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# PeopleSoft Enterprise Talent Acquisition Manager 9.0 Reports

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**December 2006**

PeopleSoft Enterprise Talent Acquisition Manager 9.0 Reports  
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# About This PeopleBook Preface

PeopleBooks provide you with the information that you need to implement and use PeopleSoft applications.

This preface discusses:

- Related documentation.
- Comments and suggestions.

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## Documentation Updates and Printed Documentation

This section discusses how to:

- Obtain documentation updates.
- Download and order printed documentation.

### Obtaining Documentation Updates

You can find updates and additional documentation for this release, as well as previous releases, on Oracle's PeopleSoft Customer Connection website. Through the Documentation section of Oracle's PeopleSoft 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 line of PeopleSoft Enterprise documentation that is delivered on your PeopleBooks CD-ROM.

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**Important!** Before you upgrade, you must check Oracle's PeopleSoft Customer Connection for updates to the upgrade instructions. Oracle continually posts updates as the upgrade process is refined.

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### See Also

Oracle's PeopleSoft Customer Connection, [http://www.oracle.com/support/support\\_peoplesoft.html](http://www.oracle.com/support/support_peoplesoft.html)

### Downloading and Ordering Printed Documentation

In addition to the complete line of documentation that is delivered on your PeopleBook CD-ROM, Oracle makes PeopleSoft Enterprise documentation available to you via Oracle's website. You can:

- Download PDF files.
- Order printed, bound volumes.

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You can download PDF versions of PeopleSoft Enterprise documentation online via the Oracle Technology Network. Oracle makes these PDF files available online for each major release shortly after the software is shipped.

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### **Ordering Printed, Bound Volumes**

You can order printed, bound volumes of selected documentation via the Oracle Store.

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While we cannot guarantee to answer every email message, we will pay careful attention to your comments and suggestions.

# CHAPTER 1

## PeopleSoft Talent Acquisition Manager Reports

PeopleSoft Enterprise Talent Acquisition Manager supplies a group of standard reports to help you review the entries in the various tables you use to set up controls for your recruiting system.

This appendix provides summary tables of Talent Acquisition Manager reports.

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**Note.** For samples of these reports, see the PDF files published on CD-ROM with your documentation.

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### Talent Acquisition Manager Reports: A to Z

This table lists Talent Acquisition Manager reports by report ID. If you need more information about a report, refer to the report details at the end of this appendix.

Report ID and Report Name	Description	Navigation	Run Control Page
HRS001 Adverse Impact Analysis (USA)	Analyzes information on recruitment and hiring practices.  <b>Note.</b> This report does not support languages other than the base language.	Recruiting, Reports, Adverse Impact (USA), Adverse Impact Analysis (USA)	RUN_CNTL_REG_INTRO
HRS001UK Adverse Impact (UK)	Lists job offers and applications by ethnic groups and gender.	Recruiting, Reports, Adverse Impact (UK), Adverse Impact (UK)	RUNCTL_FROMTHRU
HRS011 Applicant Summary by Job	For each job opening, this report lists the number of applicants and percentage of total applicants that applied, sorted by source type and specific source. (SQR).	Recruiting, Report, Applicant Summary by Job, Applicant Summary by Job	PRCSRUNCNTL
HRS012 Applicant Summary by Source	Lists the number of applicants and percentage of total applicants sorted by source type and specific source (regardless of job opening). (SQR).	Recruiting, Report, Applicant Summary by Source, Applicant Summary by Source	PRCSRUNCNTL
HRS820 Candidate Evaluations List	Produces three Evaluation of Candidate reports sorted by applicant ID, name, and score. (Crystal)	Recruiting, Reports, Candidate Evaluations List, Candidate Evaluations List	HRS_RUN_HRS820

