

BUSINESS_UNIT	BSC_ID	EFFDT	EFF_STATUS	PF_SCENARIO_ID	OWNER_ID	EMPLID	TREE_NAME	KPI_VIEW_LIMIT	DESCR	DESCRLONG
CORP1	BSC_HRSCORECARD	1/1/1990	A	ACTUAL02	W0004	W0004	WS_SCORECARD	Last 13	Workforce Scorecard	Workforce Scorecard

Strategy Components

SetID	Strategy Com	Effective Date	Description	Owner ID	Perspective T
SHARE	HR_CSF1	1/1/1990	Organizational Effectiveness	W0004	1
SHARE	HR_CSF2	1/1/1990	Compliance	W0004	2
SHARE	HR_CSF2A	1/1/1990	Gender Composition	W0004	2
SHARE	HR_CSF2B	1/1/1990	Age Composition	W0004	2
SHARE	HR_CSF2C	1/1/1990	Ethnicity Composition	W0004	2
SHARE	HR_CSF3	1/1/1990	Staffing	W0004	0
SHARE	HR_CSF4	1/1/1990	Separation	W0004	0
SHARE	HR_CSF5	1/1/1990	HR Readiness	W0004	2
SHARE	HR_CSF50	1/1/1990	Expenses	W0004	1
SHARE	HR_CSF51	1/1/1990	Health and Safety	W0004	2
SHARE	HR_CSF52	1/1/1990	Training	W0004	3
SHARE	HR_CSF53	1/1/1990	Compensation	W0004	1
SHARE	HR_CSF6	1/1/1990	Competencies	W0004	3
SHARE	HR_CSF6A	1/1/1990	Competency Inventory Profile	W0004	3
SHARE	HR_CSF6B	1/1/1990	Competency Investment Factor	W0004	3
SHARE	HR_CSF7	1/1/1990	Employee Satisfaction	W0004	2
SHARE	HR_ST1	1/1/1990	HR ST by BU Dimension	W0004	1
SHARE	HR_ST2	1/1/1990	HR ST by Department Dimension	W0004	1
SHARE	HR_VISION	1/1/1990	Corporate Vision for HR BSC	W0004	1

MeasID	Effective Date	KPI ID	Description	Object Type	Manual	Unit of Measu
SHARE	1/1/1990	K_AETHRAT	Asian Ethnicity Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AG2030R	Emp Age 20 to 30 Ratio KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AG3040R	Employee Age 30 to 40 KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AG4050R	Employee Age 40 to 50 Rto KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AG50GRR	Employee Age > 50 Ratio KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AGE2030	Employee Age Btwn 20 & 30 KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AGE3040	Emp Age Btwn 30 & 40 KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AGE4050	Emp Age Btwn 40 & 50 KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AGE50GR	Employee Age > 50 KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AGETO20	Employee's Age <= 20 KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AGTO20R	Employee Age <= 20 KPI Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AMERIND	American Indian Ethnicity KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_AMIETHRT	American Indian Ethnic Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_ASIAN	Asian Ethnicity Count KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_BCMP	Total Base Compensation	DEPARTMENT	N	
SHARE	1/1/1990	K_BCMPR	Base Compensation Ratio	DEPARTMENT	N	PCT
SHARE	1/1/1990	K_BECMP	Benefits Compensation	DEPARTMENT	N	
SHARE	1/1/1990	K_BECMPR	Benefits Compensation Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_BETHRAT	Black Ethnicity Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_BLACK	Black Ethnicity Count KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_CCMP	Cash Compensation	DEPARTMENT	N	
SHARE	1/1/1990	K_CCMPR	Cash Compensation Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_CIPW103	2103's Competency Inventory KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_CIPW111	0110's Competency Inventory KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_CMPEXPR	Total Comp Expense Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_CMPREVR	Total Comp Revenue Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_COMPART	Compa Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_CSTSATIS	Customer Satisfaction KPI	CUSTOMER	Y	PCT
SHARE	1/1/1990	K_CURREV	Current Revenue	DEPARTMENT	N	DOL
SHARE	1/1/1990	K_DCMP	Direct Compensation KPI	DEPARTMENT	N	
SHARE	1/1/1990	K_DCMPR	Direct Compensation Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_DELV	Number of Delivery Days Late	CHANNEL	Y	ECH
SHARE	1/1/1990	K_EELOSSTM	Employee Lost time	DEPARTMENT	N	MHR
SHARE	1/1/1990	K_EFCNFTR	Expense Factor	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_EFCTFTR	Income Factor	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_EMPCMPF	Employee Compensation Factor	DEPARTMENT	N	
SHARE	1/1/1990	K_FEMALE	Female Headcount KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_FEMLCMP	Female Gender Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_GAPMRKT	Gap to Market	DEPARTMENT	N	PCT
SHARE	1/1/1990	K_HETHRAT	Hispanic Ethnicity Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_HINVFTR	HR Headcount Investment Factor	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_HIRERAT	Total Accession Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_HISPANC	Hispanic Ethnicity Count KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_HREXP	Total HR Expenses KPI	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_HREXP	Total HR Expenses Ratio	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_HTOTFTE	Total HR FTE's KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_LGTHSER	Length of Service--Months KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_MALE	Male Headcount KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_MALECMP	Male Gender Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_NAETHNC	No Ethnicity Count KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_NAETHRAT	No Ethnicity Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_NEWCUST	New Customer KPI	BUSINESS_UNIT	Y	ECH
SHARE	1/1/1990	K_NEWORD	New Order KPI	CUSTOMER	N	ECH
SHARE	1/1/1990	K_OPEXP	Operating Expenses	DEPARTMENT	N	DOL
SHARE	1/1/1990	K_OPMARG	Operating Margin	DEPARTMENT	N	PCT
SHARE	1/1/1990	K_PRDFCTR	Revenue Factor	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_RETURN	Customer Returns	PRODUCT	N	ECH
SHARE	1/1/1990	K_REVGTH	Revenue Growth	DEPARTMENT	N	PCT
SHARE	1/1/1990	K_REVPST	Past Period Revenue	DEPARTMENT	N	DOL
SHARE	1/1/1990	K_SEPHIREV	Separations by High Performers	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_SEPRN	Total Separations	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_SEPRNR	Total Separation Rate	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_SERVFCT	Service Factor in Months	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_STICMP	Total STI Compensation	DEPARTMENT	N	
SHARE	1/1/1990	K_STICMPR	STI Compensation Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_SUPPORT	HR FTE Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_TINVPRF	Training Inventory Profile	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_TMTOFIL	Total Time to Fill--Months KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_TOTCMP	Total Compensation Expenses	DEPARTMENT	N	
SHARE	1/1/1990	K_TOTEXP	Total Expenses KPI	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_TOTEXPT	Total Expense for Dept Dim KPI	DEPARTMENT	N	
