUV	VUV	ASK	1/1/1999	1.00000
VUV	USD	AVG	1/1/1999	0.01000
VUV	VUV	AVG	1/1/1999	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
VUV	USD	BID	1/1/1999	0.01000
VUV	VUV	BID	1/1/1999	1.00000
VUV	USD	CLOSE	1/1/1999	0.01000
VUV	VUV	CLOSE	1/1/1999	1.00000
VUV	USD	COMM	1/1/1999	0.01000
VUV	VUV	COMM	1/1/1999	1.00000
VUV	USD	FINAN	1/1/1999	0.01000
VUV	VUV	FINAN	1/1/1999	1.00000
VUV	USD	FLOAT	1/1/1999	0.01000
VUV	VUV	FLOAT	1/1/1999	1.00000
VUV	USD	FMKT	1/1/1999	0.01000
VUV	VUV	FMKT	1/1/1999	1.00000
VUV	USD	HIST	1/1/1999	0.01000
VUV	VUV	HIST	1/1/1999	1.00000
VUV	USD	HST1A	1/1/1999	0.01000
VUV	VUV	HST1A	1/1/1999	1.00000
VUV	USD	HST1B	1/1/1999	0.01000
VUV	VUV	HST1B	1/1/1999	1.00000
VUV	USD	HSTRE	1/1/1999	0.01000
VUV	VUV	HSTRE	1/1/1999	1.00000
VUV	USD	MID	1/1/1999	0.01000
VUV	VUV	MID	1/1/1999	1.00000
VUV	USD	OFFIC	1/1/1999	0.01000
VUV	VUV	OFFIC	1/1/1999	1.00000
VUV	USD	SPOT	1/1/1999	0.01000
VUV	VUV	SPOT	1/1/1999	1.00000
VUV	USD	CLOSE	6/30/2000	0.01000
VUV	VUV	CLOSE	6/30/2000	1.00000
VUV	USD	CLOSE	7/31/2000	0.01000
VUV	VUV	CLOSE	7/31/2000	1.00000
VUV	USD	CLOSE	12/31/2000	0.01000
VUV	VUV	CLOSE	12/31/2000	1.00000
VUV	USD	CLOSE	6/30/2001	0.01000
VUV	VUV	CLOSE	6/30/2001	1.00000
VUV	USD	CLOSE	7/31/2001	0.01000
VUV	VUV	CLOSE	7/31/2001	1.00000
VUV	USD	CLOSE	12/31/2001	0.01000
VUV	VUV	CLOSE	12/31/2001	1.00000
VUV	USD	CLOSE	6/30/2002	0.01000
VUV	VUV	CLOSE	6/30/2002	1.00000
VUV	USD	CLOSE	7/31/2002	0.01000
VUV	VUV	CLOSE	7/31/2002	1.00000
VUV	USD	CLOSE	12/31/2002	0.01000
VUV	VUV	CLOSE	12/31/2002	1.00000
XAF	USD	CLOSE	1/1/1990	0.00000
XAF	XAF	CLOSE	1/1/1990	1.00000
XAF	USD	CRRNT	1/1/1990	0.00000
XAF	XAF	CRRNT	1/1/1990	1.00000
XAF	USD	ASK	1/1/1999	0.00000
XAF	XAF	ASK	1/1/1999	1.00000
XAF	USD	AVG	1/1/1999	0.00000
XAF	XAF	AVG	1/1/1999	1.00000
XAF	USD	BID	1/1/1999	0.00000
XAF	XAF	BID	1/1/1999	1.00000
XAF	USD	CLOSE	1/1/1999	0.00000
XAF	XAF	CLOSE	1/1/1999	1.00000
XAF	USD	COMM	1/1/1999	0.00000
XAF	XAF	COMM	1/1/1999	1.00000
XAF	USD	FINAN	1/1/1999	0.00000
XAF	XAF	FINAN	1/1/1999	1.00000
XAF	USD	FLOAT	1/1/1999	0.00000
XAF	XAF	FLOAT	1/1/1999	1.00000
XAF	USD	FMKT	1/1/1999	0.00000
XAF	XAF	FMKT	1/1/1999	1.00000
XAF	USD	HIST	1/1/1999	0.00000
XAF	XAF	HIST	1/1/1999	1.00000
XAF	USD	HST1A	1/1/1999	0.00000
XAF	XAF	HST1A	1/1/1999	1.00000
XAF	USD	HST1B	1/1/1999	0.00000
XAF	XAF	HST1B	1/1/1999	1.00000
XAF	USD	HSTRE	1/1/1999	0.00000
XAF	XAF	HSTRE	1/1/1999	1.00000
XAF	USD	MID	1/1/1999	0.00000
XAF	XAF	MID	1/1/1999	1.00000
XAF	USD	OFFIC	1/1/1999	0.00000
XAF	XAF	OFFIC	1/1/1999	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
XAF	USD	SPOT	1/1/1999	0.00000
XAF	XAF	SPOT	1/1/1999	1.00000
XAF	USD	CLOSE	6/30/2000	0.00000
XAF	XAF	CLOSE	6/30/2000	1.00000
XAF	USD	CLOSE	7/31/2000	0.00000
XAF	XAF	CLOSE	7/31/2000	1.00000
XAF	USD	CLOSE	12/31/2000	0.00000
XAF	XAF	CLOSE	12/31/2000	1.00000