Report ID and Report Name	Description	Navigation	Run Control Page
HRS005 Candidate Listing	This report combines job opening information with a list of candidates being interviewed for the position. It groups requisitions by Department ID. (SQR)  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.	Recruiting, Reports, Candidate Listing, Candidate Listing	PRCSRUNCNTL
HRS821 Certificate of Eligibles	Generates a Certificate of Eligibles report. (Crystal)	Recruiting, Reports, Certificate of Eligibles, Certificate of Eligibles	HRS_RUN_HRS821
HRS032 Full Text Vacancy Report	Generates a hard copy of the full vacancy announcement. This must be run after you have created the USA Jobs Feed. (SQR)	Recruiting, Reports, Full Text Vacancy, Full Text Vacancy	RUN_HRS032
HRS034 Job Code and Position Audit	Cross references position numbers and job codes.	Recruiting, Reports, Job Code and Position Audit	RUNCTL_FGASOFDT
HRS002 Job Group Movement Analysis	Provides racial and gender demographic data regarding your hiring process. (SQR).  <b>Note.</b> This report does not support languages other than the Base Language	Recruiting, Reports, Job Group Movement Analysis, Job Group Movement Analysis	RUN_CNTL_REG_INTRO
HRS014 Job Posting	Extracts job posting data from the database and formats it for merging into Microsoft Word documents. (SQR, Word for Windows).	Recruiting, Reports, Job Posting, Job Posting	HRS_RUN_APP014
HRS816 Priority Placement Table	List the valid priority placement values.	Recruiting, Reports, Priority Placement Table, Priority Placement Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
HRS006 Job Opening Cost Analysis	Provides a breakdown of expense types and amounts for each job opening. (SQR)  For each job opening, the report lists the job opening 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 job opening number. A department summary includes an expense total for all job openings, each expense category, and calculates a department-average cost-per-hire amount.	Recruiting, Reports, Job Opening Cost Analysis, Job Opening Cost Analysis	PRCSRUNCNTL
HRS003 Job Opening Status Listing	For each job opening, the report lists job information, job opening status, recruiter, the number of applicants, and expenses information.	Recruiting, Reports, Job Opening Status, Job Opening Status	PRCSRUNCNTL
PKG004 Salary Package Model	Lists applicant salary package models.	Recruiting, Reports, Salary Package Model, Salary Package Model	HRS_RUN_PKG004_APP
HRS010 Vacant Budgeted Positions	Lists all vacant budgeted positions.	Recruiting, Reports, Vacant Budgeted Positions, Vacant Budgeted Positions	Run_HRS010



## CHAPTER 2

# Report Samples

This chapter provides report samples.

For the online samples of these reports, see the PDF files that are published on CD-ROM with your online documentation.

For the period 01/01/2004 through 11/08/2004

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	33	0	0	0	0	0	8	25	33
Total Offers	9	0	0	0	0	0	2	7	9
% Impact	27.27	0.00	0.00	0.00	0.00	0.00	25.00	28.00	27.27
% Impact	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Hired	5	0	0	0	0	0	0	5	5
% Impact	15.15	0.00	0.00	0.00	0.00	0.00	0.00	20.00	15.15
% 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

# Adverse Impact Report

GERNational Office  
 1111 Constitution Avenue, NW  
 Room 1214 HQ  
 Washington, DC  
 USA

# CONFIDENTIAL

Run Date: 11/08/2004  
 Page No. 1  
**Run for All Establishments**  
**From 01/01/2004 Thru 11/08/2004**

## Adverse Impact Summary

### Adverse Impact by EEO Groups

Action	EEO Groups					
	Comparison EEO Group	White	Black	Hispanic	Asian	American Indian
Hiring Rate	N/A	NO	NO	NO	NO	NO
Promotion Rate	N/A	NO	NO	NO	NO	NO
Termination Rate	N/A	NO	NO	NO	NO	NO

### Adverse Impact by Gender

Action	Comparison Gender Group	
	Male	Female
Hiring Rate	N/A	NO
Promotion Rate	N/A	NO
Termination Rate	N/A	NO

## Adverse Impact Detail

### Success Rate for EEO Groups

Action	EEO Groups					
	Comparison EEO Group	White	Black	Hispanic	Asian	American Indian
#Applicants	0	0	0	0	0	0
Applicants %	0.00	0.00	0.00	0.00	0.00	0.00
#Hires	0	0	0	0	0	0
Hires %	0.00	0.00	0.00	0.00	0.00	0.00
#Promotions	0	0	0	0	0	0
Promotions %	0.00	0.00	0.00	0.00	0.00	0.00
#Terminations	0	0	0	0	0	0
Terminations %	0.00	0.00	0.00	0.00	0.00	0.00
Total # Employees as of Thru Date	0	0	0	0	0	0
Total %	0	0	0	0	0	0

### Success Rate for Gender

Action	Comparison Gender Group	
	Male	Female
#Applicants	0	0
Applicants %	0.00	0.00
#Hires	0	0
Hires %	0.00	0.00
#Promotions	0	0
Promotions %	0.00	0.00
#Terminations	0	0
Terminations %	0.00	0.00
Total # Employees as of Thru Date	0	0
Total %	0	0

# Job Group Movement Analysis

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave  
Los Angeles, CA 94769  
USA

Run Date: 11/08/2004

Page No. 1

Run for Establishments in Company  
From 01/01/2004 Thru 11/08/2004

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	0	0	0	0	0	0	0	0	0	0
% of Total Hires	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Promotions	0	0	0	0	0	0	0	0	0	0
% of Total Promotions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Terminations	0	0	0	0	0	0	0	0	0	0
% of Total Terminations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	0	0	0
% of Total Hires	0.00	0.00	0.00
#Promotions	0	0	0
% of Total Promotions	0.00	0.00	0.00
#Terminations	0	0	0
% of Total Terminations	0.00	0.00	0.00
Total # Employees as of Thru Date	0	0	0