SHARE	1/1/1990	K_TOTFTE	Total FTE's KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_TOTHCTP	Tot Hdct to include Pers D00	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_TOTHDC	Total Headcount KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_TOTHDTD	Tot Headcount by Dept Dim KPI	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_TOTHIR	Total Hires KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_TOTREV	Total Revenue	BUSINESS_UNIT	N	
SHARE	1/1/1990	K_TOTREVD	Total Revenue by Dept Dim KPI	DEPARTMENT	N	
SHARE	1/1/1990	K_TRINVST	Training Cost Factor	DEPARTMENT	N	
SHARE	1/1/1990	K_TRNEXP	Total Training Expense KPI	DEPARTMENT	N	
SHARE	1/1/1990	K_TRNEXPR	Training Cost Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_TRNHDC	Total Trained Headcount KPI	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_TTFCTR	Time to Fill Factor in Months	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_UNKNCMP	Unknown Gender Cmp KPI	BUSINESS_UNIT	N	PCT
SHARE	1/1/1990	K_UNKNGEN	Unknown Gender Hdct KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_VSEPRN	Voluntary Separations	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_VSEPRNR	Voluntary Separation Rate	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_WCPEXPR	Workers Comp Expenses Ratio	DEPARTMENT	N	ECH
SHARE	1/1/1990	K_WETHRAT	White Ethnicity Ratio	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_WHITE	White Ethnicity Count KPI	BUSINESS_UNIT	N	ECH
SHARE	1/1/1990	K_WKRCMP	Total Workers Comp Exp KPI	DEPARTMENT	N	









SetID	KPI ID	Description	Model ID	Rule	Effective Date	Target Type	Time Frame	Use Current T	Default Target	Limit % of Tar	Less is Better	Annual Goal	Primary Target	Green	Yellow	Red	Unknown
SHARE	K_TRNHDCCT	Total Trained Headcount KPI	PRODH		1/1/1990	Numeric	Current	N	N	N	N	1.000000	1.000000				<= 1.000000 > 1.000000
SHARE	K_TRNHDCCT	Total Trained Headcount KPI	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000				<= 0.50 > 0.50
SHARE	K_TRNHDCCT	Total Trained Headcount KPI	PRODH		1/1/1990	Numeric	Current	N	N	N	N	1.000000	1.000000				> 1.000000 >= 1.000000
SHARE	K_TTFCTR	Time to Fill Factor in Months	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000	< 105.00	>= 105.00	>= 115.00	
SHARE	K_UNKNCMP	Unknown Gender Cmp KPI	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.001000	0.001000	< 0.020000	>= 0.020000	>= 0.001000	
SHARE	K_UNKNGEN	Unknown Gender Hdct KPI	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000				< 0.50 >= 0.50
SHARE	K_VSEPRN	Voluntary Separations	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000				< 0.50 >= 0.50
SHARE	K_VSEPRNR	Voluntary Separation Rate	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.010000	0.010000	< 0.010000	>= 0.010000	>= 0.110000	
SHARE	K_WCPEXPR	Workers Comp Expenses Ratio	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.750000	0.750000	< 0.850000	>= 0.850000	>= 0.900000	
SHARE	K_WCPEXPR	Workers Comp Expenses Ratio	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.750000	0.750000	< 0.850000	>= 0.850000	>= 0.900000	
SHARE	K_WCPEXPR	Workers Comp Expenses Ratio	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.750000	0.750000	< 0.850000	>= 0.850000	>= 0.900000	
SHARE	K_WCPEXPR	Workers Comp Expenses Ratio	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.750000	0.750000	< 0.850000	>= 0.850000	>= 0.900000	
SHARE	K_WCPEXPR	Workers Comp Expenses Ratio	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.750000	0.750000	< 0.850000	>= 0.850000	>= 0.900000	
SHARE	K_WETHRAT	White Ethnicity Ratio	PRODH		1/1/1990	Numeric	Current	N	N	N	N	0.200000	0.200000	> 0.150000 < 0.250000	<= 0.150000 >= 0.250000	<= 0.100000 >= 0.300000	
SHARE	K_WHITE	White Ethnicity Count KPI	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000				< 0.50 >= 0.50
SHARE	K_WKRCMP	Total Workers Comp Exp KPI	PRODH		1/1/1990	Numeric	Current	N	N	N	N	1.000000	1.000000				<= 1.000000 > 1.000000
SHARE	K_WKRCMP	Total Workers Comp Exp KPI	PRODH		1/1/1990	Numeric	Current	N	N	N	N	1.000000	1.000000				<= 1.000000 > 1.000000
SHARE	K_WKRCMP	Total Workers Comp Exp KPI	PRODH		1/1/1990	Numeric	Current	N	N	N	N	1.000000	1.000000				<= 1.000000 > 1.000000
SHARE	K_WKRCMP	Total Workers Comp Exp KPI	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000				<= 0.50 > 0.50
SHARE	K_WKRCMP	Total Workers Comp Exp KPI	PRODH		1/1/1990	% Target	Current	N	Y	N	N	0.000000	0.000000				<= 0.50 > 0.50



SetID	KPI ID	Model ID	Effective Date	Time Frame	KPI Type	Calculation ID	Time Span ID
SHARE	K_AETHRAT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AETHRAT	
SHARE	K_AG2030R	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AG2030R	
SHARE	K_AG3040R	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AG3040R	
SHARE	K_AG4050R	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AG4050R	
SHARE	K_AG50GRR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AG50GRR	
SHARE	K_AGE2030	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AGE2030	
SHARE	K_AGE3040	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AGE3040	
SHARE	K_AGE4050	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AGE4050	
SHARE	K_AGE50GR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AGE50GR	
SHARE	K_AGETO20	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AGETO20	
SHARE	K_AGTO20R	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AGTO20R	
SHARE	K_AMERIND	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AMERIND	
SHARE	K_AMIETHRT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_AMIETHRT	
SHARE	K_ASIAN	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_ASIAN	
SHARE	K_BCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_BCMP	
SHARE	K_BCMPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_BCMPR	
SHARE	K_BECMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_BECMP	
SHARE	K_BECMPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_BECMPR	
SHARE	K_BETHRAT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_BETHRAT	
SHARE	K_BLACK	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_BLACK	
SHARE	K_CCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_CCMP	
SHARE	K_CCMPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_CCMPR	
SHARE	K_CIPW103	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_CIPW103	
SHARE	K_CIPW111	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_CIPW111	
SHARE	K_CMPEXPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_CMPEXPR	
SHARE	K_CMPREVR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_CMPREVR	
SHARE	K_COMPART	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_COMPART	
SHARE	K_CURREV	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_CURREV	
SHARE	K_DCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_DCMP	
