



PeopleSoft 8.3 Human Resources Reports PeopleBook

PeopleSoft 8.3 Human Resources Reports PeopleBook

SKU HRr83ALL-R 1001

PeopleBooks Contributors: Teams from PeopleSoft Product Documentation and Development.

Copyright © 2002 PeopleSoft, Inc. All rights reserved.

Printed in the United States.

All material contained in this documentation is proprietary and confidential to PeopleSoft, Inc. ("PeopleSoft"), protected by copyright laws and subject to the nondisclosure provisions of the applicable PeopleSoft agreement. No part of this documentation may be reproduced, stored in a retrieval system, or transmitted in any form or by any means, including, but not limited to, electronic, graphic, mechanical, photocopying, recording, or otherwise without the prior written permission of PeopleSoft.

This documentation is subject to change without notice, and PeopleSoft does not warrant that the material contained in this documentation is free of errors. Any errors found in this document should be reported to PeopleSoft in writing.

The copyrighted software that accompanies this document is licensed for use only in strict accordance with the applicable license agreement which should be read carefully as it governs the terms of use of the software and this document, including the disclosure thereof.

PeopleSoft, the PeopleSoft logo, PeopleTools, PS/nVision, PeopleCode, PeopleBooks, *PeopleTalk*, and Vantive are registered trademarks, and "People power the internet." and Pure Internet Architecture are trademarks of PeopleSoft, Inc. All other company and product names may be trademarks of their respective owners. The information contained herein is subject to change without notice.

Contents

About This PeopleBook

Related Documentation	xvii
Documentation on CD-ROM	xvii
Hardcopy Documentation	xvii
Comments and Suggestions	xviii

Chapter 1

PeopleSoft 8.3 Human Resources Reports

PeopleSoft HRMS Reports: General Description	1-1
Basic HRMS Reports	1-2
Administer Training Reports	1-7
Administer Workforce Reports	1-13
Manage Commitment Accounting Reports	1-24
Track Faculty Events Reports	1-27
Administer Company Cars Reports	1-28
Manage Competencies Reports	1-29
Manage Performance Reports	1-30
Manage Positions Reports	1-30
Manage Professional Compliance Reports	1-33
Administer Salary Packaging Reports	1-33
Manage Variable Compensation Reports	1-34
Manage French Public Sector Reports	1-37
Meet Regulatory Requirements Reports	1-41
(AUS) Meet Regulatory Requirements Reports for Australia	1-44
(CAN) Meet Regulatory Requirements Reports for Canada	1-45
(FRA) Meet Regulatory Requirements Reports for France	1-45
(GBR) Meet Regulatory Requirements Reports for the UK	1-47
(USF) Meet Regulatory Requirements Reports for the US Federal Government ...	1-48
Monitor Absence Reports	1-49
Monitor Health and Safety Reports	1-50
Plan Careers and Successions Reports	1-55
Administer Salaries for the Netherlands Reports	1-55
Plan Salaries Reports	1-56
Recruit Workforce Reports	1-60

Report Total Compensation Reports	1-63
Track Flexible Service Reports	1-64
Track Global Assignments Reports.....	1-64
Base Benefit Reports.....	1-65
Common Elements Used in HRMS and HR Reports Pages	1-80
Basic PeopleSoft HRMS Reports: A to Z.....	1-80
CMP013 - Update Seniority Pay Reporting	1-80
CMP014S - Update Seniority Eligibility Reporting.....	1-81
CMP015 - General Compensation Update.....	1-81
CMP016 - Defaulting Rules Eligibility.....	1-81
(USF) FGPER802 - Geographic Location Table	1-82
(USF) FGPER803 - Agency Table.....	1-82
(USF) FGPER804 - Sub-Agency Table Report	1-82
(USF) FGPER805 - Personnel Office ID Table.....	1-82
(USF) FGPER806 - U.S. County Table	1-82
(USF) FGPER807 - Locality Pay Area Table	1-82
(USF) FGPER808 - LEO Pay Area Table	1-83
(USF) FGPER809 - State Table Report	1-83
(USF) FGPER811 - Handicap Table.....	1-83
(USF) FGPER812 - Legal Authority Table	1-83
(USF) FGPER813 - Nature of Action Table.....	1-83
(USF) FGPER814 - NOA Authority 1	1-83
(USF) FGPER816 - Priority Placement Table	1-84
(USF) FGPER817 - Work Location Table Report.....	1-84
(USF) FGPER823 - Job Code Table	1-84
GBP001 - Group Member Overlap	1-84
GBP002 - Group Membership	1-85
(USF) PAY711 - Pay Group	1-85
(USF) PAY717 - Pay Plan	1-85
PER044 - Multiple Seniority Components.....	1-85
PER701 - Department Table	1-87
PER702 - Installation Table	1-87
PER705 - Location Table.....	1-87
PER707 - Company Table.....	1-87
PER708 - Country Table	1-87
(US) PER709A - Job Code Table	1-87
(CAN) PER709B - Job Code Table	1-88
PER709C - Job Code Table	1-88
PER711 - Standard Letter Table	1-88
PER713 - Currency Code Table.....	1-88

PER714 - Currency Rate Table.....	1-88
Administer Training Reports: A to Z	1-89
Common Elements Used in Administer Training Reports Pages	1-89
FGSF182 - SF182	1-89
(MEX) MXSTP001 – DC-1 Training Mixed Committee Constitution	1-89
(MEX) MXSTP003 – DC-2 Training and Development Plans	1-90
(MEX) MXSTP005 – DC-2B Training and Development Registration Application.....	1-90
(MEX) MXSTP006 – DC-3 Courses/Events Certificates.....	1-91
(MEX) MXSTP007 – DC-4 Courses/Events Certificates List	1-91
(MEX) MXSTP008 – DC-5 Training and Development External Registration Application.....	1-91
PER107GR - Int. Prof. Educational Status	1-91
PER703 - Course Table.....	1-92
TRN001 - Training Letters	1-92
TRN002 - Course Session Roster	1-93
TRN003 - Course Waiting List.....	1-93
TRN004 - Training Schedule.....	1-93
TRN005 - Training Facility Schedule.....	1-94
TRN010 - Active Scenario Summary	1-94
TRN011 - Global Scenario Summary.....	1-94
TRN016 - Target Course Certifications.....	1-95
TRN017 - Course Rating	1-95
TRN018 - Course Attendance Status	1-95
TRN019 - Course Rating Templates.....	1-95
TRN020 - Student Training History	1-96
TRN021 - Training Program - Course Attend. School Program.....	1-96
TRN022 - Statistics of EEs Enrolled	1-96
TRN023 - Course Description	1-96
TRN024 - Course Category	1-96
TRN025 - Course Equipment	1-97
TRN026 - Course Vendors	1-97
TRN027 - Prerequisite Courses	1-97
TRN028 - Target Qualifications	1-97
TRN029 - (FRA) Report Training 2483	1-98
TRN030 - Training Plan Summary.....	1-98
TRN032 - EE Sessn Cost Summary.....	1-98
TRN033 - Training Instructor Schedule	1-99
TRN034 - Equipment Checklist.....	1-99
(FRA) TRN035 - Training Plan: Distribution.....	1-100
(FRA) TRN036 - Training Plan: Cost Details	1-100

Administer Workforce Reports: A to Z	1-100
CNT001 - Contract Information.....	1-100
(USF) ES931 – Print Wage and Separation	1-101
(USF) FGSF61 - Appointment Affidavits Report.....	1-101
(USF) FGHR015 - Union Membership.....	1-101
(USF) FGPER810 - Award Action Data.....	1-102
(USF) FGSF75 - Request for Prel Employ Data.....	1-102
(USF) FGSF5052 - Request for Personnel Action/Notice of Personnel Action ...	1-102
OHS002 - Discipline Action Summary.....	1-104
OHS004 - Grievance Detail	1-104
OHS005 - Employee Disciplinary Action.....	1-104
OHS006 - Grievance Summary Report.....	1-104
PER001 - Department Action Notices	1-104
(CHE) PER001CH - Company Statistics	1-104
PER002 - Employee Birthdays	1-105
PER003 - Years of Service.....	1-105
PER004 - Emergency Contacts.....	1-105
PER005 - Employees on Leaves of Absence	1-105
PER006 - Mailing Labels.....	1-105
PER007 - Temporary Employees.....	1-106
PER010 - Employee Turnover Analysis	1-106
PER015 - Personnel Actions History	1-106
PER020 - Employee Home Address Listing.....	1-106
PER021 - Pending Future Actions	1-107
PER029 - Database Audit	1-107
PER032 - Passport/Visa Expiration	1-107
PER033 - Citizenship/Country/Visa Audit	1-107
(NLD) PER038NL - Law SAMEN Statistics.....	1-108
(GER) PER039GR - GER Heavily Disabled	1-108
PER040GR - GER Heavily Disabled Equaliz. Report.....	1-108
(ITA) PER053 - ITA Equal Opportunities	1-108
PER059 - ITA Union Report.....	1-110
(ESP) PER054 - Official List.....	1-111
(ESP) PER055 - Union Fees	1-112
PER058 - Primary Job Audit.....	1-112
(ITA) PER060 - ITA Disability	1-112
PER061 - Labor Relations Letters	1-113
(CAN/USA) PER009 - Union Membership Report.....	1-114
(JPN) PER063JP – JPN Appointment Notification	1-114
(JPN) PER064JP - JPN Appointment List	1-115

(JPN) PER065JP - JPN Completion of IC Transfer.....	1-117
(BEL) PER067BEL - Social Report	1-117
Common Elements Used in the Canadian Administer Workforce Reports Pages.....	1-118
(CAN) PER100CN - CAN Hire List Report.....	1-118
(CAN) PER103CN – OEE Groups by OCC Group.....	1-118
(CAN) PER104CN - OEE Groups by Employment Type	1-118
PER105CN - OEE Work Force Survey Stats Report.....	1-118
(CAN) PER106CN - OEE Groups/Jobs Filled/Vacatd.....	1-118
PER506 - Dept Tbl/Security Tree Audit.....	1-119
PER706A - Salary Grade Table	1-119
PER706B - Salary Grade/Step Table	1-119
PER710 - Action Reason Table	1-119
PER801SG – Employee Listing Report.....	1-119
TAS001 – Temporary Assignments w/out End Date.....	1-120
TAS002 – Temporary Assignments due to Complete	1-120
Manage Commitment Accounting Reports: A to Z.....	1-120
BUD001 - Department FTE.....	1-120
BUD009 - Encumbrance Messages	1-120
BUD011 - Funding Summary	1-121
BUD012 - FTE Rollup.....	1-121
BUD020 - Retro Distribution.....	1-121
HPCA010 - Predistribution Audit.....	1-122
HPCA012 - Fringe and Gross Costs	1-123
Track Faculty Events Reports: A to Z.....	1-124
HRH905CN - StatsCan FT Survey	1-124
PER045 - Faculty Events	1-124
PER046 - Case Review	1-124
PER047 - Employee Tenure Status.....	1-125
PER050 - Tenure Calc	1-125
PER051 - Tenure Service List	1-125
Administer Company Cars Reports: A to Z	1-126
(GBR) CAR002 - Print P11D Section A	1-126
Manage Competencies Reports: A to Z.....	1-126
CMM007 - Licenses, Certificates Renewal	1-126
(GBR) NVQ001 - UK NVQ - Employee Status	1-127
(GBR) NVQ002 - UK NVQ - Unit Listing.....	1-127
(GBR) NVQ003 - UK NVQ - NVQ Listing.....	1-127
(GBR) NVQ004 - UK NVQ - Unit/Element Listing	1-127
(GBR) NVQ006 - UK NVQ - Employee Plan.....	1-127
PER011 - Competency Inventory	1-128

PER537 - Competency Listing.....	1-128
PER538 - Accomplishment Listing.....	1-128
PER704 - License/Certification Table	1-128
Manage Performance Reports: A to Z.....	1-129
CMP002 - Appraisals by Evaluation Points.....	1-129
PER008 - Employee Appraisal Audit	1-129
Manage Positions Reports: A to Z.....	1-129
FG0F8 - (USF) 0F8.....	1-129
FGHR009 - (USF) Job Code/Position Audit.....	1-130
FGHR010 - (USF) Vacant Position	1-130
FGHR025 - (USF) Active/Inactive Position	1-130
FGHR026 - (USF) Incumbent History.....	1-130
FGHR027 - (USF) Active Position History	1-131
FGHR028 - (USF) Exception/Override	1-131
FGOCC800 - (USF) Occupation Series	1-131
FGPER815 - (USF) Position Title Table	1-131
FGPOS819 - (USF) Job Code Text.....	1-131
POS001 - Position Status	1-132
POS002 - Active/Inactive Positions	1-132
POS003 - Incumbent History	1-132
POS004 - Active Position History	1-132
POS006 - Indented Position	1-132
POS006A - Build Position Structure.....	1-133
POS007 - Vacant Position.....	1-133
POS008 - Exception/Override.....	1-133
Manage Professional Compliance Reports: A to Z.....	1-134
PCMP002 – Compliance Plan.....	1-134
PCMP003 – RI Observation.....	1-134
PCMP004 – RI Review	1-135
Administer Salary Packaging Reports: A to Z.....	1-136
PKG003 - Salary Packaging - Models Due for Review.....	1-136
PKG004 - Salary Package Model.....	1-136
PKG006 - Salary Packaging FBT Reconciliation	1-137
PKG007 - Salary Packaging Package Details	1-137
Manage Variable Compensation Reports: A to Z.....	1-138
Common Elements Used in Manage Variable Compensation Reports Pages	1-138
VC001 – Actual Award Report.....	1-138
VC002 - Budget Report.....	1-138
VC003 – Calculate Awards Report.....	1-139
VC004 – Carryover Report	1-140

VC005 – Employee History	1-140
VC006 – Funding Allocation	1-140
VC007 – Guarantee	1-141
VC008 – Non Monetary	1-141
VC009 – Plan History	1-141
VC010 – Variance	1-141
VC011 – Organization and Group Goals	1-142
VC012 – Consistency	1-142
VC013 – Subscription Error	1-142
VCP001 – Tree Member Overlap	1-143
Manage French Public Sector Reports: A to Z	1-143
FP_PROM - Promotable Employees	1-143
FPA_CARB - Career Simulation	1-144
FPA_RAT and FPARAT2 - List of Employees to be Rated	1-144
FPA-AFFE - Assignment – Request tbc	1-144
FPA-CARR - Career-Request tbc	1-144
FPA-POSI - CS Position tbc	1-144
FPA-REMU - Compensation – Request tbc	1-144
FPA-TDTR - Work Time – Request tbc	1-145
FPA025 - Rating	1-145
FPA030 - Adjustment Constant	1-145
FPA110 - Edit Individual Orders	1-145
FPA110 - Edit Collective Orders	1-145
FPA115 - Collective Order Number Updating	1-145
FPA400 - Part-Time Schedule	1-146
FPA405 - Current PPd Schedule	1-146
FPACNTR and FPACNTR2 - Contribution Call Letters	1-146
FPAEE_CA - Employee Career/Action	1-146
FPAEE_PO - CSPosition/Employee	1-146
FPAHISTA - Assignment –Request Rejected	1-146
FPAHISTC - Career – Request Rejected	1-146
FPAHISTP - CSPosition – Request Rejected	1-147
FPAHISTS - Compensation – Request Rejected	1-147
FPAHISTW - Work Time – Request Rejected	1-147
FPMACT1 - Action List – Report 1	1-147
FPMACT2 - Action List – Report 2	1-147
FPMACTLE - Actions/CS Positions	1-147
FPMACTPR - Retro Process Action Rules	1-147
FPMACTST - Actions/Status	1-148
FPMBUISN - Occupation	1-148

FPMCORPS - Corps	1-148
FPMINDEX - Index Value	1-148
FPMJOBBCD - Job Code.....	1-148
FPMLEGAL - Civil Service Position	1-148
FPMPOINT - Type of Point.....	1-148
FPMRANK1 - Grade List – Report 1	1-149
FPMRANK2 - Grade List – Report 2	1-149
FPMSALST - Salary Grade Table/Scale-Steps.....	1-149
HR_FPFIRE_CI - Final Rating.....	1-149
Meet Regulatory Requirements Reports: A to Z	1-149
Common Elements Used in Meet Regulatory Requirements Reports Pages	1-149
APP001 - Adverse Impact.....	1-150
(GBR) APP001UK - Adverse Impact	1-150
APP002 - Job Group Movement Analysis	1-150
(FRA) DIS001 - Disability.....	1-151
(FRA) ELE001 - Election	1-151
(USF) FGHR012A - EEO Groups by PATCOB/POI	1-151
(USF) FGHR012B - EEO Groups by PATCOB/SubAgency	1-151
(USF) FGHR013A VETS-100 by SubAgency	1-152
(USF) FGHR013B - VETS-100 by POI.....	1-152
(USF) FGHR014A - EEO Groups by Series/POI	1-152
(USF) FGHR014B - EEO Groups by Series/SubAgency	1-152
(USF) FGHR019B - CPDF Error.....	1-152
(USF) FGSF113A - SF113-A.....	1-153
(USF) FGSF113G - SF113-G.....	1-153
OHS001 - OSHA-200 Log.....	1-153
PER016 - EEO-1 Employer Information	1-154
PER017 - EEO-1 Job Analysis.....	1-154
PER019 - Termination Analysis	1-154
(GBR) PER019UK - Termination Analysis.....	1-154
PER022 - EEO-5 Job Analysis.....	1-155
PER024 - Job Group Analysis	1-155
PER024A - Job Group Analysis Summary	1-155
PER025 - Work Force Analysis	1-155
(GBR) PER025UK - Work Force Analysis	1-156
PER027 - VETS-100 Process.....	1-156
PER027C - VETS-100 Analysis	1-156
PER027C - VETS-100 Submit.....	1-157
PER030 - Job Group Roster	1-157
(GBR) PER030UK - Job Group Roster	1-157

PER031 - EEO-4 State and Local Government	1-158
PER036 - Federal PRWORA - New Hire	1-158
PER036S - State PRWORA - New Hire Report	1-158
(GBR) PER037UK - Joint Staffing	1-158
PER040 - IPEDS-S	1-158
(CAN) PER101CN - Employment Equity	1-159
(CAN) PER102CN - Canadian Official Languages Data File	1-159
(CAN) PER108CN - Official Languages Summary	1-159
(AUS) PER712AUS - Australian Standard Classifications of Occupations	1-159
(CAN) PER715CN - Pay Equity Table	1-160
(CAN) PER716CN - National Occupation Codes	1-160
(FRA) REG001FR - Monthly Workforce	1-160
(FRA) REG002FR - Personal Register	1-161
(FRA) REG003FR - Workforce by Nationality	1-161
(FRA) SOC001 - Employee Survey	1-161
(GBR) UKNI001 - Northern Ireland	1-161
Monitor Absence Reports: A to Z	1-161
ABS001 - Absence Listing	1-162
ABS002 - Absence Periods	1-162
ABS003 - Time Lost Due to Absence	1-162
(GBR) ABS004UK - Bradford Score	1-162
(NLD) ABS005NL/ ABS006NL - Illness Registration Reports 1 and 2	1-163
Monitor Health and Safety Reports: A to Z	1-164
Common Elements Used in Monitor Health and Safety Reports Pages	1-164
(CAN) OHS001CN - Workers Compensation Board Form 7	1-165
(FRA) OHS001FR - Work Accident Report	1-165
(GER) OHS001GR - Accident Report	1-165
(GBR) OHS001UK - Injury or Dangerous Occurrence	1-166
(GER) OHS002GR - Reportable Accident or Illness	1-166
(GBR) OHS002UK - Illness Report	1-166
OHS003 - Non-Employees In Incidents	1-166
(GER) OHS003GR - Incident Location Summary	1-167
(GER) OHS004GR - Illness Report	1-167
(CAN) OHS008CN - Workers Compensation Board Incident	1-167
OHS009 - Incident Detail	1-167
OHS010 - Incident Summary	1-167
OHS011 - Location Incident Summary	1-168
OHS012 - Claim Summary Overview	1-168
OHS013 - Employees In Incidents	1-168
OHS014 - Incident Lost Work	1-168

(ESP) OHS014ESP - Incident Without Lost Work.....	1-168
OHS015 - Incident Claim Detail.....	1-168
OHS016 - Vehicle Incident Summary.....	1-169
(CHE) PER002CHE - Accident Report.....	1-169
Administer Salaries for the Netherlands Reports: A to Z.....	1-169
INT001NL - Insurance Board Notification.....	1-169
INT002NL - Insurance Notification.....	1-170
INT003NL – Pay Groups.....	1-171
INT004NL – Earnings.....	1-171
INT005NL – Deductions.....	1-171
INT006NL – General Deduction/Frequency.....	1-171
Plan Careers and Successions Reports: A to Z.....	1-171
CARPLAN - Employee Career Plan.....	1-172
CARTRAIN - Employee Career Training Plan.....	1-172
(USF) FGHR022 - US Federal Individual Development Plan.....	1-172
PER034 - Internal Resume.....	1-172
Plan Salaries Reports: A to Z.....	1-173
CMP001 - Salary Structure.....	1-173
CMP002 - Job Grading by Evaluation Points.....	1-173
CMP003 - Compa-Ratio Analysis.....	1-173
CMP004 - Below Minimum Analysis.....	1-174
CMP005 - Above Maximum Analysis.....	1-174
CMP008 - Salary Change Mass Update by Salary Plan and Pay Group.....	1-174
CMP010 - Salary Mass Update by Job Code.....	1-175
CMP011 - Salary History by Employee.....	1-175
CMP014 - Salary History by Group.....	1-175
(JPN) CMP020JP - Salary Simulation.....	1-175
LMS001 and LMS002 - Forecasted Compensation.....	1-176
LMS003 - Scenario Comparison.....	1-176
LMS004 - Rate Codes Without Rate Code Class.....	1-176
PER008 - Employee Review Audit.....	1-177
PER012 - Departmental Salaries.....	1-177
PER013 - Employee Compensation Changes.....	1-177
PER023 - Salary History for Company.....	1-178
PER026 - EE Review Result Distribution.....	1-178
PER041 - Employee With Merit.....	1-178
PER042 - Employee Without Merit.....	1-179
(JPN) PER062JP - Grade Advance Candidate List.....	1-180
PER706A - Salary Grade Table.....	1-181
PER706B - Salary Grade and Step Tables.....	1-181

Recruit Workforce Reports: A to Z	1-181
APP002 - Job Group Movement Analysis	1-181
APP003 - Requisition Status	1-182
APP004 - Requisition Posting	1-182
APP005 - Candidate Listing	1-183
APP006 - Requisition Cost Analysis	1-184
APP007 - Recruitment Letters	1-184
APP011 - Applicant Summary by Requisition	1-185
APP012 - Applicant Summary by Source	1-185
(GER) APP012GR - German Job Postings	1-185
(GER) APP013GR - German Works Council Posting	1-185
(USF) FGREC820 - Evaluation of Candidates	1-186
(USF) FGREC821 - Certificate of Eligibles	1-186
Report Total Compensation Reports: A to Z	1-186
TC001 - Total Compensation Statement	1-186
TC002 - Group Summary Compensation	1-186
TC003 - Employee Compensation	1-187
Track Flexible Service Reports: A to Z	1-187
PER048 - Employee Service Listing	1-187
PER049 - Service Calculation	1-188
Track Global Assignment Reports: A to Z	1-188
PER717 - Employees on Assignment	1-189
Base Benefits Reports: A to Z	1-189
BEN001 - Health Plan Participants	1-189
BEN002 - Life Insurance Participants	1-189
BEN003 - Benefit Contributions Register	1-190
(CAN) BEN003CN - Benefit Contributions Register	1-190
BEN004 - Savings Investment Distributions	1-190
BEN007 - Leave Accruals	1-190
BEN008 - Section 415 Report	1-191
BEN009 - Section 415 Non-Compliance Report	1-191
BEN020 - FMLA Status	1-191
BEN021 - FMLA Payroll Audit Report	1-191
BEN022 - HIPAA Certificates	1-191
BEN023 - HIPAA Certificates	1-192
BEN040 - Benefits Billing Statements	1-192
BEN041 - Delinquent Accounts	1-192
BEN042 - Accounts Receivable	1-192
BEN043 - History Activity	1-193
BEN044 - Calculation Errors Report	1-193

BEN045 - Benefits Billing Audit	1-193
BEN050 - Primary Jobs Audit	1-193
BEN110 - Premium Report	1-194
BEN140 - Payment Interface	1-194
BEN141 - A/R Interface	1-194
BEN200 - Section 403(b) Employee Listing	1-194
BEN201 - Section 403(b) Exceptions	1-194
BEN202 - Section 403(b) Employee Letters.....	1-195
BEN701 - Flexible Spending Account Benefits.....	1-195
BEN702 - Flat Rate	1-195
BEN703 - Disability Plan.....	1-195
BEN704 - Age-Graded Coverage	1-196
BEN705 - Life AD/D	1-196
BEN707 - Savings Plans/Investments.....	1-196
BEN708 - Calculation Rules	1-196
BEN709 - Benefit Plan.....	1-196
BEN710 - Leave Plan 1	1-197
BEN710A - Leave Plan 2/3.....	1-197
BEN711 - Retirement Plan.....	1-197
BEN713 - Benefit Program	1-197
BEN714 - Service Rate	1-197
BEN715 - Vacation Buy/Sell	1-198
(CAN) BEN716CN - Pension Plan 1	1-198
(CAN) BEN717CN - Pension Plan 2	1-198
(CAN) BEN718CN - Pension Plan 3	1-198
BEN720 - FMLA Plan	1-198
BEN721 - Limit.....	1-199
BEN731 - Salary Rate.....	1-199
BEN733 - Base Benefit Audit.....	1-199
BEN734 - Court Ordered Coverage Audit Report	1-199
BEN740 - Billing Calendar	1-199
CBR001 - Initial Notification Letter	1-200
CBR002 - Secondary Notification Letter.....	1-200
CBR003 - Termination Letter	1-200
CBR004 - Open Enrollment Letter	1-200
CBR005 - COBRA Event Report.....	1-201
CBR006 - COBRA Enrollment Report.....	1-201
CBR007 - COBRA Audit.....	1-201
CBR008 - COBRA Administration Error	1-201
FPYG017 - (USF) FEHB Reconciliation.....	1-202

NDT004 - 401(k)/401(m) Nondiscrimination Testing.....	1-202
NDT008 - 129 Nondiscrimination Testing	1-203
PAYVNDR - Provider/Vendor	1-203
RDED001 - Retroactive Deductions Requested	1-203
Retro Deduction Request RDED002 Retroactive Deductions in Progress - 'Calculate Status'	1-203
RDED002B - Retro Ben/Ded Summary	1-203
RDED003 - Retroactive Deductions Audit - 'Loaded to Paysheet' Status.....	1-204
RDED004 - Retroactive Ben/Ded Terms Calculated (Terminated Employees Loaded)	1-204

About This PeopleBook

This book describes information about PeopleSoft 8.3 Human Resources Reports. You can order the online version by requesting SKU HR83PBR0, or the hardcopy version by requesting SKU HRr83ALL-R 1001.

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 from PeopleSoft Customer Connection (www4.peoplesoft.com/cc/).

Through the Documentation section of Customer Connection, you can download files to add to your PeopleBooks library. You'll find a variety of useful and timely materials, including updates to the full PeopleSoft documentation delivered on your PeopleBooks CD.

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 8.3 HRMS PeopleBooks*, SKU HR83PBR0.

Hardcopy Documentation

To order printed, bound volumes of the complete PeopleSoft documentation delivered on your PeopleBooks CD-ROM, visit the PeopleSoft Press web site from the Documentation section of PeopleSoft Customer Connection. The PeopleSoft Press web site is a joint venture between PeopleSoft and Consolidated Publications Incorporated (CPI), our book print vendor.

We make printed documentation for each major release available shortly after the software is first shipped. Customers and partners can order printed PeopleSoft documentation using any of the following methods:

Internet	From the main PeopleSoft internet site, go to the Documentation section of Customer Connection. You can find order information under the Ordering PeopleBooks topic. Use a Customer Connection ID, credit card, or purchase order to place your order. PeopleSoft internet site: http://www.peoplesoft.com .
Telephone	Contact Consolidated Publishing Incorporated (CPI) at 800 888 3559 .
Email	Email CPI at callcenter@conpub.com .

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

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

DOC@PEOPLESOFT.COM

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

CHAPTER 1

PeopleSoft 8.3 Human Resources 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.

This chapter provides an overview of basic HRMS reports and enables you to:

- View summary tables of all reports.
- View report details and source records.

Note. Samples of these reports follow this chapter.

See Also

PeopleTools PeopleBook: Process Scheduler

PeopleSoft HRMS Reports: General Description

These tables list basic PeopleSoft HRMS reports as well as specific reports for PeopleSoft Human Resources business processes sorted by report ID. If you need more information about a report, refer to the report details at the end of this chapter.

See Also

PeopleSoft HRMS Reports: A to Z

Basic HRMS Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP013 Update Seniority Pay Reporting	Lists employees and all their seniority changes. Run this report after you've run the Update Seniority Pay process (HR_CMP013) and before you run the Upd Seniority Pay – Load Data process (HR_CMP013_CI) to load the changes to Job.	Administer Workforce, Administer Workforce (GBL), Process, Update Seniority Pay, Update Seniority Pay	RUNCTL_SENPAY2
CMP014S Update Seniority Eligibility Reporting	Lists employees and all their seniority changes. Run this report after you've run the Update Seniority Eligibility process (HR_CMP014) and before you run the Upd Seniority Elig – Load Data process (HR_CMP014_CI) to load the changes to Job.	Administer Workforce, Administer Workforce (GBL), Process, Update Seniority Eligibility	RUNCTL_SENPAY
CMP015 General Compensation Update Report	Reports on all the changes performed by the General Compensation Update Process. Run this report after you've run the General Compensation Update process (HR_CMP015).	Administer Workforce, Administer Workforce, Process, General Compensation Update, Runcctl Comp015	RUNCTL_CMP015
CMP016 Defaulting Rules Eligibility	Lists the employees eligible for the selected defaulting rules as of selected date.	Define Business Rules, Manage Human Resources (GBL), Report, Defaulting Rules Eligibility	RUNCTL_CMP016
FGPER802 Geographic Location Table report	Produces a detailing of the Geographic Location Table.	Define Business Rules, Manage Human Resources (USF), Report, Geographic Location Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FGPER803 Agency Table report	Prints all agencies in the Agency Table and default information, including name and address, agency code, and effective date.	Define Business Rules, Manage Human Resources (USF), Report, Agency Table	PRCSRUNCNTL
FGPER804 Sub-Agency Table report	Prints all sub-agencies in the Sub-Agency Table and their associated agencies.	Define Business Rules, Manage Human Resources (USF), Report, Sub-Agency Table	PRCSRUNCNTL
FGPER805 Personnel Office ID Table report	Prints information about all Personnel Offices in your agency.	Define Business Rules, Manage Human Resources (USF), Report, Personnel Office ID Table	PRCSRUNCNTL
FGPER806 U.S. County Table report	Prints all counties with their associated two-digit county codes.	Define Business Rules, Manage Human Resources (USF), Report, U.S. County Table	PRCSRUNCNTL
FGPER807 Locality Pay Area Table report	Prints information for every Locality Pay Area.	Define Business Rules, Manage Human Resources (USF), Report, Locality Pay Area Table	PRCSRUNCNTL
FGPER808 LEO Pay Area Table report	Lists each LEO Special Pay Area and associated percentage.	Define Business Rules, Manage Human Resources (USF), Report, LEO Pay Area Table	PRCSRUNCNTL
FGPER809 State Table report	Prints a list of all the states and their numeric codes.	Administer Workforce, Administer Workforce (USF), Report, Award Action Data, State Table	PRCSRUNCNTL
FGPER811 Handicap Table report	Prints all disabilities and their associated codes.	Define Business Rules, Manage Human Resources (USF), Report, Handicap Table	PRCSRUNCNTL
FGPER812 Legal Authority Table report	Prints the information about the legal authorities you set up in the Legal Authority table.	Define Business Rules, Manage Human Resources (USF), Report, Legal Authority Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FGPER813 Nature of Action Table report	Generates a detailing of the Nature of Action Table.	Define Business Rules, Manage Human Resources (USF), Report, Nature of Action Table	PRCSRUNCNTL
FGPER814 NOA Authority 1 report	Generates a detailing of the Nature of Action/Authority 1 Table.	Define Business Rules, Manage Human Resources (USF), Report, NOA Authority 1	PRCSRUNCNTL
FGPER816 Priority Placement Table report	Generates a detailing of the Priority Placement Table.	Define Business Rules, Manage Human Resources (USF), Report, Priority Placement Table	PRCSRUNCNTL
FGPER817 Work Location Table report	Prints a detailing of the Work Location Table.	Define Business Rules, Manage Human Resources (USF), Report, Work Location Table	PRCSRUNCNTL
FGPER823 USF Job Code Table report	Prints a list of all job codes and the date on which they become effective.	Define Business Rules, Manage Human Resources (USF), Report, Job Code Table Develop Workforce, Manage Positions (USF), Report, Job Code Table	PRCSRUNCNTL
GBP001 Group Member Overlap report	Shows when members belong to more than one group.	Define Business Rules, Manage Human Resources (GBL), Report, Group Member Overlap	RUNCTL_GBP001
GBP002 Group Membership report	Lists all the members in a particular group.	Define Business Rules, Manage Human Resources (GBL), Report, Group Membership Define Business Rules, Manage Human Resources (USF), Report, Group Membership	RUNCTL_GBP002

Report ID and Report Name	Description	Navigation	Run Control Page
PAY711 Pay Group report	Prints each pay group and its effective date along with the processing characteristics that apply to that group.	Define Business Rules, Manage Human Resources (USF), Report, Pay Group	PRCSRUNCNTL
PAY717 Pay Plan report	Prints a detailing of your pay plan definitions.	Define Business Rules, Manage Human Resources (USF), Report, Pay Plan	PRCSRUNCNTL
PER044 Multiple Seniority Components report	Runs the Multiple Seniority Components report.	Administer Workforce, Administer Workforce (GBL), Process, Update Seniority Eligibility, Update Seniority Eligibility Administer Workforce, Administer Workforce (GBL), Report, Multiple Seniority Components, Multiple Seniority Components Administer Workforce, Administer Workforce (FPS), Report, Multiple Seniority Components	RUNCTL_SENPAY
PER701 Department Table report	Lists all departments by Department ID.	Define Business Rules, Manage Human Resources (GBL), Report, Department Table Define Business Rules, Manage Human Resources (USF), Report, Department Table	PRCSRUNCNTL
PER702 Installation Table report	Lists default values for field defaults, such as company code, minimum/maximum standard hours, and Social Security number.	Define Business Rules, Define General Options, Report, Installation Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER705 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).	Define Business Rules, Manage Human Resources (GBL), Report, Location Table	PRCSRUNCNTL
PER707 Company Table report	Prints all companies in the Company Table and default information, including name and address, company code, and effective date.	Define Business Rules, Manage Human Resources (GBL), Report, Company Table	PRCSRUNCNTL
PER708 Country Table report	Prints a list all countries –character codes.	Define Business Rules, Define General Options, Report, Country Table	PRCSRUNCNTL
PER709A 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.	Define Business Rules, Manage Human Resources (GBL), Report Lcl, US Job Code Table	PRCSRUNCNTL
PER709B 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.	Define Business Rules, Manage Human Resources (GBL), Report Lcl, CAN Job Code Table	PRCSRUNCNTL
PER709C Job Code Table report	Prints a list of all job codes and the date on which they become effective.	Define Business Rules, Manage Human Resources (GBL), Report, Job Code Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER711 Standard Letter Table report	The Standard Letter Table report lists the codes in your Standard Letter Table.	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	PRCSRUNCNTL
PER713 Currency Code Table report	Prints information about each currency.	Define Business Rules, Define General Options, Report, Currency Code Table	PRCSRUNCNTL
PER714 Currency Rate Table report	Prints information about exchange rates.	Define Business Rules, Define General Options, Report, Currency Rate Table	PRCSRUNCNTL

Administer Training Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FGSF182 (USF) SF182	Provides a standardized mechanism for generating SF182 reports to request, authorize, and detail estimates costs and billing as well as certify training programs for employees. (SQR)	Develop Workforce, Administer Training (GBL), Report, SF182, Runctl SF182	RUNCTL_SF182
MXSTP001 (Format) MXSTP002 (Reverse) (MEX) DC-1 Training Mixed Committee Constitution	Provides details about the formation of a training mixed committee and the establishment associated with the mixed committee.	Develop Workforce, Administer Training (GBL), Reports Lcl, MEX STPS DC-1 Format	RUNCTL_STP001

Report ID and Report Name	Description	Navigation	Run Control Page
MXSTP003 (Format) MXSTP004 (Reverse) (MEX) DC-2 Training and Development Plans	Provides training and development plan information, including training objective priorities. Also provides the establishment associated with the mixed committee.	Develop Workforce, Administer Training (GBL), Reports Lcl, MEX STPS DC-2 Format	RUNCTL_STP003
MXSTP005 (MEX) DC-2B Training and Development Registration Application	Generates a Training and Development Registration Application report.	Develop Workforce, Administer Training (GBL), Reports Lcl, MEX STPS DC-2B Format	RUNCTL_STP005
MXSTP006 (MEX) DC-3 Courses/Events Certificates	Creates a Courses/Events Certificate.	Develop Workforce, Administer Training (GBL), Reports Lcl, MEX STPS DC-3 Format	RUNCTL_STP006
MXSTP007 (MEX) DC-4 Courses/Events Certificates List	Creates a Courses/Events Certificates list.	Develop Workforce, Administer Training (GBL), Reports Lcl, MEX STPS DC-4 Format	RUNCTL_STP007
MXSTP008 (Format) MXSTP009 (Reverse) (MEX) DC-5 Training and Development External Registration Application	Generates a Training and Development External Registration application and an instructor list.	Develop Workforce, Administer Training (GBL), Reports Lcl, MEX STPS DC-5 Format	RUNCTL_STP008
PER107GR (GER) Int. Prof. Education Status (internal professional education status)	Details the current status of employees who are enrolled in an internal education training plan. Includes only employees who selected the Intern check box and didn't select <i>Graduated</i> on the Professional Education page. (Crystal)	Develop Workforce, Administer Training (GBL), Report (Lcl), GER Int Prof Education Status	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER703 Course Table	Lists available courses, including course descriptions, type codes, locations, durations, and schools. You can use it to track internal courses and courses offered by outside vendors. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Table	PRCSRUNCNTL
TRN001 Training Letters	Creates training letters. (SQR, Word for Windows)	Develop Workforce, Administer Training (GBL), Report, Training Letters, Training Letters	RUNCTL_TRN001
TRN002 Course Session Roster	Lists the course name, session number, session start date, and all students who are enrolled in a course. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Session Roster, Course Session Roster	RUNCTL_TRN002
TRN003 Course Waiting List	Lists all students who are on the course or session wait list for a course. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Waiting List, Course Waiting List	RUNCTL_TRN003
TRN004 Training Schedule	Lists all course sessions that are scheduled within a given period. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Training Schedule, Training Schedule	RUNCTL_TRN004
TRN005 Training Facility Schedule	Lists all course sessions scheduled at a training facility during a given period. All sessions are listed by course start date. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Training Facility Schedule, Training Facility Schedule	RUNCTL_TRN005
TRN010 Active Scenario Summary	Summarizes approved training demands and budget information for a business unit. (SQR)	Develop Workforce, Budget Training (GBL), Report, Active Scenario Summary, Active Scenario Summary	RUNCTL_TRN010

Report ID and Report Name	Description	Navigation	Run Control Page
TRN011 Global Scenario Summary	Provides a summary of approved training demands and budget information for the department or business unit retrieving the information from the selected global scenario. (SQR)	Develop Workforce, Budget Training (GBL), Report, Global Scenario Summary, Global Scenario Summary	RUNCTL_TRN011
TRN016 Target Course Certifications	Lists the license/certifications that students receive on successful completion of a course. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Target Course Certifications, Target Course Certifications	RUNCTL_TRN016
TRN017 Course Rating	Details ratings for sessions of a course. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Rating, Course Rating	RUNCTL_TRN017
TRN018 Course Attendance Status	Lists the attendance status of the students in a course. (SQR)	Develop Workforce, Administer Training (GBL), Report, Attendance Status, Course Attendance Status	RUNCTL_TRN018
TRN019 Course Rating Templates	Serves as the evaluation template to be completed by students enrolled in a course session. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Rating Templates, Course Rating Templates	RUNCTL_TRN019
TRN020 Student Training History	Lists the courses and sessions completed by a student. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Student Training History, Student Training History	RUNCTL_TRN020
TRN021 Training Program	Lists the training program for an employee. (SQR)	Develop Workforce, Administer Training (GBL), Report, Training Program, Course Attend. School Program	RUNCTL_TRN021

Report ID and Report Name	Description	Navigation	Run Control Page
TRN022 Statistics of EEs Enrolled (statistics of employees enrolled)	Lists the employees who are enrolled in courses and lists course statistics by company, location, and department. (SQR)	Develop Workforce, Administer Training (GBL), Report, Statistics of EEs Enrolled, Course Statistics	RUNCTL_TRN022
TRN023 Course Description	Lists a course description. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Description, Course Description	RUNCTL_TRN023
TRN024 Course Category	Lists training catalog course categories. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Category, Course Category	RUNCTL_TRN024
TRN025 Course Equipment	Lists equipment needed for a course. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Equipment, Course Equipment	RUNCTL_TRN025
TRN026 Course Vendors	Lists vendors that are associated with a course on the Course Table. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Course Vendors, Course Vendors	RUNCTL_TRN026
TRN027 Prerequisite Courses	Lists prerequisite courses for a course. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Prerequisite Courses, Prerequisite Courses	RUNCTL_TRN027
TRN028 Target Qualifications	Lists competencies that the course aims to develop or improve. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Target Qualifications, Target Qualifications	RUNCTL_TRN028

Report ID and Report Name	Description	Navigation	Run Control Page
TRN029 (FRA) Report Training 2483	Compiles results of calculation of the 2483 indicators for declaring vocational training of employees in French organizations. (Crystal)	Develop Workforce, Administer Training (GBL), Report Lcl, FRA Training Report 2483, Report Training 2483 Monitor Workplace, Report Regulations (FRA), Report, Training Report 2483, Report Training 2483	RUNCTL_TRN029
TRN030 Training Plan Summary	Lists all courses that are included in the training plan for a given budget period and business unit. For each course, the report includes the cost; the number of people approved; and the total number of hours of training, which is calculated by multiplying the number of approved employees by the course duration. (SQR)	Develop Workforce, Budget Training (GBL), Report, Training Plan Summary, Training Plan Summary	RUNCTL_TRN030
TRN032 EE Sessn Cost Summary (employee session cost summary)	Lists the costs that are associated with an employee who is attending a course. Costs are for salary, vendor, facility, equipment, instructor, employee expense, and session expense. (SQR)	Develop Workforce, Administer Training (GBL), Report, EE Session Cost Summary, EE Sessn Cost Summary	RUNCTL_TRN032
TRN033 Training Instructor Schedule	Lists the courses that an instructor is scheduled to teach during a given period. (Crystal)	Develop Workforce, Administer Training (GBL), Report, Training Instructor Schedule, Training Instructor Schedule	RUNCTL_TRN033

Report ID and Report Name	Description	Navigation	Run Control Page
TRN034 Equipment Checklist	Lists equipment that is required for a course session. For each item, the report shows the quantity required, the number available in the training room and facility, and the total number that is booked at the facility for a given period. (SQR) Before running this report, set up the course session in the Course Session Table.	Develop Workforce, Administer Training (GBL), Report, Equipment Checklist, Equipment Checklist	RUNCTL_TRN034
TRN035 (FRA) Training Plan: Distribution	Details how a French organization's training demands are distributed by gender and professional category, such as executive, manager, office worker, qualified worker, and nonqualified worker. (SQR)	Develop Workforce, Budget Training (GBL), Rpt Lcl, FRA Trn Plan: Distribution, Training Plan: Distribution	RUNCTL_TRN035
TRN036 (FRA) Training Plan: Cost Details	Lists a French organization's training costs that are associated with each course. Details these cost types: facility, instructor, vendor, equipment, salary costs, and expenses. (SQR)	Develop Workforce, Budget Training (GBL), Rpt Lcl, FRA Trn Plan: Costs Detail, Training Plan: Cost Details	RUNCTL_TRN036

Administer Workforce Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CNT001 Contract Information	Lists all the contracts for the selected employee within the date range specified on the Contract Information page.	Administer Workforce, Administer Workforce (GBL), Report, Contract Information Administer Workforce, Administer Workforce (FPS), Report, Contract Information	RUNCTL_CNT001

Report ID and Report Name	Description	Navigation	Run Control Page
PER801SG Employee Listing	Provides employee information based on the run control selections of Department, Employee Name, or Employee ID.	Administer Workforce, Administer Workforce (GBL), Report, Employee Listing Administer Workforce, Administer Workforce (FPS), Report, Employee Listing	RUNCTL_EMP_LIST
ES931 Print Wage and Separation	Prints an ES-931 Request for Wage and Separation Information report.	Administer Workforce, Administer Workforce (USF), Report, Print Wage and Separation	GVT_PRINT_ES931
FGHR015 Union Membership	(For U.S. federal government users) Lists each union organization and the employees who are members.	Administer Workforce, Manage Labor Relations (USF), Report, Union Membership	PRCSRUNCNTL
FGHR017 Personnel Actions History	Lists all employees affected by each of the job actions you enter. It prints the following information: employee name, department, effective date, and reason for the action. For each employee the report lists original hire date, total years of service, employee type, regular/temporary, full/part-time, job code and title, salary grade, compensation rate associated with the action, and supervisor's name.	Administer Workforce, Administer Workforce (USF), Report, Personnel Actions History	RUNCTL_PER015
FGPER810 Award Action Data	Generates an award type table report.	Administer Workforce, Administer Workforce (USF), Report, Award Action Data	PRCSRUNCNTL
FGSF61 Appointment Affidavits	Produces an Appointment Affidavit STANDARD FORM 61 form to be signed by an appointee.	Administer Workforce, Administer Workforce (USF), Report, Appointment Affidavits	RUNCTL_FGSF61

Report ID and Report Name	Description	Navigation	Run Control Page
FGSF75 Request for Prel Employ Data	Produces a Request for Preliminary Employment Data form.	Administer Workforce, Administer Workforce (USF), Report, Request for Prel Employ Data	RUN_CNTL_FGSF75
FGSF5052 Request for Personnel Action/Notice of Personnel Action	Prints the official Notification of Personnel Action form used to notify employee and payroll office of the action, record the action in the Official Personnel Folder, and provide a chronological record of actions that have occurred.	Administer Workforce, Administer Workforce (USF), Report, Request for Personnel Action	RUNCTL_PAR
OHS002 Discipline Action Summary	Summarizes all disciplinary actions taken against employees within a specified date range. The report itemizes actions by date, by incident, and by employee.	Administer Workforce, Manage Labor Relations (GBL), Report, Discipline Action Summary	RUNCTL_OHS_FRO MTO
OHS004 Grievance Detail	Lists the detailed grievance information for a formally filed grievance against the company.	Administer Workforce, Manage Labor Relations (GBL), Report, Grievance Detail	RUNCTL_OHS_NON E
OHS005 Employee Disciplinary Action	Lists the detailed disciplinary action information for specific employees.	Administer Workforce, Manage Labor Relations (GBL), Report, Employee Disciplinary Action	RUNCTL_OHS005
OHS006 Grievance Summary	Summarizes the grievances filed against the company, along with the associated actions and resolutions.	Administer Workforce, Manage Labor Relations (GBL), Report, Grievance Summary	RUNCTL_OHS_FRO MTO

Report ID and Report Name	Description	Navigation	Run Control Page
PER001 Department Action Notices	Lists action notices that are tied to a time period or expiration date. Use it as a reminder of selected personnel action notices.	Administer Workforce, Administer Workforce (GBL), Report, Department Action Notices Administer Workforce, Administer Workforce (FPS), Report, Department Action Notices	PRCSRUNCNTL
PER001CH CHE Company Statistics	This report provides information on employee wages, occupations, and other data necessary for the Company Statistics Report (Betriebszaehlung).	Administer Workforce, Administer Workforce (GBL), Report Lcl, CHE Company Statistics	RUNCTL_PER001_CHE
PER002 Employee Birthdays	Lists employees, their birthdays, and other identifying information.	Administer Workforce, Administer Workforce (GBL), Report, Employee Birthdays Administer Workforce, Administer Workforce (FPS), Report, Employee Birthdays	RNCTL_PER002
PER003 Years of Service	Lists employees who have completed the number of years of service you specify, as of the point in time you specify. Use this report as a reminder of employees who are eligible for vested benefits plans or service recognition awards.	Administer Workforce, Administer Workforce (GBL), Report, Years of Service Administer Workforce, Administer Workforce (FPS), Report, Years of Service	RUNCTL_PER003
PER004 Emergency Contacts	Lists all contacts entered on the Emergency Contact table for each employee in the system.	Administer Workforce, Administer Workforce (GBL), Report, Emergency Contacts Administer Workforce, Administer Workforce (FPS), Report, Emergency Contacts	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER005 Employees on Leave of Absence	Lists all employees on leave and their expected return dates. Use this report to compare the return date you've already entered in PeopleSoft Human Resources with the employee's expected return date or as a reminder for you to enter the return from leave information in the system.	Administer Workforce, Administer Workforce (GBL), Report, Employees on Leave of Absence Administer Workforce, Administer Workforce (FPS), Report, Employees on Leave of Absence	PRCSRUNCNTL
PER006 Mailing Labels	Produces a three-across set of mailing labels for all employees in your PeopleSoft Human Resources database.	Administer Workforce, Administer Workforce (GBL), Report, Mailing Labels Administer Workforce, Administer Workforce (FPS), Report, Mailing Labels	PRCSRUNCNTL
PER007 Temporary Employees	Provides an alphabetical list of all employees marked as temporary, along with length of service and other details of employment.	Administer Workforce, Administer Workforce (GBL), Report, Temporary Employees Administer Workforce, Administer Workforce (FPS), Report, Temporary Employees	RUNCTL_ ASOFDATE
PER009 Union Membership	(For users in the USA and Canada) Lists each union organization and the employees who are members.	Administer Workforce, Manage Labor Relations (GBL), Report, Union Membership	PRCSRUNCNTL
PER010 Employee Turnover Analysis	This time-slice report lists each department ID and provides the employee counts as of the date you specify.	Administer Workforce, Administer Workforce (GBL), Report, Employee Turnover Analysis Administer Workforce, Administer Workforce (FPS), Report, Employee Turnover Analysis	RUNCTL_ FROMTHRU

Report ID and Report Name	Description	Navigation	Run Control Page
PER015 Personnel Actions History	Lists all employees affected by each of the job actions you enter.	Administer Workforce, Administer Workforce (GBL), Report, Personnel Actions History Administer Workforce, Administer Workforce (FPS), Report, Personnel Actions History	RUNCTL_PER015
PER020 Employee Home Address Listing	Contains a complete listing of all employees with addresses and home phone numbers.	Administer Workforce, Administer Workforce (GBL), Report, Employee Home Address Listing Administer Workforce, Administer Workforce (FPS), Report, Employee Home Address Listing	PRCSRUNCNTL
PER021 Pending Future Actions	Lists all employees with job action notices scheduled for a future date.	Administer Workforce, Administer Workforce (GBL), Report, Pending Future Actions Administer Workforce, Administer Workforce (FPS), Report, Pending Future Actions	RUNCTL_ASOFDT_COMP
PER029 Database Audit	Monitors changes, additions, or deletions made to sensitive fields such as salary amounts.	Administer Workforce, Administer Workforce (GBL), Process, Database Audit Administer Workforce, Administer Workforce (FPS), Process, Database Audit	RUNCTL_FROMTHRU

Report ID and Report Name	Description	Navigation	Run Control Page
PER032 Passport/Visa Expiration	Lists employees and dependents that have passports, visas, or work permits on file that expire in 90 days of the report run date.	Administer Workforce, Administer Workforce (GBL), Report, Passport/Visa Expiration Administer Workforce, Administer Workforce (FPS), Report, Passport/Visa Expiration	PRCSRUNCNTL
PER033 Citizenship/Country/ Visa Audit	Lists discrepancies between employee citizenship country/status and visa data. Displays various discrepancies found for the employee citizenship status in the Personal Data table. Looks for the country specified in the Installation table and uses it as the local country.	Administer Workforce, Administer Workforce (GBL), Report, Citizenship/Country/Visa Audit Administer Workforce, Administer Workforce (FPS), Report, Citizenship/Country/Visa Audit	PRCSRUNCNTL
PER038NL NLD Law SAMEN Statistics	Produces the required SAMEN statistics information related to the number of people in the workforce born in a so-called SAMEN country, or of whom one of the parents has been born in one such country.	Administer Workforce, Administer Workforce (GBL), Report Lcl, NLD Law SAMEN Statistics	PER038_NL
PER039GR GER Heavily Disabled	Prints a list of heavily disabled employees and additional information about their disabilities.	Administer Workforce, Administer Workforce (GBL), Report Lcl, GER Heavily Disabled	RUNCTL_PER039GR

Report ID and Report Name	Description	Navigation	Run Control Page
PER040GR GER Heavily Disabled Equaliz.	Calculates the required number of heavily disabled employees and the equalization amount of money if the required number of heavily disabled employees is not fulfilled.	Administer Workforce, Administer Workforce (GBL), Report Lcl, GER Heavily Disabled Equaliz.	RUNCTL_PER040GR
PER053 ITA Equal Opportunities	Submitted every two years and consists of eight different tables. All companies with 100 or more employees are required to submit this report.	Administer Workforce, Administer Workforce (GBL), Report Lcl, ITA Equal Opportunities	RUNCTL_PER053GR
PER054 ESP Official List	Compiles the information you need for Matricula book reporting.	Administer Workforce, Administer Workforce (GBL), Report Lcl, ESP Official List	PER054_ESP
PER055 Union Fees	(For users in Spain) Shows the employees and fees per union and month.	Administer Workforce, Manage Labor Relations (GBL), Report Lcl, ESP Union Fees	RUNCTL_PER055_ESP
PER058 Primary Job Audit	Lists all employees and/or nonemployees whose job records show potential problems.	Administer Workforce, Administer Workforce (GBL), Report, Primary Job Audit Administer Workforce, Administer Workforce (FPS), Report, Primary Job Audit	RUNCTL_PER058
PER059 ITA Union	There are two Italian union reports. You can run a union report generating a list of employees and employee information by union. You can also run a union report listing the number of employees belonging to each union, sorted by category.	Administer Workforce, Administer Workforce (GBL), Report Lcl, ITA Union	PER059

Report ID and Report Name	Description	Navigation	Run Control Page
PER060 ITA Disability	Runs the Annual, Name List, or Disability Statistics reports.	Administer Workforce, Administer Workforce (GBL), Report Lcl, ITA Disability	RUNCTL_PER060
PER061 Labor Relations Letters	Generates various labor relations letters based on data supplied and the type of letter selected.	Administer Workforce, Manage Labor Relations (GBL), Report, Labor Relations Letters	RUNCTL_PER061
PER063JP JPN Appointment Notification	Runs appointment notifications. Depending on the Action/Reason combination you use in the run control, this report prints individual employee notifications of hire, rehire, retirement, transfer, and promotion.	Administer Workforce, Administer Workforce (GBL), Report Lcl, JPN Appointment Notification	RUNCTL_NTF_JPN
PER064JP JPN Appointment List	Runs appointment list reports.	Administer Workforce, Administer Workforce (GBL), Report Lcl, JPN Appointment List	RUNCTL_NTF2_JPN
PER065JP JPN Completion of IC Transfer	Lists employees on temporary intercompany transfer.	Administer Workforce, Administer Workforce (GBL), Report Lcl, JPN Completion of IC Transfer	RUNCTL_PER065_JPN
PER067BEL Social Report	Reports a variety of employer/employee information required by the government.	Administer Workforce, Administer Workforce, Report Lcl, BEL Social Report	RUNCTL_PER067_BEL
PER100CN CAN Hire List	Produces a hire list that provides information on social insurance numbers, effective dates, and badge/payroll numbers within the date range provided.	Administer Workforce, Administer Workforce (GBL), Report Lcl, CAN Hire List	RUNCTL_FROMTHRU

Report ID and Report Name	Description	Navigation	Run Control Page
PER103CN OEE Groups by OCC Group	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The report lists the totals of active employees within each defined area code(s) employed within the date range.	Administer Workforce, Administer Workforce (GBL), Report Lcl, OEE Groups by OCC Group	RUNCTL_FTCANAC
PER104CN OEE Groups by Employment Type	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality.	Administer Workforce, Administer Workforce (GBL), Report Lcl, OEE Groups by Employment Type	RUNCTL_FTCANAC
PER105CN OEE Work Force Survey Stats	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The OEE Work Force Survey Stats report lists the number of surveys received and the numbers that were completed.	Administer Workforce, Administer Workforce (GBL), Report Lcl, OEE Work Force Survey Stats	RUNCTL_PER105CN

Report ID and Report Name	Description	Navigation	Run Control Page
PER106CN OEE Groups/Jobs Filled/Vacatd	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The OEE Groups/Jobs Filled/Vacated report lists the totals of active employees within the defined area code(s) employed within the date range.	Administer Workforce, Administer Workforce (GBL), Report Lcl, OEE Groups/Jobs Filled/Vacatd	RUNCTL_FTANAC
PER506 Dept Tbl/Security Tree Audit	Lists discrepancies between the data you've entered in the Department Tree and the departments you've added to the current security tree.	Administer Workforce, Administer Workforce (GBL), Report, Dept Tbl/Security Tree Audit Administer Workforce, Administer Workforce (FPS), Report, Dept Tbl/Security Tree Audit	PRCSRUNCNTL
PER706A Salary Grade Table	Lists the salary administration plan and salary grade, description, effective date, currency, and the minimum, maximum, and midpoint rates for each grade.	Administer Workforce, Administer Workforce (GBL), Report, Salary Grade Table Administer Workforce, Administer Workforce (FPS), Report, Salary Grade Table	PRCSRUNCNTL
PER706B Salary Grade/Step Table	Combines the information in the Salary Grade table and the Salary Step Components table into a list showing all grades for each salary plan that exists in your company and the hourly, monthly, and annual rate amount for any steps you set up. You can select to show the components in each step.	Administer Workforce, Administer Workforce (GBL), Report, Salary Grade/Step Table Administer Workforce, Administer Workforce (FPS), Report, Salary Grade/Step Table	RUNCTL_PER706B

Report ID and Report Name	Description	Navigation	Run Control Page
PER710 Action Reason Table	Lists the reason codes for each personnel action code and arranges them alphabetically by action.	Administer Workforce, Administer Workforce (GBL), Report, Action Reason Table Administer Workforce, Administer Workforce (FPS), Report, Action Reason Table	PRCSRUNCNTL
TAS001 Temp Assignment w/out End Date	Lists employees currently on temporary assignment where end dates have not been defined.	Administer Workforce, Administer Workforce (GBL), Report, Temp Assignmt w/out End Date	RUNCTL_TAS001
TAS002 Temp Assignment due to Complete	Lists employees due to complete temporary assignments within user specified date range.	Administer Workforce, Administer Workforce (GBL), Report, Temp Assignmt due to Complete	RUNCTL_TAS002

Manage Commitment Accounting Reports

Report ID and Report Name	Description	Navigation	Run Control Page
BUD001 Department FTE	Run a Department FTE (department full time equivalent) report, which captures the difference between full time equivalent caps and FTE actuals for each department.	Define Business Rules, Define Commit Accounting(CAN), Report, Department FTE Define Business Rules, Define Commit Accounting(GBL), Report, Department FTE Define Business Rules, Define Commit Accounting(US), Report, Department FTE	RUNCTL_FRMTHRU_DPT

Report ID and Report Name	Description	Navigation	Run Control Page
BUD009 Encumbrance Messages	<p>Run an Encumbrance Message report, which provides information on encumbrance processing error messages.</p> <p>Before using this page, you must have run the encumbrance processes</p>	<p>Define Business Rules, Define Commit Accounting(CAN), Report, Encumbrance Messages</p> <p>Define Business Rules, Define Commit Accounting(GBL), Report, Encumbrance Messages</p> <p>Define Business Rules, Define Commit Accounting(US), Report, Encumbrance Messages</p>	RUNCTL_BUD009
BUD011 Funding Summary	<p>Run a Funding Summary Report page, which lists a summary of funding information for positions or employees within a department. This report can also print information about a specific position or employee when you enter employee or position information as a run control.</p> <p>Before using this page, you must have set up funding information for the departments on which you are reporting.</p>	<p>Define Business Rules, Define Commit Accounting(CAN), Report, Funding Summary Report</p> <p>Define Business Rules, Define Commit Accounting(GBL), Report, Funding Summary Report</p> <p>Define Business Rules, Define Commit Accounting(US), Report, Funding Summary Report</p>	RUNCTL_BUD011

Report ID and Report Name	Description	Navigation	Run Control Page
BUD012 FTE Rollup	Run an FTE Rollup report, which provides a detailed listing of total filled and vacant FTE (full time equivalent) counts by department.	<p>Define Business Rules, Define Commit Accounting(CAN), Report, FTE Roll-Up Report, FTE Roll-Up Report</p> <p>Define Business Rules, Define Commit Accounting(GBL), Report, FTE Roll-Up Report, FTE Roll-Up Report</p> <p>Define Business Rules, Define Commit Accounting(US), Report, FTE Roll-Up Report, FTE Roll-Up Report</p>	RUNCTL_BUD012
BUD020 Retro Distribution	Report on the paychecks that have been modified using retroactive distribution. The report displays the old and the modified check data.	<p>Define Business Rules, Define Commit Accounting(CAN), Report, Retro Distribution Report</p> <p>Define Business Rules, Define Commit Accounting(GBL), Report, Retro Distribution Report</p> <p>Define Business Rules, Define Commit Accounting(US), Report, Retro Distribution Report</p>	RUNCNTL_BUD020

Report ID and Report Name	Description	Navigation	Run Control Page
<p>HPCA010</p> <p>Predistribution Audit</p>	<p>The Predistribution Audit report audits payroll and configuration data and identifies any errors that could be encountered when you run the Actuals Distribution or Actuals GL Interface processes.</p> <p>Run the Predistribution Audit report after you've run the Paysheet Create process, but before running the Actuals Distribution process.</p>	<p>Compensate Employees, Manage Payroll Processes, Report 2, Predistribution Audit</p>	<p>HP_RUNCTL_PDAU DIT</p>
<p>HPCA012</p> <p>Fringe and Gross Report</p>	<p>Reports on the Pay Check Distribution records. Run after you've completed the Pay Check distribution process.</p> <p>You must set up column definitions and run the Fringe Gross Load process before running the Fringe and Gross report.</p>	<p>Compensate Employees, Administer GL Interface, Report, Gross and Fringe Report, Gross Fringe Report</p>	<p>HP_RCTL_GRSFR_R PT</p>

Track Faculty Events Reports

Report ID and Report Name	Description	Navigation	Run Control Page
<p>HRH905CN</p> <p>StatsCan FT Survey (Statistics Canada full-time survey)</p>	<p>Lists the results of the Statistics Canada Academic Teaching Survey created using the Create Stats-Canada Survey component.</p>	<p>Develop Workforce, Manage Faculty Events, Report, StatsCan FT Survey Report, StatsCan FT Survey Report</p>	<p>RUNCTL_ HPH905CN</p>
<p>PER045</p> <p>Faculty Events</p>	<p>Lists an employee's tracking events, such as activities. Use this report as a template for Curriculum Vitae reporting.</p>	<p>Develop Workforce, Manage Faculty Events, Report, Faculty Events History, Faculty Events Report</p>	<p>RUNCTL_EVENTS</p>

Report ID and Report Name	Description	Navigation	Run Control Page
PER046 Case Review	Captures the case review details and the less secure details of the case review path.	Develop Workforce, Manage Faculty Events, Report, Case Review Status, Case Review Report	RUNCTL_CASE_REVIEW
PER047 Employee Tenure Status	Lists employee tenure status and home department information.	Develop Workforce, Manage Faculty Events, Report, Employee Tenure Status, Empl Tenure Status	RUNCTL_EGPP03
PER050 Tenure Calc (tenure calculation)	Lists the calculated tenure service information in the temporary calculation file created using the Tenure Calc process in Normal Run mode. Administer Flexible Service also uses this report.	Administer Workforce, Administer Flexible Service, Reports, Service Calc Report, Service Calc Report Develop Workforce, Manage Faculty Events, Report, Tenure Calc. Report, Tenure Calc Rpt.	RUNCTL_EGPP05
PER051 Tenure Service List	Provides detailed tenure service information for employees, such as tenure status and track start date.	Develop Workforce, Manage Faculty Events, Report, Tenure Yrs of Service Report, Tenure Service List	RUNCTL_EGPP06

Administer Company Cars Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CAR003 Car List	Produce a list of cars in the company's fleet and list basic information.	Compensate Employees, Administer Company Cars (GBL), Report, Car List	PRCSRUNCNTL
CAR002 Print P11D Section A	Print the results from the CAR001 process in a format similar to the UK government form P11D.	Compensate Employees, Administer Company Cars (GBL), Rep Lcl, UK Print P11D Section A, Print P11D Section A	RUNCTL_COMPCAR001

Manage Competencies Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMM007 Licenses, Certificates Renewal	Lists which employees need to renew a license or certificate.	Develop Workforce, Manage Competencies (GBL), Report, Licenses, Certificates Renewal	RUNCTL_CMM007
NVQ001 (GBR) UK NVQ - Employee Status	Lists employees assigned to an NVQ and their status.	Develop Workforce, Manage Competencies (GBL), Report Lcl, UK NVQ – Employee Status	PRCSRUNCNTL
NVQ002 (GBR) UK NVQ - Unit Listing	Lists all defined NVQ units.	Develop Workforce, Manage Competencies (GBL), Report Lcl, UK NVQ – Unit Listing	PRCSRUNCNTL
NVQ003 (GBR) UK NVQ - NVQ Listing	Lists all defined NVQ units.	Develop Workforce, Manage Competencies(GBL), Report Lcl, UK NVQ – NVQ Listing	PRCSRUNCNTL
NVQ004 (GBR) UK NVQ – Unit/Element Listing	Lists the elements associated with NVQ units.	Develop Workforce, Manage Competencies (GBL), Report Lcl, UK NVQ – Unit/Element Listing	PRCSRUNCNTL
NVQ006 (GBR) UK NVQ - Employee Plan	Summarizes an employee’s NVQ Unit plan (defined on the Track NVQ - Plan NVQ Units page). First run the NVQ - Initialize Plan process to generate this report.	Develop Workforce, Manage Competencies (GBL), Report Lcl, UK NVQ – Employee Plan	PRCSRUNCNTL
PER011 Competency Inventory	Lists employees in a department and their competencies.	Develop Workforce, Manage Competencies (GBL), Report, Competency Inventory	RUNCTL_PER011
PER537 Competency Listing	Lists competency types and the competencies associated with each type; also lists descriptions and categories.	Develop Workforce, Manage Competencies (GBL), Report, Competency Listing	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER538 Accomplishment Listing	Lists all defined accomplishments. Does not include National Vocational Qualifications (NVQs) for the UK.	Develop Workforce, Manage Competencies (GBL), Report, Accomplishment Listing	RUNCTL_PER538
PER704 License/Certification Table	Lists codes assigned to defined licenses and certifications.	Develop Workforce, Manage Competencies (GBL), Report, License/Certification Table	PRCSRUNCNTL

Manage Performance Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP002 Appraisals by Evaluation Points	Lists each salary grade in your agency, including all titles within each grade determined by the job evaluation point assignment.	Administer Workforce, Manage Performance (USF), Report	RUNCTL_ASOFDATE
PER008 Employee Appraisal Audit	Lists, by department, employees who have completed the review process.	Administer Workforce, Manage Performance (USF), Report	RUNCTL_PER008

Manage Positions Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FG0F8 (USF) 0F8	Establishes or creates changes to an existing position. (SQR)	Develop Workforce, Manage Positions (USF), Report, 0F8 Report, 0F8 Report	RUNCTL_FG0F8
FGHR009 (USF) Job Code/Position Audit	Cross references position numbers and job codes. (SQR)	Develop Workforce, Manage Positions (USF), Report, Job Code Text	RUNCTL_FGASOFDT
FGHR010 (USF) Vacant Position	Lists all currently vacant, budgeted positions in your organization. (Crystal)	Develop Workforce, Manage Positions (USF), Report, Vacant Position Report, Vacant Position Report	RUNCTL_FGHR010

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR025 (USF) Active/Inactive Position	Lists the current position-related data for active positions, inactive positions, or both, depending on which you select to run. (Crystal)	Develop Workforce, Manage Positions (USF), Report, Active/Inactive Positions, Active/Inactive Positions	RUNCTL_FGHR025
FGHR026 (USF) Incumbent History	Lists, by position, all current and former incumbents in the organization, beginning with the current incumbent for each position and going back in time. Prints entry and exit dates for each incumbent, and starting and ending salaries. (SQR)	Develop Workforce, Manage Positions (USF), Reports, Incumbent History	RUNCTL_FGASOFDT
FGHR027 (USF) Active Position History	Lists all current and historical data related to a position, for all active positions in the organization. (SQR)	Develop Workforce, Manage Positions (USF), Reports, Active Position History	POSITION_DATA
FGHR028 (USF) Exception/Override	Audits the data in fields that match in the Position Data component and the current incumbent Job Data component. (SQR)	Develop Workforce, Manage Positions (USF), Report, Exception/Override Report, Exception Override Report	RUNCTL_FGHR028
FGOCC800 (USF) Occupation Series	Provides the details of the Occupational Series table. (Crystal)	Develop Workforce, Manage Positions, Reports, Occupation Series Table	PRCSRUNCNTL
FGPER815 (USF) Position Title Table	Generates a listing of the Position Title Table records. (Crystal)	Develop Workforce, Manage Positions, Reports, Position Title Table	PRCSRUNCNTL
FGPOS819 (USF) Job Code Text	Prints the job code text associated with a position. (Crystal)	Develop Workforce, Manage Positions (USF), Job Code Text	RUNCTL_POSN_NBR
POS001 Position Status	Inventories the types of positions in your organization, and lists all filled and vacant positions. (SQR)	Develop Workforce, Manage Positions, Reports, Position Status	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
POS002 Active/Inactive Positions	Lists the current position-related data for active positions, inactive positions, or both, depending on which you select to run. (Crystal)	Develop Workforce, Manage Positions, Report, Active/Inactive Positions, Parameters	RUNCTL_POS002
POS003 Incumbent History	Lists, by position, all current and former incumbents in the organization, beginning with the current incumbent for each position and going back in time. Prints entry and exit dates for each incumbent, and starting and ending salaries. (SQR)	Develop Workforce, Manage Positions, Report, Incumbent History, Parameters	RUNCTL_ASOFDT_COMP
POS004 Active Position History	Lists all current and historical data related to a position, for all active positions in the organization. (SQR)	Develop Workforce, Manage Positions, Reports, Active Position History	RUNCTL_ASOFDATA
POS006 Indented Position	Provides a visual representation of reporting relationships among positions by level, if any, in the organization. (SQR)	Develop Workforce, Manage Positions, Report, Indented Position Report, Parameters	RUNCNTL_POS006
POS006A Build Position Structure	Links the positions in the system and creates the reporting hierarchy represented in the Indented Position Report. (SQR)	Develop Workforce, Manage Positions, Reports, Build Position Structure	RUNCTL_ASOFDATA
POS007 Vacant Position	Lists all currently vacant, budgeted positions in your organization. (Crystal)	Develop Workforce, Manage Positions, Reports, Vacant Position Report	PRCSRUNCNTL
POS008 Exception/Override	Audits the data in fields that match in the Position Data component and the current incumbent Job Data component. (SQR)	Develop Workforce, Manage Positions, Report, Exception/Override Report, Parameters	RUNCNTL_POS008

Manage Professional Compliance Reports

<i>Report ID and Report Name</i>	<i>Description</i>	<i>Navigation</i>	<i>Run Control Page</i>
PCMP002 Compliance Plan	Provides complete details of a company's compliance plan.	Develop Workforce, Professional Compliance, Report, Compliance Plans	RUN_CNTL_PCMP2
PCMP003 RI Observation	Provides complete details of a regulated individual observation.	Develop Workforce, Professional Compliance, Reports, RI Observation	RUN_CNTL_PCMP3
PCMP004 RI Review	Provides complete details of a regulated individual review.	Develop Workforce, Professional Compliance, Reports, RI Review	RUN_CNTL_PCMP4

Administer Salary Packaging Reports

<i>Report ID and Report Name</i>	<i>Description</i>	<i>Navigation</i>	<i>Run Control Page</i>
PKG003 Salary Packaging - Models Due for Review	Displays all employees with packages ready for review.	Compensate Employees, Administer Sal Packaging (AUS), Reports, Packages Due For Review	RUNCTL_PKG003
PKG004 Salary Package Model	Enables you to report on an applicant or an employee's salary package. The information contained in the report displays the details from the employee / applicant salary package pages. Both annual and package period amounts for components, additional components, salary, tax and TPV and TEC are displayed.	Compensate Employees, Administer Sal Packaging (AUS), Reports, Package Models	RUNCTL_PKG004

Report ID and Report Name	Description	Navigation	Run Control Page
PKG006 Salary Packaging FBT Reconciliation	Assists in the reporting of benefits and liabilities to the Australian Taxation Office at the end of the Fringe Benefits Tax Year— March 31. The Australian Taxation Office has identified different categories of fringe benefits and each category has its own specific rules for calculating the taxable value.	Compensate Employees, Administer Sal Packaging (AUS), Reports, FBT Reconciliation	RUNCTL_PKG006
PKG007 Salary Packaging Package Details	Reports on the amounts budgeted for each component of a package in each pay period. The report, run on an employee only basis, requires a start and end date of the period of time you wish to report on.	Compensate Employees, Administer Sal Packaging (AUS), Reports, Package Details	RUNCTL_PKG007

Manage Variable Compensation Reports

Report ID and Report Name	Description	Navigation	Run Control Page
VC001 Actual Award Report	Run the Actual Awards report after the system publishes the awards for payout. This report shows any modifications that you made to the award on the Award Allocations page.	Compensate Employees, Manage Variable Compensation, Report, Actual Award Report	RUNCTL_VC_REP
VC002 Budget Report	Helps you calculate how much funding to allocate to a plan.	Compensate Employees, Manage Variable Compensation, Report, Budget Report	RUNCTL_VC_REP

Report ID and Report Name	Description	Navigation	Run Control Page
VC003 Calculate Awards Report	View the results of the Award Calculation process.	Compensate Employees, Manage Variable Compensation, Report, Calculate Awards Report	RUNCTL_VC_REP
VC004 Carryover Report	View the carryover balances.	Compensate Employees, Manage Variable Compensation, Report, Carryover Report	RUNCTL_VC_REP
VC005 Employee History Report	View employee variable compensation history within date ranges that you specify on the run control page.	Compensate Employees, Manage Variable Compensation, Report, Employee History Report	RUNCTL_VC_EEHIS _RP
VC006 Funding Allocation Report	Review and evaluate the distribution of funds to all of the groups in the plan.	Compensate Employees, Manage Variable Compensation, Report, Funding Allocation Report	RUNCTL_VC_REP
VC007 Guarantee Report	View the employee guarantees.	Compensate Employees, Manage Variable Compensation, Report, Guarantee Report	RUNCTL_VC_REP
VC008 Non Monetary Report	Track the number of units awarded under a plan and the value to employees.	Compensate Employees, Manage Variable Compensation, Report, Non Monetary Report	RUNCTL_VC_REP
VC009 Plan History Report	View variable compensation plan history within date ranges that you specify on the run control page.	Compensate Employees, Manage Variable Compensation, Report, Plan History Report	RUNCTL_VC_REP
VC010 Variance Report	View the variance between the target award and the actual award that appears on the Award Allocations page.	Compensate Employees, Manage Variable Compensation, Report, Variance Report	RUNCTL_VC_REP

Report ID and Report Name	Description	Navigation	Run Control Page
VC011 Organization and Group Goals Report	Provides the plan goal weights for the variable compensation plan ID and period ID and a list of all organization and group weighted goals in the plan with their weighting percent and attainment percent.	Compensate Employees, Manage Variable Compensation, Report, Organization and Group Goals	RUNCTL_VC_REP
VC012 Consistency Report	Provides a list of employees who have fallen off a tree and the groups to which they belonged. The variable compensation administrator or the employees' managers can use this information to ensure that these individuals get the appropriate awards.	Compensate Employees, Manage Variable Compensation, Report, Consistency Report	RUNCTL_VC_REP
VC013 Subscription Error Report	Run the Subscription Error report after receiving workflow email notification that an erred or rejected award has been returned from PeopleSoft Payroll for North America or PeopleSoft Stock Administration.	Compensate Employees, Manage Variable Compensation, Report, Subscription Error Report	RUNCTL_VC_REP
VCP001 Tree Member Overlap Report	Identifies employees who exist multiple times on a tree. This enables you to validate or correct the group membership, as appropriate.	Compensate Employees, Manage Variable Compensation, Report, Tree Member Overlap	RUNCTL_VCP001

Manage French Public Sector Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FP_PROM Promotable Employees	Lists the employees promotable by a given date. To be launched after the FPA800 SQR.	Administer Workforce, Launch Collective Process (FPS), Report, Promotable Employees	RUNCTL_FPAPROM
FPA_CARB Career Simulation	Lists the simulated career data after reclassification or simulation of step increment.	Administer Workforce, Report (FPS), Report-FP, Career Simulation	RUNCTL_FPACRYSTAL3
FPA025 Rating	Lists employees that have been evaluated and those who have not.	Administer Workforce, Launch Collective Process (FPS), Report, Rating Administer Workforce, Report (FPS), Report FP, Evaluation Status, Rating	RUNCTL_FPA025
FPA030 Adjustment Constant	Calculates and reports the adjustment constant per reviewer in a given corps	Administer Workforce, Report (FPS), Report-FP, Adjustment Constant	RUNCTL_FPA030
FPA110 Edit Individual Orders	Edits all individual orders for a period, status and action code.	Administer Workforce, Report (FPS), Report-FP, Edit Individual Orders	RUNCTL_FPA110J
FPA110 Edit Collective Orders	Edits all collective orders for a period, status and action code.	Administer Workforce, Report (FPS), Report-FP, Edit Collective Orders	RUNCTL_FPA110C
FPA115 Collective Order Number Updating	Attributes a number to collective orders.	Administer Workforce, Report (FPS), Report-FP, Collective Order Number Updating	RUNCTL_FPA115
FPA400 Part-Time Schedule	Lists part-time employees, whose part-time will end soon	Administer Workforce, Report (FPS), Report-FP, Part-Time Schedule	RUNCTL_FROMTHRU

Report ID and Report Name	Description	Navigation	Run Control Page
FPA405 Current PPd Schedule	Lists employees nearing the end of their probation period.	Administer Workforce, Report (FPS), Report-FP, Current PPd Schedule	RUNCTL_FROMTHRU
FPA-AFFE Assignment – Request tbc	Lists requests for assignment changes that need to be approved	Administer Workforce, Report (FPS), Report-FP, Assignment – Request tbc	RUNCTL_FPACRYSTAL1
FPA-CARR Career-Request tbc	Lists requests for career changes that need to be approved	Administer Workforce, Report (FPS), Report-FP, Career – Request tbc	RUNCTL_FPACRYSTAL1
FPACNTR FPACNTR2 Contribution Call Letters	Contribution call letters contain the employee's address and the contribution amounts. Launch this report after FPA1100 SQR.	Administer Workforce, Launch Collective Process (FPS), Report, Contribution Call Letters	RUNCTL_FPA1150
FPAEE_CA Employee Career/Action	Lists employee career data.	Administer Workforce, Report (FPS), Report-FP, Employee Career/Action	RUNCTL_FPACRYSTAL2
FPAEE_PO CSPosition/Employee	Lists employee civil service position data	Administer Workforce, Report (FPS), Report-FP, CSPosition/Employee	RUNCTL_FPACRYSTAL2
FPAHISTA Assignment – Request Rejected	Lists rejected assignment change requests.	Administer Workforce, Report (FPS), Report-FP, Assignment – Request Rejected	RUNCTL_FPACRYSTAL1
FPAHISTC Career – Request Rejected	Lists rejected career change requests.	Administer Workforce, Report (FPS), Report-FP, Career – Request Rejected	RUNCTL_FPACRYSTAL1
FPAHISTP CSPosition – Request Rejected	Lists rejected civil service position requests.	Administer Workforce, Report (FPS), Report-FP, CSPosition – Request Rejected	RUNCTL_FPACRYSTAL1

Report ID and Report Name	Description	Navigation	Run Control Page
FPAHISTS Compensation – Request Rejected	Lists rejected compensation change requests.	Administer Workforce, Report (FPS), Report-FP, Compensation – Request Rejected	RUNCTL_ FPACRYSTAL1
FPAHISTW Work Time – Request Rejected	Lists rejected work time change requests.	Administer Workforce, Report (FPS), Report-FP, Work Time – Request Rejected	RUNCTL_ FPACRYSTAL1
FPA-POSI CS Position tbc	Lists approved civil service change requests.	Administer Workforce, Report (FPS), Report-FP, CS Position tbc	RUNCTL_ FPACRYSTAL1
FPARAT2 FPA_RAT List of Employees to be Rated	Lists employees to be rated according to attendance time, sorted by department or grade. Launch this report after FPA1200 SQR.	Administer Workforce, Launch Collective Process (FPS), Report, List of Employees to be Rated	RUNCTL_ FPA1210
FPA-REMU Compensation – Request tbc	Lists compensation change requests requiring approval.	Administer Workforce, Report (FPS), Report-FP, Compensation – Request tbc	RUNCTL_ FPACRYSTAL1
FPA-TDTR Work Time – Request tbc	Lists work time change requests requiring approval.	Administer Workforce, Report (FPS), Report-FP, Work Time – Request tbc	RUNCTL_ FPACRYSTAL1
FPMACT1 Action List – Report 1	Lists action definition part 1.	Define Business Rules, Define Business Rules (FPS), Report, Action List – Report 1	PRCSRUNCNTL
FPMACT2 Action List – Report 2	Lists action definition part 2.	Define Business Rules, Define Business Rules (FPS), Report, Action List – Report 2	PRCSRUNCNTL
FPMACTLE Actions/CS Position	Lists actions authorized by civil service position.	Define Business Rules, Define Business Rules (FPS), Report, Actions/CS Position	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FPMACTPR Retro Prcs Action Rules	Lists the retroactivity rules for action codes.	Define Business Rules, Define Business Rules (FPS), Report, Retro Prcs Action Rules	PRCSRUNCNTL
FPMACTST Actions/Status	Lists actions authorized by status.	Define Business Rules, Define Business Rules (FPS), Report, Actions/Status	PRCSRUNCNTL
FPMBUI SN Occupation	Lists occupation codes.	Define Business Rules, Define Business Rules (FPS), Report, Occupation	PRCSRUNCNTL
FPMCORPS Corps	Lists corps definitions.	Define Business Rules, Define Business Rules (FPS), Report, Corps	PRCSRUNCNTL
FPMINDEX Index Value	Lists index/amount values.	Define Business Rules, Define Business Rules (FPS), Report, Index Value	PRCSRUNCNTL
FPMJOB CD Job Code	Lists job code definitions.	Define Business Rules, Define Business Rules (FPS), Report, Job Code	PRCSRUNCNTL
FPMLEGAL Civil Service Position	Lists civil service position definitions.	Define Business Rules, Define Business Rules (FPS), Report, Civil Service Position	PRCSRUNCNTL
FPMPOINT Type of Point	Lists type of point definitions.	Define Business Rules, Define Business Rules (FPS), Report, Type of Point	PRCSRUNCNTL
FPMRANK1 Grade List – Report 1	Lists grade definition part 1.	Define Business Rules, Define Business Rules (FPS), Report, Grade List – Report 1	PRCSRUNCNTL
FPMRANK2 Grade List – Report 2	List grade definition part 2.	Define Business Rules, Define Business Rules (FPS), Report, Grade List – Report 2	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FPMSALST Sal Grade Table/Scale-Steps	Lists salary grade table – steps.	Define Business Rules, Define Business Rules (FPS), Report, Sal Grade Table/Scale-Steps	PRCSRUNCNTL
HR_FPFIRA_CI Final Rating	Attributes the final rating to the employees.	Administer Workforce, Report (FPS), Report-FP, Final Rating	RUNCTL_FPA035

Note. Additional Manage French Public Sector reports can be found under the Administer Workforce Reports section.

Meet Regulatory Requirements Reports

Report ID and Report Name	Description	Navigation	Run Control Page
APP001 Adverse Impact	Provides information on recruitment and hiring practices; compares hiring decisions for white males to ethnic minorities and females.	Monitor Workplace, Report Regulations (US), Report, Adverse Impact Monitor Workplace, Report Regulations (USF), Report, Adverse Impact	RUN_CTL_REG
APP002 Job Group Movement Analysis	Provides gender and ethnic group movements in and out of an organization and tracks career progression patterns.	Monitor Workplace, Report Regulations (US), Report, Job Group Movement Analysis	RUN_CTL_REG
OHS001 OSHA-200 Log	Lists the case numbers and details of each injury and illness that occurred during a particular calendar year.	Monitor Workplace, Report Regulations (US), Report, OSHA-200 Log, Parameters Monitor Workplace, Report Regulations (USF), Report, OSHA-200 Log, Parameters	RUNCTL_CALENDARYR

Report ID and Report Name	Description	Navigation	Run Control Page
PER016 EEO-1 Employer Information	Provides equal employment opportunity (EEO) information on private organizations.	Monitor Workplace, Report Regulations (US), Report, EEO-1 Employer Info	RUNCTL_PER016
PER017 EEO-1 Job Analysis	Supplies standard job category counts instead of employee counts for the private sector.	Monitor Workplace, Report Regulations (US), Report, EEO-1 Job Analysis Report	RUNCTL_PER017
PER019 Termination Analysis	Analyzes terminations within your organization according to predetermined groupings of age, years of service, gender, and ethnic group.	Monitor Workplace, Report Regulations (US), Report, Termination Analysis	RUN_CTL_REG
PER022 EEO-5 Job Analysis	Supplies standard job category counts for school-related categories.	Monitor Workplace, Report Regulations (US), Report, EEO-5 Job Analysis, Parameters	RUNCTL_ASOFDATE
PER024 Job Group Analysis	Analyzes the makeup of your workforce based on skills groups.	Monitor Workplace, Report Regulations (US), Report, Job Group Analysis	RUN_CTL_REG
PER024A Job Group Analysis Summary	Analyzes the makeup of your workforce based on job groups.	Monitor Workplace, Report Regulations (US), Report, Job Group Analysis Summary	RUN_CTL_REG
PER025 Work Force Analysis	Tracks hiring practices by department based on job titles.	Monitor Workplace, Report Regulations (US), Report, Work Force Analysis	RUN_CTL_REG
PER027 VETS-100 Process	Lists federal job classifications and the number of employees and new hires in the last 12 months who are disabled veterans or Vietnam veterans.	Monitor Workplace, Report Regulations (US), Report, VETS-100 Process Monitor Workplace, Report Regulations (USF), Report, VETS-100 Federal Contractor, Vets-100 Process	RUNCTL_PER027

Report ID and Report Name	Description	Navigation	Run Control Page
PER027C VETS-100 Analysis	Reports on the VETS-100 data created by the VETS-100 process.	Monitor Workplace, Report Regulations (US), Report, VETS-100 Analysis Monitor Workplace, Report Regulations (US), Report, VETS-100 Submit Monitor Workplace, Report Regulations (USF), Report, VETS-100 Federal Contractor, Vets-100 Process	RUNCTL_PER027C
PER027C Vets-100 Submit	Creates the digital file for submission to the government. You must run the VETS-100 Process before running this report.	Monitor Workplace, Report Regulations (US), Report, VETS-100 Analysis Monitor Workplace, Report Regulations (US), Report, VETS-100 Submit Monitor Workplace, Report Regulations (USF), Report, VETS-100 Federal Contractor, Vets-100 Process	RUNCTL_PER027C
PER030 Job Group Roster	Lists employees in job groups in job title order.	Monitor Workplace, Report Regulations (US), Report, Job Group Roster	RUN_CTL_REG
PER031 EEO-4 State and Local Government	Provides employment counts in the prescribed format for state and local governments.	Monitor Workplace, Report Regulations (US), Report, EEO-4 State and Local Govt, Parameters	RUNCTL_PER031

Report ID and Report Name	Description	Navigation	Run Control Page
PER036 PRWORA - New Hire	This report provides the information employers furnish to the Federal Directory of New Hires after hiring a new employee.	Monitor Workplace, Report Regulations (US), Report, PRWORA - New Hire, FEDERAL PRWORA - New Hire Monitor Workplace, Report Regulations (USF), Report, New Hire Reporting, New Hire Extract	RUNCTL_PER036
PER036S PRWORA - New Hire	Provides the information employers furnish to the State Directory of New Hires after hiring a new employee.	Monitor Workplace, Report Regulations (US), Report, PRWORA - New Hire, STATE PRWORA - New Hire Monitor Workplace, Report Regulations (USF), Report, New Hire Reporting, New Hire Extract	RUNCTL_PER036_S
PER040 IPEDS-S	Provides an analysis of the tenure status of full-time faculty members by gender and ethnic grouping.	Monitor Workplace, Report Regulations (US), Report, IPEDS-S Report	RUNCTL_PER040

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(USA) Meeting Regulatory Requirements for the United States”

(AUS) Meet Regulatory Requirements Reports for Australia

Report ID and Report Name	Description	Navigation	Run Control Page
PER712AUS ASCO	Prints a list of the ASCO reporting codes.	Monitor Workplace, Report Regulations (AUS), Report, ASCO Table, Prcsruncntl	PRCSRUNCNTL

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(AUS) Meeting Regulatory Requirements for Australia”

(CAN) Meet Regulatory Requirements Reports for Canada

Report ID and Report Name	Description	Navigation	Run Control Page
PER101CN Employment Equity	Creates an interface file to export to Canadian Employment Equity software. (SQR)	Monitor Workplace, Report Regulations (CAN), Report, Employment Equity	RUNCTL_PER101CN
PER102CN Canadian Official Languages Data File	Creates an import file to report official languages information. (SQR)	Monitor Workplace, Report Regulations (CAN), Report, Official Language Rqmts	RUNCNTL_PER102CN
PER715CN Pay Equity Table	Lists job evaluation information. (Crystal)	Monitor Workplace, Report Regulations, (CAN), Report, Pay Equity Table, Run Control	PRCSRUNCNTL
PER716CN National Occupation Codes	Lists the NOC codes used in categorizing your job codes. (SQR)	Monitor Workplace, Report Regulations (CAN), Report, National Occupation Codes, Run Control	PRCSRUNCNTL

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(CAN) Meeting Regulatory Requirements for Canada”

(FRA) Meet Regulatory Requirements Reports for France

Report ID and Report Name	Description	Navigation	Run Control Page
DIS001 Disability	Calculate the theoretical number of disabled employees who should work for the company and list the disabled employees, excluding temporary workers, trainees, and apprentices. For companies with more than 20 employees. (SQR)	Monitor Workplace, Report Regulations (FRA), Report, Disability Report	RUNCTL_DIS001_FRA

Report ID and Report Name	Description	Navigation	Run Control Page
ELE001 Election	Provides the results of the staff representative elections for employees and management. (Crystal)	Monitor Workplace, Monitor Elections (FRA), Report, Election Report, Runctl Ele001	RUNCTL_ELE001
REG001FR Monthly Workforce	Lists the monthly personnel changes for a given establishment of a company. (SQR)	Monitor Workplace, Report Regulations (FRA), Report, Monthly Workforce Report	RUNCTL_REG001_FRA
REG002FR Personal Register	Lists employees for a given establishment of a company. Run the report for a specific establishment within an organization or for all the establishments or an organization. (SQR)	Monitor Workplace, Report Regulations (FRA), Report, Personal Register	RUNCTL_REG002_FRA
REG003FR Workforce by Nationality	Provides a comprehensive analysis of the foreign workforce employed in a company. (SQR)	Monitor Workplace, Report Regulations (FRA), Report, Workforce by Nationality	RUNCTL_REG003_FRA
SOC001 Employee Survey	Gives an annual snapshot of a company based on the calculation of several indicators, such as the number of employees in the organization and their average salary. (Crystal)	Monitor Workplace, Report Regulations (FRA), Report, Employee Survey Report	RUNCTL_SOC001
TRN029 Report Training 2483	Declares vocational training that your organization has provided to your employees. Compiles the results of the 2483 indicators. (Crystal)	Develop Workforce, Administer Training (GBL), Report Lcl, FRA Training Report 2483, Report Training 2483 Monitor Workplace, Report Regulations (FRA), Report, Training Report 2483, Report Training 2483	RUNCTL_TRN029

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(FRA) Meeting Regulatory Requirements for France”

(GBR) Meet Regulatory Requirements Reports for the UK

Report ID and Report Name	Description	Navigation	Run Control Page
APP001UK Adverse Impact	Displays the breakdown of job offers versus applications by UK-specific ethnic groups and by gender.	Monitor Workplace, Report Regulations (UK), Report, Adverse Impact Report, Parameters	RUNCTL_ FROMTHRU
PER019UK Termination Analysis	Displays the current employee count and the number of terminations.	Monitor Workplace, Report Regulations (UK), Report, Termination Analysis, Parameters	RUNCTL_ FROMTHRU
PER025UK Work Force Analysis	Tracks hiring practices by department, or other organizational units, based on job titles in the department.	Monitor Workplace, Report Regulations (UK), Report, Work Force Analysis, Parameters	RUNCTL_ PER025UK
PER030UK Job Group Roster	Lists your employees in job groups.	Monitor Workplace, Report Regulations (UK), Report, Job Group Roster, UK Job Group Roster	RUNCTL_ PER030UK
PER037UK Joint Staffing	Gives a breakdown of your workforce by job code, gender, and full or part-time status.	Monitor Workplace, Report Regulations (UK), Report, Joint Staffing Report	RUNCTL_ ASOFDATE
UKNI001 Northern Ireland	Indicates the religious composition of the workforce, job applicants, and appointees. The report format emulates the Monitoring Return, which is required by organizations operating in Northern Ireland.	Monitor Workplace, Report Regulations (UK), Report, Northern Ireland Report, Fair Empl. Monitoring Return	RUNCTL_ UKNI

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(GBR) Meeting Regulatory Requirements for the United Kingdom”

(USF) Meet Regulatory Requirements Reports for the US Federal Government

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR012A EEO Groups by PATCOB/POI	Details the distribution of equal employment opportunity (EEO) groups and comparison by PATCOB and POI.	Monitor Workplace, Report Regulations (USF), Report, EEO Groups by PATCOB/POI	RUNCTL_FGHR012
FGHR012B EEO Groups by PATCOB/SubAgency	Details the distribution of EEO groups and comparison by PATCOB and sub-agency.	Monitor Workplace, Report Regulations (USF), Report, EEO Groups by PATCOB/SubAgency	RUNCTL_FGHR012
FGHR013A VETS-100 by SubAgency	Generates a Veterans employment report by sub-agency.	Monitor Workplace, Report Regulations (USF), Report, VETS-100 by SubAgency	RUNCTL_FGHR013
FGHR013B VETS-100 by POI	Generates a Veterans employment report by POI.	Monitor Workplace, Report Regulations (USF), Report, VETS-100 by POI	RUNCTL_FGHR013
FGHR014A EEO Groups by Series/POI	Details the distribution of EEO groups and comparison by occupation and POI.	Monitor Workplace, Report Regulations (USF), Report, EEO Groups by Series/POI	RUNCTL_FGHR014
FGHR014B EEO Groups by Series/SubAgency	Details the distribution of EEO groups and comparison by series and sub-agency.	Monitor Workplace, Report Regulations (USF), Report, EEO Groups by Series/SubAgency	RUNCTL_FGHR014
FGHR019B CPDF Error	Lists the CPDF edit errors found in CPDF Error Processing.	Monitor Workplace, Report Regulations (USF), Report, CPDF Error Report, Run CPDF Error Report	RUNCTL_FGHR019B
FGSF113A SF113-A	Generates a monthly report of federal civilian employment.	Monitor Workplace, Report Regulations (USF), Report, SF113-A Report	RUN_FGSF113A
FGSF113G SF113-G	Generates a monthly report of full-time equivalent and work-year civilian employment.	Monitor Workplace, Report Regulations (USF), Report, SF113-G Report	RUN_FGSF113G

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(USF) Performing Central Personnel Data File Edit Processing”

Monitor Absence Reports

Report ID and Report Name	Description	Navigation	Run Control Page
ABS001 Absence Listing	Provides information about an employee’s absence history.	Administer Workforce, Monitor Absence (GBL), Report, Absence Listing	RUNCTL_ABS001
ABS002 Absence Periods	Provides information about the number of employee absence periods.	Administer Workforce, Monitor Absence (GBL), Report, Absence Periods	RUNCTL_ABS001
ABS003 Time Lost Due to Absence	Provides employee absence information.	Administer Workforce, Monitor Absence (GBL), Report, Time Lost Due to Absence	RUNCTL_ABS003
ABS004UK Bradford Score	Lists employee absences for the regulatory region of GBR only. It lists department, employee name, employee ID, employee type, job title, total number of absences, total number of days absent, and the Bradford Score.	Administer Workforce, Monitor Absence (GBL), Rep Lcl, UK Bradford Score	RUNCTL_ABS004UK
ABS005NL ABS006NL Illness Registration	Calculates the illness totals, percentages, and frequencies.	Administer Workforce, Monitor Absence (GBL), Rep Lcl, NLD Illness Registration	RUNCTL_ABS005_NL

Monitor Health and Safety Reports

Report ID and Report Name	Description	Navigation	Run Control Page
OHS001CN Workers Compensation Board Form 7	Provides some of the information required for provincial WCB Form 7s. Use this report to manually transcribe information to the printed form required by the WCB in most Canadian provinces.	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, CAN WCB Form 7	RUNCTL_OHS001CN
OHS001FR Work Accident Report	Tracks information on the employer, the establishment, the casualty, and details of the accident such as witnesses and other third parties. Use this information to complete the official French report.	Monitor Workplace, Monitor Health/Safety(GBL), Rep. Lcl, FRA Work Accident Report	OHS001FR
OHS001GR Accident Report	Provides information about the person injured, body parts, physician and hospital data, injury source and nature, unsafe acts, hazards, causes, corrective or preventative actions, and witnesses for the incident that you select.	Monitor Workplace, Monitor Health/Safety (GBL), Proc. Lcl, GER Collect Accident Data Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, GER Accident Report	RUNCTL_OHS501GR
OHS001UK Injury/Dangerous Occurrence	Provides the data about health and safety incidents needed to meet the health and safety reporting requirements in the United Kingdom. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, UK Injury/Dang. Occ. Report, RIDDOR F2508	RUNCTL_OHS_UK
OHS002GR Reportable Accident/Illness	Produces a Reportable Accident /Illness report for Germany.	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, GER Reportable Accdnt/Illness	RUNCTL_OHS002GR

Report ID and Report Name	Description	Navigation	Run Control Page
OHS002UK Illness Report	Provides information to meet the health and safety reporting requirements in the United Kingdom. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, UK Illness Report, RIDDOR F2508A	RUNCTL_OHS_UK
OHS003 Non-Employees In Incidents	Summarizes the non-employees involved in incidents that occurred within a specified date range. It notes whether they suffered an illness or injury. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Non-Employees In Incidents	RUNCTL_OHS_FROMTO
OHS003GR Incident Location Summary	Provides information about travel, mode of transportation, details about whether drugs were involved, and details about individuals associated with the incident. This report is available only in German. (SQR)	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, GER Incident Location Summary	RUNCTL_OHS003GR
OHS004GR Illness Report	Includes information about the individual, including personal data, nationality, children, job, and physician. This report is only available in German. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Proc. Lcl, GER Collect Illness Data Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, GER Illness Report	RUNCTL_OHS504GR

Report ID and Report Name	Description	Navigation	Run Control Page
OHS008CN Workers Compensation Board Incident	Provides specific incident information required by the Canadian Worker's Compensation Board, such as incident occurrence information, work absence and work resumption, the person responsible, first aid provided, and other information required by the WCB. Use information from this report to manually complete WCB reporting forms. (SQR)	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, CAN WCB Incident	RUNCTL_OHS_INC
OHS009 Incident Detail	In addition to the occurrence information, the report lists all causes and related corrective actions, witnesses, involved persons (including detailed injury information), OSHA information, lost work, and physician information.	Monitor Workplace, Monitor Health/Safety (GBL), Report, Incident Detail	RUNCTL_OHS_INC
OHS010 Incident Summary	Summarizes health and safety incidents that have occurred within a specified date range. This report lists all involved persons and indicates whether an OSHA report was filed related to a person's involvement. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Incident Summary	RUNCTL_OHS_FRO MTO

Report ID and Report Name	Description	Navigation	Run Control Page
OHS011 Location Incident Summary	Summarizes the incidents that occurred at specific locations and within the specified date range. The report lists all persons involved in the incident and indicates whether or not they received an OSHA reportable illness or injury. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Location Incident Summary	RUNCTL_OHS_ FROMTO
OHS012 Claim Summary Overview	Summarizes claims that have been logged within a specified date range. The report itemizes by amounts within a Charge Type, subtotals by Charge Type, subtotals by claim, and then calculates a grand total of all charges within the reporting period. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Claim Summary Overview	RUNCTL_OHS_ FROMTO
OHS013 Employees In Incidents	Summarizes employees involved in incidents that have occurred within a specified date range. It notes whether the employee has suffered an injury or illness (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Employees In Incidents	RUNCTL_OHS_ FROMTO
OHS014 Incident Lost Work	Lists the lost or restricted workdays for an employee involved in a health and safety incident within a specified reporting period and totals lost and restricted days by incident. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Incident Lost Work	RUNCTL_OHS_ FROMTO

Report ID and Report Name	Description	Navigation	Run Control Page
OHS014ESP Incident Without Lost Work	Generates a list of accidents that didn't result in lost workdays. This report prints the Employee Name, Gender, NSS, Accident Date, and Accident Type. This report must be printed by Work Center. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, ESP Incident Without Lost W.	RUNCTL_OHS_ FROMTO
OHS015 Incident Claim Detail	Lists the claims filed for a specific incident, the employee filing the claim, provider information related to the claim, and detailed charges (by charge type) related to the claim. The report subtotals by charge type within a claim, subtotals by the claim itself, and then provides a grand total of all claim charges for the incident. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Incident Claim Detail	RUNCTL_OHS_INC
OHS016 Vehicle Incident Summary	Summarizes information about vehicles involved in incidents within a specified date range. The report lists the vehicle and equipment information and related information about the people involved. (Crystal)	Monitor Workplace, Monitor Health/Safety (GBL), Report, Vehicle Incident Summary	RUNCTL_OHS_ FROMTO

Report ID and Report Name	Description	Navigation	Run Control Page
PER002CHE Accident Report	Provides the information required by Swiss law in a format accepted by all Swiss insurance companies. (SQR) Use this report to create an accident report to submit to your organization's insurance company following an accident.	Monitor Workplace, Monitor Health/Safety (GBL), Rep. Lcl, CHE Accident Report	RUNCTL_PER002_CHE

Plan Careers and Successions Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CARPLAN Employee Career Plan	Lists an employee's career plan as entered by different evaluators (Crystal).	Develop Workforce, Plan Careers, Report, Career Plan	RUNCTL_CAR001
CARTRAIN Employee Career Training Plan	Lists an employee's training plan to meet career goals (Crystal).	Develop Workforce, Plan Careers, Report, Career Training	RUNCTL_CAR002
FGHR022 (USF) Individual Development Plan	Produces an Individual Development Plan (IDP) for an employee. (SQR).	Develop Workforce, Plan Careers, Report, IDP	RUN_FGHR022
PER034 Internal Resume	Creates a resume-like document from the data contained in PeopleSoft tables. (SQR).	Develop Workforce, Plan Successions (GBL), Report, Internal Resume	RUNCTL_PER034

Administer Salaries for the Netherlands Reports

Report ID and Report Name	Description	Navigation	Run Control Page
INT001NL Insurance Board Notification	Reports personal data for new employees to the Dutch insurance board.	Define Business Rules, Define General Data (NLD), Report, Ins Board Notification	RUNCTL_INT001_NL

Report ID and Report Name	Description	Navigation	Run Control Page
INT002NL Insurance Notification	Report to the DNHS (Dutch National Health Service) if an employee's income rises above a certain level.	Define Business Rules, Define General Data (NLD), Report, Insurance Notification	RUNCTL_INT002_NL
INT003NL Pay Groups	Provides an overview of the pay groups entered in the system.	Define Business Rules, Define General Data (NLD), Report, Pay Groups	PRCSRUNCNTL
INT004NL Earnings	Reviews all the valid earnings codes that you entered into the system , along with the payroll calculation characteristics that you assign to each.	Define Business Rules, Define General Data (NLD), Report, Earnings	PRCSRUNCNTL
INT005NL Deductions	Reviews all the valid deduction codes that are entered into the system.	Define Business Rules, Define General Data (NLD), Report Deductions	PRCSRUNCNTL
INT006NL General Deduction/Frequency	Shows the calculation type code for each deduction and, where applicable, the flat rate or percentage, the employee pay frequency, and any additional flat deduction amounts.	Define Business Rules, Define General Data (NLD), Report, General Deduction/Frequency	PRCSRUNCNTL

Plan Salaries Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP001 Salary Structure	Lists all salary grades in descending order by grade.	Administer Workforce, Plan Salaries (GBL), Report, Salary Structure	RUNCTL_ASOFDATA

Report ID and Report Name	Description	Navigation	Run Control Page
CMP002 Job Grading by Evaluation Points	Lists each salary grade in the organization along with salary data for all titles within that grade ordered by the job evaluation point assignment.	Administer Workforce, Plan Salaries (GBL), Report, Job Grading by Evaluation Points	RUNCTL_ ASOFDATE
CMP003 Compa-Ratio Analysis	Compares an employee's salary to the others within the same salary grade.	Administer Workforce, Plan Salaries (GBL), Report, Compa_Ratio Analysis	RUNCTL_ ASOFDATE
CMP004 Below Minimum Analysis	Shows employees making less than the minimum amount in their salary grade.	Administer Workforce, Plan Salaries (GBL), Report, Below Minimum Analysis	RUNCTL_ ASOFDATE
CMP005 Above Maximum Analysis	Lists all employees whose annual rate is above the maximum amount for the salary grade.	Administer Workforce, Plan Salaries (GBL), Report, Above Maximum Analysis	RUNCTL_ ASOFDATE
CMP008 Salary Change Mass Update by Salary Plan and Pay Group	Displays the changes that made to employees' job records before you run the related database agent to update the job records as well as the employees' previous and new compensation package.	Administer Workforce, Plan Salaries (GBL), Process, Update by Salary Plan and Paygroup	RUNCTL_CMP008
CMP010 Salary Mass Update by Job Code	Displays changes to the Salary Administration Plan, Grade and Step that will be made to employees' job records before you run the related database agent to actually insert new job records. This report displays the employees' previous and new Sal Admin Plan (salary administration plan), Grade, and Step.	Administer Workforce, Plan Salaries (GBL), Process, Salary Mass Update by Job Code	RUNCTL_CMP010

Report ID and Report Name	Description	Navigation	Run Control Page
CMP011 Salary History by Employee	Displays each salary change for an employee during a specified time period. For each salary change, it lists the associated job action, effective date, job code and title, salary grade, compensation rate, monetary amount, and percentage of change.	Administer Workforce, Plan Salaries (GBL), Report, Salary History by Employee	RUNCTL_CMP011
CMP014 Salary History by Group	Provides the salary changes for the employees in a group during a specified time period. For each salary change, it lists the associated job action, effective date, job code and title, salary grade, compensation rate, monetary amount, and percentage of change.	Administer Workforce, Plan Salaries (GBL), Report, Salary History by Group	RUNCTL_CMP014
CMP020JP (JPN) Salary Simulation	Generates the results of the Salary Increase Simulation process.	Administer Workforce, Plan Salaries, Report, Salary Simulation Report JPN	RUN_SALREPORT_JPN
LMS001 and LMS002 Forecasted Compensation	Analyzes the impact on the forecasted period of the events defined in the scenario and the variations of the compensation and headcount over the two periods (LMS002: Variations).	Compensate Employees, Forecast Compensation (FRA), Report, Forecasted Compensation	RUNCTL_LMS_REPORT
LMS003 Scenario Comparison	Compare two scenarios.	Compensate Employees, Forecast Compensation (FRA), Report, Scenario Comparison	RUNCTL_LMS_REPORT

Report ID and Report Name	Description	Navigation	Run Control Page
LMS004 Rate Codes Without Rate Code Class	Provides rate codes that don't have a rate code class attached to them.	Compensate Employees, Forecast Compensation (FRA), Report, Rate Codes without Rate Code Class	RUNCTL_LMS_RATE_CL
PER008 Employee Review Audit	Lists employees in the group who have completed the review process and those who have not.	Administer Workforce, Plan Salaries (GBL), Report, Employee Review Audit	RUNCTL_PER008
PER012 Departmental Salaries	Provides an alphabetical list of employees by department, basic job data information, and a breakdown of pay rates for each.	Administer Workforce, Plan Salaries (GBL), Report, Departmental Salaries	RUNCTL_ASOFDATA_LC
PER013 Employee Compensation Changes	Lists employees who have had compensation rate changes within a selected time period.	Administer Workforce, Plan Salaries (GBL), Report, Employee Compensation Changes	RUNCTL_PER013
PER023 Salary History for Company	Displays each salary change for an employee during a specified time period.	Administer Workforce, Plan Salaries (GBL), Report, Salary History for Company	RUNCTL_PER023
PER026 EE Review Result Distribution	Displays employee review results by group ID and review time period.	Administer Workforce, Plan Salaries (GBL), Report, EE Review Result Distribution	RUNCTL_PER026
PER041 Employee With Merit	Lists all employees who have received a merit increase during the period entered on the parameter page.	Administer Workforce, Plan Salaries (GBL), Report, Employee with Merit	RUNCTL_FROMTHRU
PER042 Employee Without Merit	Lists all employees who have not received a merit increase during the period entered on the parameter page.	Administer Workforce, Plan Salaries (GBL), Report, Employee without Merit	RUNCTL_FROMTHRU