# Job Group Movement Analysis

Global Business Institute HQ

1400 Madison Ave  
Los Angeles, CA 94769  
USA

# CONFIDENTIAL

Run Date: 11/08/2004

Page No. 2

**Run for Establishments in Company  
From 01/01/2004 Thru 11/08/2004**

Job Group : All Job Groups (Consolidated Report)

	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	0	0	0	0	0	0	0	0	0	0
% of Total Hires	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Promotions	0	0	0	0	0	0	0	0	0	0
% of Total Promotions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Terminations	0	0	0	0	0	0	0	0	0	0
% of Total Terminations	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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	0	0	0
% of Total Hires	0.00	0.00	0.00
#Promotions	0	0	0
% of Total Promotions	0.00	0.00	0.00
#Terminations	0	0	0
% of Total Terminations	0.00	0.00	0.00
Total # Employees as of Thru Date	0	0	0

JOB OPENING STATUS REPORT

Report ID: HRS003

Dept:

Expenses To Date are converted to base currency - USD

Req Number	Job Code	Position	Status	Title	Recruitment Open Date	Recruitment Close Date	Recruiter	Number Candidates	Expenses To Date
1	820030		Open	Specialist-Computer	03/10/1999			3	0.00
2	820030		Open	Specialist-Computer	03/10/1999			0	0.00
3	170070		Open	Assistant-Personnel	03/10/1999			0	0.00
4	140075		Open	Analyst-Program	03/10/1999			0	0.00
5	800000		Open	Secretary	03/10/1999			0	0.00
6	140005		Open	Analyst-Budget	03/10/1999			0	0.00
7	170070		Open	Assistant-Personnel	03/10/1999			0	0.00
8	290035		Open	Clerk-File	03/10/1999			0	0.00
30008	820005	10000003	Draft	Benefits Specialist	07/27/2004			0	0.00
30021			Draft		09/12/2004			0	0.00
30024	K03002		Open	Administrator-HR	09/28/2004		Vicky Adler	6	0.00
100088	170005		Open	Assistant-Administrative	11/01/2004			0	0.00
100191	130020		Pending	Agent-HR Help Desk L1	11/02/2004			0	0.00
100200	N00003		Draft	Chief Technology Officer	11/03/2004			0	0.00

Report ID: HRS003  
 Dept: 10000

JOB OPENING STATUS REPORT

Expenses To Date are converted to base currency - USD

Page No. 2  
 Run Date 11/08/2004  
 Run Time 15:36:14

Req Number	Job Code	Position	Status	Title	Recruitment Open Date	Recruitment Close Date	Recruiter	Number Candidates	Expenses To Date
10010	120010		Open	Administrator-Human Resources	11/03/1998		Indira Tendulkar	3	0.00
10020	290030	19000022	Open	Data Entry Clerk	08/30/2004		Steven Mackey	0	0.00
10021	820065	19000007	Open	HRIS Specialist	08/30/2004		Steven Mackey	0	0.00
10031	290030	19000022	Open	Data Entry Clerk	08/30/2004		Steven Mackey	0	0.00
30003	600035	10000001	Open	Manager-Compensation/Benefits	07/26/2004			7	0.00
30009	140065	10000002	Open	Human Resource Analyst	08/10/2004		Vicky Adler	4	0.00
30010	600035	10000001	Open	Manager-Compensation/Benefits	08/10/2004		Vicky Adler	4	0.00
30017	820065	19000012	Closed	HRIS Specialist	09/12/2004		Vicky Adler	6	0.00
30023	600060		Open	Manager-Employee Relations	09/12/2004		Vicky Adler	4	0.00
35000	140060	19000083	Open	HRMS Analyst	09/13/2004		Joyce Hayden	0	0.00
35008			Open		08/26/2003		Joyce Hayden	6	0.00
100080	820065	19000007	Open	HRIS Specialist	06/28/2001			0	0.00
100081	820075	19000015	Open	Labor Relations Specialist	06/28/2001		Antonio Santos	0	0.00
100083	170005	19000018	Open	Administrative Assistant	10/29/2004			2	0.00
100085	170005	19000018	Open	Administrative Assistant	10/29/2004		Betty Locherty	0	0.00
100185	K03002	K0N30002	Open	Administrator-HR	11/01/2004			1	0.00
100192	120010		Open	Administrator-Human Resources	11/02/2004			0	0.00
120001	800010	19000017	Closed	Senior Secretary	11/01/1989	01/01/1990		2	0.00
120004	600060	19000101	Open	Mgr Employee Relations	05/01/1990			3	55.00
190001	820065		Closed	Specialist-HRIS	12/01/1999			2	500.00
200003	420060		Closed	Director-Human Resources	07/23/2001			1	0.00
200005	310015		Closed	Consultant-Senior	07/23/2001			1	0.00
290001	170005	19000018	Closed	Administrative Assistant	07/01/1997	09/12/1997		3	8000.00
290002	310015	19000089	Closed	Consultant-Senior	09/02/1980	11/02/1980		2	10.00
290006	600065	19000004	Open	Manager-Employment/Recruitment	07/15/2000		Charles Baran	1	4000.00
290007	820065	19000007	Open	HRIS Specialist	09/29/2000		Richie Finnes	6	230.00
290009	820065	19000007	Open	HRIS Specialist	10/05/2000		Richie Finnes	3	15.00
290014	820005	19000010	Open	Benefits Specialist	08/09/2001		Martina Griffiths	0	100.00
290021	600035	19000003	Open	Manager-Compensation/Benefits	08/13/2001		Martina Griffiths	0	550.00
290022	820065	19000007	Open	HRIS Specialist	08/13/2001		Martina Griffiths	0	640.00
290036	140060	19000083	Open	HRMS Analyst	06/10/2002		Corrine Tran	2	350.00
290038	170005	19000018	Open	Administrative Assistant	06/14/2002		Marc Kessler	0	0.00
290045	310015	19000089	Open	Consultant-Senior	07/10/2002			0	0.00
290066	600060		Open	Manager-Employee Relations	10/17/2002			0	0.00
290096	170005	19000018	Open	Administrative Assistant	07/14/2003		Mary Wells	0	0.00
290097	820050	19000016	Open	Health & Safety Specialist	07/14/2003		Mary Wells	0	0.00
290102	820045	19000009	Open	Employment Specialist	07/14/2003		Mary Wells	0	0.00