XAF	USD	CLOSE	6/30/2001	0.00000
XAF	XAF	CLOSE	6/30/2001	1.00000
XAF	USD	CLOSE	7/31/2001	0.00000
XAF	XAF	CLOSE	7/31/2001	1.00000
XAF	USD	CLOSE	12/31/2001	0.00000
XAF	XAF	CLOSE	12/31/2001	1.00000
XAF	USD	CLOSE	6/30/2002	0.00000
XAF	XAF	CLOSE	6/30/2002	1.00000
XAF	USD	CLOSE	7/31/2002	0.00000
XAF	XAF	CLOSE	7/31/2002	1.00000
XAF	USD	CLOSE	12/31/2002	0.00000
XAF	XAF	CLOSE	12/31/2002	1.00000
XCD	USD	CLOSE	1/1/1990	0.37000
XCD	XCD	CLOSE	1/1/1990	1.00000
XCD	USD	CRRNT	1/1/1990	0.37000
XCD	XCD	CRRNT	1/1/1990	1.00000
XCD	USD	ASK	1/1/1999	0.36000
XCD	XCD	ASK	1/1/1999	1.00000
XCD	USD	AVG	1/1/1999	0.34000
XCD	XCD	AVG	1/1/1999	1.00000
XCD	USD	BID	1/1/1999	0.33000
XCD	XCD	BID	1/1/1999	1.00000
XCD	USD	CLOSE	1/1/1999	0.37000
XCD	XCD	CLOSE	1/1/1999	1.00000
XCD	USD	COMM	1/1/1999	0.33000
XCD	XCD	COMM	1/1/1999	1.00000
XCD	USD	FINAN	1/1/1999	0.34000
XCD	XCD	FINAN	1/1/1999	1.00000
XCD	USD	FLOAT	1/1/1999	0.33000
XCD	XCD	FLOAT	1/1/1999	1.00000
XCD	USD	FMKT	1/1/1999	0.34000
XCD	XCD	FMKT	1/1/1999	1.00000
XCD	USD	HIST	1/1/1999	0.33000
XCD	XCD	HIST	1/1/1999	1.00000
XCD	USD	HST1A	1/1/1999	0.36000
XCD	XCD	HST1A	1/1/1999	1.00000
XCD	USD	HST1B	1/1/1999	0.37000
XCD	XCD	HST1B	1/1/1999	1.00000
XCD	USD	HSTRE	1/1/1999	0.36000
XCD	XCD	HSTRE	1/1/1999	1.00000
XCD	USD	MID	1/1/1999	0.39000
XCD	XCD	MID	1/1/1999	1.00000
XCD	USD	OFFIC	1/1/1999	0.37000
XCD	XCD	OFFIC	1/1/1999	1.00000
XCD	USD	SPOT	1/1/1999	0.35000
XCD	XCD	SPOT	1/1/1999	1.00000
XCD	USD	CLOSE	6/30/2000	0.34000
XCD	XCD	CLOSE	6/30/2000	1.00000
XCD	USD	CLOSE	7/31/2000	0.32000
XCD	XCD	CLOSE	7/31/2000	1.00000
XCD	USD	CLOSE	12/31/2000	0.34000
XCD	XCD	CLOSE	12/31/2000	1.00000
XCD	USD	CLOSE	6/30/2001	0.34000
XCD	XCD	CLOSE	6/30/2001	1.00000
XCD	USD	CLOSE	7/31/2001	0.32000
XCD	XCD	CLOSE	7/31/2001	1.00000
XCD	USD	CLOSE	12/31/2001	0.34000
XCD	XCD	CLOSE	12/31/2001	1.00000
XCD	USD	CLOSE	6/30/2002	0.34000
XCD	XCD	CLOSE	6/30/2002	1.00000
XCD	USD	CLOSE	7/31/2002	0.32000
XCD	XCD	CLOSE	7/31/2002	1.00000
XCD	USD	CLOSE	12/31/2002	0.34000
XCD	XCD	CLOSE	12/31/2002	1.00000
XDR	XDR	CLOSE	1/1/1990	1.00000
XDR	XDR	CRRNT	1/1/1990	1.00000
XDR	XDR	ASK	1/1/1999	1.00000
XDR	XDR	AVG	1/1/1999	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
XDR	XDR	BID	1/1/1999	1.00000
XDR	XDR	CLOSE	1/1/1999	1.00000
XDR	XDR	COMM	1/1/1999	1.00000
XDR	XDR	FINAN	1/1/1999	1.00000
XDR	XDR	FLOAT	1/1/1999	1.00000
XDR	XDR	FMKT	1/1/1999	1.00000
XDR	XDR	HIST	1/1/1999	1.00000
XDR	XDR	HST1A	1/1/1999	1.00000
XDR	XDR	HST1B	1/1/1999	1.00000
XDR	XDR	HSTRE	1/1/1999	1.00000
XDR	XDR	MID	1/1/1999	1.00000
XDR	XDR	OFFIC	1/1/1999	1.00000
XDR	XDR	SPOT	1/1/1999	1.00000
XDR	XDR	CLOSE	6/30/2000	1.00000
XDR	XDR	CLOSE	7/31/2000	1.00000
XDR	XDR	CLOSE	12/31/2000	1.00000
XDR	XDR	CLOSE	6/30/2001	1.00000
XDR	XDR	CLOSE	7/31/2001	1.00000
XDR	XDR	CLOSE	12/31/2001	1.00000