Report ID and Report Name	Description	Navigation	Run Control Page
PER062JP (JPN) Grade Advance Candidate List	Lists employees who are eligible to advance from the grade you enter.	Administer Workforce, Plan Salaries, Report Lcl, JPN Grade Advance Candidate List	RUNCTL_PER062_JPN
PER706A Salary Grade Table	Lists the salary administration plan and salary grade, description, effective date, currency, and the hourly, daily, monthly, annual minimum, maximum, and midpoint rates for each grade.	Administer Workforce, Plan Salaries (GBL), Report, Salary Grade Table	PRCSRUNCNTL
PER706B Salary Grade and Step Tables	Lists the salary plans, grades and steps, the grade description and the date the grade is effective. It shows the hourly, daily, monthly and annual ranges of each component along with the currency and frequency.	Administer Workforce, Plan Salaries (GBL), Report, Salary Grade and Step Tables	RUNCTL_PER706B

Recruit Workforce Reports

Report ID and Report Name	Description	Navigation	Run Control Page
APP002 Job Group Movement Analysis	Provides racial and gender demographic data regarding your hiring process. (SQR).	Develop Workforce, Recruit Workforce (GBL), Report, Job Group Movement Analysis, Parameters	RUNCTL_FROMTHRU
APP003 Requisition Status	For each job requisition, the report lists job information, requisition status, recruiter, the number of applicants, and expenses information.	Develop Workforce, Recruit Workforce, Report, Requisition Status	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
APP004 Requisition Posting	Extracts job posting data from the database and formats it for merging into Microsoft Word documents. (SQR, Word for Windows).	Develop Workforce, Recruit Workforce (GBL), Report, Requisition Posting, Parameters	RUNCTL_APP004
APP005 Candidate Listing	This report combines job requisition information with a list of candidates being interviewed for the position. It groups requisitions by Department ID. (SQR)	Develop Workforce, Recruit Workforce, Report, Candidate Listing	PRCSRUNCNTL
APP006 Requisition Cost Analysis	Provides a breakdown of expense types and amounts for each job requisition. (SQR)	Develop Workforce, Recruit Workforce, Report, Requisition Cost Analysis	PRCSRUNCNTL
APP007 Recruitment Letters	Generate the recruitment letters for applicants that you have tagged with a letter code. (SQR, Word for Windows)	Develop Workforce, Recruit Workforce (GBL), Report, Recruitment Letters, Run Control Develop Workforce, Recruit Workforce (USF), Report, Recruitment Letters, Run Control	RUNCTL_APP007
APP011 Applicant Sum. by Requisition (applicant summary by requisition)	For each job requisition, this report lists the number of applicants and percentage of total applicants that applied, sorted by source type and specific source. (SQR).	Develop Workforce, Recruit Workforce, Report, Applicant Sum. by Requisition	PRCSRUNCNTL
APP012 Applicant Sum. by Source (applicant summary by source)	Lists the number of applicants and percentage of total applicants sorted by source type and specific source (regardless of requisition). (SQR).	Develop Workforce, Recruit Workforce, Report, Applicant Sum. by Source	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
APP012GR (GER) Job Postings	A Germany-specific report that lists all information related to a job requisition, including required competencies and accomplishments, as well as duties performed.	Develop Workforce, Recruit Workforce (GBL), Report Lcl, GER Job Postings, Parameters	RUNCTL_APP012GR
APP013GR (GER) Works Council Posting	A Germany-specific report that lists all open job requisitions that are monitored by a specific Works Council. (SQR)	Develop Workforce, Recruit Workforce (GBL), Report Lcl, GER Works Council Posting, Parameters	RUNCTL_APP013GR
FGHR032 (USF) Full Vacancy Announcement	Generates a hard copy of the full vacancy announcement. This must be run after you have created the USA Jobs Feed. (SQR)	Develop Workforce, Recruit Workforce (USF), Process, Full Vacancy Announcement	GVT_RUNCTL_FULLVAC
FGREC820 (USF) Evaluation of Candidates	Produces three Evaluation of Candidate reports sorted by applicant ID, name, and score. (Crystal)	Develop Workforce, Recruit Workforce (USF), Report, Evaluation of Candidates, Evaluation of Candidates	RUN_FGREC820
FGREC821 (USF) Certificate of Eligibles	Generates a Certificate of Eligibles report. (Crystal)	Develop Workforce, Recruit Workforce (USF), Report, Certificate of Eligibles, Run Fgrec821	RUN_FGREC821

Report ID and Report Name	Description	Navigation	Run Control Page
PER034 Internal Resume	Produces a summary of job history information for an employee. (SQR)	Develop Workforce, Plan Successions (GBL), Report, Internal Resume, Run Control Develop Workforce, Plan Successions (USF), Report, Internal Resume, Run Control Develop Workforce, Recruit Workforce (GBL), Report, Internal Resume, Run Control Develop Workforce, Recruit Workforce (USF), Report, Internal Resume, Run Control	RUNCTL_PER034

Report Total Compensation Reports

Report ID and Report Name	Description	Navigation	Run Control Page
TC001 Total Compensation Statement (Benefits Statement)	A listing of all compensation for each individual, designed for distribution to employees.	Compensate Employees, Report Total Compensation, Report, Employee Total Compensation	TC_BEN_RUN_CNTL
TC002 Group Summary Compensation	Aggregated information for each individual within a group that you specify.	Compensate Employees, Report Total Compensation, Report, Group Summary Compensation	TC_GRP_RUN_CNTL
TC003 Employee Compensation Report	Detailed information about each compensation type for each individual within a group that you specify.	Compensate Employees, Report Total Compensation, Report, Group Detail Compensation	TC_GRP_RUN_CNTL

Track Flexible Service Reports

Report ID and Report Name	Description	Navigation	Run Control Page
PER048 Employee Service Listing	Lists employees by calculation group and service type and within specified time periods. Sort by ascending or descending service time.	Administer Workforce, Administer Flexible Service, Reports, Empl Service Listing, Service List	RUNCTL_EGPP04
PER049	Lists the results of the Normal Run batch process and includes all employees who have a temporary file (resulting from a process in Normal Run mode) containing details about their accrued service credits.	Administer Workforce, Administer Flexible Service, Reports, Service Calc Report, Service Calc Report Develop Workforce, Manage Faculty Events, Report, Tenure Calc. Report, Tenure Calc Rpt.	RUNCTL_EGPP05

Track Global Assignments Reports

Report ID and Report Name	Description	Navigation	Run Control Page
PER032 Passport/Visa Expiration	Lists employees and dependents who have passports, visas, or work permits on file that will expire in the next 90 days from the report run date. (SQR).	Administer Workforce, Track Global Assignments (GBL), Report, Passport Visa Expiration Administer Workforce, Track Global Assignments (USF), Report, Passport Visa Expiration	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER717 Employees on Assignment	Lists employees on assignment. (Crystal).	Administer Workforce, Track Global Assignments (GBL), Report, Employees on Assignment Administer Workforce, Track Global Assignments (USF), Report, Employees on Assignment	RUNCTL_PER717

Base Benefit Reports

Report ID and Report Name	Description	Navigation	Run Control Page
BEN001 Health Plan Participants	Lists active health plan participants as of a specified date. Useful for determining the number of employees in plan types offered by specific providers.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN_LANG
BEN002 Life Insurance Participants	Lists active life plan participants as of a specified date. Useful for determining the number of employees in plan types offered by specific providers.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN_LANG
BEN003 Benefit Contribution Register	Summarizes benefit contributions by employee and employer.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN003
BEN003CN (CAN) Benefit Contribution Register	Summarizes benefit contributions by employee and employer for Canadian companies.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN003CN
BEN004 Savings Investment Distribution	Lists total deductions and company contributions for employees participating in savings plans.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN004

Report ID and Report Name	Description	Navigation	Run Control Page
BEN007 Leave Accruals	Displays leave accrual information by leave plan and employee.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN_LANG
BEN008 Section 415 Report	Lists employee amounts either over or under the Section 415 limit for savings plans. Lists plans that are excluded from and included in the 415 limit.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_ASODATE_BEN
BEN009 Section 415 Non-Compliance	Lists employees who have exceeded Section 415 limits.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_ASODATE_BEN
BEN020 FMLA Status	Displays summary information for approaching FMLA leave requests, current FMLA leave requests, recently completed FMLA leaves, and denied FMLA leave requests.	Compensate Employees, Administer FMLA, Report	RUNCTL_BEN020
BEN021 FMLA Payroll Audit	For employees on FMLA leave or who have recently completed leaves, displays employee ID, name, FMLA request number, begin/return dates, job status, payroll earnings during leave period, FMLA hours taken (paid and unpaid, and the total difference between the hours reported as paid by Payroll and those marked as paid in the FMLA system).	Compensate Employees, Administer FMLA, Report	RUNCTL_BEN021

Report ID and Report Name	Description	Navigation	Run Control Page
BEN022 BEN023 HIPAA	<p>BEN022 prints a twelve-month history of a former employee's group health coverage for specified plan types, as specified by the Health Insurance Portability and Accountability Act (HIPAA) of 1996.</p> <p>BEN023 prints a history for a selected dependent.</p> <p>Only plan types with the HIPAA Plan check box selected on the Benefit/Deduction Program Table have HIPAA history displayed on these reports.</p>	Compensate Employees, Administer Base Benefits, Report	RUNCTL_HIPAA
BEN040 Billing Statements	<p>Prints a bill for all employees with outstanding balances who are actively enrolled in the Benefits Billing system. Statements report activity from/to dates; activity type, plan type, benefit plan, coverage, amount and due dates. Also included is the total due and total overdue information, with any comments entered on the billing calendar.</p>	Compensate Employees, Administer Benefits Billing, Report	RUNCTL_BEN040
BEN041 Delinquent Accounts	<p>Displays charge and payment activity for employees who have failed to keep their payments current in accordance with the terms established on the Benefits Billing Plan Table.</p>	Compensate Employees, Administer Benefits Billing, Report	RUNCTL_BEN041

Report ID and Report Name	Description	Navigation	Run Control Page
BEN042 Accounts Receivable	Displays all payment activity, include the amounts paid and how the amounts were applied.	Compensate Employees, Administer Benefits Billing, Report	RUNCTL_BEN042
BEN043 History Activity	Displays all billing account activity for a specific period of time, by employee.	Compensate Employees, Administer Benefits Billing, Report	RUNCTL_BEN043
BEN044 Calculation Errors	Lists billing calculation errors.	Compensate Employees, Administer Benefits Billing, Report	RUNCTL_BILL_CAL
BEN045 Benefits Billing Audit	Displays employees with open charges and open credits; active enrollments audit; inactive enrollments audit; employees with holds longer than three months; and enrollment holds longer than three months.	Compensate Employees, Administer Benefits Billing, Report	RUNCTL_BEN_LANG
BEN050 Primary Job Audit	Identifies: Employees without a record in the Primary Jobs table. Employees without a job record in the Primary Jobs table. Employees without a primary job flag turned on. Employees without a primary job indicated for a specific benefit record. Employees with more than one primary job designated for a specific benefit record number.	Compensate Employee, Administer Base Benefits, Reports, Primary Job Audit	RUNCTL_BEN050

Report ID and Report Name	Description	Navigation	Run Control Page
BEN110 Premium Report	List employees, their coverage, and premium amounts for specified vendor and plan type.	Compensate Employees, Administer Base Benefits, Reports, Snapshot Premium Report	RUNCTL_BEN102
BEN141 A/R Interface	Extracts charges for a selected billing period and any charge adjustments with posting dates that fall within the billing period. Includes two types of records. One holds employee information, and the other holds accounting information for the Benefits Billing charges and charge adjustments.	Compensate Employees, Administer Benefits Billing, Process	RUNCTL_BEN042
BEN140 Payment Interface	Lists information about Benefits Billing payments processed by the batch interface program. Can be used as an alternate to entering payments through the Payment Entry page. The system applies the payments to the charges by plan type within due date, oldest due date first. The payments are posted as of the posting date on the transaction.	Compensate Employees, Administer Benefits Billing, Process	RUNCTL_BEN_LANG
BEN200 Section 403(b) Employee Listing Report	Provides information on all employees on the Employees 403(b) Annuity Data pages.	Compensate Employees, Administer Base Benefits, Reports	RUNCTL_BEN200
BEN201 Section 403(b) Exceptions Report	Lists employees who are approaching or exceeding Section 403(b) limits, along with other errors and exceptions.	Compensate Employees, Administer Base Benefits, Reports	RUNCTL_BEN201

Report ID and Report Name	Description	Navigation	Run Control Page
BEN202 Section 403(b) Employee Letters	Lists employees who have Section 403(b) information.	Compensate Employees, Administer Base Benefits, Reports	RUNCTL_BEN202
BEN701 Flexible Spending Account	Lists information in the Flexible Spending Account Table.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN702 Flat Rate	Prints information from the Flat Rate Table, where you define rates to be charged per selected frequency for a particular benefit program/plan.	Define Business Rules, Define Base Benefits, Report	RUNCTL_ASODATE_BEN
BEN703 Disability Plan	Prints information from the Disability Plan Table.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN704 Age Coverage Rate	Prints information from the Age-Graded Coverage Table, including: Effective dates of the rates. Rating factors, such as age ranges, sex, and smoking status, by employer and employee.	Define Business Rules, Define Base Benefits, Report	RUNCTL_ASODATE_BEN
BEN705 Life AD/D	Prints information from the Life AD/D Plan Table, including plan type, plan name, benefit plan ID and name, effective date, coverage, flat amount, rating factor, and group code.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN707 Savings Plan	Prints information from the Savings Plan Table, including savings plan type, benefit plan, effective date, employer investment matching option, and the terms of the employee deductions and employer contributions and investment options.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_ LANG
BEN708 Calculation Rules	Lists calculation rules information by calculation rule ID.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_ LANG
BEN709 Benefit Plan	Prints information from the Benefit Plan Table, including effective date, description, provider ID and name, default deduction code and name, and the indicator for non-discrimination testing.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_ LANG
BEN710 Leave Plan 1	Prints information from Leave Plan Table page 1, including plan type, plan name, benefit plan name and ID, effective date, accrual process date, accrual frequency, service interval, special calculations, year the plan begins, and the maximum leave balance and carryover allowed.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_ LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN710A Leave Plan 2/3	Prints information from Leave Plan Table pages 2 and 3, including each plan type and its name and ID, effective date, service interval, separate service rate values and bonus values, pay versus time, pay at term, term pay percent, negative balances allowed, and individual first year rate values.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN711 Retirement Plan	Lists information from the Retirement Plan Table, where you define retirement plans for the California Public Employees Retirement System (PERS).	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN713 Benefit Program Definition	Prints information from the Benefit Program Table, including associations between benefit programs and plans, rates, calculation rules, and payroll rules.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN713
BEN714 Service Rate	Prints information about each service rate ID, including effective date, pay frequency, rate per unit, service intervals, total rate, employer portion, and employee portion.	Define Business Rules, Define Base Benefits, Report	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
BEN715 Vacation Buy/Sell	Prints each vacation buy/sell plan type name and ID and its effective date, buy/sell description, earnings type, pay frequency, vacation hours (increments, minimum, and maximum), and the percent of salary and maximum vacation amounts.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN716CN (CAN) Pension Plan 1	Prints information from the Canadian Pension Plan Table, including plan type and name, benefit plan and name, effective date, special accumulator code, pension plan type, voluntary contributions indicator, credit CPP indicator, RCT registration number, contribution percentage, and the employee and employer percentages for contributions up to YMPE and over YMPE.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN717CN (CAN) Pension Plan 2	Prints information from the Canadian Pension Plan Table, including plan type and name, benefit plan and name, effective date, contribution rate type, the pension rate earnings limit, and the employee and employer percentages for contributions up to YMPE and over YMPE.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN718CN (CAN) Pension Plan 3	Prints information from the Canadian Pension Plan Table, including plan type and name, benefit plan name and ID, effective date, special accumulator, pension plan type, if voluntary contribution is allowed, pension administration percentage under and over the YMPE, pension administration earnings that are excluded, benefit entitlement ceiling, and the pension administration annual base hours.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN720 FMLA Plan Table	Prints information from the FMLA Plan Table, including FMLA calendar type, eligibility criteria, and the annual leave entitlement.	Define Business Rules, Define Base Benefits, Report	RUNCTL_BEN_LANG
BEN721 Limit Table	Prints information from the Limit Table, where you define government regulations that limit the amount that a participant can contribute or receive from a qualified plan.	Define Business Rules, Define Base Benefits, Report	RUNCTL_ASODATE_BEN
BEN731 Salary Rate	Lists information from the Salary Rate Table, where you define a percentage of salary for flexible credit options and deduction calculations. Includes effective dates of the salary percentages for a rate ID.	Define Business Rules, Define Base Benefits, Report	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
BEN733 Base Benefit Audit	<p>Summarizes potential employee data error conditions as related to Base Benefits business process.</p> <p>Includes employees without Employment records, employees without Job records, employees under 16 years old, employees with unusual dependents signed up for coverage, employees with spouses (or other dependents) both electing health benefits, employees with overage dependent coverage, and employees with incorrect health plans set up on the Benefit Program Table.</p>	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN_LANG
BEN734 Court Ordered Coverage Audit	Lists employees not compliant with court-ordered dependent benefit coverage or minimum spousal coverage.	Compensate Employees, Administer Base Benefits, Report	RUNCTL_BEN734
BEN740 Billing Calendar	Displays the following information for each billing period: billing period identifier, begin/end dates, payment due date, COBRA payment due date, calculation run (y/n) and statements printed (y/n).	Define Business Rules, Define Benefits Billing, Report	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
CBR001 COBRA Initial Notification Letter	Generates letters that display a qualified COBRA participant's terminating health coverage, qualified COBRA coverage, and the response dates by which he or she must return the election or waive request. It also includes an enrollment form.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR001
CBR002 COBRA Secondary Notification Letter	Generates letters that display information about the extension of COBRA continuation coverage for COBRA participants who have experienced secondary qualifying events.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR002
CBR003 COBRA Termination Letter	Generates letters that inform COBRA participants that their COBRA coverage is about to expire.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR003
CBR004 COBRA Open Enrollment Letter	Provides Open Enrollment forms for COBRA participants.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR004
CBR005 COBRA Event Summary	Lists all employees for whom a COBRA event occurred, along with the event status.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR005
CBR006 COBRA Enrollment	Lists all COBRA participants and their current elections, including coverage begin dates.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR006

Report ID and Report Name	Description	Navigation	Run Control Page
CBR007 COBRA Audit	Displays active employees enrolled in COBRA health coverage; employees and spouses (or other dependents) electing health benefits for the same dependent ID; and employees who have overage dependents.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR007
CBR008 COBRA Administration Error	Displays errors in the COBRA process, including COBRA event conflicts, lack of eligible benefit program or multiple eligible benefit programs, or duplicate COBRA events.	Compensate Employees, Administer COBRA, Report	RUNCTL_CBR008
FGPY017 (USF) FEHB Reconciliation	Federal agencies are required to send quarterly reports to major FEHB providers. These reports allow the provider to compare their enrollment records with that of the federal agency. They also provide total headcount and premium amounts.	Compensate Employees, Administer Base Benefits, Reports, FEHB Reconciliation	GVT_RUN_FGPY017
NDT004 401 Nondiscrimination Testing	Lists output from the 401(k) Nondiscrimination Testing SQR (NDT002) and from the 401(m) Nondiscrimination Testing SQR (NDT003).	Compensate Employees, Administer NDT, Report	PRCSRUNCTL

Report ID and Report Name	Description	Navigation	Run Control Page
NDT008 129 Nondiscrimination Testing	Lists the results of three Section 129 Nondiscrimination Testing SQRs: <i>NDT005:</i> Eligible Cross Section Test (eligible employees test) <i>NDT006:</i> 55% Average Benefits Test <i>NDT007:</i> Concentration Test (5% Owner Test)	Compensate Employees, Administer NDT, Report	PRCSRUNCTL
PAY031 Deductions and Benefits Register	Reports deductions taken, sorted by deduction code	Compensate Employees, Administer Base Benefits, Report	RUNCTL_PAYINIT2
PAYVNDR Provider/Vendor	Lists information from the Provider/Vendor table, including provider name and ID, provider effective date, provider address, and a separate address line for premium payment, where applicable.	Define Business Rules, Define Base Benefits, Report Compensate Employees, Administer AP Interface, Report, AP Vendor Listing	RUNCTL_PAYVNDR
RDED001 Retroactive Deductions Requested - 'Not Processed Status	Lists retroactive deduction requests that have not been processed.	Compensate Employees, Manage Retroactive Processing, Report Compensate Employees, Manage Retroactive Processing, Report, Retro Ben/Ded Requested, Retro Ben/Dedn Open Requests Compensate Employees, Manage Retroactive Processing, Report, Retro Ben/Ded All Calculated, Retro Ben/Dedn Request Status	RUNCTL_RTRODED1

Report ID and Report Name	Description	Navigation	Run Control Page
RDED002 Retroactive Deductions in Progress - 'Calculate Status'	Lists retroactive deduction requests that have been processed.	Compensate Employees, Manage Retroactive Processing, Report Compensate Employees, Manage Retroactive Processing, Report, Retro Ben/Ded Requested, Retro Ben/Dedn Open Requests Compensate Employees, Manage Retroactive Processing, Report, Retro Ben/Ded All Calculated, Retro Ben/Dedn Request Status	RUNCTL_ RTRODED1
RDED002B Retro Ben/Ded Summary	Summarizes retroactive deduction request information by employee ID. Includes deduction type, deduction amount (old and new), and recalculated deduction amounts with the total due to or due by the employee.	Compensate Employees, Manage Retroactive Processing, Report	RUNCTL_BEN_ LANG
RDED003 Retroactive Deductions Audit Rpt - 'Loaded to Paysheet' Status	Summarizes retroactive deduction information for requests loaded to the payroll system. Includes deduction type, deduction amount (old/new) and recalculated deduction amounts with total due to and/or due by the employee.	Compensate Employees, Manage Retroactive Processing, Report	RUNCTL_ RTRODED3

Report ID and Report Name	Description	Navigation	Run Control Page
RDED004 Retroactive Ben/Ded Terms Calculated (Terminated Employees Loaded)	Summarizes retroactive deduction information for requests loaded to the payroll system for terminated employees. Includes deduction type, deduction amount (old/new) and re-calculated deduction amounts with total due to and/or due by the employee.	Compensate Employees, Manage Retroactive Processing, Report Compensate Employees, Manage Retroactive Processing, Report, Retro Ben/Ded Loaded, Retro Ben/Dedn Paysheet Load Compensate Employees, Manage Retroactive Processing, Report, Retro Ben/Ded Terms Calculated, Retro Ben/Dedn Terminations	RUNCTL_ RTRODED3

Common Elements Used in HRMS and HR Reports Pages

Following are elements common to several pages used to run the HRMS and HR reports:

From Date or Begin Date	Enter the beginning date of the time period you want to report.
Thru Date or End Date	Enter the ending date of the time period you want to report.
Department	Select the department for which you want to run the report. To report on all departments, leave this field blank.

Basic PeopleSoft HRMS Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

CMP013 - Update Seniority Pay Reporting

Lists the seniority pay updates for a group of employees. Run this report after you've run the Update Seniority Pay process (HR_CMP013) and before you run the Upd Seniority Pay - Load Data process (HR_CMP013_CI) to load the changes to Job.

Source Records

HR_SEN_PAY1_TAO, PERSONAL_DATA, JOB; COMPENSATION,
COMP_RATECD_TBL

See Also

“Working with Multiple Components of Pay,” Running the Update Seniority Pay and Update Seniority Eligibility Processes

CMP014S - Update Seniority Eligibility Reporting

Lists employees and all their seniority changes. Run this report after you’ve run the Update Seniority Eligibility process (HR_CMP014) and before you run the Upd Seniority Elig - Load Data process (HR_CMP014_CI) to load the changes to Job.

Source Records

HR_CMP014_1_TAO, PERSONAL_DATA, JOB, COMPENSATION,
COMP_RATECD_TBL

See Also

“Working with Multiple Components of Pay,” Running the Update Seniority Pay and Update Seniority Eligibility Processes

CMP015 - General Compensation Update

Reports on all the changes performed by the General Compensation Update Process. Run this report after you’ve run the General Compensation Update process (HR_CMP015).

Source Records

HR_CMP015_TAO1, HR_CMP015_BEF_J, HR_CMP015_BEF_C, HR_CMP015_AFT_J,
HR_CMP015_AFT_C, PERSONAL_DATA, COMP_RATECD_TBL

See Also

“Working with Multiple Components of Pay,” Refreshing Employee Compensation

CMP016 - Defaulting Rules Eligibility
Defaulting Rule

Select the defaulting rule or rules whose eligibility you want to report.

Source Records

PS_CMP_RULE_DEFN, PS_CMP_RULE_WHERE, PS_CMP_RULE_VALUES,
PS_CMP_OPT_REQ_FLD, PS_JOB, PS_PERSONAL_DATA, PS_FAST_PERSGL_VW2

(USF) FGPER802 - Geographic Location Table

Source Record

GVT_GEOLOC_TBL

(USF) FGPER803 - Agency Table

Source Record

LOCATION_TABLE

(USF) FGPER804 - Sub-Agency Table Report

Source Record

GVT_SUBAGCY_TABLE

(USF) FGPER805 - Personnel Office ID Table

Source Record

GVT_POI_TABLE

(USF) FGPER806 - U.S. County Table

Source Record

GVT_COUNTY_TABLE

(USF) FGPER807 - Locality Pay Area Table

Source Record

GVT_LOCAREA_TABLE

(USF) FGPER808 - LEO Pay Area Table**Source Record**

GVT_LEOAREA_TABLE

(USF) FGPER809 - State Table Report**Source Record**

STATE_NAMES_TABLE

(USF) FGPER811 - Handicap Table

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.

Source Record

GVT_HANDICAP_TBL

(USF) FGPER812 - Legal Authority Table**Source Record**

GVT_LEGAL_AUTH_TBL

(USF) FGPER813 - Nature of Action Table**Source Record**

GVT_NOAC_TBL

(USF) FGPER814 - NOA Authority 1**Source Records**

GVT_NOAC_TBL, GVT_LEGAL_AUTH_TBL

(USF) FGPER816 - Priority Placement Table

Source Record

GVT_PRIO_TBL

(USF) FGPER817 - Work Location Table Report

Source Record

GVT_LOC_TABLE1

(USF) FGPER823 - Job Code Table

Source Record

JOB_CODE_TBL

GBP001 - Group Member Overlap

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

Source Records

JOB, PERSONAL_DATA, EMPLOYMENT, PERS_DATA_EFFDT, COMPENSATION, TL_EMPL_DATA

GBP002 - Group Membership

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.

Source Records

JOB, PERSONAL_DATA, EMPLOYMENT, PERS_DATA_EFFDT, COMPENSATION, TL_EMPL_DATA

(USF) PAY711 - Pay Group

Source Record

PAYGROUP_TBL

(USF) PAY717 - Pay Plan

Source Records

ERN_PROGRAM_TBL, ERN_PROGRAM_DEF, EARNINGS_TBL

PER044 - Multiple Seniority Components

The report 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.

Rate Code

Select this option if you want to run the Update Seniority Pay process by 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 select this option, the **Rate Code** field in the next section of the page becomes available for entry.

Group ID

Select this option if you want to run the Update Seniority Pay process by 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 select this option, the **Group ID** field in the next section of the page becomes available for entry.

All

Click to run the report for all employees.

Rate Code

This field is available for entry if you clicked the Rate Code button. Select one or more rate codes. The system displays the associated group IDs when you leave the field.

Group ID

This field is available for entry if you clicked the Group ID button. Select one or more 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.)

Source Records

PS_SEN_PAY_GROUP, PS_SEN_PAY_COMPRT, PS_COMPENSATION,
PS_COMP_RATECD_TBL, PS_SEN_PAY_TBL, PS_PERSONAL_DATA,
PS_EMPLOYMENT

See Also

“Working With Multiple Components of Pay”

PER701 - Department Table**Source Record**

DEPT_TBL

PER702 - Installation Table**Source Records**

INSTALLATION, PSOPTIONS

PER705 - Location Table**Source Record**

LOCATION_TABLE

PER707 - Company Table

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.

A separate report program (PAY702) prints the General Ledger information you enter in the Company Table.

Source Record

COMPANY_TBL

PER708 - Country Table**Source Record**

COUNTRY_TBL

(US) PER709A - Job Code Table**Source Record**

JOBCODE_TBL

(CAN) PER709B - Job Code Table**Source Record**JOBCODE_TBL

PER709C - Job Code Table**Source Record**JOBCODE_TBL

PER711 - Standard Letter Table

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.

Source Record

STANDRD_LTR_TBL

See AlsoGenerating Form Letters

PER713 - Currency Code Table**Source Record**CURRENCY_CD_TBL

PER714 - Currency Rate Table**Source Record**

CUR_RT_TBL

Administer Training Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

Common Elements Used in Administer Training Reports Pages

Course Code	Select from course codes that you set up in the Course Table. To run a report for all courses leave this field blank. If the report is course specific, the system will indicate this as a required field.
Session # (session number)	Select from the list of active sessions.
Course Session Nbr (course session number)	Select from the list of active sessions that you set up in the Course Session Table.

FGSF182 - SF182

Note. This page can be accessed only by Federal users.

Non-EmplID (nonemployee ID)	Select an ID for inclusion in the report.
Request # (request number)	Select from the list of training requests.

Source Records

PS_TRN_EEEXP_N_COST, PS_TUIT_EXPEN_TBL, PS_TRAINING,
PS_PERSONAL_DATA, PS_PERS_NID NID, PS_GVT_HANDICP_TBL,
PS_EMPLOYMENT, PS_JOB, PS_JOBCODE_TBL, PS_GVT_SUBAGCY_TBL,
PS_DEPT_TBL, PS_LOCATION_TBL, PS_PERSONAL_PHONE

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Enrolling or Waitlisting Students,” Enrolling Students Manually

(MEX) MXSTP001 – DC-1 Training Mixed Committee Constitution

Mixed Committee	The Mixed Committee must be of a Training type.
Contract Type	Specify the contract type by selecting <i>Individual</i> , <i>Collective</i> , or <i>Law</i> .

Source Records

PS_COMPANY_TBL, PS_ESTAB_TBL, PS_MIX_COM_TBL_MEX,
PS_MIX_COM_REP_MEX MR, PS_JOB

(MEX) MXSTP003 – DC-2 Training and Development Plans

Mixed Committee	The Mixed Committee must be of a Training type.
Contract Date	Enter the Collective Contract signature date or the Collective Contract revision date.
Plan Phases	Define the number of phases in which you are going to run your training program plan.
Print Address	Select if you want the address of your company to be printed out on the report.
Contract Type	Specify the contract type by selecting <i>Individual</i> , <i>Collective</i> , or <i>Law</i> .
Modality	Select the class of training program. This depends on what you are going to report and is information that's provided by the STPS. Valid values are <i>Specific Company Plans & Prog</i> , <i>Common Company Plans & Prog</i> , and <i>Gen. System Branch (Econ. Act)</i> .
Training Plan Obj. Priority	Select the training plan objective priority. Valid values are <i>Increase Productivity</i> , <i>Prepare to Occupy New Vac/Pos</i> , <i>Prevent Work Risks</i> , <i>Provide New Technologies Info</i> , and <i>Upg/Improve Knowledge & Comp</i> .

Source Records

PS_COMPANY_TBL, PS_ESTAB_TBL, PS_MIX_COM_TBL_MEX,
PS_MIX_COM_REP_MEX MR, PS_JOB

(MEX) MXSTP005 – DC-2B Training and Development Registration Application

Training Program	Select the type of training program that you want to generate the report for.
-------------------------	---

Source Records

PS_TRN_PROGRM_CRSE, PS_COURSE_TBL, PS_ESTAB_TBL

(MEX) MXSTP006 – DC-3 Courses/Events Certificates

Employee Representative Name	Enter the name of the employee representative on the mixed committee.
From Employee/To	Enter the EmplIDs for the employees that the training report is being generated for.
Plan Type	Select the type of Training Program or Course that you want to generate the report for. If you select Training Program , all the courses belonging to the training program will appear.
Instructor ID	Provide the Instructor ID.

Source Records

PS_JOB, PS_TRN_PROGRM_TBL, PS_TRN_INSTRCT_TBL, PS_TRN_VENDOR_TBL

(MEX) MXSTP007 – DC-4 Courses/Events Certificates List

Source Records

PS_ESTAB_TBL, PS_JOB, PS_TRAINING

(MEX) MXSTP008 – DC-5 Training and Development External Registration Application

Application Type	Specify the type of application. Valid values are Initial , Instructor Change , New Programs , and Update Courses .
Print Instructors	If you select the Print Instructor check box, the names of the instructors will print on the report.
Plan Type	Select the type of Training Program or Course that you want to generate the report for.

Source Records

ESTAB_TBL, PS_TRN_PROGRM_TBL, PS_COURSE_DESCR, PS_TRN_INSTRCT_TBL

PER107GR - Int. Prof. Educational Status

Source Records

PERSONAL_DATA, ACOMPLISHMENTS, EE_IPE_STEPS

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “(GER) Tracking Professional Educational Programs for German Employees”

PER703 - Course Table
Source Records

PS_COURSE_TBL, PS_COST_UNIT_TBL

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Setting Up Training Courses”

TRN001 - Training Letters

This report involves three processes, running in the following order:

- An SQR report extracts data from the database and creates data extract files.
- A Microsoft Word for Windows mail merge prints training letters such as notification of course session enrollment, schedule changes, and cancellations. The report generates letters for all students, including nonemployees.
- An application engine process emails training letters to students with an email address specified in personal data.

Select the Training Letters process (process type PSJob) if you want Process Scheduler to automatically run the processes sequentially. Process Scheduler runs the SQR report process to extract data, then it uses the Word macro to merge the data, and finally it runs the Application Engine process that will email training letters to students with email addresses.

If you prefer to run each process manually, select the SQR Report process first. When that has run, you run the WinWord process to merge the data, and then run the Application Engine process for emails.

For the SQR Report process, select File in the Type field and LP in the Format field.

No matter what Output Destination that you specify on Process Scheduler, the system always sends the data extract files and the form letter to a temp directory. You use Word for Windows to print the letters

Source Records

PS_CRSE_SESSN_TBL, PS_TRAINING, PS_CRSE_SESS_DATES,
PS_PERSONAL_DATA, PS_TRN_FACIL_TBL, PS_TRN_ROOM_TBL,
PS_CRS_1ST_SESS_VW, PS_RUN_CNTL_TRN001, PS_EMAIL_ADDRESSES

See Also

“Generating Form Letters,” Modifying the Word Macros for the Sample Letters

TRN002 - Course Session Roster

Course Start Date Enter as an alternative to selecting a session number.

Source Records

PS_TRAINING, PS_COURSE_TBL, PS_PERSONAL_DTA_VW

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Enrolling and Waitlisting Students”

TRN003 - Course Waiting List
Source Records

PS_TRAINING, PS_COURSE_TBL, PS_PERSONAL_DTA_VW

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Enrolling or Waitlisting Students,” Managing Waiting Lists

TRN004 - Training Schedule

As Of Date and End Date Enter the start date and the end date for the report.

Source Records

PS_CRSE_SESSN_TBL, PS_COURSE_TBL, PS_COST_UNIT_TBL,
PS_CRSE_SESS_DATES

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Administering Course Sessions”

TRN005 - Training Facility Schedule

Report Request Parameters

Facility Select the facility you want the report to cover.

Source Records

PS_CRSE_SESSN_TBL, PS_COURSE_TBL, PS_TRN_ROOM_TBL,
PS_CRSE_SESS_DATES

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Administering Course Sessions”

TRN010 - Active Scenario Summary

Source Records

PS_BUDGET_PERIOD, PS_TRN_SCENARIO , PS_TRN_SIMULATION,
PS_TRN_DEMAND

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Planning Training Budgets for Your Organization”

TRN011 - Global Scenario Summary

Budget Period Select from the list that you set up on the Budget Period Table.

Scenario Select from the list that you created.

Source Records

PS_BUDGET_PERIOD, PS_TRN_SCENARIO, PS_TRN_SIMULATION,
PS_TRN_DEMAND

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Planning Training Budgets for Your Organization”

TRN016 - Target Course Certifications

Source Records

PS_COURSE_TBL, PS_COURSE_LICENSE, PS_LIC_CERTIF_VW,
PS_COST_UNIT_TBL, PS_COURSE_DESCR

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Defining Training Courses and Programs,” Setting Up Training Programs

TRN017 - Course Rating

Source Records

PS_COURSE_TBL, PS_CRSE_SESSN_TBL, PS_CRSE_SESS_INSTR,
PS_CRSE_SESS_RATNG, PS_COST_UNIT_TBL, PS_COURSE_DESCR

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Administering Course Sessions,” Recording Student Feedback on Course Sessions

TRN018 - Course Attendance Status

Source Records

PS_TRAINING, PS_COURSE_TBL, PS_CRSE_SESSN_TBL

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Enrolling and Waitlisting Students”

TRN019 - Course Rating Templates

Source Records

PS_CRSE_SESSN_TBL, PS_COURSE_TBL, PS_TRAINING, PS_CRSE_SESS_DATES,
PS_CRS_IST_SESS_VW

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Administering Course Sessions,” Recording Student Feedback on Course Sessions

TRN020 - Student Training History

Source Records

PS_TRAINING, PS_PERSONAL_DATA, PS_COURSE_TBL

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Tracking Student Training,”
Maintaining Student Training Data

TRN021 - Training Program - Course Attend. School Program

Source Records

PS_PERSONAL_DATA, PS_JOB, PS_JOB_CD_TRN_PROG, PS_TRN_PROGRM_CRSE

TRN022 - Statistics of EEs Enrolled

Source Records

PS_TRAINING, PS_COURSE_TBL, PS_JOB, PS_PERSONAL_DATA, PS_DEPT_TBL
PS_LOCATION_TBL, PS_COMPANY_TBL

TRN023 - Course Description

Source Records

PS_COURSE_TBL, PS_COURSE_DESCR, PS_COST_UNIT_TBL

TRN024 - Course Category

Source Records

PS_COURSE_TBL, PS_COURSE_EQUIP, PS_TRN_EQUIP_TBL, PS_COST_UNIT_TBL
PS_COURSE_DESCR

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Defining Training Courses
and Programs,” Setting Up Course Categories

TRN025 - Course Equipment

Source Records

PS_COURSE_TBL, PS_TRN_CATALOG_TBL, PS_TRN_CAT_TBL,
PS_TRN_SUBCAT_TBL, PS_COST_UNIT_TBL

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Defining Training Courses and Programs,” Identifying Equipment and Materials

TRN026 - Course Vendors

Source Records

PS_COURSE_TBL, PS_TRN_PROV_COST, PS_TRN_VENDOR_TBL,
PS_COST_UNIT_TBL, PS_COURSE_DESCR

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Defining Training Courses and Programs,” Setting Up Training Courses

TRN027 - Prerequisite Courses

Source Records

PS_COURSE_TBL, PS_TRN_PREREQ_CRSE, PS_COURSE_TBL,
PS_COST_UNIT_TBL, PS_COURSE_DESCR

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Defining Training Courses and Programs,” Setting Up Training Courses

TRN028 - Target Qualifications

Source Records

PS_COURSE_TBL, PS_COURSE_COMPS, PS_COMPETENCY_TBL,
PS_COST_UNIT_TBL, PS_COURSE_DESCR

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Defining Training Courses and Programs,” Setting Up Training Courses

TRN029 - (FRA) Report Training 2483

Before running this report, run the Compute Training Report 2483 (DEC2483) process to calculate the indicators. Check the calculation results and do any updating on the FRA Edit 2483 - Edit 2483 page.

Source Records

GROUP_2483_FRA, INDIC_2483_FRA, EDIT_2483_FRA

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “(FRA) Producing the French Training Report 2483,” Running the Compute Training Report Process

TRN030 - Training Plan Summary

Budget Period	Select the period the report should cover. When you leave this field, the system displays the budget period description.
Business Unit	Select from the list.

Source Records

PS_BUDGET_BUS_UNIT, PS_TRN_BASE_CUR, PS_BUDGET_PERIOD, PS_TRN_APR_CRSE_VW, PS_TRN_SML_SUM_VW, PS_COURSE_TBL

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Planning Training Budgets for Your Organization”

TRN032 - EE Sessn Cost Summary

Before running this report, run the Compute Student Cost process, which calculates the student costs for a given budget period and selected course sessions.

The EE Session Cost Summary job runs two processes to produce the report:

- EE Session Costs (HR_TRNEECOST). This is an application engine process that extracts the costs and stores them in a temporary table (PS_TRN032_TAO). The system runs this process first to generate the data for the report.

- EE Session Cost Summary. This is an SQR process that generates the report using the data in the temporary table.

Course Select from the list of course codes. The system displays the courses that the employee has completed. When you leave this field, the course title appears.

Session # (session number) Select from the list.

Source Records

PS_CRSE_SESSN_TBL, PS_COURSE_TBL, PS_PERSONAL_DATA,
PS_RUN_CNTL_TRN032, PS_TRN032_TAO

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Tracking Training Costs,”
Calculating and Tracking Student Costs

TRN033 - Training Instructor Schedule

Source Records

TRN_INSTRCT_TBL, CRSE_SESS_INSTR, COURSE_TBL, CRSE_SESS_DATES,
TRN_ROOM_TBL, PERSONAL_DATA

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Administering Course Sessions”

TRN034 - Equipment Checklist

Source Records

CRSE_SESSN_TBL, COURSE_TBL, TRAINING, CRSE_SESS_DATES,
TRN_ROOM_TBL, TRN_FACIL_TBL, TRN_BUSHONE_VW, CRSE_SESS_EQUIP,
TRN_EQUIP_TBL, TRN_ROOM_EQUIP, TRN_FACIL_EQUIP, FACIL_EQUIP_VW

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, “Administering Course Sessions,” Planning and Setting Up Course Sessions

(FRA) TRN035 - Training Plan: Distribution

Budget Period Select the period the report should cover. When you leave this field, the system displays the budget period description.

Business Unit Select from the list.

Source Records

PS_TRN_DEMAND, PS_TRN_SIMULATION, PS_TRN_SCENARIO,
PS_TRN_CATALOG_TBL, PS_BUDGET_PERIOD, PS_BUS_UNIT_TBL_HR,
PS_COURSE_TBL, PS_DEPT_TBL, PS_TRN_DEMAND_EE, PS_PERSONAL_DATA,
PS_JOB_CURR_VW, PS_JOB, PS_EMPL_CTG_L1

(FRA) TRN036 - Training Plan: Cost Details

Budget Period Select the period that the report should cover. When you leave this field, the system displays the budget period description.

Source Records

PS_BUDGET_BUS_UNIT, PS_TRN_BASE_CUR, PS_CURRENCY_CD_TBL,
PS_TRN_DEMAND, PS_TRN_SIMULATION, PS_TRN_SCENARIO,
PS_TRN_CATALOG_TBL, PS_BUDGET_PERIOD, PS_BUS_UNIT_TBL_HR,
PS_COURSE_TBL, PS_DEPT_TBL, PS_TRN_DEMAND_EE, PS_JOB_CURR_VW,
PS_TRN_SML_COST_VW, PS_TRN_SML_SUM_VW, PS_TRN_LST_CRSE_VW,
PS_TRN_PLN_DEM_VW

See Also

PeopleSoft Human Resources PeopleBook: Administer Training, "Setting Up Training Costs,"
Setting Up Default Training Costs

Administer Workforce Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

CNT001 - Contract Information

Start Date, End Date The report lists all the contracts for the designated employee within the date range specified. If you leave these fields blank, the report prints all the contract history for the selected employee.

EmplID (employee ID) Enter the employee ID of the employee for whom you want to list contracts. If you leave this field blank, the report prints the contract history (within the date range you specify) for all employees.

Source Records

PS_CONTRACT_DATA; PS_PERSONAL_DATA

(USF) ES931 – Print Wage and Separation

Federal agencies are required to generate Form ES-931 reports (Request for Wage and Separation Information). State agencies use the information in this report to determine benefit eligibility for each claimant filing claims for Unemployment Compensation for Federal Employees (UCFE).

The generation of the ES-931 report is a two-part process.

1. Use the Setup Wage and Separation component to enter setup information.
2. Use this Print Wage and Separation run control page to generate the actual report.

Source Records

TAX_BALANCE, PERSONAL_DATA, PERS_NID, BALANCE_ID_DEF,
EMPLOYMENT, JOB, LOCATION_TBL, GOVT_UCFE, ACTN_REASON_TBL,
POSITION_DATA, GVT_ERN, ACR_CLS, GVT_ACCR_PLAN, GVT_ERN_ACR_CLS

(USF) FGSF61 - Appointment Affidavits Report

Source Records

PERSONAL_DATA, EMPLOYMENT, JOB, JOBCODE_TBL, GVT_SUBAGCY_TBL,
LOCATION_TBL

(USF) FGHR015 - Union Membership

Note. Before you run this report, first run the Refresh Employees Table process.

Source Records

PS_EMPLOYEES, PS_UNION_TBL, PS_JOB_LABOR, PS_FAST_PERSGL_VW2,
SOPRDEFN

(USF) FGPER810 - Award Action Data

Source Records

GVT_AWD_ACTN

(USF) FGSF75 - Request for Prel Employ Data

Job Title Enter the person's job title.

Source Records

JOB, GVT_PERS_DATA, GVT_PERS_NID, EMPLOYMENT, POSITION_DATA, JOBCODE_TBL, GVT_SUBAGCY_TBL, DEPT_TBL, LOCATION_TBL, COMPANY_TBL

(USF) FGSF5052 - Request for Personnel Action/Notice of Personnel Action

PAR Type (personnel action request) This field is available for entry only if you selected the Request for Personnel Action menu item. Select the type of PAR that you want to print.

Copies Requested

This group box is available for entry only if you selected the Notification of Personnel Action menu item. Select the copies that you want to print. Available values are **Employee**, **OPF**, **Payroll**, and **Utility**.

Criteria Processed

On-line Select if you want to immediately print the PARs you select.

Within Batch Program Select if you want to save your filtering criteria for later processing.

Filter Criteria

EmplID (employee ID), **SSN** (social security number), **Name**, **PAR Status**, **Department**, **Location**, **NOA Code** (nature of action) Filter actions by employee ID, employee social security number, PAR status, department, location, or NOA code.

PAR Status Date Range

PAR Status	To filter by PAR status, select a status. The Begin Date and End Date fields become available when you select a PAR status.
Filter	When you click this button, the system selects the records that match your filter criteria and displays them on the Select Data page.

Request/Notice of Personnel Action – Select Data Page**Filtered PAR Data**

The system displays information about the PARs that it filtered based on the parameters you specified on the Parameters page. Use the check box at the beginning of each data row to select individual PARs and add them to the list of Selected PARs to Print when you click **Add Selected**. You can click the **Add All** button to add all of the PARs to the list without selecting any check boxes.



	Click this button to view the values of all of the filter criteria for this PAR.
Add All	Click this button to add all PARs from the Filtered PAR Data section to the Selected PARs to Print section.
Add Selected	Click this button to add the selected PARs from the Filtered PAR Data section to the Selected PARs to Print section.
Remove Selected	Click this button to remove selected PARs from the Selected PARs to Print section.
Remove All	Click this button to remove all PARs from the Selected PARs to Print section.

Selected PARs to Print

The system transfers the information for the PARs that you selected to add to the list. These PARs print when you run the report. If you want to remove any of the selected PARs, select the check box at the beginning of each data row and click the Remove Selected button. Remove all PARs by clicking the Remove All button.

Source Records

GVT_PAR_PRT, GVT_RQSN_POSN, GVT_NOAC_TBL, GVT_JOB, JOBCODE_TBL, GVT_PERS_DATA, GVT_EMPLOYMENT, ACTN_REASON_TBL, GVT_PERS_NID, LOCATION_TBL

OHS002 - Discipline Action Summary

Source Records

PS_DISC_SUM_VW, PS_PERSONAL_DTA_VW

OHS004 - Grievance Detail

Source Records

GRV_DETAIL_VW

OHS005 - Employee Disciplinary Action

Source Records

PS_EMP_DISACT_VW, PS_DISCIPLIN_ACTN

OHS006 - Grievance Summary Report

Source Records

PS_GRIEV_RPT_VW

PER001 - Department Action Notices

Note. Before you run this report, first run the Refresh Employees Table process.

Source Records

EMPLOYEES, EMPLOYEE_REVIEW, JOB

(CHE) PER001CH - Company Statistics

The Swiss Federal Department of Statistics requires all Swiss companies to create the Company Statistics report (*Betriebszaehlung*) every ten years in order to provide information on employee wages, occupations, and other data.

Source Records

PERSONAL_DATA, JOB, CITIZENSHIP, REG_REGION_TBL

PER002 - Employee Birthdays

Note. Before you run this report, first run the Refresh Employees Table process.

Source Records

EMPLOYEES

PER003 - Years of Service

Years of Service This report supplies a list of employees who have completed the number of years of service you specify.

Source Records

PERSONAL_DATA, EMPLOYMENT, JOB, UNION_TBL

PER004 - Emergency Contacts

Note. Before you run this report, first run the Refresh Employees Table process.

Source Records

EMERGENCY_CNTCT, EMERGENCY_PHONE, EMPLOYEES

PER005 - Employees on Leaves of Absence

Note. Before you run this report, first run the Refresh Employees Table process.

Source Records

EMPLOYEES, JOB

PER006 - Mailing Labels

Note. Before you run this report, first run the Refresh Employees Table process.

Source Records

EMPLOYEES, COUNTRY_TBL

PER007 - Temporary Employees**Source Records**

EMPLOYMENT, JOB, PERSONAL_DATA

PER010 - Employee Turnover Analysis

This report orders employees by:

- Department
- Employee name
- Employee ID

Source Records

JOB, PERSONAL_DATA

PER015 - Personnel Actions History**Show Components?**

Select if you want your report to display compensation component information.

Actions

The report lists all employees affected by each of the job actions you enter.

Source Records

EMPLOYMENT, JOB, PERSONAL_DATA

PER020 - Employee Home Address Listing**Source Records**

PERSONAL_DATA

PER021 - Pending Future Actions

Show Components? Select **Show Components?** if you want your report to display compensation component information.

Source Records

EMPLOYMENT, JOB, PERSONAL_DATA

PER029 - Database Audit

Source Records

PSAUDIT, PSRECFIELD

PER032 - Passport/Visa Expiration

The first section of the report lists passport information: employee ID and name, dependent ID and name, country, passport number, issue date, and expiration date. The second section of the report lists visa and work permit information: employee ID and name, dependent ID and name, country, visa and work permit number, type of permit, issue date, and expiration date. There is a page break between the first and second sections of the report.

Source Records

CITIZEN_PSSPRT, DEPENDENT_BENEF, PERSONAL_DATA, VISA_PMT_DATA

PER033 - Citizenship/Country/Visa Audit

The report flags six different types of discrepancies. Specifically, it flags employee records when the following pairs of data exist:

Citizenship Status	Country of Citizenship	Visa Record
Native or Naturalized.	Not the local country.	
Not Native or Naturalized.	The local country.	
Native or Naturalized.		Exists for the local country.
Not Native or Naturalized.		Doesn't exist for the local country.
	The local country.	Exists for the local country.
	Not the local country.	Doesn't exist for the local country.

The report puts a page break between categories.

Source Records

CITIZENSHIP, INSTALLATION, PERSONAL_DATA, VISA_PMT_DATA

(NLD) PER038NL - Law SAMEN Statistics

Year Enter the year the report should cover.

Source Records

PERSONAL_DATA, WBEAA_CNTRY_TBL, DIVERSITY, XLATTABLE

(GER) PER039GR - GER Heavily Disabled

Year The report prints a list of heavily disabled employees for the year specified.

Source Records

PS_DISABILITY_GER, PS_GP_SI_DUEVO_GER, PS_JOB, PS_PERSONAL_DATA, PS_SET_CNTRL_REC

PER040GR - GER Heavily Disabled Equaliz. Report

Year Specify a year for the report.

Source Records

PS_COMPANY_TBL, PS_DEPT_TBL, PS_DISABILITY_GER, PS_JOB, PS_JOB_LABOR, PS_LOCATION_TBL, PS_SETID_TBL, PS_SET_CNTRL_REC

(ITA) PER053 - ITA Equal Opportunities

Desired Reports

Table 1-8 Select the Equal Opportunities report tables you want to populate. The Equal Opportunities report tables are defined in the Italy Equal Opportunities Report section.

Productive Units

Productive Units Select the productive units of the employees on whom you're reporting.

Table 1. Informazioni Generali Sull'azienda.

Table 1 contains the following information:

- Company and location information.
- Total number of employees as of December 31st of the second year of the period reported.
- Economic activity, including IVA organization codes.
- All CCNL information that applies.

Table 2. Informazioni generali sulle unità nell'ambito comunale.

Table 2 contains the following information:

- Location address.
- Total number of employees at that location as of the reporting date.
- Number of employees as of December 31st of the second year of the period reported.

Table 3. Entrate e uscite nel biennio.

Table 3 contains the following information:

- Number of employees as of December 31st of the first year of the period reported.
- The number of hires as of December 31st of the first year of the period reported.
- The number of terminations as of December 31st of the first year of the period reported.
- Number of employees as of December 31st of the second year of the period reported.

Table 4. Occupati al 31.12 del secondo anno del biennio e promozioni e assunzioni nell'anno.

Table 4 lists the number of employees in each of the following categories: dirigenti, quadri, impiegati, and operai. Within each category, the report lists the number of employees per category level.

Table 5. Occupati al 31.12 del secondo anno del biennio per tipo contratto. CIG e aspettativa

Table 5 lists, per contract type, the number of employees in each of the following categories: dirigenti, quadri, impiegati, and operai.

Table 6. Elenco delle entrate, uscite e trasformazioni contratto (secondo anno del

biennio)

Table 6 contains the following information listed by category (dirigenti, quadri, impiegati e operai):

- Hires, including employees transferred from another location of the company, employees changed from another category, and new hires.
- Terminations, including employees transferred to another location of the company, transferred to another category, and termination of the labor relation (pension, resignation, contract expiration, individual or collective dismissal, death, and disability).
- Contract changes, including from *Determine Period* to *Undetermined*, from parttime to fulltime, and vice versa.

Table 7. Formazione del personale svolta nel corso del secondo anno del biennio

Table 7 contains the following information listed by category (dirigenti, quadri, impiegati, and operai):

- Number of training participants.
- Total of hours of training participation per category.

Table 8. Retribuzione annua (secondo anno del biennio) per livello e categoria professionale

- The annual gross salary amount subdivided by category (dirigenti, quadri, impiegati, and operai) and contractual level.

Source Records

PS_JOB, PS_PERSONAL_DATA, PS_TRAINING, PS_COURSE_TBL,
PS_COMPANY_TBL, PS_UNITA_PROD_TBL, PS_WKF_CNT_TYPE,
PS_EMPL_CTG_L1, PS_EMPL_CTG_L2, PS_TRV_ACTRSN_ITA,

PER059 - ITA Union Report

Language	Select the language of the report.
As of Date	Indicate the data as of which the system should collect union disability information.

Source Records

PERSONAL_DATA, JOB

(ESP) PER054 - Official List

The Spanish government requires organizations that do business in Spain to keep a Matricula Book, an official company registry of employee-related data. You maintain the book both at the company level and by work site. While you don't have to report information from the Matricula book to the government, a government inspector making an on-site inspection may ask to review the Matricula book.

The Official List report includes the following information for each employee:

- Matricula number.
- Employee - first surname.
- Employee - second surname.
- Employee - first name.
- Gender.
- Marital status.
- Birth date.
- Birth city.
- Birth province.
- Social Security number.
- Hire date.
- Professional category and date (this may result in multiple entries if the employee's category changes).
- Social Security category (Tarifa de Cotizacion).
- Termination date.
- Comments.

Matricula Book Type

Select whether to run the report for *All* matricula books, which includes historical employee data, or for the *Current* book only, which includes only current data.

Source Records

PERSONAL_DATA, JOB, PERS-NID, EMPLOYMENT

(ESP) PER055 - Union Fees

Source Records

JOB, JOB_LABOR and PERSONAL_DATA

PER058 - Primary Job Audit

One important reason to designate primary and secondary jobs is to create accurate data for regulatory reporting. By running reports for an employee's primary job only, you create an accurate employee count for affirmative action and other government reports. However, the flexibility PeopleSoft Human Resources gives you to designate primary and secondary jobs could compromise the accuracy of your reporting data. It's possible to have employees who have no job designated as a primary job, or more than one primary job, or an inactive job designated as the primary job. We recommend checking regularly to correct these kinds of discrepancies in your employee job records. Use the Primary Job Audit report to check for discrepancies in the primary job designation for employees with multiple jobs.

This report lists all employees and/or nonemployees whose job records show the following potential problems:

- Multiple primary jobs: More than one active job is currently designated as a primary job.
- Terminated primary job: The primary job was terminated and a nonprimary job is the active job.
- No primary job: None of the person's concurrent jobs has been chosen as the primary job.

Personnel Status

Select a personnel status to run the report for employees only or non-employees only. If you don't choose an option, the system runs the report for both employees and non-employees.

Source Records

PERSONAL_DATA; JOB; PS_JOB_DATE_VW; PS_FAST_PERSGL_VW2

(ITA) PER060 - ITA Disability

Report Request Parameter(s)

As of Date

Indicate the date as of which the system should collect employee disability information.

Annual

Select this option if you want to run the annual report, listing the number of disabled employees sorted by disability type and gender.

Name List	Select this option if you want to run the report listing the names of disabled employees by location and gender.
Statistics	Select this option if you want to run the report listing by location and the number of disabled and able-bodied employees. Part and fulltime disabled employees are counted as one. Parttime, able-bodied employees are counted using their full time equivalent (FTE) value. If an able-bodied employee has an FTE value of 0.5, then that employee is counted as 0.5 on this report. Fulltime, able-bodied employees are counted as 1.
Run Control Locations	
SetID	Select the setID of the company on whose disability statistics you are reporting.
Location Code	Select the location code of the location on whose disability statistics you are reporting.
Run	Click to run the report using Process Scheduler.

Source Records

PERSONAL_DATA, DISABILITY, JOB

PER061 - Labor Relations Letters

Create Labor Relations letters in your word processor by directly accessing the data you need from your database.

Select whether to generate the letter in the language specified or in the language of the recipient.

PeopleSoft Human Resources provides the following four standard Labor Relations Letters.

<i>Purpose of Letter</i>	<i>Letter Code</i>	<i>Data Extract File</i>	<i>Word Letter Template</i>
Confirmation of Disciplinary Action Filed	DAF	MLRDAF.LTR	LTRDAF.DOC
Confirmation of Disciplinary Action Resolution	DAR	MLRDAR.LTR	LTRDAR.DOC
Confirmation of Grievance Filed	GRF	MLRGRF.LTR	LTRGRF.DOC
Confirmation of Grievance Resolution	GRR	MLRGRR.LTR	LTRGRR.DOC

Source Records

PS_DISCIPLIN_LTR, PS_DISCIPLIN_ACTN, PS_DISCIP_TYPE_TBL, PS_GRIEVANCE,
 PS_GRIEVANCE_STEP, PS_RESLTN_TYPE_TBL, PS_R_PER061,
 PS_PERSONAL_DATA

(CAN/USA) PER009 - Union Membership Report
Source Records

PS_EMPLOYEES, PS_UNION_TBL, PS_JOB_LABOR, PS_FAST_PERSGL_VW2,
 SOPRDEFN

Note. Before you run this report, first run the Refresh Employees Table process.

(JPN) PER063JP – JPN Appointment Notification

Report headings vary according to the Action/Reason combination. Enter free-form text and a company official's title and name to appear on the report, and select the action and reason combinations on which you want to report.

Language	Select the language you want the report to be in.
As of Date	This is the effective date of employees' job data rows that the system will search and report on. It appears on the report as the Announcement Date. Note. For Retirement notifications, you should enter the effective date of the retirement row on the employee's Job record. The system will set the Announcement Date on the printed notification as the As of Date minus 1 day, the same as the Termination Date on the employee's Employment Dates page.
Company	Select your company code. The company description defaults into the Published by field.
Notification Statements	This free-form text field is for comments you want to appear as an introduction to the list on the report: for example "Hiring order is as follows."
Publish Date	This date, which appears on the report, is the date your organization wants as the official publication date of the Appointment Notification.
Published by	This will initially display the description of the company you entered, but you can override the default with a free-form description of, for example, your HR department if that's what you want to appear on the notification.

Representative Title	This also defaults from the company table. You can overwrite the default. This is the title of the company's representative that will appear on the notification.
Representative Name	This also defaults from the company table. You can overwrite the default. This is the name of the company's representative that will appear on the notification.
Action	Select an action from the drop-down list box that you want to report on. The drop-down list box will contain all actions in the system, but you can only select the following: <i>Hire, Rehire, Transfer, Promotion, Retirement</i>
Use All Action Reasons	Select unless you wish to select individual reasons for the action you entered in the Reason Code grid below the check box. Even if you have selected individual reasons in the grid, if this check box is selected, you will get all reasons, so you don't have to clear the grid if you change your mind. Note. You only need to select reasons (individual or "Use All...") for actions <i>Hire, Rehire</i> and <i>Retirement</i> . For actions <i>Transfer</i> and <i>Promotion</i> , the system automatically populates the Reason Code field. However, the process reports only Job rows that do have a Reason Code . If a Job row has Action = <i>Hire, Rehire, Retirement, Transfer, or Promotion</i> but no Action Reason , it is not reported.
Reason Code	Select all the reasons for the action you entered that you want the report to include. If the Use All Action Reasons check box is clear, you must enter at least one reason in this field. The system displays the description of each reason you select. See the Note above that discusses the Use All Action Reasons field.

Source Records

PERSONAL_DATA, COMPANY TBL, JOB, SUPVLVL_TBL_JPN

(JPN) PER064JP - JPN Appointment List

This report lists all employees who have been hired, rehired or retired, transferred or promoted. The information the report provides varies according to the Action/Reason combination you enter on the Appointment List report page.

You can enter free-form text and a company official's title and name to appear on the report, and you can select the action and reason combinations you want to report on.

Language	Select the language you want the report to be in.
As Of Date	<p>This is the effective date of employees' job data rows that the system will search and report on.</p> <p>Note. For <i>Retirement</i> listings, you should enter the effective date of the Job retirement row. The system will set the Announcement Date on the printed list as the As Of Date minus 1 day, the same as the Termination Date on the employee's Employment Dates page.</p>
Company	Select your company code. Unlike for Appointment Notification, the company description will <i>not</i> default into the Published by field.
Publish Date	This date, which appears on the report, is the date your organization wants as the official publication date of the Appointment List.
Published by	Enter a free-form description of the publishing department such as your Human Resources department.
Action	<p>Select an action from the drop-down list box that you want to report on. The drop-down list box will contain all actions in the system, but you can only select the following:</p> <p><i>Hire, Rehire, Transfer, Promotion, Retirement</i></p>
Refer to the Tree Manager	<p>Select this check box if you want the system to sort the listing using your DEPT_SECURITY tree and, depending on the Action/Reasons, your SUPERVISOR_LEVEL tree.</p> <p>This is how the system sorts your listing when you select Refer to the Tree Manager:</p> <ul style="list-style-type: none"> • For Actions <i>Hire</i> and <i>Rehire</i>, the system uses only the DEPT_SECURITY tree. • For Actions <i>Transfer</i> and <i>Retirement</i>, the system uses both the DEPT_SECURITY tree and the SUPERVISOR_LEVEL tree. • For Action <i>Promotion</i>, the system sorts by Salary Plan, Salary Grade, and Employee ID whether the check box is selected or clear. Trees have no effect. <p>If Refer to the Tree Manager is clear, the system sorts the list by Employee ID.</p> <p>Note. Employees who do not have a supervisor level appear in the list by Department, with the Supervisor Level column blank. They are sorted by Employee ID, after all the employees who do have a supervisor level.</p>

Use All Action Reasons

Select this check box unless you want to select individual reasons for the action you entered in the **Reason Code** grid below the check box. Even if you have selected individual reasons in the grid, if this check box is selected, you will get all reasons, so you don't have to clear the grid if you change your mind.

Note. You need to select reasons only for actions **Hire**, **Rehire**, and **Retirement**. For actions **Transfer** and **Promotion**, the system automatically populates the **Reason Code** field. However, the process reports only Job rows that do have an Action Reason. If a Job row has **Action = Transfer** or **Promotion** but no Action Reason it will not be reported.

Reason Code

Select all the reasons for the action you entered that you want the report to include. If the **Use All Action Reasons** check box is clear, you must enter at least one reason in this field. The system displays the description of each reason you select. See the Note above for the **Use All Action Reasons** field.

Source Records

PERSONAL_DATA, COMPANY_TBL, DEPT_TBL, JOB, SUPVLVL_TBL_JPN, SAL_PLAN_TBL, SAL_STEP_TBL, LOCATION_TBL, EMPL_STATUS

(JPN) PER065JP - JPN Completion of IC Transfer

The home company uses this report in order to confirm employees who are anticipated to return from temporary intercompany transfer.

Source Record

INTCPNY_TRN_JPN

(BEL) PER067BEL - Social Report
Source Records

COMPANY_TBL, PERS_REGIST_BEL, PERS_DATA_EFFDT, JOB, EMPLOYMENT, CONTRACT_DATA, WKF_CNT_TYPE

Common Elements Used in the Canadian Administer Workforce Reports Pages

Can OEE Area Cd (Ontario Employment Equity area code) Select and area code. These codes are the CEC management codes defined in the location table. If more than one code is required, separate them with commas (for example, 01, 02).

(CAN) PER100CN - CAN Hire List Report

Source Records

PERSONAL_DATA, JOB, LOCATION, PERS_NID

(CAN) PER103CN – OEE Groups by OCC Group

Source Records

CAN_OEE_SURVEY, JOB, JOBCODE_TBL, CAN_NOC_TBL, LOCATION_TBL

(CAN) PER104CN - OEE Groups by Employment Type

Source Records

CAN_OEE_SURVEY, JOB, JOBCODE_TBL, LOCATION_TBL

PER105CN - OEE Work Force Survey Stats Report

Source Records

CAN_OEE_SURVEY, JOB, LOCATION_TBL

(CAN) PER106CN - OEE Groups/Jobs Filled/Vacatd

Source Records

JOB, CAN_OEE_SURVEY, JOBCODE_TBL, LOCATION_TBL, CAN_NOC_TBL

PER506 - Dept Tbl/Security Tree Audit

Source Records

PSTREENODE, DEPT_TBL

PER706A - Salary Grade Table

Source Records

SAL_PLAN_TBL, SAL_GRADE_TBL

PER706B - Salary Grade/Step Table

Show Components? Select if you want your report to display compensation component information.

Source Records

SAL_PLAN_TBL, SAL_GRADE_TBL, SAL_STEP_TBL

PER710 - Action Reason Table

Source Records

ACTN_REASON_TBL

PER801SG – Employee Listing Report

Provides employee information based on the run control selections of Department, Employee Name, or Employee ID.

- If Department, it selects Department Name, Employee ID, Employee Name, Sex, Birthdate, Job Title (sorted by Department).
- If Employee ID, it selects Employee ID, Employee Name, Sex, Birthdate, Department Name, Job Title (sorted by Employee ID).
- If Employee Name, it selects Employee Name, Employee ID, Sex, Birthdate, Department Name, Job Title (sorted by Employee Name).

Source Records

PS_EMPLOYEES regardless of what selection is used; PS_RUN_CNTL_HR for selection parameters

TAS001 – Temporary Assignments w/out End Date

Source Records

PS_JOB, PS_JOB_JR, PS_PERSONAL_DATA

TAS002 – Temporary Assignments due to Complete

Source Records

PS_JOB, PS_JOB_JR, PS_PERSONAL_DATA

Manage Commitment Accounting Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphanumerically by report ID.

BUD001 - Department FTE

Department FTE Report Params (department full time equivalent parameters)

Output File Enter the file name you want the system to write the FTE budget data to.

Source Records

JOB_DATA, DEPT_BUDGET_FTE

BUD009 - Encumbrance Messages

Department ID (or "ALL") Enter the department ID whose encumbrance messages you are reporting. Enter *ALL* to report on all departments in the selected **SetID**.

Source Records

ENCUMB_DEFN, ENC_MESSAGE_TBL

BUD011 - Funding Summary

Funding Summary Rpt Parameters (funding summary report parameters)

Funding Summary By	Indicate if you want the funding summary to list information by <i>Appointment Level</i> or by <i>Position Level</i> .
Report Option	Indicate if you want the report to summarize funding for <i>Earnings, Deductions, or Tax</i> .
Position Number	If you want the system to report on the funding summary for a single position, enter the position number on which you want to report.

Source Records

POOL_TBL, DEPT_BUDGET_ERN, DEPT_BUDGET_DED, DEPT_BUDGET_TAX, JOB_DATA

BUD012 - FTE Rollup

FTE Roll Up

Sum FTE of lower level departments	Select if you want the system to roll up the FTE counts of the departments that roll into the Department you selected above.
---	---

List Details or Summary

List Details or Summary	Select if you want the FTE Rollup report to list <i>Summary</i> or <i>Details</i> information.
--------------------------------	--

Source Records

DEPT_BUDGET_FTE, JOB_DATA

BUD020 - Retro Distribution

Run Control ID	Select the Run Control ID of the Create Retro Distribution Transactions process on which you want to report.
Create User Id	Select the Create User ID of the retroactive processes on which you want to report.
Error Status	Select the error status of the retroactive transactions on which you want to report.
Process Status	Select the process status of the retroactive transactions on which you want to report.

Create Date Range

Start Date and End Date Select the created date range of the transactions on which you want to report on.

Processed Date Range

Start Date and End Date Select the processed date range of the transactions on which you want to report.

Source Records

PS_ACCT_CD_TBL, PS_BUS_UNIT_TBL_HR, PS_CAL_DETP_TBL,
 PS_COMPANY_TBL, PS_COMPNY_TBL_LANG, PS_DEPT_ACTIVITY,
 PS_DEPT_BUDGET, PS_DEPT_BUDGET_CTX, PS_DEPT_BUDGET_DED,
 PS_DEPT_BUDGET_DT, PS_DEPT_BUDGET_ERN, PS_DEPT_BUDGET_TAX,
 PS_DEPT_OFFSET_GRP, PS_DEPT_TBL, PS_GL_JRNL_TMPLT,
 PS_HP_CTX_ACCT_DTL, PS_HP_DED_ACC_RULE, PS_HP_DED_ACC_TMPL,
 PS_HP_DED_ACCT, PS_HP_DED_ACCT_MAP, PS_HP_ERN_ACC_RULE,
 PS_HP_ERN_ACC_TMPL, PS_HP_ERN_ACCT, PS_HP_ERN_ACCT_MAP,
 PS_HP_FRINGE_GROUP, PS_HP_RC_PDAUDIT, PS_HP_TAX_ACCT_DTL,
 PS_INSTALLATION, PS_JOB, PS_JOBCODE_TBL, PS_PAY_CALENDAR,
 PS_PAY_DEDUCTION, PS_PAY_EARNINGS, PS_PAY_OTH_EARNS, PS_PAY_TAX,
 PS_PAY_TAX_CAN, PS_PAYGROUP_TBL, PS_POSITION_DATA, PS_PROJECT,
 PS_SET_CNTRL_REC, PS_STRINGS_TBL, PS_TL_PAYABLE_TIME,
 PS_TL_TASKGRP_TBL, PSDBFIELD, XLATTABLE

HPCA010 - Predistribution Audit
Pay Run

Pay Run ID Select the pay run ID of the pay run you will audit.

Audit Level

General Audit Select to have the system verify that department budgets have been set up for the transactions in the selected pay run.

Specific Employer paid Earning/Deduction/Tax Codes Select to have the system verify that department budgets have been set up for specific Earnings/Deductions/Tax codes for the transactions in the selected pay run.

Audit Project/Grant Select to have the system verify that the project/grant specified on the Account Code table has been defined.

Source Records

PS_RUN_CNTL_BUD020, PS_HP_RDIST_TRANS, PS_HP_RDIST_ERN,
 PS_HP_RDIST_ERNDAT, PS_HP_RDIST_DED, PS_HP_RDIST_DEDDAT,

PS_HP_RDIST_TAX, PS_HP_RDIST_TAXDAT, PS_HP_RDIST_CTX,
PS_HP_RDIST_CTXDAT

HPCA012 - Fringe and Gross Costs

All Company & Paygroup, Company, and Pay Group Select **All Company & Paygroup** to process all companies and pay groups or leave clear and select a company and pay group for processing. If you select only a company the system will report on all pay groups in the selected company.

All Department, and SetID, Department Select **All Department** to process all departments or leave clear and select specific departments for processing.

All Funding Sources and Account Code Select **All Funding Sources** to process all account codes or leave clear and select specific account codes for processing.

All Projects and Project Grant Select **All Projects** to process all projects or leave clear and select specific projects for processing.

Report Option

Column Definition Code The system will summarize the fringe and gross data using the column definition code that you select.

Detail Report and Summary Report Indicate if the system should produce a detail or a summary report. A detail report lists gross and fringe data by employee and a summary report will print the summary total based on the sort option you select in the Sort Option group box.

Sort Option

By Fiscal Year & Acct Period and By Department Select to sort the report data by fiscal year and account period or by department. Select both options to sort first by fiscal year and accounting period and then by department.

Secondary Sort Sequence Select a secondary sort sequence to sort after fiscal year and accounting period and department.

Detail Report Sort Sequence If you opt to create a detail report, you can select an additional sequence level.

Source Records

PS_HP_COL_DEFN_COL, PS_HP_COL_DEFN_DTL, HP_GRSFRG_DATA

Track Faculty Events Reports: A to Z

This section provides detailed information on individual reports, including important fields and source records. The reports are listed alphabetically by report ID.

HRH905CN - StatsCan FT Survey

After you submit your full-time and part-time Academic Teaching Survey report flat files to Statistics Canada, you receive a summary report from Statistics Canada. Use the StatsCan FT Survey report to compare your results with Statistics Canada's summary.

The report consists of four pages; each includes full-time survey salary calculations based on different selection criteria:

- Including administrative posts and medical and dental categories.
- Including administrative posts, excluding medical and dental categories.
- Excluding senior administrative duties, including medical and dental categories.
- Excluding senior administrative duties and medical and dental categories.

Reporting Period, Start Date, and End Date

Displays values from the survey that matches the run control ID.

Maintain reporting periods on the Reporting Period Table page.

Source Record

PS_HP_FT_SURVEY

PER045 - Faculty Events

Source Records

EG_EMPL_TENURE, JOB_DATA, EG_ACTIVITIES, EG_ADMIN_POSTS, SCHOOL_EDUCATION, EDUCAT_TRAIN_GBL, EG_HONORS_AWARDS, LICENSES_CERTIFS, MEMBERSHIPS, EG_PRESENTATIONS, PUBLICATIONS, EG_SPECIAL_PROJECT, EG_ADVISEMENT, EG_TEACHING_RESP

PER046 - Case Review

Source Records

EG_EMPL_TENURE, JOB_DATA, EG_CASE_REVIEW, EG_REVIEW_DATA

PER047 - Employee Tenure Status

Source Records

EG_EMPL_TENURE, JOB_DATA

PER050 - Tenure Calc

Before using this report, you must run the tenure calculation process at least once. You can run this report based on calculation name, or based on the business unit, department, and service calculation group.

CalculationName (Blank for all): The system automatically populates these fields with values from the Tenure Calc process associated with the run control ID you entered. To include all values for a field, leave that field blank.

Business Unit (Blank for all):

Department (Blank for all):

EmplID (Blank for all):
(employee identification)

Svc Calc Grp (Blank for all): (service calculation group)

Source Records

EG_SVC_HIST, JOB_DATA

PER051 - Tenure Service List

With this report, you can list employees by calculation group and within tenure service accruals between specific years. You can also sort by ascending or descending service time.

Note. When you commit data to the service history by running the Tenure Calc process in Update to History mode, the system purges information from the temporary file. If you run this report for a calculation group you've just committed to the service history, there is no output.

Department (Blank for all): Select the values that identify which employees to include in the report. To include all values for a field, leave that field blank.

Svc Calc Grp (Blank for all):

Type of Service (Blank for all):

Source Records

EG_EMPL_TENURE, JOB_DATA, EG_PRIOR_EXP

Administer Company Cars Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

(GBR) CAR002 - Print P11D Section A

Before using this page, you must have run the CAR001 report process.

Tax Year End	The tax year end date is defined on the Translate able.
Empl ID (employee ID)	Leave this field blank to run the report for all eligible employees, or enter an ID to run the report for only one employee.
Employment Record Number	Leave this field blank to run the report for all employee records, or enter an employment record number to run the report on only one employee record.

Source Records

P11D_SEC_A_UK, PERSONAL_DATA, RUN_CNTL_CAR

Note. The following report from the PeopleSoft Human Resources Manage Competencies business process is also available on the Administer Training menu: PER703 Course Table.

Manage Competencies Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

CMM007 - Licenses, Certificates Renewal**Source Records**

LIC_CERTIF_TBL, ACCOMPLISHMENTS, ACCOMP_TBL

(GBR) NVQ001 - UK NVQ - Employee Status**Source Records**

NVQ_PROG, ACCOMPLISHMENTS, ACCOMP_TBL

(GBR) NVQ002 - UK NVQ - Unit Listing**Source Record**

COMPETENCY_TBL

See Also

PeopleSoft Human Resources PeopleBook: Manage Competencies, “(GBR) Managing National Vocational Qualifications”

(GBR) NVQ003 - UK NVQ - NVQ Listing**Source Record**

ACCOMP_TBL

See Also

PeopleSoft Human Resources PeopleBook: Manage Competencies, “(GBR) Managing National Vocational Qualifications”

(GBR) NVQ004 - UK NVQ - Unit/Element Listing**Source Records**

COMPETENCY_TBL, NVQ_ELEMENT_TBL

See Also

PeopleSoft Human Resources PeopleBook: Manage Competencies, “(GBR) Managing National Vocational Qualifications”

(GBR) NVQ006 - UK NVQ - Employee Plan**Source Records**

NVQ_TEMP, ACCOMP_TBL, PERSONAL_DATA

See Also

PeopleSoft Human Resources PeopleBook: Manage Competencies, “(GBR) Managing National Vocational Qualifications”

PER011 - Competency Inventory

Before you run this report, first run the Refresh Employees Table process to include any new employees and their associated competencies. Use the same Run Control ID for both the Refresh Employee Table process and the Competency Inventory report.

Source Records

PS_EMPLOYEES, PS_COMPETENCIES, PS_COMPETENCY_TBL

See Also

PeopleSoft Human Resources PeopleBook: Manage Workforce, “Updating Workforce Information,” Refreshing the Employees Table for Accurate Reporting

PER537 - Competency Listing
Source Records

COMPETENCY_TBL, COMPETENCY_TYPS, CM_TYPE_TBL

PER538 - Accomplishment Listing

Degree Detail Select to include full details of a degree.

License/Certification Detail Select to include full details of licenses and certifications.

Source Records

PS_ACCOMP_TBL, PS_COUNTRY_TBL

See Also

PeopleSoft Human Resources PeopleBook: Manage Competencies, “Setting Up Competencies and Accomplishments,” Tracking Licenses and Certification

PER704 - License/Certification Table
Source Records

LIC_CERTIF_TBL, ACCOMP_TBL

See Also

PeopleSoft Human Resources PeopleBook: Manage Competencies, “Setting Up Competencies and Accomplishments,” Tracking Licenses and Certification

Manage Performance Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

CMP002 - Appraisals by Evaluation Points

You use evaluation points to assign value to the responsibilities of each job title in your agency and thus a compensation value to each salary grade. It also includes salary survey information and associated point ratios and midpoints.

Source Records

JOBCODE_TBL, SAL_GRADE_TBL, SAL_PLAN_TBL

PER008 - Employee Appraisal Audit

For each employee, it displays the hire date, employee type salaried, hourly, exempt hourly, job code, and title. For each review, it lists the reviewer's name, review rating, and any action taken as a result of the review. The system calculates an average review rating by averaging all previous review ratings.

Use this report as a reminder to schedule interviews.

Source Records

EMPLOYEES, EMPLOYEE_REVIEW, REVIEW_COMMENTS

Manage Positions Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

FG0F8 - (USF) 0F8

This optional form provides a standardized mechanism to identify position information such as title, occupational series, grade, organizational structure, certification blocks, and other position related information.

Source Records

PS_GVT_POS_DES_TBL, PS_POSITION_DATA, PS_JOBCODE_TBL,
 PS_PERSONAL_DATA, PS_JOB, PS_DEPT_TBL, PS_AGENCY_TBL,
 PS_GVT_SUBAGCY_TBL, PS_LOCATION_TBL

FGHR009 - (USF) Job Code/Position Audit
Source Records

POSITION_DATA, JOBCODE_TBL, DEPT_TBL, LOCATION_TBL,
 GVT_SUBAGCY_TBL

FGHR010 - (USF) Vacant Position
Source Records

POSN_VACANT, DEPARTMENT_SRCH

FGHR025 - (USF) Active/Inactive Position

Active Opt (active option) Select one of the following options in this field.

Active: To report on active positions only.

Both: To report on both active and inactive positions.

Inactive: To report on inactive positions only.

Active Positions Select if you want to report on the active positions in your organization.

Inactive Positions Select if you want to report on the inactive positions your organization.

Source Records

POSITION_DATA, POSITION_SRCH

FGHR026 - (USF) Incumbent History

Show Components? Select if you want the report to display compensation component information for each incumbent.

Source Records

JOBCODE_TBL, PERSONAL_DATA, POSITION_DATA, POSN_HISTORY,
 POSN_HISTORY2, POSN_HISTORY3

FGHR027 - (USF) Active Position History**Source Record**POSITION_DATA

FGHR028 - (USF) Exception/Override**Exception/Override**

Indicate if you want to run an *Exception* or *Override* report. When you select *Override* the report will print incumbent job data where you have prevented automatic cross updating from occurring. When you select *Exception*, the report will print only exceptions where the incumbent job and position data is out of sync for other reasons.

Source RecordsEMPLOYMENT, JOB, JOBCODE_TBL, PERSONAL_DATA, POSITION_DATA

FGOCC800 - (USF) Occupation Series**Source Record**GVT_OCCUPATION_TBL

FGPER815 - (USF) Position Title Table**Source Record**POSITION_DATA

FGPOS819 - (USF) Job Code Text**Source Records**POSITION_DATA, JOBCODE_TBL, DEPT_TBL, LOCATION_TBL,
GVT_SUBAGCY_TBL

POS001 - Position Status

Source Records

EMPLOYMENT, JOB, JOBCODE_TBL, JOB_REQUISITION, JOB_REQUIS_TYP, PERSONAL_DATA, POSITION_DATA

POS002 - Active/Inactive Positions

Active Positions Select if you want to report on the active positions in your organization.

Inactive Positions Select if you want to report on the inactive positions in your organization.

Source Records

POSITION_DATA, POSITION_SRCH

POS003 - Incumbent History

Show Components? Select if you want the report to display compensation component information for each incumbent.

Source Records

JOBCODE_TBL, PERSONAL_DATA, POSITION_DATA, POSN_HISTORY, POSN_HISTORY2, POSN_HISTORY3

POS004 - Active Position History

Source Record

POSITION_DATA

POS006 - Indented Position

Before you can run this report, you must run the utility Build Position Structure, which links the positions in the system and creates the reporting hierarchy represented in this report.

Rpt Lvl (report level) Enter the highest report level you want reported on. For example, if you have 10 report levels and you only want to report on the bottom 5, enter 5 in the Rpt Lvl field.

Source Records

JOB, POSITION_DATA

POS006A - Build Position Structure

After you enter all the reporting relationships among positions in the Position Data component, run this SQR. The Build Position Structure report enters a value in the ORG_CODE field and defines the position in the hierarchy. When you run the Build Position Structure report the system updates the position structure with data valid before or on the As of Date you specify.

You should run this report when you first enter the reporting relationships, any time you add new positions, and when you change reporting relationships among existing positions. You must run this SQR before you can run the Indented Position Hierarchy report, POS006.

When you run Build Position Structure, the system may generate one or more diagnostic messages to help you understand the utility output. They are as follows:

- If the utility doesn't find a root position (a position that reports to itself), it displays an error message. If you do not have a root node, the utility can not produce a report.
- If you have circular reporting conditions, such as when position 1 reports to position 2, and position 2 reports to position 1, the utility displays a warning message and the positions will not appear in the report.
- If you do not have data in the Reports To Position field for a position, the utility displays a warning message. These positions will not appear in the report.

Source Records

POSITION_DATA

POS007 - Vacant Position**Source Records**

POSN_VACANT, DEPARTMENT_SRCH

POS008 - Exception/Override

You can print incumbent job data where you have prevented automatic cross-updating from occurring (overrides), or you can print only exceptions where the incumbent job and position data is out of sync for other reasons (exceptions).

The Exception/Override report lists the position name and the name of the employee assigned to the position and shows the data in the fields that match in the Position Data component and

Job Data component. The report displays those employees whose Employee Status is *Active*, *Leave of Absence*, *Suspended*, or *Leave with Pay*.

When you run this report for exceptions and the Business Title in the incumbent Employment Data doesn't match the Position Title in Position Data, the report prints an asterisk (*) next to the Position Title. The report also prints *Match* or *No Match* in the Mail Drop column, depending on whether the data is the same in the incumbent job and position data.

Exception/Override Indicate if you want to run an *Exception* or *Override* report. When you select *Override* the report will print incumbent job data where you have prevented automatic cross updating from occurring. When you select *Exception*, the report will print only exceptions where the incumbent job and position data is out of sync for other reasons.

Source Records

EMPLOYMENT, JOB, JOBCODE_TBL, PERSONAL_DATA, POSITION_DATA

Manage Professional Compliance Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

PCMP002 – Compliance Plan

Company Specify the company for which you want to run the compliance plan report.

Compliance Plan Year Specify the year for which you want to generate the compliance plan report.

Note. This year is the year you associated with a company compliance plan on the Company Compliance – Compliance Plan page.

Source Records

PCMP_COMP_VW, PCMP_CMP_PLAN, PCMP_CMP_PLANA

PCMP003 – RI Observation

EmplID Select the EmplID of the regulated individual whose observation you want to review.

Observation Date Enter the date of the observation for which you want to generate the report.

	Note. You can view all the dates on which you entered observations for an individual on the RI Observation page.
Professional Compliance Type	This field displays the regulated individual's professional compliance type.
Regulatory Authority	This field displays the regulated individual's regulatory authority.
Observation Model	This field displays the regulated individual's observation model.

Source Records

PCMP_TYPE, PCMP_REG_AUTH, PCMP_CLASS, PCMP_OBS_MODEL,
PCMP_RI_OBS_COM, PCMP_RI_OBSECOM, PCMP_OBS_ELEM

See Also

PeopleSoft Human Resources PeopleBook: Manage Professional Compliance, "Monitoring Regulated Individuals," Observing Regulated Individuals

PCMP004 – RI Review

EmplID	Select the EmplID of the regulated individual whose review you want to see.
Creation Date	Enter the creation date of the development plan. This is the date you enrolled the regulated individual in the development plan against which his/her performance has been assessed. Note. You can view the creation dates for a regulated individual's development plans on the Development Record page.
Professional Compliance Type	This field displays the regulated individual's professional compliance type.
Regulatory Authority	This field displays the regulated individual's regulatory authority.

Source Records

PCMP_TYPE, PCMP_REG_AUTH, PCMP_CLASS, PCMP_RI_DEVRCOM,
PCMP_RI_DEVACOM, PCMP_RI_DEVAREA

See Also

PeopleSoft Human Resources PeopleBook: Manage Professional Compliance, "Monitoring Regulated Individuals," Understanding the Monitoring Process and Reviewing Regulated Individuals

Administer Salary Packaging Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

PKG003 - Salary Packaging - Models Due for Review

Selection Criteria

By Department and By Pay Group Enables you to search for employees with packages ready for review within a specific department or pay group.

Source Records

PKG_MDL_TBL, PERSONAL_DATA, JOB, JOB_JR

PKG004 - Salary Package Model

Report Request Parameters

Package Status

While you run this report on an employee only basis, you can select which type of **Package Status** you want to report on. You define the **Package Status** on the Package Model page for each salary package.

Current

After you've confirmed and enrolled a package for an employee, the system changes the **Package Status** to **Current**.

History

When the **Package Status** is **History**, you're looking at an employee package that has been confirmed and enrolled, but is no longer in effect.

Proposed

When you first begin modeling a package for an employee, the system automatically sets the **Package Status** to **Proposed**.

Source Records

PKG_MDL_TBL, PERSONAL_DATA, COMPANY_TBL, DFLT_FREQUENCY, FREQUENCY_TBL, PKG_MDL_BSE_CMP, PKG_BSE_CMP_TBL, PKG_MDL_ADD_CMP, PKG_ADD_CMP_TBL

Manage Variable Compensation Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphanumerically by report ID.

Common Elements Used in Manage Variable Compensation Reports Pages

The following fields are common to most reports using the run control for variable compensation reporting page. Additional parameters for individual reports are defined under each report's heading.

VC Plan ID (variable compensation plan ID)	Select the ID of the variable compensation plan for which you want to generate a report.
Payout Period ID	Select the payout period ID for which you want to generate a report.
Report Type	Indicate the level of detail that you want in the report: <i>Summary:</i> The report provides data at the level of the group. <i>Detail:</i> The report provides data at the level of the employee.

VC001 – Actual Award Report

This report is similar to the Calculate Awards report, but it shows any modifications you made to the award on the Award Allocation page.

Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group, the employee's target award value, annual rate, job code, actual award, and value. It also indicates whether the award is either the minimum or maximum payout under the plan, the total award value for each group, and the grand total for the plan.
- The summary report lists the total award value for each group and the grand total for the plan.

Source Records

PS_VC_PLAN_MEM, PS_VC_AWARD

VC002 - Budget Report

The Budget report calculates the target payout under the plan assuming 100 percent proration. If you use weighted goals in the plan, specify hypothetical attainment percentages on the run

control page. If you use a goals matrix, specify a hypothetical matrix score on the run control page. If you do not specify hypothetical goal attainments or a score, the system assumes 100 percent goal attainment.

Hypothetical Attainments

The following fields are available on the page if the plan uses goals:

Org Percent Attained (organization percent attained)	(Weighted goals) Enter the organization goal attainment percent that you want the system to use in calculating the budget amount.
Group Percent Attained	(Weighted goals) Enter the group goal attainment percent that you want the system to use in calculating the budget amount.
Ind Goal Weight (individual percent attained)	(Weighted goals) Enter the individual goal attainment percent that you want the system to use in calculating the budget amount.
Score	(Matrix goals) Enter the goal matrix score that you want the system to use in calculating the budget amount.

Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group, the employee's projected target award value, carryover balance, minimum award, and maximum award, as well as the sum of these values for each group and the grand total for the plan.
- The summary report lists the total values for each group and the grand total for the plan.

Source Records

VC_PLAN_MEM, VC_PLAN_PAYOUT

VC003 – Calculate Awards Report

Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group, the employee's target award value, annual rate, job code, calculated award, award value, and carryover balance. It also indicates whether the award is either the minimum or maximum payout under the plan. In addition, this report shows the total award value for each group and the grand total for the plan.
- The summary report lists the totals of calculated award, calculated award value, and carryover balance for each group and the grand total for the plan.

Source Records

VC_PLAN_MEM, VC_AWARD

VC004 – Carryover Report

Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group and their carryover balances.
- The summary report lists the total carryover balance for each group, as well as the totals for the plan.

Source Records

VC_PLAN_MEM, VC_AWARD

VC005 – Employee History

For each employee, the report lists target values, award values, and units by plan and payout period. It also prints the total values and units for each plan. In addition, select to print each employee's grand total values for all plans.

Source Records

VC_AWARD, PERSONAL_DATA, VC_PAYPRD_TBL

VC006 – Funding Allocation

After you allocate funds to groups, use the optional Funding Allocations report to review and evaluate the distribution of funds to all of the groups in the plan. The report lists all data as summary information at the group level.

For each group, the report lists the projected target value, actual funding, variance between the target and the funding, and any unallocated balances left from previous periods. The report also provides a grand total of all of these calculations for the entire plan.

If the plan uses weighted goals, the report lists the performance factor for each group. If the plan uses matrix goals, the report lists the payout formula for each group.

Source Records

VC_GRP_ALLOC

VC007 – Guarantee

Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group and their guarantees.
- The summary report lists the total guarantees for each group, as well as the totals for the plan.

Source Records

VC_AWARD, PERSONAL_DATA, GB_GROUP_TBL, VC_EE_VCOMP_DTL

VC008 – Non Monetary

The report lists only awards that are beyond the status of Initial Calculation. Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group, their target values, their calculated awards, their actual award in non-monetary units, and their actual awards as a monetary value.
- The summary report lists the total non-monetary units for each group, as well as the totals for the plan.

Source Records

PS_VC_AWARD, PS_PERSONAL_DATA, PS_GB_GROUP_TBL, PS_EMPLOYMENT

VC009 – Plan History

For the plan ID that you select, the report provides information about the plan definition and lists award values, proration, and approver information by payout period.

Source Records

PS_VC_PLAN_TBL, PS_VC_PLAN_EFFDT, PS_VC_PAYPRD_TBL, PS_VC_AWARD

VC010 – Variance

Select a detailed report or a summary report:

- The detailed report lists all employees in a plan by group, the employee's target award value, actual award value, and variance between the target and actual award. It also indicates whether the award is either the minimum or maximum payout under the plan. In addition, this report shows the total target award value, actual award value, and variance for each group and the grand total for the plan.

- The summary report lists the total target award value, actual award value, and variance for each group, as well as the grand totals for the plan.

Source Records

PS_VC_PLAN_MEM, PS_VC_AWARD, PS_PERSONAL_DATA, PS_GB_GROUP_TBL

VC011 – Organization and Group Goals

The Organization and Group Goals report is an optional report that you can run before or after the goal measurement period. This report provides the plan goal weights for the variable compensation plan ID and period ID and a list of all organization and group weighted goals in the plan with their weighting percent and attainment percent.

This report provides the following information:

- The Plan Goal Weights for the variable compensation plan ID and period ID.
- A list of all organization weighted goals in the plan with their weighting percent and attainment percent.
- A list of all group weighted goals in the plan by group with their weighting percent and attainment percent.

If the group does not have goals, the report indicates that the child group's goals are the parent group's goals.

Source Records

PS_VC_PLAN_TBL, PS_VC_PLAN_EFFDT, PS_VC_ORG_GOAL, PS_VC_GRP_GOAL

VC012 – Consistency

For prorated plans, the Consistency report provides a list of employees who have fallen off a tree and the groups to which they belonged. The variable compensation administrator or the employees' managers can use this information to ensure that these individuals get the appropriate awards.

Source Records

VC_MEM_DATA, PS_PERSONAL_DATA, PS_GB_GROUP_TBL

VC013 – Subscription Error

This report identifies each individual who had either an erred or rejected award under the variable compensation (VC) plan ID and payout period ID. For each erred or rejected award,

the report identifies the employee, award value, award status, and rejection reason (payroll only).

The following are the valid payroll rejection reason codes:

- Invalid Earning Code (Invalid EC)
- Invalid Employee ID & Record # (Invalid EE)
- Invalid Currency Code (Invalid CC)
- Transaction already exists (Tran exist)
- Amount Exceeds Payroll Maximum (Exceed Max)
- Reject All -Requested by VC (Reject All)

Source Records

PS_VC_PLAN_TBL, PS_VC_AWARD, PS_PERSONAL_DATA

VCP001 – Tree Member Overlap

The Tree Member Overlap report identifies employees who exist multiple times on a tree. Use the information to validate or correct the group membership, as appropriate.

Language	Select the language in which you want the system to print the report.
Tree Name	Select the name of the tree for which you want to identify overlapping group memberships.
As of Date	Enter the date as of which you want to identify overlapping group memberships.

Source Records

PSTREEDEFN, PSTREENODE, VC_PLAN_MEM

Manage French Public Sector Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

FP_PROM - Promotable Employees

Source Records

FPAEEPROM_TBL

FPA_CARB - Career Simulation**Source Records**

FPAEECAREERBIS

FPA_RAT and FPARAT2 - List of Employees to be Rated**Rating Attendance**

Enter the minimum number of days of attendance required for the employee to be rated.

Source Records

FPA_RATPRS_TBL

FPA-AFFE - Assignment – Request tbc**Source Records**

FPAEEPOST_TBL, FPAEEREQUEST

FPA-CARR - Career-Request tbc**Source Records**

FPAEECAREER, FPAEEREQUEST

FPA-POSI - CS Position tbc**Source Records**

FPAEELEGALSTAT, FPAEEREQUEST

FPA-REMU - Compensation – Request tbc**Source Records**

FPAEESALARY, FPAEEREQUEST

FPA-TDTR - Work Time – Request tbc

Source Records

FPAEWORKRT, FPAEEREQUEST

FPA025 - Rating

Source Records

EMPLOYEE_REVIEW

FPA030 - Adjustment Constant

Adjustment Constant Rounding Select the round the constant

Source Records

FMPPEREQUAT_TMP

FPA110 - Edit Individual Orders

Source Records

FPAEENOTICE

FPA110 - Edit Collective Orders

Source Records

FPAEENOTICE

FPA115 - Collective Order Number Updating

Source Records

FPAEENOTICE

FPA400 - Part-Time Schedule

Source Records

FPAEWORKRT

FPA405 - Current PPd Schedule

Source Records

FPAEECAREER

FPACNTR and FPACNTR2 - Contribution Call Letters

Source Records

FPACNTRBRES_TBL

FPAEE_CA - Employee Career/Action

Source Records

FPAEECAREER

FPAEE_PO - CSPosition/Employee

Source Records

FPAEELEGALSTAT

FPAHISTA - Assignment –Request Rejected

Source Records

FPAEEPOST_HIST

FPAHISTC - Career – Request Rejected

Source Records

FPAEECAREER

FPAHISTP - CSPosition – Request Rejected**Source Records**

FPAEELEGALSTAT

FPAHISTS - Compensation – Request Rejected**Source Records**

FPAEESALAR_HIST

FPAHISTW - Work Time – Request Rejected**Source Records**

FPAEWORK_HIST

FPMACT1 - Action List – Report 1**Source Records**

FPMACTION_TBL

FPMACT2 - Action List – Report 2**Source Records**

FPMACTION_TBL

FPMACTLE - Actions/CS Positions**Source Records**

FPMACTLEGAL_TBL

FPMACTPR - Retro Process Action Rules**Source Records**

FPMACTPRTY_TBL

FPMACTST - Actions/Status

Source Records

FPMACTSTATU_TBL

FPMBUISN - Occupation

Source Records

FPMBUSINESS_TBL

FPMCORPS - Corps

Source Records

FPMCORPS_TBL

FPMINDEX - Index Value

Source Records

FPMINDEXAMT_TBL

FPMJOB CD - Job Code

Source Records

JOBCODE_TBL

FPMLEGAL - Civil Service Position

Source Records

FPMLEGALSTA_TBL

FPMPOINT - Type of Point

Source Records

FPMPOINTYP_TBL

FPMRANK1 - Grade List – Report 1

Source Records

FPMRANK_TBL

FPMRANK2 - Grade List – Report 2

Source Records

FPMRANK_TBL

FPMSALST - Salary Grade Table/Scale-Steps

Source Records

FPMSALMATRX_TBL, FPMSALSTEP_TBL

HR_FPFIRE_CI - Final Rating

Source Records

EMPLOYEE_REVIEW

Meet Regulatory Requirements Reports: A to Z

This section provides detailed information about individual reports including important fields and source records. The reports are listed alphabetically by report ID.

Common Elements Used in Meet Regulatory Requirements Reports Pages

Company	Set up values in the Company Table.
Establishment ID	Set up values in the Establishment Table.
Start Date and End Date	Select a beginning and ending date for the report time period.
Language	The system populates this field from the Run Control ID that you selected. To run the report in a different language, select from the available options.

As of Date and From/Thru Date	Select to run the report as of a certain date or to run the report for a date range and then enter the date or dates.
Company, Establishment, HQ Unit and Controlled Establishment, and All Establishments	Select to run the report for a company, an establishment, or the headquarters of your organization and all the establishments it controls and then enter a value, or select to run the report for all establishments.

APP001 - Adverse Impact

This report includes only those individuals for whom the applicable job actions were recorded during the date range you specify on the Adverse Impact page

Source Records

APP_DIVERSITY, APPLICANT, APPLICANT_DATA, APPL_DATA_EFFDT, DIVERSITY, POSN_APPLIEDFOR, JOB, JOB_CODE_TBL, JOB_REQUISITION, PERS_DATA_EFFDT, R_APP001_TMP

(GBR) APP001UK - Adverse Impact

Source Records

PS_ER_REF_JOB_REQ

APP002 - Job Group Movement Analysis

The Job Group Movement Analysis report helps you analyze which gender and ethnic groups are moving in and out of your organization or are offered opportunities to advance. Use this report to track how employees move through career progressions within your company, especially if you are initiating or complying with affirmative action plans.

The Job Group Movement Analysis report reports on individuals based on the same job actions as previously described for the Adverse Impact report—promotions, transfers, and terminations—but also includes applications and offers.

It shows the number of people by ethnic group and gender being affected by specific personnel actions in each job group. The report provides information for specific job groups and then summarizes the data for the entire company.

The Job Group Movement Analysis report includes only individuals for whom the applicable job actions were recorded during the date range you specify on this page. The report also provides a total number of employees which includes all employees as of the **Thru Date**, regardless of the **From Date**.

Source Records

APPLICANT, APPL_DATA_EFFDT, APPLICANT_DATA, APP_DIVERSITY, DIVERSITY, JOB, , JOBCODE_TBL, PERS_DATA_EFFDT, POSITION_DATA, POSN_APPLIEDFOR, R_APP002_TMP, SET_CNTRL_REC

(FRA) DIS001 - Disability

Before running this report, enter the correct codes in the INSEE (National Institute for Statistic and Economic Studies) Table and the correct Disability Rate code in the External Variables Table.

Calendar Year Enter the year that you want the report to cover.

Source Records

PS_ESTAB_TBL, PS_JOBCODE_TBL, PS_JOB, PS_PERSONAL_DATA, PS_INSEE_TBL_FRA, PS_CONTRACT_DATA, PS_DEPT_TBL, PS_DISABILITY_FRA, PS_INSTALLATION, PS_EXT_PARM_FRA

(FRA) ELE001 - Election**Source Records**

ELECTION_TBL, ELECT_GROUP, ELECTION_GR_TBL, ESTAB_TBL

(USF) FGHR012A - EEO Groups by PATCOB/POI

As Of Date Select so that the file contains organizational components that are effective for a given date.

Source Records

PERSONAL_DATA, EMPLOYMENT, JOB, JOBCODE_TBL JC, COMPANY_TBL, PS_GVT_POI_TBL

(USF) FGHR012B - EEO Groups by PATCOB/SubAgency

As Of Date Select so that the file contains organizational components that are effective for a given date.

Source Records

PERSONAL_DATA, EMPLOYMENT, JOB, JOBCODE_TBL JC, COMPANY_TBL, PS_GVT_POI_TBL

(USF) FGHR013A VETS-100 by SubAgency

Start Date and End Date Enter a start and end date for the report time period.

Source Records

XLATTABLE, COMPANY_TBL, GVT_SUBAGCY_TBL, PERSONAL_DATA,
JOB_CODE_TBL, JOB

(USF) FGHR013B - VETS-100 by POI**Source Records**

XLATTABLE, COMPANY_TBL, GVT_POI_TBL, PERSONAL_DATA, JOB_CODE_TBL,
JOB

(USF) FGHR014A - EEO Groups by Series/POI

As Of Date Select so that the file contains organizational components
that are effective for a given date.

Source Records

PERSONAL_DATA, EMPLOYMENT, JOB, JOB_CODE_TBL, COMPANY_TBL,
GVT_OCCUPATION, COMPANY_TBL, GVT_POI_TBL

(USF) FGHR014B - EEO Groups by Series/SubAgency

As Of Date Select so that the file contains organizational components
that are effective for a given date.

Source Records

PERSONAL_DATA, EMPLOYMENT, JOB, JOB_CODE_TBL, COMPANY_TBL,
GVT_OCCUPATION, GVT_POI_TBL

(USF) FGHR019B - CPDF Error

Before running this report, run CPDF Edits Processing to execute the COBOL program FGPCPDF. This program generates a table of the CPDF edit errors found in the CPDF Status and Dynamic Tables.

Source Records

GVT_CPDF_STATUS, GVT_CPDF_ERRTBL, GVT_CPDF_FLDTBL, GVT_CPDF_EDIT,
GVT_CPDF

(USF) FGSF113A - SF113-A

As Of Date Select so that the file contains organizational components that are effective for a given date.

Start Date and Turnover Thru Date Enter a start and end date for the report time period.

Payroll From Date and Payroll Thru Date Enter a start and end date for the pay period that you want the report to cover.

Source Records

JOB, PAY_EARNINGS, EARNINGS_TBL, LOCATION_TBL, POSITION_DATA,
EMPLOYEES, COMPANY_TBL

(USF) FGSF113G - SF113-G

Start Date and Report Period Thru Date Enter a start and end date for the report time period.

Fiscal Year From Date and Fiscal Year Thru Date Enter the fiscal year start and end date.

SF-113G Authorized Ceiling If you enter a value here it is included in the Ceiling column of the report. (Optional)

Source Records

GOVT_SF113FG_DATA, COMPANY_TBL

OHS001 - OSHA-200 Log

Calendar Year Enter the year for which you want to run this report.

Source Records

PS_ESTAB_TBL, PS_COMPANY_TBL, PS_INJURY_ILL, PS_JOB,
PS_INCIDENT_DATA, PS_PERSON, PS_LOCATION_TBL, PS_JOBCODE_TBL,
PS_DEPT_TBL

See Also

Reporting Health and Safety Data

PER016 - EEO-1 Employer Information

Source Records

PS_ESTAB_TBL, PS_COMPANY_TBL, PS_PERSONAL_DATA, PS_JOB,
PS_JOBCODE_TBL, PS_LOCATION_TBL, PS_R_PER016, PS_R_PER016X

PER017 - EEO-1 Job Analysis

Also output CSV file Select to print the CSV file along with the EEO-1 Job Analysis report.

Output Column Headers This is available if you select **Also output CSV file**. Select if you want your CSV file to include column headings.

Source Records

PS_PERSONAL_DATA, PS_JOB, PS_JOBCODE_TBL, PS_LOCATION_TBL,
PS_ESTAB_TBL

PER019 - Termination Analysis

The Terminations Analysis report shows the current employee count and number of terminations based on groupings by age, years of service, and gender and ethnic group. It counts employees in each group, counts terminations, and expresses both counts as a percentage of the total population of active employees.

Run the VETS-100 process before running this report.

Source Records

DIVERSITY, EMPLOYMENT, ESTAB_TBL, JOB, PERSON, PERS_DATA_EFFDT

(GBR) PER019UK - Termination Analysis

Source Records

PERSONAL_DATA, PS_EMPLOYMENT, PS_DIVERSITY, PS_JOB

PER022 - EEO-5 Job Analysis

Source Records

PS_PERSONAL_DATA, PS_JOB, PS_JOBCODE_TBL, PS_LOCATION_TBL,
PS_ESTAB_TBL

PER024 - Job Group Analysis

The Job Group Analysis report provides an analysis for the makeup of your workforce based on similar skill groups, rather than establishments. You can use this information to examine job groupings in relation to your company structure and to make changes and additions as needed.

This report includes only those individuals for whom the applicable job actions were recorded during the date range that you specify on the Job Group Analysis page.

Source Records

DIVERSITY, EEO_JOB_GRP_TBL, JOB, JOBCODE_TBL, PERS_DATA_EFFDT,
PERSON, REG_REGION_TBL

PER024A - Job Group Analysis Summary

The Job Group Analysis Summary report analyzes the makeup of your workforce based on establishment.

This report includes only those individuals for whom the applicable job actions were recorded during the date range you specify on the Job Group Analysis Summary page.

Source Records

DIVERSITY, EEO_JOB_GRP_TBL, JOB, JOBCODE_TBL, PERS_DATA_EFFDT,
PERSON, REG_REGION_TBL

PER025 - Work Force Analysis

This report includes only those individuals for whom the applicable job actions were recorded during the date range you specify on the Work Force Analysis page.

Source Records

DEPT_TBL, DIVERSITY, JOB, JOBCODE_TBL, PERS_DATA_EFFDT, PERSON,
SAL_GRADE_TBL, SET_CNTRL_REC

(GBR) PER025UK - Work Force Analysis

Source Records

PS_PERSONAL_DATA, PS_EMPLOYMENT, PS_JOB, PS_JOBCODE_TBL,
PS_SAL_GRADE_TBL, PS_DIVERSITY, PS_COMPANY_TBL

PER027 - VETS-100 Process

Use the VETS-100 Process to collect and calculate the required data. The process writes the data to a temporary table. You can then report on the temporary table informally, using the VETS-100 Analysis, or prepare the report for submission, using the VETS-100 Submit process.

