



Approval Workflow Transactions  
Audit Report

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

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

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

|                 |
|-----------------|
| <b>Comments</b> |
|-----------------|

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

| Loc Code  | Effective Date | City/    | State | Ctry | Loc Pay Area | LEO Pay | LOC % | IGA % | LEO % | MSA  | CMSA |
|-----------|----------------|----------|-------|------|--------------|---------|-------|-------|-------|------|------|
| 010000000 | 01/01/1980     | ALABAMA  | AL    | USA  | 99           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000001 | 01/01/1980     | AUTAUGA  | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  | 5240 |      |
| 010000003 | 01/01/1980     | BALDWIN  | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  | 5160 |      |
| 010000005 | 01/01/1980     | BARBOUR  | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000007 | 01/01/1980     | BIBB     | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000009 | 01/01/1980     | BLOUNT   | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  | 1000 |      |
| 010000011 | 01/01/1980     | BULLOCK  | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000013 | 01/01/1980     | BUTLER   | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000015 | 01/01/1980     | CALHOUN  | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  | 0450 |      |
| 010000017 | 01/01/1980     | CHAMBERS | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000019 | 01/01/1980     | CHEROKEE | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |
| 010000021 | 01/01/1980     | CHILTON  | AL    | USA  | 88           | 0       | 0.00  | 0.00  | 0.00  |      |      |

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

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

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

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

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



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

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

| Nature of Action Code | Action | Effective Date | Description 1          | Description 2 |
|-----------------------|--------|----------------|------------------------|---------------|
| 001                   |        | 01/01/1980     | Cancellation           |               |
| 002                   |        | 01/01/1980     | Correction             |               |
| 100                   | ADL    | 01/01/1980     | Career Appt            |               |
| 100                   | HIR    | 01/01/1980     | Career Appt            |               |
| 100                   | REH    | 01/01/1980     | Career Appt            |               |
| 101                   | ADL    | 01/01/1980     | Career-Cond Appt       |               |
| 101                   | HIR    | 01/01/1980     | Career-Cond Appt       |               |
| 101                   | REH    | 01/01/1980     | Career-Cond Appt       |               |
| 107                   | ADL    | 01/01/1980     | Emergency Appt         |               |
| 107                   | HIR    | 01/01/1980     | Emergency Appt         |               |
| 107                   | REH    | 01/01/1980     | Emergency Appt         |               |
| 108                   | HIR    | 01/01/1980     | Term Appt NTE          |               |
| 108                   | REH    | 01/01/1980     | Term Appt NTE          |               |
| 112                   | HIR    | 01/01/1980     | Temp Appt-PER          |               |
| 112                   | REH    | 01/01/1980     | Temp Appt-PER          |               |
| 115                   | HIR    | 01/01/1980     | Appt NTE               |               |
| 115                   | REH    | 01/01/1980     | Appt NTE               |               |
| 117                   | HIR    | 03/01/2000     | Summer Appt NTE        | I             |
| 117                   | REH    | 03/01/2000     | Summer Appt NTE        | I             |
| 120                   | ADL    | 01/01/1980     | O/S Ltd Appt           |               |
| 120                   | HIR    | 01/01/1980     | O/S Ltd Appt           |               |
| 120                   | REH    | 01/01/1980     | O/S Ltd Appt           |               |
| 122                   | HIR    | 01/01/1980     | O/S Ltd Appt NTE       |               |
| 122                   | REH    | 01/01/1980     | O/S Ltd Appt NTE       |               |
| 124                   | HIR    | 01/01/1980     | Appt-Status Quo        |               |
| 124                   | REH    | 01/01/1980     | Appt-Status Quo        |               |
| 130                   | ADL    | 01/01/1980     | Transfer               |               |
| 130                   | HIR    | 01/01/1980     | Transfer               |               |
| 130                   | REH    | 01/01/1980     | Transfer               |               |
| 132                   | ADL    | 01/01/1980     | Mass Transfer          |               |
| 132                   | HIR    | 01/01/1980     | Mass Transfer          |               |
| 132                   | REH    | 01/01/1980     | Mass Transfer          |               |
| 140                   | ADL    | 01/01/1980     | Reins-Career           |               |
| 140                   | HIR    | 01/01/1980     | Reins-Career           |               |
| 140                   | REH    | 01/01/1980     | Reins-Career           |               |
| 141                   | ADL    | 01/01/1980     | Reins-Career-Cond      |               |
| 141                   | HIR    | 01/01/1980     | Reins-Career-Cond      |               |
| 141                   | REH    | 01/01/1980     | Reins-Career-Cond      |               |
| 142                   | HIR    | 01/01/1980     | SES Career Appt        |               |
| 142                   | REH    | 01/01/1980     | SES Career Appt        |               |
| 143                   | HIR    | 01/01/1980     | Reins-SES Career       |               |
| 143                   | REH    | 01/01/1980     | Reins-SES Career       |               |
| 145                   | HIR    | 01/01/1980     | Transfer SES Career    |               |
| 145                   | REH    | 01/01/1980     | Transfer SES Career    |               |
| 146                   | HIR    | 01/01/1980     | SES Noncareer Appt     |               |
| 146                   | REH    | 01/01/1980     | SES Noncareer Appt     |               |
| 147                   | HIR    | 01/01/1980     | Transfer SES Noncareer |               |
| 147                   | REH    | 01/01/1980     | Transfer SES Noncareer |               |
| 148                   | HIR    | 01/01/1980     | SES Ltd Term Appt NTE  |               |
| 148                   | REH    | 01/01/1980     | SES Ltd Term Appt NTE  |               |
| 149                   | HIR    | 01/01/1980     | SES Ltd Emergency      | Appt NTE      |
| 149                   | REH    | 01/01/1980     | SES Ltd Emergency      | Appt NTE      |
| 170                   | ADL    | 01/01/1980     | Exc Appt               |               |
| 170                   | HIR    | 01/01/1980     | Exc Appt               |               |
| 170                   | REH    | 01/01/1980     | Exc Appt               |               |
| 171                   | ADL    | 01/01/1980     | Exc Appt NTE           |               |
| 171                   | HIR    | 01/01/1980     | Exc Appt NTE           |               |

| NOA Code | NOA/Authority 1 | Effective Date |
|----------|-----------------|----------------|
| 765      | ACM             | 01/01/1980     |
| 292      | AGM             | 01/01/1980     |
| 357      | AGM             | 01/01/1980     |
| 100      | ALM             | 01/01/1980     |
| 101      | ALM             | 01/01/1980     |
| 107      | ALM             | 01/01/1980     |
| 108      | ALM             | 01/01/1980     |
| 112      | ALM             | 01/01/1980     |
| 115      | ALM             | 01/01/1980     |
| 120      | ALM             | 01/01/1980     |
| 122      | ALM             | 01/01/1980     |
| 124      | ALM             | 01/01/1980     |
| 170      | ALM             | 01/01/1980     |
| 171      | ALM             | 01/01/1980     |
| 190      | ALM             | 01/01/1980     |
| 292      | ALM             | 01/01/1980     |
| 702      | ALM             | 01/01/1980     |
| 703      | ALM             | 01/01/1980     |
| 713      | ALM             | 01/01/1980     |
| 721      | ALM             | 01/01/1980     |
| 740      | ALM             | 01/01/1980     |
| 741      | ALM             | 01/01/1980     |
| 760      | ALM             | 01/01/1980     |
| 761      | ALM             | 01/01/1980     |
| 769      | ALM             | 01/01/1980     |
| 770      | ALM             | 01/01/1980     |
| 100      | AQM             | 01/01/1980     |
| 101      | AQM             | 01/01/1980     |
| 107      | AQM             | 01/01/1980     |
| 112      | AQM             | 01/01/1980     |
| 120      | AQM             | 01/01/1980     |
| 124      | AQM             | 01/01/1980     |
| 170      | AQM             | 01/01/1980     |
| 292      | AQM             | 01/01/1980     |
| 702      | AQM             | 01/01/1980     |
| 703      | AQM             | 01/01/1980     |
| 713      | AQM             | 01/01/1980     |
| 721      | AQM             | 01/01/1980     |
| 740      | AQM             | 01/01/1980     |
| 741      | AQM             | 01/01/1980     |
| 760      | AQM             | 01/01/1980     |
| 761      | AQM             | 01/01/1980     |
| 769      | AQM             | 01/01/1980     |
| 770      | AQM             | 01/01/1980     |
| 750      | AUM             | 01/01/1980     |
| 100      | AYM             | 01/01/1980     |
| 101      | AYM             | 01/01/1980     |
| 108      | AYM             | 01/01/1980     |
| 115      | AYM             | 01/01/1980     |
| 190      | AYM             | 01/01/1980     |
| 500      | AYM             | 01/01/1980     |
| 501      | AYM             | 01/01/1980     |
| 508      | AYM             | 01/01/1980     |
| 515      | AYM             | 01/01/1980     |
| 590      | AYM             | 01/01/1980     |
| 760      | AYM             | 01/01/1980     |
| 765      | AYM             | 01/01/1980     |

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

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

| Job Code | Effective Date | Official Title                     | Supervisory Level | Occ Series | Pay Plan | Pay Table | Grd | FLSA Stat | Std Hours | OPM Cert Nbr | PATCOB Code | Classification Total Points | Training Program | Posn Sens Code | IA Actns |
|----------|----------------|------------------------------------|-------------------|------------|----------|-----------|-----|-----------|-----------|--------------|-------------|-----------------------------|------------------|----------------|----------|
| 000029   | 01/01/198      | Personnel clerical and assistance  | 8                 | 0203       | GS       |           |     | N         | 40.00     |              | T           | 0.00                        |                  | 1              | N        |
| 000089   | 01/01/198      | Clerk-Typist                       | 8                 | 0322       | GS       | 0000      | 04  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC001   | 01/01/198      | Mail Clerk                         | 8                 | 0301       | GS       | 0000      | 11  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC002   | 01/01/198      | Mail Clerk                         | 8                 | 0301       | GS       | 0000      | 11  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC003   | 01/01/198      | Operating Accountant               | 8                 | 0510       | GS       | 0000      | 05  | N         | 40.00     |              | P           | 0.00                        |                  | 1              | N        |
| FJC004   | 01/01/198      | Supervisory Personnel Management   | 2                 | 0201       | GS       | 0000      | 14  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC005   | 01/01/198      | Supervisory Personnel Management   | 2                 | 0201       | GS       | 0000      | 14  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC006   | 01/01/198      | Director of Personnel              | 2                 | 0201       | GS       | 0000      | 15  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC007   | 01/01/198      | Personnel Clerk                    | 8                 | 0203       | GS       | 0000      | 05  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC008   | 01/01/198      | Personnel Clerk                    | 8                 | 0203       | GS       | 0000      | 05  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC009   | 01/01/198      | Personnel Assistant                | 8                 | 0203       | GS       | 0000      | 06  | N         | 40.00     |              | T           | 0.00                        |                  | 1              | N        |
| FJC010   | 01/01/198      | Personnel Assistant                | 8                 | 0203       | GS       | 0000      | 07  | N         | 40.00     |              | T           | 0.00                        |                  | 1              | N        |
| FJC011   | 01/01/198      | Personnel Assistant                | 8                 | 0203       | GS       | 0000      | 08  | N         | 40.00     |              | T           | 0.00                        |                  | 1              | N        |
| FJC012   | 01/01/198      | Personnel Clerk                    | 8                 | 0203       | GS       | 0000      | 09  | E         | 40.00     |              | T           | 0.00                        |                  | 1              | N        |
| FJC013   | 01/01/198      | Position Classification Specialist | 8                 | 0221       | GS       | 0000      | 09  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC014   | 01/01/198      | Position Classification Specialist | 8                 | 0221       | GS       | 0000      | 11  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC015   | 01/01/198      | Position Classification Specialist | 8                 | 0221       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC016   | 01/01/198      | Employee Relations Specialist      | 8                 | 0230       | GS       | 0000      | 07  | N         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC017   | 01/01/198      | Employee Relations Specialist      | 8                 | 0230       | GS       | 0000      | 09  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC018   | 01/01/198      | Employee Relations Specialist      | 8                 | 0230       | GS       | 0000      | 11  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC019   | 01/01/198      | Employee Relations Specialist      | 2                 | 0230       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC020   | 01/01/198      | Employee Relations Specialist      | 8                 | 0230       | GS       | 0000      | 13  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC021   | 01/01/198      | Supervisory Employee Relations     | 2                 | 0230       | GS       | 0000      | 13  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC022   | 01/01/198      | Supervisory Employee Relations     | 4                 | 0230       | GS       | 0000      | 14  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC023   | 01/01/198      | Labor Relations Specialist         | 8                 | 0233       | GS       | 0000      | 09  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC024   | 01/01/198      | Supervisory Labor Relations        | 2                 | 0233       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC025   | 01/01/198      | Administrator                      | 2                 | 0301       | ES       | 0000      | 00  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC026   | 01/01/198      | Administrator                      | 2                 | 0301       | ES       | 0000      | 00  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC027   | 01/01/198      | Administrator                      | 8                 | 0301       | ES       | 0000      | 00  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC028   | 01/01/198      | Assistant Secretary                | 2                 | 0301       | EX       | 0000      | II  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC029   | 01/01/198      | Administrator                      | 8                 | 0301       | EX       | 0000      | I   | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC030   | 01/01/198      | Administrator                      | 8                 | 0301       | GM       | 0000      | 14  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC031   | 01/01/198      | Administrator                      | 8                 | 0301       | GM       | 0000      | 15  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC032   | 01/01/198      | Administrator                      | 8                 | 0301       | GS       | 0000      | 11  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC033   | 01/01/198      | Administrative Officer             | 8                 | 0301       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC034   | 01/01/198      | Administrator                      | 8                 | 0301       | GS       | 0000      | 15  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC035   | 01/01/198      | Mail Clerk                         | 8                 | 0305       | GS       | 0000      | 03  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC036   | 01/01/198      | File Clerk                         | 8                 | 0305       | GS       | 0000      | 03  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC037   | 01/01/198      | Work Unit Supervisor               | 8                 | 0313       | GS       | 0000      | 08  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC038   | 01/01/198      | Secretary                          | 8                 | 0318       | GS       | 0000      | 05  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC039   | 01/01/198      | Secretary                          | 8                 | 0318       | GS       | 0000      | 07  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC040   | 01/01/198      | Clerk-Typist                       | 8                 | 0322       | GS       | 0000      | 03  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC041   | 01/01/198      | Clerk-Typist                       | 8                 | 0322       | GS       | 0000      | 03  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC042   | 01/01/198      | Clerk-Typist                       | 8                 | 0322       | GS       | 0000      | 04  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC043   | 01/01/198      | Clerk-Typist                       | 8                 | 0322       | GS       | 0000      | 04  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC044   | 01/01/198      | Computer Specialist                | 8                 | 0334       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC045   | 01/01/198      | Computer Specialist                | 2                 | 0334       | GS       | 0000      | 13  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC046   | 01/01/198      | Computer Specialist                | 8                 | 0334       | GS       | 0000      | 13  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC047   | 01/01/198      | Computer Programmer                | 8                 | 0335       | GS       | 0000      | 04  | N         | 40.00     |              | C           | 0.00                        |                  | 1              | N        |
| FJC048   | 01/01/198      | Administrative Officer             | 2                 | 0341       | GM       | 0000      | 15  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC049   | 01/01/198      | Administrative Officer             | 2                 | 0341       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC050   | 01/01/198      | Program Analyst                    | 8                 | 0345       | GS       | 0000      | 07  | N         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC051   | 01/01/198      | Program Analyst                    | 8                 | 0345       | GS       | 0000      | 11  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |
| FJC052   | 01/01/198      | Program Analyst                    | 8                 | 0345       | GS       | 0000      | 12  | E         | 40.00     |              | A           | 0.00                        |                  | 1              | N        |

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

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



PeopleSoft  
GROUP MEMBERSHIP LIST REPORT

Report ID: GBP002

Page No. 1  
Run Date 09/07/2000  
Run Time 17:50:38

Group As Of Date            Group ID            Refinement Date  
1980-01-01 00:00:00.000    KF0006            2000-09-07 00:00:00.000