XDR	XDR	CLOSE	6/30/2002	1.00000
XDR	XDR	CLOSE	7/31/2002	1.00000
XDR	XDR	CLOSE	12/31/2002	1.00000
XEU	GBP	CLOSE	1/1/1990	0.66000
XEU	USD	CLOSE	1/1/1990	0.91000
XEU	XEU	CLOSE	1/1/1990	1.00000
XEU	GBP	CRRNT	1/1/1990	0.66000
XEU	USD	CRRNT	1/1/1990	0.91000
XEU	XEU	CRRNT	1/1/1990	1.00000
XEU	GBP	ASK	1/1/1999	0.48000
XEU	USD	ASK	1/1/1999	0.87000
XEU	XEU	ASK	1/1/1999	1.00000
XEU	GBP	AVG	1/1/1999	0.54000
XEU	USD	AVG	1/1/1999	0.98000
XEU	XEU	AVG	1/1/1999	1.00000
XEU	GBP	BID	1/1/1999	87.18000
XEU	USD	BID	1/1/1999	181.45000
XEU	XEU	BID	1/1/1999	1.00000
XEU	GBP	CLOSE	1/1/1999	0.50000
XEU	USD	CLOSE	1/1/1999	0.91000
XEU	XEU	CLOSE	1/1/1999	1.00000
XEU	GBP	COMM	1/1/1999	0.45000
XEU	USD	COMM	1/1/1999	0.81000
XEU	XEU	COMM	1/1/1999	1.00000
XEU	GBP	FINAN	1/1/1999	0.55000
XEU	USD	FINAN	1/1/1999	0.99000
XEU	XEU	FINAN	1/1/1999	1.00000
XEU	GBP	FLOAT	1/1/1999	0.55000
XEU	USD	FLOAT	1/1/1999	0.99000
XEU	XEU	FLOAT	1/1/1999	1.00000
XEU	GBP	FMKT	1/1/1999	0.54000
XEU	USD	FMKT	1/1/1999	0.97000
XEU	XEU	FMKT	1/1/1999	1.00000
XEU	GBP	HIST	1/1/1999	0.56000
XEU	USD	HIST	1/1/1999	1.01000
XEU	XEU	HIST	1/1/1999	1.00000
XEU	GBP	HST1A	1/1/1999	0.58000
XEU	USD	HST1A	1/1/1999	1.04000
XEU	XEU	HST1A	1/1/1999	1.00000
XEU	GBP	HST1B	1/1/1999	0.60000
XEU	USD	HST1B	1/1/1999	1.08000
XEU	XEU	HST1B	1/1/1999	1.00000
XEU	GBP	HSTRE	1/1/1999	0.61000
XEU	USD	HSTRE	1/1/1999	1.10000
XEU	XEU	HSTRE	1/1/1999	1.00000
XEU	GBP	MID	1/1/1999	0.62000
XEU	USD	MID	1/1/1999	1.13000
XEU	XEU	MID	1/1/1999	1.00000
XEU	GBP	OFFIC	1/1/1999	0.62000
XEU	USD	OFFIC	1/1/1999	1.11000
XEU	XEU	OFFIC	1/1/1999	1.00000
XEU	GBP	SPOT	1/1/1999	0.58000
XEU	USD	SPOT	1/1/1999	1.04000
XEU	XEU	SPOT	1/1/1999	1.00000
XEU	GBP	CLOSE	6/30/2000	0.48000
XEU	USD	CLOSE	6/30/2000	0.84000
XEU	XEU	CLOSE	6/30/2000	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
XEU	GBP	CLOSE	7/31/2000	0.52000
XEU	USD	CLOSE	7/31/2000	0.78000
XEU	XEU	CLOSE	7/31/2000	1.00000
XEU	GBP	CLOSE	12/31/2000	0.47000
XEU	USD	CLOSE	12/31/2000	0.83000
XEU	XEU	CLOSE	12/31/2000	1.00000
XEU	GBP	CLOSE	6/30/2001	0.48000
XEU	USD	CLOSE	6/30/2001	0.84000
XEU	XEU	CLOSE	6/30/2001	1.00000
XEU	GBP	CLOSE	7/31/2001	0.52000
XEU	USD	CLOSE	7/31/2001	0.78000
XEU	XEU	CLOSE	7/31/2001	1.00000
XEU	GBP	CLOSE	12/31/2001	0.47000
XEU	USD	CLOSE	12/31/2001	0.83000
XEU	XEU	CLOSE	12/31/2001	1.00000
XEU	GBP	CLOSE	6/30/2002	0.48000
XEU	USD	CLOSE	6/30/2002	0.84000
XEU	XEU	CLOSE	6/30/2002	1.00000
XEU	GBP	CLOSE	7/31/2002	0.52000
XEU	USD	CLOSE	7/31/2002	0.78000
XEU	XEU	CLOSE	7/31/2002	1.00000
XEU	GBP	CLOSE	12/31/2002	0.47000
XEU	USD	CLOSE	12/31/2002	0.83000
XEU	XEU	CLOSE	12/31/2002	1.00000
XOF	XOF	CLOSE	1/1/1990	1.00000
XOF	XOF	CRRNT	1/1/1990	1.00000
XOF	XOF	ASK	1/1/1999	1.00000
XOF	XOF	AVG	1/1/1999	1.00000
XOF	XOF	BID	1/1/1999	1.00000
XOF	XOF	CLOSE	1/1/1999	1.00000