The VETS-100 Federal Contractor report lists federal job classifications and the number of employees and new hires in the last 12 months who are special disabled veterans or Vietnam era veterans. It provides totals for each job classification of both veterans and non-veterans who hold these jobs. The federal government specifies the format for this report.

The VETS-100 Process populates a temporary table with the required data. Use the VETS-100 Analysis or VETS-100 Submit processes to report on this data.

Source Records

PS_ESTAB_TBL, PS_COMPANY_TBL, PS_PERSONAL_DATA, PS_EMPLOYMENT,
PS_JOB, PS_JOBCODE_TBL, PS_LOCATION_TBL

PER027C - VETS-100 Analysis

Use the VETS-100 Analysis report to report on the VETS-100 data created by the VETS-100 process. The data collected by this report is what will be submitted to the government using the VETS-100 Submit process.

Run the VETS-100 Process before running the VETS-100 Analysis.

Run for Current Information

Select to run the report on information for current year.

History Year to Run for

If you do not select **Run for Current Information**, enter the historical year on which you want to report beginning with year 2000.

The system hides this field when you select the **Run for Current Information** check box.

HQ Unit and Controlled Estabs (headquarter unit and controlled establishments) and All Establishments

Select to run the report for the headquarters of your organization and any organizations that it controls and then enter an establishment or select to run the report for all establishments in your organization.

Source Records

ESTAB_TBL, COMPANY_TBL, PERSONAL_DATA, EMPLOYMENT, JOB, JOBCODE_TBL, LOCATION_TBL, DISABILITY, DIVERSITY

PER027C - VETS-100 Submit

Run the VETS-100 Process before running this report.

Use the VETS-100 Submit report to create the digital file for submission to the government. The submit process creates a report using the data in the temporary table populated by the VETS-100 Process.

The submit process also transfers the data from the temporary table to a historical table as it reports on it. Unreported data remains in the temporary table until it is reported by the VETS-100 Submit process (and transferred to the historical table) or is eventually overwritten by the VETS-100 Process. This enables you to create multiple digital files by running the submit process for different segments of your employee population.

Source Records

PS_V100_TEMP_TBL

See Also

PER027C - VETS-100 Analysis

PER030 - Job Group Roster

The Job Group Roster lists your employees in job groups, in job title order. It includes the ethnic background and the current salary information for each employee.

This report includes only those individuals for whom the applicable job actions were recorded during the date range that you specify on the Job Group Roster page.

Source Records

DIVERSITY, EEO_JOB_GRP_TBL, EMPLOYMENT, JOB, JOBCODE_TBL, NAMES, PERS_DATA_EFFDT, PERSON

(GBR) PER030UK - Job Group Roster
Source Records

PS_PERSONAL_DATA; PS_EMPLOYMENT; PS_JOB; PS_JOBCODE_TBL; PS_DIVERSITY; PS_COMPANY_TBL, PS_FAST_SCRTY_2

PER031 - EEO-4 State and Local Government

Start Date and Fiscal Year Enter the start and end date for the report time period.
Thru Date

Source Records

PS_ESTAB_TBL, PS_PERSONAL_DATA, PS_JOB, PS_R_PER031, PS_JOBCODE_TBL,
 PS_DEPT_TBL

PER036 - Federal PRWORA - New Hire

Source Records

PS_COMPANY_TBL, PS_PERSONAL_DT_FST, PS_LOCATION_TBL,
 PS_PERSON_ADDRESS

PER036S - State PRWORA - New Hire Report

Single State Reporting for Select if you want to create separate reports for each state
Multi-State Employers where you do business.

State Select the state that you want the report to cover.

Source Records

PS_COMPANY_TBL, PS_PERSONAL_DT_FST, PS_LOCATION_TBL,
 PS_PERSON_ADDRESS

(GBR) PER037UK - Joint Staffing

Source Records

PS_PERSONAL_DATA, PS_JOB, PS_DEPT_TBL

PER040 - IPEDS-S

The IPEDS-S (Fall Staff Survey) report is a mandatory report for U.S. higher education institutions that receive funding from a U.S. Federal government program.

The report is divided into separate parts for different types of employee: full-time faculty members, other full-time employees, part-time employees, and new hires.

Establishment Select from the list of establishments in the Establishment Table.

Calendar Year Enter the year for which you want to run the report.

Source Records

PS_ESTAB_TBL, PS_PERSONAL_DATA, PS_JOB, PS_SET_CNTRL_REC,
PS_JOBCODE_TBL, PS_FREQUENCY_TBL, PS_EG_TENURE_DATA,
PS_POSITION_DATA, PS_EG_RANK_TBL, PS_FED_TAX_DATA, PS_CITIZENSHIP,
PS_CONTRACT

(CAN) PER101CN - Employment Equity

Empl Equity Reporting Year (employee equity reporting year) Enter the year for which you want to run the report.

Source Records

CONTRACT_DATA, CAN_TAX_BALANCE, INSTALLATION, JOB,
REG_REGION_TBL, PERSONAL_DATA, EMPLOYMENT, DISABILITY, DIVERSITY,
LOCATION, DEPT_TBL

(CAN) PER102CN - Canadian Official Languages Data File

Source Records

PERSONAL_DATA, JOBCODE_TBL, LOCATION_TBL, JOB, EMPLOYMENT,
REG_REGION_TBL, CONTRACT_DATA, CAN_NOC_TBL, PERS_OFFLNG_CAN,
CAN_NOC_OCC_GROUP

(CAN) PER108CN - Official Languages Summary

Source Records

PERSONAL_DATA, JOBCODE_TBL, LOCATION_TBL, JOB, EMPLOYMENT,
REG_REGION_TBL, STATE_NAMES_TBL, CONTRACT_DATA, CAN_NOC_TBL,
PERS_OFFLNG_CAN

(AUS) PER712AUS - Australian Standard Classifications of Occupations

Source Records

PS_ASCO_TBL_AUS

(CAN) PER715CN - Pay Equity Table

Source Records

CAN_PAYEQ_TBL

(CAN) PER716CN - National Occupation Codes

Source Records

CAN_NOC_TBL

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(CAN) Meeting Regulatory Requirements for Canada,” Reviewing National Occupational Class Codes

(FRA) REG001FR - Monthly Workforce

This report is required for all organizations that employ 50 or more employees. The report includes:

- The number of employees in the establishment at the beginning and at the end of the time period.
- The number of hires, terminations, and transfers for the included establishments.
- Employee information for hires, transfers, and terminations.

Before running this report, define which contract types to include in the report using the Contract Type Group page.

Source Records

PS_JOB, PS_CONTRACT_DATA, PS_ESTAB_TBL, PS_PERSONAL_DATA,
PS_EMPLOYMENT

See Also

PeopleSoft Human Resources PeopleBook: Meet Regulatory Requirements, “(FRA) Meeting Regulatory Requirements for France,” Grouping Contract Types

(FRA) REG002FR - Personal Register

Source Records

PS_JOB, PS_ESTAB_TBL, PS_PERSONAL_DATA

(FRA) REG003FR - Workforce by Nationality

Company Set up values in the Company Table.

Establishment ID Set up values in the Establishment Table.

Source Records

PS_JOB, PS_ESTAB_TBL, PS_PERSONAL_DATA

(FRA) SOC001 - Employee Survey

Before running this report, run the process to calculate the Employee Survey indicators using the Compute Employee Survey – Employee Survey Parameters Page. Check the results of the calculation and update them on the Edit Employee Survey Page.

Source Records

GROUP_SHEET_FRA , INDIC_SHEET_FRA, EDIT_SHEET_FRA

(GBR) UKNI001 - Northern Ireland

Duty to Monitor Applicants Select if your organization is legally required to report to the Fair Employment Commission.

Source Records

LOCATION_TBL, JOB, JOBCODE_TBL, PERSONAL_DATA, DIVERSITY, XLATTABLE

Monitor Absence Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

ABS001 - Absence Listing

Note. Before you run this report, you must first run the Refresh Employees Table process.

Source Records

EMPLOYEES, ABSENCE_HIST, JOB, ABS_TYPE_TBL, SET_CNTRL_REC, HOLIDAY_DATE, ABSW_SCHD_TBL, ABSW_SCHEDULE, ABSW_SCHD_VW

ABS002 - Absence Periods

Source Records

ABSENCE_HIST, JOB, PERSONAL_DATA, ABS_TYPE_TBL

ABS003 - Time Lost Due to Absence

This report provides information about employee absences, including regulatory region, department, employee name, employee ID, employee type, job title, begin date, return date, and total number of working days.

Note. Before you run this report, run the Refresh Employees Table process.

Source Records

EMPLOYEES, ABSENCE_HIST, JOB, ABS_TYPE_TBL, SET_CNTRL_REC, HOLIDAY_DATE, ABSW_SCHD_TBL, ABSW_SCHEDULE, ABSW_SCHD_V

See Also

PeopleSoft Human Resources PeopleBook: Administer Workforce, “Updating Workforce Information,” Running Processes to Facilitate Accurate Reporting

(GBR) ABS004UK - Bradford Score

The Bradford Score column of this report is calculated based on the following information:

- Total number of absences (A)
- Total number of days absent (B)
- A squared x B

Note. Before you run this report, run the Refresh Employees Table process.

Regulatory Region Select the UK regulatory region for the report. If you set up regulatory regions for parts of the UK, you can run the report for a region such as Scotland or Wales.

Leave this field blank if you want the report to cover all employees who work for UK companies.

Source Records

EMPLOYEES, ABSENCE_HIST, JOB, ABS_TYPE_TBL

(NLD) ABS005NL/ ABS006NL - Illness Registration Reports 1 and 2

Before you run these reports, first run the Create Statistics process.

Month from Enter the beginning month of the time period you want to report.

Year from Enter the beginning year of the time period you want to report.

Month thru Enter the ending month of the time period you want to report.

Year thru Enter the ending year of the time period you want to report.

Include Hierarchy Select this check box to include departments within the selected department, based on the department security tree.

Longtime Illness Select from the following:

Included: Select if you want longtime illnesses included in the report. An illness is considered to be longtime when the duration of the illness falls within an Illness Length Category of *Long*, as specified under the Absence parameters.

Excluded: Select if you don't want longtime illnesses included in the report.

An illness that becomes longtime within the reporting period is counted as an ended illness, and the available employment days are counted only until the day an illness becomes longtime.

An illness that becomes longtime before the start of the reporting period is ignored, and the employee is also ignored for the calculation of the available employment days.

Partial Illness

Select from the following:

Included: Select this value if you want partial illnesses included in the report.

An illness is considered to be partial while it is commented with an illness percentage less than 100, as specified under the General Absence parameters.

Excluded: Select this value if you don't want partial illnesses included in the report.

An illness that becomes partial within the reporting period after being a longtime illness is counted as an ended illness.

An illness that becomes longtime after being partial is counted as a newly started illness.

Maternity Leave

Select to include or exclude maternity leaves in the report.

Source Records

ABS_STAT_NLD, ABS_PARAMETERS, RUN_CNTL_HR_NLD, DEPT_SEC_VW_NLD

See Also

PeopleSoft Human Resources: Monitor Absences, "Tracking General Absences," Pages Used for Dutch Illness Reporting

Monitor Health and Safety Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

Common Elements Used in Monitor Health and Safety Reports Pages

The following are some key terms related to health and safety reporting, which occur throughout this chapter.

Incident Number

The number of the incident.

Just this incident

If you want to report on just one incident, select the incident number in this group box.

(CAN) OHS001CN - Workers Compensation Board Form 7

Source Records

WCB_RPT_DATA, INCIDENT_DATA, INJURY_ILL, EMPLOYMENT, INCIDENT_REPORT, PERSONAL_DATA, JOB_LABOR, HS_EMPLOYMENT, HS_EMPL_REL_CAN, HS_EMPL_SUB_CAN, COMP_PROP_TBL, INCDNT_VEH_EMPL, INJURY_ILL_SOI, INJURY_SRCE_TBL, INJ_ILL_BPI_CAN, INJURY_NATR_TBL, BODY_PART_TBL, INJ_PEOPLE_CAN, INJURY_ROLE_CAN, NE_PERSONAL_DTA, INCIDENT_PEOPLE, LONG_EARNS_CAN, INJ_ILL_WI_CAN, INJ_ILL_WA_CAN, ABSW_SCHD_VW, INJ_ILL_PHC_CAN, INJ_ILL_PDS_CAN, INJ_ILL_OBJSTMT, INJURY_ILL_AID, INJURY_ILL_ADDR, MEDICAL_FAC_TBL, NE_PERS_PHONE, INJ_ILL_NBD_CAN, INJ_ILL_NRD_CAN, INJURY_ILL_DESC, JOB_COMPANY, PERS_NID, LOCATION, JOBCODE_TBL, INCIDENT_CAUSE

(FRA) OHS001FR - Work Accident Report

French employers are required to submit a written report whenever certain accidents, injuries, and illnesses occur. The government requires companies to produce this report within 48 hours and to send it to the Social Security Agency.

By Employee or By Incident Number Select an option to search by **EmplID** or by **Incident Number**.

Source Records

COMPANY_TBL, JOB, ESTAB_TBL, DEPT_TBL, INJURY_ILL, INCIDENT_DATA, INJURY_ILL_BP, BODY_PART_TBL, INJURY_ILL_NOI, INJURY_NATR_TBL, INJURY_ILL_ADDR, INCIDENT_PEOPLE, PERSONAL_DATA, JOBCODE_TBL, EMPLOYMENT, PERS_NID

(GER) OHS001GR – Accident Report

To prepare the accident report, you must first enter an incident into the system using incident details and, if applicable, vehicle and equipment incident details. Before you run this report, run the SQR process GER Collect Accident Data (OHS501GR) to load the temporary data tables. Access the GER Collect Accident Data page on the Proc Lcl menu. Use the GER Accident Report page description to guide you through the page.

Accident Insurance Select the appropriate **Accident Insurance**.

Working Start Time Enter the **Working Start Time**.

Working End Time Enter the **Working End Time**.

Source Records

OHS001GER_TMP1, OHS001GER_TMP2

(GBR) OHS001UK - Injury or Dangerous Occurrence

Before running the United Kingdom Injury or Dangerous Occurrence report, you must run the SQR process UK Collect RIDDOR Data to load the temporary holding tables. The report output is a Crystal report that exactly duplicates the official report.

Note. To prepare the injury and dangerous occurrence report, you must first have entered an incident into the system using incident details.

Source Records

OHS_501UK_TMP1, OHS_501UK_TMP2

(GER) OHS002GR - Reportable Accident or Illness

Source Records

ACCDNT_TYPE_TBL, INJURY_ILL_BP, INJURY_ILL, INJURY_ILL_ACC,
BODY_PART_TBL BPT, JOB

(GBR) OHS002UK - Illness Report

Before running the UK Illness report, you must run the SQR process UK Collect RIDDOR Data to load the temporary holding tables. The report output is a Crystal report that exactly duplicates the official report.

Once the data in the report is complete, sign and mail it to the HSE (Health and Safety Executive).

Source Records

OHS_501UK_TMP1, OHS_501UK_TMP2

OHS003 - Non-Employees In Incidents

Source Records

ZZ_NON_EMP_INC

(GER) OHS003GR - Incident Location Summary

Source Records

INC_TRAVEL_DATA, TRANSPORT_TBL, INCIDENT_PEOPLE, INJURY_ILL_VW,
NE_PERSONAL_DTA, PERSONAL_DATA, INC_TRAVRPT_GER, INJURY_ILL

(GER) OHS004GR - Illness Report

To prepare the illness report, you must first enter an illness into the system using the GER Illness Tracking page group. The details of the illness must also be properly entered into the system. Before you run the report, run the SQR process GER Collect Illness Data (OHS504GR) to load the temporary data tables. Access the GER Collect Illness Data page on the Proc Lcl menu. Use the GER Illness Report page description to guide you through the page.

Source Records

OHS004GER_TMP1, OHS004GER_TMP2

(CAN) OHS008CN - Workers Compensation Board Incident

Source Records

INCIDENT_DATA, PERSONAL_DATA, NE_PERSONAL_DTA, INJ_PEOPLE_CAN,
INJURY_ILL_AID, INJURY_ILL, EMPLOYMENT

OHS009 - Incident Detail

Source Records

INCIDENT_DATA

OHS010 - Incident Summary

Source Records

HS_INCSUM_VW, PERSONAL_DTA_VW, NE_PERSONAL_DATA

OHS011 - Location Incident Summary

Source Records

HS_INCSUM_VW, PERSONAL_DTA_VW, NE_PERSONAL_DTA

OHS012 - Claim Summary Overview

Source Records

CLM_SUMM_VW, PERSONAL_DTA_VW, NE_PERSONAL_DTA

OHS013 - Employees In Incidents

Source Records

INCIDENT_DATA, INJURY_ILL_VW, PERSONAL_DTA_VW

OHS014 - Incident Lost Work

Source Records

INJURY_ILL_VW, PERSONAL_DATA, PERS_SRCH_GBL

(ESP) OHS014ESP - Incident Without Lost Work

Source Records

PS_INJURY_ILL_VW, PS_PERSONAL_DATA, PS_PERS_NID, PS_INJURY_ILL_ACC,
PS_JOB, PS_LOCATION_TBL

OHS015 - Incident Claim Detail

Source Records

R_OHS015_VW, PERS_SRCH_GBL

OHS016 - Vehicle Incident Summary

Source Records

VEH_EQ_INC_VW, PERSONAL_DTA_VW, NE_PERSONAL_DTA

(CHE) PER002CHE - Accident Report

Source Records

COMPANY_TBL, PERS_DATA_EFFDT, PERSONAL_DATA, JOBCODE_TBL, INCIDENT_DATA, COMP_PROP_TBL, BODY_PART_TBL, INJURY_NATR_TBL, DIAGNOSIS_TBL, INJ_REHAB_ACTN, COUNTRY_TBL, COMP_RATECD_TBL, BUS_UNIT_TBL_HR, FREQUENCY_TBL, INJURY_ILL_ADDR

Administer Salaries for the Netherlands Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphanumerically by report ID.

INT001NL - Insurance Board Notification

Dutch employers must report personal data to the insurance board for every new employee. The purpose of the Insurance Board Notification (INT001NL) Structured Query Report (SQR) is to print the insurance board notification. Also, Dutch employees must be insured in accordance with the Dutch National Health Service (DNHS) unless their incomes rise above a certain level. If this occurs, the Insurance Notification (INT002NL) SQR can be used to inform the DNHS.

Run the Ins. Board Notification report, which prints the insurance board notification or creates an electronic file for importing into VPMELD.

Hire	Select this option if you are reporting a newly hired employee.
Change Data Social Insurance	Select this option if you are reporting a change for social insurance.
Change Data Industrial Board	Select this option if you are reporting a change for the industrial board.
Termination	Select this option if you are reporting an employment termination.
Death	Select this option if you are reporting a death.
Correction	Select this check box if you are reporting a correction.

Source Records

STRINGS_TBL; PERSONAL_DATA; PERS_DATA_EFFDT; PERS_NID;
 NID_TYPE_LANG; EMPLOYMENT; JOB; COMPANY_TBL; COMP_EXT_RELATN;
 PROVIDR_TBL; SOCIAL_ASSR_NLD and XLATTABLE

INT002NL - Insurance Notification

Dutch employees must be insured in accordance with the Dutch National Health Service (DNHS) unless their income rises above a certain level. If this occurs, use the Insurance Notification (INT002NL) report to inform the DNHS.

Reason for Communication

Use this group box to enter why you are informing the Dutch National Health Service (DNHS).

Start Select to report a start in DNHS coverage.

End Select to report an end in DNHS coverage.

Reason for End

Use this group box to enter the reason to end DNHS coverage.

Termination Select to report an employment termination.

Salary Limit Reached Select if the employee has reached the salary limit.

Military Service Select if the employee enters military service.

Death Select if the employee dies.

Else Select for an unlisted reason and enter the reason in the provided field.

Reason for Start

Use this group box to enter the reason to start DNHS coverage.

Hire Select if the employee is a new hire.

Transition Select if the employee is changing jobs.

Source Records

STRINGS_TBL; PERSONAL_DATA; PERS_DATA_EFFDT; EMPLOYMENT;
 SOCIAL_ASSR_NLD; JOB; PROVIDR_TBL; COMPANY_TBL; COMP_EXT_RELATN
 and XLATTABLE

INT003NL – Pay Groups

Use the Pay Group table to establish pay groups within your company. A pay group is a set of employees grouped in the same payroll processing frequency because they share the same earnings and deductions.

Run the Pay Groups report, which reviews the valid pay groups that are entered into the system.

Source Records

STRINGS_TBL; PAYGROUP_TBL; PAYGROUP_LANG; PAYGRP_EMPLTYPE

INT004NL – Earnings

Source Records

Earnings table

INT005NL – Deductions

Run the Deductions report (INT005NL), which reviews the different deductions defined in the system. The Structured Query Report (SQR) is sorted by plan type, deduction code, and effective date. The report prints the classification codes that you set up in the Deduction Table for each plan type.

Source Records

STRINGS_TBL; DEDUCT_TBL_NLD; DEDUCT_NLD_LNG

INT006NL – General Deduction/Frequency

Run the General Deduction/Frequency report (INT006NL), which provides information about valid general deduction codes that you entered into the system. The report shows the calculation type code for each deduction and, where applicable, the flat rate or percentage, the employee pay frequency, and any additional flat deduction amounts.

Source Records

GEN_DED_TBL_NLD; GEN_DED_FRQ_NLD

Plan Careers and Successions Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

CARPLAN - Employee Career Plan

The Employee Career Plan report summarizes an employee's potential career path.

Source Records

CAREER_RPT, PERS_SRCH_GBL

See Also

PeopleSoft Human Resources PeopleBook: Plan Careers and Successions, "Planning Careers," Creating Career Plans

CARTRAIN - Employee Career Training Plan

The Employee Career Training Plan report lists the training courses planned for an employee and expected completion dates. This information is set up in employees' career plans.

Source Records

CAREER_TRAINING, PERSONAL_DATA, PERS_SRCH_GBL

See Also

PeopleSoft Human Resources PeopleBook: Plan Careers and Successions, "Planning Careers," Entering and Updating Training Programs

(USF) FGHR022 - US Federal Individual Development Plan

An IDP includes an employee profile, employee competencies, employee training history, potential job moves, mentoring, training, other specific developmental areas, summary of estimated costs, summary of actual costs, and a section for signatures.

Source Records

PERSONAL_DATA, JOB, EMPLOYMENT, CAREERPLAN, GVT_CAR_DEV_ELG, GEOG_PREF_US, OBSTACLES_MOBIL, SHRT_TERM_GOALS, LONG_TERM_GOALS, EMPLOYEE_REVIEW, REVW_RATING_TBL

PER034 - Internal Resume

Sections of the report include: employee name and address, prior work history, education, salary history, job performance, training, special projects, competencies, languages, citizenship, visa/work permits, licenses and certificates, professional memberships, and honors and awards

Source Records

PERSONAL_DATA, COMP_SUMM_VW, CAREER_SUMM_VW,
 PRIORWORK_EXPER, CM_EVALUATIONS, COMPETENCIES, COMPETENCY_TBL,
 ACCOMPLISHMENTS, ACCOMP_TBL, STATE_NAMES_TBL, SPECL_PROJECT,
 CITIZENSHIP, TRAINING, VISA_PMT_DATA, PERS_NID, EMPLOYEE_REVIEW,
 VISA_PERMIT_TBL, REVW_RATING_TBL, ACTN_REASON_TBL, COUNTRY_TBL

Plan Salaries Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

CMP001 - Salary Structure

For each grade, this report lists the annual minimum, midpoint, and maximum amount being paid. The midpoint differential column shows the percent of change between the midpoints in each grade. The report calculates the range spread percentage by dividing the maximum amount by the minimum amount and subtracting 1.0.

Source Records

SAL_GRADE_TBL, SAL_PLAN_TBL

CMP002 - Job Grading by Evaluation Points

The Job Grading by Evaluation Points report includes all titles within that grade ordered by the job evaluation point assignment. Use the evaluation points to assign value to the responsibilities of each job title in your organization and consequently a compensation value to each salary grade. The report includes salary survey information and associated point ratios and midpoints.

Source Records

JOB_CODE_TBL, SAL_GRADE_TBL, SAL_PLAN_TBL

CMP003 - Compa-Ratio Analysis

The report lists each employee in the salary grade and the midpoint amount of the salaries in that grade. For each employee, the report lists job code, title, name, and department ID. The report displays those employees whose Employee Status is *Active*, *Leave of Absence*, *Suspended*, or *Leave with Pay*.

The last two columns pertain to a compa-ratio calculation for each employee. This means a comparison of the employee's salary to the midpoint amount of the salary grade. If the

employee's current rate is the same as the midpoint, the compa-ratio is 1.00 or one hundred percent of the midpoint.

Source Records

EMPLOYMENT, JOB, JOBCODE_TBL, PERSONAL_DATA

CMP004 - Below Minimum Analysis

The Below Minimum Analysis report lists the salary grades containing employees under the minimum, the associated minimum amount, the employee's annual rate, and the amount below both in dollars and as a percentage. The report displays those employees whose Employee Status is *Active*, *Leave of Absence*, *Suspended*, or *Leave with Pay*.

Source Records

EMPLOYMENT, JOB, JOBCODE_TBL, PERSONAL_DATA

CMP005 - Above Maximum Analysis

For each employee, the report shows the job code and title, name, department ID, the maximum amount, the employee's annual rate, and the amount above maximum both in currency and as a percentage. The report displays those employees whose Employee Status is *Active*, *Leave of Absence*, *Suspended*, or *Leave with Pay*.

Source Records

EMPLOYMENT, JOB, JOBCODE_TBL, PERSONAL_DATA.

CMP008 - Salary Change Mass Update by Salary Plan and Pay Group

Generate this report after running the Update by Salary Plan and Pay Group application engine process. The report displays the employees' previous and new compensation package. Run the database agent to load all of the data to the Job Data records.

Run this report as the second step in the three-step procedure to run the Update by Sal (salary) Plan and Paygroup process. All three steps are available in the PeopleSoft Process Scheduler when you use the Update by Sal Plan and Paygroup process run control page.

Source Records

PERSONAL_DATA, CMP008_TMP

See Also

PeopleSoft Human Resources PeopleBook: Plan Salaries, "Processing Mass Salary Increases," Updating Salaries by Salary Plan and Pay Group Process

CMP010 - Salary Mass Update by Job Code

Generate this report after running the Update by Job Code application engine process. The report displays the employees' previous and new salary administration plan, grade, and step. Run the PeopleSoft Database Agent to load all of the data to the Job Data records.

Run this report as the second step in the three-step procedure you follow to run the Update by Job Code process. All three steps are available in the Peoplesoft Process Scheduler when you use the Update by Job Code process run control page.

Source Records

PERSONAL_DATA, CMP010_TMP

See Also

PeopleSoft Human Resources PeopleBook: Plan Salaries, "Processing Mass Salary Increases," Updating Salaries by Job Code Process

CMP011 - Salary History by Employee

The Salary History by Employee report provides information about each salary change for an employee during a specified time period.

Source Records

COMPSUMMRPT_VW

CMP014 - Salary History by Group

The Salary History by Group report provides information about the salary changes for the employees in a group during a specified time period.

Source Records

COMPSUMMRPT_VW, SAL_PLN_GRP_RES_TBL

(JPN) CMP020JP - Salary Simulation

After you have run the Salary Increase Simulation process and made any adjustments to the results, you can have the system generate a report of the final results.

Salary Increase ID Enter the salary increase ID you ran the simulation for and for which you want the results reported.

Calculation Number Enter the calculation number of the particular simulation you want reported.

Select All Groups

Select this check box if you want the system to populate the Group ID section with all the groups you originally associated with this **Salary Increase ID**.

Source Records

SALINC_SIML_JPN, SAL_ID_TBL_JPN, JOBCODE_TBL, COMP_RATECD_TBL, GB_GROUP_TBL

See Also

PeopleSoft Human Resources PeopleBook: Plan Salaries, “(JPN) Updating Salaries for Japan,” Updating Salaries by Percentages for Japan

LMS001 and LMS002 - Forecasted Compensation

Source Records

PS_LMS_SC_RESULT and PS_LMS_EFF_RES

LMS003 - Scenario Comparison

Scenario Filter

This group box enables you to narrow the choice of scenarios to report by User ID and Run Control ID.



Click to display scenarios that meet the scenario filter requirements.

Scenario History Report

This group box displays all scenarios that meet the scenario filter requirements. Scenarios are listed by Scenario ID, Scenario Run DateTime, User ID, Run Control ID, and Description.

To run one scenario at a time, select this check box.

Source Records

PS_LMS_SC_RESULT and PS_LMS_EFF_RES

LMS004 - Rate Codes Without Rate Code Class

The Salary Forecasting calculation functions properly only when the rate codes assigned to individuals have an associated class. Check that all components of pay included in the compensation package of an employee have an associated rate code class. Run this report before you run the calculation process.

Source Records

PS_COMP_RATECD_TBL % PS_RATECD_CLS_TBL

PER008 - Employee Review Audit

The report provides the following information for each employee in the group who has a completed review:

- The reviewer's name and weighting factor.
- The employee's rating scale and review rating.
- The average of the employee's review ratings over time.
- The employee's next review date.

You can use this report as a reminder to schedule interviews.

Source Records

EMPLOYEES, EMPLOYEE_REVIEW, REVIEW_REVIEWER

PER012 - Departmental Salaries

This report provides an alphabetical list of employees by department, basic job data information, and a breakdown of pay rates for each. Job data includes the following: date hired, employee type (salaried, hourly, or exempt), full or part-time, regular or temporary, job code, job title, and supervisor name.

Pay rate information includes pay group, salary grade, and pay rates broken down by hourly, daily, monthly, and annual amounts.

Department level totals include all employees, employee type, full or part-time employees, and regular or temporary employees. You'll also find a grand total for all departments.

Source Records

EMPLOYEES, JOB, PERSONAL_DATA

PER013 - Employee Compensation Changes

The report lists the following information for each employee rate change: name, employee ID, date hired, employee type (salaried, hourly, exempt), job code, title, salary grade, and compensation rate.

The last four columns show the date of each compensation rate change, the amount and percentage of the change, and the job action that prompted it.

This reports provides information about employees who have had compensation rate changes within a selected time period.

The report sorts by: Department ID, Employee Name, Employee ID, Effective Date, Job Action

Source Records

PERSONAL_DATA, EMPLOYMENT, JOBCODE_TBL, JOB, COMPENSATION

PER023 - Salary History for Company

For each salary change, the report lists the associated job action, effective date, the job code and title, salary grade, compensation rate, the monetary amount, and the percentage of the change. For each employee included, you'll find the employee ID, employee type, regular or temporary, and full-time or part-time.

Source Records

EMPLOYMENT, JOB, PERSONAL_DATA

PER026 - EE Review Result Distribution

For each employee the report lists ID, name, review date, review type, and review outcome. The report displays the desired and actual review result distribution and distribution variance. If the distribution group is associated with a budget ID, the report shows the desired and actual budget and budget variance.

Source Records

REVIEW_DISTRIB, REVW_SCALE_TBL, MERIT_GROUP_TBL, SAL_PLAN_GRP_RES, EMPLOYEE_REVIEW

PER041 - Employee With Merit

The Employee With Merit report lists all employees who have received a merit increase during the period entered on the parameter page.

Criteria for Selecting Employees With a Merit Increase

An employee is listed on this report if the following conditions are met during the time period specified:

- The employee's summation-type employee review on the Employee Review pages has Approved status.

- The review result has been loaded to the job record using the Review Result to Job Data process.

This process inserts a new row into Job, updating the employee's compensation package. The effective date is the employee review effective date. The rate code inserted is the rate code associated with the rating scale in the Review Rating Scale Table.

- If the rating scale in the Job Data record and the rate code in the Compensation record are the same as those defined in the Rating Scale Table, the employee is listed on the report.

Calculating Percents and Averages

The report displays compensation rates and percents at the level of the employee, the average compensation rates and percents for the company location, and the average compensation rates and percents locations in the company.

%	For each employee, the report displays a percent by calculating the employee's compensation rate divided by compensation rate of all employees during the period.
Average Comp Rate (average compensation rate)	For each company location, the report displays the average compensation rate by calculating the sum of all compensation rates divided by the number of employees in the company location.
Average %	For each company location, the report displays the average percent by calculating the sum of the employee % and dividing by the number of employees in the company location.
Total Average Comp Rate (total average compensation rate)	At the end, the report displays the total average compensation rate of all companies by calculating the Average Comp Rate of all company locations divided by the number of employees in all company locations.
Total Average Percent	At the end, the report displays the total average percent of all companies by calculating the sum of the Average % of all company locations divided by the number of employees in all company locations.

Source Records

JOB, PERSONAL_DATA, COMPENSATION, REVW_SCALE_TBL

PER042 - Employee Without Merit

The Employee Without Merit report lists the employees who do not meet the criteria of the Employee With Merit report for the specified time period.

Source Records

JOB, PERSONAL_DATA, COMPENSATION, REVW_SCALE_TBL

(JPN) PER062JP - Grade Advance Candidate List

The Grade Advance Candidate List Report is the output from the RUNCTL_PER062_JPN process. It lists all employees who have become candidates for a grade advance because they have met the appropriate criteria. The criteria for eligibility for advancement is defined at grade level. The criteria include the results of employee reviews.

SetID	Enter the Set ID. This is necessary because Salary Plans can be used in multiple Sets.
Sal Plan (salary plan)	Enter the salary plan of the grade you want the candidate list for.
Grade	Enter the grade you want the eligibility report on.
As Of Date	Enter the as of date you want the report to be based on. Eligibility depends on such things as age and years in a grade, and the system uses the As Of Date as the date to count up to.
Nbr of Reviews (number of reviews)	Displays the number of reviews you have specified for inclusion in the eligibility points count. This information comes from the Grade Advance Criteria page.
Required Yrs in Current Grade (required years in current grade)	Displays the number of years employees must be in this grade before they become eligible to advance from this grade. This information comes from the Grade Advance Criteria page.
Min Age (minimum age)	Displays the minimum age employees must have reached before they can advance from this grade. This information comes from the Grade Advance Criteria page. The system uses the employee's Education Level Age when determining this minimum age.
Reqd Elig Pts (required eligibility points)	Even though you have already defined the required eligibility points for a grade advance in the Grade Advance Criteria page, you have the flexibility to adjust this points criteria for actual reporting. For example, you may want to see how many more or how many fewer employees become eligible to advance from this grade if you reduce or increase the required points respectively.
----- <i>or</i> -----	
Max Yrs in Current Grade (maximum years in current grade)	Displays the maximum years in the current grade that you set on the Grade Advance Criteria page. The system automatically lists as eligible all employees who have reached the maximum years for the grade, irrespective of all other criteria.
<i>Applicable Reviews</i>	
Review ID	Displays the review IDs and descriptions of all the

reviews that will be included in the eligibility points count. There will be as many as you specified in the Number of Reviews field on the Grade Advance Criteria page. The system selects the reviews based upon their IDs, which are also their effective dates. For two reviews, it selects the most recent effective date/review ID and the next most recent effective date/review ID.

Review Type

Displays the Review Type from the Review Definition page.

Review Weight

Displays the Review Weight you entered on the Grade Advance Criteria page. If you are using the non-weighted—simple average—method and didn't add any review sequences or weightings, these fields will be blank. The system just totals the review points and divides by the number of reviews from which those points came.

Source Records

SAL_PLAN_TBL, SAL_GRADE_TBL, EMPLOYEE_REVIEW, PERSONAL_DATA, DEPT_TBL, SUPVLVL_TBL, EMPLOYMENT, JOB, EMPLOYEE, REVIEW

PER706A - Salary Grade Table
Source Records

SAL_GRADE_TBL

PER706B - Salary Grade and Step Tables

This report provides salary grade and step information from the Salary Grade and Step Table.

Source Records

SAL_GRADE_TBL, SAL_RATECD_TBL

Recruit Workforce Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

APP002 - Job Group Movement Analysis

This report provides an analysis of the number of males and females by ethnic group who were applicants, hires, promotions, or terminations during the specified period.

It shows which sex and ethnic groups are moving in and out of the organization and being offered opportunities to advance.

Source Records

PS_R_APP002_TMP, PS_APPLICANT, PS_APPLICANT_DATA,
PS_POSN_APPLIEDFOR, PS_JOBCODE_TBL, PS_APP_DIVERSITY,
PS_APPL_DATA_EFFDT, PS_SET_CNTRL_REC, PS_JOB_REQUISITION,
PS_POSITION_DATA, PS_PERS_DATA_EFFDT, PS_JOB, PS_DIVERSITY

APP003 - Requisition Status

Use this report to track the status of the job requisitions within your company to monitor the positions available for your recruiting activities.

Source Records

PS_JOB_REQUISITION, PS_JOB_REQUIS_TYP, PS_POSN_APPLIEDFOR,
PS_ER_STS_REQ_VW, PS_INSTALLATION, PS_ER_JOB_REQ_EXP,
PS_SET_CNTRL_GROUP

APP004 - Requisition Posting

Use the merged documents to create standardized job posting announcements.

Report Request Parameters

Use this group box to specify the job requisitions for which you want to generate job postings.

Job Req # (job requisition number)	Select a job requisition number from the list of open requisitions in Job Requisition Data. When you navigate out of this field, the system displays the Description and Department .
---	---

Running the Report

The system uses an SQR to extract data from PeopleSoft Human Resources, and a Word for Windows macro to merge the data into a form letter template.

Run	Click to run this request. From the Process Scheduler Request page, select the check box for the process that you want to run and update the Type and Format fields for the SQR Report process.
	Select the Job Requisition Posting process (process type PSJob) if you want the process scheduler to automatically run the SQR to extract data, followed by the Word macro to merge the data.

If you prefer to run each process manually, select the SQR Report process first. After that runs, run the WinWord process to merge the data.

For the SQR Report process, select File in the Type field and LP in the Format field.

No matter what Output Destination you specify on the Process Scheduler, the system always sends the data extract files and the form letter to a temporary directory. Use Word for Windows to print the letters.

Note. If you receive an error such as “WinExec failed,” the PATH statement for the macro might be incorrect.

Source Records

PS_JOB_REQUISITION, PS_JOBCODE_TBL, PS_SAL_GRADE_TBL,
PS_SAL_PLAN_TBL, PS_JOB_REQUIS_TYP, PS_SET_CNTRL_REC,
PS_JOBCODE_TBL, PS_JOB_REQ_DESCRS

APP005 - Candidate Listing

This report displays the following information for each requisition:

- Requisition Number.
- Job Code.
- Position Number.
- Status.
- Whether the requisition is new or a replacement.
- Position title and recruiter.
- Date the requisition was approved.

For each candidate interviewed, the report displays the following: employee ID, name, status in the interview process (active, inactive, hired, withdrawn), last interview step completed, and any offers made.

Source Records

PS_JOB_REQUISITION, PS_ER_STS_REQ_VW, PS_FAST_SQR_SEC_VW,
PS_POSN_APPLIEDFOR, PS_APPLICANT, PS_APPL_DATA_EFFDT,
PS_ER_STS_APP_VW, PS_APPLICATION_ROUTE, PS_ER_INTERVIEW,
PS_OFFER_MAX_VW, PS_OFFER_DTL, PS_INSTALLATION

APP006 - Requisition Cost Analysis

This report supplies basic identification information and a breakdown of expense types and amounts for recruitment activities. For each job requisition, the report lists the requisition number, job code, position number, status, title of the position offered, and the recruiter's name.

The last two columns contain a breakdown of each type of expense incurred and its monetary amount, including a total by requisition number. A department summary includes an expense total for all requisitions, each expense category, and calculates a department-average cost-per-hire amount.

Source Records

PS_JOB_REQUISITION, PS_ER_STS_REQ_VW, PS_ER_JOB_REQ_EXP,
PS_INSTALLATION

APP007 - Recruitment Letters

This report extracts data from the database and creates several data extract files. You use these files to perform a mail merge using Microsoft Word for Windows.

Running the Report

The system uses an SQR to extract data from PeopleSoft Human Resources, and a Word for Windows macro to merge the data into a form letter template.

Run

Click to run this request. From the Process Scheduler Request page, select the check box for the process that you want to run and update the Type and Format fields for the SQR Report process.

Select the Recruitment Letters process (process type PSJob) if you want the process scheduler to automatically run the SQR to extract data, followed by the Word macro to merge the data.

If you prefer to run each process manually, select the SQR Report process first. After that runs, run the WinWord process to merge the data.

For the SQR Report process, select *File* in the Type field and *LP* in the Format field.

No matter what Output Destination you specify on the Process Scheduler, the system always sends the data extract files and the form letter to a temporary directory. Use Word for Windows to print the letters.

Note. If you receive an error such as “WinExec failed,” the PATH statement for the macro may be incorrect.

Source Records

PS_R_APP007, PS_APPLICATION_DATA, PS_ER_INTERVIEW, PS_OFFER,
PS_POSN_APPLIEDFOR, PS_APPLICANT_VW

APP011 - Applicant Summary by Requisition

Source Record

PS_ER_REF_JOB_REQ

APP012 - Applicant Summary by Source

Source Records

PS_ER_REFERRAL

(GER) APP012GR - German Job Postings

Source Records

PS_JOB_REQUISITION, PS_JOB_REQ_EDUC_EXP, PS_JOB_RQMT_TBL,
PS_COMPANY_TBL, PS_LOCATION_TBL, PS_DEPT_TBL, PS_JOB_RQMT_COMP,
PS_COMPETENCY_TBL, PS_JOB_RQMT_ACCOMP, PS_ACCOMP_TBL,
PS_JOB_REQ_DESCRS, XLATTABLE, PS_SET_CNTRL_REC,
PS_SET_CNTRL_GROUP, PS_ER_STATUS_TBL

(GER) APP013GR - German Works Council Posting

Source Records

PS_JOB_REQUISITION, PS_JOB_REQ_EDUC_EX, PS_JOB_RQMT_TBL,
PS_COMPANY_TBL, PS_LOCATION_TBL, PS_DEPT_TBL, PS_JOB_RQMT_COMP,
PS_COMPETENCY_TBL, PS_JOB_RQMT_ACCOMP, PS_ACCOMP_TBL,
PS_JOB_REQ_DESCRS, XLATTABLE, PS_SET_CNTRL_REC,
PS_SET_CNTRL_GROUP, PS_ER_STATUS_TBL

(USF) FGREC820 - Evaluation of Candidates

Source Records

GVT_CAND_LST_VW, GVT_APPL_CONSID, APPLICANT_DATA, JOBCODE_TBL, JOB_REQUISITION, GVT_VETPREF_TBL, APP_NID, APPLICANT_VW

(USF) FGREC821 - Certificate of Eligibles

Source Records

GVT_CERT_PRT_VW, GVT_APPL_CONSID, APPLICANT_DATA, JOBCODE_TBL, JOB_REQUISITION, APP_NID, GVT_RQSN_OPNGS, APPLICANT, APPL_DATA_EFFDT

Report Total Compensation Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

TC001 - Total Compensation Statement

This report is often referred to as the Benefits Statement report.

Amount Type	Select one: <i>Compensation Amount, Payroll Amount, (None).</i>
Sort By	Sort the report By Department, By Location, or By Last Name.
Group ID	Select the groups within the specified plan ID for which you want to run this report.

Source Records

TC_EE_DETAIL, TC_COMP_DEFN, PERSONAL_DATA, TC_COMP_SOURCE

TC002 - Group Summary Compensation

Each compensation ID that you define reports a value. If, for example, you specify a group of five employees and define three compensation IDs, the Group Compensation report gives three values, one for each compensation ID. The values are summed for the group.

Amount Type	Select one: <i>Compensation Amount, Payroll Amount, and (None).</i> These values refer to the data sources.
--------------------	---

Group ID Select the groups within the specified plan ID for which you want to run this report.

Source Records

TC_EE_DETAIL

TC003 - Employee Compensation

Each compensation ID that you specify returns a value. If you have a group of 15 employees and have specified four compensation IDs, this report returns four values for each of the 15 employees. To check the results of the report before printing it, use the Employee Total Compensation Inquiry page.

Note. Ad hoc awards entered directly in the TC warehouse, are reported on a separate page for each employee.

Amount Type Select one: *Compensation Amount*, *Payroll Amount*, and *(None)*. These values refer to the data sources.

Group ID You can run this report on a subset of the groups specified for this plan ID. Select the groups within the specified plan ID for which you want to run this report.

Source Records

TC_EE_DETAIL

Track Flexible Service Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

PER048 - Employee Service Listing

Business Unit (Blank for all) Select the business unit for which you are requesting the report, or leave this field blank to include all business units.

Service Calc. Group (Blank for All) [service calculation group (blank for all)] Select the service calculation group for which you are requesting a report, or leave this field blank to include all service calculation groups in the report.

Type of Service (Blank for All) Select the service type for which you are requesting a report, or leave this field blank to include all service types in the report.

- Service amount between and and** Enter the range of years of service that you want the report to include.
- Sort in: and order of Service** Specify whether you want the report to list by ascending or descending order of service.

Source Records

Flexible Service Accrual Data, JOB_DATA, PERSONAL_DATA, EG_FLX_SVC_DT, JOB_DATA

PER049 - Service Calculation

- Calculation Name (Blank for all)** Enter the calculation name (or the run control ID) of the batch process that you want to run the report for.
If you enter a calculation name, enter only the date range that you want to run the report for. The other input fields will be unavailable.
- Business Unit (Blank for all)** Select the business unit for which you are requesting the report, or leave this field blank to include all business units.
- EmplID (Blank for All)**
[employee ID (blank for all)] Enter an employee ID if you want the report to include a single employee only. Otherwise, leave the field blank for a report including all employees.
- Service Calc. Group (Blank for All)** Select the Service Calculation Group for which you are requesting a report, or leave this field blank to include all service calculation groups in the report.
- Show service between (date)** Enter the start and end dates of the calendar period that you want the report to include. You must enter a month, date, and year.

Source Records

EG_FLX_SVC_DT, JOB_DATA

Track Global Assignment Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphanumerically by report ID.

Note. The detailed information about the PER032 – Passport/Visa Expiration report can be found in the Administer Workforce Reports: A to Z section.

PER717 - Employees on Assignment

The report lists the employee ID, employee name, host contact ID, and the beginning and end dates of the assignment.

Source Records

ASSIGNMENT, PERSONAL DATA

Base Benefits Reports: A to Z

This section provides detailed information on individual reports including important fields and source records. The reports are listed alphabetically by report ID.

BEN001 - Health Plan Participants

This report lists active health plan participants as of a specified date. Report information includes: plan type, department ID and name, employee name and ID, employee status, type, regular/temporary, full/part-time, pay group, coverage under the plan, coverage effective date, coverage end date, and COBRA event ID.

The report inserts page breaks and totals at the company and provider levels. You'll find this report particularly useful for analyzing health plan provider usage. You can determine the number of employees who enroll in plan types offered by specific providers, thereby ascertaining the health plans that are most popular with your employees. You might also use this report to communicate covered employee data to carriers.

You'll find this report particularly useful for analyzing health plan provider usage. You can determine the number of employees who enroll in plan types offered by specific providers, thereby ascertaining the health plans that are most popular with your employees. You might also use this report to communicate covered employee data to carriers.

BEN002 - Life Insurance Participants

This report lists active life plan participants as of a specified date. Report information includes: plan type, benefit plan, department ID and name, employee name and ID, status, type, regular/temporary, full/part-time, pay group, type of coverage within the plan type, flat dollar amount of the policy, a life insurance rating factor, and the coverage effective and end dates.

The report inserts page breaks and supplies totals at the company and provider levels.

BEN003 - Benefit Contributions Register

The report summarizes benefit contributions by employee and employer. It lists participants in benefit programs and plans and identifies both the company and employee portion of quarter-to-date and year-to-date contributions.

You make report requests for a specific quarter or month. The quarter or month you use depends on the current setting of the As of Date field. Use UTL001 or modify this date online when you request the report so that it falls within the period you would like to cover. The report sample is for a monthly register.

This report enables you to track contribution totals for your programs and plans, by employee and employer, and by the period and year-to-date. This information is helpful in determining total benefit costs by plan and forecasting or predicting future employer contributions. You can also use this report to review individual employees contributions.

(CAN) BEN003CN - Benefit Contributions Register

This report is the same as BEN003.

BEN004 - Savings Investment Distributions

This report lists the total deductions made to date and the total company contributions for employees participating in benefit programs that contain savings plans. It prints the total amount available for investment broken down by investment distribution and expressed both as a monetary amount and as a percentage of the total.

For each plan type, it shows the total amount deducted for employees in the plan type and company contributions. The report inserts page breaks and supplies totals at the company, benefit program, plan type, and benefit plan levels.

You make report requests for a specific quarter or month. The quarter or month you use depends on the current setting of the As of Date field. Use UTL001 or modify this date online when you request the report so that it falls within the period you would like the report to cover. The report sample is for a monthly register.

Use this valuable report to analyze employee utilization of investment options and for managing investment funds. Using the report, you can obtain totals by company and a grand total for all the companies you track.

BEN007 - Leave Accruals

This report displays leave accrual information by leave plan and employee. It includes information such as plan year eligibility hours, carryover hours earned year-to-date, hours taken year-to-date, and remaining leave balances.

BEN008 - Section 415 Report

The report lists employee amounts either over or under the Section 415 limit. It includes: Company, Employee ID, Effective Date, Special Accumulator, Benefit Program, Percent Of Salary, Maximum Benefit Base, and Gross Amount YTD. It also lists the plans that are excluded from and included in the 415 limit, as well as those plans that are limited.

BEN009 - Section 415 Non-Compliance Report

BEN009 reports on employees who have exceeded the Section 415 limits. It includes: Company, Employee ID, Calendar Year and Month, Gross Amount YTD, Effective Date, Earnings Code, Benefit Program, Percent of Salary, and Maximum Benefit Base.

BEN020 - FMLA Status

This report displays summary information for requests in the following classes: approaching leave requests, current FMLA leave requests, recently completed FMLA leaves and denied FMLA leave requests.

You can use this report to manage the FMLA leave process from beginning to end. A review of this report reveals those employees who will soon be going out on leave; what follow-up is needed to support the leaves; those employees who will soon exhaust their leave entitlement.

Source Records

FMLA Plan Table, Personal Data Table, FMLA Leave Request Table, FMLA Leave Activity Table

BEN021 - FMLA Payroll Audit Report

This report prints a list of employees are on leave or have recently completed their leave.

You can use this report to reconcile paid hours reported by Payroll with the FMLA hours scheduled as paid and reported as taken on the History page.

BEN022 - HIPAA Certificates

Employers are required to provide this certificate to all former employees upon termination. Certificates can be generated on demand or scheduled at regular intervals by the user.

This certificate displays a history of the former employee's Group Health coverage for all plan types specified by the user, as specified by the Health Insurance Portability and Accountability Act (HIPAA) of 1996. This certificate lists all group health coverage an employee had for the twelve month period prior to the date coverage ended due to termination of coverage. This

certificate will be used by subsequent health coverage carriers to evaluate pre-existing condition clauses, if applicable.

Only plan types with the **HIPAA Plan** check box marked on the Benefit Program Table will have HIPAA history displayed on these reports.

BEN023 - HIPAA Certificates

This certificate displays a history of the former dependents Group Health coverage for all plan types specified by the user, as specified by the Health Insurance Portability and Accountability Act (HIPAA) of 1996.

BEN040 - Benefits Billing Statements

Statements are produced for each individual with an outstanding balance who is actively enrolled in the benefits billing system. Statements report: activity from/to dates; activity type, plan type, benefit plan, coverage, amount and due dates. Also included is the total due and total overdue information with any comments entered on the Billing Calendar.

BEN041 - Delinquent Accounts

This report displays charge and payment activity for employees who have failed to keep their payments current in accordance with the terms established on the Benefits Billing Plan Table.

You can use this report to determine what participants are delinquent, the number of days past due and the total amount due. You can also use this report to learn what the total number of participants past due, time overdue and the total amount due.

Source Records

Benefits Billing Charges, Personal Data, Benefits Billing Payment, Xlattice, Benefit Plan Table and Benefit Billing Enrollment

BEN042 - Accounts Receivable

This report displays all payment activity, include the amounts paid and how the amounts were applied.

You can use this report to verify the dollar amount of payments received from employees. It can also be used to determine how the moneys received were applied. You can also use this report for general ledger reconciliation and auditing.

Source Records

Benefits Billing Charges, Xlattice, Benefit Plan, Personal Data, Benefit Billing Detail, Benefit Billing Payment

BEN043 - History Activity

This report displays all billing account activity for a specific period of time by employee, posting date, activity type, plan type, benefit plan, coverage code and billing due.

You will use this report to answer questions from employees regarding their billing accounts. This report can also be used as a tool in troubleshooting and auditing billing activity. System prompts you to specify from and through dates.

Source Records

Benefits Billing Charges, Billing Calendar, Benefits Billing Payment, Benefits Billing Detail, Base Benefits tables, Benefits Billing Parameters

BEN044 - Calculation Errors Report

This report displays the messages associated with billing calculation errors generated as a result of the COBOL process

BEN045 - Benefits Billing Audit

The Benefits Billing Audit report has five sections: employees with open charges and open credits; active enrollments audit; inactive enrollments audit; employees with holds longer than 3 months; and enrollment holds longer than 3 months.

Use this report to audit billing enrollments that may require follow-up activity. For example, data will only be displayed for employees with open charges and credits when an error condition exists.

Source Records

Benefits Billing Charges, Billing Calendar, Benefits Billing Payment, Benefits Billing Detail, Base Benefits tables, Benefits Billing Parameters, Job, Personal Data

BEN050 - Primary Jobs Audit

The Primary Jobs Audit report identifies:

- Employees that don't have a record in the Primary Jobs table.
- Employees without a job record in the Primary Jobs table.
- Employees without a primary job flag turned on.
- Employees without a primary job indicated for a specific benefit record.

Employees with more than one primary job designated for a specific benefit record number.

BEN110 - Premium Report

List employees, their coverage, and premium amounts for specified vendor and plan type.

BEN140 - Payment Interface

This report lists information about Benefits Billing payments processed by the batch interface program.

The Payment Interface report can be used as an alternative to entering payments through the Payment Entry page. The system applies the payments to the charges by Plan Type within Due Date, oldest Due Date first. The payments are posted as of the Posting Date on the transaction.

Source Record

BILLPMNT

BEN141 - A/R Interface

The A/R Interface report extracts all charges for a selected billing period and any charge adjustments with posting dates that fall within the billing period. The system will produce a file called BILLAR. The output file BILLAR holds 2 types of records. One holds employee information, the other holds the accounting information for the Benefits Billing charges and charge adjustments.

Use this report to report to interface billing charges to an accounts receivable system.

Source Records

Benefits Billing Charges, Adjustments, Benefit Plan, Personal Data

BEN200 - Section 403(b) Employee Listing

This report provides information on all employees whose information is found on the Employees 403(b) Annuity Data pages.

Source Record

SAVINGS_403B_BAL

BEN201 - Section 403(b) Exceptions

This reports on employees who are approaching or exceeding limits along with other errors and exceptions.

Source Record

SAVINGS_403B_ADJ

BEN202 - Section 403(b) Employee Letters

This report lists employees who have Section 403(b) information. This report is an easily modifiable SQR combined with a Microsoft Word macro and template. The function of this report is to deliver Projection information to employees.

Source Record

SAVINGS_403B_PROJ

BEN701 - Flexible Spending Account Benefits

The Flexible Spending Account Benefits Table report lists the information in the Flexible Spending Account Table—plan type, plan name, benefit plan name and ID, effective date, pay frequency, employer contribution, flat contribution amount, employer limit percent, employee contribution percent, and employer limit amount.

Use this report to verify that you have correctly updated and made changes to the table.

Source Records

Benefits tables, FSA Benefits Table

BEN702 - Flat Rate

The report lists the rate ID, effective date, pay frequency, rate per unit, total coverage rate, and employer, employee, provider coverage rate, each of your benefit program/plans as of a specified date.

Source Records

Benefits tables, Flat Rate Table

BEN703 - Disability Plan

The report lists the rate ID, effective date, pay frequency, rate per unit, total coverage rate, and employer, employee, provider coverage rate, each of your benefit program/plans as of a specified date.

Source Records

Benefits tables, Disability Plan Table

BEN704 - Age-Graded Coverage

The Age Coverage Table report lists the effective dates of the rates and rating factors such as age ranges, sex, and smoker/non-smoker by employer and employee for each set of your age-graded rates.

Source Records

Benefits tables, Age-Graded Rate Table

BEN705 - Life AD/D

The report lists the information in the Life AD/D Table including: plan type, plan name, benefit plan ID and name, effective date, coverage, flat amount, rating factor, and group code.

Source Records

Benefits tables, Life AD/D Plan Table

BEN707 - Savings Plans/Investments

The report lists each savings plan type, benefit plan, effective date, employer investment matching option, and the terms of the employee deductions and employer contributions and investment options. The limit percent and reduction percent age are shown for highly compensated employees for both before- and after-tax amounts.

Source Records

Benefits tables, Savings Plan Table

BEN708 - Calculation Rules

The report lists your calculation rules information according to calculation rule IDs.

Source Records

Benefits tables, Calculation Rules Table

BEN709 - Benefit Plan

For each plan type and benefit plan combination, the report lists: effective date, description, provider ID and name, default deduction code and name, and the indicator for non-discrimination testing.

Source Records

Benefits tables, Benefit Plan Table

BEN710 - Leave Plan 1

This report serves as an audit trail for the information defined on the Leave Plan tables.

Source Records

Benefits tables, Leave Plan Table

BEN710A - Leave Plan 2/3

This report serves as an audit trail for the information defined on the Leave Plan tables.

Source Records

Benefits tables, Leave Plan Table

BEN711 - Retirement Plan

This report serves as an audit trail for the information defined on the Retirement Plan tables.

Source Records

Benefits tables, Retirement Plan Table

BEN713 - Benefit Program

This report serves as an audit trail for the information defined on the Benefit Program table.

Source Records

Benefits tables, Benefit Program Table

BEN714 - Service Rate

This report serves as an audit trail for the information defined on the Service Rate tab.

Source Records

Benefits tables, Service Rate Table

BEN715 - Vacation Buy/Sell

This report serves as an audit trail for the information defined on the Vacation Buy/Sell table.

Source Records

Benefits tables, Vacation Buy/Sell Table

(CAN) BEN716CN - Pension Plan 1

This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.

Source Records

Benefits tables, Pension Plan Table

(CAN) BEN717CN - Pension Plan 2

This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.

Source Records

Benefits tables, Pension Plan Table

(CAN) BEN718CN - Pension Plan 3

This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.

Source Records

Benefits tables, Pension Plan Table

BEN720 - FMLA Plan

This report serves as an audit trail for the information defined on the FMLA Plan table.

Source Record

FMLA Plan Table

BEN721 - Limit

This report serves as an audit trail for the information defined on the Limit table.

Source Record

Limit Table

BEN731 - Salary Rate

This report serves as an audit trail for the information defined on the Salary Rate table.

Source Records

Benefits tables, Salary Rate Table

BEN733 - Base Benefit Audit

The Base Benefits business process Audit Report provides a summary of potential employee data error conditions as related to Base Benefits business process that would enable you to catch errors that would otherwise show up when you try to process enrollments or changes.

The audits performed are Employees without Employment records, Employees without Job records, Employees less than 16 years old, People with unusual dependents signed up for coverage, Employee and spouse (or other dependent) both electing health benefits, Employees with over-age dependent coverage and Employees with incorrect health plans set up on the Benefit Program Table.

Perform these audits during implementation, before you enroll participants, and periodically during the plan year.

Source Records

Employee tables

BEN734 - Court Ordered Coverage Audit Report

The Court Ordered Coverage Audit report lists employees not compliant with court order benefit coverage or minimum spousal coverage.

BEN740 - Billing Calendar

Use this report to list of generated billing periods. It is also a quick reference for payment due information by billing period.

Source Record

Billing Calendar Table

CBR001 - Initial Notification Letter

This report generates letters for COBRA participants who have experienced an initial qualifying COBRA event. This includes the participant's terminating health coverage, qualified COBRA coverage, and the response dates by which they must return their election or waive request. It also includes an enrollment form that allows them to elect or waive COBRA coverage and COBRA plan options.

Source Records

COBRA Participants, Personal Data, Dependent/Beneficiary, COBRA Events, COBRA Participant Plans

CBR002 - Secondary Notification Letter

This report generates letters for COBRA participants who have experienced a secondary qualifying COBRA event. Included in the letter is information about the extension of COBRA continuation coverage for COBRA participants.

Source Records

COBRA Participants, Personal Data, Dependent/Beneficiary, COBRA Events, COBRA Participant Plans

CBR003 - Termination Letter

This report generates letters that inform COBRA participants that their COBRA coverage is about to expire. Users will generate termination letters only for COBRA participants whose coverage is about to expire.

Source Records

COBRA Participants, Personal Data, Dependent/Beneficiary, COBRA Participant Plans

CBR004 - Open Enrollment Letter

This report provides Open Enrollment forms for COBRA participants that detail the current year COBRA enrollment information and provides participants the room to designate election and dependent changes.

Source Records

COBRA Participants, Personal Data, Dependent/Beneficiary, COBRA Events, COBRA Participant Plans

CBR005 - COBRA Event Report

This report provides data about COBRA beneficiaries at the Event Level. The report will list all employees to whom an event has occurred. The qualified status will indicate to the user whether the qualified beneficiary is Qualified (QL), Not Qualified (NQ), Not qualified/duplicate (ND) or QE (Qualify Error).

Source Records

COBRA Event Table, Xlattice

CBR006 - COBRA Enrollment Report

This report provides data about COBRA participants and their Plan 1X benefit plan elections. The report will list all COBRA participants and their current elections, including Coverage Begin dates.

Source Records

Benefit Plan Type Enrollment, COBRA Health Benefit, COBRA Health Dependent

CBR007 - COBRA Audit

This report displays information on: Employees enrolled in Active and COBRA Health Coverage; Employee and Spouse (or other dependent) electing health benefits for the same Dependent ID; and employees who have overage dependents.

You can use this report to analyze whether there is an overlap in COBRA and Active coverage, whether dependents are being covered by more than one EMPLID or whether an overage dependent has not been detected.

Source Record

Employee Table

CBR008 - COBRA Administration Error

This report displays information about errors that result from running the COBRA process. The errors include COBRA event conflict, no eligible benefit program or more than one eligible benefit programs, or duplicate COBRA events.

You can use the COBRA Administration Error Report to identify and troubleshoot errors that surface as a result of COBRA processing. You can also identify these errors online. You might want to print the report and request that staff check off each error as they determine a resolution, thereby creating an audit trail for verifying that all errors have been analyzed.

Source Record

Pay Message Table

FPYG017 - (USF) FEHB Reconciliation

Federal agencies are required to send quarterly reports to major FEHB providers. These reports allow the provider to compare their enrollment records with that of the federal agency. It also provides total headcount and premium amounts.

Source Records

GVT_RUN_FGBN001, PS_PERSONAL_DATA, PS_PERS_NID, PS_HEALTH_BENEFIT, PS_DEPENDENT_BENEF, PS_HEALTH_DEPENDNT, PS_DEP_BENEF_NIF, PS_JOB

NDT004 - 401(k)/401(m) Nondiscrimination Testing

Specify 401(k) or 401(m) for the report output.

If this report is run mid-year and a forecast percentage is specified in the 401 NDT run control, the report also shows forecasted year end earnings, contributions, and related ADP/ACP results.

This report does not attempt to recalculate the Actual Deferral Percentage (ADP) or to determine whether the nondiscrimination tests passed. It assumes these tests were handled by the NDT002 or NDT003 SQRs. However, in cases where the Aggregate Limit Test must be used, this report serves as the only method to invoke the test; there is no separate SQR for this.

If the Aggregate Limit Test is invoked, each report includes results for both the 401(m) and 401(k) tests, as well as the Aggregate Limit Test pass/fail status. The system prevents you from initiating NDT004 if the run control has been updated and you have not initiated these SQRs:

- *NDT001*: This SQR lists plan type, plan name, benefit plan name and ID, effective date, accrual process date, accrual frequency, service interval, special calculations, year the plan begins, and the maximum leave balance and carryover allowed.
- *NDT002*: You initiate this SQR after NDT001 to update the actual and forecasted amounts in the nondiscrimination testing run control table for the 401(k) NDT.
- *NDT003*: This SQR updates the actual and forecast 401(m) amounts in the nondiscrimination testing run control table for the 401(m) NDT.

Source Records

Benefits tables, Leave Plan Table

NDT008 - 129 Nondiscrimination Testing

If this report is run mid-year and a forecast percentage is specified in the 129 NDT run control, the report also shows forecasted year-end gross earnings and Section 129 benefits received.

PAYVNDR - Provider/Vendor

This report provides an audit of the information enter in the vendor table.

Source Records

Benefits tables, Vendor Table

RDED001 - Retroactive Deductions Requested

This report lists generated requests which have not been processed. The list is by employee ID. You can use this report to review retroactive benefit/deduction requests as part of the approval process.

Source Record

Retro Deduction Request RDED002 Retroactive Deductions in Progress - 'Calculate Status'

This report displays information on the retroactive benefits/deductions that have been processed. Details by employee includes benefit program/plan, deduction and okay to pay status. You can use this report to determine which retroactive benefits/deductions to approve/deny.

Source Record

Retro Deduction

RDED002B - Retro Ben/Ded Summary
Source Record

Retroactive Deduction table

RDED003 - Retroactive Deductions Audit - 'Loaded to Paysheet' Status

This report lists information on deduction type, deduction amount (old/new) and re-calculated deduction amounts with total due to and/or due by the employee. You can use this report to audit retroactive benefit/deduction activity.

Source Record

Retro Deduction Ded

RDED004 - Retroactive Ben/Ded Terms Calculated (Terminated Employees Loaded)

This report lists information on deduction type, deduction amount (old/new) and re-calculated deduction amounts with total due to and/or due by the employee. You can use this report to audit retroactive benefit/deduction activity.

Source Record

Retro Deduction

PeopleSoft
ABSENCE HISTORY

Page No. 1
Run Date 08/30/2000
Run Time 09:19:05

Report ID: ABS001
Company GBI Global Business Institute
* Indicates employees without a work schedule assigned

Employee Name	Employee ID	Department	Empl Type	Job Title	Absence Type	Begin Date	Return Date	Duration Days	Hours	Paid?	Approved?	Reason
Espinosa, Carmichael	KU0015	HR	S	Conslnr Sr	Sickness	01/05/1999	01/07/1999	3.000	24.0	Yes	Yes	
Santos, Antonio	KU0010	HR	H	Admin Asst	Sickness	06/03/1999	06/06/1999	3.000	24.0	Yes	Yes	
					Sickness	06/03/1999	06/06/1999	3.000	24.0	Yes	Yes	

End of Report

For the period 01/01/99 through 12/31/99

Regulatory Region	Employee Name	ID	Absence Type	Number of Absence Periods	Duration of Absenc	
FRA	Berger,Maurice	KF0001	Non Occ D	1	6	
			Other	1	3	
				<u>2</u>	<u>9</u>	
	Dante,Beatrice	KF0010	Maternity	1	106	
				<u>1</u>	<u>106</u>	
	Grioux,Ghislaine	KF0002	Non Occ D	2	21	
				<u>2</u>	<u>21</u>	
	Halcyon,D'orothea	KF0005	Non Occ D	<u>1</u>	<u>1</u>	
				1	1	
		Region Totals	=====	6	=====	137
NLD	Bakker,Kees den	KN0003	Sickness	1	12	
			Accident	1	21	
			<u>2</u>	<u>33</u>		
	Schipper,Annemiek	KN0002	Maternity	1	206	
				<u>1</u>	<u>206</u>	
	Willemse-Buiten,Margreet	KN0005	Sickness	1	48	
				Maternity	1	90
				Ill aft Mt	<u>1</u>	<u>35</u>
				3	173	
		Region Totals	=====	6	=====	549
USA	Espinosa,Carmichael	KU0015	Sickness	1	3	
				<u>1</u>	<u>3</u>	
	Santos,Antonio	KU0010	Sickness	<u>2</u>	<u>6</u>	
				2	6	
	Region Totals	=====	3	=====	558	
	Grand Totals	=====	15	=====	1244	
			=====		=====	

PeopleSoft
TIME LOST DUE TO ABSENCE

Report ID: ABS003

Page No. 1
Run Date 08/30/2000
Run Time 09:46:05

For the period 01/01/99 through 08/31/99 Employees without a work schedule assigned

Regulatory Region	Department	Employee Name	ID	Emp Type	Job Title	Begin Date	Return Date	Days Absent	Total Working Days	%
USA	HR	Espinosa, Carmichael	KU0015	S	Conslnt Sr	01/05/1999	01/07/1999	3		
								3	261	1.15
		Santos, Antonio	KU0010	H	Admin Asst	06/03/1999	06/06/1999	3		
						06/03/1999	06/06/1999	3		
								6	261	2.30

End of Report

PeopleSoft
BRADFORD SCORE

Page No. 1
Run Date 10/18/2000
Run Time 10:55:45

Report ID: ABS004

For the period 01/01/99 through 12/31/00

Department	Employee Name	ID	Empl Type	Job Title	Total Number of Absences	Total Number of (Days)	Bradford Score	Regulatory Region
SMENG	Tendulkar,Indira	KG0001	S	MD	3	9	81	GBREN
SMSCO	Campbell,Elaine	KG0006	S	MEX	2	4	16	GBRSC

End of Report

Department: KN001 Headquarters - Netherlands
Period: 5-2000 till 6-2000
Maternity Leave: I
Partial Illness: I
Longterm Illness: I
Inlcude Hierarchy: Y

	Total	----- SEX -----	
		Male	Female
Illness Percentage	13.4	1.8	36.1
Illness Frequency	0.3	0.3	0.3
Average Illness Length of Ended Illnesses	6.0	7.0	5.0
Number of Ended Illnesses	2	1	1
Number of Ended Illnesses per Length Category			
1- 7 days	2	1	1
8- 14 days	0	0	0
15- 30 days	0	0	0
31-365 days	0	0	0
366->> days	0	0	0
Number of Newly Started Illnesses	3	2	1
Number of Actual Illnesses	4	2	2
Full Time Equivalent (FTE)	8.9	5.9	3.0
Number of Employments	9.0	6.0	3.0
Available Calendar Days	541.5	358.5	183.0
Illnes Days (Calendar Days)	72.5	6.5	66.0
Number of Employments without Illness	5.0	4.0	1.0

Department: KN001 Headquarters - Netherlands
 Period: 5-2000 till 6-2000
 Maternity Leave: I
 Partial Illness: I
 Longterm Illness: I

	Total	10- 19	20- 29	30- 39	40- 49	50- 59	60-999
Illness Percentage	13.4	0.0	8.2	18.8	0.0	0.0	0.0
Illness Frequency	0.3	0.0	1.0	0.3	0.0	0.0	0.0
Average Illness Length of Ended Illnesses	6.0	0.0	5.0	7.0	0.0	0.0	0.0
Number of Ended Illnesses	2	0	1	1	0	0	0
Number of Ended Illnesses per Length Category							
1- 7 days	2	0	1	1	0	0	0
8- 14 days	0	0	0	0	0	0	0
15- 30 days	0	0	0	0	0	0	0
31-365 days	0	0	0	0	0	0	0
366->> days	0	0	0	0	0	0	0
Number of Newly Started Illnesses	3	0	1	2	0	0	0
Number of Actual Illnesses	4	0	1	3	0	0	0
Full Time Equivalent (FTE)	8.9	0.0	1.0	5.9	1.0	1.0	0.0
Number of Employments	9.0	0.0	1.0	6.0	1.0	1.0	0.0
Available Calendar Days	541.5	0.0	61.0	358.5	61.0	61.0	0.0
Illnes Days (Calendar Days)	72.5	0.0	5.0	67.5	0.0	0.0	0.0
Number of Employments without Illness	5.0	0.0	0.0	3.0	1.0	1.0	0.0

Adverse Impact Report

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

Hiring Rate	N/A	NO	NO	NO	NO	N/A	NO
Promotion Rate	N/A	YES	YES	YES	YES	N/A	NO
Termination Rate	N/A	YES	YES	NO	YES	N/A	NO

#Applicants	0	0	0	0	0	0	0
Applicants %	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Hires	51	8	4	11	3	86	76
Hires %	21.34	3.35	1.67	4.60	1.26	35.98	31.80
#Promotions	1	0	0	1	0	2	2
Promotions %	16.67	0.00	0.00	16.67	0.00	33.33	33.33
#Terminations	4	0	2	0	0	6	6
Terminations %	22.22	0.00	11.11	0.00	0.00	33.33	33.33
Total # Employees as of Thru Date	56	8	6	12	3	0	0
Total %	0	0	0	0	0	0	0

*** End of Report ***

PeopleSoft
ADVERSE IMPACT REPORT

Page No. 1
Run Date 08/31/2000
Run Time 15:46:47

Report ID: APP001UK

For the period 01/01/80 through 12/31/00

Actions	<----- U K E T H N I C G R O U P ----->						<----- S E X ----->		Total
	EU-UK	EU-Other	African	Afro Carib	Asian	Other	Male	Female	
Total Applicants	13	1	0	0	0	0	10	4	14
Total Offers	2	1	0	0	0	0	2	1	3
% Impact	15.38	100.00	0.00	0.00	0.00	0.00	20.00	25.00	21.43
Total Hired	2	1	0	0	0	0	2	1	3
% Impact	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

* Totals may include applicants which have not been given a UK ethnic status

Jobgroup Movement Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

Job Group :

	MALES					FEMALES				
	White	Black	Hispanic	Asian	Am Indian	White	Black	Hispanic	Asian	Am Indian
#Applicants	0	0	0	0	0	0	0	0	0	0
% of Total Applicants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Hires	16	1	1	3	1	15	3	1	5	2
% of Total Hires	33.33	2.08	2.08	6.25	2.08	31.25	6.25	2.08	10.42	4.17
#Promotions	1	0	0	0	0	0	0	0	1	0
% of Total Promotions	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
#Terminations	2	0	0	0	0	0	0	1	0	0
% of Total Terminations	66.67	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
Total # Employees as of Thru Date	0	0	0	0	0	0	0	0	0	0

	TOTAL BY ALL MALES	TOTAL BY ALL FEMALES	TOTAL BY ALL MINORITIES
#Applicants	0	0	0
% of Total Applicants	0.00	0.00	0.00
#Hires	22	26	17
% of Total Hires	45.83	54.17	35.42
#Promotions	1	1	1
% of Total Promotions	50.00	50.00	50.00
#Terminations	2	1	1
% of Total Terminations	66.67	33.33	33.33
Total # Employees as of Thru Date	0	0	0

Report ID: APP003
Dept:

PeopleSoft
REQUISITION STATUS REPORT
Expenses To Date are converted to base currency - USD

Page No. 1
Run Date 09/01/2000
Run Time 13:27:12

Req Number	Job Code	Position Position	Status	New Repl Title	Date Apprvd	Recruitment Open Date	Recruitment Close Date	Recruiter	Number Candidates	Expenses To Date
000001			Open	Repl		03/10/1999			0	0.00
000002			Open	Repl		03/10/1999			0	0.00
000003			Open	Repl		03/10/1999			0	0.00
000004			Open	Repl		03/10/1999			0	0.00
000005			Open	Repl		03/10/1999			0	0.00
000006			Open	Repl		03/10/1999			0	0.00
000007			Open	Repl		03/10/1999			0	0.00
000008			Open	Repl		03/10/1999			0	0.00

SAMPLE JOB DESCRIPTION

Requisition#: 190001
Title: HRIS Specialist
Salary: 39,600 USD - 62,110 USD

DESCRIPTION

Responsible for HRIS activities.

DUTIES

The successful applicant will work in administration of corporate compensation and benefits programs as well as the PeopleSoft HRMS system. You will provide advanced professional support in the areas of compensation and benefits administration such as job analysis and evaluation, benefit program admin (ie medical, life, pension etc). Aids in the administration of performance appraisal and salary administration programs, reviewing changes in wages and salaries for conformance to policy. Audits evaluation of positions, applications of existing job classifications and efficiency of HRMS system.

EDUCATION:

Bachelor's degree in Business, HR Management or related areas. Thorough knowledge required in all areas of compensation and benefit program design, administration and maintenance, job evaluation, Federal and State regulations, statistical analysis, and general business administration in areas related to assignment.

EXPERIENCE:

2 to 3 years experience in an HR department with exposure to an HRMS system. Benefits Administration experience preferred.

SKILLS:

PC Literacy in Microsoft Office Products

Effective Date: 09/08/2000

Report ID: APP005
Dept: KB001 Headquarters - Belgium

PeopleSoft
CANDIDATE LISTING

Page No. 1
Run Date 09/01/2000
Run Time 13:39:54

Req Number	Job Code	Position No.	Status	New/ / Repl	Date Apprvd	Candidate ID Name	Status Step	Offer
110002	KB0004		Open		05/15/2000	KBA002 De Wilde,Gilles	Active	
						KBA002 De Wilde,Gilles	Active	
						KBA003 Rubens,Camille	Active	
		3			0			
		3			0			

PeopleSoft
REQUISITION COST ANALYSIS

Report ID: APP006

Page No. 1

Dept: Expenses To Date are converted to base currency - USD

Run Date 09/06/2000

Run Time 16:40:24

Requisition Number	Job Code	Position Number	Status	Title	Recruiter	Applicant	Duration	Expense Type	Amount
000001			Open						0.00
000002			Open						0.00
000003			Open						0.00
000004			Open						0.00
000005			Open						0.00
000006			Open						0.00
000007			Open						0.00
000008			Open						0.00

0.00
0.00

Requisition Source	Employee Name	Specific Source	Total Applicants (By specific Source)	%Applicants (By specific Source)
010009	Advertisement		2	100.00 %
010009	Unknown		2	100.00 %
010010	Advertisement	Personnel Today	2	100.00 %
010010	Employee		1	100.00 %
110001	Advertisement	Internet	1	100.00 %
110001	Unknown		1	100.00 %
110002	Job Posting		1	50.00 %
110002	Job Posting	Internet	1	50.00 %
120001	Advertisement		1	100.00 %
120001	Unknown		1	100.00 %
120002	Advertisement		1	100.00 %
120002	Unknown		1	100.00 %
120003	Advertisement		1	100.00 %
120003	Unknown		1	100.00 %
120004	Advertisement		1	100.00 %
120004	Unknown		2	100.00 %
120005	Advertisement		1	100.00 %
120005	Unknown		1	100.00 %
190001	Advertisement		2	100.00 %
220001	Job Posting		2	66.67 %

Source	Employee Name	Specific Source	Total Applicants (By specific Source)	%Applicants (By specific Source)
			3	100.00 %
Advertiseme			8	72.73 %
Advertiseme		Internet	2	18.18 %
Advertiseme		Personnel Today	1	9.09 %
Employee			1	100.00 %
Job Posting			3	75.00 %
Job Posting		Computable	1	25.00 %
Unknown			12	100.00 %

Works Council WCID1 Works Council - Osnabruck

Job Posting ID 290008 Status Open Date 08/31/2000

Company KW1 Business Institute Switzerland
Location KD912 Munich
Department KD001 Headquarters
Job KD0002 Sales Manager

Start Date
Open Position # 1

Job Description

Shift
Standard Hours 40
Work Period W Weekly
Compensation Category From KD01 To KD01

Recruiter

Job Requirements

Prior Works Experience 0.0 Years
School Education A-Not Indicated

Professional Education

Skills

Tests

PeopleSoft
Health Plan Participants

Page No. 1
Run Date 08/16/2000
Run Time 14:33:09

Report ID: BEN001
Company: ACC State of Accord
Setid: SHARE
Provider: Blue Cross/Blue Shield
AsOfDate: 07/19/2000 (PS_EMPLOYEES)

Benefit	Department	Department	Employee	Employee	Empl	Empl	Reg/	Full/	Pay	Coverage	Coverage	COBRA		
Plan Type	Plan	ID	Name	Name	ID	Status	Type	Temp	Part	Group	Coverage	Begin	End	Evt ID
Medical	Enhanced	PGV1003	Lic & Cert	Howard,Sheila	PA009	A	S	R	F	PAM	Empl+Deps	07/01/1999		0
=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====

Provider Total: 1

Report ID: BEN002

* Amounts are converted to base currency - USD

Run Date 08/17/2000

Company: ACC State of Accord

Setid: SHARE

Run Time 17:26:06

Provider: Metropolitan Life

ASOfDate: 07/19/2000 (PS_EMPLOYEES)

Benefit	Department	Department	Employee	Employee	Empl	Empl	Reg/	Full/	Pay		Coverage	Coverage			
Plan Type	Plan	ID	Name	Name	ID	Stat	Type	Temp	Part	Grp	Coverage	Flat Amount	Factor	Begin	End
Life	Basic Life	PGV1000	Exec Brnch	Carr,Kitty C	PA020	A	S	R	F	PAM	Flat Amt	50,000	0.000	07/01/1999	
Life	Basic Life	PGV1002	Bus & Reg	Flynt,Mildred	PA013	A	S	R	F	PAM	Flat Amt	50,000	0.000	07/01/1999	
Life	Basic Life	PGV1003	Lic & Cert	Howard,Sheila	PA009	A	S	R	F	PAM	Flat Amt	50,000	0.000	07/01/1999	
Provider Total:		3													

PeopleSoft
BENEFIT CONTRIBUTIONS REGISTER

Page No. 1
Run Date 08/16/2000
Run Time 18:05:48

Report ID: BEN003
Company: ACC State of Accord
As Of Date: 01/01/2000
Ben Program E&G US Benefit Program
Plan Type Medical
Ben Plan KUHM01

Currency: USD

Employee Name	Ben Rcd ID	Employee Status	Department ID	Department Name	Employee Deductions		Company Contributions	
					This Period	YTD	This Period	YTD
Carr, Kitty C	0 PA020	A	PGV1000	Exec Brnch	123.00	123.00	123.00	123.00
Flynt, Mildred	0 PA013	A	PGV1002	Bus & Reg	259.00	259.00	260.00	260.00
Ben Plan Total:					382.00	382.00	383.00	383.00

PeopleSoft
BENEFIT CONTRIBUTIONS REGISTER

Page No. 1
Run Date 08/16/2000
Run Time 18:08:14

Report ID: BEN003CN
Company: GBI Global Business Institute
As Of Date:01/01/2000
Ben Program GBI Master CAN Benefit Program Currency: CAD
Plan Type Medical
Ben Plan KCMDAB

Employee Name	Ben		Empl		-----Employee Deductions-----		-----Company Contributions-----		
	Rcd	Employee ID	Status	Dept. ID	Dept. Name	This Period	YTD	This Period	YTD
Andrews, Fred	0	KC0027	A	KC015	Sales&Svcs	34.00	34.00	100.00	100.00
Chan, Diana E	0	KC0033	A	KC001	HR	68.00	68.00	100.00	100.00
Davies, Craig R	0	KC0021	A	KC003	IS	68.00	68.00	100.00	100.00
Dunbar, Kirby	0	KC0002	A	KC007	Bus Svcs	68.00	68.00	100.00	100.00
Hawkins, Allan M	0	KC0020	A	KC006	Trng&Admin	34.00	34.00	100.00	100.00
Ben Plan Total						272.00	272.00	500.00	500.00

SAVINGS INVESTMENT DISTRIBUTIONS REPORT

Report ID: BEN004

Company: ACC State of Accord

As Of Date:01/01/2000

Ben Program E&G US Benefit Program

Currency: USD

Plan Type 403(b)

Ben Plan KU403B

Employee Name	Ben Employee Rcd ID	Employee Deduction	Company Contributn	I N V E S T M E N T D I S T R I B U T I O N							
				Annuity		Stock Inde		Bond Fund			
				%	Amount	%	Amount	%	Amount	%	Amount
Carr,Kitty C	0 PA020	291.67	5.00		0.00	100.00	296.67		0.00		0.00
Flynt,Mildred	0 PA013	300.00	5.00		0.00	100.00	305.00		0.00		0.00
Howard,Sheila	0 PA009	122.50	5.00	50.00	63.75	50.00	63.75		0.00		0.00
Ben Plan Total:		714.17	15.00		63.75		665.42		0.00		0.00
Plan Type Total:		714.17	15.00		63.75		665.42		0.00		0.00
Ben Program Total:		714.17	15.00		63.75		665.42		0.00		0.00
Company Total:		714.17	15.00		63.75		665.42		0.00		0.00

PeopleSoft
LEAVE ACCRUALS

Report ID: BEN007
Company: GBI Global Business Institute
Cost Center KC001 Human Resources

Page No. 1
Run Date 08/15/2000
Run Time 15:22:12

Employee ID/RCD#	Employee Name	Plan	Benefit Type	Last Date Processed	Current Hours Accrued	Hours Carried Over	YTD Hours Earned/Bought	YTD Hours Taken/Sold	YTD Hours Adjusted	Balance Hours	Hourly Rate	Balance Amount
KC0001	Griffiths, Martina	Ra50	KCSICK	01/31/2000	24.000000-	40.000000	8.000000	0.000	0.000	48.000000	15.144231	726.92
0							0.000	0.000				
		51	KCVACN	01/31/2000	62.000000-	120.000000	14.000000	0.000	0.000	134.000000	15.144231	2,029.33
							0.000	0.000				
KC0014	Henderson, David M	50	KCSICK	01/31/2000	6.000000	22.000000	6.000000	0.000	0.000	28.000000	10.096154	282.69
0							0.000	0.000				
		51	KCVACN	01/31/2000	8.000000	24.000000	8.000000	0.000	0.000	32.000000	10.096154	323.08
							0.000	0.000				
KC0016	Vaillancourt, Paulett	50	KCSICK	12/31/1999	8.000000	0.000000	72.000000	0.000	0.000	72.000000	25.153846	1,811.08
0							0.000	0.000				
		51	KCVACN	12/31/1999	14.000000	0.000000	192.000000	178.000	0.000	14.000000	25.153846	352.15
							0.000	0.000				
KC0024	Maissoneuve, Louise	50	KCSICK	01/31/2000	24.000000-	40.000000	8.000000	0.000	0.000	48.000000	32.692308	1,569.23
0							0.000	0.000				
		51	KCVACN	01/31/2000	10.000000	96.000000	10.000000	0.000	0.000	106.000000	32.692308	3,465.38
							0.000	0.000				
KC0028	Jacobs, Lisa Leigh	50	KCSICK	01/31/2000	0.000000	40.000000	8.000000	8.000	0.000	40.000000	15.288462	611.54
0							0.000	0.000				
		51	KCVACN	01/31/2000	58.000000-	120.000000	14.000000	0.000	0.000	134.000000	15.288462	2,048.65
							0.000	0.000				
KC0029	Valade, Claudia A	50	KCSICK	01/31/2000	24.000000-	40.000000	8.000000	0.000	0.000	48.000000	29.951923	1,437.69
0							0.000	0.000				
		51	KCVACN	01/31/2000	10.000000	96.000000	10.000000	0.000	0.000	106.000000	29.951923	3,174.90

PeopleSoft
SECTION 415

Report ID: BEN008

Page No. 1
Run Date 08/17/2000
Run Time 10:35:29

As Of Date: 01/01/2000

Employee ID	Ben Pgm	Effective Date	Spcl Accum	Max % Earns	Max Yearly Deduction	Earnings Amount	Max Allowed Deduction	Plans to Limit -----: Excluded -----: Imputed -----: Amount			Amount Over Limit/ Under Limit						
								Plan Type	Benefit Plan	Amount		Plan Type	Benefit Plan	Amount	Plan Type	Benefit Plan	Amount
KU0001	KU1	01/01/2000	401	25	30,000.00	21,666.67	5,398.71	40	KU401M	2,816.66	10	KUHMO2	61.00		0.00	0.00/	
								82	KUPENS	683.32	14	KUVIS1	10.83		0.00	1,898.73	
								Total Include			3,499.98	Total Exclude		71.83	Total Imputed		0.00
KU0002	KU2	01/01/2000	401	25	30,000.00	19,419.08	4,843.21			0.00	10	KUHMO1	123.00	21	KUSL1X	1.85	0.00/
										0.00			0.00	27	KUSAD2	74.92	4,843.21
								Total Include			0.00	Total Exclude		123.00	Total Imputed		76.77
KU0003	KU1	01/01/2000	401	25	30,000.00	14,030.76	3,503.59	40	KU401M	800.02	10	KUMED2	55.38		0.00	0.00/	
								82	KUPENS	511.36	14	KUVIS2	15.00		0.00	2,192.21	
								Total Include			1,311.38	Total Exclude		16.42	Total Imputed		0.00
KU0004	KU1	01/01/2000	401	25	30,000.00	13,976.92	3,463.37	40	KU401M	838.60	10	KUHMO2	56.30	21	KUFLAT	2.76	0.00/
								82	KUPENS	510.28	11	KUDMO	16.16		0.00	2,114.49	
										0.00	90	KUVCBY	53.76		0.00		
								Total Include			1,348.88	Total Exclude		126.22	Total Imputed		2.76
KU0005	KU2	01/01/2000	401	25	30,000.00	10,313.34	2,564.59	40	KU401M	618.80	10	KUMED1	55.00		0.00	0.00/	
								Total Include			618.80	Total Exclude		55.00	Total Imputed		0.00
KU0006	KU1	01/01/2000	401	25	30,000.00	6,088.34	1,488.21	40	KU401M	608.84	10	KUMED	74.00	21	KUSL3X	8.76	0.00/
								82	KUPENS	304.40	90	KUVCBY	70.26		0.00	574.97	
								Total Include			913.24	Total Exclude		144.26	Total Imputed		8.76
KU0007	KU1	01/01/2000	401	25	30,000.00	11,538.46	2,871.35	40	KU401M	700.04	10	KUHMO2	56.30	21	KUFLAT	19.38	0.00/
								82	KUPENS	461.52	11	KUDMO	16.16		0.00	1,709.79	
								Total Include			1,161.56	Total Exclude		72.46	Total Imputed		19.38
KU0008	KU1	01/01/2000	401	25	30,000.00	10,153.84	2,536.48	40	KU401M	799.96	14	KUVIS1	10.00	21	KUNYLF	2.08	0.00/
								82	KUPENS	433.84			0.00		0.00	1,302.68	
								Total Include			1,233.80	Total Exclude		10.00	Total Imputed		2.08
KU0009	KU1	01/01/2000	401	25	30,000.00	610.00	148.69	82	KUPENS	30.50	10	KUMED2	13.85		0.00	0.00/	
										0.00	14	KUVIS2	3.75		0.00	118.19	
								Total Include			30.50	Total Exclude		15.25	Total Imputed		0.00

PeopleSoft
SECTION 415 NON COMPLIANCE

Report ID: BEN009

Page No. 1
Run Date 08/17/2000
Run Time 10:46:51

As Of Date: 01/01/2000

Employee ID	Ben Pgm	Effective Date	Spcl Accum	Max % Earns	Max Yearly Deduction	Earnings Amount	Max Allowed Deduction	Plans to Limit			Excluded			Imputed			Amount Over Limit	
								Plan Type	Benefit Plan	Amount	Plan Type	Benefit Plan	Amount	Plan Type	Benefit Plan	Amount		
KU0010	KU1	01/01/2000	401	25	30,000.00	2,071.48	479.08	40	KU401M	222.69	10	KUMED1	126.90	21	KUSL2X	1.30	0.35	
								82	KUPENS	256.74	11	KUDEN2	38.95	25	KUDLFE	1.75		
										0.00	14	KUVIS1	20.00	27	KUSAD2	34.50		
										0.00	90	KUVCBY	6.85			0.00		
										Total Include		479.43	Total Exclude		192.70	Total Imputed		37.55
KU0013	KU1	01/01/2000	401	25	30,000.00	400.00	94.98	82	KUPENS	95.46	10	KUHMO2	14.08	21	KUSL1X	0.05	0.48	
										0.00	11	KUDEN1	4.15			0.00		
										0.00	90	KUVCBY	1.92			0.00		
										Total Include		95.46	Total Exclude		20.15	Total Imputed		0.05
KU0064	KU1	01/01/2000	401	25	30,000.00	1,900.00	461.78	82	KUPENS	464.90	10	KUHMO2	141.90	21	KUSL2X	0.60	3.13	
										0.00	11	KUDEN2	25.95	27	KUSAD1	123.95		
										0.00	90	KUVCBY	9.60			0.00		
										Total Include		464.90	Total Exclude		177.45	Total Imputed		124.55
KU0096	KU1	01/01/2000	401	25	30,000.00	2,400.00	543.08	82	KUPENS	543.08	10	KUMED	203.50	21	KUSL1X	0.90	0.00	
										0.00	11	KUDMO	30.60	27	KUSAD1	23.00		
										0.00	14	KUVIS1	17.50			0.00		
										Total Include		543.08	Total Exclude		251.60	Total Imputed		23.90

End of Report

PeopleSoft
FMLA STATUS REPORT

Report ID: BEN020

Page No. 1
Run Date 08/16/2000
Run Time 21:12:11

As Of Date: 01/01/00 (Including leaves completed as of: 11/07/98)
FMLA Plan ID: KUF (Roll-Fwd)

Employee ID and Name	Leave-Request	Begin-Date	Return-Date	Approval	Reason-Denied	Follow-up Activities	FMLA-Balance	Std Hrs	FMLA-Hrs-Taken Paid	UnPaid
KU0010 Santos, Antonio	001 03/01/00	03/15/00	07/15/00	Approved		05/15/00 MedCertif	8.4 weeks	Chg		

Total Approaching Leaves: 0001										

Total Ongoing Leaves: 0000										

KU0020 Stevenson, Christelle	001 12/01/99	12/30/99	01/17/00	Approved			10.0 weeks		40hrs	40hrs
KU0045 Enriquez, Jorge	001 09/15/99	10/01/99	01/17/00	Approved			-1.2 weeks		48hrs	480hrs

Total Completed Leaves: 0002										

Total Requests Denied: 0000										

End of Report

PeopleSoft
FMLA PAYROLL AUDIT REPORT

Report ID: BEN021

Page No. 1
Run Date 08/21/2000
Run Time 16:20:32

For the period 09/01/99 through 02/01/00
FMLA Plan ID: KUF (Roll-Fwd)

Employee ID and Name	-----FMLA Leave Status-----			Job Status	-----Payroll Earnings During Period-----			--FMLA Taken--		Difference (FMLA-Pay)		
	Req#	Begin-Date	Return-Date		Earnings-Type	Earn-Begin-Dt	Earn-End-Dt	Hours	Paid		UnPaid	
KU0020 Stevenson,Christelle	001	12/30/99	01/17/00 (Actual)	A	REG-Regular	01/02/00	01/28/00	152hrs				

								Total Pay Hrs:	152hrs	40hrs	40hrs	-112hrs
KU0045 Enriquez,Jorge	001	10/01/99	01/17/00 (Actual)	A								

								Total Pay Hrs:	0hrs	48hrs	480hrs	48hrs

End of Report

CERTIFICATE OF GROUP HEALTH PLAN COVERAGE
08/21/2000

Name: Enriquez, Jorge
Address: 2113 E. Carson Street
Pittsburgh, PA 15219

SSN: 541-43-0512

Employer: Global Business Institute
500 George Washington Pkway
New York, NY 07666

Plan Type	Enroll/ Term Date	Status	Plan	Provider Name/ Address	Group Number	Level Of Coverage	Covered Dependents	Dependent Birthdate	Dependent SSN
Medical	01/01/2000	Term							
	01/01/1999	Elect	KUMED2	Aetna Insurance 781 Main Street Walnut Creek, CA 94596	1473	Empl Only			

Creditable Coverage: 365 Days

DEPENDENT CERTIFICATE OF GROUP HEALTH PLAN COVERAGE

08/21/2000

SSN: 487-28-8839

Name: Wilson,Mark
 Address: 107 Skull Creek Drive
 Hilton Head Island, SC 29938

Employee: Davidson,Colin

Employer: Global Business Institute
 500 George Washington Pkway
 New York, NY 07666

Plan Type	Enroll/ Term Date	Status	Plan	Provider Name/ Address	Group Number
Medical	01/01/2000	Term			
	01/01/1999	Elect	KUMED	Blue Cross/Blue Shield 2 Embarcadero Center San Francisco,CA 94517	121

Creditable Coverage: 365 Days

**BILLING STATEMENT AS OF 08/16/2000
FOR PERIOD ENDING 04/30/2000**

Name: Lopez,Daisy

Employee ID: KU0013

<u>Activity Date/</u>		<u>Activity</u>	<u>Plan</u>	<u>Benefit Plan</u>	<u>Coverage</u>	<u>Amount</u>	<u>Date</u>
<u>From</u>	<u>To</u>						
01/01/2000	01/31/2000	Charge	Medical	Medical HMO Plan 2	Empl Only	123.00	01/26/2000
01/01/2000	01/31/2000	Charge	Dental	Standard Dental Plan	Empl Only	26.00	01/26/2000
01/01/2000	01/31/2000	Charge	Life	Basic Life Plan		32.50	01/26/2000
01/01/2000	01/31/2000	Charge	Supp Lif	Suppl Group Life 1x		6.40	01/26/2000
01/01/2000	01/31/2000	Charge	AD/D	Flat 25K AD&D		2.00	01/26/2000
02/01/2000	02/29/2000	Charge	Medical	Medical HMO Plan 2	Empl Only	123.00	04/26/2000
02/01/2000	02/29/2000	Charge	Dental	Standard Dental Plan	Empl Only	26.00	04/26/2000
02/01/2000	02/29/2000	Charge	Life	Basic Life Plan		32.50	04/26/2000
02/01/2000	02/29/2000	Charge	Supp Lif	Suppl Group Life 1x		6.40	04/26/2000
02/01/2000	02/29/2000	Charge	AD/D	Flat 25K AD&D		2.00	04/26/2000
03/01/2000	03/31/2000	Charge	Medical	Medical HMO Plan 2	Empl Only	123.00	04/26/2000
03/01/2000	03/31/2000	Charge	Dental	Standard Dental Plan	Empl Only	26.00	04/26/2000
03/01/2000	03/31/2000	Charge	Life	Basic Life Plan		32.50	04/26/2000
03/01/2000	03/31/2000	Charge	Supp Lif	Suppl Group Life 1x		6.40	04/26/2000
03/01/2000	03/31/2000	Charge	AD/D	Flat 25K AD&D		2.00	04/26/2000
04/01/2000	04/30/2000	Charge	Medical	Medical HMO Plan 2	Empl Only	123.00	04/26/2000

Continued On Next Page ...

Beginning Balance	0.00
New Activity	759.60
Ending Balance	759.60

TOTAL DUE \$ 759.60

TOTAL OVERDUE \$ 609.60

Please remit overdue amounts immediately

April 2000

Employee ID KU0013
Period Ending 04/30/2000
Amount Due 759.60

Lopez,Daisy
11619 Glacier Highway

Juneau, AK 99850

PeopleSoft
DELINQUENT ACCOUNTS REPORT

Report ID: BEN041

Page No. 1
Run Date 08/16/2000
Run Time 16:35:46

As Of Date: 08/16/2000

Billing Reason	Billing Period	Ben Pgm	Plan Type	Description	Benefit Plan	Description	Coverage Code	Charge Amount	Amount Paid	Date OverDue	Days OverDue	Delinquent Amount	
KU0013 Lopez,Daisy		Last Payment Date: 07/21/2000				Last Payment Amount: \$150.00							
Manual	2002	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00	0.00	05/01/2000	107	123.00	
Manual	2002	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00	0.00	05/01/2000	107	26.00	
Manual	2002	KU1	20	Life	KUBLIF	Basic Life Plan		32.50	0.00	05/01/2000	107	32.50	
Manual	2002	KU1	21	Supp Life	KUSL1X	Suppl Group Life 1x		6.40	0.00	05/01/2000	107	6.40	
Manual	2002	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	0.00	05/01/2000	107	2.00	
Manual	2003	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00	0.00	05/01/2000	107	123.00	
Manual	2003	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00	0.00	05/01/2000	107	26.00	
Manual	2003	KU1	20	Life	KUBLIF	Basic Life Plan		32.50	0.00	05/01/2000	107	32.50	
Manual	2003	KU1	21	Supp Life	KUSL1X	Suppl Group Life 1x		6.40	0.00	05/01/2000	107	6.40	
Manual	2003	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	0.00	05/01/2000	107	2.00	
Manual	2004	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00	0.00	05/01/2000	107	123.00	
Manual	2004	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00	0.00	05/01/2000	107	26.00	
Manual	2004	KU1	20	Life	KUBLIF	Basic Life Plan		32.50	0.00	05/01/2000	107	32.50	
Manual	2004	KU1	21	Supp Life	KUSL1X	Suppl Group Life 1x		6.40	0.00	05/01/2000	107	6.40	
Manual	2004	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	0.00	05/01/2000	107	2.00	
Manual	2001	KU1	20	Life	KUBLIF	Basic Life Plan		32.50	1.00	01/31/2000	198	31.50	
Manual	2001	KU1	21	Supp Life	KUSL1X	Suppl Group Life 1x		6.40	0.00	01/31/2000	198	6.40	
Manual	2001	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	0.00	01/31/2000	198	2.00	
Totals for over 90 days due				18 Charges								\$609.60	
KU0078 Tomita,Jason		Last Payment Date: 07/24/2000				Last Payment Amount: \$80.00							
Manual	2002	KU1	31	LTD	KULTD2	Enhanced Long-term Disability		24.00	21.80	05/01/2000	107	2.20	
Manual	2003	KU1	20	Life	KUBLIF	Basic Life Plan		4.50	0.00	05/01/2000	107	4.50	
Manual	2003	KU1	21	Supp Life	KUFLAT	Suppl Group Life 100K		9.00	0.00	05/01/2000	107	9.00	
Manual	2003	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	0.00	05/01/2000	107	2.00	
Manual	2003	KU1	25	Dep Life	KUDLFP	Spouse Life		1.60	0.00	05/01/2000	107	1.60	
Manual	2003	KU1	31	LTD	KULTD2	Enhanced Long-term Disability		24.00	0.00	05/01/2000	107	24.00	
Manual	2004	KU1	20	Life	KUBLIF	Basic Life Plan		4.50	0.00	05/01/2000	107	4.50	
Manual	2004	KU1	21	Supp Life	KUFLAT	Suppl Group Life 100K		9.00	0.00	05/01/2000	107	9.00	
Manual	2004	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	0.00	05/01/2000	107	2.00	
Manual	2004	KU1	25	Dep Life	KUDLFP	Spouse Life		1.60	0.00	05/01/2000	107	1.60	
Manual	2004	KU1	31	LTD	KULTD2	Enhanced Long-term Disability		24.00	0.00	05/01/2000	107	24.00	
Totals for over 90 days due				11 Charges								\$84.40	
Totals for 30 days and less				0 Charges								\$0.00	
Totals for 31 - 60 days due				0 Charges								\$0.00	
Totals for 61 - 90 days due				0 Charges								\$0.00	
Totals for over 90 days due				29 Charges								\$694.00	

End of Report

PeopleSoft
ACCOUNTS RECEIVABLE REPORT

Report ID: BEN042

Page No. 1
Run Date 08/16/2000
Run Time 16:34:55

For the period 01/01/2000 through 12/31/2000

Plan Type	Plan Description	Benefit Plan	Description	Coverage Code	Employee ID	Employee Name	Amount Paid	Date Posted	Transaction Type
10	Medical	KUHMO2	Medical HMO Plan 2	1	KU0013	Lopez,Daisy	\$123.00	07/21/2000	Payment
		Total Payment for Benefit Plan:		KUHMO2			\$123.00		
Total Payment for Plan Type:		10					\$123.00		
11	Dental	KUDEN1	Standard Dental Plan	1	KU0013	Lopez,Daisy	\$26.00	07/21/2000	Payment
		Total Payment for Benefit Plan:		KUDEN1			\$26.00		
Total Payment for Plan Type:		11					\$26.00		
20	Life	KUBLIF	Basic Life Plan		KU0013	Lopez,Daisy	\$1.00	07/21/2000	Payment
					KU0078	Tomita,Jason	\$4.50	07/24/2000	Payment
					KU0078	Tomita,Jason	\$4.50	07/24/2000	Payment
		Total Payment for Benefit Plan:		KUBLIF			\$10.00		
Total Payment for Plan Type:		20					\$10.00		
21	Supplemental Life	KUFLAT	Suppl Group Life 100K		KU0078	Tomita,Jason	\$9.00	07/24/2000	Payment
					KU0078	Tomita,Jason	\$9.00	07/24/2000	Payment
		Total Payment for Benefit Plan:		KUFLAT			\$18.00		
Total Payment for Plan Type:		21					\$18.00		
22	AD/D	KUAD25	Flat 25K AD&D		KU0078	Tomita,Jason	\$2.00	07/24/2000	Payment

PeopleSoft
BILLING HISTORY ACTIVITY REPORT

Report ID: BEN043

Page No. 1
Run Date 08/16/2000
Run Time 16:36:24

For the period 01/01/2000 through 12/31/2000

Employee ID	Employee Name	Posting Date	Activity Type	Billing Reason	Ben Pgm	Plan Type	Description	Benefit Plan	Description	Coverage Code	Amount
KU0013	Lopez, Daisy	01/31/2000	Charge	Manual Entry	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00
		01/31/2000	Charge	Manual Entry	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00
		01/31/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		32.50
		01/31/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUSL1X	Suppl Group Life 1x		6.40
		01/31/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		04/30/2000	Charge	Manual Entry	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00
		04/30/2000	Charge	Manual Entry	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00
		04/30/2000	Charge	Manual Entry	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00
		04/30/2000	Charge	Manual Entry	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00
		04/30/2000	Charge	Manual Entry	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00
		04/30/2000	Charge	Manual Entry	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	26.00
		04/30/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		32.50
		04/30/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		32.50
		04/30/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		32.50
		04/30/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUSL1X	Suppl Group Life 1x		6.40
		04/30/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUSL1X	Suppl Group Life 1x		6.40
		04/30/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUSL1X	Suppl Group Life 1x		6.40
		04/30/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		04/30/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		04/30/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		07/21/2000	Payment								150.00
KU0078	Tomita, Jason	01/31/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		4.50
		01/31/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUFLAT	Suppl Group Life 100K		9.00
		01/31/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		01/31/2000	Charge	Manual Entry	KU1	25	Dependent Life	KUDLFP	Spouse Life		1.60
		01/31/2000	Charge	Manual Entry	KU1	31	Long-Term Disability	KULTD2	Enhanced Long-term Disability		24.00
		04/30/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		4.50
		04/30/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		4.50
		04/30/2000	Charge	Manual Entry	KU1	20	Life	KUBLIF	Basic Life Plan		4.50
		04/30/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUFLAT	Suppl Group Life 100K		9.00
		04/30/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUFLAT	Suppl Group Life 100K		9.00
		04/30/2000	Charge	Manual Entry	KU1	21	Supplemental Life	KUFLAT	Suppl Group Life 100K		9.00
		04/30/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		04/30/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		04/30/2000	Charge	Manual Entry	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00
		04/30/2000	Charge	Manual Entry	KU1	25	Dependent Life	KUDLFP	Spouse Life		1.60
		04/30/2000	Charge	Manual Entry	KU1	25	Dependent Life	KUDLFP	Spouse Life		1.60
		04/30/2000	Charge	Manual Entry	KU1	25	Dependent Life	KUDLFP	Spouse Life		1.60
		04/30/2000	Charge	Manual Entry	KU1	31	Long-Term Disability	KULTD2	Enhanced Long-term Disability		24.00
		04/30/2000	Charge	Manual Entry	KU1	31	Long-Term Disability	KULTD2	Enhanced Long-term Disability		24.00
		04/30/2000	Charge	Manual Entry	KU1	31	Long-Term Disability	KULTD2	Enhanced Long-term Disability		24.00
		07/24/2000	Payment								80.00

End of Report

Bill ID	Employee ID	Msg ID	Error Message Description	Message Data 1/2/3
2004	KU0115	000270	The billing enrollment specifies that the system should perform a flat amount calculation, but the flat amount entered is zero. This billing enrollment error may cause the system to not calculate charges for the employee. (MSGdata1: Plan type, MSGdata2: COBRA event ID, MSGdata3: Effective date of enrollment)	1: 60 2: 001 3: 2000-03-01
		000274	The billing enrollment errors noted for this employee will prevent the system from calculating billing charges. Correct the errors and reprocess the billing period or enter manual charges.	