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

End of Report

PeopleSoft  
GL Extraction Report

Report ID: PAY039

Page No. 1  
Run Date 04/08/2002  
Run Time 12:30:01

Business Unit - HR EGJBU  
Business Unit - GL EGJBU  
Journal Template PTMPLT

Company  
Paygroup ENC  
PayEndDt 07/01/1999

| Line Description             | ----General Ledger---- |         |        |            | -----Payroll----- |                 | ---General Ledger-- |           | Currency Codes |         | Conversion Rates |             |             |
|------------------------------|------------------------|---------|--------|------------|-------------------|-----------------|---------------------|-----------|----------------|---------|------------------|-------------|-------------|
|                              | 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| 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        |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 | -1680.00          | -1680.00        | USD                 | USD       | 1              |         | 1                |             |             |

PeopleSoft  
GL Extraction Report

Report ID: PAY039

Page No. 2  
Run Date 04/08/2002  
Run Time 12:30:01

Business Unit - HR EGJBU  
Business Unit - GL EGJBU  
Journal Template PTMPLT

Company  
Paygroup ENC  
PayEndDt 07/01/1999

| Line Description             | ----General Ledger---- |         |        |            |                | -----Payroll----- |           | ---General Ledger-- |            | Currency Codes |             | Conversion Rates |             |
|------------------------------|------------------------|---------|--------|------------|----------------|-------------------|-----------|---------------------|------------|----------------|-------------|------------------|-------------|
|                              | Acct                   | Dept    | Check# | Check Date | Foreign Amount | Monetary Amount   | Payroll   | GL                  | Multiplier | Divisor        |             |                  |             |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -1640.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -1600.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -1560.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -1800.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -2000.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -2040.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -1800.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -1600.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -2000.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| ChartField Details - Project | NIH001                 | Product | Fund   | Program    | Class Fld      | Affiliate         | Oper Unit | Alt. Acct           | Budget     | Ref            | Chartfield1 | Chartfield2      | Chartfield3 |
| Encumbered Ded Reserve       | 7440                   | 140     | L      | 07/01/1999 |                | -2000.00          |           |                     | 7440       | 7440           | 7440        | 7440             | 7440        |
| Totals                       |                        |         |        |            |                | -43457.60         |           |                     | -43457.60  |                |             |                  |             |
| Encumbered Ern Reserve       | 7400                   | 140     | L      | 07/01/1999 |                | -32240.04         |           |                     | USD        | USD            | 1           |                  | 1           |

Processing Mode - Report Only

**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             |

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 Inactivated -**

ChartField  
-----  
CLASS\_FLD

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             |

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       |

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             |



Processing Mode - Update

**Following ChartFields Inactivated -**

ChartField  
-----  
CLASS\_FLD

**ChartField Sequence Changed -**

| ChartField     | Display Order |       |
|----------------|---------------|-------|
|                | 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     |

Processing Mode - Update

**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             |

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       |

| DeptID | SETID | Effective<br>Date | Department | Loc<br>Code | Manager ID |
|--------|-------|-------------------|------------|-------------|------------|
|--------|-------|-------------------|------------|-------------|------------|

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

|            |       |            |                            |       |  |
|------------|-------|------------|----------------------------|-------|--|
| KF000      | FRA01 | 01/01/1980 | Node of the French Tree    | KFPA0 |  |
| KJ100 - CO | JPN01 | 01/01/1980 | Corporate HQ               |       |  |
| KJ101- TOK | JPN01 | 01/01/1980 | Tokyo HQ                   | KJ01  |  |
| L9000      | LECOM | 01/01/1980 | Bureau of                  | L1000 |  |
| L9200      | LECOM | 01/01/1980 | Internet Section           | L1000 |  |
| L9300      | LECOM | 01/01/1980 | Intranet Section           | L1000 |  |
| L9400      | LECOM | 01/01/1980 | Internet Service Providers | L1000 |  |
| PGV10000   | SHARE | 01/01/1980 | Department PGV10000        |       |  |
| PJC30000   | SHARE | 01/01/1980 | Department PJC30000        |       |  |
| PSU50000   | SHARE | 01/01/1980 | Department PSU50000        |       |  |

| DeptID | SETID | Effective<br>Date | Department | Loc<br>Code | Manager ID |
|--------|-------|-------------------|------------|-------------|------------|
|--------|-------|-------------------|------------|-------------|------------|

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

Report ID: PER510  
As Of Date: 01/01/2002

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 |

Report ID: PER510  
As Of Date: 01/01/2002

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

Report ID: PER510  
As Of Date: 01/01/2002

User Profiles

Create new User Profiles with new Row Security Permission List:

| User ID | Employee ID | Name               | Old Row Security Permission List | New Row Security Permission List | Status    |
|---------|-------------|--------------------|----------------------------------|----------------------------------|-----------|
| 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 Permission List | New Row Security Permission List | Status    |
|---------|-------------|-----------------------|----------------------------------|----------------------------------|-----------|
| 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      | Volkman,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 Permission List | New Row Security Permission List | Status    |
|---------|-------------|--------------------|----------------------------------|----------------------------------|-----------|
| 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



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

| Company | ----- Standard Hours ----- |         |         |             | Temp<br>SSN Mask | Default<br>Comp | Position<br>Management | Calculation<br>Type | Commit<br>After |
|---------|----------------------------|---------|---------|-------------|------------------|-----------------|------------------------|---------------------|-----------------|
|         | Minimum                    | Maximum | Default | Work Period |                  |                 |                        |                     |                 |
| GBI     | 10.00                      | 40.00   | 40.00   | Weekly      | 999              | Monthly         | Partial                |                     | 300             |

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

-----Auto-Numbering: Last Assigned-----  
 Employee ID 0  
 Applicant ID 0  
 Job Requisition Number 290,006  
 Requirements Search Number 1,017  
 Position Number 0  
 Grievance Number 0  
 Help Context Number 10000000

-----DB2 Parameters-----  
 DATABASE  
 TABLESPACE  
 STOGROUP  
 Index PRIQTY  
 Index SECQTY

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

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

| Loc Code | Effective Date | Description                    | Abbrev      | Bldg | ADDRESS1/<br>ADDRESS2/<br>ADDRESS3/<br>ADDRESS4            | City<br>Nm1 Nm2 House<br>Nm1 Nm2 House<br>Nm1 Nm2 House | St<br>Geo | Postal<br>Code | City Lim? | Estab<br>Ctry ID | Locality |
|----------|----------------|--------------------------------|-------------|------|--|---|-----------|----------------|-----------|------------------|----------|
| KB01     | 1/1/1980       | Antwerpen                      | Antwerp     |      |  | Antwerpen<br>50   |           | AN 2140        |           | BEL              |          |
|          |                |                                |             |      | Kolveniersstraat   |   |           |                |           |                  |          |
| KB02     | 1/1/1980       | Brussels                       | Brussels    |      |  | Brussels  |           |                |           | BEL              |          |
| KCAB00   | 1/1/1980       | Calgary Office                 | Calgary     |      | 24450 Bow Valley Road                                      | Calgary   |           | AB T3E5T6      |           | CAN              |          |
| KCAB00   | 1/1/1980       | Calgary Branch                 | Calgary     |      | 2945 Union Street  | Calgary   |           | AB A2K1R7      |           | CAN              |          |
| KCBC00   | 1/1/1980       | Vancouver Branch               | Vancouver   |      | 2030 Calley Street   | Vancouver   |           | BC V5C2Z8      |           | CAN              |          |
| KCBC00   | 1/1/1980       | Vancouver Branch               | Vancouver   |      | 1230 Calley St   | Vancouver   |           | BC V5C2Z8      |           | CAN              |          |
| KCMB00   | 1/1/1980       | Brandon                        | Brandon     |      | 402 Prairie Ave  | Brandon   |           | MB R4E5T6      |           | CAN              |          |
| KCMB00   | 1/1/1980       | Winnipeg Office                | Winnipeg    |      | 9812 Hastings Street                                       | Winnipeg  |           | MB R2Q 1E2     |           | CAN              |          |
| KCNB00   | 1/1/1980       | Moncton                        | Moncton     |      | 18 Fredricton Street                                       | Moncton   |           | NB N3E5T6      |           | CAN              |          |
| KCNB00   | 1/1/1980       | Fredricton Office              | Fredricton  |      | 345 Howe Avenue  | Fredricton  |           | NB N2B1L9      |           | CAN              |          |
| KCNF00   | 1/1/1980       | Gander Center                  | Gander      |      | 41 Cornerbrook Crescent                                    | Gander  |           | NF N4R3W2      |           | CAN              |          |
| KCNF00   | 1/1/1980       | St John's Office               | St John's   |      | 2 River Avenue   | St. John's  |           | NF A5F 3Z1     |           | CAN              |          |
| KCNN00   | 1/1/1980       | Iqaluit Office                 | Iqaluit     |      | P.O. Box 350   | Iqaluit   |           | NN X0A1H0      |           | CAN              |          |
| KCNS00   | 1/1/1980       | Halifax Regional Center        | Halifax     |      | 41 Cape Street   | Halifax   |           | NS H3T3T6      |           | CAN              |          |
| KCNS00   | 1/1/1980       | Halifax Office                 | Halifax     |      | 187 Mt Harney Blvd   | Halifax   |           | NS S2C 2Q8     |           | CAN              |          |
| KCNT00   | 1/1/1980       | Yellowknife Branch             | Yellowknife |      | 9747 Geary Road  | Yellowknife   |           | NT R2Q 4J4     |           | CAN              |          |
| KCON00   | 1/1/1980       | Toronto Head Office            | Toronto     |      | 404 Queens Parkway   | Toronto   |           | ON M5R3T6      |           | CAN              |          |
| KCON00   | 1/1/1980       | Canadian Headquarters          | Cdn HQ      |      | 1800 Bay Street<br>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<br>300 St-Catherine Street<br>Suite 1100 | Montreal  |           | QC P3F 2W1     |           | CAN              |          |
| KCSK00   | 1/1/1980       | Regina                         | Regina      |      | 334 Saskatoon Road   | Regina  |           | SK S2E4E5      |           | CAN              |          |
| KCSK00   | 1/1/1980       | Regina Office                  | Regina      |      | 7212-200 Rupert Street                                     | Regina  |           | SK H2D 2P7     |           | CAN              |          |
| KCYT00   | 1/1/1980       | Whitehorse Office              | Whitehorse  |      | 9754 Treat Boulevard                                       | Whitehorse  |           | YT T2G 1U2     |           | CAN              |          |
| KCZZ00   | 1/1/1980       | Outside Canada (Non-Residents) | Out of Can  |      | Anywhere   | Anywhere  |           | ZZ             | N         | CAN              | 67000    |
|          |                |                                |             |      |  |   |           | N              |           |                  |          |
| KD912    | 1/1/1980       | Munich                         | Munich      |      | Muenchner Strasse 14                                       | Munich  |           | BY 85774       |           | DEU              |          |
| KD913    | 1/1/1980       | Hamburg                        | Hamburg     |      |  |   |           |                |           | DEU              |          |
| KD914    | 1/1/1980       | Frankfurt                      | Frankfurt   |      |  |   |           | HE             |           | DEU              |          |
| KD915    | 1/1/1980       | Berlin                         | Berlin      |      |  |   |           | BE             |           | DEU              |          |
| KD916    | 1/1/1980       | Stuttgart                      | Stuttgart   |      |  |   |           | BW 70          |           | DEU              |          |
| KD917    | 1/1/1980       | Bonn                           | Bonn        |      |  |   |           |                |           | DEU              |          |
| KE01     | 1/1/1980       | Madrid Operations              | Madrid      |      | Hernandez de Tejada  | Madrid  |           | 28 28027       |           | ESP              |          |

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

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

| Setid | Job Code | Effect Date | Title                         | Job Func | Salary Setid | Sal Adm Pln | Grd | FLSA Stat | Standard Hours | Work Period | Work Comp Code | EEO Code 1 4 5 6 | EEO Job Grp | Job Family | ***** 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    | Regional 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      |                | N N 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    |              |                 |





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

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

| From<br>Curr | To<br>Curr | Exchange<br>Rate Type | Effective<br>Date | Rate<br>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          |

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<br>to  | 04-02-1995<br>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<br>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<br>available to director/employee            | 0.00                  |       |
| Capital contributions made by director/employee<br>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<br>If yes, did he/she actually do so       | Yes<br>Yes            |       |
| Engine Type  | Petrol                |       |
| Engine Size  | over 2000cc           |       |
| Fuel Benefit charge  | 0.00                  |       |

| Car ID  | Registration Number | VIN             | Engine Type | Engine Size | Color  | Model Description   |
|---------|---------------------|-----------------|-------------|-------------|--------|---------------------|
| 0000010 | T451 RBI            | 1997745 AX 8821 | Petrol      | 1800        | Silver | Ford Mondeo 1.8 GLX |
| 0000011 | T932 GHY            | 6782514 GB 3AX  | Petrol      | 2800        | Black  | BMW 328i SE         |
| 0000012 | V251 AXR            | 83434 GS 23245S | Petrol      | 2000        | Green  | Audi A4             |
| 0000013 | V958 FGF            | 948377 FG 366D  | Petrol      | 1600        | Red    | Ford Escort 1.6i    |
| 0000014 | T871 GHD            | 8874646 GH 276X | Petrol      | 1200        | Blue   | Vauxhall Corsa CDX  |
| 0000015 | T756 HGB            | 17964FT665V     | Petrol      | 2800        | White  | BMW 528i SE         |
| 0000016 | V765 YFG            | 88734653 TG 4D  | Petrol      | 3200        | Green  | Jaguar XJ8          |

PeopleSoft  
Salary History by Group

Report ID: CMP014

Page No. 1  
Run Date 11/21/2002  
Run Time 22:21:14

For the period 01/01/1900 through 11/21/2002

| Group ID | KU100                | 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   |

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 \*\*

PeopleSoft  
SALARY PACKAGE MODELS

Report ID: PKG004

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/Additional Component | Component Period |            | Annual Amounts |           | Package Period Amounts |           |
|--------------------------------|------------------|------------|----------------|-----------|------------------------|-----------|
|                                | 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 |



Paygroup: KAMONTHLY

| Type of benefits provided<br>( 01/04/2003 to 31/03/2004 ) |             | EmplId | Name             | Rcd | Gross Taxable value of benefits<br>(\$ Per Employee) |            | Gross Taxable value of benefits<br>(\$ 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 |

End of Report

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 |

End of Report

| Co. | Grp | Pay Eff Date | Cn-try | Description              | Short Descriptn | Dft Bpg | Dflt Type | Pay FrqGrp? | Ret | Hol Schd | Ern Prg | Bank Transit# | Account Number | Employee Type |   |     |     |     |     |     |      |                                  |                                  |                                  |
|-----|-----|--------------|--------|--------------------------|-----------------|---------|-----------|-------------|-----|----------|---------|---------------|----------------|---------------|---|-----|-----|-----|-----|-----|------|----------------------------------|----------------------------------|----------------------------------|
| ACC | PAB | 01/01/1990   | USA    | Accord Biweekly          | Acc Biweek      | B       | N         | 009824567   | H   |          |         | 10000         | 1              | A             | N | PRG | REG | OTP | REG | HOL | KU01 | Excep Hrly<br>Hourly<br>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<br>Hourly<br>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<br>Hourly<br>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<br>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<br>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<br>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<br>Hourly<br>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<br>Hourly<br>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<br>Hourly<br>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<br>Hourly<br>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<br>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<br>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<br>Hourly<br>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<br>Hourly<br>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<br>Hourly<br>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<br>Hourly<br>Salaried |                                  |

PeopleSoft  
Earnings Table (Part 1)