SHARE	K_DCMPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_DCMPR	
SHARE	K_EELOSSTM	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_EELOSSTM	
SHARE	K_EFCNFTR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_EFCNFTR	
SHARE	K_EFCTFTR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_EFCTFTR	
SHARE	K_EMPCMPF	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_EMPCMPF	
SHARE	K_FEMALE	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_FEMALE	
SHARE	K_FEMLCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_FEMLCMP	
SHARE	K_GAPMRKT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_GAPMRKT	
SHARE	K_HETHRAT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HETHRAT	
SHARE	K_HINVFTFTR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HINVFTFTR	
SHARE	K_HIRERAT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HIRERAT	
SHARE	K_HISPANC	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HISPANC	
SHARE	K_HREXP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HREXP	
SHARE	K_HREXPRT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HREXPRT	
SHARE	K_HTOTFTE	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_HTOTFTE	
SHARE	K_LGTHSER	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_LGTHSER	
SHARE	K_MALE	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_MALE	
SHARE	K_MALECMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_MALECMP	
SHARE	K_NAETHNC	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_NAETHNC	
SHARE	K_NAETHRAT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_NAETHRAT	
SHARE	K_NEWWORD	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_NEWWORD	
SHARE	K_OPEXP	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_OPEXP	
SHARE	K_OPMARG	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_OPMARG	
SHARE	K_PRDFCTR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_PRDFCTR	
SHARE	K_RETURN	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_RETURN	
SHARE	K_REVGTH	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_REVGTH	
SHARE	K_REVPST	PROD1	1/1/1990	Current Acctg Period	Resolve by Calc	C_REVPST	
SHARE	K_SEPHIREV	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_SEPHIREV	
SHARE	K_SEPRN	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_SEPRN	
SHARE	K_SEPRNR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_SEPRNR	
SHARE	K_SERVFCT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_SERVFCT	
SHARE	K_STICMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_STICMP	
SHARE	K_STICMPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_STICMPR	
SHARE	K_SUPPORT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_SUPPORT	
SHARE	K_TINVPRF	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TINVPRF	
SHARE	K_TMTOFIL	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TMTOFIL	
SHARE	K_TOTCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTCMP	
SHARE	K_TOTEXP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTEXP	
SHARE	K_TOTEXPT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTEXPT	
SHARE	K_TOTFTE	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTFTE	
SHARE	K_TOTHCTP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTHCTP	
SHARE	K_TOTHDCT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTHDCT	
SHARE	K_TOTHDTD	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTHDTD	
SHARE	K_TOTHIR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTHIR	
SHARE	K_TOTREV	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTREV	
SHARE	K_TOTREVD	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TOTREVD	
SHARE	K_TRINVST	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TRINVST	
SHARE	K_TRNEXP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TRNEXP	
SHARE	K_TRNEXPR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TRNEXPR	
SHARE	K_TRNHDC	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TRNHDC	
SHARE	K_TTFCTR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_TTFCTR	
SHARE	K_UNKNCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_UNKNCMP	
SHARE	K_UNKNGEN	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_UNKNGEN	
SHARE	K_VSEPRN	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_VSEPRN	
SHARE	K_VSEPRNR	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_VSEPRNR	
SHARE	K_WCEXP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_WCEXP	
SHARE	K_WETHRAT	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_WETHRAT	
SHARE	K_WHITE	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_WHITE	
SHARE	K_WKRCMP	PRODH	1/1/1990	Current Acctg Period	Resolve by Calc	C_WKRCMP	

SetID	KPI	Descr	Eff Date	Source Descr	Expression	Calculation Descr
SHARE	K_AETHRAT	Asian Ethnic Ratio Calc Defn	01/01/90	Asian Ethnicity Ratio Calculation Definition	K_ASIAN / K_TOTHCTP	Benefits Compensation Ratio Calc Defn Benefits Compensation/Total Compensation
SHARE	K_AG2030R	Employee Age 20 to 30 Calc Dfn	01/01/90	Employee Age 20 to 30 Ratio Calculation Definition	K_AGE2030 / K_TOTHCTP	Employee Age 20 to 30 Ratio Calculation Definition Total Employees Age 20 to 30 / Total Headcount
SHARE	K_AG3040R	Employee Age 30 to 40 Calc Dfn	01/01/90	Employee's Age 30 to 40 Ratio Calculation Definition	K_AGE3040 / K_TOTHCTP	Employee's Age 30 to 40 Ratio Calculation Definition Total Employees Age 30 to 40 / Total Headcount
SHARE	K_AG4050R	Employee Age 40 to 50 Calc Dfn	01/01/90	Employee Age 40 to 50 Calculation Definition Ratio	K_AGE4050 / K_TOTHCTP	Employee Age 40 to 50 Calculation Definition Ratio Total Employees Age 40 to 50 / Total Headcount
SHARE	K_AG50GRR	Employee Age > 50 Rto Calc Dfn	01/01/90	Employee Age > 50 Ratio Calculation Definition	K_AGE50GR / K_TOTHCTP	Employee Age > 50 Ratio Calculation Definition Total Employees Age > 50 / Total Headcount
SHARE	K_AGE2030	Emp Age Btwn 20 & 30 Calc Defn	01/01/90	Employee's Age Between 20 & 30 Calculation Definition	DE_AGE2030	Employee's Age Between 20 & 30 Calculation Definition
SHARE	K_AGE3040	Emp Age Btwn 30 & 40 Calc Defn	01/01/90	Employee Age Between 30 & 40 Calculation Definition	DE_AGE3040	Employee Age Between 30 & 40 Calculation Definition
SHARE	K_AGE4050	Emp Age Btwn 40 & 50 Calc Defn	01/01/90	Employee Age Between 40 & 50 Calculation Definition	DE_AGE4050	Employee Age Between 40 & 50 Calculation Definition
SHARE	K_AGE50GR	Employee Age > 50 Calc Defn	01/01/90	Employee Age > 50 Calculation Definition	DE_AGE50GR	Employee Age > 50 Calculation Definition
SHARE	K_AGETO20	Employee's Age <= 20 Calc DefN	01/01/90	Employee's Age <= 20 Calc Defn	DE_AGETO20	Employee's Age <= 20 Calc Defn
SHARE	K_AGTO20R	Employee Age <= 20 Calc Defn	01/01/90	Employee Age <= 20 Ratio Calculation Definition	K_AGETO20 / K_TOTHCTP	Employee Age <= 20 Ratio Calculation Definition Total Employees <= 20 / Total Headcount