As Of Date: 09/08/2000

Employee ID	Employee Name	Posting Date	Posting Sequence	Billing Period	Plan Type	Description	Benefit Program	Benefit Plan	Description	Coverage Code	Total Charge	Amount Due	Open Credit
C10001	Stankowski,Ric												
	OPEN CHARGES:												
		02/29/2000		2002	10	Medical	KB1	KNMED	Basic Medical Plan	1	100.00	91.00	
		09/08/2000	01										891.00
		09/08/2000	01										340.00
		09/08/2000	01										95.60
KU0013	Lopez,Daisy												
	OPEN CHARGES:												
		01/31/2000		2001	10	Medical	KU1	KUHMO2	Medical HMO Plan 2	1	1,123.00	609.60	
		09/08/2000	01										891.00
		09/08/2000	01										340.00
		09/08/2000	01										95.60

End of Section

Exceptions/Errors for All Employees

Emplid	Ben Rcd	Emp Rcd	Effdt	Error Description	
=====	===	===	=====	=====	
KB0004	---	---	-	No Job/Employment rows for this employee	
KBN001				No entries in Primary_Jobs table for this employee	
TH0001	001	002	01/01/1992	No Primary Job for this Benefit Record	
TH0002	000	000	01/01/1991	More than one Primary Job for this Benefit Record	(2)
TH0002	000	001	01/01/1991	More than one Primary Job for this Benefit Record	(2)
TH0003				No entries in Primary_Jobs table for this employee	

----- End of Report -----

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 1
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Adams, Cynthia	KU0101	03/01/1970	F	N	50,000	3.50
Adler, Vicky	KU0105	02/19/1946	F	N	50,000	21.00
Aliverdi, Reza	KU0005	12/24/1954	F	N	50,000	7.00
Alvarez, Neil	KU0030	08/22/1956	M	N	50,000	4.50
Andrews, Frank	KUTR03	10/19/1947	M	N	50,000	11.00
Baran, Charles	KU0002	02/15/1954	M	N	50,000	7.00
Benigo, Rosa	KU0062	09/30/1949	M	N	50,000	11.00
Bir, Salish	KU0021	10/22/1962	M	N	50,000	4.00
Bonicello, Nina	KU0092	07/26/1968	F	N	50,000	3.50
Burkman, Seek	KU0086	03/15/1966	M	N	50,000	4.00
Carter, Wency	KU0085	01/19/1964	F	N	50,000	4.00
Cerruit, Sandy	KU0089	07/27/1967	F	N	50,000	3.50
Chae, Kevin	KU0106	06/29/1964	M	N	50,000	4.00
Channing, Rosanna	KU0046	01/04/1967	F	N	50,000	3.50
Chin, Jackson	KU0109	02/01/1977	M	N	50,000	2.00
Chu, Adland	KU0065	10/18/1970	M	N	50,000	3.50
Davidson, Colin	KU0103	05/12/1956	M	N	50,000	7.00
Dell, Emmylou	KU0114	08/06/1951	F	N	50,000	7.00
Dewberry, Kitty	KU0104	02/12/1971	F	N	50,000	3.50
Donahue, Edmund	KU0102	04/17/1955	M	N	50,000	7.00
Doyle, Emma	KU0107	07/21/1946	F	N	50,000	11.00
Dyer, Julie	KU0049	06/12/1966	F	N	50,000	4.00
Ellis, Tommy	KU0099	03/05/1974	M	N	50,000	2.50
Erickson, Arthur	KU0006	03/13/1965	M	N	50,000	4.00
Espinosa, Carmichael	KU0015	12/31/1950	M	N	50,000	11.00
Finnes, Richie	KU0023	05/03/1967	M	N	50,000	3.50
Francisco, Brenton	KU0048	05/18/1953	M	N	50,000	7.00
Fung, James	KU0035	10/02/1961	M	N	50,000	4.00
Galang, Justin	KU0060	07/21/1971	M	N	50,000	2.50
Gardner, John	KUTR02	06/11/1952	M	N	50,000	7.00
Gasse, Alain	KU0081	09/03/1969	M	N	50,000	3.50
Gee, May	KU0025	07/18/1955	F	N	50,000	7.00
Giles, Fred	KU0022	06/29/1944	M	N	50,000	21.00
Grafton, Ken	KU0004	09/30/1967	M	N	50,000	3.50
Gutierrez, Rick	KU0091	09/03/1964	M	N	50,000	4.00
Hayden, Joyce	KU0108	04/28/1949	F	N	50,000	11.00
Holsinger, Derek	KU0038	04/05/1966	M	N	50,000	4.00
Irving, Tiffany	KU0034	02/27/1966	F	N	50,000	4.00
Jacobs, Carol	KUTR01	12/05/1959	F	N	50,000	4.50
Jacobson, Cassandra	KU0113	06/01/1964	F	Y	50,000	4.00
Jeffries, Anne	KUTR04	08/04/1962	F	N	50,000	4.00
Johnson, Danny	KU0042	08/13/1971	M	N	50,000	2.50
Johnson, Helen	KU0018	10/11/1957	F	N	50,000	4.50
Jones, Norman	KU0063	02/12/1948	M	N	50,000	11.00
Kelly, Michelle	KU0070	04/16/1962	F	N	50,000	4.00

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 1
Run Date 07/23/2001
Run Time 13:24:18

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUBCBS
Policy: BCBS10233

Plan Type: 10
Plan: KUMED - Enhanced Medical Plan

Name	Emplid	Coverage	Premium
Davidson, Colin	KU0103	Empl Only	148.00
Erickson, Arthur	KU0006	Empl Only	148.00
Holsinger, Derek	KU0038	Empl Only	148.00
Jacobson, Cassandra	KU0113	Family	622.00
Johnson, Helen	KU0018	Empl Only	148.00
Kim, Justine	KU0066	Empl Only	148.00
Kwan, Wendy	KU0096	Empl+Deps	430.00
Lee, Mei	KU0076	Empl+Spous	295.00
Lopez, Wilma	KU0087	Empl Only	148.00
Mapin, George	KU0115	Family	622.00
McKay, Angela	KU0069	Empl Only	148.00
Ng, Edward	KU0056	Empl Only	148.00
Osorio, Dominick	KU0033	Empl+Deps	430.00
Pak, John	KU0026	Family	622.00
Reese, Daryl	KU0044	Empl Only	148.00
Schwartz, Heidi	KU0093	Family	622.00
Seto, Patrick	KU0011	Empl Only	148.00
Sevilla, Maria	KU0053	Family	622.00
Thorp, Anson	KU0088	Empl+Spous	295.00
Torres, Kirby	KU0014	Empl+Deps	430.00
Tran, Corrine	KU0017	Empl Only	148.00
Tyler, Sylena	KU0050	Family	622.00
Vargas, Christine	KU0029	Empl+Deps	430.00
-----			-----
Plan Total			7,670.00

Report ID: BEN110

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 2
Run Date 07/23/2001
Run Time 13:24:18

Vendor: USAKUCBS
Policy: BCBS10210

Data as of: 02/28/2001

Plan Type: 15
Plan: KUMED - DP Enhanced Medical Plan

Name	Emplid	Coverage	Premium
-----	-----	-----	-----
Davidson, Colin	KU0103	DPAdlt+Chd	622.00
McKay, Angela	KU0069	DPAdlt+Chd	622.00
-----	-----	-----	-----
Plan Total			1,244.00

Report ID: BEN110

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 3
Run Date 07/23/2001
Run Time 13:24:18

Vendor: USAKUBCBS

Data as of: 02/28/2001

Plan Type	Benefit Plan	Total Premium
10	KUMED	7,670.00
15	KUMED	1,244.00
Vendor Total		8,914.00

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 2
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Kessler, Marc	KU0068	09/12/1956	M	N	50,000	4.50
Kim, Justine	KU0066	11/29/1969	F	N	50,000	3.50
Kwan, Wendy	KU0096	02/07/1966	F	N	50,000	4.00
Lee, Mei	KU0076	10/23/1967	F	N	50,000	3.50
Lewis, Douglas	KU0001	06/29/1947	M	N	50,000	11.00
Li, Rochelle	KU0094	05/16/1959	F	N	50,000	4.50
Locherty, Betty	KU0007	07/06/1945	F	N	50,000	21.00
Lopez, Daisy	KU0013	05/26/1938	F	N	50,000	32.50
Lopez, Wilma	KU0087	04/14/1964	F	N	50,000	4.00
Lowe, Stanley	KU0054	10/31/1955	M	N	50,000	7.00
Luis, Jennifer	KU0057	10/17/1956	F	N	50,000	4.50
Martignoni, David	KU0075	09/11/1971	M	N	50,000	2.50
Martin, Allan	KU0012	02/28/1961	M	N	50,000	4.50
Martinez, Marisa	KU0040	04/27/1963	F	N	50,000	4.00
Matheson, Karena	KU0083	05/25/1974	F	N	50,000	2.50
McKay, Angela	KU0069	04/16/1962	M	N	50,000	4.00
McKinley, Larry	KU0112	03/03/1940	M	N	50,000	32.50
McKinley, Larry	KU0112	03/03/1940	M	N	50,000	32.50
Miguel, Sanford	KU0024	05/17/1969	M	N	50,000	3.50
Mirzoyan, Annie	KU0077	11/02/1957	F	N	50,000	4.50
Morgan, Richard	KU0037	03/29/1950	M	N	50,000	11.00
Mosley, Wayne	KU0072	04/21/1969	M	N	50,000	3.50
Mueller, Pauline	KU0028	10/28/1956	F	N	50,000	4.50
Murkami, Bill	KU0041	08/12/1961	M	N	50,000	4.00
Ng, Edward	KU0056	10/11/1963	M	N	50,000	4.00
Osborn, Courtney	KU0100	11/12/1977	F	N	50,000	2.00
Osorio, Dominick	KU0033	08/26/1951	M	N	50,000	7.00
Owyang, Netty	KU0055	08/02/1958	F	N	50,000	4.50
Pak, John	KU0026	01/11/1962	M	N	50,000	4.00
Palisco, Tina	KU0071	06/27/1973	F	N	50,000	2.50
Parker, Russell	KU0079	12/11/1976	M	N	50,000	2.00
Parsons, Jean	KU0003	05/24/1969	F	N	50,000	3.50
Passantino, Alex	KU0067	10/01/1967	M	Y	50,000	3.50
Quilligan, Shawn	KU0039	12/03/1972	M	N	50,000	2.50
Reed, Nancy	KU0084	03/02/1975	F	N	50,000	2.50
Reese, Daryl	KU0044	07/12/1961	M	N	50,000	4.00
Religioso, Steve	KU0036	06/25/1968	M	N	50,000	3.50
Rogers, Susan	KU0052	07/01/1958	F	N	50,000	4.50
Roth, Calvin	KU0008	02/24/1969	M	N	50,000	3.50
Ryzhikov, Jeff	KU0090	08/30/1969	M	N	50,000	3.50
Sakata, Megumi	KU0080	10/04/1959	F	N	50,000	4.50
Santos, Antonio	KU0010	08/09/1972	M	Y	50,000	2.50
Saxon, Mable	KU0082	08/12/1967	F	N	50,000	3.50
Schuster, Dilon	KU0051	07/04/1958	M	N	50,000	4.50
Schwartz, Heidi	KU0093	07/22/1948	F	N	50,000	11.00

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 3
Run Date 07/23/2001
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Seto, Patrick	KU0011	09/21/1925	M	N	50,000	0.00
Sevilla, Maria	KU0053	09/30/1961	F	N	50,000	4.00
Sharpe, Kenneth	KU0047	06/03/1963	M	Y	50,000	4.00
Siebor, Stacey	KU0074	03/25/1972	F	N	50,000	2.50
Sierra, Hubert	KU0098	04/23/1956	M	N	50,000	7.00
Simons, Evelyn	KU0097	09/03/1965	F	N	50,000	4.00
Sims, Evelyn	KU0043	07/22/1948	F	N	50,000	11.00
Stangl, Grace	KU0027	01/11/1962	F	N	50,000	4.00
Stankowski, Martha	KU0116	05/14/1952	F	N	50,000	7.00
Stevenson, Christelle	KU0020	01/05/1958	F	N	50,000	4.50
Strunsky, Joanna	KU0016	08/13/1953	F	N	50,000	7.00
Summer, Alice	KU0032	08/18/1962	F	N	50,000	4.00
Thorp, Anson	KU0088	03/08/1954	M	N	50,000	7.00
Tipman, Scott	KU0031	07/14/1954	M	N	50,000	7.00
Tomita, Jason	KU0078	03/04/1956	M	N	50,000	7.00
Torres, Kirby	KU0014	08/23/1948	M	N	50,000	11.00
Tozer, Adan	KU0019	03/14/1960	M	N	50,000	4.50
Tran, Corrine	KU0017	11/11/1966	F	N	50,000	3.50
Turbic, Stephanie	KU0009	06/07/1976	F	N	50,000	2.50
Tyler, Sylena	KU0050	08/30/1964	F	Y	50,000	4.00
Vargas, Christine	KU0029	05/18/1967	F	N	50,000	3.50
Visaya, Erik	KU0073	07/12/1967	M	N	50,000	3.50
Votava, Teresa	KU0058	02/15/1966	F	N	50,000	4.00
Wong, Benny	KU0064	04/12/1941	M	N	50,000	32.50
Wynne, Elbert	KU0061	10/16/1954	M	Y	50,000	7.00
Zinn, Vicki	KU0059	04/16/1958	F	Y	50,000	4.50
-----						-----
Plan Total						727.50

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 4
Run Date 07/23/2001
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 21

Plan: KUFLAT - Suppl Group Life 100K

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Alvarez, Neil	KU0030	08/22/1956	M	N	100,000	9.00
Espinosa, Carmichael	KU0015	12/31/1950	M	N	100,000	22.00
Fung, James	KU0035	10/02/1961	M	N	100,000	7.00
Grafton, Ken	KU0004	09/30/1967	M	N	100,000	5.00
Jacobson, Cassandra	KU0113	06/01/1964	F	Y	100,000	6.00
Lee, Mei	KU0076	10/23/1967	F	N	100,000	5.00
Locherty, Betty	KU0007	07/06/1945	F	N	100,000	42.00
Lowe, Stanley	KU0054	10/31/1955	M	N	100,000	14.00
Luis, Jennifer	KU0057	10/17/1956	F	N	100,000	9.00
Martignoni, David	KU0075	09/11/1971	M	N	100,000	4.00
Martinez, Marisa	KU0040	04/27/1963	F	N	100,000	7.00
Mirzoyan, Annie	KU0077	11/02/1957	F	N	100,000	9.00
Murkami, Bill	KU0041	08/12/1961	M	N	100,000	7.00
Osborn, Courtney	KU0100	11/12/1977	F	N	100,000	4.00
Osorio, Dominick	KU0033	08/26/1951	M	N	100,000	14.00
Palisco, Tina	KU0071	06/27/1973	F	N	100,000	4.00
Schwartz, Heidi	KU0093	07/22/1948	F	N	100,000	22.00
Siebor, Stacey	KU0074	03/25/1972	F	N	100,000	4.00
Sierra, Hubert	KU0098	04/23/1956	M	N	100,000	14.00
Simons, Evelyn	KU0097	09/03/1965	F	N	100,000	7.00
Thorp, Anson	KU0088	03/08/1954	M	N	100,000	14.00
Tomita, Jason	KU0078	03/04/1956	M	N	100,000	14.00
Torres, Kirby	KU0014	08/23/1948	M	N	100,000	22.00
Vargas, Christine	KU0029	05/18/1967	F	N	100,000	5.00
-----						-----
Plan Total						270.00

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 5
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Adams, Cynthia	KU0101	03/01/1970	F	N	25,000	2.00
Adler, Vicky	KU0105	02/19/1946	F	N	25,000	2.00
Aliverdi, Reza	KU0005	12/24/1954	F	N	25,000	2.00
Alvarez, Neil	KU0030	08/22/1956	M	N	25,000	2.00
Andrews, Frank	KUTR03	10/19/1947	M	N	25,000	2.00
Baran, Charles	KU0002	02/15/1954	M	N	25,000	2.00
Benigo, Rosa	KU0062	09/30/1949	M	N	25,000	2.00
Bir, Salish	KU0021	10/22/1962	M	N	25,000	2.00
Bonicello, Nina	KU0092	07/26/1968	F	N	25,000	2.00
Burkman, Seek	KU0086	03/15/1966	M	N	25,000	2.00
Carter, Wency	KU0085	01/19/1964	F	N	25,000	2.00
Cerruit, Sandy	KU0089	07/27/1967	F	N	25,000	2.00
Chae, Kevin	KU0106	06/29/1964	M	N	25,000	2.00
Channing, Rosanna	KU0046	01/04/1967	F	N	25,000	2.00
Chin, Jackson	KU0109	02/01/1977	M	N	25,000	2.00
Chu, Adland	KU0065	10/18/1970	M	N	25,000	2.00
Davidson, Colin	KU0103	05/12/1956	M	N	25,000	2.00
Dell, Emmylou	KU0114	08/06/1951	F	N	25,000	2.00
Dewberry, Kitty	KU0104	02/12/1971	F	N	25,000	2.00
Donahue, Edmund	KU0102	04/17/1955	M	N	25,000	2.00
Doyle, Emma	KU0107	07/21/1946	F	N	25,000	2.00
Dyer, Julie	KU0049	06/12/1966	F	N	25,000	2.00
Ellis, Tommy	KU0099	03/05/1974	M	N	25,000	2.00
Erickson, Arthur	KU0006	03/13/1965	M	N	25,000	2.00
Espinosa, Carmichael	KU0015	12/31/1950	M	N	25,000	2.00
Finnes, Richie	KU0023	05/03/1967	M	N	25,000	2.00
Francisco, Brenton	KU0048	05/18/1953	M	N	25,000	2.00
Fung, James	KU0035	10/02/1961	M	N	25,000	2.00
Galang, Justin	KU0060	07/21/1971	M	N	25,000	2.00
Gardner, John	KUTR02	06/11/1952	M	N	25,000	2.00
Gasse, Alain	KU0081	09/03/1969	M	N	25,000	2.00
Gee, May	KU0025	07/18/1955	F	N	25,000	2.00
Giles, Fred	KU0022	06/29/1944	M	N	25,000	2.00
Grafton, Ken	KU0004	09/30/1967	M	N	25,000	2.00
Gutierrez, Rick	KU0091	09/03/1964	M	N	25,000	2.00
Hayden, Joyce	KU0108	04/28/1949	F	N	25,000	2.00
Holsinger, Derek	KU0038	04/05/1966	M	N	25,000	2.00
Irving, Tiffany	KU0034	02/27/1966	F	N	25,000	2.00
Jacobs, Carol	KUTR01	12/05/1959	F	N	25,000	2.00
Jacobson, Cassandra	KU0113	06/01/1964	F	Y	25,000	2.00
Jeffries, Anne	KUTR04	08/04/1962	F	N	25,000	2.00
Johnson, Danny	KU0042	08/13/1971	M	N	25,000	2.00
Johnson, Helen	KU0018	10/11/1957	F	N	25,000	2.00
Jones, Norman	KU0063	02/12/1948	M	N	25,000	2.00
Kelly, Michelle	KU0070	04/16/1962	F	N	25,000	2.00

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 6
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Kessler, Marc	KU0068	09/12/1956	M	N	25,000	2.00
Kim, Justine	KU0066	11/29/1969	F	N	25,000	2.00
Kwan, Wendy	KU0096	02/07/1966	F	N	25,000	2.00
Lee, Mei	KU0076	10/23/1967	F	N	25,000	2.00
Lewis, Douglas	KU0001	06/29/1947	M	N	25,000	2.00
Li, Rochelle	KU0094	05/16/1959	F	N	25,000	2.00
Locherty, Betty	KU0007	07/06/1945	F	N	25,000	2.00
Lopez, Daisy	KU0013	05/26/1938	F	N	25,000	2.00
Lopez, Wilma	KU0087	04/14/1964	F	N	25,000	2.00
Lowe, Stanley	KU0054	10/31/1955	M	N	25,000	2.00
Luis, Jennifer	KU0057	10/17/1956	F	N	25,000	2.00
Martignoni, David	KU0075	09/11/1971	M	N	25,000	2.00
Martin, Allan	KU0012	02/28/1961	M	N	25,000	2.00
Martinez, Marisa	KU0040	04/27/1963	F	N	25,000	2.00
Matheson, Karena	KU0083	05/25/1974	F	N	25,000	2.00
McKay, Angela	KU0069	04/16/1962	M	N	25,000	2.00
McKinley, Larry	KU0112	03/03/1940	M	N	25,000	2.00
McKinley, Larry	KU0112	03/03/1940	M	N	25,000	2.00
Miguel, Sanford	KU0024	05/17/1969	M	N	25,000	2.00
Mirzoyan, Annie	KU0077	11/02/1957	F	N	25,000	2.00
Morgan, Richard	KU0037	03/29/1950	M	N	25,000	2.00
Mosley, Wayne	KU0072	04/21/1969	M	N	25,000	2.00
Mueller, Pauline	KU0028	10/28/1956	F	N	25,000	2.00
Murkami, Bill	KU0041	08/12/1961	M	N	25,000	2.00
Ng, Edward	KU0056	10/11/1963	M	N	25,000	2.00
Osborn, Courtney	KU0100	11/12/1977	F	N	25,000	2.00
Osorio, Dominick	KU0033	08/26/1951	M	N	25,000	2.00
Owyang, Netty	KU0055	08/02/1958	F	N	25,000	2.00
Pak, John	KU0026	01/11/1962	M	N	25,000	2.00
Palisco, Tina	KU0071	06/27/1973	F	N	25,000	2.00
Parker, Russell	KU0079	12/11/1976	M	N	25,000	2.00
Parsons, Jean	KU0003	05/24/1969	F	N	25,000	2.00
Passantino, Alex	KU0067	10/01/1967	M	Y	25,000	2.00
Quilligan, Shawn	KU0039	12/03/1972	M	N	25,000	2.00
Reed, Nancy	KU0084	03/02/1975	F	N	25,000	2.00
Reese, Daryl	KU0044	07/12/1961	M	N	25,000	2.00
Religioso, Steve	KU0036	06/25/1968	M	N	25,000	2.00
Rogers, Susan	KU0052	07/01/1958	F	N	25,000	2.00
Roth, Calvin	KU0008	02/24/1969	M	N	25,000	2.00
Ryzhikov, Jeff	KU0090	08/30/1969	M	N	25,000	2.00
Sakata, Megumi	KU0080	10/04/1959	F	N	25,000	2.00
Santos, Antonio	KU0010	08/09/1972	M	Y	25,000	2.00
Saxon, Mable	KU0082	08/12/1967	F	N	25,000	2.00
Schuster, Dilon	KU0051	07/04/1958	M	N	25,000	2.00
Schwartz, Heidi	KU0093	07/22/1948	F	N	25,000	2.00

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 7
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Seto, Patrick	KU0011	09/21/1925	M	N	25,000	2.00
Sevilla, Maria	KU0053	09/30/1961	F	N	25,000	2.00
Sharpe, Kenneth	KU0047	06/03/1963	M	Y	25,000	2.00
Siebor, Stacey	KU0074	03/25/1972	F	N	25,000	2.00
Sierra, Hubert	KU0098	04/23/1956	M	N	25,000	2.00
Simons, Evelyn	KU0097	09/03/1965	F	N	25,000	2.00
Sims, Evelyn	KU0043	07/22/1948	F	N	25,000	2.00
Stangl, Grace	KU0027	01/11/1962	F	N	25,000	2.00
Stankowski, Martha	KU0116	05/14/1952	F	N	25,000	2.00
Stevenson, Christelle	KU0020	01/05/1958	F	N	25,000	2.00
Strunsky, Joanna	KU0016	08/13/1953	F	N	25,000	2.00
Summer, Alice	KU0032	08/18/1962	F	N	25,000	2.00
Thorp, Anson	KU0088	03/08/1954	M	N	25,000	2.00
Tipman, Scott	KU0031	07/14/1954	M	N	25,000	2.00
Tomita, Jason	KU0078	03/04/1956	M	N	25,000	2.00
Torres, Kirby	KU0014	08/23/1948	M	N	25,000	2.00
Tozer, Adan	KU0019	03/14/1960	M	N	25,000	2.00
Tran, Corrine	KU0017	11/11/1966	F	N	25,000	2.00
Turbic, Stephanie	KU0009	06/07/1976	F	N	25,000	2.00
Tyler, Sylena	KU0050	08/30/1964	F	Y	25,000	2.00
Vargas, Christine	KU0029	05/18/1967	F	N	25,000	2.00
Visaya, Erik	KU0073	07/12/1967	M	N	25,000	2.00
Votava, Teresa	KU0058	02/15/1966	F	N	25,000	2.00
Wong, Benny	KU0064	04/12/1941	M	N	25,000	2.00
Wynne, Elbert	KU0061	10/16/1954	M	Y	25,000	2.00
Zinn, Vicki	KU0059	04/16/1958	F	Y	25,000	2.00
-----						-----
Plan Total						232.00

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 8
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 24

Plan: KUDADD - Dependent Accidental Death

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
=====	=====	=====	=====	=====	=====	=====
Chae, Kevin	KU0106	06/29/1964	M	N	10,000	0.40
Dell, Emmylou	KU0114	08/06/1951	F	N	10,000	0.40
Espinosa, Carmichael	KU0015	12/31/1950	M	N	10,000	0.40
Jacobson, Cassandra	KU0113	06/01/1964	F	Y	10,000	0.40
Lowe, Stanley	KU0054	10/31/1955	M	N	10,000	0.40
Martignoni, David	KU0075	09/11/1971	M	N	10,000	0.40
McKay, Angela	KU0069	04/16/1962	M	N	10,000	0.40
McKinley, Larry	KU0112	03/03/1940	M	N	10,000	0.40
Osorio, Dominick	KU0033	08/26/1951	M	N	10,000	0.40
Passantino, Alex	KU0067	10/01/1967	M	Y	10,000	0.40
Reed, Nancy	KU0084	03/02/1975	F	N	10,000	0.40
Santos, Antonio	KU0010	08/09/1972	M	Y	10,000	0.40
Schwartz, Heidi	KU0093	07/22/1948	F	N	10,000	0.40
Sims, Evelyn	KU0043	07/22/1948	F	N	10,000	0.40
Stevenson, Christelle	KU0020	01/05/1958	F	N	10,000	0.40
Summer, Alice	KU0032	08/18/1962	F	N	10,000	0.40
Zinn, Vicki	KU0059	04/16/1958	F	Y	10,000	0.40
-----						-----
Plan Total						6.80

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 25

Plan: KUDLF4 - Dependent Life - \$2K

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Adler, Vicky	KU0105	02/19/1946	F	N	2,000	0.08
Doyle, Emma	KU0107	07/21/1946	F	N	2,000	0.08
Jacobson, Cassandra	KU0113	06/01/1964	F	Y	2,000	0.08
Stankowski, Martha	KU0116	05/14/1952	F	N	2,000	0.08
Stevenson, Christelle	KU0020	01/05/1958	F	N	2,000	0.08
-----						-----
Plan Total						0.40

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Data as of: 02/28/2001

Page No. 10
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Policy:

Plan Type: 25

Plan: KUDLFE - Dpnd Life - Specify Covrg

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
Davidson, Colin	KU0103	05/12/1956	M	N	10,000	0.40
McKinley, Larry	KU0112	03/03/1940	M	N	3,000	0.12
Osorio, Dominick	KU0033	08/26/1951	M	N	10,000	0.40
Sakata, Megumi	KU0080	10/04/1959	F	N	10,000	0.40
Santos, Antonio	KU0010	08/09/1972	M	Y	10,000	0.40
-----						-----
Plan Total						1.72

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 25

Plan: KUDLFS - Dpnd Life - Individual Covrg

Name	Emplid	Birthdate	Sex	Smoker	Coverage Amount	Premium
=====	=====	=====	=====	=====	=====	=====
Espinosa, Carmichael	KU0015	12/31/1950	M	N	6,000	0.23
Fung, James	KU0035	10/02/1961	M	N	6,000	1.49
Martignoni, David	KU0075	09/11/1971	M	N	10,000	1.60
Torres, Kirby	KU0014	08/23/1948	M	N	2,000	0.08
Vargas, Christine	KU0029	05/18/1967	F	N	6,000	0.23
Zinn, Vicki	KU0059	04/16/1958	F	Y	14,000	1.75
-----						-----
Plan Total						5.38

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 12
Run Date 07/23/2001
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 30

Plan: KUSTD5 - Short Term Disability - 50%

Name	Emplid	Coverage Amount	Premium
=====	=====	=====	=====
Adler, Vicky	KU0105	60,000	51.00
Dell, Emmylou	KU0114	74,000	62.90
Donahue, Edmund	KU0102	48,000	40.80
Espinosa, Carmichael	KU0015	26,000	22.10
Finnes, Richie	KU0023	26,000	22.10
Fung, James	KU0035	60,000	51.00
Hayden, Joyce	KU0108	48,000	40.80
Holsinger, Derek	KU0038	26,000	22.10
Kim, Justine	KU0066	13,000	11.05
Kwan, Wendy	KU0096	26,000	22.10
Lopez, Wilma	KU0087	20,000	17.00
Martignoni, David	KU0075	48,000	40.80
McKinley, Larry	KU0112	61,000	51.85
McKinley, Larry	KU0112	43,000	36.55
Osborn, Courtney	KU0100	48,000	40.80
Pak, John	KU0026	26,000	22.10
Reed, Nancy	KU0084	48,000	40.80
Ryzhikov, Jeff	KU0090	20,000	17.00
Sakata, Megumi	KU0080	26,000	22.10
Santos, Antonio	KU0010	19,000	16.15
Schuster, Dilon	KU0051	26,000	22.10
Seto, Patrick	KU0011	19,000	16.15
Sims, Evelyn	KU0043	100,000	85.00
Stangl, Grace	KU0027	48,000	40.80
Tran, Corrine	KU0017	26,000	22.10
Turbic, Stephanie	KU0009	73,000	62.05
Wong, Benny	KU0064	26,000	22.10
Wynne, Elbert	KU0061	26,000	22.10
-----			-----
Plan Total			943.50

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 30

Plan: KUSTD8 - Short Term Disability - 80%

Name	Emplid	Coverage Amount	Premium
=====	=====	=====	=====
Alvarez, Neil	KU0030	48,000	67.20
Cerruit, Sandy	KU0089	20,000	28.00
Chae, Kevin	KU0106	10,000	14.00
Chin, Jackson	KU0109	60,000	84.00
Ellis, Tommy	KU0099	48,000	67.20
Galang, Justin	KU0060	26,000	36.40
Gasse, Alain	KU0081	26,000	36.40
Gutierrez, Rick	KU0091	0	0.00
Jacobson, Cassandra	KU0113	61,000	85.40
Locherty, Betty	KU0007	73,000	102.20
Matheson, Karena	KU0083	26,000	36.40
McKay, Angela	KU0069	48,000	67.20
Osorio, Dominick	KU0033	60,000	84.00
Owyang, Netty	KU0055	26,000	36.40
Parker, Russell	KU0079	48,000	67.20
Reese, Daryl	KU0044	100,000	140.00
Siebor, Stacey	KU0074	48,000	67.20
Stankowski, Martha	KU0116	0	0.00
Stevenson, Christelle	KU0020	26,000	36.40
Torres, Kirby	KU0014	26,000	36.40
Vargas, Christine	KU0029	48,000	67.20
-----			-----
Plan Total			1,159.20

PeopleSoft
SAMPLE PREMIUM REPORT

Page No. 14
Run Date 07/23/2001
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 31

Plan: KULTD1 - Standard Long-term Disability

Name	Emplid	Coverage Amount	Premium
=====	=====	=====	=====
Adams, Cynthia	KU0101	48,000	16.00
Alvarez, Neil	KU0030	48,000	16.00
Andrews, Frank	KUTR03	41,600	13.87
Benigo, Rosa	KU0062	26,000	8.67
Carter, Wency	KU0085	60,000	20.00
Channing, Rosanna	KU0046	90,700	30.23
Chu, Adland	KU0065	13,000	4.33
Davidson, Colin	KU0103	60,000	20.00
Dewberry, Kitty	KU0104	26,000	8.67
Ellis, Tommy	KU0099	48,000	16.00
Erickson, Arthur	KU0006	73,100	24.37
Espinosa, Carmichael	KU0015	26,000	8.67
Finnes, Richie	KU0023	26,000	8.67
Francisco, Brenton	KU0048	26,000	8.67
Fung, James	KU0035	60,000	20.00
Gardner, John	KUTR02	41,600	13.87
Gasse, Alain	KU0081	26,000	8.67
Giles, Fred	KU0022	48,000	16.00
Grafton, Ken	KU0004	180,000	60.00
Hayden, Joyce	KU0108	48,000	16.00
Holsinger, Derek	KU0038	26,000	8.67
Jacobs, Carol	KUTR01	41,600	13.87
Jacobson, Cassandra	KU0113	140,400	46.80
Jeffries, Anne	KUTR04	41,600	13.87
Johnson, Helen	KU0018	52,000	17.33
Kwan, Wendy	KU0096	26,000	8.67
Lopez, Daisy	KU0013	26,000	8.67
Lopez, Wilma	KU0087	61,100	20.37
Martignoni, David	KU0075	48,000	16.00
Martinez, Marisa	KU0040	26,000	8.67
Matheson, Karena	KU0083	26,000	8.67
Mosley, Wayne	KU0072	48,000	16.00
Ng, Edward	KU0056	48,000	16.00
Osorio, Dominick	KU0033	60,000	20.00
Palisco, Tina	KU0071	48,000	16.00
Parsons, Jean	KU0003	180,000	60.00
Passantino, Alex	KU0067	13,000	4.33
Rogers, Susan	KU0052	60,000	20.00
Ryzhikov, Jeff	KU0090	61,100	20.37
Santos, Antonio	KU0010	18,500	6.17
-----			-----
Plan Total			689.10

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

Data as of: 02/28/2001

Page No. 15
Run Date 07/23/2001
Run Time 12:52:39

Vendor: USAKUMETLF

Policy:

Plan Type: 31

Plan: KULTD2 - Enhanced Long-term Disability

Name	Emplid	Coverage Amount	Premium
-----	-----	-----	-----
Chae, Kevin	KU0106	19,800	9.90
Dell, Emmylou	KU0114	158,000	79.00
McKinley, Larry	KU0112	140,400	70.20
McKinley, Larry	KU0112	43,200	21.60
Schuster, Dilon	KU0051	26,000	13.00
Schwartz, Heidi	KU0093	48,000	24.00
Stangl, Grace	KU0027	48,000	24.00
Stevenson, Christelle	KU0020	26,000	13.00
Tomita, Jason	KU0078	48,000	24.00
Torres, Kirby	KU0014	26,000	13.00
Tozer, Adan	KU0019	60,000	30.00
Tyler, Sylena	KU0050	26,000	13.00
Visaya, Erik	KU0073	48,000	24.00
Wynne, Elbert	KU0061	26,000	13.00
-----	-----	-----	-----
Plan Total			371.70

Vendor: USAKUMETLF

Data as of: 02/28/2001

Plan Type	Benefit Plan	Total Premium
20	KUBLIF	727.50
21	KUFLAT	270.00
22	KUAD25	232.00
24	KUDADD	6.80
25	KUDLF4	0.40
25	KUDLFE	1.72
25	KUDLFS	5.38
30	KUSTD5	943.50
30	KUSTD8	1,159.20
31	KULTD1	689.10
31	KULTD2	371.70
-----		-----
Vendor Total		4,407.30

PeopleSoft
BILLING PAYMENT INTERFACE

Report ID: BEN140

Page No. 1
Run Date 08/21/2000
Run Time 17:26:55

Employee ID	Employee Name	Payment Date	Payment Amount	Billing Period	Benefit Program	Plan Type	Description	Benefit Plan	Description	Coverage Code	Amount Due	Payment Applied
KU0013	Lopez,Daisy	03/31/2000	\$ 100.00	2001	KU1	20	Life	KUBLIF	Basic Life Plan		31.50	31.50
				2001	KU1	21	Supp Life	KUSL1X	Suppl Group Life 1x		6.40	6.40
				2001	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	2.00
				2002	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	123.00	60.10
KU0078	Tomita,Jason	03/31/2000	\$ 125.00	2002	KU1	31	LTD	KULTD2	Enhanced Long-term D		2.20	2.20
				2003	KU1	20	Life	KUBLIF	Basic Life Plan		4.50	4.50
				2003	KU1	21	Supp Life	KUFLAT	Suppl Group Life 100		9.00	9.00
				2003	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	2.00
				2003	KU1	25	Dep Life	KUDLFP	Spouse Life		1.60	1.60
				2003	KU1	31	LTD	KULTD2	Enhanced Long-term D		24.00	24.00
				2004	KU1	20	Life	KUBLIF	Basic Life Plan		4.50	4.50
				2004	KU1	21	Supp Life	KUFLAT	Suppl Group Life 100		9.00	9.00
				2004	KU1	22	AD/D	KUAD25	Flat 25K AD&D		2.00	2.00
				2004	KU1	25	Dep Life	KUDLFP	Spouse Life		1.60	1.60
KU0115	Mapin,George N	03/31/2000	\$ 75.00	2004	KU1	31	LTD	KULTD2	Enhanced Long-term D		24.00	24.00
												75.00

Total Records Read: 3
 Number Records in Error: 0
 Number Valid Records: 3

Total Valid Dollars Received: \$ 300.00
 Dollars Applied to Charges: \$ 184.40
 Dollars Applied to Open Credit: \$ 115.60

End of Report

PeopleSoft
BILLING A/R INTERFACE

Report ID: BEN141

Page No. 1
Run Date 08/21/2000
Run Time 16:55:55

Billing Period: 2003

Employee ID	Employee Name	Posting Date	Activity Type	Benefit Program	Plan Type	Description	Benefit Plan	Description	Coverage Code	Date Due	Date Over Due	Amount
KU0013	Lopez,Daisy	03/31/2000	Charge	KU1	10	Medical	KUHMO2	Medical HMO Plan 2	1	04/26/2000	05/01/2000	123.00
		03/31/2000	Charge	KU1	11	Dental	KUDEN1	Standard Dental Plan	1	04/26/2000	05/01/2000	26.00
		03/31/2000	Charge	KU1	20	Life	KUBLIF	Basic Life Plan		04/26/2000	05/01/2000	32.50
		03/31/2000	Charge	KU1	21	Supp Life	KUSL1X	Suppl Group Life 1x		04/26/2000	05/01/2000	6.40
		03/31/2000	Charge	KU1	22	AD/D	KUAD25	Flat 25K AD&D		04/26/2000	05/01/2000	2.00
KU0078	Tomita,Jason	03/31/2000	Charge	KU1	20	Life	KUBLIF	Basic Life Plan		04/26/2000	05/01/2000	4.50
		03/31/2000	Charge	KU1	21	Supp Life	KUFLAT	Suppl Group Life 100K		04/26/2000	05/01/2000	9.00
		03/31/2000	Charge	KU1	22	AD/D	KUAD25	Flat 25K AD&D		04/26/2000	05/01/2000	2.00
		03/31/2000	Charge	KU1	25	Dep Life	KUDLFP	Spouse Life		04/26/2000	05/01/2000	1.60
		03/31/2000	Charge	KU1	31	LTD	KULTD2	Enhanced Long-term Disability		04/26/2000	05/01/2000	24.00

Total Dollars Posted: \$ 231.00

End of Report

PeopleSoft
403b Savings Limits Listing

Report ID: BEN200
Company: TNU New England University

Page No. 1
Run Date 08/17/2000
Run Time 11:09:04

For Calendar Year 1998	Service Years	Election Date	Includble YTD	Earns YTD	--Def Amt YTD-- Total	--Def Bal LTD-- Total	--Def Bal ADJ-- EE Elective	--402g Cap Limits & Balances--		--Projected Exclusion Limits--		
Employee Name & ID	YTD/LTD Override	Term Date	ADJ	ADJ	EE Non Elec Employer	EE Non Elec Employer	EE Non Elec Employer	Projected Lmt Cap Used YTD	402 Alt Elctn Deferrals YTD	Base Exclsn Sep Yr Exclsn	Any Yr Exclsn Overall Exclsn	Limit Reduction
			415 Alt Elctn					Cap Used LTD	Deferrals LTD	Defd AMT ADJ-PA		
Asselta,Rich	2.00000		\$65,000.00		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$26,000.00	\$15,000.00	
T1113	2.00000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,250.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Bag,Bean	2.00000		\$193,103.44		\$19,200.00	\$19,200.00	\$0.00	\$10,000.00	No	\$77,241.38	\$15,000.00	
TTT05	2.00000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$9,600.00	\$0.00	\$30,000.00	
	No		None		\$9,600.00	\$9,600.00	\$0.00	\$0.00	\$9,600.00	\$0.00	\$0.00	
Brown,Joanne	1.00000		\$169,970.72		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$33,994.14	\$15,000.00	
T1115	1.00000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30,000.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Brown,Melissa	0.50000		\$28,800.00		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$5,760.00	\$5,760.00	
T1134	0.50000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,200.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Butler,Rhett	1.00000		\$20,919.53		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$4,183.91	\$4,183.91	
TDT01	1.00000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,229.88	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Canavan,Chris	1.00000		\$60,344.63		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$12,068.93	\$12,068.93	
T1112	1.00000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,086.16	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Carlson,Matthew	0.25000		\$15,689.66		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$3,137.93	\$3,137.93	
TDC04	0.25000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,922.42	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Carlson,Rebecca	0.25000		\$2,510,344.83		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$502,068.97	\$15,000.00	
TDT03	0.25000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30,000.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Douglas,Doug	0.50000		\$28,800.00		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$5,760.00	\$5,760.00	
T1131	0.50000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,200.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Erikson,Leif	0.50000		\$20,800.00		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$4,160.00	\$4,160.00	
TTY02	0.50000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,200.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Galey,Robert	1.50000		\$39,000.00		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$11,700.00	\$11,700.00	
TEW03	1.50000		\$0.00		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,750.00	
	No		None		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Halverson,Patrick	2.00000		\$74,000.00		\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$29,600.00	\$15,000.00	

PeopleSoft
403b Limits Exceptions Listing

Report ID: BEN201
Company: TNS New England School of Medicine

Page No. 1
Run Date 08/17/2000
Run Time 14:31:04

For Calendar Year 1998	Service Election		--Gross Earns--	--Def Amt YTD--	--Def Bal LTD--	--Def Bal ADJ--	--402g Cap Limits & Balances--	--Projected Exclusion Limits--		
Employee Name & ID	Years Date	Term Date	YTD ADJ	EE Elective EE Non Elec	EE Elective EE Non Elec	EE Elective EE Non Elec	Projected Lmt Cap Used YTD Cap Used LTD	402 Alt Elctn Deferrals YTD Deferrals LTD	Base Exclsn Sep Yr Exclsn Defd AMT ADJ-PA	Any Yr Exclsn Overall Exclsn Hardship W/D
	Override		415 Alt Elctn	Employer	Employer	Employer				
Hamlin,Harry	1.00000		\$99,155.90	\$22,640.00	\$22,640.00	\$20,000.00	\$10,000.00	No	\$19,831.18	\$15,000.00
TTT06	1.00000		\$5,000.00	\$2,400.00	\$2,400.00	\$0.00	\$0.00	\$20,000.00	\$0.00	\$25,388.98
	No		None	\$240.00	\$240.00	\$0.00	\$0.00	\$20,000.00	\$0.00	\$0.00
Warning # 9 Hamlin,Harry ID - TTT06 YTD 402(g) Deferral is Greater than Project 402(g) Cap										
ERROR #10 Hamlin,Harry ID - TTT06 415 Alternative Election is not equal to A,B,C,N										
Lucky, Lucy	0.25000		\$12,906.90	\$20,945.00	\$20,945.00	\$0.00	\$10,000.00	No	\$2,581.38	\$2,581.38
TTT02	0.25000		\$0.00	\$20,900.00	\$20,900.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$8,451.73
	No		None	\$45.00	\$45.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Warning #14 Lucky, Lucy ID - TTT02 415 Alternative Election is Equal NONE and YTD Deferral is Greater than the Projected MEA Deferral Limit										
Monster, Mash	0.50000	01/01/98	\$54,944.83	\$12,210.00	\$12,210.00	\$0.00	\$10,000.00	No	\$10,988.97	\$10,988.97
TTT03	0.50000		\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$14,486.21
	No		Any Year	\$6,210.00	\$6,210.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$0.00
Warning #21 Monster, Mash ID - TTT03 415 Alternative Election of Any Year Exclusion has been selected and the YTD Deferral is Greater than the Projected Any Year										
O'Connor, Timothy	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$0.00	\$0.00
T1146	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Warning #13 O'Connor, Timothy ID - T1146 Projected 415 Deferral Limit is equal zero										

No records selected

End of Report

Accord State University
4213 University Terrace
Nelson, NY 34545

August 22, 2000

Mr Mahesh Patel # PU022
1238 Admiralty
Silverstone, NY 24526

Dear Mr Patel

Here at Accord State University we are glad to have you as a employee. As a part of your annual compensation package you are entitled to defer portions of your income. For calendar year 1999 the projections and limits of these deferrals are based on the following information. We show that you have year-to- date service of 1 year and life-to-date service of 1 year. Our records indicate that your were hired on 01/01/1995 and that you're birth date is 10/01/1973.

	<u>Year To Date</u>	<u>Life To Date</u>
Other Employer Contribution	<u>\$202.02</u>	<u>\$202.02</u>
Non-Elective Deferrals	<u>\$0.00</u>	<u>\$0.00</u>
Total Deferrals	<u>\$678.93</u>	<u>\$678.93</u>

For your participation in the 403(b) plan for this year, we are projecting that your includible earnings will be \$19,999.39.

403(b) contributions are limited by Section 415 of the IRS code. Our records indicate that you have the following options available to you. It is important to remember that once you have selected an additional exclusion alternative that you must use that alternative for life.

Projected base Exclusion Limit	<u>\$3,999.88</u>	Any Year Exclusion Limit	<u>\$3,999.88</u>
Projected Year of separation Limit	<u>\$0.00</u>	Overall Exclusion Limit	<u>\$4,999.85</u>

We show that you have not elected a 415 Alternative Election.

We further show that you do not have an anticipated termination date.

As we prepare for administering your plan for the coming year, please verify that the following information matches your records as it is used in calculating your current deferrals:

The 403(b) plan you participate in here at Accord State University is also subject to limits as defined by Section 402(g) of the IRS code. 402(g) allows you to make certain elections to increase the limits of your deferrals for a plan year. Your Projected 402(g) Deferral Limit for 1999 is \$9,500.00.

	<u>Year to Date</u>	<u>Life to Date</u>
402(g) Cap Extension Used	<u>\$0.00</u>	<u>\$0.00</u>
Elective Employee Deferrals(402(g))	<u>\$476.91</u>	<u>\$476.91</u>
<u>1999</u> Limit Reduction Amount		<u>\$0.00</u>

Finally, these projections and limits were calculated for you based on the most accurate data available. If you suspect that any of the numbers are incorrect or you have additional information to provide please contact your benefits office as soon as possible.

Sincerely Yours,

The Plan Administrator

PeopleSoft
FLEXIBLE SPENDING ACCOUNT TABLE

Plan Type	Plan Name	Benefit Plan ID	Benefit Plan Name	Effective Date	Pay Freq Type	Employer Contribution	Flat Amount	Employer Limit %	% of Employee Contribution	Employer Limit Amount
60	FSA Health	KUHFS	Healthcare FSA	01/01/1980	Monthly	None				
60	FSA Health	LHLFS	Health Care FSA	01/01/1980	Biweekly	Flat Amt				
61	FSA Depnd	KUDFS	Dependent Care FSA	01/01/1980	Monthly	None				
61	FSA Depnd	LDCFS	Dependent Care FSA	01/01/1980	Biweekly	Flat Amt				
65	Health FSA	KCHFSA	Can Health Care FSA	01/01/1980	Monthly	None				
66	FSA Retmnt	KCRFSA	Post Retirement Counseling FSA	01/01/1980	Monthly	None				

Rate Definitions as of: 01/01/1980

Rate ID	Effective Date	Pay Freq Type	Rate Per Unit	Total Covrg Rate	Employer Covrg Rate	Employee Covrg Rate	Provider Covrg Rate
KFDA	01/01/1980	S-Semimonthl	1-None	13.0000	4.0000	9.0000	13.0000
KFDB	01/01/1980	S-Semimonthl	1-None	14.0000	4.0000	10.0000	14.0000
KFDC	01/01/1980	S-Semimonthl	1-None	17.5000	4.0000	13.5000	17.5000
KFDD	01/01/1980	S-Semimonthl	1-None	19.5000	4.0000	15.5000	19.5000
KFDE	01/01/1980	S-Semimonthl	1-None	14.2500	4.0000	10.2500	14.2500
KDFD	01/01/1980	S-Semimonthl	1-None	15.2500	4.0000	11.2500	15.2500
KFDG	01/01/1980	S-Semimonthl	1-None	19.2500	4.0000	15.2500	19.2500
KFDH	01/01/1980	S-Semimonthl	1-None	20.8750	4.0000	16.8750	20.8750
KFDI	01/01/1980	S-Semimonthl	1-None	12.7500	4.0000	8.7500	12.7500
KFDJ	01/01/1980	S-Semimonthl	1-None	13.7500	4.0000	9.7500	13.7500
KFDK	01/01/1980	S-Semimonthl	1-None	17.2500	4.0000	13.2500	17.2500
KFDL	01/01/1980	S-Semimonthl	1-None	19.2500	4.0000	15.2500	19.2500
KFDW	01/01/1980	S-Semimonthl	1-None	7.0000	0.0000	7.0000	7.0000
KFDX	01/01/1980	S-Semimonthl	1-None	2.0000	0.0000	2.0000	2.0000
KFLA	01/01/1980	W-Weekly	3-Per Hundrd	0.0076	0.0038	0.0038	0.0076
KFLB	01/01/1980	M-Monthly	2-Per Thousd	0.0800	0.0800	0.0000	0.0800
KFLC	01/01/1980	M-Monthly	2-Per Thousd	0.0400	0.0000	0.0400	0.0400
KFLD	01/01/1980	M-Monthly	1-None	0.0800	0.0000	0.0800	0.0800
KFM1	01/01/1980	M-Monthly	1-None	136.0000	100.0000	36.0000	136.0000
KFM2	01/01/1980	M-Monthly	1-None	164.0000	100.0000	64.0000	164.0000
KFM3	01/01/1980	M-Monthly	1-None	172.0000	100.0000	72.0000	172.0000
KFM4	01/01/1980	M-Monthly	1-None	134.0000	100.0000	34.0000	134.0000
KFM5	01/01/1980	M-Monthly	1-None	168.0000	100.0000	68.0000	168.0000
KFMA	01/01/1980	M-Monthly	1-None	110.0000	55.0000	55.0000	110.0000
KFMB	01/01/1980	M-Monthly	1-None	140.0000	70.0000	70.0000	140.0000
KFMC	01/01/1980	M-Monthly	1-None	190.0000	80.0000	110.0000	190.0000
KFMD	01/01/1980	M-Monthly	1-None	220.0000	110.0000	110.0000	220.0000
KFME	01/01/1980	M-Monthly	1-None	120.0000	60.0000	60.0000	120.0000
KFMF	01/01/1980	M-Monthly	1-None	150.0000	75.0000	75.0000	150.0000
KFMG	01/01/1980	M-Monthly	1-None	200.0000	100.0000	100.0000	200.0000
KFMH	01/01/1980	M-Monthly	1-None	240.0000	120.0000	120.0000	240.0000
KFMI	01/01/1980	M-Monthly	1-None	148.0000	74.0000	74.0000	148.0000
KFMJ	01/01/1980	M-Monthly	1-None	295.0000	148.0000	147.0000	295.0000
KFMK	01/01/1980	M-Monthly	1-None	430.0000	215.0000	215.0000	430.0000
KFML	01/01/1980	M-Monthly	1-None	622.0000	313.0000	309.0000	622.0000
KFMM	01/01/1980	M-Monthly	1-None	123.0000	62.0000	61.0000	123.0000
KFMN	01/01/1980	M-Monthly	1-None	246.0000	123.0000	123.0000	246.0000
KFMO	01/01/1980	M-Monthly	1-None	358.0000	179.0000	179.0000	358.0000
KFMP	01/01/1980	M-Monthly	1-None	519.0000	260.0000	259.0000	519.0000
KFMQ	01/01/1980	M-Monthly	1-None	130.0000	65.0000	65.0000	130.0000
KFMR	01/01/1980	M-Monthly	1-None	160.0000	80.0000	80.0000	160.0000
KFMS	01/01/1980	M-Monthly	1-None	210.0000	105.0000	105.0000	210.0000
KFMT	01/01/1980	M-Monthly	1-None	250.0000	125.0000	125.0000	250.0000
KFMW	01/01/1980	M-Monthly	1-None	16.0000	0.0000	16.0000	16.0000
KFMX	01/01/1980	M-Monthly	1-None	10.0000	0.0000	10.0000	10.0000
KFVA	01/01/1980	B-Biweekly	1-None	8.0000	3.0000	5.0000	8.0000
KFVB	01/01/1980	B-Biweekly	1-None	9.0000	3.0000	6.0000	9.0000
KFVC	01/01/1980	B-Biweekly	1-None	10.0000	3.0000	7.0000	10.0000
KFVD	01/01/1980	B-Biweekly	1-None	11.0000	3.0000	8.0000	11.0000
KFVE	01/01/1980	B-Biweekly	1-None	10.5000	3.0000	7.5000	10.5000
KFVF	01/01/1980	B-Biweekly	1-None	11.5000	3.0000	8.5000	11.5000
KFVG	01/01/1980	B-Biweekly	1-None	12.5000	3.0000	9.5000	12.5000
KFVH	01/01/1980	B-Biweekly	1-None	13.5000	3.0000	10.5000	13.5000
LBLF	01/01/1980	B-Biweekly	2-Per Thousd	0.2475	0.0825	0.1650	0.2475
LCF1	01/01/1980	B-Biweekly	1-None	45.0000	33.7500	11.2500	45.0000
LCF2	01/01/1980	B-Biweekly	1-None	85.0000	63.7500	21.2500	85.0000
LCF4	01/01/1980	B-Biweekly	1-None	95.0000	71.2500	23.7500	95.0000
LCF5	01/01/1980	B-Biweekly	1-None	110.0000	82.5000	27.5000	110.0000
LFH1	01/01/1980	B-Biweekly	1-None	80.0000	60.0000	20.0000	80.0000
LFH2	01/01/1980	B-Biweekly	1-None	100.0000	75.0000	25.0000	100.0000
LMHF	01/01/1980	M-Monthly	1-None	238.6400	132.7000	105.9400	238.6400
LMHS	01/01/1980	M-Monthly	1-None	139.2100	96.2500	42.9600	139.2100

PeopleSoft
 DISABILITY PLAN TABLE

Plan Type	Plan Name	Benefit Plan ID	Benefit Plan Name	Effective Date	Maximum Monthly Benefit	Salary Replacement %
30	STD	KCSTD5	Short Term Disability - 50%	01/01/1980	7500.00	50.00
30	STD	KCSTD8	Short Term Disability - 80%	01/01/1980	12000.00	80.00
30	STD	KUSTD5	Short Term Disability - 50%	01/01/1980	7500.00	50.00
30	STD	KUSTD8	Short Term Disability - 80%	01/01/1980	12000.00	80.00
31	LTD	KCLTD1	Standard Long-term Disability	01/01/1980	7500.00	50.00
31	LTD	KCLTD2	Enhanced Long-term Disability	01/01/1980	9999.00	66.67
31	LTD	KCLTD4	Long Term Disability	01/01/1980	8000.00	50.00
31	LTD	KCLTD5	Long-Term Disability	01/01/1980	9000.00	90.00
31	LTD	KCLTD6	Long Term Disability	01/01/1980	9623.00	50.00
31	LTD	KCLTD7	Long Term Disability	01/01/1980	6090.00	80.00
31	LTD	KULTD1	Standard Long-term Disability	01/01/1980	7500.00	50.00
31	LTD	KULTD2	Enhanced Long-term Disability	01/01/1980	9999.00	66.67

Table ID	Effective Date	Pay Freq	Rate Type	Gender	Age-Range		Total-Rate		Employer-Rate		Employee-Rate	
					Low	High	Smoker	Nonsmoker	Smoker	Nonsmoker	Smoker	Nonsmoker
IRS	01/01/1980	Monthly	Per Thousand	F	00	29	0.080	0.080	0.080	0.080		
	01/01/1980	Monthly	Per Thousand	F	30	34	0.090	0.090	0.090	0.090		
	01/01/1980	Monthly	Per Thousand	F	35	39	0.110	0.110	0.110	0.110		
	01/01/1980	Monthly	Per Thousand	F	40	44	0.170	0.170	0.170	0.170		
	01/01/1980	Monthly	Per Thousand	F	45	49	0.290	0.290	0.290	0.290		
	01/01/1980	Monthly	Per Thousand	F	50	54	0.480	0.480	0.480	0.480		
	01/01/1980	Monthly	Per Thousand	F	55	59	0.750	0.750	0.750	0.750		
	01/01/1980	Monthly	Per Thousand	F	60	64	1.170	1.170	1.170	1.170		
	01/01/1980	Monthly	Per Thousand	F	65	69	2.100	2.100	2.100	2.100		
	01/01/1980	Monthly	Per Thousand	F	70	00	3.760	3.760	3.760	3.760		
	01/01/1980	Monthly	Per Thousand	M	00	29	0.080	0.080	0.080	0.080		
	01/01/1980	Monthly	Per Thousand	M	30	34	0.090	0.090	0.090	0.090		
	01/01/1980	Monthly	Per Thousand	M	35	39	0.110	0.110	0.110	0.110		
	01/01/1980	Monthly	Per Thousand	M	40	44	0.170	0.170	0.170	0.170		
	01/01/1980	Monthly	Per Thousand	M	45	49	0.290	0.290	0.290	0.290		
	01/01/1980	Monthly	Per Thousand	M	50	54	0.480	0.480	0.480	0.480		
	01/01/1980	Monthly	Per Thousand	M	55	59	0.750	0.750	0.750	0.750		
01/01/1980	Monthly	Per Thousand	M	60	64	1.170	1.170	1.170	1.170			
01/01/1980	Monthly	Per Thousand	M	65	69	2.100	2.100	2.100	2.100			
01/01/1980	Monthly	Per Thousand	M	70	00	3.760	3.760	3.760	3.760			
KA00	01/01/1980	Monthly	Per Thousand	F	00	24	0.040	0.040	0.040	0.040		
	01/01/1980	Monthly	Per Thousand	F	25	29	0.050	0.050	0.050	0.050		
	01/01/1980	Monthly	Per Thousand	F	30	34	0.070	0.070	0.070	0.070		
	01/01/1980	Monthly	Per Thousand	F	35	39	0.080	0.080	0.080	0.080		
	01/01/1980	Monthly	Per Thousand	F	40	44	0.090	0.090	0.090	0.090		
	01/01/1980	Monthly	Per Thousand	F	45	49	0.140	0.140	0.140	0.140		
	01/01/1980	Monthly	Per Thousand	F	50	54	0.220	0.220	0.220	0.220		
	01/01/1980	Monthly	Per Thousand	F	55	59	0.420	0.420	0.420	0.420		
	01/01/1980	Monthly	Per Thousand	F	60	64	0.650	0.650	0.650	0.650		
	01/01/1980	Monthly	Per Thousand	F	65	69	1.250	1.250	1.250	1.250		
	01/01/1980	Monthly	Per Thousand	F	70	00	2.000	2.000	2.000	2.000		
	01/01/1980	Monthly	Per Thousand	M	00	24	0.040	0.040	0.040	0.040		
	01/01/1980	Monthly	Per Thousand	M	25	29	0.050	0.050	0.050	0.050		
	01/01/1980	Monthly	Per Thousand	M	30	34	0.070	0.070	0.070	0.070		
	01/01/1980	Monthly	Per Thousand	M	35	39	0.080	0.080	0.080	0.080		
	01/01/1980	Monthly	Per Thousand	M	40	44	0.090	0.090	0.090	0.090		
	01/01/1980	Monthly	Per Thousand	M	45	49	0.140	0.140	0.140	0.140		
01/01/1980	Monthly	Per Thousand	M	50	54	0.220	0.220	0.220	0.220			
01/01/1980	Monthly	Per Thousand	M	55	59	0.420	0.420	0.420	0.420			
01/01/1980	Monthly	Per Thousand	M	60	64	0.650	0.650	0.650	0.650			
01/01/1980	Monthly	Per Thousand	M	65	69	1.250	1.250	1.250	1.250			
01/01/1980	Monthly	Per Thousand	M	70	00	2.000	2.000	2.000	2.000			
KA01	01/01/1980	Monthly	Per Thousand	F	00	29	0.030	0.040			0.030	0.040
	01/01/1980	Monthly	Per Thousand	F	30	34	0.040	0.050			0.040	0.050
	01/01/1980	Monthly	Per Thousand	F	35	39	0.060	0.070			0.060	0.070
	01/01/1980	Monthly	Per Thousand	F	40	44	0.080	0.090			0.080	0.090
	01/01/1980	Monthly	Per Thousand	F	45	49	0.130	0.140			0.130	0.140
	01/01/1980	Monthly	Per Thousand	F	50	54	0.210	0.220			0.210	0.220
	01/01/1980	Monthly	Per Thousand	F	55	59	0.410	0.420			0.410	0.420
	01/01/1980	Monthly	Per Thousand	F	60	64	0.630	0.640			0.630	0.640
	01/01/1980	Monthly	Per Thousand	F	65	69	1.150	1.200			1.150	1.200
	01/01/1980	Monthly	Per Thousand	F	70	99	1.800	2.100			1.800	2.100
	01/01/1980	Monthly	Per Thousand	M	00	29	0.030	0.040			0.030	0.040
	01/01/1980	Monthly	Per Thousand	M	30	34	0.040	0.050			0.040	0.050
	01/01/1980	Monthly	Per Thousand	M	35	39	0.060	0.070			0.060	0.070
	01/01/1980	Monthly	Per Thousand	M	40	44	0.080	0.090			0.080	0.090
	01/01/1980	Monthly	Per Thousand	M	45	49	0.130	0.140			0.130	0.140
	01/01/1980	Monthly	Per Thousand	M	50	54	0.210	0.220			0.210	0.220
	01/01/1980	Monthly	Per Thousand	M	55	59	0.410	0.420			0.410	0.420
01/01/1980	Monthly	Per Thousand	M	60	64	0.630	0.640			0.630	0.640	
01/01/1980	Monthly	Per Thousand	M	65	69	1.150	1.200			1.150	1.200	
01/01/1980	Monthly	Per Thousand	M	70	99	1.800	2.100			1.800	2.100	
KA02	01/01/1980	Monthly	Per Thousand	F	00	29	0.300	0.215	0.075	0.075	0.225	0.140
	01/01/1980	Monthly	Per Thousand	F	30	34	0.400	0.360	0.120	0.120	0.280	0.240
	01/01/1980	Monthly	Per Thousand	F	35	39	0.595	0.555	0.185	0.185	0.410	0.370
	01/01/1980	Monthly	Per Thousand	F	40	44	0.670	0.630	0.210	0.210	0.460	0.420
	01/01/1980	Monthly	Per Thousand	F	45	49	0.745	0.705	0.235	0.235	0.510	0.470
	01/01/1980	Monthly	Per Thousand	F	50	54	1.045	1.005	0.335	0.335	0.710	0.670

PeopleSoft
LIFE AD/D TABLE

Report ID: BEN705

Page No. 1
Run Date 08/15/2000
Run Time 17:15:45

Plan Type	Plan Name	Benefit Plan ID	Benefit Plan Name	Effective Date	Coverage	Flat Amount	Factor * Salary	Group Code
20	Life	KCLF1X	Basic Life - 1X Salary	01/01/1980	Factor x Salary + Flat Amt		1.000	KCE1
20	Life	KCLF2X	Basic Life - 2X Salary	01/01/1980	Factor x Salary + Flat Amt		2.000	KCE1
20	Life	KCLF3X	Basic Life - 3X Salary	01/01/1980	Factor x Salary + Flat Amt		3.000	KCE1
20	Life	KUBLIF	Basic Life Plan	01/01/1980	Flat Amount Only	50000		KUE1
20	Life	LBASIC	Basic Life	01/01/1980	Factor x Salary + Flat Amt	2000	1.000	
21	Supp Life	KCFLAT	Suppl Group Life 100K	01/01/1980	Flat Amount Only	100000		KCE1
21	Supp Life	KCSL1X	Suppl Group Life 1x	01/01/1980	Factor x Salary + Flat Amt		1.000	KCE1
21	Supp Life	KCSL2X	Suppl Group Life 2x	01/01/1980	Factor x Salary + Flat Amt		2.000	KCE1
21	Supp Life	KCSL3X	Suppl Group Life 3x	01/01/1980	Factor x Salary + Flat Amt		3.000	KCE1
21	Supp Life	KUFLAT	Suppl Group Life 100K	01/01/1980	Flat Amount Only	100000		KUE1
21	Supp Life	KUNYLF	New York Life Supplementl Life	01/01/1980	Specified in Employee Record			KUE1
21	Supp Life	KUSL1X	Suppl Group Life 1x	01/01/1980	Factor x Salary + Flat Amt		1.000	KUE1
21	Supp Life	KUSL2X	Suppl Group Life 2x	01/01/1980	Factor x Salary + Flat Amt		2.000	KUE1
21	Supp Life	KUSL3X	Suppl Group Life 3x	01/01/1980	Factor x Salary + Flat Amt		3.000	KUE1
21	Supp Life	KUSL4X	Suppl Group Life 4x	01/01/1980	Factor x Salary + Flat Amt		4.000	KUE1
21	Supp Life	KUSL5X	Suppl Group Life 5x	01/01/1980	Factor x Salary + Flat Amt		5.000	KUE1
21	Supp Life	LADD1X	Option B Additional 1X Base	01/01/1980	Factor x Salary + Flat Amt		1.000	
21	Supp Life	LADD2X	Option B Additional - 2X Base	01/01/1980	Factor x Salary + Flat Amt		2.000	
21	Supp Life	LADD3X	Option B Additional - 3X Base	01/01/1980	Factor x Salary + Flat Amt		3.000	
21	Supp Life	LADD4X	Option B Additional - 4X Base	01/01/1980	Factor x Salary + Flat Amt		4.000	
21	Supp Life	LADD5X	Option B Additional - 5X Base	01/01/1980	Factor x Salary + Flat Amt		5.000	
22	AD/D	KCAD1X	Accidental Death 1X-Salary	01/01/1980	Factor x Salary + Flat Amt		1.000	KCE1
22	AD/D	KCAD25	Flat 25K AD&D	01/01/1980	Flat Amount Only	25000		KCE1
22	AD/D	KCAD2X	Accidental Death 2X-Salary	01/01/1980	Factor x Salary + Flat Amt		2.000	KCE1
22	AD/D	KCAD3X	Accidental Death 3X-Salary	01/01/1980	Factor x Salary + Flat Amt		3.000	KCE1
22	AD/D	KUAD25	Flat 25K AD&D	01/01/1980	Flat Amount Only	25000		KUE1
22	AD/D	KUAD3X	Accidental Death 3X-Salary	01/01/1980	Factor x Salary + Flat Amt		3.000	KUE1
22	AD/D	KUAD4X	Accidental Death 4X-Salary	01/01/1980	Factor x Salary + Flat Amt		4.000	KUE1
22	AD/D	KUAD5X	Accidental Death 5X-Salary	01/01/1980	Factor x Salary + Flat Amt		5.000	KUE1
24	Dep AD/D	KCDADD	Dependent Accidental Death	01/01/1980	Flat Amount Only	5000		
24	Dep AD/D	KUDADD	Dependent Accidental Death	01/01/2000	Flat Amount Only	10000		
24	Dep AD/D	KUDADD	Dependent Accidental Death	01/01/1980	Flat Amount Only	5000		
25	Dep Life	KCDLF1	Dependent Life - \$5K	01/01/1980	Flat Amount Only	5000		
25	Dep Life	KCDLF2	Dependent Life - \$10K	01/01/1980	Flat Amount Only	10000		
25	Dep Life	KCDLF3	Dependent Life - \$25K	01/01/1980	Flat Amount Only	25000		
25	Dep Life	KCDLFS	Dpnd Life - Individual Covrg	01/01/1980	Sum of Dependent Coverage			
25	Dep Life	KUDLF1	Dependent Life - \$5K	01/01/1980	Flat Amount Only	5000		
25	Dep Life	KUDLF2	Dependent Life - \$10K	01/01/1980	Flat Amount Only	10000		
25	Dep Life	KUDLF3	Dependent Life - \$25K	01/01/1980	Flat Amount Only	25000		
25	Dep Life	KUDLF4	Dependent Life - \$2K	01/01/2000	Flat Amount Only	2000		
25	Dep Life	KUDLFE	Dpnd Life - Specify Covrg	01/01/1980	Specified in Employee Record			
25	Dep Life	KUDLFP	Spouse Life	01/01/1980	Specified in Employee Record			
25	Dep Life	KUDLFS	Dpnd Life - Individual Covrg	01/01/1980	Sum of Dependent Coverage			
25	Dep Life	LFAM1X	Option C Family - 1X	04/24/1999	Factor x Salary + Flat Amt		1.000	
25	Dep Life	LFAM2X	Option C Family - 2X	04/24/1999	Factor x Salary + Flat Amt		2.000	
25	Dep Life	LFAM3X	Option C Family - 3X	04/24/1999	Factor x Salary + Flat Amt		3.000	
25	Dep Life	LFAM4X	Option C Family - 4X	04/24/1999	Factor x Salary + Flat Amt		4.000	

PeopleSoft
CALCULATION RULES TABLE

Calc Rule	Effective Date	Use Rnd?	Round-To Nearest	Round-Up On Amount	Coverage Maximum	Coverage Minimum	Round Base?	Round Flat?	Round Fctr?	Round Finl?	Add Flat Amt Option	Benefits Base	Maximum Benefits Base	Combine Salaries	Dedn Limit % of Gross	Reference-Dates
KAG1	01/01/2000	Y	1000	500.00	500000	10000	N	N	N	Y	After Fctr	Annual Rt	0.00	Y	0.000	Emp Age: This Yr On 01-01 Coverage: Cur/Chk Dt Premium: This Yr On 01-01 Service: Cur/Chk Dt
														Flagged BR Active Only		
KAG1	01/01/1980	Y	1000	500.00	500000	0	N	N	N	Y	After Fctr	Annual Rt	0.00	Y	0.000	Emp Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Flagged BR Active Only		
KAGD	01/01/1980	Y	1000	500.00	10000	2000	N	N	N	Y	After Fctr	Annual Rt	0.00	N	0.000	Dep Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		
KAGS	01/01/2000	Y	1000	500.00	250000	10000	N	N	N	Y	After Fctr	Annual Rt	0.00	N	0.000	Sps Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		
KFL1	01/01/1980	Y	1000	500.00	0	0	N	N	N	N	After Fctr	Annual Rt	0.00	N	0.000	Emp Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		
KFL2	01/01/1980	Y	1000	500.00	10000	2000	N	N	N	Y	After Fctr	Annual Rt	0.00	N	0.000	Emp Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		

PeopleSoft
BENEFIT PLAN TABLE

Plan Type	Plan Name	Benefit Plan	Effective Date	Benefit Plan Name	Ben Plan Short Name	Provider Setid	Provider Name	Default Deduction	Deduction Name	Include In NDT?	Min Spousal Allocation
10	Medical	KCMDAB	01/01/1980	Alberta Provincial Medical	AB Medical	SHARE	CANKCVNB Viceroy Northern Ban	KCMED	Basic Medical Deduct	N	0.00
10	Medical	KCMDBC	01/01/1980	BC Provincial Medical	BC Medical	SHARE	CANKCVNB Viceroy Northern Ban	KCMED	Basic Medical Deduct	N	0.00
10	Medical	KEMED	01/01/1980	Spain Medical Benefits Plan	Spain Med	ESP01	KEHEALTH Spain Health Care Co			N	0.00
10	Medical	KGMED	01/01/1980	UK Medical Health Plan	UKMDHLTH	GBR01	KGUKH UK Health Service Pr			N	0.00
10	Medical	KNMED	01/01/1980	Basic Medical Plan	Medical	NLD01	KNZKV Dutch Health Service	KN1001	Medical/Health Insur	N	0.00
10	Medical	KUHMO1	01/01/1980	Medical HMO Plan 1	HMO Plan 1	SHARE	USAKUKAISR	KUHMOK	Kaiser HMO	N	0.00

Kaiser Permanente offers you 100% coverage when you use Kaiser providers exclusively. There are no deductibles and no claims forms to worry about. With this option, you have a \$10.00 copayment for office visits and prescriptions.

10	Medical	KUHMO2	01/01/1980	Medical HMO Plan 2	HMO Plan 2	SHARE	USAKUKAISR	KUHMOK	Kaiser HMO	N	0.00
----	---------	--------	------------	--------------------	------------	-------	------------	--------	------------	---	------

Kaiser Permanente offers you 100% coverage when you use Kaiser providers exclusively. There are no deductibles and no claims forms to worry about. There are no copayments for office visits or prescriptions.

10	Medical	KUHMO3	01/01/1980	Medical HMO Plan 3	HMO Plan 3	SHARE	USAKUTCARE TakeCare	KUHMO3	TakeCare HMO	N	0.00
----	---------	--------	------------	--------------------	------------	-------	---------------------	--------	--------------	---	------

TakeCare offers you an extensive network of doctors and hospital from which to choose. Your care must be co-ordinated by your primary care physician.

10	Medical	KUMED	01/01/1980	Enhanced Medical Plan	Enhanced	SHARE	USAKUCBS Blue Cross/Blue Shie	KUMED	Basic Medical Deduct	N	0.00
----	---------	-------	------------	-----------------------	----------	-------	-------------------------------	-------	----------------------	---	------

The enhanced plan allows you to use both in-network and out-of-network providers. We suggest that you use in-network providers whenever possible to minimize your out-of-pocket costs. This plan has a deductible of \$300 per person and \$900 per family.

10	Medical	KUMED1	01/01/1980	Basic In-Network Medical	In-Network	SHARE	USAKUAETNA Aetna Insurance	KUMED9	Medical Deductions	N	0.00
----	---------	--------	------------	--------------------------	------------	-------	----------------------------	--------	--------------------	---	------

Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Accrual Proc Date	Accrual Frequency	Service Interval	Spec Calc	Year Begin	Max Leave Balance	Max Carry Over
50	Sick	KCSICK	GBI Sick Leave Plan	01/01/1980	01/31/2000	Hrs/Month	Months	N	N	80.000	40.000
50	Sick	KUSICK	GBI Sick Leave Plan	01/01/1980	04/30/2000	Hrs/Month	Months	N	N	80.000	40.000
50	Sick	LSLFT	Sick Leave - Full Time	01/01/1980		Hrs/Pay Pd	Years	N	N	99999.000	200.000
50	Sick	LSLPT	Sick Leave - Part Time	01/01/1980		Hrs/Pay Pd	Years	N	N	99999.000	120.000
51	Vacation	KCVACN	GBI Vacation Time	01/01/1980	01/31/2000	Hrs/Month	Months	N	N	200.000	120.000
51	Vacation	KUVACE	GBI Executive Vacation	01/01/1980	04/30/2000	Hrs/Month	Months	N	N	200.000	120.000
51	Vacation	KUVACN	GBI Vacation Time	01/01/1980	04/30/2000	Hrs/Month	Months	N	N	200.000	120.000
51	Vacation	LALFT	Annual Leave - Full Time	01/01/1980		Hrs/Pay Pd	Years	N	N	99999.000	240.000
51	Vacation	LALPT	Annual Leave - Part Time	01/01/1980		Hrs/Hour	Years	N	N	99999.000	240.000

PeopleSoft
LEAVE PLAN TABLES 2 & 3

Report ID: BEN710A

Page No. 1
Run Date 08/15/2000
Run Time 14:46:33

Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Service Interval	Service Rate Values		Service Bonus Values		Pay vs Time	Pay at Term %	Term Pay %	Neg Bal?	First Year Rate Value						
						Length of Serv	Hrs Earned	Length of Serv	Hrs Earned					Empl Mnth	Mnth Hrs	Rate Elig				
50	Sick	KCSICK	GBI Sick Leave Plan	01/01/1980	Months	0	4.000000	0	16.000000	N	Y	100.00	Y							
										60	24.000000									
				01/01/1980	Months	12	6.000000	0	16.000000	N	Y	100.00	Y							
												60	24.000000							
				01/01/1980	Months	60	8.000000	0	16.000000	N	Y	100.00	Y							
												60	24.000000							
				KUSICK	GBI Sick Leave Plan	01/01/1980	Months	0	4.000000	0	16.000000	N	Y	100.00	Y					
												120	24.000000							
		01/01/1980	Months			12	6.000000	0	16.000000	N	Y	100.00	Y							
												120	24.000000							
				01/01/1980	Months	60	8.000000	0	16.000000	N	Y	100.00	Y							
		LSLFT	Sick Leave - Full Time	01/01/1980	Years	4	4.000000			N	N	0.00	N							
		LSLPT	Sick Leave - Part Time	01/01/1980	Years	0	0.050000			N	N	0.00	N							
51	Vacation	KCVACN	GBI Vacation Time	01/01/1980	Months	0	8.000000	0	16.000000	N	Y	100.00	Y							
												48	40.000000							
												120	80.000000							
				01/01/1980	Months	48	10.000000	0	16.000000	N	Y	100.00	Y							
												48	40.000000							
												120	80.000000							
				01/01/1980	Months	120	14.000000	0	16.000000	N	Y	100.00	Y							
												48	40.000000							
												120	80.000000							
				01/01/1980	Months	0	10.000000	0	24.000000	N	N	0.00	N							
												48	54.000000							
												120	96.000000							
				01/01/1980	Months	48	12.000000	0	24.000000	N	N	0.00	N							
												48	54.000000							
												120	96.000000							
				01/01/1980	Months	120	14.000000	0	24.000000	N	N	0.00	N							
												48	54.000000							
								120	96.000000											
01/01/1980	Months	0	8.000000	0	16.000000	N	Y	100.00	Y											
								48	40.000000											
								120	80.000000											
01/01/1980	Months	48	10.000000	0	16.000000	N	Y	100.00	Y											
								48	40.000000											
								120	80.000000											
01/01/1980	Months	120	14.000000	0	16.000000	N	Y	100.00	Y											
								48	40.000000											
								120	80.000000											
01/01/1980	Years	0	4.000000							N	N	0.00	N							

PeopleSoft
RETIREMENT PLAN TABLE

Report ID: BEN711

Page No. 1
Run Date 08/15/2000
Run Time 17:34:48

Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Special Accumulator	Employer Percent	Employee Percent	Employer Contribution	Coordinate with FICA?
70	PERS	1	Civil Service Retirement Sys	01/01/1980	LRE	10.000	7.000		N
70	PERS	2	FICA	01/01/1980	LRE				Y
70	PERS	3	FS	01/01/1980	LRE				N
70	PERS	4	None	01/01/1980	LRE				N
70	PERS	5	Other	01/01/1980	LRE				N
70	PERS	6	CSRS - Special	01/01/1980	LRE	7.500	7.500		N
70	PERS	C	FICA & CSRS (PARTIAL)	01/01/1980	LRE	7.000	7.000		Y
70	PERS	D	FSPS Law Enforcement	01/01/1980	LRE				N
70	PERS	E	FICA & CSRS (Partial)	01/01/1980	LRE	7.500	7.500		Y
70	PERS	F	FSRDS Law Enforcement	01/01/1980	LRE				N
70	PERS	G	FICA & FS (Partial)	01/01/1980	LRE				Y
70	PERS	H	FSRDS Law Enforcement Offset	01/01/1980	LRE				Y
70	PERS	J	FICA & Other (Partial)	01/01/1980	LRE				Y
70	PERS	K	FERS & FICA	10/01/1997	LRE	10.700	0.800		Y
70	PERS	K	FERS & FICA	01/01/1980	LRE	3.210	0.800		Y
70	PERS	KUPERS	Public Employees Retirement	01/01/1980			1.000		Y
70	PERS	L	FERS & FICA Air Traffic Contrl	01/01/1980	LRE	0.800	22.400		Y
70	PERS	M	FERS & FICA Special	01/01/1980	LRE	1.300	24.300		Y
70	PERS	N	FERS & FICA Reserve Tech	01/01/1980	LRE	0.800	11.300		Y
70	PERS	P	FSPS & FICA	01/01/1980	LRE				Y
70	PERS	R	FICA & CSRS (Full)	01/01/1980		7.000	7.000		N
70	PERS	T	FICA & CSRS Special Full	01/01/1980	LRE	7.500	7.500		Y
70	PERS	W	FICA & Other (Full)	01/01/1980	LRE				Y
70	PERS	X	FICA & Other (Full)	01/01/1980	LRE				Y
7Z	1% Auto	LTSP1%	TSP 1% Agency Contribution	01/01/1980	LRE				N

End of Report

Program Definition as of: 01/01/2000

Benefit/Deduction Program: KB1 - Belgium Base Benefits (Program Type: Manual)
Program Effective Date : 01/01/1980 (Status: A)

----- General Program Information -----

Program Currency Code : BEF
COBRA Surcharge : 0
COBRA Disabled Surcharge : 0
Student Age Limit : 99 Dep Age Limit: 99
Exclude Disabled Deps : Y
Dep Ineligible if Married: N
FMLA Plan ID : XXX - Dummy for Non-US Ben

----- FSA Administration Information -----

FSA Admin Run ID : -
Minimum Check Amount : \$ 0.00
Maximum Annual Pledge: \$999999.99

--Plan Info--		Option Information				-----	
Plan Type	Code	Benefit-Plan Description	Coverage-Code	Deduction-Code	Rate-Type	Rate	Calc Table Rules
10-Medical	KNMED	-Basic Medical Plan	1-Empl Only	KN1001-Med/Health	2-Flat	KFMN	
	KNMED	-Basic Medical Plan	4-Family	KN1001-Med/Health	2-Flat	KFMN	
20-Life	KNLIFE	-Basic Life Insurance		KN2001-Life Insur	2-Flat	LBLF	
5A-Comp. Car	KNCAR	-Standard Car Scheme		KN5A01-Comp Car			
80-Std Pensn	KNPENS	-Standard Pension Plan		KN8001-StdPension			
81-Supp Pensn	KNPENS	-Supplementary Pension		KN8101-Suppl Pens			

PeopleSoft
SERVICE RATE TABLE

Service Rate Table ID	Effective Date	Pay Freq Type	Rate Per Unit	Service Intervals	Total Rate	Employer Portion	Employee Portion
KTR1	01/01/1980	Annual	None	12	125.000	0.000	125.000
	01/01/1980	Annual	None	60	250.000	0.000	250.000
	01/01/1980	Annual	None	120	500.000	0.000	500.000
KV01	01/01/1980	Monthly	None	0	0.000	0.000	0.000
	01/01/1980	Monthly	None	12	50.000	0.000	50.000
	01/01/1980	Monthly	None	24	100.000	0.000	100.000
	01/01/1980	Monthly	None	36	200.000	0.000	200.000
KV30	01/01/1980	Monthly	Per Thousand	0	0.850	0.000	0.850
	01/01/1980	Monthly	Per Thousand	12	0.850	0.150	0.700
	01/01/1980	Monthly	Per Thousand	24	0.850	0.300	0.550
	01/01/1980	Monthly	Per Thousand	36	0.850	0.450	0.400
	01/01/1980	Monthly	Per Thousand	60	0.850	0.550	0.300
KV31	01/01/1980	Monthly	Per Hundred	0	0.085	0.000	0.085
	01/01/1980	Monthly	Per Hundred	12	0.085	0.015	0.070
	01/01/1980	Monthly	Per Hundred	24	0.085	0.030	0.055
	01/01/1980	Monthly	Per Hundred	36	0.085	0.045	0.040
	01/01/1980	Monthly	Per Hundred	60	0.085	0.055	0.030
KV3A	01/01/1980	Monthly	Per Thousand	0	1.400	0.000	1.400
	01/01/1980	Monthly	Per Thousand	12	1.400	0.300	1.100
	01/01/1980	Monthly	Per Thousand	24	1.400	0.450	0.950
	01/01/1980	Monthly	Per Thousand	36	1.400	0.750	0.650
	01/01/1980	Monthly	Per Thousand	60	1.400	1.000	0.400
KV3C	01/01/1980	Monthly	None	0	2.000	0.000	2.000
	01/01/1980	Monthly	None	12	4.000	0.000	4.000
	01/01/1980	Monthly	None	24	6.000	0.000	6.000
	01/01/1980	Monthly	None	36	8.000	0.000	8.000
	01/01/1980	Monthly	None	60	10.000	0.000	10.000

End of Report

Plan Type	Benefit Plan	Effective Date	Buy/Sell	Earn Type	Pay Freq Type	Vacation Hours			Vacation Amount	
						Incr	Minimum	Maximum	% Salary	Maximum
KCVCBY	Vacation Buy	01/01/1980	Vacn Buy	VBY	Monthly	8.00	8.00	40.00	2.000	1000.00
KUVCBY	Vacation Buy	01/01/1980	Vacn Buy	VBY	Monthly	8.00	8.00	40.00	2.000	1000.00
KCVCSL	Vacation Sell	01/01/1980	Vacn Sell	VSL	Monthly	8.00	8.00	40.00	2.000	1000.00
KUVCSL	Vacation Sell	01/01/1980	Vacn Sell	VSL	Monthly	8.00	8.00	40.00	2.000	1000.00

Plan Type	Plan Name	Benefit		Effective Date	Special Accum	Pension Plan Type	Vol			Contrib % -----	Contrib Up to YMPE		Contrib Over YMPE	
		Plan	Benefit Plan Name				Cntr Allw	Crd CPP	RCT Registr No.		Employee%	Employer%	Employee%	Employer%
80	Std Pensn	KCPENS	Standard Pension Canada	10/10/1980	KC1	Def Benfit	Y	Y	7654321	None	10.000	0.000	5.000	0.000
82	US Pensn 1	KUHP	GBI Hourly Plan	01/01/1960		Qualified	N	N		None	0.000	0.000	0.000	0.000
82	US Pensn 1	KUPENE	GBI Executive Pension	01/01/1980	401	Qualified	N	Y		None	0.000	0.000	0.000	0.000
82	US Pensn 1	KUPENS	GBI Pension Plan	01/01/1980	401	Qualified	N	Y		None	0.000	0.000	0.000	0.000
82	US Pensn 1	KUSP	GBI Salaried Plan	01/01/1960		Qualified	N	N		None	0.000	0.000	0.000	0.000
82	US Pensn 1	PUCP	Contributory Plan	01/01/1980		Qualified	N	Y		None	0.000	0.000	0.000	0.000
82	US Pensn 1	SPLAN	CCB Pension Plan	01/01/1960		Qualified	N	N		None	0.000	0.000	0.000	0.000

Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Contrib Rate Type	Pension Rate	Contrib Up to YMPE		Contrib Over YMPE	
						----- Earnings Limit	----- Employee%	----- Employer%	----- Employee%	----- Employer%
80	Std Pensn	KCPENS	Standard Pension Canada	10/10/1980	None					
82	US Pensn 1	KUHP	GBI Hourly Plan	01/01/1960	None					
		KUPENE	GBI Executive Pension	01/01/1980	None					
		KUPENS	GBI Pension Plan	01/01/1980	None					
		KUSP	GBI Salaried Plan	01/01/1960	None					
		PUCP	Contributory Plan	01/01/1980	None					
		SPLAN	CCB Pension Plan	01/01/1960	None					

End of Report

Plan Type	Plan Name	Benefit Plan Name		Effective Date	Special Accum	Pension Plan Type	Vol Cntr	PA Percentage			PA Exclude Earnings		Benefit Entitlement Ceiling	PA Annual Base Hours
								Under	YMPE	Over	From	To		
80	Std Pensn	KCPENS	Standard Pension Canada	10/10/1980	KC1	Def Benefit	Y	1.400	2.000		64,000.00	85,000.00	1,277.78	2,080.00
82	US Pensn 1	KUHP	GBI Hourly Plan	01/01/1960		Qualified	N	0.000	0.000		0.00	0.00	0.00	0.00
82	US Pensn 1	KUPENE	GBI Executive Pension	01/01/1980	401	Qualified	Y	0.000	0.000		0.00	0.00	0.00	0.00
82	US Pensn 1	KUPENS	GBI Pension Plan	01/01/1980	401	Qualified	Y	0.000	0.000		0.00	0.00	0.00	0.00
82	US Pensn 1	KUSP	GBI Salaried Plan	01/01/1960		Qualified	N	0.000	0.000		0.00	0.00	0.00	0.00
82	US Pensn 1	PUCP	Contributory Plan	01/01/1980		Qualified	Y	0.000	0.000		0.00	0.00	0.00	0.00
82	US Pensn 1	SPLAN	CCB Pension Plan	01/01/1960		Qualified	N	0.000	0.000		0.00	0.00	0.00	0.00

End of Report

Plan ID	Effective Date	Status	Description	Calendar Type	Annual Entitlmt	Svc Wks	Work Hrs	Hours Source	Spcl FMLA Hrs Accumulator
KUB	01/01/1980	A	Roll-Backward FMLA Calendar	Roll-Bkwd	12 weeks	52	1250	Std Hrs	
KUC	01/01/80	A	Calendar FMLA Year (01/01)	Calendar (01/01)	12 weeks	52	1250	Std Hrs	
KUF	01/01/80	A	Roll-Forward FMLA Calendar	Roll-Fwd	12 weeks	52	1250	Std Hrs	
KUP	01/01/80	A	Calendar Year Using Payroll	Calendar (01/01)	12 weeks	52	1250	Pay Hrs	K19-FMLA Hours
XXX	01/01/80	A	Dummy for Non-US Benefit Pgms	Calendar (01/01)	12 weeks	52	1250	Std Hrs	

Rate Definitions as of: 01/01/2000

Rate-ID	Effective-Date	Percent-of-Salary	Employer Portion	Employee Portion
KS01	01/01/1980	1.000	0.000	1.000
KS02	01/01/1980	2.000	0.000	2.000
KS03	01/01/1980	0.500	0.000	0.500
KS05	01/01/1980	5.000	0.000	5.000
KSP4	01/01/1980	0.400	0.000	0.400
KSP6	01/01/1980	0.600	0.000	0.600
KSQ1	01/01/1980	0.100	0.000	0.100
KSQ2	01/01/1980	0.200	0.000	0.200
KSQ3	01/01/1980	0.300	0.000	0.300
KSQ4	01/01/1980	0.400	0.000	0.400
KSQ5	01/01/1980	0.500	0.000	0.500
KSQ6	01/01/1980	0.600	0.000	0.600

Employees Without Employment Records

Employee Name	Employee ID
Luts,Nathalie	KBN001

The number of records that met this criteria is 1.

Employees Without Job Records

Employee Name	Employee ID
Vandaele,Steven	KB0004
Vandaele,Steven	KB0004

The number of records that met this criteria is 2.

Employees Less Than 16 Years Old

Employee Name	Employee ID
Luts,Nathalie	KBN001

The number of employees that met this criteria is 1.

People With Unusual Dependents Signed Up For Coverage

Employee ID	Empl Rcd#	Plan Type	Plan	Dep ID	Rel-Ship
KU0115	0	10	KUMED	01	X
KU0115	0	11	KUDEN2	01	X
KU0067	0	10	KUHMO2	05	O
KU0067	0	11	KUDMO	05	O
KU0067	0	14	KUVIS2	05	O
KU0029	0	10	KUMED	04	O
KU0029	0	11	KUDEN1	04	O
KU0029	0	14	KUVIS1	04	O

The number of records that met this criteria is 8.

Employee and Spouse (or Other Dependent) Both Electing Health Benefits

Employee ID	Plan Type	Benefit Plan	Covrg Code	Dep ID	Dependent Employee ID
KU0116	10	KUHMO2	4	02	C10001
KU0116	11	KUDEN1	4	02	C10001

The number of records that met this criteria is 2.

Employees With Over-Age Dependent Coverage

Employee ID	Plan Type	Covrg Code	Dep ID	Rel-Ship	Dependent Birthdate	Mar Sts	Marital Status Dt	Dis-abled	Stu-udent	Student Status Dt
KU0035	10	3	04	M	1929-05-27	W	1948-11-21	N	N	
KU0115	10	4	01	X	1955-03-23	D	2000-05-01	N	N	
KU0115	11	4	01	X	1955-03-23	D	2000-05-01	N	N	
KU0069	15	7	02	ND	1980-03-12	S		N	N	
KU0069	16	7	02	ND	1980-03-12	S		N	N	
KU0069	17	7	02	ND	1980-03-12	S		N	N	

The number of records that met this criteria is 6.

Report ID: BEN734

As Of Date: 01/01/2000

selected Plan Types: Health: '1%', Life and AD/D: '2%', Savings: '4%', Pension: '8%'

Audit: Employees who have not enrolled in court-ordered coverage

Emplid	Name	Plan	ID	Dependent / Beneficiary	Court Order Information	
=====	=====	====	===	=====	=====	=====
KB0001	Ceulemans,Jan	20	01	Janice,Ceulemans	CA 1234567890	01/01/1990
KB0001	Ceulemans,Jan	20	02	Ceulemans,Janitzia	CA 902389038098234	01/01/1999
KB0001	Ceulemans,Jan	20	03	Ceulemans,Jonas	CA 902382098423034	01/01/1999
KB0001	Ceulemans,Jan	40	03	Ceulemans,Jonas	CA 93280248940238	01/01/1999
KB0002	Peeters,Guido	20	01	Peeters,Guida	CA 92389082340298	01/01/1999
KB0002	Peeters,Guido	20	02	Peeters,Guidito	CA 293780982350348905	01/01/1999
KB0002	Peeters,Guido	40	01	Peeters,Guida	CA 903q84023983420823	01/01/1999
KB0002	Peeters,Guido	40	02	Peeters,Guidito	CA 9280498034820	01/01/1999

Billing Period	Period Begin Date	Period End Date	Payment Due	COBRA Payment Due	Calculation RUN	Statements Printed
2012 December 2000	12/01/2000	12/31/2000	12/26/2000	12/31/2000	N	N
2011 November 2000	11/01/2000	11/30/2000	11/26/2000	12/01/2000	N	N
2010 October 2000	10/01/2000	10/31/2000	10/26/2000	10/31/2000	N	N
2009 September 2000	09/01/2000	09/30/2000	09/26/2000	10/01/2000	N	N
2008 August 2000	08/01/2000	08/31/2000	08/26/2000	08/31/2000	N	N
2007 July 2000	07/01/2000	07/31/2000	07/26/2000	07/31/2000	N	N
2006 June 2000	06/01/2000	06/30/2000	06/26/2000	07/01/2000	N	N
2005 Mai 2000	05/01/2000	05/31/2000	05/26/2000	05/31/2000	N	N
2004 April 2000	04/01/2000	04/30/2000	04/26/2000	05/01/2000	Y	N
2003 March 2000	03/01/2000	03/31/2000	03/26/2000	03/31/2000	N	N
2002 Feb 2000	02/01/2000	02/29/2000	02/26/2000	03/02/2000	N	N
2001 Jan 2000	01/01/2000	01/31/2000	01/26/2000	01/31/2000	Y	N
9912 December 99	12/01/1999	12/31/1999	12/26/1999	12/31/1999	N	N
9911 November 99	11/01/1999	11/30/1999	11/26/1999	12/01/1999	N	N
9910 October 99	10/01/1999	10/31/1999	10/26/1999	10/31/1999	N	N
9909 September 99	09/01/1999	09/30/1999	09/26/1999	10/01/1999	N	N
9908 August 99	08/01/1999	08/31/1999	08/26/1999	08/31/1999	N	N
9907 July 1999	07/01/1999	07/31/1999	07/26/1999	07/31/1999	N	N
9906 June 1999	06/01/1999	06/30/1999	06/26/1999	07/01/1999	N	N

PeopleSoft
Department FTE Report

Page No. 1
Run Date 06/27/2000
Run Time 16:56:48

Report ID: BUD001

For the period 01/01/1996 through 10/31/1996

FTE

SetID: USA Department: ALG Research

Date

01/01/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)
B (0.00)
OO (2.00)

01/02/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)
B (0.00)
OO (2.00)

01/03/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)
B (0.00)
OO (2.00)

01/04/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)
B (0.00)
OO (2.00)

01/05/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)
B (0.00)
OO (2.00)

01/06/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)
B (0.00)
OO (2.00)

01/07/1996 C (0.00)
AA (2.00)
U (0.00)
F (0.00)

C = Classified Cap A = Classified Actual U = Unclassified Cap F = Unclassified Actual B = All Cap O = Total Actual

Posn Pool	Posn Nbr	JobCd	SetID	JobCode	Empl ID	Empl Rcd	Message ID	Message
	00009991	USA		T111	PRE-ENCUMB	1	000001	Funding level not found. The funding level for the Employee/Position/Job Requisition being processed was not found. Check the Dept Budget or Encumb Default tables to make sure funding has been established. PSPENFDL:FUNDING LEV NOT FOUND;PROCESSING POSN PRE-ENCUMB;CHECK PS_DEPT_BUDGET
T13	00009992	USA		T333	PRE-ENCUMB	1	000001	Funding level not found. The funding level for the Employee/Position/Job Requisition being processed was not found. Check the Dept Budget or Encumb Default tables to make sure funding has been established. PSPENFDL:FUNDING LEV NOT FOUND;PROCESSING POSN PRE-ENCUMB;CHECK PS_DEPT_BUDGET

Department Errors 2

Total Errors 2

PeopleSoft
Position Funding Summary Report

Page No. 1
Run Date 08/30/2000
Run Time 09:54:54

Report ID: BUD011

As Of Date: 01/01/1997

Report Option: Earnings Distribution
SetID: USA Department: T9000 - ALG Research Fiscal Year: 1996

POSITION #	STATUS		FUNDING LEVEL	ACCOUNT CODE	EARN CODE	SEQ	BUDGET AMOUNT	DIST. %	FUNDING End Date	TOTAL FTE
00009390	ACTIVE	Research Janitorial	PN	000001019		1		100.000		0.00
				000001030	T05	1	1000.00			
				000001032	T05	2	800.00			
				000001034	T05	3		100.000		
				000001021	TRG	1	2500.00			
				000001023	TRG	2		100.000		
				000001042	TSH	1		100.000		

Total Number of Positions Processed: - 1

End of Report

PeopleSoft
Budgeted FTE Roll-Up Report

Report ID: BUD012

Page No. 1
Run Date 08/30/2000
Run Time 09:56:10

As Of Date: 08/31/2000

SetID: USA Department: T1000 - University Administration Fiscal Year: 1996

LEVEL#	DEPTID	DEPT NAME	CLASS INDC	FTE CAP	FTE ACTUAL	FTE VARIANCE	ALL FTE CAP	ALL FTE VARIANCE	
3	T1000	University Administration	Temporary	4.00	2.50	1.50	22.50	17.75	4.75
4	T1100	University Human Resources	None budgeted for Classified, Temporary, & Unclassified				None budgeted for All Classified		
4	T1200	Board of Trustees	None budgeted for Classified, Temporary, & Unclassified				None budgeted for All Classified		
4	T1300	University MIS Dept	None budgeted for Classified, Temporary, & Unclassified				None budgeted for All Classified		
3	TOTAL	T1000		4.00	2.50	1.50	22.50	17.75	4.75

Total Records Processed: 4.00

End of Report

PeopleSoft
RETRO DISTRIBUTION AUDIT

Report ID: BUD020

Page No. 1
Run Date 10/02/2001
Run Time 13:15:36

RUN CONTROL : PRDCREATE
APPROVED BY : PS

CREATED BY : PS
APPROVED DATE : 09/28/2001

CREATED DATE : 09/28/2001 STATUS : C
PROCESSED DATE 10/01/2001

CHECK DATA

Employee Id	Employee Name	COMPANY	PAYGROUP	PAY END DATE	OFF CYCLE	PAY NUMBER	LINE NUMBER	SEP	CHK
-------------	---------------	---------	----------	--------------	-----------	------------	-------------	-----	-----

DISTRIBUTION DATA (BEFORE AND AFTER)

Type	Empl Rcd	Fiscal Yr/Period	Department	Pool Id	Position	Jobcode	Acct Code	Amount	Retro Pay Date
PRE07	Retrako,Hiroko		PR1	PR1	07/08/2001	N	1	1	

EARNINGS

(----OLD DATA---)

ERN CODE = PHS	0	2001/ 1	PRD01	PRJ04	PRB-OLD1	65.72	
ERN CODE = PHS	0	2001/ 1	PRD01	PRJ04	PRB-OLD2	65.71	
ERN CODE = PRG	0	2001/ 1	PRD01	PRJ04	PRB-OLD1	591.43	
ERN CODE = PRG	0	2001/ 1	PRD01	PRJ04	PRB-OLD2	591.43	

(----NEW DATA---)

ERN CODE = PHS	0	2001/ 3	PRD01	PRJ04	PRB-NEW1	65.72	09/16/2001
ERN CODE = PHS	0	2001/ 3	PRD01	PRJ04	PRB-NEW2	65.71	09/16/2001
ERN CODE = PRG	0	2001/ 3	PRD01	PRJ04	PRB-NEW1	591.43	09/16/2001
ERN CODE = PRG	0	2001/ 3	PRD01	PRJ04	PRB-NEW2	591.43	09/16/2001

DEDUCTIONS

(----OLD DATA---)

PLAN TYPE = 10	BENEFIT	PLAN = PCOMP	DEDN CODE = PMED	DED CLASS = N			
	0	2001/ 1	PRD01		PRJ04	PRB-OLD3	9.89
PLAN TYPE = 10	BENEFIT	PLAN = PCOMP	DEDN CODE = PMED	DED CLASS = N			
	0	2001/ 1	PRD01		PRJ04	PRB-OLD4	9.89
PLAN TYPE = 11	BENEFIT	PLAN = PCOMP	DEDN CODE = PDEN	DED CLASS = N			
	0	2001/ 1	PRD01		PRJ04	PRB-OLD3	1.32
PLAN TYPE = 11	BENEFIT	PLAN = PCOMP	DEDN CODE = PDEN	DED CLASS = N			
	0	2001/ 1	PRD01		PRJ04	PRB-OLD4	1.32

(----NEW DATA---)

PLAN TYPE =	BENEFIT	PLAN = PCOMP	DEDN CODE = PMED	DED CLASS = N			
	0	2001/ 3	PRD01		PRJ04	PRB-NEW2	9.89
PLAN TYPE =	BENEFIT	PLAN = PCOMP	DEDN CODE = PMED	DED CLASS = N			
	0	2001/ 3	PRD01		PRJ04	PRB-NEW2	9.89
PLAN TYPE =	BENEFIT	PLAN = PCOMP	DEDN CODE = PDEN	DED CLASS = N			
	0	2001/ 3	PRD01		PRJ04	PRB-NEW2	1.32
PLAN TYPE =	BENEFIT	PLAN = PCOMP	DEDN CODE = PDEN	DED CLASS = N			
	0	2001/ 3	PRD01		PRJ04	PRB-NEW2	1.32

TAXES (USA)

(----OLD DATA---)

STATE = \$U	LOCALITY =	TAX CLASS = E					
	0	2001/ 1	PRD01		PRJ04	PRB-OLD5	24.45
STATE = \$U	LOCALITY =	TAX CLASS = E					
	0	2001/ 1	PRD01		PRJ04	PRB-OLD6	57.04
STATE = \$U	LOCALITY =	TAX CLASS = Q					

Employees name: Tendulkar,Indira

NI Number:

	Car 1	Car 2
Make and Model	BMW 528i SE	
Date first registered	01-03-1999	
Available to director/employee from to	04-02-1995 present	
Director/employees business mileage in car	18,000 or more	
Payment received for private use of car	0.00	
(a) Price of the car	30,910.00	
(b) Price of optional accessories available when car first available to director/employee	0.00	
Total car and accessories (a+b)	30,910.00	
Price of accessories added after car first made available to director/employee	0.00	
Capital contributions made by director/employee towards cost of car or accessories	0.00	
Car Benefit Charge	3,606.17	
Fuel provided other than for business travel	Yes	
Director/employee required to reimburse full cost If yes, did he/she actually do so	Yes Yes	
Engine Type	Petrol	
Engine Size	over 2000cc	
Fuel Benefit charge	0.00	

Car ID	Registration Number	VIN	Engine Type	Engine Size	Color	Model Description
0000010	T451 RBI	1997745 AX 8821	Petrol	1800	Silver	Ford Mondeo 1.8 GLX
0000011	T932 GHY	6782514 GB 3AX	Petrol	2800	Black	BMW 328i SE
0000012	V251 AXR	83434 GS 23245S	Petrol	2000	Green	Audi A4
0000013	V958 FGF	948377 FG 366D	Petrol	1600	Red	Ford Escort 1.6i
0000014	T871 GHD	8874646 GH 276X	Petrol	1200	Blue	Vauxhall Corsa CDX
0000015	T756 HGB	17964FT665V	Petrol	2800	White	BMW 528i SE
0000016	V765 YFG	88734653 TG 4D	Petrol	3200	Green	Jaguar XJ8

Employee Career Plan

Employee ID: KU0015

Name: Espinosa,Carmichael

<u>Plan Date</u>	<u>Evaluation Type</u>	<u>Career Move</u>	<u>Option No.</u>	<u>Job Description</u>	<u>Setid</u>	<u>Department</u>	<u>Readiness</u>
06/07/2000	Approved/Official	1st Move	1	Project Manager	SHARE	Lab Facility	Ready Now
	Approved/Official	1st Move	2	Business Development Analyst	SHARE	Business Services	1 - 2 Yrs
	Approved/Official	1st Move	3	Manager-HR Systems	SHARE	Information Systems	1 - 2 Yrs
	Approved/Official	2nd Move	1	Director-IT	SHARE	Information Systems	3 - 5 Yrs

Employee Career Training Plan

Employee ID: KU0015
Name: Espinosa,Carmichael

<u>Career Plan Date</u>	<u>Course Title</u>	<u>Sequence</u>	<u>School</u>	<u>Reason</u>	<u>Est Completion</u>	<u>Act Completion</u>
06/07/2000	Leadership Skills for Managers	1		Job Reqmt		
	Project Management	2		Job Reqmt		
	Conducting Performance Reviews	3		Job Reqmt		

INITIAL LETTER

08/17/2000

Lucius Snow
4447 Riverform Drive
Chicago, IL 60015

Dear Lucius Snow,

On 03/01/2000, you experienced the following COBRA qualifying event, Termination. This letter is to notify you and your qualified family members of your right to continue group health coverages under COBRA.

Your company group health coverage(s) will end as follows:

Plan Type	Last Day of Active Coverage
Medical	02/29/2000
Dental	02/29/2000
Flex Spendin	02/29/2000

Federal law, however, permits you to continue coverage(s), at your expense beyond this date. If you have dependents who were also covered under the plan, you also have the option to continue their benefits. You may not add dependents at this time.

If you elect COBRA coverage, the benefit will continue until any one of following events occur:

- the last day of your continuation coverage as defined by law (see below)
- you become eligible for Medicare
- you fail to pay the monthly charge for the elected coverage
- our Employee health plan(s) is no longer in force for all active employees

The dates of your COBRA coverage and the response date by which you must notify us of your election are:

Plan Type	First Day of COBRA Coverage	Last Day of COBRA Coverage	Response Date
Medical	03/01/2000	08/31/2001	10/16/2000
Dental	03/01/2000	08/31/2001	10/16/2000
Flex Spendin	03/01/2000	08/31/2001	10/16/2000

If you do elect coverage, your first payment must be received within 45 days of your election (see following pages). If your first payment, or any subsequent payments, are not received on time, your coverage will be immediately terminated. Please read the enclosed material for more information about continuation coverage. If you wish to continue coverage, complete the enclosed enrollment form by the response date indicated above. Should you have any questions, you may contact me at the address below.

Sincerely,

SECONDARY LETTER

EmplID: C10002
Benefit Rcd#: 0
Event ID: 2
Related EmplID: KU0115
Related ID: 01

08/17/2000

Annette Mapin
4816 Diaspo Blvd
San Ramon, CA 94678

Dear Annette Mapin,

On 05/01/2000, you experienced a secondary qualifying event, Divorce . Your COBRA benefits have been extended to the maximum COBRA continuation coverage period and will now continue until:

Plan Type	Benefit Plan	Coverage Code	Coverage End Date
* Medical	KUMED	Empl Only	02/28/2003
* Dental	KUDEN2	Empl Only	02/28/2003

* Automatic Enrollment as of event date - COBRA enrollment during initial event occurred as dependent of another COBRA participant

Your benefits will continue to the date(s) listed above unless any one of the following events occur:

- you become a covered individual under any group health plan
- you fail to pay the monthly charge for the elected coverage
- our Employee health plan(s) is no longer in force for all active employees

Should you have any questions, you may contact me at the address below.

Sincerely,

TERMINATION LETTER

08/17/2000

George N Mapin
4816 Diaspo Blvd
San Ramon, CA 94678

EmplID: KU0115
Benefit Rcd#: 0
Event ID: 1
Related ID: 00

Dear George N Mapin,

This is to notify you that your COBRA coverages listed below will be expiring soon.

Plan Type	Coverage End Date
Medical	08/31/2001
Dental	08/31/2001
Flex Spending Health	08/31/2001

Please review the enclosed material regarding your options for converting your health insurance. Thank you for your participation and timely payment of your health coverage.

Sincerely,

2001 COBRA ENROLLMENT FORM - OPEN ENROLLMENT

Richard Stankowski
 11308 Wildflower Lane
 Grass Valley, CA 97077

EmplID: C10001
 Empl Rcd#: 0
 Event ID: 1
 Related ID: 00

Benefit Pgm: KU1
 Effective Date: 01/01/2001
 Date of Birth: 07/15/1981
 SSN: 545778854

Current Coverages:		Coverage Option	Coverage Begin Date	Coverage End Date
Medical	HMO Plan 2	Empl Only	07/15/2000	07/15/2003
Dental	Std Dental	Empl Only	07/15/2000	07/15/2003

The attached page(s) lists all of the COBRA benefit options and associated monthly costs for 2001. If you wish to make any changes after you have reviewed the COBRA options for 2001, designate below your new coverage choices and dependents for 2001. You may only choose those coverages for which you are eligible. If you do not make a selection, the coverage in which you are currently enrolled will continue in 2001. Please note that these choices will remain in effect throughout 2001 unless you experience a change in family status or your COBRA coverage expires.

If you make any changes, sign and return your completed enrollment form to the COBRA Administrator by 11/15/2000. Please keep a copy of this form for your records.

