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PeopleSoft Enterprise HRMS 9.1 Application Fundamentals Reports

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CHAPTER 1

PeopleSoft Application Fundamentals for HRMS Reports

PeopleSoft Enterprise 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.

To offer our customers more robust and complete reporting solutions, Oracle's PeopleSoft Enterprise development teams are converting some of the existing Crystal reports into XML Publisher (XMLP) format.

Oracle provides a standalone Java-based reporting technology named Oracle Business Intelligence Publisher (BI Publisher) that streamlines report and form generation. XMLP uses select features from BI Publisher that have been integrated into PeopleTools. XML Publisher for PeopleSoft Enterprise provides native XMLP technology for PeopleSoft Query and Connected Query, as well as any PeopleSoft application.

XMLP separates the data extraction process from the report layout. XMLP provides the ability to design and create report layout templates with the more common desktop applications of Microsoft Word and Adobe Acrobat, and renders XML data based on those templates. With a single template, you can generate reports in many formats (PDF, RTF, Excel, HTML, and so on) and in many languages.

This appendix provides summary tables of basic HRMS reports and Human Resources reports.

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

See Also

Enterprise PeopleTools PeopleBook: Process Scheduler

Basic PeopleSoft HRMS Reports: A to Z

These tables list basic PeopleSoft HRMS reports as well as reports for specific 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 appendix.

Basic HRMS Reports

Report ID and Report Name	Description	Navigation	Run Control Page
AWEAUDIT Approvals Audit Report	Report includes data regarding approval transaction requests associated with the Approval Framework.	Workforce Administration, Self-Service Transactions, Approvals and Delegation, Approvals Audit Report, Approvals Audit Report	HCSCAWE_RUN_CNTL
FGHR005 Salary Grade Table USF report	Print the contents of the Federal Salary Grade tables in various formats.	Setup HRMS, Product related, Compensation, Salary Grade Table Rpt USF, Pay Table	RUN_FGHR005
FGPER802 Geographic Location report	Produces a detailing of the Geographic Location Table. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Geographic Location	PRCSRUNCNTL
FGPER803 Agency report	Prints all agencies in the Agency Table and default information, including name and address, agency code, and effective date. (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Organization, Agency Report Table USF	PRCSRUNCNTL
FGPER804 Sub-Agency Table report	Prints all sub-agencies in the Sub-Agency Table and their associated agencies. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Sub-Agency Table	PRCSRUNCNTL
FGPER805 Personnel Office ID Table report	Prints information about all Personnel Offices in your agency. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Personnel Office ID Table	PRCSRUNCNTL
FGPER807 Locality Pay Area Table report	Prints information for every Locality Pay Area. (XMLP, Crystal)	Set Up HRMS, Product Related, Compensation, Locality Pay Area Rpt USF	PRCSRUNCNTL
FGPER808 LEO Pay Area Table report	Lists each LEO Special Pay Area and associated percentage. (XMLP, Crystal)	Set Up HRMS, Product Related, Compensation, LEO Pay Area Rpt USF	PRCSRUNCNTL
FGPER811 Handicap Table report	Prints all disabilities and their associated codes. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Handicap Table	PRCSRUNCNTL
FGPER812 Legal Authority Table report	Prints the information about the legal authorities you set up in the Legal Authority table. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Legal Authority	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. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Nature of Action Table	PRCSRUNCNTL
FGPER814 NOA Authority 1 report	Generates a detailing of the Nature of Action/Authority 1 Table. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, NOA / Authority 1	PRCSRUNCNTL
FGPER816 Priority Placement Table report	Generates a detailing of the Priority Placement Table. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Priority Placement Table	PRCSRUNCNTL
FGPER817 Work Location Table report	Prints a detailing of the Work Location Table. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, 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. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Job Code Table	PRCSRUNCNTL
GBP001 Group Member Overlapping	Shows when members belong to more than one group.	Set Up HRMS, Common Definitions, Group Build, Group Overlapping	RUNCTL_GBP001
GBP002 Group Membership report	Lists all the members in a particular group.	Set Up HRMS, Common Definitions, Group Build, Group Membership	RUNCTL_GBP002
PAY701 Bank/Branch	Lists banks/branches entered in the Bank/Branch table.	Set Up HRMS, Common Definitions, Banking, Bank/Branch Report	PRCSRUNCNTL
PAY710 ChartField Transaction Report	Lists ChartField codes used in transactions.	Set Up HRMS, Common Definitions, ChartField Configuration, ChartField Transaction Report	PRCSRUNCNTL
PAY711 Pay Group report	Prints each pay group and its effective date along with the processing characteristics that apply to that group.	Set Up HRMS, Product Related, Payroll Interface, Payroll Reports, Pay Group Table	PRCSRUNCNTL
PAY717 Earnings Program Table	Prints a detailing of your pay plan definitions.	Set Up HRMS, Product Related, Payroll Interface, Payroll Reports, Earnings Program	PRCSRUNCNTL
PAY760 Combination Code Report	Lists account codes set up in the Combination Code Table.	Set Up HRMS, Common Definitions, ChartField Configuration, Combination Code Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER506 Security Tree Audit	Lists discrepancies between entries in the Departments component and departments on department security trees.	Set Up HRMS, Security, Core Row Level Security, Security Tree Audit Report	PRCSRUNCNTL
PER701 Department Table report	Lists all departments by Department ID. (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Organization, Department Table Report	PRCSRUNCNTL
PER702 Installation Table report	Lists default values for field defaults, such as company code, minimum/maximum standard hours, and Social Security number. (XMLP, Crystal)	Set Up HRMS, Install, Installation Table Report	PRCSRUNCNTL
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). (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Organization, Location Table Report	PRCSRUNCNTL
PER707 Company Table report	Prints all companies in the Company Table and default information, including name and address, company code, and effective date. The report PAY702 prints the General Ledger information you enter in the Company Table. (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Organization, Company Table Report	PRCSRUNCNTL
PER708 Country Table report	Prints a list all countries − character codes. (XMLP, Crystal)	Set Up HRMS, Install, Country Table Report	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. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Jobcode Rpt USA	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. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Jobcode Table Report CAN	PRCSRUNCNTL
PER709C Job Code Table report	Prints a list of all job codes and the date on which they become effective. (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Job Attributes, Job Code Table Report	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. (XMLP, Crystal)	Set Up HRMS, Common Definitions, Letters and Documents, Standard Letter Report	PRCSRUNCNTL
PER713 Currency Code Table report	Prints information about each currency. (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Currency and Market Rates, Currency Code Table	PRCSRUNCNTL
PER714 Currency Rate Table report	Prints information about exchange rates. (XMLP, Crystal)	Set Up HRMS, Foundation Tables, Currency and Market Rates, Currency Rate Report	PRCSRUNCNTL

Administer Company Cars Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CAR002 Print P11D Section A	Print the results from the CAR001 process in a format similar to the UK government form P11D. Before using this page, you must have run the CAR001 report process.	Benefits, Provide Company Cars, Print P11D Information	RUNCTL_COMPCAR001
CAR003 Car List	Produce a list of cars in the company's fleet and list basic information.	Benefits, Provide Company Cars, Create List of Cars	PRCSRUNCNTL

Administer Compensation Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP013 Update Seniority Pay Reporting	Lists workers 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.	Workforce Administration, Collective Processes, Seniority Processing, Update Seniority Pay	RUNCTL_SENPAY2
CMP014S Update Seniority Eligibility Reporting	Lists workers 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.	Workforce Administration, Collective Processes, Seniority Processing, Update Seniority Eligibility	RUNCTL_SENPAY

Report ID and Report Name	Description	Navigation	Run Control Page
CMP015 Refresh Employee Compensation	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).	Workforce Administration, Collective Processes, Refresh Compensation	RUNCTL_CMP015
CMP016 Defaulting Rules Eligibility	Lists the workers eligible for the selected defaulting rules as of selected date.	Set Up HRMS, Foundation Tables, Compensation Rules, Defaulting Rules Eligibility Rpt	RUNCTL_CMP016

Administer Salaries for the Netherlands Reports

Report ID and Report Name	Description	Navigation	Run Control Page
INT003NL Pay Groups	Provides an overview of the pay groups entered in the system.	Set Up HRMS, Product Related, Benefits NLD, Reports, Pay Groups	PRCSRUNCNTL
INT004NL Earnings Table (NLD)	Reviews all the valid earnings codes that you entered into the system, along with the payroll calculation characteristics that you assign to each.	Set Up HRMS, Product Related, Benefits NLD, Reports, Earnings	PRCSRUNCNTL
INT005NL Deductions / Frequency (NLD)	Reviews all the valid deduction codes that are entered into the system. The SQR is sorted by plan type, deduction code, and effective date.	Set Up HRMS, Product Related, Benefits NLD, Reports, Deductions	PRCSRUNCNTL
INT006NL General Deduction/Frequency (NLD)	Shows the calculation type code for each deduction and, where applicable, the flat rate or percentage, the worker pay frequency, and any additional flat deduction amounts.	Set Up HRMS, Product Related, Benefits NLD, General Deduction/Frequency	PRCSRUNCNTL

Administer Salary Packaging Reports

Report ID and Report Name	Description	Navigation	Run Control Page
PKG003 Packages Due for Review	Displays all workers with packages ready for review.	Compensation, Salary Packaging AUS, Create Packaging Reports, Packages Due For Review	RUNCTL_PKG003

Report ID and Report Name	Description	Navigation	Run Control Page
PKG004 Package Model	Enables you to report on an applicant or a worker's salary package. The information contained in the report displays the details from the worker / applicant salary package pages. Both annual and package period amounts for components, additional components, salary, tax and TPV and TEC are displayed.	Compensation, Salary Packaging AUS, Create Packaging Reports, Package Models	RUNCTL_PKG004
PKG006 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.	Compensation, Salary Packaging AUS, Create Packaging Reports, FBT Reconciliation	RUNCTL_PKG006
PKG007 Package Details	Reports on the amounts budgeted for each component of a package in each pay period. The report, run on a worker only basis, requires a start and end date of the period of time you want to report on.	Compensation, Salary Packaging AUS, Create Packaging Reports, Package Details	RUNCTL_PKG007

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 workers. (SQR)	Enterprise Learning, Training Reports, SF182	RUNCTL_SF182
MXSTP001 (Format) (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.	Enterprise Learning, Training Reports, STPS DC-1 Format MEX	RUNCTL_STP001
MXSTP002 MXSTP002 (Reverse)	See above.	Enterprise Learning, Training Reports, STPS DC-1 Format MEX	RUNCTL_STP001

Report ID and Report Name	Description	Navigation	Run Control Page
MXSTP003 (Format) (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.	Enterprise Learning, Training Reports, STPS DC-2 Format MEX	RUNCTL_STP003
MXSTP004 MXSTP004 (Reverse)	See above.	Enterprise Learning, Training Reports, STPS DC-2 Format MEX	RUNCTL_STP003
MXSTP005 (MEX) DC-2B Training and Development Registration Application	Generates a Training and Development Registration Application report.	Enterprise Learning, Training Reports, STPS DC-2B Format MEX	RUNCTL_STP005
MXSTP006 (MEX) DC-3 Courses/Events Certificates	Creates a Courses/Events Certificate.	Enterprise Learning, Training Reports, STPS DC-3 Format MEX	RUNCTL_STP006
MXSTP007 (MEX) DC-4 Courses/Events Certificates List	Creates a Courses/Events Certificates list.	Enterprise Learning, Training Reports, MEX STPS DC-4 Format	RUNCTL_STP007
MXSTP008 (Format) (MEX) DC-5 Training and Development External Registration Application	Generates a Training and Development External Registration application and an instructor list.	Enterprise Learning, Training Reports, STPS DC-5 Format MEX	RUNCTL_STP008
MXSTP009 MXSTP009 (Reverse)	See above	Enterprise Learning, Training Reports, STPS DC-5 Format MEX	RUNCTL_STP008
PER107GR (GER) Int. Prof. Education Status (internal professional education status)	Details the current status of workers who are enrolled in an internal education training plan. Includes only workers who selected the Intern check box and didn't select *Graduated* on the Professional Education page. (Crystal)	Enterprise Learning, Training Reports, Int Prof Education Status DEU	PRCSRUNCNTL
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. (XMLP, Crystal)	Enterprise Learning, Course Reports, Courses	PRCSRUNCNTL
TRN001 Training Letters	Creates training letters. (SQR, Word)	Enterprise Learning, Student Enrollment, Create Training Letters	RUNCTL_TRN001

Report ID and Report Name	Description	Navigation	Run Control Page
TRN002 Course Session Roster	Lists the course name, session number, session start date, and all students who are enrolled in a course. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Session Roster	RUNCTL_TRN002
TRN003 Course Waiting List	Lists all students who are on the course or session wait list for a course. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Waiting List	RUNCTL_TRN003
TRN004 Training Schedule	Lists all course sessions that are scheduled within a given period. (XMLP, Crystal)	Enterprise Learning, Training Reports, Training Schedules	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. (XMLP, Crystal)	Enterprise Learning, Training Reports, Training Facility Schedules	RUNCTL_TRN005
TRN010 Active Scenario Summary	Summarizes approved training demands and budget information for a business unit. (SQR)	Enterprise Learning, Training Budget, Budget Reports, Active Scenario Summary	RUNCTL_TRN010
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)	Enterprise Learning, Training Budget, Budget Reports, Global Scenario Summary	RUNCTL_TRN011
TRN016 Target Course Certifications	Lists the license/certifications that students receive on successful completion of a course. (XMLP, Crystal)	Enterprise Learning, Course Reports, Target Course Certifications	RUNCTL_TRN016
TRN017 Course Rating	Details ratings for sessions of a course. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Rating	RUNCTL_TRN017
TRN018 Course Attendance Status	Lists the attendance status of the students in a course. (SQR)	Enterprise Learning, Course Reports, Attendance Status	RUNCTL_TRN018
TRN019 Course Rating Templates	Serves as the evaluation template to be completed by students enrolled in a course session. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Rating Templates	RUNCTL_TRN019
TRN020 Student Training History	Lists the courses and sessions completed by a student. (XMLP, Crystal)	Enterprise Learning, Training Reports, Student Training History	RUNCTL_TRN020
TRN021 Training Program	Lists the training program for a worker. (SQR)	Enterprise Learning, Training Reports, Training Programs, Course Attend. School Program	RUNCTL_TRN021

Report ID and Report Name	Description	Navigation	Run Control Page
TRN022 Statistics of EEs Enrolled (statistics of workers enrolled)	Lists the workers who are enrolled in courses and lists course statistics by company, location, and department. (SQR)	Enterprise Learning, Training Reports, Statistics of EEs Enrolled, Course Statistics	RUNCTL_TRN022
TRN023 Course Description	Lists a course description. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Description	RUNCTL_TRN023
TRN024 Course Category	Lists training catalog course categories. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Category	RUNCTL_TRN024
TRN025 Course Equipment	Lists equipment needed for a course. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Equipment	RUNCTL_TRN025
TRN026 Course Vendors	Lists vendors that are associated with a course on the Course Table. (XMLP, Crystal)	Enterprise Learning, Course Reports, Course Vendors	RUNCTL_TRN026
TRN027 Prerequisite Courses	Lists prerequisite courses for a course. (XMLP, Crystal)	Enterprise Learning, Course Reports, Prerequisite Courses	RUNCTL_TRN027
TRN028 Target Qualifications	Lists competencies that the course aims to develop or improve. (XMLP, Crystal)	Enterprise Learning, Course Reports, Target Qualifications	RUNCTL_TRN028
TRN029 (FRA) Report Training 2483	Compiles results of calculation of the 2483 indicators for declaring vocational training of workers in French organizations. 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. (XMLP, Crystal)	Enterprise Learning, Training Reports, 2483 Tax Declaration FRA	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 workers by the course duration. (SQR)	Enterprise Learning, Training Budget, Budget Reports, Training Plan Summary	RUNCTL_TRN030

Report ID and Report Name	Description	Navigation	Run Control Page
TRN032 EE Sessn Cost Summary (employee session cost summary)	Lists the costs that are associated with a worker who is attending a course. Costs are for salary, vendor, facility, equipment, instructor, worker expense, and session expense. (SQR)	Enterprise Learning, Training Reports, EE Session Cost Summary	RUNCTL_TRN032
TRN033 Training Instructor Schedule	Lists the courses that an instructor is scheduled to teach during a given period. (XMLP, Crystal)	Enterprise Learning, Training Reports, Training Instructor Schedules	RUNCTL_TRN033
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.	Enterprise Learning, Training Reports, 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)	Enterprise Learning, Training Budget, Budget Reports, Training Plan Distribution FRA	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)	Enterprise Learning, Training Budget, Budget Reports, Training Plan Cost Details FRA	RUNCTL_TRN036

Administer Workforce Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CNT001 Contract Information	Lists the contract history for a selected worker or all workers. You can specify a date range for the report for include all contract history.	Workforce Administration, Job Information, Contract Administration, Contract Information Report	RUNCTL_CNT001
ES931 Print Wage and Separation	Prints an ES-931 Request for Wage and Separation Information report.	Workforce Administration, Job Information, Reports, Print Wage/Separation USF	GVT_PRINT_ES931

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR017 Personnel Actions History	Lists all workers affected by each of the job actions you enter. It prints the following information: name, department, effective date, and reason for the action. For each worker the report lists original hire date, total years of service, worker type, regular/temporary, full/part-time, job code and title, salary grade, compensation rate associated with the action, and supervisor's name.	Workforce Administration, Job Information, Reports, Personnel Actions History USF	RUNCTL_FGHR017
FGPER810 Award Type Table	Generates an award type table report. (XMLP, Crystal)	Workforce Administration, Job Information, Reports, Award Action USF	PRCSRUNCNTL
FGSF61 Appointment Affidavits	Produces an Appointment Affidavit STANDARD FORM 61 form to be signed by an appointee.	Workforce Administration, Job Information, Reports, Appointment Affidavits USF	RUNCTL_FGSF61
FGSF75 Request for Preliminary Employment Data	Produces a Request for Preliminary Employment Data form.	Workforce Administration, Job Information, Reports, Request Prelim Empl Data USF	RUN_CNTL_FGSF75
FGSF50 and FGSF52 Request for Personnel Action/Notice of Personnel Action	Prints the official Notification of Personnel Action form used to notify worker and payroll office of the action, record the action in the Official Personnel Folder, and provide a chronological record of actions that have occurred.	• Workforce Administration, Job Information, Reports, Request Personnel Action USF • Workforce Administration, Job Information, Reports, Notice of Personnel Action USF	RUNCTL_PAR
HR_EDM_NLD First Day Notification NLD	The First Day Notification *(Eerste Dag Melding)* notifies the tax authority of new employees prior to their start date.	Workforce Administration, Workforce Reports, First Day Notification NLD	RUNCTL_EDM_NLD
MILRNKNOT Generate Rank Change Notices	Generate military rank change notices for one or several service members.	Workforce Administration, Job Information, Reports, Generate Rank Change Notices	MIL_NOTICE_RUN_CTL

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. Run the Refresh Employees Table process before running this report.	Workforce Administration, Workforce Reports, Department Action Notices	PRCSRUNCNTL
PER001CH CHE Company Statistics	This report provides information on worker wages, occupations, and other data necessary for the Company Statistics Report (Betriebszaehlung). The Swiss Federal Department of Statistics requires all Swiss companies to create this report every ten years.	Workforce Monitoring, Company Statistics CHE	RUNCTL_PER001_CHE
PER002 Employee Birthdays	Lists workers, their birthdays, and other identifying information. Run the Refresh Employees Table process before running this report.	Workforce Administration, Personal Information, Biographical, Birthdays Report	RUNCTL_PER002
PER003 Years of Service	Lists workers 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 workers who are eligible for vested benefits plans or service recognition awards.	Workforce Administration, Job Information, Reports, Years of Service	RUNCTL_PER003
PER004 Emergency Contacts	Lists all contacts entered on the Emergency Contact table for each worker in the system. Run the Refresh Employees Table process before running this report.	Workforce Administration, Personal Information, Personal Relationships, Emergency Contacts Report	PRCSRUNCNTL

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Report ID and Report Name	Description	Navigation	Run Control Page
PER005 Employees on Leave of Absence	Lists all workers 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 worker's expected return date or as a reminder for you to enter the return from leave information in the system. Run the Refresh Employees Table process before running this report.	Workforce Administration, Job Information, Reports, Employees on Leave of Absence	PRCSRUNCNTL
PER006 Mailing Labels	Produces a three-across set of mailing labels for all workers in your PeopleSoft Human Resources database. (XMLP, Crystal) Run the Refresh Employees Table process before running this report.	Workforce Administration, Personal Information, Biographical, Mailing Labels Report	PRCSRUNCNTL
PER007 Temporary Employees	Provides an alphabetical list of all workers marked as temporary, along with length of service and other details of employment.	Workforce Administration, Job Information, Reports, Temporary Employees	RUNCTL_ASOFDATE
PER010 Employee Turnover Analysis	This time-slice report lists each department ID and provides the worker counts as of the date you specify.	Workforce Administration, Workforce Reports, Employee Turnover Analysis	RUNCTL_FROMTHRU
PER015 Personnel Actions History	Lists all workers affected by each of the job actions you enter.	Workforce Administration, Job Information, Reports, Personnel Actions History	RUNCTL_PER015
PER020 Employee Home Address Listing	Contains a complete listing of all workers with addresses and home phone numbers.	Workforce Administration, Biographical, Home Address Report	PRCSRUNCNTL
PER021 Pending Future Actions	Lists all workers with job action notices scheduled for a future date.	Workforce Administration, Workforce Reports, Pending Future Actions	RUNCTL_ASOFDT_COMP
PER029 Database Audit	Monitors changes, additions, or deletions made to sensitive fields such as salary amounts.	Workforce Administration, Workforce Reports, Database Audit	RUNCTL_FROMTHRU

Report ID and Report Name	Description	Navigation	Run Control Page
PER032 Passport/Visa Expiration	Lists workers and dependents that have passports, visas, or work permits on file that expire in 90 days of the report run date. The report is divided into two sections. The first section lists passport information including country, passport number, issue date, and expiration date. The second section lists visa and work permit information including country, visa and work permit number, type of permit, issue date, and expiration date.	Workforce Administration, Personal Information, Citizenship, Passport/Visa Expiration Audit	PRCSRUNCNTL
PER033 Citiznship/Country/Visa Audit	Lists discrepancies between worker citizenship country/status and visa data. Displays various discrepancies found for the worker citizenship status in the Personal Data table. Looks for the country specified in the Installation table and uses it as the local country.	Workforce Administration, Personal Information, Citizenship, Citiznship/Country/Visa Audit	PRCSRUNCNTL
PER038NL DIVERSITEIT RAPPORT	Produces the required diversity statistics information related to the number of people in the workforce born in a so-called target country, or of whom one of the parents has been born in one such country.	Workforce Administration, Personal Information, Diversity Compliance NLD, Diversity Reporting	RUNCTL_PER038_NL
PER039GR GER Heavily Disabled	Prints a list of heavily disabled workers and additional information about their disabilities.	Workforce Administration, Personal Information, Disability, Heavily Disabled GER	DSB_RUNCTL_GER
PER054 ESP Official List	Compiles the information you need for Matricula book reporting.	Workforce Administration, Workforce Reports, Official List ESP	RUNCTL_PER054_ESP
PER058 Primary Job Audit	Lists all people whose job records show potential problems.	Workforce Administration, Workforce Reports, Primary Job Audit	RUNCTL_PER058
PER060 ITA Disability	Runs the Annual, Name List, or Disability Statistics reports.	Workforce Administration, Personal Information, Disability, Disability Report ITA	RUNCTL_PER060

Report ID and Report Name	Description	Navigation	Run Control Page
PER063JP Appointment Notification JPN	Runs appointment notifications. Depending on the Action/Reason combination you use in the run control, this report prints individual worker notifications of hire, rehire, retirement, transfer, and promotion.	Workforce Administration, Job Information, Reports, Appointment Notification JPN	RUNCTL_NTF_JPN
PER064JP Appointment List JPN	Runs appointment list reports.	Workforce Administration, Job Information, Reports, Appointment List JPN	RUNCTL_NTF2_JPN
PER065JP Completion of IC Transfer JPN	Lists workers on temporary intercompany transfer.	Workforce Administration, Job Information, Reports, Completion of IC Transfer JPN	RUNCTL_PER065_JPN
PER066BE Termination Notification	Provides details of the contractual and compensation implications for a Belgian employer in case of a termination, based on the notification period according to the Claeys formula.	Workforce Administration, Collective Processes, Administration BEL, Create Notification	RUNCTL_PER066_BEL
PER066IT ITA Hiring Letters	Produces the hiring letter which is printed at hiring time and is signed by worker and employer. It gives details of the terms of the job, including probation period and duration.	Workforce Administration, Job Information, Reports, Hire Letter ITA	RUNCTL_PER066_ITA
PER066JP Employee Assignment List JPN	Lists workers by department, including Additional Appointment workers.	Workforce Administration, Job Information, Reports, Employee Assignment List JPN	RUNCTL_EMPLIST_JPN
PER067BEL Social Report	Reports a variety of employer/worker information required by the government.	Workforce Administration, Workforce Reports, Social Report BEL	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.	Workforce Administration, Job Information, Reports, Hire Report CAN	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 workers in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The report lists the totals of active workers within each defined area code(s) employed within the date range.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Groups by OCC Group Report	RUNCTL_FTCANAC
PER104CN OEE Groups by Employment Type	While the Ontario Employment Equity Commission (OEEC) no longer requires workers in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Groups by Emplymt Type Rpt	RUNCTL_FTCANAC
PER105CN OEE Work Force Survey Stats	While the Ontario Employment Equity Commission (OEEC) no longer requires workers 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.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Workforce Survey Stats	RUNCTL_PER105CN
PER106CN OEE Groups/Jobs Filled/Vacatd	While the Ontario Employment Equity Commission (OEEC) no longer requires workers 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 workers within the defined area code(s) employed within the date range.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Groups/Jobs Filled/Vacated	RUNCTL_FTCANAC

Report ID and Report Name	Description	Navigation	Run Control Page
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. (XMLP, Crystal)	Compensation, Base Compensation, Salary Plan Reports, Salary Grade	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.	Compensation, Base Compensation, Salary Plan Reports, Salary Grade/Step	RUNCTL_PER706B
PER710 Action Reason Table	Lists the reason codes for each personnel action code and arranges them alphabetically by action. (XMLP, Crystal)	Set Up HRMS, Product Related, Workforce Administration, Action Reason Report	PRCSRUNCNTL
PER801SG Employee Listing	Provides worker information based on the run control selections of Department, Name, or EmplID.	Workforce Administration, Job Information, Reports, Employee Listing SGP	RUNCTL_EMP_LIST
SOCS_AFI_ESP AFI Report	The AFI process generates a flat file that lists changes in workforce, such as hiring, terminations, personal or job data changes, for a given period. This file is submitted to the social security authorities.	Workforce Administration, Workforce Reports, AFI Report ESP	RC_SOCS_AFI_ESP
TAS001 Temp Assignment w/out End Date	Lists workers currently on temporary assignment where end dates have not been defined.	Workforce Administration, Job Information, Temporary Assignments, Temp Assignmt w/out End Date	RUNCTL_TAS001
TAS002 Temp Assignment due to Complete	Lists workers due to complete temporary assignments within user specified date range.	Workforce Administration, Job Information, Temporary Assignments, Temp Assignmt due to Complete	RUNCTL_TAS002

Manage Base Benefit Reports

Report ID and Report Name	Description	Navigation	Run Control Page
BEN001 Health Plan Participants Rpt	Lists active health plan participants as of a specified date. Useful for determining the number of workers in plan types offered by specific providers.	Benefits, Reports, Participation, Health Plan Participants	RUNCTL_ASODATE_BEN
BEN002 Life Insurance Participants Rpt	Lists active life plan participants as of a specified date. Useful for determining the number of workers in plan types offered by specific providers.	Benefits, Reports, Participation, Life Insurance Participants	RUNCTL_ASODATE_BEN
BEN003 Benefit Contributions	Summarizes benefit contributions by worker and employer.	Benefits, Reports, Contributions and Deductions, Benefit Contribution Register	RUNCTL_BEN003
BEN003CN Benefit Contributions Can.	Summarizes benefit contributions by worker and employer for Canadian companies. This report is the same as BEN003.	Benefits, Reports, Contributions and Deductions, CAN-Contribution Register	RUNCTL_BEN003CN
BEN004 Savings Investment Distribution	Lists total deductions and company contributions for workers participating in savings plans with investment allocations. This program also creates an interface file for use by third-party administrators.	Benefits, Reports, Participation, Savings Investment Distributn	RUNCTL_BEN004
BEN007 Leave Accruals	This report displays leave accrual information by leave plan and worker. It includes information such as plan year eligibility hours, carryover hours earned year-to-date, hours taken year-to-date, and remaining leave balances.	Benefits, Reports, Participation, Leave Accrual	RUNCTL_BEN_LANG
BEN008 Section 415 Compliance Rpt	The report lists worker amounts either over or under the Section 415 limit. It includes: Company, EmplID, 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.	Benefits, Reports, Regulatory and Compliance, Section 415 Compliance	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
BEN009 Section 415 Non-Compliance Rpt	BEN009 reports on workers who have exceeded the Section 415 limits. It includes: Company, EmplID, Calendar Year and Month, Gross Amount YTD, Effective Date, Earnings Code, Benefit Program, Percent of Salary, and Maximum Benefit Base.	Benefits, Reports, Regulatory and Compliance, Section 415 Noncompliance	RUNCTL_ASODATE_BEN
BEN020 FMLA Status 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 workers who will soon be going out on leave; what follow-up is needed to support the leaves; those workers who will soon exhaust their leave entitlement.	Benefits, Track FMLA (Family Medical Lv), Status Report	RUNCTL_BEN020
BEN021 FMLA Payroll Audit	For workers on FMLA leave or who have recently completed leaves, displays EmplID, 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.	Benefits, Track FMLA (Family Medical Lv), Payroll Audit Report	RUNCTL_BEN021

Report ID and Report Name	Description	Navigation	Run Control Page
BEN022 BEN023 HIPAA Medical Certificates	BEN022 prints a eighteen-month history of a former worker's group health coverage for specified plan types, as specified by the Health Insurance Portability and Accountability Act (HIPAA) of 1996. BEN023 prints a history for a selected dependent. Only plan types with the HIPAA Plan check box selected on the Benefit/Deduction Program Table have HIPAA history displayed on these reports.	Benefits, Reports, Regulatory and Compliance, HIPAA	RUN_CNTL_HIPAA
BEN040 Billing Statement	Prints a bill for all workers 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.	Benefits, Benefits Billing, Create Statements, Print Billing Statement	RUNCTL_BEN040
BEN041 Delinquent Accnt	Displays charge and payment activity for workers 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.	Benefits, Benefits Billing, Reports, Delinquent Accounts	RUNCTL_BEN041

Report ID and Report Name	Description	Navigation	Run Control Page
BEN042 Receivable 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 workers. 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.	Benefits, Benefits Billing, Reports, Accounts Receivable	RUNCTL_BEN042
BEN043 Billing History	Displays all billing account activity for a specific period of time, by worker. Use this report to answer questions from workers 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.	Benefits, Benefits Billing, Reports, History Activity	RUNCTL_BEN043
BEN044 Billing Calculation Errors	Lists billing calculation errors.	Benefits, Benefits Billing, Review Processing Results, Calculation Error Report	RUNCTL_BILL_CAL
BEN045 Benefits Billing Audit	Displays workers with open charges and open credits; active enrollments audit; inactive enrollments audit; workers with holds longer than three months; and enrollment holds longer than three months. Use this report to audit billing enrollments that may require follow-up activity. For example, data will only be displayed for workers with open charges and credits when an error condition exists.	Benefits, Benefits Billing, Reports, Billing Audit	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN050 Primary Jobs Audit	Identifies workers without a record in the Primary Jobs table, workers without a job in the Primary Jobs table, workers without a primary job flag turned on, workers without a primary job indicated for a specific benefit record, and, workers with more than one primary job designated for a specific benefit record number.	Benefits, Maintain Primary Jobs, Create Audit Report	RUNCTL_BEN050
BEN110 Snapshot Premium Reporting	Using the results from the Benefits Enrollment Snapshot, calculates the full premium due to a benefit provider and reports the coverage and premium amount for each covered employee, sorted by Vendor and Plan Type. You can run this report three ways: (1) Run just the "Snapshot Premium - Calculation" process, which is an Application Engine which calculates and stores the individual premiums; (2) Run just the "Snapshot Premium - Report" which is an SQR report that uses the previously calculated premiums to report by Vendor and Plan Type; or (3) Run the combined "Snapshot Premium Reporting" job, which links both the calculation process and the reporting process together into a single run using the same run control criteria.	Benefits, Interface with Providers, Snapshot Premium	RUNCTL_BEN110

Report ID and Report Name	Description	Navigation	Run Control Page
BEN140 Ben Billing Payment Interface	This program reads payment information from a third-party interface file and posts those payments against open accounts. Lists information about Benefits Billing payments processed by the batch interface process. 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.	Benefits, Benefits Billing, Billing Interface, Post Payments from File	RUNCTL_BEN_LANG
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 worker 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.	Benefits, Benefits Billing, Billing Interface, Provide Billing to AR	RUNCTL_BILL_CAL
BEN701 FSA Benefit Table Listing	Lists information in the Flexible Spending Account Table. Use this report to verify that you have correctly updated and made changes to the table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Flexible Spending Account	RUNCTL_BEN_LANG
BEN702 Flat Rate Table	Prints information from the Flat Rate Table, where you define rates to be charged per selected frequency for a particular benefit program/plan.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Flat Rate	RUNCTL_ASODATE_BEN
BEN703 Disability Plan Table Listing	Prints information from the Disability Plan Table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Disability Plan	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN704 Age-Graded Rate Table Listing	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 worker for each set of your age-graded rates.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Age Coverage Rate	RUNCTL_BEN_LANG
BEN705 Life AD/D Table Listing	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.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Life AD/D Plan Table	RUNCTL_BEN_LANG
BEN707 Savings Plan/ Investment Table	Prints information from the Savings Plan Table, including savings plan type, benefit plan, effective date, employer investment matching option, and the terms of the worker deductions and employer contributions and investment options.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Savings Plan	RUNCTL_BEN_LANG
BEN708 Calculation Rules Tbl Listing	Lists calculation rules information by calculation rule ID.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Calculation Rules	RUNCTL_BEN_LANG
BEN709 Benefit Plan Table Listing	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.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Benefit Plan	RUNCTL_BEN_LANG
BEN710 Leave Plan Table Listing	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.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Leave Plan- Basic Attributes	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN710A Leave Plan Table (Svc Rates)	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.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Leave Plan-Accrual and Bonus	RUNCTL_BEN_LANG
BEN711 Retirement Plan Table Listing	Lists information from the Retirement Plan Table, where you define retirement plans for the California Public Employees Retirement System (PERS).	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Retirement Plan	RUNCTL_BEN_LANG
BEN713 Benefit Program	Prints information from the Benefit Program Table, including associations between benefit programs and plans, rates, calculation rules, dependent rules, and payroll rules. This report serves as an audit trail for the information defined on the Benefit Program table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Benefit Program	RUNCTL_BEN713
BEN714 Service Rate Table Listing	Prints information about each service rate ID, including effective date, pay frequency, rate per unit, service intervals, total rate, employer portion, and worker portion. This report serves as an audit trail for the information defined on the Service Rate table.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Service Rate	RUNCTL_BEN_LANG
BEN715 Vacation Buy/Sell Plan Listing	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. This report serves as an audit trail for the information defined on the Vacation Buy/Sell table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Vacation Buy/Sell	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN716CN Pension Plan Table Listing 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 worker and employer percentages for contributions up to YMPE and over YMPE. This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Pension Plan–Canada- Basic	RUNCTL_BEN_LANG
BEN717CN Pension Plan Table Listing 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 worker and employer percentages for contributions up to YMPE and over YMPE. This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Pension Plan-Canada-Rates	RUNCTL_BEN_LANG
BEN718CN Pension Plan Table Listing 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. This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Pension Plan-Canada-Limits	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN720 FMLA Plan Table Listing	Prints information from the FMLA Plan Table, including FMLA calendar type, eligibility criteria, and the annual leave entitlement. This report serves as an audit trail for the information defined on the FMLA Plan table.	Set Up HRMS, Product Related, Base Benefits, FMLA (Family Medical LV), FMLA Plan Table Report	RUNCTL_BEN_LANG
BEN721 Limit Table List.	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. This report serves as an audit trail for the information defined on the Limit table.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Limit Table	RUNCTL_ASODATE_BEN
BEN731 Salary Rate Table	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. This report serves as an audit trail for the information defined on the Salary Rate table.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Salary Rate	RUNCTL_ASODATE_BEN
BEN733 Base Benefit Audit Report	Summarizes potential worker data error conditions as related to Base Benefits business process. Includes workers without Employment records, workers without Job records, workers under 16 years old, workers with unusual dependents signed up for coverage, workers with spouses (or other dependents) both electing health benefits, workers with overage dependent coverage, and workers with incorrect health plans set up on the Benefit Program Table.	Benefits, Reports, Audits, Base Benefits Consistency Audit	RUNCTL_BEN_LANG
BEN734 Court Orders Audit Report	Lists workers not compliant with court-ordered dependent benefit coverage or minimum spousal coverage.	Benefits, Reports, Audits, Court Ordered Coverage Audit	RUNCTL_BEN734

Report ID and Report Name	Description	Navigation	Run Control Page
BEN740 Billing Calendar Table Listing	Use this report to list of generated billing periods. It is also a quick reference for payment due information by billing period. 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).	Set Up HRMS, Product Related, Base Benefits, Billing, Calendar Report	RUNCTL_BEN_LANG
CBR001 COBRA Qualify Ltr	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.	Benefits, Administer COBRA Benefits, Manage Automated Participation, Create Initial Letter	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.	Benefits, Administer COBRA Benefits, Manage Automated Participation, Create Secondary Letter	RUNCTL_CBR002
CBR003 COBRA Termination Letter	Generates letters that inform COBRA participants that their COBRA coverage is about to expire.	Benefits, Administer COBRA Benefits, Terminate COBRA Coverage, Create Termination Letter	RUNCTL_CBR003
CBR004 COBRA Open Enrollment Letter	Provides Open Enrollment forms for COBRA participants.	Benefits, Administer COBRA Benefits, Create Open Enrollment Letter	RUNCTL_CBR004
CBR005 COBRA Event Summary	Lists all workers for whom a COBRA event occurred, along with the event status.	Benefits, Administer COBRA Benefits, Review Processing Results, Event Summary Report	RUNCTL_CBR005
CBR006 COBRA Enrollment	Lists all COBRA participants and their current elections, including coverage begin dates.	Benefits, Administer COBRA Benefits, Review Processing Results, Enrollment Report	RUNCTL_CBR006
CBR007 COBRA Audit	Displays active workers enrolled in COBRA health coverage; workers and spouses (or other dependents) electing health benefits for the same dependent ID; and workers who have overage dependents.	Benefits, Administer COBRA Benefits, Review Processing Results, Audit Report	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
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.	Benefits, Administer COBRA Benefits, Review Processing Results, Error 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.	Benefits, Interface with Providers, FEHB Reconciliation Report	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).	Benefit, Conduct Nondiscrimination Tsts, Section 401 Testing, 401 Testing Report	RUNCTL_NDT004
NDT008 129 Nondiscrimination Testing	Lists the results of three Section 129 Nondiscrimination Testing SQRs:. *NDT005:* Eligible Cross Section Test (eligible employees test) *NDT006:* 55% Average Benefits Test *NDT007:* Concentration Test (5% Owner Test)	Benefit, Conduct Nondiscrimination Tsts, Section 129 Testing, 129 Testing Report	PRCSRUNCTL
PAY031 Deductions and Benefits Register	Reports deductions taken, sorted by deduction code	Benefits, Reports, Contributions and Deductions, PI Benefit Deductions Register	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.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Provider/Vendor Listing	RUNCTL_PAYVNDR
RDED001 Retroactive Deductions Requested - 'Not Processed Status	Lists retroactive deduction requests that have not been processed.	Payroll for North America, Retroactive Payroll, Reports, Retro Benefit/Deduction Rpts, Retro Ben/Ded Pending Request Summry	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.	Payroll for North America, Retroactive Payroll, Reports, Retro Benefit/Deduction Rpts, Retro Ben/Ded Calculations	RUNCTL_RTRODED1
RDED002B Retro Ben/Ded Summary	Summarizes retroactive deduction request information by emplID. Includes deduction type, deduction amount (old and new), and recalculated deduction amounts with the total due to or due by the worker.	Payroll for North America, Retroactive Payroll, Reports, Retro Benefit/Deduction Rpts, Retro Ben/Ded Load Summary	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 worker.	Payroll for North America, Retroactive Payroll, Reports, Retro Benefit/Deduction Rpts, Retro Benefit/Ded Load Audit	RUNCTL_RTRODED3
RDED004 Retroactive Ben/Ded Terms Calculated (Terminated Employees Loaded)	Summarizes retroactive deduction information for requests loaded to the payroll system for terminated workers. Includes deduction type, deduction amount (old/new) and recalculated deduction amounts with total due to and/or due by the worker.	Payroll for North America, Retroactive Payroll, Reports, Retro Benefit/Deduction Rpts, Retro Benefit/Ded Terminations	RUNCTL_RTRODED3

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.	Set Up HRMS, Product Related, Commitment Accounting, Reports, Department FTE	RUNCTL_FRMTHRU_DPT

Report ID and Report Name	Description	Navigation	Run Control Page
BUD004 Fiscal Year Budget	Produces a report that displays budget level definition for taxes, deductions, and earnings. Also reports the actuals to-date for the budget level, and the FTE (full-time equivalency) cap and maximum for the department. See .hhct, Defining Fiscal Year Budgets	• Payroll for North America, Payroll Distribution, Commitment Accounting USA, Fiscal Year Budget Report, Fiscal Year Budget Report • Payroll for North America, Payroll Distribution, Commitment Accounting CAN, Fiscal Year Budget Report, Fiscal Year Budget Report	RUNCTL_BUD004
BUD009 Encumbrance Messages	Run an Encumbrance Message report, which provides information on encumbrance processing error messages. Before using this page, you must have run the encumbrance processes	Set Up HRMS, Product Related, Commitment Accounting, Reports, Encumbrance Messages	RUNCTL_BUD009
BUD011 Funding Summary	Run a Funding Summary Report page, which lists a summary of funding information for positions or workers within a department. This report can also print information about a specific position or worker when you enter worker or position information as a run control. Before using this page, you must have set up funding information for the departments on which you are reporting.	• Set Up HRMS, Product Related, Commitment Accounting, Reports, Funding Summary Report CAN • Set Up HRMS, Product Related, Commitment Accounting, Reports, Funding Summary Report USA	RUNCTL_BUD011C, RUNCTL_BUD011
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.	Set Up HRMS, Product Related, Commitment Accounting, Reports, Full-Time Equivalent Rollup Report	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.	• Payroll for North America, Payroll Distribution, Commitment Accounting CAN, Retro Distribution Audit Rpt • Payroll for North America, Payroll Distribution, Commitment Accounting USA, Retro Distribution Audit Rpt	RUNCNTL_BUD020

Report ID and Report Name	Description	Navigation	Run Control Page
HPCA010 Predistribution Audit	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. Run the Predistribution Audit report after you've run the Paysheet Create process, but before running the Actuals Distribution process.	• Payroll for North America, Payroll Distribution, Commitment Accounting CAN, Predistribution Audit Report • Payroll for North America, Payroll Distribution, Commitment Accounting USA, Predistribution Audit Report	HP_RUNCTL_PDAUDIT
HPCA012 Fringe and Gross Report	Reports on the Pay Check Distribution records. Run after you've completed the Pay Check distribution process. You must set up column definitions and run the Fringe Gross Load process before running the Fringe and Gross report.	Payroll for North America, Payroll Distribution, GL Interface Reports, Gross and Fringe	HP_RCTL_GRSFR_RPT
PAY059 Encumbrance Accounting Line	Print details of encumbrance transactions that interface with PeopleSoft Enterprise General Ledger or Commitment Control.	Payroll, Payroll Distribution, GL Interface Reports, Encumbrance Accounting Line, Encumbrance Accounting Line Report	RUN_PAY059
PAY061 Employee Budget Check Log	Print details of employee budget check logs.	Payroll, Payroll Distribution, GL Interface Reports, Employee Budget Check Log, Employee Budget Check Log	RUN_PAY061
PAY062 Position Budget Check Log	Print details of position budget check logs.	Payroll, Payroll Distribution, GL Interface Reports, Position Budget Check Log, Position Budget Check Log	RUN_PAY062
PAY063 Budget Check Error	Create a report listing Document IDs that do not have a valid budget check status.	Payroll, Payroll Distribution, GL Interface Reports, Budget Check Error, Budget Check Error	RUN_PAY063

Manage French Profit Sharing Reports

Report ID and Report Name	Description	Navigation	Run Control Page
WP0001FR Individual Report	Provides workers with details of their profit sharing amount when these are calculated, or when a worker leaves the organization. This report can be delivered with the worker's payslip.	Compensation, Profit-Sharing FRA, Manage Profit Sharing, Individual Report	RUNCTL_WP_IND_RPT
WP0002FR Agreement Report	This report is for administrators and lists all the workers that are eligible for a selected agreement and includes the status of the workers' funds, gross and net profit sharing amount, deductions, and investment method.	Compensation, Profit-Sharing FRA, Manage Profit Sharing, Agreement Report	RUNCTL_WP_AGRT_RPT

Manage French Public Sector Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FP_PROM Promotable Employees	Lists the workers promotable by a given date. To be launched after the FPA800 SQR. (XMLP, Crystal)	Workforce Administration, Collective Processes, Identify Promotable Empls FPS, Promotable Employees Report	RUNCTL_FPAPROM
FPA_CARB Career Simulation	Lists the simulated career data after reclassification or simulation of step increment.	Workforce Administration, Collective Processes, Manage Advancement FPS, Career Simulation Report	RUNCTL_FPACRYSTAL3
FPA025 Rating	Lists workers that have been evaluated and those who have not.	Workforce Development, Career Planning, Prepare Evaluation/Career Plan, Review Evaluation Status FPS	RUNCTL_FPA025
FPA030 Adjustment Constant	Calculates and reports the adjustment constant per reviewer in a given corps	Workforce Development, Career Planning, Prepare Evaluation/Career Plan, Calc Adjustment Constant FPS	RUNCTL_FPA030
FPA110 Edit Individual Orders	Edits all individual orders for a period, status and action code.	Workforce Administration, Workforce Reports, Individual Orders Edit FPS	RUNCTL_FPA110J
FPA110 Edit Collective Orders	Edits all collective orders for a period, status and action code.	Workforce Administration, Workforce Reports, Collective Orders FPS	RUNCTL_FPA110C
FPA115 Collective Order Number Updating	Attributes a number to collective orders.	Workforce Administration, Workforce Reports, Collective Order Updates FPS	RUNCTL_FPA115

Report ID and Report Name	Description	Navigation	Run Control Page
FPA400 Part-Time Schedule	Lists part-time workers, whose part-time will end soon	Workforce Administration, Workforce Reports, Part-Time Schedule FPS	RUNCTL_FROMTHRU
FPA405 Current PPd Schedule	Lists workers nearing the end of their probation period.	Workforce Administration, Collective Processes, Identify Promotable Empls FPS, Current Probation Schedule Rpt	RUNCTL_FROMTHRU
FPA-AFFE Assignment − Request tbc	Lists requests for assignment changes that need to be approved	Workforce Administration, Workforce Reports, Assignment − Request tbc FPS	RUNCTL_FPACRYSTAL1
FPA-CARR Career-Request tbc	Lists requests for career changes that need to be approved	Workforce Administration, Workforce Reports, Career − Request tbc FPS	RUNCTL_FPACRYSTAL1
FPACNTR Contribution Call Letters	Contribution call letters contain the worker's address and the contribution amounts. Launch this report after FPA1100 SQR.	Workforce Administration, Collective Processes, Contribution Call Letter FPS	RUNCTL_FPA1150
FPACNTR2 Contribution Call Letters	See above.	Workforce Administration, Collective Processes, Contribution Call Letter FPS	RUNCTL_FPA1150
FPAEE_CA Employee Career/Action	Lists worker career data. (XMLP, Crystal)	Workforce Administration, Job Information, Reports, Employee Career/Action FPS	RUNCTL_FPACRYSTAL2
FPAEE_PO CSPosition/Employee	Lists worker civil service position data. (XMLP, Crystal)	Workforce Administration, Job Information, Reports, CS Position/Employee FPS	RUNCTL_FPACRYSTAL2
FPAHISTA Assignment − Request Rejected	Lists rejected assignment change requests.	Workforce Administration, Workforce Reports, Assignment − Rqst Rejected FPS	RUNCTL_FPACRYSTAL1
FPAHISTC Career − Request Rejected	Lists rejected career change requests.	Workforce Administration, Workforce Reports, Career − Request Rejected FPS	RUNCTL_FPACRYSTAL1
FPAHISTP CSPosition − Request Rejected	Lists rejected civil service position requests.	Workforce Administration, Workforce Reports, CSPosition − Rqst Reject FPS	RUNCTL_FPACRYSTAL1
FPAHISTS Compensation − Request Rejected	Lists rejected compensation change requests.	Workforce Administration, Workforce Reports, Compensation − Rqst Reject FPS	RUNCTL_FPACRYSTAL1
FPAHISTW Work Time − Request Rejected	Lists rejected work time change requests.	Workforce Administration, Workforce Reports, Work Time − Rqst Rejected FPS	RUNCTL_FPACRYSTAL1
FPA-POSI CS Position tbc	Lists civil service change requests requiring approval.	Workforce Administration, Workforce Reports, CS Position Request tbc FPS	RUNCTL_FPACRYSTAL1

Report ID and Report Name	Description	Navigation	Run Control Page
FPA_RAT List of Employees to be Rated (employee ID)	Lists workers to be rated according to attendance time, sorted by department or grade. Launch this report after FPA1200 SQR.	Workforce Development, Career Planning, Prepare Evaluation/Career Plan, Empl to be Rated Report FPS	RUNCTL_FPA1210
FPARAT2 List of Employees to be Rated (employee/department list)	See above.	Workforce Development, Career Planning, Prepare Evaluation/Career Plan, Empl to be Rated Report FPS	RUNCTL_FPA1210
FPA-REMU Compensation − Request tbc	Lists compensation change requests requiring approval.	Workforce Administration, Workforce Reports, Compensation − Request tbc FPS	RUNCTL_FPACRYSTAL1
FPA-TDTR Work Time − Request tbc	Lists work time change requests requiring approval.	Workforce Administration, Workforce Reports, Work Time − Request tbc FPS	RUNCTL_FPACRYSTAL1
FPMACT1 Action List − Report 1	Lists action definition part 1.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Action List − Report 1	PRCSRUNCNTL
FPMACT2 Action List − Report 2	Lists action definition part 2.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Action List − Report 2	PRCSRUNCNTL
FPMACTLE Actions/CS Position	Lists actions authorized by civil service position.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Actions/CS Position	PRCSRUNCNTL
FPMACTPR Retro Prcs Action Rules	Lists the retroactivity rules for action codes.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Retro Prcs Action Rules	PRCSRUNCNTL
FPMACTST Actions/Status	Lists actions authorized by status.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Actions/Status	PRCSRUNCNTL
FPMBUISN Occupation	Lists occupation codes.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Occupation	PRCSRUNCNTL
FPMCORPS Corps	Lists corps definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Corps	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FPMINDEX Index Value	Lists index/amount values.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Index Value	PRCSRUNCNTL
FPMJOBCD Job Code	Lists job code definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Job Code	PRCSRUNCNTL
FPMLEGAL Civil Service Position	Lists civil service position definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Civil Service Position	PRCSRUNCNTL
FPMPOINT Type of Point	Lists type of point definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Type of Point	PRCSRUNCNTL
FPMRANK1 Grade List − Report 1	Lists grade definition part 1.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Grade List − Report 1	PRCSRUNCNTL
FPMRANK2 Grade List − Report 2	List grade definition part 2.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Grade List − Report 2	PRCSRUNCNTL
FPMSALST Sal Grade Table/Scale-Steps	Lists salary grade table − steps.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Sal Grade Table/Scale-Steps	PRCSRUNCNTL