Report ID: HRS005  
Dept:

PeopleSoft  
CANDIDATE LISTING

Page No. 1  
Run Date 11/05/2004  
Run Time 11:37:49

Req Number	Job Code	Position No.	Status		Candidate ID Name	Status Step	Offer	
30008	820005	10000003	Draft	Benefits Specialist				
			# of Applications:	0	# of Referrals:	0	# of Interviews:	0
30021			Draft					
			# of Applications:	0	# of Referrals:	0	# of Interviews:	0
30024	K03002		Open	Vicky Adler	1016 Cindy Lee 1017 Gregory Wu 1018 Corey Williams 1029 Joan Bennett 1030 Martha Lewis 1031 Stewart Johannsen	Active  Active  Active  Active  Active Referral Active	30000.00 / Annual USD	
			# of Applications:	6	# of Referrals:	1	# of Interviews:	0
			# of Applications:	6	# of Referrals:	1	# of Interviews:	0

Report ID: HRS005  
 Dept: 10000 Human Resources

PeopleSoft  
 CANDIDATE LISTING

Page No. 2  
 Run Date 11/05/2004  
 Run Time 11:37:49

Req Number	Job Code	Position No.	Status	Candidate ID Name	Status Step	Offer
10010	120010		Open	Indira Tendulkar	Active	
				223 Felicity Spicer-Jones	Active	
				224 Robin de la Camara	Active	14000.00 / Annual GBP
				337 Clive Mendonca	Active	
				# of Applications: 3	# of Referrals: 0	# of Interviews: 0
10020	290030	19000022	Open	Data Entry Clerk Steven Mackey		
				# of Applications: 0	# of Referrals: 0	# of Interviews: 0
10021	820065	19000007	Open	HRIS Specialist Steven Mackey		
				# of Applications: 0	# of Referrals: 0	# of Interviews: 0
10031	290030	19000022	Open	Data Entry Clerk Steven Mackey		
				# of Applications: 0	# of Referrals: 0	# of Interviews: 0
30003	600035	10000001	Open	Manager-Compensation/Benefits		
				3 Otto Waalkes	Active	
				4 Terry Shadbolt	Active	
				18 Theresa Kelsey	Active	
				34 John Lund	Active	
				65 Mark Hoffmann	Active	
				219 Pierre Jubinville	Active	
				280 Diane Ironside	Active	90000.00 / Annually USD
				# of Applications: 7	# of Referrals: 0	# of Interviews: 0
30009	140065	10000002	Open	Human Resource Analyst Vicky Adler		
				1033 Abby Montgomery	Active	
				1038	Active	

Report ID: HRS006  
 Dept: 10000 Human Resources

PeopleSoft  
 JOB OPENING COST ANALYSIS  
 Expenses To Date are converted to base currency - USD