SHARE	K_AMERIND	Amer Indian Ethnic Calc Defn	01/01/90	American Indian Ethnicity Calculation Definition	DE_AMERIND	American Indian Ethnicity Calculation Definition
SHARE	K_AMIETHRT	Amer Indn Ethnic Rto Calc Defn	01/01/90	American Indian Ethnicity Ratio Calculation Definition	K_AMERIND / K_TOTHCTP	American Indian Ethnicity Ratio Calculation Definition American Indian Headcount / Total Headcount
SHARE	K_ASIAN	Asian Ethnicity Cnt Calc Defn	01/01/00	Asian Ethnicity Count Calculation Definition	DE_ASIAN	Asian Ethnicity Count Calculation Definition
SHARE	K_BCMP	Total Base Comp Calc Dfn	01/01/90	Total Base Compensation Calculation Definition	DE_BCMP	Total Base Compensation Calculation Definition Total Base Compensation
SHARE	K_BCMPR	Base Comp Ratio Calc Dfn	01/01/90	Base Compensation Ratio Calculation Definition	DE_BCMP / DE_TOTCMP	Base Compensation Ratio Total Base Compensation / Total Compensation
SHARE	K_BECMP	Benefits Compensation Calc Dfn	01/01/90	Benefits Compensation Calc Defn	DE_BECMP	Benefits Compensation Calc Defn
SHARE	K_BECMPR	Benefits Compensation Ratio Ca	01/01/90	Benefits Compensation Ratio Calc Defn	DE_BECMP / DE_TOTCMP	Benefits Compensation Ratio Calc Defn Benefits Compensation/Total Compensation
SHARE	K_BETHRAT	Black Ethnic Ratio Calc Defn	01/01/90	Black Ethnicity Ratio Calculation Definition	K_BLACK / K_TOTHCTP	Black Ethnicity Ratio Calculation Definition Black Headcount/Total Headcount
SHARE	K_BLACK	Black Ethnicity Cnt Calc Defn	01/01/00	Black Ethnicity Count Calculation Definition	DE_BLACK	Black Ethnicity Count Calculation Definition
SHARE	K_CCMP	Cash Compensation Calc Defn	01/01/90	Cash Compensation Calc Defn	DE_CCMP	Cash Compensation Calc Defn
SHARE	K_CCMPR	Cash Compensation Ratio Calc D	01/01/90	Cash Compensation Ratio Calc Defn	DE_CCMP / DE_TOTCMP	Cash Compensation Ratio Calc Defn Cash Compensation/Total Compensation
SHARE	K_CIPW103	W103's Cmptcy Inv Prf Calc Dfn	01/01/90	W103's Competency Inventory Profile Calculation Definition	DE_CIPW103	W103's Competency Inventory Profile Calculation Definition Number Skilled by Individual Competency
SHARE	K_CIPW111	W111's Competency Inv Calc Dfn	01/01/90	W111's Competency Inventory Profile Calculation Definition	DE_CIPW111	W111's Competency Inventory Profile Calculation Definition Number skilled by Individual Competency
SHARE	K_CMPEXP	Total Comp Exp Rto Calc Defn	01/01/90	Total Compensation Expense Ratio Calculation	DE_TOTCMP / DE_TOTEXPT	Total Compensation Expense Ratio Calculation Total Compensation Expense / Total Expense
SHARE	K_CMPREVR	Total Comp Rev Ratio Calc Defn	01/01/90	Total Compensation Revenue Ratio	DE_TOTCMP / DE_TOTREVD	Total Compensation Revenue Ratio Total Compensation Expense / Total Revenue
SHARE	K_COMPART	Compa Ratio Calc Dfn	01/01/90	Compa Ratio Calculation Definition	DE_COMPART	Compa Ratio Compa Ratio Data Element
SHARE	K_CURREV	Current Revenue	01/01/90	Financial Warehouse tables.	DE_CURREV	Current Revenue data pulled from PF_LEDGER_F00.
SHARE	K_DCOMP	Direct Compensation Calc Defn	01/01/90	Direct Compensation Calc Defn	DE_DCOMP	Direct Compensation Calc Defn
SHARE	K_DCOMP	Direct Compensation Ratio Calc	01/01/90	Direct Compensation Ratio Calc Definition	DE_DCOMP / DE_TOTCMP	Direct Compensation Ratio Calc Definition Total Direct Compensation/Total Compensation
SHARE	K_EELOSSTM	Employee Lost Time Factor	01/01/90	Lost Time Data Element/Headcount by Dept. Data Element	DE_LOSSTM / DE_TOHDTD	DE_LOSSTM/DE_TOHDTD
SHARE	K_EFCNFTR	Efficiency Factor Calc Defn	01/01/00	Efficiency Factor Calculation Definition	K_TOTEXP / K_TOTFTE	Efficiency Factor Calculation Definition Total Expenses / Total FTE's
SHARE	K_EFCTFTR	Effectiveness Factor Calc Defn	01/01/00	Effectiveness Factor Calculation Definition	( K_TOTREV - K_TOTEXP ) / K_TO	Effectiveness Factor Calculation Definition Total Revenue - Total Expenses / Total FTE's
SHARE	K_EMPCMPF	Employee Compensation Factor	01/01/90	Employee Compensation Factor Calculation Definition	K_TOTCMP / K_TOHDTD	Employee Compensation Factor Calculation Definition
SHARE	K_FEMALE	Female Headcount Calc Defn	01/01/00	Female Headcount Calculation Definition	DE_FEMALE	Female Headcount Calculation Definition
SHARE	K_FEMLCMP	Female Gender Cmp Calc Dfn	01/01/90	Female Gender Composition Ratio Calculation Definition	K_FEMALE / K_TOTHCTP	Female Headcount/Total Headcount
SHARE	K_GAPMRKT	Gap to Market Variance	01/01/90	Annual BCE Amt - Survey BCE/avg(Survey BCE)	AVG ( DE_GAPMRKT / DE_SURVB	AVG((JOB_F00.ANNUAL_BCE_AMT - JOBCODE_D00.SURVEY_SAL_BCE_AMT)/AVG(SURVEY_SAL_BCE_AMT))
SHARE	K_HETHRAT	Hispanic Ethnic Rto Calc Defn	01/01/90	Hispanic Ethnicity Ratio Calculation Definition	K_HISPANC / K_TOTHCTP	Hispanic Ethnicity Ratio Calculation Definition Hispanic Headcount / Total Headcount
SHARE	K_HINVFTR	HR Investment Factor Calc Defn	01/01/00	HR Investment Factor Calculation Definition	K_HREXP / K_TOHDTD	HR Investment Factor Calculation Definition Total HR Expenses / Total Headcount
SHARE	K_HIRERAT	Total Hire Ratio Calc Defn	01/01/90	Total Hire Ratio Calculation Definition	K_TOHIR / K_TOHDTD	Total Hire Ratio Calculation Definition Total Hires / Total Headcount
SHARE	K_HISPANC	Hispanic Ethnic Cnt Calc Defn	01/01/00	Hispanic Ethnicity Count Calculation Definition	DE_HISPANC	Hispanic Ethnicity Count Calculation Definition
SHARE	K_HREXP	Total HR Expenses Calc Defn	01/01/00	Total HR Expenses Calculation Definition	DE_HREXP	Total HR Expenses Calculation Definition
SHARE	K_HREXP	Total HR Exp Ratio Calc Defn	01/01/00	Total HR Expenses Ratio Calculation Definition	K_HREXP / K_TOTEXP	Total HR Expenses Ratio Calculation Definition
SHARE	K_HTOTFTE	Total HR FTE's Calc Defn	01/01/90	Total HR FTE's Calculation Definition	( DE_HTOTFTE * 12 ) / 2080	Total HR FTE's Calculation Definition
SHARE	K_LGTHSER	Lgth of Srv--Mnths Calc Defn	01/01/90	Length of Service in Months Calculation Definition	DE_LGTHSER	Length of Service in Months Calculation Definition
SHARE	K_MALE	Male Headcount Calc Definition	01/01/00	Male Headcount Calculation Definition	DE_MALE	Male Headcount Calculation Definition
SHARE	K_MALECMP	Male Gender Cmp Calc Dfn	01/01/90	Male Gender Composition Ratio Calculation Definition	K_MALE / K_TOTHCTP	Male Headcount/Total Headcount
SHARE	K_NAETHNC	No Ethnicity Count Calc Defn	01/01/00	No Ethnicity Count Calculation Definition	DE_NAETHNC	No Ethnicity Count Calculation Definition
SHARE	K_NAETHRAT	No Ethnicity Ratio Calc Defn	01/01/90	No Ethnicity Ratio Calculation Definition	K_NAETHNC / K_TOTHCTP	No Ethnicity Ratio Calculation Definition No Ethnicity Headcount / Total Headcount

SetID	KPI	Descr	Eff Date	Source Descr	Expression	Calculation Descr
SHARE	K_NEWORD	New Orders	01/01/90	Data pulled from order dimension table.	DE_NEWORD	Data pulled from ORDER_D00.