Manage Labor Administration Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR015 (USF) Union Membership	(For U.S. federal government users) Lists each union organization and the workers who are members. Before you run this report you must run the Refresh Employees Table process.	Workforce Administration, Labor Administration, Reports, Union Membership USF	PRCSRUNCNTL
HRLAY001 Layoff Roster	Report on the setup and roster list information of a layoff roster.	Workforce Administration, Labor Administration, Reports, Layoff Roster Report	HR_RUNCTL_LAY001

Report ID and Report Name	Description	Navigation	Run Control Page
HRLAY002 Bumping	This report displays worker Job Data history and job hierarchy enabling you to determine who has bumping rights in the event of a layoff.	Workforce Administration, Labor Administration, Reports, Bumping Report	HR_RUNCTL_LAY002
HRLAY003 Seniority	lists workers, their seniority dates, and the values for those dates.	Workforce Administration, Labor Administration, Reports, Seniority Report	HR_RUNCTL_LAY003
HRLAY004 Candidate List	This report lists the workers with recall rights that have not expired.	Workforce Administration, Labor Administration, Candidate List Report	HR_RUNCTL_LAY004
HRLAY005 Recall Roster	Report on the setup and roster list information of a recall roster.	Workforce Administration, Labor Administration, Recall Roster, Recall Roster Report	HR_RUNCTL_LAY005
HRLAY006 Layoff Roster Post Processing	When you process a layoff from the Process Layoff page, the process generates this report, listing those workers laid off. **Note.** The layoff process does not produce this report when you select the Auto Reinstatement check box on the Layoff Process page.	Workforce Administration, Labor Administration, Layoffs and Recalls, Layoff Roster, Layoff Roster List Click the Run Layoff Process button.	HR_RUNCTL_LAY
HRLAY007 Recall Rights Post Processing	• When you process a layoff from the Process Layoff page, the process generates this report, listing those workers who have received recall rights. **Note.** The layoff process does not produce this report when you select the Auto Reinstatement check box on the Layoff Process page. • When you process a recall or reinstatement from the Recall/Reinstatement page, the process generates this report, listing the recall rights of the workers who were rehired.	• Workforce Administration, Labor Administration, Layoffs and Recalls, Layoff Roster, Layoff Roster List Click the Run Layoff Process button. • Workforce Administration, Labor Administration, Layoffs and Recalls, Recall Roster, Recall Candidate List Click the Run Recall Process button. • Workforce Administration, Labor Administration, Layoffs and Recalls, Reinstatement Roster, Reinstatement Candidate List Click the Run Reinst Process button.	HR_RUNCTL_LAY, HR_RUNCTL_REINSTAT

Report ID and Report Name	Description	Navigation	Run Control Page
HRLAY008 Recall Post Processing	When you process a recall or reinstatement from the Recall/Reinstatement page, the process generates this report, listing those workers recalled or reinstated.	• Workforce Administration, Labor Administration, Layoffs and Recalls, Recall Roster, Recall Candidate List Click the Run Recall Process button. • Workforce Administration, Labor Administration, Layoffs and Recalls, Reinstatement Roster, Reinstatement Candidate List Click the Run Reinst Process button.	HR_RUNCTL_REINSTAT
OHS002 Discipline Action Summary	Summarizes all disciplinary actions taken against workers within a specified date range. The report itemizes actions by date, by incident, and by worker. (XMLP, Crystal)	Workforce Administration, Labor Administration, Reports, Discipline Action Summary	RUNCTL_OHS_FROMTO
OHS004 Grievance Detail	Lists the detailed grievance information for a formally filed grievance against the company. (XMLP, Crystal)	Workforce Administration, Labor Administration, Reports, Grievance Detail	RUNCTL_OHS_NONE
OHS005 Employee Disciplinary Action	Lists the detailed disciplinary action information for specific workers.	Workforce Administration, Labor Administration, Reports, Employee Disciplinary Action	RUNCTL_OHS005
OHS006 Grievance Summary	Summarizes the grievances filed against the company, along with the associated actions and resolutions. (XMLP, Crystal)	Workforce Administration, Labor Administration, Reports, Grievance Summary	RUNCTL_OHS_FROMTO
PER009 Union Membership	(For users in the USA and Canada) Lists each union organization and the workers who are members. Run the Refresh Employees Table process before running this report.	Workforce Administration, Labor Administration, Reports, Union Membership	PRCSRUNCNTL
PER053 ITA Equal Opportunities	Submitted every two years and consists of eight different tables. All companies with 100 or more workers are required to submit this report.	Workforce Administration, Labor Administration, Reports, Equal Opportunities ITA	RUNCTL_PER053
PER055 Union Fees	(ESP) Shows the workers and fees per union and month.	Workforce Administration, Labor Administration, Reports, Union Fees ESP	RUNCTL_PER055_ESP

Report ID and Report Name	Description	Navigation	Run Control Page
PER059 Union Report ITA	(ITA) There are two Italian union reports. You can run a union report generating a list of workers and worker information by union. You can also run a union report listing the number of workers belonging to each union, sorted by category.	Workforce Administration, Labor Administration, Reports, Union Report ITA	RUNCTL_PER059
PER061 Labor Relations Letters	Generates various labor relations letters based on data supplied and the type of letter selected.	Workforce Administration, Labor Administration, Reports, Labor Relations Letters	RUNCTL_PER061
WP001 Employees Due Advancement	Create a list of all of the workers that the Process Wage Progression process will advance.	Workforce Administration, Labor Administration, Wage Progression, Process Wage Progression, Process Wage Progression	RUN_UPD_WP_ADVC
WP002 Exceptions	Lists all workers within a Wage Progression Run ID group that have unacknowledged exceptions and indicates the exception type.	Workforce Administration, Labor Administration, Wage Progression, Wage Progression Exception Rpt, Exceptions Report	RUN_WP002

Manage Positions Reports

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)	Organizational Development, Position Management, Position Reports, Active/Inactive Positions USF	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)	Organizational Development, Position Management, Position Reports, Incumbent History USF	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)	Organizational Development, Position Management, Position Reports, Active Position History USF	RUNCTL_FGASOFDT

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR028 (USF) Exception/Override	Audits the data in fields that match in the Position Data component and the current incumbent Job Data component. (SQR)	Organizational Development, Position Management, Position Reports, Exception Override USF	RUNCTL_FGHR028
FGOCC800 (USF) Occupation Series	Provides the details of the Occupational Series table. (Crystal)	Organizational Development, Position Management, Position Reports, Occupation Series USF	PRCSRUNCNTL
FGOF8 (USF) OF8 Report	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.	Organizational Development, Position Management, Position Reports, OF8 Report USF	RUNCTL_FGOF8
FGPER815 (USF) Position Title Table	Generates a listing of the Position Title Table records. (XMLP, Crystal)	Organizational Development, Position Management, Position Reports, Position Title Table USF	PRCSRUNCNTL
FGPER823 (USF) Job Code	Print a list of all the job codes with effective dates.	Organizational Development, Position Management, Position Reports, Job Code USF	PRCSRUNCNTL
FGHR010 (USF) Vacant Position	Lists all currently vacant, budgeted positions in your organization.	Organizational Development, Position Management, Position Reports, Vacant Position USF	RUNCTL_FGHR010
POS001 Position Status	Inventories the types of positions in your organization, and lists all filled and vacant positions. (SQR)	Organizational Development, Position Management, Position Reports, Position Status	RUNCTL_ASOFDATE
POS002 Active/Inactive Positions	Lists the current position-related data for active positions, inactive positions, or both, depending on which you select to run. (XMLP, Crystal)	Organizational Development, Position Management, Position Reports, Active/Inactive Positions	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)	Organizational Development, Position Management, Position Reports, Incumbent History	RUNCTL_ASOFDT_COMP

Report ID and Report Name	Description	Navigation	Run Control Page
POS004 Active Position History	Lists all current and historical data related to a position, for all active positions in the organization. (SQR)	Organizational Development, Position Management, Position Reports, Active Position History	RUNCTL_ASOFDATE
POS006 Create Organizational Report	Provides a visual representation of reporting relationships among positions by level, if any, in the organization. (SQR) 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.	Organizational Development, Position Management, Create Organizational Structure, Create Organizational Report	RUNCTL_POS006
POS006A Build Position Structure	Links the positions in the system and creates the reporting hierarchy represented in the Create Organizational Report. (SQR)	Organizational Development, Position Management, Create Organizational Structure, Build Position Structure	RUNCTL_ASOFDATE
POS007 Vacant Position	Lists all currently vacant, budgeted positions in your organization. (XMLP, SQR)	Organizational Development, Position Management, Position Reports, Vacant Position	PRCSRUNCNTL
POS008 Exception/Override	Audits the data in fields that match in the Position Data component and the current incumbent Job Data component. (SQR)	Organizational Development, Position Management, Position Reports, Exception/Override	RUNCTL_POS008

Manage Professional Compliance Reports

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

Manage Profiles Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMM007 Licenses, Certificates Renewal	Lists which workers need to renew a license or certificate.	Workforce Development, Profile Management, Reports, Licenses/Certificate Renewal	RUNCTL_CMM007
JPM_CATI_RPT Content Catalog Listing	Lists the content items that have been set up for a selected content type or for all content types.	Set Up HRMS, Product Related, Profile Management, Content Catalog, Content Catalog Listing	JPM_CATLIST_RPT
JPM_JPNP_RPT Non-Person Profile	Generate a PDF file for each non-person profile listed in the run parameters.	Workforce Development, Profile Management, Reports, Non-Person Profile Report	JPM_NPPROF_RPT
JPM_JPPP_RPT Person Profile	Generate a PDF file for each person listed in the run parameters. Each report shows all items in the person's profile that are effective as of the date specified in run parameters.	Workforce Development, Profile Management, Reports, Person Profile Report	JPM_PPROF_RPT
NVQ001 (GBR) UK NVQ - Employee Status	Lists workers assigned to an NVQ and their status. (XMLP, Crystal)	Workforce Development, Profile Management, NVQ Reports UK, Employee Status	PRCSRUNCNTL
NVQ002 (GBR) UK NVQ - Unit Listing	Lists all defined NVQ units. (XMLP, Crystal)	Workforce Development, Profile Management, NVQ Reports UK, Unit Listing	PRCSRUNCNTL
NVQ003 (GBR) UK NVQ - NVQ Listing	Lists all defined NVQ units. (XMLP, Crystal)	Workforce Development, Profile Management, NVQ Reports UK, NVQ Listing	PRCSRUNCNTL
NVQ004 (GBR) UK NVQ − Unit/Element Listing	Lists the elements associated with NVQ units. (XMLP, Crystal)	Workforce Development, Profile Management, NVQ Reports UK, Unit/Element	PRCSRUNCNTL
NVQ006 (GBR) UK NVQ - Employee Plan	Summarizes a worker's NVQ Unit plan. First run the NVQ - Initialize Plan process to generate this report. (XMLP, Crystal)	Workforce Development, Profile Management, NVQ Reports UK, Employee Plan	PRCSRUNCNTL
PER011 Competency Inventory	Lists workers in a department and their competencies. Run the Refresh Employees Table process before running this report to include any new workers and their associated competencies. Use the same Run Control ID for both the Refresh Employee Table process and the Competency Inventory report.	Workforce Development, Profile Management, Reports, Competency Inventory	RUNCTL_PER011

Report ID and Report Name	Description	Navigation	Run Control Page
PER034 Internal Resume	Creates a resume-like document from the data contained in the employee's PERSON profile and other information. Sections of the report include: 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	Workforce Development, Profile Management, Reports, Internal Resume	RUNCTL_PER034

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.	Compensation, Variable Compensation, Award Reports, Actual Awards	RUNCTL_VC_REP
VC002 Budget Report	Helps you calculate how much funding to allocate to a plan.	Compensation, Variable Compensation, Variable Comp Reports, Budget	RUNCTL_VC_REP
VC003 Calculate Awards Report	View the results of the Award Calculation process.	Compensation, Variable Compensation, Award Reports, Calculate Awards	RUNCTL_VC_REP
VC004 Carryover Report	View the carryover balances. The detailed report lists all workers 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.	Compensation, Variable Compensation, Award Reports, Carryovers	RUNCTL_VC_REP
VC005 Employee History Report	For each worker, 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 worker's grand total values for all plans.	Compensation, Variable Compensation, Award Reports, Employee History	RUNCTL_VC_EEHIS_RP

Report ID and Report Name	Description	Navigation	Run Control Page
VC006 Funding Allocation Report	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.	Compensation, Variable Compensation, Variable Comp Reports, Funds Allocation	RUNCTL_VC_REP
VC007 Guarantee Report	View the worker guarantees. The detailed report lists all workers 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.	Compensation, Variable Compensation, Variable Comp Reports, Guarantee	RUNCTL_VC_REP
VC008 Non Monetary Report	Track the number of units awarded under a plan and the value to workers. The report lists only awards that are beyond the status of Initial Calculation. The detailed report lists all workers 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.	Compensation, Variable Compensation, Award Reports, Non Monetary	RUNCTL_VC_REP
VC009 Plan History Report	The report provides information about the plan definition and lists award values, proration, and approver information by payout period for the plan ID that you specify on the run control page.	Compensation, Variable Compensation, Award Reports, Plan History	RUNCTL_VC_REP

Report ID and Report Name	Description	Navigation	Run Control Page
VC010 Variance Report	View the variance between the target award and the actual award that appears on the Award Allocations page. The detailed report lists all workers in a plan by group, the worker'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.	Compensation, Variable Compensation, Award Reports, Variance	RUNCTL_VC_REP
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.	Compensation, Variable Compensation, Variable Comp Reports, Organization and Group Goals	RUNCTL_VC_REP
VC012 Consistency Report	Provides a list of workers who have fallen off a tree and the groups to which they belonged. The variable compensation administrator or the workers' managers can use this information to ensure that these individuals get the appropriate awards.	Compensation, Variable Compensation, Variable Comp Reports, Tree 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 Enterprise Payroll for North America or PeopleSoft Enterprise Stock Administration.	Compensation, Variable Compensation, Award Reports, Subscription Errors	RUNCTL_VC_REP

Report ID and Report Name	Description	Navigation	Run Control Page
VCP001 Tree Member Overlap Report	Identifies workers who exist multiple times on a tree. This enables you to validate or correct the group membership, as appropriate.	Compensation, Variable Compensation, Variable Comp Reports, Tree Member Overlap	RUNCTL_VCP001

Meet Regulatory Requirements Reports

Report ID and Report Name	Description	Navigation	Run Control Page
HRS001 Adverse Impact	Provides information on recruitment and hiring practices; compares hiring decisions for white males to ethnic minorities and females. 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.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Adverse Impact	RUN_CNTL_REG
HRS002 Job Group Movement Analysis	Provides gender and ethnic group movements in and out of an organization and tracks career progression patterns.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Movement Analysis	RUN_CNTL_REG
OHS001 OSHA-200 Log	Lists the case numbers and details of each injury and illness that occurred during a particular calendar year.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, OSHA-200 Log	RUNCTL_CALENDARYR
PER016 EEO-1 Employer Information	Provides equal employment opportunity (EEO) information on private organizations. This report is compliant with the EEOC requirements for single and multi-establishment reporting. A single-establishment employer needs to file one report, while a multi-establishment employer must file separate reports.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-1 Employer Info	RUNCTL_PER016
PER017 EEO-1 Job Analysis	Supplies standard job category counts instead of worker counts for the private sector.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-1 Job Analysis Report	RUNCTL_PER017

Report ID and Report Name	Description	Navigation	Run Control Page
PER019 Terminations Analysis	Analyzes terminations within your organization according to predetermined groupings of age, years of service, gender, and ethnic group. It counts workers in each group, counts terminations, and expresses both counts as a percentage of the total population of active workers. It also calculates the termination rate. This report does not include workers whose Sex or Ethnic Group has not been indicated.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Terminations Analysis	RUN_CNTL_REG
PER022 EE0-5 Job Analysis	Supplies standard job category counts for school-related categories.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-5 Job Analysis	RUNCTL_PER022
PER024 Job Group Analysis	Analyzes the makeup of your workforce by establishment, EEO job group, job title, and salary grade. For a given job title and salary grade, the report provides totals by minorities, by gender, and by ethnicity within gender. Use this information to examine job groupings in relation to your company structure and to make changes and additions as needed.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Analysis	RUN_CNTL_REG2
PER024A Job Group Analysis Summary	Analyzes the makeup of your workforce by job groups within each establishment. These totals are further broken down by minority and gender, and then by ethnicity within each gender.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Analysis Summary	RUN_CNTL_REG2
PER025 Workforce Analysis	Tracks hiring practices by department based on job titles, including the salary grade assigned to the title and the total number of workers and minorities who hold the title. Use the report to analyze patterns of discrimination in hiring practices. The report shows the percentage of minorities in each department.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Workforce Analysis	RUN_CNTL_REG2

Report ID and Report Name	Description	Navigation	Run Control Page
PER027 VETS-100 Process	The report details the number of special disabled veterans, Vietnam-era veterans, and other protected veterans in your workforce by job category and hiring location, as well as the total number of workers, special disabled veterans, Vietnam-era veterans, and other protected veterans hired during the reporting period.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 Process	RUNCTL_PER027
PER027B VETS-100 Analysis	Reports on the VETS-100 data created by the VETS-100 process.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 Analysis	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.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 Submit	RUNCTL_PER027C
PER030 Job Group Roster	Lists personal and job data for workers such as ethnic group, gender, date they received the title, salary grade, hourly rate, monthly rate, department name, original hire date and job title at hire. Workers are grouped by their associated job group and establishment.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Roster	RUN_CNTL_REG2
PER031 EEO-4 State and Local Government	Provides employment counts in the prescribed format for state and local governments.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-4 State/Local Govt	RUNCTL_PER031
HR_RFWPRW_AE PRWORA - New Hire Report	Provides the criteria necessary to create the electronic report, along with a standard state (or Federal) PRWORA New Hire Report. This report is generated as an Adobe (PDF) file.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, PRWORA-Newhire	RUN_RFWPRW_HR

Report ID and Report Name	Description	Navigation	Run Control Page
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.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, IPEDS-S	RUNCTL_PER040

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Meet Regulatory Requirements

(AUS) Meet Regulatory Requirements Reports for Australia

Report ID and Report Name	Description	Navigation	Run Control Page
PER712AUS ANZSCO	Prints a list of the ANZSCO reporting codes.	Workforce Monitoring, Meet Regulatory Rqmts AUS, ASCO Report	PRCSRUNCNTL

See Also

hhrr, (AUS) Meeting Regulatory Requirements for Australia

(BRA) Meeting Regulatory Requirements Reports for Brazil

Report ID and Report Name	Description	Navigation	Run Control Page
BRCGED01 CAGED Report	The CAGED *(Cadastro Geral de Empregados e Desempregados)* report generates a file containing the monthly turnover of workers by establishment. Every establishment that has had any type of turnover (hiring, dismissing, or transferring worker that have employment contracts ruled by the Consolidated Labor Laws) is required to report that turnover to the Ministry of Labor and Employment.	Workforce Monitoring, Meet Regulatory Rqmts BRA, CAGED File/Report BRA	CAGED_RC_BRA

Report ID and Report Name	Description	Navigation	Run Control Page
BREREG01 Employee Registry	The Employee Registry report generates a file containing workers' employment data, including hire date, retirement date, length of social security contributions.	Workforce Monitoring, Meet Regulatory Rqmts BRA, Employee Registry Report BRA	EMPL_REG_RC_BRA

(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)	Workforce Monitoring, Meet Regulatory Rqmts CAN, Reports, Employment Equity	RUNCTL_PER101CN
PER102CN Canadian Official Languages Data File	Creates an import file to report official languages information. (SQR)	Workforce Monitoring, Meet Regulatory Rqmts CAN, Reports, Official Language Requirements	RUNCNTL_PER102CN
PER715CN Pay Equity Table	Lists job evaluation information. (Crystal)	Workforce Monitoring, Meet Regulatory Rqmts CAN, Reports, Pay Equity	PRCSRUNCNTL
PER716CN National Occupation Codes	Lists the NOC codes used in categorizing your job codes. (XMLP, SQR)	Workforce Monitoring, Meet Regulatory Rqmts CAN, Reports, National Occupation Codes	PRCSRUNCNTL

See Also

hhrr, (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 workers who should work for the company and list the disabled workers, excluding temporary workers, trainees, and apprentices. For companies with more than 20 workers. (SQR) 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.	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Disability	RUNCTL_DIS001_FRA
ELE001 Election	Provides the results of the staff representative elections for workers and management. (Crystal)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Election Monitoring, Election Report	RUNCTL_ELE001
HRSHSFRA Single Hiring Statement	A statutory report that is filed at the time of hiring new workers. The system uses information from your worker, company, and establishment tables to generate the report. (XMLP, Crystal)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Single Hiring Statement	SHS_FRA_RUN_CTL
REG001FR Monthly Workforce	Lists the monthly personnel changes for a given establishment of a company. This report is required for all organizations that employ 50 or more workers. (SQR) Before running this report, define which contract types to include in the report using the Contract Type Group page.	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Monthly Workforce	RUNCTL_REG001_FRA
REG002FR Personal Register	Lists workers 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)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Personal Register	RUNCTL_REG002_FRA
REG003FR Workforce by Nationality	Provides a comprehensive analysis of the foreign workforce employed in a company. (SQR)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Workforce by Nationality	RUNCTL_REG003_FRA

Report ID and Report Name	Description	Navigation	Run Control Page
REG004FR BIAF report	This statutory report is for workers on fixed-term contracts and details the worker's training entitlement.	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, BIAF	RUNCTL_BIAF_FRA
SOC001 Employee Survey	Gives an annual snapshot of a company based on the calculation of several indicators, such as the number of workers in the organization and their average salary. (XMLP, Crystal) 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.	Workforce Monitoring, Meet Regulatory Rqmts FRA, Employee Survey, Employee Survey Report	RUNCTL_SOC001

See Also

hhrr, (FRA) Meeting Regulatory Requirements for France

(GBR) Meet Regulatory Requirements Reports for the UK

Report ID and Report Name	Description	Navigation	Run Control Page
HRS001UK Adverse Impact	Displays the breakdown of job offers versus applications by UK-specific ethnic groups and by gender.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Adverse Impact	RUNCTL_FROMTHRU
PER019UK Termination Analysis	Displays the current worker count and the number of terminations.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Termination Analysis	RUNCTL_FROMTHRU
PER025UK Work Force Analysis	Tracks hiring practices by department, or other organizational units, based on job titles in the department.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Workforce Analysis	RUNCTL_PER025UK
PER030UK Job Group Roster	Lists your workers in job groups.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Job Group Roster	RUNCTL_PER030UK
PER037UK Joint Staffing	Gives a breakdown of your workforce by job code, gender, and full or part-time status.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Joint Staffing	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
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.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, NI Fair Employments	RUNCTL_UKNI

See Also

hhrr, (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.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Groups by PATCOB/POI USF	RUNCTL_FGHR012
FGHR012B EEO Groups by PATCOB/SubAgency	Details the distribution of EEO groups and comparison by PATCOB and sub-agency.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Grps by PATCOB/SubAgcy USF	RUNCTL_FGHR012
FGHR013A VETS-100 by SubAgency	Generates a Veterans employment report by sub-agency.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 by SubAgency USF	RUNCTL_FGHR013
FGHR013B VETS-100 by POI	Generates a Veterans employment report by POI.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 by POI USF	RUNCTL_FGHR013
FGHR014A EEO Groups by Series/POI	Details the distribution of EEO groups and comparison by occupation and POI.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Groups by Series/POI USF	RUNCTL_FGHR014
FGHR014B EEO Groups by Series/SubAgency	Details the distribution of EEO groups and comparison by series and sub-agency.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Grps by Series/SubAgcy USF	RUNCTL_FGHR014

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR019B CPDF Error	Lists the CPDF edit errors found in CPDF Error Processing. Before running this report, run CPDF Edits Processing to execute the COBOL program FGPCPDFF. This program generates a table of the CPDF edit errors found in the CPDF Status and Dynamic Tables.	Workforce Monitoring, Meet Regulatory Rqmts, CPDF Processing USF, Error Report	RUNCTL_FGHR019B
FGSF113A SF113-A	Generates a monthly report of federal civilian employment.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, SF113-A USF	RUN_FGSF113A
FGSF113G SF113-G	Generates a monthly report of full-time equivalent and work-year civilian employment.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, SF113-G USF	RUN_FGSF113G

See Also

hhrr, (USF) Performing Regulatory Processing and Reporting

Monitor Absence Reports

Report ID and Report Name	Description	Navigation	Run Control Page
ABS001 Absence Listing	Provides information about a worker's absence history. **Note.** Run the Refresh Employees Table process before running this report.	Workforce Administration, Absence and Vacation, Absence Reports, Absence Listing	RUNCTL_ABS001
ABS002 Absence Periods	Provides information about the number of worker absence periods.	Workforce Administration, Absence and Vacation, Absence Reports, Absence Periods	RUNCTL_FROMTHRU
ABS003 Time Lost Due to Absence	Provides worker absence information. **Note.** Run the Refresh Employees Table process before running this report.	Workforce Administration, Absence and Vacation, Absence Reports, Time Lost Due to Absence	RUNCTL_ABS003

Report ID and Report Name	Description	Navigation	Run Control Page
ABS004UK Bradford Score	Lists worker absences for the regulatory region of GBR only. It lists department, name, emplID, worker type, job title, total number of absences, total number of days absent, and the 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^2 X B **Note.** Run the Refresh Employees Table process before running this report.	Workforce Administration, Absence and Vacation, Absence Reports, Bradford Score GBR	RUNCTL_ABS004UK
ABS005NL Illness Registration (1)	Calculates the illness totals, percentages, and frequencies.	Workforce Administration, Absence and Vacation, Absence Reports, Illness Registration NLD	RUNCTL_ABS005_NL
ABS006NL Illness Registration (2)	Same as above.	Workforce Administration, Absence and Vacation, Absence Reports, Illness Registration NLD	RUNCTL_ABS005_NL
ABS007NL Longterm Illnesses NLD	Provides a report of workers who have longterm illnesses from which they haven't fully recovered and are subject to the Dutch law *Wet Poortwachter*. You can use a worker checklist to track the status of a worker's illness. **Note.** This report can be run from PeopleSoft Human Resources or Global Payroll for the Netherlands. Based on the setting of the GPNLD installation flag, the report retrieves absence data from human resources or payroll tables.	Workforce Administration, Absence and Vacation, Absence Reports, Longterm Illnesses NLD	RUNCTL_ABS007_NL

Report ID and Report Name	Description	Navigation	Run Control Page
ABS702NL Create Statistics	Create absence statistics for a company in the Netherlands.Run this process before creating an Illness Registration report. Run for a certain month of the year.	Workforce Administration, Absence and Vacation, Absence Reports, Create Illness Statistics, Create Statistics	RUNCTL_ABS702_NL

Monitor Health and Safety Reports

Report ID and Report Name	Description	Navigation	Run Control Page
BRPPP01 PPP Report BRA	Add profile information to the system by establishment ID, department ID, group ID, or worker.	Workforce Monitoring, Health and Safety, Reports, PPP Report BRA	PPP_RC_BRA
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.	Workforce Monitoring, Health and Safety, Reports, WCB Form 7 CAN	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.	Workforce Monitoring, Health and Safety, Reports, Work Accident FRA	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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Accident DEU	RUNCTL_OHS501GR

Report ID and Report Name	Description	Navigation	Run Control Page
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. (XMLP, Crystal) 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.	Workforce Monitoring, Health and Safety, Reports, Injury/Dangerous Occ. GBR	RUNCTL_OHS_UK
OHS002GR Reportable Accident/Illness	Produces a Reportable Accident /Illness report for Germany.	Workforce Monitoring, Health and Safety, Reports, Reportable Accident/Illness DEU	RUNCTL_OHS002GR
OHS002UK Illness Report	Provides information to meet the health and safety reporting requirements in the United Kingdom. (XMLP, Crystal) 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).	Workforce Monitoring, Health and Safety, Reports, Illness GBR	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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Non-Employees In Incidents	RUNCTL_OHS_FROMTO

Report ID and Report Name	Description	Navigation	Run Control Page
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)	Workforce Monitoring, Health and Safety, Reports, Incident Location Summ DEU	RUNCTL_OHS003GR
OHS004GR Illness Report	Includes information about the individual, including personal data, nationality, children, job, and physician. 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. This report is only available in German. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Illness DEU	RUNCTL_OHS504GR
OHS008BC 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)	Workforce Monitoring, Health and Safety, Reports, WCB Incident CAN	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.	Workforce Monitoring, Health and Safety, Reports, Incident Detail	RUNCTL_OHS_INC

Report ID and Report Name	Description	Navigation	Run Control Page
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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident Summary	RUNCTL_OHS_FROMTO
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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, 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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Claim Summary Overview	RUNCTL_OHS_FROMTO
OHS013 Employees In Incidents	Summarizes workers involved in incidents that have occurred within a specified date range. It notes whether the worker has suffered an injury or illness. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Employees In Incidents	RUNCTL_OHS_FROMTO
OHS014 Incident Lost Work	Lists the lost or restricted workdays for a worker involved in a health and safety incident within a specified reporting period and totals lost and restricted days by incident. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident Lost Work	RUNCTL_OHS_FROMTO
OHS014ES Incident Without Lost Work	Generates a list of accidents that didn't result in lost workdays. This report prints the Name, Gender, NSS, Accident Date, and Accident Type. This report must be printed by Work Center. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident w/o Lost Wages ESP	RUNCTL_OHS_FROMTO

Report ID and Report Name	Description	Navigation	Run Control Page
OHS015 Incident Claim Detail	Lists the claims filed for a specific incident, the worker 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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, 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. (XMLP, Crystal)	Workforce Monitoring, Health and Safety, Reports, Vehicle Incident Summary	RUNCTL_OHS_FROMTO
PER002CH 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.	Workforce Monitoring, Health and Safety, Reports, Accident CHE	RUNCTL_PER002_CHE

Plan Careers and Successions Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CARPLAN Employee Career Plan	Lists a worker's career plan as entered by different evaluators (Crystal).	Workforce Development, Career Planning, Career Reports, Career Plan	RUNCTL_CAR001
CARTRAIN Employee Career Training Plan	Lists a worker's training plan to meet career goals (XMLP, Crystal).	Workforce Development, Career Planning, Career Reports, Career Training	RUNCTL_CAR002

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR022 (USF) Individual Development Plan	Produces an Individual Development Plan (IDP) for a worker. (SQR). An IDP includes a worker profile, worker competencies, worker training history, potential job moves, mentoring, training, other specific developmental areas, summary of estimated costs, summary of actual costs, and a section for signatures.	Workforce Development, Career Planning, Career Reports, Individual Development Plan, IDP	RUN_FGHR022

Manage Base Compensation and Budgets Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP001 Salary Structure	Lists all salary grades in descending order by grade. 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.	Compensation, Base Compensation, Salary Plan Reports, Salary Structure	RUNCTL_ASOFDATE
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. The 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.	Compensation, Base Compensation, Salary Plan Reports, Job Grading by Evaluation Pts	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
CMP003 Compa-Ratio Analysis	The report lists each worker in the salary grade and the midpoint amount of the salaries in that grade. For each worker, the report lists job code, title, name, and department ID. The report displays those workers whose HR 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 worker's salary to the midpoint amount of the salary grade. If the worker's current rate is the same as the midpoint, the compa-ratio is 1.00 or one hundred percent of the midpoint.	Compensation, Base Compensation, Salary Plan Reports, Ratio Analysis	RUNCTL_ASOFDATE
CMP004 Below Minimum Analysis	The Below Minimum Analysis report lists the salary grades containing workers under the minimum, the associated minimum amount, the worker's annual rate, and the amount below both in dollars and as a percentage. The report displays those workers whose HR Status is *Active, Leave of Absence, Suspended,* or *Leave with Pay.*	Compensation, Base Compensation, Salary Plan Reports, Below Minimum Analysis	RUNCTL_ASOFDATE
CMP005 Above Maximum Analysis	For each worker, the report shows the job code and title, name, department ID, the maximum amount, the worker's annual rate, and the amount above maximum both in currency and as a percentage. The report displays those workers whose HR Status is *Active, Leave of Absence, Suspended,* or *Leave with Pay.*	Compensation, Base Compensation, Salary Plan Reports, Above Maximum Analysis	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
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 workers' previous and new compensation package. Run the Load Data process (HR_SP_CI) 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.	Compensation, Base Compensation, Maintain Plans, Update By Plan/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 workers' job records before you run the Load Data process (HR_SP_CI) to actually insert new job records. This report displays the workers' previous and new Sal Admin Plan (salary administration plan), Grade, and Step. Generate this report after running the Update by Job Code application engine process. The report displays the workers' previous and new salary administration plan, grade, and step. Run the Load Data process (HR_SP_CI) 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.	Compensation, Base Compensation, Maintain Plans, 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 a worker 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.	Compensation, Base Compensation, Compensation Reports, Salary History by Employee	RUNCTL_CMP011
CMP014 Salary History by Group	Provides the salary changes for the workers 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.	Compensation, Base Compensation, Compensation Reports, Salary History by Group	RUNCTL_CMP014
CMP020JP (JPN) Salary Simulation	Generates the results of the Salary Increase Simulation process.	Compensation, Base Compensation, Percentage Increase JPN, Salary Simulation Report	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).	Compensation, Forecast Compensation FRA, Process Forecast, Forecasted Compensation Rpt	RUNCTL_LMS_REPORT
LMS003 Scenario Comparison	Compare two scenarios.	Compensation, Forecast Compensation FRA, Process Forecast, Scenario Comparison Rpt	RUNCTL_LMS_REPORT
LMS004 Rate Codes Without Rate Code Class	Provides rate codes that don't have a rate code class attached to them. 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 a worker have an associated rate code class. Run this report before you run the calculation process.	Compensation, Forecast Compensation FRA, Process Forecast, Rate Codes w/out Class Rpt	RUNCTL_LMS_RATE_CL

Report ID and Report Name	Description	Navigation	Run Control Page
PER008 Review Audit	Lists all worker reviews for the workers in a group.	Compensation, Base Compensation, Employee Review History, Review Audit	RUNCTL_PER008
PER012 Departmental Salaries	This report provides an alphabetical list of workers by department, basic job data information, and a breakdown of pay rates for each.	Compensation, Base Compensation, Compensation Reports, Salary History by Department	PRCSRUNCTL_LC_HR
PER013 Employee Compensation Changes	Lists workers who have had compensation rate changes within a selected time period.	Compensation, Base Compensation, Compensation Reports, Employee Compensation Changes	RUNCTL_PER013
PER023 Salary History for Company	Displays each salary change for a worker during a specified time period.	Compensation, Base Compensation, Compensation Reports, Salary History by Company	RUNCTL_PER023
PER041 Merit Increase Report	Lists the merit increases and their approval status for the workers in a merit group.	Compensation, Base Compensation, Merit Increases, Report Merit Increases	RUNCTL_SP_MERIT
PER062JP (JPN) Grade Advance Candidate List	Lists workers who are eligible to advance from the grade you enter.	Compensation, Base Compensation, Salary Plan Reports, Grade Advance Candidates JPN	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.	Compensation, Base Compensation, Salary Plan Reports, Salary Grade	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.	Compensation, Base Compensation, Salary Plan Reports, Salary Grade/Step	RUNCTL_PER706B

Performance Management Reports

Report ID and Report Name	Description	Navigation	Run Control Page
HEP001 Missing Documents	Lists missing documents for a group of workers (Group ID) and a given document type and date range.	Workforce Development, Performance Management, Reports, Missing Documents Report	RUNCTL_EP_RPT
HEP002 Late Documents	Lists manager documents whose due date has passed.	Workforce Development, Performance Management, Reports, Late Documents Report	RUNCTL_EP_RPT

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 workers.	Compensation, Total Compensation, View Total Compensation, Total Comp Statement Report	TC_BEN_RUN_CNTL
TC002 Group Summary Compensation	Aggregated information for each individual within a group that you specify.	Compensation, Total Compensation, View Total Compensation, Group Summary Compensation Rpt	TC_GRP_RUN_CNTL
TC003 Employee Compensation Report	Detailed information about each compensation type for each individual within a group that you specify.	Compensation, Total Compensation, View Total Compensation, Group Detail Compensation Rpt	TC_GRP_RUN_CNTL

Track Faculty Events Reports

Report ID and Report Name	Description	Navigation	Run Control Page
HRH905CN StatsCan FT Survey (Statistics Canada full-time survey)	Lists the results of the Statistics Canada Academic Teaching Survey created using the Create Stats-Canada Survey component.	Workforce Development, Faculty Events, Load Teaching Data CAN, FT Survey Stats CAN Rpt	RUNCTL_HPH905CN
PER045 Faculty Events	Lists an employee's tracking events, such as activities. Use this report as a template for Curriculum Vitae reporting.	Workforce Development, Faculty Events, Track Events, Faculty Events Hist Rpt, Faculty Events Report	RUNCTL_EVENTS
PER046 Case Review	Captures the case review details and the less secure details of the case review path.	Workforce Development, Faculty Events, Manage Cases, Case Review Status Rpt, Case Review Report	RUNCTL_CASE_REVIEW
PER047 Employee Tenure Status	Lists employee tenure status and home department information.	Workforce Development, Faculty Events, Tenure Reports, Employee Tenure Status	RUNCTL_EGPP03

Report ID and Report Name	Description	Navigation	Run Control Page
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. 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. Administer Flexible Service also uses this report.	Workforce Development, Faculty Events, Tenure Reports, Tenure Calculation, Tenure Calc	RUNCTL_EGPP05
PER051 Tenure Service List	Provides detailed tenure service information for employees, such as tenure status and track start date. 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.	Workforce Development, Faculty Events, Tenure Reports, Tenure Years of Service, Tenure Service List	RUNCTL_EGPP06

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.	Workforce Administration, Flexible Service EG, Employee Service Report	RUNCTL_EGPP04
PER049 Employee Service Calculation Results	Lists the results of the Normal Run background 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.	Workforce Administration, Flexible Service EG, Calculated Service Report	RUNCTL_EGPP05

Track Global Assignments Reports

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

PeopleSoft HRMS Reports: Selected Reports

This section provides detailed information on individual reports. The reports are listed by report ID.

PER044 - Multiple Seniority Components − Basic Report

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.

See Also

hhac, Administering Seniority Pay

PER033 - Citizenship/Country/Visa Audit − Administer Workforce

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

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

The report puts a page break between categories.

See Also

hhaw, Entering Additional Data in Human Resources Records, Managing Citizenship and Visa or Permit Information

PER058 - Primary Job Audit − Administer Workforce

One important reason to designate primary and secondary jobs is to create accurate data for regulatory reporting. By running reports for a worker's primary job only, you create an accurate worker 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 workers 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 worker job records. Use the Primary Job Audit report to check for discrepancies in the primary job designation for workers with multiple jobs.

This report lists all workers 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.

See Also

hhaw, Updating Person and Job Information, Running Job Data Reports

PER066JP - JPN Employee Assignment List Report

This report lists workers by department and supervisor level including workers with additional appointments.

To run the report, at least one Department tree must be created. For the purposes of department security, the DEPT_SECURITY tree usually already exists. You can either select this tree or create a new department hierarchy beneath the DEPARTMENT tree structure.

The report is sorted by Department then:

- Employees with supervisor levels registered in the Supervisor Level tree, in tree order.

- Employees with supervisor levels not registered in the Supervisor Level tree, in alphanumeric supervisor level order.

- Workers without supervisor levels, in alphanumeric emplID order.

Note. The Supervisor Level tree that the system uses for sorting is the one used for the Appointment Notification and Appointment List reports. It must be named SUPERVISOR_LEVEL if the system is to use it. If you have not defined a Supervisor Level tree with that name, sorting will be in alphanumeric supervisor level order.

POS006A - Build Position Structure − Manage Positions

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.

See Also

hhms, Maximizing Position Data, Running the Organizational Structure Reports

POS008 - Exception/Override − Manage Positions

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 worker 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 workers whose HR 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.

See Also

hhms, Managing Position Data, Verifying Position Data

PKG006 - Salary Packaging FBT Reconciliation − Administer Salary Packaging

For reporting purposes you need to identify all the different categories of fringe benefits and the taxable value of the benefits. In the FBT Reconciliation report, all FBT categories are identified, based on the component types you define on the Package Component table component. For each component type, or FBT category, you can see the workers who have received this benefit in the FBT year. You also see information on the budgeted and the actual gross taxable value of the benefits. These values are shown for each worker and as a total for each component.

You can combine the information provided in the FBT Reconciliation report with information from your other administrative systems to accurately complete your FBT return for the Australian Taxation Office.

Note. The FBT Reconciliation Report includes values calculated during the Package Expense Calculation. To ensure that you get accurate totals included in the FBT Reconciliation report, execute the Package Expense Calculation at the end of the FBT Year for which to run the FBT Reconciliation report. You must complete this before running the report.

See Also

hhsp, Managing Salary Packages, Running Salary Packaging Reports

HRH905CN - StatsCan FT Survey − Track Faculty Events

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.

VC011 − Organization and Group Goals − Manage Variable Compensation

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.

See Also

hhvc, Setting Up and Using Weighted Goals, Running the Organization and Group Goals Report

VC013 − Subscription Error − Manage Variable Compensation

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 worker, 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 -Request by User (Reject All)

BEN004 - Savings Investment Distributions − Base Benefits

This report lists the total deductions made to date and the total company contributions for workers 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 workers 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.

BEN733 - Base Benefit Audit − Base Benefits

The Base Benefits Audit Report provides a summary of potential worker data issues 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, Employees with incorrect health plans set up on the Benefit Program Table, and audits for consistency of marital and dependent relationships.

Perform these audits during implementation, before you enroll participants, and periodically during the plan year.

CBR005 - COBRA Event Report − Base Benefits

This report provides data about COBRA beneficiaries at the Event Level. The report will list all workers to whom an event has occurred. The qualified status indicates whether the qualified beneficiary is Qualified (QL), Not Qualified (NQ), Not qualified/duplicate (ND) or QE (Qualify Error).

CBR007 - COBRA Audit − Base Benefits

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 workers 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.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

CBR008 - COBRA Administration Error − Base Benefits

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.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

NDT004 - 401(k)/401(m) Nondiscrimination Testing − Base Benefits

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.

See Also

PeopleSoft Enterprise Human Resources 9.1 PeopleBook: Manage Base Benefits

ORACLE

Approval Workflow Transactions
Audit Report

Process ID: AbsenceManagement Definition ID: SHARE Thread ID: 2	
Transaction Originator	HCQAMAM0001
Transaction Requestor	HCQAMAM0001
Overall Transaction Status	P - Pending
Parent Thread Number	2
Last Updated On	2006-05-11T10:57:10.000000-0700

Stage Number: 1 Path Number: 1 Step Number: 1.00				
Step Type	N - Normal			
Step Status	A - Approved			
Ad Hoc Step Inserted By				
Participants				
Approver	**Approved by**	**User Type**	**Step Stat**	**Completed On**
HCQAMAM0002	HCQAMAM0002	A - Approver	A - Approved	2006-05-11T10:57:10

Stage Number: 1 Path Number: 1 Step Number: 2.00				
Step Type	N - Normal			
Step Status	P - Pending			
Ad Hoc Step Inserted By				
Participants				
Approver	**Approved by**	**User Type**	**Step Stat**	**Completed On**
HCQAMAM0003	HCQAMAM0003	A - Approver	P - Pending	2006-05-11T10:57:10

Comments

User	Comment Date	Comments
HCQAMAM000	2006-05-11T10:57:10.000000-0700	I have an all day appointment
HCQAMAM0002	2006-05-11T10:57:10	I approve this request

Report ID: FGPER802

PeopleSoft
LOCATION TABLE

Page No. 1
Run Date 09/11/2000
Run Time 5:10:17 PM

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		

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                                              PeopleSoft
        Report ID: FGPER803                AGENCY TABLE - GENERAL DATA                      Page No.   1
                                                                                         Run Date  09/07/2000
                                                                                         Run Time  11:31:00 AM
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Code	Effective Date	Long Description/ Description/ Address	Abbrev	----- Default ----- Pay Plan	Pay Group	Pay Lines	Common Pay Master	Term Days
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	

| | Sub | Effective | | | | Report |
Agency	Agency	Date	Long Description	Description	Abbrev	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

End of Report

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 WASHINGTON, DC		20001 202/555-1212	00001		
FD	ZZ	7111	01/01/198	Fort Gordon Center	Wila Martin 123 MARY ST. RM M113 VALDOSTA, GA		31601 912/333-6666	10016	7111	A
FI	ZZ	7222	01/01/198	Southern Regional Office	Cat Stefans MANATEE BUILDING 9999 OCEAN AVE TAMPA, FL		33324 813/455-6666	00009	7222	A
NOT	ZZ	7333	01/01/198	North Central Regional	Kyle Wells LAKE TOWERS 2000 EUCLID AVE RM 800 CLEVELAND, OH		44199 216/882-6666	00008	7333	C
FR	ZZ	7444	01/01/198	Headquarters Operations	Kim Wishbone 1111 CONSTITUTION AVENUE, NW ROOM 1214 HQ:HR WASHINGTON, DC		20224 202/622-6666	00001	7444	W

End of Report

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                                                        PeopleSoft
Report ID: FGPER807                                LOCALITY PAY AREA TABLE                                    Page No.   1
                                                                                                             Run Date  09/07/2000
                                                                                                             Run Time  11:32:40 AM
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Locality    Effective                                    Locality          IGA
Pay         Date          Description                    Percent           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   Effective   LEO

Pay Area   Date   Description   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-Wlmngtn-Atlant C   0.00
5   10/16/199   Philadelphia-Wlmngtn-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

End of Report

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                                              PeopleSoft
Report ID: FGPER811                         HANDICAP TABLE                              Page No.   1
                                                                                       Run Date  09/07/2000
                                                                                       Run Time  11:31:32 AM
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                    Effective
Disabled            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 mmbrs
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
```

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                                                PeopleSoft
Report ID: FGPER812                       LEGAL AUTHORITY TABLE                          Page No.  1
                                                                                         Run Date  09/07/2000
                                                                                         Run Time  11:32:09 AM
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                        Effective
Legal Authority         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-Inj
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
EEM                     01/01/198               FPM Ltr. 316-16            dated 07/30/79
F8M                     01/01/198               Reg 532.253
FEM                     01/01/198               Reg 532.405(c)(2)
FGM                     01/01/198               Reg 532.251
FNM                     01/01/198               Reg 532.415(c)
FTM                     01/01/198               Reg 532.415(a)
GFM                     01/01/198               Reg 630.401
H3M                     01/01/198               Reg 301.203(c)
HAM                     01/01/198               Reg 250.101
HDM                     01/01/198               Reg 230.402(c)
HGM                     01/01/198               Reg 230.402(d)(1)
HJM                     01/01/198               Reg 230.402(d)(2)
HLM                     01/01/198               Reg 230.402(d)(3)
HNM                     01/01/198               Reg 301.201
HRM                     01/01/198               Reg 301.202
HWM                     01/01/198               Reg 301.204 Mix
HXM                     01/01/198               Reg 301.204 Preappt
```

Nature of Action   Effective
Code   Action   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   I   Summer Appt NTE
117   REH   03/01/2000   I   Summer Appt NTE
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

                                      Effective
        NOA Code   NOA/Authority 1   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   AOM   01/01/1980
        292   AOM   01/01/1980
        702   AOM   01/01/1980
        703   AOM   01/01/1980
        713   AOM   01/01/1980
        721   AOM   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

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

Priority Placement	Effective Date	Priority Weight	Description

End of Report

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 Queens Parkway	Toronto	ON	M5R3T6	CAN	
KCPE00	01/01/1980 A	Green Gables	Green Gabl		12 Charlottetown Street	Charlottetown	PE	P3E4F5	CAN	
KCQC00	01/01/1980 A	Levis	Levis		12 Rue Rene Levesque	Levis	QC	Q3T4R4	CAN	
KCSK00	01/01/1980 A	Regina	Regina		334 Saskatoon Road	Regina	SK	S2E4E5	CAN	
KW01	01/01/1980 A	Zürich Operations	Zürich		Seestrasse 1	Zürich	ZH	8038	CHE	
KW02	01/01/1980 A	Aarau Operations	Aarau		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	Lugano Operations	Lugano		Via Lambertenghi 17	Lugano	TI	6900	CHE	
KD912	01/01/1980 A	Munich	Munich		Muenchner Strasse 14	Munich	BY		DEU	
KD913	01/01/1980 A	Hamburg	Hambug						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

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

Employee ID   Name   Employee Rcd#   Job Code Job Description

KF0004   Singleton,Mary-Ann   0   KF0007   Group chief
KF0005   Halcyon,D'orothea   0   KF0007   Group chief
KF0014   Day Jr.,Beauchamp   0   KF0005   Network administrator

                                                    End of Report

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                                                  PeopleSoft
Report ID:  GBP002                          GROUP MEMBERSHIP LIST REPORT                            Page No.  1
                                                                                                   Run Date 09/07/2000
                                                                                                   Run Time 17:50:38
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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
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                                                  End of Report

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                                                    PeopleSoft
Report ID:  PAY039                             GL Extraction Report                                    Page No.  1
                                                                                                       Run Date 04/08/2002
                                                                                                       Run Time 12:30:01
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Business Unit - HR  EGJBU                                                                     Company
Business Unit - GL  EGJBU                                                                     Paygroup ENC
Journal Template    PTMPLT                                                                    PayEndDt 07/01/1999
                         ----General Ledger----                    ------Payroll------  ---General Ledger-- Currency Codes     Conversion Rates
Line Description          Acct      Dept     Check#    Check Date  Foreign Amount       Monetary Amount     Payroll  GL  Multiplier      Divisor


Encumbered Ded Reserve    7440      140       L         07/01/1999        -1289.60            -1289.60      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999         -832.00             -832.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1416.00            -1416.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1640.00            -1640.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1720.00            -1720.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1720.00            -1720.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1600.00            -1600.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1600.00            -1600.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1600.00            -1600.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -2000.00            -2000.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1600.00            -1600.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -3000.00            -3000.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1720.00            -1720.00      USD    USD  1             1
    ChartField Details -  Project      Product  Fund  Program  Class Fld  Affiliate  Oper Unit  Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
                          NIH001                100   1000     10                                           7440        7440         7440         7440
Encumbered Ded Reserve    7440      140       L         07/01/1999        -1680.00            -1680.00      USD    USD  1             1
```