XOF	XOF	COMM	1/1/1999	1.00000
XOF	XOF	FINAN	1/1/1999	1.00000
XOF	XOF	FLOAT	1/1/1999	1.00000
XOF	XOF	FMKT	1/1/1999	1.00000
XOF	XOF	HIST	1/1/1999	1.00000
XOF	XOF	HST1A	1/1/1999	1.00000
XOF	XOF	HST1B	1/1/1999	1.00000
XOF	XOF	HSTRE	1/1/1999	1.00000
XOF	XOF	MID	1/1/1999	1.00000
XOF	XOF	OFFIC	1/1/1999	1.00000
XOF	XOF	SPOT	1/1/1999	1.00000
XOF	XOF	CLOSE	6/30/2000	1.00000
XOF	XOF	CLOSE	7/31/2000	1.00000
XOF	XOF	CLOSE	12/31/2000	1.00000
XOF	XOF	CLOSE	6/30/2001	1.00000
XOF	XOF	CLOSE	7/31/2001	1.00000
XOF	XOF	CLOSE	12/31/2001	1.00000
XOF	XOF	CLOSE	6/30/2002	1.00000
XOF	XOF	CLOSE	7/31/2002	1.00000
XOF	XOF	CLOSE	12/31/2002	1.00000
XPF	USD	CLOSE	1/1/1990	0.01000
XPF	XPF	CLOSE	1/1/1990	1.00000
XPF	USD	CRRNT	1/1/1990	0.01000
XPF	XPF	CRRNT	1/1/1990	1.00000
XPF	USD	ASK	1/1/1999	0.01000
XPF	XPF	ASK	1/1/1999	1.00000
XPF	USD	AVG	1/1/1999	0.01000
XPF	XPF	AVG	1/1/1999	1.00000
XPF	USD	BID	1/1/1999	0.01000
XPF	XPF	BID	1/1/1999	1.00000
XPF	USD	CLOSE	1/1/1999	0.01000
XPF	XPF	CLOSE	1/1/1999	1.00000
XPF	USD	COMM	1/1/1999	0.01000
XPF	XPF	COMM	1/1/1999	1.00000
XPF	USD	FINAN	1/1/1999	0.01000
XPF	XPF	FINAN	1/1/1999	1.00000
XPF	USD	FLOAT	1/1/1999	0.01000
XPF	XPF	FLOAT	1/1/1999	1.00000
XPF	USD	FMKT	1/1/1999	0.01000
XPF	XPF	FMKT	1/1/1999	1.00000
XPF	USD	HIST	1/1/1999	0.01000
XPF	XPF	HIST	1/1/1999	1.00000
XPF	USD	HST1A	1/1/1999	0.01000
XPF	XPF	HST1A	1/1/1999	1.00000
XPF	USD	HST1B	1/1/1999	0.01000
XPF	XPF	HST1B	1/1/1999	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
XPF	USD	HSTRE	1/1/1999	0.01000
XPF	XPF	HSTRE	1/1/1999	1.00000
XPF	USD	MID	1/1/1999	0.01000
XPF	XPF	MID	1/1/1999	1.00000
XPF	USD	OFFIC	1/1/1999	0.01000
XPF	XPF	OFFIC	1/1/1999	1.00000
XPF	USD	SPOT	1/1/1999	0.01000
XPF	XPF	SPOT	1/1/1999	1.00000
XPF	USD	CLOSE	6/30/2000	0.01000
XPF	XPF	CLOSE	6/30/2000	1.00000
XPF	USD	CLOSE	7/31/2000	0.01000
XPF	XPF	CLOSE	7/31/2000	1.00000
XPF	USD	CLOSE	12/31/2000	0.01000
XPF	XPF	CLOSE	12/31/2000	1.00000
XPF	USD	CLOSE	6/30/2001	0.01000
XPF	XPF	CLOSE	6/30/2001	1.00000
XPF	USD	CLOSE	7/31/2001	0.01000
XPF	XPF	CLOSE	7/31/2001	1.00000
XPF	USD	CLOSE	12/31/2001	0.01000
XPF	XPF	CLOSE	12/31/2001	1.00000
XPF	USD	CLOSE	6/30/2002	0.01000
XPF	XPF	CLOSE	6/30/2002	1.00000
XPF	USD	CLOSE	7/31/2002	0.01000
XPF	XPF	CLOSE	7/31/2002	1.00000
XPF	USD	CLOSE	12/31/2002	0.01000
XPF	XPF	CLOSE	12/31/2002	1.00000
YER	USD	CLOSE	1/1/1990	0.01000
YER	YER	CLOSE	1/1/1990	1.00000
YER	USD	CRRNT	1/1/1990	0.01000
YER	YER	CRRNT	1/1/1990	1.00000
YER	USD	ASK	1/1/1999	0.01000
YER	YER	ASK	1/1/1999	1.00000
YER	USD	AVG	1/1/1999	0.01000
YER	YER	AVG	1/1/1999	1.00000
YER	USD	BID	1/1/1999	0.01000
YER	YER	BID	1/1/1999	1.00000
YER	USD	CLOSE	1/1/1999	0.01000
YER	YER	CLOSE	1/1/1999	1.00000
YER	USD	COMM	1/1/1999	0.01000
YER	YER	COMM	1/1/1999	1.00000
YER	USD	FINAN	1/1/1999	0.01000
YER	YER	FINAN	1/1/1999	1.00000