SHARE	K_OPEXP	Operating Expenses	01/01/90	Operating expense information pulled from Financial Warehouse table.	DE_OPEXP	Data pulled from PF_LEDGER_F00.
SHARE	K_OPMARG	Operating Margin	01/01/90	Operating margin data pulled from Financial Warehouse table.	( K_CURREV - K_OPEXP ) / K_CURREV	Data pulled from PF_LEDGER_F00 Operating Margin = Revenue - Operating Expenses / Revenue
SHARE	K_PRDFCTR	Prdvtv Factor Ratio Calc Defn	01/01/00	Productivity Factor Ratio Calculation Definition	K_TOTREV / K_TOTFTE	Productivity Factor Ratio Calculation Definition Total Revenue / Total FTE's
SHARE	K_RETURN	Customer Returns	01/01/90	Return data pulled from RMA table.	DE_RETURN	Data pulled from RMA_LINE_F00.
SHARE	K_REVGTH	Revenue Growth	01/01/90	Revenue data pulled from Financial Warehouse table.	( K_CURREV - K_REVPST ) / K_REVPST	Data pulled from PF_LEDGER_F00.
SHARE	K_REVPST	Past Period Revenue	01/01/90	Revenue data pulled from Financial Warehouse table.	DE_REVPST	Data pulled from PF_LEDGER_F00.
SHARE	K_SEPHIREV	Separation by High Review	01/01/90	Selects employees from JOB_F00 that have separated with a review rating above 3.	DE_SEPHIRV	Data Element based on CST_SEPHIREV which filters based on separated employees with a review rating above 3.
SHARE	K_SEPRN	Total Separations Calc Defn	01/01/90	Total Separations Calculation Definition	DE_SEPRN	Total Separations Calculation Definition
SHARE	K_SEPRNR	Seperation Ratio Calc Defn	01/01/90	Seperation Ratio Calculation Definition	K_SEPRN / K_TOTHDCCT	Seperation Ratio Calculation Definition Total Separations / Total Headcount
SHARE	K_SERVFCT	Service Fctr-Mnth Calc Defn	01/01/90	Service Factor in Months Calculation Definition	K_LGTHSER / K_TOTHDCCT	Service Factor in Months Calculation Definition Length of Service in Months / Total Headcount
SHARE	K_STICMP	Total STI Comp Calc Dfn	01/01/90	Total STI Compensation Calculation Definition	DE_STICMP	Total STI Compensation Total STI Compensation
SHARE	K_STICMPR	STI Comp Ratio Calc Dfn	01/01/90	STI Compensation Ratio Calculation Definition	DE_STICMP / DE_TOTCMP	STI Compensation Ratio Calculation Definition Total STI Compensation / Total Compensation
SHARE	K_SUPPORT	Support Ratio Calculation Defn	01/01/90	Support Ratio Calculation Definition	K_TOTFTE / K_HTOTFTE	Support Ratio Calculation Definition Total FTE's / Total HR FTE's
SHARE	K_TINVPRF	Training Inv Profile Calc Defn	01/01/00	Training Inventory Profile Calculation Definition	DE_TINVPRF	Training Inventory Profile Calculation Definition
SHARE	K_TMTOFIL	Time to Fill-Mnth Calc Defn	01/01/90	Total Time to Fill in Months Calculation Definition	DE_TMTOFIL	Total Time to Fill in Months Calculation Definition
SHARE	K_TOTCMP	Total Comp Exp Calc Defn	01/01/90	Total Compensation Expense Calculation Definition	DE_TOTCMP	Total Compensation Expense Calculation Definition Benefits Compensation + Direct Compensation
SHARE	K_TOTEXP	Total Expenses Calc Defn	01/01/00	Total Expenses Calculation Definition	DE_TOTEXP	Total Expenses Calculation Definition
SHARE	K_TOTEXPT	Total Expenses for Dept Dim	01/01/90	Total Expenses for Department Dimension Calculation Definition	DE_TOTEXPT	Total Expenses for Department Dimension Calculation Definition
SHARE	K_TOTFTE	Total FTE's Calculation Defn	01/01/00	Total FTE's Calculation Definition	( DE_TOTFTE * 12 ) / 2080	Total FTE's Calculation Definition
SHARE	K_TOTHCTP	Tot Hdcnt to include Pers D00	01/01/90	Tot Hdcnt to include Pers D00	DE_TOTHCTP	Tot Hdcnt to include Pers D00
SHARE	K_TOTHDCCT	Total Headcount Calc Defn	01/01/00	Total Headcount Calculation Definition	DE_TOTHDCCT	Total Headcount Calculation Definition
SHARE	K_TOTHDTD	Total Headcount by Dept Dim	01/01/90	Total Headcount by Department Dimension Calculation Definition	DE_TOTHDTD	Total Headcount by Department Dimension Calculation Definition
SHARE	K_TOTHIR	Total Hires Calc Defn	01/01/90	Total Hires Calculation Definition	DE_TOTHIR	Total Hires Calculation Definition
SHARE	K_TOTREV	Total Revenue Calculation Defn	01/01/00	Total Revenue Calculation Definition	DE_TOTREV	Total Revenue Calculation Definition
SHARE	K_TOTREVD	Total Revenue by Dept Dim	01/01/90	Total Revenue by Department Dimension Calculation Definition	DE_TOTREVD	Total Revenue by Department Dimension Calculation Definition
SHARE	K_TRINVST	Train Employee Invst Calc Defn	01/01/90	Trained Employee Investment Factor Calculation Definition	K_TRNEXP / K_TRNHDCCT	Trained Employee Investment Factor Calculation Definition Total Training Expenses / Total Trained Headcount
SHARE	K_TRNEXP	Total Training Exp Calc Defn	01/01/00	Total Training Expense Calculation Definition	DE_TRNEXP	Total Training Expense Calculation Definition