OPTIONS: Designate the plans in which you wish to enroll.

- Medical : _____
- Dental : _____
- DP Medical : _____
- DP Dental : _____
- FSA Health : _____

DEPENDENT/BENEFICIARIES

The first box lists all dependents with current health coverages on file. Please make any necessary changes and identify any new dependents or beneficiaries in the last box provided for you.

MEDICAL/DENTAL			
DEPENDENT(S)	MEDICAL	DENTAL	

For the period 01/01/00 through 12/31/00

Employee Id	Name	Ben Rcd#	COBRA Event ID	COBRA Event Class	COBRA Event Date	COBRA Process Status	COBRA Qualified Status	BAS Data Change	COBRA Event Conflict
KU0106	Chae, Kevin	0	1	TER	05/25/2000	Closed	Not Qual	N	N
KU0115	Mapin, George N	0	1	TER	03/01/2000	Closed	Qualified	N	N
KU0115	Mapin, George N	0	2	DIV	05/01/2000	Closed	Qualified	N	N
KU0117	Snow, Lucius	0	1	TER	03/01/2000	Open	Qualified	N	N
KU0116	Stankowski, Martha	0	1	OVG	07/15/2000	Closed	Qualified	N	N

The total number of COBRA participants is 5

PeopleSoft
 COBRA ENROLLMENT REPORT

Page No. 1
 Run Date 08/17/2000
 Run Time 17:32:32

Report ID: CBR006
 From Date: 2000-01-01 00:00:00.000
 Thru Date: 2000-12-31 00:00:00.000
 Benefit Program: KUI

Employee ID	Rcd#	COBRA		Participant Name	Plan Type	Covrg Elect	Benefit Plan	Coverage	Coverage		
		Event ID	Dep ID						Elect Date	Begin Date	End Date
C10002	0	1	00	Mapin,Annette	10	E	KUMED	Empl Only	08/17/2000	05/01/2000	02/28/2003
C10002	0	1	00	Mapin,Annette	11	E	KUDEN2	Empl Only	08/17/2000	05/01/2000	02/28/2003
KU0115	0	1	00	Mapin,George N	10	E	KUMED	Family	03/15/2000	03/01/2000	08/31/2001
			01	Mapin,Annette							
			02	Mapin,Michelle							
			03	Mapin,Jonathan							
KU0115	0	1	00	Mapin,George N	11	E	KUDEN2	Family	03/15/2000	03/01/2000	08/31/2001
			01	Mapin,Annette							
			02	Mapin,Michelle							
			03	Mapin,Jonathan							
C10001	0	1	00	Stankowski,Richard	10	E	KUHMO2	Empl Only	08/01/2000	07/15/2000	07/14/2003
C10001	0	1	00	Stankowski,Richard	11	E	KUDEN1	Empl Only	08/01/2000	07/15/2000	07/14/2003
Benefit Program KUI Total:									12		

Report ID: CBR007
 As Of Date: 08/17/2000

Employees Enrolled in Active and COBRA Health Coverage

Employee ID	Event ID
-----	-----

The number of records that met this criteria is 0.

Employees Enrolled in both Active and COBRA Health Coverage for the Same Plan

Employee ID	Event ID	COBRA		Active	
		Plan Type	Coverage Begin Date	Plan Type	Coverage Begin Date
-----	-----	-----	-----	-----	-----

The number of records that met this criteria is 0.

Employee and Spouse (or Other Dependent) Both Electing Health Benefits

Employee ID	Plan Type	Benefit Plan	Covrg Code	Dep ID	SSN	Employee ID	Benefit Plan	Covrg Code	Dep ID	SSN
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----

The number of records that met this criteria is 0.

Employees With Over-Age Dependent Coverage

Employee ID	Plan Type	Covrg Code	Dep ID	Rel-Ship	Dependent Birthdate	Mar Sts	Marital Status Dt	Dis-abled	Stu-udent	Student Status Dt
KU0115	10	4	01	X	03/23/1955	D	05/01/2000	N	N	
KU0115	11	4	01	X	03/23/1955	D	05/01/2000	N	N	

The number of records that met this criteria is 2.

PeopleSoft
 COBRA ADMINISTRATION ERROR REPORT

Report ID: CBR008

Page No. 1
 Run Date 08/17/2000
 Run Time 17:22:02

Employee Id	Ben Rcd#	Event Id	Dep Id	Msg-Id	Error Message Description	Message-Data 1/2/3
KU0117	0	1	00	000248	Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program)	1: KUI
			01	000248	Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program)	1: KUI
			02	000248	Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program)	1: KUI
			03	000248	Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program)	1: KUI

End of Report

Licence, Certificate Code/Descr ALL ALL
From 01/01/2000 To 07/16/2001

<-----Licences, Certificates----->		Expiration Date	Employee Name	ID	Department	Location
Code	Description					
ACCA	Assoc Chartered Certif Accontnt					
CIRM	Integrated Resource Management					
CPA	Certified Public Accountant	07/01/2001	Cortes, Maria	KA0003	10000	NSW Head Office - Sydney
CPM	Procurement Management					
CPR	Cardio Pulmonary Resuscitation					
PMA	Personnel Management Associatn					

End of Report

Report ID: CMP001

As Of Date: 08/29/2000

SETID	Salary Grade	Currency Code	Minimum	Midpoint	Maximum	Midpoint Differential	Range Spread
EX	000/	VU	110,700	110,700	110,700		0.00%
EX	000/	IV	118,400	118,400	118,400	-6.50%	0.00%
EX	000/	III	125,900	125,900	125,900	-5.96%	0.00%
EX	000/	II	136,700	136,700	136,700	-7.90%	0.00%
EX	000/	I	151,800	151,800	151,800	-9.95%	0.00%
GM	000/	18	97,371	97,371	97,371	55.90%	0.00%
GS	000/	18	97,371	97,371	97,371	0.00%	0.00%
GM	000/	17	83,032	88,568	94,104	9.94%	13.33%
GS	000/	17	83,032	88,568	94,104	0.00%	13.33%
GM	000/	16	72,298	81,043	89,787	9.29%	24.19%
GS	000/	16	72,298	81,043	89,787	0.00%	24.19%
GM	000/	15	72,525	83,406	94,287	-2.83%	30.01%
GS	000/	15	74,773	85,987	97,201	-3.00%	29.99%
GM	000/	14	61,656	70,904	80,151	21.27%	30.00%
GS	000/	14	63,567	73,103	82,638	-3.01%	30.00%
GM	000/	13	52,176	60,002	67,827	21.83%	30.00%
GS	000/	13	53,793	61,862	69,930	-3.01%	30.00%
GS	000/	12	45,236	52,022	58,808	18.91%	30.00%
GS	000/	11	37,744	43,405	49,066	19.85%	30.00%
GS	000/	10	34,353	39,506	44,658	9.87%	30.00%
GS	000/	09	31,195	35,875	40,555	10.12%	30.00%
GS	000/	08	28,242	32,477	36,711	10.46%	29.99%
GS	000/	07	25,501	29,326	33,151	10.74%	30.00%
GS	000/	06	22,948	26,391	29,833	11.12%	30.00%
GS	000/	05	20,588	23,675	26,762	11.47%	29.99%
GS	000/	04	18,401	21,160	23,918	11.89%	29.98%
GS	000/	03	16,392	18,849	21,306	12.26%	29.98%
GS	000/	02	15,023	16,965	18,907	11.11%	25.85%
GS	000/	01	13,362	15,040	16,718	12.80%	25.12%
ES	000/	00	102,300	110,350	118,400	-86.37%	15.74%
SL	000/	00	89,728	104,064	118,400	6.04%	31.95%
ST	000/	00	89,728	104,064	118,400	0.00%	31.95%
GS	049/	10	35,498	40,651	45,803		29.03%
GS	049/	09	32,235	36,915	41,595	10.12%	29.04%
GS	049/	08	30,124	34,359	38,593	7.44%	28.11%
GS	049/	07	28,901	32,726	36,551	4.99%	26.47%
GS	049/	06	26,773	30,216	33,658	8.31%	25.72%
GS	049/	05	25,390	28,477	31,564	6.10%	24.32%
GS	049/	04	22,079	24,838	27,596	14.65%	24.99%
GS	049/	03	19,668	22,125	24,582	12.26%	24.98%
PJCSI	CNT/	PBO	36,000	43,500	51,000		41.67%
PSUSI	CNT/	PRO	68,000	75,000	82,000	-42.00%	20.59%
PSUSI	CNT/	LIB	62,500	68,000	73,500	10.29%	17.60%
PJCSI	CNT/	CHR	43,500	52,250	61,000	30.14%	40.23%
PSUSI	CNT/	CHR	75,000	87,500	100,000	-40.29%	33.33%
PJCSI	CNT/	AST	30,000	36,000	42,000	143.06%	40.00%
PSUSI	CNT/	AST	62,500	68,000	73,500	-47.06%	17.60%
PACSI	EXM/	3U	29,000	34,500	40,000		37.93%
PACSI	EXM/	2	24,500	28,750	33,000	20.00%	34.69%
PACSI	EXM/	1	20,500	24,250	28,000	18.56%	36.59%
PSUSI	HRL/	3U	32,760	41,340	49,920		52.38%
PSUSI	HRL/	2	26,000	32,760	39,520	26.19%	52.00%
PSUSI	HRL/	1	20,800	26,000	31,200	26.00%	50.00%
BEL01	KB0/	0B4	1,851,200	2,175,680	2,500,160		35.06%
BEL01	KB0/	003	1,372,800	1,612,000	1,851,200	34.97%	34.85%
BEL01	KB0/	002	979,680	1,176,240	1,372,800	37.05%	40.13%
BEL01	KB0/	001	700,960	840,320	979,680	39.98%	39.76%
SHARE	KC0/	009	70,512	83,928	97,344		38.05%
SHARE	KC0/	008	64,896	75,265	85,634	11.51%	31.96%
SHARE	KC0/	007	54,558	63,367	72,176	18.78%	32.29%
SHARE	KC0/	006	41,101	48,651	56,202	30.25%	36.74%
SHARE	KC0/	005	32,614	38,459	44,304	26.50%	35.84%
SHARE	KC0/	004	23,504	28,300	33,095	35.90%	40.81%
SHARE	KC0/	003	21,195	24,378	27,560	16.09%	30.03%
SHARE	KC0/	002	16,952	19,531	22,110	24.81%	30.43%
SHARE	KC0/	001	11,142	15,597	20,051	25.23%	79.95%
SHARE	KC0/	008	100,000	107,500	115,000		15.00%
SHARE	KC0/	007	85,000	95,000	105,000	13.16%	23.53%
SHARE	KC0/	006	75,000	80,000	85,000	18.75%	13.33%
SHARE	KC0/	005	65,000	70,000	75,000	14.29%	15.38%
SHARE	KC0/	004	55,000	60,000	65,000	16.67%	18.18%
SHARE	KC0/	003	45,000	50,000	55,000	20.00%	22.22%
SHARE	KC0/	002	35,000	40,000	45,000	25.00%	28.57%

SETID	Plan/ Grade	Points	SETID Job Code	Job Code	Job Title	---	S U R V E Y	---	M I D P O I N T	---
Plan	Grade	Points	Job Code	Job Code	Job Title	*	Salary	Ratio	Salary	Ratio
PJCSI	CNT/PROPRO	0	PJCSI	PJ3700	Professor		0		43,500	
PJCSI	CNT/PROPRO	0	PJCSI	PJ3701	Professor - Adjunct		0		43,500	
PSUSI	CNT/PROPRO	0	PSUSI	PU3700	Professor		0		75,000	
PSUSI	CNT/PROPRO	0	PSUSI	PU3701	Professor-Assistant		0		75,000	
PSUSI	CNT/ASTAST	0	PSUSI	PU3702	Professor - Associate		0		68,000	
PSUSI	HRL/1 1	0	PSUSI	PU6322	Student Lab Tech		0		26,000	
PSUSI	HRL/1 1	0	PSUSI	PU6323	Student Cafeteria Worker		0		26,000	
PSUSI	HRL/1 1	0	PSUSI	PU6324	Student Resident Assistant		0		26,000	
PSUSI	HRL/1 1	0	PSUSI	PU6325	Student Office Support		0		26,000	
BEL01	KB0/004004	0	BEL01	KB0001	Sales Manager		0		2,175,680	
BEL01	KB0/004004	0	BEL01	KB0003	Regonial Manager - Belgium		0		2,175,680	
BEL01	KB0/003003	0	BEL01	KB0004	Sales Representative		0		1,612,000	
BEL01	KB0/003003	0	BEL01	KB0005	Consultant		0		1,612,000	
BEL01	KB0/001001	0	BEL01	KB0002	Human Resources Administrator		0		840,320	
SHARE	KC0/005005	0	SHARE	KC002	Director Canada		0		38,459	
DEU01	KD0/G3 G3	0	DEU01	KD0005	Director Human Resources		0		69,000	
DEU01	KD0/G2 G2	0	DEU01	KD0002	Sales Manager		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0003	Sales Representative		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0004	Consultant		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0006	Secretary		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0007	Financial Analyst		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0008	Recruiter		0		105,000	
DEU01	KD0/G1 G1	0	DEU01	KD0001	Country Manager		0		138,000	
ESP01	KE0/005005	0	ESP01	KE0004	Sales Specialist		0		3,600,000	
ESP01	KE0/005005	0	ESP01	KE0008	Human Resources Specialist		0		3,600,000	
ESP01	KE0/004004	0	ESP01	KE0005	Pre Sales		0		3,900,000	
ESP01	KE0/004004	0	ESP01	KE0006	Senior Consultant		0		3,900,000	
ESP01	KE0/003003	0	ESP01	KE0007	Junior Consultant		0		4,350,000	
FRA01	KF0/004004	240	FRA01	KF0010	Assistant		0	0.0	29,874	124.5
FRA01	KF0/003003	250	FRA01	KF0005	Network administrator		43,932	175.7	39,539	158.2
FRA01	KF0/003003	170	FRA01	KF0002	Admin Assistant to the CEO		35,146	206.7	39,539	232.6
FRA01	KF0/002002	380	FRA01	KF0003	Operations Director		61,505	161.9	59,748	157.2
FRA01	KF0/002002	350	FRA01	KF0004	IS&T Manager		4,393	12.6	59,748	170.7
FRA01	KF0/001001	400	FRA01	KF0001	CEO		96,650	241.6	104,558	261.4
GBR01	KG0/10 10	0	GBR01	KG0011	Director		0		7,866	
GBR01	KG0/08 08	0	GBR01	KG0012	Senior Manager		0		5,755	
GBR01	KG0/06 06	0	GBR01	KG0014	Specialist		0		4,481	
GBR01	KG0/05 05	0	GBR01	KG0013	Manager		0		3,840	
GBR01	KG0/03 03	0	GBR01	KG0015	Admin Assistant		0		2,548	
NLD01	KN0/010010	0	NLD01	KN0001	Sales Manager		0		27,414	
NLD01	KN0/010010	0	NLD01	KN0004	Country Manager		0		27,414	
NLD01	KN0/008008	0	NLD01	KN0003	Finance Manager		0		17,923	
NLD01	KN0/008008	0	NLD01	KN0005	Education Services Manager		0		17,923	
NLD01	KN0/008008	0	NLD01	KN0007	Sales Representative		0		17,923	
NLD01	KN0/007007	0	NLD01	KN0008	Accountant		0		14,761	
NLD01	KN0/006006	0	NLD01	KN0002	Human Resources Administrator		0		11,071	
NLD01	KN0/006006	0	NLD01	KN0006	Technical Training Specialist		0		11,071	
NLD01	KN0/005005	0	NLD01	KN0009	Secretary		0		8,436	
SHARE	KU0/0090093,384	0	SHARE	KU001	President & CEO		226,362	66.9	145,450	43.0
SHARE	KU0/0090093,250	0	SHARE	KU136	Executive Director-Operations		245,000	75.4	145,450	44.8
SHARE	KU0/0090093,150	0	SHARE	KU140	General Counsel		250,000	79.4	145,450	46.2
SHARE	KU0/0090093,050	0	SHARE	KU137	Director-Planning		210,000	68.9	145,450	47.7
SHARE	KU0/0090093,000	0	SHARE	KU230	Director-Finance		230,000	76.7	145,450	48.5
SHARE	KU0/0090092,950	0	SHARE	KU139	Director-Administration		215,000	72.9	145,450	49.3
SHARE	KU0/0090092,910	0	SHARE	KU550	Director-Canada		18,500	6.4	145,450	50.0
SHARE	KU0/0090092,585	0	SHARE	KU320	Director-Manufacturing		100,602	38.9	145,450	56.3
SHARE	KU0/0090092,527	0	SHARE	KU310	Director-R&D		100,602	39.8	145,450	57.6
SHARE	KU0/0090092,484	0	SHARE	KU300	VP-Operations		100,602	40.5	145,450	58.6
SHARE	KU0/0090091,670	0	SHARE	KU210	Director-Human Resources		100,000	59.9	145,450	87.1
SHARE	KU0/009009	100	SHARE	KU126	Planning Supervisor		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU127	Planner III		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU128	Planner II		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU129	Planner I		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU130	Planning Technician		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU131	Clerk		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU132	Budget Analyst II		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU133	Budget Analyst I		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU134	Department Director		0	0.0	145,450	***.*
SHARE	KU0/009009	0	SHARE	KU004	Manager-Employment/Recruitment		0		145,450	
SHARE	KU0/009009	0	SHARE	KU055	Business Development Analyst		0		145,450	
SHARE	KU0/009009	0	SHARE	KU084	Retiree		0		145,450	
SHARE	KU0/009009	0	SHARE	KU085	Terminated & Vested		0		145,450	
SHARE	KU0/009009	0	SHARE	KU088	VP-Sales		0		145,450	

Bus. Unit	Salary Grade	Midpoint	Salary	Job Code	Job Title	Employee Name	DéptID	Annual Rate	Compa Ratio
BEL01	KB0/004		62,169	KB0001	Sales Manager	Peeters,Guido	KB002	61,996	1.00
BEL01	KB0/004		62,169	KB0003	Regional Manager - Belgium	Ceulemans,Jan	KB001	69,779	1.12
BEL01	KB0/003		46,062	KB0004	Sales Representative	Vandaele,Steven	KB002	24,093	0.52
BEL01	KB0/003		46,062	KB0005	Consultant	Leclercq,Francois	KB002	42,548	0.92
BEL01	KB0/001		24,012	KB0002	Human Resources Administrator	Overbeeke,Sabine	KB001	20,466	0.85
CAN01	KC0/006		1,390	KC007	Payroll Clerk	Moore,Catherine J	KC005	1,114	0.80
CAN01	KC0/006		1,390	KC007	Payroll Clerk	Reid,Charles M	KC005	9,003	6.48
CAN01	KC0/006		1,390	KC012	Human Resources Analyst	Reid,Charles M	KC001	22,099	15.90
CAN01	KC0/006		1,390	KC019	Sr Admin Assistant	Trudeau,Susan	KC006	26,679	19.19
CAN01	KC0/005		30,267	KC011	Payroll Specialist	Lau,Patrick	KC005	14,040	0.46
CAN01	KC0/004		22,272	KC001	Accounting Clerk	Rogers,Cynthia A	KC005	18,109	0.81
CAN01	KC0/004		22,272	KC003	Senior Secretary	Griffiths,Martina Rae	KC001	24,790	1.11
CAN01	KC0/003		19,185	KC001	Accounting Clerk	Mills,Stephanie A	KC005	17,471	0.91
CAN01	KC0/002		15,371	KC013	Benefits Specialist	Millier,Joseph G	KC002	15,346	1.00
CAN01	KC0/002		15,371	KC013	Benefits Specialist	Moore,Catherine J	KC002	7,980	0.52
CAN01	KC0/001		12,274	KC001	Accounting Clerk	Brown,Jennifer L	KC005	13,505	1.10
CAN01	KC0/008		84,601	KC002	Director Canada	Dunbar,Kirby	KC007	82,634	0.98
CAN01	KC0/008		84,601	KC020	Sales Manager	Tucker,Margaret	KC015	68,909	0.81
CAN01	KC0/007		74,764	KC018	Mgr Employee Relations	Saint-Amand,Marcel	KC001	61,778	0.83
CAN01	KC0/006		62,959	KC008	Mgr Payroll Services Canada	Juberville,Pierre	KC005	61,885	0.98
CAN01	KC0/006		62,959	KC012	Human Resources Analyst	Chan,Diana E	KC001	56,663	0.90
CAN01	KC0/006		62,959	KC012	Human Resources Analyst	Maissoneuve,Louise	KC001	53,515	0.85
CAN01	KC0/006		62,959	KC021	Sales Product Consultant	Wilson,Kenneth John	KC015	56,663	0.90
CAN01	KC0/005		55,089	KC007	Payroll Clerk	Duvall,David	KC005	39,192	0.71
CAN01	KC0/005		55,089	KC012	Human Resources Analyst	Valade,Claudia A	KC001	49,029	0.89
CAN01	KC0/005		55,089	KC013	Benefits Specialist	Johnson,Helen	KC002	39,664	0.72
CAN01	KC0/005		55,089	KC021	Sales Product Consultant	Andrews,Fred	KC015	42,970	0.78
CAN01	KC0/005		55,089	KC021	Sales Product Consultant	Sinclair,Betty Anne	KC015	63,179	1.15
CAN01	KC0/004		47,219	KC006	Project Coordinator	Hawkins,Allan M	KC006	42,497	0.90
CAN01	KC0/004		47,219	KC014	Systems Analyst	Davies,Craig R	KC003	43,284	0.92
CAN01	KC0/004		47,219	KC014	Systems Analyst	Quency,Nancy J	KC003	30,693	0.65
CAN01	KC0/004		47,219	KC014	Systems Analyst	Smith,Conrad T	KC003	40,514	0.86
CAN01	KC0/004		47,219	KC015	Building Maintenance Engineer	Howe,Anthony R	KC007	43,284	0.92
CAN01	KC0/004		47,219	KC017	Training Specialist	Rudniski,Karen	KC006	28,332	0.60
CAN01	KC0/003		39,349	KC003	Senior Secretary	Brown,Jennifer L	KC001	15,346	0.39
CAN01	KC0/003		39,349	KC007	Payroll Clerk	Desmarais,Jean-Pierre	KC005	20,115	0.51
CAN01	KC0/003		39,349	KC007	Payroll Clerk	Millier,Joseph G	KC005	17,597	0.45
CAN01	KC0/002		31,479	KC010	Analyst Trainee	Brown,Jessica	KC006	12,277	0.39
CAN01	KC0/002		31,479	KC010	Analyst Trainee	Henderson,David M	KC001	16,527	0.53
CAN01	KC0/002		31,479	KC013	Benefits Specialist	Lau,Patrick	KC002	11,868	0.38
CAN01	KC0/002		31,479	KC019	Sr Admin Assistant	Brown,Jessica	KC006	11,663	0.37
CAN01	KC0/		31,479	KC003	Senior Secretary	Jacobs,Lisa Leigh	KC001	25,026	0.80
CAN01	KC0/		31,479	KC003	Senior Secretary	Walters,Julie Ann	KC001	28,813	0.92
CAN01	KC0/		31,479	KC010	Analyst Trainee	Turner,Gina	KC001	27,009	0.86
CAN01	KC0/		31,479	KC016	Manager Training & Dvlp	Johnson,Carol L	KC006	74,134	2.36
CAN01	KC0/		31,479	KC019	Sr Admin Assistant	Turner,Gina	KC001	7,509	0.24
CHE01	KW0/G3		38,811	KW0008	Human Resources Especialist	Rast,Natascha Jacqueline Ph.D.	KW003	0	0.00

As Of Date: 08/30/2000

Bus. Unit	Salary Grade	*Minimum Salary	Job Code	Job Title	Employee Name	DeptID	*Annual Rate	*Amount Below	Percent Below
BEL01	KB0/003	39,227	KB0004	Sales Representative	Vandaele,Steven	KB002	24,093.260	15,134.070	38.58
BEL01	KB0/003	39,227	KB0004	Sales Representative	Vandaele,Steven	KB002	24,093.260	15,134.070	38.58
CAN01	KC0/006	1,174	KC007	Payroll Clerk	Moore,Catherine J	KC005	1,114.410	60.030	5.11
CAN01	KC0/006	1,174	KC007	Payroll Clerk	Moore,Catherine J	KC005	1,114.410	60.030	5.11
CAN01	KC0/005	25,667	KC011	Payroll Specialist	Lau,Patrick	KC005	14,039.850	11,627.260	45.30
CAN01	KC0/005	25,667	KC011	Payroll Specialist	Lau,Patrick	KC005	14,039.850	11,627.260	45.30
CAN01	KC0/004	18,497	KC001	Accounting Clerk	Rogers,Cynthia A	KC005	18,108.570	388.810	2.10
CAN01	KC0/002	13,341	KC013	Benefits Specialist	Moore,Catherine J	KC002	7,980.050	5,360.990	40.18
CAN01	KC0/002	13,341	KC013	Benefits Specialist	Moore,Catherine J	KC002	7,980.050	5,360.990	40.18
CAN01	KC0/008	78,699	KC020	Sales Manager	Tucker,Margaret	KC015	68,908.590	9,790.120	12.44
CAN01	KC0/007	66,894	KC018	Mgr Employee Relations	Saint-Amand,Marcel	KC001	61,778.490	5,115.410	7.65
CAN01	KC0/006	59,024	KC012	Human Resources Analyst	Chan,Diana E	KC001	56,663.070	2,360.960	4.00
CAN01	KC0/006	59,024	KC012	Human Resources Analyst	Maissonneuve,Louise	KC001	53,515.120	5,508.910	9.33
CAN01	KC0/006	59,024	KC021	Sales Product Consultant	Wilson,Kenneth John	KC015	56,663.070	2,360.960	4.00
CAN01	KC0/005	51,154	KC007	Payroll Clerk	Duvall,David	KC005	39,191.960	11,962.200	23.38
CAN01	KC0/005	51,154	KC012	Human Resources Analyst	Valade,Claudia A	KC001	49,029.300	2,124.860	4.15
CAN01	KC0/005	51,154	KC013	Benefits Specialist	Johnson,Helen	KC002	39,664.150	11,490.010	22.46
CAN01	KC0/005	51,154	KC021	Sales Product Consultant	Andrews,Fred	KC015	42,969.500	8,184.660	16.00
CAN01	KC0/004	43,284	KC006	Project Coordinator	Hawkins,Allan M	KC006	42,497.300	786.990	1.82
CAN01	KC0/004	43,284	KC014	Systems Analyst	Quency,Nancy J	KC003	30,692.500	12,591.790	29.09
CAN01	KC0/004	43,284	KC014	Systems Analyst	Smith,Conrad T	KC003	40,514.100	2,770.190	6.40
CAN01	KC0/004	43,284	KC017	Training Specialist	Rudniski,Karen	KC006	28,331.540	14,952.750	34.55
CAN01	KC0/003	35,414	KC003	Senior Secretary	Brown,Jennifer L	KC001	15,346.250	20,068.170	56.67
CAN01	KC0/003	35,414	KC003	Senior Secretary	Brown,Jennifer L	KC001	15,346.250	20,068.170	56.67
CAN01	KC0/003	35,414	KC007	Payroll Clerk	Desmarais,Jean-Pierre	KC005	20,115.390	15,299.030	43.20
CAN01	KC0/003	35,414	KC007	Payroll Clerk	Millier,Joseph G	KC005	17,597.030	17,817.390	50.31
CAN01	KC0/003	35,414	KC007	Payroll Clerk	Millier,Joseph G	KC005	17,597.030	17,817.390	50.31
CAN01	KC0/002	27,545	KC010	Analyst Trainee	Brown,Jessica	KC006	12,277.000	15,267.550	55.43
CAN01	KC0/002	27,545	KC010	Analyst Trainee	Brown,Jessica	KC006	12,277.000	15,267.550	55.43
CAN01	KC0/002	27,545	KC010	Analyst Trainee	Henderson,David M	KC001	16,526.730	11,017.820	40.00
CAN01	KC0/002	27,545	KC013	Benefits Specialist	Lau,Patrick	KC002	11,867.770	15,676.780	56.91
CAN01	KC0/002	27,545	KC013	Benefits Specialist	Lau,Patrick	KC002	11,867.770	15,676.780	56.91
CAN01	KC0/002	27,545	KC019	Sr Admin Assistant	Brown,Jessica	KC006	11,663.150	15,881.400	57.66
CAN01	KC0/002	27,545	KC019	Sr Admin Assistant	Brown,Jessica	KC006	11,663.150	15,881.400	57.66
CAN01	KC0/	27,545	KC003	Senior Secretary	Jacobs,Lisa Leigh	KC001	25,026.190	2,518.360	9.14
CAN01	KC0/	27,545	KC010	Analyst Trainee	Turner,Gina	KC001	27,009.400	535.150	1.94
CAN01	KC0/	27,545	KC010	Analyst Trainee	Turner,Gina	KC001	27,009.400	535.150	1.94
CAN01	KC0/	27,545	KC019	Sr Admin Assistant	Turner,Gina	KC001	7,509.430	20,035.120	72.74
CAN01	KC0/	27,545	KC019	Sr Admin Assistant	Turner,Gina	KC001	7,509.430	20,035.120	72.74
CHE01	KW0/G3	30,374	KW0008	Human Resources Especialist	Rast,Natascha Jacqueline Ph.D.	KW003	0.000	30,373.640	100.00
EGJBU	CNT/PRO	68,000	PJ3700	Professor	Romanoff, Ivan	PJC31	40,000.000	28,000.000	41.18
EGJBU	CNT/PRO	68,000	PJ3700	Professor	Wysocki,Wendy	PJC31	45,000.000	23,000.000	33.82
EGJBU	CNT/PRO	68,000	PJ3701	Professor - Adjunct	Asmuth,Bernice	PJC31	50,000.000	18,000.000	26.47
EGJBU	CNT/PRO	68,000	PJ3701	Professor - Adjunct	Hartnell,Bruce	PJC31	50,000.000	18,000.000	26.47
EGJBU	CNT/PRO	68,000	PJ3701	Professor - Adjunct	McCall,Donna R	PJC31	50,000.000	18,000.000	26.47
EGJBU	CNT/PRO	68,000	PJ3701	Professor - Adjunct	Oates,Joyce C	PJC31	50,000.000	18,000.000	26.47
EGJBU	SAL/3	43,500	PJ1651	Chair-Department	Martinez,Carla	PJC31	39,000.000	4,500.000	10.34

Bus. Unit	Salary Grade	*Maximum Salary	Job Code	Job Title	Employee Name	DeptID	*Annual Rate	*Amount Above	Percent Above
CAN01	KC0/006	1,606	KC007	Payroll Clerk	Reid,Charles M	KC005	9,003.130	7,397.190	460.61
CAN01	KC0/006	1,606	KC007	Payroll Clerk	Reid,Charles M	KC005	9,003.130	7,397.190	460.61
CAN01	KC0/006	1,606	KC012	Human Resources Analyst	Reid,Charles M	KC001	22,098.600	20,492.660	***.**
CAN01	KC0/006	1,606	KC012	Human Resources Analyst	Reid,Charles M	KC001	22,098.600	20,492.660	***.**
CAN01	KC0/006	1,606	KC019	Sr Admin Assistant	Trudeau,Susan	KC006	26,678.860	25,072.920	***.**
CAN01	KC0/005	59,024	KC021	Sales Product Consultant	Sinclair,Betty Anne	KC015	63,179.320	4,155.290	7.04
CAN01	KC0/	35,414	KC016	Manager Training & Dvlp	Johnson,Carol L	KC006	74,134.180	38,719.760	109.33
CHE01	KW0/G1	84,371	KW0002	Sales Manager	Goldman,Wilfred Daan Ph.D.	KW002	94,765.760	10,394.540	12.32
CHE01	KW0/G1	84,371	KW0003	Customer Services Manager	van de Meer,Rudolf Mr.	KW002	94,765.760	10,394.540	12.32
CHE01	KW0/E1	143,094	KW0001	Country Manager	van Wezel,Mercedes Miss	KW001	161,992.750	18,899.150	13.21
EGJBU	NEX/3	28,000	PJ4422	Security Guard III	Caria,Lee	PJC30	43,000.000	15,000.000	53.57
EGJBU	NEX/3	28,000	PJ4422	Security Guard III	Honda,Dennise	PJC30	40,000.000	12,000.000	42.86
EGJBU	NEX/3	28,000	PJ4422	Security Guard III	LaFerve,Nadine	PJC30	41,000.000	13,000.000	46.43
EGJBU	NEX/3	28,000	PJ4422	Security Guard III	Niko,Noreen	PJC30	40,000.000	12,000.000	42.86
EGJBU	NEX/3	28,000	PJ4423	Security Guard IV	Ho,Loretta R	PJC30	35,400.000	7,400.000	26.43
EGJBU	NEX/3	28,000	PJ4423	Security Guard IV	Lawson,Monica	PJC30	50,000.000	22,000.000	78.57
EGJBU	NEX/2	23,501	PJ1251	Assistant - Administrative	Singh,Martek	PJC31	42,000.000	18,498.600	78.71
EGJBU	NEX/2	23,501	PJ1251	Assistant - Administrative	Tanner,Rhoma C	PJC30	32,240.000	8,738.600	37.18
EGJBU	NEX/2	23,501	PJ1252	Assistant - Teaching	Gipson,Larry	PJC31	51,000.000	27,498.600	117.01
EGJBU	NEX/2	23,501	PJ4421	Security Guard II	Valasquez,Yvonne	PJC30	40,000.000	16,498.600	70.20
EGJBU	NEX/1	20,000	PJ1750	Clerk	Goslin,Angela	PJC31	43,000.000	23,000.000	115.00
EGJBU	NEX/	20,000	PJ4421	Security Guard II	Ohara,Bruce	PJC30	40,000.000	20,000.000	100.00
EGJBU	SAL/2	51,000	PJ1050	Administrator	McCune,Ned	PJC31	75,000.000	24,000.000	47.06
EGUBU	HRL/1	31,200	PU6322	Student Lab Tech	Wong,Lance R	PSU50	42,000.000	10,800.000	34.62
EGUBU	HRL/1	31,200	PU6322	Student Lab Tech	Young,Jay A	PSU50	51,500.000	20,300.000	65.06
EGUBU	HRL/1	31,200	PU6324	Student Resident Assistant	Giannotti,Roberto	PSU50	45,000.000	13,800.000	44.23
EGUBU	HRL/1	31,200	PU6325	Student Office Support	Patel,Mahesh	PSU50	40,000.000	8,800.000	28.21
EGUBU	HRL/1	31,200	PU6325	Student Office Support	Schall,James	PSU50	60,000.000	28,800.000	92.31
EGUBU	HRL/1	31,200	PU6325	Student Office Support	Williams,Jared	PSU50	50,000.000	18,800.000	60.26
EGUBU	NEX/3	28,000	PU1251	Assistant - Teaching	Johnson,Robert	PSU53	50,000.000	22,000.000	78.57
EGUBU	NEX/3	28,000	PU1251	Assistant - Teaching	Nuygen,Tran	PSU53	90,000.000	62,000.000	221.43
EGUBU	NEX/3	28,000	PU1251	Assistant - Teaching	Walker,Allison R	PSU53	60,000.000	32,000.000	114.29
EGUBU	NEX/2	23,501	PU1251	Assistant - Teaching	Young,Mimi	PSU53	49,500.000	25,998.600	110.63
EGUBU	NEX/1	20,000	PU1751	Clerk-Administrative I	Monet,Claude	PSU50	50,000.000	30,000.000	150.00
EGVBU	NEX/5	40,000	PN4150	Secretary	Levin,Patsy	PNC20	40,000.000	0.040	0.00
EGVBU	NEX/2	23,501	PA5502	Office Assistant II	Walker,Gail K	BGV10	25,298.600	2,298.600	9.78
EGVBU	NEX/2	23,501	PN1750	Clerk	Haderlein,David	PNC20	45,000.000	21,498.600	91.48
EGVBU	NEX/2	23,501	PN3401	Operator-Snow Removal	Finet,Jacque	PNC20	50,000.000	26,498.600	112.75
EGVBU	NEX/2	23,501	PN8001	Officer-Animal Control II	Laig,Inez	PNC20	45,000.000	21,498.600	91.48
EGVBU	NEX/2	23,501	PN8001	Officer-Animal Control II	Martinez,Luis	PNC20	41,000.000	17,498.600	74.46
EGVBU	NEX/2	23,501	PN8001	Officer-Animal Control II	Yap,Carla	PNC20	40,000.000	16,498.600	70.20
EGVBU	NEX/2	23,501	PN8003	Officer-Animal Control, Spvsr	Overton,Lawrence	PNC20	46,000.000	22,498.600	95.73
EGVBU	NEX/1	20,000	PA5501	Office Assistant I	Smith,Maggie	BGV10	30,000.000	10,000.000	50.00
EGVBU	NEX/1	20,000	PN4371	Sweper - Street	Reynolds,Amanda	PNC20	40,000.000	20,000.000	100.00
EGVBU	SAL/2	51,000	PA1251	Assistant -Community Relations	Woolfsberg,Thomas I	BGV10	60,300.000	9,300.000	18.24
EGVBU	SAL/1	42,000	PA1151	Analys - Health Statistics	Smithfield,Loren R	BGV10	63,000.000	21,000.000	50.00
EGVBU	SAL/1	42,000	PA1151	Analys - Health Statistics	Wong,Jeanne T	BGV10	72,000.000	30,000.000	71.43

Employee	Plan/Grade/Step	Action	Reason							
KU0006	Erickson,Arthur	KU01 006	1	PAY	ADJ					
Previous Compensation Package										
Eff Date	Sequence	Rate Code	Comp Rate	Currency	Comp Freq	Points	Percent	Rate Code Group		
05/12/1987	0	NAANNL	65,780.000000	USD	A	0.00	0.000			
05/12/1987	0	NAANNL	7,280.000000	USD	A	0.00	0.000			
New Compensation Package										
01/01/1990	0	NAANNL	8,808.800000	USD	A	0.00	0.000			
KU0006	Erickson,Arthur	KU01 006	1	PAY	ADJ					
Previous Compensation Package										
Eff Date	Sequence	Rate Code	Comp Rate	Currency	Comp Freq	Points	Percent	Rate Code Group		
05/12/1987	0	NAANNL	65,780.000000	USD	A	0.00	0.000			
05/12/1987	0	NAANNL	7,280.000000	USD	A	0.00	0.000			
New Compensation Package										
01/01/1993	0	NAANNL	9,568.000000	USD	A	0.00	0.000			
KU0006	Erickson,Arthur	KU01 006	1	PAY	ADJ					
Previous Compensation Package										
Eff Date	Sequence	Rate Code	Comp Rate	Currency	Comp Freq	Points	Percent	Rate Code Group		
05/12/1987	0	NAANNL	65,780.000000	USD	A	0.00	0.000			
05/12/1987	0	NAANNL	7,280.000000	USD	A	0.00	0.000			
New Compensation Package										
01/01/1994	0	NAANNL	65,780.000000	USD	A	0.00	0.000			
01/01/1994	0	NAANNL	7,280.000000	USD	A	0.00	0.000			
KU0006	Erickson,Arthur	KU01 006	1	PAY	ADJ					
Previous Compensation Package										
Eff Date	Sequence	Rate Code	Comp Rate	Currency	Comp Freq	Points	Percent	Rate Code Group		
05/12/1987	0	NAANNL	65,780.000000	USD	A	0.00	0.000			
05/12/1987	0	NAANNL	7,280.000000	USD	A	0.00	0.000			
New Compensation Package										
01/01/1996	0	NAANNL	10,920.000000	USD	A	0.00	0.000			
KU0006	Erickson,Arthur	KU01 006	1	PAY	ADJ					

----- Previous -----						----- New -----				
ID	Name	Effrt Date	Sal Plan	Grade	Step	Effrt Date	Sal Plan	Grade	Step	
KD0004	0 Bauer,Friedrich	01/01/1987	0 KD01	G3	1	01/01/1999	0 KD01	G2	1	
KD0005	0 Eli-Ben-Amar-Dea,Marcus	12/01/1995	0 KD01	G3	1	01/01/1999	0 KD01	G2	1	

End of Report

PeopleSoft
Salary History by Employee

Report ID: CMP011

Page No. 1
Run Date 09/01/2000
Run Time 12:37:13

For the period 01/01/2000 through 01/01/2001

Employee KU0020 Stevenson,Christelle

Bus. Unit	Effective Date	DeptID	Job Code	Annual Rate	Action	Action Reason	Change Percent	Change Amount	Comp Rate	Currency Code	Frequency	Plan	Grade	Review Rating
GBIBU	09/25/1982	KU005	KU072	9360.000	HIR		0.00	0.00000	360.000000	USD	B	KU01	KU01	
								NAANNL 0	9360.000000	USD	A			
GBIBU	10/01/1985	KU005	KU072	12400.000	PAY	SPG	32.48	116.92308	476.923077	USD	B	KU01	KU01	
								NAANNL 0	12400.000000	USD	A			
GBIBU	07/01/1990	KU005	KU071	12480.000	PRO	NCP	0.65	3.07692	480.000000	USD	B	KU01	KU01	
								NAANNL 0	12480.000000	USD	A			
GBIBU	07/01/1990	KU005	KU071	20800.000	PAY	PRO	66.67	320.00000	800.000000	USD	B	KU01	KU01	2
								NAHRLY 0	10.000000	USD	H			
GBIBU	07/07/1993	KU005	KU071	23400.000	PAY	ADJ	12.50	100.00000	900.000000	USD	B	KU01	KU01	2
								NAHRLY 0	11.250000	USD	H			
GBIBU	05/04/1997	KU005	KU071	26000.000	PAY	ADJ	11.11	100.00000	1000.000000	USD	B	KU01	KU01	
								NAHRLY 0	12.500000	USD	H			

End of Report

Report ID: CMP020JP

SalIncID: J1 Salary Increase Calc 1 Calculation As Of Date: 2000-04-01 Calc#: 1
GroupID: J44 Salary Admin Plan J01

EmplID	Empl Rcd#	Name	Jobcode	SetID	Job Code	Short Desc	Salary SetID/Plan	/Grade	Seq	Rate Code	Short Desc	Amt Before Inc	(Currency/Comp Freq)
			Rev. Band	Increase Pct		Amt of Sal Inc		New Salary Amt	Adjustment		Ajstd Sal Amt	Adstd Inc Pct	
J0007	0	中井 誠	JPN01 B	J0120	Dir. HR	JGENL	/J01	/1	0	J01	Job Pay	500,000.000000	(JPY/M)
					6.000	30,000.000000	530,000.000000			30,000.000000		560,000.000000	12.000
J0008	0	木村 元雄	JPN01 S	J0130	Dir. GA	JGENL	/J01	/1	0	J01	Job Pay	570,000.000000	(JPY/M)
					10.000	57,000.000000	627,000.000000			30,000.000000		657,000.000000	15.263
J0010	0	里中 直子	JPN01 B	J0220	Dir.WSale	JGENL	/J01	/2	0	J01	Job Pay	1,100,000.000000	(JPY/M)
					2.000	22,000.000000	1,122,000.000000			30,000.000000		1,152,000.000000	4.727
J0011	0	浜田 健作	JPN01 B	J0400	Dir.ProDev	JGENL	/J01	/2	0	J01	Job Pay	970,000.000000	(JPY/M)
					4.000	38,800.000000	1,008,800.000000			30,000.000000		1,038,800.000000	7.093
J0012	0	小林 康平	JPN01 B	J0500	Dir. Dev	JGENL	/J01	/2	0	J01	Job Pay	1,100,000.000000	(JPY/M)
					2.000	22,000.000000	1,122,000.000000			30,000.000000		1,152,000.000000	4.727
J0013	0	矢野 晃	JPN01 S	J0600	Dir. USR	JGENL	/J01	/1	0	J01	Job Pay	650,000.000000	(JPY/M)
					8.000	52,000.000000	702,000.000000			30,000.000000		732,000.000000	12.615

Total Cur Amt	Avg Pct	Ttl Clc Inc Amt	Ttl Clc New Amt	Ttl Adjstd Amt	Adstd Avg Pct	Ttl Act Inc Amt	Ttl Act New Amt
4,890,000.000000	4.536	221,800.000000	5,111,800.000000	180,000.000000	8.217	401,800.000000	5,291,800.000000

Grand Total	Total Cur Amt	Avg Pct	Ttl Clc Inc Amt	Ttl Clc New Amt	Ttl Adjstd Amt	Adstd Avg Pct	Ttl Act Inc Amt	Ttl Act New Amt
	4,890,000.000000	4.536	221,800.000000	5,111,800.000000	180,000.000000	8.217	401,800.000000	5,291,800.000000

Employee ID KF0002 Grioux,Ghislaine

Contract Data

Contract Number	0001			Active
Begin Date	06-05-1982	Minimum Hours	0.00	
Expected End Date		Maximum Hours	0.00	
End Date	21-07-2000			
Signature Date		Comment		
Responsible ID				

Contract Type

06-05-1982 CDI Unlimited

Linked JOB

Effective Date	Action
22-07-2000	RET Retirement / ERT Early Retirement
22-07-2000	RET Retirement / ERT Early Retirement

Report ID: DIS001

SIRET # 120027016 APE CODE 511C
 ESTABLISHMENT NAME Paris - Headquarter
 ADDRESS
 125 rue Sebastien Mercier
 POSTAL 75015 CITY Paris
 MEN 12.00 WOMEN 4.00 TOTAL 16.00

TOTAL POPULATION - DESCRIPTION BY SOCIO/PROFESSIONAL CATEGORY	CATEGORY NUMBER INSEE LIST	MEN	WOMEN
CEO of large company (500 , employees and more)	2310	1	0
Administrative, Financials, Commercials Managers	3710	1	0
Engineers and technical-commercial managers in data processing	3855	1	0
Operators of exploitation in data processing	5416	1	0
Managers of the other administrative departments in large companies	3726	1	0
Operators, telephone operators	5417	4	2
Agents of the sales departments (transport and tourism)	5442	0	1
Administrative, Financials, Commercials Managers	3710	1	0
Employees of the accounting or financial departments	5421	1	0
Various administrative employees of companies	5424	1	0
Agents of security, monitoring	5317	0	1
	TOTAL	12	4

SIRET # 120027016 APE CODE 511C
 ESTABLISHMENT NAME Paris - Headquarter
 ADDRESS
 125 rue Sebastien Mercier
 POSTAL 75015 CITY Paris

CODE
 INSEE STAFF

REFERENCE POPULATION	T1	10	CALCULATED NUMBER OF DISABLED EMPLOYEES
TOTAL JOBS NEEDING			
SPECIAL ABILITIES	T2	0	(T1-T2)x 0.06 = 0.60
CALCULATION POPULATION	(T1-T2)	10	

Name	SEX	Birth Year	Hire Year	Job	INSEE List Number
Levasseur, Jean-Pierre	M	1974	1995	Operators, telephone operators	5417

Query Name: ELE001__

<u>Co</u>	<u>Estab ID</u>	<u>Election Date</u>	<u>Type</u>	<u>Round</u>	<u>Group</u>	<u>Voters</u>	<u>Total Voters</u>	<u>In</u>
KF1	KF001	7/25/200	CE	1	KFCAD	25.00	20.00	
KF1	KF001	7/25/200	CE	1	KFETA	75.00	80.00	
KF1	KF001	7/25/200	CE	1	KFWR	225.00	210.00	

As Of Date: 08/15/2000

DeptID	Job Code	Position No.	Effective Date	Position Title	R T C	Position Status	Status Date	Recruit Opens	I N T E R N A L		E X T E R N A L		Incumbent
					E M O G P N				Posting	Posting	Expiratn		
000001	000029	TEST	07/18/2000	Personnel clerical and assista	R	Approved	07/18/2000						
	FJC025	FPNIR001	01/01/1980	PeopleSoft Administrator	R	Approved	01/01/1980						
	FJC026	FPNIR002	01/01/1980	Personnel Staffing Specialist	R	Approved	01/01/1980						
	FJC027	FPNIR003	01/01/1980	Administrator	R	Approved	01/01/1980						
000010	FJC028	FPNIR004	01/01/1980	Assistant Secretary	R	Approved	01/01/1980						
	FJC029	FPNIR005	01/01/1980	Administrator	R	Approved	01/01/1980						
	FJC030	FPNIR006	01/01/1980	Administrator	R	Approved	01/01/1980						
	FJC031	FPNIR007	01/01/1980	Administrator	R	Approved	01/01/1980						
	FJC048	FPNIR008	01/01/1980	Administrative Officer	R	Approved	01/01/1980						
	FJC056	FPNIR009	01/01/1980	Entomologist	R	Approved	01/01/1980						
	FJC059	FPNIR010	01/01/1980	Medical Officer	R	Approved	01/01/1980						
	FJC065	FPNIR011	01/01/1980	Veterinarian	R	Approved	01/01/1980						
	FJC068	FPNIR012	01/01/1980	Criminal Investigator	R	Approved	01/01/1980						
	FJC562	FPN01164	01/01/1980	Personnel clerical and assista	R	Approved	01/01/1980						
	FJC565	FPN01163	01/01/1980	Personnel management	R	Approved	01/01/1980						
	FJC567	FPN01162	01/01/1980	Personnel management	R	Approved	01/01/1980						
000011	FJC001	FPNIR013	01/01/1980	Mail Clerk	R	Approved	01/01/1980						
	FJC002	FPNIR014	01/01/1980	Mail Clerk	R	Approved	01/01/1980						
	FJC003	FPNIR015	01/01/1980	Operating Accountant	R	Approved	01/01/1980						
	FJC004	FPNIR016	01/01/1980	Chief Personnel Operations	R	Approved	01/01/1980						
	FJC005	FPNIR017	01/01/1980	Supervisory Personnel Manageme	R	Approved	01/01/1980						
	FJC006	FPNIR018	01/01/1980	Director of Personnel	R	Approved	01/01/1980						Garcia, Tomas
	FJC007	FPNIR019	01/01/1980	Personnel Clerk	R	Approved	01/01/1980						
	FJC008	FPNIR020	01/01/1980	Personnel Clerk	R	Approved	01/01/1980						Johnson, Beaulah
	FJC009	FPNIR021	01/01/1980	Personnel Assistant	R	Approved	01/01/1980						Kay, Jerzy
	FJC010	FPNIR022	01/01/1980	Personnel Assistant	R	Approved	01/01/1980						Luffe, Lotta
	FJC011	FPNIR023	01/01/1980	Personnel Assistant	R	Approved	01/01/1980						Malarkey, Fullah
	FJC012	FPNIR024	01/01/1980	Personnel Clerk	R	Approved	01/01/1980						Nunsense, Martin
	FJC013	FPNIR025	01/01/1980	Position Classification Specia	R	Approved	01/01/1980						Ortega, Josie
	FJC014	FPNIR026	01/01/1980	Position Classification Specia	R	Approved	01/01/1980						Peterson, Pete
	FJC015	FPNIR027	01/01/1980	Position Classification Specia	R	Approved	01/01/1980						Quartz, Crystal
	FJC016	FPNIR028	01/01/1980	Employee Relations Specialist	R	Approved	01/01/1980						Richardson, Juanita
	FJC017	FPNIR029	01/01/1980	Employee Relations Specialist	R	Approved	01/01/1980						Schwartz, Mike
	FJC018	FPNIR030	01/01/1980	Employee Relations Specialist	R	Approved	01/01/1980						
	FJC019	FPNIR031	01/01/1980	Employee Relations Specialist	R	Approved	01/01/1980						
	FJC020	FPNIR032	01/01/1980	Supervisory Employee Relations	R	Approved	01/01/1980						
	FJC021	FPNIR033	01/01/1980	Supervisory Employee Relations	R	Approved	01/01/1980						
	FJC022	FPNIR034	01/01/1980	Supervisory Employee Relations	R	Approved	01/01/1980						
	FJC023	FPNIR035	01/01/1980	Labor Relations Specialist	R	Approved	01/01/1980						
	FJC024	FPNIR036	01/01/1980	Labor Relations Specialist	R	Approved	01/01/1980						
	FJC028	FPNPD582	01/01/1980	Assistant Secretary	R	Approved	01/01/1980						
	FJC032	FPNIR037	01/01/1980	Administrator	R	Approved	01/01/1980						
	FJC033	FPNIR038	01/01/1980	Administrative Officer	R	Approved	01/01/1980						
	FJC034	FPNIR039	01/01/1980	Administrator	R	Approved	01/01/1980						

PeopleSoft
Vacant Budgeted Positions

Report ID: FGHR010

Page No. 1
Run Date 08/15/2000
Run Time 15:49:06

Dept Id	Job Code	Position No.	Position Title	F P C		Position	Reqn	Vacancy	Status	Opens	Closes
				R T U A F	E M L R D						
				G P L T L		Status	Date	Ann#	Date		
000001	000029	TEST	Personnel clerical and assista	R	F	Approved	07/18/2000				
	FJC025	FPNIR001	PeopleSoft Administrator	R	F	Approved	01/01/1980				
	FJC026	FPNIR002	Personnel Staffing Specialist	R	F	Approved	01/01/1980				
	FJC027	FPNIR003	Administrator	R	F	Approved	01/01/1980				
000010	FJC028	FPNIR004	Assistant Secretary	R	F	Approved	01/01/1980				
	FJC029	FPNIR005	Administrator	R	F	Approved	01/01/1980				
	FJC030	FPNIR006	Administrator	R	F	Approved	01/01/1980				
	FJC031	FPNIR007	Administrator	R	F	Approved	01/01/1980				
	FJC048	FPNIR008	Administrative Officer	R	F	Approved	01/01/1980				
	FJC056	FPNIR009	Entomologist	R	F	Approved	01/01/1980				
	FJC059	FPNIR010	Medical Officer	R	F	Approved	01/01/1980				
	FJC065	FPNIR011	Veterinarian	R	F	Approved	01/01/1980				
	FJC068	FPNIR012	Criminal Investigator	R	F	Approved	01/01/1980				
	FJC562	FPN01164	Personnel clerical and assista	R	F	Approved	01/01/1980	710002	09/15/1998	Open	
	FJC565	FPN01163	Personnel management	R	F	Approved	01/01/1980	710002	09/15/1998	Open	
	FJC567	FPN01162	Personnel management	R	F	Approved	01/01/1980	710001	09/15/1998	Open	
000011	FJC001	FPNIR013	Mail Clerk	R	F	Approved	01/01/1980				
	FJC002	FPNIR014	Mail Clerk	R	F	Approved	01/01/1980				
	FJC003	FPNIR015	Operating Accountant	R	F	Approved	01/01/1980				
	FJC004	FPNIR016	Chief Personnel Operations	R	F	Approved	01/01/1980				
	FJC005	FPNIR017	Supervisory Personnel Manageme	R	F	Approved	01/01/1980				
	FJC007	FPNIR019	Personnel Clerk	R	F	Approved	01/01/1980				
	FJC018	FPNIR030	Employee Relations Specialist	R	F	Approved	01/01/1980				
	FJC019	FPNIR031	Employee Relations Specialist	R	F	Approved	01/01/1980				
	FJC020	FPNIR032	Supervisory Employee Relations	R	F	Approved	01/01/1980				
	FJC021	FPNIR033	Supervisory Employee Relations	R	F	Approved	01/01/1980				
	FJC022	FPNIR034	Supervisory Employee Relations	R	F	Approved	01/01/1980				
	FJC023	FPNIR035	Labor Relations Specialist	R	F	Approved	01/01/1980				
	FJC024	FPNIR036	Labor Relations Specialist	R	F	Approved	01/01/1980				
	FJC028	FPNPD582	Assistant Secretary	R	F	Approved	01/01/1980				
	FJC032	FPNIR037	Administrator	R	F	Approved	01/01/1980				
	FJC033	FPNIR038	Administrative Officer	R	F	Approved	01/01/1980				
	FJC034	FPNIR039	Administrator	R	F	Approved	01/01/1980				
	FJC035	FPNIR040	Mail Clerk	R	F	Approved	01/01/1980				
	FJC036	FPNIR041	File Clerk	R	F	Approved	01/01/1980				
	FJC037	FPNIR042	Work Unit Supervisor	R	F	Approved	01/01/1980				
	FJC038	FPNIR043	Secretary	R	F	Approved	01/01/1980				
	FJC039	FPNIR044	Secretary	R	F	Approved	01/01/1980				
	FJC040	FPNIR045	Clerk-Typist	R	F	Approved	01/01/1980				
	FJC041	FPNIR046	Clerk-Typist	R	F	Approved	01/01/1980				
	FJC042	FPNIR047	Clerk-Typist	R	F	Approved	01/01/1980				
	FJC043	FPNIR048	Clerk-Typist	R	F	Approved	01/01/1980				
	FJC049	FPNIR053	Administrative Officer	R	F	Approved	01/01/1980				
	FJC050	FPNIR054	Program Analyst	R	F	Approved	01/01/1980				

VETS-100

Agency - Sub-Agency Report

Federal EIN:000000000

Period Covered: to01/01/1999

Sub Agency:
Internal Research Depart-NR

PATCOB Categories	- - - NUMBER OF EMPLOYEES - - -		- - - NEW HIRES (Previous 12 Months) - - -		Total, Both Veterans and Non-Veterans
	Disabled Veterans	Vietnam Era Veterans	Disabled Veterans	Vietnam Era Veterans	
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	1
	0	0	0	0	0
	0	0	0	0	0
TOTAL	0	0	0	0	1

VETS-100

Agency - POI Report

Federal EIN:000000000

Period Covered: to01/01/1999

POI Name and Address:
Headquarters Operations
1111 CONSTITUTION AVENUE, NW
20224

PATCOB Categories	- - - NUMBER OF EMPLOYEES - - -		- - - NEW HIRES (Previous 12 Months) - - -		Total, Both Veterans and Non-Veterans
	Disabled Veterans	Vietnam Era Veterans	Disabled Veterans	Vietnam Era Veterans	
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	1
	0	0	0	0	0
	0	0	0	0	0
TOTAL	0	0	0	0	1

PeopleSoft
ACTIVE POSITION LISTING

Report ID: FGHR025

Page No. 1
Run Date 08/15/2000
Run Time 09:39:31

As Of Date: 08/15/2000

Dept Id	Job Code	Position No.	Effective Date	Position Title	Reports To	Agency	Location	Max				Position Status	Status Date	Budg Posn
								Head Count	Reg Temp	/Full Part	/Std Hours			
000001	000029	TEST	07/18/2000	Personnel clerical and assista		FR	00001	1	R	F	40.00	Approved	07/18/2000	Y
	FJC025	FPNIR001	01/01/1980	PeopleSoft Administrator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC026	FPNIR002	01/01/1980	Personnel Staffing Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC027	FPNIR003	01/01/1980	Administrator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
000010	FJC028	FPNIR004	01/01/1980	Assistant Secretary		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC029	FPNIR005	01/01/1980	Administrator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC030	FPNIR006	01/01/1980	Administrator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC031	FPNIR007	01/01/1980	Administrator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC048	FPNIR008	01/01/1980	Administrative Officer		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC056	FPNIR009	01/01/1980	Entomologist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC059	FPNIR010	01/01/1980	Medical Officer		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC065	FPNIR011	01/01/1980	Veterinarian		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC068	FPNIR012	01/01/1980	Criminal Investigator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC562	FPN01164	01/01/1980	Personnel clerical and assista		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC565	FPN01163	01/01/1980	Personnel management		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC567	FPN01162	01/01/1980	Personnel management		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
000011	FJC001	FPNIR013	01/01/1980	Mail Clerk		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC002	FPNIR014	01/01/1980	Mail Clerk		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC003	FPNIR015	01/01/1980	Operating Accountant		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC004	FPNIR016	01/01/1980	Chief Personnel Operations		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC005	FPNIR017	01/01/1980	Supervisory Personnel Manageme		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC006	FPNIR018	01/01/1980	Director of Personnel		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC007	FPNIR019	01/01/1980	Personnel Clerk		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC008	FPNIR020	01/01/1980	Personnel Clerk		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC009	FPNIR021	01/01/1980	Personnel Assistant		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC010	FPNIR022	01/01/1980	Personnel Assistant		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC011	FPNIR023	01/01/1980	Personnel Assistant		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC012	FPNIR024	01/01/1980	Personnel Clerk		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC013	FPNIR025	01/01/1980	Position Classification Specia		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC014	FPNIR026	01/01/1980	Position Classification Specia		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC015	FPNIR027	01/01/1980	Position Classification Specia		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC016	FPNIR028	01/01/1980	Employee Relations Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC017	FPNIR029	01/01/1980	Employee Relations Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC018	FPNIR030	01/01/1980	Employee Relations Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC019	FPNIR031	01/01/1980	Employee Relations Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC020	FPNIR032	01/01/1980	Supervisory Employee Relations		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC021	FPNIR033	01/01/1980	Supervisory Employee Relations		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC022	FPNIR034	01/01/1980	Supervisory Employee Relations		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC023	FPNIR035	01/01/1980	Labor Relations Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC024	FPNIR036	01/01/1980	Labor Relations Specialist		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC028	FPNPD582	01/01/1980	Assistant Secretary		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC032	FPNIR037	01/01/1980	Administrator		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y
	FJC033	FPNIR038	01/01/1980	Administrative Officer		FR	00001	99	R	F	40.00	Approved	01/01/1980	Y

PeopleSoft
INCUMBENT POSITION HISTORY REPORT

Report ID: FGHR026

Page No. 1
Run Date 08/15/2000
Run Time 09:44:48

As Of Date: 08/15/2000

Agency FD Federal Deposit Insurance Corp
Department 000129

P O S I T I O N					I N C U M B E N T							
Job Code	Position No./ Position Title	Position Status	S A L A R Y Pln/Tbl/Grd	Entry Date	Exit Date	Incumbent Name	Empl ID	Entry Salary	Exit Salary	Entry Pln/Tbl/Grd	Exit Pln/Tbl/Grd	Exit Reason
FJC003	FPNDO451 Operating Accountant	Approved	GS 000005	01/05/1997		Blue, Gerald	FG951	23,608 A		000005		
FJC006	FPNDO454 Director of Personnel	Approved	GS 000015	01/05/1997		Balto, High	FG950	85,779 A		000015		
FJC007	FPNDO455 Personnel Clerk	Approved	GS 000005	01/05/1997		Chips, Berkley	FG952	23,608 A		000005		
FJC009	FPNDO457 Personnel Assistant	Approved	GS 000006	01/05/1997		DeLane, Sheila	FG953	26,333 A		000006		
FJC010	FPNDO458 Personnel Assistant	Approved	GS 000007	01/05/1997		Franc, Jon	FG954	29,245 A		000007		
FJC013	FPNDO461 Position Classification Specia	Approved	GS 000009	01/05/1997		Folls, Able	FG955	35,776 A		000009		
FJC014	FPNDO462 Position Classification Specia	Approved	GS 000011	01/05/1997		Jewel, Merta	FG956	43,306 A		000011		
FJC016	FPNDO464 Employee Relations Specialist	Approved	GS 000007	01/05/1997		Rincon, Lucille	FG958	29,245 A		000007		
FJC017	FPNDO465 Employee Relations Specialist	Approved	GS 000009	01/05/1997		Johnson, Yolanda	FG959	35,776 A		000009		
FJC018	FPNDO466 Employee Relations Specialist	Approved	GS 000011	01/05/1997		Kay, John	FG960	43,306 A		000011		
FJC019	FPNDO467 Employee Relations Specialist	Approved	GS 000012	01/05/1997 01/05/1997		Michelle, Marilyn Luffe, Lotta	FG957 FG961	51,896 A 51,896 A		000012 000012		

PeopleSoft
ACTIVE POSITION HISTORY REPORT

Report ID: FGHR027

Page No. 1
Run Date 08/15/2000
Run Time 09:44:21

As Of Date: 08/15/2000

Position No.	Effective Date	Action Date	Act Rsn	Position Title	DeptID	Job Code	Reports To	Agency	Location	Max Head Count	R T E M P	Full/Part	Std Hours	Status	Date	Budg Posn
19000001	01/01/1980	01/01/1980	NEW	President & CEO	KU000	KU001	19000001	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000003	01/01/1996	01/01/1996		Manager-Compensation/Benefits	KU001	KU003	19000210	GBI	KUNY00	3	R	F	40.00	Approved	01/01/1980	Y
	01/01/1980	01/01/1980	NEW	Manager-Compensation/Benefits	KU001	KU003	19000210	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000004	02/01/1996	02/01/1996		Manager-Employment/Recruitment	KU001	KU004	19000210	GBI	KUNY00	2	R	F	40.00	Approved	02/01/1996	Y
	01/01/1980	01/01/1980	NEW	Manager-Employment/Recruitment	KU001	KU004	19000210	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000005	01/01/1980	01/01/1980	NEW	Management - Staff Assistant	KU005	KU147	19000230	GBI	KUDE00	1	R	F	40.00	Approved	01/01/1980	Y
19000006	01/01/1980	01/01/1980	NEW	Sales Product Consultant	KU010	KU058	19000420	GBI	KUCA00	4	R	F	40.00	Approved	01/01/1980	Y
19000007	09/01/1996	09/01/1996		HRIS Specialist	KU001	KU099	19000029	GBI	KUNY00	4	R	F	40.00	Approved	09/01/1996	Y
	01/01/1980	01/01/1980	NEW	HRIS Specialist	KU001	KU099	19000029	GBI	KUNY00	4	R	F	40.00	Approved	01/01/1980	Y
19000009	01/01/1980	01/01/1980	NEW	Employment Specialist	KU001	KU008	19000004	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000010	01/01/1980	01/01/1980	NEW	Benefits Specialist	KU001	KU098	19000003	GBI	KUNY00	4	R	F	40.00	Approved	01/01/1980	Y
19000012	09/01/1996	09/01/1996		HRIS Specialist	KU001	KU099	19000013	GBI	KUNY00	2	R	F	40.00	Approved	09/01/1996	Y
19000013	09/01/1996	09/01/1996		Manager-Finance	KU001	KU112	19000230	GBI	KUNY00	4	R	F	40.00	Approved	09/01/1996	Y
	01/01/1980	01/01/1980	NEW	Manager-Finance	KU001	KU112	19000230	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000015	01/01/1980	01/01/1980	NEW	Labor Relations Specialist	KU001	KU114	19000013	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000016	01/01/1980	01/01/1980	NEW	Health & Safety Specialist	KU001	KU115	19000005	GBI	KUNY00	1	R	F	40.00	Approved	01/01/1980	Y
19000017	01/01/1980	01/01/1980	NEW	Senior Secretary	KC001	KC003	19000101	GBI	KCON00	5	R	F	40.00	Approved	01/01/1980	Y
19000018	01/01/1980	01/01/1980	NEW	Administrative Assistant	KU001	KU051	19000005	GBI	KUNY00	10	R	F	40.00	Approved	01/01/1980	Y
19000022	01/01/1980	01/01/1980	NEW	Data Entry Clerk	KU001	KU120	19000029	GBI	KUNY00	10	R	F	40.00	Approved	01/01/1980	Y
19000024	01/01/1980	01/01/1990	NEW	General Auditor	KU005	KU105	19000001	GBI	KUDE00	10	R	F	40.00	Approved	01/01/1980	Y
19000025	01/01/1980	01/01/1980	NEW	Manager-Employee Relations	KU005	KU028	19000210	GBI	KUDE00	1	R	F	40.00	Approved	01/01/1980	Y
19000026	01/01/1980	01/01/1980	NEW	Sr Payroll Clerk	KU005	KU071	19000025	GBI	KUDE00	2	R	F	40.00	Approved	01/01/1980	Y
19000027	01/01/1980	01/01/1980	NEW	Payroll Clerk	KU005	KU072	19000025	GBI	KUDE00	5	R	F	40.00	Approved	01/01/1980	Y
19000029	01/01/1980	01/01/1980	NEW	Manager-HR Systems	KU003	KU116	19000210	GBI	KUCA00	3	R	F	40.00	Approved	01/01/1980	Y
19000030	01/01/1980	01/01/1980	NEW	Systems Analyst	KU003	KU059	19000029	GBI	KUCA00	5	R	F	40.00	Approved	01/01/1980	Y

Report ID: FGHR028

POSITION AUDIT REPORT FOR EXCEPTIONS FOR EXCEPTIONS

Page No. 1

As Of Date: 08/15/2000

Run Date 08/15/2000

Run Time 15:49:40

Department

Position No./Emplid	Effective Date	Position Title/Employee Name	Reports To	DeptID	PD Number	Plan	Pay Grd	Agency	Location	Reg/Temp	Full/Part	Std Hours	Work Period	Hol Sch	Shift	Telephone	Union Code
---------------------	----------------	------------------------------	------------	--------	-----------	------	---------	--------	----------	----------	-----------	-----------	-------------	---------	-------	-----------	------------

Occupation Series	Effdt	Status	Patcob Code	Functional Class	Official Title
0006	01/01/1900	A	Administrative	N	Correctional institution
0007	01/01/1900	A	Other White Collar	N	Correctional officer
0011	01/01/1900	A	Administrative	N	Bond sales promotion
0018	01/01/1900	A	Administrative	N	Safety and occupational health
0019	01/01/1900	A	Technical	N	Safety technician
0020	01/01/1900	A	Professional	Y	Community planning
0021	01/01/1900	A	Technical	N	Community planning technician
0023	01/01/1900	A	Administrative	N	Outdoor recreation planning
0025	01/01/1900	A	8	N	Park ranger
0028	01/01/1900	A	Administrative	N	Environmental protection specialist
0029	01/01/1900	A	Technical	N	Environmental protection assistant
0030	01/01/1900	A	Administrative	N	Sports specialist
0050	01/01/1900	A	Administrative	N	Funeral directing
0060	01/01/1900	A	Professional	N	Chaplain
0062	01/01/1900	A	Administrative	N	Clothing design
0072	01/01/1900	A	1	N	Fingerprint identification
0080	01/01/1900	A	Administrative	N	Security administration
0081	01/01/1900	A	Other White Collar	N	Fire protection and prevention
0082	01/01/1900	A	Other White Collar	N	United States Marshal
0083	01/01/1900	A	Other White Collar	N	Police
0084	01/01/1900	A	Other White Collar	N	Nuclear materials courier
0085	01/01/1900	A	Other White Collar	N	Security Guard
0086	01/01/1900	A	Clerical	N	Security clerical and assistance
0090	01/01/1900	A	Technical	N	Guide
0095	01/01/1900	A	Professional	N	Foreign law specialist
0098	03/01/2000	I	Other White Collar	N	General trainee
0099	01/01/1900	A	Other White Collar	N	General student trainee
0101	01/01/1900	A	Professional	Y	Social science
0102	01/01/1900	A	Technical	N	Social science aid and technician
0105	01/01/1900	A	Administrative	N	Social insurance administration
0106	01/01/1900	A	Administrative	N	Unemployment insurance
0107	01/01/1900	A	Administrative	N	Health insurance administration
0110	01/01/1900	A	Professional	Y	Economist
0119	01/01/1900	A	Technical	N	Economics assistant
0120	01/01/1900	A	Administrative	N	Food assistance program specialist
0130	01/01/1900	A	Professional	N	Foreign affairs
0131	01/01/1900	A	Professional	N	International relations
0132	01/01/1900	A	Administrative	N	Intelligence
0134	01/01/1900	A	Clerical	N	Intelligence aid and clerk
0135	01/01/1900	A	Professional	N	Foreign agricultural affairs
0136	01/01/1900	A	Administrative	N	International cooperation
0140	01/01/1900	A	Professional	Y	Manpower research and analysis
0142	01/01/1900	A	Administrative	N	Manpower development
0150	01/01/1900	A	Professional	Y	Geography
0160	01/01/1900	A	Administrative	N	Civil rights analysis
0170	01/01/1900	A	Professional	Y	History
0180	01/01/1900	A	Professional	N	Psychology
0181	01/01/1900	A	Technical	N	Psychology aid and technician
0184	01/01/1900	A	Professional	Y	Sociology
0185	01/01/1900	A	Professional	Y	Social work
0186	01/01/1900	A	Technical	N	Social services aid and assistant
0187	01/01/1900	A	Administrative	N	Social services
0188	01/01/1900	A	Administrative	N	Recreation specialist
0189	01/01/1900	A	Technical	N	Recreation aid and assistant

POSITION DESCRIPTION (Please Read Instructions on the Back)										1. Agency Position No. FPNDO055					
2. Reason for Submission <input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Hdqtrs. <input checked="" type="checkbox"/> Field <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other			3. Service		4. Employing Office Location Headquarters		5. Duty Station Headquarters			6. OPM Certification No.					
Explanation (Show any positions replaced)					7. Fair Labor Standards Act <input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt		8. Financial Statements Required <input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests			9. Subject to IA Action <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No					
					10. Position Status <input checked="" type="checkbox"/> Competitive <input type="checkbox"/> Excepted (Specify in Remarks) SES (Gen.) <input type="checkbox"/> SES (CR)		11. Position Is: <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither		12. Sensitivity <input checked="" type="checkbox"/> 1- Non Sensitive <input type="checkbox"/> 3- Critical Sensitive <input type="checkbox"/> 2- Noncritical Sensitive <input type="checkbox"/> 4- Special Sensitive			13. Competitive Level Code		14. Agency Use 01-01-1980	
15. Classified/Grade by		Official Title of Position				Pay Plan		Occupational Code		Grade		Initials		Date	
a. U.S. Office of Personnel Management		Program Analyst				GS		0345							
b. Department, Agency or Establishment															
c. Second Level Review															
d. First Level Review															
e. Recommended by Supervisor or Initiating Office															
16. Organizational Title of Position (if different from official title) Program Analyst					17. Name of Employee (if vacant, specify) Vacant										
18. Department, Agency, or Establishment Federal Reserve System-Board					c. Third Subdivision										
a. First Subdivision Internal Research Depart-NR					d. Fourth Subdivision										
b. Second Subdivision					e. Fifth Subdivision										
19. Employee Review--This is an accurate description of the major duties and responsibilities of my position.					Signature of Employee (optional)										
20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the					knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.										
a. Typed Name and Title of Immediate Supervisor					b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)										
Signature			Date		Signature			Date							
21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.					22. Position Classification Standards Used in Classifying/Grading Position										
Typed Name and Title of Official Taking Action					Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office of the U.S. Office of Personnel Management										
Signature			Date												
23. Position Review		Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date				
a. Employee (optional)															
b. Supervisor															
c. Classifier															
24. Remarks															
25. Description of Major Duties and Responsibilities (See Attached)															

Loc Code	Effective Date	City/	State	Ctry	Loc Pay Area	LEO Pay	LOC %	IGA %	LEO %	MSA	CMSA
010000000	01/01/1980	ALABAMA	AL	USA	99	0	0.00	0.00	0.00		
010000001	01/01/1980	AUTAUGA	AL	USA	88	0	0.00	0.00	0.00	5240	
010000003	01/01/1980	BALDWIN	AL	USA	88	0	0.00	0.00	0.00	5160	
010000005	01/01/1980	BARBOUR	AL	USA	88	0	0.00	0.00	0.00		
010000007	01/01/1980	BIBB	AL	USA	88	0	0.00	0.00	0.00		
010000009	01/01/1980	BLOUNT	AL	USA	88	0	0.00	0.00	0.00	1000	
010000011	01/01/1980	BULLOCK	AL	USA	88	0	0.00	0.00	0.00		
010000013	01/01/1980	BUTLER	AL	USA	88	0	0.00	0.00	0.00		
010000015	01/01/1980	CALHOUN	AL	USA	88	0	0.00	0.00	0.00	0450	
010000017	01/01/1980	CHAMBERS	AL	USA	88	0	0.00	0.00	0.00		
010000019	01/01/1980	CHEROKEE	AL	USA	88	0	0.00	0.00	0.00		
010000021	01/01/1980	CHILTON	AL	USA	88	0	0.00	0.00	0.00		

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	

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

Agency	Sub Agency	Personnel Office Identifier	Effective Date	Description	PO Name / Address	Elec Commerce ID	ZIP Code / Phone	Location	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	00001	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	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-Wlmgtn-Atlant C	0.00
5	10/16/199	Philadelphia-Wlmgtn-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

Action	Award Type	Effective Date	NOA Code	Description
AWD	72	01/01/1980	872	Time Off Award
AWD	73	01/01/1980	873	Foreign Language Award
AWD	74	01/01/1980	874	Gainsharing Award
AWD	75	01/01/1980	875	Suggestion Award
AWD	76	01/01/1980	876	Invention Award
AWD	77	01/01/1980	877	Special Act or Service
AWD	78	01/01/1980	878	SES Rank Award
AWD	79	01/01/1980	879	SES Performance Award
AWD	7A	01/01/1980	877	Fast Track Award
AWD	85	01/01/1980	885	Performance Award
AWD	FT	01/01/1980	877	On the Spot Cash Award
AWH	CA	01/01/1900		Certificate of Achievement
AWH	EM	01/01/1900		Employee of the Month
AWH	GF	01/01/1900		Gerrit D. Foster Award

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		Reg. 330.608	
ABS	04/16/199		Reg. 330.707	
ABT	04/16/199		Reg. 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		Reg 351.201(b)	
C7M	01/01/198		Reg 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		Reg 316.401(b)	
CUL	01/01/198		5 CFR Part 340	
DAK	01/01/198		Reg 630.101-Decl	
DAM	01/01/198		Reg 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	
EMM	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	

Nature of Action Code	Action	Effective Date	Description 1	Description 2
001		01/01/1980	Cancellation	
002		01/01/1980	Correction	
100	ADL	01/01/1980	Career Appt	
100	HIR	01/01/1980	Career Appt	
100	REH	01/01/1980	Career Appt	
101	ADL	01/01/1980	Career-Cond Appt	
101	HIR	01/01/1980	Career-Cond Appt	
101	REH	01/01/1980	Career-Cond Appt	
107	ADL	01/01/1980	Emergency Appt	
107	HIR	01/01/1980	Emergency Appt	
107	REH	01/01/1980	Emergency Appt	
108	HIR	01/01/1980	Term Appt NTE	
108	REH	01/01/1980	Term Appt NTE	
112	HIR	01/01/1980	Temp Appt-PER	
112	REH	01/01/1980	Temp Appt-PER	
115	HIR	01/01/1980	Appt NTE	
115	REH	01/01/1980	Appt NTE	
117	HIR	03/01/2000	Summer Appt NTE	I
117	REH	03/01/2000	Summer Appt NTE	I
120	ADL	01/01/1980	O/S Ltd Appt	
120	HIR	01/01/1980	O/S Ltd Appt	
120	REH	01/01/1980	O/S Ltd Appt	
122	HIR	01/01/1980	O/S Ltd Appt NTE	
122	REH	01/01/1980	O/S Ltd Appt NTE	
124	HIR	01/01/1980	Appt-Status Quo	
124	REH	01/01/1980	Appt-Status Quo	
130	ADL	01/01/1980	Transfer	
130	HIR	01/01/1980	Transfer	
130	REH	01/01/1980	Transfer	
132	ADL	01/01/1980	Mass Transfer	
132	HIR	01/01/1980	Mass Transfer	
132	REH	01/01/1980	Mass Transfer	
140	ADL	01/01/1980	Reins-Career	
140	HIR	01/01/1980	Reins-Career	
140	REH	01/01/1980	Reins-Career	
141	ADL	01/01/1980	Reins-Career-Cond	
141	HIR	01/01/1980	Reins-Career-Cond	
141	REH	01/01/1980	Reins-Career-Cond	
142	HIR	01/01/1980	SES Career Appt	
142	REH	01/01/1980	SES Career Appt	
143	HIR	01/01/1980	Reins-SES Career	
143	REH	01/01/1980	Reins-SES Career	
145	HIR	01/01/1980	Transfer SES Career	
145	REH	01/01/1980	Transfer SES Career	
146	HIR	01/01/1980	SES Noncareer Appt	
146	REH	01/01/1980	SES Noncareer Appt	
147	HIR	01/01/1980	Transfer SES Noncareer	
147	REH	01/01/1980	Transfer SES Noncareer	
148	HIR	01/01/1980	SES Ltd Term Appt NTE	
148	REH	01/01/1980	SES Ltd Term Appt NTE	
149	HIR	01/01/1980	SES Ltd Emergency	Appt NTE
149	REH	01/01/1980	SES Ltd Emergency	Appt NTE
170	ADL	01/01/1980	Exc Appt	
170	HIR	01/01/1980	Exc Appt	
170	REH	01/01/1980	Exc Appt	
171	ADL	01/01/1980	Exc Appt NTE	
171	HIR	01/01/1980	Exc Appt NTE	

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
750	AUM	01/01/1980
100	AYM	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

Occupational Series	Position Title Code	Effective Date	Official Description	Abbreviated Description
0201	01	01/01/1980	Personnel management	Personnel management
0201	02	01/01/1980	Chief Personnel Operations	Chief Personnel Operations
0201	03	01/01/1980	Director of Personnel	Director of Personnel
0201	04	01/01/1980	Personnel Management Specialist	Personnel Management Spec
0201	05	01/01/1980	Supervisory Personnel Management	Supervisory Personnel Managemen
0203	01	01/01/1980	Personnel clerical and assistance	Personnel clerical and assist
0203	02	01/01/1980	Personnel Clerk	Personnel Clerk
0203	03	01/01/1980	Personnel Assistant	Pers Asst
0212	01	01/01/1980	Personnel Staffing Specialist	Personnel Staff Spec
0221	01	01/01/1980	Position Classification Specialist	Position Classification Spec
0230	01	01/01/1980	Employee Relations Specialist	Employee Relations Specialist
0230	02	01/01/1980	Supervisory Employee Relations	Supvy Empl Relations Spec
0233	01	01/01/1980	Labor Relations Specialist	Labor Relations Specialist
0233	02	01/01/1980	Supervisory Labor Relations Specialist	Supervisory Labor Relations
0260	01	01/01/1980	EEO Specialist	EEO Specialist
0301	01	01/01/1980	Miscellaneous administration and	Miscellaneous administration
0301	02	01/01/1980	Administrator	Administrator
0301	03	01/01/1980	Public Affairs Officer	Public Affairs Officer
0301	04	01/01/1980	Administrative Officer	Administrative Officer
0301	05	01/01/1980	Mail Clerk	Mail Clerk
0301	06	01/01/1980	Assistant Secretary	Assistant Secretary
0305	01	01/01/1980	Mail Clerk	Mail Clerk
0305	02	01/01/1980	File Clerk	File Clerk
0313	01	01/01/1980	Work Unit Supervisor	Work Unit Supervisor
0318	01	01/01/1980	Lead Secretary	Lead Secretary
0318	02	01/01/1980	Secretary	Secretary
0322	01	01/01/1980	Clerk-Typist	Clerk-Typist
0332	01	01/01/1980	Computer Operator	Computer Operator
0332	02	01/01/1980	Chief Computer Operations	Chief Computer Operations
0334	01	01/01/1980	Computer specialist	Computer specialist
0334	02	01/01/1980	Computer Specialist	Computer Specialist
0334	03	01/01/1980	Network Services Administrator	Network Services Administrator
0334	20	01/01/1980	Computer Specialist	Computer Specialist
0334	21	01/01/1980	Supervisory Computer Specialist	Supervisory Computer Spec
0335	01	01/01/1980	Computer Assistant	Computer Assistant
0335	02	01/01/1980	Computer Clerk	Computer Clerk
0335	03	01/01/1980	Computer Programmer	Computer Programmer
0340	01	01/01/1980	Computer Programmer	Computer Programmer
0340	02	01/01/1980	Supervisory Computer Programmer	Supvy Computer Programmer
0341	01	01/01/1980	Administrative Officer	Administrative Officer
0341	02	01/01/1980	Supervisory Administrative Officer	Supvy Administrative Officer
0345	01	01/01/1980	Program analysis	Program analysis
0345	PA	01/01/1980	Program Analyst	Program Analyst
0360	01	01/01/1980	EEO Officer	EEO Officer
0360	02	01/01/1980	Supervisory EEO Officer	Supvy EEO Officer
0391	01	01/01/1980	Telecommunications Specialist	Telecommunications Specialist
0391	02	01/01/1980	Supervisory Telecommunications	Supvy Telecomm Spec
0414	01	01/01/1980	Entomologist	Entomologist
0501	01	01/01/1980	Chief Financial Officer	Chief Financial Officer
0501	02	01/01/1980	Payroll Supervisor	Payroll Supervisor
0510	01	01/01/1980	Accountant	Accountant
0510	02	01/01/1980	Supervisory Accountant	Supervisory Accountant
0510	03	01/01/1980	Operating Accountant	Operating Accountant
0511	01	01/01/1980	Auditor	Auditor
0512	01	01/01/1980	Internal Revenue Agent	Internal Revenue Agent
0512	02	01/01/1980	Supervisory Internal Revenue Agent	Supervisory Internal Revenue
0540	01	01/01/1980	Voucher Examiner	Voucher Examiner

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

Loc Code	Effective Date	Description	Abbrev	Bldg	ADDRESS	City	State	Zip/PCd	Ctry	Geog. Loc.
KB01	01/01/1980 A	Antwerpe	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 Oueens 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		Tellistrasse 121	Aarau	AG	5000	CHE	
KW03	01/01/1980 A	Bern Operations	Bern		Länggassstrasse 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	Luqano Operations	Luqano		Via Lambertenghi 17	Luqano	TI	6900	CHE	
KD912	01/01/1980 A	Munich	Munich		Muenchner Strasse 14	Munich	BY		DEU	
KD913	01/01/1980 A	Hamburg	Hamburg						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			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
FJC001	01/01/198	Mail Clerk	8	0301	GS	0000	11	E	40.00		A	0.00		1	N
FJC002	01/01/198	Mail Clerk	8	0301	GS	0000	11	E	40.00		A	0.00		1	N
FJC003	01/01/198	Operating Accountant	8	0510	GS	0000	05	N	40.00		P	0.00		1	N
FJC004	01/01/198	Supervisory Personnel Management	2	0201	GS	0000	14	E	40.00		A	0.00		1	N
FJC005	01/01/198	Supervisory Personnel Management	2	0201	GS	0000	14	E	40.00		A	0.00		1	N
FJC006	01/01/198	Director of Personnel	2	0201	GS	0000	15	E	40.00		A	0.00		1	N
FJC007	01/01/198	Personnel Clerk	8	0203	GS	0000	05	N	40.00		C	0.00		1	N
FJC008	01/01/198	Personnel Clerk	8	0203	GS	0000	05	N	40.00		C	0.00		1	N
FJC009	01/01/198	Personnel Assistant	8	0203	GS	0000	06	N	40.00		T	0.00		1	N
FJC010	01/01/198	Personnel Assistant	8	0203	GS	0000	07	N	40.00		T	0.00		1	N
FJC011	01/01/198	Personnel Assistant	8	0203	GS	0000	08	N	40.00		T	0.00		1	N
FJC012	01/01/198	Personnel Clerk	8	0203	GS	0000	09	E	40.00		T	0.00		1	N
FJC013	01/01/198	Position Classification Specialist	8	0221	GS	0000	09	E	40.00		A	0.00		1	N
FJC014	01/01/198	Position Classification Specialist	8	0221	GS	0000	11	E	40.00		A	0.00		1	N
FJC015	01/01/198	Position Classification Specialist	8	0221	GS	0000	12	E	40.00		A	0.00		1	N
FJC016	01/01/198	Employee Relations Specialist	8	0230	GS	0000	07	N	40.00		A	0.00		1	N
FJC017	01/01/198	Employee Relations Specialist	8	0230	GS	0000	09	E	40.00		A	0.00		1	N
FJC018	01/01/198	Employee Relations Specialist	8	0230	GS	0000	11	E	40.00		A	0.00		1	N
FJC019	01/01/198	Employee Relations Specialist	2	0230	GS	0000	12	E	40.00		A	0.00		1	N
FJC020	01/01/198	Employee Relations Specialist	8	0230	GS	0000	13	E	40.00		A	0.00		1	N
FJC021	01/01/198	Supervisory Employee Relations	2	0230	GS	0000	13	E	40.00		A	0.00		1	N
FJC022	01/01/198	Supervisory Employee Relations	4	0230	GS	0000	14	E	40.00		A	0.00		1	N
FJC023	01/01/198	Labor Relations Specialist	8	0233	GS	0000	09	E	40.00		A	0.00		1	N
FJC024	01/01/198	Supervisory Labor Relations	2	0233	GS	0000	12	E	40.00		A	0.00		1	N
FJC025	01/01/198	Administrator	2	0301	ES	0000	00	E	40.00		A	0.00		1	N
FJC026	01/01/198	Administrator	2	0301	ES	0000	00	E	40.00		A	0.00		1	N
FJC027	01/01/198	Administrator	8	0301	ES	0000	00	E	40.00		A	0.00		1	N
FJC028	01/01/198	Assistant Secretary	2	0301	EX	0000	II	E	40.00		A	0.00		1	N
FJC029	01/01/198	Administrator	8	0301	EX	0000	I	E	40.00		A	0.00		1	N
FJC030	01/01/198	Administrator	8	0301	GM	0000	14	E	40.00		A	0.00		1	N
FJC031	01/01/198	Administrator	8	0301	GM	0000	15	E	40.00		A	0.00		1	N
FJC032	01/01/198	Administrator	8	0301	GS	0000	11	E	40.00		A	0.00		1	N
FJC033	01/01/198	Administrative Officer	8	0301	GS	0000	12	E	40.00		A	0.00		1	N
FJC034	01/01/198	Administrator	8	0301	GS	0000	15	E	40.00		A	0.00		1	N
FJC035	01/01/198	Mail Clerk	8	0305	GS	0000	03	N	40.00		C	0.00		1	N
FJC036	01/01/198	File Clerk	8	0305	GS	0000	03	N	40.00		C	0.00		1	N
FJC037	01/01/198	Work Unit Supervisor	8	0313	GS	0000	08	N	40.00		C	0.00		1	N
FJC038	01/01/198	Secretary	8	0318	GS	0000	05	N	40.00		C	0.00		1	N
FJC039	01/01/198	Secretary	8	0318	GS	0000	07	N	40.00		C	0.00		1	N
FJC040	01/01/198	Clerk-Typist	8	0322	GS	0000	03	N	40.00		C	0.00		1	N
FJC041	01/01/198	Clerk-Typist	8	0322	GS	0000	03	N	40.00		C	0.00		1	N
FJC042	01/01/198	Clerk-Typist	8	0322	GS	0000	04	N	40.00		C	0.00		1	N
FJC043	01/01/198	Clerk-Typist	8	0322	GS	0000	04	N	40.00		C	0.00		1	N
FJC044	01/01/198	Computer Specialist	8	0334	GS	0000	12	E	40.00		A	0.00		1	N
FJC045	01/01/198	Computer Specialist	2	0334	GS	0000	13	E	40.00		A	0.00		1	N
FJC046	01/01/198	Computer Specialist	8	0334	GS	0000	13	E	40.00		A	0.00		1	N
FJC047	01/01/198	Computer Programmer	8	0335	GS	0000	04	N	40.00		C	0.00		1	N
FJC048	01/01/198	Administrative Officer	2	0341	GM	0000	15	E	40.00		A	0.00		1	N
FJC049	01/01/198	Administrative Officer	2	0341	GS	0000	12	E	40.00		A	0.00		1	N
FJC050	01/01/198	Program Analyst	8	0345	GS	0000	07	N	40.00		A	0.00		1	N
FJC051	01/01/198	Program Analyst	8	0345	GS	0000	11	E	40.00		A	0.00		1	N
FJC052	01/01/198	Program Analyst	8	0345	GS	0000	12	E	40.00		A	0.00		1	N

Report ID: FGSF113A

For the period 01/01/1990 through 08/17/2000

Department or Agency Federal Reserve System-Board FR

Employment as of: 08/17/2000 Payroll and Turnover Dates on Report Title Turnover Dates: 01/01/1990 - 08/17/2000 Payroll Dates: 01/01/1990 - 08/17/2000

Employment, Payroll Turnover, and Ceiling Data	All Areas (A)	Overseas		United States	
		Territories of the U.S. (B)	Foreign Countries (C)	Wash.,DC Metro Area (D)	Outside Wash.,DC Metro Area (E)
SECTION I - CURRENT STATUS					
1. Total Employment	268	1	0	129	138
2. Total in Permanent Positions	268	1	0	129	138
3. Full-Time	259	1	0	129	129
4. Full-Time in Permanent Positions	259	1	0	129	129
5. Full-Time with Permanent Appts.	259	1	0	129	129
6. Part-Time	7	0	0	0	7
7. Part-Time with Permanent Appts.	7	0	0	0	7
8. Intermittent	2	0	0	0	2
9. Competitive Service	213	1	0	109	103
10. With Permanent Appts.	213	1	0	109	103
11. Excepted Service & SES	55	0	0	20	35
12. With Permanent Appts.	55	0	0	20	35
13. Wage Systems	0	0	0	0	0
14. U.S. Citizens	196	1	0	94	101
15. Noncitizens	0	0	0	0	0
16. Total Intermittents Not Working	20	0	0	20	0
SECTION II - PAYROLL (in thousands of dollars)					
17. Wages and Salaries Earned - Total	12	0	0	12	0
18. Lump Sum Payments	0	0	0	0	0
SECTION III - TURNOVER					
19. Total Accessions	271	1	0	123	147
20. Transfers	271	1	0	123	147
21. Total New Hires	211	0	0	120	91
22. Accessions to the Comp. Service	215	1	0	102	112
23. New Hires to the Comp. Service	163	0	0	100	63
24. U.S. Citizens	0	0	0	0	0
25. Total Separations	10	0	0	0	10
26. Transfers	0	0	0	0	0
27. Quits	0	0	0	0	0
28. U.S. Citizens	6	0	0	0	6
SECTION IV - EMPLOYMENT CEILING DATA					
29. Total Ceiling Employment	268	1	0	129	138
30. Full-Time with Permanent Appts.	268	1	0	129	138
31. Total Payroll to Ceiling Emps.	1.000	1.000	0.000	1.000	1.000

End of Report

For the period 01/01/1990 through 08/17/2000

Department or Agency: Federal Reserve System-Board FR
Employment Coverage: Agencywide No. of Pay Periods Covered This Report: 4 FY to Date: 4

Employment/Hours Category	Employment and Hours	Full-Time Equivalent Employment for Current Period	Current Period	Work-Years Cumulative to End of Current Pay Period	Ceiling
	(1)	(2)	(3)	(4)	(5)
1a. Total Paid Ceiling Employment	0				
b. Straight Time	480.00	0.00	0.23	0.23	1
c. Overtime	18.00	0.00	0.01	0.01	
2a. Full-Time with Permanent Appt.	0				
b. Straight Time	480.00	0.00	0.23	0.23	
c. Overtime	18.00	0.00	0.01	0.01	
3a. Other Employment	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
4a. Part-Time with Permanent Appt.	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
5a. Part-Time with Temp & Indef.	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
6a. Full-Time with Temp & Indef.	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
7a. Intermittent	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
8a. Non-ceiling Employment	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
9a. Grand Total All Employment	0				
b. Straight Time	480.00	0.00	0.23	0.23	
c. Overtime	18.00	0.00	0.01	0.01	

End of Report

REQUEST, AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency code, agency subelement, and submitting office number (Example - xx-xx-xxxx)

01 B. OFFICE USE ONLY
Training Req #FG70340001

FR -ZZ-7444

C. Request Status (Mark (X) one) 02
 Initial or Resubmission Correction or Cancellation

Section A - TRAINEE INFORMATION

1. Applicant's name (Last-First-Middle Initial) Hamilton, Tyler		Enter first 5 letters of last name HAMIL	03	2. Social Security Number 700-00-7034		04	3. Date of birth (Year and month) 71/03		05
4. Home Address (Number, street, city, State, ZIP code) 333 Mountain Goat Rd. Daly City, CA 80801				5. Home Telephone Area code Number		6. Position Level (Mark (X) one only)			
7. Organization mailing address (Branch-Division/Office/Bureau/Agency) Internal Research Department - Not Reportable Laguna Niguel, CA USA				8. Office Telephone Area code Number Extension		9. Continuous civilian service Years Months		10. Number of prior non-government training days 1	
11a. Position title/function Criminal Investigator			11b. Applicant handicapped or Disabled (See instructions) N	12. Pay plan/series/grade/step GS/1811/05 /01			13. Type of appointment Career		14. Education Level 01

Section B - TRAINING COURSE DATA

15a. Name and mailing address of vendor (No. street, city, State, ZIP code) Knowledge Transfer KCVND1 600 Central Street Toronto, ON M5J3T2		15b. Location of training site (if same, mark box) -->
16. Course title and training objectives (benefits to be derived by the Government) SAR test		

17. Catalog/Course No. TSAR1	18. Training period (6 digits)			06	19. No. of course hours (4. digits)		07	20. Training codes (See instructions)			
		Year	Month	Day	a. During duty	8		Code		Code	
	a. Start	98	01	01	b. Non-duty	8	a. Purpose	1	08	c. Source	10
	b. Complete	98	01	05	c. TOTAL	16	b. Type	1	09	d. Special interest	1

AGENCY USE ONLY

Section C - ESTIMATED COSTS AND BILLING INFORMATION

21. Direct costs and appropriation/fund chargeable			
Item	Amount		Appropriation/Fund
	Dollars	Cents	
	\$		
Total	12 \$	0 00	
22. Indirect costs and appropriation/fund chargeable			
Item	Amount		Appropriation/Fund
	Dollars	Cents	
	\$		
Total	13 \$	0 00	
23. Document/Purchase Order/Requisition No.			

Section D - APPROVALS

26a. Immediate supervisor -- Name and title McNight, James Criminal Investigator		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	
27a. Second-line supervisor -- Name and title Lee, James Criminal Investigator		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	
28a. Training officer -- Name and title		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	

Section E - APPROVAL/CONCURRENCE

29a. Authorizing official -- Name and title		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	

Section F - CERTIFICATION OF TRAINING COMPLETION

30a. Authorizing official -- Name and title		Area code / Tel. No. / Extension	
b. Signature		Date	

TRAINING FACILITY > Bills should be sent to office indicated in item 25. -- Please refer to number given in item 23 to assure prompt payment.

APPOINTMENT AFFIDAVITS

(Position to which appointed) (Date of appointment)

(Department or agency) (Bureau or Division) (Place of employment)

I, _____, do solemnly swear (or affirm) that-

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

B. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof.

C. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing this appointment.

(Signature of appointee)

Subscribed and sworn (or affirmed) before me this _____ day of _____, 19 _____,

at _____ (City) _____ (State)

[SEAL]

(Signature of officer)

Commission expires

(If by Notary Public, the date of expiration of his/her
Commission should be shown)

(Title)

NOTE. - The oath of office must be administered by a person specified in 5 U.S.C. 2903. The words "So help me God" in the oath and the word "swear" wherever it appears above should be stricken out when the appointee elects to affirm rather than swear to the affidavits; only these words may be stricken and only when the appointee elects to affirm the affidavits.

Request For Preliminary Employment Data

(Safeguard The Confidential Nature Of The Data On This Request)

Standard Form 75
Revised 1/89
U.S. Office of Personnel Management
FPM Supplement 296-33

Type or print the name and address of the activity to which this request is being sent and your return address at the bottom

Date Of This Request

2000-08-15

TO AGENCY

123 Forrest Road

Orlando, FL 54321

Fold

To Whom It May Concern:
The person named below is tentatively selected for an appointment in this agency. Please complete this form using the instructions on page 4 and mail to the address at the bottom of this form.