YER	USD	FLOAT	1/1/1999	0.01000
YER	YER	FLOAT	1/1/1999	1.00000
YER	USD	FMKT	1/1/1999	0.01000
YER	YER	FMKT	1/1/1999	1.00000
YER	USD	HIST	1/1/1999	0.01000
YER	YER	HIST	1/1/1999	1.00000
YER	USD	HST1A	1/1/1999	0.01000
YER	YER	HST1A	1/1/1999	1.00000
YER	USD	HST1B	1/1/1999	0.01000
YER	YER	HST1B	1/1/1999	1.00000
YER	USD	HSTRE	1/1/1999	0.01000
YER	YER	HSTRE	1/1/1999	1.00000
YER	USD	MID	1/1/1999	0.01000
YER	YER	MID	1/1/1999	1.00000
YER	USD	OFFIC	1/1/1999	0.01000
YER	YER	OFFIC	1/1/1999	1.00000
YER	USD	SPOT	1/1/1999	0.01000
YER	YER	SPOT	1/1/1999	1.00000
YER	USD	CLOSE	6/30/2000	0.01000
YER	YER	CLOSE	6/30/2000	1.00000
YER	USD	CLOSE	7/31/2000	0.01000
YER	YER	CLOSE	7/31/2000	1.00000
YER	USD	CLOSE	12/31/2000	0.01000
YER	YER	CLOSE	12/31/2000	1.00000
YER	USD	CLOSE	6/30/2001	0.01000
YER	YER	CLOSE	6/30/2001	1.00000
YER	USD	CLOSE	7/31/2001	0.01000
YER	YER	CLOSE	7/31/2001	1.00000
YER	USD	CLOSE	12/31/2001	0.01000
YER	YER	CLOSE	12/31/2001	1.00000
YER	USD	CLOSE	6/30/2002	0.01000
YER	YER	CLOSE	6/30/2002	1.00000
YER	USD	CLOSE	7/31/2002	0.01000
YER	YER	CLOSE	7/31/2002	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
YER	USD	CLOSE	12/31/2002	0.01000
YER	YER	CLOSE	12/31/2002	1.00000
ZAR	CAD	CLOSE	1/1/1990	0.28000
ZAR	CHF	CLOSE	1/1/1990	0.31000
ZAR	GBP	CLOSE	1/1/1990	0.12000
ZAR	JPY	CLOSE	1/1/1990	67.73000
ZAR	MXP	CLOSE	1/1/1990	1.18000
ZAR	USD	CLOSE	1/1/1990	0.20000
ZAR	ZAR	CLOSE	1/1/1990	1.00000
ZAR	CAD	CRRNT	1/1/1990	0.28000
ZAR	CHF	CRRNT	1/1/1990	0.31000
ZAR	GBP	CRRNT	1/1/1990	0.12000
ZAR	JPY	CRRNT	1/1/1990	67.73000
ZAR	MXP	CRRNT	1/1/1990	1.18000
ZAR	USD	CRRNT	1/1/1990	0.20000
ZAR	ZAR	CRRNT	1/1/1990	1.00000
ZAR	AUD	ASK	1/1/1999	0.26000
ZAR	CAD	ASK	1/1/1999	0.25000
ZAR	CHF	ASK	1/1/1999	0.31000
ZAR	GBP	ASK	1/1/1999	0.11000
ZAR	JPY	ASK	1/1/1999	2,691.09000
ZAR	MXP	ASK	1/1/1999	1.18000
ZAR	USD	ASK	1/1/1999	0.20000
ZAR	ZAR	ASK	1/1/1999	1.00000
ZAR	AUD	AVG	1/1/1999	0.24000
ZAR	CAD	AVG	1/1/1999	0.23000
ZAR	CHF	AVG	1/1/1999	0.31000
ZAR	GBP	AVG	1/1/1999	0.10000
ZAR	JPY	AVG	1/1/1999	2,382.11000
ZAR	MXP	AVG	1/1/1999	1.18000
ZAR	USD	AVG	1/1/1999	0.18000
ZAR	ZAR	AVG	1/1/1999	1.00000
ZAR	AUD	BID	1/1/1999	40.74000
ZAR	CAD	BID	1/1/1999	39.19000
ZAR	CHF	BID	1/1/1999	25.01000
ZAR	GBP	BID	1/1/1999	17.10000
ZAR	JPY	BID	1/1/1999	2,500.66000
ZAR	MXP	BID	1/1/1999	25.01000
ZAR	USD	BID	1/1/1999	35.58000
ZAR	ZAR	BID	1/1/1999	1.00000
ZAR	AUD	CLOSE	1/1/1999	0.27000
ZAR	CAD	CLOSE	1/1/1999	0.26000
ZAR	CHF	CLOSE	1/1/1999	0.31000
ZAR	GBP	CLOSE	1/1/1999	0.11000
ZAR	JPY	CLOSE	1/1/1999	16.31000
ZAR	MXP	CLOSE	1/1/1999	1.18000
ZAR	USD	CLOSE	1/1/1999	0.20000
ZAR	ZAR	CLOSE	1/1/1999	1.00000
ZAR	AUD	COMM	1/1/1999	0.23000
ZAR	CAD	COMM	1/1/1999	0.23000
ZAR	CHF	COMM	1/1/1999	0.30000
ZAR	GBP	COMM	1/1/1999	0.10000
ZAR	JPY	COMM	1/1/1999	2,551.69000
ZAR	MXP	COMM	1/1/1999	1.14000