SHARE	K_TRNEXPR	Total Train Exp Ratio Calc Defn	01/01/90	Total Training Expenses Ratio Calculation Definition	K_TRNEXP / K_TOTEXPT	Total Training Expenses Ratio Calculation Definition Total Training Training Expenses / Total Expenses by Dept
SHARE	K_TRNHDCCT	Total Train Headcnt Calc Defn	01/01/90	Total Trained Headcount Calculation Definition	DE_TRNHDCCT	Total Trained Headcount Calculation Definition
SHARE	K_TFFFCTR	Time to Fill--Mnth Calc Defn	01/01/90	Time to Fill Factor in Months Calculation Definition	K_TMTOFIL / K_TOTHIR	Time to Fill Factor in Months Calculation Definition Total Time to Fill in Months / Total Hires
SHARE	K_UNKNCMP	Unknown Gender Cmp Calc Dfn	01/01/90	Unknown Gender Composition Calculation Definition	K_UNKNGEN / K_TOTHCTP	Unknown Headcount/Total Headcount
SHARE	K_UNKNGEN	Unknown Gender Hdct Calc Defn	01/01/00	Unknown Gender Headcount Calculation Definition	DE_UNKNGEN	Unknown Gender Headcount Calculation Definition
SHARE	K_VSEPRN	Voluntary Seperations Calc Def	01/01/90	Voluntary Seperations Calc Defn	DE_VSEPRN	Voluntary Seperations Calc Defn
SHARE	K_VSEPRNR	Voluntary Seperation Ratio Cal	01/01/90	Voluntary Seperation Ratio Calc Defn	DE_VSEPRN / DE_TOTHDCCT	Voluntary Seperation Ratio Calc Defn Voluntary Seperations/Total Headcount
SHARE	K_WCPEXPR	Wrkers Cmp Exp Ratio Calc Defn	01/01/90	Workers Compensation Expense Ratio Calculation Definition	K_WRKCMP / K_TOTEXPT	Workers Compensation Expense Ratio Calculation Definition Total Compensation Expenses / Total Expenses
SHARE	K_WETHRAT	White Ethnic Ratio Calc Defn	01/01/90	White Ethnicity Ratio Calculation Definition	K_WHITE / K_TOTHCTP	White Headcount/Total Headcount
SHARE	K_WHITE	White Ethnicity Cnt Calc Defn	01/01/00	White Ethnicity Count Calculation Definition	DE_WHITE	White Ethnicity Count Calculation Definition
SHARE	K_WRKCMP	Total Workers Comp Expense	01/01/90	Total Workers Compensation Expense Calculation Definition	DE_WRKCMP	Total Workers Compensation Expense Calculation Definition

SetID	Data Element	Description	Effective Date	Object Type	Constraint Co	Dimension	Measure	Measure Desc	Measure Repr	Measure Field	Aggregate Ty	Unit of Measu
SHARE	DE_AGE2030	Emp Age Btwn 20 & 30 DE	01/01/90	BUSINESS_UNIT	CST_AGE2030	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_AGE3040	Emp Age Btwn 30 & 40 DE	01/01/90	BUSINESS_UNIT	CST_AGE3040	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_AGE4050	Emp Age Btwn 40 & 50 DE	01/01/90	BUSINESS_UNIT	CST_AGE4050	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_AGE50GR	Employee Age > 50 DE	01/01/90	BUSINESS_UNIT	CST_AGE50GR	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_AGETO20	Employee's Age <= 20	01/01/90	BUSINESS_UNIT	CST_AGETO20	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_AMERIND	Amer Indian Ethnicity Count DE	01/01/90	BUSINESS_UNIT	CST_AMERIND	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_ASIAN	Asian Ethnicity Count DE	01/01/90	BUSINESS_UNIT	CST_ASIAN	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_BCMP	Total Base Compensation DE	01/01/90	DEPARTMENT	CST_BCMP	12	9	Base Currency Amount	WA_COMP_HST_F00	WA_AMOUNT_BCE	S	
SHARE	DE_BECMP	Benefits Compensation Data Ele	01/01/90	DEPARTMENT	CST_BECMP	12	9	Base Currency Amount	WA_COMP_HST_F00	WA_AMOUNT_BCE	S	
SHARE	DE_BLACK	Black Ethnicity Count DE	01/01/90	BUSINESS_UNIT	CST_BLACK	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_CCMP	Cash Compensation Data Element	01/01/90	DEPARTMENT	CST_CCMP	12	9	Base Currency Amount	WA_COMP_HST_F00	WA_AMOUNT_BCE	S	
SHARE	DE_CIPW103	2103's Cmpntcy Inv Profile DE	01/01/90	BUSINESS_UNIT	CST_CIPW103	1	2	Employee ID	WA_CMPTN_EE_F00	EMPLID	D	
SHARE	DE_CIPW111	0110's Competency Inventory DE	01/01/90	BUSINESS_UNIT	CST_CIPW111	1	2	Employee ID	WA_CMPTN_EE_F00	EMPLID	D	
SHARE	DE_COMPART	Compa Ratio Data Element	01/01/90	BUSINESS_UNIT	CST_COMPART	1	126	COMPA_RATIO			A	
SHARE	DE_CURREV	Current Revenue	01/01/90	DEPARTMENT	CST_CURREV	7	15	Base Currency Amt	PF_LEDGER_F00	POSTED_BASE_AMT	S	
SHARE	DE_DCOMP	Direct Compensation Data Elem	01/01/90	DEPARTMENT	CST_DCOMP	12	9	Base Currency Amount	WA_COMP_HST_F00	WA_AMOUNT_BCE	S	
SHARE	DE_FEMALE	Female Headcount Data Element	01/01/90	BUSINESS_UNIT	CST_FEMALE	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_GAPMRKT	Gap to Market Variance	01/01/90	DEPARTMENT	CST_GAPMRKT	23	77	GAP_MRKT_VAR			S	
SHARE	DE_HISPANC	Hispanic Ethnicity Count DE	01/01/90	BUSINESS_UNIT	CST_HISPANC	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_HREXP	Total HR Expenses DE	01/01/90	BUSINESS_UNIT	CST_HREXP	1	15	Posted Base Currency Amount	WA_LEDGER_VW	POSTED_BASE_AMT	S	