```
                                                    PeopleSoft
Report ID:  PAY039                              GL Extraction Report                                      Page No.  2
                                                                                                         Run Date 04/08/2002
                                                                                                         Run Time 12:30:01
```

```
Business Unit - HR  EGJBU                                                                                 Company
Business Unit - GL  EGJBU                                                                                 Paygroup ENC
Journal Template    PTMPLT                                                                                PayEndDt 07/01/1999
                           ----General Ledger----                    ------Payroll------  ---General Ledger-- Currency Codes     Conversion Rates
Line Description           Acct     Dept      Check#   Check Date  Foreign Amount      Monetary Amount    Payroll  GL  Multiplier      Divisor


    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -1640.00           -1640.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -1600.00           -1600.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -1560.00           -1560.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -1800.00           -1800.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -2000.00           -2000.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -2000.00           -2000.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -2040.00           -2040.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -1800.00           -1800.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -1600.00           -1600.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -2000.00           -2000.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
Encumbered Ded Reserve     7440     140       L               07/01/1999          -2000.00           -2000.00    USD    USD  1               1
    ChartField Details - Project     Product  Fund   Program  Class Fld  Affiliate  Oper Unit  Alt. Acct  Budget Ref  Chartfield1  Chartfield2  Chartfield3
                         NIH001               100    1000     10                                                7440        7440         7440         7440
                                                                         ------------------  ------------------
Totals                                                                           -43457.60           -43457.60


Encumbered Ern Reserve     7400     140       L               07/01/1999         -32240.04          -32240.04    USD    USD  1               1
```

```
                                       PeopleSoft
Report ID:  PAYCNFIG                   CHARTFIELD CONFIGURATION REPORT                    Page No.  1
                                                                                         Run Date 11/05/2004
                                                                                         Run Time 16:07:59
```

Processing Mode - Report Only

ChartFields Configuration before changes -

```
                                                                      IntraUnit Related
        ChartField         Longname                        Shortname        ChartField           Display Length
        ------------------ ------------------------------  --------------   -------------------   --------------
    1.  ACCOUNT            Account                         Acct                                        10
    2.  DEPTID_CF          Department                      DeptID                                      10
    3.  PROJECT_ID         Project/Grant                   Proj/Grt                                    15
    4.  PRODUCT            Product                         Prod                                         6
    5.  FUND_CODE          Fund Code                       Fund                                         5
    6.  PROGRAM_CODE       Program Code                    Program                                      5
    7.  CLASS_FLD          Class Field                     Class                                        5
    8.  AFFILIATE          Affiliate                       Affl             BUSINESS_UNIT               5
    9.  OPERATING_UNIT     Operating Unit                  Operating Unit                               8
   10.  ALTACCT            Alternate Account               Alt. Account                                10
   11.  BUDGET_REF         Budget Reference                Budget Ref                                   8
   12.  CHARTFIELD1        Chartfield 1                    Chartfield1                                 10
   13.  CHARTFIELD2        Chartfield 2                    Chartfield2                                 10
   14.  CHARTFIELD3        Chartfield 3                    Chartfield3                                 10
```

Report ID: PAYCNFIG
PeopleSoft
CHARTFIELD CONFIGURATION REPORT
Page No. 2
Run Date 11/05/2004
Run Time 16:07:59

Processing Mode - Report Only

Following ChartFields Inactiviated -

```
        ChartField
        -----------------
        CLASS_FLD
```

```
                                            PeopleSoft
Report ID:  PAYCNFIG                 CHARTFIELD CONFIGURATION REPORT                    Page No.  3
                                                                                       Run Date 11/05/2004
                                                                                       Run Time 16:07:59
```

```
Processing Mode - Report Only


ChartFields Configuration after changes -
```

	ChartField	Longname	Shortname	IntraUnit Related ChartField	Display Length
1.	ACCOUNT	Account	Acct		10
2.	DEPTID_CF	Department	DeptID		10
3.	PROJECT_ID	Project/Grant	Proj/Grt		15
4.	PRODUCT	Product	Prod		6
5.	FUND_CODE	Fund Code	Fund		5
6.	PROGRAM_CODE	Program Code	Program		5
7.	AFFILIATE	Affiliate	Affl	BUSINESS_UNIT	5
8.	OPERATING_UNIT	Operating Unit	Operating Unit		8
9.	ALTACCT	Alternate Account	Alt. Account		10
10.	BUDGET_REF	Budget Reference	Budget Ref		8
11.	CHARTFIELD1	Chartfield 1	Chartfield1		10
12.	CHARTFIELD2	Chartfield 2	Chartfield2		10
13.	CHARTFIELD3	Chartfield 3	Chartfield3		10

```
                                              PeopleSoft
Report ID:  PAYCNFIG                 CHARTFIELD CONFIGURATION REPORT                          Page No.  4
                                                                                             Run Date 11/05/2004
                                                                                             Run Time 16:07:59
```

Processing Mode - Report Only

Following Combination Codes may be invalid after applied ChartField Configuration changes -

```
    Combination Code              Description
    ------------------------      ------------------------------

    000000023                     Staff Salaries
    000000025                     Other Benefits
    000000017                     Staff Salaries
    000000007                     Salaries
    000000014                     Faculty Salaries
    000000019                     Staff Salaries
    000000009                     Faculty Salaries
    000000029                     Other Benefits
    M000000034                    User Account M000000034
    000000024                     Staff Salaries
    000000002                     Salaries
    000000027                     Other Benefits
    000000020                     Staff Salaries
    000000077                     User Account 000000077
    000000005                     Salaries
    000000031                     Other Benefits
    000000013                     Faculty Salaries
    000000004                     Salaries
    M000000035                    User Account M000000035
    000000022                     Staff Salaries
    000000010                     Faculty Salaries
    M000000033                    TL Salaries
    000000003                     User Account 000000003
    000000001                     Salaries
    000000021                     Staff Salaries
    QC-JOB02                      AD - Job Acct Cd 2
    QQ-TAX01                      EAD RD TAX
    QCAN-ERN1                     Cdn Act Dist - Ern.
    QCAN-DED1                     Cdn Act Dist - Ded
    QCAN-TAX1                     Cdn Act Dist - Tax
    QCD08-SUSPENSE                QC5 SUSPENSE ACCOUNT
    QCE-DIEE1                     Act Dist Tax Acct 7
    QAD-DD4                       AP Deducts Acct 4
    QCE-MEDE2                     Act Dist Tax Acct 12
    QCE-PO52                      Act Dist Earnings Acct 15
    QDD01-ER6                     Encumbrance Earnings Acct 6
    QCD-ACCT                      QCD APPOINTMENT ACCT
    QBD06-DD4                     Bud Int Deduct Acct 14
    QDD05-ERN                     Encumbrance Earnings Acct 21
    QCD06-TAX                     Act Dist Dept 6 - Tax
    QBD04-DD2                     Bud Int Deduct Acct 17
```

PeopleSoft
CHARTFIELD CONFIGURATION REPORT

Processing Mode - Update

ChartFields Configuration before changes -

	ChartField	Longname	Shortname	IntraUnit Related ChartField	Display Length
1.	ACCOUNT	Account	Acct		10
2.	DEPTID_CF	Department	DeptID		10
3.	PROJECT_ID	Project/Grant	Proj/Grt		15
4.	PRODUCT	Product	Prod		6
5.	FUND_CODE	Fund Code	Fund		5
6.	PROGRAM_CODE	Program Code	Program		5
7.	CLASS_FLD	Class Field	Class		5
8.	AFFILIATE	Affiliate	Affl	BUSINESS_UNIT	5
9.	OPERATING_UNIT	Operating Unit	Operating Unit		8
10.	ALTACCT	Alternate Account	Alt. Account		10
11.	BUDGET_REF	Budget Reference	Budget Ref		8
12.	CHARTFIELD1	Chartfield 1	Chartfield1		10
13.	CHARTFIELD2	Chartfield 2	Chartfield2		10
14.	CHARTFIELD3	Chartfield 3	Chartfield3		10

```
                                          PeopleSoft
Report ID:  PAYCNFIG                CHARTFIELD CONFIGURATION REPORT                    Page No.   2
                                                                                      Run Date 11/08/2004
                                                                                      Run Time 09:26:12
```

```
Processing Mode - Update
```

Following ChartFields Inactiviated -

```
        ChartField
        ------------------
        CLASS_FLD
```

ChartField Sequence Changed -

```
                         Display Order
        ChartField      Previous      New
        ------------------ --------  --------
        AFFILIATE            8          7
        ALTACCT             10          9
        BUDGET_REF          11         10
        CHARTFIELD1         12         11
        CHARTFIELD2         13         12
        CHARTFIELD3         14         13
        OPERATING_UNIT       9          8
```

```
                                            PeopleSoft
Report ID:  PAYCNFIG                CHARTFIELD CONFIGURATION REPORT              Page No.  3
                                                                                Run Date 11/08/2004
                                                                                Run Time 09:26:12
```

Processing Mode - Update

ChartFields Configuration after changes -

```
                                                             IntraUnit Related
          ChartField          Longname                  Shortname         ChartField           Display Length
          ------------------   ------------------------------   ---------------   ------------------   ---------------
      1.  ACCOUNT              Account                   Acct                                   10
      2.  DEPTID_CF            Department                DeptID                                 10
      3.  PROJECT_ID           Project/Grant             Proj/Grt                               15
      4.  PRODUCT              Product                   Prod                                    6
      5.  FUND_CODE            Fund Code                 Fund                                    5
      6.  PROGRAM_CODE         Program Code              Program                                 5
      7.  AFFILIATE            Affiliate                 Affl            BUSINESS_UNIT            5
      8.  OPERATING_UNIT       Operating Unit            Operating Unit                          8
      9.  ALTACCT              Alternate Account         Alt. Account                           10
     10.  BUDGET_REF           Budget Reference          Budget Ref                              8
     11.  CHARTFIELD1          Chartfield 1              Chartfield1                            10
     12.  CHARTFIELD2          Chartfield 2              Chartfield2                            10
     13.  CHARTFIELD3          Chartfield 3              Chartfield3                            10
```

```
                                              PeopleSoft
Report ID:  PAYCNFIG                 CHARTFIELD CONFIGURATION REPORT                    Page No.  4
                                                                                       Run Date 11/08/2004
                                                                                       Run Time 09:26:12
```

Processing Mode - Update

Following Combination Codes may be invalid after applied ChartField Configuration changes -

```
Combination Code               Description
------------------------       ------------------------------

000000023                      Staff Salaries
000000025                      Other Benefits
000000017                      Staff Salaries
000000007                      Salaries
000000014                      Faculty Salaries
000000019                      Staff Salaries
000000009                      Faculty Salaries
000000029                      Other Benefits
M000000034                     User Account M000000034
000000024                      Staff Salaries
000000002                      Salaries
000000027                      Other Benefits
000000020                      Staff Salaries
000000077                      User Account 000000077
000000005                      Salaries
000000031                      Other Benefits
000000013                      Faculty Salaries
000000004                      Salaries
M000000035                     User Account M000000035
000000022                      Staff Salaries
000000010                      Faculty Salaries
M000000033                     TL Salaries
000000003                      User Account 000000003
000000001                      Salaries
000000021                      Staff Salaries
QC-JOB02                       AD - Job Acct Cd 2
QQ-TAX01                       EAD RD TAX
QCAN-ERN1                      Cdn Act Dist - Ern.
QCAN-DED1                      Cdn Act Dist - Ded
QCAN-TAX1                      Cdn Act Dist - Tax
QCD08-SUSPENSE                 QC5 SUSPENSE ACCOUNT
QCE-DIEE1                      Act Dist Tax Acct 7
QAD-DD4                        AP Deducts Acct 4
QCE-MEDE2                      Act Dist Tax Acct 12
QCE-PO52                       Act Dist Earnings Acct 15
QDD01-ER6                      Encumbrance Earnings Acct 6
QCD-ACCT                       QCD APPOINTMENT ACCT
QBD06-DD4                      Bud Int Deduct Acct 14
QDD05-ERN                      Encumbrance Earnings Acct 21
QCD06-TAX                      Act Dist Dept 6 - Tax
QBD04-DD2                      Bud Int Deduct Acct 17
```

```
                                          PeopleSoft
Report ID:  PER506            DEPARTMENT TABLE AND DEPARTMENTAL SECURITY TREE AUDIT       Page No.  1
                                                                                         Run Date 08/30/2000
                                                                                         Run Time 16:47:20
```

```
                          Effective                              Loc
DeptID      SETID         Date       Department                  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
```

                     Effective   Loc
DeptID   SETID   Date   Department   Code   Manager ID

Audit for departments found in Departmental Security Tree and not in Department Table

                                        End of Report

Row Security Permission Lists

Create new Row Security Permission List:

Row Security Permission List	SetID	Dept ID	Description	Access Type	Status
HCDP_DEPT_MGR_KB0001	BEL01	10200	Headquarters - Belgium	Read/Write Access	Completed
HCDP_DEPT_MGR_KB0002	BEL01	21600	Sales & Services - Belgium	Read/Write Access	Completed
HCDP_DEPT_MGR_KD0001	DEU01	10001	Human Ressources	Read/Write Access	Completed
	DEU01	10201	Headquarters	Read/Write Access	
	DEU01	21600	Sales & Services	Read/Write Access	
	DEU01	21601	Sales and Services	Read/Write Access	
HCDP_DEPT_MGR_KD0004	DEU01	10004	Human Ressources	Read/Write Access	Completed
	DEU01	10204	Headquarters	Read/Write Access	
	DEU01	21604	Sales and Services	Read/Write Access	
HCDP_DEPT_MGR_KN0001	NLD01	10000	Human Resources - Netherlands	Read/Write Access	Completed
HCDP_DEPT_MGR_KU0005	SHARE	10000	Human Resources	Read/Write Access	Completed
HCDP_DEPT_MGR_KU0007	SHARE	13000	Finance	Read/Write Access	Completed
HCDP_DEPT_MGR_KUZ009	SHARE	10500	Benefits	Read/Write Access	Completed
HCDP_DEPT_MGR_KWG034	CHE01	10200	Headquarters	Read/Write Access	Completed
HCDP_DEPT_MGR_KWG035	CHE01	21600	Sales and Services	Read/Write Access	Completed

Total count: 10

_____

Update existing Row Security Permission List:

Row Security Permission List	SetID	Dept ID	Description	Access Type	Status
HCDP_DEPT_MGR_KD0002	DEU01	10002	Human Ressources	Read/Write Access	Completed
	DEU01	10202	Headquarters	Read/Write Access	
	DEU01	21602	Sales and Services	Read/Write Access	
HCDP_DEPT_MGR_KD0003	DEU01	10003	Human Ressources	Read/Write Access	Completed

Row Security Permission Lists

                              DEU01   10203   Headquarters   Read/Write Access
                              DEU01   21603   Sales and Services   Read/Write Access

HCDP_DEPT_MGR_KDG061   DEU01   10000   Human Ressources   Read/Write Access   Completed

HCDP_DEPT_MGR_KDG062   DEU01   10200   Headquarters   Read/Write Access   Completed

Total count: 4

_____

Delete existing Row Security Permission List:

Row Security   Row-Level Access   Status
Permission List   SetID   Dept ID Description   Access Type

HCDP_DEPT_MGR_KF0001   FRA01   10200   France Headquarters   Read/Write Access   Completed

HCDP_DEPT_MGR_KF0003   FRA01   13000   Operations- Paris   Read/Write Access   Completed

HCDP_DEPT_MGR_KF0004   FRA01   15000   Hotline- Bordeaux   Read/Write Access   Completed

HCDP_DEPT_MGR_KF0008   FRA01   11000   Information System/Technology   Read/Write Access   Completed

HCDP_DEPT_MGR_KF0011   FRA01   14000   Administrative Department Read/Write Access   Completed

HCDP_DEPT_MGR_KF0013   FRA01   21600   Sales & Services - France Read/Write Access   Completed

Total count: 6

```
                                                        PeopleSoft
Report ID:  PER510                          Create Row Level Security for Dept Managers                    Page No.  3
As Of Date: 01/01/2002                                                                                    Run Date 11/22/2002
                                                                                                          Run Time 10:40:57
User Profiles
```

```
Create new User Profiles with new Row Security Permission List:

User ID                  Employee ID  Name                      Old Row Security            New Row Security            Status
                                                                Permission List            Permission List

KB0001                   KB0001       Ceulemans,Jan             <none>                      HCDP_DEPT_MGR_KB0001        Completed
KB0002                   KB0002       Peeters,Guido             <none>                      HCDP_DEPT_MGR_KB0002        Completed
KN0001                   KN0001       Berg,Jeroen van de        <none>                      HCDP_DEPT_MGR_KN0001        Completed
KU0005                   KU0005       Aliverdi,Reza K           <none>                      HCDP_DEPT_MGR_KU0005        Completed
KU0007                   KU0007       Locherty,Betty            <none>                      HCDP_DEPT_MGR_KU0007        Completed
KUZ009                   KUZ009       Campos,Eduardo B.         <none>                      HCDP_DEPT_MGR_KUZ009        Completed
KWG034                   KWG034       Santos,Maria              <none>                      HCDP_DEPT_MGR_KWG034        Completed
KWG035                   KWG035       Schmocker,Daniel          <none>                      HCDP_DEPT_MGR_KWG035        Completed

Total count:        8

_____

Replace Row Security Permission List in existing User Profile:

User ID                  Employee ID  Name                      Old Row Security            New Row Security            Status
                                                                Permission List            Permission List

KD0001                   KD0001       Breit-Gossmann,Heiner     HCDPDEU                     HCDP_DEPT_MGR_KD0001        Completed
KD0002                   KD0002       Amme,Isabella Maria       HCDPDEU                     HCDP_DEPT_MGR_KD0002        Completed
KD0003                   KD0003       Grün,Alex                 HCDPDEU                     HCDP_DEPT_MGR_KD0003        Completed
KD0004                   KD0004       Bauer,Friedrich           HCDPDEU                     HCDP_DEPT_MGR_KD0004        Completed
KDG061                   KDG061       Berger,Manfred            HCDPDEU                     HCDP_DEPT_MGR_KDG061        Completed
KDG062                   KDG062       Volkmann,Walter           HCDPDEU                     HCDP_DEPT_MGR_KDG062        Completed

Total count:        6

_____

Remove Row Security Permission List from existing User Profile:

User ID                  Employee ID  Name                      Old Row Security            New Row Security            Status
                                                                Permission List            Permission List

KF0001                   KF0001       Berger,Maurice            HCDP_DEPT_MGR_KF0001        <none>                      Completed
KF0004                   KF0004       Singleton,Mary-Ann        HCDP_DEPT_MGR_KF0004        <none>                      Completed
KF0008                   KF0008       Florentin,Lucien          HCDP_DEPT_MGR_KF0008        <none>                      Completed
KF0011                   KF0011       Giraud,Philippe           HCDP_DEPT_MGR_KF0011        <none>                      Completed

Total count:        4
                                                        End of Report
```

```
                              PeopleSoft
Report ID:  PER701          DEPARTMENT TABLE                    Page No.   1
                                                               Run Date   9/1/2000
                                                               Run Time   6:30:53 PM
```

```
                        Effective                    Loc
Setid      Dept ID      Date        Department Name   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 Develo L00012
           L3100        1/1/1980    Office of Research           L00012
           L3110        1/1/1980    Hardware Division            L00012
           L3200        1/1/1980    Office of Development         L00012
           L3210        1/1/1980    HR Development Division      L00012
           L4000        1/1/1980    Bureau of Integrity & Complia L00010
           L4010        1/1/1980    Office of the Auditor General L00010
           L4020        1/1/1980    Office of the Solicitor      L00010
           L4040        1/1/1980    Office of International Compl L00010
           L9000        1/1/1980    Bureau of                    L10001
           L9200        1/1/1980    Internet Section             L10001
           L9300        1/1/1980    Intranet Section             L10003
           L9400        1/1/1980    Internet Service Providers   L10001
LTELE      L0001        1/1/1980    Dept of Telecommunication    L00001
           L1000        1/1/1980    Bureau of Administration     L00001
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Report ID: PER702

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-----		-----DB2 Parameters-----	-----International Parameters-----		----------Canadian Parameters----------	
Employee ID	0	DATABASE	Country	USA	Last Direct Deposit	
Applicant ID	0	TABLESPACE	Language	ENG	File Creation Number	
Job Requisition Number	290,006	STOGROUP	Multi-Currency?	Y	Last ROE Number	
Requirements Search Number	1,017	Index PRIQTY	Base Currency Code	USD	Census Metro Area	7
Position Number	0	Index SECQTY	Base Exchange Rate Type	OFFIC	Industrial Sector	Char Banks
Grievance Number	0					
Help Context Number	10000000					

End of Report

PeopleSoft
LOCATION TABLE

Report ID: PER705

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

Loc Code	Effective Date	Description	Abbrev	Bldg	ADDRESS1/ ADDRESS2/ ADDRESS3/ ADDRESS4	City Nm1	Nm2	House Type	St Geo	Postal Code	City Lim?	Estab Ctry ID	Locality
KB01	1/1/1980	Antwerpen	Antwerp		Kolveniersstraat	Antwerpen 50			AN	2140		BEL	
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	Yellowknfe		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		N	CAN	67000
KD912	1/1/1980	Munich	Munich		Muenchner Strasse 14	Munich			BY	85774		DEU	
KD913	1/1/1980	Hamburg	Hambug									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 2			28	28027		ESP	

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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

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Country       Description                    Abbrev             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
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Setid	Job Code	Effect Date	Title	Job Func	Salary Setid	Sal Adm Pln	Grd	FLSA Stat	Standard Hours	Work Period	Work Comp Code	EEO Code 1	4	5	6	EEO Job Grp	Job Famly	+++++ Points +++++ KnHw	Accn	Prbs	Totl	+++ Percent+++ KnHw	Accn	Prbs
BEL01	KB0001	1/1/1980	Sales Manager	MGT	BEL01	KB01	004	N	40.00	Weekly		N	N	N	N									
BEL01	KB0002	1/1/1980	Human Resources Administrator	HRS	BEL01	KB01	001	N	40.00	Weekly		N	N	N	N									
BEL01	KB0003	1/1/1980	Regoinal Manager - Belgium	MGT	BEL01	KB01	004	N	40.00	Weekly		N	N	N	N									
BEL01	KB0004	1/1/1980	Sales Representative		BEL01	KB01	003	N	40.00	Weekly		N	N	N	N									
BEL01	KB0005	1/1/1980	Consultant		BEL01	KB01	003	N	40.00	Weekly		N	N	N	N									
SHARE	KC001	1/1/1980	Accounting Clerk	FIN	SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC002	1/1/1980	Director Canada	HRS	SHARE	KC01	005	N	40.00	Weekly		N	N	N	N									
SHARE	KC003	1/1/1980	Senior Secretary	ADM	SHARE	KC02		N	40.00	Weekly		N	N	N	N		KADMIN							
SHARE	KC004	1/1/1980	Computer Programmer	MIS	SHARE	KC01		N	40.00	Weekly		N	N	N	N									
SHARE	KC005	1/1/1980	Manager IT	MIS	SHARE	KC01		N	40.00	Weekly		N	N	N	N									
SHARE	KC006	1/1/1980	Project Coordinator	ADM	SHARE	KC01		N	40.00	Weekly		N	N	N	N									
SHARE	KC007	1/1/1980	Payroll Clerk	FIN	SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC008	1/1/1980	Mgr Payroll Services Canada	FIN	SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC009	1/1/1980	Financial Analyst	FIN	SHARE	KC01		N	40.00	Weekly		N	N	N	N									
SHARE	KC010	1/1/1980	Analyst Trainee	FIN	SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC011	1/1/1980	Payroll Specialist	FIN	SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC012	1/1/1980	Human Resources Analyst	HRS	SHARE	KC02		N	40.00	Weekly		N	N	N	N			450	455	416	1321	34	34	32
SHARE	KC013	1/1/1980	Benefits Specialist	HRS	SHARE	KC02		N	40.00	Weekly		N	N	N	N			450	455	416	1321	34	34	32
SHARE	KC014	1/1/1980	Systems Analyst	MIS	SHARE	KC02		N	40.00	Weekly		N	N	N	N		KTECH	650	623	615	1888	34	33	33
SHARE	KC015	1/1/1980	Building Maintenance Engineer	OPS	SHARE	KC02		N	40.00	Weekly		N	N	N	N			450	455	416	1321	34	34	32
SHARE	KC016	1/1/1980	Manager Training & Dvlp	RES	SHARE	KC02		N	40.00	Weekly		N	N	N	N		KTECH	690	710	700	2100	33	34	33
SHARE	KC017	1/1/1980	Training Specialist	RES	SHARE	KC02		N	40.00	Weekly		N	N	N	N			450	455	416	1321	34	34	32
SHARE	KC018	1/1/1980	Mgr Employee Relations	HRS	SHARE	KC02		N	40.00	Weekly		N	N	N	N		KADMIN	690	710	700	2100	33	34	33
SHARE	KC019	1/1/1980	Sr Admin Assistant	ADM	SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC020	1/1/1980	Sales Manager		SHARE	KC02		N	40.00	Weekly		N	N	N	N									
SHARE	KC021	1/1/1980	Sales Product Consultant		SHARE	KC02		N	40.00	Weekly		N	N	N	N									
DEU01	KD0001	1/1/1980	Country Manager	MGT	DEU01	KD01	G1	N	40.00	Weekly		N	N	N	N		KADMIN							
DEU01	KD0002	1/1/1980	Sales Manager	MGT	DEU01	KD01	G2	N	40.00	Weekly		N	N	N	N		KADMIN							
DEU01	KD0003	1/1/1980	Sales Representative	REL	DEU01	KD01	G2	N	40.00	Weekly		N	N	N	N		KCLERK							
DEU01	KD0004	1/1/1980	Consultant	REL	DEU01	KD01	G2	N	40.00	Weekly		N	N	N	N		LTECH							
DEU01	KD0005	1/1/1980	Director Human Resources	HRS	DEU01	KD01	G3	N	40.00	Weekly		N	N	N	N		LHUMAN							
DEU01	KD0006	1/1/1980	Secretary	ADM	DEU01	KD01	G2	N	40.00	Weekly		N	N	N	N		KADMIN							
DEU01	KD0007	1/1/1980	Financial Analyst	FIN	DEU01	KD01	G2	N	40.00	Weekly		N	N	N	N		LHUMAN							
DEU01	KD0008	1/1/1980	Recruiter	HRS	DEU01	KD01	G2	N	40.00	Weekly		N	N	N	N		LHUMAN							
ESP01	KE0001	1/1/1980	Country Manager	MGT	ESP01	KE01	007	N	40.00	Weekly		N	N	N	N		KADMIN							
ESP01	KE0002	1/1/1980	Sales Manager	MGT	ESP01	KE01	006	N	40.00	Weekly		N	N	N	N		KADMIN							
ESP01	KE0003	1/1/1980	Customer Services Manager	MGT	ESP01	KE01	006	N	40.00	Weekly		N	N	N	N		KADMIN							
ESP01	KE0004	1/1/1980	Sales Specialist	REL	ESP01	KE01	005	N	40.00	Weekly		N	N	N	N		KCLERK							
ESP01	KE0005	1/1/1980	Pre Sales	REL	ESP01	KE01	004	N	40.00	Weekly		1	4	N	N		KCLERK							
ESP01	KE0006	1/1/1980	Senior Consultant	REL	ESP01	KE01	004	N	40.00	Weekly		N	N	N	N		KTECH							
ESP01	KE0007	1/1/1980	Junior Consultant	REL	ESP01	KE01	003	N	40.00	Weekly		N	N	N	N		KTECH							
ESP01	KE0008	1/1/1980	Human Resources Specialist	HRS	ESP01	KE01	005	N	40.00	Weekly		N	N	N	N		KADMIN							
FRA01	KF0001	1/1/1980	CEO		FRA01	KF01	001	N	39.00	Weekly		N	N	N	N			100	150	150	400	25	38	38

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		

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Report ID:  PER709C                                    JOB CODE TABLE (GBL)                              Page No.   1
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                                                                                                        Run Time   6:33:13 PM
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Setid	Job Code	Effect Date	Title	Job Func	Salary Setid	Sal Adm Pln	Grd	Step	Std Hours	Work Period	Job Family	KnHw	Accn	Prbs	Totl	KnHw	Accn	Prbs	Survey Job Cd	Survey Salary
BEL01	KB0001	1/1/1980	Sales Manager	MGT	BEL01	KB01	004	0	40.00	Weekly										USD
BEL01	KB0002	1/1/1980	Human Resources Administrator	HRS	BEL01	KB01	001	0	40.00	Weekly										USD
BEL01	KB0003	1/1/1980	Regional Manager - Belgium	MGT	BEL01	KB01	004	0	40.00	Weekly										USD
BEL01	KB0004	1/1/1980	Sales Representative		BEL01	KB01	003	0	40.00	Weekly										USD
BEL01	KB0005	1/1/1980	Consultant		BEL01	KB01	003	0	40.00	Weekly										USD
SHARE	KC001	1/1/1980	Accounting Clerk	FIN	SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC002	1/1/1980	Director Canada	HRS	SHARE	KC01	005	0	40.00	Weekly										CAD
SHARE	KC003	1/1/1980	Senior Secretary	ADM	SHARE	KC02		0	40.00	Weekly	KADMIN									CAD
SHARE	KC004	1/1/1980	Computer Programmer	MIS	SHARE	KC01		0	40.00	Weekly										CAD
SHARE	KC005	1/1/1980	Manager IT	MIS	SHARE	KC01		0	40.00	Weekly										CAD
SHARE	KC006	1/1/1980	Project Coordinator	ADM	SHARE	KC01		0	40.00	Weekly										CAD
SHARE	KC007	1/1/1980	Payroll Clerk	FIN	SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC008	1/1/1980	Mgr Payroll Services Canada	FIN	SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC009	1/1/1980	Financial Analyst	FIN	SHARE	KC01		0	40.00	Weekly										CAD
SHARE	KC010	1/1/1980	Analyst Trainee	FIN	SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC011	1/1/1980	Payroll Specialist	FIN	SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC012	1/1/1980	Human Resources Analyst	HRS	SHARE	KC02		0	40.00	Weekly		450	455	416	1321	34	34	32	48000	CAD
SHARE	KC013	1/1/1980	Benefits Specialist	HRS	SHARE	KC02		0	40.00	Weekly		450	455	416	1321	34	34	32	48000	CAD
SHARE	KC014	1/1/1980	Systems Analyst	MIS	SHARE	KC02		0	40.00	Weekly	KTECH	650	623	615	1888	34	33	33	57000	CAD
SHARE	KC015	1/1/1980	Building Maintenance Engineer	OPS	SHARE	KC02		0	40.00	Weekly		450	455	416	1321	34	34	32	40000	CAD
SHARE	KC016	1/1/1980	Manager Training & Dvlp	RES	SHARE	KC02		0	40.00	Weekly	KTECH	690	710	700	2100	33	34	33	70000	CAD
SHARE	KC017	1/1/1980	Training Specialist	RES	SHARE	KC02		0	40.00	Weekly		450	455	416	1321	34	34	32	48000	CAD
SHARE	KC018	1/1/1980	Mgr Employee Relations	HRS	SHARE	KC02		0	40.00	Weekly	KADMIN	690	710	700	2100	33	34	33	73000	CAD
SHARE	KC019	1/1/1980	Sr Admin Assistant	ADM	SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC020	1/1/1980	Sales Manager		SHARE	KC02		0	40.00	Weekly										CAD
SHARE	KC021	1/1/1980	Sales Product Consultant		SHARE	KC02		0	40.00	Weekly										CAD
DEU01	KD0001	1/1/1980	Country Manager	MGT	DEU01	KD01	G1	1	40.00	Weekly	KADMIN									DEM
DEU01	KD0002	1/1/1980	Sales Manager	MGT	DEU01	KD01	G2	1	40.00	Weekly	KADMIN									USD
DEU01	KD0003	1/1/1980	Sales Representative	REL	DEU01	KD01	G2	1	40.00	Weekly	KCLERK									DEM
DEU01	KD0004	1/1/1980	Consultant	REL	DEU01	KD01	G2	1	40.00	Weekly	LTECH									DEM
DEU01	KD0005	1/1/1980	Director Human Resources	HRS	DEU01	KD01	G3	1	40.00	Weekly	LHUMAN									DEM
DEU01	KD0006	1/1/1980	Secretary	ADM	DEU01	KD01	G2	1	40.00	Weekly	KADMIN									DEM
DEU01	KD0007	1/1/1980	Financial Analyst	FIN	DEU01	KD01	G2	1	40.00	Weekly	LHUMAN									DEM
DEU01	KD0008	1/1/1980	Recruiter	HRS	DEU01	KD01	G2	1	40.00	Weekly	LHUMAN									DEM
ESP01	KE0001	1/1/1980	Country Manager	MGT	ESP01	KE01	007	0	40.00	Weekly	KADMIN									USD
ESP01	KE0002	1/1/1980	Sales Manager	MGT	ESP01	KE01	006	0	40.00	Weekly	KADMIN									USD
ESP01	KE0003	1/1/1980	Customer Services Manager	MGT	ESP01	KE01	006	0	40.00	Weekly	KADMIN									USD
ESP01	KE0004	1/1/1980	Sales Specialist	REL	ESP01	KE01	005	0	40.00	Weekly	KCLERK									USD
ESP01	KE0005	1/1/1980	Pre Sales	REL	ESP01	KE01	004	0	40.00	Weekly	KCLERK									USD
ESP01	KE0006	1/1/1980	Senior Consultant	REL	ESP01	KE01	004	0	40.00	Weekly	KTECH									USD
ESP01	KE0007	1/1/1980	Junior Consultant	REL	ESP01	KE01	003	0	40.00	Weekly	KTECH									USD
ESP01	KE0008	1/1/1980	Human Resources Specialist	HRS	ESP01	KE01	005	0	40.00	Weekly	KADMIN									USD

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                                        PeopleSoft
Report ID:  PER711                 STANDARD LETTER TABLE                   Page No.    1
                                                                          Run Date    8/31/2000
                                                                          Run Time    13:55:26
```

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Set                           Letter                                 Short
Letter Code                   Code       Decription                  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 Qualifictns  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
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                                              PeopleSoft
Report ID:  PER713                       CURRENCY CODE TABLE                     Page No.      1
                                                                                Run Date     9/1/2000
                                                                                Run Time     4:50:53 PM
```

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Currency   Effective                                           Short        Curr                  Decimal
Code       Date           Decription                           Description  Symbol    Country     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       Azerbaijanian 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       Cruzeiro                             Cruzeiro               BRA            2
BRC        2/1/1989       Cruzado                              Cruzado                BRA            2
BRE        8/1/1993       Cruzeiro                             Cruzeiro               BRA            2
BRL        1/1/1900       Brazilian Real                       Real                   BRA            2
BRN        3/1/1990       New Cruzado                          Cruzado                BRA            2
BRR        7/1/1994       Brazilian Real Dollar                Rl Dollar              BRA            2
BSD        1/1/1900       Bahamian Dollar                      Dollar                 BHS            2
BTN        1/1/1900       Ngultrum                             Ngultrum               BTN            2
BUK        2/1/1990       N/A I                                N/A                    MMR            2
BWP        1/1/1900       Pula                                 Pula                   BWA            2
BYB        1/1/1900       Belarussian Ruble                    Ruble                  BLR            0
BYR        1/1/1900       Belarussian Ruble                    Ruble                  BLR            0
BZD        1/1/1900       Belize Dollar                        Dollar                 BLZ            2
CAD        1/1/1900       Canadian Dollar                      Dollar                 CAN            2
CDF        1/1/1900       Franc Congolais                      Franc                  COG            2
CHF        1/1/1900       Swiss Franc                          Franc                  CHE            2
CLF        1/1/1900       Unidades de fomento                  Unid/fmnto             CHL            0
CLP        1/1/1900       Chilean Peso                         Peso                   CHL            0
CNX        12/1/1989      Peoples Bank Dollar                  PB Dollar              CHN            2
CNY        1/1/1900       Yuan Renminbi                        Yuan                   CHN            2
COP        1/1/1900       Colombian Peso                       Peso                   COL            2
CRC        1/1/1900       Costa Rican Colon                    Colon                  CRI            2
CSJ        1/1/1990       Krona A/53                           Krona A/53             CZE            2
CSK        3/1/1993       Koruna                               Koruna                 CZE            2
CUP        1/1/1900       Cuban Peso                           Peso                   CUB            2
CVE        1/1/1900       Cape Verde Escudo                    Escudo                 CPV            2
CYP        1/1/1900       Cyprus Pound                         Pound                  CYP            2
CZK        1/1/1900       Czech Koruna                         Koruna                 CZE            2
DEM        1/1/1900       Deutsche Mark                        Mark                   DEU            2
DJF        1/1/1900       Djibouti Franc                       Franc                  DJI            0
DKK        1/1/1900       Danish Krone                         Krone                  DNK            2
DOP        1/1/1900       Dominican Peso                       Peso                   DOM            2
DZD        1/1/1900       Algerian Dinar                       Dinar                  DZA            2
ECS        1/1/1900       Sucre                                Sucre                  ECU            2
ECV        1/1/1900       Unidad de Valor                      Valor                  ECU            2
EEK        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

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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       04-02-1995
                           to             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   Yes
If yes, did he/she actually do so              Yes
Engine Type                                    Petrol
Engine Size                                    over 2000cc

Fuel Benefit charge                                  0.00
```

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Car ID   Registration  VIN            Engine      Engine      Color       Model Description
         Number                       Type        Size

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
```

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                                                    PeopleSoft
Report ID: CMP014                            Salary History by Group                                    Page No.  1
                                                                                                        Run Date 11/21/2002
For the period  01/01/1900  through  11/21/2002                                                         Run Time 22:21:14
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Group ID    KU100
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EmplID	Name	Effective Date	Job Code	Annual Rate	Action	Action Reason	Change Percent	Change Amount	Comp Rate	Currency Code	Freq	Plan	Grade
KCL001	Thompson,Cynthia	04/16/1998	290005	30680.000	HIR		0.00	0.0000	2556.666667	CAD	M	KC02	
						NAHRLY		0	14.750000	CAD	H		
KU0011	Seto,Patrick	01/02/1980	200005	26000.000	HIR		0.00	0.0000	1000.000000	USD	B	KC01	006
						NAHRLY		0	12.500000	USD	H		
KU0020	Stevenson,Christelle	05/04/1997	290080	26000.000	PAY	ADJ	11.11	100.0000	1000.000000	USD	B	KU01	003
						NAHRLY		0	12.500000	USD	H		
KU0021	Bir,Salish	11/16/1982	140035	48006.400	HIR		0.00	0.0000	4000.533333	USD	M	KU01	005
						NAHRLY		0	23.080000	USD	H		
KU0038	Holsinger,Derek	01/09/1986	110000	26000.000	HIR		0.00	0.0000	2166.666667	USD	M	KU01	004
						NAHRLY		0	12.500000	USD	H		
KU0039	Quilligan,Shawn	02/16/1986	140035	96012.800	HIR		0.00	0.0000	8001.066666	USD	M	KU01	005
						NAANNL		0	48006.400000	USD	A		
						NAHRLY		0	23.080000	USD	H		
KU0049	Dyer,Julie	05/10/1987	200005	48006.400	HIR		0.00	0.0000	1846.400000	USD	B	KC01	006
						NAHRLY		0	23.080000	USD	H		
KU0059	Zinn,Vicki	07/16/1988	140035	48006.400	HIR		0.00	0.0000	4000.533333	USD	M	KU01	005
						NAHRLY		0	23.080000	USD	H		
KU0061	Wynne,Elbert	09/09/1988	600060	60008.000	HIR		0.00	0.0000	5000.666667	USD	M	KU01	004
						NAHRLY		0	28.850000	USD	H		
KU0065	Chu,Adland	05/12/1990	290080	13000.000	HIR		0.00	0.0000	1083.333333	USD	M	KU01	003
						NAHRLY		0	6.250000	USD	H		
KU0066	Kim,Justine	01/29/1991	200005	13000.000	HIR		0.00	0.0000	500.000000	USD	B	KC01	006
						NAHRLY		0	6.250000	USD	H		
KU0069	McKay,Angela	12/12/1991	200005	48006.400	HIR		0.00	0.0000	1846.400000	USD	B	KC01	006
						NAHRLY		0	23.080000	USD	H		
KU0076	Lee,Mei	02/23/1994	140035	35568.000	HIR		0.00	0.0000	2964.000000	USD	M	KU01	005
						NAANNL		0	9568.000000	USD	A		
						NAHRLY		0	12.500000	USD	H		
KU0077	Mirzoyan,Annie	05/12/1994	140020	26000.000	HIR		0.00	0.0000	1083.333333	USD	S	KU01	004

                                                    PeopleSoft
Report ID: PKG003   SALARY PACKAGING - PACKAGES DUE FOR REVIEW   Page No. 1
                                                                                                     Run Date 10/11/2004
                                                                                                     Run Time 13:34:32

                                        Paygroup: KAMONTHLY

From Date: 01/01/2004
To Date: 31/12/2004

Employee ID	Name	Empl Rcd#	Package Eff Date	Model No#	Package Review Date
KA0014	Justin Whitford	0	01/01/2004	0	31/12/2004
KA0015	Linda Hamilton	0	01/01/2004	0	31/12/2004
KA0016	Lucas Ridgestone	0	01/01/2004	0	31/12/2004
KA0017	Joanne Paulik	0	01/01/2004	0	31/12/2004
KA0018	Grant Miles	0	01/01/2004	0	31/12/2004

                                        ** End of Report **

                                        End of Report

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                                                   PeopleSoft
Report ID:  PKG004                            SALARY PACKAGE MODELS                              Page No.  1
                                                                                                Run Date 10/15/2004
                                                                                                Run Time 13:59:50
From Date: 01/01/2004
To Date:   31/12/2004


Name:          Linda Hamilton                 ID:            KA0015    / 0


Package Start Date:01/01/2004                 Effective Date:    01/01/2004
Package End Date:  31/12/2004                  Model No.:         0

Package Status:    Current                     Confirmed:         Yes
Tax Scale:         7                           Payroll Tax State: VIC

                              Annual                      Package Period
                              ---------                   --------------
Total Package Value (TPV):  $  107206.69                $  107206.69
Total Employment Cost (TEC): $  114648.57               $  114648.57


Pay Frequency      Gross Salary         Tax          Net Salary
-------------      ------------     ----------       ----------
Yearly                72000.00       21766.32         50233.68
Annual                72000.00       21766.32         50233.68
Monthly                6000.00        1813.86          4186.14
Daily                   276.92          83.72           193.20
Hourly                    0.00           0.00             0.00

                                      Component Period      Annual Amounts         Package Period Amounts
Component/Additional Component        From       To       TPV         TEC          TPV         TEC
------------------------------------- ---------- ---------- ---------   ---------    ---------   ---------
CARPK      Car Parking                01/01/2004 31/12/2004 12775.00    12775.00     12775.00    12775.00
  CPKFBT   Car Parking FBT                                  14511.69    14511.69     14511.69    14511.69
  CPKGST   Car Parking GST                                              1277.50                  1277.50
  CPKPRT   Car Parking PRT                                              1568.98                  1568.98

SALARY     Salary Component           01/01/2004 31/12/2004 72000.00    72000.00     72000.00    72000.00
  SALPRT   Salary PRT                                                   4140.00                  4140.00

SUPSGC     SGC Superannuation         01/01/2004 31/12/2004  7920.00     7920.00      7920.00     7920.00
  SGCPRT   Superannuation SGC PRT                                         455.40                   455.40

                                                           ---------   ---------    ---------   ---------
                                                           107206.69   114648.57    107206.69   114648.57
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                                           PeopleSoft
Report ID:  PKG006                SALARY PACKAGING FBT RECONCILIATION REPORT                    Page No.  1
                                                                                               Run Date 10/11/2004
                                                                                               Run Time 14:38:54
Paygroup:  KAMONTHLY
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Type of benefits provided          EmplId    Name                Rcd    Gross Taxable value of benefits    Gross Taxable value of benefits
( 01/04/2003 to 31/03/2004 )                                                  ($ Per Employee)                   ($ Per Component)
                                                                          Budget        Actual             Budget          Actual

CAR       Car                      KA0014    Justin Whitford      0     $1,347.78       $898.52

                                   KA0016    Lucas Ridgestone     0     $2,274.99     $1,516.66

                                   KA0018    Grant Miles          0     $1,950.00     $1,300.00           $5,572.77       $3,715.18


CARPK     Car Parking              KA0015    Linda Hamilton       0     $3,513.12     $2,342.08           $3,513.12       $2,342.08


EXPENSE   Expenses                 KA0017    Joanne Paulik        0     $5,499.99         $0.00

                                   KA0018    Grant Miles          0     $2,750.01         $0.00           $8,250.00           $0.00

                                            ** End of Report **


                                                                          Budget        Actual

                        Total for the FBT Year 2004                     $17,335.89     $6,057.26
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                                            End of Report
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                                                PeopleSoft
Report ID:  PKG007                SALARY PACKAGING PACKAGE DETAILS REPORT                    Page No.  1
                                                                                            Run Date 10/11/2004
                                                                                            Run Time 14:37:37
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For Employee KA0014 0  Justin Whitford

Component/Addnl Comp  31/01/2004 29/02/2004 31/03/2004 30/04/2004

                                                                                                    Total

 BONUS               1571.56    1571.56    1571.56    1571.56                                      6286.24

 BONUS     BONPRT     100.58     100.58     100.58     100.58                                       402.32

 CAR                  449.26     449.26     449.26     449.26                                      1797.04

 CAR       CARFBT     463.95     463.95     463.95     463.95                                      1855.80

 CAR       CARPRT      58.45      58.45      58.45      58.45                                       233.80

 SALARY             10477.05   10477.05   10477.05   10477.05                                     41908.20

 SALARY    SALPRT     670.53     670.53     670.53     670.53                                      2682.12

 SUPSGC              1204.86    1204.86    1204.86    1204.86                                      4819.44

 SUPSGC    SGCPRT      77.11      77.11      77.11      77.11                                       308.44

      Total:       15073.35   15073.35   15073.35   15073.35                                     60293.40
```

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                                               End of Report
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                                                  PeopleSoft
Report ID:  INT003NL                            Paygroup Table                                      Page No.  1
                                                                                                    Run Date 08/22/2000
                                                                                                    Run Time 12:08:33
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    Pay Eff      Cn-                          Short     Dft Dflt Pay    Ret Hol Ern Bank      Account         Employee
Co. Grp Date     try   Description            Descriptn Bpg Type FrqGrp?    Schd Prg Transit# Number          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
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                                                 PeopleSoft
Report ID:  INT004NL                        Earnings Table (Part 1)                                    Page No.  1
                                                                                                       Run Date 08/22/2000
                                                                                                       Run Time 12:08:18
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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	A			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
OCP	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

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                                          PeopleSoft
Report ID:  INT005NL                    Deductions Table                           Page No.  1
                                                                                   Run Date 08/22/2000
                                                                                   Run Time 12:08:03
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Plan   Deduct   Eff                                         Short          Permanent/
Type   Code     Date      Description                       Descriptn      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   Eff   Calc   Rate/   Pay   Additional
                Code   Date   Type   Percent   Freq   Amount

                KN0001   01/01/1980   A   Amount   M   15.00
                KN0002   01/01/1980   B   Percentage   5.000

                                        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
X Initial or Resubmission		Correction or Cancellation

Section A - TRAINEE INFORMATION

1. Applicant`s name (Last-First-Middle Initial)	Enter first 5 letters of last name	03	2. Social Security Number	04	3. Date of birth (Year and month)	05
Hamilton,Tyler	**HAMIL**		**700-00-7034**		**71/03**	

4. Home Address (Number, street, city, State, ZIP code)	5. Home Telephone	6. Position Level (Mark (X) one only)
333 Mountain Goat Rd. **Daly City , CA 80801**	Area code / Number	a. Non-supervisory / c. Manager b. Supervisory / d. Executive

7. Organization mailing address (Branch-Division/Office/Bureau/Agency) **Internal Research Department - Not Reportable** **Laguna Niguel , CA USA**	8. Office Telephone	9. Continuous civilian service	10. Number of prior non-government training days

8. Office Telephone			9. Years	Months	10.
Area code	Number	Extension	**1**	**0**	**1**

11a. Position title/function	11b. Applicant handicapped or Disabled (See instructions)	12. Pay plan/series/grade/step	13. Type of appointment	14. Education Level
Criminal Investigator	**N**	**GS/1811/05 /01**	**Career**	**01**

Section B - TRAINING COURSE DATA

15a. Name and mailing address of vendor (No. street, city, State, ZIP code)	15b. Location of training site (if same, mark box) -->
Knowledge Transfer KCVND1 **600 Central Street** **Toronto , ON M5J3T2**	

16. Course title and training objectives (benefits to be derived by the Government)

SAR test

17. Catalog/Course No.	18. Training period (6 digits)		06	19. No. of course hours (4. digits)		07	20. Training codes (See instructions)			
TSAR1		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**	11

AGENCY USE ONLY

Section C - ESTIMATED COSTS AND BILLING INFORMATION   Section D - APPROVALS

21. Direct costs and appropriation/fund chargable

Item	Amount		Appropriation/Fund
	Dollars	Cents	
	$		
Total 12	$ **0**	**00**	

22. Indirect costs and appropriation/fund chargable

Item	Amount		Appropriation/Fund
	Dollars	Cents	
	$		
Total 13	$ **0**	**00**	

23. Document/Purchase Order/Requistion No.

24. 8-Digit station symbol (Example 12-34-5678) -------------->

25. BILLING INSTRUCTION (Furnish invoice to):

26a. Immediate supervisor -- Name and title	Area code / Tel. No. / Extension
McNight,James **Criminal Investigator**	
b. Signature	Approved / Date Disapproved

27a. Second-line supervisor -- Name and title	Area code / Tel. No. / Extension
Lee,James **Criminal Investigator**	
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.

Standard Form 182 (Rev 12/79) -- U.S. Office of Personnel Management   Previous edition usable

Compañía Financiera

F I N   8 0   0 1 1 2   F I N   K Y0 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   FIN800112FIN KY00000000A
Lomas de Chapultepec
Mexico, DF C.P. 11000

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

FINANCIAL

0   0 0   0 8   1   X

                                              0 1   0 1   0 1

                              5
                              4
                              2   X
                              3   X
                              1
                0 0   0 1
                3   0 1   0 1   0 1   0 1   1 2   3 1

            Gabriela Aguilar Rojas

        Distrito Federal, DF   0 1   0 9   2 5

00001   Montes Urales 632   FIN800112FIN KY00000000A
Lomas de Chapultepec
Mexico, DF C.P. 11000

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 Y0 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

F I N   8 0 0 1 1 2   F I N   K Y 0 0 0 0 0 0 0 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

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

End of Report

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	Discrimntn	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		

End of Report

```
                                      PeopleSoft
                                 COURSE SESSION ROSTER
Report ID: TRN002                                                    Page No.      1
                                                                     Run Date:   8/31/2000
Course:        KF004   Project Management                            Run Time:   15:10:25
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: TRN002                                                    Page No.      1
                                                                     Run Date:   8/31/2000
                                                                     Run Time:   15:10:25
Course:        KF004   Project Management
Session:       0001                              End of Report
Start Date:    11/23/2000
```

```
                                    PeopleSoft
                               COURSE WAITING LIST
Report ID: TRN003                                        Page No.      1
                                                         Run Date:     8/31/2000
Course:    K018    PeopleTools 1                         Run Time:     14:59:38
```