Part I - To Be Completed By Activity Requesting Information

1. Name of Tentative Selectee (Last, First, Middle)		2. Social Security Number	3. Date of Birth
Lee, Kathy		700-00-0022	1957-08-11
4-A. Title of Position for Which Tentatively Selected		B. Pay Plan and Occupational Code	C. Grade or Level
Administrator		GS/0301	15 /09
5. Agency in Which Position is Located (Enter Code From Block 47 on SF50)		6. Personnel Office that Services the Position (Enter Code From Block 48 on SF50)	
Federal Reserve System-Board		7111	
7. Entry on Duty (EOD) Date Desired by this Activity			
1997-04-13			
8-A Name of Person Requesting Information		B. Requester's Title	
Smith, Susan		Manager	
C. Requester's Signature		D. Date Signed	E. Requester's Telephone Number (FTS, Autovon, and Commercial - Include Area Code)
			888/555-5555

Additional Data Requested

Please Return This Completed Request To:

PAGE 1

123 Sample Drive

Miami, FL 12345

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

PeopleSoft
GROUP MEMBERSHIP LIST REPORT

Report ID: GBP002

Page No. 1
Run Date 09/07/2000
Run Time 17:50:38

Group As Of Date Group ID Refinement Date
1980-01-01 00:00:00.000 KF0006 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

End of Report

Report ID: HPCA010
Company: PS1 PDAR Single Check Co
Pay Period End:07/07/2000
Run ID: PS14

Run Date 07/18/2001
Run Time 15:28:44

Off

Paygroup Cycle? Page Line Description

PS1 Actuals Distribution Error 504 - No Business Unit Data for Business Unit:PSBU1

PS2 Actuals Distribution Error 504 - No Business Unit Data for Business Unit:PSBU1
End Of Report

PeopleSoft
Gross & Fringe Detail Report

Report ID: HPCA012

Page No. 1
Run Date 08/17/2001
Run Time 15:12:24

Company PC1 ActsDist. Co. 1
Paygroup: PC1 Acts Dist BW 1

Fiscal Year: 2000 Accounting Period: 12
Department: PEGID-PCD03 ActDist Dept 3

Name	Empl ID-Rcd#	JobCode	Position# Pool	Check# PayEndDt	Total Gross	Total Fringe	REGULAR PAY	EARNED NOT PAID	BONUS	OVERTIME PAY	ADJUSTMENT	HOLIDAY PAY	Total
Kramer, Edgar Davids	PCE11-00	PCJ03	PCP00002	00000718 2001-06-16	3720.93	351.63	7407.41	-3686.48	0.00	0.00	0.00	0.00	4072.56
Nutz, Coco	PCE12-00	PCJ03	PCP00002	00000732 2001-06-16	2900.00	274.05	2900.00	0.00	0.00	0.00	0.00	0.00	3174.05
Nutz, Coco	PCE12-01	PCJ04		00000732 2001-06-16	800.00	75.60	800.00	0.00	0.00	0.00	0.00	0.00	875.60
Peace, Warren	PCE13-00	PCJ05	PCP00003	00000720 2001-06-16	2400.00	226.80	2400.00	0.00	0.00	0.00	0.00	0.00	2626.80
Down, Neil	PCE14-00	PCJ05	PCP00003	00000716 2001-06-16	3000.00	283.50	3000.00	0.00	0.00	0.00	0.00	0.00	3283.50
Taunt, Debbie	PCE15-00	PCJ05	PCP00003	00000721 2001-06-16	2600.00	245.70	2600.00	0.00	0.00	0.00	0.00	0.00	2845.70
Larrious, Hy	PCE16-00	PCJ05	PCP00003	00000719 2001-06-16	2050.00	193.73	2050.00	0.00	0.00	0.00	0.00	0.00	2243.73
Gamgee, Eleanor	PCE17-00	PCJ05	PCP00003	00000717 2001-06-16	1200.00	152.64	1200.00	0.00	0.00	0.00	0.00	0.00	1352.64
Department (PEGID-PCD03) Total					18670.93	1803.65	22357.41	-3686.48	0.00	0.00	0.00	0.00	20474.58

** Note ** Report is based on data loaded for date range between 01/01/2001 and 07/31/2001

PeopleSoft
 ACADEMIC TEACHING SURVEY TABLE VERIFICATION REPORT
 From 1998 - 1999

Full-Time Staff Salaries - Including Admin Posts and Medical/Dental

Rank	Female Count	Female Average Salary	Male Count	Male Average Salary	Total Count	Total Average Salary
Full Professor	0	0.00	3	20,000.00	3	20,000.00
Associate Professor	1	60,161.00	0	0.00	1	60,161.00
Below Assistant Professor	0	0.00	3	80,000.00	3	80,000.00
Other	0	0.00	3	20,000.00	3	20,000.00

GAK Netherlands B.V.
Bos en Lommerplantsoen 1
1005 CA Amsterdam

INSURANCE BOARD NOTIFICATION

1 Employer Information

Global Business Institute 021132700930101

2 Employee Information

Social Fiscal Number 032638486

a. Last Name Bakker
b. Initials Date of Birth K. 06/01/1960
c. Last name husband (married woman)
d. Address Rembrandtstraat 30
2811 XC Reeuwijk
e. Gender Marital Status Male Married

3 Reason for Communication

a. Hire 10/14/1990

4 Insurance Information

a. Employee is insured for
ZW Yes WW Yes
WAO Yes ZFW Yes
b. Employee Classification
c. Employee is
A
B

5 Insurance Board Information

a. Employee works for a consistent number of days
every 4 weeks, on a regular basis Yes
b. Standard Hours 40.00
Work Period W Weekly

=====
6 Signature Employee

7 Signature Employer

Date

Date

INSURANCE NOTIFICATION - EMPLOYER

Employee Information

Name : K. den Bakker
Address : Rembrandtstraat 30
 2811 XC Reeuwijk
Gender : Male
Date of Birth : 06/01/1960

Starting date of insurance (contract)

On the strength of the labor relation with the undersigned, the
aforementioned employee is compulsory insured under the
Compulsory Health Insurance Act

As Of Date : 10/14/1990

According to this employment
the employee works every week, on a regular basis

National Health Service

Name : Dutch Health Service Provider
Address : Stationsweg 15
 1815 CB Alkmaar
Registration No. : 177655001

Employer Information

Name : Global Business Institute
Address : 500 George Washington Pkway
 New York NY 07666
 USA
Telephone : +31 20 4684333
Contactperson : P. SMIT
Insurance Board :
Identification
Insurance Board : 021132700930101

Date of report: 08/30/2000

Date Signature Employer :

Co.	Grp	Pay Eff Date	Cn-try	Description	Short Descriptn	Dft Bpg	Dflt Type	Pay FrqGrp?	Ret	Hol Schd	Ern Prg	Bank Transit#	Account Number	Employee Type											
ACC	PAB	01/01/1990	USA	Accord Biweekly	Acc Biweek	B	N	009824567	H				10000	1	A	N	PRG	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried		
ACC	PAM	01/01/1990	USA	Accord Monthly	Acc Mnth	M	N	009824567	S				10000	1	A	N	PRG	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried		
ACC	PAT	01/01/1990	USA	Accord T&L	Acc TL	M	N	009824567	H				10000	1	A	N	PRG	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried		
DC	BWH	01/01/1980	USA	Biweekly Hourly Paygroup	Bwkly hrly	B	N	009824567	H				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Excep Hrly Hourly		
DC	LBH	01/01/1980	USA	Biweekly Hourly Paygroup	Bwkly hrly	B	N	009824567	H				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Excep Hrly Hourly		
DC	LBS	01/01/1980	USA	Biweekly Salary Payroll	Bwkly Sal	B	N	009824567	S				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Salaried		
DC	LMS	01/01/1980	USA	Monthly Salay Payroll	Mnthly Sal	M	N	009824567	S				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Salaried		
DC	LNP	01/01/1980	USA	No Payrolls to be Run	No Payroll	M	N	009824567	H				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Salaried		
GBI	KB1	01/01/1980	BEL	Belgium Monthly Paygroup	Bel Month	M	N	02903765	S				564000	1	A	N	KB1	KB1	REG	OTP	REG	HOL	KB01	Hourly Salaried	
GBI	KC1	01/01/1980	CAN	Canadian Weekly	Cdn Weekly	W	N	070	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC2	01/01/1980	CAN	Canadian Biweekly	Cdn Biwkly	B	N	008	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC3	01/01/1980	CAN	Canadian Semi-Monthly	Cdn SemiMo	S	N	062	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC4	01/01/1980	CAN	Canadian Monthly	Cdn Mnthly	M	N	049	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC7	01/01/1980	CAN	Canadian PI Pay Group	CAN PI	W	N	008	H				10000	1	A	N	KU1	REG	OTP	REG	HOL	KC01	Hourly Salaried		
GBI	KN1	01/01/1980	NLD	Monthly - Netherlands	Monthly	M	N	01506801	S				10000	1	A	N	KN1	KN1	REG	OTP	REG	HOL	KN01	Salaried	
GBI	KN2	01/01/1980	NLD	Semi-Monthly Netherlands	Semi-Month	S	N	01506801	E				10000	1	A	N	KN1	KN1	REG	OTP	REG	HOL	KN01	Excep Hrly Hourly	
GBI	KU1	01/01/1980	USA	US Weekly	US Weekly	W	N	123434566	S				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	
GBI	KU2	01/01/1980	USA	US Biweekly	US Biwkly	B	N	009824567	H				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	
GBI	KU3	01/01/1980	USA	US Semi-Monthly	US SemiMn	S	N	122000218	S				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	
GBI	KU4	01/01/1980	USA	US Monthly	US Monthly	M	N	123434566	S				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	

PeopleSoft
Earnings Table (Part 1)

Report ID: INT004NL

Page No. 1
Run Date 08/22/2000
Run Time 12:08:18

Earn Code	Eff Date	Description	Short Descriptn	Pymnt Type	PerUnit /Ovr Rte	Flat Amount	Max Yearly Earnings	Factor Mult	Factor Rate Adj	Factor Hrs Adj	Factor Ern Adj	Permanent/ Incidental	Tax Class
A05	01/01/1980	Admin Uncontrollable OT 5%	AUO 05%	E			0	0.0500				Both	WT, SS
A10	01/01/1980	Admin Uncontrollable OT 10%	AUO 10%	E			0	0.1000				Both	WT, SS
AAL	01/01/1980	Automobile Allowance	Auto Allow	A			0	1.0000				Both	WT, SS
ADJ	01/01/1980	Adjustments	Adjust	E			0	1.0000				Both	WT, SS
ADV	01/01/1980	Advance	Advance	A			0	1.0000				Both	WT, SS
ALL	01/01/1980	Allocated Tips	Alloc Tips	A			0	1.0000				Both	WT, SS
ANA	01/01/1980	Annual Leave Adjustment	AnLeaveAdj	E			0	1.0000				Both	WT, SS
ANL	01/01/1980	Annual Leave	Annl Leave	E			0	1.0000				Both	WT, SS
AUT	01/01/1980	Automobile Allowance	Auto Allow	A			0	1.0000				Both	WT, SS
AVL	01/01/1980	Availability Pay	Avail Pay	E			0	0.2500				Both	WT, SS
AWA	01/01/1980	Award -- Cash	Award -- C	E			0	1.0000				Both	WT, SS
AWD	01/01/1980	Award - Non Cash	Awd-N/Cash	E			0	1.0000				Both	WT, SS
BNS	01/01/1980	Bonus	Bonus	A			0	1.0000				Both	WT, SS
C01	01/01/1980	General Credits	Gen Cred	E			0	1.0000				Both	WT, SS
C10	01/01/1980	Medical Credits	Med Cred	E			0	1.0000				Both	WT, SS
C11	01/01/1980	Dental Credits	Den Cred	E			0	1.0000				Both	WT, SS
C20	01/01/1980	Life Credits	Life Cred	E			0	1.0000				Both	WT, SS
C31	01/01/1980	LTD Credits	LTD Cred	E			0	1.0000				Both	WT, SS
CAD	01/01/1980	Pay Advance	Advance	A			0	1.0000				Both	WT, SS
CBN	01/01/1980	Bonus	Bonus	A			0	1.0000				Both	WT, SS
CLA	01/01/1980	Cost of Living Adjustment	COLA	A			0	0.0300				Both	WT, SS
CMA	01/01/1980	Compensatory Time Off Adjust	Cmp TO Adj	E			0	1.0000				Both	WT, SS
CMP	01/01/1980	Compensatory Time Off	Comp Time	E			0	1.0000				Both	WT, SS
CMS	01/01/1980	Commission	Commission	E			0	1.0000				Both	WT, SS
CNP	01/01/1980	Charge Nurse Pay	Chg Nurse	E			0	1.0000				Both	WT, SS
COM	01/01/1980	Commission	Commission	E			0	1.0000				Both	WT, SS
CRG	01/01/1980	Contract Earnings	CRG	B			0	1.0000				Both	WT, SS
CTE	01/01/1980	Comp Time Earned	Comp Earn	H			0	1.0000				Both	WT, SS
DBT	01/01/1980	Double Time	DoubleTime	E			0	2.0000				Both	WT, SS
ENP	01/01/1980	Earned not Paid	ENP	E			0	1.0000				Both	WT, SS
ESP	01/01/1980	RESP Educational Assistance	RESP Educ	A			0	1.0000				Both	WT, SS
EXP	01/01/1980	Expense Reimbursement	Expenses	A			0	1.0000				Both	WT, SS
HLP	01/01/1980	Holiday Pay	Holiday Pa	E			0	1.0000				Both	WT, SS
HNS	01/01/1980	Holiday (Non-Statutory)	Holiday NS	H			0	1.0000				Both	WT, SS
HOL	01/01/1980	Holiday (Statutory)	Holiday	H			0	1.0000				Both	WT, SS
HOW	01/01/1980	Holiday Worked	Hol Worked	E			0	2.0000				Both	WT, SS
IOI	01/01/1980	ISO Ordinary Income	ISO Income	A			0	1.0000				Both	WT, SS
JUR	01/01/1980	Jury Pay	Jury Pay	E			0	1.0000				Both	WT, SS
KU1	01/01/1980	Vacation Buy	Vac Buy	H			0					Both	WT, SS
KU2	01/01/1980	Vacation Sell	Vac Sell	H			0					Both	WT, SS
LPO	01/01/1980	Leave Balance for Payout	Lve Payout	E			0	1.0000				Both	WT, SS
LTD	01/01/1980	Long Term Disability	LTD	E			0	0.5000				Both	WT, SS
MIL	01/01/1980	Mileage Reimbursement	Mileage	U	0.3100		0	1.0000				Both	WT, SS
NQI	01/01/1980	NQ Option Income	NQ	A			0	1.0000				Both	WT, SS
OCF	01/01/1980	On-Call Pay	OnCall Pay	F		12.0000	0	1.0000				Both	WT, SS
OTP	01/01/1980	Overtime	Overtime	H			0	1.5000				Both	WT, SS
OTS	01/01/1980	Straight Overtime	StraightOT	H			0	1.0000				Both	WT, SS

PeopleSoft
Deductions Table

Page No. 1
Run Date 08/22/2000
Run Time 12:08:03

Report ID: INT005NL

Plan Type	Deduct Code	Eff Date	Description	Short Descriptn	Permanent/ Incidental			
00	KCAGRN	01/01/1980	Garnishment	Garnishmnt	Both	Wage Tax and Social Security		
00	KCAVPB	01/01/1980	Advance Payback	AdvPayBack	Both	Wage Tax and Social Security		
00	KCBGRN	01/01/1980	Before-tax Garnishment	B-Tax Garn	Both	Wage Tax and Social Security		
00	KCCRUN	01/01/1980	Credit Union	Cred Union	Both	Wage Tax and Social Security		
00	KCCSB1	01/01/1980	Canada Savings Bonds	CSB	Both	Wage Tax and Social Security		
00	KCHILD	01/01/1980	Child Care Center On-site	Child Care	Both	Wage Tax and Social Security		
00	KCHOUS	01/01/1980	Company Housing	Co Housing	Both	Wage Tax and Social Security		
00	KCIDMT	01/01/1980	Company ID Materials	Co ID	Both	Wage Tax and Social Security		
00	KCLOAN	01/01/1980	Loan Payback	Loan Pybck	Both	Wage Tax and Social Security		
00	KCPARK	01/01/1980	Parking	Parking	Both	Wage Tax and Social Security		
00	KCPYS1	01/01/1980	Canada Payroll Savings	CPS1	Both	Wage Tax and Social Security		
00	KCPYS2	01/01/1980	Canada Payroll Savings - RRSP	CPS2	Both	Wage Tax and Social Security		
00	KCUNON	01/01/1980	Union Dues	Union Dues	Both	Wage Tax and Social Security		
00	KCUWAY	01/01/1980	Donations - United Way	United Way	Both	Wage Tax and Social Security		
00	KN0001	01/01/1980	Staff Association Contribution	Staff Assc	Both	No Wage Tax, No Social Security		
00	KN0002	01/01/1980	Stock Purchase	Stock	Incidental	Wage Tax and Social Security		
00	KU401K	01/01/1980	General - Pretax 401k	General -	Both	Wage Tax and Social Security		
00	KU4DU1	01/01/1980	Health Club Dues	HealthClub	Both	Wage Tax and Social Security		
00	KU4SDM	01/01/1980	Administration of 401(k)	Admin 401k	Both	Wage Tax and Social Security		
00	KU4UN1	01/01/1980	Union Dues	Union Dues	Both	Wage Tax and Social Security		
00	KU4UW1	01/01/1980	United Way	United Way	Both	Wage Tax and Social Security		
00	KUAVPB	01/01/1980	Advance Payback	Advance	Both	Wage Tax and Social Security		
00	KUAVPY	01/01/1980	Vacation Advance Payback	VacAdvance	Both	Wage Tax and Social Security		
00	KUAVTV	01/01/1980	Travel Advance	Travel Adv	Both	Wage Tax and Social Security		
00	KUBFMD	01/01/1980	Before Tax Medical General Ded	Before Tax	Both	Wage Tax and Social Security		
00	KUBOND	01/01/1980	Savings Bond Deduction	US Bond	Both	Wage Tax and Social Security		
00	KUBTX1	01/01/1980	Before Tax Gen'l %accum	BTax Accum	Both	Wage Tax and Social Security		
00	KUBTX2	01/01/1980	Before Tax Gen'l %gross	BTax Gross	Both	Wage Tax and Social Security		
00	KUBTX3	01/01/1980	Before Tax Gen'l %accum	BTax Accum	Both	Wage Tax and Social Security		
00	KUBTXA	01/01/1980	Before-tax Amount	BTax Amt	Both	Wage Tax and Social Security		
00	KUCAFE	01/01/1980	Cafeteria Charges	Cafeteria	Both	Wage Tax and Social Security		
00	KUCHLD	01/01/1980	Child Care Center-On Site	Child Care	Both	Wage Tax and Social Security		
00	KUCOFE	01/01/1980	Coffee Expense Deduction	Coffee	Both	Wage Tax and Social Security		
00	KUCRUN	01/01/1980	Credit Union	Cred Union	Both	Wage Tax and Social Security		
00	KUDRAW	01/01/1980	Accumulative Draw	Accum Draw	Both	Wage Tax and Social Security		
00	KUEXTX	01/01/1980	Assignment Country Tax	Assign Tax	Both	Wage Tax and Social Security		
00	KUGARN	01/01/1980	Garnishment	Garnishmnt	Both	Wage Tax and Social Security		
00	KUHLTH	01/01/1980	Health Club Dues	HealthClub	Both	Wage Tax and Social Security		
00	KUHYTX	01/01/1980	Hypothetical Tax	Hypo Tax	Both	Wage Tax and Social Security		
00	KUINCM	01/01/1980	Goods'n Serv Spendable Income	G&S Spend	Both	Wage Tax and Social Security		
00	KULON1	01/01/1980	Loan Payback	Loan Pybck	Both	Wage Tax and Social Security		
00	KULON2	01/01/1980	Loan Payback	Loan Pybck	Both	Wage Tax and Social Security		
00	KUMNT1	01/01/1980	Maintenance Expense	Maint Exp	Both	Wage Tax and Social Security		
00	KUNTPY	01/01/1980	Net Pay Adjustment	NetPay Adj	Both	Wage Tax and Social Security		
00	KUPARK	01/01/1980	Parking Deduction	Parking	Both	Wage Tax and Social Security		
00	KUPHRM	01/01/1980	Pharmacy Charges	Pharmacy	Both	Wage Tax and Social Security		
00	KUPRKG	01/01/1980	Parking	Parking	Both	Wage Tax and Social Security		
00	KUPRLC	01/01/1980	Professional Laundry Ser	Laundry	Both	Wage Tax and Social Security		
00	KUPYAJ	01/01/1980	Payback Adjustment	Pay Adjust	Both	Wage Tax and Social Security		
00	KUSTK1	01/01/1980	Stock Purchase	Stock	Both	Wage Tax and Social Security		
00	KUSTK2	01/01/1980	Stock Purchase Plan	Stock Plan	Both	Wage Tax and Social Security		
00	KUTCAF	01/01/1980	Coffee Expense Ded	Coffee Exp	Both	Wage Tax and Social Security		
00	KUUDUE	01/01/1980	Union Dues	Union Dues	Both	Wage Tax and Social Security		
00	KUUNIN	01/01/1980	Credit Union 100% ded	Cred Union	Both	Wage Tax and Social Security		
00	KUUNON	01/01/1980	Union Dues	Union Dues	Both	Wage Tax and Social Security		
00	KUUSBD	01/01/1980	U.S. Savings Bond Deduction	US Bond	Both	Wage Tax and Social Security		
00	KUVAC1	01/01/1980	Vacation Advance Payback	VacAdvance	Both	Wage Tax and Social Security		
00	KUWAY1	01/01/1980	United Way	United Way	Both	Wage Tax and Social Security		
00	LALOT1	01/01/1980	Employee Allotment 1	Employee A	Both	Wage Tax and Social Security		
00	LALOT2	01/01/1980	Employee Allotment 2	Employee A	Both	Wage Tax and Social Security		
00	LBOND	01/01/1980	Savings Bond	SaveBond	Both	Wage Tax and Social Security		
00	LCFC	01/01/1980	Combined Federal Campaign	CFC	Both	Wage Tax and Social Security		
00	LCHILD	01/01/1980	Child Support Payment	Child Supp	Both	Wage Tax and Social Security		
00	LCHRTY	01/01/1980	Charity	Charity	Both	Wage Tax and Social Security		
00	LCRDUN	01/01/1980	Credit Union	Credit Uni	Both	Wage Tax and Social Security		
00	LGARNL	01/01/1980	Garnishment	Garnishmen	Both	Wage Tax and Social Security		
00	LMILDP	01/01/1980	Military Service Deposit	Military S	Both	Wage Tax and Social Security		
00	LNETPY	01/01/1980	Net Pay Adjustment	Pay Adj	Both	Wage Tax and Social Security		
00	LPRKNG	01/01/1980	Parking	Parking	Both	Wage Tax and Social Security		
00	LUNION	01/01/1980	Union Dues	Union Dues	Both	Wage Tax and Social Security		
00	NETPAY	01/01/1980	Net Pay Adjustment	NetPayAdj	Both	Wage Tax and Social Security		
00	PREPAY	01/01/1900	Pre-Payment Deductions	PrePay Ded	Both	Wage Tax and Social Security		
00	PUCBB1	01/01/1980	Svc Buy Back 1	Svc BBB1	Both	Wage Tax and Social Security		

Deduction Code	Eff Date	Calc Type	Rate/Percent	Pay Freq	Additional Amount
KN0001	01/01/1980	A Amount		M	15.00
KN0002	01/01/1980	B Percentage	5.000		

Analysis of the compensation

between Year 2000
and Year 2001

Scenario : Simulation of compensation for Year 2001

<i>Measure</i>	<i>Triggering Date</i>	<i>Level Effect (%)</i>	<i>Mass Effect (%)</i>	<i>Carry-Over(%)</i>
Carry-over from the reference period	-	-	-	0.00
Bonus		-0.10	-0.06	-0.03
Regular Bonus		-0.10	-0.06	-0.03
Promotion from Assistant to Senior Assistant	01/10/2001	-0.10	-0.06	-0.03
Individual Measures		-3.91	-2.41	-1.19
Shift-Technicality		-3.91	-2.41	-1.19
Promotion from Assistant to Senior Assistant	01/10/2001	-3.91	-2.41	-1.19
Average Compensation for the Employees in Place	-	-4.01	-2.47	-1.22
Headcount effect	-	-	37.32	-
Structure effect	-	-	0.00	-
Noria effect	-	-	-8.63	-
Total Compensation variation	-	-	26.21	-

Compensation Analysis

between Year 2000
and Year 2001

Scenario : Simulation of compensation for year 2001
Variation of Headcount

<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>
	<i>Period</i>	<i>Period</i>	(D)	(%)
All employees in Company KF1	21.19	22.58	1.39	6.58

Variation of Total Compensation

<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>
	<i>Period</i>	<i>Period</i>	(D)	(%)
All employees in Company KF1	4,822,430.92	5,218,093.54	395,662.62	8.20

Variation of Average Compensation

<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>
	<i>Period</i>	<i>Period</i>	(D)	(%)
All employees in Company KF1	227,616.31	231,093.60	3,477.29	1.53

Variation of Median Compensation

<i>Group</i>	<i>Reference</i>	<i>Analysis</i>	<i>Variation</i>	<i>Variation</i>
	<i>Period</i>	<i>Period</i>	(D)	(%)
All employees in Company KF1	361,986.50	370,074.95	8,088.45	2.23

Variation of Compensation (constant headcount)

<i>Group</i>	<i>Headcount</i>	<i>Total Compensation</i>	<i>Average Compensation</i>
	<i>Ratio</i>	<i>Ratio</i>	<i>Ratio</i>
All employees in Company KF1	106.58	108.20	101.53

Variation of Compensation (constant structure)

<i>Group</i>	<i>Fictive Compensation</i>	<i>Total Compensation</i>
	<i>for Analysis Period</i>	<i>Variation</i>
All employees in Company KF1	4,896,103.20	1.53

Scenarios Comparison

between Simulation of compensation for year 2001 9/1/00 10:36:37AM(Scenario 1)
 and Simulation of compensation for year 2001 9/1/00 11:12:07AM(Scenario 2)

Group of Employees: All employees in Company KF1

Page No. 1
 Run Date 01/09/2000
 Run Time 1:15:07AM

Elementary Period		Compensation				Headcount				Average Compensation			
Date From	Thru	Scenario 1	Scenario 2	Variation (D)	Variation (%)	Scenario 1	Scenario 2	Variation (D)	Variation (%)	Scenario 1	Scenario 2	Variation (D)	Variation (%)
01/01/2001	31/01/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/02/2001	28/02/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/03/2001	31/03/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/04/2001	30/04/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/05/2001	31/05/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/06/2001	30/06/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/07/2001	31/07/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/08/2001	31/08/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/09/2001	30/09/2001	397,561.15	397,561.15	0.00	0.00	24.00	24.00	0.00	0.00	17,606.78	17,606.78	0.00	0.00
01/10/2001	31/10/2001	397,561.15	487,561.15	90,000.00	22.64	24.00	34.00	10.00	41.67	17,606.78	14,965.04	-2,641.74	-15.00
01/11/2001	30/11/2001	414,160.69	504,160.69	90,000.00	21.73	24.00	34.00	10.00	41.67	18,341.93	15,474.55	-2,867.38	-15.63
01/12/2001	31/12/2001	828,321.38	1,008,321.38	180,000.00	21.73	24.00	34.00	10.00	41.67	36,683.85	30,949.09	-5,734.76	-15.63

Rate Codes without rate code class

Rate Code	Effective Date		Rate Type
K0GRCH	1/1/80	Global Base RC Hourly	HR Hourly Rate
K0GRCM	1/1/80	Global Base RC Flat Amount	FA Flat Amount
K0GRCN	1/1/80	Global Base RC Percent	PC Percent
K0GRCP	1/1/80	Global Base RC Points	PT Points
KBML01	1/1/80	Belgium Meal Allowance	FA Flat Amount
KBTV01	1/1/80	Belgium Travel Allowance	FA Flat Amount
KCERTF	5/15/00	Certificate Base Pay	FA Flat Amount
KE0003	1/1/80	Quarterly Bonus	PC Percent
KE0004	1/1/80	Meal Allowance	FA Flat Amount
KGC001	1/1/80	Sales Commission UK	PC Percent
KHAZRD	1/1/80	Hazardous Pay	FA Flat Amount
KLEAD	1/1/80	Lead Pay	FA Flat Amount
KPROJ	1/1/80	Special Project	FA Flat Amount
NAANNL	1/1/00	Default NA Annual	FA Flat Amount
NAHRLY	1/1/00	Default NA Hourly	HR Hourly Rate

Compañía Financiera

F I N 8 0 0 1 1 2 F I N K Y 0 0 0 0 0 0 0 0 A

Montes Urales #632
#632
Lomas de Chapultepec

Distrito Federal 1 1 0 0 0 Miguel Hidalgo

Distrito Federal

FINANCIAL

0 0 0 0 9 3

X

0 0 1

0 0 2

0 1 0 1 0 1

Gabriela Aguilar Rojas

Distrito Federal, DF

0 1 0 9 2 5

00001 Montes Urales 632
Lomas de Chapultepec
Mexico, DF C.P. 11000

FIN800112FIN KY00000000A

Compañía Financiera

FIN 800112 FIN KY00000000 A

Montes Urales #632

Lomas de Chapultepec

Distrito Federal 11000 Miguel Hidalgo

Distrito Federal

FINANCIAL

000081

X

010101

5
4
3
1

X
X
X

0001

3

010101

011231

Gabriela Aguilar Rojas

Distrito Federal, DF

010925

00001 Montes Urales 632
Lomas de Chapultepec
Mexico, DF C.P. 11000

FIN800112FIN KY00000000A

Compañía Financiera

Montes Urales #632
Lomas de Chapultepec

Distrito Federal 1 1 0 0 0 Miguel Hidalgo

Distrito Federal

Executive Development

01 03

K010

Leadership Skills for Managers

Gabriela Aguilar Rojas

Distrito Federal, DF

0 1 0 9 2 5

-PENA MARTINEZ JORGE

P E M J 6 7 1 0 0 1

VP - Services

Compañía Financiera

F I N 8 0 0 1 1 2 F I N K Y 0 0 0 0 0 0 0 0 A

FINANCIAL

Introduction to HR

0.00

Compañía Financiera

GIRAUD PHILIPPE

Francisco Aguilar

Gabriela Aguilar Rojas

Compañía Financiera

FIN 80 01 12 FIN KY0 000 000 0 A

FINANCIAL

01 06

BERNAL MACIAS KARINA	00000
VELAZQUEZ HERNANDEZ ALEJANDR	00000
BERNAL CRUZ RICARDO	00000
MORALES CORONA MARIO	00000
GIL AGUILAR NATALIA	00000
ROJAS CRUZ MARCELA	00000
ORTIZ LUNA LOURDES	00000
MENDEZ VILLA RICARDO	00000
SALINAS CASTRO ISABEL	00000
MARTINEZ VILLA JORGE	00000
GONZALEZ ROJAS ALEJANDRA	00000
GIL CASTRO DIEGO	00000
VEGA MEZA FABIOLA	00000
HERNANDEZ TORRES MARCELO	00000

Gabriela Aguilar Rojas

Distrito Federal, DF

0 1 0 9 2 5

Compañía Financiera

F I N 8 0 0 1 1 2 F I N K Y 0 0 0 0 0 0 0 0 A

Montes Urales #632

Lomas de Chapultepec

Distrito Federal 1 1 0 0 0 Miguel Hidalgo

Distrito Federal

X

1 1

00001 Introduction to HR

0.00

00001	BOXER JOE	
00002	KITE TOM	
00003	SAMUEL JESSIE	
00004	CAMPBELL BARRY	Corporate/Management
00005	GIRAUD PHILIPPE	
00006	DUMONT LOUIS	
00007	VAXHAULER MOIRA	Management Courses
00008	MIGUEL SANFORD	Technical
00009	RELIGIOSO STEVE	General/Technical
00010	BONICELLO NINA	
00011	ANSELHODGES TAMARA	PAR Processing, WGI'

Gabriela Aguilar Rojas

Tijuana, BCN

0 1 0 9 2 5

Highly Compensated Employees

Employee Name	Employee ID	----- Actual Year-to-Date -----			----- Forecasted Year-End -----		
		Gross Earnings	Contributions	ADP	Gross Earnings	Contributions	ADP
Lewis, Douglas	KU0001	\$85,666.68	\$4,283.32	5.000	\$259,866.68	\$10,500.00	6.176
Baran, Charles	KU0002	\$65,264.63	\$0.00	0.000	\$189,214.63	\$0.00	0.000
Parsons, Jean	KU0003	\$56,123.04	\$1,600.00	2.851	\$178,331.04	\$5,084.00	2.991
Grafton, Ken	KU0004	\$55,219.87	\$1,656.24	2.999	\$176,958.87	\$8,960.58	5.271
Aliverdi, Reza	KU0005	\$40,777.36	\$1,223.32	3.000	\$123,696.56	\$6,198.48	5.011
Locherty, Betty	KU0007	\$45,654.44	\$1,600.00	3.505	\$146,154.44	\$8,568.00	5.862
Roth, Calvin	KU0008	\$40,115.99	\$1,600.00	3.988	\$128,555.99	\$5,084.00	3.955
Religioso, Steve	KU0036	\$30,969.65	\$1,548.48	5.000	\$119,149.69	\$1,936.95	1.626
Passantino, Alex	KU0067	\$55,360.79	\$0.00	0.000	\$177,434.79	\$0.00	0.000
Total:	9	\$475,152.45	\$13,511.36	2.927	\$1,499,362.69	\$46,332.01	3.432

Highly Compensated Employees

Employee Name	Employee ID	----- Actual Year-to-Date -----			----- Forecasted Year-End -----		
		Gross Earnings	Contributions	ACP	Gross Earnings	Contributions	ACP
Lewis, Douglas	KU0001	\$85,666.68	\$6,853.32	8.000	\$259,866.68	\$10,337.32	6.081
Baran, Charles	KU0002	\$65,264.63	\$649.58	0.995	\$189,214.63	\$1,889.08	1.111
Parsons, Jean	KU0003	\$56,123.04	\$1,600.10	2.851	\$178,331.04	\$1,600.10	0.941
Grafton, Ken	KU0004	\$55,219.87	\$1,656.24	2.999	\$176,958.87	\$1,656.24	0.974
Aliverdi, Reza	KU0005	\$40,777.36	\$1,223.32	3.000	\$123,696.56	\$1,223.32	0.989
Locherty, Betty	KU0007	\$45,654.44	\$1,300.15	2.848	\$146,154.44	\$1,300.15	0.890
Roth, Calvin	KU0008	\$40,115.99	\$1,599.86	3.988	\$128,555.99	\$1,599.86	1.244
Religioso, Steve	KU0036	\$30,969.65	\$0.00	0.000	\$119,149.69	\$0.00	0.000
Passantino, Alex	KU0067	\$55,360.79	\$553.63	1.000	\$177,434.79	\$1,774.37	1.044
Total:	9	\$475,152.45	\$15,436.20	2.853	\$1,499,362.69	\$21,380.44	1.475

Highly Compensated Employees

Employee Name	Employee ID	----- Actual Year-to-Date -----		----- Forecasted Year-End -----	
		Gross Earnings	129 Benefits Rcvd	Gross Earnings	129 Benefits Rcvd
Lewis,Douglas	KU0001	\$85,666.68	\$0.00	\$259,866.68	\$0.00
Baran,Charles	KU0002	\$65,264.63	\$0.00	\$189,214.63	\$0.00
Parsons,Jean	KU0003	\$56,123.04	\$0.00	\$178,331.04	\$0.00
Grafton,Ken	KU0004	\$55,219.87	\$0.00	\$176,958.87	\$0.00
Aliverdi,Reza	KU0005	\$40,777.36	\$0.00	\$123,696.56	\$0.00
Locherty,Betty	KU0007	\$45,654.44	\$0.00	\$146,154.44	\$0.00
Roth,Calvin	KU0008	\$40,115.99	\$0.00	\$128,555.99	\$0.00
Religioso,Steve	KU0036	\$30,969.65	\$0.00	\$119,149.69	\$0.00
Passantino,Alex	KU0067	\$55,360.79	\$0.00	\$177,434.79	\$0.00
Totals:	9	\$475,152.45	\$0.00	\$1,499,362.69	\$0.00

PeopleSoft
Employee NVQs

<u>Emplid</u>	<u>Name</u>	<u>NVQ Code</u>	<u>NVQ Title</u>	<u>Status</u>	<u>NVO Level</u>
KG0009	de la Camara.Robin	HRADMIN	Human Resources Administration	Enrolled	5
KG0009	de la Camara.Robin	HRADMIN	Human Resources Administration	Enrolled	5
KG0005	O'Flaherty.Seamus Patrick	ADMIN 1	Business Administration	Achieved	1

Unit Listing

<u>Unit Code</u>	<u>Title</u>
ADMIN 1	Office Resource Administration
COMM SYS	Communication Systems
D31	Assess candidate performance
D32	Assess candidate using diverse evidence
D33	Co-ordinate the assessment process
D34	Verify the assessment process
D35	Identify previously acquired competence
DOC1	Preparing and Producing Documents
DOC2	Processing Correspondence
DOC3	Shorthand Transcription
FILING	Researching and Retrieving Information
H&S	Health & Safety At Work
MEETINGS	Servicing Meetings
PERSMAN	Personnel Management
PERSSTRA	Personnel Strategy
RECEPT	Reception
SCHEDULE	Organising Work Schedules
TRAINDEV	Training and Development
TRAVEL1	Arranging Travel
WELD1	Maintain welding equipment
WELD2	Follow Health & Safety procedures with regard to
WELD3	Operation of welding equipment

<u>Code</u>	<u>Title</u>	<u>Level</u>	<u>Expir. Date</u>
ADMIN 1	Business Administration	1	7/31/2001
ADMIN 2	Business Administration	2	7/31/2001
ADMIN 3	Business Administration	3	7/31/2001
HRADMIN	Human Resources Administration	5	1/1/2001
WELD2	Engineering Construction: Joining Materials by Welding	2	12/31/1998

Unit Code	Title	Element Number	Title
ADMIN 1	Office Resource Administration	1	Maintain office supplies
		2	Maintain a petty cash system
		3	Ensure the use of authorised banking procedures
COMM SY	Communication Svstems	1	Organise allocation and dispatch of mail
		2	Use the telephone system to the full
		3	Transmit and receive information using electronic equipment
D31	Assess candidate performance	1	Identify opportunities for the collection of evidence of competent performance
		2	Collect and judge performance evidence against criteria
		3	Collect and judge knowledge evidence to support the influence of competent performance
		4	Make assessment decision and provide feedback
D32	Assess candidate using diverse evidence	1	Determine sources of evidence to be used
		2	Collate and evaluate evidence
		3	Make assessment decision and provide feedback
D33	Co-ordinate the assessment process	1	Provide advice and support to assessors
		2	Maintain and submit assessment documentation
		3	Undertake internal verification
D34	Verify the assessment process	1	Provide information, advisory and support services for centres
		2	Verify assessment practice and centre procedures
		3	Maintain records of visits and provide feedback to awarding body
D35	Identify previously acquired competence	1	Help candidate to identify areas of current competence
		2	Agree an assessment plan with candidate
		3	Help candidate to prepare and present evidence for assessment
DOC1	Preparing and Producing Documents	1	Produce text from oral and written material using an alphanumeric keyboard
		2	Present narrative, graphic and tabular information using an alphanumeric keyboard

Employee NVQ Reviews & Unit Plan

EMPLID: KG0005 O'Flaherty,Seamus Patrick

NVQ CODE	TITLE	LEVEL	REVIEW DATE	COMMENTS	UNIT CODE	TITLE	PROGRESS
ADMIN	Business Administration	1	9/1/1999	Successful Review.	ADMIN 1	Office Resource Administratio	C
					FILING	Researching and Retrieving In	C
					H&S	Health & Safety At Work	N

WORKER IDENTIFICATION

Moore, Catherine J	Employee ID:	KC0005	SIN:	936 574 151
#22 - 165 Dixon Road	Occupation:	Payroll Clerk	Birth Date:	07/28/1958
Toronto, ON	Employee Class:		Sex:	F
M9P3T9 CAN	Employee Status:	Part-Time	Marital Status:	Single
Home Phone:	Hire Date:	03/22/1985	Health Care:	
	Job Start D	03/22/1985	Preferred Lang:	

EMPLOYER IDENTIFICATION

Worker's Location:	Firm Number:	22345	Reporting Locn:	0
Global Business Institute	Rate Number:		Canadian Headquarters	
500 George Washington Pkway	Contact Name:	Kirby Dunbar	1800 Bay Street Suite 1900	
New York, NY	Phone Number:		Toronto, ON	
07666 USA	Trade Union?	Yes	M5J 2T3 CAN	
	Business Activity:	Forestry/Paper		

Is Employee Full-time?
Is Employee Permanent?
Is Employee Seasonal?
Is Employee Casual?
Is Employee a Volunteer?
Is Employee a Student?
Is Employee a subcontractor?

Is Employee a Partner of the Employer?
Is Employee a Principal of the Firm?
Is Employee a Relative of the Employer?

TEMPORARY DISABILITY

Following the day that the injury/awareness of disease occurred, will the injured worker be absent because of the injury/disease?

Will the injured worker as a result of the injury/disease assume other duties because the injury/disease prevents him/her from performing his/her regular duties? Yes

Will the injured worker as a result of the injury/disease earn less than his/her regular wages because of the injury/disease? No

DETAILS OF INCIDENT

Date and Time:	06/15/2000 8:15 AM	Employer's Premises?	Yes
Location:	Vancouver Branch 2030 Calley Street Vancouver, BC	V5C2Z8 CAN	
	ON THE TRANSCANADA HIGHWAY NEAR THE WILLINGDON OFFRAMP		

What happened: The employee was driving to work and became involved in a vehicle accident. According to the information provided to us, the employee sneezed while driving, momentarily losing control of the vehicle and therefore failing to see that the traffic had stopped ahead. As a result of not putting on the brakes on time, the employees vehicle smashed into the vehicle ahead of it,

EMPLOYER

Company Name: Global Business Institute
Address:
500 George Washington Pkway

Postal: 07666 New York

EMPLOYER

Company Name: Global Business Institute
Address:
500 George Washington Pkway

Postal: 07666 New York

WITNESS

Name: Reid, Charles M
Address:

Postal:
Police Report: NO
Name:

THIRD PARTY

Third Party Responsible: NO

End of Report

UNFALLANZEIGE

Global Business Institute
500 George Washington Pkway
07666 New York

SKN

Unfallgruppe

1. Mitgliedsnummer
2. Gewerbeaufsichtsamt/Bergamt
3. Betriebsnummer des Arbeitsamtes

Unfallart
 Meldejahr 00

Vers.-Träger
 Gefahrtarifstell

Unfallnummer

4 Anschriftenfeld für den Empfänger der Unfallanzeige

5. Name, Vorname Antonio Santos				6. Versicherungsnummer oder Geburtsdatum 08/09/1972	
7. Postleitzahl 94246		Ort Sacramento		Strasse 4689 Z Street	
8. Familienstand Married		9. Geschlecht 1		10. Staatsangehörigkeit M	
11. Zahl der Kinder unter 18 Jahren 0		zwischen 18 u.25 Jahren, soweit in Schul-oder Berufsausbildung		12. Als was ist der Verletzte regelmäßig eingesetzt? Administrative Assistant	
14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig? Human Resources Corporation Headquarters				13. Seit wann bei dieser Tätigkeit? 09/12/1997	
16. Ist der Verletzte minderjährig, entmündigt oder steht er unter Pflegschaft? <input checked="" type="checkbox"/> nein				15. Ist der Verletzte Leiharbeiter? Nein	
17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt? <input checked="" type="checkbox"/> nein <input type="checkbox"/> Unternehmer <input type="checkbox"/> Mitunternehmer <input type="checkbox"/> Ehegatte <input type="checkbox"/> verwandt				Art der Verwandtschaft	
18. Krankenkasse des Verletzten (Name, Ort)		19. Anspruch auf Arbeitsentgelt besteht bis		20. Hat der Verletzte die Arbeit wieder aufgenommen? <input type="checkbox"/> nein <input checked="" type="checkbox"/> ja am 06/15/2000	
21. Verletzte Körperteile				22. Art der Verletzung	
23. Welcher Arzt hat den Verletzten nach dem Unfall zuerst versorgt? (Name, Anschrift)				24. Ist der Verletzte tot? <input checked="" type="checkbox"/> nein <input type="checkbox"/> ja	
25. Welcher Arzt behandelt den Verletzten zur Zeit? (Name, Anschrift)				zu 21 zu 22 zu 24 2	
26. Falls sich der Verletzte im Krankenhaus befindet, Anschrift des Krankenhauses:				27. Unfall Zeitpunkt 06/12/2000	
28. Hat der Verletzte die Arbeit eingestellt? <input type="checkbox"/> nein <input type="checkbox"/> sofort <input type="checkbox"/> später am		29. Beginn der Arbeitszeit des Verletzten . Uhr		30. Ende der Arbeitszeit des Verletzten . Uhr	
31. Unfallstelle (genaue Orts- u. Straßenangabe, auch bei Wegeunfällen) ON THE FOURTH FLOOR				zu 29 . Uhr	
32. An welcher Maschine ereignete sich der Unfall? (auch Hersteller, Typ, Baujahr)				zu 33 zu 34 	
33. Welche technische Schutzvorrichtung o. Maßnahme war getroffen?		34. Welche persönliche Schutzausrüstung hat der Verletzte benutzt?		Arbeitsbereich 	
35. Welche Maßnahmen wurden getroffen, um ähnliche Unfälle in Zukunft zu verhüten?				unfallauslösenderGegenst K400	
36. Wer hat von dem Unfall zuerst Kenntnis genommen? (Name, Anschrift des Zeugen) CalvinFresno		War diese Person Augenzeuge? <input type="checkbox"/> nein <input checked="" type="checkbox"/> ja		Bewegung des Gegenstandes 	
37. Ausführliche Schilderung des Unfallherganges Antonio sprained his ankle					
				Tätigkeit des Verletzten 	
				Bewegung des Verletzten 	

07.09.2000



Report of an injury or dangerous occurrence

Part A

About you

- 1 What is your full name?

Mr Antonio Santos

- 2 What is your job title?

Payroll Clerk

- 3 What is your telephone number?

About your organisation

- 4 What is the name of your organisation?

Global Business Institute

- 5 What is its address and postcode?

500 George Washington Pkway
New York
New York
07666
United States

- 6 What type of work does the organisation do?

Part B

About the incident

- 1 On what date did the incident happen?

6/15/2000

- 2 At what time did the incident happen?
(Please use the 24-hour clock eg 0600)

08:15:00

- 3 Did the incident happen at the above address?

Yes Go to question 4

No Where did the incident happen?

elsewhere in your organisation - give the name, address and postcode

at someone else's premises - give the name, address and postcode

in a public place - give details of where it happened

2030 Calley Street
Vancouver
British Columbia
V5C2Z8
Canada

If you do not know the postcode, what is the name of the local authority?

- 4 In which department, or where on the premises, did the incident happen?

ON THE TRANSCANADA HIGHWAY NEAR THE WILLINGDON OFFRAMP

Part C

About the injured person

If you are reporting a dangerous occurrence, go to Part F.

If more than one person was injured in the same incident, please attach the details asked for in Part C and Part D for each injured person.

- 1 What is their full name?

Ms Catherine J Moore

- 2 What is their home address and postcode?

#22 - 165 Dixon Road
Toronto
Ontario
M9P3T9
Canada

- 3 What is their home phone number?

- 4 How old are they?

42

- 5 Are they male?

female?

- 6 What is their job title?

- 7 Was the injured person (tick only one box) one of your employees?

on a training scheme? Give details:

on work experience?

employed by someone else? Give details of the employer:

self-employed and at work?

a member of the public?

Part D

About the injury

- 1 What was the injury? (eg fracture, laceration)

TRAUMATIC INJURIES & DISORDERS UNS

- 2 What part of the body was injured?

BRAIN

Report ID: OHS002

PeopleSoft
Disciplinary Action Summary

Page No. 1

Report Period: 1/1/2001 - 12/31/2001

Run Date 10/3/2001

Run Time 1:49:20 PM

Emplid	Name	Incident Date	Incident Type	Action Dt	Action
HXTEST011	Fonda,Jane	5/11/2001	Improper Political Activity	5/11/2001	No Formal Action
HXTEST014	Wong,Sue	8/1/2001	Fighting	8/1/2001	Incarceration

Kalenderjahr 1980 bis 08/01/2000

Unfallgruppe	Verletzter Körperteil (Gruppe)										
Nr. Bezeichnung	Anzahl	01	02	03	04	05	06	07	08	09	10
	0										
Insgesamt	0	0	0	0	0	0	0	0	0	0	0
in %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

- | | | |
|------------------|-----------------------|----------------------|
| 01 Eye | 02 Ear | 03 Face |
| 04 Head | 05 Neck | 06 Back |
| 07 Trunk | 08 Shoulders and Arms | 09 Hands and Fingers |
| 10 Hips and Legs | | |



Report of a case of disease

Part A

About you

- 1 What is your full name?
- 2 What is your job title?
- 3 What is your telephone number?

About your organisation

- 4 What is the name of your organisation?
- 5 What is its address and postcode?

- 6 Does the affected person usually work at this address?

Yes Go to question 7

No Where do they normally work?

- 7 What type of work does the organisation do?

Part B

About the affected person

- 1 What is their full name?
- 2 What is their date of birth?
- 3 What is their job title?
- 4 Are they
 male?

 female?
- 5 Is the affected person (tick only one box)
 one of your employees?

 on a training scheme? Give details:

 on work experience?

 employed by someone else? Give details:

 other? Give details:

Part C

The disease you are reporting

- 1 Please give:
 - the name of the disease, and the type of work it is associated with; or
 - the name and number of the disease (from Schedule 3 of the Regulations - see the accompanying notes).

- 2 What is the date of the statement of the doctor who first diagnosed or confirmed the disease?

- 3 What is the name and address of the doctor?

Continue your description here

Part D

Describing the work that led to the disease

Please describe any work done by the affected person which might have led to them getting the disease.

If the disease is thought to have been caused by exposure to an agent at work (eg a specific chemical) please say what that agent is.

Give any other information which is relevant.

Give your description here

Part E

Your signature

Signature

Date

Where to send the form

Please send it to the Enforcing Authority for the place where the affected person works. If you do not know the Enforcing Authority, send it to the nearest HSE office.

For official use

Client number

Location number

Event number

INV REP Y N

PeopleSoft
Non-Employees in Incidents

Report Period: -

Run Date 9/7/2000

Run Time 19:25:04

Incident ID	Type	Date	Location	Non-Empl ID	Name	Inj/Illness
-------------	------	------	----------	-------------	------	-------------

Vorfallnummer: 00000011

1. Wann (Datum, Uhrzeit) und von welcher Stelle aus Uhr
(Ort, Straße, Hausnummer) hat der/die Verletzte den
Weg angetreten?

Ziel des Weges (Ort, Straße, Hausnummer)?

Wie weit ist der Weg? ca. 0.00 km

2. Welches ist der direkte Weg zwischen Ausgangsort
und Ziel (genau Straßenbezeichnung evtl. Skizze)?

Hat der/die Verletzte am Unfalltag diesen Weg Nein
benutzt?

3. Bei Abweichung vom direkten Weg:

Welchen Weg schlägt der/die Verletzte gewöhnlich
ein?

Welchen Weg wollte der/die Verletzte am Unfalltag
nehmen?

Grund für die Abweichung?

4. Welche Strecke hat der/die Verletzte bis zur
Unfallstelle bereits zurückgelegt (genaue
Straßenbezeichnung evtl. Skizze)

Wann (Datum, Uhrzeit) erreichte der/die Verletzte
die Unfallstelle?

Wie hat der/die Verletzte den Weg zurückgelegt
(Verkehrsmittel)

5. Hat der/die Verletzte unterwegs Gaststätten,
Geschäfte, Verwandte oder Bekannte besucht Oder
sonstige private Besorgungen gemacht oder machen
wollen? Nein

Wie lange dauerte der Besuch bzw. die Besorgung? 0.00 Stunden

Ist dem/der Verletzten der Unfall während des
Besuchs oder der Besorgung bzw. vorher oder
nachher zugestoßen?

Stand der Versicherte unter Alkoholeinwirkung? Nein

In welchen Mengen wurde Alkohol getrunken?

Wer kann hierüber Näheres sagen?

Anzeige des Unternehmers über eine Berufskrankheit

1. Mitgliedsnummer

2. Gewerbeaufsichtsamt/Bergamt

3. Betriebsnummer des Arbeitsamtes

Unfallart
Meldejahr

Vers.-Träger

Gefahrtarifstelle

Unfallnummer

SKN

Unfallgruppe

4. Anschriftenfeld für den Empfänger

5. Name, Vorname					6. Versicherungsnummer oder Geburtsdatum				
7. Postleitzahl		Ort			Strasse				
8. Familienstand			9. Geschlecht		10. Staatsangehörigkeit			zu 9	zu 10
11. Zahl der Kinder unter 18 Jahren		zwischen 18 u.25 Jahren, soweit in Schul-oder Berufsausbildung			12. Als was ist der Verletzte regelmäßig eingesetzt		13. Seit wann bei dieser Tätigkeit		
14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig?							15. Ist der Verletzte Leiharbeiter?		zu 12
16. Ist der Verletzte minderjährig, entmündig oder steht er unter Pflugschaft? <input type="checkbox"/> nein									
17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt? <input type="checkbox"/> nein <input type="checkbox"/> Unternehmer <input type="checkbox"/> Mitunternehmer <input type="checkbox"/> Ehegatte <input type="checkbox"/> verwandt							19. Hat der Verletzte die Arbeit eingestellt? <input type="checkbox"/> nein <input type="checkbox"/> sofort <input type="checkbox"/> später		
18. Krankenkasse des Verletzten (Name, Ort)				21. Anspruch auf Arbeitsentgelt besteht bis		20. Hat der Verletzte die Arbeit wieder aufgenommen? <input type="checkbox"/> nein <input type="checkbox"/> ja am			
22. Welche Beschwerden äußerte der Versicherte?					23. Wann traten sie erstmals auf?				
24. Auf welche beruflichen Einwirkungen führt der Versicherte die Beschwerden zurück?									
25. Welche Berufskrankheit wird angenommen?									
26. Welcher Arzt (Anschrift) hat den Versicherten wegen seiner Beschwerden zuerst behandelt; wann?									
27. Welcher Arzt (Anschrift) behandelt den Versicherten zur Zeit?					28. Wo befindet sich der Versicherte z.Zt. (zu Hause, Krankenhaus)?				
29. Ist der Verletzte tot? <input type="checkbox"/> nein <input type="checkbox"/> ja		30. Zeitpunkt des Todes			31. Fand eine Leichenöffnung statt? Wenn ja, wann und durch wen?			zu 29	zu 30
32. Welche Tätigkeiten übte der Versicherte bisher aus?									
33. Welche Tätigkeit wird für die Entstehung der Berufskrankheit als ursächlich angesehen?					34. Wann wurde diese Tätigkeit verrichtet und wie lange?				
35. Welchen gefährdenden Stoffen und Einwirkungen war der Versicherte ausgesetzt?									
36. Wurden arbeitsmedizinische Vorsorgeuntersuchungen durchgeführt? Wenn ja, wann, durch wen und mit welchem Ergebnis?									
37. Welche technischen Kontrollen (z.B. Messungen) wurden am Arbeitsplatz des Versicherten durchgeführt und mit welchem Ergebnis?									
38. Welche weiteren Angaben können gemacht werden (z.B. Zeugen, frühere Meldungen von Berufskrankheiten, gleichartige Erkrankungen von Arbeitskollegen usw.)?									

07.09.2000

40. Datum

41. Betriebsleiter

Sicherheitsingenieur

42. Betriebsrat

43. Sicherheitsbeauftragter

EMPLOYEE: KF0004 Mary-Ann Singleton

INCIDENT DATE	INCIDENT TYPE	SUPERVISOR ID	SUPERVISOR NAME	INCIDENT DESCRIPTION
09/06/2000	Improper use of Sick Leave			Mary-Ann was seen at the fair 2 days in a row, hence coded her time as sick leave.
ACTION DATE	ACTION STEP	DISCUSSED WITH		COMMENTS
09/06/2000	Suspension less than 14 days			Additional action is required

PeopleSoft
Grievance Summary

Page No. 1
Run Date 9/6/2000
Run Time 4:22:53 PM

Report ID: OHS006

Report Period 01/01/2000 - 09/07/2000

Grievance ID 0000000001	Type Rating App	Grievance Date 09/05/2000	Filer Employee/Applicant	Grievance Status Pending	Status Date 09/06/2000
Step Manager/Employee Disc		Action Date 9/6/2000	Person Responsible	Resolution Date 10/6/2000	
Grievance ID 0000000002	Type Arbitratns	Grievance Date 08/31/2000	Filer Employee/Applicant	Grievance Status Appealed	Status Date 09/06/2000
Step Manager/Employee Disc		Action Date 9/6/2000	Person Responsible	Resolution Date	

Report ID: OHS008BC

PeopleSoft
WCB INCIDENT

Page No. 1
Run Date 08/31/2000
Run Time 21:13:34

Incident: 00000010

Type	Date	Time	Injury	Recurrence	Co. Property	Location	Location Description
Incident	06/12/2000	14:35:00	Y	N	Y		

Involved Persons

Empl/NonEmpl Id
KU0010

Name
Santos, Antonio

Earn Less
N

Perform Other Duties
N

Employment Secure

Pay Continue
N

Benefits Continue

Absent Day of Injury

Last Day Worked
06/12/2000

Last Start Time Worked
17:00:00

Last End Time Worked

Start Date After Absence

End Date After Absence

Non-Employee Responsible

Received First Aid
Y

Date Administered
06/12/2000

Time Administered
17:00:00

Administered By
KU0002 - Baran, Charles

End of Report

Report ID: OHS009

PeopleSoft
INCIDENT DETAIL

Page No. 1
Run Date 08/31/2000
Run Time 17:17:52

Incident Number	00000016	Incident Type	Veh Acdnt	Location	KFPA01	Paris	
Incident Date	10/21/1998	Reported Date	10/21/1998	Recorded Date	10/21/1998		
Incident Time	18:00:00	Reported Time	18:00:00	Recorded Time	18:40:00		
Reported to Employee	KF0001	Berger,Maurice					
Reported by Employee/Non-employee	KF0018	Chabot,Yves					
Resulted in Injury	Y	Occurred on Company Property	Y	Recurrence	N	Investigated	N

INCIDENT PERSONS

Involved Id	Involved Name	Reported Da	Reported Ti	File Date	Treatment	
KF0018	Chabot,Yves	10/21/1998	18:00:00		Medical	
Illness Type	N/A	Result	N/A			
Days Away From Work	5.00	Restricted Workdays	0.00			
Nature of Injury	400	Multiple injuries			Primary	Y
Source of Injury	6000	Motor Vehicles			Primary	Y
Accident Type	313	Collision in an intersection			Primary	Y
Unsafe Act	400	Inattention to surroundings			Primary	Y
Body Part	199	Neck			Primary	Y

PeopleSoft
Incident Summary

Report Period: 8/27/1980 - 8/30/2000

Incident: 00000016

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
V	10/21/1998	6:00 PM	Y	N	Y	KFPA01	Paris

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KF0018	Chabot,Yves	Y	

Incident: 00000015

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
N	8/14/1997	2:00 PM	Y	N	Y	KG03	Cardiff - Wales

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KG0007	Yu,Wai	N	

Incident: 00000014

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
V	11/19/1999	8:30 AM	Y	N	Y	KG01	Reading - England

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KG0003	Jackson,Ritu	Y	

Incident: 00000013

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
V	6/15/1995	2:23 PM	Y	N	Y	KG01	Reading - England

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KG0001	Tendulkar,Indira	Y	

Incident: 00000011

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
I	6/15/2000	8:15 AM	Y	N	Y	KCBC00	Vancouver Branch

Report ID OHS011

PeopleSoft

Page No. 1

Location Incident Summary

Run Date 9/7/2000

Report Period 08/01/1980 - 08/01/2000

Run Time 19:16:33

Company Location:

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000010	06/12/2000	2:35 PM	I	Y	N	Y	KU0010	Santos, Antonio	Y	09045

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000009	10/28/1999	8:00 AM	V	Y	N	Y	L00001	Rodriguez, Anna Lucia	Y	

Company Location: KCBC00 Vancouver Branch

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000011	06/15/2000	8:15 AM	I	Y	N	Y	KC0005	Moore, Catherine J	Y	

Company Location: KFPA01 Paris

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000016	10/21/1998	6:00 PM	V	Y	N	Y	KF0018	Chabot, Yves	Y	

Company Location: KG01 Reading - England

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000014	11/19/1999	8:30 AM	V	Y	N	Y	KG0003	Jackson, Ritu	Y	

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000013	06/15/1995	2:23 PM	V	Y	N	Y	KG0001	Tendulkar, Indira	Y	

Company Location: KG03 Cardiff - Wales

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
-------------	------	------	------	--------	------------	-------------	-----------------	-------------------	----------	----------

**PeopleSoft
Claim Summary**

Report Period 8/1/1980 - 8/1/2000

Claim ID	Status	Open Dt	Close Dt	Emplid/NonEmplid	Name	Incident ID	Charge Type	Amt
00093999	P	6/12/2000		KU0006	Erickson,Arthur	00000010	MD	215.00
							Charge Type Subtotal	215.00
							Claim Total	215.00
Claim ID	Status	Open Dt	Close Dt	Emplid/NonEmplid	Name	Incident ID	Charge Type	Amt
00094000	P	6/24/2000		KC0005	Moore,Catherine J	00000011	MD	350.00
							Charge Type Subtotal	350.00
							Claim Total	350.00
							Grand Total	565.00

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000013	Vehicle/Equipment Acciden	6/15/1995	KG01 Reading - England	KG0001	Tendulkar,Indira	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000015	Injury	8/14/1997	KG03 Cardiff - Wales	KG0007	Yu,Wai	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000016	Vehicle/Equipment Acciden	10/21/1998	KFPA01 Paris	KF0018	Chabot,Yves	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000009	Vehicle/Equipment Acciden	10/28/1999		L00001	Rodriquez,Anna Lucia	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000014	Vehicle/Equipment Acciden	11/19/1999	KG01 Reading - England	KG0003	Jackson,Ritu	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000010	Incident	6/12/2000		KU0010	Santos,Antonio	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
-------------	------	------	----------	--------	------	-------------

Report Period: 08/01/ 1980 - 08/01/2000

Incident Nbr: 00000009

Emplid	Name	Type	Lost Workdays	Restricted Workdays
L00001	Rodriquez,Anna Lucia	Injury	1	0

Total Incident Lost Days: 1
Total Incident Restricted Days: 0

Incident Nbr: 00000010

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KU0010	Santos,Antonio	Injury	0	0

Total Incident Lost Days: 0
Total Incident Restricted Days: 0

Incident Nbr: 00000011

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KC0005	Moore,Catherine J	Injury	0	0

Total Incident Lost Days: 0
Total Incident Restricted Days: 0

Incident Nbr: 00000013

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KG0001	Tendulkar,Indira	Injury	0	0

Total Incident Lost Days: 0
Total Incident Restricted Days: 0

Incident Nbr: 00000014

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KG0003	Jackson,Ritu	Injury	5	0

Total Incident Lost Days: 5
Total Incident Restricted Days: 0

Incident Nbr: 00000015

**PeopleSoft
Incident Without Lost Work**

Report Period: 01/01/19 - 01/01/2000

Company : KF1
Work Center: KFPA01

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Chabot,Yves	Male	1550659999918	10/21/98	Injury

Company : KG1
Work Center: KG01

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Jackson,Ritu	Female	NE012424A	11/19/99	Injury

Work Center: KG02

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Chabot,Yves	Male	1550659999918	10/21/98	Injury

Work Center: KG03

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Yu,Wai	Male	HB037853D	8/14/97	Injury

PeopleSoft

Incident Claim Detail

INCIDENT INFORMATION

Incident Number	00000010	Incident Type	Incident	Incident Dt	06/12/2000
------------------------	----------	----------------------	----------	--------------------	------------

CLAIM INFORMATION

Claim ID	00093999	Open Dt	06/12/2000	Close Dt		Status	Pending
-----------------	----------	----------------	------------	-----------------	--	---------------	---------

Employee: KU0006

PROVIDER INFORMATION

Company Contact	KU0007	Provider	Central Health	Provider Claim Nbr	22345	Claim Manager	Dawson,Chemine
Assessment Dt	06/12/2000	Disposition	Not fit to return at prese				
Comments	Employee needs a couple of days to recuperate						

Charge Type	Charge Dt	Amount
Medical Costs	06/12/2000	\$215.00
Charge Type Subtotal:		\$215.00
Claim Total:		\$215.00
Incident Grand Total:		\$215.00

Vehicle/Equipment Incident Summary

Report Period 08/01/1980 - 08/01/2000

Incident 00000016 **Date** 10/21/1998
Road Cond W **Weather** RA

ID	Description	Make	Model	Year	License	Est Amt	Act Amt
KC00000001	Ford Taurus	Ford	Taurus	0		3,000.00.00	2,000.00.00

Emplid/NonEmpl ID	Name	Role
KU0004	Grafton, Ken	P

Report ID: PAYVNDR

PeopleSoft
VENDOR LISTING

Page No. 1
Run Date 08/17/2000
Run Time 15:50:22

As Of Date: 08/15/2000

SetID: CHE01 **Vendor ID:** KWHEALTH **Name 1:** Swiss Health Care Company **Status:** Approved **Class:** General Provider
Short Name: HC CHE-001 **Name 2:** **Persistence:** Regular

Addresses/Telephone:

Seq	Description	Type	Address	City	County	State	Country	Postal
1	Headquarters	Business	Stockerstrasse 150	Zurich		ZH	CHE	8039

Locations/Pay Details/Bank Details:

Location	Description	Remit Vendor	Location	Addr. Seq
HQ	Headquarters	KWHEALTH	HQ	1

Pay: Seq: 1 **Bank Code:** **Account:** **Hold Payment:** N **Separate Payment:** Y **Method:** Default **Handling Code:** Default

Contacts/Telephone:

Seq.	Description	Type	Name	Title	URL	Addr.
1	Customer Service Manager	General	Grossenstein, Albert	Customer Services		1

No Policy Details for Vendor.

Report ID: PCMP002

Company : KGI Business Institute - UK
Compliance Plan Year : 2000 SFRA COMPLIANCE PLAN 2000

Plan Area : SUPERVISION

Notes :
All Level 1 and Level 2 individuals will undertake formal development plans which will be fully supervised. Any refresher or remedial training will also be identified and applied. Continual professional development for Level 3 individuals will also be agreed and monitored.

Plan Area : TRAINING & DEVELOPMENT

Notes :
All individuals will follow standard development plans appropriate to their compliance level. Scope will also be given to provide ad hoc training & development according to the individual's needs.

Plan Area : RECORD KEEPING

Notes :
All records will be held at head office, including copies of examination certificates and formal documents sent to the SFRA. All development review and observation details are held online.

Plan Area : REVIEW OF COMPLIANCE PLAN.

Notes :
The compliance plan will be monitored and updated on an annual basis to reflect the changing circumstances of the company, and also to take into account any changes to legislation.

Report ID: PCMP003

Emplid : KG0005 O'Flaherty,Seamus Patrick

Professional Compliance Type : Financial
Regulatory Authority : Standard Financial Regulatory Authority
Classification : Competent Individual

Observation Model : Financial Observation 1 Observation Date : 01/09/2001
Observation Status : Fail

Observation Comments :
Observation of customer meeting with S. Evans (ref: SE-631215-001) to ensure Seamus applies the skills and knowledge that he has gained through the compliance process in a satisfactory manner. Generally, Seamus handles himself well with customers but inexperience in live environment made Seamus slip up in a few areas. Maybe over confident. Further role play activities needed to strengthen existing knowledge and skills.

Observation Element : Reason for meeting Required : Y
Element Status : Pass

Element Comments :
Explained purpose of meeting and introduced me as Supervisor, customer comfortable with everything.

Observation Element : Agreement to proceed Required : Y
Element Status : Fail

Element Comments :
Having explained the meeting purpose, did not check with customer whether they were happy to press ahead. More role play required in this area.

Observation Element : Establish current/future needs Required : Y
Element Status : Fail

Element Comments :
Whereas the current needs were identified, did not mention future reviews that are necessary with policy document. Advisory process needs reviewing by Seamus and incorporated in to role play activities.

Observation Element : Present key features Required : Y
Element Status : Pass

Report ID: PCMP003

Emplid : KG0005 O'Flaherty,Seamus Patrick

Professional Compliance Type : Financial
Regulatory Authority : Standard Financial Regulatory Authority
Classification : Experienced New Entrant

Review Date : 02/27/2000 Expected Completion Date : 12/01/2000
Actual Completion Date : 11/24/2000 Review Status : Pass

Review Comments :
Seamus has continued his progress through to Competent Individual with the same eagerness and determination as when he started. I have no concerns with Seamus having direct contact with our customer base.

Development Type : Accomplishment FEI Financial Executives Institute
Status : Pass

Development Area Comments :
Seamus has achieved membership of this institute by demonstrating is overall knowledge and skills within the financial industry.

Development Type : Competency 0110 Ability to manage own time
Status : Pass

Development Area Comments :
Seamus is not the type of person that needs chasing or watching over, and if he does have a problem, or is concerned with something, he does not hesitate to speak up.

Development Type : Competency 0705 Ability to listen & respond
Status : Pass

Development Area Comments :
Continually demonstrates his ability to take knowledge on board and then to apply it in the appropriate circumstances.

Development Type : Training Course K001 Time Management
Status : Pass

Development Area Comments :
Attended external Time Management course and had no problems achieving pass grade.

Report ID: PER001

Business Unit: BEL01 Department: Sales & Services - Belgium Manager:

Employee Birthdays In Next 30 Days

Employee Name	Birth Day
Overbeeke,Sabine	09/01

Service Anniversaries In Next 30 Days

Employee Name	Hire Date	Years
Overbeeke,Sabine	09/15/98	3

No Increases for 11 Months or more

Employee Name	Last Increase Date
Ceulemans,Jan	02/01/97
Overbeeke,Sabine	09/15/98

Month	Employee Name	Birth Day	Gen	Department	Job Title
JANUARY	Asmuth,Bernice	1	F	Mathematics	Professor - Adjunct
	Blum,Carolyn	1	F	Administration Services	Vice President - Administrativ
	Calder,Alexis	1	F	Police Services	Detective
	Caria, Lee	1	F	Office of the President	Security Guard III
	Carnes,Ursla R	1	F	Civil Engineering	Professor-Assistant
	Caulsen,Loretta	1	F	Public Works	Chief - Public Works
	Flynt,Mildred	1	F	Bus & Regulatory Svc	Commissioner - Bus & Reg Svc
	Giannotti,Roberto	1	M	Financial Aid	Student Resident Assistant
	Gipson,Larry	1	M	Computer Scienc	Assistant - Teaching
	Givens,Wayne	1	M	Financial Aid	Officer - Financial Aid
	Goslin,Angela	1	F	Academic Services	Clerk
	Haderlein,David	1	M	Finance	Clerk
	Hartnell,Bruce	1	M	Computer Scienc	Professor - Adjunct
	Howard,Sheila	1	F	Licensing & Certification	Office Assistant IV
	Jackson,Laverne	1	F	Chemical Engineering	Head - Department
	Johnson,Christina	1	F	Mathematics	Assistant - Teaching
	Johnson,Robert	1	M	Electrical Engineering	Assistant - Teaching
	Jordan,Alic R	1	F	Finance	Accountant
	LaFerve,Nadine	1	F	Office of the President	Security Guard III
	Lawson,Monica	1	F	Office of the President	Security Guard IV
	Levin,Patsy	1	F	Mayor's Office	Secretary
	Marmelzat,Leona	1	F	Human Resources	Recruiter
	Martinez,Carla	1	F	Mathematics	Chair-Department
	Martinez,Luis	1	M	Police Services	Officer-Animal Control II
	Mason,Macia	1	F	Licensing & Certification	Office Assistant II
	Meadows,Sean	1	M	Executive Branch	Governor - Lt.
	Mike,Keiley R	1	M	Fire Protection	Firefighter
	Monet,Claude	1	M	Office of the Registrar	Clerk-Administrative I
	Overton,Lawrence	1	M	Police Services	Officer-Animal Control, Spvsr
	Phillips,Robert	1	M	Licensing & Certification	Clerk
	Portavino,Vincent R	1	M	Reproduction Services Branch	File Clerk
	Reynolds,Amanda	1	F	Public Works	Sweper - Street
	Romanoff,Ivan	1	M	Computer Scienc	Professor
	Silverstein,Jacob	1	M	Executive Branch	Clerk
	Smithfield,Loren R	1	F	Policy & Health Statistics	Analys - Health Statistics
	Starr,Rhonda C	1	F	Chemical Engineering	Professor-Assistant
	Vandersteen,Sydrena	1	F	Police Services	Chief - Police
	Webmodel,Gail	1	F	Computer Scienc	Chair-Department
	Wethington,Lynetta	1	F	Finance	Analyst-Budget
	Winter,Robert	1	M	School of Engineering	Dean-School of Engineering
	Wise,Roy	1	M	Police & Fire Services	Commissioner-Police & Fire
	Wise,Roy	1	M	Licensing & Certification	Clerk
	Wong,Jeanne T	1	F	Policy & Health Statistics	Analys - Health Statistics
	Wong,Lance R	1	M	Financial Aid	Student Lab Tech
	Woolfsberg,Thomas I	1	M	Community Relations	Assistant -Community Relations
	Xu,Liu	1	F	Civil Engineering	Professor
	Yamamoto,Kenneth	1	M	Governmental Affairs	Director -Governmental Affairs
	Yap,Carla	1	F	Police Services	Officer-Animal Control II
	Young,Mimi	1	F	Chemical Engineering	Assistant - Teaching
	Channing,Rosanna	4	F	Human Resources	Manager-Finance
	De la Torre Martinez,Javier	4	M	Sales and Services	Sales Manager
	Ohara,Bruce	5	M	Office of the President	Security Guard II
	Stevenson,Christelle	5	F	Finance	Sr Payroll Clerk
	Reoutt,Alexis	6	F	Human Resources	Specialist -Employee Relations
	Ledoux,Louis	7	M	Operations- Paris	Operations Manager

Report ID: PER002CH
As Of Date: 10/04/2001

INCIDENT 00000017

Company Information

Company Business Institute
Address Seestrasse 1, Zürich, Switzerland
Telephone 908-3535
Insurance Nbr. 2568497215113

Employee Injured

Employee ID KW0001
Name van Wezel, Mercedes Miss
Address Industriestrasse, 100, Volketswil, Switzerland
Birthdate 16/06/1945
AVS/AHV 12345678113
Citizenship Status
Civil Status Single

Employee Data at Incident Date

Hire Date 06/12/1998
Rehire Date

Business Unit CHE01 Switzerland Business Unit
Department 10200 Headquarters
Location KW01 Zürich Operations
Job Code KW0001 Country Manager

Compensation

Rate Code	Seq	Descr	Rate Type	Comp Rate	Percent	Currency	Frequency
KW0005	0	E. Salary	Flat Amt	20,000.000000		CHF	Monthly
Total Comprate		20,000.00	CHF	Monthly			

Employee Name	Department	Emergency Contact	Pri- mary?	Telephone	Relationship
Hopkins,Dewi	Sales and Marketing - Wales	Di Hopkins	Y	07788 654567	Spouse
Peeters,Guido	Sales & Services - Belgium	Peeters,Anita	Y	014677789	Spouse
Pujol,Beatrice	Operations- Paris	Dante,Gregoire	Y	06 74 45 24 87	Spouse
Rodriguez,Anna Lucia	Employee & Labor Branch	Rodriguez,Anthony	Y	703/705-3875	Spouse
		DeMarco,Sophia		703/775-8896	Mother

End of Report

Employee Name	Department	Leave Began	Expected Return	Reason for Leave	Telephone
Tomita,Jason	Human Resources	12/30/1999		Health Reasons	

Larry Peabody
245 S Hill Street
Winnipeg, MB
R2W 2J8
Canada

Marshall Yoakum
14501 Halldale Avenue
Toronto, ON
M9P 3T9
Canada

Calvin Konig
885 Skyridge Drive
Quebec City, QC
G1P 3C1
Canada

Calvin Konig
885 Skyridge Drive
Quebec City, QC
G1P 3C1
Canada

Rebecca Diacon
2516 Winchester Street
Fredericton, NB
E3B 1N1
Canada

Rebecca Diacon
2516 Winchester Street
Fredericton, NB
E3B 1N1
Canada

Valerie Taben
274 Arden Court
Halifax, NS
B3H 2C9
Canada

Dennis Vaca
9210 Harness Street
Charlottetown, PE
C1A 1K3
Canada

Jason Hu
3483 Union Street
St Johns, NF
A1C 2A5
Canada

Heiner Breit-Gossmann
2. Platanenstr. 25
47665 Sonsbeck
Germany

Isabella M. Amme
73, Avenue Cygenes
33000 Bordeaux
France

Alex Grün
Lüneburger Str. 1
39106 Magdeburg
Germany

Friedrich Bauer
Parcellistr. 5
80315 Munich
Germany

Marcus Eli-Ben-Amar-Dea
Alfred-Perburgstr. 4
41460 Neuss
Germany

Antonio S. Rodriguez Salgado
Spain

Maria I. Gonzalez Izquierdo
Alcala
28032 Madrid
Spain

Javier l. De la Torre Martinez
Pez Volador
28230 Las Rozas
Spain

Angela l. De la Cruz Maroto
General Maroto
28032 Madrid
Spain

Mr Maurice Berger
5 rue de la Marche Neuve
33000 Bordeaux
France

Mr Serge Granjean
6 Moulin de la Vilaine
75002 Paris
France

Miss Mary-Ann Singleton
32 rue des oliviers
33000 Bordeaux
France

Mrs D'orothea Halcyon
8 Avenue des Soeurs Marie
75018 Paris
France

Mrs Nicole Jarek
26 Rue Marcel Miquel
75013 Paris
France

Mr Jean Desmaretz
45 rue du General Leclerc
92000 Clichy
France

Mr Lucien Florentin
10 Rue Barbillon
75003 Paris
France

Mr Jean-Claude Breton
56 rue des rois de Pologne
75008 Paris
France

Mrs Beatrice Dante
54 rue Seze ames
75018 Paris
France

Mr Philippe Giraud
123 Boulevard Hebert
92450 Charenton
France

Mr Stephane Grand
25 rue Mirail
92670 Puteaux
France

Mrs Josianne Martin
23 rue Marx Dormoy
93320 Saint-Denis
France

Report ID: PER007

PeopleSoft
TEMPORARY EMPLOYEES

Page No. 1
Run Date 08/31/2000
Run Time 16:23:07

As Of Date: 01/01/2000

Employee Name	Hire Date	Hire Days	Compensation Rate	Freq	FLSA_FLAG	Job Title	Department	Supervisor
Quick,James Adam	11/01/1999	61	1000.000000 GBP	Monthly	N	Temporary	Headquarters - Reading, UK	

End of Report

KU002

KU002

Employee Name	Hire Date	Emp Typ	Job Code	Job Title	Last Review	Reviewer	Scale	Rtnng Rate	Rvw	Emp Avg	Next Review
GBIBU Aquilino, Beatrice	06/15/1996	N	KU013	Fin Anal	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001
GBIBU Bickham, Debroah	04/25/1992	N	KU013	Fin Anal	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001
GBIBU Hunsberger, Carlton	06/25/1996	N	KU014	Bus Anal	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001
GBIBU Nichta, Issac	06/15/1996	N	KU014	Bus Anal	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001
GBIBU Puddephatt, Leo	01/01/1997	N	KU013	Fin Anal	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001
GBIBU Tipman, Scott	04/22/1984	H	KU037	Pen Spclst	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001
GBIBU Votava, Teresa	06/11/1988	S	KU037	Pen Spclst	08/30/2000	Jones, Susan	KU02			0.0	01/01/2001

PeopleSoft
UNION MEMBERSHIP

Report ID: PER009
Company BN1 Company BN1

Page No. 1
Run Date 09/05/2001
Run Time 18:35:54

Union Code	Union Name	Barg Unit	Employee ID	Employee Name	Hire Date	Seniority Date	Dept	Location	Job Title	Emp Typ	Reg/Temp	Full/Part	Pay Grp	Hourly Rate	Shift
B01	Public Svc		B-R1MASUN2	Retmasun2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BMJ	17.307692 USD	N
B01	Public Svc		B-R2MASUN2	Retmasun2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BNM	17.307692 USD	N
B01	Public Svc		B-R3MASUN2	Retmasun2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BMI	17.307692 USD	N
B01	Public Svc		B-R4MASUN2	Retmasun2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BCM	17.307692 USD	N
B01	Public Svc		B-R5MASUN2	Retmasun2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	B2M	17.307692 USD	N
B01	Public Svc		B-R6MASUN2	Retmasun2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	B3M	17.307692 USD	N
B07	Op/Stf Mgt		B-R1MASUE1	Retmasue1,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BMJ	17.307692 USD	N
B07	Op/Stf Mgt		B-R2MASUE1	Retmasue1,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BNM	17.307692 USD	N
B07	Op/Stf Mgt		B-R3MASUE1	Retmasue1,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BMI	17.307692 USD	N
B07	Op/Stf Mgt		B-R4MASUE1	Retmasue1,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BCM	17.307692 USD	N
B07	Op/Stf Mgt		B-R5MASUE1	Retmasue1,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	B2M	17.307692 USD	N
B07	Op/Stf Mgt		B-R6MASUE1	Retmasue1,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	B3M	17.307692 USD	N
B07	Op/Stf Mgt		B-R1MASUE2	Retmasue2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BMJ	17.307692 USD	N
B07	Op/Stf Mgt		B-R2MASUE2	Retmasue2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BNM	17.307692 USD	N
B07	Op/Stf Mgt		B-R3MASUE2	Retmasue2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BMI	17.307692 USD	N
B07	Op/Stf Mgt		B-R4MASUE2	Retmasue2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	BCM	17.307692 USD	N
B07	Op/Stf Mgt		B-R5MASUE2	Retmasue2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	B2M	17.307692 USD	N
B07	Op/Stf Mgt		B-R6MASUE2	Retmasue2,name	01/01/1985		ret Dept		Sr Bkkeepr	S	R	F	B3M	17.307692 USD	N
B07	Op/Stf Mgt		B-R1MASUE3	Retmasue3,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BMJ	17.307692 USD	N
B07	Op/Stf Mgt		B-R2MASUE3	Retmasue3,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BNM	17.307692 USD	N
B07	Op/Stf Mgt		B-R3MASUE3	Retmasue3,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BMI	17.307692 USD	N
B07	Op/Stf Mgt		B-R4MASUE3	Retmasue3,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BCM	17.307692 USD	N
B07	Op/Stf Mgt		B-R5MASUE3	Retmasue3,name	01/01/1985		ret Dept		Sr Secty	S	R	F	B2M	17.307692 USD	N
B07	Op/Stf Mgt		B-R6MASUE3	Retmasue3,name	01/01/1985		ret Dept		Sr Secty	S	R	F	B3M	17.307692 USD	N
B07	Op/Stf Mgt		B-R1MASUE4	Retmasue4,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BMJ	17.307692 USD	N
B07	Op/Stf Mgt		B-R2MASUE4	Retmasue4,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BNM	17.307692 USD	N
B07	Op/Stf Mgt		B-R3MASUE4	Retmasue4,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BMI	17.307692 USD	N
B07	Op/Stf Mgt		B-R4MASUE4	Retmasue4,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BCM	17.307692 USD	N
B07	Op/Stf Mgt		B-R5MASUE4	Retmasue4,name	01/01/1985		ret Dept		Sr Secty	S	R	F	B2M	17.307692 USD	N
B07	Op/Stf Mgt		B-R6MASUE4	Retmasue4,name	01/01/1985		ret Dept		Sr Secty	S	R	F	B3M	17.307692 USD	N
B07	Op/Stf Mgt		B-R1MASUE5	Retmasue5,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BMJ	17.307692 USD	N
B07	Op/Stf Mgt		B-R2MASUE5	Retmasue5,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BNM	17.307692 USD	N
B07	Op/Stf Mgt		B-R3MASUE5	Retmasue5,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BMI	17.307692 USD	N
B07	Op/Stf Mgt		B-R4MASUE5	Retmasue5,name	01/01/1985		ret Dept		Sr Secty	S	R	F	BCM	17.307692 USD	N
B07	Op/Stf Mgt		B-R5MASUE5	Retmasue5,name	01/01/1985		ret Dept		Sr Secty	S	R	F	B2M	17.307692 USD	N
B07	Op/Stf Mgt		B-R6MASUE5	Retmasue5,name	01/01/1985		ret Dept		Sr Secty	S	R	F	B3M	17.307692 USD	N
BST	ST - Retro		B-CARR253	Ryder,Honey	09/01/1999		Regression		Fin Anal	S	R	F	BOM	48.076923 USD	N
BST	ST - Retro		B-MJBU253	Ryder,Honey	09/01/1999		Regression		Fin Anal	S	R	F	BMC	48.076923 USD	N
BU1	RU1		B-ELG100	Adams,Annabelle	05/01/1997		Regression		Data Anal	H	R	F	BS1	0.000000 USD	N
BU1	RU1		B-BARET201	Andrews,Olivia	06/15/1997		R001-Leave		Assoc CR	S	R	P	BSJ	9.230769 USD	N
BU1	RU1		B-TRG201	Andrews,Olivia	06/15/1997		R001-Leave		Assoc CR	S	R	P	BSA	9.230769 USD	N
BU1	RU1		B-ELG109	Baker,Bonnie	05/01/1997		Regression		Data Anal	S	R	F	BS1	57.692308 USD	N
BU1	RU1		B-ELG119	Barnes,Julie	05/01/1997		Regression		Offc Mgr	S	R	F	BM1	26.740385 USD	N
BU1	RU1		B-ELG111	Baxter,Barbara	05/01/1997		Regression		Data Anal	H	R	F	BW1	51.923077 USD	N
BU1	RU1		B-ELG107	Baxter,Tanya	05/01/1997		Regression		Data Anal	H	R	F	BB1	28.846154 USD	N
BU1	RU1		B-ELG101	Bonds,Betty	05/01/1997		Regression		Data Anal	H	R	F	BB1	0.000000 USD	N
BU1	RU1		B-ELG106	Brown,Barbie	05/01/1997		Regression		Data Anal	S	R	F	BM1	46.153846 USD	N

For the period 01/01/2000 through 08/30/2000

Business Unit	DeptID	Department	Begin Count	Hires/ Rehires +	Termin- ations -	Retire- ments +	Transfers In -	Transfers Out =	End Count	Turnover Rate
BEL01	KB001	Headquarters - Belgium	2	0	0	0	0	0		0%
BEL01	KB002	Sales & Services - Belgium	3	0	0	0	0	0		0%
CAN01	KB002		0	0	0	0	0	0		NM
CAN01	KC001	Human Resources	13	0	0	0	0	0	1	0%
GBIBU	KC001	Human Resources	1	0	0	1	0	0		0%
CAN01	KC002	Benefits	4	0	0	0	0	0		0%
GBIBU	KC002	Benefits	0	0	0	0	0	0		NM
CAN01	KC003	Information Services	3	0	0	0	0	0		0%
CAN01	KC005	Finance	10	0	0	0	0	0	1	0%
GBIBU	KC005	Finance	6	0	0	0	0	0		0%
CAN01	KC006	Training & Administration	6	0	0	0	0	0		0%
ESP01	KC006		0	1	1	0	0	0		NM
GBIBU	KC006	Training & Administration	1	0	0	0	0	0		0%
CAN01	KC007	Business Services	2	0	0	0	0	0		0%
GBIBU	KC007	Business Services	2	0	0	0	0	0		0%
GBIBU	KC011	Western Sales Region	1	0	0	0	0	0		0%
CAN01	KC015	Sales and Services	4	0	0	0	0	0		0%
GBIBU	KC015	Sales and Services	1	0	0	0	0	0		0%
DEU01	KD001	Headquarters	1	0	0	0	0	0		0%
DEU01	KD002	Sales & Services	4	0	0	0	0	0		0%
ESP01	KE001	Headquarters	1	0	0	0	0	0		0%
ESP01	KE002	Sales and Services	3	0	0	0	0	0		0%
FRA01	KE002		0	0	0	0	0	0		NM
ESP01	KE003	Human Resources	1	0	0	0	0	0		0%
FRA01	KF001	France Headquarters	2	0	0	1	0	0		0%
FRA01	KF002	Administrative Department	4	0	0	0	0	0		0%
FRA01	KF003	Sales & Services - France	2	0	0	0	0	0		0%
FRA01	KF004	Operations- Paris	10	0	0	0	0	0	1	0%
GBR02	KF004		0	0	0	0	0	0		NM
FRA01	KF005	Hotline- Bordeaux	3	0	0	0	0	0		0%
FRA01	KF006	Information System/Technolo	2	0	0	0	0	0		0%
GBR02	KG001	Headquarters - Reading, UK	1	0	1	0	0	0		200%
GBR03	KG001	Headquarters - Reading, UK	2	0	0	0	0	0		0%
GBR02	KG002	Sales and Marketing - Engla	3	0	0	0	0	0		0%
GBR02	KG004	Sales and Marketing - Scotl	0	0	0	0	0	0		NM
ITA01	KG004		0	1	0	0	0	0		0%
GBR02	KG005	Sales and Marketing - Wales	2	0	0	0	0	0		0%
GBR02	KG006	Sales and Marketing - N. Ir	1	0	0	0	0	0		0%
GBR03	KG008	Human Resources	2	0	0	0	0	0		0%
GBR03	KG010	Customer Services	3	0	0	0	0	0		0%
ITA01	KI001	Headquarter	1	0	0	0	0	0		0%
ITA01	KI002	Personnel Department	0	0	0	0	0	0		NM
NLD01	KI002		0	1	0	0	0	0		0%
JPN01	KJ102	Human Resources	1	0	0	0	0	0		0%
JPN01	KJ104	Sales and Marketing - Osaka	1	0	0	0	0	0		0%
NLD01	KN001	Headquarters - Netherlands	1	0	0	0	0	0		0%
NLD01	KN002	Sales & Services - Netherla	1	0	0	0	0	0		0%
NLD01	KN003	Human Resources - Netherlan	1	0	0	0	0	0		0%
NLD01	KN004	Finance - Netherlands	2	0	0	0	0	0		0%
NLD01	KN005	Education Services Netherla	2	0	0	0	0	0		0%
NLD01	KN006	Sales - Netherlands	2	0	0	0	0	0		0%
US001	KN006		0	0	0	0	0	0		NM
GBIBU	KU000	President	1	0	0	0	0	0		0%
GBIBU	KU001	Human Resources	18	3	2	0	0	0	1	10%
US001	KU001	Human Resources	7	0	0	0	0	0		0%
US003	KU001	Human Resources	5	0	0	0	0	0		0%
US004	KU001	Human Resources	7	0	0	0	0	0		0%
US005	KU001	Human Resources	5	0	0	0	0	0		0%
US006	KU001	Human Resources	5	0	0	0	0	0		0%
GBIBU	KU002	Benefits	10	1	0	0	0	0	1	0%
GBIBU	KU003	Information Systems	3	0	0	0	0	0		0%
US003	KU003	Information Systems	1	0	0	0	0	0		0%
GBIBU	KU005	Finance	9	0	0	0	0	0		0%
US001	KU005	Finance	2	0	0	0	0	0		0%
US003	KU005	Finance	2	1	1	0	0	0		50%
US004	KU005	Finance	3	0	0	0	0	0		0%
US005	KU005	Finance	3	0	0	0	0	0		0%
US006	KU005	Finance	2	0	0	0	0	0		0%
GBIBU	KU007	Business Services	3	0	0	0	0	0		0%
US001	KU007	Business Services	2	0	0	0	0	0		0%
GBIBU	KU010	Western Sales Region	5	0	0	0	0	0		0%
GBIBU	KU012	Asia-Pacific Sales Region	1	0	0	0	0	0		0%
GBIBU	KU014	Sales and Services	2	0	0	0	0	0		0%

For the period 01/01/2000 through 08/30/2000

Business Unit	DeptID	Department	Begin Count	Hires/ Rehires +	Termin- ations -	Retire- ments +	Transfers In -	Transfers Out =	End Count	Turnover Rate
GBIBU	KU016	Customer Service	0	1	0	0	0	0		0%
US001	KU016	Customer Service	2	0	0	0	0	0		0%
US003	KU016	Customer Service	1	0	0	0	0	0		0%
US004	KU016	Customer Service	2	0	0	0	0	0		0%
US005	KU016	Customer Service	2	0	0	0	0	0		0%
US006	KU016	Customer Service	2	0	0	0	0	0		0%
GBIBU	KU018	Cafeteria/Restaurant Dept.	5	0	0	0	0	0		0%
GBIBU	KU020	Purchasing	2	0	0	0	0	0		0%
GBIBU	KU021	Corporate Headquarters	6	0	0	0	0	0		0%
US004	KU021	Corporate Headquarters	1	0	0	0	0	0		0%
US006	KU021	Corporate Headquarters	1	0	0	0	0	0		0%
GBIBU	KU024	Assembly	4	1	0	0	0	0		0%
GBIBU	KU025	Lab Facility	10	0	0	0	0	0	1	0%
US001	KU025	Lab Facility	2	0	0	0	0	0		0%
US003	KU025	Lab Facility	2	0	0	0	0	0		0%
US004	KU025	Lab Facility	2	0	0	0	0	0		0%
US005	KU025	Lab Facility	2	0	0	0	0	0		0%
US006	KU025	Lab Facility	2	0	0	0	0	0		0%
GBIBU	KU031	Fire Department	9	0	0	0	0	0		0%
US004	KU031	Fire Department	0	0	0	0	0	0		NM
CHE01	KU032		0	1	1	0	0	0		NM
GBIBU	KU032	Administration	5	0	0	0	0	0		0%
US004	KU032	Administration	1	0	0	0	0	0		0%
CHE01	KW001	Headquarters	1	0	0	0	0	0		0%
CHE01	KW002	Sales and Services	2	0	0	0	0	0		0%
CHE01	KW003	Human Resources	0	1	0	0	0	0		0%
FEDBT	L0001	Dept of Telecommunication	1	0	0	0	0	0		0%
FEDBT	L1000	Bureau of Administration	2	0	0	0	0	0		0%
FEDBT	L1100	Office of Human Resources	4	0	0	0	0	0		0%
FEDBT	L1101	Personnel Operations Divisi	1	0	0	0	0	0		0%
FEDBT	L1102	Employee & Labor Branch	4	0	0	0	0	0		0%
FEDBE	L1110	Employee & Labor Relations	1	0	0	0	0	0		0%
FEDBE	L1111	Grievance Unit	2	0	0	0	0	0		0%
FEDBE	L1120	Labor Relations Division	2	0	0	0	0	0		0%
FEDBT	L1210	Facilities Support Services	4	0	0	0	0	0		0%
FEDBE	L1220	Administrative Operations D	1	0	0	0	0	0		0%
FEDBE	L1221	Reproduction Services Branc	1	0	0	0	0	0		0%
FEDBE	L2000	Bureau of Congressional Rel	1	0	0	0	0	0		0%
FEDBE	L3200	Office of Development	1	0	0	0	0	0		0%
FEDBE	L4000	Bureau of Integrity & Compl	6	0	0	0	0	0		0%
FEDBT	L4000	Bureau of Integrity & Compl	2	0	0	0	0	0		0%
FEDBE	L4020	Office of the Solicitor	3	0	0	0	0	0		0%
FEDBT	L4040	Office of International Com	3	0	0	0	0	0		0%
EGVBU	PGV100	Executive Branch	4	0	0	0	0	0		0%
EGVBU	PGV100	Dpt Hlth & Mntl Hyg	1	0	0	0	0	0		0%
EGVBU	PGV100	Bus & Regulatory Svc	1	0	0	0	0	0		0%
EGVBU	PGV100	Licensing & Certification	8	0	0	0	0	0		0%
EGVBU	PGV100	Policy & Health Statistics	3	0	0	0	0	0		0%
EGVBU	PGV100	State Operatins	1	0	0	0	0	0		0%
EGVBU	PGV100	Community Relations	3	0	0	0	0	0		0%
EGVBU	PGV100	Governmental Affairs	3	0	0	0	0	0		0%
EGJBU	PJC300	Office of the President	11	0	0	0	0	0	1	0%
EGJBU	PJC310	Academic Services	2	0	0	0	0	0		0%
EGJBU	PJC315	Math & Computer Science	2	0	0	0	0	0		0%
EGJBU	PJC315	Mathematics	5	0	0	0	0	0		0%
EGJBU	PJC315	Computer Scienc	5	0	0	0	0	0		0%
EGVBU	PNC200	Mayor's Office	2	0	0	0	0	0		0%
EGVBU	PNC200	Human Resources	6	0	0	0	0	0		0%
EGVBU	PNC200	Finance	5	0	0	0	0	0		0%
EGVBU	PNC200	Public Works	4	0	0	0	0	0		0%
EGVBU	PNC203	Police & Fire Services	1	0	0	0	0	0		0%
EGVBU	PNC203	Police Services	10	0	0	0	0	0	1	0%
EGVBU	PNC203	Fire Protection	4	0	0	0	0	0		0%
EGUBU	PSU500	Administration Services	1	0	0	0	0	0		0%
EGUBU	PSU500	Office of the Registrar	2	0	0	0	0	0		0%
EGUBU	PSU500	Financial Aid	8	0	0	0	0	0		0%
EGUBU	PSU530	School of Engineering	1	0	0	0	0	0		0%
EGUBU	PSU530	Chemical Engineering	5	0	0	0	0	0		0%
EGUBU	PSU530	Civil Engineering	4	0	0	0	0	0		0%
EGUBU	PSU530	Electrical Engineering	4	0	0	0	0	0		0%
Company Total			425	12	6	2	0	0	42	1%

PeopleSoft
Competency Inventory

Report ID: PER011

Page No. 1
Run Date 08/30/2000
Run Time 10:21:11

Comp Code	Competency	Proficiency	Last Used	Year Acquired	Employee Name	Job Title	Department
0110	Ability to manage own time	Fair		1995	Espinosa, Carmichael	Conslnst Sr	HR
0160	Ability to prioritize tasks	Good		1999	Aliverdi, Reza	Dir-HR	HR
		Good		1999	Bergsten, Darlene	Bus Anal	HR
		Good		1999	Buckalew, Ginger	Bus Anal	HR
		Good		1999	Channing, Rosanna	Mgr-Fin	HR
		Good		1999	Drake, Marilyn	Fin Anal	HR
		Good		1999	Enriquez, Jorge	Admin Asst	HR
		Good		1999	Erickson, Arthur	Mgr-Fin	HR
		Good		1999	Espinosa, Carmichael	Conslnst Sr	HR
		Good		1999	Fung, James	Conslnst Sr	HR
		Good		1999	Giles, Fred	Conslnst Sr	HR
		Good		1999	Johnson, Danny	Admin Asst	HR
		Good		1999	Johnson, Danny	HRMS Anal	HR
		Good		1999	Jones, Susan	Fin Anal	HR
		Good		1999	Justin, Clare	Bus Anal	HR
		Good		1999	Lowe, Stanley	DE Clerk	HR
		Good		1999	Owyang, Nety	Mgr-Fin	HR
		Good		1999	Pak, John	DE Clerk	HR
		Good		1999	Reese, Daryl	Admin Asst	HR
		Good		1999	Santos, Antonio	Admin Asst	HR
		Good		1999	Sharpe, Kenneth	DE Clerk	HR
		Good		1999	Strunsky, Joanna	Conslnst Sr	HR
		Good		1999	Summer, Alice	Conslnst Sr	HR
		Good		1999	Turbic, Stephanie	DE Clerk	HR
		Good		1999	Tyler, Sylena	Mgr-Fin	HR
0212	Organize people and goal tasks	Good		1999	Aliverdi, Reza	Dir-HR	HR
		Good		1999	Bergsten, Darlene	Bus Anal	HR
		Good		1999	Buckalew, Ginger	Bus Anal	HR
		Good		1999	Channing, Rosanna	Mgr-Fin	HR
		Good		1999	Drake, Marilyn	Fin Anal	HR
		Good		1999	Enriquez, Jorge	Admin Asst	HR
		Good		1999	Erickson, Arthur	Mgr-Fin	HR
		Good		1999	Espinosa, Carmichael	Conslnst Sr	HR
		Good		1999	Fung, James	Conslnst Sr	HR
		Good		1999	Giles, Fred	Conslnst Sr	HR
		Good		1999	Johnson, Danny	Admin Asst	HR
		Good		1999	Johnson, Danny	HRMS Anal	HR
		Good		1999	Jones, Susan	Fin Anal	HR
		Good		1999	Justin, Clare	Bus Anal	HR
		Good		1999	Lowe, Stanley	DE Clerk	HR
		Good		1999	Owyang, Nety	Mgr-Fin	HR
		Good		1999	Pak, John	DE Clerk	HR
		Good		1999	Reese, Daryl	Admin Asst	HR
		Good		1999	Santos, Antonio	Admin Asst	HR
		Good		1999	Sharpe, Kenneth	DE Clerk	HR

PeopleSoft
Competency Inventory

Report ID: PER011

Page No. 2
Run Date 08/30/2000
Run Time 10:21:11

Comp Code	Competency	Proficiency	Last Used	Year Acquired	Employee Name	Job Title	Department
		Good		1999	Strunsky, Joanna	Conslnst Sr	HR
		Good		1999	Summer, Alice	Conslnst Sr	HR
		Good		1999	Turbic, Stephanie	DE Clerk	HR
		Good		1999	Tyler, Sylena	Mgr-Fin	HR
0241	Works well under pressure	Fair		1998	Espinosa, Carmichael	Conslnst Sr	HR
0300	Resource Planning	Good		1999	Aliverdi, Reza	Dir-HR	HR
		Good		1999	Bergsten, Darlene	Bus Anal	HR
		Good		1999	Buckalew, Ginger	Bus Anal	HR
		Good		1999	Channing, Rosanna	Mgr-Fin	HR
		Good		1999	Drake, Marilyn	Fin Anal	HR
		Good		1999	Enriquez, Jorge	Admin Asst	HR
		Good		1999	Erickson, Arthur	Mgr-Fin	HR
		Good		1999	Espinosa, Carmichael	Conslnst Sr	HR
		Good		1999	Fung, James	Conslnst Sr	HR
		Good		1999	Giles, Fred	Conslnst Sr	HR
		Good		1999	Johnson, Danny	Admin Asst	HR
		Good		1999	Johnson, Danny	HRMS Anal	HR
		Good		1999	Jones, Susan	Fin Anal	HR
		Good		1999	Justin, Clare	Bus Anal	HR
		Good		1999	Lowe, Stanley	DE Clerk	HR
		Good		1999	Owyang, Nety	Mgr-Fin	HR
		Good		1999	Pak, John	DE Clerk	HR
		Good		1999	Reese, Daryl	Admin Asst	HR
		Good		1999	Santos, Antonio	Admin Asst	HR
		Good		1999	Sharpe, Kenneth	DE Clerk	HR
		Good		1999	Strunsky, Joanna	Conslnst Sr	HR
		Good		1999	Summer, Alice	Conslnst Sr	HR
		Good		1999	Turbic, Stephanie	DE Clerk	HR
		Good		1999	Tyler, Sylena	Mgr-Fin	HR
0502	Communication Skills	Good		2000	Cerruit, Sandy	Conslnst Sr	HR
		Good		2000	Doyle, Emma	Conslnst Sr	HR
0700	Customer Service Orientation	Fair		1999	Santos, Antonio	Admin Asst	HR
0702	Conflict resolution	Little		1998	Espinosa, Carmichael	Conslnst Sr	HR
0705	Ability to listen & respond	Very Good		1995	Espinosa, Carmichael	Conslnst Sr	HR
0707	Can identify problems & causes	Very Good		1998	Espinosa, Carmichael	Conslnst Sr	HR
1001	Typing	Fair		1999	Santos, Antonio	Admin Asst	HR
1003	Data Entry Procedures	Very Good		1999	Santos, Antonio	Admin Asst	HR

PeopleSoft
DEPARTMENTAL SALARIES

Report ID: PER012

Page No. 1
Run Date 09/01/2000
Run Time 11:35:39

Bus. Unit	Employee Name	Employee ID	Hire Date	Emp Full Reg Job			Job Title	Pay Grp	Salary Grade	Cur Cd	P A Y R A T E S			
				Typ	Part	Tmp					Code	Hourly	Daily	Monthly
DeptID KB001 Headquarters - Belgium Manager														
BEL01	Ceulemans,Jan	KB0001	02/01/1997	S	F	R	KB0003 Mgr BEL	KB1	KB0/004	BE	1174.038462	9392.308	203500.000	2442000.000
BEL01	Overbeeke,Sabine	KB0003	09/15/1998	S	F	R	KB0002 HR Admin	KB1	KB0/001	US *	10.570000	84.560	1832.133	21985.600
2 Employees		2 Salaried		2 Full-time			2 Regular							
		0 Exc. Hourly		0 Part-time			0 Temporary							
		0 Hourly												
DeptID KB002 Sales & Services - Belgium Manager														
BEL01	Leclercq,Francois	KB0005	06/02/1999	S	F	R	KB0005 Consultant	KB1	KB0/003	BE	715.865385	5726.923	124083.333	1489000.000
BEL01	Peeters,Guido	KB0002	04/15/1997	S	F	R	KB0001 Sales Mgr	KB1	KB0/004	BE	1043.076923	8344.615	180800.000	2169600.000
BEL01	Vandaele,Steven	KB0004	03/07/1999	S	F	R	KB0004 Sales	KB1	KB0/003	BE	780.369231	6242.954	135264.000	1623168.000
3 Employees		3 Salaried		3 Full-time			3 Regular							
		0 Exc. Hourly		0 Part-time			0 Temporary							
		0 Hourly												
DeptID KC001 Human Resources Manager														
CAN01	Brown,Jennifer L	KC0025	03/05/1995	E	P	R	KC003 Sr Secrtry	KC1	KC0/003	CA	18.750000	75.000	1625.000	19500.000
CAN01	Chan,Diana E	KC0033	04/22/1984	S	F	R	KC012 HR Analyst	KC3	KC0/006	CA	34.615385	276.923	6000.000	72000.000
CAN01	Griffiths,Martina Rae	KC0001	01/01/1990	S	F	R	KC003 Sr Secrtry	KC2	KC0/004	CA	15.144231	121.154	2625.000	31500.000
CAN01	Henderson,David M	KC0014	07/05/1998	S	F	R	KC010 Trainee	KC2	KC0/002	CA	10.096154	80.769	1750.000	21000.000
CAN01	Jacobs,Lisa Leigh	KC0028	12/02/1985	S	F	R	KC003 Sr Secrtry	KC4	KC0/	CA	15.288462	122.308	2650.000	31800.000
CAN01	Maissoneuve,Louise	KC0024	01/19/1990	S	F	R	KC012 HR Analyst	KC1	KC0/006	CA	32.692308	261.538	5666.667	68000.000
CAN01	Reid,Charles M	KC0004	04/02/1981	E	P	R	KC012 HR Analyst	KC2	KC0/006	CA	18.000000	108.000	2340.000	28080.000
CAN01	Saint-Amand,Marcel	KC0031	07/26/1990	S	F	R	KC018 Mgr ER	KC3	KC0/007	CA	37.740385	301.923	6541.667	78500.000
CAN01	Turner,Gina	KC0035	02/14/1994	E	P	R	KC019 Sr Admin	KC3	KC0/	CA	18.350000	36.700	795.167	9542.000
CAN01	Turner,Gina	KC0035	02/14/1994	E	P	R	KC010 Trainee	KC4	KC0/	CA	22.000000	132.000	2860.000	34320.000
CAN01	Valade,Claudia A	KC0029	12/27/1990	S	F	R	KC012 HR Analyst	KC4	KC0/005	CA	29.951923	239.615	5191.667	62300.000
CAN01	Walters,Julie Ann	KC0034	06/21/1985	S	F	R	KC003 Sr Secrtry	KC3	KC0/	CA	17.601923	140.815	3051.000	36612.000
GBIBU	Wickham,Fred	KCI001	03/05/1990	S	F	R	KC003 Sr Secrtry	KC7	KC0/	CA	38.461538	307.692	6666.667	80000.000
13 Employees		9 Salaried		9 Full-time			13 Regular							
		4 Exc. Hourly		4 Part-time			0 Temporary							
		0 Hourly												
DeptID KC002 Benefits Manager														
CAN01	Johnson,Helen	KC0018	10/25/1981	S	F	R	KC013 Ben Spec	KC2	KC0/005	CA	24.230769	193.846	4200.000	50400.000
CAN01	Lau,Patrick	KC0011	01/02/1986	E	P	R	KC013 Ben Spec	KC2	KC0/002	CA	14.500000	58.000	1256.667	15080.000
CAN01	Millier,Joseph G	KC0030	07/02/1997	E	P	R	KC013 Ben Spec	KC4	KC0/002	CA	18.750000	75.000	1625.000	19500.000

PeopleSoft
EMPLOYEE COMPENSATION CHANGES

Report ID: PER013

For the period 01/01/1999 through 01/01/2000

Bus. Unit	Employee Name	Employee ID	Hire Date	Empl Type	Job Code	Job Title	Salary Grade	Cur Cd	Current Comp Rate	<---- C O M P R A T E C H A N G E ----> Date	Amount	Percent	Action	
DeptID K														
BEL01	Leclercq,Francois	KB0005	06/02/1999	S	KB0005	Consultant	KB01/003	BEF	124083.333333	M	06/02/199	0.000000	0.000	Hire
					Compensation Components:		KBBS03	BEF	700.000000	H		0.000000	0.000	
							KBTV01	BEF	2750.000000	M		0.000000	0.000	
BEL01	Peeters,Guido	KB0002	04/15/1997	S	KB0001	Sales Mgr	KB01/004	BEF	163466.666666	M	03/01/199	16133.333333	10.950	Promotion
					Compensation Components:		KBBS04	BEF	925.000000	H		0.000000	0.000	
							KBFA03	BEF	37600.000000	A		0.000000	0.000	
BEL01	Vandaele,Steven	KB0004	03/07/1999	S	KB0004	Sales	KB01/003	BEF	135264.000000	M	03/07/199	0.000000	0.000	Hire
					Compensation Components:		KBBS03	BEF	750.000000	H		0.000000	0.000	
							KBTV01	BEF	5264.000000	M		0.000000	0.000	
BEL01	Vandaele,Steven	KB0004	03/07/1999	S	KB0004	Sales	KB01/003	BEF	135264.000000	M	03/07/199	0.000000	0.000	Hire
					Compensation Components:		KBBS03	BEF	750.000000	H		0.000000	0.000	
							KBTV01	BEF	5264.000000	M		0.000000	0.000	

DeptID K														
CAN01	Turner,Gina	KC0035	02/14/1994	E	KC010	Trainee	KC02/	CAD	1430.000000	S	01/01/200	130.000000	10.000	Pay Rt Chg
					Compensation Components:		NAHRLY	CAD	22.000000	H		2.000000	10.000	
CAN01	Turner,Gina	KC0035	02/14/1994	E	KC010	Trainee	KC02/	CAD	1430.000000	S	01/01/200	130.000000	10.000	Pay Rt Chg
					Compensation Components:		NAHRLY	CAD	22.000000	H		2.000000	10.000	

DeptID K														
CAN01	Reid,Charles M	KC0004	04/02/1981	E	KC007	Pay Clerk	KC01/006	CAD	440.000000	B	01/01/200	30.000000	7.317	Pay Rt Chg
					Compensation Components:		NAHRLY	CAD	22.000000	H		1.500000	7.317	
CAN01	Reid,Charles M	KC0004	04/02/1981	E	KC007	Pay Clerk	KC01/006	CAD	440.000000	B	01/01/200	30.000000	7.317	Pay Rt Chg
					Compensation Components:		NAHRLY	CAD	22.000000	H		1.500000	7.317	
CAN01	Rogers,Cynthia A	KC0003	03/12/1988	H	KC001	Acct Clerk	KC01/004	CAD	885.000000	B	01/01/200	60.000000	7.273	Pay Rt Chg
					Compensation Components:		NAHRLY	CAD	14.750000	H		1.000000	7.273	

DeptID K

PeopleSoft
PERSONNEL ACTIONS HISTORY

Page No. 1
Run Date 08/31/2000
Run Time 18:25:54

Report ID: PER015
Personnel Action: HIR--Hire
For the period 01/01/2000 through 08/01/2000

Effective Date	Action Reason	Employee Name	Employee ID	Hire Date	Yrs Svc	Emp Typ	Reg/ Tmp	Full/ Part	Job Code	Job Title	Salary Grade	Cur Cd	Comp Rate	Supervisor	
Department KC006 SETID - SHARE		Training & Administration													
01/10/2000		Rudniski,Karen	KC0036	01/10/2000	0.0	S	R	F	KC017	Train Spec	KC0/004	CA	1384.615385	B	Johnson,Carol L
											Compensation Components:	NA>NNL	CA	3000.000000	M
Department KG004 SETID - GBR01		Sales and Marketing - Scotland													
03/06/2000		Campbell,Elaine	KG0006	03/06/2000	0.0	S	R	F	KG0006	MEX	KG0/06	GB	2125.000000	M	Jackson,Ritu
											Compensation Components:	KG0001	GB	2125.000000	M
Department KI002 SETID - ITA01		Personnel Department													
04/17/2000		Bassani,Maria Miss	KI0002	04/17/2000	0.0	S	R	F	KI001	CEO	/	IT	0.000000	M	
											Compensation Components:				
Department KU001 SETID - SHARE		Human Resources													
02/04/2000		Reddy,Jared	KU0110	02/04/2000	0.0	H	R	F	KU120	DE Clerk	KU0/003	US	4000.533333	M	Santos,Antonio
											Compensation Components:	NAHRLY	US	23.080000	H
01/13/2000		Fisher,Gabriel	KU0111	01/13/2000	0.0	H	R	F	KU099	HRIS Spec	KU0/005	US	500.000000	W	Reed,Nancy
											Compensation Components:	NAHRLY	US	12.500000	H
Department KU002 SETID - SHARE		Benefits													
04/11/2000		Masterson,Marie	KUTR05	04/11/2000	0.0	H	R	P	KU051	Admin Asst	KU0/004	US	17.000000	H	
											Compensation Components:	K0GRCH	US	17.000000	H

CO= -
 = -
 SIC/NAICS= /

EQUAL EMPLOYMENT OPPORTUNITY
 2001 EMPLOYER INFORMATION REPORT EEO-1

HEADQUARTERS REPORT - TYPE 3

SECTION B - COMPANY IDENTIFICATION

1. Paris - Headquarter
 125 rue Sebastien Mercier
 Paris
 75 75015

2.a. Paris - Headquarter
 125 rue Sebastien Mercier
 Paris
 75 75015

b. EI=000000000

c. N

SECTION C - TEST FOR FILING REQUIREMENT

1- 2- 3-N DUNS NO.: - -

SECTION E - ESTABLISHMENT INFORMATION

1-

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	TOTAL B-K	***** (B)	***** (C)	MALE (D)	***** (E)	***** (F)	***** (G)	***** (H)	FEMALE (I)	***** (J)	***** (K)
OFFICIALS AND MANAGERS..... (1)	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS..... (2)	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS..... (3)	0	0	0	0	0	0	0	0	0	0	0
SALES WORKERS..... (4)	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL..... (5)	0	0	0	0	0	0	0	0	0	0	0
CRAFT WORKERS (SKILLED).... (6)	0	0	0	0	0	0	0	0	0	0	0
OPERATIVES (SEMI-SKILLED).. (7)	0	0	0	0	0	0	0	0	0	0	0
LABORERS (UNSKILLED)..... (8)	0	0	0	0	0	0	0	0	0	0	0
SERVICE WORKERS..... (9)	0	0	0	0	0	0	0	0	0	0	0
TOTAL (10)	0	0	0	0	0	0	0	0	0	0	0
PREVIOUS REPORTED TOTAL (11)											

* OTHER QUESTIONS *

1 - 10/03/1999 THRU 10/03/2001

2 -

Report ID: PER017

As Of Date: 01/01/2000

Location Group: Global Business Institute HQ

EEO Category	Employee Total	Minority Total	<----- M A L E ----->					<----- F E M A L E ----->					
			White	Black	Hisp	Asian	Indian	White	Black	Hisp	Asian	Indian	
Officials & Managers	26	8	11			1			8	4		2	
% of Row	100.00	30.77	42.31			3.85			30.77	15.38		7.69	
% of Column	34.67	28.57	36.67			20.00			38.10	80.00		33.33	
Professionals	17	3	9	1					5	1		1	
% of Row	100.00	17.65	52.94	5.88					29.41	5.88		5.88	
% of Column	22.67	10.71	30.00	33.33					23.81	20.00		16.67	
Technicians	3		3										
% of Row	100.00		100.00										
% of Column	4.00		10.00										
Sales Workers													
% of Row													
% of Column													
Office & Clerical	26	15	7	2	2	4	1		7			2	1
% of Row	100.00	57.69	26.92	7.69	7.69	15.38	3.85		26.92			7.69	3.85
% of Column	34.67	53.57	23.33	66.67	100.00	80.00	100.00		33.33			33.33	50.00
Craft Workers													
% of Row													
% of Column													
Operatives													
% of Row													
% of Column													
Laborers													
% of Row													
% of Column													
Service Workers	3	2							1			1	1
% of Row	100.00	66.67							33.33			33.33	33.33
% of Column	4.00	7.14							4.76			16.67	50.00
TOTAL	75	28	30	3	2	5	1		21	5		6	2
% of Row	100.00	37.33	40.00	4.00	2.67	6.67	1.33		28.00	6.67		8.00	2.67
% of Column	100.00	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00		100.00	100.00

Terminations Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page No. 1

As of 09/30/2001

By Age

Age	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
Less than 21	2	0.8	0	0.0	0.0
21-25	14	5.6	0	0.0	0.0
26-30	21	8.5	0	0.0	0.0
31-35	40	16.1	1	25.0	2.5
36-40	51	20.6	1	25.0	2.0
41-45	32	12.9	0	0.0	0.0
46-50	36	14.5	2	50.0	5.6
51-55	34	13.7	0	0.0	0.0
56-60	4	1.6	0	0.0	0.0
61-65	4	1.6	0	0.0	0.0
Greater than 65	10	4.0	0	0.0	0.0

By Years of Service

Years of Service	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
Less than 1	8	3.1	0	0.0	0.0
1	12	4.7	3	75.0	25.0
2	36	14.0	0	0.0	0.0
3- 5	45	17.4	1	25.0	2.2
6-10	49	19.0	0	0.0	0.0
11-15	70	27.1	0	0.0	0.0
Greater than 15	38	14.7	0	0.0	0.0

By Gender and Ethnic Group

Gen	Ethnic Group	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
M	Caucasian	80	31.0	0	0.0	0.0
M	Black	12	4.7	0	0.0	0.0
M	Hispanic	10	3.9	0	0.0	0.0
M	Asian/Pac	15	5.8	0	0.0	0.0
M	Am. Indian	8	3.1	0	0.0	0.0
F	Caucasian	79	30.6	0	0.0	0.0
F	Black	10	3.9	0	0.0	0.0
F	Hispanic	5	1.9	0	0.0	0.0
F	Asian/Pac	13	5.0	0	0.0	0.0
F	Am. Indian	4	1.6	0	0.0	0.0