Page No. 1  
 Run Date 11/09/2004

Run Time 09:46:09

Job Opening Number	Job Code	Position Number	Status	Title	Recruiter	Applicant	Duration	Expense Type	Amount
10010	1200		Open		Indira Tendulkar				
Job Opening Total:									0.00
10020	2900	19000022	Open	Data Entry Clerk	Steven Mackey				
Job Opening Total:									0.00
10021	8200	19000007	Open	HRIS Specialist	Steven Mackey				
Job Opening Total:									0.00
10031	2900	19000022	Open	Data Entry Clerk	Steven Mackey				
Job Opening Total:									0.00
30003	6000	10000001	Open	Manager-Compensation/Benefits					
Job Opening Total:									0.00
30009	1400	10000002	Open	Human Resource Analyst	Vicky Adler				
Job Opening Total:									0.00
30010	6000	10000001	Open	Manager-Compensation/Benefits	Vicky Adler				
Job Opening Total:									0.00
30017	8200	19000012	Open	HRIS Specialist	Vicky Adler				
Job Opening Total:									0.00
30023	6000		Open		Vicky Adler				
Job Opening Total:									0.00
35000	1400	19000083	Open	HRMS Analyst	Joyce Hayden				
Job Opening Total:									0.00
35008			Open		Joyce Hayden				
Job Opening Total:									0.00
100080	8200	19000007	Open	HRIS Specialist					
Job Opening Total:									0.00

Report ID: HRS007

PeopleSoft  
SALARY PACKAGE MODELS

Page No. 1  
Run Date 11/10/2004  
Run Time 10:46:10

From Date:  
To Date:

Name: Joanne Paulik ID: KA0017 / 0

Package Start Date: 01/01/2003 Effective Date: 01/01/2003  
Package End Date: 31/12/2003 Model No.: 0

Package Status: Proposed Confirmed: No  
Tax Scale: 7 Payroll Tax State: WA

	Annual	Package Period
Total Package Value (TPV):	\$ 94999.40	\$ 94999.40
Total Employment Cost (TEC):	\$ 100000.00	\$ 100000.00
Target TEC:	\$ 100000.00	\$ 100000.00
Carried Forward TEC:	\$ 0.00	\$ 0.00

Pay Frequency	Gross Salary	Tax	Net Salary
Yearly	57236.71	15314.23	41922.48
Annual	57236.71	15314.23	41922.48
Monthly	4769.73	1276.19	3493.54
Daily	220.14	58.90	161.24
Hourly	0.00	0.00	0.00

Component/Additional Component	Component Period		Annual Amounts		Package Period Amounts	
	From	To	TPV	TEC	TPV	TEC
BONUS Bonus	01/01/2003	31/12/2003	7465.66	7465.66	7465.66	7465.66
BONPRT Bonus PRT				415.09		415.09
EXPENSE Expenses	01/01/2003	31/12/2003	15000.00	15000.00	15000.00	15000.00
EXPFBT Expense FBT			17039.02	17039.02	17039.02	17039.02
EXPGST Expense GST				1500.00		1500.00
SALARY Salary Component	01/01/2003	31/12/2003	49771.05	49771.05	49771.05	49771.05
SALPRT Salary PRT				2767.27		2767.27
SUPSGC SGC Superannuation	01/01/2003	31/12/2003	5723.67	5723.67	5723.67	5723.67
SGCPRT Superannuation SGC PRT				318.24		318.24
			94999.40	100000.00	94999.40	100000.00

Report ID: HRS006  
 Dept: 10000 Human Resources

JOB OPENING COST ANALYSIS  
 Expenses To Date are converted to base currency - USD

Page No. 2  
 Run Date 11/09/2004

Run Time 09:46:09

Job Opening Number	Job Code	Position Number	Status	Title	Recruiter	Applicant	Duration	Expense Type	Amount	
100081	8200	19000015	Open	Labor Relations Specialist	Antonio Santos					
									Job Opening Total:	0.00
120001	8000	19000017	Closed	Senior Secretary			61			
									Job Opening Total:	0.00
120004	6000	19000101	Open	Mgr Employee Relations				Telephone	55.00	
									Job Opening Total:	55.00
190001	8200		Closed					Pre-Employment Request	500.00	
									Job Opening Total:	500.00
200003	4200		Closed							
									Job Opening Total:	0.00
200005	3100		Closed							
									Job Opening Total:	0.00
290001	1700	19000018	Closed	Administrative Assistant			73	Relocation	8,000.00	
									Job Opening Total:	8,000.00
290002	3100	19000089	Closed	Consultant-Senior			61	Parking	10.00	
									Job Opening Total:	10.00
290006	6000	19000004	Open	Manager-Employment/Recruitment	Charles Baran			Relocation	4,000.00	
									Job Opening Total:	4,000.00
290007	8200	19000007	Open	HRIS Specialist	Richie Finnes			Pre-Employment Request	230.00	
									Job Opening Total:	230.00
290009	8200	19000007	Open	HRIS Specialist	Richie Finnes			Postage	15.00	
									Job Opening Total:	15.00
290014	8200	19000010	Open	Benefits Specialist	Martina Griffiths			Pre-Employment Request	100.00	
									Job Opening Total:	100.00