Report ID: INT004NL

Page No. 1  
Run Date 08/22/2000  
Run Time 12:08:18

| Earn Code | Eff Date   | Description                  | Short Descriptn | Pymnt Type | PerUnit /Ovr Rte | Flat Amount | Max Yearly Earnings | Factor Mult | Factor Rate Adj | Factor Hrs Adj | Factor Ern Adj | Permanent/ Incidental | Tax Class |
|-----------|------------|------------------------------|-----------------|------------|------------------|-------------|---------------------|-------------|-----------------|----------------|----------------|-----------------------|-----------|
| A05       | 01/01/1980 | Admin Uncontrollable OT 5%   | AUO 05%         | E          |                  |             | 0                   | 0.0500      |                 |                |                | Both                  | WT, SS    |
| A10       | 01/01/1980 | Admin Uncontrollable OT 10%  | AUO 10%         | E          |                  |             | 0                   | 0.1000      |                 |                |                | Both                  | WT, SS    |
| AAL       | 01/01/1980 | Automobile Allowance         | Auto Allow      | A          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| ADJ       | 01/01/1980 | Adjustments                  | Adjust          | E          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| ADV       | 01/01/1980 | Advance                      | Advance         | A          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| ALL       | 01/01/1980 | Allocated Tips               | Alloc Tips      | A          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| ANA       | 01/01/1980 | Annual Leave Adjustment      | AnLeaveAdj      | E          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| ANL       | 01/01/1980 | Annual Leave                 | Annl Leave      | E          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| AUT       | 01/01/1980 | Automobile Allowance         | Auto Allow      | A          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| AVL       | 01/01/1980 | Availability Pay             | Avail Pay       | E          |                  |             | 0                   | 0.2500      |                 |                |                | Both                  | WT, SS    |
| AWA       | 01/01/1980 | Award -- Cash                | Award -- C      | E          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| AWD       | 01/01/1980 | Award - Non Cash             | Awd-N/Cash      | 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    |
| OCF       | 01/01/1980 | On-Call Pay                  | OnCall Pay      | F          |                  | 12.0000     | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |
| OTP       | 01/01/1980 | Overtime                     | Overtime        | H          |                  |             | 0                   | 1.5000      |                 |                |                | Both                  | WT, SS    |
| OTS       | 01/01/1980 | Straight Overtime            | StraightOT      | H          |                  |             | 0                   | 1.0000      |                 |                |                | Both                  | WT, SS    |

PeopleSoft  
Deductions Table

Page No. 1  
Run Date 08/22/2000  
Run Time 12:08:03

Report ID: INT005NL

| Plan Type | Deduct Code | Eff Date   | Description                    | Short Descriptn | Permanent/ Incidental |                                 |
|-----------|-------------|------------|--------------------------------|-----------------|-----------------------|---------------------------------|
| 00        | KCAGRN      | 01/01/1980 | Garnishment                    | Garnishmnt      | Both                  | Wage Tax and Social Security    |
| 00        | KCAVPB      | 01/01/1980 | Advance Payback                | AdvPayBack      | Both                  | Wage Tax and Social Security    |
| 00        | KCBGRN      | 01/01/1980 | Before-tax Garnishment         | B-Tax Garn      | Both                  | Wage Tax and Social Security    |
| 00        | KCCRUN      | 01/01/1980 | Credit Union                   | Cred Union      | Both                  | Wage Tax and Social Security    |
| 00        | KCCSB1      | 01/01/1980 | Canada Savings Bonds           | CSB             | Both                  | Wage Tax and Social Security    |
| 00        | KCHILD      | 01/01/1980 | Child Care Center On-site      | Child Care      | Both                  | Wage Tax and Social Security    |
| 00        | KCHOUS      | 01/01/1980 | Company Housing                | Co Housing      | Both                  | Wage Tax and Social Security    |
| 00        | KCIDMT      | 01/01/1980 | Company ID Materials           | Co ID           | Both                  | Wage Tax and Social Security    |
| 00        | KCLOAN      | 01/01/1980 | Loan Payback                   | Loan Pybck      | Both                  | Wage Tax and Social Security    |
| 00        | KCPARK      | 01/01/1980 | Parking                        | Parking         | Both                  | Wage Tax and Social Security    |
| 00        | KCPYS1      | 01/01/1980 | Canada Payroll Savings         | CPS1            | Both                  | Wage Tax and Social Security    |
| 00        | KCPYS2      | 01/01/1980 | Canada Payroll Savings - RRSP  | CPS2            | Both                  | Wage Tax and Social Security    |
| 00        | KCUNON      | 01/01/1980 | Union Dues                     | Union Dues      | Both                  | Wage Tax and Social Security    |
| 00        | KCUWAY      | 01/01/1980 | Donations - United Way         | United Way      | Both                  | Wage Tax and Social Security    |
| 00        | KN0001      | 01/01/1980 | Staff Association Contribution | Staff Assc      | Both                  | No Wage Tax, No Social Security |
| 00        | KN0002      | 01/01/1980 | Stock Purchase                 | Stock           | Incidental            | Wage Tax and Social Security    |
| 00        | KU401K      | 01/01/1980 | General - Pretax 401k          | General -       | Both                  | Wage Tax and Social Security    |
| 00        | KU4DU1      | 01/01/1980 | Health Club Dues               | HealthClub      | Both                  | Wage Tax and Social Security    |
| 00        | KU4SDM      | 01/01/1980 | Administration of 401(k)       | Admin 401k      | Both                  | Wage Tax and Social Security    |
| 00        | KU4UN1      | 01/01/1980 | Union Dues                     | Union Dues      | Both                  | Wage Tax and Social Security    |
| 00        | KU4UW1      | 01/01/1980 | United Way                     | United Way      | Both                  | Wage Tax and Social Security    |
| 00        | KUAVPB      | 01/01/1980 | Advance Payback                | Advance         | Both                  | Wage Tax and Social Security    |
| 00        | KUAVPY      | 01/01/1980 | Vacation Advance Payback       | VacAdvance      | Both                  | Wage Tax and Social Security    |
| 00        | KUAVTV      | 01/01/1980 | Travel Advance                 | Travel Adv      | Both                  | Wage Tax and Social Security    |
| 00        | KUBFMD      | 01/01/1980 | Before Tax Medical General Ded | Before Tax      | Both                  | Wage Tax and Social Security    |
| 00        | KUBOND      | 01/01/1980 | Savings Bond Deduction         | US Bond         | Both                  | Wage Tax and Social Security    |
| 00        | KUBTX1      | 01/01/1980 | Before Tax Gen'l %accum        | BTax Accum      | Both                  | Wage Tax and Social Security    |
| 00        | KUBTX2      | 01/01/1980 | Before Tax Gen'l %gross        | BTax Gross      | Both                  | Wage Tax and Social Security    |
| 00        | KUBTX3      | 01/01/1980 | Before Tax Gen'l %accum        | BTax Accum      | Both                  | Wage Tax and Social Security    |
| 00        | KUBTXA      | 01/01/1980 | Before-tax Amount              | BTax Amt        | Both                  | Wage Tax and Social Security    |
| 00        | KUCAFE      | 01/01/1980 | Cafeteria Charges              | Cafeteria       | Both                  | Wage Tax and Social Security    |
| 00        | KUCHLD      | 01/01/1980 | Child Care Center-On Site      | Child Care      | Both                  | Wage Tax and Social Security    |
| 00        | KUCOFE      | 01/01/1980 | Coffee Expense Deduction       | Coffee          | Both                  | Wage Tax and Social Security    |
| 00        | KUCRUN      | 01/01/1980 | Credit Union                   | Cred Union      | Both                  | Wage Tax and Social Security    |
| 00        | KUDRAW      | 01/01/1980 | Accumulative Draw              | Accum Draw      | Both                  | Wage Tax and Social Security    |
| 00        | KUEXTX      | 01/01/1980 | Assignment Country Tax         | Assign Tax      | Both                  | Wage Tax and Social Security    |
| 00        | KUGARN      | 01/01/1980 | Garnishment                    | Garnishmnt      | Both                  | Wage Tax and Social Security    |
| 00        | KUHLTH      | 01/01/1980 | Health Club Dues               | HealthClub      | Both                  | Wage Tax and Social Security    |
| 00        | KUHYTX      | 01/01/1980 | Hypothetical Tax               | Hypo Tax        | Both                  | Wage Tax and Social Security    |
| 00        | KUINCM      | 01/01/1980 | Goods'n Serv Spendable Income  | G&S Spend       | Both                  | Wage Tax and Social Security    |
| 00        | KULON1      | 01/01/1980 | Loan Payback                   | Loan Pybck      | Both                  | Wage Tax and Social Security    |
| 00        | KULON2      | 01/01/1980 | Loan Payback                   | Loan Pybck      | Both                  | Wage Tax and Social Security    |
| 00        | KUMNT1      | 01/01/1980 | Maintenance Expense            | Maint Exp       | Both                  | Wage Tax and Social Security    |
| 00        | KUNTPY      | 01/01/1980 | Net Pay Adjustment             | NetPay Adj      | Both                  | Wage Tax and Social Security    |
| 00        | KUPARK      | 01/01/1980 | Parking Deduction              | Parking         | Both                  | Wage Tax and Social Security    |
| 00        | KUPHRM      | 01/01/1980 | Pharmacy Charges               | Pharmacy        | Both                  | Wage Tax and Social Security    |
| 00        | KUPRKG      | 01/01/1980 | Parking                        | Parking         | Both                  | Wage Tax and Social Security    |
| 00        | KUPRLC      | 01/01/1980 | Professional Laundry Ser       | Laundry         | Both                  | Wage Tax and Social Security    |
| 00        | KUPYAJ      | 01/01/1980 | Payback Adjustment             | Pay Adjust      | Both                  | Wage Tax and Social Security    |
| 00        | KUSTK1      | 01/01/1980 | Stock Purchase                 | Stock           | Both                  | Wage Tax and Social Security    |
| 00        | KUSTK2      | 01/01/1980 | Stock Purchase Plan            | Stock Plan      | Both                  | Wage Tax and Social Security    |
| 00        | KUTCAF      | 01/01/1980 | Coffee Expense Ded             | Coffee Exp      | Both                  | Wage Tax and Social Security    |
| 00        | KUUDUE      | 01/01/1980 | Union Dues                     | Union Dues      | Both                  | Wage Tax and Social Security    |
| 00        | KUUNIN      | 01/01/1980 | Credit Union 100% ded          | Cred Union      | Both                  | Wage Tax and Social Security    |
| 00        | KUUNON      | 01/01/1980 | Union Dues                     | Union Dues      | Both                  | Wage Tax and Social Security    |
| 00        | KUUSBD      | 01/01/1980 | U.S. Savings Bond Deduction    | US Bond         | Both                  | Wage Tax and Social Security    |
| 00        | KUVAC1      | 01/01/1980 | Vacation Advance Payback       | VacAdvance      | Both                  | Wage Tax and Social Security    |
| 00        | KUWAY1      | 01/01/1980 | United Way                     | United Way      | Both                  | Wage Tax and Social Security    |
| 00        | LALOT1      | 01/01/1980 | Employee Allotment 1           | Employee A      | Both                  | Wage Tax and Social Security    |
| 00        | LALOT2      | 01/01/1980 | Employee Allotment 2           | Employee A      | Both                  | Wage Tax and Social Security    |
| 00        | LBOND       | 01/01/1980 | Savings Bond                   | SaveBond        | Both                  | Wage Tax and Social Security    |
| 00        | LCFC        | 01/01/1980 | Combined Federal Campaign      | CFC             | Both                  | Wage Tax and Social Security    |
| 00        | LCHILD      | 01/01/1980 | Child Support Payment          | Child Supp      | Both                  | Wage Tax and Social Security    |
| 00        | LCHRTY      | 01/01/1980 | Charity                        | Charity         | Both                  | Wage Tax and Social Security    |
| 00        | LCRDUN      | 01/01/1980 | Credit Union                   | Credit Uni      | Both                  | Wage Tax and Social Security    |
| 00        | LGARNL      | 01/01/1980 | Garnishment                    | Garnishmen      | Both                  | Wage Tax and Social Security    |
| 00        | LMILDP      | 01/01/1980 | Military Service Deposit       | Military S      | Both                  | Wage Tax and Social Security    |
| 00        | LNETPY      | 01/01/1980 | Net Pay Adjustment             | Pay Adj         | Both                  | Wage Tax and Social Security    |
| 00        | LPRKNG      | 01/01/1980 | Parking                        | Parking         | Both                  | Wage Tax and Social Security    |
| 00        | LUNION      | 01/01/1980 | Union Dues                     | Union Dues      | Both                  | Wage Tax and Social Security    |
| 00        | NETPAY      | 01/01/1980 | Net Pay Adjustment             | NetPayAdj       | Both                  | Wage Tax and Social Security    |
| 00        | PREPAY      | 01/01/1980 | Pre-Payment Deductions         | PrePay Ded      | Both                  | Wage Tax and Social Security    |
| 00        | PUCBB1      | 01/01/1980 | Svc Buy Back 1                 | Svc BBB1        | Both                  | Wage Tax and Social Security    |

| Deduction Code | Eff Date   | Calc Type    | Rate/Percent | Pay Freq | Additional Amount |
|----------------|------------|--------------|--------------|----------|-------------------|
| KN0001         | 01/01/1980 | A Amount     |              | M        | 15.00             |
| KN0002         | 01/01/1980 | B Percentage | 5.000        |          |                   |

# 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)<br><b>Hamilton, Tyler</b>  |  | Enter first 5 letters of last name<br><b>HAMIL</b> | 03 | 2. Social Security Number<br>[REDACTED]                               |   | 04   | 3. Date of birth (Year and month)<br><b>71/03</b> |  | 05                               |
| 4. Home Address (Number, street, city, State, ZIP code)<br><b>333 Mountain Goat Rd.<br/>Daly City, CA 80801</b>                |  |  |    | 5. Home Telephone<br>Area code Number                                 |   | 6. Position Level (Mark (X) one only)          |   |  |                                  |
| 7. Organization mailing address (Branch-Division/Office/Bureau/Agency)<br><b>Internal Research Department - Not Reportable</b> |  |  |    | 8. Office Telephone<br>Area code Number Extension                     |   | 9. Continuous civilian service<br>Years Months |   | 10. Number of prior non-government training days |                                  |
| 11a. Position title/function<br><b>Criminal Investigator</b>   |  |  |    | 11b. Applicant handicapped or Disabled (See instructions)<br><b>N</b> | 12. Pay plan/series/grade/step<br><b>GS/1811/05 /01</b> |  | 13. Type of appointment<br><b>Career</b>          |  | 14. Education Level<br><b>01</b> |

## Section B - TRAINING COURSE DATA

|   |  |  |  |  |  |  |                                       |  |      |
|---|--|--|--|--|--|--|---------------------------------------|--|------|
| 15a. Name and mailing address of vendor (No. street, city, State, ZIP code)<br><b>Knowledge Transfer KCVND1<br/>600 Central Street<br/>Toronto, ON M5J3T2</b> |  |  |  | 15b. Location of training site (if same, mark box) --> |  |  |                                       |  |      |
| 16. Course title and training objectives (benefits to be derived by the Government)<br><b>SAR test</b>  |  |  |  |  |  |  |                                       |  |      |
| 17. Catalog/Course No.<br><b>TSAR1</b>  |  | 18. Training period (6 digits)<br>Year Month Day |  |  | 19. No. of course hours (4. digits)<br>a. During duty <b>8</b><br>b. Non-duty <b>8</b><br>c. TOTAL <b>16</b> |  | 20. Training codes (See instructions) |  |      |
|   |  |  |  |  |  |  | Code                                  |  | Code |
|   |  |  |  |  |  |  | 1 08                                  |  | 10   |
|   |  |  |  |  |  |  | 1 09                                  |  | 1 11 |

AGENCY USE ONLY

## Section C - ESTIMATED COSTS AND BILLING INFORMATION

## Section D - APPROVALS

|  |  |                         |  |  |  |  |  |                                  |  |                                  |  |
|--|--|-------------------------|--|--|--|--|--|----------------------------------|--|----------------------------------|--|
| 21. Direct costs and appropriation/fund chargeable     |  |                         |  | 26a. Immediate supervisor -- Name and title<br><b>McNight, James<br/>Criminal Investigator</b> |  |  |  |                                  |  | Area code / Tel. No. / Extension |  |
| Item   |  | Amount<br>Dollars Cents |  | Appropriation/Fund   |  | b. Signature   |  | Approved Date                    |  |                                  |  |
|  |  | \$                      |  |  |  |  |  | Disapproved                      |  |                                  |  |
| Total  |  | 12 \$ 0 00              |  |  |  | 27a. Second-line supervisor -- Name and title<br><b>Lee, James<br/>Criminal Investigator</b> |  | Area code / Tel. No. / Extension |  |                                  |  |
|  |  |                         |  |  |  | b. Signature   |  | Approved Date                    |  |                                  |  |
|  |  |                         |  |  |  |  |  | Disapproved                      |  |                                  |  |
| 22. Indirect costs and appropriation/fund chargeable   |  |                         |  | 28a. Training officer -- Name and title  |  |  |  |                                  |  | Area code / Tel. No. / Extension |  |
| Item   |  | Amount<br>Dollars Cents |  | Appropriation/Fund   |  | b. Signature   |  | Approved Date                    |  |                                  |  |
|  |  | \$                      |  |  |  |  |  | Disapproved                      |  |                                  |  |
| Total  |  | 13 \$ 0 00              |  |  |  |  |  |                                  |  |                                  |  |
| 23. Document/Purchase Order/Requisition No.            |  |                         |  |  |  |  |  |                                  |  |                                  |  |
| 24. 8-Digit station symbol (Example 12-34-5678) -----> |  |                         |  | 29a. Authorizing official -- Name and title  |  |  |  |                                  |  | Area code / Tel. No. / Extension |  |
|  |  |                         |  | b. Signature   |  |  |  |                                  |  | Approved Date                    |  |
|  |  |                         |  |  |  |  |  |                                  |  | Disapproved                      |  |
| 25. BILLING INSTRUCTION (Furnish invoice to):          |  |                         |  |  |  |  |  |                                  |  |                                  |  |
|  |  |                         |  | 30a. Authorizing official -- Name and title  |  |  |  |                                  |  | Area code / Tel. No. / Extension |  |
|  |  |                         |  | b. Signature   |  |  |  |                                  |  | Date                             |  |