```
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
```

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                               End of Report
```

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                                      PeopleSoft
                                  TRAINING SCHEDULE
Report ID: TRN004                                       Page No.      1
                                                        Run Date:     8/31/2000
Classes Starting:         01/01/00  -   31/12/00        Run Time:     15:00:08
```

```
                                                                      Students
Course    Description                 Session   Start     End        Duration      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        3
                                      0021     03/11/00  03/11/00    1.00 Day        4
                                      0022     04/12/00  04/12/00    1.00 Day
```

                                  End of Report

```
                                  PeopleSoft
                               FACILITY SCHEDULE
Report ID: TRN005                                        Page No.     1
                                                         Run Date:    8/31/2000
Facility:      Corporation Headquarters                  Run Time:    15:01:23
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
```

```
Report ID: TRN005                                        Page No.     1
                                                         Run Date:    8/31/2000
Facility:      Corporation Headquarters                  Run Time:    15:01:23
Date Range:    01/01/00    -    31/12/00
```

                                End of Report

```
                                          PeopleSoft
Report ID:  TRN010                    ACTIVE SCENARIO SUMMARY                    Page No.  1
                                                                                Run Date 08/30/2000
                                                                                Run Time 14:12:22
```

```
 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

                                              End of Report

 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

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                                           35   25

                                                       End of Report

PeopleSoft

Report ID: TRN016

TARGET COURSE CERTIFICATION

Page No.   1
Run Date   8/31/2000
Run Time   15:01:38

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

Report ID: TRN017

PeopleSoft
COURSE RATING

Page No.   1
Run Date   8/31/2000
Run Time   15:02:08

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 | |

PeopleSoft
COURSE RATING

Report ID: TRN017

Page No.   2
Run Date   8/31/2000
Run Time   15:02:08

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 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		
		2.00	10.00

Course Average   1.45

PeopleSoft
COURSE RATING

Report ID: TRN017

Page No.   3
Run Date   8/31/2000
Run Time   15:02:08

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

Course   K018   PeopleTools 1   Run Time 16:19:59
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
K0G002   Nichta,Issac   Session Waitlist
K0G003   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

Report ID: TRN020

PeopleSoft
STUDENT TRAINING HISTORY

Page No.   1
Run Date   8/31/2000
Run Time   15:02:54

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 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
Report ID:  TRN022                STATISTICS OF EMPLOYEES ENROLLED                          Page No.  1
                                                                                           Run Date 08/30/2000
Company  ACC State of Accord                                                               Run Time 15:14:05
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
```

Report ID: TRN023

PeopleSoft

COURSE DESCRIPTION

Page No.   1
Run Date   8/31/2000
Run Time   15:03:09

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.

PeopleSoft

COURSE CATEGORY

Report ID: TRN024

Page No.   1
Run Date   8/31/2000
Run Time   15:05:40

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   Subcategory

MANAGEMENT   Management   CAREER DEV   Career Development

PeopleSoft
COURSE EQUIPMENT

Report ID: TRN025

Page No.   1
Run Date   8/31/2000
Run Time   15:06:10

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.

Equipment/Materials Code	Description	Author	Year Published	ISBN
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	

PeopleSoft
COURSE VENDORS

Report ID: TRN026

Page No.   1
Run Date   8/31/2000
Run Time   15:06:25

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.

Vendor   Vendor Type   Accounts Payable Vendor ID

KCVND1   Knowledge Transfer   Outside Instructors
Comments :   This firm provides instructors that specialize in technical areas.

PeopleSoft

Report ID: TRN027

PREREQUISITE COURSES

Page No.   1
Run Date   8/31/2000
Run Time   15:07:01

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.

Prerequisite Course		Course Type	Internal / External	Duration Time
K018	PeopleTools 1	Technical	Internal	5.00

Description   This course teaches students the essentials of building effective, usable systems in the PeopleSoft environment.

PeopleSoft

Report ID: TRN028

TARGETS OF THE COURSE (QUALIFICATIONS)

Page No.   1
Run Date   8/31/2000
Run Time   15:07:25

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
2,00	4,00	8,00	8,00	4,00	26,00

Indicator	**03**	**Female**

NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
1,00	2,00	7,00	6,00	4,00	20,00

Indicator	**04**	**Male + Female**

NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
3,00	6,00	15,00	14,00	8,00	46,00

Indicator	**08**	**Apprentice Contracts**

Value
1,00

Indicator	**09**	**Back to work Contracts**

Value
2,00

Indicator	**10**	**Adap. Qual. Contracts**

Value
2,00

Indicator	**11**	**Number of Establishments**

< 50	50 – 199	> 199
2,00	0,00	0,00

Group	C	Costs Summary

Indicator	01	Internal Training Cost

Cost

4180,02

Indicator	02	Equipment Cost

Cost

1000,00

Indicator	03	External Training Cost

Cost

3038,98

Indicator	04	Trainees Salary Cost

Cost

4345,74

Indicator	05	Lodging & Transportation Cost

Cost

210,31

Indicator	06	Training Requirement Estimat.

Cost

1000,00

Indicator	07	EDDF Cost

Cost

954,90

Indicator	08	OPCA - Training Plan Payment

Payment

1000,00

Indicator	09	OPCA - Trn Saving Acc. Payment

Payment

1000,00

Indicator	10	OPCA - Training Leave Payment

Payment

1000,00

Indicator	11	Part-Time Course Financing

Financing
3475,35

Indicator	12	Other Financing, Cost
Cost		
1000,00		

Indicator	13	Total
Cost		
22205,30		

Indicator	14	Subsidy
Cost		
1000,00		

Indicator	15	Chargeable Cost
Cost		
21205,30		

Group	D	OPCA Organizations

Indicator	01	Trn Plan & Trn Saving Account
	OCPA	FONGECIF Haute-Normandie
CIF3		

Indicator	02	Part-Time Training
	OPCA	FONGECIF Alsace
CIF2		

Indicator	03	Training Leave
	OCPA	FONGECIF-AGECIF Guyane
CIF1		

Group	E	Training Tax Credit

Indicator	01	Expense Surplus

Surplus

0,00

Indicator	02	Declaration 2068 - Ligne WA

2068 - WA

1000,00

Indicator	03	Training Tax Credit

Credit

1000,00

Indicator	N-2	Year - 2

Col 2	Col 3	Col 4
0,00	0,00	0,00

Indicator	N-3	Year - 3

Col 2	Col 3	Col 4
0,00	0,00	0,00

Group	F	Company Cost

Indicator	01	Total annual salaries

Cost

262325,1(

Indicator	02	Employer Participation

Cost

3934,88

Indicator	03	Participation with Reduction

Participa.

1967,44

Indicator	04	Total Training Cost

Cost

21205,3(

Indicator	05	Expense Surplus

Surplus

19237,8(

Indicator	06	Expense Insufficiency

Insuffi.

0,00

Indicator	07	Training Tax Credit

Credit

0,00

Indicator	08	Indicator 6 - Indicator 7

Cost

0,00

Report ID: TRN029

Group	G	Financing sandwich course

Indicator	09	Employer Obligation
Obligation		
1049,30		

Indicator	10	Obligation with Reduction
Obligation		
524,65		

Indicator	11	OPCA Payments
OPCA		
1000,00		

Indicator	12	Employer Fixed Expense
Expense		
1000,00		

Indicator	13	Indicator 10 - (11 + 12)
Cost		
1475,35		

Indicator	14	Total 11 to 13
Cost		
3475,35		

Group	H	Finance training leave

Indicator	15	Employer Obligation
Obligatior		
524,65		

Indicator	16	Obligation with Reduction
Obligatior		
262,33		

Indicator	17	OPCA Payments - Part Time
OPCA P		
1000,00		

Indicator	18	OPCA Payments - Train. Leave
OPCAT		
1000,00		

Indicator	19	Indicator 16 - (17+18)
Cost		
1737,68		

Group   **J**   **Finance training leave Limited**

Indicator	20	CDD Total Annual Salaries
CDD		
36587,76		

Indicator	21	Employer Obligation
Obligation		
365,88		

Indicator	22	OCPA CIF Payments
OCPA CIF		
1000,00		

Indicator	23	Indicator 21 - 22
Cost		
634,12		

Group	K	Emp Pymnts to Min of Finances

Indicator	24	Training Cost Insuffyciency

Cost

0,00

Indicator	25	Regularization Payment

Payment

1000,00

Indicator	26	Payment/Company Work Council

Payment

983,72

Indicator	27	CIF Insuffyciency

Cost

1737,68

Indicator	28	CIF/CDD Insuffyciency

Cost

1268,25

Indicator	29	Part-Time Insuffyciency

Cost

1475,35

Indicator	30	Total Contribution

Total

6464,99

Group	**L**	**Distribution by category**			

Indicator	02	Male students paid by company			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	1,00	0,00	0,00	1,00

Indicator	03	Female students paid by cmpny			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	3,00	1,00	0,00	4,00

Indicator	04	Total students paid by company			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	4,00	1,00	0,00	5,00

Indicator	05	Students paid by training fund			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
1,00	1,00	1,00	1,00	2,00	6,00

Indicator	06	Total hours paid by company			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	62,40	32,00	0,00	94,40

Indicator	07	Total hours paid by trng fund			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
16,00	16,00	16,00	16,00	30,40	94,40

Indicator	08	Number of competency check			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	1,00	0,00	1,00

Indicator	09	Number of Exp. Validation			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	1,00	0,00	1,00

Indicator	10	Stdnts exclusively paid by cmp			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
1,00	0,00	0,00	0,00	0,00	1,00

Indicator	11	Stdnts paid by financing body			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	1,00	0,00	1,00

Indicator	13	Number of Exp. Validation			

NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	1,00	0,00	0,00	1,00

Indicator	14	Total paid hours			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	224,00	224,00	0,00	448,00

Indicator	15	Nbr of qualification contracts			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
1,00	0,00	0,00	0,00	0,00	1,00

Indicator	16	Total hrs for qualif contracts			
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
16,00	0,00	0,00	0,00	0,00	16,00

Group	M	Distribution by gender and age		

Indicator	01	Male Students		
< 26	26 < 45	45 <	Total	
6,00	0,00	0,00	6,00	

Indicator	02	Female Students		
< 26	26 < 45	45 <	Total	
8,00	0,00	0,00	8,00	

 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

                                             End of Report

```
                                        PeopleSoft
Report ID:  TRN032                EMPLOYEE SESSION COST SUMMARY              Page No.  1
                                                                            Run Date 08/30/2000
Course          K012   Project Management                                   Run Time 15:11:17
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
```

```
Report ID:  TRN032                EMPLOYEE SESSION COST SUMMARY              Page No.  1
                                                                            Run Date 08/30/2000
                                                                            Run Time 15:11:17
Course          K012   Project Management
Session         0003
Date            10/21/1999 - 10/29/1999
```

INSTRUCTOR SCHEDULE

Report ID: TRN033

Instructor: Campbell,Barry Robert

Date Range: 01/01/00 - 31/12/00

Start/End Dates	Start/End Times	Course		Facility	Room
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
Report ID:  TRN034                            EQUIPMENT CHECKLIST                          Page No.  1
                                                                                           Run Date 08/30/2000
Course         K001    Time Management                                                     Run Time 14:49:58
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                            Quantity      # Available    # Available    # Booked
Code        Description              Required      in Room        at Facility    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
```

```
                                                        PeopleSoft
Report ID:  TRN035                     BUDGET PERIOD : DISTRIBUTION BY GENDER AND SOCIO PROFESSIONAL CATEGORY              Page No.  1
                                                                                                                         Run Date 08/30/2000
                                                                                                                         Run Time 14:32:58

Budget Period:     KF001      Year 2000 Budget Period
Business Unit:     FRA01      France Business Unit
Department:
Course:
                                                                                   Distribution        Distribution
                                                                                   By Gender           By Socio Professional Category
                                                                                   ===============     =======================================
Dept.    Demand ID Course    Category    Sub Category Description          Emplid   Active Scenario Demands Nbr   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       0      2      1


=================================================================================================================================================
Total                                                                                              39      20    15       0       0       12     20     3
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End of Report

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                                                          PeopleSoft
Report ID:  TRN036                                BUDGET PERIOD: COSTS DETAILS                                    Page No.  1
                                                                                                                 Run Date 08/30/2000
                                                                                                                 Run Time 14:35:26

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 274407.671130203.18

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 277263.241134066.63




                                                          End of Report
```

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

End of Report

| | | Effective | | |
Action	Award Type	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

PeopleSoft
Report ID: FGPER810   AWARD TYPE TABLE   Page No.   1
                                                                                                     Run Date   09/07/2000
                                                                                                     Run Time   5:41:55 PM

                                                   Effective
Action   Award Type   Date   NOA Code   Description

AWD   72   01/01/1980   872   Time Off Award

End of Report

NOTIFICATION OF PERSONNEL ACTION

1. Name (Last, First, Middle)	2. Social Security Number	3. Date of Birth	4. Effective Date
Ng,Henry Yee	632-60-3766	07-28-1967	08-10-1997

FIRST ACTION / SECOND ACTION

5-A. Code	5-B. Nature of Action	6-A. Code	6-B. Nature of Action
781	Chg in Work Schedule		

5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority
VXM	5 U.S.C. 6101		

5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number	15. TO: Position Title and Number
Personnel clerical and assistance PD: L0032 Position: L0000032	Personnel clerical and assistance PD: L0032 Position: L0000032

8.Pay Plan	9.Occ. Code	10.Grade or Lvl	11.Step or Rate	12.Total Salary	13.Pay Basis	16.Pay Plan	17.Occ. Code	18.Grade or Lvl	19.Step or Rate	20.Total Salary/Award	21.Pay Basis
GS	0203	06	07	$27,065.00	PA	GS	0203	06	07	$27,964.00	PA

12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay
$25,523.00	$1,542.00	$27,065.00	$0	$26,108.00	$1,856.00	$27,964.00	$0

14. Name and Location of Position's Organization	22. Name and Location of Position's Organization
Bureau of Telecommunications Washington DC USA	Bureau of Telecommunications Washington DC USA

EMPLOYEE DATA

23. Veterans Preference	24. Tenure	25. Agency Use	26. Veterans Preference for RIF
1 1-None 3-10 Point/Disability 5-10 Point/Other 2-5 Point 4-10 Point/Compensable 6-10 Point/Compensable/30%	0-None 2-Conditional 1-Permanent 3-Indefinite		YES X NO

27. FEGLI	28. Annuitant Indicator	29. Pay Rate Determinant
D Basic + Standard Optn	9 Not Applicable	0

30. Retirement Plan	31. Service Comp. Date (Leave)	32. Work Schedule	33. Part-Time Hours Per Biweekly Pay Period
K FERS and FICA	06-07-1996	F Full Time	

POSITION DATA

34. Position Occupied	35. FLSA Category	36. Appropriation Code	37. Bargaining Unit Status
1 1-Competitive Service 3-SES General 2-Excepted Service 4-SES Career Reserved	N E-Exempt N-Nonexempt		7777

38. Duty Station Code	39. Duty Station (City-County-State or Overseas Location)
110010001	WASHINGTON Dist Columbia DC USA

40. Agency Data	41.	42.	43.	44. PAR Number:

45. Remarks

46. Employing Department or Agency	50. Signature/Authentication and Title of Approving Official
Office of Policy Development Bureau of Telecommunications	

47. Agency Code	48. Personnel Office ID	49. Approval Date	
DC01	L003		

1 -   Employee Copy

REQUEST FOR PERSONNEL ACTION

PART A - Requesting Office (Also complete Part B, Items 1,7-22,32,33,36 and 39)

1. Actions Requested	2. Request Number
Data Change	

3. For Additional Information Call (Name and Telephone Number)	4. Proposed Effective Date
	08-10-1997

5. Action Requested By (Typed Name, Title, Signature, and Request Date)	6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date)

PART B - For Preparation of SF 50 (Use only codes in The Guide to Personnel Data Standards. Show all dates in month-day-year order.)

1. Name (Last, First, Middle)	2. Social Security Number	3. Date of Birth	4. Effective Date
Ng,Henry Yee	632-60-3766	07-28-1967	08-10-1997

FIRST ACTION / SECOND ACTION

5-A. Code	5-B. Nature of Action	6-A. Code	6-B. Nature of Action
781	Chg in Work Schedule		

5-C. Code	5-D. Legal Authority	6-C. Code	6-D. Legal Authority
VXM	5 U.S.C. 6101		

5-E. Code	5-F. Legal Authority	6-E. Code	6-F. Legal Authority

7. FROM: Position Title and Number	15. TO: Position Title and Number
Personnel clerical and assistance PD: L0032 Position: L0000032	Personnel clerical and assistance PD: L0032 Position: L0000032

8.Pay Plan	9.Occ. Code	10.Grade or Lvl	11.Step or Rate	12.Total Salary	13.Pay Basis	16.Pay Plan	17.Occ. Code	18.Grade or Lvl	19.Step or Rate	20.Total Salary/Award	21.Pay Basis
GS	0203	06	07	$27,065.00	PA	GS	0203	06	07	$27,964.00	PA

12A. Basic Pay	12B. Locality Adj.	12C. Adj. Basic Pay	12D. Other Pay	20A. Basic Pay	20B. Locality Adj.	20C. Adj. Basic Pay	20D. Other Pay
$25,523.00	$1,542.00	$27,065.00	$0	$26,108.00	$1,856.00	$27,964.00	$0

14. Name and Location of Position's Organization	22. Name and Location of Position's Organization
Bureau of Telecommunications Washington DC USA	Bureau of Telecommunications Washington DC USA

EMPLOYEE DATA

23. Veterans Preference	24. Tenure	25. Agency Use	26. Veterans Preference for RIF
1 1-None 3-10 Point/Disability 5-10 Point/Other 2-5 Point 4-10 Point/Compensable 6-10 Point/Compensable/30%	0-None 2-Conditional 1-Permanent 3-Indefinite		YES X NO

27. FEGLI	28. Annuitant Indicator	29. Pay Rate Determinant
D Basic + Standard Optn	9 Not Applicable	0

30. Retirement Plan	31. Service Comp. Date (Leave)	32. Work Schedule	33. Part-Time Hours Per Biweekly Pay Period
K FERS and FICA	06-07-1996	F Full Time	

POSITION DATA

34. Position Occupied	35. FLSA Category	36. Appropriation Code	37. Bargaining Unit Status
1 1-Competitive Service 3-SES General 2-Excepted Service 4-SES Career Reserved	N E-Exempt N-Nonexempt		7777

38. Duty Station Code	39. Duty Station (City-County-State or Overseas Location)
110010001	WASHINGTON Dist Columbia DC USA

40. Agency Data	41.	42.	43.	44.

45. Educational Level	46. Yr. Degree Attained	47. Academic Discipline	48. Functional Class	49. Citizenship	50. Veterans Status	51. Supervisory Status
			00	1 1-USA 8-Other	1 Not Indic.	8 Other

PART C - Reviews and Approvals   (Not to be used by requesting office.)

1. Office/Function	Initials/Signature	Date	1. Office/Function	Initials/Signature	Date
A.			D.		
B.			E.		
C.			F.		

2. Approval: I certify that the information entered on this form is accurate and the proposed action is in compliance with statutory and regulatory requirements.	Signature	Approval Date

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?   ☐ YES   ☐ NO
If ""YES"", please state these facts on a separate sheet and attach to SF52).

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 abd 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 administation 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

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   (Title)
Commission should be shown)

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 striken out when the appointee elects to affirm rather than swear to the affidavits; only these words may be striken and only when the appointee elects to affirm the affidavits.

Prior Edition Usable

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

Fold

Additional Data Requested

Please Return This Completed Request To: PAGE 1

123 Sample Drive

Miami   **, FL**   **12345**

United States Army

Service Member Rank Change Notice

Service Member Information			
Service Member:	Yvelyn Jung	Effective Date:	04/17/2009
Member ID:	KUHM15	Job Title:	Nurse
Military Service:	United States Army	Action/Reason:	Reversion Occupational Transfr
Service Component:	Army Nt Gd	Component Type:	Active St
Unit Commander:	Ulysses Franklin	Unit:	4th Infantry Division Fort Hood
Unit Commander Title:	Brigade Commander	Unit Address:	TX

Military Occupational Series		
Job Family	Job Function	Job Sub Function
Med Svcs		

Rank Change Details		
	FROM:	TO:
Substantive Rank:	1ST	2ND
Worn Rank:	1ST	2ND
Worn Rank Type:		K1
Salary Plan/Grade:	KUML / O02	KUML / O1E
Member's Residence Address:		

Approving Authorization

By signing this form, you confirm that you understand the information pertaining to this rank change.

_____   _____
Unit Commander Signature   Date

_____   _____
Career Manager Signature   Date

Employee Birthdays In Next 30 Days
Employee Name   Birth Day

Alexander,Fiona Margaret   11/21

Service Anniversaries In Next 30 Days
Employee Name   Hire Date   Years

Bones,Steven James   12/22/1980   22

On Leaves of Absence
Employee Name   Effective Date   Expected Return

Bones,Steven James   04/01/2001

No Increases for 11 Months or more
Employee Name   Last Increase Date

Alexander,Fiona Margaret   02/06/2001
Bones,Steven James   05/10/1999
Douglas,Cathy Jane   02/06/2001
Miles,Grant   01/01/2001
Paulik,Joanne   01/01/2001
Ridgestone,Lucas   01/01/2001

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                                            PeopleSoft
Report ID:  PER002                       Employee Birthdays                                Page No.  1
                                                                                           Run Date 08/3

                                                                                           Run Time 17:2
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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
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                                            PeopleSoft
Report ID:  PER004                     EMERGENCY CONTACTS                               Page No.  1
                                                                                        Run Date 08/31/2000
                                                                                        Run Time 16:21:19
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                                                                      Pri-
Employee Name                  Department              Emergency Contact        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
Rodriquez,Anna Lucia           Employee & Labor Branch      Rodriquez,Anthony    Y     703/705-3875        Spouse
                                                            DeMarco,Sophia             703/775-8896        Mother
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                                            End of Report
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		Leave	Expected		
Employee Name	Department	Began	Return	Reason for Leave	Telephone
Tomita,Jason	Human Resources	12/30/1999		Health Reasons	

                                              End of Report

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 Desmarets
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

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

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                                     PeopleSoft
Report ID:  PER010             EMPLOYEE TURNOVER ANALYSIS                 Page No.  1
                                                                         Run Date 08/31/2000
For the period  01/01/2000  through  08/30/2000                          Run Time 16:39:57
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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%

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                                        PeopleSoft
Report ID:  PER010               EMPLOYEE TURNOVER ANALYSIS                      Page No.  2
                                                                                Run Date 08/31/2000
For the period  01/01/2000  through  08/30/2000                                 Run Time 16:40:00
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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%

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                              End of Report
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                                          PeopleSoft
Report ID: PER015                  PERSONNEL ACTIONS HISTORY                        Page No.  1
Personnel Action:  HIR--Hire                                                       Run Date 08/31/2000
For the period  01/01/2000  through  08/01/2000                                    Run Time 18:25:54
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Effective  Action                                     Hire       Yrs Emp Reg/ Full/ Job                  Salary Cur
Date       Reason     Employee Name      Employee ID Date        Svc Typ Tmp  Part  Code   Job Title     Grade  Cd        Comp Rate       Supervisor

Department KC006       Training & Administration
SETID - SHARE

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:       NAANNL  CA        3000.000000 M



Department KG004       Sales and Marketing - Scotland
SETID - GBR01

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       Personnel Department
SETID - ITA01

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       Human Resources
SETID - SHARE

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       Benefits
SETID - SHARE

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
```

Employee Name	Address	City	State	Postal	Country	Telephone
Aafjes,Jan	,Reigersweide 80	Weesp		1383KL	NLD	
Abd El Aoui,Ahmed	,Reigersweide 80,Bilderdijkkade 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 GLAM	CF18GH	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	BERKS	RG43GT	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,Ursla R	1248 17th Ave ParkWay	Conner	NY	67890	USA	
Carr,Kitty C	432 Martin Luther Kin	Dormont	NY	44353	USA	
Carter,Wency	925 Dorset Street	Burlington	VT	05407	USA	

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                                                      PeopleSoft
Report ID:  PER021                              PENDING FUTURE ACTIONS                                       Page No.  1
                                                                                                             Run Date 10/03/2001
As Of Date: 01/01/2001                                                                                       Run Time 13:10:22


Name/                          Effective         Action       Empl Reg/ Full/                    Job              Salary Cur
         Supervisor   Employee ID Date    Action  Reason       Type Temp Part DeptID  Department Code  Job Title  Grade  Cd      Comp Rate


Seles,Peter                    E607              Current Status ---->  S   R    F    E005   ST - Mfr  E001  Mgr HR  ECB/004 USD    500000.0000 A
                                        03/01/2001 Terminatn


KELLY,MAYOR                    E710              Current Status ---->
                                        02/02/2001 Hire                H   R    F    E005   ST - Mfr  E001  Mgr HR     /    USD      301.8333 M


MAYOR,KELLY                    E716              Current Status ---->
                                        02/02/2001 Hire                S   R    F    E001   ST - HR   E001  Mgr HR     /    USD     4166.6667 M


Azubione,Wolf                  GD110000006       Current Status ---->
         Heiner Breit-Gossmann         07/30/2001 Hire                N   R    F    10001  HR        KD0004 Consultant KD0/G2 DEM    12000.0000 A


Azubinefive,Sabine             GD110000010       Current Status ---->  N   R    F    10001  HR        KD0004 Consultant KD0/G2 DEM    12000.0000 A
         Heiner Breit-Gossmann         01/15/2001 Promotion   GEROutstan                                                    DEM    72000.0000 A


Fisch,Volker                   GD210000001       Current Status ---->  N   R    F    10202  HQ        KD0004 Consultant KD0/G2 DEM     8000.0000 M
         Isabella Maria Amme           01/01/2002 Pay Rt Chg                                                                EUR     4090.3400 M


Seitz,Marcus                   GD210000002       Current Status ---->  N   R    F    21602  Sal/Serv  KD0003 Sales     KD0/G2 DEM     9500.0000 M
         Isabella Maria Amme           01/01/2002 Pay Rt Chg                                                                EUR     4857.2700 M


Bausch,Markus                  GD210000003       Current Status ---->  N   R    F    21602  Sal/Serv  KD0004 Consultant KD0/G2 DEM    10000.0000 M
         Isabella Maria Amme           01/01/2002 Pay Rt Chg                                                                EUR     5112.9200 M


Wiehl,Nora von                 GD210000004       Current Status ---->  N   R    F    10002  HR        KD0005 HR Dir    KD0/G3 DEM    12000.0000 M
         Isabella Maria Amme           01/01/2002 Pay Rt Chg                                                                EUR     6135.5000 M


Amaretto,Jasmin                GD210000005       Current Status ---->  N   R    F    10202  HQ        KD0003 Sales     KD0/G2 DEM     6300.0000 M
         Isabella Maria Amme           01/01/2002 Pay Rt Chg                                                                EUR     3221.1400 M


Mascapone-Amaretto,Mario       GD220000001       Current Status ---->  N   R    F    10202  HQ        KD0008 Recruiter KD0/G2 DEM     5656.0000 M
         Isabella Maria Amme           01/01/2002 Pay Rt Chg                                                                EUR     2891.8700 M
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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

Citizenship status not Native/Naturalized and has no local visa
Employee ID   Employee Name

KC0031   Saint-Amand,Marcel

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                                  PeopleSoft
Report ID:  PER038NL            DIVERSITEIT RAPPORT 2008                     Page No.  1
                                                                            Run Date 08/21/2009
                                                                            Run Time 22:04:57
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                                                        Behorende tot doelgroep
PERSONEELSBESTAND TOTAAL                      Aantal      Aantal     Percentage
(%) T.o.v. aantal personen in dienst

    Personen in dienst op 31 december          903          2        0.22 %

    Personen met een voltijd-dienstverband     885 ( 98.01%)  2      0.22 %

    Personen met een deeltijd-dienstverband     18 (  1.99%)  0      0.00 %

    Personen die bezwaar hebben aangetekend      1


GEGEVENS PERSONEELSVERLOOP
(%) T.o.v. aantal personen in/uit dienst getreden

    Personen in dienst getreden                  0          0        0.00 %

    Personen uit dienst getreden                 0          0        0.00 %


GEGEVENS PERSONEELSBESTAND NAAR FUNCTIENIVEAU
(%) T.o.v. aantal personen per functieniveau

    Functieniveau I                            889          2        0.22 %

    Functieniveau II                             0          0        0.00 %

    Functieniveau III                            2          0        0.00 %

    Functieniveau IV                             0          0        0.00 %

    Functieniveau V                             12          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
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                                          PeopleSoft
Report ID:  PER038NL                 DIVERSITEIT RAPPORT 2008                      Page No.   2
                                                                                  Run Date 08/21/2009
                                                                                  Run Time 22:04:57
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                                                            Behorende tot doelgroep
GEGEVENS PERSONEELSBESTAND NAAR FUNCTIENIVEAU        Aantal      Aantal      Percentage
(%) T.o.v. aantal personen per functieniveau

Totaal aantal locaties: 17


    Amsterdam 01

    Functieniveau I                                   132          0         0.00 %

    Functieniveau II                                    0          0         0.00 %

    Functieniveau III                                   0          0         0.00 %

    Functieniveau IV                                    0          0         0.00 %

    Functieniveau V                                     0          0         0.00 %


    Amsterdam 02

    Functieniveau I                                    42          0         0.00 %

    Functieniveau II                                    0          0         0.00 %

    Functieniveau III                                   0          0         0.00 %

    Functieniveau IV                                    0          0         0.00 %

    Functieniveau V                                     0          0         0.00 %


    Amsterdam 03

    Functieniveau I                                    64          0         0.00 %

    Functieniveau II                                    0          0         0.00 %

    Functieniveau III                                   0          0         0.00 %

    Functieniveau IV                                    0          0         0.00 %

    Functieniveau V                                     0          0         0.00 %


    Amsterdam 04

    Functieniveau I                                    72          0         0.00 %

    Functieniveau II                                    0          0         0.00 %

    Functieniveau III                                   0          0         0.00 %

    Functieniveau IV                                    0          0         0.00 %

    Functieniveau V                                     0          0         0.00 %


    Den Haag 01

    Functieniveau I                                     2          0         0.00 %

    Functieniveau II                                    0          0         0.00 %

    Functieniveau III                                   0          0         0.00 %

    Functieniveau IV                                    0          0         0.00 %
```

	Aantal	Behorende tot doelgroep Aantal	Percentage
Functieniveau V	0	0	0.00 %

Eindhoven 01

Functieniveau I	2	0	0.00 %
Functieniveau II	0	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	0	0	0.00 %

Rotterdam 01

Functieniveau I	38	0	0.00 %
Functieniveau II	0	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	0	0	0.00 %

Utrecht 01

Functieniveau I	240	0	0.00 %
Functieniveau II	0	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	0	0	0.00 %

Utrecht 02

Functieniveau I	276	0	0.00 %
Functieniveau II	0	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	0	0	0.00 %

Hoofdkantoor

Functieniveau I	1	0	0.00 %
Functieniveau II	0	0	0.00 %
Functieniveau III	0	0	0.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	0	0	0.00 %

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                                      PeopleSoft
Report ID:  PER038NL            DIVERSITEIT RAPPORT 2008                  Page No.   4
                                                                         Run Date 08/21/2009
                                                                         Run Time 22:04:57
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                                             Behorende tot doelgroep
                                  Aantal     Aantal     Percentage


   Amsterdam

   Functieniveau I                    3          0        0.00 %

   Functieniveau II                   0          0        0.00 %

   Functieniveau III                  0          0        0.00 %

   Functieniveau IV                   0          0        0.00 %

   Functieniveau V                    0          0        0.00 %



   Amsterdam

   Functieniveau I                    8          2       25.00 %

   Functieniveau II                   0          0        0.00 %

   Functieniveau III                  0          0        0.00 %

   Functieniveau IV                   0          0        0.00 %

   Functieniveau V                    0          0        0.00 %



   The Hague

   Functieniveau I                    2          0        0.00 %

   Functieniveau II                   0          0        0.00 %

   Functieniveau III                  0          0        0.00 %

   Functieniveau IV                   0          0        0.00 %

   Functieniveau V                    0          0        0.00 %



   Groningen

   Functieniveau I                    1          0        0.00 %

   Functieniveau II                   0          0        0.00 %

   Functieniveau III                  0          0        0.00 %

   Functieniveau IV                   0          0        0.00 %

   Functieniveau V                    0          0        0.00 %



   Utrecht

   Functieniveau I                    1          0        0.00 %

   Functieniveau II                   0          0        0.00 %

   Functieniveau III                  2          0        0.00 %

   Functieniveau IV                   0          0        0.00 %

   Functieniveau V                   11          0        0.00 %
```

                                                     Behorende tot doelgroep
                                          Aantal   Aantal   Percentage

Rotterdam

Functieniveau I   1   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 %

                                                     Behorende tot doelgroep

                          S K Munich   1999

Lfd. Nr.	a) Name b) Vorname c) Wohnort d) Geburtsdatum	a) Schlüssel-Nr. b) Bezeichnung der Tätigkeit	a) Eingetreten am bzw. Ausbildungs- beginn b) Ausgeschie- den am bzw. Ausbildungs- ende	a) Bezeichnung SB/GL b) Personen- gruppe mit Zahl der an- zurechnen- den Pflicht- plätze	Nachweis über die Angaben in Spalte 5 a) Dienststelle b) Nummer des Ausweises ggf. Datum und Geschäftszeichen des Nachweises c) gültig ab d) befristet bis
1	a) Grün b) Alex c) 39106 Magdeburg d) 10/17/1936	a) b)	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

S K Antwerpen

   1. Arbeitsplätze und Pflichtplätze (Anzahl)   2. Anrechenbare Personenguppen/Besetzte Arbeitsplätze (Anzahl)   3. Ausgleich-
                                                                                                                                         abgabe

                                       -SOLL-   -IST-

Monat	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

                                                                                                                                    _____
                               a) Ausgleichsabgabe von Januar - Dezember   0

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	Martinez 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-1994	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

End of Report

Emplid   Name   Union Fee Amt.

                                        Total:

                              End of Report

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                                          PeopleSoft
Report ID:  PER058                      PRIMARY JOB AUDIT                              Page No.  1
                                                                                      Run Date 09/04/2000
                                                                                      Run Time 12:16:40
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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
                                           11/01/1999 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
                                           10/01/1999 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
```

Disability Type

Civil Disability   Female   1
Civil servants disability   Female   1

End of Report

Ken Yaegash

Announcement date	10/01/2004
Company	Business Institute – Japan
Department	Human Resources
Salary Administration Plan	Salary Plan – Japan
Salary Grade	Grade 2
Supervisor Level	Administrator
Empl Class	

10/01/2004
Business Institute – Japan
President Zenjiro, Yamagiwa

Action Reason: New Position

Name	Company	Department	Sal Plan	Grade	Supervisor Lvl	Location	Empl Class
Ken Yaegash	Business Institute - Japan	Human Resources	Salary Pla	Grade 2	Admin	Tokyo	

End

ID   EMPL_RCD#   Name   Company code   Host company name   Int Xfr St Dt   Int Xfr End Dt
----

KJ1001   0   Asano Bunji   KJA   Business Software Co.   1998/04/01   2002/03/31

                                                         End of Report

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                                    PeopleSoft
Report ID:  PER066BE             Termination Notification                    Page No.  1
                                                                             Run Date 10/10/2001
                                                                             Run Time 04:02:55
```

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	350.0000	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	0.0000
Total	41,250.0000

End of Report

Company: CarrotSoft Sales, KK
As of date:

```
President                    J1000      President    J0028      0     Kuroda,Katsuhito

                                                            Total                    0       1       1


Administration Department    J1100      Director     J0029      0     Akasaka,Tomomi

                                                            Total                    0       1       1


Accounting Section           J1110      Manager      J0031      0     Yasuda,Muneharu
                                        Clerk        J0057      0     Ikeyama,Nobutaka
                                        Clerk        J0202      0     Ida,Satoru

                                                            Total                    0       3       3


Human Resources Section      J1120      Manager      J0032      0     Omura,Koichi
                                        Clerk        J0203      0     Nakayama,Wataru
                                        Clerk        J0204      0     Aoki,Moe

                                                            Total                    0       3       3


General Affairs Section      J1130      Manager      J0033      0     Tezuka,Takashi
                                        Clerk        J0201      0     Maeda,Junpei

                                                            Total                    0       2       2


Sales Department             J1200      Director     J0030      0     Hori,Kotaro
                                        Clerk        J0059      0     Toyama,Daiki
                                        Clerk        J0060      0     Omichi,Maria
                                        Clerk        J0205      0     Yamano,Hiromi
                                                     J0206      0     Mikami,Yoshiyuki
                                                     J0207      0     Kobayashi,Takehiro

                                                            Total                    0       6       6
                                                            Total                    0      16      16
```

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

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                                          PeopleSoft
Report ID:  PER067BE                      Social Report                        Page No.  2
                                                                               Run Date 10/10/2001
For the period  01/01/2000  through  12/31/2000                                Run Time 03:48:33
```

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

```
                                                    PeopleSoft
Report ID:  PER100CN                                HIRE LIST                                Page No.  1
Company    GBI Global Business Institute                                                     Run Date 08/30/2000
                                                                                             Run Time 09:46:43
                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
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                                        End of Report

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                                             PeopleSoft
Report ID:  PER103CN                DESIGNATED GROUPS BY OCCUPATIONAL GROUP                    Page No.  1
                                                                                              Run Date 08/30/2000
For the period 01/01/99 through 12/31/00                                                      Run Time 16:22:07
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```
                                   Aborignal      Visible      Disabled
                           ----Total---  --Persons---  -Minorities-  --Persons---  ---Female---
Occupational Group          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
```

                                         End of Report

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                                          PeopleSoft
Report ID:  PER104CN                DESIGNATED GROUPS BY TYPE OF EMPLOYMENT              Page No.  1
                                                                                        Run Date 08/30/2000
For the period 01/01/90 through 01/01/01                                                Run Time 15:23:37
```

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                                    Aborignal        Visible          Disabled
                        ----Total---    ---Persons--    -Minorities-    ---Persons--    ---Female---
Employment Type         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
```

End of Report

                         Total Surveys submitted: 0

                         Total Surveys completed: 0

                              End of Report

Occupational Group	-----Total---- Filled Vacated		Aborignal ----Persons--- Filled Vacated		Visible --Minorities-- Filled Vacated		Disabled ----Persons--- Filled Vacated		----Female---- 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

                                                End of Report

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                                        PeopleSoft
Report ID:  PER706A                SALARY PLAN / GRADE TABLE                        Page No.    1
                                                                                   Run Date   8/31/2000
                                                                                   Run Time   2:14:34 PM
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Setid	Salary Plan/Grade	Description	Effective Date	Cur Cd	<-- Hourly Min --> <-- Hourly Mid --> <-- Hourly Max -->	<-- Daily Min --> <-- Daily Mid --> <-- Daily Max -->	<-- Monthly Min --> <-- Monthly Mid --> <-- Monthly Max -->	<-- Annual Min --> <-- Annual Mid --> <-- Annual Max -->
ES	0000/ 00	Senior Executive Schedu	01/03/1999	USD	49.020 52.880 56.730	0.00 0.00 0.00	8,496.80 9,165.00 9,833.20	102,300 110,350 118,400
SL	0000/ 00	Senior-Level	01/03/1999	USD	42.990 49.860 56.730	345.11 400.25 455.39	7,451.60 8,642.40 9,833.20	89,728 104,064 118,400
ST	0000/ 00	Scientific or Professio	01/03/1999	USD	42.990 49.860 56.730	345.11 400.25 455.39	7,451.60 8,642.40 9,833.20	89,728 104,064 118,400
ES	0000/ 00	Senior Executive Schedu	01/04/1998	USD	47.530 52.130 56.730	381.54 418.46 455.39	8,238.53 9,035.87 9,833.20	99,200 108,800 118,400
SL	0000/ 00	Senior-Level	01/04/1998	USD	41.700 49.220 56.730	334.73 395.06 455.39	7,228.00 8,530.60 9,833.20	87,030 102,715 118,400
ST	0000/ 00	Scientific or Professio	01/04/1998	USD	41.700 49.220 56.730	334.73 395.06 455.39	7,228.00 8,530.60 9,833.20	87,030 102,715 118,400
ES	0000/ 00	Senior Executive Schedu	01/05/1997	USD	46.480 50.960 55.440	373.08 409.04 445.00	8,056.53 8,833.07 9,609.60	97,000 106,350 115,700
SL	0000/ 00	Senior-Level	01/05/1997	USD	40.760 48.100 55.440	327.20 386.10 445.00	7,065.07 8,337.34 9,609.60	85,073 100,387 115,700
ST	0000/ 00	Scientific or Professio	01/05/1997	USD	40.760 48.100 55.440	327.20 386.10 445.00	7,065.07 8,337.34 9,609.60	85,073 100,387 115,700
ES	0000/ 00	Senior Executive Schedu	01/07/1996	USD	45.420 50.430 55.440	364.62 404.81 445.00	7,872.80 8,741.20 9,609.60	94,800 105,250 115,700
SL	0000/ 00	Senior-Level	01/07/1996	USD	39.850 47.650 55.440	319.85 382.42 445.00	6,907.33 8,258.47 9,609.60	83,160 99,430 115,700
ST	0000/ 00	Scientific or Professio	01/07/1996	USD	39.850 47.650 55.440	319.85 382.42 445.00	6,907.33 8,258.47 9,609.60	83,160 99,430 115,700
ES	0000/ 00	Senior Executive Schedu	01/08/1995	USD	44.510 49.980 55.440	357.31 401.15 445.00	7,715.07 8,662.34 9,609.60	92,900 104,300 115,700
SL	0000/ 00	Senior-Level	01/08/1995	USD	39.070 47.260 55.440	313.57 379.29 445.00	6,772.13 8,190.87 9,609.60	81,529 98,615 115,700
ST	0000/ 00	Scientific or Professio	01/08/1995	USD	39.070 47.260 55.440	313.57 379.29 445.00	6,772.13 8,190.87 9,609.60	81,529 98,615 115,700
ES	0000/ 00	Senior Executive Schedu	01/09/1994	USD	44.510 49.980 55.440	357.31 401.15 445.00	7,715.07 8,662.34 9,609.60	92,900 104,300 115,700
SL	0000/ 00	Senior-Level	01/09/1994	USD	38.300 46.870 55.440	307.43 376.21 445.00	6,638.67 8,124.14 9,609.60	79,931 97,816 115,700
ES	0000/ 00	Senior Executive Schedu	01/10/1993	USD	44.510 49.980 55.440	357.31 401.15 445.00	7,715.07 8,662.34 9,609.60	92,900 104,300 115,700

SETID	Salary Plan/Grade/Step	Descr	Effective Date	Components		Cur	Freq	Hourly Rate	Daily Rate	Monthly Rate	Annual Rate	Rate Code	Percent	Po
													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	

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                                              PeopleSoft
Report ID:  PER710                         ACTION REASON TABLE                              Page No.   1
                                                                                            Run Date   9/1/2000
                                                                                            Run Time   6:21:36 PM
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            Action      Effective                                                           Canadian
Action      Reason      Date           Description                        Abbrev            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
```

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                                                        PeopleSoft
Report ID:  PER801SG                                EMPLOYEES LISTING                              Page No.  1
                                                                                                  Run Date 09/05/2001
                                                                                                  Run Time 00:09:08

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
```

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

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                                                         PeopleSoft
Report ID:  TAS002                        TEMPORARY ASSIGNMENT JOBS DUE FOR COMPLETION                          Page No.  1
                                                                                                               Run Date 10/04/2001
                                                                                                               Run Time 17:47:05
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
```

                                                       End of Report

                                                         PeopleSoft
Report ID: BEN001   Health Plan Participants   Page No. 1
Company: ACC State of Accord   Run Date 08/16/2000
Setid   SHARE   Run Time 14:33:09
Provider   Blue Cross/Blue Shield
AsOfDate: 07/19/2000 (PS_EMPLOYEES)

Plan Type	Benefit Plan	Department ID	Department Name	Employee Name	Employee ID	Empl Status	Empl Type	Reg/ Temp	Full/ Part	Pay Group	Coverage	Coverage Begin	Coverage End	COBRA Evt ID
Medical	Enhanced	PGV1003	Lic & Cert	Howard,Sheila	PA009	A	S	R	F	PAM	Empl+Deps	07/01/1999		0

Provider Total: 1

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                                                             PeopleSoft
Report ID:  BEN002                                  LIFE INSURANCE PARTICIPANTS                                        Page No.  1
Company:    ACC State of Accord                * Amounts are converted to base currency - USD                          Run Date 08/17/2000
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
```

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                                                      PeopleSoft
Report ID:  BEN003                            BENEFIT CONTRIBUTIONS REGISTER                          Page No.  1
Company:    ACC State of Accord                                                                       Run Date 08/16/2000
As Of Date:01/01/2000                                                                                 Run Time 18:05:48
Ben Program E&G US Benefit Program          Currency: USD
Plan Type   Medical
Ben Plan    KUHMO1


Employee                          Ben Employee     Empl     Department  Department      ------ Employee Deductions ------    ------ Company Contributions ------
Name                              Rcd ID           Status   ID          Name            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
```

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                                               PeopleSoft
Report ID:  BEN003CN                    BENEFIT CONTRIBUTIONS REGISTER                        Page No.  1
Company:    GBI Global Business Institute                                                     Run Date 08/16/2000
As Of Date:01/01/2000                                                                         Run Time 18:08:14
```
```
Ben Program GBI Master CAN Benefit Program  Currency: CAD
Plan Type   Medical
Ben Plan    KCMDAB


                            Ben       Empl                              ---------Employee Deductions----------   --------Company Contributions---------
Employee Name               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
```

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                                              PeopleSoft
Report ID:  BEN004                SAVINGS INVESTMENT DISTRIBUTIONS REPORT                Page No.  1
Company:    ACC State of Accord                                                         Run Date 08/16/2000
As Of Date:01/01/2000                                                                   Run Time 17:26:40
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Ben Program E&G US Benefit Program        Currency: USD
Plan Type   403(b)
Ben Plan    KU403B


                                        <------------------- I N V E S T M E N T   D I S T R I B U T I O N ------------------>
Employee                    Ben Employee   Employee   Company     Annuity             Stock Inde          Bond Fund
Name                        Rcd ID         Deduction  Contributn  %       Amount      %       Amount      %       Amount      %       Amount      %       Amount
========================================= =========== ========== ========== ================== ================== ================== ================== ==================
Carr,Kitty C                0   PA020      291.67     5.00                   0.00     100.00   296.67                0.00                0.00                0.00
Flynt,Mildred               0   PA013      300.00     5.00                   0.00     100.00   305.00                0.00                0.00                0.00
Howard,Sheila               0   PA009      122.50     5.00       50.00      63.75      50.00    63.75                0.00                0.00                0.00

                  Ben Plan Total:           714.17    15.00                  63.75              665.42                0.00                0.00                0.00

                  Plan Type Total:          714.17    15.00                  63.75              665.42                0.00                0.00                0.00

                  Ben Program Total:        714.17    15.00                  63.75              665.42                0.00                0.00                0.00

                  Company Total:            714.17    15.00                  63.75              665.42                0.00                0.00                0.00
```

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                                              PeopleSoft
Report ID:  BEN007                            LEAVE ACCRUALS                                    Page No.  1
Company:    GBI Global Business Institute                                                        Run Date 08/15/2000
Cost Center KC001  Human Resources                                                              Run Time 15:22:12
```

Employee ID/RCD#	Employee Name	Plan Type	Benefit Plan	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 Ra	50	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

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                                          PeopleSoft
Report ID:  BEN008                        SECTION 415                                 Page No.  1
                                                                                      Run Date 08/17/2000
As Of Date: 01/01/2000                                                                Run Time 10:35:29
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                                                   Plans to Limit ------------: Excluded ------------------: Imputed ------------------: Amount
Employee Ben Effective  Spcl  Max % Max Yearly  Earnings     Max Allowed  Plan  Benefit                Plan  Benefit                Plan  Benefit                Over Limit/
ID       Pgm Date       Accum Earns Deduction   Amount       Deduction    Type  Plan      Amount       Type  Plan      Amount       Type  Plan      Amount       Under Limit
======== === ========== ===== ===== ==========  ============ ============ ====== ======== ============ ====== ======== ============ ====== ======== ============ ============

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    1,945.79

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
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                                                    PeopleSoft
Report ID:  BEN009                              SECTION 415 NON COMPLIANCE                                    Page No.  1
                                                                                                             Run Date 08/17/2000
As Of Date: 01/01/2000                                                                                       Run Time 10:46:51
```

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                                                      Plans to Limit ------------: Excluded ------------------: Imputed -------------------:
Employee Ben Effective   Spcl  Max %  Max Yearly Earnings       Max Allowed  Plan   Benefit                     Plan   Benefit                     Plan   Benefit                     Amount
ID       Pgm Date        Accum Earns  Deduction  Amount         Deduction    Type   Plan     Amount             Type   Plan     Amount             Type   Plan     Amount             Over Limit
======== === ========== ===== ====== ========== ============ ============ ====== ======== ============ ====== ======== ============ ====== ======== ============ ============

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
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                                                          PeopleSoft
Report ID:  BEN020                                     FMLA STATUS REPORT                                      Page No.  1
                                                                                                              Run Date 08/16/2000
As Of Date: 01/01/00  (Including leaves completed as of: 11/07/98)                                             Run Time 21:12:11
FMLA Plan ID: KUF (Roll-Fwd  )


                                                                                                         Std  FMLA-Hrs-Taken
Employee ID and Name                         Leave-Request  Begin-Date Return-Date Approval    Reason-Denied  Follow-up Activities      FMLA-Balance Hrs  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


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Total Completed Leaves:   0002
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Total Requests Denied:    0000
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                                                          End of Report
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                                                    PeopleSoft
Report ID:  BEN021                             FMLA PAYROLL AUDIT REPORT                                    Page No.  1
                                                                                                           Run Date 08/21/2000
For the period 09/01/99 through 02/01/00                                                                   Run Time 16:20:32
FMLA Plan ID: KUF (Roll-Fwd  )


                                 ----------FMLA Leave Status---------- Job    ---------Payroll Earnings During Period-------- --FMLA Taken--  Difference
Employee ID and Name             Req# Begin-Date Return-Date           Status Earnings-Type  Earn-Begin-Dt Earn-End-Dt Hours  Paid    UnPaid   (FMLA-Pay)
=============================================  ==== ========== ===================== ====== ============== ============== =========== ====== ======= ======= ==========

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                                              SSN: 541-43-0512
Address:     2113 E. Carson Street
             Pittsburgh, PA 15219




Employer:    Global Business Institute
             500 George Washington Pkway
             New York, NY 07666



Plan       Enroll/                       Provider Name/             Group      Level Of     Covered                Dependent Dependent
Type       Term Date Status  Plan        Address                    Number     Coverage     Dependents             Birthdate SSN
=========  ========== ======= ============== ============================= ========== ============ ====================== ========== ===========
Medical    01/01/2000 Term
           01/01/1999 Elect   KUMED2      Aetna Insurance            1473       Empl Only
                                          781 Main Street
                                          Walnut Creek,CA 94596
           Creditable Coverage:  365 Days
```

```
                    DEPENDENT CERTIFICATE OF GROUP HEALTH PLAN COVERAGE
                                    08/21/2000

Name:      Wilson,Mark                                              SSN: 487-28-8839
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       Enroll/                         Provider Name/               Group
Type       Term Date    Status   Plan      Address                      Number
=========  ==========   =======  ==============  ===========================  ==========
Medical    01/01/2000   Term
           01/01/1999   Elect    KUMED     Blue Cross/Blue Shield       121
                                           2 Embarcadero Center
                                           San Francisco,CA 94517

           Creditable Coverage:  365 Days
```