Report ID: HRS006  
 Dept: 10000 Human Resources

JOB OPENING COST ANALYSIS  
 Expenses To Date are converted to base currency - USD

Page No. 3  
 Run Date 11/09/2004

Run Time 09:46:09

Job Opening Number	Job Code	Position Number	Status	Title	Recruiter	Applicant	Duration	Expense Type	Amount
290021	6000	19000003	Open	Manager-Compensation/Benefits	Martina Griffiths	Amalia Acevedo Amalia Acevedo		Travel Entertainment Job Boards	316.75 250.00 550.00
								Job Opening Total:	1,116.75
290022	8200	19000007	Open	HRIS Specialist	Martina Griffiths			Job Boards	640.00
								Job Opening Total:	640.00
290036	1400	19000083	Open	HRMS Analyst	Corrine Tran	Edgar Anderson		Travel	350.00
								Job Opening Total:	350.00
290038	1700	19000018	Open	Administrative Assistant	Marc Kessler				
								Job Opening Total:	0.00
290045	3100	19000089	Open	Consultant-Senior					
								Job Opening Total:	0.00
290066	6000		Open						
								Job Opening Total:	0.00
290096	1700	19000018	Open	Administrative Assistant	Mary Wells				
								Job Opening Total:	0.00
290097	8200	19000016	Open	Health & Safety Specialist	Mary Wells				
								Job Opening Total:	0.00
290102	8200	19000009	Open	Employment Specialist	Mary Wells				
								Job Opening Total:	0.00

Dept Summary: Total Expenses: 15,016.75  
 Average Cost-Per-Hire: 2,502.79

Telephone 55.00  
 Pre-Employment Request 830.00  
 Relocation 12,000.00  
 Parking 10.00  
 Postage 15.00  
 Travel 666.75  
 Entertainment 250.00  
 Job Boards 1,190.00

Report ID: HRS006  
 Dept: 11000 Information Systems

Expenses To Date are converted to base currency - USD

Job Opening Number	Job Code	Position Number	Status	Title	Recruiter	Applicant	Duration	Expense Type	Amount
30026	K020		Open						
Job Opening Total:									0.00
35006			Open		Joyce Hayden				
Job Opening Total:									0.00
35009			Open		Joyce Hayden				
Job Opening Total:									0.00
100082	6001	19000029	Open	Manager-HR Systems					
Job Opening Total:									0.00
120002	1400		Closed				75	Postage	10.00
Job Opening Total:									10.00
220001	8201	19220004	Closed	Technical Training Specialist			30		
Job Opening Total:									0.00
290004	8200		Open		Charles Baran			Parking	34.00
Job Opening Total:									34.00
290035	1400		Open		Corrine Tran				
Job Opening Total:									0.00
290057	8200		Open		Charles Baran				
Job Opening Total:									0.00
290067	1400		Open		Fred Wickham				
Job Opening Total:									0.00
Dept Summary:				Total Expenses:	44.00			Postage	10.00
				Average Cost-Per-Hire:	22.00			Parking	34.00