## Section E - APPROVAL/CONCURRENCE

## Section F - CERTIFICATION OF TRAINING COMPLETION

**TRAINING FACILITY > Bills should be sent to office indicated in item 25. -- Please refer to number given in item 23 to assure prompt payment.**

Compañía Financiera

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

Montes Urales #632  
#632  
Lomas de Chapultepec

Distrito Federal 1 1 0 0 0 Miguel Hidalgo

Distrito Federal

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Gabriela Aguilar Rojas

Distrito Federal, DF

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

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Compañía Financiera

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Montes Urales #632

Lomas de Chapultepec

Distrito Federal 11000 Miguel Hidalgo

Distrito Federal

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Gabriela Aguilar Rojas

Distrito Federal, DF

010925

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

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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

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FINANCIAL

Introduction to HR

0.00

Compañía Financiera

GIRAUD PHILIPPE

Francisco Aguilar

Gabriela Aguilar Rojas

Compañía Financiera

FIN 80 01 12 FIN KY0 000 000 0 A

FINANCIAL

01 06

|                              |       |
|------------------------------|-------|
| BERNAL MACIAS KARINA         | 00000 |
| VELAZQUEZ HERNANDEZ ALEJANDR | 00000 |
| BERNAL CRUZ RICARDO          | 00000 |
| MORALES CORONA MARIO         | 00000 |
| GIL AGUILAR NATALIA          | 00000 |
| ROJAS CRUZ MARCELA           | 00000 |
| ORTIZ LUNA LOURDES           | 00000 |
| MENDEZ VILLA RICARDO         | 00000 |
| SALINAS CASTRO ISABEL        | 00000 |
| MARTINEZ VILLA JORGE         | 00000 |
| GONZALEZ ROJAS ALEJANDRA     | 00000 |
| GIL CASTRO DIEGO             | 00000 |
| VEGA MEZA FABIOLA            | 00000 |
| HERNANDEZ TORRES MARCELO     | 00000 |

Gabriela Aguilar Rojas

Distrito Federal, DF

0 1 0 9 2 5

Compañía Financiera

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

Montes Urales #632

Lomas de Chapultepec

Distrito Federal 1 1 0 0 0 Miguel Hidalgo

Distrito Federal

X

1 1

00001 Introduction to HR

0.00



|       |                    |                      |
|-------|--------------------|----------------------|
| 00001 | BOXER JOE          |                      |
| 00002 | KITE TOM           |                      |
| 00003 | SAMUEL JESSIE      |                      |
| 00004 | CAMPBELL BARRY     | Corporate/Management |
| 00005 | GIRAUD PHILIPPE    |                      |
| 00006 | DUMONT LOUIS       |                      |
| 00007 | VAXHAULER MOIRA    | Management Courses   |
| 00008 | MIGUEL SANFORD     | Technical            |
| 00009 | RELIGIOSO STEVE    | General/Technical    |
| 00010 | BONICELLO NINA     |                      |
| 00011 | ANSELHODGES TAMARA | PAR Processing, WGI' |

Gabriela Aguilar Rojas

Tijuana, BCN

0 1 0 9 2 5



Emplid: KD0001 Breit-Gossmann,Heiner  
 Degree: CER  
 Major Code:  
 Date acquired:  
 Average Grade:

| StepId | From       | Thru       | Business Unit | Deptid | School Code | External Step                          | Status    |
|--------|------------|------------|---------------|--------|-------------|--|-----------|
| KD1001 | 01.11.1999 | 04.11.1999 | DEU01         | KD001  |             | Business Institute Munich, Germany     | Completed |
| KD1002 | 07.11.1999 | 11.11.1999 | DEU01         | KD001  |             | Business Institute Munich, Germany     | Completed |
| KD1003 | 14.11.2000 | 18.11.2000 | DEU01         | KD001  |             | Business Institute Munich, Germany     | Attending |
| KD1004 | 21.11.2000 | 25.11.2000 | DEU01         | KD001  |             | Business Institute Munich, Germany     | Planned   |
| KD2001 | 03.08.1987 | 07.08.1987 | DEU01         | KD002  |             | University of Berlin Extension Program | Completed |
| KD2002 | 10.08.1987 | 14.08.1987 | DEU01         | KD002  |             | University of Berlin Extension Program | Completed |
| KD2003 | 17.08.1987 | 21.08.1987 | DEU01         | KD002  |             | University of Berlin Extension Program | Completed |
| KD2004 | 24.08.1987 | 28.08.1987 | DEU01         | KD002  |             | University of Berlin Extension Program | Completed |
| KD1001 | 07.08.2000 | 11.08.2000 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Attending |
| KD1002 | 14.08.2000 | 18.08.2000 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |
| KD1003 | 21.08.2000 | 25.08.2000 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |
| KD1004 | 28.08.2000 | 31.08.2000 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |
| KD1001 | 07.08.2000 | 11.08.2000 | DEU01         | KD002  |             | University of Berlin Extension Program | Completed |
| KD1002 | 14.08.2000 | 18.08.2000 | DEU01         | KD002  |             | University of Berlin Extension Program | Attending |
| KD1003 | 04.09.2000 | 08.09.2000 | DEU01         | KD002  |             | University of Berlin Extension Program | Planned   |
| KD1004 | 11.09.2000 | 15.09.2000 | DEU01         | KD002  |             | University of Berlin Extension Program | Planned   |
| KD1001 | 05.03.2001 | 09.03.2001 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |
| KD1002 | 12.03.2001 | 16.03.2001 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |
| KD1003 | 17.03.2001 | 21.03.2001 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |
| KD1004 | 24.03.2001 | 28.03.2001 | DEU01         | KD002  |             | Business Institute Munich, Germany     | Planned   |

| Course | Description                    | Abbrev     | Course Type | Int/Ext | Duration | Duration Interval | School Code | School |
|--------|--------------------------------|------------|-------------|---------|----------|-------------------|-------------|--------|
| K001   | Time Management                | Time Mgmt  | Skill Dev   | I       | 2.00     | Day               |             |        |
| K002   | Corporate Orientation          | Corp Ops   | Functional  | I       | 3.00     | Hour              |             |        |
| K003   | Performance Management         | Perf Mgmt  | Skill Dev   | I       | 1.00     | Day               |             |        |
| K004   | Gender Communication           | Gndr Comm  | Skill Dev   | I       | 1.00     | Hour              |             |        |
| K005   | Professional Presentations     | Prof Pres  | Skill Dev   | I       | 3.00     | Day               |             |        |
| K006   | Conducting Performance Reviews | Perf Revws | Skill Dev   | I       | 1.00     | Day               |             |        |
| K007   | Effective Interviewing         | Eff Intvw  | Skill Dev   | I       | 1.00     | Day               |             |        |
| K008   | Discrimination in Workplace    | Discrimtn  | Skill Dev   | I       | 4.00     | Hour              |             |        |
| K009   | Mentoring & Coaching Skills    | Mentoring  | Supv Skill  | I       | 1.00     | Day               |             |        |
| K010   | Leadership Skills for Managers | Leadership | Supv Skill  | I       | 1.00     | Day               |             |        |
| K011   | Workplace Harrassment          | Wrk Harras | Mgmt Devel  | I       | 1.00     | Day               |             |        |
| K012   | Project Management             | Proj Mgmt  | Skill Dev   | I       | 4.00     | Day               |             |        |
| K013   | PeopleSoft HRMS                | PS HRMS    | Functional  | I       | 2.00     | Day               |             |        |
| K014   | PeopleSoft Financials          | PS Financl | Functional  | I       | 2.00     | Day               |             |        |
| K015   | Visual Basic Programming       | VB Prog    | Technical   | I       | 4.00     | Day               |             |        |
| K017   | Java Programming               | Java Prog  | Technical   | I       | 4.00     | Day               |             |        |
| K018   | PeopleTools 1                  | PTools 1   | Technical   | I       | 5.00     | Day               |             |        |
| K019   | PeopleTools 2                  | PTools 2   | Technical   | I       | 5.00     | Day               |             |        |
| K020   | Systems Analysis & Design      | SA&Design  | Technical   | I       | 2.00     | Day               |             |        |
| K021   | Database Design                | DB Design  | Technical   | I       | 2.00     | Day               |             |        |
| K022   | Computer Basics: Using a PC    | Cmptr Basc | Skill Dev   | I       | 0.00     | Day               |             |        |
| KF001  | Time Management                | Time Mgmt  | Contin Ed   | I       | 2.00     | Day               |             |        |
| KF002  | Corporate Orientation          | Corp Ops   | Contin Ed   | I       | 3.00     | Hour              |             |        |
| KF003  | Performance Management         | Perf Mgmt  | Contin Ed   | I       | 1.00     | Day               |             |        |
| KF004  | Project Management             | Proj Mgmt  | Contin Ed   | I       | 4.00     | Day               |             |        |
| L006   | Network Operations             | Net Ops    | Technical   | I       | 1.00     | Day               |             |        |
| L100   | Federal Human Resources        | Fed HR     | Functional  | I       | 1.00     | Day               |             |        |
| L101   | Working with PAR Processing    | PARs Proc  | Functional  | I       | 1.00     | Day               |             |        |
| L102   | Processing WGI's               | WGI's      | Functional  | I       | 3.00     | Hour              |             |        |
| L103   | Processing Government Forms    | Gvt Forms  | Functional  | I       | 1.00     | Hour              |             |        |
| L104   | Federal Gov't Orientation      | Orientatn  | Mgmt Devel  | I       | 1.00     | Hour              |             |        |

Report ID: TRN002

Page No. 1  
Run Date: 8/31/2000  
Run Time: 15:10:25

Course: KF004 Project Management  
Session: 0001  
Start Date: 11/23/2000

| Emplid | Name                   |
|--------|------------------------|
| KF0009 | Breton, Jean-Claude    |
| KF0015 | Levasseur, Jean-Pierre |
| KF0016 | Favreau, Mireille      |
| KF0017 | Ledoux, Louis          |
| KF0018 | Chabot, Yves           |
| KF0020 | Carboneaux, Martin     |

Report ID: TRN003

Page No. 1  
Run Date: 8/31/2000  
Run Time: 14:59:38

Course: K018 PeopleTools 1

| Emplid | Name                 | Waiting For         | Since      |
|--------|----------------------|---------------------|------------|
| K0G002 | Nichta, Issac        | Session number 0004 | 06/09/2000 |
| K0G003 | Bergsten, Darlene    | Session number 0004 | 06/09/2000 |
| KC0003 | Rogers, Cynthia A    | Session number 0001 | 06/09/2000 |
| KC0004 | Reid, Charles M      | Session number 0001 | 06/09/2000 |
| KC0012 | Quency, Nancy J      | Session number 0002 | 06/09/2000 |
| KU0015 | Espinosa, Carmichael | Session number 0001 | 06/09/2000 |
| KU0037 | Morgan, Richard      | Session number 0004 | 06/09/2000 |
| L00040 | St. John Jr., Jack   | Session number 0001 | 06/09/2000 |
| L00041 | Portavino, Vincent R | Session number 0001 | 06/09/2000 |
| PA007  | Smith, Maureen       | Session number 0004 | 06/09/2000 |
| PA018  | Steen, Nicholas      | Session number 0004 | 06/09/2000 |
| KU0048 | Francisco, Brenton   | Course              | 06/09/2000 |
| PJ006  | Johnson, Christina   | Course              | 06/09/2000 |

PeopleSoft  
TRAINING SCHEDULE

Report ID: TRN004

Page No. 1  
Run Date: 8/31/2000  
Run Time: 15:00:08

Classes Starting: 01/01/00 - 31/12/00

| Course | Description                    | Session | Start    | End      | Duration | Students |     |
|--------|--------------------------------|---------|----------|----------|----------|----------|-----|
|        |                                |         |          |          |          | Min      | Max |
| K001   | Time Management                | 0005    | 12/07/00 | 13/07/00 | 2.00 Day | 5        | 10  |
|        |                                | 0006    | 08/11/00 | 09/11/00 | 2.00 Day |          |     |
|        |                                | 0007    | 15/11/00 | 16/11/00 | 2.00 Day |          |     |
| K006   | Conducting Performance Reviews | 0002    | 23/06/00 | 23/06/00 | 1.00 Day | 4        | 6   |
|        |                                | 0003    | 21/09/00 | 21/09/00 | 1.00 Day |          |     |
| K010   | Leadership Skills for Managers | 0001    | 03/07/00 | 03/07/00 | 1.00 Day | 5        | 10  |
|        |                                | 0002    | 06/12/00 | 06/12/00 | 1.00 Day |          |     |
| K012   | Project Management             | 0005    | 09/10/00 | 10/10/00 | 2.00 Day | 4        | 8   |
|        |                                |         | 16/10/00 | 17/10/00 | 2.00 Day |          |     |
|        |                                | 0006    | 07/12/00 | 08/12/00 | 2.00 Day |          |     |
|        |                                |         | 14/12/00 | 15/12/00 | 2.00 Day |          |     |
| K017   | Java Programming               | 0001    | 07/08/00 | 10/08/00 | 4.00 Day | 5        | 15  |
|        |                                | 0002    | 27/11/00 | 30/11/00 | 4.00 Day |          |     |
| K018   | PeopleTools 1                  | 0002    | 19/06/00 | 23/06/00 | 5.00 Day | 5        | 15  |
|        |                                | 0003    | 17/07/00 | 21/07/00 | 5.00 Day |          |     |
|        |                                | 0004    | 11/09/00 | 15/09/00 | 5.00 Day |          |     |
| K019   | PeopleTools 2                  | 0002    | 17/07/00 | 21/07/00 | 5.00 Day | 5        | 15  |
|        |                                | 0003    | 23/10/00 | 27/10/00 | 5.00 Day |          |     |
| K022   | Computer Basics: Using a PC    | 0001    | 10/10/00 | 10/10/00 | 1.00 Day | 4        | 8   |
|        |                                | 0002    | 24/10/00 | 24/10/00 | 1.00 Day |          |     |
| KF003  | Performance Management         | 0001    | 08/09/00 | 08/09/00 | 1.00 Day | 5        | 8   |
| KF004  | Project Management             | 0001    | 23/11/00 | 26/11/00 | 4.00 Day | 4        | 8   |
| L104   | Federal Gov't Orientation      | 0017    | 10/07/00 | 10/07/00 | 1.00 Day | 4        | 10  |
|        |                                | 0018    | 07/08/00 | 07/08/00 | 1.00 Day |          |     |
|        |                                | 0019    | 08/09/00 | 08/09/00 | 1.00 Day |          |     |
|        |                                | 0020    | 02/10/00 | 02/10/00 | 1.00 Day |          |     |
|        |                                | 0021    | 03/11/00 | 03/11/00 | 1.00 Day |          |     |
|        |                                | 0022    | 04/12/00 | 04/12/00 | 1.00 Day |          |     |