ZAR	USD	COMM	1/1/1999	0.18000
ZAR	ZAR	COMM	1/1/1999	1.00000
ZAR	AUD	FINAN	1/1/1999	0.24000
ZAR	CAD	FINAN	1/1/1999	0.24000
ZAR	CHF	FINAN	1/1/1999	0.30000
ZAR	GBP	FINAN	1/1/1999	0.10000
ZAR	JPY	FINAN	1/1/1999	2,496.76000
ZAR	MXP	FINAN	1/1/1999	1.14000
ZAR	USD	FINAN	1/1/1999	0.19000
ZAR	ZAR	FINAN	1/1/1999	1.00000
ZAR	AUD	FLOAT	1/1/1999	0.24000
ZAR	CAD	FLOAT	1/1/1999	0.23000
ZAR	CHF	FLOAT	1/1/1999	0.30000
ZAR	GBP	FLOAT	1/1/1999	0.10000
ZAR	JPY	FLOAT	1/1/1999	2,496.76000
ZAR	MXP	FLOAT	1/1/1999	1.14000
ZAR	USD	FLOAT	1/1/1999	0.18000
ZAR	ZAR	FLOAT	1/1/1999	1.00000
ZAR	AUD	FMKT	1/1/1999	0.25000
ZAR	CAD	FMKT	1/1/1999	0.24000
ZAR	CHF	FMKT	1/1/1999	0.30000
ZAR	GBP	FMKT	1/1/1999	0.10000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
ZAR	JPY	FMKT	1/1/1999	2,547.7200
ZAR	MXP	FMKT	1/1/1999	1.14000
ZAR	USD	FMKT	1/1/1999	0.19000
ZAR	ZAR	FMKT	1/1/1999	1.00000
ZAR	AUD	HIST	1/1/1999	0.24000
ZAR	CAD	HIST	1/1/1999	0.23000
ZAR	CHF	HIST	1/1/1999	0.30000
ZAR	GBP	HIST	1/1/1999	0.10000
ZAR	JPY	HIST	1/1/1999	2,452.5600
ZAR	MXP	HIST	1/1/1999	1.14000
ZAR	USD	HIST	1/1/1999	0.18000
ZAR	ZAR	HIST	1/1/1999	1.00000
ZAR	AUD	HST1A	1/1/1999	0.26000
ZAR	CAD	HST1A	1/1/1999	0.25000
ZAR	CHF	HST1A	1/1/1999	0.30000
ZAR	GBP	HST1A	1/1/1999	0.11000
ZAR	JPY	HST1A	1/1/1999	2,374.2100
ZAR	MXP	HST1A	1/1/1999	1.14000
ZAR	USD	HST1A	1/1/1999	0.19000
ZAR	ZAR	HST1A	1/1/1999	1.00000
ZAR	AUD	HST1B	1/1/1999	0.26000
ZAR	CAD	HST1B	1/1/1999	0.25000
ZAR	CHF	HST1B	1/1/1999	0.30000
ZAR	GBP	HST1B	1/1/1999	0.11000
ZAR	JPY	HST1B	1/1/1999	2,302.8200
ZAR	MXP	HST1B	1/1/1999	1.14000
ZAR	USD	HST1B	1/1/1999	0.20000
ZAR	ZAR	HST1B	1/1/1999	1.00000
ZAR	AUD	HSTRE	1/1/1999	0.26000
ZAR	CAD	HSTRE	1/1/1999	0.25000
ZAR	CHF	HSTRE	1/1/1999	0.30000
ZAR	GBP	HSTRE	1/1/1999	0.11000
ZAR	JPY	HSTRE	1/1/1999	2,252.7900
ZAR	MXP	HSTRE	1/1/1999	1.14000
ZAR	USD	HSTRE	1/1/1999	0.19000
ZAR	ZAR	HSTRE	1/1/1999	1.00000
ZAR	AUD	MID	1/1/1999	0.28000
ZAR	CAD	MID	1/1/1999	0.27000
ZAR	CHF	MID	1/1/1999	0.30000
ZAR	GBP	MID	1/1/1999	0.12000
ZAR	JPY	MID	1/1/1999	2,199.5600
ZAR	MXP	MID	1/1/1999	1.14000
ZAR	USD	MID	1/1/1999	0.21000
ZAR	ZAR	MID	1/1/1999	1.00000
ZAR	AUD	OFFIC	1/1/1999	0.27000
ZAR	CAD	OFFIC	1/1/1999	0.26000
ZAR	CHF	OFFIC	1/1/1999	0.30000
ZAR	GBP	OFFIC	1/1/1999	0.11000
ZAR	JPY	OFFIC	1/1/1999	2,226.2700
ZAR	MXP	OFFIC	1/1/1999	1.14000
ZAR	USD	OFFIC	1/1/1999	0.20000
ZAR	ZAR	OFFIC	1/1/1999	1.00000
ZAR	AUD	SPOT	1/1/1999	0.25000
ZAR	CAD	SPOT	1/1/1999	0.24000
ZAR	CHF	SPOT	1/1/1999	0.30000
ZAR	GBP	SPOT	1/1/1999	0.11000
ZAR	JPY	SPOT	1/1/1999	2,386.1500
ZAR	MXP	SPOT	1/1/1999	1.14000
ZAR	USD	SPOT	1/1/1999	0.19000
ZAR	ZAR	SPOT	1/1/1999	1.00000
ZAR	AUD	CLOSE	6/30/2000	0.25000
ZAR	CAD	CLOSE	6/30/2000	0.23000
ZAR	CHF	CLOSE	6/30/2000	0.31000
ZAR	GBP	CLOSE	6/30/2000	0.11000
ZAR	JPY	CLOSE	6/30/2000	15.40000
ZAR	MXP	CLOSE	6/30/2000	1.18000