*** End of Report ***

For the period 01/01/80 through 12/31/00

By Age

Age	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
Less than 21	3	0.7	0	0.0	0.0
21-25	15	3.6	1	9.1	6.7
26-30	48	11.6	1	9.1	2.1
31-35	80	19.3	2	18.2	2.5
36-40	86	20.7	3	27.3	3.5
41-45	62	14.9	1	9.1	1.6
46-50	60	14.5	3	27.3	5.0
51-55	38	9.2	0	0.0	0.0
56-60	8	1.9	0	0.0	0.0
61-65	6	1.4	0	0.0	0.0
Greater than 65	9	2.2	0	0.0	0.0

PeopleSoft
TERMINATIONS ANALYSIS

Report ID: PER019UK

Page No. 2
Run Date 08/31/2000
Run Time 14:10:26

For the period 01/01/80 through 12/31/00

By Years of Service

Years of Service	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
Less than 1	1	0.2	2	18.2	200.0
1	34	8.1	4	36.4	11.8
2	23	5.5	1	9.1	4.3
3- 5	88	20.9	2	18.2	2.3
6-10	143	34.0	1	9.1	0.7
11-15	70	16.6	1	9.1	1.4
Greater than 15	62	14.7	0	0.0	0.0

PeopleSoft
TERMINATIONS ANALYSIS

Report ID: PER019UK

Page No. 3
Run Date 08/31/2000
Run Time 14:10:26

For the period 01/01/80 through 12/31/00

By Sex and Ethnic Group

Sex	Ethnic Group	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
M	Eur-UK	224	53.2	8	72.7	3.6
M	Eur-Other	1	0.2	0	0.0	0.0
M	African	1	0.2	0	0.0	0.0
M	Afro-Carib	0	0.0	0	0.0	0.0
M	Asian	0	0.0	0	0.0	0.0
M	Other	0	0.0	0	0.0	0.0
F	Eur-UK	192	45.6	3	27.3	1.6
F	Eur-Other	0	0.0	0	0.0	0.0
F	African	0	0.0	0	0.0	0.0
F	Afro-Carib	1	0.2	0	0.0	0.0
F	Asian	1	0.2	0	0.0	0.0
F	Other	1	0.2	0	0.0	0.0

PeopleSoft
EMPLOYEE HOME ADDRESS LISTING

Report ID: PER020

Page No. 1
Run Date 08/30/2000
Run Time 16:44:50

Employee Name	Address	City	State	Postal	Country	Telephone
Aafjes,Jan	,Reigersweide 80	Weesp		1383KL	NLD	
Abd El Aoui,Ahmed	,Reigersweide 80,Bilderdijskade 59 2	Amsterdam		1053KW	NLD	
Adams,Cynthia	812 Central Avenue	Great Falls	MT	59405	USA	
Adler,Vicky	762 Thames Street	Newport	RI	02841	USA	
Aliverdi,Reza	201-7421 Fullerton St	Syracuse	NY	132052011	USA	
Alvarez,Neil	521 Forest Avenue	Portland	ME	04123	USA	
Amme,Isabella Maria	73, Avenue Cygenes	Bordeaux	33	33000	FRA	
Andrews, Frank	1303 Waverly Drive	Oakland	CA	94607	USA	
Andrews, Fred	8251 Fairmount Drive	Calgary	AB	T2H0Y7	CAN	
Ansel-Hodges, Tamara	1438 Willow Grove Road	Bel Air	MD	20813	USA	301/244-3989
Aquilino, Beatrice	1438 Willow Grove Road		CA		USA	
Asano, Bunji	1438 Willow Grove Road				USA	
Asmuth, Bernice	882 Caesar Chavez B	Lawton	NY	54321	USA	
Baar, John	9112 Brabham Drive	Calgary	AB	T3K 1K5	CAN	
Bakker, Kees	9112 Brabham Drive, Rembrandtstraat 30	Reeuwijk		2811XC	NLD	
Baran, Charles	2696 Cedar Drive	Albany	NY	12207	USA	
Baranski, Jerome	844 Boyne City Rd.	Charlevoix	MI	49720	USA	
Barnes, David	78 Windmill Lane	Cardiff	S	GLAMF18GH	GBR	
Barrington, Elliott	9706 Peridot Drive	Reston	VA	20190	USA	
Bassani, Maria Miss	Via Luosi 19	Milan	MI	20133	ITA	
Bauer, Friedrich	Parcellistr. 5	Munich	BY	80315	DEU	
Beauchamp, Azilia	7588 Opal Street	Conner	NY	44434	USA	
Benigo, Rosa	2211 N. Maple Ave.	Rapid City	SD	57703	USA	
Benitez, Hector	8 Maple Ave	Chesapeake	VA	23321	USA	
Berg, Jeroen van de	8 Maple Ave, Prins Hendrikkade 128 II	Amsterdam		1011AP	NLD	
Berger, Maurice	5 rue de la Marche Neuve	Bordeaux	33	33000	FRA	
Bergsten, Darlene	5 rue de la Marche Neuve		CA		USA	
Bickham, Debroah	5 rue de la Marche Neuve		CA		USA	
Bir, Salish	495 NW 11th Street	Oklahoma City	OK	73105	USA	
Blum, Carolyn	712 St. Louis Ave	Silverstone	NY	24526	USA	
Bonicello, Nina	213 Mason Street	Berlin	NH	03570	USA	
Breit-Gossmann, Heiner	2. Platanenstr. 25	Sonsbeck	BY	47665	DEU	
Breton, Jean-Claude	56 rue des rois de Pologne	Paris	75	75008	FRA	
Brighton, Lawrence	345 Chelton Mews	New Brighton			NOR	
Brooke, Matabele	45 Ambleside Avenue	Reading		BERKSRG43GT	GBR	
Brown, Jennifer L	5732 College Street	Halifax	NS	B3H1X3	CAN	
Brown, Jessica	7959 Shellmont Street	Burnaby	BC	V5A4S9	CAN	
Brusati, Clara	Via Dante 3	Milan	MI	20121	ITA	
Buckalew, Ginger	Via Dante 3		CA		USA	
Burkman, Seek	729 N. 10th Street	St. Louis	MO	63116	USA	
Calder, Alexis	8823 Lassen Circel	Centerville	NY	55489	USA	
Campbell, Barry Robert	4928 Wildwood Place	Toronto	ON	M8A1D3	CAN	
Campbell, Elaine	22 Hunter Square	Edinburgh	LOTH	EH11QW	GBR	
Carboneaux, Martin	12 rue du maine	Paris	75	75014	FRA	
Caria, Lee	8934 Jetter Court	Centerville	NY	54321	USA	
Carnes, Ursula R	1248 17th Ave ParkWay	Conner	NY	67890	USA	
Carr, Kitty C	432 Martin Luther Kin	Dormont	NY	44353	USA	
Carter, Wendy	925 Dorset Street	Burlington	VT	05407	USA	

PeopleSoft
PENDING FUTURE ACTIONS

Report ID: PER021

Page No. 1
Run Date 10/03/2001
Run Time 13:10:22

As Of Date: 01/01/2001

Name/ Supervisor	Employee ID	Effective Date	Action Action	Action Reason	Empl Type	Reg/ Temp	Full/ Part	DeptID	Department	Job Code	Job Title	Salary Grade	Cur Cd	Comp Rate
Seles, Peter	E607	03/01/2001	Current Status Terminatn	----->	S	R	F	E005	ST - Mfr	E001	Mgr HR	ECB/004	USD	500000.0000 A
KELLY, MAYOR	E710	02/02/2001	Current Status Hire	----->	H	R	F	E005	ST - Mfr	E001	Mgr HR	/	USD	301.8333 M
MAYOR, KELLY	E716	02/02/2001	Current Status Hire	----->	S	R	F	E001	ST - HR	E001	Mgr HR	/	USD	4166.6667 M
Azubione, Wolf Heiner Breit-Gossmann	GD110000006	07/30/2001	Current Status Hire	----->	N	R	F	10001	HR	KD0004	Consultant	KD0/G2	DEM	12000.0000 A
Azubinefive, Sabine Heiner Breit-Gossmann	GD110000010	01/15/2001	Current Status Promotion	----->	N	R	F	10001	HR	KD0004	Consultant	KD0/G2	DEM	12000.0000 A
Fisch, Volker Isabella Maria Amme	GD210000001	01/01/2002	Current Status Pay Rt Chg	----->	N	R	F	10202	HQ	KD0004	Consultant	KD0/G2	DEM	8000.0000 M
Seitz, Marcus Isabella Maria Amme	GD210000002	01/01/2002	Current Status Pay Rt Chg	----->	N	R	F	21602	Sal/Serv	KD0003	Sales	KD0/G2	DEM	9500.0000 M
Bausch, Markus Isabella Maria Amme	GD210000003	01/01/2002	Current Status Pay Rt Chg	----->	N	R	F	21602	Sal/Serv	KD0004	Consultant	KD0/G2	DEM	10000.0000 M
Wiehl, Nora von Isabella Maria Amme	GD210000004	01/01/2002	Current Status Pay Rt Chg	----->	N	R	F	10002	HR	KD0005	HR Dir	KD0/G3	DEM	12000.0000 M
Amaretto, Jasmin Isabella Maria Amme	GD210000005	01/01/2002	Current Status Pay Rt Chg	----->	N	R	F	10202	HQ	KD0003	Sales	KD0/G2	DEM	6300.0000 M
Mascapone-Amaretto, Mario Isabella Maria Amme	GD220000001	01/01/2002	Current Status Pay Rt Chg	----->	N	R	F	10202	HQ	KD0008	Recruiter	KD0/G2	DEM	5656.0000 M

PeopleSoft
SALARY HISTORY

Report ID: PER023
Department: KB002 Sales & Services - Belgium
For the period 01/01/1999 through 01/01/2000

Page No. 1
Run Date 08/30/2000
Run Time 16:55:42

Bus. Unit	Employee Name	Employee ID	Effective Date	Action	Emp Typ	Reg Tmp	Full Part	Job Code	Job Title	Salary Grade	Cur Cd	Comp Rate	Change Amount	Change Percent	Supervisor
BEL01	Leclercq,Francois	KB0005	06/02/1999	Hire	S	R	F	KB0005	Consultant	KB0/003	BE	124083.3333 M	0.0000	0.00	
								Compensation Components:							
										KBBS03	BE	700.0000 H	0.0000	0.00	
										KBTV01	BE	2750.0000 M	0.0000	0.00	
	Peeters,Guido	KB0002	03/01/1999	Promotion	S	R	F	KB0001	Sales Mgr	KB0/004	BE	163466.6667 M	16133.3333	10.95	
								Compensation Components:							
										KBBS04	BE	925.0000 H	0.0000	0.00	
										KBFA03	BE	37600.0000 A	0.0000	0.00	
	Vandaele,Steven	KB0004	03/07/1999	Hire	S	R	F	KB0004	Sales	KB0/003	BE	135264.0000 M	0.0000	0.00	
								Compensation Components:							
										KBBS03	BE	750.0000 H	0.0000	0.00	
										KBTV01	BE	5264.0000 M	0.0000	0.00	
			03/07/1999	Hire	S	R	F	KB0004	Sales	KB0/003	BE	135264.0000 M	0.0000	0.00	
								Compensation Components:							
										KBBS03	BE	750.0000 H	0.0000	0.00	
										KBTV01	BE	5264.0000 M	0.0000	0.00	

Job Group Analysis

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

[KU01] Administrative Assistant

Job Title	Salary Grade	Total Employees	Total Minorities	/----- M A L E -----/						/----- F E M A L E -----/					
				Total	White	Black	Hisp.	Asian	AmInd	Total	White	Black	Hisp.	Asian	AmInd
Administrative Assistant	/	9	5	6	3	2	1	0	0	3	3	0	0	0	0
Jobgroup Totals:		9	5	6	3	2	1	0	0	3	3	0	0	0	0
% of Total:		100.00	55.56	66.67	33.33	22.22	11.11	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00

Job Group Analysis

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

CONFIDENTIAL

Run Date: 09/27/2001

Page No. 4

As of 09/01/2001

Global Business Institute HQ (Establishment Totals)

	Total Employees	Total Minorities	/----- M A L E -----/						/----- F E M A L E -----/					
			Total	White	Black	Hisp.	Asian	AmInd	Total	White	Black	Hisp.	Asian	AmInd
Establishment Totals:	30	12	19	14	2	1	2	0	11	7	3	0	1	0
% of Total:	100.00	40.00	63.33	46.67	6.67	3.33	6.67	0.00	36.67	23.33	10.00	0.00	3.33	0.00

Job Group Analysis Summary

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

Global Business Institute HQ

Job Group Description	Total Employees	Total Minorities	/----- M A L E -----/						/----- F E M A L E -----/						
			Total	White	Black	Hisp.	Asian	AmInd	Total	White	Black	Hisp.	Asian	AmInd	
Administrative Assistant	Totals:	9	5	6	3	2	1	0	0	3	3	0	0	0	0
	%ofTot:	100.00	55.56	66.67	33.33	22.22	11.11	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00
Administrative Employees	Totals:	18	7	10	8	0	0	2	0	8	4	3	0	1	0
	%ofTot:	100.00	38.89	55.56	44.44	0.00	0.00	11.11	0.00	44.44	22.22	16.67	0.00	5.56	0.00
Engineers (Software)	Totals:	3	0	3	3	0	0	0	0	0	0	0	0	0	0
	%ofTot:	100.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Job Group Analysis Summary

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

CONFIDENTIAL

Run Date: 09/27/2001

Page No. 2

As of 09/01/2001

Global Business Institute HQ (Establishment Totals)

	Total Employees	Total Minorities	/----- M A L E -----/						/----- F E M A L E -----/					
			Total	White	Black	Hisp.	Asian	AmInd	Total	White	Black	Hisp.	Asian	AmInd
Totals:	30	12	19	14	2	1	2	0	11	7	3	0	1	0
%ofTot:	100.00	40.00	63.33	46.67	6.67	3.33	6.67	0.00	36.67	23.33	10.00	0.00	3.33	0.00

Workforce Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page: 1

As of 09/30/2001

Human Resources (10000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE								
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	
Administrative Assistant		KU01/004	5	4	0	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Data Entry Clerk		KU01/003	7	4	0	5	2	0	0	2	0	0	2	1	0	0	1	0	0	0
Director-Human Resources		KU01/009	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
HRIS Specialist		KU01/005	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Health & Safety Specialist		KU01/005	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Manager-Compensation/Benefits		KU01/006	2	1	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Total			17	9	0	13	5	1	1	3	0	0	4	3	0	0	1	0	0	
% of Total				52.94	0.00	76.47	29.41	5.88	5.88	17.65	0.00	0.00	23.53	17.65	0.00	0.00	5.88	0.00	0.00	

Benefits (10500)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE								
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	
Administrative Assistant		KU01/004	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Human Resource Analyst		KU01/004	3	1	0	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0
Manager-Compensation/Benefits		KU01/006	3	2	0	2	0	0	1	0	0	0	1	1	0	0	0	0	0	0
Total			7	3	0	3	1	0	1	0	0	0	4	3	1	0	0	0	0	
% of Total				42.86	0.00	42.86	14.29	0.00	14.29	0.00	0.00	0.00	57.14	42.86	14.29	0.00	0.00	0.00	0.00	

Workforce Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page: 2

As of 09/30/2001

Information Systems (11000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE									
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn		
Administrative Assistant		KU01/004	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
Asst Computer Operator		KU01/002	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Entry Clerk		KU01/003	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director-IT		KU01/008	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager-HR Systems		KU01/006	2	1	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Office Manager		KU01/005	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Systems Analyst		KU01/004	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training Specialist		KU01/005	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
		Total	10	1	0	5	5	0	0	0	0	0	0	5	4	1	0	0	0	0	0
		% of Total		10.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00

Finance (13000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE									
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn		
Accountant		KU01/004	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director-Finance		KU01/009	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
General Auditor		KU01/006	5	2	0	2	1	0	0	1	0	0	3	2	0	0	1	0	0	0	0
Loan Officer		KU01/004	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Manager-Employee Relations		KU01/004	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Sr Payroll Clerk		KU01/003	2	2	0	1	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0
		Total	11	5	0	5	2	1	0	2	0	0	6	4	0	0	2	0	0	0	0
		% of Total		45.45	0.00	45.45	18.18	9.09	0.00	18.18	0.00	0.00	54.55	36.36	0.00	0.00	18.18	0.00	0.00	0.00	0.00

Workforce Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page: 3

As of 09/30/2001

Administration (14000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE							
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn
Administrative Assistant		KU01/004	2	1	0	1	0	1	0	0	0	0	1	0	0	0	0	0	1
Director-Administration		KU01/009	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Office Manager		KU01/005	3	2	0	0	0	0	0	0	0	0	3	1	2	0	0	0	0
Secretary		KU01/002	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
VP-Admin		KU01/008	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
		Total	8	4	0	1	0	1	0	0	0	0	7	3	2	0	1	0	1
		% of Total		50.00	0.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00	87.50	37.50	25.00	0.00	12.50	0.00	12.50

Marketing (25000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE							
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn
Office Manager		KU01/005	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
		Total	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
		% of Total		0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

PeopleSoft
Employee Review Result Distribution

Report ID: PER026

Page No. 1
Run Date 09/01/2000
Run Time 10:37:14

Group ID KU002 KU002
From 01/01/2000
Thru Date 01/01/2001

ID		Review Date	Revw Type	Total Amt	Total Pct	Points	Total SalP
K0G002	Nichta, Issac	08/30/2000	S	100.000000		3	
K0G004	Aquilino, Beatrice	08/30/2000	S	200.000000		13	
K0G006	Puddephatt, Leo	08/30/2000	S	100.000000		10	
K0G009	Hunsberger, Carlton	08/30/2000	S				
K0G010	Bickham, Debroah	08/30/2000	S	100.000000		3	
KU0031	Tipman, Scott	08/30/2000	S	100.000000		3	
KU0058	Votava, Teresa	08/30/2000	S	100.000000		3	
KU0104	Dewberry, Kitty	08/30/2000	S	100.000000		3	
KU0114	Dell, Emmylou K	08/30/2000	S	200.000000		16	

Total Review Result Distribution						
Amount	Percent	Salary points	Desired Dist	Distribution	Variance ?	
100.000			80.00	67	-13	
200.000			20.00	22	2	

End of Report

Report ID: PER029

Page No. 1
Run Date 09/04/2000
Run Time 14:04:51

For the period 01/01/1980 through 12/31/2000

Operator	Change Date & Time	Action	Field Name	Old Value	New Value	Key(s)
----------	--------------------	--------	------------	-----------	-----------	--------

Record Name: JOB

PS	09/04/2000 13:59:47	Add	COMPRATE		21733.333333	
----	---------------------	-----	----------	--	--------------	--

PS	09/04/2000 14:01:11	Add	COMPRATE		23400	
----	---------------------	-----	----------	--	-------	--

PS	09/04/2000 14:01:57	Add	COMPRATE		16250	
----	---------------------	-----	----------	--	-------	--

End of Report

Job Group Roster

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

[KU01] Administrative Assistant

Name	Job Title	Ethnic Group	Sex	Job Entry Date	Salary Grade	Cur Cd	Hourly Rate	Monthly Rate	Dept Name	Hire Date	Job Title (at hire)
Cook,Patrick Keith	Administrative Assistant	Black	M	03/01/1995	KU01/004	USD	15.384615	2666.667	Admin	03/01/1995	Admin Asst
Enriquez,Jorge	Administrative Assistant		M	08/07/1986	KU01/004	USD	23.080000	4000.533	HR	08/07/1986	
Johnson,Danny	Administrative Assistant		M	06/21/1986	KU01/004	USD	6.250000	541.667	HR	06/21/1986	Admin Asst
Kessler,Marc	Administrative Assistant	White	M	03/09/1991	KU01/004	USD	12.500000	2166.667	HR	03/09/1991	Admin Asst
Masterson,Marie	Administrative Assistant	White	F	04/11/2000	KU01/004	USD	17.000000	1178.667	Benefits	04/11/2000	Admin Asst
Reese,Daryl	Administrative Assistant	Black	M	07/05/1986	KU01/004	USD	12.500000	2166.667	HR	07/05/1986	Admin Asst
Santos,Antonio	Administrative Assistant	Hispanic	M	09/12/1997	KU01/004	USD	8.900000	1542.667	HR	09/12/1997	
Taylor,Nichole	Administrative Assistant	White	F	03/02/1997	KU01/004	USD	43.750000	7583.333	IS	03/02/1997	Admin Asst

PeopleSoft
JOB GROUP ROSTER

Report ID: PER030UK

Page No. 1
Run Date 08/31/2000
Run Time 14:06:55

As Of Date: 08/31/2000

Company : Business Institute - UK

Job Grp	Job Title (current)	Employee Name	Ethnic Group	Sex	Job Entry Date	Salary Grade	Cur Cd	Hourly Rate	Monthly Rate	Dept.	Hire Name	Hire Date	Job Title (at hire)
	Human Resources Administrator	de la Camara,Robin	White	M	02/01/1999	KG0/03	GBP	6.67692	723.333000	KG008	HR	12/15/19	SLASST
	Human Resources Administrator	de la Camara,Robin	White	M	02/01/1999	KG0/03	GBP	6.67692	723.333000	KG008	HR	12/15/19	SLASST
	Managing Director	Tendulkar,Indira	White	F	03/13/1999	KG0/10	GBP	28.84615	5000.000000	KG002	SMENG	02/04/19	MM
	Marketing Assistant	Jones,Ramina	White	F	11/28/1998	KG0/04	GBP	8.17307	1416.667000	KG002	SMENG	11/28/19	MKTASST
	Marketing Executive	Campbell,Elaine	White	F	03/06/2000	KG0/06	GBP	12.25961	2125.000000	KG004	SMSCO	03/06/20	MEX
	Marketing Manager	Jackson,Ritu	White	F	03/13/1999	KG0/08	GBP	16.58653	2875.000000	KG002	SMENG	03/13/19	MM
	Sales Assistant	Yu,Wai	White	M	08/12/1996	KG0/04	GBP	8.55769	1483.333000	KG005	SMWAL	08/12/19	SLASST
	Sales Manager	Hopkins,Dewi	White	M	01/11/1990	KG0/08	GBP	17.88459	3099.996000	KG005	SMWAL	01/11/19	SM
	Sales Representative	O'Flaherty,Seamus Patrick	White	M	10/01/1999	KG0/06	GBP	15.33649	2658.326000	KG006	SMNIR	10/01/19	SREP
	Secretary	Brooke,Matabele	White	M	09/24/1997	KG0/04	GBP	9.08653	1575.000000	KG001	HQRDG	09/24/19	SEC
	Secretary	de la Camara,Robin	White	M	02/01/1999	KG0/04	GBP	8.52562	554.165000	KG001	HQRDG	02/01/19	SEC
	Secretary	de la Camara,Robin	White	M	02/01/1999	KG0/04	GBP	8.52562	554.165000	KG001	HQRDG	02/01/19	SEC
	Senior Manager	Hoxley,Tobi	White	M	03/02/1991	KG0/08	GBP	17.88461	3100.000000	KG008	HR	03/02/19	Sr Manager
	Senior Manager	Scheidegger,Sammy	White	M	08/22/1997	KG0/08	GBP	10.38461	1800.000000	KG010	Cust	08/22/19	Sr Manager
	Specialist	Barnes,David	White	M	03/02/1998	KG0/06	GBP	12.11538	2100.000000	KG010	Cust	03/02/19	Specialist
	Specialist	Roberts,Anna	White	F	01/01/1998	KG0/06	GBP	12.69230	2200.000000	KG010	Cust	01/01/19	Specialist

End of Report

Swish Hotels Establishment 1
 Personnel Department
 1 Dr. Carlton B. Goodlett Place
 San Francisco, CA 94102

Control Number 12345678

FUNCTION :

1. Full-Time Employees

Job Category	Salaries		Total A	Male						Female				
				B	C	D	E	F	G	H	I	J	K	
				Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Officl/Adm	07	\$55.0 -69.9	4		2						2			
	08	70.0 Plus	3								3			
Technicns	17	\$ 0.1 -15.9	14	13						1				
	20	25.0 -32.9	3	3										
	21	33.0 -42.9	4	3						1				
	22	43.0 -54.9	6	4						2				
	23	55.0 -69.9	93	50						43				
	24	70.0 Plus	13	9						4				
Para-Prof	39	\$55.0 -69.9	7	4						3				
	40	70.0 Plus	5	5										
Admin Supp	47	\$55.0 -69.9	3	1						2				
	48	70.0 Plus	2	1						1				
Total Full Time	65		157	95	0	0	0	0	62	0	0	0	0	0

Swish Hotels Establishment 1
Personnel Department
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Control Number 12345678

FUNCTION :

2. Other Than Full-Time Employees

Job Category	Total A	Male						Female				
		B	C	D	E	F	G	H	I	J	K	
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Technicns 68	10	6					4					
Total Other Than F-T 74	10	6	0	0	0	0	4	0	0	0	0	0

Swish Hotels Establishment 1
 Personnel Department
 1 Dr. Carlton B. Goodlett Place
 San Francisco, CA 94102

Control Number 12345678

FUNCTION :

3. New Hires During Fiscal Year - Permanent Full Time Only

Job Category	Total A	Male -----						Female -----				
		B	C	D	E	F	G	H	I	J	K	
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Officl/Adm 75	7	2					5					
Technicns 77	138	87					51					
Para-Prof 79	13	9					4					
Admin Supp 80	5	2					3					
New Hires 83	163	100	0	0	0	0	63	0	0	0	0	

List of Agencies in this Function

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

Name of Contact Person: Raphael Ludbury Title of Contact Person: Compliance Officer
 Address: 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 Telephone:(415) 555-1234
 Authorized Official:
 Name Typed: Thomas Jackson
 Signature: Date:

Swish Hotels Establishment 1
 Personnel Department
 1 Dr. Carlton B. Goodlett Place
 San Francisco, CA 94102

Control Number 12345678

FUNCTIONS: 01

1. Full-Time Employees

Job Category	Salaries		Total A	----- Male -----						----- Female -----				
				B	C	D	E	F	G	H	I	J	K	
				Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Professnls	13	\$33.0 -42.9	1							1				
	14	43.0 -54.9	1							1				
	15	55.0 -69.9	2							2				
Total Full Time	65		4	0	0	0	0	0	4	0	0	0	0	

Swish Hotels Establishment 1
Personnel Department
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Control Number 12345678

FUNCTIONS: 01

3. New Hires During Fiscal Year - Permanent Full Time Only

Job Category	Total A	Male -----						Female -----				
		B	C	D	E	F	G	H	I	J	K	
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Professnls	76	4						4				
New Hires	83	4	0	0	0	0	0	4	0	0	0	0

List of Agencies in this Function

B002 FSA TEST DEPARTMENT

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

Name of Contact Person: Raphael Ludbury Title of Contact Person: Compliance Officer
 Address: 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 Telephone:(415) 555-1234
 Authorized Official:
 Name Typed: Thomas Jackson
 Signature: Date:

Employee	Dep ID	Name	Country	Visa/Permit Number	Type	Issue Dt	Expiration Dt
KU0016		Strunsky,Joanna	CAN		EA	08/31/1999	09/15/2000

SALARY TABLE NO. -0000GS

Effective01-01-1995

ANNUAL
Rates by Grade and Step in US Dollars

Within-
Grade
Increase
Amounts

	1	2	3	4	5	6	7	8	9	10	
GS-01	13,362	13,807	14,252	14,694	15,140	15,401	15,838	16,281	16,299	16,718	373
02	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907	432
03	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306	546
04	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918	613
05	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762	686
06	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833	765
07	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151	850
08	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711	941
09	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555	1,040
10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658	1,145
11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066	1,258
12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808	1,508
13	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930	1,793
14	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638	2,119
15	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201	2,492
16	72,298	74,708	77,118	79,528	81,936	82,697	85,060	87,424	89,787		1,943
17	83,032	85,800	88,568	91,336	94,104						1,230

Citizenship status not Native/Naturalized and has no local visa

Employee ID Employee Name

KC0031 Saint-Amand,Marcel

INTERNAL RESUME
Generated 08/30/2000

Antonio Santos
4689 Z Street
Sacramento CA 94246
USA

Birth Date: 08/09/1972
Original Hire Date: 09/12/1997
National Id: 578-29-0482

Page No. 1

JOB HISTORY

07/01/1998	PRESENT	Administrative Assistant - Administrative Assistant Human Resources Salary Grade: 004
09/12/1997	07/01/1998	Administrative Assistant - Administrative Assistant Human Resources Salary Grade: 003

EDUCATION

BBA , Berkeley, University of CA, USA

SALARY HISTORY

07/01/1998	\$18,512.000000	7.879%	Pay Rate Change - Salary Plan/Grade/Step: KU01/004/0
09/12/1997	\$17,160.000000	0.000%	Hire - Salary Plan/Grade/Step: KU01/003/0

TRAINING

11/18/1999	Effective Interviewing - Course Grade: Pass
06/17/1999	PeopleSoft HRMS - Course Grade: Pass
05/25/1999	Project Management - Course Grade: Pass

COMPETENCIES

Ability to prioritize tasks	Proficiency:Good	Competency Acquired:1999 Last Used:1999
Organize people and goal tasks	Proficiency:Good	Competency Acquired:1999 Last Used:1999
Resource Planning	Proficiency:Good	Competency Acquired:1999 Last Used:1999
Customer Service Orientation	Proficiency:Fair	Competency Acquired:1999 Last Used:1999
Typing	Proficiency:Fair	Competency Acquired:1999 Last Used:1999
Data Entry Procedures	Proficiency:Very Good	Competency Acquired:1999 Last Used:1999
Computer Literacy	Proficiency:Little	Competency Acquired:1999 Last Used:1999
Administration	Proficiency:Good	Competency Acquired:1999 Last Used:1999

LANGUAGES

English PROFICIENCY: Read -High Write -High Speak -High
English is employee's native language

INTERNAL RESUME
Generated 08/30/2000

Antonio Santos
4689 Z Street
Sacramento CA 94246
USA

Birth Date: 08/09/1972
Original Hire Date: 09/12/1997
National Id: 578-29-0482

Page No. 2

Portuguese	PROFICIENCY:	Read -Moderate	Write -Moderate	Speak -Moderate
Spanish	PROFICIENCY:	Read -Low	Write -Low	Speak -Moderate

HONORS AND AWARDS

01/01/1981	Outstanding Contributor Award	Grantor:James Debrough
01/01/1980	Distinguished Lectureship Awrd	Grantor:Bill Williams

For the period 01/01/90 through 01/01/01

EMPLOYER	FEDERAL EIN	NAME S	CITY	STATE	P	NATIONAL ID
Global Business Institute						
500 George Washington Pkway						
New York, NY	07666	994123456				
		Jones, Susan	Box 200090	Castroville	CA	93333 299001061
			Route 99			
			Highway 215			
		Nichta, Issac			CA	299001062
		Bergsten, Darlene			CA	299001064
		Aquilino, Beatrice			CA	299001065
		Buckalew, Ginger			CA	299001066
		Puddephatt, Leo			CA	299001067
		Drake, Marilyn			CA	299001068
		Justin, Clare			CA	299001069
		Hunsberger, Carlton			CA	299001070
		Bickham, Debroah			CA	299001071
		Turbic, Stephanie	1578 Austin Street	San Jose	CA	95112 489603724
		Santos, Antonio	4689 Z Street	Sacramento	CA	94246 578290482
		Religioso, Steve	3211 S. Holly Avenue	Sioux Falls	SD	57195 438484836
		Chu, Adland	726 E. Iona Road	Idaho Falls	ID	83406 473481835
		Kim, Justine	3421 Plank Road	Baton Rouge	LA	70822 431488351
		Passantino, Alex	334 Main Street	Rutland	VT	05702 112484813
		Kessler, Marc	5308 Woodward Ave	Detroit	MI	48202 211314891
		McKay, Angela	228 Warren Road South	Trenton	NJ	08625 012885553
		Kelly, Michelle	421 South Bay Rd.	Dover	DE	19905 183188351
		Palisco, Tina	425 E. Adams Street	Springfield	IL	62708 135788413
		Mosley, Wayne	1001 N. Cass Street	Milwaukee	WI	53216 158843586
		Visaya, Erik	965 Grafton Street	Worcester	MA	01614 682481861
		Siebor, Stacey	1011 Howard Street	Omaha	NE	68101 468681831
		Martignoni, David	2211 Crossroads	Waterloo	IA	50706 158869981
		Lee, Mei	590 N. Main Street	Wichita	KS	67218 681181831
		Mirzoyan, Annie	5179 Falls Drive	Fort Wayne	IN	46825 581185593
		Tomita, Jason	3641 13th Avenue S.	Fargo	ND	58104 585684813
		Parker, Russell	721 Conti Street	New Orleans	LA	70128 668121210
		Sakata, Megumi	251 E. River Street	Savannah	GA	31414 337583611
		Gasse, Alain	1445 Stoneridge Dr	Pleasanton	CA	94588 245215836
		Saxon, Mable	107 Beacon Street	Boston	MA	02112 218168921
		Matheson, Karena	781 N. Clark Street	Chicago	IL	60619 433292178
		Reed, Nancy	629 Canyon Road	Santa Fe	NM	87594 103181836
		Carter, Wency	925 Dorset Street	Burlington	VT	05407 515155512
		Burkman, Seek	729 N. 10th Street	St. Louis	MO	63116 223181846
		Lopez, Wilma	3985 S 575 W	Syracuse	UT	84075 445684813
		Thorp, Anson	264 Mifflin Street	Madison	WI	53713 551124925
		Cerruit, Sandy	235 Gaspee Street	Providence	RI	02907 251481831
		Ryzhikov, Jeff	6921 Asher Avenue	Little Rock	AR	72295 340180051
		Gutierrez, Rick	1299 Pine Street	Philadelphia	PA	19119 021004830
		Bonicello, Nina	213 Mason Street	Berlin	NH	03570 184763231
		Schwartz, Heidi	452 Lombardy Street	Richmond	VA	23234 119771833
		Li, Rochelle	1761 9th Street NW	Washington	DC	20001 565181830

PeopleSoft
Joint Staffing Report

Report ID: PER037UK
As Of Date: 08/31/2000

Page No. 1
Run Date 08/31/2000
Run Time 13:49:06

	Full Time			Part Time			Total
	Male	Female	Total	Male	Female	Total	- Total -
Headquarters - Belgium							
KB0002	0	1	1	0	0	0	1
KB0003	1	0	1	0	0	0	1
Sub Total	1	1	2	0	0	0	2
Sales & Services - Belgium							
KB0001	1	0	1	0	0	0	1
KB0004	1	0	1	0	1	1	2
KB0005	1	0	1	0	0	0	1
Sub Total	3	0	3	0	1	1	4
Human Resources							
KC003	1	3	4	0	0	0	4
KC010	1	0	1	0	1	1	2
KC012	0	4	4	0	0	0	4
KC018	1	0	1	0	0	0	1
Sub Total	3	7	10	0	1	1	11
Benefits							
KC013	0	1	1	2	1	3	4
Sub Total	0	1	1	2	1	3	4
Information Services							
KC014	1	0	1	1	1	2	3
Sub Total	1	0	1	1	1	2	3
Finance							
KC001	1	2	3	1	2	3	6
KC007	3	0	3	2	1	3	6
KC008	2	1	3	0	0	0	3
KC011	0	0	0	1	0	1	1
Sub Total	6	3	9	4	3	7	16
Training & Administration							
KC006	1	0	1	0	0	0	1
KC010	0	0	0	0	1	1	1
KC016	0	1	1	0	0	0	1
KC017	1	1	2	0	0	0	2
KC019	0	1	1	0	1	1	2
Sub Total	2	3	5	0	2	2	7
Business Services							
KC002	2	0	2	0	0	0	2
KC015	2	0	2	0	0	0	2
Sub Total	4	0	4	0	0	0	4
Western Sales Region							
KC019	0	0	0	0	1	1	1
Sub Total	0	0	0	0	1	1	1
Sales and Services							
KC020	0	1	1	0	0	0	1
KC021	1	2	3	1	0	1	4
Sub Total	1	3	4	1	0	1	5
Headquarters							
KD0001	1	0	1	0	0	0	1
Sub Total	1	0	1	0	0	0	1

PERSONEELSBESTAND TOTAAL (%) T.o.v. aantal personen in dienst	Aantal	Behorende tot doelgroep	
		Aantal	Percentage
Personen in dienst op 31 december	9	2	22.22 %
Personen met een voltijd-dienstverband	8 (88.89%)	1	11.11 %
Personen met een deeltijd-dienstverband	1 (11.11%)	1	11.11 %
Personen die bezwaar hebben aangetekend	1		

GEGEVENS PERSONEELSVERLOOP

(%) T.o.v. aantal personen in/uit dienst getreden

Personen in dienst getreden	1	0	0.00 %
Personen uit dienst getreden	0	0	0.00 %

GEGEVENS PERSONEELSBESTAND NAAR FUNCTIENIVEAU

(%) T.o.v. aantal personen per functieniveau

Functieniveau I	0	0	0.00 %
Functieniveau II	2	1	50.00 %
Functieniveau III	2	1	50.00 %
Functieniveau IV	1	0	0.00 %
Functieniveau V	4	0	0.00 %

Legenda:

Functieniveau I - A-Not Indicated
 Functieniveau II - B-Less Than HS Graduate
 Functieniveau III - C-HS Graduate or Equivalent
 D-Some College
 Functieniveau IV - E-Technical School
 Functieniveau V - F-2-Year College Degree
 G-Bachelor's Level Degree
 H-Some Graduate School
 I-Master's Level Degree
 J-Doctorate (Academic)
 K-Doctorate (Professional)
 L-Post-Doctorate

GEGEVENS PERSONEELSBESTAND NAAR FUNCTIENIVEAU (%) T.o.v. aantal personen per functieniveau	Aantal	Behorende tot doelgroep	
		Aantal	Percentage

Totaal aantal locaties: 3

Amsterdam

Functieniveau I	0	0	0.00 %
Functieniveau II	1	1	100.00 %
Functieniveau III	2	1	50.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	3	0	0.00 %

The Hague

Functieniveau I	0	0	0.00 %
Functieniveau II	1	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	1	0	0.00 %
Functieniveau V	0	0	0.00 %

Groningen

Functieniveau I	0	0	0.00 %
Functieniveau II	0	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	1	0	0.00 %

S K Munich 1999

Lfd. Nr.	a) Name	a) Schlüssel-Nr.	a) Eingetreten am bzw. Ausbildungsbeginn	a) Bezeichnung SB/GL	Nachweis über die Angaben in Spalte 5
	b) Vorname	b) Bezeichnung der Tätigkeit			a) Dienststelle
	c) Wohnort				b) Nummer des Ausweises ggf. Datum und Geschäftszeichen des Nachweises
	d) Geburtsdatum		b) Ausgeschieden am bzw. Ausbildungs- ende	b) Personen- gruppe mit Zahl der an- zurechnen- den Pflicht- plätze	c) gültig ab d) befristet bis
1	a) Grün b) Alex c) 39106 d) 10/17/1936	Magdeburg	a) 01/01/1990 b)	a) GL b) Equalized 1	a) District Admin of a Land b) 2233445566 c) 01/10/1980 d) 01/10/1980

Line Description	Part-A Full Time Faculty (Instruction/Research/Public Service)															
	Non-Resident		Black		Am-Indian/		Asian/		Hispanic		White		Race/Ethnicity		Grand Total	
	Alien		Non-Hispanic		Alaskan-Native		Pacific Isle				Non-Hispanic		Unknown		All Emps	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1 9/10 Month Contracts: Below \$25,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 \$25,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 \$30,000 - 34,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 \$35,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 \$40,000 - 44,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 \$45,000 - 54,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 \$55,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 \$65,000 - 74,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9 \$75,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Total 9/10 Month Contracts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 Less Than 9/10 Month Contracts:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12 11/12 Month Contracts: Below \$25,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13 \$25,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 \$30,000 - 34,999	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
15 \$35,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 \$40,000 - 44,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17 \$45,000 - 54,999	0	0	0	0	0	0	0	0	0	0	1	2	0	0	1	2
18 \$55,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19 \$65,000 - 74,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20 \$75,000 & Above	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
21 Total 11/12 Month Contracts	0	0	0	0	0	0	0	0	0	0	2	3	0	0	2	3
22 Part A Total	0	0	0	0	0	0	0	0	0	0	2	3	0	0	2	3

1999

S K Antwerpen

Monat	1. Arbeitsplätze und Pflichtplätze (Anzahl)				2. Anrechenbare Personengruppen/Besetzte Arbeitsplätze (Anzahl)												3. Ausgleich- abgabe
	1	2	3	4	-SOLL-												-IST-
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
Jan.	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	
Feb.	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	
März	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	
April	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	
Mai	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	
Juni	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	
Juli	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
Aug.	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
Sept.	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
Okt.	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
Nov.	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	
Dez.	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	

PeopleSoft
EMPLOYEE WITH MERIT

Report ID: PER041

Page No. 1
Run Date 09/01/2000
Run Time 15:20:42

From 01/01/1980 To 01/01/2000

Company: State of Accord Location: State of Accord, Executive Blg

DeptID	Plan/Grade/Step	EmplID	Name	Empl Rcd#	Eff Date	Eff Seq	Rate Code	Comp Rate	%	Currency
PGV1000	NEX / 2 / 1	PA008	Silverstein,Jacob	0	04/01/1996	0	NAANNL	17,500.00	0.206	USD
PGV1000	NEX / 5 / 3	PA019	Novak,Willis	0	02/01/1995	0	NAANNL	34,500.00	0.406	USD
PGV1000	SAL / 4 /	PA023	Meadows,Sean	0	01/01/1995	0	NAANNL	30,000.00	0.353	USD
PGV1000	SAL / 5 /	PA020	Carr,Kitty C	0	01/01/1995	0	NAANNL	70,000.00	0.823	USD
PGV1001	SAL / 5 /	PA007	Smith,Maureen	0	01/01/1997	0	NAANNL	41,000.00	0.482	USD
PGV1002	SAL / 5 /	PA013	Flynt,Mildred	0	03/01/1995	0	NAANNL	45,000.00	0.529	USD
PGV1003	NEX / 1 /	PA001	Smith,Maggie	0	01/01/1996	0	NAANNL	2,500.00	0.029	USD
PGV1003	NEX / 2 /	PA002	Walker,Gail K	0	01/01/1996	0	NAANNL	2,150.00	0.025	USD
PGV1003	NEX / 2 / 1	PA011	Wise,Roy	0	04/01/1995	0	NAANNL	17,500.00	0.206	USD
PGV1003	NEX / 2 / 2	PA010	Mason,Macia	0	04/01/1995	0	NAANNL	19,000.00	0.224	USD
PGV1003	NEX / 2 / 2	PA012	Phillips,Robert	0	04/01/1995	0	NAANNL	19,000.00	0.224	USD
PGV1003	NEX / 4 / 1	PA009	Howard,Sheila	0	04/01/1995	0	NAANNL	24,500.00	0.288	USD
PGV1003	SAL / 3 /	PA003	Ouren,Tom	0	01/01/1996	0	NAANNL	3,300.00	0.039	USD
PGV1003	SAL / 4 /	PA018	Steen,Nicholas	0	02/01/1995	0	NAANNL	40,000.00	0.471	USD
PGV1004	SAL / 1 /	PA004	Smithfield,Loren R	0	01/01/1996	0	NAANNL	63,000.00	0.741	USD
PGV1004	SAL / 1 /	PA005	Wong,Jeanne T	0	01/01/1996	0	NAANNL	6,000.00	0.071	USD
PGV1004	SAL / 5 /	PA015	Webster,Holly	0	03/01/1995	0	NAANNL	43,000.00	0.506	USD
PGV1005	SAL / 5 /	PA014	Sorensen,Elizabeth	0	03/01/1995	0	NAANNL	43,000.00	0.506	USD
PGV1006	SAL / 1 /	PU023	Manolis,Manny	0	01/01/1995	0	NAANNL	50,000.00	0.588	USD
PGV1006	SAL / 2 /	PA006	Woolfsberg,Thomas I	0	01/01/1996	0	NAANNL	5,025.00	0.059	USD
PGV1006	SAL / 4 /	PA016	Zimmerman,Andreas	0	03/01/1995	0	NAANNL	40,000.00	0.471	USD
PGV1007	SAL / 1 /	PA021	Connor,Maureen T	0	01/01/1995	0	NAANNL	60,000.00	0.706	USD
PGV1007	SAL / 1 /	PA022	Patten,Sarah	0	01/01/1995	0	NAANNL	45,000.00	0.529	USD
PGV1007	SAL / 4 /	PA017	Yamamoto,Kenneth	0	03/01/1995	0	NAANNL	40,000.00	0.471	USD
Average								31,707.29	0.373	

From 01/01/1999 To 01/01/2000

DeptID	Plan/Grade	EmplID	Name	Empl Rcd#	Eff Date	Eff Seq	Rate Code	Comp Rate	Currency
KC001	KC01 / 004	KC0001	Griffiths,Martina Rae	0	02/01/1997	0	NAANNL	2,625.000	CAD
KC001	KC02 / 002	KC0014	Henderson,David M	0	07/05/1998	0	NAANNL	1,750.000	CAD
KC001	KC02 / 005	KC0029	Valade,Claudia A	0	12/27/1990	0	NAANNL	60,500.000	CAD
KC001	KC02 / 006	KC0024	Maissoneuve,Louise	0	01/19/1990	0	NAANNL	68,000.000	CAD
KC001	KC02 / 006	KC0033	Chan,Diana E	0	04/22/1984	0	NAANNL	69,600.000	CAD
KC001	KC02 / 007	KC0031	Saint-Amand,Marcel	0	06/06/1994	0	NAANNL	78,500.000	CAD
KC002	KC02 / 005	KC0018	Johnson,Helen	0	10/25/1981	0	NAANNL	48,000.000	CAD
KC003	KC02 / 004	KC0021	Davies,Craig R	0	12/01/1996	0	NAANNL	55,000.000	CAD
KC005	KC01 / 003	KC0009	Mills,Stephanie A	0	06/02/1992	0	NAANNL	1,850.000	CAD
KC005	KC02 / 003	KC0019	Desmarais,Jean-Pierre	0	04/05/1982	0	NAANNL	2,130.000	CAD
KC005	KC02 / 005	KC0023	Duvall,David	0	01/05/1985	0	NAANNL	48,000.000	CAD
KC005	KC02 / 006	KC0006	Jubenville,Pierre	0	05/12/1987	0	NAANNL	78,635.000	CAD
KC006	KC01 / 006	KC0007	Trudeau,Susan	0	04/07/1989	0	NAANNL	2,825.000	CAD
KC007	KC01 / 005	KCI002	Baar,John	0	09/16/1990	0	NAANNL	52,000.000	CAD
KC007	KC02 / 004	KC0010	Howe,Anthony R	0	09/07/1997	0	NAANNL	55,000.000	CAD
KC007	KC02 / 008	KC0002	Dunbar,Kirby	0	01/15/1982	0	NAANNL	105,000.000	CAD
KC015	KC02 / 005	KC0022	Sinclair,Betty Anne	0	11/16/1982	0	NAANNL	6,690.000	CAD
KC015	KC02 / 006	KC0008	Wilson,Kenneth John	0	07/18/1983	0	NAANNL	72,000.000	CAD
KC015	KC02 / 008	KC0013	Tucker,Margaret	0	07/15/1995	0	NAANNL	87,560.000	CAD
KU000	KU02 / 011	KU0001	Lewis,Douglas	0	01/01/1980	0	NAANNL	260,000.000	USD
KU001	KU01 / 006	KU0006	Erickson,Arthur	0	05/12/1987	0	NAANNL	7,280.000	USD
KU001	KU01 / 006	KU0086	Burkman,Seek	1	03/22/1996	1	NAANNL	3,466.670	USD
KU001	KU01 / 006	KU0089	Cerruit,Sandy	0	06/06/1996	0	NAANNL	60,000.000	USD
KU001	KU01 / 007	KU0086	Burkman,Seek	1	03/22/1996	1	NAANNL	3,466.670	USD
KU001	KU01 / 009	KU0005	Aliverdi,Reza	0	03/22/1985	0	NAANNL	123,760.000	USD
KU001	KU01 / 009	KU0072	Mosley,Wayne	0	04/27/1993	0	NAANNL	1,154.000	USD
KU003	KU01 / 008	KU0008	Roth,Calvin	0	07/18/1983	0	NAANNL	132,000.000	USD
KU005	KU01 / 003	KU0020	Stevenson,Christelle	0	10/01/1985	0	NAANNL	12,400.000	USD
KU005	KU01 / 004	KU0101	Adams,Cynthia	0	06/05/1998	0	NAANNL	4,000.530	USD
KU005	KU01 / 005	KU0039	Quilligan,Shawn	0	02/16/1986	0	NAANNL	48,006.400	USD
KU005	KU01 / 005	KU0076	Lee,Mei	0	02/23/1994	0	NAANNL	9,568.000	USD
KU005	KU01 / 006	KU0093	Schwartz,Heidi	0	09/12/1996	0	NAANNL	2,500.000	USD
KU005	KU01 / 006	KU0100	Osborn,Courtney	0	02/17/1998	0	NAANNL	500.000	USD
KU005	KU01 / 009	KU0007	Locherty,Betty	0	04/07/1989	0	NAANNL	150,000.000	USD
KU007	KU01 / 009	KUI004	Peevy,Lance	0	07/18/1990	0	NAANNL	93,000.000	USD
KU007	KU01 / 009	KUI014	Lacasse,Peter	0	07/28/1990	0	NAANNL	93,000.000	USD
KU010	KU01 / 008	KUI009	Vandernoot,Dirk	0	12/17/1990	0	NAANNL	125,000.000	USD
KU010	KU01 / 008	KUI019	Diaz,Valente	0	12/27/1990	0	NAANNL	125,000.000	USD
KU014	KU01 / 005	KUI003	Dacio,Margaret	0	05/24/1990	0	NAANNL	64,000.000	USD
KU014	KU01 / 005	KUI013	Maaks,Danielle	0	05/04/1990	0	NAANNL	64,000.000	USD
KU016	KU01 / 005	KU0036	Religioso,Steve	0	11/13/1985	0	NAANNL	60,008.000	USD
KU016	KU01 / 005	KU0087	Lopez,Wilma	0	05/03/1996	0	NAANNL	5,000.000	USD
KU018	KU01 / 003	KUI005	Yoder,Michael	0	11/21/1990	0	NAANNL	47,000.000	USD
KU018	KU01 / 003	KUI015	Miano,Yolanda	0	11/30/1990	0	NAANNL	47,000.000	USD
KU021	KU01 / 006	KU0067	Passantino,Alex	0	02/10/1991	0	NAANNL	182,200.000	USD
KU021	KU01 / 006	KUI010	Hubball,John	0	08/03/1990	0	NAANNL	87,000.000	USD
KU021	KU01 / 006	KUI020	Johnson,Hugh	0	08/13/1990	0	NAANNL	87,000.000	USD

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

Report ID: PER045

Faculty Member: Joe Fetber TF001
Tenure/Home Department: TF102 TF Human Resources
Tenure Status:
Academic Rank:
Annual Rate: 62400

ACTIVITIES
Activity Type: , Test Activity - Original From: 02/02/1990 Thru: 02/02/1991
Sponsored By: Compensated?Y Internal
Organization: Activity Organization
Notes: Activity Comments

ADMINISTRATIVE POSTS/APPOINTMENTS/TITLES
Type: Medical Lectures Academic Responsibility
Description: TF001 Lectures to Doctors
Begin Date: 02/02/1990 End Date: 01/01/1996 Revised End Date: Reason:
Department/Organization: TF2100 TF College of Liberal Arts
Notes: Admin Post Comments
Type: Medical Lectures Academic Responsibility
Description: TF001 Lectures to Doctors 2
Begin Date: 02/02/1996 End Date: 01/01/1997 Revised End Date: Reason:
Department/Organization: TF2100 TF College of Liberal Arts
Notes: TF001 Reappointed for 1 year.

COMMITTEE INVOLVEMENT
Committee: Research & Development Effective Date: 01/01/1980
Role: Member of Committee Start Date: 01/01/1991 End Date: 01/01/1992

PROFESSIONAL EDUCATION & TRAINING
Degree: PHS Terminal: N Date Acquired: 01/01/1989 Graduated: Y
Major: Electrical Engineering School: Cornell University USA NY

HONORS & AWARDS
Honor/Award: Honorary Doctorate Degree Grantor: Cornell Univ. Issue Date: 01/01/1989 End Date:

LICENSES & CERTIFICATES
License/Certification: Cardio Pulmonary Resuscitation Nbr: CPRTF001 Issue Date: 02/02/1997
Issued By: Hospital Expires: 02/02/2001 Verified: Y Renewal in Progress? N Location: USA NY
License/Certification: Emergency Medicine Technology Nbr: HETTF001 Issue Date: 03/03/1995
Issued By: Hospital Expires: 12/12/1998 Verified: Y Renewal in Progress? Y Location: USA NY

MEMBERSHIPS
Membership: Registered Nurses Association Membership Date: 05/05/1993
Mandate: REASEARCH Mandate Position: LECTURES Mandate Begin: 08/08/1993 Mandate End: 12/31/2003

PRESENTATIONS
Presentation: Lecture Date: 03/05/1995 Location: Orlando,Florida
Title: Medical Myths Purpose: World Medical Conference
Notes:
Presentation: Speech Date: 02/10/1996 Location: Vancouver, BC
Title: RNs, where are you? Purpose: ORN Conference
Notes:

PUBLICATIONS
Publication #: 1 Type: Article Author Type: Author
Title: The work that never gets done Name: HR Reporter
Publisher: MPL Comm.
Date: 06/15/1998 Volume: 11 Issue: No. 12 Page(s): 1
Notes: 200 words.
Publication #: 2 Type: Book Author Type: Co-Author
Title: Boost your business in any economy Name:
Publisher: Newport Publishing
Date: 1993 Volume: Issue: Page(s): 144
Notes: ISBN1-895972-00

SPECIAL PROJECTS
, 11/30/1997 Dept/Org: TF Human Resources Classified Information
Notes: Genetic Research - Why NOT to do it.

STUDENT ADVISING
Student Name: Doug Douglas Level: Master's Thesis
From: 01/01/1997 Thru: 09/01/1997
Project:
Project Due: 09/01/1997
Notes:

Report ID: PER045

Faculty Member: Joe Fetber TF001
Tenure/Home Department: TF102 TF Human Resources
Tenure Status:
Academic Rank:
Annual Rate: 62400

Student Name: Mary Maloney Level: Master's Thesis
From: 01/01/1997 Thru: 09/01/1997
Project:
Project Due: 09/01/1997
Notes:
Student Name: Sara Walsh Level: PhD Dissertation
From: 10/01/1996 Thru: 02/01/1998
Project:
Project Due: 02/01/1998
Notes: Sara's PHD project.

TEACHING RESPONSIBILITIES

Course: TF001Teach TF001 Teaching Course
Course Type: Independent Study Units: 1 Term: 2 Team? N Percent: 100.00
Number of Enrolled: Type: Part-Time Students
Number of Enrolled: 8 Type: Under Graduates

Report ID: PER046

Faculty Member: Joe Fetber TF001
Tenure/Home Department: TF102 TF Human Resources
Tenure Status:
Academic Rank:
Annual Rate: 62,400.00

CASE REVIEW DETAILS

Case: T001C1 Type: Title Status: Disapprove

Proposal

Tenure: Not on Trk Rank:
Title: Doctor FTE: 1.00 Annual Rate: 62,400.00 Begin Date: 1990-01-01
Outside Offer? N Offer Description:
Is the Case Portfolio Forwarded to the Reviewing Department? N
Notes/Portfolio Description: Trying this out.

CASE REVIEW PATH DETAILS

Review Step: 2 Current Review Department: TF102 TF Human Resources
Current Reviewer(s): James Webster
Case Received Date: 1991-06-02 Recommendation Date: 1991-06-02 Case Forwarded Date: 1991-06-02
Department: TF102 TF Human Resources
Final Action? Y Next Case Review Date: 1993-12-15 Next Case Type TEN

Review Step: 1 Current Review Department: TF102 TF Human Resources
Current Reviewer(s): James Webster
Case Received Date: 1991-01-02 Recommendation Date: 1991-01-02 Case Forwarded Date: 1991-01-02
Department: TF102 TF Human Resources

Tenure Group	Tenure Status	Faculty Member	Academic Rank	Home Dept	Tenure Start Date	Mand. Review Date
Faculty Tenure Calc. Group	Non Tenure On Track	Fetber,Joe	Doctor	TF Human Resources	1994-01-01	1998-08-01
		Fetper,Ann	Professor	TF Philosophy Dept	1993-01-01	1998-08-01
		Fetston,Judy	Professor	TF Dept of Math	1994-08-01	1998-08-01

End of Report

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: UNION (Union Seniority)

Dept. ID	Dept. Name	EmplID	Employee Name	Service Date	Accrued Service	In Years	In Months	In Days	Start Up Credit	Last Processed
T1000	University Administr	T1111	Webster,Jimmy	1996-01-01	1.00	0	0	0	1.00	
TF102	TF Human Resources	TF101	Feton,Grace	1990-01-01	1.00	0	0	0	1.00	
TF201	TF Dept of Anthropol	TF101	Feton,Grace	1990-01-01	1.00	0	0	0	1.00	

End of Report

Report ID: PER049

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: CONTSRV (Continuous Service)

Dept. ID	EmplID	Employee Name	Rcd#	Period Begin Date	Period End Date	Breaks In Prd	Service W/O Brks	Amt In Breaks	Service W/ Brks	Accum. W/ Brks	Adjust Amount	Act/Rsn
T1000		University Administr										
	T1111	Webster, Jimmy	0	1997-07-01	1997-12-31	0.0	0.5	0.0	0.5	2.0	0.0	HIR
			0	1997-01-01	1997-06-30	0.0	0.5	0.0	0.5	1.5	0.0	HIR
			0	1996-07-01	1996-12-31	0.0	0.5	0.0	0.5	1.0	0.0	HIR
			0	1996-01-01	1996-06-30	0.0	0.5	0.0	0.5	0.5	0.0	HIR

Report ID: PER049

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: UNION (Union Seniority)

Dept. ID	EmplID	Employee Name	Rcd#	Period Begin Date	Period End Date	Breaks In Prd	Service W/O Brks	Amt In Breaks	Service W/ Brks	Accum. W/ Brks	Adjust Amount	Act/Rsn
T1000		University Administr										
	T1111	Webster, Jimmy	0	1997-07-01	1997-12-31	0.0	0.5	0.0	0.5	3.0	0.0	HIR
			0	1997-01-01	1997-06-30	0.0	0.5	0.0	0.5	2.5	0.0	HIR
			0	1996-07-01	1996-12-31	0.0	0.5	0.0	0.5	2.0	0.0	HIR
			0	1996-01-01	1996-06-30	0.0	0.5	0.0	0.5	1.5	0.0	HIR

End of Report

PeopleSoft
Employee Tenure Calculation Report

Report ID: PER050

Page No. 1
Run Date 08/29/2000
Run Time 14:21:01

Reporting Service Group: FAC (Faculty Tenure Calc. Group)

Dept. ID	EmplID	Employee Name	Rcd#	Period Begin Date	Period End Date	Breaks In Prd	Service W/O Brks	Amt In Breaks	Service W/ Brks	Accum. W/ Brks	Adjust Amount	Act/Rsn
TF2002	TF Dept of Math											
	TF006	Fetston, Judy		1996-01-01	1996-05-31	0.000	0.500	0.000	0.500	2.500	0.000	HIR
				1995-08-01	1995-12-31	0.000	0.500	0.000	0.500	2.000	0.000	HIR
				1995-01-01	1995-05-31	0.000	0.500	0.000	0.500	1.500	0.000	HIR
				1994-08-01	1994-12-31	0.000	0.500	0.000	0.500	1.000	0.000	HIR
				1994-07-31	1994-07-31	0.000	0.500	0.000	0.500	0.500	0.000	BFW
TF201	TF Dept of Anthropol											
	TF001	Fetber, Joe		1996-01-01	1996-05-31	0.000	0.500	0.000	0.500	3.500	0.000	HIR
				1995-08-01	1995-12-31	0.000	0.500	0.000	0.500	3.000	0.000	HIR
				1995-01-01	1995-05-31	0.000	0.500	0.000	0.500	2.500	0.000	HIR
				1994-08-01	1994-12-31	0.000	0.500	0.000	0.500	2.000	0.000	HIR
				1994-01-01	1994-05-31	0.000	0.500	0.000	0.500	1.500	0.000	HIR
				1993-12-31	1993-12-31	0.000	1.000	0.000	1.000	1.000	0.000	BFW
TF2113	TF Philosophy Dept											
	TFAC01	Fetper, Ann		1996-01-01	1996-05-31	0.000	0.206	0.675	0.206	1.444	0.000	RFL RFL
				1995-08-01	1995-12-31	0.000	0.206	0.675	0.206	1.238	0.000	RFL RFL
				1995-01-01	1995-05-31	0.000	0.206	0.675	0.206	1.031	0.000	RFL RFL
				1994-08-01	1994-12-31	0.375	0.000	0.675	0.000	0.825	0.000	LOA EDU
				1994-01-01	1994-05-31	0.300	0.075	0.300	0.075	0.825	0.000	LOA EDU
				1993-08-01	1993-12-31	0.000	0.375	0.000	0.375	0.750	0.000	HIR
				1993-01-01	1993-05-31	0.000	0.375	0.000	0.375	0.375	0.000	HIR

End of Report

Report ID: PER051

Reporting Service Group: FAC (Faculty Tenure Calc. Group) and Service Type: Tenure Service

Home Dept	Name	EmplID	Employee Name	Start Date	Tenure Status	Reqd Svc	Ext. Svc	Prior Svc	Accr Svc	Yrs To Accrued	Processed Thru
TF102	TF Human Resources	TF001	Fetber,Joe	1994-01-01	NTK	7.000	0.500	1.000	4.100	2.400	1998-05-31
TF2002	TF Dept of Math	TF006	Fetston,Judy	1994-08-01	NTK	7.000	0.000	0.500	4.000	2.500	1998-05-31
TF2100	TF College of Libera	TFPEDS65	Fetpin,Ned	1997-01-01	NOT	0.000	0.000	0.000	0.000	0.000	
TF2113	TF Philosophy Dept	TFAC01	Fetper,Ann	1993-01-01	NTK	7.000	0.000	0.000	2.269	4.731	1998-05-31

End of Report

Report ID: PER053
Equals Opportunities:

TABELLA 1

INFORMAZIONI GENERALI SULLA AZIENDA

Azienda	KI1
Sede Legale	Milan
Occupati Female	187
Occupati Male	225
Occupati Unknown	5
	KD01
	KE01
	KF01
	KF02

TABELLA 2

INFORMAZIONI GENERALI SULLE UNITA IN AMBITO COMUNALE

TABELLA 2

Numero totale unita produttive presenti nel comune 2
Occupati alle dipendenze per ciascuna unita produttiva al 1 01/01/00

Unita Produttive	Categoria	Sesso	Totale
------------------	-----------	-------	--------

TABELLA 3

Occupati alle dipendenze al	01/01/1980	e al	01/01/00	1.00	0.00	1.00
Categoria	Occupati al	01/01/1980	Entrate	Uscite	Occupati al	01/01/00
	Maschi	Femmine	Maschi	Femmine	Maschi	Femmine

Report ID: PER053
Equals Opportunities:

TABELLA 4

Occupati alle dipendenze al 01/01/1980 0.00 1.00

Categoria	Livello	Occupazione al 01/01/00		Promozioni		Assunzioni	
		Maschi	Femmine	Maschi	Femmine	Maschi	Femmine

TABELLA 5

Occupati alle dipendenze al 01/01/1980

Categoria	Tempo Indet		Tempo Deter		Formazione		Apprendistato		Solidarieta	
	Maschi	Femmine	Maschi	Femmine	Maschi	Femmine	Maschi	Femmine	Maschi	Femmine

TABELLA 6

Entrate e uscite e trasformazioni dei contratti

New Hire	0.00	0.00
----------	------	------

TABELLA 7

FORMAZIONE

Categoria	Num di partecipanti		Totale ore di formazione		
	Maschi	Femmine	Maschi	Femmine	
TABELLA 7					MIL02
Formazione del personale svolta nel corso del periodo			01/01/1980	01/01/00	

TABELLA 8

MIL02

Retribuzione annua per livello e categoria professionale

CATEGORIA	LIVELLO	RETRIBUZIONE LORDA ANNUA	
		Maschi	Femmine

NÚMERO DE MATRÍCULA	NOMBRE	SEXO	ESTADO CIVIL	FECHA DE NACIMIENTO	LUGAR DE NACIMIENTO	PROVINCIA	NÚMERO AFILIACIÓN	FECHA CONTRAT.	CATEGORÍA Y FECHA	GPO. COTIZ.	ULTIMO DÍA TRABAJADO	ULTIMO NÚM. MATRÍCULA	COMENTARIOS
00001	Diaz Ruiz, Antonio	Male	Married	01-NOV-1945	Madrid		28/17386004/52	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00001	Diaz Ruiz, Antonio	Male	Married	01-NOV-1945	Madrid		28/17386004/52	17-NOV-1980	Adm Mngrs	01-JAN-2000	03		Change of Pay System
00002	Perez Arias, Jose Maria	Male	Single	02-NOV-1975	Madrid		28/50574080/63	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00002	Pérez Arias, Pablo	Male	Single	02-NOV-1975	Madrid		28/50574080/63	19-NOV-1985	Adm Assist	01-JAN-2000	07		Change of Pay System
00003	Martínez Anton, Antonia	Female	Married	03-DEC-1943	Madrid		28/73615033/24	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00003	Perez Trabado, Mariana	Female	Married	03-DEC-1943	Madrid		28/73615033/24	26-DEC-1990	Adm Assist	01-JAN-2000	07		Change of Pay System
00004	Fernandez Civera, Alicia Paloma	Female	Married	04-DEC-1957	Madrid		28/48467079/96	15-JAN-2001	SPE	01-JAN-1990	01		Hire
00004	Martín Civera, Alicia Paloma	Female	Married	04-DEC-1957	Madrid		28/48467079/96	27-DEC-1990	Adm Assist	01-JAN-2000	07		Change of Pay System
00005	Lopez de La Cruz, Alberto	Male	Single	05-OCT-1970	Madrid		28/91227853/69	15-JAN-2001	SPE	01-JAN-1990	01		Hire
00005	Lobo de la Cruz, Alberto	Male	Single	05-OCT-1970	Madrid		28/91227853/69	01-OCT-1987	Technicals	01-JAN-2000	09		Change of Pay System
00006	Alonso Diaz, Ana	Female	Married	06-OCT-1956	Madrid		28/50609900/90	15-JAN-2001	SPE	01-JAN-1990	01		Hire
00006	Altamira Diaz, Ana	Female	Married	06-OCT-1956	Madrid		28/50609900/90	02-OCT-1988	Grad&Engnr	02-OCT-1988	01		Change of Pay System
00007	Parra Dato, German Luis	Male	Single	13-JAN-1961	Madrid		28/76215244/53	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00007	Porras Dato, German Luis	Male	Single	13-JAN-1961	Madrid		28/76215244/53	03-JAN-1994	Grad&Engnr	03-JAN-1994	01		Change of Pay System
00008	Lopez Garcia, Josefa Gloria	Female	Single	24-JAN-1957	Madrid		28/79813773/76	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00008	Lorente Garcia, Josefa Gloria	Female	Single	24-JAN-1957	Madrid		28/79813773/76	04-JAN-1990	Med Gradua	01-JAN-2000	02		Change of Pay System
00009	Diaz Cruz, Isabel	Female	Married	21-FEB-1976	Madrid		28/26713605/36	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00009	Rodriguez Salgado, Antonio	Male	Single	10-OCT-1952	Madrid	Madrid		02-MAR-1990	Adm Mngrs	02-MAR-1990	03		Hire
00010	Barroso Rodriguez, Luis	Male	Married	11-FEB-1962	Madrid		28/25436754/93	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00010	Gonzalez Izquierdo, Maria	Female	Single	15-FEB-1961	Barcelona	Barcelona	28/65632658/70	07-MAR-1996	Adm Mngrs	07-MAR-1996	03		Hire
00011	Higuera Solana, Luis	Male	Single	13-MAR-1950	Madrid		28/77833718/82	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00011	De la Torre Martinez, Javier	Male	Single	04-JAN-1965	Sanabria	Zamora		23-APR-1995	Adm Assist	23-APR-1995	07		Hire
00012	Alava Soria, Vidal	Male	Single	16-MAR-1949	Madrid		28/77066841/87	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00012	De la Cruz Maroto, Angela	Female	Married	15-DEC-1969	Leon	Leon		08-JUN-1996	Adm Assist	08-JUN-1996	07		Hire
00013	Alava Guerra, Buenaventura	Male	Single	13-APR-1984	Madrid		28/11000001/44	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00013	Lorente Cruz, Javier	Male	Single					01-OCT-1987	Adm Assist	01-OCT-1987	07		Hire
00014	Martinez Dato, Jesus	Male	Single	12-APR-1968	Madrid		28/69079466/80	01-JAN-1990	SPE	01-JAN-1990	01		Hire
00014	Artico Dávila, Amalia	Female	Married					02-OCT-1988	Technicals	02-OCT-1988	09		Hire
00015	Payes León, Luis	Male	Single					03-JAN-1994	Med Gradua	03-JAN-1994	02		Hire
00016	Lopez González, Adela	Female	Single					04-JAN-1990	Med Gradua	04-JAN-1990	02		Hire

Report ID: PER055ES

Company:

Union Cd:

Emplid	Name	Union Fee Amt.
--------	------	----------------

Total:

End of Report

PeopleSoft
PRIMARY JOB AUDIT

Report ID: PER058

Page No. 1
Run Date 09/04/2000
Run Time 12:16:40

Employee ID	Name	As Of Date	Empl Rcd#	Job Effdt	Indicator	Status	Business Unit	Job Code	Department
MULTIPLE PRIMARY JOBS									
KU0032	Summer,Alice	03/01/00	0	11/19/1998	Primary	Active	US001	Conslnt Sr	HR
			1	03/01/2000	Primary	Active	ESP01	Sr.Consult	Sales Serv
KU0036	Religioso,Steve	01/02/2000	0	11/13/1985	Primary	Active	US005	Conslnt Jr	Cust Svc
			1	01/02/2000	Primary	Active	GBIBU	Tech Trnr	Assembly
KU0086	Burkman,Seek	03/22/1996	0	03/22/1996	Primary	Active	GBIBU	HRIS Spec	HR
			1	03/22/1996	Primary	Active	GBIBU	Emp Spec	HR
KU0106	Chae,Kevin	05/25/2000	0	05/28/1999	Primary	Active	US004	DE Clerk	HR
			1	05/28/1999	Secondary	Active	US004	PR Clerk	Finance
			2	05/28/1999	Secondary	Active	US004	Ben Spec	HR
			3	05/25/2000	Primary	Terminated	US004	T&L Spclst	Admin
KU0113	Jacobson,Cassandra	12/01/1999	0	04/01/1999	Primary	Active	GBIBU	HRIS Spec	HR
			1	12/01/1999	Primary	Terminated	GBIBU	Mgr-HRIS	IS
			2	10/01/1999	Primary	Active	GBIBU	Admin Asst	HR
			3	11/01/1999	Primary	Active	GBIBU	Proj. Mgr.	Lab
			0	04/01/1999	Primary	Active	GBIBU	HRIS Spec	HR
			1	08/01/1999	Secondary	Active	GBIBU	Mgr-HRIS	IS
			2	10/01/1999	Primary	Active	GBIBU	Admin Asst	HR
			3	11/01/1999	Primary	Active	GBIBU	Proj. Mgr.	Lab
			0	04/01/1999	Primary	Active	GBIBU	HRIS Spec	HR
			1	08/01/1999	Secondary	Active	GBIBU	Mgr-HRIS	IS
2	10/01/1999	Primary	Active	GBIBU	Admin Asst	HR			
TERMINATED PRIMARY JOB									
No Rows Found									
NO PRIMARY JOB									
KU0017	Tran,Corrine	10/07/1981	0	10/07/1981	Secondary	Active	GBIBU	RN	Lab
KU0019	Tozer,Adan	04/05/1982	0	04/05/1982	Secondary	Active	GBIBU	Head Nurse	Lab
KU0044	Reese,Daryl	07/05/1986	0	07/05/1986	Secondary	Active	US005	Admin Asst	HR

End of Report

Union	Empl ID	Employee Name	Union Position	Full or Part Time in Union
Workers General Union	KI0001	Brusati,Clara	Registered	Part Time
Workers General Union	KI0002	Bassani,Maria Miss	Leader of the union	Full Time
Total Employee in Workers General Union		2.00		

Disability Type

Civil Disability	Female	1
Civil servants disability	Female	1

SetID JGENL Salary Plan J01 Grade 2
As of date for GrdAdv 2000-04-01

***** Candidate selection Conditions *****

Min Yrs in Curr Grd 3 Max Yrs in Curr Grd 10
And Min Age for Grd Adv 22 years or
And Reqd Elig Pnts 80.0 points

Ttl Num of Empl 2

No.	EmplID	Upda	Department	Supv Lvl	IDGrade	Step	Start Dat	Educ Lvl	Years in Grade	Eligibility Points	-----Review Result-----		
											Last	One Before	Two Before
1	J0010	里中 直子	Finance	Sr. Ch	2	0	1990-01-01	30	10	70.0	B	A	B
2	J0011	浜田 健作	Human Resource	Chief	2	0	1991-04-01	24	4	100.0	S	S	B

Notification of Termination

石川 真弓

I hereby notify the following retirement.

Announcement date	09/30/2001
Company	Carrot Soft, Co. Ltd.
Department	Human Resource
Supervisor Level	Clerk

10/01/2001
Human Resource
President Yuichi Hattori

Notification of Termination

小林 一也

I hereby notify the following retirement.

Announcement date	09/30/2001
Company	Carrot Soft, Co. Ltd.
Department	Finance
Supervisor Level	Senior Chief

10/01/2001
Human Resource
President Yuichi Hattori

Termination Notice on 09/30/2001

10/01/2001
Human Resource

Action Reason: Normal Retirement

Name	Company	Department	Supervisor Lvl
石川 真弓	Carrot Soft, Co. Ltd.	Human Resource	Clerk
小林 一也	Carrot Soft, Co. Ltd.	Finance	Senior Chief

End

Report ID: PER065JP
From Date 1997/01/01
Thru Date 2001/10/01

List of Employees Returning from Intercompany Transfer

Page No. 1
Run Date 10/11/2001
Run Time 11:11:53

ID	EMPL_RCD#	Name	Company code	Host company name	Int Xfr St Dt	Int Xfr End Dt
J0002	0	高橋 隆夫	JS1	The Radish Soft Company	1993/04/01	1997/03/31
J0016	0	片平 修	JS1	The Radish Soft Company	1997/01/01	2001/10/01

End of Report

Employee ID KB0001 **Ceulemans, Jan**

Contract Data

Contract Number	0001	Active
Contract Begin Date	01-02-1997	Contract End Date
Probation Date		Expended end date
Protection End Date		
Comment		

Contract Type

Effective Date	01-02-1997
Contract Type	01 Employment
Statute	02 Employee
Substatute	03 Executive

Compensation

Compensation Rate	5,500.0000	M	Above salary limit	Yes
Commissions	2,125.0000			
Value extra benefits	<u>350.0000</u>	M		
Annual compensation	82,500.0000			

Claeys Defaults

Factor Seniority	0.8900
Factor Age	0.0800
Correction Factor	0.0013
Term Correction	2.0000
Factor Yearly Base	125.3000
Actual index	126.0000

Calculation

Start date notification	01-11-2001
Months service time	56
Notification period	6 Months

End compensation	41,250.0000
Revenue compensation	<u>0.0000</u>
Total	41,250.0000

Report ID: PER066JP

Company: Carrot Soft Co., Ltd.
As of date: 2001-01-01

Department	DeptID	Supervisor Level	Employee ID	Name	Total		
					Kenmu	Inc.K.	N.inc.
President	KJ001	President	KJ0001	佐々木 清			
				Total	0	1	1
Senior Managing Director	KJ002	Senior Managing Direc	KJ0002	高橋 隆夫			
				Total	0	1	1
Administration Division	KJ100	General Manager	KJ0003	沢田 収			
				Total	0	1	1
Finance Department	KJ110	Director	KJ0006	高井 正平			
				Total	0	1	1
Finance Section	KJ111	Manager	KJ0014	小島 徹			
				Total	0	1	1
Accounting Section	KJ112	Manager Clerk Clerk	KJ0015 KJ0034 KJ0035	平野 のぞみ 野々村 弘 工藤 亜由美			
				Total	0	3	3
Human Resources Department	KJ120	Director Clerk	KJ0007 KJ0036	中井 誠 本間 純子			
				Total	0	2	2
Employees under Shukkou	KJ999	General Manager Clerk	KJ0005 KJ0040	久保田 貞光 加賀 浩二			
				Total	0	2	2
General Affairs Department	KJ130	Director Clerk Clerk Clerk	KJ0008 KJ0037 SYS001 SYS002	木村 元雄 佐藤 拓也 石川 真弓 小林 一也			
				Total	0	4	4
Sales Division	KJ200	General Manager Director Director Clerk	KJ0004 KJ0301 KJ0302 SYS001	大川 優子 白井 明 木下 悠介 石川 真弓 <Kenmu>			
				Total	1	4	3
Sales Department - East Japan	KJ210	Director	KJ0009	土井 正秀			
				Total	0	1	1
Sales Section - Tokyo	KJ211	Manager Clerk Clerk Clerk Clerk	KJ0016 KJ0038 KJ0039 KJ0041 KJ0043	片平 修 戸田 大介 高木 春枝 日野 五郎 南 鋭二 <Kenmu>			
				Total	1	5	4
Sales Office - Sapporo	KJ212	Manager	KJ0017	津村 友則			
				Total	0	1	1
Sales Department - West Japan	KJ220	Director	KJ0010	里中 直子			
				Total	0	1	1

Report ID: PER066JP

Company:: Carrot Soft Co., Ltd.
As of date:: 2001-01-01

Department	DeptID	Supervisor Level	Employee ID	Name	Total			
					Kenmu	Inc.K.	N.inc.	
Sales Section - Osaka	KJ221	Manager	KJ0018	秋田 良介				
		Clerk	KJ0042	岩崎 努				
		Clerk	KJ0043	南 锐二				
<hr/>					Total	0	3	3
Sales Office - Fukuoka	KJ222	Manager	KJ0019	森 俊男				
		Clerk	KJ0044	田中 道雄				
<hr/>					Total	0	2	2
Development Division	KJ300							
<hr/>					Total	0	0	0
Development Department 1	KJ400	Director	KJ0011	浜田 健作				
<hr/>					Total	0	1	1
Product Planning Section	KJ410	Manager	KJ0020	後藤 邦夫				
		Manager	KJ0021	松原 次郎				
		Clerk	KJ0045	渋谷 幹男				
<hr/>					Total	0	3	3
Development Section	KJ420							
<hr/>					Total	0	0	0
Development Group 1	KJ421	Assistant Manager	KJ0026	会田 洋一郎				
		Clerk	KJ0046	村松 里美				
		Clerk	KJ0047	荒井 宏				
		Clerk	KJ0048	坂本 樹里				
		Clerk	KJ0049	吉田 直哉				
<hr/>					Total	0	5	5
Development Group 2	KJ422	Assistant Manager	KJ0027	村井 雅子				
		Clerk	KJ0050	川上 亮次				
		Clerk	KJ0051	水野 和昭				
		Clerk	KJ0052	岡村 奈々				
		Clerk	KJ0053	安藤 恭平				
<hr/>					Total	0	5	5
Quality Control Section	KJ430	Manager	KJ0022	境 宏				
<hr/>					Total	0	1	1
Development Department 2	KJ500	Director	KJ0012	小林 康平				
<hr/>					Total	0	1	1
Product Planning Section	KJ510	Manager	KJ0023	林 忠男				
		Clerk	KJ0054	小谷 綾香				
<hr/>					Total	0	2	2
Development Section	KJ520	Manager	KJ0024	西川 秀也				
		Clerk	KJ0055	東海林 日出男				
		Clerk	KJ0056	野田 勝彦				
<hr/>					Total	0	3	3
Quality Control Section	KJ530	Manager	KJ0025	馬場 ゆきの				
<hr/>					Total	0	1	1
San Jose Research Center	KJ600	Director	KJ0013	矢野 晃				
			SYS005	樋口 一郎				
<hr/>					Total	0	2	2
<hr/>					Total	2	57	55

End of Report

Report ID: PER067BE

For the period 01/01/2000 through 12/31/2000

Company : Global Business Institute
 Legal Entity : Inc.
 Registration for Trade : BE463336731
 Natl Office for Social Security : 057/0543523-97
 Address : 500 George Washington Pkway
 New York NY 07666
 USA
 Industrial Committees : 218

I. EMPLOYEES IN PERSONNEL REGISTER

	Fulltime	Parttime	FTE
A. During fiscal year			
Average number of employees	5	0	4.70
B. At end of fiscal year			
a. Number of employees	5	1	5.00
b. Per contract type			
Indefinite Duration	3	0	3.00
Temporary Duration	1	0	1.00
Defined Work	0	0	0.00
Replacement	0	0	0.00
c. Per gender			
Male	3	0	3.00
Female	1	0	1.00
d. Per employment category			
Executives	1	0	1.00
Employees	3	0	3.00
Workers	0	0	0.00
Other	0	0	0.00

For the period 01/01/2000 through 12/31/2000

II. HIRES AND TERMINATIONS

	Fulltime	Parttime	FTE
A. New hires during fiscal year	0	1	0.50
B. Terminations during fiscal year	0	0	0.00

III. MEASURES IN BEHALF OF EMPLOYMENT

	Number	FTE
500 1st Work experience	1	1.00
408 Longterm unemployed	1	1.00

Employee SIN	First Date	BADGE/Payroll No.
203-943-295	01/01/1990	KC0001
997-000-112	01/19/1990	KC0024
203-943-295	03/05/1990	KCI001
546-714-254	04/13/1990	KCI006
666-774-658	05/24/1990	KCI003
396-774-556	06/29/1990	KCI008
596-744-656	07/18/1990	KCI004
997-000-211	07/26/1990	KC0031
392-744-157	08/30/1990	KCI010
996-764-650	09/16/1990	KCI002
396-724-452	10/11/1990	KCI007
936-574-151	11/21/1990	KCI005
311-374-755	12/17/1990	KCI009
997-000-161	12/27/1990	KC0029
311-374-755	06/02/1992	KC0009
396-724-452	03/12/1993	KCI007
393-764-352	02/02/1994	KC0012
997-000-229	02/14/1994	KC0035
997-000-179	02/02/1995	KC0030
997-000-120	03/05/1995	KC0025
546-714-254	06/29/1995	KCI006
997-000-013	07/15/1995	KC0013
997-000-120	01/01/1996	KC0025
997-000-054	10/07/1996	KC0017
997-000-179	07/02/1997	KC0030
997-000-054	07/19/1997	KC0017
392-744-157	09/07/1997	KC0010
997-000-021	07/05/1998	KC0014

End of Report

Employee ID	Employee Name	DeptID	Job Code	Effective Date
KC0002	Dunbar, Kirby	KC007	KC002	1982-01-15 00: Salary value of \$0.00
KC0003	Rogers, Cynthia A	KC005	KC001	1988-03-12 00: Salary value of \$0.00
KC0004	Reid, Charles M	KC005	KC007	1981-04-02 00: Salary value of \$0.00
KC0005	Moore, Catherine J	KC005	KC007	1985-03-22 00: Salary value of \$0.00
KC0006	Jubenville, Pierre	KC005	KC008	1987-05-12 00: Salary value of \$0.00
KC0007	Trudeau, Susan	KC006	KC019	1989-04-07 00: Salary value of \$0.00
KC0008	Wilson, Kenneth John	KC015	KC021	1983-07-18 00: Missing NOC code
KC0008	Wilson, Kenneth John	KC015	KC021	1983-07-18 00: Salary value of \$0.00
KC0009	Mills, Stephanie A	KC005	KC001	1992-06-02 00: Salary value of \$0.00
KC0011	Lau, Patrick	KC002	KC013	1986-01-02 00: Salary value of \$0.00
KC0012	Quency, Nancy J	KC003	KC014	1994-02-02 00: Salary value of \$0.00
KC0013	Tucker, Margaret	KC015	KC020	1995-07-15 00: Missing NOC code
KC0013	Tucker, Margaret	KC015	KC020	1995-07-15 00: Salary value of \$0.00
KC0015	Campbell, Barry Robert	KC006	KC017	1984-11-02 00: Salary value of \$0.00
KC0016	Vaillancourt, Paulette	KC001	KC012	1981-03-20 00: Salary value of \$0.00
KC0017	Brown, Jessica	KC006	KC019	1996-10-07 00: Salary value of \$0.00
KC0018	Johnson, Helen	KC002	KC013	1981-10-25 00: Salary value of \$0.00
KC0019	Desmarais, Jean-Pierre	KC005	KC007	1982-04-05 00: Salary value of \$0.00
KC0020	Hawkins, Allan M	KC006	KC006	1980-01-01 00: Salary value of \$0.00
KC0021	Davies, Craig R	KC003	KC014	1996-12-01 00: Salary value of \$0.00
KC0022	Sinclair, Betty Anne	KC015	KC021	1982-11-16 00: Missing NOC code
KC0022	Sinclair, Betty Anne	KC015	KC021	1982-11-16 00: Salary value of \$0.00
KC0023	Duvall, David	KC005	KC007	1985-01-05 00: Salary value of \$0.00
KC0024	Maissoneuve, Louise	KC001	KC012	1990-01-19 00: Salary value of \$0.00
KC0025	Brown, Jennifer L	KC001	KC003	1995-03-05 00: Salary value of \$0.00
KC0026	Johnson, Carol L	KC006	KC016	1996-01-01 00: Salary value of \$0.00
KC0027	Andrews, Fred	KC015	KC021	1983-08-26 00: Missing NOC code
KC0027	Andrews, Fred	KC015	KC021	1983-08-26 00: Salary value of \$0.00
KC0028	Jacobs, Lisa Leigh	KC001	KC003	1985-12-02 00: Salary value of \$0.00
KC0029	Valade, Claudia A	KC001	KC012	1990-12-27 00: Salary value of \$0.00
KC0030	Millier, Joseph G	KC005	KC007	1995-02-02 00: Salary value of \$0.00
KC0031	Saint-Amand, Marcel	KC001	KC018	1994-06-06 00: Salary value of \$0.00
KC0032	Smith, Conrad T	KC003	KC014	1980-05-20 00: Salary value of \$0.00
KC0033	Chan, Diana E	KC001	KC012	1984-04-22 00: Salary value of \$0.00
KC0034	Walters, Julie Ann	KC001	KC003	1985-06-21 00: Salary value of \$0.00
KC0035	Turner, Gina	KC001	KC019	1994-02-14 00: Salary value of \$0.00
KCI001	Wickham, Fred	KC001	KC003	1990-03-05 00: Salary value of \$0.00
KCI002	Baar, John	KC007	KC002	1990-09-16 00: Salary value of \$0.00
KCI003	D'amato, Michelle	KC005	KC001	1990-05-24 00: Salary value of \$0.00
KCI004	Peabody, Larry	KC005	KC008	1990-07-18 00: Salary value of \$0.00
KCI005	Yoakum, Marshall	KC005	KC007	1990-11-21 00: Salary value of \$0.00
KCI006	Konig, Calvin	KC005	KC007	1995-06-29 00: Salary value of \$0.00
KCI007	Diacon, Rebecca	KC006	KC019	1993-03-12 00: Salary value of \$0.00
KCI008	Taben, Valerie	KC015	KC021	1990-06-29 00: Missing NOC code
KCI008	Taben, Valerie	KC015	KC021	1990-06-29 00: Salary value of \$0.00
KCI009	Vaca, Dennis	KC005	KC001	1990-12-17 00: Salary value of \$0.00
KCI010	Hu, Jason	KC007	KC015	1990-08-30 00: Salary value of \$0.00

Report ID: PER103CN

For the period 01/01/99 through 12/31/00

Occupational Group	----Total----		Aboriginal		Visible		Disabled		---Female---	
	Start	End	Start	End	Start	End	Start	End	Start	End
Toronto Management Area										
01 Senior Managers										
Salary Group 1	2	2	0	0	0	0	0	0	2	2
Salary Group 2	0	0	0	0	0	0	0	0	0	0
Salary Group 3	4	4	0	0	0	0	0	0	4	4
Salary Group 4	1	1	1	1	0	0	0	0	0	0

Report ID: PER104CN

For the period 01/01/90 through 01/01/01

Employment Type	----Total---		Aboriginal		Visible		Disabled		---Female---	
	Start	End	Start	End	Start	End	Start	End	Start	End
Toronto Management Area										
Permanent Full-Time	3	3	1	1	0	0	0	0	2	2
Permanent Part-Time	4	4	0	0	0	0	0	0	4	4
Temporary	0	0	0	0	0	0	0	0	0	0
Seasonal	0	0	0	0	0	0	0	0	0	0

Total Surveys submitted: 0

Total Surveys completed: 0

For the period 01/01/90 through 01/01/01

Occupational Group	-----Total-----		Aboriginal		Visible		Disabled		-----Female-----	
	Filled	Vacated	Persons	Persons	Minorities	Minorities	Persons	Persons	Filled	Vacated
Toronto Management Area										
Senior Managers										
Salary Group 1	1	0	0	0	0	0	0	0	1	0
Salary Group 2	1	0	0	0	0	0	0	0	1	0
Salary Group 3	0	1	0	0	0	1	0	0	0	0
Salary Group 4	1	0	0	0	0	0	1	0	0	0

Emplid: KD0001 Breit-Gossmann,Heiner
 Degree: CER
 Major Code:
 Date acquired:
 Average Grade:

StepId	From	Thru	Business Unit	Deptid	School Code	External Step	Status
KD1001	01.11.1999	04.11.1999	DEU01	KD001		Business Institute Munich, Germany	Completed
KD1002	07.11.1999	11.11.1999	DEU01	KD001		Business Institute Munich, Germany	Completed
KD1003	14.11.2000	18.11.2000	DEU01	KD001		Business Institute Munich, Germany	Attending
KD1004	21.11.2000	25.11.2000	DEU01	KD001		Business Institute Munich, Germany	Planned
KD2001	03.08.1987	07.08.1987	DEU01	KD002		University of Berlin Extension Program	Completed
KD2002	10.08.1987	14.08.1987	DEU01	KD002		University of Berlin Extension Program	Completed
KD2003	17.08.1987	21.08.1987	DEU01	KD002		University of Berlin Extension Program	Completed
KD2004	24.08.1987	28.08.1987	DEU01	KD002		University of Berlin Extension Program	Completed
KD1001	07.08.2000	11.08.2000	DEU01	KD002		Business Institute Munich, Germany	Attending
KD1002	14.08.2000	18.08.2000	DEU01	KD002		Business Institute Munich, Germany	Planned
KD1003	21.08.2000	25.08.2000	DEU01	KD002		Business Institute Munich, Germany	Planned
KD1004	28.08.2000	31.08.2000	DEU01	KD002		Business Institute Munich, Germany	Planned
KD1001	07.08.2000	11.08.2000	DEU01	KD002		University of Berlin Extension Program	Completed
KD1002	14.08.2000	18.08.2000	DEU01	KD002		University of Berlin Extension Program	Attending
KD1003	04.09.2000	08.09.2000	DEU01	KD002		University of Berlin Extension Program	Planned
KD1004	11.09.2000	15.09.2000	DEU01	KD002		University of Berlin Extension Program	Planned
KD1001	05.03.2001	09.03.2001	DEU01	KD002		Business Institute Munich, Germany	Planned
KD1002	12.03.2001	16.03.2001	DEU01	KD002		Business Institute Munich, Germany	Planned
KD1003	17.03.2001	21.03.2001	DEU01	KD002		Business Institute Munich, Germany	Planned
KD1004	24.03.2001	28.03.2001	DEU01	KD002		Business Institute Munich, Germany	Planned

DeptID	SETID	Effective Date	Department	Loc Code	Manager ID
--------	-------	-------------------	------------	-------------	------------

Audit for departments found in Department Table and not in Departmental Security Tree

KF000	FRA01	01/01/1980	Node of the French Tree	KFPA0	
KJ100 - CO	JPN01	01/01/1980	Corporate HQ		
KJ101- TOK	JPN01	01/01/1980	Tokyo HQ	KJ01	
L9000	LECOM	01/01/1980	Bureau of	L1000	
L9200	LECOM	01/01/1980	Internet Section	L1000	
L9300	LECOM	01/01/1980	Intranet Section	L1000	
L9400	LECOM	01/01/1980	Internet Service Providers	L1000	
PGV10000	SHARE	01/01/1980	Department PGV10000		
PJC30000	SHARE	01/01/1980	Department PJC30000		
PSU50000	SHARE	01/01/1980	Department PSU50000		

DeptID	SETID	Effective Date	Department	Loc Code	Manager ID
--------	-------	-------------------	------------	-------------	------------

Audit for departments found in Departmental Security Tree and not in Department Table

PeopleSoft
Competency Listing

<u>Type</u>	<u>Competency</u>	<u>Description</u>	<u>Category</u>
Accountability	0156	Recognized as job expert	K
	0201	Accountability for decisions	A
	0202	Understands decision process	K
	0203	Displays confidence & maturity	O
	0241	Works well under pressure	A
	0802	Exhibits no racism or sexism	O
Banking Experience	3001	Loan Officer Experience	S
	3002	Account Officer Experience	S
	3003	Customer Rep Experience	S
	3004	Financial Experience	K
	3005	Teller	S
	3006	Banking Procedures	S
	3007	Branch Office Procedures	S
	3008	Salesmanship	S
	3009	Branch Manager	S
	3010	Scheduling	S
	3011	Economic Forecasting	S
	3012	Business Services	S
	3013	Banking Operations	S
	3014	Loan Experience	S
	3015	Branch Administration	S
	3016	Collections	S
	3017	Mortgage Banking	K
	3018	Business Banking	S
	3019	World Banking	O
	3020	Real Estate	O
Business Planning	0101	Analytical thinking	A
	4009	Strategic Planning	S
	4015	Planning & Scheduling	S
Communication	0152	Debates issues unabrasively	A
	0153	Articulate & concise	S
	0154	Organize & present ideas well	S
	0242	Shows honesty & integrity	O
	0250	Informs Superiors	A
	0502	Communication Skills	A
Cooperative	5015	Delivering Oral Presentations	S
	0158	Colloborates on projects	A
	0204	Interpersonal understanding	A
	0205	Teamwork and cooperation	S
	0210	Ability to transfer knowledge	S
Customer Service	0514	Teamwork	A
	0512	Service Orientation	A
	0700	Customer Service Orientation	O
	0701	Relationship Building	A
	0702	Conflict resolution	S
	0703	Negotiation/mediation	S
	0705	Ability to listen & respond	A

Report ID: PER538

Category

Accomplishment

Degree

Education Level

Country

A	Advanced Level		United Kingdom
AA	Associate of Arts		
AAS	Associate of Applied Science		
ABA	Associate of Business Admin		
AE	Associate of Engineering		
AS	Associate of Science		
BA	Bachelor of Arts		
BBA	Bachelor of Business Admin		
BE	Bachelor of Engineering		
BFA	Bachelor of Fine Arts		
BN	Bachelor of Nursing Degree		
BS	Bachelor of Science	University	
BSA	BS Animal Husbandry	University	
BSL	Bachelor of Science - Law		
BT	Bachelor of Theology		
CER	Certificate		
DBA	Doctor of Business Admin		
DBU	Diploma in Business	Trade School	
DED	Doctor of Education		
DIP	Diploma		
GCSE	General Cert-Secondary Educatn		United Kingdom
HS	High School Graduate		
JD	Juris Doctor		
MA	Master of Arts		
MBA	Master of Business Admin		
MCE	Master of Civil Engineering		
MD	Doctor of Medicine		
MDI	Master of Divinity		
ME	Master of Engineering		
MED	Master of Education		
MEE	Master of Electrical Enginrg		
MFA	Master of Fine Arts		
MME	Master of Mechanical Enginrg		
MS	Master of Science		
MSL	Master of Science - Law		
MT	Master of Theology		
NG	Non-Graduate		
O	Ordinary Level		United Kingdom
PHD	Doctor of Philosophy		
PHE	Doctor of Engineering		
PHS	Doctor of Science		
RN	Registered Nurse		
SEC	Secretarial Certificate		
TS	Trade School Graduate		

Honor or Award

BOD	Board of Directors Appointment
CMT	Certificate of Merit Award
CSS	Community Service Award
DCN	Dale Carnegie
DEA	Dean's Award
DLA	Distinguished Lectureship Awrd
EDU	Education Award
HDD	Honorary Doctorate Degree
MBE	Member of the British Empire
NMS	National Merit Scholarship
OBE	Order of the British Empire
OCA	Outstanding Contributor Award
PRE	President's Award
PUB	Publication Award
RPG	Research & Publications Grant
RYA	Retiree of the Year Award
SCL	Sales Excellence Club
SER	Service Award
SFT	Safety Prevention Award
SPY	Sales Person of the Year
TST	Toastmasters

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 & Complie	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	----- Standard Hours -----				Temp SSN Mask	Default Comp	Position Management	Calculation Type	Commit After
	Minimum	Maximum	Default	Work Period					
GBI	10.00	40.00	40.00	Weekly	999	Monthly	Partial		300

Multiple Jobs Allowed? Y
 Multi-Company Organization? N
 Muti-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

Course	Description	Abbrev	Course Type	Int/Ext	Duration	Duration Interval	School Code	School
K001	Time Management	Time Mgmt	Skill Dev	I	2.00	Day		
K002	Corporate Orientation	Corp Ops	Functional	I	3.00	Hour		
K003	Performance Management	Perf Mgmt	Skill Dev	I	1.00	Day		
K004	Gender Communication	Gndr Comm	Skill Dev	I	1.00	Hour		
K005	Professional Presentations	Prof Pres	Skill Dev	I	3.00	Day		
K006	Conducting Performance Reviews	Perf Revws	Skill Dev	I	1.00	Day		
K007	Effective Interviewing	Eff Intvw	Skill Dev	I	1.00	Day		
K008	Discrimination in Workplace	Discrimtn	Skill Dev	I	4.00	Hour		
K009	Mentoring & Coaching Skills	Mentoring	Supv Skill	I	1.00	Day		
K010	Leadership Skills for Managers	Leadership	Supv Skill	I	1.00	Day		
K011	Workplace Harrassment	Wrk Harras	Mgmt Devel	I	1.00	Day		
K012	Project Management	Proj Mgmt	Skill Dev	I	4.00	Day		
K013	PeopleSoft HRMS	PS HRMS	Functional	I	2.00	Day		
K014	PeopleSoft Financials	PS Financl	Functional	I	2.00	Day		
K015	Visual Basic Programming	VB Prog	Technical	I	4.00	Day		
K017	Java Programming	Java Prog	Technical	I	4.00	Day		
K018	PeopleTools 1	PTools 1	Technical	I	5.00	Day		
K019	PeopleTools 2	PTools 2	Technical	I	5.00	Day		
K020	Systems Analysis & Design	SA&Design	Technical	I	2.00	Day		
K021	Database Design	DB Design	Technical	I	2.00	Day		
K022	Computer Basics: Using a PC	Cmptr Basc	Skill Dev	I	0.00	Day		
KF001	Time Management	Time Mgmt	Contin Ed	I	2.00	Day		
KF002	Corporate Orientation	Corp Ops	Contin Ed	I	3.00	Hour		
KF003	Performance Management	Perf Mgmt	Contin Ed	I	1.00	Day		
KF004	Project Management	Proj Mgmt	Contin Ed	I	4.00	Day		
L006	Network Operations	Net Ops	Technical	I	1.00	Day		
L100	Federal Human Resources	Fed HR	Functional	I	1.00	Day		
L101	Working with PAR Processing	PARs Proc	Functional	I	1.00	Day		
L102	Processing WGI's	WGI's	Functional	I	3.00	Hour		
L103	Processing Government Forms	Gvt Forms	Functional	I	1.00	Hour		
L104	Federal Gov't Orientation	Orientatn	Mgmt Devel	I	1.00	Hour		

Code	Description	Short Description
ACCA	Assoc Chartered Certif Accontnt	CC Acctnt
ACMA	Assoc of Cost Mgmt Accountants	CM Acctnts
CGA	Certified General Accountant	CGA
CIRM	Integrated Resource Management	Resc Mgmt
CNA	Nurse Administrator	Nurse Adm
CNAA	Nurse Administrator, Advanced	Adv Admin
CPA	Certified Public Accountant	CPA
CPIM	Production and Inventory Mgmt	Prod/Inven
CPM	Procurement Management	Procuremnt
CPR	Cardio Pulmonary Resuscitation	CPR
HCV	Cardiovascular Technology	Cardio Tch
HET	Emergency Medicine Technology	Em Med Tch
HIC	Infection Control	Inf Cntrl
HMC	Hazardous Materials Certificte	HazMat Crt
HNA	Nurse Anesthesiology	Nrs Ansths
HRD	Radiology Diagnosis	Rad Diagn
NAPM	National Asscn Purchasing Mgrs	Purch Mgrs
PMA	Personnel Management Associatn	Per Mgmt
SRP	Safety Recognition Program	Sfty Recgn
WSA	WHIMIS Safety Associate	WHIMIS

Loc Code	Effective Date	Description	Abbrev	Bldg	ADDRESS1/ ADDRESS2/ ADDRESS3/ ADDRESS4	City Nm1 Nm2 House Nm1 Nm2 House Nm1 Nm2 House	St Geo	Postal Code	City Lim?	Estab Ctry ID	Locality
KB01	1/1/1980	Antwerpen	Antwerp			Antwerpen 50		AN 2140		BEL	
					Kolveniersstraat						
KB02	1/1/1980	Brussels	Brussels			Brussels				BEL	
KCAB00	1/1/1980	Calgary Office	Calgary		24450 Bow Valley Road	Calgary		AB T3E5T6		CAN	
KCAB00	1/1/1980	Calgary Branch	Calgary		2945 Union Street	Calgary		AB A2K1R7		CAN	
KCBC00	1/1/1980	Vancouver Branch	Vancouver		2030 Calley Street	Vancouver		BC V5C2Z8		CAN	
KCBC00	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	
KCPE00	1/1/1980	Green Gables	Green Gabl		12 Charlottetown Street	Charlottetown		PE P3E4F5		CAN	
KCPE00	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	
KCSK00	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	N	CAN	67000
								N			
KD912	1/1/1980	Munich	Munich		Muenchner Strasse 14	Munich		BY 85774		DEU	
KD913	1/1/1980	Hamburg	Hamburg							DEU	
KD914	1/1/1980	Frankfurt	Frankfurt					HE		DEU	
KD915	1/1/1980	Berlin	Berlin					BE		DEU	
KD916	1/1/1980	Stuttgart	Stuttgart					BW 70		DEU	
KD917	1/1/1980	Bonn	Bonn							DEU	
KE01	1/1/1980	Madrid Operations	Madrid		Hernandez de Tejada	Madrid		28 28027		ESP	

Setid	Salary Plan/Grade	Description	Effective Date	Cur Cd	<-- Hourly Min -->	<-- Daily Min -->	<-- Monthly Min -->	<-- Annual Min -->
					<-- Hourly Mid -->	<-- Daily Mid -->	<-- Monthly Mid -->	<-- Annual Mid -->
					<-- Hourly Max -->	<-- Daily Max -->	<-- Monthly Max -->	<-- Annual Max -->
ES	0000/00	Senior Executive Sched	01/03/1999	USD	49.020	0.00	8,496.80	102,300
					52.880	0.00	9,165.00	110,350
					56.730	0.00	9,833.20	118,400
SL	0000/00	Senior-Level	01/03/1999	USD	42.990	345.11	7,451.60	89,728
					49.860	400.25	8,642.40	104,064
					56.730	455.35	9,833.20	118,400
ST	0000/00	Scientific or Professio	01/03/1999	USD	42.990	345.11	7,451.60	89,728
					49.860	400.25	8,642.40	104,064
					56.730	455.35	9,833.20	118,400
ES	0000/00	Senior Executive Sched	01/04/1998	USD	47.530	381.54	8,238.50	99,200
					52.130	418.46	9,035.80	108,800
					56.730	455.35	9,833.20	118,400
SL	0000/00	Senior-Level	01/04/1998	USD	41.700	334.70	7,228.00	87,030
					49.220	395.06	8,530.60	102,710
					56.730	455.35	9,833.20	118,400
ST	0000/00	Scientific or Professio	01/04/1998	USD	41.700	334.70	7,228.00	87,030
					49.220	395.06	8,530.60	102,710
					56.730	455.35	9,833.20	118,400
ES	0000/00	Senior Executive Sched	01/05/1997	USD	46.480	373.08	8,056.50	97,000
					50.960	409.04	8,833.00	106,350
					55.440	445.00	9,609.60	115,700
SL	0000/00	Senior-Level	01/05/1997	USD	40.760	327.20	7,065.00	85,070
					48.100	386.10	8,337.30	100,380
					55.440	445.00	9,609.60	115,700
ST	0000/00	Scientific or Professio	01/05/1997	USD	40.760	327.20	7,065.00	85,070
					48.100	386.10	8,337.30	100,380
					55.440	445.00	9,609.60	115,700
ES	0000/00	Senior Executive Sched	01/07/1996	USD	45.420	364.62	7,872.80	94,800
					50.430	404.81	8,741.20	105,250
					55.440	445.00	9,609.60	115,700
SL	0000/00	Senior-Level	01/07/1996	USD	39.850	319.85	6,907.30	83,160
					47.650	382.42	8,258.40	99,430
					55.440	445.00	9,609.60	115,700
ST	0000/00	Scientific or Professio	01/07/1996	USD	39.850	319.85	6,907.30	83,160
					47.650	382.42	8,258.40	99,430
					55.440	445.00	9,609.60	115,700
ES	0000/00	Senior Executive Sched	01/08/1995	USD	44.510	357.31	7,715.00	92,900
					49.980	401.15	8,662.30	104,300
					55.440	445.00	9,609.60	115,700
SL	0000/00	Senior-Level	01/08/1995	USD	39.070	313.57	6,772.10	81,520
					47.260	379.25	8,190.80	98,610
					55.440	445.00	9,609.60	115,700
ST	0000/00	Scientific or Professio	01/08/1995	USD	39.070	313.57	6,772.10	81,520
					47.260	379.25	8,190.80	98,610
					55.440	445.00	9,609.60	115,700
ES	0000/00	Senior Executive Sched	01/09/1994	USD	44.510	357.31	7,715.00	92,900
					49.980	401.15	8,662.30	104,300
					55.440	445.00	9,609.60	115,700
SL	0000/00	Senior-Level	01/09/1994	USD	38.300	307.40	6,638.60	79,930
					46.870	376.21	8,124.10	97,810
					55.440	445.00	9,609.60	115,700
ES	0000/00	Senior Executive Sched	01/10/1993	USD	44.510	357.31	7,715.00	92,900
					49.980	401.15	8,662.30	104,300
					55.440	445.00	9,609.60	115,700

For the period 01/01/1900 through 08/30/2000

SETID	Salary Plan/Grade/Step	Descr	Effective Date	Components	Cur Freq	Hourly Rate	Daily Rate	Monthly Rate	Annual Rate	Rate Code	Percent	Group
FRA01	KF01/002/ 1	CAD	01/01/1980	KF0005 0	FRF A	123.274162	961.538	20833.333	250000.000		0.000	
FRA01	KF01/002/ 2	CAD	01/01/1980	KF0005 0	FRF A	167.652860	1307.692	28333.333	340000.000		0.000	
ESP01	KE01/003/ 1	Adm Mngrs	01/01/1980	KE0001 0	ESP M	2307.692308	18461.538	400000.000	4800000.000		0.000	
				KE0002 0	ESP M	0.000000	0.000	0.000	0.000		5.000	
ESP01	KE01/004/ 1	Assistants	01/01/1980	KE0001 0	ESP M	2019.230769	16153.846	350000.000	4200000.000		0.000	
				KE0002 0	ESP	0.000000	0.000	0.000	0.000		5.000	
ESP01	KE01/004/ 2	Assistants	01/01/1980	KE0001 0	ESP M	1875.000000	15000.000	325000.000	3900000.000		0.000	
				KE0002 0	ESP M	0.000000	0.000	0.000	0.000		5.000	
ESP01	KE01/004/ 3	Assistants	01/01/1980	KE0001 0	ESP M	1730.769231	13846.154	300000.000	3600000.000		0.000	
				KE0002 0	ESP M	0.000000	0.000	0.000	0.000		5.000	
FRA01	KF01/001/ 1	Executive	01/01/1980	KF0005 0	FRF A	212.031558	1653.846	35833.333	430000.000		0.000	
FRA01	KF01/001/ 2	Executive	01/01/1980	KF0005 0	FRF A	293.392505	2288.462	49583.333	595000.000		0.000	
SHARE	KU02/001/ 1	Grade 1	01/01/1980	NAANNL 0	USD A	3.500000	28.000	606.670	7280.000		0.000	
SHARE	KU02/001/ 2	Grade 1	01/01/1980	NAANNL 0	USD A	3.750000	30.000	650.000	7800.000		0.000	

Code	Effective Date	Description/ Address	Abbrev	Geo Code	City	----- 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	Effective Date	Title	Abbrev	Job Func	Salary Setid	Sal Adm Plan	Grd	Step	CAN SOC Code	CAN PayEq 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	Regonial 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 Secrtry	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		