End of Report

Report ID: TRN005

Page No. 1  
Run Date: 8/31/2000  
Run Time: 15:01:23

Facility: Corporation Headquarters  
Date Range: 01/01/00 - 31/12/00

Room: Training Room 2

| Starting | Ending   | Course                              | Contact      |
|----------|----------|-------------------------------------|--------------|
| 19/06/00 | 23/06/00 | K018 PeopleTools 1                  | Taylor,David |
| 03/07/00 | 03/07/00 | K010 Leadership Skills for Managers | Taylor,David |
| 17/07/00 | 21/07/00 | K019 PeopleTools 2                  | Taylor,David |
| 11/09/00 | 15/09/00 | K018 PeopleTools 1                  | Taylor,David |
| 07/12/00 | 08/12/00 | K012 Project Management             | Taylor,David |

Room: Training Room 3

| Starting | Ending   | Course                  | Contact      |
|----------|----------|-------------------------|--------------|
| 14/12/00 | 15/12/00 | K012 Project Management | Taylor,David |

Budget Period: K1999CALYR    Business Unit: CAN01    Base Currency: USD

| Department |                           | Approved | Budget   | Ratio   | Cost     |
|------------|---------------------------|----------|----------|---------|----------|
| KC001      | Human Resources           | 8        | 1707.760 | 75.77 % | 1293.909 |
| KC003      | Information Services      | 8        | 2825.280 | 67.17 % | 1897.721 |
| KC006      | Training & Administration | 19       | 612.280  | 77.65 % | 475.456  |
|            |                           | 35       | 5145.320 | 71.27 % |          |

Budget Period: K1999CALYR    Business Unit: CAN01    Base Currency: USD

| Demand ID |                            | Approved | Demands |
|-----------|----------------------------|----------|---------|
| C 000001  | Professional Presentations | 6        | 10      |
| C 000009  | PeopleSoft HRMS            | 7        | 4       |
| C 000010  | Gender Communication       | 19       | 8       |
| I 000011  | Davies,Craig R             | 1        | 1       |
| I 000012  | Griffiths,Martina Rae      | 1        | 1       |
| I 000013  | Saint-Amand,Marcel         | 1        | 1       |
|           |                            | 35       | 25      |



Budget Period: K1999CALYR    Business Unit: CAN01    Base Currency: CAD    Global Scenario: KGBLCAN2

| Department |                           | Approved | Budget   | Ratio   | Cost     |
|------------|---------------------------|----------|----------|---------|----------|
| KC001      | Human Resources           | 8        | 2170.000 | 75.77 % | 1644.130 |
| KC003      | Information Services      | 8        | 3590.000 | 67.17 % | 2411.370 |
| KC006      | Training & Administration | 19       | 778.000  | 77.65 % | 604.150  |
|            |                           | 35       | 6538.000 | 71.27 % |          |

Budget Period: K1999CALYR    Business Unit: CAN01    Base Currency: USD    Global Scenario: KGBLCAN2

| Demand ID |                            | Approved | Demands |
|-----------|----------------------------|----------|---------|
| C 000001  | Professional Presentations | 6        | 10      |
| C 000009  | PeopleSoft HRMS            | 7        | 4       |
| C 000010  | Gender Communication       | 19       | 8       |
| I 000011  | Davies,Craig R             | 1        | 1       |
| I 000012  | Griffiths,Martina Rae      | 1        | 1       |
| I 000013  | Saint-Amand,Marcel         | 1        | 1       |
|           |                            | 35       | 25      |

|                            |  |                       |                            |            |
|----------------------------|--|-----------------------|----------------------------|------------|
| Course                     | K002   | Corporate Orientation |                            |            |
| Course Status              | Active   |                       | Session Administration     | YES        |
| Course Offering            | As Required  |                       |                            |            |
| Revision Date              |  |                       | Creation Date              | 01/01/1980 |
| Course Type                | Functional   |                       |                            |            |
| Primary Delivery Method    | Instructor Led                                       |                       | Internal / External        | Internal   |
| Duration Time              | 3.00   | Hour                  | Course Units               | 0.00       |
| Minimum Number of students | 5.00   |                       | Maximum Number of students | 15.00      |
| School Code                |  |                       | School Name                |            |
| Description                | Introduces the new employee to operating procedures. |                       |                            |            |

License / Certification Code

SRP Safety Recognition Program

|                            |                   |                            |            |
|----------------------------|-------------------|----------------------------|------------|
| Course                     | K003              |                            |            |
| Course Status              | Active            | Session Administration     | YES        |
| Course Offering            | Quarterly         |                            |            |
| Revision Date              |                   | Creation Date              | 01/01/1980 |
| Course Type                | Skill Development |                            |            |
| Primary Delivery Method    | Instructor Led    | Internal / External        | Internal   |
| Duration Time              | 1.00              | Course Units               | 0.00       |
| Minimum Number of students | 5.00              | Maximum Number of students | 8.00       |
| School Code                | School Name       |                            |            |

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

|                       |  |                 |
|-----------------------|--|-----------------|
| Course Session Number |  |                 |
| Course Start Date     |  | Course End Date |
| Instructor ID         |  | Name            |

|         |               |                   |           |
|---------|---------------|-------------------|-----------|
| Rating  |               |                   |           |
|         | Course Rating | Area Rating Count |           |
|         |               |                   | 1.00 2.00 |
|         |               |                   | 2.00 6.00 |
| Average |               | 1.60              | 8.00      |

|         |               |                   |           |
|---------|---------------|-------------------|-----------|
| Rating  |               |                   |           |
|         | Course Rating | Area Rating Count |           |
|         |               |                   | 1.00 4.00 |
|         |               |                   | 2.00 2.00 |
| Average |               | 1.20              | 6.00      |

|                |               |                   |           |
|----------------|---------------|-------------------|-----------|
| Rating         |               |                   |           |
|                | Course Rating | Area Rating Count |           |
|                |               |                   | 1.00 4.00 |
|                |               |                   | 2.00 2.00 |
| Course Average |               | 1.45              |           |

|                            |                   |                            |            |
|----------------------------|-------------------|----------------------------|------------|
| Course                     | K003              |                            |            |
| Course Status              | Active            | Session Administration     | YES        |
| Course Offering            | Quarterly         |                            |            |
| Revision Date              |                   | Creation Date              | 01/01/1980 |
| Course Type                | Skill Development |                            |            |
| Primary Delivery Method    | Instructor Led    | Internal / External        | Internal   |
| Duration Time              | 1.00              | Course Units               | 0.00       |
| Minimum Number of students | 5.00              | Maximum Number of students | 8.00       |
| School Code                | School Name       |                            |            |

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

|         |      |      |
|---------|------|------|
| Average | 1.20 | 6.00 |
| Rating  |      |      |

|               |                   |           |
|---------------|-------------------|-----------|
| Course Rating | Area Rating Count |           |
|               |                   | 1.00 4.00 |
|               |                   | 2.00 2.00 |

|                 |      |      |
|-----------------|------|------|
| Average         | 1.20 | 6.00 |
| Session Average | 1.30 | 2.00 |

|                       |  |                 |
|-----------------------|--|-----------------|
| Course Session Number |  |                 |
| Course 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 |
|----------------|------|

|                            |                   |                            |            |
|----------------------------|-------------------|----------------------------|------------|
| Course                     | K003              |                            |            |
| Course Status              | Active            | Session Administration     | YES        |
| Course Offering            | Quarterly         |                            |            |
| Revision Date              |                   | Creation Date              | 01/01/1980 |
| Course Type                | Skill Development |                            |            |
| Primary Delivery Method    | Instructor Led    | Internal / External        | Internal   |
| Duration Time              | 1.00              | Course Units               | 0.00       |
| Minimum Number of students | 5.00              | Maximum Number of students | 8.00       |
| School Code                | School Name       |                            |            |

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

|         |      |       |
|---------|------|-------|
| Average | 2.00 | 10.00 |
|---------|------|-------|

|               |             |       |
|---------------|-------------|-------|
| Rating        |             |       |
| Course Rating | Area Rating | Count |
|               | 1.00        | 3.00  |
|               | 2.00        | 4.00  |
| Average       | 1.40        | 7.00  |

|                 |             |       |
|-----------------|-------------|-------|
| Rating          |             |       |
| Course Rating   | Area Rating | Count |
|                 | 1.00        | 3.00  |
|                 | 2.00        | 4.00  |
| Average         | 1.40        | 7.00  |
| Session Average | 1.60        | 4.00  |

|                |      |
|----------------|------|
| Course Average | 1.45 |
|----------------|------|

Report ID: TRN018

Course K018 PeopleTools 1  
Session 0004  
Date 09/11/2000 - 09/15/2000  
Facility KUFAC1 Corporation Headquarters

| Participant                   | Status           |
|-------------------------------|------------------|
| KC0015 Campbell, Barry Robert | Enrolled         |
| KU0005 Aliverdi, Reza         | Enrolled         |
| KU0033 Osorio, Dominick       | Enrolled         |
| KU0088 Thorp, Anson           | Enrolled         |
| KOG002 Nichta, Issac          | Session Waitlist |
| KOG003 Bergsten, Darlene      | Session Waitlist |
| KU0037 Morgan, Richard        | Session Waitlist |
| PA007 Smith, Maureen          | Session Waitlist |
| PA018 Steen, Nicholas         | Session Waitlist |

|                   |            |                          |
|-------------------|------------|--------------------------|
| Course            | K018       | PeopleTools 1            |
| Session Number    | 0004       | Active                   |
| Course Start Date | 09/11/2000 |                          |
| Course End Date   | 09/15/2000 |                          |
| Facility          | KUFAC1     | Corporation Headquarters |



Course K018 PeopleTools 1  
Session Number 0004 Active  
Course Start Date 09/11/2000  
Course End Date 09/15/2000  
Facility KUFAC1 Corporation Headquarters

Rating Area Content

- Excellent
- Good
- Fair
- Poor

Rating Area Facility

- Excellent
- Good
- Fair
- Poor

Rating Area Instructors

- Excellent
- Good
- Fair
- Poor

Rating Area Materials

- Excellent
- Good
- Fair
- Poor

Rating Area Presentation

- Excellent
- Good
- Fair
- Poor

EMPLID KU0042  
Name Johnson, Danny

| Course | Session Number         | Start Date | End Date   | Status     | Grade     |   |
|--------|------------------------|------------|------------|------------|-----------|---|
| K012   | Project Management     | 0001       | 02/15/1999 | 02/23/1999 | Completed | P |
| K012   | Project Management     | 0001       | 02/15/1999 | 02/23/1999 | Completed | P |
| K004   | Gender Communication   | 0002       | 06/11/1999 | 06/11/1999 | Completed | P |
| K004   | Gender Communication   | 0002       | 06/11/1999 | 06/11/1999 | Completed | P |
| K007   | Effective Interviewing | 0002       | 11/18/1999 | 11/18/1999 | Completed | P |
| K007   | Effective Interviewing | 0002       | 11/18/1999 | 11/18/1999 | Completed | P |

KG0005 /O O'Flaherty,Seamus Patrick  
KG0005 Sales Representative

| Course | Required | Session Begin | End | Attendance |
|--------|----------|---------------|-----|------------|
|--------|----------|---------------|-----|------------|

Training Program: KSALES Sales Representatives Training

|      |                                |  |  |     |
|------|--------------------------------|--|--|-----|
| K005 | Professional Presentations     |  |  | YES |
| K010 | Leadership Skills for Managers |  |  | YES |

PeopleSoft  
STATISTICS OF EMPLOYEES ENROLLED

Page No. 1  
Run Date 08/30/2000  
Run Time 15:14:05

Report ID: TRN022

Company ACC State of Accord  
Location PACEB State of Accord, Executive Blg

| EmplId       | Name                           | Course        | Session | Begin      | End        |
|--------------|--------------------------------|---------------|---------|------------|------------|
| PA007        | Smith, Maureen                 | K018          | 0004    | 09/11/2000 | 09/15/2000 |
|              |                                | PeopleTools 1 |         |            |            |
|              |                                | -----         |         |            |            |
| PGV1001      | Dpt Hlth & Mntl Hyg            |               | 1       |            |            |
| PA018        | Steen, Nicholas                | K018          | 0004    | 09/11/2000 | 09/15/2000 |
|              |                                | PeopleTools 1 |         |            |            |
|              |                                | -----         |         |            |            |
| PGV1003      | Licensing & Certification      |               | 1       |            |            |
| Location Sum |                                | -----         |         |            |            |
| PACEB        | State of Accord, Executive Blg |               | 2       |            |            |
| Company Sum  |                                | -----         |         |            |            |
| ACC          | State of Accord                |               | 2       |            |            |

|                            |                      |                        |                            |            |
|----------------------------|----------------------|------------------------|----------------------------|------------|
| Course                     | KF003                | Performance Management |                            |            |
| Course Status              | Active               |                        | Session Administration     | YES        |
| Course Offering            | Quarterly            |                        |                            |            |
| Revision Date              |                      |                        | Creation Date              | 01/01/1980 |
| Course Type                | Continuing Education |                        |                            |            |
| Primary Delivery Method    | Instructor Led       |                        | Internal / External        | Internal   |
| Duration Time              | 1.00                 | Day                    | Course Units               | 0.00       |
| Minimum Number of students | 5.00                 |                        | Maximum Number of students | 8.00       |
| School Code                |                      |                        | School Name                |            |

Course Content

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems. Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

|                            |                   |                        |                            |            |
|----------------------------|-------------------|------------------------|----------------------------|------------|
| Course                     | K003              | Performance Management |                            |            |
| Course Status              | Active            |                        | Session Administration     | YES        |
| Course Offering            | Quarterly         |                        |                            |            |
| Revision Date              |                   |                        | Creation Date              | 01/01/1980 |
| Course Type                | Skill Development |                        |                            |            |
| Primary Delivery Method    | Instructor Led    |                        | Internal / External        | Internal   |
| Duration Time              | 1.00              | Day                    | Course Units               | 0.00       |
| Minimum Number of students | 5.00              |                        | Maximum Number of students | 8.00       |
| School Code                |                   |                        | School Name                |            |

Description

This course focuses on the underlying principles of performance management and ways to intervene early in behavioral or motivational type problems.

Areas to be covered will be designing and implementing a performance management system, negotiating appropriate performance standards, performance improvement plans and their linkage to discipline and pay, methods for motivating staff, coaching employees for success, techniques for dealing with resistance or defensiveness, conducting performance evaluations and documentation.