Dept Id	Job Code	Position No.	Position Title	F P C			Position	Reqn	Vacancy Status	Opens	Closes	
				R	T	U						A
				E	M	L	R	D				
				G	P	L	T	L	Status	Date	Ann#	Date
10000	140055	19000084	HR/Payroll Analyst	R	F				Approved	01/01/1980		
	140065	19000102	Human Resources Analyst	R	F				Approved	01/01/1980		
	140065	19000602	Human Resources Analyst	R	F				Approved	01/01/1980		
	140065	19340002	Analyst-Human Resources	R	F				Approved	01/01/1990		
	170005	19000018	Administrative Assistant	R	F				Approved	01/01/1980		
	290030	19000022	Data Entry Clerk	R	F				Approved	01/01/1980		
	290075	19100019	Clerk-Payroll	R	P				Approved	01/01/1985		
	290075	19100022	Clerk-Payroll	R	D				Approved	01/01/2000		
	310015	19000089	Consultant-Senior	R	F				Approved	01/01/1980		
	420060	19350002	HR Director	R	F	Y			Approved	01/01/1980		
	600035	19000003	Manager-Compensation/Benefits	R	F				Approved	01/01/1980		
	700005	19340001	President & CEO	R	F				Approved	01/01/1990		
	800010	19000017	Senior Secretary	R	F				Approved	01/01/1980		
	820005	19000010	Benefits Specialist	R	F				Approved	01/01/1980		
	820040	PUN7037	Specialist -Employee Relations	R	P				Approved	01/01/1990		
	820065	19000007	HRIS Specialist	R	F				Approved	09/01/1996		
	820065	19000012	HRIS Specialist	R	F				Approved	09/01/1996		
	820075	19000015	Labor Relations Specialist	R	F				Approved	01/01/1980		
	910005	19000104	Analyst Trainee	R	F				Approved	01/01/1980		
10200	250000	KF000001	CEO	R	F				Approved	01/01/1990		
	350000	19320001	Country Manager Switzerland	R	F				Approved	01/01/1980		
	350000	KD000001	Country Manager	R	F				Approved	01/01/2000		
10500	110000	L0000050	Accountant	R	F				Approved	01/01/1980		
	140065	10000002	Human Resource Analyst	R	F				Approved	01/01/1990		
	140065	19360011	Human Resource Analyst	R	F				Approved	06/17/2002		
	600230	19000087	Manager-Time & Labour	R	F				Approved	02/01/1996		
	820005	10000003	Benefits Specialist	R	F				Approved	01/01/1990		
	820005	19000103	Benefits Specialist	R	F				Approved	01/01/1980		
	820030	L0000006	Network Services Administrator	R	F				Approved	01/01/1980		
	820090	19000090	Pension Specialist	R	F				Approved	01/01/1980		
105000	420100	L0000002	Director of Personnel	R	F				Approved	01/01/1980		
	820030	L0000007	Computer specialist	R	F				Approved	01/01/1980		
11000	140080	19000030	Systems Analyst	R	F				Approved	01/01/1980		
	260015	L0000003	Chief Personnel Operations	R	F				Approved	01/01/1980		
	600100	19000029	Manager-HR Systems	R	F				Approved	01/01/1980		
12000	170070	L0000004	Personnel Assistant (OA)	R	F				Approved	01/01/1980		
	170070	L0000034	Personnel Assistant	R	F				Approved	05/12/2000		
	850005	L0000036	Employee Relations Specialist	R	F				Approved	01/01/1980		

Dept Id	Job Code	Position No.	Position Title	F P C			Position	Reqn	Ann#	Date	Vacancy Status	Opens	Closes
				R	T	U							
				E	M	L	R	D	Position	Status	Date		
				G	P	L	T	L	Status	Date			
	850025	L0000013	Supervisory Personnel Managem	R			F		Approved	01/01/1980			
13000	110000	19000034	Accountant	R			F		Approved	01/01/1980			
	110000	19100014	Acnts Payable Accountant	R			F		Approved	01/01/1980			
	110000	19210007	Accountant	R			F		Approved	01/01/1980			
	110000	19270007	Accountant	R			F		Approved	01/01/1980			
	110000	19360007	Accountant	R			F		Approved	01/01/1980			
	140005	PUN7010	Analyst-Budget	R			F		Approved	01/01/1990			
	170005	19210008	Admin Assistant	R			F		Approved	01/01/1980			
	170005	19360008	Admin Assistant	R			F		Approved	01/01/1980			
	170030	19000005	Management - Staff Assistant	R			F		Approved	01/01/1980			
	200005	19000024	General Auditor	R			F		Approved	01/01/1980			
	290000	PUN7017	Clerk	R			P		Approved	01/01/1990			
	290015	19000100	Sr Accounts Payable Clerk	R			F		Approved	01/01/1980			
	290040	19100023	Clerk-Finance	R			P		Approved	01/01/2000			
	290040	19100024	Clerk-Finance	R			D		Approved	01/01/2000			
	290075	19000027	Payroll Clerk	R			F		Approved	01/01/1980			
	290075	19000088	Payroll Clerk	R			F		Approved	01/01/1980			
	420050	19210005	Finance Director	R			F	Y	Approved	01/01/1980			
	420060	19210002	HR Director	R			F	Y	Approved	01/01/1980			
	600005	19000074	Manager-Accounts Payable	R			F		Approved	01/01/1980			
	600085	19100013	Manager Accounts Payable	R			F		Approved	01/01/1980			
	600085	19210006	Finance Manager	R			F		Approved	01/01/1980			
	600150	KF000004	Operations Manager	R			F		Approved	01/01/1990			
	670060	19000032	Loan Officer	R			F		Approved	01/01/1980			
	820055	19210003	Human Resources Administrator	R			F		Approved	01/01/1980			
14000	170005	19000056	Administrative Assistant	R			F	Y	Approved	01/01/1980			
	560000	19000097	Janitor	R			F		Approved	01/01/1980			
	580015	19000096	Group Leader-Janitorial	R			F		Approved	01/01/1980			
	600010	KF000006	Administrative Manager	R			F		Approved	01/01/1990			
	820135	19000091	Time & Labour Specialist	R			F		Approved	01/01/1980			
	820140	19000601	Training Specialist	R			F		Approved	01/01/1980			
	940005	10000000	VP-Admin	R			F		Approved	01/01/1990			
21200	710005	19000006	Sales Product Consultant	R			F		Approved	01/01/1980			
21300	820040	L0000012	Employee Relations Specialist	R			F		Approved	01/01/1980			
21400	420130	19000560	Director-South America	R			F		Approved	01/01/1980			
	820040	L0000016	Employee Relations Specialist	R			F		Approved	01/01/1980			
21500	170075	L0000014	Personnel Assistant	R			F		Approved	01/01/1980			