Name: Lopez,Daisy   Employee ID: KU0013

Activity Date/ Period		**Activity**	**Plan**				**Date**
From	**To**	**Type**	**Type**	**Benefit Plan**	**Coverage**	**Amount**	**Due**
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
Report ID:  BEN041                           DELINQUENT ACCOUNTS REPORT                                    Page No.  1
                                                                                                           Run Date 08/16/2000
As Of Date: 08/16/2000                                                                                     Run Time 16:35:46
```

```
           Billing    Billing   Ben   Plan               Benefit                            Coverage   Charge    Amount    Date      Days     Delinquent
           Reason     Period    Pgm   Type   Description  Plan     Description               Code       Amount    Paid      OverDue   OverDue  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
```

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
Report ID:  BEN043                     BILLING HISTORY ACTIVITY REPORT                         Page No.  1
                                                                                              Run Date 08/16/2000
For the period  01/01/2000  through  12/31/2000                                               Run Time 16:36:24
```

```
Employee     Employee    Posting      Activity     Billing          Ben   Plan                          Benefit                                       Coverage
ID           Name        Date         Type         Reason           Pgm   Type  Description             Plan     Description                          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    Employee    Msg
ID      ID          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,  1: 60
                            but the flat amount entered is zero.  This billing enrollment error may cause the system    2: 001
                            to not calculate charges for the employee.  (MSGdata1: Plan type, MSGdata2: COBRA event      3: 2000-03-01
                            ID, MSGdata3: Effective date of enrollment)

                    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.
```

                                                      End of Report

PeopleSoft

Report ID: BEN045   Employees With Open Charges and Open Credits   Page No. 1
                                                                                                                            Run Date 09/08/2000
As Of Date: 09/08/2000   Run Time 13:33:52

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

```
                                          PeopleSoft
Report ID:  BEN050                   PRIMARY JOBS AUDIT REPORT                      Page No.  1
                                                                                   Run Date 08/17/2000
                                                                                   Run Time 16:51:56

                                  Exceptions/Errors for All Employees


            Ben  Emp
Emplid      Rcd  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 -----*
```

End of Report

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                                               PeopleSoft
Report ID:  BEN110                          SAMPLE PREMIUM REPORT                          Page No.  1
                                                                                          Run Date 07/23/2001
   Vendor: USAKUMETLF                         Data as of: 02/28/2001                       Run Time 12:52:39
   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
```

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                                          PeopleSoft
Report ID:  BEN110                    SAMPLE PREMIUM REPORT                      Page No.  1
                                                                                Run Date 07/23/2001
   Vendor: USAKUBCBS                   Data as of: 02/28/2001                    Run Time 13:24:18
   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
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Plan Total                                               7,670.00
```

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                                              PeopleSoft
Report ID:  BEN110                     SAMPLE PREMIUM REPORT                      Page No.  2
                                                                                 Run Date 07/23/2001
   Vendor: USAKUBCBS                   Data as of: 02/28/2001                     Run Time 13:24:18
   Policy: BCBS10210
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
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Plan Total                                                    1,244.00
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                                                PeopleSoft
Report ID:  BEN110                         SAMPLE PREMIUM REPORT                          Page No.  3
                                                                                         Run Date 07/23/2001
    Vendor: USAKUBCBS                      Data as of: 02/28/2001                         Run Time 13:24:18
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Plan Type    Benefit Plan                               Total Premium
===========  =======================================    ==============
10           KUMED                                           7,670.00
15           KUMED                                           1,244.00
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Vendor Total                                                 8,914.00
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                                            PeopleSoft
Report ID:  BEN110                      SAMPLE PREMIUM REPORT                          Page No.  2
                                                                                      Run Date 07/23/2001
   Vendor: USAKUMETLF                        Data as of: 02/28/2001                    Run Time 12:52:39
   Policy:
Plan Type: 20
    Plan: KUBLIF - Basic Life Plan
```

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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
```

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                                              PeopleSoft
Report ID:  BEN110                      SAMPLE PREMIUM REPORT                           Page No.  3
                                                                                        Run Date 07/23/2001
   Vendor: USAKUMETLF                     Data as of: 02/28/2001                         Run Time 12:52:39
   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
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Plan Total                                                                                     727.50
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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
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Plan Total   270.00

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                                                    PeopleSoft
Report ID:  BEN110                              SAMPLE PREMIUM REPORT                          Page No.  5
                                                                                               Run Date 07/23/2001
     Vendor: USAKUMETLF                             Data as of: 02/28/2001                      Run Time 12:52:39
     Policy:
Plan Type: 22
     Plan: KUAD25 - Flat 25K AD&D
```

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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
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                                                      PeopleSoft
Report ID:  BEN110                              SAMPLE PREMIUM REPORT                          Page No.  6
                                                                                              Run Date 07/23/2001
   Vendor: USAKUMETLF                              Data as of: 02/28/2001                      Run Time 12:52:39
   Policy:
Plan Type: 22
    Plan: KUAD25 - Flat 25K AD&D
```

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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
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                                              PeopleSoft
Report ID:  BEN110                        SAMPLE PREMIUM REPORT                          Page No.  7
                                                                                         Run Date 07/23/2001
   Vendor: USAKUMETLF                         Data as of: 02/28/2001                      Run Time 12:52:39
   Policy:
Plan Type: 22
    Plan: KUAD25 - Flat 25K AD&D
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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
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Plan Total                                                                                        232.00
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                                              PeopleSoft
Report ID:  BEN110                        SAMPLE PREMIUM REPORT                        Page No.  8
                                                                                       Run Date 07/23/2001
    Vendor: USAKUMETLF                        Data as of: 02/28/2001                    Run Time 12:52:39
    Policy:
Plan Type: 24
      Plan: KUDADD - Dependent Accidental Death
```

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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
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Plan Total                                                                                    6.80
```

                                                PeopleSoft
Report ID: BEN110   SAMPLE PREMIUM REPORT   Page No. 9
                                                                                       Run Date 07/23/2001
     Vendor: USAKUMETLF   Data as of: 02/28/2001   Run Time 12:52:39
     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
Report ID:  BEN110                              SAMPLE PREMIUM REPORT                        Page No.  10
                                                                                            Run Date 07/23/2001
    Vendor: USAKUMETLF                            Data as of: 02/28/2001                     Run Time 12:52:39
    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
```

```
                                                        PeopleSoft
Report ID:  BEN110                                 SAMPLE PREMIUM REPORT                          Page No.  11
                                                                                                 Run Date 07/23/2001
   Vendor: USAKUMETLF                               Data as of: 02/28/2001                        Run Time 12:52:39
   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
```

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                                              PeopleSoft
Report ID:  BEN110                        SAMPLE PREMIUM REPORT                          Page No.  12
                                                                                        Run Date 07/23/2001
   Vendor: USAKUMETLF                               Data as of: 02/28/2001              Run Time 12:52:39
   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
```

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                                                    PeopleSoft
Report ID:  BEN110                             SAMPLE PREMIUM REPORT                            Page No.  13
                                                                                               Run Date 07/23/2001
   Vendor: USAKUMETLF                              Data as of: 02/28/2001                       Run Time 12:52:39
   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
```

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                                                    PeopleSoft
Report ID:  BEN110                             SAMPLE PREMIUM REPORT                               Page No.  14
                                                                                                  Run Date 07/23/2001
   Vendor: USAKUMETLF                              Data as of: 02/28/2001                          Run Time 12:52:39
   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
```

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                                                        PeopleSoft
Report ID:  BEN110                                 SAMPLE PREMIUM REPORT                           Page No.  15
                                                                                                  Run Date 07/23/2001
   Vendor: USAKUMETLF                                 Data as of: 02/28/2001                       Run Time 12:52:39
   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
```

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                                                  PeopleSoft
Report ID:  BEN110                            SAMPLE PREMIUM REPORT                      Page No.  16
                                                                                        Run Date 07/23/2001
   Vendor: USAKUMETLF                       Data as of: 02/28/2001                       Run Time 12:52:39
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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
```

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                                                PeopleSoft
Report ID:  BEN140                         BILLING PAYMENT INTERFACE                          Page No.  1
                                                                                             Run Date 08/21/2000
                                                                                             Run Time 17:26:55


Employee    Employee                   Payment     Payment    Billing   Benefit   Plan                  Benefit                              Coverage  Amount   Payment
ID          Name                       Date        Amount     Period    Program   Type  Description     Plan        Description              Code      Due      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
                                                              2004      KU1       31    LTD             KULTD2      Enhanced Long-term D               24.00    24.00
                                                                                                                                                               40.60

KU0115      Mapin,George N             03/31/2000  $    75.00
                                                                                                                                                               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
```

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                                              PeopleSoft
Report ID:  BEN141                        BILLING A/R INTERFACE                              Page No.  1
                                                                                            Run Date 08/21/2000
                                                                                            Run Time 16:55:55
```

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Billing Period:  2003


Employee  Employee          Posting     Activity    Benefit   Plan                   Benefit                                   Coverage    Date        Date
ID        Name              Date        Type        Program   Type   Description     Plan      Description                     Code        Due         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
```

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                                              End of Report
```

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                                        PeopleSoft
Report ID:  BEN701                  FLEXIBLE SPENDING ACCOUNT TABLE                 Page No.  1
                                                                                    Run Date 08/15/2000
                                                                                    Run Time 15:27:34
```

```
Plan  Plan         Benefit    Benefit                         Effective   Pay         Employer        Flat     Employer   % of Employee  Employer
Type  Name         Plan ID    Plan Name                       Date        Freq Type   Contribution    Amount   Limit %    Contribution   Limit Amount
=====  ===========  =========  ==============================  ===========  ===========  ==============  ========  =========  ==============  ================


60    FSA Health   KUHFSA     Healthcare FSA                  01/01/1980  Monthly     None
60    FSA Health   LHLFSA     Health Care FSA                 01/01/1980  Biweekly    Flat Amt
61    FSA Depnd    KUDFSA     Dependent Care FSA              01/01/1980  Monthly     None
61    FSA Depnd    LDCFSA     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
```

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                                        End of Report
```

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                                       PeopleSoft
Report ID:  BEN702                BENEFITS FLAT RATE TABLE                        Page No.  1
                                                                                 Run Date 08/15/2000
                                                                                 Run Time 18:30:48
```

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Rate Definitions as of: 01/01/1980

Rate     Effective    Pay            Rate           Total       Employer    Employee    Provider
ID       Date         Freq Type      Per Unit       Covrg Rate  Covrg Rate  Covrg Rate  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
KFDF     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    220.0000
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
```

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                                     End of Report
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Plan Plan   Benefit   Benefit   Effective   Maximum   Salary
Type Name   Plan ID   Plan Name   Date   Monthly Benefit   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

                                                         End of Report

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                                    PeopleSoft
Report ID:  BEN704                AGE COVERAGE TABLE                    Page No.  1
                                                                       Run Date 08/15/2000
                                                                       Run Time 18:24:15
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Table  Effective     Pay             Rate                   Age-Range  Total-Rate          Employer-Rate        Employee-Rate
ID     Date          Freq Type       Per-Unit       Gender  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
```

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                                                     PeopleSoft
Report ID:  BEN705                                 LIFE AD/D TABLE                                            Page No.  1
                                                                                                             Run Date 08/15/2000
                                                                                                             Run Time 17:15:45
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Plan   Plan         Benefit    Benefit                          Effective                                    Flat      Factor *  Group
Type   Name         Plan ID    Plan Name                        Date       Coverage                          Amount    Salary    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
```

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                                                      PeopleSoft
Report ID:  BEN707                             SAVINGS PLANS/INVESTMENTS TABLE                                Page No.  1
                                                                                                             Run Date 08/16/2000
                                                                                                             Run Time 16:00:00


                            ------- Employee Contribution Limits ------ HCE Limits and Reductn ----- ER Match/Contrib ------ - ER Investment Limit -
Plan Benefit Effective   Spcl Plan     B-Tax Max Pct Earnings      B-Tax Max Pct B-Tax Max Pct B-Tax Mode B-Tax  Amount/Pct B-Tax  B-Tax  Max      Max
Type Plan    Date        Accum Contrib (A-Tax) Under   Threshold   (A-Tax) Over  (A-Tax)      (A-Tax)   (A-Tax)             (A-Tax) (A-Tax) Percent Amount
==== ======= ========== ===== ======== ======= ======= =========== ======= ======= ======= ======= ======= =========== ================== ======= ======= =======


40   KU401   01/01/1980 SVG   Required   6.000  10.000                                             None
                                         6.000                                                     None

        Investment Options     1  Money Market
                               2  Asset Allocation Fund
                               3  Bond Fund
                               4  Corporate Stock Fund
                               5  Small Company Fund



40   KU401E  01/01/1980 SVG   Optional  12.000  15.000                                             Flat Amt      500.00         3.000   4.000
                                        12.000                                                     Flat Amt      500.00         2.000

        Investment Options     1  Growth Fund
                               2  Investment Fund
                               3  Money Market
                               4  Treasury Bonds



40   KU401M  01/01/1980 SVG   Optional   8.000  10.000                                             Svc Step    KUSVC1           6.000   6.000
                                         8.000                                                     Svc Step    KUSVC1


        Rollover Option :  B-Tax  Plan: 40    BenPlan: KU401M  DedCode:        DedClass: A

        Investment Options     1  Money Market
                               2  Asset Allocation Fund
                               3  Bond Fund
                               4  Corporate Stock Fund



40   KU401X  01/01/1980 SVG   ER Only                                                              %SpcAccum     2.000 /
                                                                                                  %SpcAccum     1.000 /

        Investment Options     1  Money Market
                               2  Asset Allocation Fund
                               3  Bond Fund
                               4  Corporate Stock Fund
                               5  Small Company Fund
```

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                                                      PeopleSoft
Report ID:  BEN708                              CALCULATION RULES TABLE                                        Page No.  1
                                                                                                              Run Date 08/15/2000
                                                                                                              Run Time 18:32:33
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Calc  Effective   Use  Round-To Round-Up Coverage Coverage Round  Round  Round  Round  Add Flat     Benefits   Maximum        Combine      Dedn Limit  ----- Reference-Dates ----

Rule  Date        Rnd? Nearest  On Amount Maximum  Minimum  Base?  Flat?  Fctr?  Finl?  Amt Option   Base       Benefits Base Salaries     % of Gross  Compute : As Of      MM-DD

=====  ==========  ==== ======== ========= ========  ========== ======  ======  ======  ======  ============  ==========  ============== ============  ===========  ================================

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

                                                                                                                          Flagged BR                              Coverage: Cur/Chk Dt
                                                                                                                          Active Only                             Premium:  This Yr On 01-01

                                                                                                                                                                  Service:  Cur/Chk Dt


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
                                                                                                                          Flagged BR                              Coverage: Cur/Chk Dt
                                                                                                                          Active Only                             Premium:  Cur/Chk Dt
                                                                                                                                                                  Service:  Cur/Chk Dt


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
                                                                                                                          Primary                                 Coverage: Cur/Chk Dt
                                                                                                                                                                  Premium:  Cur/Chk Dt
                                                                                                                                                                  Service:  Cur/Chk Dt


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
                                                                                                                          Primary                                 Coverage: Cur/Chk Dt
                                                                                                                                                                  Premium:  Cur/Chk Dt
                                                                                                                                                                  Service:  Cur/Chk Dt


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
                                                                                                                          Primary                                 Coverage: Cur/Chk Dt
                                                                                                                                                                  Premium:  Cur/Chk Dt
                                                                                                                                                                  Service:  Cur/Chk Dt


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
                                                                                                                          Primary                                 Coverage: Cur/Chk Dt
                                                                                                                                                                  Premium:  Cur/Chk Dt
                                                                                                                                                                  Service:  Cur/Chk Dt
```

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                                             PeopleSoft
Report ID:  BEN709                        BENEFIT PLAN TABLE                                          Page No.  1
                                                                                                     Run Date 08/15/2000
                                                                                                     Run Time 17:03:06
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Plan  Plan Type    Benefit Effective  Benefit Plan                    Ben Plan     Provider                              Default     Deduction             Include  Min Spousal

Type  Name         Plan    Date       Name                            Short Name   Setid      Provider   Name            Deduction   Name                  In NDT?  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        KUHMOT      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      USAKUBCBS  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 whenver

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
```

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Plan   Plan         Benefit  Benefit                          Effective    Accrual      Accrual        Service   Spec  Year   Max Leave          Max Carry
Type   Name         Plan     Plan Name                        Date         Proc Date    Frequency      Interval  Calc  Begin  Balance            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
```

End of Report

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                                                    PeopleSoft
Report ID:  BEN710A                            LEAVE PLAN TABLES 2 & 3                                    Page No.  1
                                                                                                         Run Date 08/15/2000
                                                                                                         Run Time 14:46:33
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                                              Service Rate Values   Service Bonus Values                      First Year Rate Value
                                              --------------------  --------------------  Pay  Pay  Term      --------------------
Plan  Plan       Benefit Benefit              Effective  Service   Length                Length                vs   at   Pay   Neg  Empl            Mnth
Type  Name       Plan    Plan Name            Date       Interval  of Serv   Hrs Earned  of Serv   Hrs Earned Time Term  %     Bal? Mnth  Hrs Earned 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
                                                                                           120   24.000000
                         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
                         KUVACE  GBI Executive Vacation  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
                         KUVACN  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
                         LALFT   Annual Leave - Full Time  01/01/1980 Years     0    4.000000                             N    N      0.00 N
```

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                                                         PeopleSoft
Report ID:  BEN711                                   RETIREMENT PLAN TABLE                                        Page No.  1
                                                                                                                 Run Date 08/15/2000
                                                                                                                 Run Time 17:34:48
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Plan    Plan          Benefit   Benefit                            Effective    Special      Employer  Employee  Employer       Coordinate
Type    Name          Plan      Plan Name                          Date         Accumulator  Percent   Percent   Contribution   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
```

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                                                         End of Report
```

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                                                      PeopleSoft
Report ID:  BEN713                         BENEFIT PROGRAM TABLE - BASE BENEFITS                            Page No.  1
                                                                                                           Run Date 09/08/2010
                                                                                                           Run Time 14:17:53
```

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Program Definition as of:    01/01/1980


Benefit/Deduction Program:   KU1 - GBI Master US Benefit Program  (Program Type:  Automated)
Program Effective Date   :   01/01/1980  (Status:  A )


    -------- General Program Information --------          -------- FSA Administration Information --------
    Program Currency Code    :  USD                  FSA Admin Run ID      :        -
    COBRA Surcharge          :    2
    COBRA Disabled Surcharge :   50                  Maximum Annual Pledge:  $  7000.00
    FMLA Plan ID             :  KUF - Roll-Forward FMLA Ca
```

Plan Type	Dependent Rules	Age Limit	Student Age Lmt	Ineligible If Married	Exclude Disabled	Optn Code	Benefit-Plan Description	Coverage-Code	Deduction-Code	Rate-Type	Rate Table	Calc Rules
10-Medical	PU1DR	19	24	Y	Y	W	(Waive)		KUMED9-Medical			
						11	KUMED1-Basic In-Network Medical	1 -Empl Only	KUMED9-Medical	2-	KFMA	KNON
						12	KUMED1-Basic In-Network Medical	2 -EE+Spouse	KUMED9-Medical	2-	KFMB	KNON
						13	KUMED1-Basic In-Network Medical	3 -Empl+Deps	KUMED9-Medical	2-	KFMC	KNON
						14	KUMED1-Basic In-Network Medical	4 -Family	KUMED9-Medical	2-	KFMD	KNON
						21	KUMED2-Basic Out-of-Network Medical	1 -Empl Only	KUMED9-Medical	2-	KFME	KNON
						22	KUMED2-Basic Out-of-Network Medical	2 -EE+Spouse	KUMED9-Medical	2-	KFMF	KNON
						23	KUMED2-Basic Out-of-Network Medical	3 -Empl+Deps	KUMED9-Medical	2-	KFMG	KNON
						24	KUMED2-Basic Out-of-Network Medical	4 -Family	KUMED9-Medical	2-	KFMH	KNON
						31	KUMED -Enhanced Medical Plan	1 -Empl Only	KUMED -Basic Med	2-	KFMI	KNON
						32	KUMED -Enhanced Medical Plan	2 -EE+Spouse	KUMED -Basic Med	2-	KFMJ	KNON
						33	KUMED -Enhanced Medical Plan	3 -Empl+Deps	KUMED -Basic Med	2-	KFMK	KNON
						34	KUMED -Enhanced Medical Plan	4 -Family	KUMED -Basic Med	2-	KFML	KNON
						A1	KUHMO1-Medical HMO Plan 1	1 -Empl Only	KUHMOK-HMO Kaiser	2-	KFMM	KNON
						A2	KUHMO1-Medical HMO Plan 1	2 -EE+Spouse	KUHMOK-HMO Kaiser	2-	KFMN	KNON
						A3	KUHMO1-Medical HMO Plan 1	3 -Empl+Deps	KUHMOK-HMO Kaiser	2-	KFMO	KNON
						A4	KUHMO1-Medical HMO Plan 1	4 -Family	KUHMOK-HMO Kaiser	2-	KFMP	KNON
						B1	KUHMO2-Medical HMO Plan 2	1 -Empl Only	KUHMOK-HMO Kaiser	2-	KFMM	KNON
						B2	KUHMO2-Medical HMO Plan 2	2 -EE+Spouse	KUHMOK-HMO Kaiser	2-	KFMN	KNON
						B3	KUHMO2-Medical HMO Plan 2	3 -Empl+Deps	KUHMOK-HMO Kaiser	2-	KFMO	KNON
						B4	KUHMO2-Medical HMO Plan 2	4 -Family	KUHMOK-HMO Kaiser	2-	KFMP	KNON
						C1	KUHMO3-Medical HMO Plan 3	1 -Empl Only	KUHMOT-HMO TkCare	2-	KFMQ	KNON
						C2	KUHMO3-Medical HMO Plan 3	2 -EE+Spouse	KUHMOT-HMO TkCare	2-	KFMR	KNON
						C3	KUHMO3-Medical HMO Plan 3	3 -Empl+Deps	KUHMOT-HMO TkCare	2-	KFMS	KNON
						C4	KUHMO3-Medical HMO Plan 3	4 -Family	KUHMOT-HMO TkCare	2-	KFMT	KNON
						C5	KUPPO -KU - Pacific PPO	1 -Empl Only	KUMED9-Medical	2-	KMD	KNON
11-Dental	PU1DR	19	24	Y	Y	W	(Waive)		KUDEN9-Dental			
						11	KUDEN1-Standard Dental Plan	1 -Empl Only	KUDEN9-Dental	2-	KFDA	KNON
						12	KUDEN1-Standard Dental Plan	2 -EE+Spouse	KUDEN9-Dental	2-	KFDB	KNON
						13	KUDEN1-Standard Dental Plan	3 -Empl+Deps	KUDEN9-Dental	2-	KFDC	KNON
						14	KUDEN1-Standard Dental Plan	4 -Family	KUDEN9-Dental	2-	KFDD	KNON
						21	KUDEN2-Enhanced Dental Plan	1 -Empl Only	KUDEN9-Dental	2-	KFDE	KNON
						22	KUDEN2-Enhanced Dental Plan	2 -EE+Spouse	KUDEN9-Dental	2-	KFDF	KNON
						23	KUDEN2-Enhanced Dental Plan	3 -Empl+Deps	KUDEN9-Dental	2-	KFDG	KNON

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

```
                                                            Vacation Hours          Vacation Amount
                                                        -----------------------  -----------------------
Plan     Benefit        Effective                Earn   Pay
Type     Plan           Date        Buy/Sell     Type   Freq Type  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
```

                                        End of Report

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                                                            Vol                      Contrib %   Contrib Up to YMPE   Contrib Over YMPE
Plan  Plan       Benefit                  Effective  Special  Pension   Cntr Crd RCT     ----------  --------------------  -------------------
Type  Name       Plan     Benefit Plan Name    Date      Accum   Plan Type Allw CPP Registr No. Rate Type   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
```

                                          End of Report

						Pension Rate	Contrib Up to YMPE	Contrib Over YMPE
Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Contrib Rate Type	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

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                                                      PeopleSoft
Report ID:  BEN718CN                      Pension Plan Table for Canada (Part 3)                      Page No.  1
                                                                                                     Run Date 08/15/2000
                                                                                                     Run Time 18:21:22
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Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Special Accum	Pension Plan Type	Vol Cntr Allw	PA Percentage Under	YMPE	Over	PA Exclude Earnings From	To	Benefit Entitlement Ceiling	PA Annual Base Hours
80	Std Pensn	KCPENS	Standard Pension Canada	10/10/1980	KC1	Def Benfit	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

```
                                                              Annual   Svc  Work  Hours    Spcl FMLA Hrs
Plan  Effective
ID    Date        Status  Description                    Calendar Type      Entitlmt Wks  Hrs   Source   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
```

                                              End of Report

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                                                    PeopleSoft
Report ID:  BEN721                              BENEFITS LIMIT TABLE                                    Page No.  1
                                                                                                       Run Date 09/20/2001
                                                                                                       Run Time 16:41:16
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Limit Definitions as of: 01/01/1980
Limit  Effective                                  Special      Max Earning  Max Yearly   Max Pct of   Rollover
Type   Date       Description                      Accumulator  Base         Deduction    Earnings     Allowed
=====  ==========  =============================  ===========  ===========  ===========  ===========  ========
401    01/01/1980  401                                          150000.00         0.00        0.000   N

          Deductions Subject To Limit        Deductions Increase Spcl Accum     Deductions Reduce Spcl Accum
          ---------------------------        ------------------------------     ----------------------------

          Plan  Benefit  Deduct  Deduct      Plan  Benefit  Deduct  Deduct     Plan  Benefit  Deduct  Deduct
          Type  Plan     Code    Class       Type  Plan     Code    Class      Type  Plan     Code    Class
          ====  =======  ======  ======      ====  =======  ======  ======     ====  =======  ======  ======
          40    KU401            A
          40    KU401            B
          40    KU401            N
          40    KU401            P
          40    KU401E           A
          40    KU401E           B
          40    KU401E           N
          40    KU401E           P
          40    KU401M           A
          40    KU401M           B
          40    KU401M           N
          40    KU401M           P
          41    KUSVGS           A
          41    KUSVGS           B
          41    KUSVGS           N
          41    KUSVGS           P
          46    KU403B           A
          46    KU403B           B
          46    KU403B           N
          46    KU403B           P
          47    KU403N           A
          47    KU403N           B
          47    KU403N           N
          47    KU403N           P
          48    KU403E           A
          48    KU403E           B
          48    KU403E           N
          48    KU403E           P
```

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                                      PeopleSoft
Report ID:  BEN731                BENEFITS SALARY RATE TABLE                  Page No.  1
                                                                             Run Date 08/17/2000
                                                                             Run Time 16:24:45
```

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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
```

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                                    End of Report
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                                        PeopleSoft
Report ID:  BEN733                 BASE BENEFITS AUDIT REPORT                    Page No.  1
                                                                                Run Date 08/17/2000
                                                                                Run Time 16:34:10
```

```
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     Empl  Plan          Dep  Rel-
ID           Rcd#  Type  Plan    ID   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     Plan  Benefit  Covrg  Dep  Dependent
ID           Type  Plan     Code   ID   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     Plan  Covrg  Dep  Rel-  Dependent   Mar  Marital      Dis-   Stu-   Student
ID           Type  Code   ID   Ship  Birthdate   Sts  Status Dt    abled  dent   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.
```

```
                                                          PeopleSoft
Report ID:  BEN734                                DEPENDENT/BENEFICIARY RIDER AUDIT                              Page No.  1
                                                                                                                Run Date 08/17/2000
                                                                                                                Run Time 17:24:10

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
```

```
                                        PeopleSoft
Report ID:  BEN740                  Billing Calendar Table                        Page No.  1
                                                                                  Run Date 08/21/2000
                                                                                  Run Time 11:52:54
```

```
Billing       Period       Period       Payment      COBRA        Calculation  Statements
Period        Begin Date   End Date     Due          Payment Due  RUN          Printed
============  ============ ============ ============ ============ ============ ===========

  2012        12/01/2000   12/31/2000   12/26/2000   12/31/2000       N            N
December 2000

  2011        11/01/2000   11/30/2000   11/26/2000   12/01/2000       N            N
November 2000

  2010        10/01/2000   10/31/2000   10/26/2000   10/31/2000       N            N
October 2000

  2009        09/01/2000   09/30/2000   09/26/2000   10/01/2000       N            N
September 2000

  2008        08/01/2000   08/31/2000   08/26/2000   08/31/2000       N            N
August 2000

  2007        07/01/2000   07/31/2000   07/26/2000   07/31/2000       N            N
July 2000

  2006        06/01/2000   06/30/2000   06/26/2000   07/01/2000       N            N
June 2000

  2005        05/01/2000   05/31/2000   05/26/2000   05/31/2000       N            N
Mai 2000

  2004        04/01/2000   04/30/2000   04/26/2000   05/01/2000       Y            N
April 2000

  2003        03/01/2000   03/31/2000   03/26/2000   03/31/2000       N            N
March 2000

  2002        02/01/2000   02/29/2000   02/26/2000   03/02/2000       N            N
Feb 2000

  2001        01/01/2000   01/31/2000   01/26/2000   01/31/2000       Y            N
Jan 2000

  9912        12/01/1999   12/31/1999   12/26/1999   12/31/1999       N            N
December 99

  9911        11/01/1999   11/30/1999   11/26/1999   12/01/1999       N            N
November 99

  9910        10/01/1999   10/31/1999   10/26/1999   10/31/1999       N            N
October 99

  9909        09/01/1999   09/30/1999   09/26/1999   10/01/1999       N            N
September 99

  9908        08/01/1999   08/31/1999   08/26/1999   08/31/1999       N            N
August 99

  9907        07/01/1999   07/31/1999   07/26/1999   07/31/1999       N            N
July 1999

  9906        06/01/1999   06/30/1999   06/26/1999   07/01/1999       N            N
June 1999
```

INITIAL LETTER

03/11/2005

Lucius Snow
4447 Riverforn Drive
Chicago, IL 60015

Dear Lucius Snow ,

This notice contains important information about your right to continue your health care coverage in the Medical, Dental, Flex Spending Health - U.S. Plan(s).

Please read the information contained in this notice very carefully.

To elect COBRA continuation coverage, follow the instructions on the next page to complete the enclosed Election Form and submit it to us.

If you do not elect COBRA continuation coverage, your coverage under the Plan will end on 02/29/2000 due to

- ■ End of employment
- ☐ Reduction in hours of employment
- ☐ Death of employee
- ☐ Divorce or legal seperation
- ☐ Entitlement to Medicare
- ☐ Loss of dependent child status

Each person (qualified beneficiary) in the category(ies) shaded below is entitled to elect COBRA continuation coverage, which will continue group health care coverage under the Plan for up to **18** months

- ■ Employee or former employee
- ■ Spouse or former Spouse
- ■ Dependent child(ren) covered under the Plan on the day before the event that caused the loss of coverage
- ☐ Child who is losing coverage under the Plan because he or she is no longer a dependent under the Plan

If elected, COBRA continuation coverage will begin on 03/01/2000 and can last until 08/31/2001

You do not have to send payment with the Election Form. Important additional information about payment for COBRA continuation coverage is included in the pages following the Election Form.

If you have any questions about this notice or your rights to COBRA continuation coverage, you should contact

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

03/11/2005

George Mapin   EmplID: KU0115
4816 Diaspo Blvd   Benefit Rcd#:   0
San Ramon, CA 94678   Event ID: 1
                                                Related ID: 00

To: George Mapin ,

This is to notify you that your COBRA coverages listed below will terminate on 08/31/2001 for the following reason:

■ Not Terminated
☐ Your failure to pay the required premium on a timely basis.
☐ We have terminated all group health care plans

Plan Type	Coverage End Date
Medical	08/31/2001
Dental	08/31/2001
FSA Health	08/31/2001

Please review the enclosed material regarding your options for converting your health insurance.
If you have any questions about this notice or COBRA continuation coverage, Please contact

Richard Stankowski
11308 Wildflower Lane
Grass Valley, CA   97077

	EmplID:	C10001	Benefit Pgm:	KU1
	Empl Rcd#:	0	Effective Date:	01/01/2001
	Event ID:	1	Date of Birth:	07/15/1981
	Related ID:	00	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 ony 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	

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
Report ID:  CBR006                                  COBRA ENROLLMENT REPORT                              Page No.  1
From Date:  2000-01-01 00:00:00.000                                                                     Run Date 08/17/2000
Thru Date:  2000-12-31 00:00:00.000                                                                     Run Time 17:32:32
Benefit Program:    KU1


                COBRA
      Empl      Event  Dep                                Plan      Covrg  Benefit                 Coverage    Coverage    Coverage
Employee ID Rcd#  ID    ID  Participant Name              Type      Elect  Plan      Coverage      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  KU1 Total:      12
```

Employees Enrolled in Active and COBRA Health Coverage

```
           Event
Employee ID   ID
-------------------
```

The number of records that met this criteria is   0.

Employees Enrolled in both Active and COBRA Health Coverage for the Same Plan

```
                        COBRA           Active
                   -----------------  -----------------
           Event  Plan  Coverage     Plan  Coverage
Employee ID   ID   Type  Begin Date   Type  Begin Date
------------------------------------------------------
```

The number of records that met this criteria is   0.

Employee and Spouse (or Other Dependent) Both Electing Health Benefits

```
           Plan  Benefit  Covrg  Dep                              Benefit  Covrg  Dep
Employee ID Type  Plan     Code   ID   SSN         Employee ID    Plan     Code   ID   SSN
-----------------------------------------------------------------------------------------------
```

The number of records that met this criteria is   0.

Employees With Over-Age Dependent Coverage

```
           Plan  Covrg  Dep  Rel-  Dependent     Mar  Marital     Dis-  Stu-  Student
Employee ID Type  Code   ID   Ship  Birthdate     Sts  Status Dt   abled dent  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.

End of Report

              Ben Event Dep
Employee Id Rcd# Id   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 1: KU1
                                     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)

                         01 000248   Benefits Administration Eligibility found no benefit program for which this COBRA 1: KU1
                                     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)

                         02 000248   Benefits Administration Eligibility found no benefit program for which this COBRA 1: KU1
                                     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)

                         03 000248   Benefits Administration Eligibility found no benefit program for which this COBRA 1: KU1
                                     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)

                                                             End of Report

NOTICE OF UNAVAILABILITY

03/11/2005

John Jones	EmplID:	HXRS01
111 Oneway Street	Benefit Rcd#:	0
Irvine, CA	Event ID:	1

To: John Jones ,

You are receiving this notice because you recently made a request for COBRA continuation coverage.

However, it has been determined that you are not eligible for COBRA continuation coverage for the following reason(s)
    Job Data Change

If you have any questions about this notice or about COBRA continuation coverage, please contact

```
                                        PeopleSoft
Report ID:  NDT004               NON-DISCRIMINATION TESTING - 401(K) RESULTS            Page No.  1
                                                                                        Run Date 08/16/2000
Highly Compensated Employees                                                            Run Time 16:37:58
```

```
                               -------- Actual Year-to-Date --------   -------- Forecasted Year-End --------
Employee Name          Employee ID  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
```

```
                                        PeopleSoft
Report ID:  NDT004              NON-DISCRIMINATION TESTING – 401(M) RESULTS            Page No.  1
                                                                                      Run Date 08/16/2000
Highly Compensated Employees                                                          Run Time 16:38:43
```

```
                                -------- Actual Year-to-Date --------   -------- Forecasted Year-End --------
Employee Name             Employee ID  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
```

```
                                         PeopleSoft
Report ID:  NDT008              NON-DISCRIMINATION TESTING - SECTION 129 RESULTS          Page No.  1
                                                                                         Run Date 08/16/2000
Highly Compensated Employees                                                             Run Time 16:39:25
```

```
                                        ------- Actual Year-to-Date -------   ------- Forcasted Year-End --------
Employee Name                 Employee ID   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
```

Swish Hotels Establishment 1
Personnel Department
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102   Control Number 12345678

FUNCTION   :

                                            1. Full-Time Employees

                   Salaries   Total ----------- Male ------------   ---------- Female -----------
Job Category   A   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

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

	Total	----------- Male ------------					---------- Female -----------				
Job Category	A	B	C	D	E	F	G	H	I	J	K
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd
Technicns 68	68	10	6				4				
Total Other Than F-T 74	74	10	6	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

FUNCTION   :

3. New Hires During Fiscal Year - Permanent Full Time Only

Job Category		Total A	---------- Male -----------					--------- Female ----------				
			B Wht	C Blk	D Hsp	E Asn	F AmInd	G Wht	H Blk	I Hsp	J Asn	K 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

              Salaries   Total ----------- Male ------------   ---------- Female -----------
Job Category   A   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

                                     2. Other Than Full-Time Employees

	Total	----------- Male ------------					---------- Female -----------				
Job Category	A	B	C	D	E	F	G	H	I	J	K
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd
Total Other Than F-T	74	0	0	0	0	0	0	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

                         Total ----------- Male ------------ ---------- Female -----------
Job Category   A   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:

                                              End of Report

```
                                          PeopleSoft
                                         VENDOR LISTING
Report ID:  PAYVNDR                                                              Page No.  1
                                                                                 Run Date 08/17/2000
As Of Date: 08/15/2000                                                           Run Time 15:50:22
```

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

<u>Addresses/Telephone:</u>

Seq Description	Type	Address	City	County	State	Country	Postal
1 Headquarters	Business	Stockerstrasse 150	Zurich		ZH	CHE	8039

<u>Locations/Pay Details/Bank Details:</u>

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

<u>Contacts/Telephone:</u>

Seq.	Description	Type	Name	Title	URL	Addr.
1	Customer Service Manager	General	Grossenstein, Albert	Customer Services		1

No Policy Details for Vendor.

```
                                                    PeopleSoft
Report ID:  RDED001                  Retroactive Deductions Requested - "Not Processed" Status                          Page No.  1
                                                                                                                       Run Date 08/18/2000
                                                                                                                       Run Time 17:28:15
```

```
Employee          Empl    Request          Program  Mass     Effective        Process          Plan             Benefit     Deduction    Dupl
ID                Rcd#    Type             ID       ID       Date             End Date         Type             Plan        Code         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
```

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                                                   PeopleSoft
Report ID:  RDED002                   Retroactive Deductions in Progress - "Calculate" Status          Page No.  1
                                                                                                       Run Date 08/18/2000
                                                                                                       Run Time 18:04:30
```

```
Employee         Empl  Pay             Rqst   Benefit  Plan            Benefit    Deduction  Ded Old Deduct     New Deduct     Deduct Amt     Retroactive    OK to
ID               Rcd#  End Date        Type   Program  Type            Plan       Code       Cls Amount        Amount         Override       Deduct Amt     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
```

```
                                                  PeopleSoft
Report ID:  RDED002B              Retroactive Deductions Summary Audit Rpt - "Loaded to Paysheet" Status          Page No.  1
                                                                                                                  Run Date 08/18/2000
                                                                                                                  Run Time 18:25:26
```

```
Employee        Empl  Benefit Plan           Benefit    Deduction  Deduction Pay            Old Deduct  New Deduct  Deduct Amt  Retroactive OK to
ID              Rcd#  Program Type           Plan       Code       Class     End Date       Amount      Amount      Override    Deduct Amt  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
```

```
                                              PeopleSoft
Report ID:  RDED003                RETROACTIVE DEDUCTIONS AUDIT RPT - "LOADED TO PAYSHEET" STATUS                Page No.  1
                                                                                                                Run Date 08/18/2000
                                                                                                                Run Time 18:37:27
```

```
Employee          Empl  Benefit Plan            Benefit    Deduction  Deduction Pay            Old Deduct  New Deduct  Deduct Amt  Retroactive OK to
ID                Rcd#  Program Type            Plan       Code       Class     End Date       Amount      Amount      Override    Deduct Amt  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
```

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                                                        PeopleSoft
Report ID:  RDED004                    Retroactive Deductions Loaded to Paysheet for Terminated Employees              Page No.  1
                                                                                                                       Run Date 08/18/2000
                                                                                                                       Run Time 18:42:03
```

```
Employee          Empl  Benefit Plan            Benefit    Deduction  Deduction Pay             Old Deduct  New Deduct  Deduct Amt  Retroactive OK to
ID                Rcd#  Program Type            Plan       Code       Class     End Date        Amount      Amount      Override    Deduct Amt  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
```

```
                                          PeopleSoft
Report ID:  CMP001                   SALARY STRUCTURE REPORT                        Page No.   1
                                                                                   Run Date 08/30/2000
As Of Date: 08/29/2000                                                             Run Time 16:12:45
```

```
SETID  Salary   Currency                                              Midpoint         Range
       Grade    Code         Minimum        Midpoint        Maximum   Differential     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/     PRO           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/     004        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%
```

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                                        PeopleSoft
Report ID:  CMP002                JOB GRADING BY EVALUATION POINTS              Page No.  1
                           * Amounts are converted to base currency - USD       Run Date 08/30/2000
As Of Date: 08/29/2000                                                          Run Time 16:14:48
```

```
SETID  Plan/           SETID                                     --- 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 SHARE    KU001    President & CEO         226,362   66.9       145,450    43.0
SHARE  KU0/0090093,250 SHARE    KU136    Executive Director-Operations 245,000 75.4   145,450    44.8
SHARE  KU0/0090093,150 SHARE    KU140    General Counsel         250,000   79.4       145,450    46.2
SHARE  KU0/0090093,050 SHARE    KU137    Director-Planning       210,000   68.9       145,450    47.7
SHARE  KU0/0090093,000 SHARE    KU230    Director-Finance        230,000   76.7       145,450    48.5
SHARE  KU0/0090092,950 SHARE    KU139    Director-Administration 215,000   72.9       145,450    49.3
SHARE  KU0/0090092,910 SHARE    KU550    Director-Canada          18,500    6.4       145,450    50.0
SHARE  KU0/0090092,585 SHARE    KU320    Director-Manufacturing  100,602   38.9       145,450    56.3
SHARE  KU0/0090092,527 SHARE    KU310    Director-R&D            100,602   39.8       145,450    57.6
SHARE  KU0/0090092,484 SHARE    KU300    VP-Operations           100,602   40.5       145,450    58.6
SHARE  KU0/0090091,670 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
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Report ID:  CMP003                              COMPA-RATIO ANALYSIS BY GRADE AND JOB                              Page No.  1
                                                * Amounts are converted to base currency - USD                    Run Date 08/30/2000
As Of Date: 08/30/2000                                                                                            Run Time 16:17:04
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Bus.  Salary                                                                                                          Compa
Unit  Grade      Midpoint Salary    Job Code  Job Title            Employee Name                    DeptID  Annual Rate  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  Jubinville,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
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Report ID: CMP004                               BELOW-MINIMUM ANALYSIS                               Page No.  1
                                        * Amounts are converted to base currency - USD               Run Date 08/30/2000
As Of Date: 08/30/2000                                                                               Run Time 16:23:20


Bus.   Salary                  Job                                                                          Percent
Unit   Grade    *Minimum Salary Code  Job Title              Employee Name              DeptID   *Annual Rate   *Amount Below   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 Maissoneuve,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
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Report ID: CMP005                         ABOVE-MAXIMUM ANALYSIS                              Page No.  1
                                   * Amounts are converted to base currency - USD            Run Date 08/30/2000
As Of Date: 08/30/2000                                                                       Run Time 16:22:23
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Bus.   Salary                    Job
Unit   Grade    *Maximum Salary  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            PGV10       25,800.000        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             PGV10       30,000.000       10,000.000    50.00
EGVBU  NEX/1            20,000   PN4371 Sweeper - Street        Reynolds,Amanda          PNC20       40,000.000       20,000.000   100.00
EGVBU  SAL/2            51,000   PA1251 Assistant -Community Relations Woolfsberg,Thomas I PGV10     60,300.000        9,300.000    18.24
EGVBU  SAL/1            42,000   PA1151 Analys - Health Statistics Smithfield,Loren R    PGV10       63,000.000       21,000.000    50.00
EGVBU  SAL/1            42,000   PA1151 Analys - Health Statistics Wong,Jeanne T         PGV10       72,000.000       30,000.000    71.43
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Report ID:  CMP008                      SALARY CHANGE MASS UPDATE BY SALARY PLAN / PAYGROUP                    Page No.  1
                                                                                                              Run Date 08/31/2000
                                                                                                              Run Time 11:41:51
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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
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                              ------------------ Previous ------------------              -------------------- New --------------------

ID            Name                     Efft Date      Sal Plan    Grade      Step         Efft 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
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End of Report

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
GBIBU	09/25/1982	13000	290075	9360.000	HIR		0.00	0.00000	360.000000	USD	B	KU01	KU01
						NAANNL		0	9360.000000	USD	A		
GBIBU	10/01/1985	13000	290075	12400.000	PAY	SPG	32.48	116.92308	476.923077	USD	B	KU01	KU01
						NAANNL		0	12400.000000	USD	A		
GBIBU	07/01/1990	13000	290080	12480.000	PRO	NCP	0.65	3.07692	480.000000	USD	B	KU01	KU01
						NAANNL		0	12480.000000	USD	A		
GBIBU	07/01/1990	13000	290080	20800.000	PAY	PRO	66.67	320.00000	800.000000	USD	B	KU01	KU01
						NAHRLY		0	10.000000	USD	H		
GBIBU	07/07/1993	13000	290080	23400.000	PAY	ADJ	12.50	100.00000	900.000000	USD	B	KU01	KU01
						NAHRLY		0	11.250000	USD	H		
GBIBU	05/04/1997	13000	290080	26000.000	PAY	ADJ	11.11	100.00000	1000.000000	USD	B	KU01	KU01
						NAHRLY		0	12.500000	USD	H		

                                                        End of Report

SalIncID: SAL_INCR_ID TEST   Calculation As Of Date: 2001-01-01 Calc#:   1
GroupID: TEST

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)
                  Rating Model   Rating   Increase Pct   Amt of Sal Inc   New Salary Amt   Adjustment   Ajstd Sal Amt Adstd Inc Pct
- -

KU0001   0 Hancock,Herby   SHARE   700005   Pres & CEO SHARE   /KU02 /011   0   NAANNL   Default NA   10.000000(USD/M)
                  K002   M   10.000   10.000000   10.000000   10.000000   10.000000 10.000

- -

      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

         10.000000   0.000   10.000000   10.000000   10.000000   0.000   20.000000   10.000000

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

         10.000000   0.000   10.000000   10.000000   10.000000   0.000   20.000000   10.000000

                                                      End of Report

Analysis of the compensation

between **Year 2000**
and **Year 2001**

Scenario : **Simulation of compensation for Year 2001**

Measure	Triggering Date	Level Effect (%)	Mass Effect (%)	Carry-Over(%)
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

Group	Reference Period	Analysis Period	Variation (D)	Variation (%)
All employees in Company KF1	**21.19**	**22.58**	**1.39**	**6.58**

Variation of Total Compensation

Group	Reference Period	Analysis Period	Variation (D)	Variation (%)
All employees in Company KF1	**4,822,430.92**	**5,218,093.54**	**395,662.62**	**8.20**

Variation of Average Compensation

Group	Reference Period	Analysis Period	Variation (D)	Variation (%)
All employees in Company KF1	**227,616.31**	**231,093.60**	**3,477.29**	**1.53**

Variation of Median Compensation

Group	Reference Period	Analysis Period	Variation (D)	Variation (%)
All employees in Company KF1	**361,986.50**	**370,074.95**	**8,088.45**	**2.23**

Variation of Compensation (constant headcount)

Group	Headcount Ratio	Total Compensation Ratio	Average Compensation Ratio
All employees in Company KF1	**106.58**	**108.20**	**101.53**

Variation of Compensation (constant structure)

Group	Fictive Compensation for Analysis Period	Total Compensation Variation
All employees in Company KF1	**4,896,103.20**	**1.53**

Report ID: LMS003

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

		Compensation				**Headcount**				**Average Compensation**			
Elementary Period		*Scenario 1*	*Scenario 2*	*Variation*	*Variation*	*Scenario 1*	*Scenario 2*	*Variation*	*Variation*	*Scenario 1*	*Scenario 2*	*Variation*	*Variation*
Date From	Thru			(D)	*(%)*			(D)	*(%)*			(D)	*(%)*
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

Employee Information:

Employee ID: KC0001   Empl Rcd#:   0   Name: Griffiths,Martina Rae
_____

Review Details

Effective Date: 04/01/2000   Review Type: Salary
From Date: 04/01/2000   Rating Scale: Nursing Reviews
To Date: 03/31/2001   Scale Type: Average
Next Review Date: 04/01/2001   Rating Model: Nursing Reviews
_____

Review Results:

Review Rating: None
_____

Reviewer Ratings:

Evaluation Type: Supervisor   Reviewer ID: KC0031
Factor Weight: 100 Percent   Name: Saint-Amand,Marcel

     Competencies:

     Seq   Competency   Review   Factor   Review
     Nr   Rating   Weight   Comments
           None

Reviewer Comments: None
_____

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                                                    PeopleSoft
Report ID:  PER012                              DEPARTMENTAL SALARIES                                    Page No.  1
                                                                                                        Run Date 09/01/2000
                                                                                                        Run Time 11:35:39

Bus.                                  Hire       Emp Full Reg Job               Pay Salary Cur  <--------------- P A Y R A T E S ------------------->
Unit  Employee Name            Employee ID Date  Typ Part Tmp Code  Job Title   Grp Grade  Cd       Hourly        Daily       Monthly        Annual

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
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                                                  PeopleSoft
Report ID:  PER013                        EMPLOYEE COMPENSATION CHANGES                              Page No.  1
                                                                                                     Run Date 09/01/2000
For the period  01/01/1999  through  01/01/2000                                                      Run Time 13:48:01
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Bus.                                 Hire        Empl  Job                     Salary  Cur      Current      <---- C O M P   R A T E   C H A N G E ----->
Unit   Employee Name        Employee ID Date     Type  Code   Job Title        Grade   Cd     Comp Rate      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
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                                                          PeopleSoft
Report ID:  PER023                                      SALARY HISTORY                                        Page No.  1
Department: KB002       Sales & Services - Belgium                                                            Run Date 08/30/2000
For the period  01/01/1999  through  01/01/2000                                                              Run Time 16:55:42

Bus.                                      Effective            Emp Reg Full Job                Salary Cur                         Change  Change
Unit  Employee Name         Employee ID Date        Action    Typ Tmp Part Code    Job Title  Grade  Cd     Comp Rate            Amount  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
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Report ID: PER041
Group ID: K0MERIT2001   Run Date 11/21/2002
Review Type: K0MERIT1   Run Time 22:01:18
Review End Date between: 01/01/2001 and: 12/31/2001
Merit Increase ID: K0001