Category

|            |            |            |                    |
|------------|------------|------------|--------------------|
| MANAGEMENT | Management | CAREER DEV | Career Development |
|------------|------------|------------|--------------------|

|                            |                |                 |                            |            |
|----------------------------|----------------|-----------------|----------------------------|------------|
| Course                     | K021           | Database Design |                            |            |
| Course Status              | Active         |                 | Session Administration     | YES        |
| Course Offering            | Quarterly      |                 |                            |            |
| Revision Date              |                |                 | Creation Date              | 01/01/1980 |
| Course Type                | Technical      |                 |                            |            |
| Primary Delivery Method    | Instructor Led |                 | Internal / External        | Internal   |
| Duration Time              | 2.00           | Day             | Course Units               | 0.00       |
| Minimum Number of students | 5.00           |                 | Maximum Number of students | 10.00      |
| School Code                |                |                 | School Name                |            |

Description This course provides students with the basic fundamentals for creating effective, efficient database systems.

| <u>Equipment/Materials Code</u> | <u>Description</u>    | <u>Author</u> | <u>Year Published</u> | <u>ISBN</u> |
|---------------------------------|-----------------------|---------------|-----------------------|-------------|
| K002                            | Hanging White Board   |               | 0                     |             |
| K008                            | Flip Chart with Pens  |               | 0                     |             |
| K012                            | Computer Workstations |               | 0                     |             |
| K016                            | Instructor Guide      |               | 0                     |             |
| K017                            | Student Guides        |               | 0                     |             |
| K022                            | Lunch                 |               | 0                     |             |

Course K012 Project Management

|                            |                   |                            |            |
|----------------------------|-------------------|----------------------------|------------|
| Course Status              | Active            | Session Administration     | YES        |
| Course Offering            | Quarterly         |                            |            |
| Revision Date              |                   | Creation Date              | 01/01/1980 |
| Course Type                | Skill Development |                            |            |
| Primary Delivery Method    | Instructor Led    | Internal / External        | Internal   |
| Duration Time              | 4.00 Day          | Course Units               | 0.00       |
| Minimum Number of students | 4.00              | Maximum Number of students | 8.00       |
| School Code                |                   | School Name                |            |

Description Teaches techniques and tools used in project management, including Gantt charts, PERT charts, scheduling, and estimating.

|               |                    |                                   |
|---------------|--------------------|-----------------------------------|
| <u>Vendor</u> | <u>Vendor Type</u> | <u>Accounts Payable Vendor ID</u> |
|---------------|--------------------|-----------------------------------|

|        |                    |                     |
|--------|--------------------|---------------------|
| KCVND1 | Knowledge Transfer | Outside Instructors |
|--------|--------------------|---------------------|

Comments : This firm provides instructors that specialize in technical areas.



|                            |   |               |                            |            |
|----------------------------|---|---------------|----------------------------|------------|
| Course                     | K019  | PeopleTools 2 |                            |            |
| Course Status              | Active  |               | Session Administration     | YES        |
| Course Offering            | Quarterly   |               |                            |            |
| Revision Date              |   |               | Creation Date              | 01/01/1980 |
| Course Type                | Technical   |               |                            |            |
| Primary Delivery Method    | Instructor Led  |               | Internal / External        | Internal   |
| Duration Time              | 5.00  | Day           | Course Units               | 0.00       |
| Minimum Number of students | 5.00  |               | Maximum Number of students | 15.00      |
| School Code                |   |               | School Name                |            |
| Description                | This course follows on from the PeopleTools 1 course, and provides students with a thorough understanding of PeopleCode and other applications within the PeopleSoft environment. |               |                            |            |

| <u>Prerequisite Course</u> |  | <u>Course Type</u> | <u>Internal / External</u> | <u>Duration Time</u> |
|----------------------------|--|--------------------|----------------------------|----------------------|
| K018                       | PeopleTools 1  | Technical          | Internal                   | 5.00                 |
| Description                | This course teaches students the essentials of building effective, usable systems in the PeopleSoft environment. |                    |                            |                      |

|                            |                   |                 |                            |            |
|----------------------------|-------------------|-----------------|----------------------------|------------|
| 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     | 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 Estim. |
|-----------|----|-----------------------------|
|-----------|----|-----------------------------|

|         |  |  |
|---------|--|--|
| 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 |
| 3475,3E   |

|           |    |                       |
|-----------|----|-----------------------|
| Indicator | 12 | Other Financing, Cost |
| Cost      |    |                       |
| 1000,0C   |    |                       |

|           |    |       |
|-----------|----|-------|
| Indicator | 13 | Total |
| Cost      |    |       |
| 22205,3C  |    |       |

|           |    |         |
|-----------|----|---------|
| Indicator | 14 | Subsidy |
| Cost      |    |         |
| 1000,0C   |    |         |

|           |    |                 |
|-----------|----|-----------------|
| Indicator | 15 | Chargeable Cost |
| Cost      |    |                 |
| 21205,3C  |    |                 |

| Group     | D   | OPCA Organizations            |
|-----------|-----|-------------------------------|
| Indicator | 01  | Trn Plan & Trn Saving Account |
| CIF3      | OCA | FONGECIF Haute-Normandie      |

|           |     |                    |
|-----------|-----|--------------------|
| Indicator | 02  | Part-Time Training |
| CIF2      | OCA | FONGECIF Alsace    |

|           |     |                        |
|-----------|-----|------------------------|
| Indicator | 03  | Training Leave         |
| CIF1      | OCA | FONGECIF-AGECIF Guyane |

| Group     | E  | Training Tax Credit |  |
|-----------|----|---------------------|--|
| Indicator | 01 | Expense Surplus     |  |
|           |    | Surplus             |  |
|           |    | 0,00                |  |

| Indicator | 02 | Declaration 2068 - Ligne WA |  |
|-----------|----|-----------------------------|--|
|           |    | 2068 - W?                   |  |
|           |    | 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      |    |                       |
| 262325,10 |    |                       |

|           |    |                        |
|-----------|----|------------------------|
| Indicator | 02 | Employer Participation |
| Cost      |    |                        |
| 3934,86   |    |                        |

|            |    |                              |
|------------|----|------------------------------|
| Indicator  | 03 | Participation with Reduction |
| Participa. |    |                              |
| 1967,44    |    |                              |

|           |    |                     |
|-----------|----|---------------------|
| Indicator | 04 | Total Training Cost |
| Cost      |    |                     |
| 21205,30  |    |                     |

|           |    |                 |
|-----------|----|-----------------|
| Indicator | 05 | Expense Surplus |
| Surplus   |    |                 |
| 19237,86  |    |                 |

|           |    |                       |
|-----------|----|-----------------------|
| Indicator | 06 | Expense Insufficiency |
| Insuffi.  |    |                       |
| 0,00      |    |                       |

|           |    |                     |
|-----------|----|---------------------|
| Indicator | 07 | Training Tax Credit |
| Credit    |    |                     |
| 0,00      |    |                     |

|           |    |                           |
|-----------|----|---------------------------|
| Indicator | 08 | Indicator 6 - Indicator 7 |
| Cost      |    |                           |
| 0,00      |    |                           |



|                  |           |                                  |
|------------------|-----------|----------------------------------|
| <b>Group</b>     | <b>G</b>  | <b>Financing sandwich course</b> |
| <b>Indicator</b> | <b>09</b> | <b>Employer Obligation</b>       |
| Obligator        |           |                                  |
| 1049,30          |           |                                  |

|                  |           |                                  |
|------------------|-----------|----------------------------------|
| <b>Indicator</b> | <b>10</b> | <b>Obligation with Reduction</b> |
| Obligator        |           |                                  |
| 524,65           |           |                                  |

|                  |           |                      |
|------------------|-----------|----------------------|
| <b>Indicator</b> | <b>11</b> | <b>OPCA Payments</b> |
| OPCA             |           |                      |
| 1000,00          |           |                      |

|                  |           |                               |
|------------------|-----------|-------------------------------|
| <b>Indicator</b> | <b>12</b> | <b>Employer Fixed Expense</b> |
| Expense          |           |                               |
| 1000,00          |           |                               |

|                  |           |                                 |
|------------------|-----------|---------------------------------|
| <b>Indicator</b> | <b>13</b> | <b>Indicator 10 - (11 + 12)</b> |
| Cost             |           |                                 |
| 1475,35          |           |                                 |

|                  |           |                       |
|------------------|-----------|-----------------------|
| <b>Indicator</b> | <b>14</b> | <b>Total 11 to 13</b> |
| Cost             |           |                       |
| 3475,35          |           |                       |

|                  |           |                               |
|------------------|-----------|-------------------------------|
| <b>Group</b>     | <b>H</b>  | <b>Finance training leave</b> |
| <b>Indicator</b> | <b>15</b> | <b>Employer Obligation</b>    |
| Obligator        |           |                               |
| 524,65           |           |                               |

|                  |           |                                  |
|------------------|-----------|----------------------------------|
| <b>Indicator</b> | <b>16</b> | <b>Obligation with Reduction</b> |
| Obligator        |           |                                  |
| 262,33           |           |                                  |

|                  |           |                                  |
|------------------|-----------|----------------------------------|
| <b>Indicator</b> | <b>17</b> | <b>OPCA Payments - Part Time</b> |
| OPCA F           |           |                                  |
| 1000,00          |           |                                  |

|                  |           |                                     |
|------------------|-----------|-------------------------------------|
| <b>Indicator</b> | <b>18</b> | <b>OPCA Payments - Train. Leave</b> |
| OPCAT            |           |                                     |
| 1000,00          |           |                                     |

|                  |           |                               |
|------------------|-----------|-------------------------------|
| <b>Indicator</b> | <b>19</b> | <b>Indicator 16 - (17+18)</b> |
| Cost             |           |                               |
| 1737,68          |           |                               |

|                  |           |                                       |
|------------------|-----------|---------------------------------------|
| <b>Group</b>     | <b>J</b>  | <b>Finance training leave Limited</b> |
| <b>Indicator</b> | <b>20</b> | <b>CDD Total Annual Salaries</b>      |
| CDD              |           |                                       |
| 36587,7€         |           |                                       |

|                  |           |                            |
|------------------|-----------|----------------------------|
| <b>Indicator</b> | <b>21</b> | <b>Employer Obligation</b> |
| Obligator        |           |                            |
| 365,88           |           |                            |

|                  |           |                          |
|------------------|-----------|--------------------------|
| <b>Indicator</b> | <b>22</b> | <b>OCPA CIF Payments</b> |
| OCPA CIF         |           |                          |
| 1000,0€          |           |                          |

|                  |           |                          |
|------------------|-----------|--------------------------|
| <b>Indicator</b> | <b>23</b> | <b>Indicator 21 - 22</b> |
| Cost             |           |                          |
| 634,12           |           |                          |

|                  |           |                                      |
|------------------|-----------|--------------------------------------|
| <b>Group</b>     | <b>K</b>  | <b>Emp Pymnts to Min of Finances</b> |
| <b>Indicator</b> | <b>24</b> | <b>Training Cost Insufficiency</b>   |
| Cost             |           |                                      |
| 0,00             |           |                                      |

|                  |           |                               |
|------------------|-----------|-------------------------------|
| <b>Indicator</b> | <b>25</b> | <b>Regularization Payment</b> |
| Payment          |           |                               |
| 1000,00          |           |                               |

|                  |           |                                     |
|------------------|-----------|-------------------------------------|
| <b>Indicator</b> | <b>26</b> | <b>Payment/Company Work Council</b> |
| Payment          |           |                                     |
| 983,72           |           |                                     |

|                  |           |                          |
|------------------|-----------|--------------------------|
| <b>Indicator</b> | <b>27</b> | <b>CIF Insufficiency</b> |
| Cost             |           |                          |
| 1737,68          |           |                          |

|                  |           |                              |
|------------------|-----------|------------------------------|
| <b>Indicator</b> | <b>28</b> | <b>CIF/CDD Insufficiency</b> |
| Cost             |           |                              |
| 1268,25          |           |                              |

|                  |           |                                |
|------------------|-----------|--------------------------------|
| <b>Indicator</b> | <b>29</b> | <b>Part-Time Insufficiency</b> |
| Cost             |           |                                |
| 1475,35          |           |                                |

|                  |           |                           |
|------------------|-----------|---------------------------|
| <b>Indicator</b> | <b>30</b> | <b>Total Contribution</b> |
| 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 |         |           |        | Total |
|------------|---------|------------------|---------|-----------|--------|-------|
| NonQualWrk | QualWrk | OfficeWrk        | Manager | Executive | Total  |       |
| 0,00       | 0,00    | 224,00           | 224,00  | 0,00      | 448,00 |       |

| Indicator  | 15      | Nbr of qualification contracts |         |           |       | Total |
|------------|---------|--------------------------------|---------|-----------|-------|-------|
| 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 |         |           |       | Total |
|------------|---------|--------------------------------|---------|-----------|-------|-------|
| 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      |



Course K012 Project Management  
Session 0003  
Date 10/21/1999 - 10/29/1999

Employee KU0015 Espinosa, Carmichael

|                 |          |
|-----------------|----------|
| Salary          | 2180.000 |
| Vendor          | 320.000  |
| Facility        | 1062.000 |
| Equipment       | 30.000   |
| Instructor      | 200.000  |
| EE Expense      | 480.000  |
| Session Expense | 0.000    |
| Total           | 4272.000 |

PeopleSoft  
INSTRUCTOR SCHEDULE

Report ID: TRN033

Page No. 1  
Run Date: 31/08/00  
Run Time: 15:07:40

Instructor: Campbell, Barry Robert  
Date Range: 01/01/00 - 31/12/00

| <u>Start/End Dates</u>           | <u>Start/End Times</u> | <u>Course</u>                       | <u>Facility</u>          | <u>Room</u>     |
|----------------------------------|------------------------|-------------------------------------|--------------------------|-----------------|
| 08/02/00 - 09/02/00              | 9:00 a - 6:00 p        | K001 Time Management                | Canadian Headquarters    | Training Room 1 |
| Contact : Mrs Angeline Cottswold |                        | Phone 416/227-1234                  |                          |                 |
| 13/03/00 - 13/03/00              | 9:00 a - 6:00 p        | K006 Conducting Performance Reviews | Corporation Headquarters | Training Room 3 |
| Contact : Taylor, David          |                        | Phone 877 5821234                   |                          |                 |
| 23/06/00 - 23/06/00              | 9:00 a - 6:00 p        | K006 Conducting Performance Reviews | California Location      | Training Room 2 |
| Contact : Morrison, Brad         |                        | Phone 510 7453456                   |                          |                 |
| 03/07/00 - 03/07/00              | 9:00 a - 6:00 p        | K010 Leadership Skills for Managers | Corporation Headquarters | Training Room 2 |
| Contact : Taylor, David          |                        | Phone 877 5821234                   |                          |                 |
| 12/07/00 - 13/07/00              | 9:00 a - 6:00 p        | K001 Time Management                | Canadian Headquarters    | Training Room 1 |
| Contact : Mrs Angeline Cottswold |                        | Phone 416/227-1234                  |                          |                 |
| 21/09/00 - 21/09/00              | 9:00 a - 6:00 p        | K006 Conducting Performance Reviews | Vancouver Branch         | Training Room 1 |
| Contact : Thompson, Steve        |                        | Phone 604 888 9876                  |                          |                 |
| 08/11/00 - 09/11/00              | 9:00 a - 6:00 p        | K001 Time Management                | Canadian Headquarters    | Training Room 1 |
| Contact : Mrs Angeline Cottswold |                        | Phone 416/227-1234                  |                          |                 |
| 15/11/00 - 16/11/00              | 9:00 a - 6:00 p        | K001 Time Management                | Canadian Headquarters    | Training Room 1 |
| Contact : Mrs Angeline Cottswold |                        | Phone 416/227-1234                  |                          |                 |
| 06/12/00 - 06/12/00              | 9:00 a - 6:00 p        | K010 Leadership Skills for Managers | Canadian Headquarters    | Training Room 2 |
| Contact : Mrs Angeline Cottswold |                        | Phone 416/227-1234                  |                          |                 |
| 07/12/00 - 08/12/00              | 9:00 a - 6:00 p        | K012 Project Management             | Corporation Headquarters | Training Room 2 |
| Contact : Taylor, David          |                        | Phone 877 5821234                   |                          |                 |
| 14/12/00 - 15/12/00              | 9:00 a - 6:00 p        | K012 Project Management             | Corporation Headquarters | Training Room 3 |
| Contact : Taylor, David          |                        | Phone 877 5821234                   |                          |                 |

End of Report

PeopleSoft  
EQUIPMENT CHECKLIST

Page No. 1  
Run Date 08/30/2000  
Run Time 14:49:58

Report ID: TRN034

Course K001 Time Management  
Session 0006  
Date 11/08/2000 - 11/09/2000  
Max Students 10  
# Enrolled 0

Facility KCFAC1 - Canadian Headquarters  
Room ROOM1 - Training Room 1  
Date 11/08/2000 - 11/09/2000

| Equipment Code | Description         | Quantity Required | # Available in Room | # Available at Facility | # Booked at Facility |   |
|----------------|---------------------|-------------------|---------------------|-------------------------|----------------------|---|
| K002           | Hanging White Board | 1                 | 1                   | -                       | -                    |   |
| K016           | Instructor Guide    | 1                 | 0                   | 0                       | 1                    | * |
| K017           | Student Guides      | 1                 | 0                   | 0                       | 1                    | * |