Action	Action Reason	Effective Date	Description	Abbrev	Canadian ROE Reason
ADD	CON	1/1/1900	Consultant	Consultant	Other
ADD	EBM	1/1/1900	Elected Board Member	Board Memb	Other
ADD	REP	1/1/1900	Replacement of an Employee	Replacemnt	Other
ADD	SEA	1/1/1900	Seasonal Activity	Seasonal	Other
ADL	ADL	1/1/1900	Additional Job	Addl Job	Other
ASC	ASC	1/1/1900	Assignment Completion	Assgn Comp	Other
ASG	FEX	1/1/1900	Foreign Expatriate Assignment	Foreign Ex	Other
ASG	FIN	1/1/1900	Foreign Inpatriate Assignment	Foreign In	Other
ASG	FLA	1/1/1900	Foreign Loan Assignment	Foreign Ln	Other
ASG	NAT	1/1/1900	Third Country National	National	Other
COM	BMC	1/1/1900	Board Member Term Completed	Board Memb	Other
COM	DEA	1/1/1900	Death	Death	Other
COM	DIS	1/1/1900	Disability	Disability	Other
COM	EOA	1/1/1900	End of Assignment	End Assign	Other
COM	INV	1/1/1900	Involuntary	Involuntry	Other
COM	RED	1/1/1900	Staff Reduction	Reduction	Other
COM	RET	1/1/1900	Retirement	Retirement	Other
COM	UNS	1/1/1900	Unsatisfactory Performance	Unsatisfac	Other
COM	VOL	1/1/1900	Voluntary	Voluntary	Other
DEM	USP	1/1/1900	Unsatisfactory Performance	Unsat Perf	Other
DET	CRN	1/1/1980	Career Enhancement	Caree Enhc	Other
DTA	CDP	1/1/1900	Correction-Department	Corrct-Dep	Other
DTA	CJC	1/1/1900	Correction-Job Code	Corrct-Job	Other
DTA	CNT	1/1/1900	Contract	Contract	Other
DTA	CPR	1/1/1900	Correction-Pay Rate	Corrct-Pay	Other
DTA	RED	1/1/1900	Redesignation	Redesig	Other
DTA	STC	1/1/1900	Status Change	Status Chg	Other
DTA	UKT	1/1/1900	UK Tax Code Change	UK Tax Chg	Other
FSC	DEA	1/1/1900	Death	Death	Other
FSC	DEP	1/1/1900	Married Dependents	Married Dp	Other
FSC	DIV	1/1/1900	Divorce	Divorce	Other
FSC	MED	1/1/1900	Medicare Entitlement	Medicare	Other
HIR	HAF	1/1/1900	Hired from Affiliate	Hire Affil	Other
HIR	LNP	1/1/1900	Loan from Parent Company	From Parnt	Other
HIR	NPS	1/1/1980	New Position	New Posn	Other
HIR	NPS	1/1/1900	New Position	New Posn	Other
HIR	TMP	1/1/1900	Temporary Assignment	Tmp Assgn	Other
HIR	TRN	1/1/1900	Trainee	Trainee	Other
HIR	XFR	1/1/1980	Transfer	Transfer	Other
JED	SSF	1/1/1900	Split Shift	Split Shft	Other
JED	TMP	1/1/1900	Temporary Assignment	Temp Assgn	Other
JRC	JRC	1/1/1900	Job Reclassification	Reclassify	Other
LOA	EDU	1/1/1900	Education	Education	Other
LOA	FML	1/1/1900	Family and Medical Leave Act	FMLA	Other
LOA	HEA	1/1/1900	Health Reasons	Health	Ill/Injury
LOA	MAT	1/1/1900	Maternity/Paternity	Maternity	Pregnancy
LOA	MIL	1/1/1900	Military Service	Military	Lv of Abs
LOA	PTD	1/1/1900	Partial/Total Disability	Pt/Tot Dis	Ill/Injury
LOA	USH	1/1/1900	Unpaid Statutory Holiday	Unpd Hlday	Other
LOF	RED	1/1/1900	Staff Reduction	Reduction	No Work
LOF	SEA	1/1/1900	Seasonal Closure	Seasonal	No Work
LOF	SLO	1/1/1900	Strike/Lock-out	Strk/Lkout	Strike
LOF	TMP	1/1/1900	Temporary Closure	Temp Close	No Work
LTD	LTD	1/1/1900	Long Term Disability With Pay	LTD w/Pay	Other
LTO	LTO	1/1/1900	Long Term Disability	LTD	Other
PAY	ADJ	1/1/1900	Adjustment	Adjustment	Other
PAY	ATB	1/1/1900	Across-The-Board	Across Brd	Other
PAY	CNV	1/1/1900	Currency Conversion	Curr Conv	Other
PAY	COL	1/1/1900	Cost-of Living Adjustment	COLA	Other
PAY	MER	1/1/1900	Merit	Merit	Other
PAY	OTH	1/1/1900	Other	Other	Other
PAY	PRO	1/1/1900	Promotion	Promotion	Other
PAY	REC	1/1/1900	Job Reclassification	Job Reclas	Other
PAY	SEN	1/1/1900	Seniority Pay	SEN	Other
PAY	SPG	1/1/1900	Step Progression	Step Prog	Other
PAY	XFR	1/1/1900	Transfer	Transfer	Other
PLA	LTD	1/1/1900	Long-Term Disability	Long-Term	Other
PLA	MAT	1/1/1900	Maternity/Paternity	Maternity	Pregnancy
PLA	MIL	1/1/1900	Military Service	Military	Lv of Abs
PLA	STD	1/1/1900	Short-Term Disability	Short-Term	Other
POS	INA	1/1/1900	Position Inactivated	Inactivate	Other
POS	JRC	1/1/1900	Job Re-Classification	Re-Class	Other
POS	NEW	1/1/1900	New Position	New Posn	Other
POS	REO	1/1/1900	Re-Organization/Restructure	Re-Org	Other
POS	STA	1/1/1900	Position Status Change	Status Chg	Other
POS	TTL	1/1/1900	Title Change	Title Chg	Other

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 Qualificatns	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

ASCO Code	Effective Date	Status	Description
-----	-----	-----	-----
2210	01/01/1980	Active	Acc, Audits & Corp Treasurers
2530	01/01/1980	Active	Artists & Related Profs
3000	01/01/1980	Active	Associate Profs
3312	01/01/1980	Active	Building & Engineer Assoc Prof
2120	01/01/1980	Active	Building & Engineering Profs
3320	01/01/1980	Active	Bus & Admin Associate Profs
2200	01/01/1980	Active	Business & Information Profs
8810	01/01/1980	Active	Clerks
2230	01/01/1980	Active	Computing Profs
2400	01/01/1980	Active	Education Profs
1122	01/01/1980	Active	Engineering Dist & Proc Mgrs
3341	01/01/1980	Active	Enrolled Nurses
1130	01/01/1980	Active	Farmers & Farm Mgrs
3321	01/01/1980	Active	Finance Associate Profs
1111	01/01/1980	Active	General Mgrs & Admin
1110	01/01/1980	Active	Generalis Mgrs
3340	01/01/1980	Active	Health & Welf Associate Profs
2300	01/01/1980	Active	Health Profs
3332	01/01/1980	Active	Hospitality & Accom Mgr
3330	01/01/1980	Active	Managing Sup Sales & Service
3311	01/01/1980	Active	Med & Sci Technical Officers
2310	01/01/1980	Active	Medical Practitioners
3399	01/01/1980	Active	Misc Associate Profs
3329	01/01/1980	Active	Misc Bus & Admin Assoc Profs
2290	01/01/1980	Active	Misc Business & Info Profs
2490	01/01/1980	Active	Misc Education Profs
1119	01/01/1980	Active	Misc Generalist Mgr
3349	01/01/1980	Active	Misc Health & Welf Assoc Profs
2380	01/01/1980	Active	Misc Health Profs
3339	01/01/1980	Active	Misc Managing Sup Sales & Serv
2540	01/01/1980	Active	Misc Profs
8829	01/01/1980	Active	Misc Sales Workers
2520	01/01/1980	Active	Misc Social Prof
1129	01/01/1980	Active	Misc Specialist Mgrs
2110	01/01/1980	Active	Natural & Physical Sci Profs
2320	01/01/1980	Active	Nursing Profs
3390	01/01/1980	Active	Other Associate Profs
3391	01/01/1980	Active	Police Officers
2000	01/01/1980	Active	Profs
1121	01/01/1980	Active	Resource Mgr
1123	01/01/1980	Active	Sales & Marketing Mgrs
8821	01/01/1980	Active	Sales Assistants
8820	01/01/1980	Active	Sales Workers
2220	01/01/1980	Active	Sales, Market & Advert Profs
2410	01/01/1980	Active	School Teachers

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	R1 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

Job Class	Effective Date	----- Job Comparison Criteria -----				Total Points
		Skill	Effort	Responsibility	Wrk Conditions	
KC1	1/1/1980	300	1000	500	400	2200
KC2	1/1/1980	200	500	1000	200	1900
KC3	1/1/1980	600	100	200	1000	1900
KC4	1/1/1980	1000	100	100	100	1300

NOC Code	Effective Date	Description	Occupational Group	Skill Level
0011	01/01/1900	Legislators	01 Senior Managers	N/A
0012	01/01/1900	Snr Govt Mgrs & Officials	01 Senior Managers	N/A
0013	01/01/1900	Snr Mgrs-Fin/Comm/Carriers/Oth	01 Senior Managers	N/A
0014	01/01/1900	Snr Mgrs-Hlth/Educ/Social/Comm	01 Senior Managers	N/A
0015	01/01/1900	Snr Mgrs-Trde/Broadcst/Oth Srv	01 Senior Managers	N/A
0016	01/01/1900	Snr Mgrs-Goods Prod/Util/Trans	01 Senior Managers	N/A
0111	01/01/1900	Financial Managers	02 Middle and Other Managers	N/A
0112	01/01/1900	Human Resources Managers	02 Middle and Other Managers	N/A
0113	01/01/1900	Purchasing Managers	02 Middle and Other Managers	N/A
0114	01/01/1900	Other Administrative Svcs Mgrs	02 Middle and Other Managers	N/A
0121	01/01/1900	Ins/Real Est/Fin Brokrage Mgrs	02 Middle and Other Managers	N/A
0122	01/01/1900	Banking/Credit/Other Invt Mgrs	02 Middle and Other Managers	N/A
0123	01/01/1900	Other Business Svcs Mgrs	02 Middle and Other Managers	N/A
0131	01/01/1900	Telecommunication Carriers Mgrs	02 Middle and Other Managers	N/A
0132	01/01/1900	Postal & Courier Svcs Mgrs	02 Middle and Other Managers	N/A
0211	01/01/1900	Engineering Managers	02 Middle and Other Managers	N/A
0212	01/01/1900	Architecture & Science Mgrs	02 Middle and Other Managers	N/A
0213	01/01/1900	Info Systems/Data Proc Mgrs	02 Middle and Other Managers	N/A
0311	01/01/1900	Managers in Health Care	02 Middle and Other Managers	N/A
0312	01/01/1900	Admin:Post-Sec Educ/Voc Trning	02 Middle and Other Managers	N/A
0313	01/01/1900	Schl Prncpl/Admn:Elem&Sec Educ	02 Middle and Other Managers	N/A
0314	01/01/1900	Mgrs:Social/Comm/Correct Svcs	02 Middle and Other Managers	N/A
0411	01/01/1900	Govt Mgrs:Hlth & SocPol Dev/Pr	02 Middle and Other Managers	N/A
0412	01/01/1900	Govt Mgrs:Econ Anal/Pol Dev/Pr	02 Middle and Other Managers	N/A
0413	01/01/1900	Govt Mgrs:Educ Pol Dev/Prg Adm	02 Middle and Other Managers	N/A
0414	01/01/1900	Other Mgrs:Public Admin	02 Middle and Other Managers	N/A
0511	01/01/1900	Lbry/Archv/Museum/Art Gal Mgrs	02 Middle and Other Managers	N/A
0512	01/01/1900	Mgrs:Pub/Motion Pict/Brdcast/P	02 Middle and Other Managers	N/A
0513	01/01/1900	Rec & Sport Prgm & Svc Direct	02 Middle and Other Managers	N/A
0611	01/01/1900	Sales, Marketing & Ad Mgrs	02 Middle and Other Managers	N/A
0621	01/01/1900	Retail Trade Managers	02 Middle and Other Managers	N/A
0631	01/01/1900	Restaurant & Food Svc Mgrs	02 Middle and Other Managers	N/A
0632	01/01/1900	Accomodation Service Managers	02 Middle and Other Managers	N/A
0641	01/01/1900	Commissioned Police Officers	02 Middle and Other Managers	N/A
0642	01/01/1900	Fire Chiefs & Snr Officers	02 Middle and Other Managers	N/A
0643	01/01/1900	Commissioned Off, Armed Forces	02 Middle and Other Managers	N/A
0651	01/01/1900	Other Services Managers	02 Middle and Other Managers	N/A
0711	01/01/1900	Construction Managers	02 Middle and Other Managers	N/A
0712	01/01/1900	Res Home Builders & Renovators	02 Middle and Other Managers	N/A
0713	01/01/1900	Transportation Managers	02 Middle and Other Managers	N/A
0721	01/01/1900	Facility Operation Managers	02 Middle and Other Managers	N/A
0722	01/01/1900	Maintenance Managers	02 Middle and Other Managers	N/A
0811	01/01/1900	Prim Prod Mgrs (Ex Agrictre)	02 Middle and Other Managers	N/A
0911	01/01/1900	Manufacturing Managers	02 Middle and Other Managers	N/A
0912	01/01/1900	Utilities Managers	02 Middle and Other Managers	N/A
1111	01/01/1900	Fin Auditors & Accountants	03 Professionals	A
1112	01/01/1900	Fin & Investment Analysts	03 Professionals	A
1113	01/01/1900	Secur Agents/Invest Dlrs/Trdrs	03 Professionals	A
1114	01/01/1900	Other Financial Officers	03 Professionals	A
1121	01/01/1900	Specialists:Human Resources	03 Professionals	A
1122	01/01/1900	Prof Occup:Busnss Svcs to Mgmt	03 Professionals	A
2111	01/01/1900	Physicists & Astronomers	03 Professionals	A
2112	01/01/1900	Chemists	03 Professionals	A
2113	01/01/1900	Geolgsts/Geochmsts/Geophyscsts	03 Professionals	A
2114	01/01/1900	Meteorologists	03 Professionals	A
2115	01/01/1900	Oth Prof Occups:Physical Sci	03 Professionals	A
2121	01/01/1900	Biologists & Related Scientsts	03 Professionals	A
2122	01/01/1900	Forestry professionals	03 Professionals	A
2123	01/01/1900	Agri Reps/Consultnts/Specalsts	03 Professionals	A
2131	01/01/1900	Civil Engineers	03 Professionals	A
2132	01/01/1900	Mechanical Engineers	03 Professionals	A
2133	01/01/1900	Elect & Electronics Engineers	03 Professionals	A
2134	01/01/1900	Chemical Engineers	03 Professionals	A
2141	01/01/1900	Indust & Manufactrng Engineers	03 Professionals	A
2142	01/01/1900	Metallurgical & Materials Eng	03 Professionals	A
2143	01/01/1900	Mining Engineers	03 Professionals	A
2144	01/01/1900	Geological Engineers	03 Professionals	A
2145	01/01/1900	Petroleum Engineers	03 Professionals	A
2146	01/01/1900	Aerospace Engineers	03 Professionals	A
2147	01/01/1900	Computer Engineers	03 Professionals	A
2148	01/01/1900	Other Prof Engineers, nec	03 Professionals	A
2151	01/01/1900	Architects	03 Professionals	A
2152	01/01/1900	Landscape Architects	03 Professionals	A

PeopleSoft
Employees on Assignment

Page No. 1
Run Date: 9/1/2000
Run Time: 5:53:43 PM

Report ID: PER717
As Of Date: 08/30/2000

<u>Emplid</u>	<u>Name</u>	<u>Host Contact ID</u>	<u>Begin Date</u>	<u>End Date</u>
KU0032	Summer,Alice	KE0002	3/1/2000	3/1/2002

Department Name	Empl Id	Employee Name	Sex	Birth Date	Job Title
Academic Services	PJ001	McCune,Ned	M	08/02/1971	Administrator
	PJ013	Goslin,Angela	F	01/01/1968	Clerk
Accounts	N00010	Jones,Robert	M	17/01/1974	Data Entry Clerk
Admininstration	KA0016	Ridgestone, Lucas	M	05/02/1960	Finance Clerk
	KA0017	Paulik, Joanne	F	21/04/1965	Pay Clerk
	KA0018	Miles, Grant	M	11/10/1963	HR Specialist
	KA0021	Alexander, Fiona Margaret	F	21/11/1972	Branch Manager
	KA0022	Douglas, Cathy Jane	F	06/07/1978	Sales Representative
	KA0023	Bones, Steven James	M	17/03/1954	HR Specialist
Administration	KU0030	Alvarez, Neil	M	22/08/1956	Janitor
	KU0040	Martinez, Marisa	F	27/04/1963	Group Leader-Janitorial
	KU0109	Chin, Jackson	M	01/02/1977	Supv Janitorial Services
	KU0118	Hafferty, Shirley	F	01/03/1962	Supv Janitorial Services
	KUI007	Di Benedetto, Rhonda	F	14/01/1948	Office Manager
	KUI017	Rhett, Diandra	F	14/01/1948	Office Manager
	KUI027	Davidson, Roberta	F	14/01/1948	Office Manager
	KUZ008	Lee, Jeanette Anna	F	18/05/1967	VP-Admin
	KUZ013	Richards, Catherine Ann	F	23/05/1960	Director-Administration
	KUZ014	Campos, Juliette Leigh	F	09/05/1968	Administrative Assistant
	KUZ015	Cook, Patrick Keith	M	12/05/1970	Administrative Assistant
	KUZ016	Volowski, Katrina Anna	F	15/08/1976	Secretary
	ZP001	Plummer, James	M	10/08/1949	Eben Admin
	ZP002	Bowen, Randy	M	02/07/1976	Eben Admin
	ZP006	Powell, Susan	F	28/10/1963	Eben Admin
ZP007	Graves, Jason	M	08/04/1970	Eben Admin	
Administration Services	PU025	Blum, Carolyn	F	01/01/1950	Vice President - Administrativ
Administrative Department	KF0006	Jarek, Nicole	F	26/07/1957	Office services
	KF0007	Desmarets, Jean	M	28/01/1961	Accountant
	KF0011	Giraud, Philippe	M	13/08/1945	Administrative Manager
	KF0012	Grand, Stephane	M	21/06/1956	Personnel Officer
	SFCW01	THORPE, Yann	M	24/03/1960	Administrative Manager
Administrative Operations Divi	L00041	Portavino, Vincent R	M	01/01/1954	Clerk-Typist
	L00054	Pierce, Mildred	F	09/11/1937	Clerk-Typist
All Departments	KA0012	Evers, Nicole Christine	F	12/08/1969	Secretary
	KM0006	Yang, Janet	F	20/06/1967	Sales Assistant

Paygroup: KAMONTHLY

From Date: 01/01/2000
To Date: 01/06/2001

Employee ID	Name	Empl Rcd#	Package Eff Date	Model No#	Package Review Date
KA0014	Whitford,Justin	1	01/03/2000	0	28/02/2001
KA0015	Hamilton,Linda	0	01/03/2000	0	28/02/2001
KA0016	Ridgestone,Lucas	0	01/03/2000	0	28/02/2001
KA0017	Paulik,Joanne	0	01/05/2000	1	30/04/2001

PeopleSoft
SALARY PACKAGE MODELS

Report ID: PKG004

From Date: 01/01/2000
To Date: 01/06/2001

Name: Hamilton, Linda ID: KA0015 / 0
Package Start Date: 01/04/2000 Effective Date: 01/04/2000
Package End Date: 31/03/2001 Model No.: 1
Package Status: Proposed Confirmed: No
Tax Scale: 7 Payroll Tax State: VIC

	Annual	Package Period
	-----	-----
Total Package Value (TPV):	\$ 78000.00	\$ 78000.00
Total Employment Cost (TEC):	\$ 83894.82	\$ 83894.82
Target TPV:	\$ 78000.00	\$ 78000.00
Carried Forward TEC:	\$ 0.00	\$ 0.00

Pay Frequency	Gross Salary	Tax	Net Salary
-----	-----	-----	-----
Yearly	61886.54	20668.67	41217.87
Annual	61886.54	20668.67	41217.87
Monthly	5157.21	1722.39	3434.82
Daily	238.03	79.49	158.54
Hourly	0.00	0.00	0.00

Component/Additional Component	Component Period		Annual Amounts		Package Period Amounts	
	From	To	TPV	TEC	TPV	TEC
-----	-----	-----	-----	-----	-----	-----
BASE % Base Benefit Calculation	01/04/2000	31/03/2001	8000.00	8000.00	8000.00	8000.00
RESPRT Residual PRT				560.00		560.00
EXPENSE Expenses	01/04/2000	31/03/2001	2000.00	2000.00	2000.00	2000.00
EXPFBT Expense FBT			2271.74	2271.74	2271.74	2271.74
EXPGST Expense GST				200.00		200.00
HEALTH Health Insurance	01/04/2000	31/03/2001	3045.45	3045.45	3045.45	3045.45
HEAFBT Health FBT			3407.61	3407.61	3407.61	3407.61
HEAGST Health GST				754.55		754.55
HEAPRT Health PRT				231.00		231.00
SALARY Salary Component	01/04/2000	31/03/2001	53886.54	53886.54	53886.54	53886.54
SALPRT Salary PRT				3772.06		3772.06
SUPSGC SGC Superannuation	01/04/2000	31/03/2001	5388.66	5388.66	5388.66	5388.66
SGCPRT Superannuation SGC PRT				377.21		377.21
			-----	-----	-----	-----
			78000.00	83894.82	78000.00	83894.82

Paygroup: KAMONTHLY

Type of benefits provided (01/04/1999 to 31/03/2000)		EmplId	Name	Rcd	Gross Taxable value of benefits (\$ Per Employee)		Gross Taxable value of benefits (\$ Per Component)	
					Budget	Actual	Budget	Actual
CAR	Car	KA0013	Bell, Kevin Andrew	0	\$1,500.00	\$1,000.00		
		KA0014	Whitford, Justin	0	\$1,500.00	\$500.00	\$3,000.00	\$1,500.00
CARPK	Car Parking	KA0013	Bell, Kevin Andrew	0	\$1,505.64	\$1,003.76		
		KA0014	Whitford, Justin	0	\$1,505.64	\$501.88	\$3,011.28	\$1,505.64
EXPENSE	Expenses	KA0013	Bell, Kevin Andrew	0	\$549.99	\$653.38		
		KA0014	Whitford, Justin	1	\$458.33	\$0.00	\$1,008.32	\$653.38
HEALTH	Health Insurance	KA0015	Hamilton, Linda	0	\$2,200.00	\$2,200.00	\$2,200.00	\$2,200.00
					Budget	Actual		
Total for the FBT Year 2000					\$9,219.60	\$5,859.02		

End of Report

SALARY PACKAGING PACKAGE DETAILS REPORT

Report ID: PKG007

For Employee KA0015 0 Hamilton,Linda

Component/Addnl Comp	31/01/2000	29/02/2000	31/03/2000	30/04/2000	31/05/2000	30/06/2000	31/07/2000	31/08/2000	30/09/2000	31/10/2000	30/11/2000	31/12/2000	31/01/2001	Total
	28/02/2001	31/03/2001	30/04/2001	31/05/2001										
BASE	0.00	0.00	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	8000.00
	666.63													
EXPENSE	0.00	0.00	0.00	1000.02	0.00	0.00	0.00	0.00	0.00	166.67	166.67	166.67	166.67	1833.33
	166.63													
EXPENSE EXPFBT	0.00	0.00	0.00	1135.89	0.00	0.00	0.00	0.00	0.00	189.32	189.32	189.32	189.32	1910.40
	17.23													
EXPENSE EXPGST	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	16.67	16.67	16.67	16.67	168.21
	1.53													
HEALTH	0.00	0.00	170.45	0.00	0.00	170.45	170.45	170.45	170.45	170.45	170.45	170.45	170.45	1704.54
	170.49													
HEALTH HEAFBT	0.00	0.00	189.31	0.00	0.00	252.41	252.41	252.41	252.41	252.41	252.41	252.41	252.41	1893.12
	-315.47													
HEALTH HEAGST	0.00	0.00	54.55	0.00	0.00	72.73	72.73	72.73	72.73	72.73	72.73	72.73	72.73	545.46
	-90.93													
HEALTH HEAPRT	0.00	0.00	12.83	0.00	0.00	17.11	17.11	17.11	17.11	17.11	17.11	17.11	17.11	128.33
	-21.38													
SALARY	0.00	0.00	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	56805.98
	4733.85													
SALARY SALPRT	0.00	0.00	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	3976.42
	331.35													
SUPSGC	0.00	0.00	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	5680.60
	473.42													
SUPSGC SGCPRT	0.00	0.00	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	397.64
	33.10													
Total:	0.00	0.00	6665.53	8474.30	6238.39	6751.09	6751.09	6751.09	6751.09	7123.75	7123.75	7123.75	7123.75	83044.03
	6166.45	0.00	0.00	0.00										

End of Report

PeopleSoft
POSITION STATUS REPORT

Report ID: POS001

Page No. 1
Run Date 10/03/2001
Run Time 13:58:56

As Of Date: 01/01/2000

DeptID	Job Code	Position No.	Effective Date	Position Title	R	T	Position Status	Status Date	Rec Opens	I N T E R N A L		E X T E R N A L		Incumbent Name
					E	M				Posting	Expiration	Posting	Expiration	
10000	KA0301	19100003	01/01/1980	Chief Human Resources Officer	R		Approved	01/01/1980						Kerr,Elizabeth
	KA0302	19100004	01/01/1980	Snr Mgr Human Resources	R		Approved	01/01/1980						Laidlaw,John
	KA0302	19100005	01/01/1985	Manager Recruitment	R		Approved	01/01/1980						Taylor,Jane Elizabeth
	KA0303	19100007	01/01/1980	Manager Payroll	R		Approved	01/01/1980						Cortes,Maria
	KA0304	19100006	01/01/1980	Recruitment Specialist	R		Approved	01/01/1980						
	KA0304	19100009	01/01/1980	Mgr Training & Development	R		Approved	01/01/1980						
	KA0304	19100010	01/01/1980	Training Specialist	R		Approved	01/01/1980						Holley,David William
														Franks,William
														Brown,Marcus
	KA0305	19100008	01/01/1980	Payroll Officer	R		Approved	01/01/1980						O'Reilly,Michael
	KC003	19000017	01/01/1980	Senior Secretary	R		Approved	01/01/1980						Griffiths,Martina Ra
														Jacobs,Lisa Leigh
	KC010	19000104	01/01/1980	Analyst Trainee	R		Approved	01/01/1980						Henderson,David M
	KC012	19000102	01/01/1980	Human Resources Analyst	R		Approved	01/01/1980						Maissoneuve,Louise
														Valade,Claudia A
	KC012	19000602	01/01/1980	Human Resources Analyst	R		Approved	01/01/1980						Chan,Diana E
	KC018	19000101	01/01/1980	Mgr Employee Relations	R		Approved	01/01/1980			05/01/1990	05/31/1990		Saint-Amand,Marcel
	KG0012	19160020	01/01/1980	Sr Manager - Human Resources	R		Approved	01/01/1980						Hoxley,Tobi
	KH0301	19360002	01/01/1980	HR Director	R	Y	Approved	01/01/1980						Yeung,Khim
	KH0302	19360003	01/01/1980	Human Resources Administrator	R		Approved	01/01/1980						Lim,Jimmy
														Lee,Tong
	KH0303	19360004	01/01/1980	HR Specialist	R		Approved	01/01/1980						Lim,An
														Tan,Kheng
														l er,Yeni
	KN0002	19220007	01/01/1980	Human Resources Administrator	R		Approved	01/01/1980						
	KS0301	19270002	01/01/1980	HR Director	R	Y	Approved	01/01/1980						
	KS0302	19270003	01/01/1980	Human Resources Administrator	R		Approved	01/01/1980						Lee,Xue Min
	KS0303	19270004	01/01/1980	HR Specialist	R		Approved	01/01/1980						Chow,Kheng Siang
														Yang,Janet
	KU003	19000003	01/01/1996	Manager-Compensation/Benefits	R		Approved	01/01/1980						Tomita,Jason
														McKinley,Larry J
	KU004	19000004	02/01/1996	Manager-Employment/Recruitment	R		Approved	02/01/1996						Mosley,Wayne
														Dell,Emmylou K
	KU007	19000081	06/01/1990	HRIS Specialist	R		Approved	06/01/1990						Burkman,Seek
	KU008	19000009	01/01/1980	Employment Specialist	R		Approved	01/01/1980						Burkman,Seek
	KU051	19000018	01/01/1980	Administrative Assistant	R		Approved	01/01/1980						Santos,Antonio
														Johnson,Danny
														Reese,Daryl
														Enriquez,Jorge
														Kessler,Marc
														Jacobson,Cassandra
														Espinosa,Carmichael
														Strunsky,Joanna
														Giles,Fred
														Summer,Alice
														Fung,James
														Galang,Justin
	KU077	19000089	01/01/1980	Consultant-Senior	R		Approved	01/01/1980						

PeopleSoft
INCUMBENT POSITION HISTORY REPORT

Report ID: POS003

Page No. 1

Run Date 09/07/2000

As Of Date: 09/01/2000

Run Time 17:01:12

Company ACC State of Accord
Department PGV1000 Executive Branch

P O S I T I O N

I N C U M B E N T

Job Code	Position No./ Position Title	Position Status	S A L A R Y Pln/Grd/Stp	Entry Date	Exit Date	Incumbent Name	Empl ID	Cur Cd	Entry Salary	M	Entry Pln/Grd/Stp	Cur Cd	Exit Salary	Exit Pln/Grd/Stp	Exit Reason
PA1750	PUA8015 Clerk	Approved	NEX 2	04/01/1996		Silverstein, Jacob	PA008	US	1458.33	M	NEX 2	1			
						Compensation Components:	NAANNL	US	17500.00	A					
	PUA8016 Clerk	Approved	NEX 2												
PA2500	PUA8027 Governor	Approved	SAL 5	01/01/1995		Carr, Kitty C	PA020	US	5833.33	M	SAL 5				
						Compensation Components:	NAANNL	US	70000.00	A					
PA2501	PUA8030 Governor - Lt.	Approved	SAL 4	01/01/1995		Meadows, Sean	PA023	US	2500.00	M	SAL 4				
						Compensation Components:	NAANNL	US	30000.00	A					
PA4151	PUA8026 Secretary-Executive	Approved	NEX 5	02/01/1995		Novak, Willis	PA019	US	2875.00	M	NEX 5	3			
						Compensation Components:	NAANNL	US	34500.00	A					

PeopleSoft
ACTIVE POSITION HISTORY REPORT

Report ID: POS004

Page No. 1
Run Date 09/07/2000
Run Time 17:00:12

As Of Date: 09/01/2000

Effective Date	Action Date	Act Rsn	Position Title	DeptID	Job Code	Reports To	Comp -any	Loca- tion	Head Count	Reg/ Temp	Full/ Part	Std Hours	Work Period	Job Shr	Status	Status Date	Budg Posn	Max	
Position No. 19000001																			
01/01/1980	01/01/1980	NEW	President & CEO	KU000	KU001	19000001	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000003																			
01/01/1996	01/01/1996		Manager-Compensation/Benefits	KU001	KU003	19000210	GBI	KUNY0	3	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
01/01/1980	01/01/1980	NEW	Manager-Compensation/Benefits	KU001	KU003	19000210	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000004																			
02/01/1996	02/01/1996		Manager-Employment/Recruitment	KU001	KU004	19000210	GBI	KUNY0	2	R	F	40.00	Weekly	N	Approved	02/01/1996	Y		
01/01/1980	01/01/1980	NEW	Manager-Employment/Recruitment	KU001	KU004	19000210	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000005																			
01/01/1980	01/01/1980	NEW	Management - Staff Assistant	KU005	KU147	19000230	GBI	KUDE0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000006																			
01/01/1980	01/01/1980	NEW	Sales Product Consultant	KU010	KU058	19000420	GBI	KUCA0	4	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000007																			
09/01/1996	09/01/1996		HRIS Specialist	KU001	KU099	19000029	GBI	KUNY0	4	R	F	40.00	Weekly	N	Approved	09/01/1996	Y		
01/01/1980	01/01/1980	NEW	HRIS Specialist	KU001	KU099	19000029	GBI	KUNY0	4	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000009																			
01/01/1980	01/01/1980	NEW	Employment Specialist	KU001	KU008	19000004	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000010																			
01/01/1980	01/01/1980	NEW	Benefits Specialist	KU001	KU098	19000003	GBI	KUNY0	4	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000012																			
09/01/1996	09/01/1996		HRIS Specialist	KU001	KU099	19000013	GBI	KUNY0	2	R	F	40.00	Weekly	N	Approved	09/01/1996	Y		
Position No. 19000013																			
09/01/1996	09/01/1996		Manager-Finance	KU001	KU112	19000230	GBI	KUNY0	4	R	F	40.00	Weekly	N	Approved	09/01/1996	Y		
01/01/1980	01/01/1980	NEW	Manager-Finance	KU001	KU112	19000230	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000015																			
01/01/1980	01/01/1980	NEW	Labor Relations Specialist	KU001	KU114	19000013	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000016																			
01/01/1980	01/01/1980	NEW	Health & Safety Specialist	KU001	KU115	19000005	GBI	KUNY0	1	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000017																			
01/01/1980	01/01/1980	NEW	Senior Secretary	KC001	KC003	19000101	GBI	KCON0	5	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		
Position No. 19000018																			
01/01/1980	01/01/1980	NEW	Administrative Assistant	KU001	KU051	19000005	GBI	KUNY0	10	R	F	40.00	Weekly	N	Approved	01/01/1980	Y		

As Of Date: 09/01/2000

Posn No.	Position	Incumbent
19000001	President	Lewis,Douglas
19000024	Gn Auditor	Seto,Patrick
		Dyer,Julie
		Kim,Justine
		McKay,Angela
		Osborn,Courtney
19000200	VP-Admin	Parsons,Jean
19000210	Dir-HR	Aliverdi,Reza
19000003	Mgr-Cmp/Bn	Tomita,Jason
		McKinley,Larry J
19000010	Ben Spec	Chae,Kevin
		McKinley,Larry J
19000004	Mgr-Emp/Rc	Mosley,Wayne
		Dell,Emmylou K
19000009	Emp Spec	Burkman,Seek
19000085	Tech Trnr	Miguel,Sanford
		Religioso,Steve
		Bonicello,Nina
19000025	Mgr-ER	Wynne,Elbert
		McKinley,Larry J
19000026	Sr PR Clrk	Stevenson,Christelle
		Chu,Adland
19000027	PR Clerk	Chae,Kevin
19000029	Mgr-HRIS	Reed,Nancy
19000007	HRIS Spec	Nichta,Issac
		Jacobson,Cassandra
19000022	DE Clerk	Turbic,Stephanie
		Pak,John
		Sharpe,Kenneth
		Lowe,Stanley
		Li,Rochelle
		Chae,Kevin
		Reddy,Jared
19000030	Sys Anlyst	Gasse,Alain
19000081	HRIS Spec	Burkman,Seek
19000056	Admin Asst	
19000091	T&L Spclst	
19000095	Supv Jan	Chin,Jackson
		Hafferty,Shirley
19000096	Leader-Jan	Martinez,Marisa
19000097	Janitor	Alvarez,Neil
19000083	HRMS Anal	Johnson,Danny
19000084	HR/Pay An	
19000086	Mgr Pensn	Dell,Emmylou K
19000087	Mgr T&L	
19000090	Pen Spclst	Tipman,Scott
		Votava,Teresa
		Dewberry,Kitty

Position Nbr	Dept ID	JobCode	Description	Reg/Temp	Full/Part Time	Confidential		
						Position	Status	Status Date
19140008	KE002	KE0005	Pre Sales	Regular	Full-Time	N	Approved	1/1/1980
19140006	KE002	KE0007	Junior Consultant	Regular	Full-Time	N	Approved	1/1/1980
KF000001	KF001	KF0001	CEO	Regular	Full-Time	N	Approved	1/1/1990
KF000006	KF002	KF0301	Administrative Manager	Regular	Full-Time	N	Approved	1/1/1990
KF000005	KF003	KF0201	Sales Manager	Regular	Full-Time	N	Approved	1/1/1990
KF000004	KF004	KF0006	Operations Manager	Regular	Full-Time	N	Approved	1/1/1990
19160001	KG010	KG0011	Director - Customer Services	Regular	Full-Time	N	Approved	1/1/1980
19160003	KG010	KG0013	Manager - Customer Services	Regular	Full-Time	N	Approved	1/1/1980
19160004	KG010	KG0014	Specialist - Customer Services	Regular	Full-Time	N	Approved	1/1/1980
19160006	KG010	KG0014	Specialist - Customer Services	Regular	Full-Time	N	Approved	1/1/1980
19000012	KU001	KU099	HRIS Specialist	Regular	Full-Time	N	Approved	9/1/1996
19000084	KU001	KU102	HR/Payroll Analyst	Regular	Full-Time	N	Approved	1/1/1980
19000015	KU001	KU114	Labor Relations Specialist	Regular	Full-Time	N	Approved	1/1/1980
19000087	KU002	KU031	Manager-Time & Labour	Regular	Full-Time	N	Approved	2/1/1996
00000001	KU005	KU013	Financial Analyst	Regular	Full-Time	N	Approved	9/1/2000
19000074	KU005	KU026	Manager-Accounts Payable	Regular	Full-Time	N	Approved	1/1/1980
19000100	KU005	KU067	Sr Accounts Payable Clerk	Regular	Full-Time	N	Approved	1/1/1980
19000005	KU005	KU147	Management - Staff Assistant	Regular	Full-Time	N	Approved	1/1/1980
19000560	KU011	KU560	Director-South America	Regular	Full-Time	N	Approved	1/1/1980
19000510	KU012	KU510	Dir-Japan	Regular	Full-Time	N	Approved	1/1/1980
19000530	KU012	KU530	Director-Asia Pacific	Regular	Full-Time	N	Approved	1/1/1980
19000420	KU014	KU420	Director-Sales	Regular	Full-Time	N	Approved	1/1/1980
19000520	KU014	KU520	Director-Europe	Regular	Full-Time	N	Approved	1/1/1980
19000410	KU015	KU410	Director-Marketing	Regular	Full-Time	N	Approved	1/1/1980
19000430	KU016	KU430	Director-Customer Services	Regular	Full-Time	N	Approved	1/1/1980
19000310	KU019	KU310	Director-R&D	Regular	Full-Time	N	Approved	1/1/1980
19000053	KU025	KU162	Radiology Technologist II	Regular	Full-Time	N	Approved	1/1/1980
19000054	KU025	KU163	ICU RN - weekend Part Time	Regular	Part-Time	N	Approved	1/1/1980
19000055	KU025	KU164	Registered Nurse - ER PTime	Regular	Part-Time	N	Approved	1/1/1980
19000060	KU025	KU168	Radiologist - Heart Research	Regular	Part-Time	N	Approved	1/15/1992
19000091	KU032	KU038	Time & Labour Specialist	Regular	Full-Time	N	Approved	1/1/1980
19000056	KU032	KU051	Administrative Assistant	Regular	Full-Time	Y	Approved	1/1/1980
19320001	KW001	KW0001	Country Manager Switzerland	Regular	Full-Time	N	Approved	1/1/1980
19320003	KW002	KW0002	Sales Manager	Regular	Full-Time	N	Approved	1/1/1980
19320007	KW002	KW0004	Sales Specialist	Regular	Full-Time	N	Approved	1/1/1980
19320008	KW002	KW0005	Pre Sales	Regular	Full-Time	N	Approved	1/1/1980
19320005	KW002	KW0006	Senior Consultant	Regular	Full-Time	N	Approved	1/1/1980
19320006	KW002	KW0007	Junior Consultant	Regular	Full-Time	N	Approved	1/1/1980
L0000050	L1000	L0042	Accountant	Regular	Full-Time	N	Approved	1/1/1980
L0000022	L1102	L0008	Clerk-Typist	Regular	Full-Time	N	Approved	1/1/1980
L0000012	L1110	L0019	Employee Relations Specialist	Regular	Full-Time	N	Approved	1/1/1980
L0000016	L1111	L0022	Employee Relations Specialist	Regular	Full-Time	N	Approved	1/1/1980
L0000021	L1120	L0008	Clerk-Typist	Temporary	Full-Time	N	Approved	1/1/1980
L0000005	L2000	L0003	Program Analyst	Regular	Full-Time	N	Approved	1/1/1980
L0000009	L3100	L0018	Computer Specialist	Regular	Full-Time	N	Approved	1/1/1980
L4002010	L4020	L4201	Budget Analyst	Regular	Full-Time	N	Approved	1/1/1980
PUA8016	PGV1000	PA1750	Clerk	Regular	Part-Time	N	Approved	1/1/1990
PUA8008	PGV1003	PA1051	Administrator-Licensing&Certif	Regular	Full-Time	N	Approved	1/1/1990
PUA8009	PGV1003	PA1051	Administrator-Licensing&Certif	Regular	Full-Time	N	Approved	1/1/1990
PUA8017	PGV1003	PA1750	Clerk	Regular	Full-Time	N	Approved	1/1/1990
PUJ5003	PJC3000	PJ1251	Assistant - Administrative	Regular	Part-Time	N	Approved	1/1/1990
PUJ5004	PJC3100	PJ1251	Assistant - Administrative	Regular	Full-Time	N	Approved	1/1/1990
PUJ5007	PJC3151	PJ1252	Assistant - Teaching	Regular	Part-Time	N	Approved	1/1/1990

PeopleSoft
POSITION AUDIT REPORT FOR EXCEPTIONS

Report ID: POS008
As Of Date: 09/01/2000

Department KC001 Human Resources

Position No./Emplid	Effective Date	Position Title/Employee Name	Reports To	DeptID	Job Code	Sal Adm	Pay Grd	Comp -any	Pay Grp	Empl Type	Loca- tion	Reg/ Temp	Full/ Part	Std Hours	Work Period	Hol Sch	Shift	Telephone	Union Code
19000017 KC0001	01/01/1980* 02/01/1997	Senior Secretary Griffiths,Martina Rae	19000101	KC001 KC001	KC003 KC003	KC02 KC01		GBI			KCON0 KCON0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000104 KC0014	01/01/1980* 07/05/1998	Analyst Trainee Henderson,David M	19000101	KC001 KC001	KC010 KC010	KC02 KC02		GBI			KCBC0 KCBC0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000102 KC0024	01/01/1980* 01/19/1990	Human Resources Analyst Maissonneuve,Louise	19000101	KC001 KC001	KC012 KC012	KC02 KC02		GBI			KCQC0 KCQC0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000017 KC0028	01/01/1980* 12/02/1985	Senior Secretary Jacobs,Lisa Leigh	19000101	KC001 KC001	KC003 KC003	KC02 KC02		GBI			KCON0 KCON0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000101 KC0031	01/01/1980* 06/06/1994	Mgr Employee Relations Saint-Amand,Marcel	19000550	KC001 KC001	KC018 KC018	KC02 KC02		GBI			KCQC0 KCQC0	R R	F F	40.00 40.00	Weekly Weekly		N N	514/444-8888	
19000602 KC0033	01/01/1980* 04/22/1984	Human Resources Analyst Chan,Diana E	19000101	KC001 KC001	KC012 KC012	KC02 KC02		GBI			KCAB0 KCAB0	R R	F F	40.00 40.00	Weekly Weekly		N N		

Employee ID	Empl Rcd#	Request Type	Program ID	Mass ID	Effective Date	Process End Date	Plan Type	Benefit Plan	Deduction Code	Dupl Flag
RETADCOV4	0	B	RE1		04/01/1996	08/18/2000	Medical	RTMED1		N
RETADCOV5	0	B	RE1		07/31/1996	08/18/2000	Medical	RTMED1		N
RETCOVCD1	0	B	RE1		04/01/1996	08/18/2000	Life	RTLIF1		N
RETCOVCD2	0	B	RE1		07/31/1996	08/18/2000	Life	RTLIF2		N
RETCOVCD2	0	B	RE1		07/31/1996	08/18/2000	Life	RTLIF1		N
RETCOVCD4	0	B	RE1		04/01/1996	08/18/2000	STD	RTDIS1		N
RETCOVCD5	0	B	RE1		07/31/1996	08/18/2000	STD	RTDIS2		N
RETCOVCD5	0	B	RE1		07/31/1996	08/18/2000	STD	RTDIS1		N
RETCOVCD7	0	B	RE1		04/01/1996	08/18/2000	Dental	RTDEN1		N
RETDELCOV5	0	B	RE1		04/01/1996	08/18/2000	Medical	RTMED1		N
RETDEP1	0	B	RE1		07/31/1996	08/18/2000	Life	RTLIF1		N
RETDEP5	0	B	RE1		04/01/1996	08/18/2000	STD	RTDIS1		N
RETMASET1	0	B	RE1		04/01/1996	08/18/2000	Dep Life	DEPLIF		N
RETMASJE1	0	B	RE1		04/01/1996	08/18/2000	Medical	RTMED1		N
RETMASJE1	0	B	RE1		04/01/1996	08/18/2000	DP Medical	NQMED1		N
RETADCOV1	0	G	RE1		04/01/1996	08/18/2000	General		PRKING	N
RETADCOV2	0	G	RE1		07/31/1996	08/18/2000	General		PRKING	N
RETDELCOV4	0	G	RE1		04/01/1996	08/18/2000	General		PRKING	N
RETDEA7	0	J	RE1		04/01/1996	08/18/2000				N
RETDEA8	0	J	RE1		07/31/1996	08/18/2000				N
RETDEP6	0	J	RE1		01/02/1985	08/18/2000				N
RETDEA4	0	P	RE1		04/01/1996	08/18/2000				N
RETDEA5	0	P	RE1		07/31/1996	08/18/2000				N
RETDEP3	0	P	RE1		04/01/1996	08/18/2000				N

Employee ID	Empl Rcd#	Pay End Date	Rqst Type	Benefit Program	Plan Type	Benefit Plan	Deduction Code	Ded Cls	Old Deduct Amount	New Deduct Amount	Deduct Amt Override	Retroactive Deduct Amt	OK to Process
RETADCOV1	0	04/30/1996	G		General		PRKING	H	0	0	0	0	Y
RETADCOV1	0	04/30/1996	G		General		PRKING	A	5	0	0	-5	Y
RETADCOV1	0	05/31/1996	G		General		PRKING	H	0	0	0	0	Y
RETADCOV1	0	05/31/1996	G		General		PRKING	A	5	0	0	-5	Y
RETADCOV1	0	06/30/1996	G		General		PRKING	H	0	0	0	0	Y
RETADCOV1	0	06/30/1996	G		General		PRKING	A	5	0	0	-5	Y
RETADCOV1	0	07/31/1996	G		General		PRKING	H	0	0	0	0	Y
RETADCOV1	0	07/31/1996	G		General		PRKING	A	5	0	0	-5	Y

Employee ID	Empl Rcd#	Benefit Plan Program Type	Benefit Plan	Deduction Code	Deduction Class	Pay End Date	Old Deduct Amount	New Deduct Amount	Deduct Amt Override	Retroactive Deduct Amt	OK to Process
RETADCOV1	0	General		PRKING	A	04/30/1996	5.00	0.00	0.00	(5.00)	Y
						05/31/1996	5.00	0.00	0.00	(5.00)	Y
						06/30/1996	5.00	0.00	0.00	(5.00)	Y
						07/31/1996	5.00	0.00	0.00	(5.00)	Y
Deduction Key Subtotal =										(20.00)	
					H	04/30/1996	0.00	0.00	0.00	0.00	Y
						05/31/1996	0.00	0.00	0.00	0.00	Y
						06/30/1996	0.00	0.00	0.00	0.00	Y
						07/31/1996	0.00	0.00	0.00	0.00	Y
Deduction Key Subtotal =										0.00	
Employee Total =										(20.00)	
RETADCOV2	0	General		PRKING	A	07/31/1996	5.00	0.00	0.00	(5.00)	Y
Deduction Key Subtotal =										(5.00)	
					H	07/31/1996	0.00	0.00	0.00	0.00	Y
Deduction Key Subtotal =										0.00	
Employee Total =										(5.00)	
RETADCOV4	0	RET Medical	RTMED1	RTMED1	A	04/30/1996	8.00	0.00	0.00	(8.00)	Y
						05/31/1996	8.00	0.00	0.00	(8.00)	Y
						06/30/1996	8.00	0.00	0.00	(8.00)	Y
						07/31/1996	8.00	0.00	0.00	(8.00)	Y
Deduction Key Subtotal =										(32.00)	
					N	04/30/1996	8.00	0.00	0.00	(8.00)	Y
						05/31/1996	8.00	0.00	0.00	(8.00)	Y
						06/30/1996	8.00	0.00	0.00	(8.00)	Y

Employee ID	Empl Rcd#	Benefit Plan Program Type	Benefit Plan	Deduction Code	Deduction Class	Pay End Date	Old Deduct Amount	New Deduct Amount	Deduct Amt Override	Retroactive Deduct Amt	OK to Process
RETADCOV1	0	General		PRKING	A	04/30/1996	5.00	0.00	0.00	(5.00)	Y
						05/31/1996	5.00	0.00	0.00	(5.00)	Y
						06/30/1996	5.00	0.00	0.00	(5.00)	Y
						07/31/1996	5.00	0.00	0.00	(5.00)	Y
Deduction Key Subtotal =										(20.00)	
					H	04/30/1996	0.00	0.00	0.00	0.00	Y
						05/31/1996	0.00	0.00	0.00	0.00	Y
						06/30/1996	0.00	0.00	0.00	0.00	Y
						07/31/1996	0.00	0.00	0.00	0.00	Y
Deduction Key Subtotal =										0.00	
Employee Total =										(20.00)	
RETADCOV2	0	General		PRKING	A	07/31/1996	5.00	0.00	0.00	(5.00)	Y
Deduction Key Subtotal =										(5.00)	
					H	07/31/1996	0.00	0.00	0.00	0.00	Y
Deduction Key Subtotal =										0.00	
Employee Total =										(5.00)	
RETADCOV4	0	RET Medical	RTMED1	RTMED1	A	04/30/1996	8.00	0.00	0.00	(8.00)	Y
						05/31/1996	8.00	0.00	0.00	(8.00)	Y
						06/30/1996	8.00	0.00	0.00	(8.00)	Y
						07/31/1996	8.00	0.00	0.00	(8.00)	Y
Deduction Key Subtotal =										(32.00)	
					N	04/30/1996	8.00	0.00	0.00	(8.00)	Y
						05/31/1996	8.00	0.00	0.00	(8.00)	Y
						06/30/1996	8.00	0.00	0.00	(8.00)	Y

Employee ID	Empl Rcd#	Benefit Plan Program Type	Benefit Plan	Deduction Code	Deduction Class	Pay End Date	Old Deduct Amount	New Deduct Amount	Deduct Amt Override	Retroactive Deduct Amt	OK to Process
RETADCOV2	0	General		PRKING	A	07/31/1996	5.00	0.00	0.00	(5.00)	Y

										Deduction Key Subtotal =	(5.00
					H	07/31/1996	0.00	0.00	0.00	0.00	Y

										Deduction Key Subtotal =	0.00
										Employee Total =	(5.00
RETADCOV4	0	RET Medical	RTMED1	RTMED1	A	04/30/1996	8.00	0.00	0.00	(8.00)	Y
						05/31/1996	8.00	0.00	0.00	(8.00)	Y
						06/30/1996	8.00	0.00	0.00	(8.00)	Y
						07/31/1996	8.00	0.00	0.00	(8.00)	Y

										Deduction Key Subtotal =	(32.00
					N	04/30/1996	8.00	0.00	0.00	(8.00)	Y
						05/31/1996	8.00	0.00	0.00	(8.00)	Y
						06/30/1996	8.00	0.00	0.00	(8.00)	Y
						07/31/1996	8.00	0.00	0.00	(8.00)	Y

										Deduction Key Subtotal =	(32.00
										Employee Total =	(64.00

Report ID: REG001FR

Start of period: 01/11/1999 End of Period: 01/12/1999

*** ESTABLISHMENT IDENTIFICATION ***

SIRET: 120027016 APE Code: 511C
Establishment: Paris - Headquarter
Address:
125 rue Sebastien Mercier
Postal Code: 75015 City: Paris

*** ESTABLISHMENT WORKFORCE ***

Your establishment has less than 50 employees. This report is not obligatory.

Workforce before the period: 19
+
Entries of the period 1
-
Leaves of the period 2
=
Workforce at the end of Period: 18 -> 12 Men and 6 Women

Number of agency/temp workers at the end of period: 0

*** MONTH ACTIVITY ***

Name	Nationality	Year of birth	Sex	Job	INSEE Num.	Entry	Contract nature	Leave	Reason
Granjean,Serge	C	1944	M	Operations Director	3710			25/11/1999	LE
Halcyon,D'orothea	A	1965	F	Group chief				15/11/1999	TS
Carboneaux,Martin	F	1980	M	Junior assistant	5417	20/11/1999	RD		

End of Report

Start of periode: 01/01/1999 End of periode: 01/01/2000

*** ESTABLISHMENT ***

SIRET: 120027016 APE Code: 511C
Establishment: Paris - Headquarter
Adresse:
125 rue Sebastien Mercier
Postal Code: 75015 City: Paris

*** PERSONAL REGISTER ***

Order	Name	Nationality	Sex	Date of Birth	Job	Prof. Qualif.	Additional Info.	Entry	Leave
0	Grioux,Ghislaine		F	22/07/1943	Admin Assistant to the CEO	Workman		06/05/1982	
1	Halcyon,D'orothea	USA	F	05/05/1965	Group chief			09/12/1990	15/11/1999
3	Breton,Jean-Claude	France	M	26/01/1977	Assistant	Workman		11/09/1996	
4	Day Jr.,Beauchamp	France	M	04/08/1976	Network administrator	Manager	Limited Contract	23/09/1997	
5	Levasseur,Jean-Pierre	France	M	29/10/1974	Assistant	Workman	Limited Contract	22/01/1995	
6	Favreau,Mireille	France	F	05/12/1978	Junior assistant	Workman	Limited Contract	29/05/1998	
7	Louzaouen,Michel	France	M	28/08/1972	Senior assistant		Part-Time Limited Contract	17/12/1998	
8	Carboneaux,Martin	France	M	17/10/1980	Junior assistant	Workman	Limited Contract	20/11/1999	
9	Gautier,Florence	France	F	25/01/1955	Sales Manager	Manager	Limited Contract	02/05/1982	

End of Report

Report ID: REG003FR

*** ESTABLISHMENT IDENTIFICATION ***

SIRET: 120027016 APE Code: 511C
Establishment: Paris - Headquarter
Address:
125 rue Sebastien Mercier
Postal Code: 75015 City: Paris

*** DISTRIBUTION BY GENDER AND QUALIFICATION ***

SEX	Apprentice	Workers not Qualified	Workers Qualified	Employees	Managers Technician	Executive	Not available citizenship	TOTAL
Men	0	0	0	0	0	0	13	13
Women	0	0	0	0	0	0	6	6

*** DISTRIBUTION BY AGE GENDER AND NATIONALITY ***

NATIONALITY	SEX	Old. Born in 1940 or before		Born from 1940 to 1955		Born from 1956 to 1970		Born in 1971 or after		TOTAL	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Spanish		0	0	0	0	0	0	0	0	0	0
Italian		0	0	0	0	0	0	0	0	0	0
Portuguese		0	0	0	0	0	0	0	0	0	0
Others in EEC		0	0	1	0	1	0	0	0	2	0
ex-Yougoslavian		0	0	0	0	0	0	0	0	0	0
Other European Nationalities		0	0	0	0	0	0	0	0	0	0
Algerian		0	0	0	0	0	0	0	0	0	0
Moroccan		0	0	0	0	0	0	0	0	0	0
Tunisian		0	0	0	0	0	0	0	0	0	0
African French-Speaking		0	0	0	0	0	0	0	0	0	0
Other African Nationalities		0	0	0	0	0	0	0	0	0	0
Turkey		0	0	0	0	0	0	0	0	0	0
Cambodgian, Laotian, Vietnamese		0	0	0	0	0	0	0	0	0	0
Other Asian Nationalities		0	0	0	0	0	0	0	0	0	0
Other Nationalities and Stakeless persons		0	0	0	0	0	0	1	0	1	0
Not available citizenship		0	0	0	1	0	0	0	0	0	1
TOTAL Foreigners		0	0	1	1	1	0	1	0	3	1

*** DISTRIBUTION BY QUALIFICATION AND NATIONALITY ***

NATIONALITY	Apprentice	Workers not Qualified	Workers Qualified	Employees	Managers Technician	Executive	Not available citizenship	TOTAL
-------------	------------	-----------------------	-------------------	-----------	---------------------	-----------	---------------------------	-------

Spanish	0	0	0	0	0	0	0	0
Italian	0	0	0	0	0	0	0	0
Portuguese	0	0	0	0	0	0	0	0
Others in EEC	0	0	0	0	0	0	2	2
ex-Yougoslavian	0	0	0	0	0	0	0	0
Other European Nationalities	0	0	0	0	0	0	0	0
Algerian	0	0	0	0	0	0	0	0
Moroccan	0	0	0	0	0	0	0	0
Tunisian	0	0	0	0	0	0	0	0
African French-Speaking	0	0	0	0	0	0	0	0
Other African Nationalities	0	0	0	0	0	0	0	0
Turkey	0	0	0	0	0	0	0	0
Cambodgian, Laotian, Vietnamese	0	0	0	0	0	0	0	0
Other Asian Nationalities	0	0	0	0	0	0	0	0
Other Nationalities and Stakeless persons	0	0	0	0	0	0	1	1
Not available citizenship	0	0	0	0	0	0	1	1
TOTAL Foreigners Men	0	0	0	0	0	0	3	3
TOTAL Foreigners Women	0	0	0	0	0	0	1	1

End of Report

Employee Survey Establishment

XXXXXXXXXXXXXXXXXXXX

Year : 1999

1 - Employment

111 Total Workforce

Executive	Act Exec	Worker	Total
1,000	17,00	2,00	20,00

112 Full Time Workforce

Executive	Act Exec	Worker	Total
1,000	12,00	1,00	14,00

113 Limited Contract

Executive	Act Exec	Worker	Total
0,000	5,00	0,00	5,00

114 Workforce per Month

Executive	Act Exec	Worker	Total
1,000	16,00	2,00	19,00

115A Total Workforce: Male

Executive	Act Exec	Worker	Total
1,000	12,00	0,00	13,00

115B Total Workforce: Female

Executive	Act Exec	Worker	Total
0,000	5,00	2,00	7,00

115C Total Workforce: Unknown

Executive	Act Exec	Worker	Total
0,000	0,00	0,00	0,00

Company: KAB

Emplid	Name	Empl Rcd#	Effdt	Jobcode	Dept Id	Position	Location	Company	Paygroup
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
KA0001	Taylor, Jane Elizabeth	0	20/06/2001	KA0302	10000	19100005	KANSW1	KAB	KAMONTHLY

End of Report

Company: KAB
From Date: 01/01/2001
To Date: 01/01/2002

Dept Id	Emplid	Name	Empl Rcd#	Effdt	Jobcode	Position	Location	Company	Paygroup	End Date
10000	KA0001	Taylor,Jane Elizabeth	0	01/06/2001	KA0304	19100006	KANSW1	KAB	KAMONTHLY	10/06/2001
10000	KA0003	Cortes,Maria	0	01/06/2001	KA0303	19100007	KANSW1	KAB	KAMONTHLY	10/06/2001

PeopleSoft
Employee Total Compensation Report

As of Date: 31-DEC-2000

Lewis, Douglas
3569 Malta Ave
Newark NJ 07112
USA

				Employee Amount	Employer Amount
TOTALCOMP					
	BENEFITS				
		K003			
		K013			132.00
		K008			
		K017			216.00
		K027			
		K050			12,999.96
		K034			
		K061			78.00
TOTALCOMP					
	BENEFITS				
		K003			
		K013			
		K008			
		K017			
		K027			
		K050			
		K034			
		K061			
Total Compensation				0.00 USD	13,425.96 USD

PeopleSoft
Group Summary Compensation Report

Period: From 01-JAN-2000 To 31-DEC-2000

KU008

US Departments

TOTALCOMP	BENEFITS	As of Date	Employee Amount	Employer Amount
	K003			
	K013	31-DEC-2000		8,208.00
	K008			
	K017	31-DEC-2000		12,576.00
		31-DEC-2000		5,280.00
	K023			
	K034	31-DEC-2000		9,900.00
		31-DEC-2000		21,588.00
	K027			
	K050	31-DEC-2000		89,520.84
	K029			
	K053	31-DEC-2000		1,157.16
	K034			
	K061	31-DEC-2000		2,886.00
Total Compensation for KU008	:		0.00 USD	151,116.00 USD

PeopleSoft
Group Detail Compensation Report

Period: From 01-JAN-2000 TO 31-DEC-2000

Group: **KU008** US Departments
Employee: **KU0001** Lewis,Douglas

			As of Date	Employee Amount	Employer Amount
K001	K013	Basic Life ER Cost	31-DEC-2000		132.00
	K015	Benefit Program Credit	31-DEC-2000		4,899.96
	K017	Dental Credit	31-DEC-2000		216.00
	K037	Leave Plan	31-DEC-2000	12,000.00	
	K038	Leave plan -- Vacation	31-DEC-2000	21,000.00	
	K048	Savings Plan EE Before Tax Contribution	31-DEC-2000	12,999.96	
	K050	Savings Plan ER Before Tax Matching	31-DEC-2000		12,999.96
	K060	Vision EE Cost	31-DEC-2000	129.96	
	K061	Vision ER Cost	31-DEC-2000		78.00
Total Compensation for Lewis,Douglas :				46,129.92 USD	18,325.92 USD

Name: Ng, Henry Yee

PAR Number:

PART D - Remarks by Requesting Office

(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?
If ""YES"", please state these facts on a separate sheet and attach to SF52).

YES NO

Redesignation

PART E - Employee Resignation/Retirement

Privacy Act Statement

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; (3) any unemployment compensation benefits to which you may be entitled.

1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.)

2. Effective Date

3. Your Signature

4. Date Signed

5. Forwarding Address (Number, Street, City, State, ZIP Code)

PART F - Remarks for SF 50

Report ID: TRN002

Page No. 1
Run Date: 8/31/2000
Run Time: 15:10:25

Course: KF004 Project Management
Session: 0001
Start Date: 11/23/2000

Emplid	Name
KF0009	Breton, Jean-Claude
KF0015	Levasseur, Jean-Pierre
KF0016	Favreau, Mireille
KF0017	Ledoux, Louis
KF0018	Chabot, Yves
KF0020	Carboneaux, Martin

Report ID: TRN003

Page No. 1
Run Date: 8/31/2000
Run Time: 14:59:38

Course: K018 PeopleTools 1

Emplid	Name	Waiting For	Since
K0G002	Nichta, Issac	Session number 0004	06/09/2000
K0G003	Bergsten, Darlene	Session number 0004	06/09/2000
KC0003	Rogers, Cynthia A	Session number 0001	06/09/2000
KC0004	Reid, Charles M	Session number 0001	06/09/2000
KC0012	Quency, Nancy J	Session number 0002	06/09/2000
KU0015	Espinosa, Carmichael	Session number 0001	06/09/2000
KU0037	Morgan, Richard	Session number 0004	06/09/2000
L00040	St. John Jr., Jack	Session number 0001	06/09/2000
L00041	Portavino, Vincent R	Session number 0001	06/09/2000
PA007	Smith, Maureen	Session number 0004	06/09/2000
PA018	Steen, Nicholas	Session number 0004	06/09/2000
KU0048	Francisco, Brenton	Course	06/09/2000
PJ006	Johnson, Christina	Course	06/09/2000

PeopleSoft
TRAINING SCHEDULE

Report ID: TRN004

Page No. 1
Run Date: 8/31/2000
Run Time: 15:00:08

Classes Starting: 01/01/00 - 31/12/00

Course	Description	Session	Start	End	Duration	Students	
						Min	Max
K001	Time Management	0005	12/07/00	13/07/00	2.00 Day	5	10
		0006	08/11/00	09/11/00	2.00 Day		
		0007	15/11/00	16/11/00	2.00 Day		
K006	Conducting Performance Reviews	0002	23/06/00	23/06/00	1.00 Day	4	6
		0003	21/09/00	21/09/00	1.00 Day		
K010	Leadership Skills for Managers	0001	03/07/00	03/07/00	1.00 Day	5	10
		0002	06/12/00	06/12/00	1.00 Day		
K012	Project Management	0005	09/10/00	10/10/00	2.00 Day	4	8
			16/10/00	17/10/00	2.00 Day		
		0006	07/12/00	08/12/00	2.00 Day		
			14/12/00	15/12/00	2.00 Day		
K017	Java Programming	0001	07/08/00	10/08/00	4.00 Day	5	15
		0002	27/11/00	30/11/00	4.00 Day		
K018	PeopleTools 1	0002	19/06/00	23/06/00	5.00 Day	5	15
		0003	17/07/00	21/07/00	5.00 Day		
		0004	11/09/00	15/09/00	5.00 Day		
K019	PeopleTools 2	0002	17/07/00	21/07/00	5.00 Day	5	15
		0003	23/10/00	27/10/00	5.00 Day		
K022	Computer Basics: Using a PC	0001	10/10/00	10/10/00	1.00 Day	4	8
		0002	24/10/00	24/10/00	1.00 Day		
KF003	Performance Management	0001	08/09/00	08/09/00	1.00 Day	5	8
KF004	Project Management	0001	23/11/00	26/11/00	4.00 Day	4	8
L104	Federal Gov't Orientation	0017	10/07/00	10/07/00	1.00 Day	4	10
		0018	07/08/00	07/08/00	1.00 Day		
		0019	08/09/00	08/09/00	1.00 Day		
		0020	02/10/00	02/10/00	1.00 Day		
		0021	03/11/00	03/11/00	1.00 Day		
		0022	04/12/00	04/12/00	1.00 Day		

End of Report

Report ID: TRN005

Page No. 1
Run Date: 8/31/2000
Run Time: 15:01:23

Facility: Corporation Headquarters
Date Range: 01/01/00 - 31/12/00

Room: Training Room 2

Starting	Ending	Course	Contact
19/06/00	23/06/00	K018 PeopleTools 1	Taylor,David
03/07/00	03/07/00	K010 Leadership Skills for Managers	Taylor,David
17/07/00	21/07/00	K019 PeopleTools 2	Taylor,David
11/09/00	15/09/00	K018 PeopleTools 1	Taylor,David
07/12/00	08/12/00	K012 Project Management	Taylor,David

Room: Training Room 3

Starting	Ending	Course	Contact
14/12/00	15/12/00	K012 Project Management	Taylor,David

Budget Period: K1999CALYR Business Unit: CAN01 Base Currency: USD

Department		Approved	Budget	Ratio	Cost
KC001	Human Resources	8	1707.760	75.77 %	1293.909
KC003	Information Services	8	2825.280	67.17 %	1897.721
KC006	Training & Administration	19	612.280	77.65 %	475.456
		35	5145.320	71.27 %	

Budget Period: K1999CALYR Business Unit: CAN01 Base Currency: USD

Demand ID		Approved	Demands
C 000001	Professional Presentations	6	10
C 000009	PeopleSoft HRMS	7	4
C 000010	Gender Communication	19	8
I 000011	Davies,Craig R	1	1
I 000012	Griffiths,Martina Rae	1	1
I 000013	Saint-Amand,Marcel	1	1
		35	25

Budget Period: K1999CALYR Business Unit: CAN01 Base Currency: CAD Global Scenario: KGBLCAN2

Department		Approved	Budget	Ratio	Cost
KC001	Human Resources	8	2170.000	75.77 %	1644.130
KC003	Information Services	8	3590.000	67.17 %	2411.370
KC006	Training & Administration	19	778.000	77.65 %	604.150
		35	6538.000	71.27 %	

Budget Period: K1999CALYR Business Unit: CAN01 Base Currency: USD Global Scenario: KGBLCAN2

Demand ID		Approved	Demands
C 000001	Professional Presentations	6	10
C 000009	PeopleSoft HRMS	7	4
C 000010	Gender Communication	19	8
I 000011	Davies,Craig R	1	1
I 000012	Griffiths,Martina Rae	1	1
I 000013	Saint-Amand,Marcel	1	1
		35	25

Course	K002	Corporate Orientation		
Course Status	Active		Session Administration	YES
Course Offering	As Required			
Revision Date			Creation Date	01/01/1980
Course Type	Functional			
Primary Delivery Method	Instructor Led		Internal / External	Internal
Duration Time	3.00	Hour	Course Units	0.00
Minimum Number of students	5.00		Maximum Number of students	15.00
School Code			School Name	
Description	Introduces the new employee to operating procedures.			

License / Certification Code

SRP Safety Recognition Program

Course	K003		
Course Status	Active	Session Administration	YES
Course Offering	Quarterly		
Revision Date		Creation Date	01/01/1980
Course Type	Skill Development		
Primary Delivery Method	Instructor Led	Internal / External	Internal
Duration Time	1.00	Course Units	0.00
Minimum Number of students	5.00	Maximum Number of students	8.00
School Code	School Name		

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems. Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

Course Session Number		
Course Start Date		Course End Date
Instructor ID		Name

Rating			
	Course Rating	Area Rating Count	
			1.00 2.00
			2.00 6.00
Average		1.60	8.00

Rating			
	Course Rating	Area Rating Count	
			1.00 4.00
			2.00 2.00
Average		1.20	6.00

Rating			
	Course Rating	Area Rating Count	
			1.00 4.00
			2.00 2.00

Course Average		1.45
----------------	--	------

Course	K003		
Course Status	Active	Session Administration	YES
Course Offering	Quarterly		
Revision Date		Creation Date	01/01/1980
Course Type	Skill Development		
Primary Delivery Method	Instructor Led	Internal / External	Internal
Duration Time	1.00	Course Units	0.00
Minimum Number of students	5.00	Maximum Number of students	8.00
School Code	School Name		

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

Average	1.20	6.00
Rating		

Course Rating	Area Rating Count	
	1.00	4.00
	2.00	2.00

Average	1.20	6.00
Session Average	1.30	2.00

Course Session Number		Course End Date
Course Start Date		Name
Instructor ID		

Rating		
Course Rating	Area Rating Count	
	1.00	2.00
	2.00	6.00

Average	1.60	8.00
Rating		

Course Rating	Area Rating Count	
	2.00	10.00

Course Average	1.45
----------------	------

Course	K003		
Course Status	Active	Session Administration	YES
Course Offering	Quarterly		
Revision Date		Creation Date	01/01/1980
Course Type	Skill Development		
Primary Delivery Method	Instructor Led	Internal / External	Internal
Duration Time	1.00	Course Units	0.00
Minimum Number of students	5.00	Maximum Number of students	8.00
School Code	School Name		

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

Average	2.00	10.00
---------	------	-------

Rating		
Course Rating	Area Rating	Count
	1.00	3.00
	2.00	4.00
Average	1.40	7.00

Rating		
Course Rating	Area Rating	Count
	1.00	3.00
	2.00	4.00
Average	1.40	7.00
Session Average	1.60	4.00

Course Average	1.45
----------------	------

Report ID: TRN018

Course K018 PeopleTools 1
Session 0004
Date 09/11/2000 - 09/15/2000
Facility KUFAC1 Corporation Headquarters

Participant	Status
KC0015 Campbell, Barry Robert	Enrolled
KU0005 Aliverdi, Reza	Enrolled
KU0033 Osorio, Dominick	Enrolled
KU0088 Thorp, Anson	Enrolled
KOG002 Nichta, Issac	Session Waitlist
KOG003 Bergsten, Darlene	Session Waitlist
KU0037 Morgan, Richard	Session Waitlist
PA007 Smith, Maureen	Session Waitlist
PA018 Steen, Nicholas	Session Waitlist

Course	K018	PeopleTools 1
Session Number	0004	Active
Course Start Date	09/11/2000	
Course End Date	09/15/2000	
Facility	KUFAC1	Corporation Headquarters

Course K018 PeopleTools 1
Session Number 0004 Active
Course Start Date 09/11/2000
Course End Date 09/15/2000
Facility KUFAC1 Corporation Headquarters

Rating Area Content

- Excellent
- Good
- Fair
- Poor

Rating Area Facility

- Excellent
- Good
- Fair
- Poor

Rating Area Instructors

- Excellent
- Good
- Fair
- Poor

Rating Area Materials

- Excellent
- Good
- Fair
- Poor

Rating Area Presentation

- Excellent
- Good
- Fair
- Poor

EMPLID KU0042
Name Johnson, Danny

Course	Session Number	Start Date	End Date	Status	Grade	
K012	Project Management	0001	02/15/1999	02/23/1999	Completed	P
K012	Project Management	0001	02/15/1999	02/23/1999	Completed	P
K004	Gender Communication	0002	06/11/1999	06/11/1999	Completed	P
K004	Gender Communication	0002	06/11/1999	06/11/1999	Completed	P
K007	Effective Interviewing	0002	11/18/1999	11/18/1999	Completed	P
K007	Effective Interviewing	0002	11/18/1999	11/18/1999	Completed	P

KG0005 /0 O'Flaherty,Seamus Patrick
KG0005 Sales Representative

Course	Required	Session Begin	End	Attendance
--------	----------	---------------	-----	------------

Training Program: KSALES Sales Representatives Training

K005	Professional Presentations	YES		
K010	Leadership Skills for Managers	YES		

PeopleSoft
STATISTICS OF EMPLOYEES ENROLLED

Page No. 1
Run Date 08/30/2000
Run Time 15:14:05

Report ID: TRN022

Company ACC State of Accord
Location PACEB State of Accord, Executive Blg

EmplId	Name	Course	Session	Begin	End
PA007	Smith, Maureen	K018	0004	09/11/2000	09/15/2000
		PeopleTools 1			

PGV1001	Dpt Hlth & Mntl Hyg		1		
PA018	Steen, Nicholas	K018	0004	09/11/2000	09/15/2000
		PeopleTools 1			

PGV1003	Licensing & Certification		1		
Location Sum		-----			
PACEB	State of Accord, Executive Blg		2		
Company Sum		-----			
ACC	State of Accord		2		

Course	KF003	Performance Management		
Course Status	Active		Session Administration	YES
Course Offering	Quarterly			
Revision Date			Creation Date	01/01/1980
Course Type	Continuing Education			
Primary Delivery Method	Instructor Led		Internal / External	Internal
Duration Time	1.00	Day	Course Units	0.00
Minimum Number of students	5.00		Maximum Number of students	8.00
School Code			School Name	

Course Content

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems. Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

Course	K003	Performance Management		
Course Status	Active		Session Administration	YES
Course Offering	Quarterly			
Revision Date			Creation Date	01/01/1980
Course Type	Skill Development			
Primary Delivery Method	Instructor Led		Internal / External	Internal
Duration Time	1.00	Day	Course Units	0.00
Minimum Number of students	5.00		Maximum Number of students	8.00
School Code			School Name	

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

Category

MANAGEMENT	Management	CAREER DEV	Career Development
------------	------------	------------	--------------------

Course	K021	Database Design		
Course Status	Active		Session Administration	YES
Course Offering	Quarterly			
Revision Date			Creation Date	01/01/1980
Course Type	Technical			
Primary Delivery Method	Instructor Led		Internal / External	Internal
Duration Time	2.00	Day	Course Units	0.00
Minimum Number of students	5.00		Maximum Number of students	10.00
School Code			School Name	

Description This course provides students with the basic fundamentals for creating effective, efficient database systems.

<u>Equipment/Materials Code</u>	<u>Description</u>	<u>Author</u>	<u>Year Published</u>	<u>ISBN</u>
K002	Hanging White Board		0	
K008	Flip Chart with Pens		0	
K012	Computer Workstations		0	
K016	Instructor Guide		0	
K017	Student Guides		0	
K022	Lunch		0	

Course K012 Project Management

Course Status	Active	Session Administration	YES
Course Offering	Quarterly		
Revision Date		Creation Date	01/01/1980
Course Type	Skill Development		
Primary Delivery Method	Instructor Led	Internal / External	Internal
Duration Time	4.00 Day	Course Units	0.00
Minimum Number of students	4.00	Maximum Number of students	8.00
School Code		School Name	

Description Teaches techniques and tools used in project management, including Gantt charts, PERT charts, scheduling, and estimating.

<u>Vendor</u>	<u>Vendor Type</u>	<u>Accounts Payable Vendor ID</u>
---------------	--------------------	-----------------------------------

KCVND1	Knowledge Transfer	Outside Instructors
--------	--------------------	---------------------

Comments : This firm provides instructors that specialize in technical areas.

Course	K019	PeopleTools 2		
Course Status	Active		Session Administration	YES
Course Offering	Quarterly			
Revision Date			Creation Date	01/01/1980
Course Type	Technical			
Primary Delivery Method	Instructor Led		Internal / External	Internal
Duration Time	5.00	Day	Course Units	0.00
Minimum Number of students	5.00		Maximum Number of students	15.00
School Code			School Name	
Description	This course follows on from the PeopleTools 1 course, and provides students with a thorough understanding of PeopleCode and other applications within the PeopleSoft environment.			
<u>Prerequisite Course</u>			<u>Course Type</u>	<u>Internal / External</u>
K018	PeopleTools 1		Technical	Internal
Description	This course teaches students the essentials of building effective, usable systems in the PeopleSoft environment.			
			<u>Duration Time</u>	5.00

Course	K001	Time Management		
Course Status	Active		Session Administration	YES
Course Offering	Quarterly			
Revision Date			Creation Date	01/01/1980
Course Type	Skill Development			
Primary Delivery Method	Instructor Led		Internal / External	Internal
Duration Time	2.00	Day	Course Units	1.00
Minimum Number of students	5.00		Maximum Number of students	10.00
School Code			School Name	

Description This two day program is designed to help you learn to become a better manager of your time. Simple, easy to use solutions are provided to assist in learning to actually manage your time rather than working longer days. This workshop includes an assessment that covers the major categories of time management and helps you discover present strengths in managing time and identify opportunities for improving time management skills.

Competency

- 0110 Ability to manage own time
- 4014 Multi-Tasking
- 4015 Planning & Scheduling

Group	B General Information				
Indicator	02 Male				
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	4,00	4,00	8,00	1,00	17,00
Indicator	03 Female				
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	2,00	2,00	1,00	1,00	6,00
Indicator	04 Male + Female				
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	6,00	6,00	9,00	2,00	23,00
Indicator	08 Apprentice Contracts				
Value	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	0,00	0,00	0,00
Indicator	09 Qualification Contracts				
Value	QualWrk	OfficeWrk	Manager	Executive	Total
1,00	0,00	0,00	0,00	0,00	0,00
Indicator	10 Back To Work Contracts				
Value	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	0,00	0,00	0,00
Indicator	11 Number of Establishments				
< 50	50 - 199	> 199	Manager	Executive	Total
2,00	0,00	0,00	0,00	0,00	0,00

Group C Costs Summary
Indicator 01 Internal Training Cost

Total Cost

Indicator 02 Equipment Cost
Cost

Indicator 03 Competency Check
Cost

Budget Period: K1999CALYR Business Unit: CAN01 Base Currency: CAD

Course		Cost Approved	Duration
K003	Performance Management	401.010	2 16
K004	Gender Communication	604.150	19 19
K005	Professional Presentations	1452.990	7 168
K013	PeopleSoft HRMS	2201.500	7 112

Course K012 Project Management
Session 0003
Date 10/21/1999 - 10/29/1999

Employee KU0015 Espinosa, Carmichael

Salary	2180.000
Vendor	320.000
Facility	1062.000
Equipment	30.000
Instructor	200.000
EE Expense	480.000
Session Expense	0.000
Total	4272.000

PeopleSoft
INSTRUCTOR SCHEDULE

Report ID: TRN033

Page No. 1
Run Date: 31/08/00
Run Time: 15:07:40

Instructor: Campbell, Barry Robert
Date Range: 01/01/00 - 31/12/00

<u>Start/End Dates</u>	<u>Start/End Times</u>	<u>Course</u>	<u>Facility</u>	<u>Room</u>
08/02/00 - 09/02/00	9:00 a - 6:00 p	K001 Time Management	Canadian Headquarters	Training Room 1
Contact : Mrs Angeline Cottswold		Phone 416/227-1234		
13/03/00 - 13/03/00	9:00 a - 6:00 p	K006 Conducting Performance Reviews	Corporation Headquarters	Training Room 3
Contact : Taylor, David		Phone 877 5821234		
23/06/00 - 23/06/00	9:00 a - 6:00 p	K006 Conducting Performance Reviews	California Location	Training Room 2
Contact : Morrison, Brad		Phone 510 7453456		
03/07/00 - 03/07/00	9:00 a - 6:00 p	K010 Leadership Skills for Managers	Corporation Headquarters	Training Room 2
Contact : Taylor, David		Phone 877 5821234		
12/07/00 - 13/07/00	9:00 a - 6:00 p	K001 Time Management	Canadian Headquarters	Training Room 1
Contact : Mrs Angeline Cottswold		Phone 416/227-1234		
21/09/00 - 21/09/00	9:00 a - 6:00 p	K006 Conducting Performance Reviews	Vancouver Branch	Training Room 1
Contact : Thompson, Steve		Phone 604 888 9876		
08/11/00 - 09/11/00	9:00 a - 6:00 p	K001 Time Management	Canadian Headquarters	Training Room 1
Contact : Mrs Angeline Cottswold		Phone 416/227-1234		
15/11/00 - 16/11/00	9:00 a - 6:00 p	K001 Time Management	Canadian Headquarters	Training Room 1
Contact : Mrs Angeline Cottswold		Phone 416/227-1234		
06/12/00 - 06/12/00	9:00 a - 6:00 p	K010 Leadership Skills for Managers	Canadian Headquarters	Training Room 2
Contact : Mrs Angeline Cottswold		Phone 416/227-1234		
07/12/00 - 08/12/00	9:00 a - 6:00 p	K012 Project Management	Corporation Headquarters	Training Room 2
Contact : Taylor, David		Phone 877 5821234		
14/12/00 - 15/12/00	9:00 a - 6:00 p	K012 Project Management	Corporation Headquarters	Training Room 3
Contact : Taylor, David		Phone 877 5821234		

End of Report

PeopleSoft
EQUIPMENT CHECKLIST

Page No. 1
Run Date 08/30/2000
Run Time 14:49:58

Report ID: TRN034

Course K001 Time Management
Session 0006
Date 11/08/2000 - 11/09/2000
Max Students 10
Enrolled 0

Facility KCFAC1 - Canadian Headquarters
Room ROOM1 - Training Room 1
Date 11/08/2000 - 11/09/2000

Equipment Code	Description	Quantity Required	# Available in Room	# Available at Facility	# Booked at Facility	
K002	Hanging White Board	1	1	-	-	
K016	Instructor Guide	1	0	0	1	*
K017	Student Guides	1	0	0	1	*

Contact Mrs Angeline Cottswold
Telephone # 416/227-1234

Budget Period: KF001 Year 2000 Budget Period
 Business Unit: FRA01 France Business Unit
 Department:
 Course:

Dept.	Demand ID	Course	Category	Sub Category	Description	Emplid	Active	Scenario	Demands	Nbr	Distribution By Gender		Distribution By Socio Professional Category				
											Male	Female	Unq.Wkr	Qua.Wkr	Office	Manager	Execut.
KF001	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		8		5	3	0	0	3	4	1
KF002	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		8		5	3	0	0	3	4	1
KF003	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		2		1	1	0	0	0	2	0
KF004	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		2		1	1	0	0	0	2	0
KF004	000015	KF004	PLANNING	RESOURCES	Project Management		BASE		10		5	5	0	0	6	4	0
KF005	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		1		0	1	0	0	0	1	0
KF006	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		1		0	1	0	0	0	1	0
KF006	000016	KF004	PLANNING	RESOURCES	Project Management		BASE		4		0	0	0	0	0	0	0

Collective Demands Total									36		17	15	0	0	12	18	2
KF001	000019	KF003	MANAGEMENT	CAREER DEV	Performance Management	KF0001			1		1	0	0	0	0	0	1
KF002	000018	KF002	HUMRES	NEW HIRE	Corporate Orientation	KF0007			1		1	0	0	0	0	1	0
KF002	000017	KF002	HUMRES	NEW HIRE	Corporate Orientation	KF0012			1		1	0	0	0	0	1	0

Individual Demands Total									3		3	0	0	0	2	1	
=====																	
Total									39		20	15	0	0	12	20	3

Report ID: TRN036

Budget Period: KF001 Year 2000 Budget Period
 Business Unit: FRA01 France Business Unit
 Department:
 Course:
 Currency: USD US Dollar

Costs

							=====							
Dept.	Demand ID	Course	Category	Sub Category	Description	Emplid	Active Scenario	Facility	Instruct.	Vendor	Equipment	Salary	Expense	Total
KF001	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE	0.00	256000.00	0.00	12800.00	2108.74	64000.00	334908.74
KF002	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE	0.00	256000.00	0.00	12800.00	2108.74	64000.00	334908.74
KF003	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE	0.00	64000.00	0.00	3200.00	527.18	16000.00	83727.18
KF004	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE	0.00	64000.00	0.00	3200.00	527.18	16000.00	83727.18
KF004	000015	KF004	PLANNING	RESOURCES	Project Management		BASE	8786.40	3514.56	56232.95	3075.24	10543.68	70291.19	152444.02
KF005	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE	0.00	32000.00	0.00	1600.00	263.59	8000.00	41863.59
KF006	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE	0.00	32000.00	0.00	1600.00	263.59	8000.00	41863.59
KF006	000016	KF004	PLANNING	RESOURCES	Project Management		BASE	3514.56	1405.82	22493.18	1230.10	0.00	28116.48	56760.14

Collective Demands Total Costs								12300.96	708920.38	78726.13	39505.34	16342.70	274407.67	1130203.18

KF001	000019	KF003	MANAGEMENT	CAREER DEV	Performance Management		KF0001	351.46	1054.37	4393.20	1098.30	527.18	2460.19	2866.56
KF002	000018	KF002	HUMRES	NEW HIRE	Corporate Orientation		KF0007	1317.96	70.29	234.30	8.79	49.42	197.69	506.68
KF002	000017	KF002	HUMRES	NEW HIRE	Corporate Orientation		KF0012	1317.96	70.29	234.30	8.79	32.95	197.69	490.21

								2987.38	1194.95	4861.81	1115.88	609.56	2855.58	3863.45
=====														
Total Costs								15288.34	710115.34	83587.94	40621.21	16952.26	277263.24	1134066.63

End of Report

PeopleSoft HRMS
FAIR EMPLOYMENT (NORTHERN IRELAND) ACT 1989
FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1989

8. Enter in the appropriate box the number of employees on the date at 3 above described in columns (2) to (7) who are employed in the major groups of the Standard Occupational Classification described in column (1).

STANDARD OCCUPATIONAL CLASSIFICATION MAJOR GROUPS	NO. OF MALE PROTESTANT EMPLOYEES	NO. OF MALE ROMAN CATHOLIC EMPLOYEES	NO. OF MALE EMPLS. WHOSE CMNTY CANNOT BE DETERMINED	NO. OF FEMALE PROTESTANT EMPLOYEES	NO. OF FEMALE ROMAN CATHOLIC EMPLOYEES	NO. OF FEMALE EMPLS. WHOSE CMNTY CANNOT BE DETERMINED
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1 Managers and administrators	0	1	0	0	0	0
2 Professional occupations	0	0	0	0	0	0
3 Assoc. professional/technical	0	0	0	0	0	0
4 Clerical and secretarial	0	0	0	0	0	0
5 Crafts and skilled manual	0	0	0	0	0	0
6 Personal and protective	0	0	0	0	0	0
7 Sales occupations	0	0	0	0	0	0
8 Plant and machine operatives	0	0	0	0	0	0
9 Other occupations	0	0	0	0	0	0
TOTALS	0	1	0	0	0	0

9. Enter in the appropriate box the number of employees on the date at 3 above described in columns (2) to (7) who are apprentices.

	NO. OF MALE PROTESTANT EMPLOYEES	NO. OF MALE ROMAN CATHOLIC EMPLOYEES	NO. OF MALE EMPLS. WHOSE CMNTY CANNOT BE DETERMINED	NO. OF FEMALE PROTESTANT EMPLOYEES	NO. OF FEMALE ROMAN CATHOLIC EMPLOYEES	NO. OF FEMALE EMPLS. WHOSE CMNTY CANNOT BE DETERMINED
(1)	(2)	(3)	(4)	(5)	(6)	(7)
APPRENTICES	0	0	0	0	0	0

10. Enter in the appropriate box (if applicable) the number of employees on the date at 3 above described in columns (2) to (7) whose community has been determined in accordance with Regulation 10(1) of the Fair Employment (Monitoring) Regulations (Northern Ireland) 1989 (residuary method of monitoring).

	NO. OF MALE PROTESTANT EMPLOYEES	NO. OF MALE ROMAN CATHOLIC EMPLOYEES		NO. OF FEMALE PROTESTANT EMPLOYEES	NO. OF FEMALE ROMAN CATHOLIC EMPLOYEES	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
EMPLOYEES WHOSE COMMUNITY HAS BEEN DETERMINED UNDER THE RESIDUARY METHOD OF MONITORING	0	0		0	0	

PeopleSoft HRMS
FAIR EMPLOYMENT (NORTHERN IRELAND) ACT 1989
FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1989

PART B - To be completed ONLY by Registered Employers of more than 250 employees and all Specified Public Authorities

COMPOSITION OF APPLICANTS INCLUDING APPOINTEES AND NEWLY APPOINTED APPRENTICES
Pursuant to section 27(3) and (4) of the Fair Employment (Northern Ireland) Act 1989

11. Period to which the information in this part relates: 01/01/1980 to 31/12/2000

12. Total number of applicants for employment during the above period: 0

13. Enter in the appropriate box in column (2) the number of applicants at 12 above who are male, and in column (3) the number who are female, and are described in column (1).

APPLICANTS (1)	MALE (2)	FEMALE (3)
(a) Number of Protestant applicants	0	0
(b) Number of Roman Catholic applicants	0	0
(c) Number of applicants whose community cannot be determined	0	0
(d) Total number of applicants	0	0
(e) Number of applicants at 12 above treated as Protestant in accordance with Regulation 10(2) of the Fair Employment (Monitoring) Regulations (NI) 1989 (residuary method of monitoring)	0	0
(f) Number of applicants at 12 above treated as Roman Catholic in accordance with Regulation 10(2) of the Fair Employment (Monitoring) Regulations (NI) 1989 (residuary method of monitoring)	0	0

14. Number of applicants at 12 above who are

- (a) newly appointed apprentices 0
- (b) appointees 0

15. Enter in the appropriate box in column (2) the number of males who are newly appointed apprentices and in column (3) the number of females who are newly appointed apprentices, and are described in column (1).

NEWLY APPOINTED APPRENTICES (1)	MALE (2)	FEMALE (3)
(a) Protestant	0	0
(b) Roman Catholic	0	0
(c) Whose community cannot be determined	0	0
(d) Total	0	0

16. Enter in the appropriate box in column (2) the number of males who are appointees and in column (3) the number of females who are appointees, and are described in column (1).

APPOINTEES (1)	MALE (2)	FEMALE (3)
(a) Protestant	0	0
(b) Roman Catholic	0	0
(c) Whose community cannot be determined	0	0
(d) Total	0	0

17. Enter in the appropriate box the number of applicants at 12 above described in columns (2) to (7) who are employed in the major groups of the Standard Occupational Classification described in column (1).

PeopleSoft HRMS
FAIR EMPLOYMENT (NORTHERN IRELAND) ACT 1989
FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1989

PART C - To be completed by all Registered Employers and Specified Public Authorities

18. Signed -----
19. Print name Mr Seamus Patrick O'Flaherty

20. Position in concern -----
21. Date 31/08/2000

ADDITIONAL INFORMATION

You are not required to supply the following information but it would be very helpful to the Commission if you did so.

22. Please give a contact for any queries arising from this return

Name -----

Telephone No -----

23. Please state the method of monitoring used in compiling this return:

THIS RETURN SHOULD BE COMPLETED WITHIN 4 MONTHS OF YOUR REGISTRATION OR ANNIVERSARY DATE AND SENT TO:

Fair Employment Commission
Andras House
60 Great Victoria Street
BELFAST BT2 7BB

Actual Awards Report - Detail

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Currency Cd USD

Emplid	Empl Rcd	Empl Name	Target Award	Annual Rate	Job Code	Min/Max	Actual Award	Award Value
Group : KEEXECUTIVES Executive US&CAN								
KC0002	0	Dunbar,Kirby	10500.000000	105000.000000	KC002 Dir Can	Max	5000.000000	5000.000000
KU0005	0	Aliverdi,Reza	12376.000000	123760.000000	KU210 Dir-HR	Max	5000.000000	5000.000000
Totals for Group :								10000.000000
								10000.000000
KEEXECUTIVES								
KSALES								
KCSALES								
KUSALES								
Group : KVCALL Variable Comp ALL								
KU0003	0	Parsons,Jean	25050.000000	182400.000000	KU200 VP-Admin	Max	5000.000000	5000.000000
KU0007	0	Locherty,Betty	15000.000000	150000.000000	KU230 Dir-Finan	Max	5000.000000	5000.000000
Totals for Group :								10000.000000
								10000.000000
KEEXECUTIVES								
KSALES								
KCSALES								
KUSALES								
Totals for Plan :								20000.000000

End of Report

Budget Report - Summary

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Currency Cd USD

	Weight %	% Attained
Organization	40.00	80.00
Group	20.00	97.00
Individual	40.00	120.00

			Min Award	Max Award	Carryover	Projected Payout
Group	KCSALES	Sales CAN	25844.000000	29820.000000	0.000000	45171.336000
Group	KEXECUTIVES	Executive US&CAN	2982.000000	14910.000000	0.000000	20054.944000
Group	KUSALES	Sales USA	2982.000000	14910.000000	0.000000	23299.360000
Group	KVCALL	Variable Comp ALL	994.000000	4970.000000	0.000000	14910.000000
Totals for Plan :						106566.740000

End of Report

Budget Report - Detail

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Currency Cd USD

	Weight %	% Attained
Organization	40.00	80.00
Group	20.00	97.00
Individual	40.00	120.00

Emplid	Empl Rcd	Name	Job Code	Pay Formula	Min Award	Max Award	Carryover	Projected Payout
Group KCSALES Sales CAN								
KC0001	0	Griffiths,Martina Rae	KC003	Sr Secrtry	4970.000000	4970.000000	0.000000	3131.100000
KC0008	0	Wilson,Kenneth John	KC021	Sales PC	4970.000000	4970.000000	0.000000	7156.800000
KC0013	0	Tucker,Margaret	KC020	Sales Mgr	4970.000000	4970.000000	0.000000	8703.464000
KC0021	0	Davies,Craig R	KC014	Sys Anlyst	4970.000000	4970.000000	0.000000	5467.000000
KC0022	0	Sinclair,Betty Anne	KC021	Sales PC	4970.000000	4970.000000	0.000000	7979.832000
KC0027	0	Andrews,Fred	KC021	Sales PC	4970.000000	4970.000000	0.000000	5427.240000
Totals for Group :					25844.000000	29820.000000	0.000000	45171.336000
Group KEEXECUTIVES Executive US&CAN								
KC0002	0	Dunbar,Kirby	KC002	Dir Can	994.000000	4970.000000	0.000000	10437.000000
KCI002	0	Baar,John	KC002	Dir Can	994.000000	4970.000000	0.000000	5168.800000
KU0005	0	Aliverdi,Reza	KU210	Dir-HR	994.000000	4970.000000	0.000000	12301.744000
Totals for Group :					2982.000000	14910.000000	0.000000	20054.944000
Group KUSALES Sales USA								
KU0051	0	Schuster,Dilon	KU058	Prod Cnslt	994.000000	4970.000000	0.000000	2584.400000
KU0064	0	Wong,Benny	KU058	Prod Cnslt	994.000000	4970.000000	0.000000	2584.400000
KU0082	0	Saxon,Mable	KU058	Prod Cnslt	994.000000	4970.000000	0.000000	2584.400000
Totals for Group :					2982.000000	14910.000000	0.000000	23299.360000
Group KVCALL Variable Comp ALL								
KU0003	0	Parsons,Jean	KU200	VP-Admin	994.000000	4970.000000	0.000000	18130.560000
KU0007	0	Locherty,Betty	KU230	Dir-Finan	994.000000	4970.000000	0.000000	14910.000000
Totals for Group :					994.000000	4970.000000	0.000000	14910.000000
Totals for Plan :					37772.000000	69580.000000	0.000000	106566.740000

End of Report

Calculate Awards Report - Detail

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Currency Cd USD

Emplid	Empl Rcd	Name	Target Award	Annual Rate	Job Code	Min/Max	Calculated Award	Calculated Value	Carryover Balance
Group : KEXECUTIVES Executive US&CAN									
KC0002	0	Dunbar,Kirby	10500.000000	105000.000000	KC002 Dir Can	Max	5000.000000	5000.000000	
KU0005	0	Aliverdi,Reza	12376.000000	123760.000000	KU210 Dir-HR	Max	5000.000000	5000.000000	
Totals for Group :							10000.000000	10000.000000	
Group : KVCALL Variable Comp ALL									
KU0003	0	Parsons,Jean	25050.000000	182400.000000	KU200 VP-Admin	Max	5000.000000	5000.000000	
KU0007	0	Locherty,Betty	15000.000000	150000.000000	KU230 Dir-Finan	Max	5000.000000	5000.000000	
Totals for Group :							10000.000000	10000.000000	
Totals for Plan :							20000.000000	20000.000000	

End of Report

Calculate Awards Report - Summary

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Currency Cd USD

		Calculated Award	Calculated Value	Carryover Balance
Group : KEXECUTIVES	Executive US&CAN	10000.000000	10000.000000	
Group : KVCALL	Variable Comp ALL	10000.000000	10000.000000	
Totals for Plan :		20000.000000	20000.000000	

End of Report

Carryover Awards Report - Detail

08/30/2000 ¹

Plan Id KCORP
 Payout Prd Id Q1
 Currency Cd USD

Emplid	Empl Rcd	Name	Carryover Balance
Group : KEXECUTIVES Executive US&CAN			
KC0002	0	Dunbar,Kirby	1000.000000
KU0005	0	Aliverdi,Reza	1750.000000
Totals for Group :			2750.000000
Group : KVCALL Variable Comp ALL			
KU0003	0	Parsons,Jean	1320.000000
KU0007	0	Locherty,Betty	2000.000000
Totals for Group :			3320.000000
Totals for Plan :			6070.000000

Carryover Awards Report - Summary

08/30/2000¹

Plan Id KCORP
Payout Prd Id Q1
Currency Cd USD

Carryover Balance

Group : KEXECUTIVES	Executive US&CAN	2750.000000
Group : KVCALL	Variable Comp ALL	3320.000000
Totals for Plan :		6070.000000

Employee History Report

From Date 1990/01/01
 Thru date 2000/12/31
 Emplid KC0001
 Empl Rcd # : 0
 Name : Griffiths,Martina Rae

Plan Id	Payout Prd Id	Target Value	Award Dt	Award Value	Award Units
KADHOC Adhoc Plan - Favourite Employee	Q1	0.000000	05/24/2000	2000.000000	
Totals for Plan :		0.000000		2000.000000	
KU1ISO1990 1990 - 1999 Annual ISO	1994	0.000000	12/31/1994	40000.000000	4000.000000
KU1ISO1990 1990 - 1999 Annual ISO	1995	0.000000	12/29/1995	40000.000000	4000.000000
KU1ISO1990 1990 - 1999 Annual ISO	1996	0.000000	12/31/1996	40000.000000	4000.000000
KU1ISO1990 1990 - 1999 Annual ISO	1997	0.000000	12/31/1997	40000.000000	4000.000000
KU1ISO1990 1990 - 1999 Annual ISO	1998	0.000000	12/31/1998	25000.000000	2500.000000
Totals for Plan :		0.000000		185000.000000	18500.000000
Totals for Employee (Empl Rcd # : 0)		0.000000		187000.000000	18500.000000
Grand Total :		0.000000		187000.000000	18500.000000

Employee History Report

From Date 2000/01/01
Thru date 2000/12/31
Emplid KC0002
Empl Rcd # : 0
Name : Dunbar, Kirby

Plan Id	Payout Prd Id	Target Value	Award Dt	Award Value	Award Units
KCORP Tree Plan - Corporate Compensa	Q1	10500.000000	03/31/2000	5000.000000	
Totals for Plan :		10500.000000		5000.000000	
Totals for Employee (Empl Rcd # : 0)		10500.000000		5000.000000	
Grand Total :		10500.000000		5000.000000	

Employee History Report

From Date 2000/01/01
Thru date 2000/12/31
Emplid KU0005
Empl Rcd # : 0
Name : Aliverdi,Reza

Plan Id	Payout Prd Id	Target Value	Award Dt	Award Value	Award Units
KCORP Tree Plan - Corporate Compensa	Q1	12376.000000	03/31/2000	5000.000000	
Totals for Plan :		12376.000000		5000.000000	
Totals for Employee (Empl Rcd # : 0)		12376.000000		5000.000000	
Grand Total :		12376.000000		5000.000000	

08/30/2000

1

Plan Id KCORP
Tree Plan - Corporate Compensation
Payout Prd Id Q1
Currency Cd USD
Org Perf Factor 0.99

Funding Allocations Report

		Group Perf Factor	Target Value	Actual Funding	Variance	Unallocated Balance
KCSALES	Sales CAN	0.935	29444.000000	0.000000	-29444.000000	0.000000
KEXECUTIVES	Executive US&CAN	0.850	22876.000000	22000.000000	-876.000000	12000.000000
KSALES	Sales US&CAN	0.935	11356.000000	11000.000000	-356.000000	11000.000000
KUSALES	Sales USA	0.935	7800.000000	0.000000	-7800.000000	0.000000
KVCALL	Variable Comp ALL	0.850	40050.000000	80000.000000	39950.000000	37000.000000
Grand Total :			111526.000000	113000.000000	1474.000000	60000.000000

End of Report

Guarantees Report - Detail

08/30/2000¹

Plan Id KFBONUS1 Company KF1 Bonus Plan
 Payout Prd Id S1
 Currency Cd FRF

Emplid	Empl Rcd	Name	Guarantee
KF0001	0	Berger, Maurice	1300.000000
KF0002	0	Grioux, Ghislaine	1300.000000
KF0003	0	Granjean, Serge	1300.000000
KF0004	0	Singleton, Mary-Ann	1300.000000
KF0010	0	Dante, Beatrice	1300.000000
KF0012	0	Grand, Stephane	1300.000000

Totals for Plan : 7800.000000

Guarantees Report - Summary

08/30/2000¹

Plan Id KFBONUS1 Company KF1 Bonus Plan
Payout Prd Id S1
Currency Cd FRF

Guarantee

Totals for Plan : 7800.000000

08/31/2000

1
Plan Id KFADHOC
Ad-Hoc Bonus Plan for French Employees
Payout Prd Id Q1
Currency Cd FRF
Valuation KF001
Value Amount FRF 5000.000000

Non Monetary Awards Report - Summary

	Target Value	Award Unit	Actual Award	Award Value
Totals for Plan :	0.000000	5.000000	8800.000000	25000.000000

End of Report

Plan Id KFADHOC
 Ad-Hoc Bonus Plan for French Employees
 Payout Prd Id Q1
 Currency Cd FRF
 Valuation KF001
 Value Amount FRF 5000.000000

Non Monetary Awards Report - Detail

Emplid	Empl Rcd	Name	Target Value	Award Unit	Min/Max Award	Actual Award	Award Value
KF0001	0	Berger, Maurice	0.000000	1.000000	Man	1500.000000	5000.000000
KF0005	0	Halcyon, D'orothea	0.000000	1.000000	Man	1500.000000	5000.000000
KF0006	0	Jarek, Nicole	0.000000	1.000000	Man	2000.000000	5000.000000
KF0007	0	Desmaretz, Jean	0.000000	1.000000	Man	1800.000000	5000.000000
KF0012	0	Grand, Stephane	0.000000	1.000000	Man	2000.000000	5000.000000
Totals for Plan :			0.000000	5.000000		8800.000000	25000.000000

Plan History Report

1
08/30/2000

Plan Id KCORP Tree Plan - Corporate Compensation
From Date 2000/01/01
Thru date 2001/12/31
Currency Cd USD

Goal Sharing Start Date 2000/01/01
Weighted Goals End Date 2000/12/31

Payout Prd Id	Start Date	End Date	Award Value	Prora	Approver	Name
Q1	2000-01-01	2000-03-31	20000.000000	Y		

Variance Report of Actual Vs Target - Detail

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Currency Cd USD

Emplid	Empl Name Rcd	Target Award	Target Value	Min/Max Award	Actual Award	Award Value	Variance
Group : KEXECUTIVES Executive US&CAN							
KC0002	0 Dunbar,Kirby	10500.000000	10500.000000	Max	5000.000000	5000.000000	5500.000000
KU0005	0 Aliverdi,Reza	12376.000000	12376.000000	Max	5000.000000	5000.000000	7376.000000
Totals for Group :			22876.000000			10000.000000	12876.000000
KEXECUTIVES		22876.000000	12876.000000			10000.000000	
KSALES		0.000000	0.000000			0.000000	
KCSALES		0.000000	0.000000			0.000000	
KUSALES		0.000000	0.000000			0.000000	
Group : KVCALL Variable Comp ALL							
KU0003	0 Parsons,Jean	25050.000000	25050.000000	Max	5000.000000	5000.000000	20050.000000
KU0007	0 Locherty,Betty	15000.000000	15000.000000	Max	5000.000000	5000.000000	10000.000000
KEXECUTIVES		22876.000000	12876.000000			10000.000000	
KSALES		0.000000	0.000000			0.000000	
KCSALES		0.000000	0.000000			0.000000	
KUSALES		0.000000	0.000000			0.000000	
Totals for Group :			62926.000000			20000.000000	42926.000000
Totals for Plan :			108678.000000			40000.000000	68678.000000

End of Report

Variance Report of Actual Vs Target - Summary

Plan Id KCORP Tree Plan - Corporate Compensation
Payout Prd Id Q1
Currency Cd USD

Variance

Group : KEXECUTIVES	Executive US&CAN	12876.000000
Group : KVCALL	Variable Comp ALL	42926.000000
Totals for Plan :		68678.000000

End of Report

Plan Goals for Organizations and Groups

1
08/30/2000

Plan Id KCORP Tree Plan - Corporate Compensation
 Payout Prd Id Q1
 Weight %
 Organization 40.00
 Group 20.00
 Individual 40.00

Organization Goals

Goal Id / Description	Weight %	% Attained
KCUSTOMER Customer Satisfaction	40.00	90.00
KQUARTERLY Quartely Sales Goals	60.00	105.00

Group Goals

Group KVCALL Variable Compensation Groups

Goal Id / Description	Weight %	% Attained
KCUSTOMER Customer Satisfaction	30.00	85.00
KFMARGIN Company Margin	70.00	96.00

Group KCSALES Sales CAN
 Parent Group KSALES

Goal Id / Description	Weight %	% Attained
-----------------------	----------	------------

No goals assigned. This group will use goals assigned to its parent

Group KEXECUTIVES Executive US&CAN
 Parent Group KVCALL

Goal Id / Description	Weight %	% Attained
-----------------------	----------	------------

KPRODUCTN Production Improvements	100.00	87.00
-----------------------------------	--------	-------

Group KSALES Sales US&CAN
 Parent Group KVCALL

Goal Id / Description	Weight %	% Attained
-----------------------	----------	------------

KCUSTOMER Customer Satisfaction	33.00	96.00
KFMARGIN Company Margin	33.00	96.00
KQUARTERLY Quartely Sales Goals	34.00	110.00

Group KUSALES Sales USA
 Parent Group KSALES

Goal Id / Description	Weight %	% Attained
-----------------------	----------	------------

No goals assigned. This group will use goals assigned to its parent

Tree Inconsistency Report

1
08/30/2000

Plan Id KCORP Tree Plan - Corporate Compensation
Payout Prd Id Q1
Tree Name VC_TREE
Tree Date 01/02/2000

Group		Emplid	Empl Rcd #	Name
KEXECUTIVES	Executive US&CAN	KC0002	0	Dunbar, Kirby
		KCI002	0	Baar, John
		KU0005	0	Aliverdi, Reza

Subscription Error Report

1
08/30/2000

Plan Id KCORP Tree Plan - Corporate Compensation
Payout Prd Id Q1
Currency Cd USD

Emplid	Empl Rcd	Name	Award Value	Status	Rejected Reason
--------	----------	------	-------------	--------	-----------------

Group : KEXECUTIVES		Executive US&CAN			
KC0002	0	Dunbar, Kirby	5000	Error	Invalid EC

Child Groups :

Group : KVCALL		Variable Comp ALL			
KU0003	0	Parsons, Jean	5000	Error	Tran exist

Child Groups :
KEXECUTIVES
KSALES
KCSALES
KUSALES

PeopleSoft
TREE MEMBER OVERLAP

Report ID: VCP001

Page No. 1
Run Date 08/30/2000
Run Time 17:05:52

Tree Name As Of Date
VC_TREE 08/30/2000

Group ID n1	Effdt n1	Group ID n2	Effdt n2	Employee ID	Employee Name	Employee Rcd#	Job Code	Job Description
KCSALES	01/01/2000	KSALES	01/01/2000	KC0013	Tucker, Margaret	0	KC020	Sales Manager
KSALES	01/01/2000	KUSALES	01/01/2000	KU0082	Saxon, Mable	0	KU058	Product Consultant-Sales

End of Report