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 %



PeopleSoft

Report ID: HRS034

Page No. 1

Run Date 11/09/2004

As Of Date: 07/01/2004

Run Time 09:52:12

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				Posting	Posting	Expiratn		
			Date		G	P	N								
10000	120010	19220007	01/01/1980	Human Resources Administrator	R			Approved	01/01/1980						Yeni Ölçer
	120010	19270003	01/01/1980	Human Resources Administrator	R			Approved	01/01/1980						Ah Tan
	120010	19350003	01/01/1980	Human Resources Administrator	R			Approved	01/01/1980						Sybil Johnston
	120010	19360003	01/01/1980	Human Resources Administrator	R			Approved	01/01/1980						Jimmy Lim
	140055	19000084	01/01/1980	HR/Payroll Analyst	R			Approved	01/01/1980						
	140055	19000084	01/01/1980	HR/Payroll Analyst	R			Approved	01/01/1980						
	140060	19000083	01/01/1980	HRMS Analyst	R			Approved	01/01/1980	08/26/2003	08/26/2003	11/26/2003	08/26/2003	11/26/2003	Danny Johnson
	140060	19000083	01/01/1980	HRMS Analyst	R			Approved	01/01/1980	08/26/2003	08/26/2003	11/26/2003	08/26/2003	11/26/2003	Danny Johnson
	140065	19000102	01/01/1980	Human Resources Analyst	R			Approved	01/01/1980						Louise Maissoneuve Claudia Valade
	140065	19000102	01/01/1980	Human Resources Analyst	R			Approved	01/01/1980						Louise Maissoneuve Claudia Valade
	140065	19000102	01/01/1980	Human Resources Analyst	R			Approved	01/01/1980						Louise Maissoneuve Claudia Valade
	140065	19000602	01/01/1980	Human Resources Analyst	R			Approved	01/01/1980						Diana Chan
	140065	19000602	01/01/1980	Human Resources Analyst	R			Approved	01/01/1980						Diana Chan
	140065	19000602	01/01/1980	Human Resources Analyst	R			Approved	01/01/1980						Diana Chan
	140065	19340002	01/01/1990	Analyst-Human Resources	R			Approved	01/01/1990						
	140065	19340002	01/01/1990	Analyst-Human Resources	R			Approved	01/01/1990						
	140065	19340002	01/01/1990	Analyst-Human Resources	R			Approved	01/01/1990						
	170005	19000018	01/01/1980	Administrative Assistant	R			Approved	01/01/1980						Antonio Santos Danny Johnson Daryl Reese Jorge Enriquez Marc Kessler Cassandra Jacobson
	170105	19000019	01/01/1980	Assistant I	R			Approved	01/01/1980						
	170105	19000019	01/01/1980	Assistant I	R			Approved	01/01/1980						
	290030	19000022	01/01/1980	Data Entry Clerk	R			Approved	01/01/1980						Maria Berger Stephanie Turbic John Pak Kenneth Sharpe Stanley Lowe Rochelle Li Kevin Chae Jared Reddy Susan Cole Clone Kevin Chae Maria Berger Stephanie Turbic John Pak Kenneth Sharpe Stanley Lowe
	290030	19000022	01/01/1980	Data Entry Clerk	R			Approved	01/01/1980						



Placement Priority	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
RPL	11/30/2001	3	Re-Employment Priority List
RRS	09/01/2004	5	Regional Reduction Seattle

### Evaluation of Candidates List by SSN

**Job Opening#:** 10013      **Status:** 010 Open  
**Type:** O      **Reason:**  
**Job Code:** NF0041 - 0340 - GS      14      Computer Programmer

#### Competitive

Name	SSN	Applicant Status	Qualifications Determination	Disposition Reason	Veteran's Pref	Priority Plcmnt	Final Score
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Eric Dekker	444557777	External Applicant	Qualified		CTP	CTP	36.00
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#### Non-Competitive Other

Name	SSN	Applicant Status	Qualifications Determination	Disposition Reason	Veteran's Pref	Priority Plcmnt	Final Score
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Frank Landis	444558888	External Applicant	Best Qualified				61.00
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Luke Basso	666003333	External Applicant	Well Qualified				57.00
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Jose Acevedo	999447777	External Applicant	Well Qualified				58.00
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End of Report