Contact Mrs Angeline Cottswold  
Telephone # 416/227-1234

Budget Period: KF001 Year 2000 Budget Period  
 Business Unit: FRA01 France Business Unit  
 Department:  
 Course:

| Dept.                    | Demand ID | Course | Category   | Sub Category | Description            | Emplid | Active | Scenario | Demands | Nbr | Distribution<br>By Gender |        | Distribution<br>By Socio Professional Category |         |        |         |         |
|--------------------------|-----------|--------|------------|--------------|------------------------|--------|--------|----------|---------|-----|---------------------------|--------|--|---------|--------|---------|---------|
|                          |           |        |            |              |                        |        |        |          |         |     | Male                      | Female | Unq.Wkr  | Qua.Wkr | Office | Manager | Execut. |
| KF001                    | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE   |          | 8       |     | 5                         | 3      | 0  | 0       | 3      | 4       | 1       |
| KF002                    | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE   |          | 8       |     | 5                         | 3      | 0  | 0       | 3      | 4       | 1       |
| KF003                    | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE   |          | 2       |     | 1                         | 1      | 0  | 0       | 0      | 2       | 0       |
| KF004                    | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE   |          | 2       |     | 1                         | 1      | 0  | 0       | 0      | 2       | 0       |
| KF004                    | 000015    | KF004  | PLANNING   | RESOURCES    | Project Management     |        | BASE   |          | 10      |     | 5                         | 5      | 0  | 0       | 6      | 4       | 0       |
| KF005                    | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE   |          | 1       |     | 0                         | 1      | 0  | 0       | 0      | 1       | 0       |
| KF006                    | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE   |          | 1       |     | 0                         | 1      | 0  | 0       | 0      | 1       | 0       |
| KF006                    | 000016    | KF004  | PLANNING   | RESOURCES    | Project Management     |        | BASE   |          | 4       |     | 0                         | 0      | 0  | 0       | 0      | 0       | 0       |
| -----                    |           |        |            |              |                        |        |        |          |         |     |                           |        |  |         |        |         |         |
| Collective Demands Total |           |        |            |              |                        |        |        |          | 36      |     | 17                        | 15     | 0  | 0       | 12     | 18      | 2       |
| KF001                    | 000019    | KF003  | MANAGEMENT | CAREER DEV   | Performance Management | KF0001 |        |          | 1       |     | 1                         | 0      | 0  | 0       | 0      | 0       | 1       |
| KF002                    | 000018    | KF002  | HUMRES     | NEW HIRE     | Corporate Orientation  | KF0007 |        |          | 1       |     | 1                         | 0      | 0  | 0       | 0      | 1       | 0       |
| KF002                    | 000017    | KF002  | HUMRES     | NEW HIRE     | Corporate Orientation  | KF0012 |        |          | 1       |     | 1                         | 0      | 0  | 0       | 0      | 1       | 0       |
| -----                    |           |        |            |              |                        |        |        |          |         |     |                           |        |  |         |        |         |         |
| Individual Demands Total |           |        |            |              |                        |        |        |          | 3       |     | 3                         | 0      | 0  | 0       | 2      | 1       |         |
| =====                    |           |        |            |              |                        |        |        |          |         |     |                           |        |  |         |        |         |         |
| Total                    |           |        |            |              |                        |        |        |          | 39      |     | 20                        | 15     | 0  | 0       | 12     | 20      | 3       |

Report ID: TRN036

Budget Period: KF001 Year 2000 Budget Period  
 Business Unit: FRA01 France Business Unit  
 Department:  
 Course:  
 Currency: USD US Dollar

Costs

| Dept.                                      | Demand ID | Course | Category   | Sub Category | Description            | Emplid | Active Scenario | Facility | Instruct. | Vendor   | Equipment | Salary   | Expense   | Total      |
|--|-----------|--------|------------|--------------|------------------------|--------|-----------------|----------|-----------|----------|-----------|----------|-----------|------------|
| KF001                                      | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE            | 0.00     | 256000.00 | 0.00     | 12800.00  | 2108.74  | 64000.00  | 334908.74  |
| KF002                                      | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE            | 0.00     | 256000.00 | 0.00     | 12800.00  | 2108.74  | 64000.00  | 334908.74  |
| KF003                                      | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE            | 0.00     | 64000.00  | 0.00     | 3200.00   | 527.18   | 16000.00  | 83727.18   |
| KF004                                      | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE            | 0.00     | 64000.00  | 0.00     | 3200.00   | 527.18   | 16000.00  | 83727.18   |
| KF004                                      | 000015    | KF004  | PLANNING   | RESOURCES    | Project Management     |        | BASE            | 8786.40  | 3514.56   | 56232.95 | 3075.24   | 10543.68 | 70291.19  | 152444.02  |
| KF005                                      | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE            | 0.00     | 32000.00  | 0.00     | 1600.00   | 263.59   | 8000.00   | 41863.59   |
| KF006                                      | 000014    | KF001  | PLANNING   | ORGANIZATN   | Time Management        |        | BASE            | 0.00     | 32000.00  | 0.00     | 1600.00   | 263.59   | 8000.00   | 41863.59   |
| KF006                                      | 000016    | KF004  | PLANNING   | RESOURCES    | Project Management     |        | BASE            | 3514.56  | 1405.82   | 22493.18 | 1230.10   | 0.00     | 28116.48  | 56760.14   |
| ----- Collective Demands Total Costs ----- |           |        |            |              |                        |        |                 | 12300.96 | 708920.38 | 78726.13 | 39505.34  | 16342.70 | 274407.67 | 1130203.18 |
| KF001                                      | 000019    | KF003  | MANAGEMENT | CAREER DEV   | Performance Management |        | KF0001          | 351.46   | 1054.37   | 4393.20  | 1098.30   | 527.18   | 2460.19   | 2866.56    |
| KF002                                      | 000018    | KF002  | HUMRES     | NEW HIRE     | Corporate Orientation  |        | KF0007          | 1317.96  | 70.29     | 234.30   | 8.79      | 49.42    | 197.69    | 506.68     |
| KF002                                      | 000017    | KF002  | HUMRES     | NEW HIRE     | Corporate Orientation  |        | KF0012          | 1317.96  | 70.29     | 234.30   | 8.79      | 32.95    | 197.69    | 490.21     |
| -----                                      |           |        |            |              |                        |        |                 | 2987.38  | 1194.95   | 4861.81  | 1115.88   | 609.56   | 2855.58   | 3863.45    |
| ===== Total Costs =====                    |           |        |            |              |                        |        |                 | 15288.34 | 710115.34 | 83587.94 | 40621.21  | 16952.26 | 277263.24 | 1134066.63 |

End of Report

**Employee ID** KF0002 Grioux,Ghislaine

**Contract Data**

|                          |            |                      |      |               |
|--------------------------|------------|----------------------|------|---------------|
| <b>Contract Number</b>   | 0001       |                      |      | <b>Active</b> |
| <b>Begin Date</b>        | 06-05-1982 | <b>Minimum Hours</b> | 0.00 |               |
| <b>Expected End Date</b> |            | <b>Maximum Hours</b> | 0.00 |               |
| <b>End Date</b>          | 21-07-2000 |                      |      |               |
| <b>Signature Date</b>    |            | <b>Comment</b>       |      |               |
| <b>Responsible ID</b>    |            |                      |      |               |

**Contract Type**

06-05-1982 CDI Unlimited

**Linked JOB**

|                       |                                       |
|-----------------------|---------------------------------------|
| <b>Effective Date</b> | <b>Action</b>                         |
| 22-07-2000            | RET Retirement / ERT Early Retirement |
| 22-07-2000            | RET Retirement / ERT Early Retirement |

# ¿Solicitud de Expediente de Regulación de Empleo

Número de Expediente: 000022011

## DATOS DEL SOLICITANTE

Apellido1: Hidalgo  
Nombre: Luis  
Provincia: Barcelona  
Teléfono: 916315560 FAX: 916315560 Email: luis\_hidalgo\_solana@buss.es  
En calidad de: Consultant-Senior de la empresa: National Insurance Company  
dedicada a: 842-Financial situada en la Calle o Plaza: Diagonal,95  
Services

Apellido2: Solana  
DNI: [REDACTED] Municipio: Barcelona  
CalleoPlaza Calderón de la Barca,133 CP: 08032

Nº CP: 08025 Municipio: Barcelona Teléfono: 937229786  
FAX: 91745852 Email: company\_ke2@ke2.es constituida el : NIF/CIF: 01/01/1980 A81473118  
Nº inscripción a Seguridad Social: 08123456774 Nº de CNAE: 842

## EXPONE

1. Que de conformidad con lo dispuesto en Real Decreto Legislativo 1/1995, de 24 de marzo, por el que se aprueba el texto refundido del Estatuto de los Trabajadores; del Real Decreto 932/1995 de 9 de junio, sobre traspaso de funciones y servicios de la Administración del Estado a la Comunidad en materia de trabajo, y el Real Decreto 43/1996, de 19 de enero, insta la instrucción del correspondiente Expediente de Regulación de Empleo, en los términos en que se solicita en esta instancia.
2. Que, simultáneamente se ha procedido a comunicar a los representantes legales de los trabajadores, o trabajadores afectados, la apertura del periodo de consultas según se acredita por la copia del escrito que se adjunta.
3. Que en cumplimiento de lo dispuesto en la citada norma legal, se acompañan los documentos que se citan al final de este escrito y que constan señalados con una cruz en los recuadros correspondientes.
4. Los hechos; concretados de modos claro y preciso, en que se fundamenta la petición constituyen causas:

|   |                                   |
|---|-----------------------------------|
|   | ECONÓMICAS                        |
| X | ORGANIZATIVAS                     |
| X | TÉCNICAS DE PRODUCCIÓN            |
|   | FUERZA MAYOR Y son las siguientes |

Por todo lo cual,

## SOLICITA

|   |                         |  |
|---|-------------------------|--|
|   | EXTINCIÓN DE CONTRATOS  | Cese de Actividad:   |
| X | SUSPENSIÓN DE CONTRATOS | Duración en días: 365  |
| X | REDUCCIÓN DE JORNADA    | Porcentaje Reducción y distribución: 50<br>Duración en días: 180 |

Periodo durante el cual se prevé efectuar la medida solicitada 01/01/2011 12/31/2011

DESTINATARIO:

ILMO. SR. DIRECTOR GENERAL DE TRABAJO DE LA COMUNIDAD AUTÓNOMA.

### **DATOS DE NOTIFICACIÓN – Representante de la Empresa**

Apellido 1: Hidalgo  
Nombre: Luis  
Municipio: Barcelona  
Provincia: Barcelona  
Calle o Plaza: Calderón de la Barca,133  
Teléfono: 916315560 FAX: 916315560

Apellido2:  
Solana  
DNI: [REDACTED]  
C.P: 08032  
Email: luis\_hidalgo\_solana@buss.es

### **DATOS DE NOTIFICACIÓN – Representante de los trabajadores**

Apellido 1: Baquero  
Nombre: Manuel  
Municipio: Barcelona  
Provincia: Barcelona  
Calle o Plaza: Manuel de Falla,40  
Teléfono: 916315561 FAX: 916315561

Apellido2: Marco  
DNI: [REDACTED]  
C.P: 08009  
Email: manuel\_baquero\_marco@buss.es

### **RESUMEN**

1. Que la empresa se rige por el Convenio Colectivo de fecha 12/20/2007 publicado en el BOE (o BOP) de 12/22/2007
2. Número de trabajadores de la plantilla actual de la empresa: 11
3. Número de ellos que están radicados en la Comunidad 11 lo que constituye un 100,00% de su plantilla
4. Número total de trabajadores afectados: 2 lo que constituye un 18,18% de su plantilla
5. Número de trabajadores afectados en la Comunidad: 2
6. Número de centros de trabajo de la empresa es de: 1 de los que 1 están radicados en la Comunidad
7. Número de centros de trabajo afectados es de: 1 de los que 1 están radicados en la Comunidad
8. Nº de Comunidades donde se ubican los centros de trabajo de la empresa: 1
9. Nº de Comunidades donde se ubican los centros de trabajo afectados: 1



| Action | Award Type | Effective Date | NOA Code | Description                |
|--------|------------|----------------|----------|----------------------------|
| AWD    | 72         | 01/01/1980     | 872      | Time Off Award             |
| AWD    | 73         | 01/01/1980     | 873      | Foreign Language Award     |
| AWD    | 74         | 01/01/1980     | 874      | Gainsharing Award          |
| AWD    | 75         | 01/01/1980     | 875      | Suggestion Award           |
| AWD    | 76         | 01/01/1980     | 876      | Invention Award            |
| AWD    | 77         | 01/01/1980     | 877      | Special Act or Service     |
| AWD    | 78         | 01/01/1980     | 878      | SES Rank Award             |
| AWD    | 79         | 01/01/1980     | 879      | SES Performance Award      |
| AWD    | 7A         | 01/01/1980     | 877      | Fast Track Award           |
| AWD    | 85         | 01/01/1980     | 885      | Performance Award          |
| AWD    | FT         | 01/01/1980     | 877      | On the Spot Cash Award     |
| AWH    | CA         | 01/01/1900     |          | Certificate of Achievement |
| AWH    | EM         | 01/01/1900     |          | Employee of the Month      |
| AWH    | GF         | 01/01/1900     |          | Gerrit D. Foster Award     |

### NOTIFICATION OF PERSONNEL ACTION

|   |  |                                       |  |
|---|--|---------------------------------------|--|
| 1. Name (Last, First, Middle)<br><b>Ng, Henry Yee</b> | 2. Social Security Number<br><div style="background-color: black; width: 100px; height: 1em;"></div> | 3. Date of Birth<br><b>07-28-1967</b> | 4. Effective Date<br><b>08-10-1997</b> |
|---|--|---------------------------------------|--|

#### FIRST ACTION

#### SECOND ACTION

|                         |  |           |                       |
|-------------------------|--|-----------|-----------------------|
| 5-A. Code<br><b>781</b> | 5-B. Nature of Action<br><b>Chg in Work Schedule</b> | 6-A. Code | 6-B. Nature of Action |
| 5-C. Code<br><b>VXM</b> | 5-D. Legal Authority<br><b>5 U.S.C. 6101</b>         | 6-C. Code | 6-D. Legal Authority  |
| 5-E. Code               | 5-F. Legal Authority                                 | 6-E. Code | 6-F. Legal Authority  |

|  |   |
|--|---|
| 7. FROM: Position Title and Number<br><b>Personnel clerical and assistance<br/>PD: L0032    Position: L0000032</b> | 15. TO: Position Title and Number<br><b>Personnel clerical and assistance<br/>PD: L0032    Position: L0000032</b> |
|--|---|

|                                      |                             |                               |                               |   |                            |   |                              |                               |                               |  |                            |  |
|--------------------------------------|-----------------------------|-------------------------------|-------------------------------|---|----------------------------|---|------------------------------|-------------------------------|-------------------------------|--|----------------------------|--|
| 8. Pay Plan<br><b>GS</b>             | 9. Occ. Code<br><b>0203</b> | 10. Grade or Lvl<br><b>06</b> | 11. Step or Rate<br><b>07</b> | 12. Total Salary<br><b>\$27,065.00</b>  | 13. Pay Basis<br><b>PA</b> | 16. Pay Plan<br><b>GS</b>                 | 17. Occ. Code<br><b>0203</b> | 18. Grade or Lvl<br><b>06</b> | 19. Step or Rate<br><b>07</b> | 20. Total Salary/Award<br><b>\$27,964.00</b> | 21. Pay Basis<br><b>PA</b> |  |
| 12A. Basic Pay<br><b>\$25,523.00</b> |                             |                               |                               | 12B. Locality Adj.<br><b>\$1,542.00</b> |                            | 12C. Adj. Basic Pay<br><b>\$27,065.00</b> |                              | 12D. Other Pay<br><b>\$0</b>  |                               | 20A. Basic Pay<br><b>\$26,108.00</b>         |                            |  |
|                                      |                             |                               |                               | 20B. Locality Adj.<br><b>\$1,856.00</b> |                            | 20C. Adj. Basic Pay<br><b>\$27,964.00</b> |                              | 20D. Other Pay<br><b>\$0</b>  |                               |  |                            |  |

|   |   |
|---|---|
| 14. Name and Location of Position's Organization<br><b>Bureau of Telecommunications</b><br><br><b>Washington                          DC    USA</b> | 22. Name and Location of Position's Organization<br><b>Bureau of Telecommunications</b><br><br><b>Washington                          DC    USA</b> |
|---|---|

#### EMPLOYEE DATA

|  |                     |   |   |   |  |                               |                                      |   |                                 |  |  |
|--|---------------------|---|---|---|--|-------------------------------|--------------------------------------|---|---------------------------------|--|--|
| 23. Veterans Preference                                |                     |   |   | 24. Tenure  |  |                               | 25. Agency Use                       |   | 26. Veterans Preference for RIF |  |  |
| 1  | 1-None<br>2-5 Point | 3-10 Point/Disability<br>4-10 Point/Compensable | 5-10 Point/Other<br>6-10 Point/Compensable/30%      |   | 0-None<br>1-Permanent                            | 2-Conditional<br>3-Indefinite |                                      |   | <input type="checkbox"/>        | YES <input checked="" type="checkbox"/> NO |  |
| 27. FEGLI<br><b>D          Basic + Standard Optn</b>   |                     |   |   | 28. Annuitant Indicator<br><b>9          Not Applicable</b> |  |                               | 29. Pay Rate Determinant<br><b>0</b> |   |                                 |  |  |
| 30. Retirement Plan<br><b>K          FERS and FICA</b> |                     |   | 31. Service Comp. Date (Leave)<br><b>06-07-1996</b> |   | 32. Work Schedule<br><b>F          Full Time</b> |                               |                                      | 33. Part-Time Hours Per Biweekly Pay Period |                                 |  |  |