ZAR	USD	CLOSE	6/30/2000	0.19000
ZAR	ZAR	CLOSE	6/30/2000	1.00000
ZAR	AUD	CLOSE	7/31/2000	0.27000
ZAR	CAD	CLOSE	7/31/2000	0.22000
ZAR	CHF	CLOSE	7/31/2000	0.31000
ZAR	GBP	CLOSE	7/31/2000	0.11000
ZAR	JPY	CLOSE	7/31/2000	14.26000
ZAR	MXP	CLOSE	7/31/2000	1.18000
ZAR	USD	CLOSE	7/31/2000	0.17000
ZAR	ZAR	CLOSE	7/31/2000	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
ZAR	AUD	CLOSE	12/31/2000	0.25000
ZAR	CAD	CLOSE	12/31/2000	0.24000
ZAR	CHF	CLOSE	12/31/2000	0.31000
ZAR	GBP	CLOSE	12/31/2000	0.10000
ZAR	JPY	CLOSE	12/31/2000	15.06000
ZAR	MXP	CLOSE	12/31/2000	1.18000
ZAR	USD	CLOSE	12/31/2000	0.18000
ZAR	ZAR	CLOSE	12/31/2000	1.00000
ZAR	AUD	CLOSE	6/30/2001	0.25000
ZAR	CAD	CLOSE	6/30/2001	0.23000
ZAR	CHF	CLOSE	6/30/2001	0.31000
ZAR	GBP	CLOSE	6/30/2001	0.11000
ZAR	JPY	CLOSE	6/30/2001	15.40000
ZAR	MXP	CLOSE	6/30/2001	1.18000
ZAR	USD	CLOSE	6/30/2001	0.19000
ZAR	ZAR	CLOSE	6/30/2001	1.00000
ZAR	AUD	CLOSE	7/31/2001	0.27000
ZAR	CAD	CLOSE	7/31/2001	0.22000
ZAR	CHF	CLOSE	7/31/2001	0.31000
ZAR	GBP	CLOSE	7/31/2001	0.11000
ZAR	JPY	CLOSE	7/31/2001	14.26000
ZAR	MXP	CLOSE	7/31/2001	1.18000
ZAR	USD	CLOSE	7/31/2001	0.17000
ZAR	ZAR	CLOSE	7/31/2001	1.00000
ZAR	AUD	CLOSE	12/31/2001	0.25000
ZAR	CAD	CLOSE	12/31/2001	0.24000
ZAR	CHF	CLOSE	12/31/2001	0.31000
ZAR	GBP	CLOSE	12/31/2001	0.10000
ZAR	JPY	CLOSE	12/31/2001	15.06000
ZAR	MXP	CLOSE	12/31/2001	1.18000
ZAR	USD	CLOSE	12/31/2001	0.18000
ZAR	ZAR	CLOSE	12/31/2001	1.00000
ZAR	AUD	CLOSE	6/30/2002	0.25000
ZAR	CAD	CLOSE	6/30/2002	0.23000
ZAR	CHF	CLOSE	6/30/2002	0.31000
ZAR	GBP	CLOSE	6/30/2002	0.11000
ZAR	JPY	CLOSE	6/30/2002	15.40000
ZAR	MXP	CLOSE	6/30/2002	1.18000
ZAR	USD	CLOSE	6/30/2002	0.19000
ZAR	ZAR	CLOSE	6/30/2002	1.00000
ZAR	AUD	CLOSE	7/31/2002	0.27000
ZAR	CAD	CLOSE	7/31/2002	0.22000
ZAR	CHF	CLOSE	7/31/2002	0.31000
ZAR	GBP	CLOSE	7/31/2002	0.11000
ZAR	JPY	CLOSE	7/31/2002	14.26000
ZAR	MXP	CLOSE	7/31/2002	1.18000
ZAR	USD	CLOSE	7/31/2002	0.17000
ZAR	ZAR	CLOSE	7/31/2002	1.00000
ZAR	AUD	CLOSE	12/31/2002	0.25000
ZAR	CAD	CLOSE	12/31/2002	0.24000
ZAR	CHF	CLOSE	12/31/2002	0.31000
ZAR	GBP	CLOSE	12/31/2002	0.10000
ZAR	JPY	CLOSE	12/31/2002	15.06000
ZAR	MXP	CLOSE	12/31/2002	1.18000
ZAR	USD	CLOSE	12/31/2002	0.18000
ZAR	ZAR	CLOSE	12/31/2002	1.00000
ZMK	USD	CLOSE	1/1/1990	0.00000
ZMK	ZMK	CLOSE	1/1/1990	1.00000
ZMK	USD	CRRNT	1/1/1990	0.00000
ZMK	ZMK	CRRNT	1/1/1990	1.00000
ZMK	USD	ASK	1/1/1999	0.00000
ZMK	ZMK	ASK	1/1/1999	1.00000
ZMK	USD	AVG	1/1/1999	0.00000
ZMK	ZMK	AVG	1/1/1999	1.00000
ZMK	USD	BID	1/1/1999	0.00000
ZMK	ZMK	BID	1/1/1999	1.00000
ZMK	USD	CLOSE	1/1/1999	0.00000
ZMK	ZMK	CLOSE	1/1/1999	1.00000
ZMK	USD	COMM	1/1/1999	0.00000
ZMK	ZMK	COMM	1/1/1999	1.00000
ZMK	USD	FINAN	1/1/1999	0.00000
ZMK	ZMK	FINAN	1/1/1999	1.00000
ZMK	USD	FLOAT	1/1/1999	0.00000
ZMK	ZMK	FLOAT	1/1/1999	1.00000
ZMK	USD	FMKT	1/1/1999	0.00000