SHARE	DE_HTOTFTE	Total HR FTE's DE	01/01/90	BUSINESS_UNIT	CST_HTOTFTE	1	76	Reported Hours	TIME_LABOR_F00	REPORTED_HRS	S	ECH
SHARE	DE_LGTHSER	Length of Service--Months DE	01/01/90	BUSINESS_UNIT	CST_LGTHSER	1	108	CALC_LENGTHSERV			S	
SHARE	DE_LOSSTM	Employee Lost Time	01/01/90	DEPARTMENT	CST_LOSTIME	20	10	Days Away from Work	WA_INJ_ILL_D00	AWAY_FROM_WORKDAYS	S	DAY
SHARE	DE_MALE	Male Headcount Data Element	01/01/90	BUSINESS_UNIT	CST_MALE	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_NAETHNC	No Ethnicity Count DE	01/01/90	BUSINESS_UNIT	CST_NAETHNC	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_NEWORD	New Order DE	01/01/90	CUSTOMER	CST_NEWORD	7	14	Item Shipping Date	SHIP_DTL_F00	SHIP_DATE	D	ECH
SHARE	DE_OPEXP	Operating Expenses	01/01/90	DEPARTMENT	CST_OPEXP	7	15	Base Currency Amt	PF_LEDGER_F00	POSTED_BASE_AMT	S	
SHARE	DE_RETURN	Customer Returns DE	01/01/90	PRODUCT	CST_RETURN	8	2	RMA Number	RMA_LINE_F00	RMA_ID	C	ECH
SHARE	DE_REVPST	Past Period Revenue DE	01/01/90	DEPARTMENT	CST_REVPST	7	15	Base Currency Amt	PF_LEDGER_F00	POSTED_BASE_AMT	S	
SHARE	DE_SEPHIRV	Separation by High Review	01/01/90	BUSINESS_UNIT	CST_SEPHIREV	1	2	EmplID	JOB_INTRADY_VW	EMPLID	D	
SHARE	DE_SEPRN	Total Separations DE	01/01/90	BUSINESS_UNIT	CST_SEPRN	1	2	EmplID	JOB_INTRADY_VW	EMPLID	D	
SHARE	DE_STICMP	Total STI Compensation DE	01/01/90	DEPARTMENT	CST_STICMP	12	9	Base Currency Amount	WA_COMP_HST_F00	WA_AMOUNT_BCE	S	
SHARE	DE_SURVBCE	Survey Salary BCE Amount	01/01/90	DEPARTMENT	CST_GAPMRKT	23	84	Survey Sal Base Currency Equiv	JOB_CODE_D00	SURVEY_SAL_BCE_AMT	S	
SHARE	DE_TINVPRF	Training Inventory Profile DE	01/01/90	DEPARTMENT	CST_TINVPRF	22	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_TMTOFIL	Total Time to Fill-Months DE	01/01/90	BUSINESS_UNIT	CST_TMTOFIL	1	25	CALC_TIMETOFILL			S	
SHARE	DE_TOTCMP	Total Compensation Expense DE	01/01/90	DEPARTMENT	CST_TOTCMP	12	9	Base Currency Amount	WA_COMP_HST_F00	WA_AMOUNT_BCE	S	
SHARE	DE_TOTEXP	Total Expenses DE	01/01/90	BUSINESS_UNIT	CST_TOTEXP	1	15	Posted Base Currency Amount	WA_LEDGER_VW	POSTED_BASE_AMT	S	
SHARE	DE_TOTEXPT	Total Expenses for Dept Dim DE	01/01/90	DEPARTMENT	CST_TOTEXP	6	15	Posted Base Currency Amount	WA_LEDGER_VW	POSTED_BASE_AMT	S	
SHARE	DE_TOTFTE	Total FTE's DE	01/01/90	BUSINESS_UNIT	CST_TOTFTE	1	76	Reported Hours	TIME_LABOR_F00	REPORTED_HRS	S	
SHARE	DE_TOHCTP	Tot Headct to Include Pers D00	01/01/90	BUSINESS_UNIT	CST_TOHCTP	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_TOHDCT	Total Headcount Data Element	01/01/90	BUSINESS_UNIT	C_TOHDCT	1	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_TOHDCTD	Total Headcount by Dept Dim DE	01/01/90	DEPARTMENT	C_TOHDCT	22	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_TOHIR	Total Hires DE	01/01/90	BUSINESS_UNIT	CST_TOHIR	1	9	Job Requisition Nbr	STAFFING_F00	JOB_REQUISITION_NO	D	
SHARE	DE_TOTREV	Total Revenue DE	01/01/90	BUSINESS_UNIT	CST_TOTREV	1	15	Posted Base Currency Amount	WA_LEDGER_VW	POSTED_BASE_AMT	S	
SHARE	DE_TOTREVD	Total Revenue by Dept Dim DE	01/01/90	DEPARTMENT	CST_TOTREV	6	15	Posted Base Currency Amount	WA_LEDGER_VW	POSTED_BASE_AMT	S	
SHARE	DE_TRNEXP	Total Training Expense DE	01/01/90	DEPARTMENT	CST_TRNEXP	22	86	Per Employee Cost BCE	WA_TRNCST_F00	PER_EE_CST_BCE_AMT	S	
SHARE	DE_TRNHDCT	Total Trained Headcount DE	01/01/90	DEPARTMENT	CST_TRNHDCT	22	2	Employee ID	JOB_F00	EMPLID	D	
SHARE	DE_UNKNGEN	Unknown Gender Headcount DE	01/01/90	BUSINESS_UNIT	CST_UNKNGEN	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_VSEPRN	Voluntary Separations Data Ele	01/01/90	BUSINESS_UNIT	CST_VSEPRN	1	2	EmplID	JOB_INTRADY_VW	EMPLID	D	ECH
SHARE	DE_WHITE	White Ethnicity Count DE	01/01/90	BUSINESS_UNIT	CST_WHITE	1	2	Employee ID	JOB_F00	EMPLID	D	ECH
SHARE	DE_WKRCMP	Total Workers Comp Exp DE	01/01/90	DEPARTMENT	CST_WKRCMP	6	15	Posted Base Currency Amount	WA_LEDGER_VW	POSTED_BASE_AMT	S	
SHARE	DE1	Number of Sales Calls	01/01/99	CUSTOMER	CUST DATA	4	7	NBROFCALLS				ECH
SHARE	DE2	Sales by Customer	01/01/99	CUSTOMER	CUST DATA	4	6	Amount	CUST_INTFC_F00	AMOUNT	S	
SHARE	DE3000	Employee Monthly Salary	01/01/99	BUSINESS_UNIT	EMPLID = KPI OBJ	0	47	Monthly Rate	JOB_F00	MONTHLY_RT		

Setid	Constraint Co	Effective Date	Description	Datamap Code	Filter Code	Operator	Filter Code
SHARE	C_TOHDCT	1/1/1990	Total Headcount Constraint	JOBF_PERS	FL_TOHDCT		
SHARE	CST_AGE2030	1/1/1990	Emp Age Btwn 20 & 30 Constr	JOBF_PERS	FL_AGE2030		
SHARE	CST_AGE3040	1/1/1990	Emp Age Btwn 30 & 40 Constr	JOBF_PERS	FL_AGE3040		
SHARE	CST_AGE4050	1/1/1990	Emp Age Btwn 40 & 50 Constr	JOBF_PERS	FL_AGE4050		
SHARE	CST_AGE50GR	1/1/1990	Employee Age > 50 Constraint	JOBF_PERS	FL_AGE50GR		
SHARE	CST_AGETO20	1/1/1990	Employee's Age <= 20 Constr	JOBF_PERS	FL_AGETO20		