Employee ID	Name	Rcd#	Review Type	Period Begin Date	Period End Date	Review Points	Rate Code	Merit Increase	Status
KU0100	Osborn,Courtney	0	K0MERIT1	01/01/2001	12/31/2001	42	K0GRCN	10.000 Percent	Proposed
KU0101	Adams,Cynthia	0	K0MERIT1	01/01/2001	12/31/2001	46	K0GRCN	12.000 Percent	Proposed
KU0106	Chae,Kevin	1	K0MERIT1	01/01/2001	12/31/2001	29			No Incr
KU0112	McKinley,Larry J	1	K0MERIT1	01/01/2001	12/31/2001	38	K0GRCN	5.000 Percent	Proposed
KU0119	Hoinck,Susan	0	K0MERIT1	01/01/2001	12/31/2001	30	K0GRCN	3.000 Percent	Proposed

End of Report

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	Jubinville,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

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

                                          End of Report

SetID   JGENL   Salary Plan J03   Grade   1
As of date for GrdAdv   2002-04-01

**********   Candidate selection Conditions ***

            Min Yrs in Curr Grd   5   Max Yrs in Curr Grd   12
      And   Min Age for Grd Adv   18 years   Or
      And   Reqd Elig Pnts   0.0 points
                                                                                Ttl Num of Empl   4

****
                                                                                        Educ   Years   Eligibility ------Review Result------
No.   EmplID   Name   Department   Supervisor Grade Step   First Sta   Lvl Age in Grade Points   One   Two
                                                                                                                                           Last Before Before
----

  1 J0039   Takagi Harue   Sales Section - Tokyo   Clerk   1   1   1997-04-01 31   5   80.0   A   A
  2 J0038   Toda Daisuke   Sales Section - Tokyo   Clerk   1   6   1992-04-01 32   10   76.0   B   S
  3 J0042   Iwasaki Tsutomu   Sales Section - Osaka   Clerk   1   1   1992-10-01 31   9   60.0   B   B
  4 J0044   Tanaka Michio   Sales Office - Fukuoka   Clerk   1   4   1996-04-01 28   6   88.0   A   S

                                                          End of Report

```
                                                  PeopleSoft
Report ID: BUD001                            Department FTE Report                          Page No. 1
                                                                                            Run Date 06/27/2000
For the period 01/01/1996 through 10/31/1996                                                Run Time 16:56:48
                                                      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

```
                                        PeopleSoft
Report ID:  BUD002                Reconciliation Report                        Page No.  1
                                FOR THE 1999 FISCAL YEAR                        Run Date 04/08/2002
                                                                               Run Time 12:03:15
```

```
Fund Code  Department   Program Code   Class   Project Id    Affiliate   Setid   Product   Opr. Unit   Alt. Acct   Budget Ref  Chartfield1  Chartfield2  Chartfield3
---------  ----------   ------------   -----   ----------    ---------   -----   -------   ---------   ---------   ----------  -----------  -----------  -----------
100        114          1000           10      NIH001                    UNIV                                                  5000        5000         5000         5000

Account Code      Description                      Status
------------      -----------                      ------
000000001         Salaries                         Active

     Encumbered                   Actual Expensed                 Total
     ----------                   ---------------                 -----
     949,025.70                   155,925.52                   1,104,951.22


100        114          1000           10      NIH001                    UNIV                                                  5001        5001         5001         5001
000000009         Faculty Salaries                 Active
     539,500.12                        0.00                     539,500.12


100        114          1000           10      NIH001                    UNIV                                                  5002        5002         5002         5002
000000017         Staff Salaries                   Active
      64,416.33                   22,179.79                      86,596.12


100        114          1000           10      NIH001                    UNIV                                                  5005        5005         5005         5005
000000025         Other Benefits                   Active
      46,773.06                        0.00                      46,773.06


100        114          1000           10      NSF00002                  UNIV                                                  5001        5001         5001         5001
000000010         Faculty Salaries                 Active
      43,160.00                        0.00                      43,160.00


100        114          1000           10      NSF0001                   UNIV                                                  5002        5002         5002         5002
000000019         Staff Salaries                   Active
     118,873.56                        0.00                     118,873.56


100        114          1000           10      NSF0001                   UNIV                                                  5005        5005         5005         5005
000000027         Other Benefits                   Active
      48,496.34                        0.00                      48,496.34


100        140          1000           10      NIH001                    UNIV                                                  5000        5000         5000         5000
000000005         Salaries                         Active
   1,525,919.18                        0.00                   1,525,919.18


100        140          1000           10      NIH001                    UNIV                                                  5001        5001         5001         5001
```

PeopleSoft
Reconciliation Report
FOR THE 1999 FISCAL YEAR

000000013		Faculty Salaries			Active					
797,731.36				150,275.35		948,006.71				

100	140	1000	10	NIH001		UNIV		5002	5002	5002	5002
000000021		Staff Salaries			Active						
675,579.92				0.00		675,579.92					

100	140	1000	10	NIH001		UNIV		5005	5005	5005	5005
000000029		Other Benefits			Active						
48,603.20				0.00		48,603.20					

100	140	1000	10	NSF00002		UNIV		5001	5001	5001	5001
000000014		Faculty Salaries			Active						
58,543.66				17,304.54		75,848.20					

100	140	1000	10	NSF00002		UNIV		5002	5002	5002	5002
000000022		Staff Salaries			Active						
54,046.40				0.00		54,046.40					

100	140	1000	10	NSF0001		UNIV		5002	5002	5002	5002
000000023		Staff Salaries			Active						
537,403.54				61,666.38		599,069.92					

100	140	1000	10	NSF0001		UNIV		5005	5005	5005	5005
000000031		Other Benefits			Active						
89,457.90				126.00		89,583.90					

100	140	1000	10	P000003		UNIV		5002	5002	5002	5002
000000024		Staff Salaries			Active						
39,521.36				7,604.24		47,125.60					

End of Report

```
                                              PeopleSoft
Report ID: BUD004                            Budget Report                              Page No.      1
                                       For The 1999 Fiscal Year                         Run Date  04/08/2002
                                                                                        Run Time  10:51:17
```

```
SETID: PACSI
DEPARTMENT: 95000      Executive Branch


    ALL FTE CAP:  4               FTE ACTUAL:   3.50

    CLASSIFIED FTE CAP:  2.5      FTE ACTUAL:   2.00

    BUDGET LEVEL:  Department               DEPTID:  95000      - Executive Branch

    EARNINGS BUDGET CAP:  0 DEDUCTION BUDGET CAP:  0  TAX BUDGET CAP:  0


    EARNINGS DISTRIBUTION:
      ERNCD                    SEQ#  ACCOUNT CD
       DEPTID      PROJECT      PRODUCT FUND CD  PROG CD  CLASS  AFFILIATE  OPR UNIT  ALT. ACCT  BUDGET REF CHARTFIELD1 CHARTFIELD2 CHARTFIELD3    AMOUNT  PERCENT
                                1    000000001
       114         NIH001             100     1000     10                                        5000       5000        5000        5000          0.00  100.000

    DEDUCTION DISTRIBUTION:
      DEDCD   DEDCLASS         SEQ#  ACCOUNT CD
       DEPTID      PROJECT      PRODUCT FUND CD  PROG CD  CLASS  AFFILIATE  OPR UNIT  ALT. ACCT  BUDGET REF CHARTFIELD1 CHARTFIELD2 CHARTFIELD3    AMOUNT  PERCENT
                                1    000000025
       114         NIH001             100     1000     10                                        5005       5005        5005        5005          0.00  100.000

    TAX DISTRIBUTION:
      STATE     LOCALITY    TAX CLASS  SEQ#  ACCOUNT CD
       DEPTID      PROJECT      PRODUCT FUND CD  PROG CD  CLASS  AFFILIATE  OPR UNIT  ALT. ACCT  BUDGET REF CHARTFIELD1 CHARTFIELD2 CHARTFIELD3    AMOUNT  PERCENT
                                1    000000017
       114         NIH001             100     1000     10                                        5002       5002        5002        5002          0.00  100.000

    CAN TAX DISTRIBUTION:
      PROVINCE            CTX CLASS  SEQ#  ACCOUNT CD
       DEPTID      PROJECT      PRODUCT FUND CD  PROG CD  CLASS  AFFILIATE  OPR UNIT  ALT. ACCT  BUDGET REF CHARTFIELD1 CHARTFIELD2 CHARTFIELD3    AMOUNT  PERCENT

    ACTUALS:
      ACCOUNT CD
       DEPTID    ACCOUNT    PROJECT       PRODUCT FUND   PROG   CLASS  AFFIL  OPR UNIT  ALT. ACCT  BUDGET REF   CHARTFIELD1 CHARTFIELD2  CHARTFIELD3
                                                                                                               ENCUMBERED              ACTUALS             TOTAL
      000000001
       114       5000       NIH001               100    1000   10                                 5000         5000        5000         5000
                                                                                                   137,141.44            25,108.98          162,250.42
      000000017
       114       5002       NIH001               100    1000   10                                 5002         5002        5002         5002
                                                                                                     9,535.24             3,444.80           12,980.04
      000000025
       114       5005       NIH001               100    1000   10                                 5005         5005        5005         5005
                                                                                                     6,890.02                 0.00            6,890.02
```

```
                                                  PeopleSoft
Report ID:  BUD009                         Encumbrance Error Messages                      Page No.        1
                                      Department: T1300 University MIS Dept                 Run Date  08/30/2000
                                                                                           Run Time  09:37:33
```

```
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
```

```
                                                  End of Report
```

```
                                                    PeopleSoft
Report ID:  BUD011                        Position Funding Summary Report                        Page No.  1
                                                                                                 Run Date 08/30/2000
As Of Date: 01/01/1997                                                                           Run Time 09:54:54


Report Option:  Earnings Distribution
SetID:  USA    Department: T9000  -  ALG Research    Fiscal Year:  1996

                                             FUNDING                                  BUDGET     DIST.    FUNDING       TOTAL
POSITION #    STATUS                         LEVEL    ACCOUNT CODE      EARN CODE  SEQ  AMOUNT      %      End Date       FTE

00009390      ACTIVE    Research Janitorial  PN       000001019                    1             100.000                 0.00
                                                      000001030         TO5        1   1000.00
                                                      000001032         TO5        2    800.00
                                                      000001034         TO5        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
```

```
AP = Appointment Level     JC = JobCode Level     PN = Position Level     PP = Position Pool Level     DP = Department Level     JE = Job Earns Distribution     JD = Job Data
```

```
                                              PeopleSoft
Report ID:  BUD012                      Budgeted FTE Roll-Up Report                              Page No.  1
                                                                                                Run Date 08/30/2000
As Of Date: 08/JAN20997                                                                         Run Time 09:56:10
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
Report ID:  BUD020                                  RETRO DISTRIBUTION AUDIT                                    Page No.  1
                                                                                                               Run Date 10/02/2001
                                                                                                               Run Time 13:15:36


RUN CONTROL :  PRDCREATE                                    CREATED BY :  PS                    CREATED DATE : 09/28/2001  STATUS :  C
APPROVED BY :  PS                                          APPROVED DATE :  09/28/2001          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          09/16/2001
PLAN TYPE =       BENEFIT PLAN = PCOMP    DEDN CODE =  PMED    DED CLASS =  N
                0          2001/ 3          PRD01                               PRJ04             PRB-NEW2       9.89          09/16/2001
PLAN TYPE =       BENEFIT PLAN = PCOMP    DEDN CODE =  PDEN    DED CLASS =  N
                0          2001/ 3          PRD01                               PRJ04             PRB-NEW2       1.32          09/16/2001
PLAN TYPE =       BENEFIT PLAN = PCOMP    DEDN CODE =  PDEN    DED CLASS =  N
                0          2001/ 3          PRD01                               PRJ04             PRB-NEW2       1.32          09/16/2001

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
```

```
                                        PeopleSoft
Report ID:  HPCA010                Predistribution Audit Report                    Page No.  1
Company:    PS1 PDAR Single Check Co                                                Run Date 07/18/2001
Pay Period End:07/07/2000                                                          Run Time 15:28:44
Run ID:     PS14
```

```
         Off
Paygroup Cycle? Page Line Description
-------- ------ ---- ---- --------------------------------------------------------------------------------


PS1                     Actuals Distribution Error 504 - No Businsess Unit Data for Business Unit:PSBU1

PS2                     Actuals Distribution Error 504 - No Businsess Unit Data for Business Unit:PSBU1
End Of Report
```

```
                                                        PeopleSoft
Report ID:  HPCA012                           Gross & Fringe Detail Report                              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                        Position#  Check#    Total        Total      REGULAR       EARNED         BONUS       OVERTIME      ADJUSTMENT      HOLIDAY
     Empl ID-Rcd#   JobCode  Pool     PayEndDt    Gross        Fringe     PAY           NOT PAID                   PAY                           PAY            Total
--------------------------- --------- -------- ------------- ------------- ------------- ------------- ------------- ------------- ------------- ------------- --------------

Kramer,Edgar Davids         PCP00002  00000718    3720.93       351.63      7407.41      -3686.48        0.00          0.00          0.00          0.00         4072.56
     PCE11-00     PCJ03               2001-06-16

Nutz,Coco                   PCP00002  00000732    2900.00       274.05      2900.00         0.00         0.00          0.00          0.00          0.00         3174.05
     PCE12-00     PCJ03               2001-06-16

Nutz,Coco                             00000732     800.00        75.60       800.00         0.00         0.00          0.00          0.00          0.00          875.60
     PCE12-01     PCJ04               2001-06-16

Peace,Warren                PCP00003  00000720    2400.00       226.80      2400.00         0.00         0.00          0.00          0.00          0.00         2626.80
     PCE13-00     PCJ05               2001-06-16

Down,Neil                   PCP00003  00000716    3000.00       283.50      3000.00         0.00         0.00          0.00          0.00          0.00         3283.50
     PCE14-00     PCJ05               2001-06-16

Taunt,Debbie                PCP00003  00000721    2600.00       245.70      2600.00         0.00         0.00          0.00          0.00          0.00         2845.70
     PCE15-00     PCJ05               2001-06-16

Larrious,Hy                 PCP00003  00000719    2050.00       193.73      2050.00         0.00         0.00          0.00          0.00          0.00         2243.73
     PCE16-00     PCJ05               2001-06-16

Gamgee,Elanor               PCP00003  00000717    1200.00       152.64      1200.00         0.00         0.00          0.00          0.00          0.00         1352.64
     PCE17-00     PCJ05               2001-06-16

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
Report ID:  HPH905CN              ACADEMIC TEACHING SURVEY TABLE VERIFICATION REPORT                      Page No.  1
                                        From 1998 - 1999                                                 Run Date 08/16/2000
                                                                                                         Run Time 15:57:15
```

```
                            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

```
                                         PeopleSoft
Report ID:  HPCA010                Predistribution Audit Report                      Page No.  1
Company:    PS1 PDAR Single Check Co                                                  Run Date 07/18/2001
Pay Period End:07/07/2000                                                            Run Time 15:28:44
Run ID:     PS14
```

```
          Off
Paygroup Cycle? Page Line Description
-------- ------ ---- ---- ---------------------------------------------------------------------------------


PS1                      Actuals Distribution Error 504 - No Businsess Unit Data for Business Unit:PSBU1

PS2                      Actuals Distribution Error 504 - No Businsess Unit Data for Business Unit:PSBU1
End Of Report
```

```
                                                              PeopleSoft
Report ID:  HPCA012                                  Gross & Fringe Detail Report                                        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                        Position#  Check#    Total         Total         REGULAR       EARNED        BONUS         OVERTIME      ADJUSTMENT    HOLIDAY
    Empl ID-Rcd#    JobCode  Pool  PayEndDt       Gross         Fringe        PAY           NOT PAID                    PAY                         PAY           Total
--------------------------- --------- -------- ------------- ------------- ------------- ------------- ------------- ------------- ------------- ------------- --------------

Kramer,Edgar Davids         PCP00002  00000718   3720.93       351.63        7407.41       -3686.48       0.00          0.00          0.00          0.00          4072.56
    PCE11-00     PCJ03            2001-06-16

Nutz,Coco                   PCP00002  00000732   2900.00       274.05        2900.00         0.00         0.00          0.00          0.00          0.00          3174.05
    PCE12-00     PCJ03            2001-06-16

Nutz,Coco                             00000732    800.00        75.60         800.00         0.00         0.00          0.00          0.00          0.00           875.60
    PCE12-01     PCJ04            2001-06-16

Peace,Warren                PCP00003  00000720   2400.00       226.80        2400.00         0.00         0.00          0.00          0.00          0.00          2626.80
    PCE13-00     PCJ05            2001-06-16

Down,Neil                   PCP00003  00000716   3000.00       283.50        3000.00         0.00         0.00          0.00          0.00          0.00          3283.50
    PCE14-00     PCJ05            2001-06-16

Taunt,Debbie                PCP00003  00000721   2600.00       245.70        2600.00         0.00         0.00          0.00          0.00          0.00          2845.70
    PCE15-00     PCJ05            2001-06-16

Larrious,Hy                 PCP00003  00000719   2050.00       193.73        2050.00         0.00         0.00          0.00          0.00          0.00          2243.73
    PCE16-00     PCJ05            2001-06-16

Gamgee,Elanor               PCP00003  00000717   1200.00       152.64        1200.00         0.00         0.00          0.00          0.00          0.00          1352.64
    PCE17-00     PCJ05            2001-06-16

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

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                                                    PeopleSoft
Report ID:  PAY059                        Encumbrance Accounting Line Report                          Page No.  1
                                                                                                     Run Date 08/24/2009
                                                                                                     Run Time 15:04:43
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```
Business Unit - HR                                                                            Company
Business Unit - GL  EGV01                                                                     Paygroup ENC
Journal Template    PTMPLT                                                                    PayEndDt 06/29/2009
                            ----General Ledger----                 ------Payroll------  ---General Ledger-- Currency Codes    Conversion Rates
Line Description            Acct       Dept       Check#       Check Date  Foreign Amount    Monetary Amount   Payroll  GL  Multiplier     Divisor
Document ID                Doc Ln#    Fiscal Yr   Budget Yr

PSU-DED-001                 6019       ADM140     X            06/29/2009           2139.93          2139.93   USD    USD  1              1
434                        1          2008        2008
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
                 Chartfield3

PSU-DED-001                 6005       ADM140     X            06/29/2009           1132.85          1132.85   USD    USD  1              1
425                        1          2008        2008
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
                 Chartfield3

PSU-DED-001                 6020       ADM140     X            06/29/2009            344.03           344.03   USD    USD  1              1
416                        1          2008        2010
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
                 Chartfield3

PSU-DED-001                 6019       ADM140     X            06/29/2009           1630.80          1630.80   USD    USD  1              1
416                        1          2008        2009
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
                 Chartfield3

PSU-DED-001                 6019       ADM140     X            06/29/2009           1630.85          1630.85   USD    USD  1              1
416                        1          2008        2008
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
                 Chartfield3

PSU-DED-001                 6019       ADM140     X            06/29/2009           1575.00          1575.00   USD    USD  1              1
431                        1          2008        2009
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
                 Chartfield3

PSU-DED-001                 6020       ADM140     X            06/29/2009            332.26           332.26   USD    USD  1              1
431                        1          2008        2010
    ChartField Details - Dept ID    Project        Product  Fund    Program  Class  Affl   Operating Unit  Alt Account  Budget Ref  Chartfield1  Chartfield2
                                                            F350    P4003
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                                          PeopleSoft
Report ID:  PAY060                  Payroll Accounting Line Report                        Page No.  1
                                                                                          Run Date 08/24/2009
                                                                                          Run Time 15:41:16
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Business Unit - HR  PSUSI                                                           Run ID   PU3-07-11
Business Unit - GL  EGV01
Journal Template    PTMPLT
                        ----General Ledger----                    ------Payroll------  ---General Ledger-- Currency Codes     Conversion Rates
Line Description        Acct       Dept       Check#     Check Date  Foreign Amount      Monetary Amount    Payroll  GL  Multiplier      Divisor
Document ID             Doc Ln#    Fiscal Yr  Budget Yr


Encumbered Ern Reserve  7400       MAN420     L          07/31/2007         1733.40           1733.40       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F330   P4005
               Chartfield3


Encumbered Ern Reserve  7400       MAN520     L          07/31/2007         2166.75           2166.75       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F320   P4002
               Chartfield3


Encumbered Ern Reserve  7400       ADM120     L          07/31/2007          649.95            649.95       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F350   P4002
               Chartfield3


Encumbered Ern Reserve  7400       MAN520     L          07/31/2007         1473.39           1473.39       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F320   P4002
               Chartfield3


Encumbered Ern Reserve  7400       MAN530     L          07/31/2007         1028.34           1028.34       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F120   P4003
               Chartfield3


Encumbered Ern Reserve  7400       MAN520     L          07/31/2007          440.72            440.72       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F310   P4002
               Chartfield3


Encumbered Ern Reserve  7400       MAN420     L          07/31/2007          693.28            693.28       USD    USD  1               1
0                       0          2008       2008
     ChartField Details - Dept ID    Project       Product  Fund   Program  Class  Affl  Operating Unit  Alt Account  Budget Ref  Chartfield1 Chartfield2
                                                            F330   P4005
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                                                        PeopleSoft
Report ID:  PAY061                            Employee Budget Check Log Report                        Page No.  1
Company:    PSU PeopleSoft University               Fiscal Year 2010                                  Run Date 08/24/2009
PayGroup:  PU3 PSU – Semi monthly                 Encumbrance Transactions                            Run Time 15:43:04
Dept ID:  90200 Faculty of Sciences
                                        Document ID/                        Combination Code/    Account/                                   RTBC
Employee Name                 Empl ID   Header Status           Ln#         Exception Type       Message    SetID  Bud Yr Bud Stat RTBC? Trigger
------------                  -------   -------------           ---         ---------------      -------    -----  ------ -------- ----- -------


Egan,Kelly                    PU200     586                     1           PSU-ERN-017          6050       PSUSI  2010   Pending  N     Job

                                        443                     1           PSU-TAX-014          6014       PSUSI  2010   Pending  N     Job

                                        442                     1           PSU-DED-013          6025       PSUSI  2010   Pending  N     Job

Lawson,Rosemary               PU201     443                     1           PSU-TAX-014          6014       PSUSI  2010   Pending  N     Job

                                        442                     1           PSU-DED-013          6025       PSUSI  2010   Pending  N     Job

                                        586                     1           PSU-ERN-017          6050       PSUSI  2010   Pending  N     Job
```

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                                                PeopleSoft
Report ID:  PAY061                      Employee Budget Check Log Report                    Page No.  1
Company:    PSU PeopleSoft University            Fiscal Year 2010                           Run Date 08/24/2009
PayGroup:  PU3 PSU - Semi monthly               Expense Transactions                        Run Time 15:44:33
Dept ID:  90200 Faculty of Sciences
                                                             Combination Code/      Account/                                    RTBC
Employee Name                   Empl ID    Document ID/          Ln#   Exception Type        Message    SetID  Bud Yr Bud Stat RTBC? Trigger
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Egan,Kelly                      PU200      586                   1     PSU-ERN-017           6050       PSUSI  2010   Pending   N    Job

                                           443                   1     PSU-TAX-014           6014       PSUSI  2010   Pending   N    Job

                                           442                   1     PSU-DED-013           6025       PSUSI  2010   Pending   N    Job

Lawson,Rosemary                 PU201      443                   1     PSU-TAX-014           6014       PSUSI  2010   Pending   N    Job

                                           442                   1     PSU-DED-013           6025       PSUSI  2010   Pending   N    Job

                                           586                   1     PSU-ERN-017           6050       PSUSI  2010   Pending   N    Job
```

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                                                       PeopleSoft
Report ID:  PAY062                           Position Budget Check Log Report                           Page No.  1
Company:    PSU PeopleSoft University              Fiscal Year 2010                                     Run Date 08/24/2009
PayGroup:  PU3 PSU - Semi monthly               Encumbrance Transactions                                Run Time 15:46:37
Dept ID:  90200 Faculty of Sciences
                                      Document ID/                       Combination Code/   Account/                                  RTBC
Position ID  Title              Head Count Header Status          Ln#  Exception Type      Message    SetID Bud Yr Bud Stat RTBC? Trigger
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PUC1006      Associate Professor      3    443                     1   PSU-TAX-014         6014       PSUSI 2010   Pending   N    Load

                                          586                     1   PSU-ERN-017         6050       PSUSI 2010   Pending   N    Load

                                          442                     1   PSU-DED-013         6025       PSUSI 2010   Pending   N    Load

                                          405                     1   PSU-TAX-014         6014       PSUSI 2010   Pending   N    Load

                                          403                     2   PSU-ERN-017         6050       PSUSI 2010   Pending   N    Load

                                          404                     1   PSU-DED-013         6025       PSUSI 2010   Pending   N    Load

PUC1007      Researcher               3    443                     1   PSU-TAX-014         6014       PSUSI 2010   Pending   N    Load

                                          586                     1   PSU-ERN-017         6050       PSUSI 2010   Pending   N    Load

                                          407                     1   PSU-DED-013         6025       PSUSI 2010   Pending   N    Load

                                          406                     2   PSU-ERN-017         6050       PSUSI 2010   Pending   N    Load

                                          442                     1   PSU-DED-013         6025       PSUSI 2010   Pending   N    Load

                                          408                     1   PSU-TAX-014         6014       PSUSI 2010   Pending   N    Load

PUC1020      Secretary II             1    583                     1   PSU-ERN-017         6050       PSUSI 2010   Pending   N    Position

                                          585                     1   PSU-TAX-014         6014       PSUSI 2010   Pending   N    Position

                                          584                     1   PSU-DED-013         6025       PSUSI 2010   Pending   N    Position
```

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                                                   PeopleSoft
Report ID:  PAY063                          Budget Check Error Report                      Page No.  1
                                                Fiscal Year 2010                           Run Date 08/24/2009
                                             Encumbrance Transactions                       Run Time 15:48:05
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Document ID/                                    Header Status/             Exception Type/      Message/
Company PayGroup Dept ID   Employee Name / Position ID     Empl ID / Title        Ln#  Combination Code     Account   SetID  Bud Yr Bud Stat
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394
PSU     PU3      90320     PUU6013                         Assistant - Teaching    2   PSU-ERN-014          6031      PSUSI  2010   Pending

395
PSU     PU3      90320     PUU6013                         Assistant - Teaching    1   PSU-DED-011          6024      PSUSI  2010   Pending

396
PSU     PU3      90320     PUU6013                         Assistant - Teaching    1   PSU-TAX-013          6013      PSUSI  2010   Pending

397
PSU     PU3      90320     PUU6014                         Assistant - Teaching    2   PSU-ERN-014          6031      PSUSI  2010   Pending

398
PSU     PU3      90320     PUU6014                         Assistant - Teaching    1   PSU-DED-011          6024      PSUSI  2010   Pending

399
PSU     PU3      90320     PUU6014                         Assistant - Teaching    1   PSU-TAX-013          6013      PSUSI  2010   Pending

400
PSU     PU3      90320     PUU6032                         Professor - Associate   2   PSU-ERN-014          6031      PSUSI  2010   Pending

401
PSU     PU3      90320     PUU6032                         Professor - Associate   1   PSU-DED-011          6024      PSUSI  2010   Pending

402
PSU     PU3      90320     PUU6032                         Professor - Associate   1   PSU-TAX-013          6013      PSUSI  2010   Pending

403
PSU     PU3      90200     PUC1006                         Associate Professor     2   PSU-ERN-017          6050      PSUSI  2010   Pending

404
PSU     PU3      90200     PUC1006                         Associate Professor     1   PSU-DED-013          6025      PSUSI  2010   Pending

405
PSU     PU3      90200     PUC1006                         Associate Professor     1   PSU-TAX-014          6014      PSUSI  2010   Pending

406
PSU     PU3      90200     PUC1007                         Researcher              2   PSU-ERN-017          6050      PSUSI  2010   Pending

407
PSU     PU3      90200     PUC1007                         Researcher              1   PSU-DED-013          6025      PSUSI  2010   Pending
```

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                                                  PeopleSoft
Report ID:  PAY063                         Budget Check Error Report                        Page No.  1
                                                Fiscal Year 2010                            Run Date 08/24/2009
                                              Expense Transactions                          Run Time 15:49:21
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                                                                   Exception Type/      Message/
Document ID/
Company PayGroup Dept ID   Employee Name / Position ID      Empl ID / Title      Ln#   Combination Code     Account   SetID  Bud Yr Bud Stat
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394
PSU     PU3      90320     PUU6013                          Assistant - Teaching  2    PSU-ERN-014          6031      PSUSI  2010   Pending

395
PSU     PU3      90320     PUU6013                          Assistant - Teaching  1    PSU-DED-011          6024      PSUSI  2010   Pending

396
PSU     PU3      90320     PUU6013                          Assistant - Teaching  1    PSU-TAX-013          6013      PSUSI  2010   Pending

397
PSU     PU3      90320     PUU6014                          Assistant - Teaching  2    PSU-ERN-014          6031      PSUSI  2010   Pending

398
PSU     PU3      90320     PUU6014                          Assistant - Teaching  1    PSU-DED-011          6024      PSUSI  2010   Pending

399
PSU     PU3      90320     PUU6014                          Assistant - Teaching  1    PSU-TAX-013          6013      PSUSI  2010   Pending

400
PSU     PU3      90320     PUU6032                          Professor - Associate 2    PSU-ERN-014          6031      PSUSI  2010   Pending

401
PSU     PU3      90320     PUU6032                          Professor - Associate 1    PSU-DED-011          6024      PSUSI  2010   Pending

402
PSU     PU3      90320     PUU6032                          Professor - Associate 1    PSU-TAX-013          6013      PSUSI  2010   Pending

403
PSU     PU3      90200     PUC1006                          Associate Professor   2    PSU-ERN-017          6050      PSUSI  2010   Pending

404
PSU     PU3      90200     PUC1006                          Associate Professor   1    PSU-DED-013          6025      PSUSI  2010   Pending

405
PSU     PU3      90200     PUC1006                          Associate Professor   1    PSU-TAX-014          6014      PSUSI  2010   Pending

406
PSU     PU3      90200     PUC1007                          Researcher            2    PSU-ERN-017          6050      PSUSI  2010   Pending

407
PSU     PU3      90200     PUC1007                          Researcher            1    PSU-DED-013          6025      PSUSI  2010   Pending
```

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

Employee ID   KF0001   Berger,Maurice   Empl.Rcd.#   0

Agreement Type   P.Sharing   Profit Sharing
Agreement Name   KF1   Profit Sharing Agreement for Company KF1
Funding Formula   Legal Funding Formula
Distribution Method   Salary %   40.00   Duration %   40.00   Uniform %   20.00
Currency   EUR

Reference Period	Global Fund Amount	Average Gross Amount	Profit-Sharing Total Gross Amount	Total Deduction Amount	Total Net Amount	Interests Total Gross Revenue	Total Deduction Revenue	Total Net Revenue
2001	55174.54	1313.68	426.51	32.41	394.10	12.20	0.00	0.00
Grand Total			426.51	32.41	394.10	12.20	0.00	0.00

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                                              PeopleSoft
Report ID:  WP0002FR                  Agreement Profit-Sharing Report                              Page No.  1
                                                                                                   Run Date 11/13/2002
                                                                                                   Run Time 11:59:34
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Agreement Type    P.Sharing             Profit Sharing
Agreement Name    KF1                   Profit Sharing Agreement for Company KF1
Agreement Investment Option:  Profit sharing invests in the company
Reference Period  2001
***************************************************************************************************************************************
```

Employee ID	Name	Rcd.#		Gross Amount	Deduction Amount	Net Amount	Status	Payment	Currency	Prorate Factor
KF0001	Berger,Maurice	0	Profit-Sharing	426.51	32.41	394.10	Entitled	01/04/2007	EUR	0.096
			Interests	12.20	0.00	0.00	Entitled	01/04/2003	EUR	
KF0002	Grioux,Ghislaine	0	Profit-Sharing	1034.02	78.59	955.43	Entitled	01/04/2007	EUR	0.822
			Interests	29.58	0.00	0.00	Entitled	01/04/2003	EUR	
KF0003	Granjean,Serge	0	Profit-Sharing	1214.39	92.29	1122.10	Entitled	01/04/2007	EUR	1.000
			Interests	34.74	0.00	0.00	Entitled	01/04/2003	EUR	
KF0004	Singleton,Mary-Ann	0	Profit-Sharing	1170.94	88.99	1081.95	Entitled	01/04/2007	EUR	0.890
			Interests	33.50	0.00	0.00	Entitled	01/04/2003	EUR	
KF0005	Halcyon,D'orothea	0	Profit-Sharing	1248.97	94.92	1154.05	Entitled	01/04/2007	EUR	1.000
			Interests	35.73	0.00	0.00	Entitled	01/04/2003	EUR	
KF0006	Jarek,Nicole	0	Profit-Sharing	1272.56	96.71	1175.85	Entitled	01/04/2007	EUR	1.000
			Interests	36.40	0.00	0.00	Entitled	01/04/2003	EUR	
KF0007	Desmarets,Jean	0	Profit-Sharing	1272.56	96.71	1175.85	Entitled	01/04/2007	EUR	1.000
			Interests	36.40	0.00	0.00	Entitled	01/04/2003	EUR	
KF0008	Florentin,Lucien	0	Profit-Sharing	1294.78	98.40	1196.38	Entitled	01/04/2007	EUR	1.000
			Interests	37.04	0.00	0.00	Entitled	01/04/2003	EUR	
KF0009	Breton,Jean-Claude	0	Profit-Sharing	1063.82	80.85	982.97	Entitled	01/04/2007	EUR	0.671
			Interests	30.43	0.00	0.00	Entitled	01/04/2003	EUR	
KF0011	Giraud,Philippe	0	Profit-Sharing	1316.33	100.04	1216.29	Entitled	01/04/2007	EUR	1.000
			Interests	37.66	0.00	0.00	Entitled	01/04/2003	EUR	
KF0012	Grand,Stephane	0	Profit-Sharing	1321.16	100.41	1220.75	Entitled	01/04/2007	EUR	1.000
			Interests	37.79	0.00	0.00	Entitled	01/04/2003	EUR	
KF0013	Martin,Josianne	0	Profit-Sharing	1341.34	101.94	1239.40	Entitled	01/04/2007	EUR	1.000
			Interests	38.37	0.00	0.00	Entitled	01/04/2003	EUR	
KF0014	Day Jr.,Beauchamp	0	Profit-Sharing	1360.10	103.37	1256.73	Entitled	01/04/2007	EUR	1.000
			Interests	38.91	0.00	0.00	Entitled	01/04/2003	EUR	
KF0015	Levasseur,Jean-Pierre	0	Profit-Sharing	1385.95	105.33	1280.62	Entitled	01/04/2007	EUR	1.000
			Interests	39.65	0.00	0.00	Entitled	01/04/2003	EUR	
KF0016	Breton,Mireille	0	Profit-Sharing	1348.87	102.51	1246.36	Entitled	01/04/2007	EUR	0.945
			Interests	38.59	0.00	0.00	Entitled	01/04/2003	EUR	
KF0017	Ledoux,Louis	0	Profit-Sharing	1408.63	107.06	1301.57	Entitled	01/04/2007	EUR	1.000
			Interests	40.30	0.00	0.00	Entitled	01/04/2003	EUR	
KF0018	Chabot,Yves	0	Profit-Sharing	262.74	19.97	242.77	Entitled	01/04/2007	EUR	0.000
			Interests	7.52	0.00	0.00	Entitled	01/04/2003	EUR	
KF0019	Louzaouen,Michel	0	Profit-Sharing	1442.94	109.66	1333.28	Entitled	01/04/2007	EUR	1.000
			Interests	41.28	0.00	0.00	Entitled	01/04/2003	EUR	
KF0020	Carboneaux,Martin	0	Profit-Sharing	1499.32	113.95	1385.37	Entitled	01/04/2007	EUR	1.000
			Interests	42.89	0.00	0.00	Entitled	01/04/2003	EUR	
KF0021	Dupond,Alain	0	Profit-Sharing	1499.35	113.95	1385.40	Entitled	01/04/2007	EUR	1.000

Roster ID :   K00001   Layoff - Labor Agreement K00001
Roster Type :   Temporary   Roster Status :   020 - In Progress
Planned Term Date :   08/16/2004   Actual Term Date :   Notification Date :   10/01/2004
Expected Reinstatement Date: 10/14/2004   Group ID : Group K00001
Labor Agreement ID :   K00001   Professional Agreement 1980

Employee Roster Status Selection :

Number in group to consider :   7
Number of candidates to be Processed :   0

Employee ID	EmpRec	Rank	TermDate	Job Code	Facility ID	Location	Department	Status	Seniority ID	Seniority Date
K0HU10	0	1	08/16/2004	740005	K00001	KUNY00	14000	K00LAYA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU10	1	2	08/16/2004	740010	K00001	KUNY00	14000	K00LAYA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU11	0	3	08/16/2004	660005	K00001	KUNY00	14000	K00LAYA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU12	0	4	08/16/2004	660030	K00001	KUNY00	14000	K00BMP	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU13	0	5	08/16/2004	660020	K00002	KUNY00	14000	K00BID	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU17	0	6	08/16/2004	170045	K00007	KUNY00	14000	K00LAYA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU14	0	7	08/16/2004	660025	K00002	KUNY00	14000	K00LAYA	K00FAC	01/01/2003
									K00DEP	01/01/2003

Report Name: HR_BUMP_LST

PeopleSoft
HR Bumping Report

Page No : 1
Run Date : 10/06/2004
Run Time : 11:53

Employee ID: K0HU10   Allison Smith

Employee Rcd Number: 0

Job Code Hierarchy:

Hierarchy Nbr	Job Classification	Job Code SetID	Job Code	Description	Employee Category	Salary SetID	Salary Plan	Grade
1	K00007	SHARE	740010	Radiologist-Heart Research	FT	SHARE	KUH1	3
1	K00007	SHARE	740010	Radiologist-Heart Research	PT	SHARE	KUH1	2
2	K00007	SHARE	740005	Radiologist-AIDS Research	FT	SHARE	KUH1	3
2	K00007	SHARE	740005	Radiologist-AIDS Research	PT	SHARE	KUH1	2
3	K00007	SHARE	880005	Technologist-Laboratory I		SHARE	KUH1	2
4	K00007	SHARE	880010	Technologist-Radiology II		SHARE	KUH1	2

Job Data History:

Eff Date	Seq	Action	Action Reason	Position	Job Code	Job Family	Department	Location	Std Hours	Labor Agreement	Union Code	Compensation Rate	Freq	Facility	Seniority ID	Seniority Dates
10/31/2004	0	REC	Recall from Suspension/Layoff		740005		14000	KUNY00	20	K00001		3033.33	M	K00001	K00DEP K00FAC K00JOB	01/01/2003 01/01/2003 01/01/2003
01/01/2003	0	HIR			740005		14000	KUNY00	20	K00001		3033.33	M	K00001	K00DEP K00FAC K00JOB	01/01/2003 01/01/2003 01/01/2003
01/01/2003	1	LOF	Staff Reduction		740005		14000	KUNY00	20	K00001		3033.33	M	K00001	K00DEP K00FAC K00JOB	01/01/2003 01/01/2003 01/01/2003

Employee Rcd Number: 1

Job Code Hierarchy:

Hierarchy Nbr	Job Classification	Job Code SetID	Job Code	Description	Employee Category	Salary SetID	Salary Plan	Grade
1	K00007	SHARE	740010	Radiologist-Heart Research	FT	SHARE	KUH1	3
1	K00007	SHARE	740010	Radiologist-Heart Research	PT	SHARE	KUH1	2
2	K00007	SHARE	740005	Radiologist-AIDS Research	FT	SHARE	KUH1	3
2	K00007	SHARE	740005	Radiologist-AIDS Research	PT	SHARE	KUH1	2
3	K00007	SHARE	880005	Technologist-Laboratory I		SHARE	KUH1	2
4	K00007	SHARE	880010	Technologist-Radiology II		SHARE	KUH1	2

Job Data History:

Eff Date	Seq	Action	Action Reason	Position	Job Code	Job Family	Department	Location	Std Hours	Labor Agreement	Union Code	Compensation Rate	Freq	Facility	Seniority ID	Seniority Dates
10/31/2004	0	REC	Recall from Suspension/Layoff		740010		14000	KUNY00	20	K00001		3120.00	M	K00001	K00DEP K00FAC K00JOB	01/01/2003 01/01/2003 01/01/2003
01/01/2004	0	DTA			740010		14000	KUNY00	20	K00001		3120.00	M	K00001	K00DEP K00FAC K00JOB	01/01/2003 01/01/2003 01/01/2003
01/01/2004	1	LOF	Staff Reduction		740010		14000	KUNY00	20	K00001		3120.00	M	K00001	K00DEP K00FAC K00JOB	01/01/2003 01/01/2003 01/01/2003

Report Name: HR_BUMP_LST

PeopleSoft
HR Bumping Report

Page No : 2
Run Date : 10/06/2004
Run Time : 11:53

Employee ID: K0HU10   Allison Smith

01/01/2003	0	HIR		740010	14000	KUNY00	20	K00001	3120.00	M	K00001	K00DEP	01/01/2003
												K00FAC	01/01/2003
												K00JOB	01/01/2003

Report Name: HR_SENIORITY_LST

PeopleSoft
HR Seniority Report

Page No : 1
Run Date : 10/06/2004
Run Time : 12:05:12

As Of: 10/06/2004
Labor Agreement ID : K00001   Professional Agreement 1980
Seniority Date ID: K00DEP   Department Entry Date
Tie Breaker: K00002   Date of Birth

Employee ID	Employee Name	Empl Rec/Num	Empl Class	Job Eff Date	Job Code	Hourly Payrate	Job Facility	Union Code	Job Family	Location Code	Department	Shift	FTE	Std Hrs	Reg/ Temp	Full/ Part	Department Entry Date
KU0039	Shawn Quilligan	0		01/01/2003	140035	23.08	K00001		LHUMAN	KUDE00	13000	N	0	40	R	P	02/16/1986
KU0044	Daryl Reese	0		01/01/2004	170005	12.5	K00002		KADMIN	KUNY00	10000	N	0	40	R	F	07/05/1986
KU0045	Jorge Enriquez	0		10/06/2004	170005	23.08	K00002		KADMIN	KUNY00	10000	N	1	40	R	F	08/07/1986
KU0049	Julie Dyer	0		05/10/1987	200005	23.08	K00005			KUDE00	13000	N	1	40	R	F	05/10/1987
KU0059	Vicki Zinn	0		01/01/2003	140035	23.08	K00001		LHUMAN	KUDE00	13000	N	0	40	R	F	07/16/1988
KU0068	Marc Kessler	0		03/09/1991	170005	12.5	K00002		KADMIN	KUNY00	10000	N	1	40	R	F	03/09/1991
KU0202	Frankie Fremont	1		12/01/1993	290075	1153.846154	K00007			KUCA00	ALL_DEPTS	N	1	10	R	P	12/01/1993
KU0076	Mei Lee	0		01/01/2004	140035	17.1	K00001		LHUMAN	KUDE00	13000	N	0	40	R	P	02/23/1994
KU0010	Antonio Santos	0		01/01/2003	170005	8.9	K00002		KADMIN	KUNY00	10000	N	1	40	R	F	09/12/1997
KU0100	Courtney Osborn	0		02/17/1998	200005	12.5	K00005			KUDE00	13000	N	0	40	R	F	02/17/1998
KU0113	Cassandra Jacobson	2		10/01/1999	170005	73.076923	K00002		KADMIN	KUNY00	10000	N	0.25	10	R	F	10/01/1999
K0HU13	Joseph Barnes	0		01/01/2003	660020	36.75	K00002			KUNY00	14000	N	1	40	R	F	01/01/2003
K0HU17	Mas Ravi	0		01/01/2003	170045	21	K00007			KUNY00	14000	N	1	40	R	F	01/01/2003
K0HU14	Hector Walpoe	0		01/01/2003	660025	35	K00002			KUNY00	14000	N	1	40	R	F	01/01/2003
K0HU16	Roberta Wong	0		01/01/2003	660010	30	K00005			KUNY00	14000	N	1	40	R	F	01/01/2003
K0HU15	Penelope Gustaf	0		01/01/2003	660015	35	K00005			KUNY00	14000	N	1	40	R	F	01/01/2003

Group Total: 16

As Of: 10/06/2004
Labor Agreement ID : K00002   Consulting Agreement 1980
Seniority Date ID: K00FAC   Facil Date
Tie Breaker: K00001   National ID

Employee ID	Employee Name	Empl Rec	Department	Location	Facility	Job Code	Job Family	Recall Effdt	Reason Code	Recall Expiration Date	Roster ID	Facil Date
KU0035	James Fung	0	10000	KUNY00	K00003	310015		10/06/2004	LAYOFF	04/06/2005	K00003	06/15/1985
KU0037	Richard Morgan	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	11/25/1985
KU0048	Brenton Francisco	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	04/01/1987
KU0056	Edward Ng	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	04/03/1988
KU0060	Justin Galang	0	10000	KUNY00	K00003	310015		10/06/2004	LAYOFF	04/06/2005	K00003	08/15/1988
KU0062	Rosa Benigo	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	12/18/1988
KU0075	David Martignoni	0	10000	KUNY00	K00003	310015		10/06/2004	LAYOFF	04/06/2005	K00003	12/12/1993
KU0079	Russell Parker	0	10000	KUNY00	K00003	310015		10/06/2004	LAYOFF	04/06/2005	K00003	01/18/1995
KU0080	Megumi Sakata	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	02/21/1995
KU0053	Maria Sevilla	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	06/26/1997
KU0036	Steve Religioso	0	27000	KUOK00	K00002	310005		10/06/2004	LAYOFF	04/06/2005	K00003	07/05/2000

Roster ID :   K00002   Recall - Labor Agreement K00001   Roster Status :   020 - In Progress
Group ID :   LBR1   Group K00001   Layoff Roster ID :
Labor Agreement ID :   K00001   Professional Agreement 1980

Employee Roster Status Selection :   K00RECA

Number in group to consider :   6
Number of candidates to be Processed :   0

Employee ID	EmpRec	Rank	Rehire Date	Job Code	Facility ID	Location	Department	Status	Seniority ID	Seniority Date
K0HU10	0	0	10/15/2004	740005	K00001	KUNY00	14000	K00RECA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU11	0	0	10/15/2004	660005	K00001	KUNY00	14000	K00RECA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU12	0	0	10/15/2004	660030	K00001	KUNY00	14000	K00RECA	K00FAC	01/01/2003
									K00DEP	01/01/2003
K0HU14	0	0	10/15/2004	660025	K00002	KUNY00	14000	K00RECA	K00FAC	01/01/2003
									K00DEP	01/01/2003
KU0044	0	1	10/15/2004	170005	K00002	KUNY00	10000	K00RECA	K00FAC	07/05/1986
									K00DEP	07/05/1986

Roster ID :   K00002   Recall - Labor Agreement K00001   Roster Status :   020 - In Progress
Group ID :   LBR1   Group K00001   Layoff Roster ID :
Labor Agreement ID :   K00001   Professional Agreement 1980

Employee Roster Status Selection :   K00RECA

Number in group to consider :   6
Number of candidates to be Processed :   0

Employee ID	EmpRec	Rank	Rehire Date	Job Code	Facility ID	Location	Department	Status	Seniority ID	Seniority Date

Report Name: HR_LAYOFF_LIST

PeopleSoft
HR Layoff Report (Post Processing)

Page No : 1
Run Date : 10/06/2004
Run Time : 12:10:41

Process Instance: 235

Roster ID : K00003
Roster Description : K00003 Labor Agreement

Employee ID	Employee Name	Empl Rec	Job Code	Eff Date	Action	Action Reason	Auto Reinst Flag	Reinst Action	Reinst Action Reason	Reinst Date
K0HU18	Matthew Drummers	0	810005	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU18	Matthew Drummers	1	530000	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU19	Julie Berry	0	810005	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU20	Anna Rice	0	530000	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU21	Kenneth Aimes	0	810005	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU22	Mary Ann Ballou	0	230000	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU24	Bonnie Hammer	0	230000	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
K0HU25	Glenn Simon	0	230000	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004
KU0021	Salish Bir	0	310005	10/06/2004	LOF	Staff Reduction	Y	REC	Recall from Suspension/Layoff	10/13/2004

Process Instance: 237

Roster ID: K00003
Roster Description : K00003 Labor Agreement

Employee ID	Employee Name	Effective Date	Recall Reason Code	Recall Expiration Date
KU0035	James Fung	10/06/2004	LAYOFF	04/06/2005
KU0036	Steve Religioso	10/06/2004	LAYOFF	04/06/2005
KU0037	Richard Morgan	10/06/2004	LAYOFF	04/06/2005
KU0048	Brenton Francisco	10/06/2004	LAYOFF	04/06/2005
KU0053	Maria Sevilla	10/06/2004	LAYOFF	04/06/2005
KU0056	Edward Ng	10/06/2004	LAYOFF	04/06/2005
KU0060	Justin Galang	10/06/2004	LAYOFF	04/06/2005
KU0062	Rosa Benigo	10/06/2004	LAYOFF	04/06/2005
KU0075	David Martignoni	10/06/2004	LAYOFF	04/06/2005
KU0079	Russell Parker	10/06/2004	LAYOFF	04/06/2005
KU0080	Megumi Sakata	10/06/2004	LAYOFF	04/06/2005

Report Name: HR_REIN_LIST

PeopleSoft
HR Recall/Reinstatement Report (Post Processing)

Page No : 1
Run Date : 10/06/2004
Run Time : 12:15

Process Instance: 241

Roster ID :   K00004
Roster Description :   K00004 Labor Agreement

Employee ID	Employee Name	Empl Rec	Eff Date	Job Code	Action	Action Reason
KU0035	James Fung	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0036	Steve Religioso	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0037	Richard Morgan	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0048	Brenton Francisco	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0053	Maria Sevilla	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0056	Edward Ng	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0060	Justin Galang	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0062	Rosa Benigo	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0075	David Martignoni	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0079	Russell Parker	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0080	Megumi Sakata	0	10/20/2004	310005	REC	Recall from Suspension/Layoff

Roster ID :   K00004
Roster Description :   K00004 Labor Agreement

Employee ID	Employee Name	Empl Rec	Eff Date	Job Code	Action	Action Reason
KU0035	James Fung	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0036	Steve Religioso	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0037	Richard Morgan	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0048	Brenton Francisco	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0053	Maria Sevilla	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0056	Edward Ng	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0060	Justin Galang	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0062	Rosa Benigo	0	10/20/2004	310005	REC	Recall from Suspension/Layoff
KU0075	David Martignoni	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0079	Russell Parker	0	10/20/2004	310015	REC	Recall from Suspension/Layoff
KU0080	Megumi Sakata	0	10/20/2004	310005	REC	Recall from Suspension/Layoff

PeopleSoft

Disciplinary Action Summary

Report Period: 1/1/2001   -   12/31/2001

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

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                                              PeopleSoft
Report ID:  OHS005                    EMPLOYEE DISCIPLINARY ACTION                          Page No.  1
                                                                                           Run Date 09/06/2000
                                                                                           Run Time 15:43:55
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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
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                                              End of Report
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PeopleSoft
Grievance Summary

Page No.   1

Report ID: OHS006

Run Date   9/6/2000
Run Time   4:22:53 PM

Report Period   01/01/2000 - 09/07/2000

Grievance ID	Type	Grievance Date	Filer	Grievance Status	Status Date
0000000001	Rating App	09/05/2000	Employee/Applicant	Pending	09/06/2000

	Step	Action Date	Person Responsible	Resolution Date	
	Manager/Employee Disc	9/6/2000		10/6/2000	

Grievance ID	Type	Grievance Date	Filer	Grievance Status	Status Date
0000000002	Arbitratns	08/31/2000	Employee/Applicant	Appealed	09/06/2000

	Step	Action Date	Person Responsible	Resolution Date	
	Manager/Employee Disc	9/6/2000			

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                                                     PeopleSoft
Report ID:  PER009                                 UNION MEMBERSHIP                                          Page No.  1
Company     BN1 Company BN1                                                                                  Run Date 09/05/2001
                                                                                                             Run Time 18:35:54

Union Union              Employee                     Hire       Seniority                          Emp Reg/ Full/ Pay            Hourly
Code  Name    Barg Unit  ID          Employee Name    Date       Date      Dept      Location  Job Title   Typ Temp Part  Grp           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
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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 Maschi   Femmine

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

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

                              Empl ID   End of Report

Employees Due Advancement

Wage Progression Run ID: KUWP1

Empl Id	EmplRcd#	Name	SetID	SalPlan	Grade	Step	JobCode	Progression Type	Advancement Dt	Approved By	Approval Dt	Bargaining Unit
K0HU10	0	Allison Smith	SHARE	KUH1	3	1	740005	Elapsed Time Based	01/29/2003	Manual	01/30/2003	KU02
K0HU14	0	Hector Walpoe	SHARE	KUH1	3	1	660025	Elapsed Time Based	01/29/2003	Manual	01/30/2003	KU02
K0HU13	0	Joseph Barnes	SHARE	KUH1	3	5	660020	Elapsed Time Based	01/29/2003	Manual	01/30/2003	KU02
K0HU17	0	Mas Ravi	SHARE	KUH1	1	1	170045	Elapsed Time Based	01/29/2003	Manual	01/30/2003	KU02
K0HU11	0	Thomas Holmes	SHARE	KUH1	4	3	660005	Elapsed Time Based	01/29/2003	Manual	01/30/2003	KU02

End of Report

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                                              Wage Progression Exception Report

Wage Progression Run ID:  KUWP2


Empl Id      EmplRcd# Name                       Bargaining Unit Jobcode  SalPlan  Grade Step Activity Date    Status       Exception Message Text
===========  ======== ========================== =============== ======== ======== ===== ==== =============== ============ ======================================


K0HU24       0        Bonnie Hammer              KU01            230000   KUH2     1     3    01/01/2003      Not Qual     Job Data Correction
K0HU23       0        Jon Yee                    KU01            810005   KUH2     3     3    03/01/2003      Not Qual     Manual Step advance
K0HU19       0        Julie Berry                KU01            530000   KUH2     2     1    06/01/2003      Not Qual     Released from Stop WP
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                                                     End of Report
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                  Position  Effective Date                    E|M O   Position   Status    Recruit   I N T E R N A L      E X T E R N A L
DeptID   Job Code No.       Date       Position Title         G|P N   Status     Date      Opens     Posting              Posting   Expiratn   Incumbent


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
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                                         R|T U|A F          Position          Reqn
Dept        Job      Position            E|M L|R D  Position                              Vacancy
Id          Code     No.     Position Title         G|P L|T L  Status  Date      Ann#  Date     Status  Opens        Closes


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
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Dept Id  Code    No.       Date       Position Title     To  Agency  Location Count Temp Part Hours   Status    Date       Posn

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
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As Of Date: 08/15/2000                                                                                                Run Time 09:44:48


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
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         Position No./  Position S A L A R Y | Entry     Exit                                Entry     Exit     Entry        Exit       Exit
Job Code Position Title Status    Pln/Tbl/Grd | Date     Date      Incumbent Name    Empl ID  Salary    Salary   Pln/Tbl/Grd  Pln/Tbl/Grd Reason
                                            |
FJC003   FPNDO451      Approved GS  000005   | 01/05/1997          Blue,Gerald       FG951    23,608 A                 000005
         Operating Accountant               |
                                            |
                                            |
FJC006   FPNDO454      Approved GS  000015   | 01/05/1997          Balto,High        FG950    85,779 A                 000015
         Director of Personnel              |
                                            |
                                            |
FJC007   FPNDO455      Approved GS  000005   | 01/05/1997          Chips,Berkley     FG952    23,608 A                 000005
         Personnel Clerk                    |
                                            |
                                            |
FJC009   FPNDO457      Approved GS  000006   | 01/05/1997          DeLane,Sheila     FG953    26,333 A                 000006
         Personnel Assistant                |
                                            |
                                            |
FJC010   FPNDO458      Approved GS  000007   | 01/05/1997          Franc,Jon         FG954    29,245 A                 000007
         Personnel Assistant                |
                                            |
                                            |
FJC013   FPNDO461      Approved GS  000009   | 01/05/1997          Folls,Able        FG955    35,776 A                 000009
         Position Classification Specia     |
                                            |
                                            |
FJC014   FPNDO462      Approved GS  000011   | 01/05/1997          Jewel,Merta       FG956    43,306 A                 000011
         Position Classification Specia     |
                                            |
                                            |
FJC016   FPNDO464      Approved GS  000007   | 01/05/1997          Rincon,Lucille    FG958    29,245 A                 000007
         Employee Relations Specialist      |
                                            |
                                            |
FJC017   FPNDO465      Approved GS  000009   | 01/05/1997          Johnson,Yolanda   FG959    35,776 A                 000009
         Employee Relations Specialist      |
                                            |
                                            |
FJC018   FPNDO466      Approved GS  000011   | 01/05/1997          Kay,John          FG960    43,306 A                 000011
         Employee Relations Specialist      |
                                            |
                                            |
FJC019   FPNDO467      Approved GS  000012     01/05/1997          Michelle,Marilyn  FG957    51,896 A                 000012
         Employee Relations Specialist        01/05/1997          Luffe,Lotta       FG961    51,896 A                 000012
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Report ID: FGHR027                          ACTIVE POSITION HISTORY REPORT                                    Page No.  1
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Position  Effective   Action      Act                           Job   Reports              Head  E|M  Full/  Std                      Budg
No.       Date        Date        Rsn Position Title     DeptID  Code  To      Agency  Location  Count G|P  Part   Hours  Status    Date        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
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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		3. Service		4. Employing Office Location	5. Duty Station	6. OPM Certification No.
[ ] Redescription	[X] New	[ ] Hdqtrs.	[X] Field	Headquarters	Headquarters	
[ ] Reestablishment	[ ] Other					

7. Fair Labor Standards Act

[X] Exempt   [ ] Nonexempt

8. Financial Statements Required

[ ] Executive Personnel Financial Disclosure   [ ] Employment and Financial Interests

9. Subject to IA Action

[ ] Yes   [X] No

Explanation (Show any positions replaced)

10. Position Status

[X] Competitive
[ ] Excepted (Specify in Remarks)
[ ] SES (Gen.)   [ ] SES (CR)

11. Position Is:

[ ] Supervisory
[ ] Managerial
[X] Neither

12. Sensitivity

[X] 1- Non Sensitive
[ ] 2- Noncritical Sensitive
[ ] 3- Critical Sensitive
[ ] 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						
b. Department, Agency or Establishment	Program Analyst	GS	0345			
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

a. First Subdivision

Internal Research Depart-NR

b. Second Subdivision

c. Third Subdivision

d. Fourth 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.

Typed Name and Title of Official Taking Action

Signature   Date

22. Position Classification Standards Used in Classifying/Grading Position

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.

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)

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 Manageme
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

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Report ID:  POS001                            POSITION STATUS REPORT                                      Page No.  1
                                                                                                         Run Date 10/03/2001
As Of Date: 01/01/2000                                                                                   Run Time 13:58:56
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                                    R|T  C
         Job    Position  Effective            E|M  O   Position  Status    Rec      I N T E R N A L      E X T E R N A L
DeptID   Code   No.       Date         Position Title       G|P  N   Status    Date      Opens    Posting    Expiration Posting    Expiration Incumbent Name

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 Elizabet
         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 Oficer                  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
         KN0002 19220007 01/01/1980 Human Resources Administrator   R        Approved 01/01/1980                                                         l er,Yeni
         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
         KU077  19000089 01/01/1980 Consultant-Senior               R        Approved 01/01/1980                                                        Espinosa,Carmichael
                                                                                                                                                       Strunsky,Joanna
                                                                                                                                                       Giles,Fred
                                                                                                                                                       Summer,Alice
                                                                                                                                                       Fung,James
                                                                                                                                                       Galang,Justin
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As Of Date: 09/01/2000

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

            Position No./   Position S A L A R Y | Entry   Exit   Cur   Entry   Entry   Cur   Exit   Exit   Exit
Job Code   Position Title Status   Pln/Grd/Stp | Date   Date   Incumbent Name   Empl ID Cd   Salary   Pln/Grd/Stp Cd   Salary   Pln/Grd/Stp Reason
                                                    |
PA1750   PUA8015   Approved NEX 2 | 04/01/1996   Silverstein,Jacob   PA008   US   1458.33   M NEX 2   1
            Clerk |
                                                    | Compensation Components: NAANNL   US   17500.00 A
                                                    |
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                                                    |
            PUA8016   Approved NEX 2 |
            Clerk |
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                                                    |
PA2500   PUA8027   Approved SAL 5 | 01/01/1995   Carr,Kitty C   PA020   US   5833.33   M SAL 5
            Governor |
                                                    | Compensation Components: NAANNL   US   70000.00 A
                                                    |
                                                    |
                                                    |
PA2501   PUA8030   Approved SAL 4 | 01/01/1995   Meadows,Sean   PA023   US   2500.00   M SAL 4
            Governor - Lt. |
                                                    | Compensation Components: NAANNL   US   30000.00 A
                                                    |
                                                    |
                                                    |
PA4151   PUA8026   Approved NEX 5 | 02/01/1995   Novak,Willis   PA019   US   2875.00   M NEX 5   3
            Secretary-Executive |
                                                    | Compensation Components: NAANNL   US   34500.00 A
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Report ID:  POS004                       ACTIVE POSITION HISTORY REPORT                              Page No.  1
                                                                                                    Run Date 09/07/2000
As Of Date: 09/01/2000                                                                              Run Time 17:00:12
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Effective  Action   Act                       Job    Reports  Comp Loca- Head Reg/ Full/ Std   Work     Job         Status     Budg
Date       Date     Rsn Position Title         DeptID Code     To   -any  tion Count Temp Part  Hours    Period   Shr Status     Date       Posn


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
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Report ID:  POS006                        INDENTED POSITION REPORTING CHART FOR LEVEL 1                    Page No.  1
                                                                                                          Run Date 09/07/2000
As Of Date: 09/01/2000                                                                                    Run Time 16:46:53
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```
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
```