ZMK	ZMK	FMKT	1/1/1999	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
ZMK	USD	HIST	1/1/1999	0.00000
ZMK	ZMK	HIST	1/1/1999	1.00000
ZMK	USD	HST1A	1/1/1999	0.00000
ZMK	ZMK	HST1A	1/1/1999	1.00000
ZMK	USD	HST1B	1/1/1999	0.00000
ZMK	ZMK	HST1B	1/1/1999	1.00000
ZMK	USD	HSTRE	1/1/1999	0.00000
ZMK	ZMK	HSTRE	1/1/1999	1.00000
ZMK	USD	MID	1/1/1999	0.00000
ZMK	ZMK	MID	1/1/1999	1.00000
ZMK	USD	OFFIC	1/1/1999	0.00000
ZMK	ZMK	OFFIC	1/1/1999	1.00000
ZMK	USD	SPOT	1/1/1999	0.00000
ZMK	ZMK	SPOT	1/1/1999	1.00000
ZMK	USD	CLOSE	6/30/2000	0.00000
ZMK	ZMK	CLOSE	6/30/2000	1.00000
ZMK	USD	CLOSE	7/31/2000	0.00000
ZMK	ZMK	CLOSE	7/31/2000	1.00000
ZMK	USD	CLOSE	12/31/2000	0.00000
ZMK	ZMK	CLOSE	12/31/2000	1.00000
ZMK	USD	CLOSE	6/30/2001	0.00000
ZMK	ZMK	CLOSE	6/30/2001	1.00000
ZMK	USD	CLOSE	7/31/2001	0.00000
ZMK	ZMK	CLOSE	7/31/2001	1.00000
ZMK	USD	CLOSE	12/31/2001	0.00000
ZMK	ZMK	CLOSE	12/31/2001	1.00000
ZMK	USD	CLOSE	6/30/2002	0.00000
ZMK	ZMK	CLOSE	6/30/2002	1.00000
ZMK	USD	CLOSE	7/31/2002	0.00000
ZMK	ZMK	CLOSE	7/31/2002	1.00000
ZMK	USD	CLOSE	12/31/2002	0.00000
ZMK	ZMK	CLOSE	12/31/2002	1.00000
ZWD	USD	CLOSE	1/1/1990	0.06000
ZWD	ZWD	CLOSE	1/1/1990	1.00000
ZWD	USD	CRRNT	1/1/1990	0.06000
ZWD	ZWD	CRRNT	1/1/1990	1.00000
ZWD	USD	ASK	1/1/1999	0.06000
ZWD	ZWD	ASK	1/1/1999	1.00000
ZWD	USD	AVG	1/1/1999	0.05000
ZWD	ZWD	AVG	1/1/1999	1.00000
ZWD	USD	BID	1/1/1999	0.05000
ZWD	ZWD	BID	1/1/1999	1.00000
ZWD	USD	CLOSE	1/1/1999	0.06000
ZWD	ZWD	CLOSE	1/1/1999	1.00000
ZWD	USD	COMM	1/1/1999	0.05000
ZWD	ZWD	COMM	1/1/1999	1.00000
ZWD	USD	FINAN	1/1/1999	0.05000
ZWD	ZWD	FINAN	1/1/1999	1.00000
ZWD	USD	FLOAT	1/1/1999	0.05000
ZWD	ZWD	FLOAT	1/1/1999	1.00000
ZWD	USD	FMKT	1/1/1999	0.05000
ZWD	ZWD	FMKT	1/1/1999	1.00000
ZWD	USD	HIST	1/1/1999	0.05000
ZWD	ZWD	HIST	1/1/1999	1.00000
ZWD	USD	HST1A	1/1/1999	0.06000
ZWD	ZWD	HST1A	1/1/1999	1.00000
ZWD	USD	HST1B	1/1/1999	0.06000
ZWD	ZWD	HST1B	1/1/1999	1.00000
ZWD	USD	HSTRE	1/1/1999	0.06000
ZWD	ZWD	HSTRE	1/1/1999	1.00000
ZWD	USD	MID	1/1/1999	0.06000
ZWD	ZWD	MID	1/1/1999	1.00000
ZWD	USD	OFFIC	1/1/1999	0.06000
ZWD	ZWD	OFFIC	1/1/1999	1.00000
ZWD	USD	SPOT	1/1/1999	0.06000
ZWD	ZWD	SPOT	1/1/1999	1.00000
ZWD	USD	CLOSE	6/30/2000	0.05000
ZWD	ZWD	CLOSE	6/30/2000	1.00000
ZWD	USD	CLOSE	7/31/2000	0.05000
ZWD	ZWD	CLOSE	7/31/2000	1.00000
ZWD	USD	CLOSE	12/31/2000	0.05000
ZWD	ZWD	CLOSE	12/31/2000	1.00000
ZWD	USD	CLOSE	6/30/2001	0.05000
ZWD	ZWD	CLOSE	6/30/2001	1.00000
ZWD	USD	CLOSE	7/31/2001	0.05000
ZWD	ZWD	CLOSE	7/31/2001	1.00000

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
ZWD	USD	CLOSE	12/31/2001	0.05000
ZWD	ZWD	CLOSE	12/31/2001	1.00000
ZWD	USD	CLOSE	6/30/2002	0.05000
ZWD	ZWD	CLOSE	6/30/2002	1.00000
ZWD	USD	CLOSE	7/31/2002	0.05000
ZWD	ZWD	CLOSE	7/31/2002	1.00000
ZWD	USD	CLOSE	12/31/2002	0.05000
ZWD	ZWD	CLOSE	12/31/2002	1.00000