SHARE	CST_AMERIND	1/1/1990	Amer Indian Ethnicity Constr	JOBF_PERS	FL_AMERIND		
SHARE	CST_ASIAN	1/1/1990	Asian Ethnicity Count Constr	JOBF_PERS	FL_ASIAN		
SHARE	CST_BCMP	1/1/1900	Total Base Compensation Cnstr	CMPN_JOB	FL_BCMP		
SHARE	CST_BECMP	1/1/1900	Benefits Compensation Constrai	CMPN_JOB	FL_BECMP		
SHARE	CST_BLACK	1/1/1990	Black Ethnicity Count Constr	JOBF_PERS	FL_BLACK		
SHARE	CST_CCMP	1/1/1900	Cash Compensation Constraint	CMPN_JOB	FL_CCMP		
SHARE	CST_CIPW103	1/1/1990	W103's Cmpncy Inv Prfl Constr	CMPT_JOB	FL_CIPW103		
SHARE	CST_CIPW111	1/1/1990	W111's Competency Inv Constr	CMPT_JOB	FL_CIPW111		
SHARE	CST_COMPART	1/1/1990	Compa Ratio Constraint	JOBF_SALG	FL_COMPART		
SHARE	CST_CURREV	1/1/1990	Current Revenue	PFLEDGER	FLT_CURREV	AND	FLT_CUST
SHARE	CST_DCOMP	1/1/1900	Direct Compensation Constraint	CMPN_JOB	FL_DCOMP		
SHARE	CST_FEMALE	1/1/1990	Female Headcount Constraint	JOBF_PERS	FL_FEMALE		
SHARE	CST_GAPMRKT	1/1/1990	Gap to Market	GAP_MRKT			
SHARE	CST_HISPANC	1/1/1990	Hispanic Ethnicity Cnt Constr	JOBF_PERS	FL_HISPANC		
SHARE	CST_HREXP	1/1/1990	Total HR Expense Constraint	WA_LEDGER	FL_HREXP		
SHARE	CST_HTOTFTE	1/1/1990	Total HR FTE's Constraint	JOBF_TIME	FL_HTOTFTE		
SHARE	CST_LGTHSER	1/1/1990	Lngh of Service--Months Cnstr	JOBF_PERS	FL_TOHDCT		
SHARE	CST_LOSTIME	1/1/1990	Lost Time	WA_INJ_ILL	FL_LOSTIME		
SHARE	CST_MALE	1/1/1990	Male Headcount Constraint	JOBF_PERS	FL_MALE		
SHARE	CST_NAETHNC	1/1/1990	No Ethnicity Count Constraint	JOBF_PERS	FL_NAETHNC		
SHARE	CST_NEWORD	1/1/1990	New Order	SHIPDETAIL	FLT_NEWORD		
SHARE	CST_OPEXP	1/1/1990	Operating Expense	PFLEDGER	FL_OPEXP		
SHARE	CST_RETURN	1/1/1990	Customer Returns	RMALINE	FLT_RETURN		
SHARE	CST_REVPST	1/1/1990	Past Period Revenue	PFLEDGER	FL_REVPST		
SHARE	CST_SEPHIREV	1/1/1990	Separation by High Review	JOB_INTRAD	FL_SEPHIREV		
SHARE	CST_SEPRN	1/1/1990	Total Separations Constraint	JOB_INTRAD	FL_SEPRN		
SHARE	CST_STICMP	1/1/1900	Total STI Compensation Cnstr	CMPN_JOB	FL_STICMP		
SHARE	CST_TINVPRF	1/1/1990	Training Inv Profile Constr	JOBF_TRNC	FL_TINVPRF		
SHARE	CST_TMTOFIL	1/1/1900	Staffing Time to Fill	STAFFING	FL_TMTOFIL		
SHARE	CST_TOTCMP	1/1/1900	Total Compensation Expense	CMPN_JOB	FL_TOTCMP		
SHARE	CST_TOTEXP	1/1/1990	Total Expenses Constraint	WA_LEDGER	FL_TOTEXP		
SHARE	CST_TOTFTE	1/1/1990	Total FTE's Constraint	JOBF_TIME			
SHARE	CST_TOTHCTP	1/1/1990	Tot Headct to Include Pers F00	JOBF_PERS	FL_TOTHCTP		
SHARE	CST_TOTHIR	1/1/1900	Staffing Total Hires	STAFFING	FL_TOTHIR		
SHARE	CST_TOTREV	1/1/1990	Total Revenue Constraint	WA_LEDGER	FL_TOTREV		
SHARE	CST_TRNEXP	1/1/1990	Total Training Expense Constr	JOBF_TRNC			
SHARE	CST_TRNHDCT	1/1/1990	Total Trained Headcount Constr	JOBF_TRNH			
SHARE	CST_UNKNGEN	1/1/1990	Unknown Gender Hdct Cnstr	JOBF_PERS	FL_UNKNGEN		
SHARE	CST_VSEPRN	1/1/1990	Voluntary Separations Constrai	JOB_INTRAD	FL_VSEP		
SHARE	CST_WHITE	1/1/1990	White Ethnicity Count Constr	JOBF_PERS	FL_WHITE		
SHARE	CST_WRKCMP	1/1/1990	Total Workers Comp Exp Constr	WA_LEDGER	FL_WRKCMP		
SHARE	CUST DATA	1/1/1997	Customer Sales Data	CUST_INTFC			
SHARE	EMPLID = KPI OBJ	1/1/1997	Employee ID = KPI Object ID	JOB	EMPLID = KPI OBJ		





Expression C	Eff Date	DataMap Code	Description	Rounding	Type	Expression Statement
CALC_AGE	1/1/1900	JOBF_PERS	Calc Employee Age	5	N	TRUNCATE ( DATEDIFF ( Date of Birth , %EndDateQuotes ) / 365 , 0 )
CALC_LENGTHSERV	1/1/1900	JOBF_PERS	Calc Length of Service	5	N	DATEDIFF ( Hire Date , >>%EndDateQuotes<< ) / 30
CALC_TIMETOFill	1/1/1900	STAFFING	Calc Time to Fill	5	N	DATEDIFF ( Requisition Open Date , >>As Of Date<< ) / 30
COMPA_RATIO	1/1/1900	JOBF_SALG	Compa-Ratio	5	N	Annual Rate (BCE) / Midpoint Annual BCE
GAP_MRKT_VAR	1/1/1990	GAP_MRKT	Gap to Market Variance	3	N	Annual Rate (BCE) - Survey Sal Base Currency Equiv
HC_HR_WEEKS	1/1/1990	JOB	Total Labor Weeks	6	N	Standard Hours / 40
NBROFCALLS	1/1/1990	CUST_INTFC	Number of Sales Calls	3	N	COUNT ( >>Customer Action Code<< )



TableMap Cod	Primary Table	Child	Reference	Reference Child	Notes
JOB	JOB_F00		JOB_INTRADY_F00		Job
JOBF_CMPN	JOB_F00		WA_COMP_HST_F00		WA Compensation History Fact
JOBF_SALG	JOB_F00		JOB_CODE_D00		WA Salary Plan, Grade, Job Cod
			SAL_GRADE_D00		
			SAL_PLAN_R00		
KP_CONVERT	KP_CNVRTVAL				KPI Currency Conversion
KPI	KP_KPI_DFN				KPI Definitions
STAFFING_F00	STAFFING_F00				STAFFING_F00 table map
STAFFING	STAFFING_F00		WA_RECR_OFR_F00		WA Staffing

Data Map Code	Table Map	Primary Table	Notes
JOB	JOB	JOB_F00	Employee Job Data
JOBF_CMPN	JOBF_CMPN	JOB_F00	WA Compensation History Fact
JOBF_SALG	JOBF_SALG	JOB_F00	WA Sal Plan, Grade, Job Cd F
KP_CONVERT	KP_CONVERT	KP_CNVRTVAL	KPI Currency Conversion
KPI	KPI	KP_KPI_DFN	KPI Defintion