Report ID: POS007

PeopleSoft

Vacant Position Listing

Page No: 1
Run Date: 9/8/2000
Run Time: 9:19:31AM

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

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                                            PeopleSoft
Report ID:  POS008                 POSITION AUDIT REPORT FOR EXCEPTIONS                        Page No.  1
                                                                                               Run Date 09/07/2000
As Of Date: 09/01/2000                                                                         Run Time 17:03:13
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Department  KC001      Human Resources


Position    Effective                              Reports                    Sal Pay Comp Pay Empl Loca-  Reg/ Full/ Std    Work       Hol                    Union
No./Emplid  Date         Position Title/Employee Name  To      DeptID  Job Code  Adm Grd -any Grp Type tion   Temp Part  Hours  Period     Sch  Shift  Telephone  Code

19000017    01/01/1980* Senior Secretary           19000101 KC001    KC003   KC02      GBI          KCON0  R    F     40.00  Weekly          N
KC0001      02/01/1997  Griffiths,Martina Rae               KC001    KC003   KC01 004  GBI  KC2 S   KCON0  R    F     40.00  Weekly     KC01 N



19000104    01/01/1980* Analyst Trainee            19000101 KC001    KC010   KC02      GBI          KCBC0  R    F     40.00  Weekly          N
KC0014      07/05/1998  Henderson,David M                   KC001    KC010   KC02 002  GBI  KC2 S   KCBC0  R    F     40.00  Weekly     KC01 N



19000102    01/01/1980* Human Resources Analyst    19000101 KC001    KC012   KC02      GBI          KCQC0  R    F     40.00  Weekly          N
KC0024      01/19/1990  Maissoneuve,Louise                  KC001    KC012   KC02 006  GBI  KC1 S   KCQC0  R    F     40.00  Weekly     KC01 N



19000017    01/01/1980* Senior Secretary           19000101 KC001    KC003   KC02      GBI          KCON0  R    F     40.00  Weekly          N
KC0028      12/02/1985  Jacobs,Lisa Leigh                   KC001    KC003   KC02      GBI  KC4 S   KCON0  R    F     40.00  Weekly     KC01 N



19000101    01/01/1980* Mgr Employee Relations     19000550 KC001    KC018   KC02      GBI          KCQC0  R    F     40.00  Weekly          N
KC0031      06/06/1994  Saint-Amand,Marcel                  KC001    KC018   KC02 007  GBI  KC3 S   KCQC0  R    F     40.00  Weekly     KC01 N       514/444-8888



19000602    01/01/1980* Human Resources Analyst    19000101 KC001    KC012   KC02      GBI          KCAB0  R    F     40.00  Weekly          N
KC0033      04/22/1984  Chan,Diana E                        KC001    KC012   KC02 006  GBI  KC3 S   KCAB0  R    F     40.00  Weekly     KC01 N
```

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                                          PeopleSoft
                                     COMPANY COMPLIANCE PLAN                          Page No.  1
Report ID:  PCMP002                                                                  Run Date 08/29/2001
                                                                                     Run Time 11:08:08
Company :    KG1 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.

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                                                  PeopleSoft
Report ID:  PCMP003                    REGULATED INDIVIDUAL OBSERVATION                    Page No.  1
                                                                                          Run Date 08/29/2001
Emplid : KG0005        O'Flaherty,Seamus Patrick                                          Run Time 10:47:26
```

```
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
```

```
                                              PeopleSoft
Report ID:  PCMP003                   REGULATED INDIVIDUAL REVIEW                          Page No.  1
                                                                                          Run Date 08/29/2001
Emplid : KG0005        O'Flaherty,Seamus Patrick                                          Run Time 11:07:54
```

```
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.


Devlopment 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.


Devlopment 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 hestitate to
speak up.


Devlopment 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.


Devlopment Type : Training Course         K001    Time Management
Status : Pass

Development Area Comments :
Attended external Time Management course and had no problems achieving pass
grade.
```

                              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 Accntnt
          ACMA   Assoc of Cost Mgmt Accountants
          CGA   Certified General Accountant   02/01/2001   Aaron Kramer   Z9010   ZD00000005   Ebenefits New Jersey Loct

          CIRM   Integrated Resource Management
          CNA   Nurse Administrator
          CNAA   Nurse Administrator, Advanced
          CPA   Certified Public Accountant
          CPM   Procurement Management
          CPR   Cardio Pulmonary Resuscitation   02/02/2001   Bob eFaculty   QGE11   QGD01   Generic EG Location US

          CRA   Conselho Reg. Administradores
          CRC   Conselho Reg. Contabilistas
          HET   Emergency Medicine Technology
          HIC   Infection Control
          HRD   Radiology Diagnosis
          PAC   Programmer Analyst Certificate
          PMA   Personnel Management Associatn
          SRP   Safety Recognition Program

                                                    End of Report

Report ID:
As of Date:
Status:

Company Name
Content Catalog Listing

Page No: 1
RunDate: 10/31/2006
RunTime: 9:48 AM

Content Type: RESP Responsibilities

Item Id	Item Description	Effective Date	Status
J001	Competitive analysis	1990-01-01	Active
J002	New feature development	1990-01-01	Active
J003	Communicate with sales & marketing	1990-01-01	Active
J004	Incident management	1990-01-01	Active
J005	Support product translation efforts	1990-01-01	Active
FJC010	Maintains communications with health care providers	1997-01-01	Active
FJC027	Updates benefits enrollment records weekly	1997-01-01	Active
H0P600	600 Job Profile - Responsibility	1996-01-01	Active
H0P601	601 Job Profile - Responsibility	1996-01-01	Active
H0P602	602 Job Profile - Responsibility	1996-01-01	Active
H0PRES2	Develop product test plan	2005-01-01	Active
H0PRES3	Responsibility 3	2000-01-01	Active
H0PRES4	Responsibility 4	2001-01-01	Active
H0PRES00	Develop and maintain project plan	2000-01-01	Active
H0PRES01	Manage and motivate team	1999-01-01	Active
H0PRES02	Develop product test plan	2000-01-01	Active
H0PRES03	Responsibility 3	2000-01-01	Active
H0PRES04	Responsibility 4	2001-01-01	Active
H0PRES11	Job Profile Test for JC1	2001-01-01	Active
H0PRES12	Job Profile Test for JC2	2001-01-01	Active
H0PRES13	Job Profile Test for JC3	2001-01-01	Active
H0PRES14	Job Profile Test for JF1	2001-01-01	Active
H0PRES15	Job Profile Test for JF2	2001-01-01	Active
H0PRES16	Job Profile Test for JF2 , 2nd Resp	2001-01-01	Active
H0PRES17	Job Profile Test for Pos1	2001-01-01	Active
H0PRES18	Job Profile Test for Pos2	2001-01-01	Active
H0PRES19	Job Profile Test for SG1	2001-01-01	Active
H0PRES20	Job Profile Test for SG2	2001-01-01	Active
K0000001	Participate in Quarterly Close Process	1900-01-01	Active
K0000002	Adhere to Accounting Standards	1900-01-01	Active
K0000003	Prepare Quarterly and Annual Financial Reports	1900-01-01	Active
K0000004	Manage Company's Investment Portfolio	1900-01-01	Active
K0000005	Research reporting issues in assigned regions	1900-01-01	Active
K0000006	Prepare various financial reports	1900-01-01	Active
K0000007	Prepare and monitor department budgets	1900-01-01	Active
K0000008	Setup corporate meetings and events	1900-01-01	Active
K0000009	Answer multiple line telephone	1900-01-01	Active
K0000010	Maintain Department Calendar	1900-01-01	Active
K0000011	Generate Analytical Reports	1900-01-01	Active
K0000012	Research Analytical Trends	1900-01-01	Active
K0000013	Communicate Analysis	1900-01-01	Active
K0000014	Business Process Analysis	1900-01-01	Active
K0000015	Computer Data Entry	1900-01-01	Active
K0000016	Follow Safety Precautions	1900-01-01	Active

Dir-Finance

As of 2009-08-24

General Information

Profile ID: 150004   Dir-Finance   Profile Status: Active
Profile type: JOB   Job   Status Date: 2009-08-11

Profile Identities

Profile Identity Option:	Set ID	Key 1 Value	Key 2 Value	Description
POSITION		19000230		Director-Finance
JOB_CODE	SHARE	420050		Director-Finance

Competencies

Content Item ID	Description	Target Proficiency
0100	Abstract thinking	4-Very Good
0200	Takes initiative & follows up	4-Very Good
0300	Resource Planning	5-Expert

Sub-Competencies

Content Item ID	Description

Responsibilities

Content Item ID	Description	Proficiency
K0000001	Participate in Quarterly Close Process	
K0000002	Adhere to Accounting Standards	

Degrees

Content Item ID	Location	School
BA		

Licenses & Certifications

Content Item ID	Description

Honors and Awards

Content Item ID	Description

Language Skills

Content Item ID	Description	Speak	Read	Write
EN	English			
FR	French			

Memberships

Content Item ID	Description

Tests/Examinations

Content Item ID	Description	Score

NVQs

Content Item ID	Description	Review Type	Reviewer ID	NVQ Status

NVQ Units

Content Item ID	Description	Proficiency

Military Rank

Content Item ID	Description	Country

** End of report **

Betty Locherty

As of 2009-08-24

General Information

Employee ID:	KU0007	Betty Locherty	Profile Status:	Active
Profile Type:	PERSON	Person	Status Date:	2006-03-07

Competencies

Content Item ID	Description	Evaluation Type	Reviewer ID	Proficiency
0100	Abstract thinking	Self		3-Good
0200	Takes initiative & follows up	Self		4-Very Good
0300	Resource Planning	Self		4-Very Good
0404	Provides Direction	Self	KU0007 Betty Locherty	3-Good
0511	Managerial Efficiency	Self	KU0007 Betty Locherty	4-Very Good
0708	Develop & implement solutions	Self	KU0007 Betty Locherty	3-Good
8004	Financial Analysis	Self	KU0007 Betty Locherty	4-Very Good
8007	Financial Planning	Self	KU0007 Betty Locherty	3-Good
8008	Forecasting	Self	KU0007 Betty Locherty	2-Fair

Elements

Content Item ID	Description

Responsibilities

Content Item ID	Description	Proficiency
H0PRES01	Manage and motivate team	4-Very Good
K0000001	Participate in Quarterly Close Process	
K0000002	Adhere to Accounting Standards	
K0000007	Prepare and monitor department budgets	4-Very Good

Honors and Awards

Content Item ID	Description	Issue Date
DLA	Distinguished Lectureship Awrd	1980-01-01

Language Skills

Content Item ID	Description	Reading Proficiency	Speaking Proficiency	Writing Proficiency
EN	English	3 - High	3 - High	3 - High
SW	Swedish	1 - Low	3 - High	2 -

Content Item ID	Description	Reading Proficiency	Speaking Proficiency	Writing Proficiency
				Moderate

Licenses & Certifications

Content Item ID	Description	Issue Date
ACCA	Assoc Chartered Certif Accntnt	2002-05-03

Memberships

Content Item ID	Description
AGM	Alliance of Gov't Managers

Tests/Examinations

Content Item ID	Description	Score	Issue Date
1010	Business Mathematics		2009-01-30

School Education

Content Item ID	Location	School

Degrees

Content Item ID	Date Acquired	Location	School
MBA	1988-07-25	United States	New York University

Areas of Study

Area of Study	Date Acquired
Financial Management	2009-01-30

NVQs

Content Item ID	Description	Review Type	Reviewer ID	NVQ Status

NVQ Units

Content Item ID	Description	Proficiency

NVQ Elements

Content Item ID	Description

E&G Special Projects

Special Project	Completion Date

Special Projects

Special Project	Completion Date

Military Rank

Content Item ID	Description	Country

Current Location

Content Item ID	Description

Location Preferences

Content Item ID	Description

Geographic Preferences

Content Item ID	Description

International Preferences

Content Item ID	Description

Travel Preferences

Content Item ID	Description
TRAVEL	Travel Preference

** End of report **

Item Id	Item Description	Effective Date	Status
K0000017	Keep patient records	1900-01-01	Active
K0000018	Take vital signs	1900-01-01	Active
K0000019	Lift heavy materials	1900-01-01	Active
K0000020	Research and Resolve customer issues	1900-01-01	Active
KU000012	Manage U.S. subsidiaries	1900-01-01	Active

PeopleSoft

Employee NVQs

Emplid	Name	NVQ Code	NVQ Title	Status	NVQ Level
KG0004	Matabele Brooke	KGNVQ2	NVQ2	Enrolled	2
KG0009	Robin de la Camara	HRADMIN	Personnel Management NVQ Level 4	Enrolled	4
KG0005	Seamus O'Flaherty	ADMIN 1	Business and Administration NVQ Level 1	Achieved	1
HXESS003	Harris Voiler	ADMIN 2	Business and Administration NVQ Level 2		2
KG0008	Ramina Jones	KGNVQ1	NVQ 1	Enrolled	1

Unit Code	Title
K1027783	Manage the Use of Financial Resources
K1623	Carry out your responsibilities at work
K1624	Work within your business environment
K1625	Carry out your responsibilities at work
K1626	Work within your business environment
K1627	Work within your business environment
K1628	Carry out your responsibilities at work
K1631	Welcome visitors
K1632	Handle mail
K1633	Store and retrieve information
K1634	Make and receive telephone calls
K1635	Use office equipment
K1636	Manage customer relations
K1637	Manage diary systems
K2940	Evaluate and Develop Own Practice
K3298	Working efficiently and effectively in engineering
K3926	Complying with statutory regulations & org safety reqts
K3927	Using and interpreting engineering data and documentation
K3947	Cutting sheet metal to shape using hand and machine tools
K4707	Enable and Support Others to Carry Out Personnel Services
K4710	Monitor and Evaluate the Delivery of Personnel Services to Custon
K4715	Design, Deliver & Evaluate Procedures to Promote Equality of Div
K4717	Design, Deliver & Evaluate Employee & Stakeholder Comm Procs
K5337	Ensure your own actions reduce risks to health and safety
K5701	Word processing software 1
K5711	Use IT to exchange information 1
K5723	Database software 2
K5726	Presentation software 2
K8088	Working with Computers
K8090	Contribute to Maintenance of a Healthy, Safe & Productive Workir
K8091	Achieving Personal Effectiveness
K8097	Recording Income and Receipts
K8098	Making and Recording Payments
K8100	Preparing Ledger Balances and an Initial Trial Balance
K8101	Supplying Information for Management Control
KGUNIT1	NVQ Unit 1
KGUNIT2	NVQ Unit 2
KGUNIT3	NVQ Unit 3

Code	Title	Level	Expir. Date
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

PeopleSoft

Unit/Element Listing

Unit		Element	
Code	**Title**	**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 Systems	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

EMPLID: KG0005   O'Flaherty,Seamus Patrick

NVQ CODE	TITLE	LEVEL	REVIEW DATE	COMMENTS	UNIT CODE	TITLE	PROGRESS
ADMIN	Business Administration	1	9/1/1999		ADMIN 1	Office Resource Administratio	C
				Successful Review.	FILING	Researching and Retrieving In	C
					H&S	Health & Safety At Work	N

```
                                            PeopleSoft
Report ID:  PER011                     Competency Inventory                           Page No.  1
                                                                                      Run Date 10/31/2006
                                                                                      Run Time 10:09:41
```

```
Comp                                       Last   Year
Code          Competency               Proficiency  Used  Acquired  Employee Name          Job Title   Department

0110          Ability to manage own time   Good                     Charles Reid           HR Analyst  HR
                                           Good                      Diana Chan             HR Analyst  HR
                                           Good                      Gina Turner            Sr AdmAsst  HR
                                           Good                      Gina Turner            Trainee     HR
                                           Fair                      Carmichael Espinosa    Sr Consult  HR

0157          Set & achieve goals          Expert                   Joanna Strunsky        Sr Consult  HR

0160          Ability to prioritize tasks  Good                     Alice Summer           Sr Consult  HR
                                           Good                      Antonio Santos         Admin Asst  HR
                                           Good                      Arthuro Erickson       FinanceMgr  HR
                                           Good                      Carmichael Espinosa    Sr Consult  HR
                                           Good                      Danny Johnson          Admin Asst  HR
                                           Good                      Danny Johnson          HRMS Anlst  HR
                                           Good                      Daryl Reese            Admin Asst  HR
                                           Good                      Fred Giles             Sr Consult  HR
                                           Good                      James Fung             Sr Consult  HR
                                           Good                      Joanna Strunsky        Sr Consult  HR
                                           Good       2006   2000    John Pak               DE Clerk    HR
                                           Good                      Jorge Enriquez         Admin Asst  HR
                                           Good                      Kenneth Sharpe         DE Clerk    HR
                                           Good                      Netty Owyang           FinanceMgr  HR
                                           Good                      Reza Aliverdi          HRDirector  HR
                                           Good                      Rosanna Channing       FinanceMgr  HR
                                           Good                      Stanley Lowe           DE Clerk    HR
                                           Good                      Stephanie Turbic       DE Clerk    HR
                                           Good                      Sylena Tyler           FinanceMgr  HR

0200          Takes initiative & follows up  Expert                 Joanna Strunsky        Sr Consult  HR
                                           Good                      Martina Griffiths      Sr Scrty    HR

0205          Teamwork and cooperation     Very Good                Larry McKinley         CompBenMgr  HR
                                           Very Good                 Larry McKinley         Ben Spclst  HR
                                           Good                      Kevin Chae             Ben Spclst  HR
                                           Good                      Kevin Chae             DE Clerk    HR

0209          Team leadership              Very Good                Larry McKinley         CompBenMgr  HR
                                           Very Good                 Larry McKinley         Ben Spclst  HR
                                           Fair                      Kevin Chae             Ben Spclst  HR
                                           Fair                      Kevin Chae             DE Clerk    HR

0212          Organize people and goal tasks  Good                  Alice Summer           Sr Consult  HR
                                           Good                      Antonio Santos         Admin Asst  HR
                                           Good                      Arthuro Erickson       FinanceMgr  HR
```

Comp Code	Competency	Proficiency	Last Used	Year Acquired	Employee Name	Job Title	Department
		Good	2006		Stanley Lowe	DE Clerk	HR
0402	Influences	Good	2006		Rosanna Channing	FinanceMgr	HR
		Good	2006		Stanley Lowe	DE Clerk	HR
0500	Business Planning	Good	2006	2000	John Pak	DE Clerk	HR
0502	Communication Skills	Good			Emma Doyle	Sr Consult	HR
		Good			Julie Walters	Sr Scrty	HR
		Good			Louise Maissoneuve	HR Analyst	HR
		Good			Sandy Cerruit	Sr Consult	HR
0600	Achievement Orientation	Good	2006	2000	John Pak	DE Clerk	HR
0700	Customer Service Orientation	Very Good			Martina Griffiths	Sr Scrty	HR
		Fair			Antonio Santos	Admin Asst	HR
0702	Conflict resolution	Little			Carmichael Espinosa	Sr Consult	HR
0705	Ability to listen & respond	Very Good			Carmichael Espinosa	Sr Consult	HR
0707	Can identify problems & causes	Very Good			Carmichael Espinosa	Sr Consult	HR
0800	Practices ethical behavior	Expert			Joanna Strunsky	Sr Consult	HR
		Good	2006	2000	John Pak	DE Clerk	HR
0803	Respects challenged persons	Expert			Joanna Strunsky	Sr Consult	HR
1001	Typing	Expert	2000	1990	Martina Griffiths	Sr Scrty	HR
		Fair			Antonio Santos	Admin Asst	HR
1003	Data Entry Procedures	Very Good			Antonio Santos	Admin Asst	HR
2001	Computer Literacy	Unacceptab			Antonio Santos	Admin Asst	HR
		Unacceptab			Martina Griffiths	Sr Scrty	HR
2019	PeopleCode	Good			Emma Doyle	Sr Consult	HR
		Good			Fred Giles	Sr Consult	HR
		Good			Justin Galang	Sr Consult	HR
		Good			Russell Parker	Sr Consult	HR
		Little			James Fung	Sr Consult	HR
		Little			Joanna Strunsky	Sr Consult	HR
		Little			Sandy Cerruit	Sr Consult	HR
		None			David Martignoni	Sr Consult	HR

```
Comp                                                Last   Year
Code         Competency                Proficiency  Used   Acquired  Employee Name             Job Title    Department

                                       Talented                      Michelle Kelly            Safety Spc   HR
                                       Skilled                       Sandy Cerruit             Sr Consult   HR

LOM00024     Functional / Technical Skills  Skilled                  David Martignoni          Sr Consult   HR
                                       Skilled                       Michelle Kelly            Safety Spc   HR
                                       Skilled                       Sandy Cerruit             Sr Consult   HR
```

End of Report

Christelle Stevenson   Birth Date: 01/05/1958
2139 Arctic Boulevard   Original Hire Date: 09/25/1982
Anchorage, AK 99521   National Id: 351151868
USA
                                                                  Page No. 1

JOB HISTORY

07/01/1990	PRESENT	Sr Payroll Clerk - Clerk-Payroll Sr Finance Salary Grade: 003
07/01/1990	07/01/1990	Sr Payroll Clerk - Clerk-Payroll Sr Finance Salary Grade: 002
09/25/1982	07/01/1990	Payroll Clerk - Clerk-Payroll Finance Salary Grade: 002

SALARY HISTORY

05/04/1997	26,000.000USD	11.111%	- Adjustment	Salary Plan/Grade/Step: KU01/003/0
07/07/1993	23,400.000USD	12.500%	- Adjustment	Salary Plan/Grade/Step: KU01/003/0
07/01/1990	20,800.000USD	66.667%	- Promotion	Salary Plan/Grade/Step: KU01/003/0
07/01/1990	12,480.000USD	0.645%	- Normal Career Progression	Salary Plan/Grade/Step: KU01/002/7
10/01/1985	12,400.000USD	32.479%	- Step Progression	Salary Plan/Grade/Step: KU01/002/7
09/25/1982	9,360.000USD	0.000%	-	Salary Plan/Grade/Step: KU01/002/5

TRAINING

06/02/1999   Time Management - Course Grade: Pass

COMPETENCIES

Analytical thinking	Proficiency:Expert	Competency Acquired:2002 Last Used:2002
Conceptual thinking	Proficiency:Fair	Competency Acquired:2002 Last Used:2002
Test - Technical Knowledge	Proficiency:Need Impr	Competency Acquired:2002 Last Used:2002
Systems Analysis	Proficiency:Expert	Competency Acquired:2002 Last Used:2002
Computer Literacy	Proficiency:Superior	Competency Acquired:2002 Last Used:2002
Implements sound decisions	Proficiency:Very Good	Competency Acquired:2002 Last Used:2002
Understands decision process	Proficiency:Expert	Competency Acquired:2002 Last Used:2002
Legislative Requirements	Proficiency:None	Competency Acquired:2002 Last Used:2002
Business Analysis	Proficiency:Expert	Competency Acquired:2002 Last Used:2002
Expertise	Proficiency:Expert	Competency Acquired:2002 Last Used:2002

Christelle Stevenson   Birth Date: 01/05/1958
2139 Arctic Boulevard   Original Hire Date: 09/25/1982
Anchorage, AK 99521   National Id: 351151868
USA
                                                           Page No. 2

Ability to manage own time   Proficiency:Good   Competency Acquired:1999 Last Used:1999

Multi-Tasking   Proficiency:Good   Competency Acquired:1999 Last Used:1999

Customer Service Orientation   Proficiency:Expert   Competency Acquired:2002 Last Used:2002

Courteous & empathetic   Proficiency:Superior Competency Acquired:2002 Last Used:2002

Understands decision process   Proficiency:Expert   Competency Acquired:2002 Last Used:2002

Technical Knowledge   Proficiency:Very Good Competency Acquired:2002 Last Used:2002

Makes unpressured decisions   Proficiency:Very Good Competency Acquired:2002 Last Used:2002

Creative thinking   Proficiency:Good   Competency Acquired:2002 Last Used:2002

Current on industry trends   Proficiency:Little   Competency Acquired:2002 Last Used:2002

Planning & Scheduling   Proficiency:Good   Competency Acquired:1999 Last Used:1999

                                LANGUAGES

English   PROFICIENCY: Read -High   Write -High   Speak -High

End of Report

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	Actual Award	Award Value
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
KEXECUTIVES									10000.000000
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
KEXECUTIVES									10000.000000
KSALES									
KCSALES									
KUSALES									
							Totals for Plan :		20000.000000

                                              End of Report

Plan Id   KCORP   Tree Plan - Corporate Compensation
Payout Prd Id   Q1
Currency Cd   USD

                                                                                             Award Value

Group : KEXECUTIVES   Executive US&CAN   10000.000000

Group : KVCALL   Variable Comp ALL   10000.000000

                                                             Totals for Plan :   20000.000000

                                        End of Report

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

```
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 KEXECUTIVES		**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

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

```
 Plan Id            KCORP
 Payout Prd Id      Q1
 Currency Cd        USD


      Emplid       Empl  Name                              Carryover Balance
                   Rcd
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
```

                                      End of Report

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

                                        End of Report

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 Employe	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

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

Plan Id   KFBONUS1   Company KF1 Bonus Plan
Payout Prd Id   S1
Currency Cd   FRF

       Emplid   Empl Name   Guarantee
                   Rcd

       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

                                        End of Report

Plan Id   KFBONUS1   Company KF1 Bonus Plan
Payout Prd Id   S1
Currency Cd   FRF

                                                             Guarantee

                                      Totals for Plan :   7800.000000

Plan Id   KFBONUS1   Company KF1 Bonus Plan
Payout Prd Id   S1
Currency Cd   FRF   End of Report

08/31/2000

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

08/31/2000

```
                                                    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	Desmarets,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

End of Report

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
                                                    tion

Q1   2000-01-01 2000-03-31   20000.000000 Y

                                                     End of Report

Plan Id   KCORP   Tree Plan - Corporate Compensation
Payout Prd Id   Q1
Currency Cd   USD

Emplid	Rcd	Empl Name	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

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 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

                                    End of Report

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

                                         End of Report

Plan Id   KCORP   Tree Plan - Corporate Compensation
Payout Prd Id   Q1
Currency Cd   USD

         Emplid   Empl Name   Award Value   Status   Rejected Reason
                       Rcd

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

                                            End of Report

```
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

Adverse Impact Report

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Global Business Institute HQ

1400 Madison Ave
Los Angeles   CA   94769
USA

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
Report ID:  OHS001              OCCUPATIONAL INJURY/ILLNESS LOG - OSHA 200      For Calendar Year 2000      Page No.  1
Company                                                                                                    Run Date 11/09/2000
Establishment:                                                                                             Run Time 07:42:46
```

```
|      |          |            |           |                    |Extent/Outcome of Injury    |Extent/Outcome of Illness
|      |          |            |           |                    |_____|_____
|      |          |            |           |                    | Fatalities| Nonfatal Injuries | Type of illness        | Fatalities| Nonfatal Illnesses
|      |          |            |           |                    |           |(see full titles below)|(see full titles below) |           |(see full titles below)
|      |          |            |           |                    |_____
|      |          |            |           |                    |Injury     |Injuries With Lost |        |  |R  |  |  |  |  |   |Illness    |Illness With Lost
|      |          |            |           |                    |Related    |Workdays           |        |  |e  |P |h |R |  |   |Related    |Workdays
|      |          |            |           |                    |           |_____       |        |  |s  |o |y |e |  |   |           |_____
|      |          |            |           |                    |           |                   |        |  |p  |i |s |p |  |   |           |
|      |          |            |           |                    |           |                   |        |  |i  |s |  |  |  |   |           |
|      |          |            |           |                    |           |                   |        |  |r  |a |o |T |  |   |           |
|      |          |            |           |                    |           |                   |      L |  |a |o |A |r |O  |   |           |
|      |          |Employee    |           |                    |           |                   |    S u |t |n |g |a |t  |   |           |
|      |          |Name  C     |           |                    |           |                   |    k n |o |i |e |u |h  |   |           |
|Case  |Incident  |Employee ID |           |                    |Date of    |Awy|Awy|Awy|Res|No |i g |r |n |n |m |e  |Date of    |Awy|Awy|Awy|Res|No
|No.   |Date      |Job Title   |Department |Injury/Illness      |Death      |Res|   |Dys|Dys|Dys|n s |y |g |t |a |r  |Death      |Res|   |Dys|Dys|Dys
|A     |B         |D           |E          |Description F       |1          |2  |3  |4  |5  |6  |7a 7b|7c|7d|7e|7f|7g |8          |9  |10 |11 |12 |13
```

Case No. A	Incident Date B	Employee Name C / Employee ID / Job Title D	Department E	Injury/Illness Description F	Date of Death 1	Awy Res 2	Awy 3	Awy Dys 4	Res Dys 5	No Dys 6	Skin 7a	Lungs 7b	Resp 7c	Pois 7d	Phy Agent 7e	Rep Trauma 7f	Other 7g	Date of Death 8	Awy Res 9	Awy 10	Awy Dys 11	Res Dys 12	No Dys 13
	06/15/2000	C J Moore / KC0005 / Pay Clerk	Finance							X													
Total:					0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

```
7a - Occupational skin diseases or disorders       2&9  - Any Days Away or Rest Duty
7b - Dust diseases of lungs                         3&10 - Any Days Away from Work             Certification of Annual Summary Totals by_____
7c - Respiratory conditions due to toxic agents     4&11 - # Days Away from Work
7d - Poisoning(systemic effects of toxic materials) 5&12 - # Days Rest Duty                    Title _____
7e - Disorders due to physical agents               6    - Injuries Without Days Away or Rest Duty
7f - Disorders associated with repeated truma       13   - Illnesses Without Days Away or Rest Duty   Date _____
7g - All other occupational illnesses
```

                              HEADQUARTERS REPORT - TYPE 3

SECTION B - COMPANY IDENTIFICATION   SECTION C - TEST FOR FILING REQUIREMENT

1. Paris - Headquarter   2.a. Paris - Headquarter   1-   2-   3-N   DUNS NO.:   -   -
   125 rue Sebastien Mercier   125 rue Sebastien Mercier
   Paris   Paris   SECTION E - ESTABLISHMENT INFORMATION
   75 75015   75 75015
                                                                  1-
                                     b. EI=000000000

                                     c. N

SECTION D - EMPLOYMENT DATA

                           TOTAL ***********   MALE *********** *********** FEMALE *********
       JOB CATEGORIES   B-K   (B)   (C)   (D)   (E)   (F)   (G)   (H)   (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 -

```
                                          PeopleSoft
Report ID:  PER017                     EEO-1 JOB ANALYSIS                          Page No.  1
                                                                                   Run Date 10/03/2001
As Of Date: 01/01/2000                                                             Run Time 13:33:53
Location Group:  Global Business Institute HQ
```

```
                 Employee  Minority  <-------------- M A L E --------------->  <------------ F E M A L E ------------->
EEO Category      Total     Total      White   Black    Hisp   Asian  Indian    White   Black    Hisp   Asian  Indian
```

EEO Category	Employee Total	Minority Total	White (M)	Black (M)	Hisp (M)	Asian (M)	Indian (M)	White (F)	Black (F)	Hisp (F)	Asian (F)	Indian (F)
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

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Global Business Institute HQ

1400 Madison Ave
Los Angeles   CA   94769
USA

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 ***

```
                                              PeopleSoft
Report ID:  PER022                        EEO-5 JOB ANALYSIS                        Page No.  1
                                                                                   Run Date 08/30/2000
As Of Date: 01/01/1999                                                             Run Time 10:43:46
Location Group:  Global Business Institute HQ
```

```
                 Employee  Minority  <-------------- M A L E --------------->  <----------- F E M A L E ------------->
EEO Category      Total     Total     White   Black    Hisp   Asian  Indian     White   Black    Hisp   Asian  Indian

Officials,Admin,Mgrs    9         3         4                                      2       3
 % of Row          100.00     33.33     44.44                                  22.22   33.33
 % of Column        90.00     75.00    100.00                                 100.00  100.00

Principals
 % of Row
 % of Column

Asst.Prin.-Teach
 % of Row
 % of Column

Asst.Prin.-NonTeach
 % of Row
 % of Column

Elemntry Clsrm Teach    1         1                                 1
 % of Row          100.00    100.00                             100.00
 % of Column        10.00     25.00                             100.00

Secondry Clsrm Teach
 % of Row
 % of Column

Other Clsrm Teach
 % of Row
 % of Column

Guidance
 % of Row
 % of Column

Psychological
 % of Row
 % of Column

Librarian/Audiovsual
 % of Row
 % of Column

Consultnts/Supervsrs
 % of Row
 % of Column

Other Prof. Staff
 % of Row
 % of Column
```

```
                                              PeopleSoft
Report ID:  PER022                        EEO-5 JOB ANALYSIS                        Page No.  1
                                                                                   Run Date 08/30/2000
As Of Date: 01/01/1999                                                             Run Time 10:43:46
Location Group:  Global Business Institute HQ
```

Job Group Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles   CA   94769

USA

As of 09/01/2001

[KU01] Administrative Assistant

Job Title	Salary Grade	Total Employees	Total Minorities	MALE Total	White	Black	Hisp.	Asian	AmInd	FEMALE 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

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Job Group Analysis

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Global Business Institute HQ

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Los Angeles   CA   94769

USA

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

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Job Group Analysis Summary

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Global Business Institute HQ

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USA

As of 09/01/2001

Global Business Institute HQ

Job Group Description		Total Employees	Total Minorities	MALE Total	MALE White	MALE Black	MALE Hisp.	MALE Asian	MALE AmInd	FEMALE Total	FEMALE White	FEMALE Black	FEMALE Hisp.	FEMALE Asian	FEMALE 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

CONFIDENTIAL

Global Business Institute HQ

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

Global Business Institute HQ

1400 Madison Ave
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USA

As of 09/30/2001

Human Resources (10000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	FEMALE 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
Data Entry Clerk		KU01/003	7	4	0	5	2	0	0	2	0	0	2	1	0	0	1	0	0
Director-Human Resources		KU01/009	1	0	0	0	0	0	0	0	0	0	1	1	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
Health & Safety Specialist		KU01/005	1	0	0	0	0	0	0	0	0	0	1	1	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
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 Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	FEMALE 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
Human Resource Analyst		KU01/004	3	1	0	1	1	0	0	0	0	0	2	1	1	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
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

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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 Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	FEMALE 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
Asst Computer Operator		KU01/002	2	0	0	2	2	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
Director-IT		KU01/008	1	0	0	1	1	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	2	1	1	0	0	0	0
Office Manager		KU01/005	1	0	0	0	0	0	0	0	0	0	1	1	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
Training Specialist		KU01/005	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Total			**10**	**1**	**0**	**5**	**5**	**0**	**0**	**0**	**0**	**0**	**5**	**4**	**1**	**0**	**0**	**0**	**0**
% of Total				**10.00**	**0.00**	**50.00**	**50.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**50.00**	**40.00**	**10.00**	**0.00**	**0.00**	**0.00**	**0.00**

Finance (13000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	FEMALE 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
Director-Finance		KU01/009	1	0	0	0	0	0	0	0	0	0	1	1	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
Loan Officer		KU01/004	1	0	0	0	0	0	0	0	0	0	1	1	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
Sr Payroll Clerk		KU01/003	2	2	0	1	0	0	0	1	0	0	1	0	0	0	1	0	0
Total			**11**	**5**	**0**	**5**	**2**	**1**	**0**	**2**	**0**	**0**	**6**	**4**	**0**	**0**	**2**	**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**

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As of 09/30/2001

Administration (14000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	FEMALE 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 Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	FEMALE 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**

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Job Group Roster

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles   CA   94769

USA

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

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Report ID:  PER040.SQR              2009 IPEDS-S INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM - FALL STAFF SURVEY              Page No.  1
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Global Business Institute HQ
1400 Madison Ave
Los Angeles, CA  94769


                                       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
Line Description         Men  Women   |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women

  1  Less Than 9/10 Month Contracts:     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
------------------------------------------------------------------------------------------------------------------------------------------------------
  2  9/10 Month Contracts: Below $30,000  0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  3  $30,000 - 39,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  4  $40,000 - 49,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  5  $50,000 - 64,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  6  $65,000 - 79,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  7  $80,000 - 99,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  8  $100,000 & Above                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
  9  Total 9/10 Month Contracts           0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
------------------------------------------------------------------------------------------------------------------------------------------------------
 10  11/12 Month Contracts: Below $30,000 0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 11  $30,000 - 39,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 12  $40,000 - 49,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 13  $50,000 - 64,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 14  $65,000 - 79,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 15  $80,000 - 99,999                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 16  $100,000 & Above                     0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
 17  Total 11/12 Month Contracts          0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
------------------------------------------------------------------------------------------------------------------------------------------------------
 18  Part A Total                         0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0   |    0     0
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Report ID:  PER040.SQR            2009 IPEDS-S INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM - FALL STAFF SURVEY            Page No.  2
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Global Business Institute HQ
1400 Madison Ave
Los Angeles, CA  94769
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                                                   Part-B Other Full Time Employees
                        Non-Resident  |   Black      |  Am-Indian/   |    Asian/     |   Hispanic    |    White      |Race/Ethnicity |  Grand Total
                           Alien      | Non-Hispanic |Alaskan-Native | Pacific Isle  |               | Non-Hispanic  |   Unknown     |   All Emps
Line Description          Men  Women  |  Men  Women  |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women   |  Men  Women
```

Line	Description	NRA Men	NRA Women	Black Men	Black Women	AmInd Men	AmInd Women	Asian Men	Asian Women	Hisp Men	Hisp Women	White Men	White Women	Unk Men	Unk Women	Total Men	Total Women
19	Exec/Admin/Managerial: Below $30,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	0
21	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40	0
22	$50,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50	0
23	$65,000 - 79,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
24	$80,000 - 99,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25	$100,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26	Total Exec/Admin/Managerial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Total	0
27	Other Administrative: Below $30,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
28	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
29	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30	$50,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	$65,000 - 79,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	$80,000 - 99,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
33	$100,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
34	Total Other Administrative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Total	0
35	Other Professionals Supp/Svc: Below $30,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
37	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
38	$50,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
39	$65,000 - 79,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	65	0
40	$80,000 - 99,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
41	$100,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Total Other Professionals Support Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Total	0
43	Technical & Paraprofessional: Below $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
44	$20,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
45	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
46	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
47	$50,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
48	Total Technical & Paraprofessional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Total	0

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Global Business Institute HQ
1400 Madison Ave
Los Angeles, CA  94769
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                                                  Part-B Other Full Time Employees
                  Non-Resident   |   Black     | Am-Indian/  |   Asian/    |  Hispanic   |    White     |Race/Ethnicity |  Grand Total
                     Alien       | Non-Hispanic |Alaskan-Native| Pacific Isle|             | Non-Hispanic |   Unknown     |   All Emps
Line Description   Men  Women    |  Men  Women  |  Men  Women |  Men  Women |  Men  Women |  Men  Women  |  Men  Women   |  Men  Women
```

Line	Description	Non-Resident Alien Men	Women	Black Non-Hispanic Men	Women	Am-Indian/ Alaskan-Native Men	Women	Asian/ Pacific Isle Men	Women	Hispanic Men	Women	White Non-Hispanic Men	Women	Race/Ethnicity Unknown Men	Women	Grand Total All Emps Men	Women
49	Clerical & Secretarial: Below $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
50	$20,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	0
51	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	0
52	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40	0
53	$50,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50	0
54	Total Clerical & Secretarial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
55	Skilled Crafts: Below $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
56	$20,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20	0
57	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	0
58	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40	0
59	$50,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50	0
60	Total Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
61	Service/Maintenance: Below $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
62	$20,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
63	$30,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
64	$40,000 - 49,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40	0
65	$50,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
66	Total Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67	Total All Full-Time Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Global Business Institute HQ
1400 Madison Ave
Los Angeles, CA  94769


                                                       Part-D Part Time Employees
                         Non-Resident   |    Black     |  Am-Indian/    |    Asian/      |   Hispanic    |    White      |Race/Ethnicity |  Grand Total
                            Alien        | Non-Hispanic |Alaskan-Native  | Pacific Isle   |               | Non-Hispanic  |   Unknown     |   All Emps
Line Description          Men   Women    | Men   Women  |  Men   Women   |  Men   Women   | Men   Women   | Men   Women   | Men   Women   |  Men   Women
```

Line	Description	Non-Resident Alien Men	Women	Black Non-Hispanic Men	Women	Am-Indian/ Alaskan-Native Men	Women	Asian/ Pacific Isle Men	Women	Hispanic Men	Women	White Non-Hispanic Men	Women	Race/Ethnicity Unknown Men	Women	Grand Total All Emps Men	Women
68	Part-time Employees: Faculty (Ins/Res/PubSvc)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69	Instruction/Research Assistants	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70	Exec/Admin/Managerial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71	Other Administrative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72	Other Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73	Technical and Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74	Clerical and Secretarial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
75	Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76	Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77	Total Part-Time Employees	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Global Business Institute HQ
1400 Madison Ave
Los Angeles, CA 94769

Part-F Tenure of Full Time Faculty (Instruction/Research/Public Service)

Line	Description	Non-Resident Alien Men	Women	Black Non-Hispanic Men	Women	Am-Indian/ Alaskan-Native Men	Women	Asian/ Pacific Isle Men	Women	Hispanic Men	Women	White Non-Hispanic Men	Women	Race/Ethnicity Unknown Men	Women	Grand Total All Emps Men	Women
78	Faculty With Tenure: Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79	Associate Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80	Assistant Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
84	Total Faculty With Tenure	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
85	Non-Tenured Faculty/On Track: Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
86	Associate Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
87	Assistant Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
88	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
89	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
90	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
91	Total Non-Tenured Faculty/On Track	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
92	Non-Tenured Faculty/Not On Track: Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
93	Associate Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
94	Assistant Professors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
95	Instructors	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
96	Lecturers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
97	Other Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
98	Total Non-Tenured Faculty/Not On Track	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
99	Total Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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Report ID:  PER040.SQR          2009 IPEDS-S INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM - FALL STAFF SURVEY          Page No.  6
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Global Business Institute HQ
1400 Madison Ave
Los Angeles, CA  94769
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Part-G New Hires

Line	Description	Non-Resident Alien		Black Non-Hispanic		Am-Indian/ Alaskan-Native		Asian/ Pacific Isle		Hispanic		White Non-Hispanic		Race/Ethnicity Unknown		Grand Total All Emps	
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	No New Hires between 1 July and 31 Oct																
100	Faculty - Tenured	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
101	- Non-Tenured On Track	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
102	- Non-Tenured Not On Track	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
103	Executive/Admin/Managerial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
104	Other Administrative	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
105	Other Professionals (Support/Services)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
106	Technical & Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
107	Clerical & Secretarial	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
108	Skilled Crafts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
109	Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
110	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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                                                        End of Report
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Report ID:  PER101CN                Errors in creation of interface file for employment equity              Page No.  1
                                                                                                            Run Date 08/30/2000
                                                                                                            Run Time 10:01:23
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    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          Jubinville,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
```

Job Class	Effective Date	Skill	Effort	Responsibility	Wrk Conditions	Total Points
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

--------------------- Job Comparison Criteria ----------------------------

End of Report

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                                   PeopleSoft
Report ID:  PER716CN          NATIONAL OCCUPATIONAL CODES (NOC) TABLE - CANADA          Page No.  1
                                                                                        Run Date 08/30/2000
                                                                                        Run Time 10:25:48
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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 Srvs 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 Srvs Mgrs	02 Middle and Other Managers	N/A
0131	01/01/1900	Telecmmunication Carriers Mgrs	02 Middle and Other Managers	N/A
0132	01/01/1900	Postal & Courier Srvs 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 Srvs	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/Mseum/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 Agricltre)	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 Srvs 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

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                                                          PeopleSoft
Report ID:  DIS001                               French Disability Report                              Page No.  1
                                                                                                       Run Date 08/30/2000
                                                                                                       Run Time 12:06:48
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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
```

```
                                                               CATEGORY NUMBER
TOTAL POPULATION - DESCRIPTION BY SOCIO/PROFESSIONAL CATEGORY   INSEE LIST          MEN      WOMEN
```

TOTAL POPULATION - DESCRIPTION BY SOCIO/PROFESSIONAL CATEGORY	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

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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
```

```
                                  Birth    Hire                                    INSEE List
   Name                      SEX   Year     Year    Job                            Number
   Levasseur,Jean-Pierre      M    1974     1995    Operators, telephone operators   5417
```

Query Name: ELE001__

Co	Estab ID	Election Date	Type	Round	Group	Voters	Total Voters	In
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	

URSSAF ASSEDIC ANPE DDTEFP Médecine Travail CRAM CPAM Embauche

Déclaration Unique d'Embauche
(sauf pour les salariés intérimaires)

Cette déclaration peut être effectuée par Internet (www.due.fr) ou par Minitel - demandez votre code confidentiel à votre URSSAF.

cerfa

N° 10683*03

Les informations sur fond bleu sont à produire **OBLIGATOIREMENT AVANT L'EMBAUCHE** sous peine de sanctions (art. L.320 et R.362-1 du code du travail)

A ÉTABLISSEMENT EMPLOYEUR

N° SIRET 12002701600126   **Code APE (NAF)** 511C

NOM, prénoms ou DÉNOMINATION ☐M. ☐Mme ☐Mlle Paris - Headquarter

Adresse de l'établissement 125 rue Sebastien Mercier

75015 (Code postal) Paris (Commune)

Adresse de correspondance (si différente de celle de l'établissement)

(Code postal) (Commune)

Numéro de Téléphone : 0144360609   **Numéro de Télécopie :**

B FUTUR SALARIÉ

Nom de naissance ☒M. ☐Mme ☐Mlle Berger   **Nom marital :**

Prénoms (dans l'ordre de l'état civil) Michel   **Sexe** M (M ou F)

N° Sécurité Sociale (voir carte d'immatriculation) 1 51 11 99 999 901 70 **Clé**   **Date de naissance** 16 11 1951 Jour Mois Année

Nationalité ☒ française ☐ étrangère laquelle :

Lieu de naissance 99 ☐ Antwerpen   Départ. Commune (pour Paris, Lyon et Marseille préciser l'arrondissement)   Pays de naissance

Adresse du salarié 5, rue de la Marche Neuve

Code postal 33000 Bordeaux   (Commune de résidence)

DATE PRÉVISIBLE D'EMBAUCHE 13 11 2002 Jour Mois Année   **HEURE PRÉVISIBLE D'EMBAUCHE** 10 00 Heure Minutes

C AUTRES ÉLÉMENTS SUR L'ENTREPRISE ET SUR L'EMPLOI

Service de médecine du travail (la visite médicale d'embauche est obligatoire) (Code) KF1 Hospitaux de Paris 88 rue de Sevres (nom et adresse) ou ☐ **service médical du travail de l'entreprise**

Effectif de l'établissement avant l'embauche 29

S'agit-il du premier salarié embauché dans votre établissement ☐ Oui ☒ Non

Si oui, effectif de l'entreprise avant l'embauche 43   **Activité principale exercée dans l'établissement :** FINANCIAL SERVICES

Nature de l'emploi et qualification* ☐☐   **Durée de la période d'essai** (en jours) 0

Durée du travail (en heures) : hebdomadaire 35   OU mensuelle   OU annuelle

☐ Contrat à Durée Indéterminée ☐ ou Contrat à Durée Déterminée   Si CDD, date de la fin de contrat

D SI LE SALARIÉ N'A PAS DE NUMÉRO DE SÉCURITÉ SOCIALE (DEMANDE D'IMMATRICULATION)

S'agit-il d'un agent titulaire (employeur occupant du personnel doté d'un statut fonction publique) ☐ Oui ☒ Non

E EXONÉRATIONS DE COTISATIONS

IMPORTANT : ces exonérations sont soumises à certaines conditions ; lisez attentivement la notice explicative.

Situation du salarié avant l'embauche* ☐   **Salaire mensuel brut à l'embauche** 0 ☐ francs ☐ euros

• Il s'agit de l'embauche du premier salarié, je déclare appliquer l'exonération des cotisations patronales de Sécurité Sociale : ☐ Oui ☒ Non

• Il s'agit de l'embauche d'un salarié à temps partiel, je déclare appliquer l'abattement de cotisations patronales de Sécurité Sociale : ☐ Oui ☒ Non

J'ai procédé à un licenciement économique dans les 12 mois précédant l'embauche : ☐ Oui ☒ Non

Personne pouvant être contactée dans l'entreprise   **Téléphone**

* Utilisez la codification figurant sur la notice

A   Le 13 11 2002   **Signature**

Modèle 51227b

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                                                  PeopleSoft
Report ID:  REG001FR                      Monthly workforce report.                                    Page No.  1
                                                                                                       Run Date 11/14/2002
                                                                                                       Run Time 11:04:48
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Start of period:  01/12/1999          End of Period:  31/01/2000

*** ESTABLISHMENT IDENTIFICATION ***

SIRET:  12002701600126          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:          29
     +
Entries of the period              8
     -
Leaves of the period               0
     =
Workforce at the end of Period:       37  ->     20 Men and     17 Women

Number of agency/temp workers at the end of period:      0

*** MONTH ACTIVITY ***
```

| | | Year of | | | INSEE | | Contract | | |
Name	Nationality	birth	Sex	Job	Num.	Entry	nature	Leave	Reason
Duval,Catherine	A	1962	F	Director-Operations	3710	01/01/2000	RI		
Tourelle,Julie	A	1969	F	Assistant-Senior	5417	01/01/2000	RI		
Artoux,Pierre	A	1959	M	Manager-Information Systems	3855	01/01/2000	RI		
Parienta,Murielle	A	1960	F	Sales Manager		01/01/2000	RD		
Ventoux,Charles	A	1966	M	Accountant	5421	01/01/2000	RD		
Libarian,Estelle	A	1980	F	Assistant-Junior	5417	01/01/2000	RD		
Caritol,Adrienne	A	1963	F	Assistant-Senior	5417	01/01/2000	RI		
Finule,Laura	A	1970	F	Director-Operations	3710	01/01/2000	RI		

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                                            End of Report
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                                                          PeopleSoft
Report ID:  REG002FR                                  Personal Register                                    Page No.  1
                                                                                                           Run Date 11/14/2002
                                                                                                           Run Time 10:59:14
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Start of periode:  01/01/2000        End of periode:  31/01/2000

*** ESTABLISHMENT ***

SIRET:  120027016         APE Code:  511C
Establishment:  Paris - Headquarter
Adresse:
125 rue Sebastien Mercier
Postal Code:  75015                 City:  Paris

*** PERSONAL REGISTER ***

                                       Date of                              Prof.    Additional
Order  Name                  Nationality Sex Birth      Job                 Qualif.  Info.                    Entry      Leave

    0  Grioux,Ghislaine                  F   22/07/1943  Assistant-Executive Workman                          06/05/1982
    1  Halcyon,D'orothea     USA         F   05/05/1965  Chief-Group                                          09/12/1990
    2  Breton,Jean-Claude    France      M   26/01/1977  Assistant           Workman                          11/09/1996
    3  Day Jr.,Beauchamp     France      M   04/08/1976  Administrator-Network Services Manager  Limited Contract          23/09/1997
    4  Levasseur,Jean-Pierre France      M   29/10/1974  Assistant           Workman  Limited Contract        22/01/1995
    5  Breton,Mireille       France      F   05/12/1978  Assistant-Junior    Workman  Limited Contract        29/05/1998
    6  Louzaouen,Michel      France      M   28/08/1972  Assistant-Senior             Part-Time Limited Contract 17/12/1998
    7  Carboneaux,Martin     France      M   17/10/1980  Assistant-Junior    Workman  Limited Contract        20/11/1999
    8  Gautier,Florence      France      F   25/01/1955  Sales Manager       Manager  Limited Contract        02/05/1982
    9  Duval,Catherine       France      F   04/06/1962  Director-Operations          Part-Time Limited Contract 01/01/2000
   10  Tourelle,Julie        France      F   07/05/1969  Assistant-Senior             Part-Time Limited Contract 01/01/2000
   11  Artoux,Pierre         France      M   02/06/1959  Manager-Information Systems Manager  Part-Time Limited Contract 01/01/2000
   12  Parienta,Murielle     France      F   04/09/1960  Sales Manager       Manager  Limited Contract        01/01/2000
   13  Ventoux,Charles       France      M   05/09/1966  Accountant          Manager  Apprentice Contract     01/01/2000
   14  Libarian,Estelle      France      F   04/06/1980  Assistant-Junior    Workman  Qualification Contract  01/01/2000
   15  Caritol,Adrienne      France      F   12/12/1963  Assistant-Senior             Qualification Contract  01/01/2000
   16  Finule,Laura          France      F   04/06/1970  Director-Operations          Qualification Contract  01/01/2000
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                                        End of Report
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Report ID:  REG003FR                           Annual Survey of workforce by nationality                    Page No.  1
                                                                                                            Run Date 08/30/2000
                                                                                                            Run Time 12:13:04
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*** ESTABLISHMENT IDENTIFICATION ***

SIRET:  120027016        APE Code:  511C
Establishment:  Paris - Headquarter
Adress:
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 Men	Women	Born from 1940 to 1955 Men	Women	Born from 1956 to 1970 Men	Women	Born in 1971 or after Men	Women	TOTAL 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
Last Name, First Name:          Jarek,Nicole
Address:                        26 Rue Marcel Miquel


Postal:                         75013                              City:      Paris
Social Security Number:         2570745999906        48

EMPLOYER
Corporate Name of the Establishment:    Paris - Headquarter
SIRET Number:                   12002701600126                     APE Code:  511C              Headcount:     27

REGISTERED JOINT ORGANISM
Fongecif:                       FONGECIF ILE DE FRANCE
Address:                        Tour Maine Montparnasse
                                33 avenue du Maine

                                CEDEX 15
Postal:                         75755                              City:      PARIS
Phone:                          01 44 10 58 58
```

Your entitlements to Individual Training Leave and to Competency Appraisal
To qualify for these entitlements, you must meet the following requirements:
Seniority conditions:
- 24 months, consecutive or not, for one or several employers, whatever the nature of successive work contracts, during the last 5 years.
- 4 months, consecutive or not, under Fixed Term contract, during the last 12 calendar months.
Caution: if your fixed term contract is followed by an unlimited term contract in the same company, you will benefit by the general rules of the Individual Training Leave and of the Competency Appraisal.
Time limit condition:
If you already received entitlements for an Individual Training Leave or Competency Appraisal, you may apply for a new undertaking of your training after a time limit called: "franchise time limit".
Condition of acceptance of training:
To qualify for these trainings, you must make sure that your training or your competency appraisal begins within 12 months after the end of the fixed term contract that gave you entitlement to them. If you have a written agreement of your employer, you may attend all, or only one part, of your training or competency appraisal before the end of your fixed term contract.
Acceptance of financial liability:
In case of agreement of your joint organism, the address of which is indicated above, you will be paid at least 80% of your previous salary during the first year of training, 60% from the second year on and, in all cases, up to 100% of your salary if it does not exceed twice the SMIC amount. Your training, transportation and lodging expenses may be totally or partially undertaken.
Informations:
Get into contact with the joint committee your employer depends as indicated above.
Caution:
To show proof of your seniority, you must produce, when depositing your application to the Joint Committee:
- your payslips
- your work contracts and particularly, your fixed term contracts.

                                        End of Report

Employee Survey

Establishment

XXXXXXXXXXXXXXXXX

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

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                                          PeopleSoft
Report ID:  APP001UK                  ADVERSE IMPACT REPORT                          Page No.  1
                                                                                     Run Date 08/31/2000
For the period 01/01/80 through 12/31/00                                             Run Time 15:46:47
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               <--------- U K  E T H N I C   G R O U P ------------>  <---- S E X ---->
Actions        EU-UK  EU-Other  African  Afro Carib  Asian  Other     Male   Female    Total


Total Applicants  13        1        0         0        0      0        10       4        14


Total Offers       2        1        0         0        0      0         2       1         3
                15.38   100.00     0.00      0.00     0.00   0.00     20.00   25.00     21.43
% Impact         0.00     0.00     0.00      0.00     0.00   0.00      0.00    0.00      0.00


Total Hired        2        1        0         0        0      0         2       1         3
                15.38   100.00     0.00      0.00     0.00   0.00     20.00   25.00     21.43
% 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
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                                         End of Report
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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

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                                              PeopleSoft
Report ID:  PER019UK                      TERMINATIONS ANALYSIS                          Page No.  2
                                                                                         Run Date 08/31/2000
For the period 01/01/80 through 12/31/00                                                 Run Time 14:10:26
```

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

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                                          PeopleSoft
Report ID:  PER019UK                 TERMINATIONS ANALYSIS                    Page No.  3
                                                                             Run Date 08/31/2000
For the period 01/01/80 through 12/31/00                                     Run Time 14:10:26
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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

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                                                                   PeopleSoft
Report ID:  PER025UK                                          WORK FORCE ANALYSIS                                    Page No.  1
                                                                                                                     Run Date 08/31/2000
As Of Date: 08/31/2000                                                                                               Run Time 14:09:10
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Company :   Business Institute - UK

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	MALE Total	EU UK	EU Other	African	Afro Carib	Asian	Other	FEMALE Total	EU UK	EU Other	African	Afro carib	Asian	Other

DKG001 Headquarters - Reading, UK

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	Total	EU UK	EU Other	African	Afro Carib	Asian	Other	Total	EU UK	EU Other	African	Afro carib	Asian	Other
Secretary		KG0/04	2	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0
		TOTAL	2	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0
		% OF TOTAL	100.00	100.00	100.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DKG002 Sales and Marketing - England

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	Total	EU UK	EU Other	African	Afro Carib	Asian	Other	Total	EU UK	EU Other	African	Afro carib	Asian	Other
Marketing Assistant		KG0/04	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Marketing Manager		KG0/08	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Managing Director		KG0/10	1	1	0	0	0	0	0	0	0	1	0	0	0	0	1	0
		TOTAL	3	3	0	0	0	0	0	0	0	3	1	0	0	0	1	1
		% OF TOTAL	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33	0.00	0.00	0.00	33.33	33.33

DKG004 Sales and Marketing - Scotland

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	Total	EU UK	EU Other	African	Afro Carib	Asian	Other	Total	EU UK	EU Other	African	Afro carib	Asian	Other
Marketing Executive		KG0/06	1	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0
		TOTAL	1	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0
		% OF TOTAL	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00

DKG005 Sales and Marketing - Wales

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	Total	EU UK	EU Other	African	Afro Carib	Asian	Other	Total	EU UK	EU Other	African	Afro carib	Asian	Other
Sales Assistant		KG0/04	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Sales Manager		KG0/08	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
		TOTAL	2	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0
		% OF TOTAL	100.00	50.00	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

DKG006 Sales and Marketing - N. Ire

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	Total	EU UK	EU Other	African	Afro Carib	Asian	Other	Total	EU UK	EU Other	African	Afro carib	Asian	Other
Sales Representative		KG0/06	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
		TOTAL	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
		% OF TOTAL	100.00	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DKG008 Human Resources

Job Title	Job Group	Salary Grade	Total Employees	Total Minorities	Total	EU UK	EU Other	African	Afro Carib	Asian	Other	Total	EU UK	EU Other	African	Afro carib	Asian	Other
Human Resources Administrator		KG0/03	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Senior Manager		KG0/08	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0

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                                                              PeopleSoft
Report ID:  PER030UK                                       JOB GROUP ROSTER                                          Page No.  1
                                                                                                                     Run Date 08/31/2000
As Of Date: 08/31/2000                                                                                               Run Time 14:06:55
Company :   Business Institute - UK


Job                                                Ethnic       Job Entry  Salary   Cur      Hourly          Monthly              Hire    Job Title
Grp Job Title (current)        Employee Name       Group    Sex Date       Grade    Cd        Rate            Rate Dept.  Name    Date    (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
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Report ID:  PER037UK                     Joint Staffing Report                        Page No.  1
                                                                                      Run Date 08/31/2000
As Of Date: 08/31/2000                                                                Run Time 13:49:06
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                 ---------- Full Time ----------   ---------- Part Time ----------   - Total -
                 Male       Female     Total        Male       Female     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
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                              PeopleSoft HRMS
            FAIR EMPLOYMENT AND TREATMENT (NORTHERN IRELAND) ORDER 1998
              FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1999
                              (AS AMENDED) by me me
```

MONITORING RETURN
PART A - To be completed by all Registered Employers and Public Authorities.

A2 The date to which this return relates is your date (or anniversary) of registration with the Equality Commission for Northern Ireland.
    Period processing for is : 2000-01-01 **to** 2000-12-31

A6 List those premises, other than the address at A5, at which employees worked. It is not necessary for the employer to own or occupy the premises. If there is insufficient space in the form, continue on a seperate sheet of paper and attach it to the form.

PART A - To be completed by all Registered Employers and Public Authorities.

A4 Name of employer   Business Institute - UK

A5 Address   1 St. George Street
                                Reading
                                Berkshire
                                United Kingdom   POSTCODE: RG12DD

A6 List other locations   Reading - England: Reading, RG12DD, United Kingdom
                                Edinburgh - Scotland: Edinburgh, ED14EE, United Kingdom
                                Cardiff - Wales: Cardiff, CA34RR, United Kingdom
                                Belfast - Northern Ireland: Belfast, BE15HJ, United Kingdom
                                Dublin - Republic of Ireland: Dublin, DU45YU, United Kingdom

PART B - To be completed by ALL Registered Employers and Public Authorities.

The information in this part of the form relates to the date at A2.

B7(a) Enter in the appropriate box the number of FT (Full Time - 16 hours or more), PT (Part Time - less than 16 hours) and Total (T) of male employees on the date at A2 described in columns (2) to (4) who are employed in the major groups of the Standard Occupational Classification as described in column (1).

(1)STANDARD OCCUPATIONAL CLASSIFICATION MAJOR GROUPS	(2)NO. OF PROTESTANT MALE EMPLOYEES			(3)NO. OF ROMAN CATHOLIC MALE EMPLOYEES			(4)NO. OF MALE EMPLOYEES WHOSE COMMUNITY CANNOT BE DETERMINED		
	FT	PT	T	FT	PT	T	FT	PT	T
1 Managers and administrators	1	0	1	0	0	0	6	0	6
2 Professional occupations	0	0	0	0	0	0	0	0	0
3 Assoc prof/techn occupations	0	0	0	0	0	0	0	0	0
4 Clerical/sectrl occupations	0	0	0	1	0	1	29	0	29
5 Crafts and related occupations	0	0	0	0	0	0	0	0	0
6 Prsnl/prtive srvc occupations	0	0	0	0	0	0	0	0	0
7 Sales occupations	2	0	2	2	0	2	0	0	0
8 Plant and machine operatives	0	0	0	0	0	0	0	0	0
9 Other occupations	0	0	0	0	0	0	0	0	0
TOTALS	3	0	3	3	0	3	35	0	35

B8(a) TOTAL NO. OF MALE EMPLOYEES AS ABOVE   41

B9(a) Enter in the appropriate box (if applicable) the number of male employees included in columns (2) to (3) above whose community has been determined using the residuary method of monitoring.

	NO. OF PROTESTANT MALE EMPLOYEES			NO. OF ROMAN CATHOLIC MALE EMPLOYEES		
	FT	PT	T	FT	PT	T
Male employees whose community has been determined under the residuary method of monitoring	0	0	0	1	0	1

PART C - TO BE COMPLETED ONLY BY REGISTERED EMPLOYERS AND PUBLIC AUTHORITIES WHO EMPLOYED APPRENTICES DURING THE 12 MONTH PERIOD ENDING ON THE DATE AT A2.

C16(a) For the purposes of these questions an apprentice is an employee employed under a contract of apprenticeship.
&
C16(b)

        Apprentices should have already been included in B7(a) and B7(b).

APPRENTICE EMPLOYEES

C16(a) Enter into the appropriate box the number of FT (Full Time - 16 hours or more), PT (Part Time - less than 16 hours) and Total (T) male apprentices on the date at A2, who are included in columns (2) to (4), B7(a).

	NO. OF PROTESTANT MALE APPRENTICES			NO. OF ROMAN CATHOLIC MALE APPRENTICES			NO. OF MALE APPRENTICES WHOSE COMMUNITY CANNOT BE DETERMINED		
	FT	PT	T	FT	PT	T	FT	PT	T
Apprentices	0	0	0	0	0	0	0	0	0

C16(b) Enter into the appropriate box the number of FT (Full Time - 16 hours or more), PT (Part Time - less than 16 hours) and Total (T) female apprentices on the date at A2, who are included in columns (5) to (7), B7(b).

	NO. OF PROTESTANT FEMALE APPRENTICES			NO. OF ROMAN CATHOLIC FEMALE APPRENTICES			NO. OF FEMALE APPRENTICES WHOSE COMMUNITY CANNOT BE DETERMINED		
	FT	PT	T	FT	PT	T	FT	PT	T
Apprentices	0	0	0	0	0	0	0	0	0

FAIR EMPLOYMENT AND TREATMENT (NORTHERN IRELAND) ORDER 1998
FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1999
(AS AMENDED) by me me

PART D - To be completed ONLY by Registered Employers who employ more than 250 employees and ALL Public Authorities.

The information in this part of the form relates to the 12 month period ending on the date at A2.

D17 Enter into the appropriate box below the number of promotees (who are employees at A2) in the major groups of the Standard Occupational Classification as described in column (1)

(1)STANDARD OCCUPATIONAL CLASSIFICATION MAJOR GROUPS	(2)NO. OF PROTESTANT MALE PRMTS	(3)NO. OF ROMAN CATHOLIC MALE PRMTS	(4)NO. OF MALE PRMTS WHOSE CMNTY CANNOT BE DETERMINED	(5)NO. OF PROTESTANT FEMALE PRMTS	(6)NO. OF ROMAN CATHOLIC FEMALE PRMTS	(7)NO. OF FEMALE PRMTS WHOSE CMNTY CANNOT BE DETERMINED
1 Managers and administrators	0	0	0	0	0	0
2 Professional occupations	0	0	0	0	0	0
3 Assoc prof/techn occupations	0	0	0	0	0	0
4 Clerical/sectrl occupations	0	0	0	0	0	0
5 Crafts and related occupations	0	0	0	0	0	0
6 Prsnl/prtive srvc occupations	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	0	0	0	0	0

D18 Enter into the appropriate box below the number of promotees above who are male, the number who are female and the total number of promotees.

	MALE	FEMALE	TOTAL
Promotees	0	0	0

FAIR EMPLOYMENT AND TREATMENT (NORTHERN IRELAND) ORDER 1998
FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1999
(AS AMENDED) by me me

PART E - To be completed by ALL Registered Employers and Public Authorities

E21 Signed

E22 Print name   Mrs Indira Tendulkar

E23 Position in concern

E24 Date   11/11/2002

ADDITIONAL INFORMATION
You are not required to supply the following information but it would be very helpful to the Commission if you did so.

E25 Please give a contact for any queries arising from this return

     Name

     Telephone No

     Fax No

                    THIS FORM SHOULD BE COMPLETED AND SENT TO:

                         Equality Commission for Northern Ireland
                         Equality House
                         7-9 Shaftesbury Square
                         BELFAST
                         BT2 7DP
                    WITHIN 4 MONTHS OF YOUR REGISTRATION OR ANNIVERSARY DATE

End of Report

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                                    PeopleSoft
                            Veterans Employment Report                    Page No.  1
                                                                         Run Date 08/29/2000
                                    VETS-100                              Run Time 16:55:02


                                Agency - Sub-Agency Report




Federal EIN:000000000


                                Period Covered:  to01/01/1999

Sub Agency:
Internal Research Depart-NR


                    - - - NUMBER OF EMPLOYEES - - -         - - - NEW HIRES (Previous 12 Months) - - -

          PATCOB                     Vietnam                 Vietnam       Total, Both
          Categories      Disabled   Era         Disabled    Era          Veterans and
                          Veterans   Veterans    Veterans    Veterans     Non-Veterans
```

PATCOB Categories	Disabled Veterans	Vietnam Era Veterans	Disabled Veterans	Vietnam Era Veterans	Total, Both Veterans and Non-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
Report ID:  FGHR013B                Veterans Employment Report                      Page No.  1
                                                                                    Run Date 08/29/2000
                                          VETS-100                                  Run Time 16:52:45
```

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Agency - POI Report




Federal EIN:000000000


                                   Period Covered:  to01/01/1999

POI Name and Address:
Headquarters Operations
1111 CONSTITUTION AVENUE, NW
  20224
```

| | - - - NUMBER OF EMPLOYEES - - - | | - - - NEW HIRES (Previous 12 Months) - - - | | |
PATCOB Categories	Disabled Veterans	Vietnam Era Veterans	Disabled Veterans	Vietnam Era Veterans	Total, Both Veterans and Non-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
Report ID:  FGSF113A                Monthly Report of Federal Civilian Employment                    Page No.  1
                                                                                                     Run Date 08/17/2000
For the period  01/01/1990  through  08/17/2000                                                      Run Time 10:57:41
```
```
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
```

	All Areas	Overseas — Territories of the U.S.	Overseas — Foreign Countries	United States — Wash.,DC Metro Area	United States — Outside Wash.,DC Metro Area
Employment, Payroll Turnover, and Ceiling Data	(A)	(B)	(C)	(D)	(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. Competitve 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

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                                          End of Report
```

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                                                    PeopleSoft
Report ID:  FGSF113G                    MONTHLY REPORT OF FULL-TIME EQIVALENT/WORK-YEAR CIVILIAN EMPLOYMENT              Page No.  1
                                                                                                                        Run Date 08/17/2000
For the period  01/01/1990  through  08/17/2000                                                                         Run Time 11:06:09


Department or Agency:  Federal Reserve System-Board        FR
Employment Coverage:  Agencywide          No. of Pay Periods Covered           This Report:  4        FY to Date: 4


                              Employment     Full-Time Equivalent  -------------- Work-Years --------------
                              and            Employment for                  Cumulative to End of
                              Hours          Current Period        Current Period   Current Pay Period  Ceiling
Employment/Hours Category     (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
```

```
                                              PeopleSoft
Report ID:  PER712AU                AUSTRALIAN STANDARD CLASSIFICATIONS OF OCCUPATION CODES              Page No.  1
                                                                                                        Run Date 08/09/2001
                                                                                                        Run Time 15:53:52
```

```
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
```

```
                                              PeopleSoft
Report ID:  ABS001                            ABSENCE HISTORY                              Page No.  1
Company     GBI Global Business Institute                                                 Run Date 08/30/2000
* Indicates employees without a work schedule assigned                                    Run Time 09:19:05
```

```
                                      Empl                Absence    Begin       Return      Duration
Employee Name               Employee ID  Department  Type  Job Title   Type       Date        Date        Days   Hours  Paid? Approved? Reason
Espinosa,Carmichael            KU0015    HR          S     Conslnt Sr             01/05/1999  01/07/1999   3.000  24.0   Yes   Yes
                                                                      Sickness
Santos,Antonio                 KU0010    HR          H     Admin Asst             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
                                                                      Sickness
```

```
                                              End of Report
```

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
				_____	_____
				2	9
	Dante,Beatrice	KF0010	Maternity	1	106
				_____	_____
				1	106
	Grioux,Ghislaine	KF0002	Non Occ D	2	21
				_____	_____
				2	21
	Halcyon,D'orothea	KF0005	Non Occ D	1	1
				1	1
			Region Totals	=====	=====
				6	137
NLD	Bakker,Kees den	KN0003	Sickness	1	12
			Accident	1	21
				_____	_____
				2	33
	Schipper,Annemiek	KN0002	Maternity	1	206
				_____	_____
				1	206
	Willemse-Buiten,Margreet	KN0005	Sickness	1	48
			Maternity	1	90
			Ill aft Mt	1	35
				3	173
			Region Totals	=====	=====
				6	549
USA	Espinosa,Carmichael	KU0015	Sickness	1	3
				_____	_____
				1	3
	Santos,Antonio	KU0010	Sickness	2	6
				2	6
			Region Totals	=====	=====
				3	558
				=====	=====
			Grand Totals		
				15	1244
				=====	=====

                                      End of Report

```
                                             PeopleSoft
Report ID:  ABS003                      TIME LOST DUE TO ABSENCE                              Page No.  1
                                                                                             Run Date 08/30/2000
For the period 01/01/99 throughdicates/employees without a work schedule assigned           Run Time 09:46:05
```

```
                                            Emp         Begin      Return       Days      Total
Regulatory
Region        Department    Employee Name    ID   Type Job Title  Date       Date         Absent    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
```

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                                            End of Report
```

```
                                    PeopleSoft
Report ID:  ABS004                 BRADFORD SCORE                      Page No.  1
                                                                       Run Date 10/18/2000
For the period 01/01/99 through 12/31/00                               Run Time 10:55:45
```

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

```
                                        PeopleSoft
Report ID:  ABS005NL                    ILLNESS TOTALS PER DEPARTMENT AND SEX                    Page No.  1
                                                                                                Run Date 08/22/2000
                                                                                                Run Time 13:24:45
```

```
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
```

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                                    End of Report
```

```
                                      PeopleSoft
Report ID:  ABS006NL              ILLNESS TOTALS PER DEPARTMENT AND AGE              Page No.  1
                                                                                    Run Date 08/22/2000
                                                                                    Run Time 13:24:45
```

```
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
```

```
                                  End of Report
```

```
                                              PeopleSoft
Report ID:  OHS001CN                  WORKERS' COMPENSATION BOARD FORM 7                           Page No.   1
                                                                                                  Run Date 08/31/2000
                                                                                                  Run Time 21:21:20
```

```
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
                                    Hire Date:       03/22/1985            Health Care:
Home Phone:                         Job Start D      03/22/1985            Preferred Lang:

EMPLOYER IDENTIFICATION
Worker's Location:                                                         Reporting Locn:      0
Global Business Institute           Firm Number:     22345                 Canadian Headquarters
500 George Washington Pkway         Rate Number:                           1800 Bay Street Suite 1900
New York, NY                        Contact Name:    Kirby Dunbar          Toronto, ON
07666         USA                   Phone Number:                          M5J 2T3       CAN
                                    Trade Union?     Yes
                                    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 occured, 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,
```

```
                                            PeopleSoft
Report ID:  OHS001FR                French Work Accident Report                    Page No.  1
                                                                                   Run Date 08/31/2000
                                                                                   Run Time 21:58:15
```

```
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

4 Anschriftenfeld für den Empfänger der Unfallanzeige

1. Mitgliedsnummer

2. Gewerbeaufsichtsamt/Bergamt

3. Betriebsnummer des Arbeitsamtes

Unfallart Meldejahr	**00**
Vers.-Träger	
Gefahrtarifstell	

Unfallnummer

5. Name, Vorname	6. Versicherungsnummer oder Geburtsdatum
Antonio Santos	**08/09/1972**

7. Postleitzahl	Ort	Strasse	
94246	**Sacramento**	**4689 Z Street**	

8. Familienstand	9. Geschlecht	10. Staatsangehörigkeit	zu 9	zu 10
Married	**1**		**M**	

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 ?	
0		**Administrative Assistant**	**09/12/1997**	zu 12

14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig?		15. Ist der Verletzte Leiharbeitnehmer?	
Human Resources	**Corporation Headquarters**	**Nein**	**KU051**

16. Ist der Verletzte minderjährig, entmündig oder steht er unter Pflegschaft?

X   nein

17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt?   Art der Verwandtschaft

X   nein   ☐ Unternehmer   ☐ Mitunternehmer   ☐ Ehegatte   ☐ verwandt

18. Krankenkasse des Verletzten (Name, Ort)	19. Anspruch auf Arbeitsentgelt besteht bis	20. Hat der Verletzte die Arbeit wieder aufgenommen?	
		nein X ja am **06/15/2000**	

21. Verletzte Körperteile	22. Art der Verletzung	zu 21	zu 22

23. Welcher Arzt hat den Verletzten nach dem Unfall zuerst versorgt? (Name, Anschrift)	24. Ist der Verletzte tot?	
	X nein ☐ ja	zu 24 **2**

25. Welcher Arzt behandelt den Verletzten zur Zeit? (Name, Anschrift)

26. Falls sich der Verletzte im Krankenhaus befindet, Anschrift des Krankenhauses:	27. Unfall Zeitpunkt	
	06/12/2000	**14.35 Uhr**

28. Hat der Verletzte die Arbeit eingestellt?	29. Beginn der Arbeitszeit des Verletzten	30. Ende der Arbeitszeit des Verletzten	zu 29
☐ nein ☐ sofort später am	**. Uhr**	**. Uhr**	**. Uhr**

31. Unfallstelle (genaue Orts- u. Straßenangabe, auch bei Wegeunfällen)

ON THE FOURTH FLOOR

32. An welcher Maschine ereignete sich der Unfall? (auch Hersteller, Typ, Baujahr)

33. Welche technische Schutzvorrichtung o. Maßnahme war getroffen?	34. Welche persönliche Schutzausrüstung hat der Verletzte benutzt?	zu 33	zu 34

35. Welche Maßnahmen wurden getroffen, um ähnliche Unfälle in Zukunft zu verhüten?

36. Wer hat von dem Unfall zuerst Kenntnis genommen? (Name, Anschrift des Zeugen)	War diese Person Augenzeuge?
CalvinFresno	☐ nein **X** ja

37. Ausführliche Schilderung des Unfallherganges

Antonio sprained his ankle

Arbeitsbereich

unfallauslösenderGegenst.

K400

Bewegung des Gegenstandes

Tätigkeit desVerletzten

Bewegung des Verletzten

07.09.2000

Health and Safety at Work etc Act 1974
The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995

HSE
Health & Safety
Executive

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 us the 24-hour clock eg 0600)

08:15:00

3 Did the incident happen at the above address?

Yes   Go to question 4

No   X   Where did the incident happen?

     X   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?

  X   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

```
                                          PeopleSoft
Report ID:  OHS002GR              ANZEIGEPFLICHTIGE UNFÄLLE UND BERUFSKRANKHEITEN          Page No.  1
                                                                                          Run Date 08/31/2000
Kalenderjahr 1980 bis 08/01/2000                                                          Run Time 22:14:55
```

```
Unfallgruppe                     Verletzter Köperteil (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

10/4/2001

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

Report ID: OHS003

PeopleSoft

Page No.   1

Non-Employees in Incidents

Run Date   9/7/2000

Report Period: -

Run Time   19:25:04

Incident ID	Type	Date	Location	Non-Empl ID	Name	Inj/Illness

```
                                           PeopleSoft
Report ID:  OHS003GR            WEGEUNFALL-AUSKUNFT FÜR BERUFSGENOSSENSCHAFT            Page No.  1
                                                                                       Run Date 08/31/2000
                                                                                       Run Time 22:18:47
```

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 Ausgansort
    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 Stecke 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,   Nein
    Geschäfte, Verwandte oder Bekannte besucht Oder
    sonstige private Besorgungen gemacht oder machen
    wollen?

    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

SKN

Unfallgruppe

3. Betriebsnummer des Arbeitsamtes

Unfallart

Meldejahr

Vers.-Träger

Gefahrtarifstelle

Unfallnummer

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 Leiharbeitnehmer?

zu 12

16. Ist der Verletzte minderjährig, entmündig oder steht er unter Pflegschaft? nein

17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt?

nein   Unternehmer   Mitunternehmer   Ehegatte   verwandt

19. Hat der Verletzte die Arbeit eingestellt? nein   sofort später

18. Krankenkasse des Verletzten (Name, Ort)

21. Anspruch auf Arbeitsentgelt besteht bis

20. Hat der Verletzte die Arbeit wieder aufgenommen? nein 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?

zu 25

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? nein   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 Berfuskrankheiten, gleichartige Erkrankungen von Arbeitskollegen usw.)?

07.09.2000

40. Datum	41. Betriebsleiter	Sicherheitsingenieur	42. Betriebsrat	43. Sicherheitsbeauftragter

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	Name
KU0010	Santos,Antonio

Earn Less	Perform Other Duties	Employment Secure
N	N	

Pay Continue	Benefits Continue	Absent Day of Injury
N		

Last Day Worked	Last Start Time Worked	Last End Time Worked
06/12/2000	17:00:00	

Start Date After Absence	End Date After Absence	Non-Employee Responsible

Received First Aid	Date Administered	Time Administered	Administered By
Y	06/12/2000	17:00:00	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

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

PeopleSoft

Location Incident Summary

Report Period   08/01/1980   -   08/01/2000

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	Rodriquez,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

Report ID: OHS013

PeopleSoft

Employees in Incidents

Page No.   1

Run Date   9/7/2000

Report Period   8/1/1980   -   8/1/2000

Run Time   19:23:48

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

PeopleSoft
Incident Lost Work

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

Report ID: OHS014ES

PeopleSoft
Incident Without Lost Work

Page No: 1
Run Date: 18/10/2000
Run Time: 12:00:01PM

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**

End Of Report

PeopleSoft

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 0.00	2,000.00 0.00

Emplid/NonEmpl ID	Name	Role
KU0004	Grafton,Ken	P

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 Career Plan

Employee ID: KU0015

Name: Espinosa,Carmichael

Plan Date	Evaluation Type	Career Move	Option No.	Job Description	Setid	Department	Readiness
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

End Of Report

Employee Career Training Plan

Employee ID: KU0015
Name: Espinosa,Carmichael

Career Plan Date	Course Title	Sequence	School	Reason	Est Completion	Act Completion
06/07/2000						
	Leadership Skills for Managers	1		Job Reqmt		
	Project Management	2		Job Reqmt		
	Conducting Performance Reviews	3		Job Reqmt		

End Of Report

Craig R Davies   Birth Date: 10/22/1962
2580 Anderson Road SW   Original Hire Date: 03/16/1980
Calgary AB T2W2Z9   National Id: 997-00-0096
CAN

JOB HISTORY

06/01/1996	PRESENT	Analyst-Systems Human Resources Salary Grade: 004
03/16/1980	06/01/1996	Analyst-Systems Information Systems Salary Grade: 004

EDUCATION

1992	MS	Management Information Systems, , USA

SALARY HISTORY

03/16/1980	$55,000.000000	0.000%	Hire	–
			Salary Plan/Grade/Step: KC02/004/0	

JOB PERFORMANCE

01/01/2000	06/01/2000	Rating: 5	Review Type: Performance

TRAINING

06/17/1999	PeopleSoft HRMS - Course Grade: Pass
01/13/1999	Professional Presentations - Course Grade: Pass

COMPETENCIES

Analytical thinking	Proficiency:Very Good	Competency Acquired:2000 Last Used:2000
Conceptual thinking	Proficiency:Good	Competency Acquired:2000 Last Used:2000
Ability to manage own time	Proficiency:None	Competency Acquired:2000 Last Used:2000
Displays confidence & maturity	Proficiency:Very Good	Competency Acquired:2000 Last Used:2000
Team leadership	Proficiency:Good	Competency Acquired:2000 Last Used:2000
Technical Knowledge	Proficiency:Good	Competency Acquired:2000 Last Used:2000
Computer Literacy	Proficiency:Superior	Competency Acquired:2000 Last Used:2000
Systems Analysis	Proficiency:Very Good	Competency Acquired:2000 Last Used:2000
Business Analysis	Proficiency:Little	Competency Acquired:2000 Last Used:2000
Database Design	Proficiency:Little	Competency Acquired:2000 Last Used:2000

Craig R Davies   Birth Date: 10/22/1962
2580 Anderson Road SW   Original Hire Date: 03/16/1980
Calgary AB T2W2Z9   National Id: 997-00-0096
CAN

HONORS AND AWARDS

11/04/1991   Research & Publications Grant   Grantor:

End of Report

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                                              PeopleSoft
Report ID:  HEP001                    EMPLOYEES WITH MISSING DOCUMENTS                      Page No.  1
                                                                                           Run Date 11/07/2002
Group ID:        H0GRP1         As Of Date:     11/07/2002                                  Run Time 14:38:16
Document Type:   H0PROJ
Documents with:  Period End Date      From:        01/01/2001    To:  12/31/2001


Employee Name                                Employee ID  Rcd#    Company   Bus. Unit  Dept#     Dept. Description              Job Code   Position   Salary   Grade
===================================================  ============ ======== ========== ========== ========== ============================== ========== ========== ======== ======
Betson,Norman                                H0RPT105     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Calson,Edward                                H0RPT107     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Davidson,Harold                              H0RPT115     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Davidson,Philip                              H0RPT103     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Dodds,Thomas                                 H0RPT114     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Franklin,Derek                               H0RPT121     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Gallagher,Robert                             H0RPT119     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Hall,Carl                                    H0RPT101     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Heller,Ryan                                  H0RPT122     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Lotts,Willilam                               H0RPT109     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Mason,Brian                                  H0RPT112     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Mathers,Bruce                                H0RPT111     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Mayer,Mark                                   H0RPT110     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Nathanson,Daniel                             H0RPT117     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Peters,Bill                                  H0RPT113     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Roseman,Derrick                              H0RPT116     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Smith,Michael                                H0RPT120     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Stetson,Samual                               H0RPT104     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11
Thompson,Steven                              H0RPT118     0       HX1       HXBU1      H0PM4     Accounting                     H0PM11


Total with missing documents    19
Total in group:                 19




                                              End of Report
```

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                                                        PeopleSoft
Report ID:  HEP002                            EMPLOYEES WITH LATE DOCUMENTS                                       Page No.  1
                                                                                                                 Run Date 11/07/2002
                                                                                                                 Run Time 15:05:02
Group ID:      H0GRP5          As Of Date:     11/07/2002
Document Type: H0PA


Employee Name                     Emplid     Rcd#       Dept#      Dept. Description          Manager ID      Manager Name                        Document Status Due Date
================================= ========== ========== ========== ========================= =============== =================================== =============== ==========
Blooms,Connie                     H0RPT159   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
Blothman,Carrie                   H0RPT157   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
Brown,Holly                       H0RPT161   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
Dunnigan,Darcy                    H0RPT150   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
Jankins,Tammy                     H0RPT154   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
O'Conner,Judy                     H0RPT151   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
Rolando,Sarah                     H0RPT152   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002
Smith,Betty                       H0RPT155   0          H0PM4      Accounting                H0RPT193        Heller,Stephanie                    IP              06/30/2002


Total Late Documents:         8
Total Incomplete Documents:          8




                                                        End of Report
```

Lewis,Douglas   As of Date: 31-DEC-2000
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                                  As of Date      Employee Amount      Employer Amount
            BENEFITS
                    K003
                            K013
                                               31-DEC-2000                              8,208.00
                    K008
                            K017
                                               31-DEC-2000                             12,576.00
                                                                                                  K019
                                               31-DEC-2000                              5,280.00
                    K023
                            K034
                                               31-DEC-2000                              9,900.00
                                                                                                  K036
                                               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**
```

```
                                          PeopleSoft
Report ID:  HPH905CN             ACADEMIC TEACHING SURVEY TABLE VERIFICATION REPORT            Page No.  1
                                         From 1998 - 1999                                     Run Date 08/16/2000
                                                                                              Run Time 15:57:15
```

```
                         Full-Time Staff Salaries - Including Admin Posts and Medical/Dental


                     Female  Female              Male   Male                  Total   Total
Rank                 Count   Average Salary      Count  Average Salary        Count   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
```

```
                                          PeopleSoft
Report ID: PER045                    Faculty Events History                    Page No.  1
                                                                               Run Date 08/29/2000
                                                                               Run Time 08:41:36
```

```
Faculty Member:        Joe Fetber  TF001
Tenure/Home Department: TF102  TF Human Resources
Tenure Status:
Academic Rank:
Annual Rate:           62400
```

ACTIVITIES
<u>Activity Type:</u> , 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
<u>Type:</u> 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
<u>Type:</u> 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
<u>Committee:</u> Research & Development   Effective Date: 01/01/1980
Role: Member of Committee   Start Date: 01/01/1991   End Date: 01/01/1992

PROFESSIONAL EDUCATION & TRAINING
<u>Degree:</u> PHS   Terminal: N   Date Acquired: 01/01/1989   Graduated: Y
Major: Electrical Engineering   School: Cornell University   USA   NY

HONORS & AWARDS
<u>Honor/Award:</u> Honorary Doctorate Degree   Grantor: Cornell Univ.   Issue Date: 01/01/1989   End Date:

LICENSES & CERTIFICATES
<u>License/Certification:</u> 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
<u>License/Certification:</u> 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
<u>Membership:</u> Registered Nurses Association   Membership Date: 05/05/1993
Mandate: REASEARCH   Mandate Position: LECTURES   Mandate Begin: 08/08/1993   Mandate End: 12/31/2003

PRESENTATIONS
<u>Presentation:</u> Lecture   Date: 03/05/1995   Location: Orlando,Florida
Title: Medical Myths   Purpose: World Medical Conference
Notes:
<u>Presentation:</u> Speech   Date: 02/10/1996   Location: Vancouver, BC
Title: RNs, where are you?   Purpose: ORN Conference
Notes:

PUBLICATIONS
<u>Publication #:</u> 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.
<u>Publication #:</u> 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
<u>Student Name:</u> Doug Douglas   Level: Master's Thesis
From: 01/01/1997   Thru: 09/01/1997
Project:
Project Due: 09/01/1997
Notes:

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

End of Report

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

                                                      End of Report

```
                                                      PeopleSoft
Report ID:  PER047                         List of Faculty Members by Tenure Status                     Page No.  1
                                                                                                        Run Date 08/29/2000
                                                                                                        Run Time 15:09:53
```

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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

```
                                                     PeopleSoft
Report ID:  PER050                        Employee Tenure Calculation Report                    Page No.  1
                                                                                                Run Date 08/29/2000
                                                                                                Run Time 14:21:01
```

```
 Reporting Service Group:  FAC (Faculty Tenure Calc. Group)


                                            Period       Period      Breaks  Service  Amt In  Service   Accum.   Adjust
Dept. ID    EmplID     Employee Name        Rcd#  Begin Date   End Date    In Prd  W/O Brks Breaks  W/ Brks   W/ Brks  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
```

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                                                     End of Report
```

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                                                    PeopleSoft
Report ID:  PER051                       List of Employees By Tenure Years of Service                    Page No.  1
                                                                                                         Run Date 08/29/2000
                                                                                                         Run Time 15:11:09
  Reporting Service Group:  FAC (Faculty Tenure Calc. Group)  and Service Type:    Tenure Service


                                                         Start      Tenure   Reqd   Ext.    Prior  Accr    Yrs To
Home Dept      Name               EmplID      Employee Name        Date       Status   Srvc   Srvc    Srvc   Srvc    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
```

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                                                      PeopleSoft
Report ID:  PER048                          List of Employees By Calc Group, Service Date                      Page No.  1
                                                                                                              Run Date 08/30/2000
                                                                                                              Run Time 11:23:54
```

```
    Reporting Service Group:  CLER (Office Clerical Workers)  and Service Type:  UNION (Union Seniority)


                                                             Service   Accrued   In     In     In   Start Up    Last
    Dept. ID   Dept. Name           EmplID     Employee Name    Date    Service  Years  Months  Days  Credit   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
```

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                                                     End of Report
```

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                                                  PeopleSoft
Report ID:  PER049                       Employee Service Calculation Results                        Page No.  1
                                                                                                     Run Date 08/30/2000
                                                                                                     Run Time 11:27:23
```

```
 Reporting Service Group:  CLER (Office Clerical Workers)  and Service Type:  CONTSRV (Continuous Service)


                                                 Period       Period      Breaks  Service  Amt In  Service   Accum.   Adjust
 Dept. ID    EmplID     Employee Name        Rcd# Begin Date   End Date    In Prd  W/O Brks Breaks  W/ Brks   W/ Brks  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
```

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                                          PeopleSoft
Report ID:  PER049                Employee Service Calculation Results                    Page No.  2
                                                                                         Run Date 08/30/2000
                                                                                         Run Time 11:27:24
```

 Reporting Service Group: CLER (Office Clerical Workers) and Service Type: UNION (Union Seniority)

```
                                             Period       Period     Breaks  Service  Amt In  Service   Accum.   Adjust
Dept. ID    EmplID     Employee Name        Rcd#  Begin Date   End Date   In Prd  W/O Brks Breaks  W/ Brks  W/ Brks  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

Page No. 1

Report ID: PER717

Employees on Assignment

Run Date: 9/1/2000

As Of Date: 08/ 30/2000

Run Time: 5:53:43 PM

Emplid	Name	Host Contact ID	Begin Date	End Date
KU0032	Summer,Alice	KE0002	3/1/2000	3/1/2002

Emplid	Name	Host Contact ID	Begin Date	End Date