#### POSITION DATA

|   |  |     |  |     |  |  |  |   |  |  |
|---|--|-----|--|-----|--|--|--|---|--|--|
| 34. Position Occupied<br><b>1          1-Competitive Service          3-SES General<br/>2-Excepted Service          4-SES Career Reserved</b> |  |     | 35. FLSA Category<br><b>N          E-Exempt<br/>N-Nonexempt</b>  |     | 36. Appropriation Code<br><b>7777</b>                    |  |  | 37. Bargaining Unit Status<br><b>7777</b> |  |  |
| 38. Duty Station Code<br><b>110010001</b>   |  |     | 39. Duty Station (City-County-State or Overseas Location)<br><b>WASHINGTON                          Dist Columbia                          DC    USA</b> |     |  |  |  |   |  |  |
| 40. Agency Data   |  | 41. | 42.  | 43. | 44.    PAR Number: |  |  |   |  |  |
| 45. Remarks   |  |     |  |     |  |  |  |   |  |  |

|  |  |  |  |                   |  |  |  |  |  |  |
|--|--|--|--|-------------------|--|--|--|--|--|--|
| 46. Employing Department or Agency<br><b>Office of Policy Development<br/>Bureau of Telecommunications</b> |  |  |  |                   | 50. Signature/Authentication and Title of Approving Official |  |  |  |  |  |
| 47. Agency Code<br><b>DC01</b>   |  | 48. Personnel Office ID<br><b>L003</b> |  | 49. Approval Date |  |  |  |  |  |  |
|  |  |  |  |                   |  |  |  |  |  |  |

### REQUEST FOR PERSONNEL ACTION

| PART A - Requesting Office (Also complete Part B, Items 1,7-22,32,33,36 and 39) |  |
|---|--|
| 1. Actions Requested<br>Data Change   | 2. Request Number  |
| 3. For Additional Information Call (Name and Telephone Number)                  | 4. Proposed Effective Date<br>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)<br>Ng, Henry Yee | 2. Social Security Number<br>██████████ | 3. Date of Birth<br>07-28-1967 | 4. Effective Date<br>08-10-1997 |
|--|---|--------------------------------|---------------------------------|

**FIRST ACTION** **SECOND ACTION**

|                  |   |           |                       |
|------------------|---|-----------|-----------------------|
| 5-A. Code<br>781 | 5-B. Nature of Action<br>Chg in Work Schedule | 6-A. Code | 6-B. Nature of Action |
| 5-C. Code<br>VXM | 5-D. Legal Authority<br>5 U.S.C. 6101         | 6-C. Code | 6-D. Legal Authority  |
| 5-E. Code        | 5-F. Legal Authority                          | 6-E. Code | 6-F. Legal Authority  |

|   |  |
|---|--|
| 7. FROM: Position Title and Number<br>Personnel clerical and assistance<br>PD: L0032 Position: L0000032 | 15. TO: Position Title and Number<br>Personnel clerical and assistance<br>PD: L0032 Position: L0000032 |
|---|--|

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

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

|   |   |
|---|---|
| 14. Name and Location of Position's Organization<br>Bureau of Telecommunications<br><br>Washington DC USA | 22. Name and Location of Position's Organization<br>Bureau of Telecommunications<br><br>Washington DC USA |
|---|---|

**EMPLOYEE DATA**

|  |  |                               |  |  |                                     |   |
|--|--|-------------------------------|--|--|-------------------------------------|---|
| 23. Veterans Preference<br>1<br>1-None<br>2-5 Point<br>3-10 Point/Disability<br>4-10 Point/Compensable<br>5-10 Point/Other<br>6-10 Point/Compensable/30% | 24. Tenure<br>0-None<br>1-Permanent<br>2-Conditional<br>3-Indefinite | 25. Agency Use                | 26. Veterans Preference for RIF<br><input type="checkbox"/> YES <input checked="checked" type="checkbox"/> X <input type="checkbox"/> NO |  |                                     |   |
| 27. FEGLI<br>D<br>Basic + Standard Optn  | 28. Annuitant Indicator<br>9<br>Not Applicable                       | 29. Pay Rate Determinant<br>0 | 30. Retirement Plan<br>K<br>FERS and FICA  | 31. Service Comp. Date (Leave)<br>06-07-1996 | 32. Work Schedule<br>F<br>Full Time | 33. Part-Time Hours Per Biweekly Pay Period |

**POSITION DATA**

|   |  |                         |                                    |                                       |  |                                      |
|---|--|-------------------------|------------------------------------|---------------------------------------|--|--------------------------------------|
| 34. Position Occupied<br>1<br>1-Competitive Service<br>2-Excepted Service<br>3-SES General<br>4-SES Career Reserved | 35. FLSA Category<br>N<br>E-Exempt<br>N-Nonexempt  | 36. Appropriation Code  | 37. Bargaining Unit Status<br>7777 |                                       |  |                                      |
| 38. Duty Station Code<br>110010001  | 39. Duty Station (City-County-State or Overseas Location)<br>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<br>00         | 49. Citizenship<br>1<br>1-USA 8-Other | 50. Veterans Status<br>1<br>Not Indic. | 51. Supervisory Status<br>8<br>Other |

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

|   |                    |      |                                      |                    |               |
|---|--------------------|------|--------------------------------------|--------------------|---------------|
| 1. Office/Function<br>A.<br>B.<br>C.  | Initials/Signature | Date | 1. Office/Function<br>D.<br>E.<br>F. | Initials/Signature | Date          |
| 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?  
If ""YES"", please state these facts on a separate sheet and attach to SF52).

YES  NO

Redesignation

**PART E - Employee Resignation/Retirement**

**Privacy Act Statement**

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; (3) any unemployment compensation benefits to which you may be entitled.

1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.)

2. Effective Date

3. Your Signature

4. Date Signed

5. Forwarding Address (Number, Street, City, State, ZIP Code)

**PART F - Remarks for SF 50**

# APPOINTMENT AFFIDAVITS

\_\_\_\_\_  
(Position to which appointed) (Date of appointment)

\_\_\_\_\_  
(Department or agency) (Bureau or Division) (Place of employment)

I, \_\_\_\_\_, do solemnly swear (or affirm) that-

## A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

## B. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof.

## C. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing this appointment.

\_\_\_\_\_  
(Signature of appointee)

Subscribed and sworn (or affirmed) before me this \_\_\_\_\_ day of \_\_\_\_\_, 19 \_\_\_\_\_,

at \_\_\_\_\_ (City) \_\_\_\_\_ (State)

[SEAL]

\_\_\_\_\_  
(Signature of officer)

Commission expires

(If by Notary Public, the date of expiration of his/her  
Commission should be shown)

\_\_\_\_\_  
(Title)

**NOTE.** - The oath of office must be administered by a person specified in 5 U.S.C. 2903. The words "So help me God" in the oath and the word "swear" wherever it appears above should be stricken out when the appointee elects to affirm rather than swear to the affidavits; only these words may be stricken and only when the appointee elects to affirm the affidavits.

# Request For Preliminary Employment Data

(Safeguard The Confidential Nature Of The Data On This Request)

Standard Form 75  
Revised 1/89  
U.S. Office of Personnel Management  
FPM Supplement 296-33

Type or print the name and address of the activity to which this request is being sent and your return address at the bottom

Date Of This Request

**2000-08-15**

TO AGENCY

123 Forrest Road

Orlando, FL 54321

Fold

To Whom It May Concern:  
The person named below is tentatively selected for an appointment in this agency. Please complete this form using the instructions on page 4 and mail to the address at the bottom of this form.

## Part I - To Be Completed By Activity Requesting Information

|  |  |  |   |
|--|--|--|---|
| 1. Name of Tentative Selectee (Last, First, Middle)<br><b>Lee, Kathy</b>   |  | 2. Social Security Number<br>[REDACTED]  | 3. Date of Birth<br><b>1957-08-11</b>   |
| 4-A. Title of Position for Which Tentatively Selected<br><b>Administrator</b>                                    |  | B. Pay Plan and Occupational Code<br><b>GS/0301</b>  | C. Grade or Level<br><b>15 /09</b>  |
| 5. Agency in Which Position is Located (Enter Code From Block 47 on SF50)<br><b>Federal Reserve System-Board</b> |  | 6. Personnel Office that Services the Position (Enter Code From Block 48 on SF50)<br><b>7111</b> |   |
| 7. Entry on Duty (EOD) Date Desired by this Activity<br><b>1997-04-13</b>  |  |  |   |
| 8-A Name of Person Requesting Information<br><b>Smith, Susan</b>   |  | B. Requester's Title<br><b>Manager</b>   |   |
| C. Requester's Signature<br>[Signature]  |  | D. Date Signed   | E. Requester's Telephone Number (FTS, Autovon, and Commercial - Include Area Code)<br><b>888/555-5555</b> |

Additional Data Requested

Please Return This Completed Request To:

PAGE 1

123 Sample Drive

Miami, FL 12345

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# 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       |                                |
| Component:        | Army Nt Gd         | Type:           | Active St                      |
| Unit Commander:   | Ulysses Franklin   | Unit:           | 4th Infantry Division          |
| Unit Commander    |                    |                 | Fort Hood                      |
| 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<br>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

Report ID: PER001

Business Unit: AUS01 Department: All Departments Manager:

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         |



| 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             |

| Employee Name        | Department                  | Emergency Contact | Pri-<br>mary? | Telephone      | Relationship |
|----------------------|-----------------------------|-------------------|---------------|----------------|--------------|
| Hopkins,Dewi         | Sales and Marketing - Wales | Di Hopkins        | Y             | 07788 654567   | Spouse       |
| Peeters,Guido        | Sales & Services - Belgium  | Peeters,Anita     | Y             | 014677789      | Spouse       |
| Pujol,Beatrice       | Operations- Paris           | Dante,Gregoire    | Y             | 06 74 45 24 87 | Spouse       |
| Rodriguez,Anna Lucia | Employee & Labor Branch     | Rodriguez,Anthony | Y             | 703/705-3875   | Spouse       |
|                      |                             | DeMarco,Sophia    |               | 703/775-8896   | Mother       |

End of Report

| Employee Name | Department      | Leave Began | Expected Return | Reason for Leave | Telephone |
|---------------|-----------------|-------------|-----------------|------------------|-----------|
| Tomita,Jason  | Human Resources | 12/30/1999  |                 | Health Reasons   |           |

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 Desmarests  
45 rue du General Leclerc  
92000 Clichy  
France

Mr Lucien Florentin  
10 Rue Barbillon  
75003 Paris  
France

Mr Jean-Claude Breton  
56 rue des rois de Pologne  
75008 Paris  
France

Mrs Beatrice Dante  
54 rue Seze ames  
75018 Paris  
France

Mr Philippe Giraud  
123 Boulevard Hebert  
92450 Charenton  
France

Mr Stephane Grand  
25 rue Mirail  
92670 Puteaux  
France

Mrs Josianne Martin  
23 rue Marx Dormoy  
93320 Saint-Denis  
France

Report ID: PER007

PeopleSoft  
TEMPORARY EMPLOYEES

Page No. 1  
Run Date 08/31/2000  
Run Time 16:23:07

As Of Date: 01/01/2000

| Employee Name    | Hire Date  | Hire Days | Compensation Rate | Freq    | FLSA_FLAG | Job Title | Department                 | Supervisor |
|------------------|------------|-----------|-------------------|---------|-----------|-----------|----------------------------|------------|
| Quick,James Adam | 11/01/1999 | 61        | 1000.000000 GBP   | Monthly | N         | Temporary | Headquarters - Reading, UK |            |

End of Report

For the period 01/01/2000 through 08/30/2000

| Business Unit | DeptID | Department                  | Begin Count | Hires/ Rehires + | Termin- ations - | Retire- ments + | Transfers In - | Transfers Out = | End Count | Turnover Rate |
|---------------|--------|-----------------------------|-------------|------------------|------------------|-----------------|----------------|-----------------|-----------|---------------|
| BEL01         | KB001  | Headquarters - Belgium      | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| BEL01         | KB002  | Sales & Services - Belgium  | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CAN01         | KB002  |                             | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| CAN01         | KC001  | Human Resources             | 13          | 0                | 0                | 0               | 0              | 0               | 1         | 0%            |
| GBIBU         | KC001  | Human Resources             | 1           | 0                | 0                | 1               | 0              | 0               |           | 0%            |
| CAN01         | KC002  | Benefits                    | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KC002  | Benefits                    | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| CAN01         | KC003  | Information Services        | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CAN01         | KC005  | Finance                     | 10          | 0                | 0                | 0               | 0              | 0               | 1         | 0%            |
| GBIBU         | KC005  | Finance                     | 6           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CAN01         | KC006  | Training & Administration   | 6           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| ESP01         | KC006  |                             | 0           | 1                | 1                | 0               | 0              | 0               |           | NM            |
| GBIBU         | KC006  | Training & Administration   | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CAN01         | KC007  | Business Services           | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KC007  | Business Services           | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KC011  | Western Sales Region        | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CAN01         | KC015  | Sales and Services          | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KC015  | Sales and Services          | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| DEU01         | KD001  | Headquarters                | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| DEU01         | KD002  | Sales & Services            | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| ESP01         | KE001  | Headquarters                | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| ESP01         | KE002  | Sales and Services          | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FRA01         | KE002  |                             | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| ESP01         | KE003  | Human Resources             | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FRA01         | KF001  | France Headquarters         | 2           | 0                | 0                | 1               | 0              | 0               |           | 0%            |
| FRA01         | KF002  | Administrative Department   | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FRA01         | KF003  | Sales & Services - France   | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FRA01         | KF004  | Operations- Paris           | 10          | 0                | 0                | 0               | 0              | 0               | 1         | 0%            |
| GBR02         | KF004  |                             | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| FRA01         | KF005  | Hotline- Bordeaux           | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FRA01         | KF006  | Information System/Technolo | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR02         | KG001  | Headquarters - Reading, UK  | 1           | 0                | 1                | 0               | 0              | 0               |           | 200%          |
| GBR03         | KG001  | Headquarters - Reading, UK  | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR02         | KG002  | Sales and Marketing - Engla | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR02         | KG004  | Sales and Marketing - Scotl | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| ITA01         | KG004  |                             | 0           | 1                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR02         | KG005  | Sales and Marketing - Wales | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR02         | KG006  | Sales and Marketing - N. Ir | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR03         | KG008  | Human Resources             | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBR03         | KG010  | Customer Services           | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| ITA01         | KI001  | Headquarter                 | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| ITA01         | KI002  | Personnel Department        | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| NLD01         | KI002  |                             | 0           | 1                | 0                | 0               | 0              | 0               |           | 0%            |
| JPN01         | KJ102  | Human Resources             | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| JPN01         | KJ104  | Sales and Marketing - Osaka | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| NLD01         | KN001  | Headquarters - Netherlands  | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| NLD01         | KN002  | Sales & Services - Netherla | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| NLD01         | KN003  | Human Resources - Netherlan | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| NLD01         | KN004  | Finance - Netherlands       | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| NLD01         | KN005  | Education Services Netherla | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| NLD01         | KN006  | Sales - Netherlands         | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US001         | KN006  |                             | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| GBIBU         | KU000  | President                   | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU001  | Human Resources             | 18          | 3                | 2                | 0               | 0              | 0               | 1         | 10%           |
| US001         | KU001  | Human Resources             | 7           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US003         | KU001  | Human Resources             | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US004         | KU001  | Human Resources             | 7           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US005         | KU001  | Human Resources             | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US006         | KU001  | Human Resources             | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU002  | Benefits                    | 10          | 1                | 0                | 0               | 0              | 0               | 1         | 0%            |
| GBIBU         | KU003  | Information Systems         | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US003         | KU003  | Information Systems         | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU005  | Finance                     | 9           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US001         | KU005  | Finance                     | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US003         | KU005  | Finance                     | 2           | 1                | 1                | 0               | 0              | 0               |           | 50%           |
| US004         | KU005  | Finance                     | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US005         | KU005  | Finance                     | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US006         | KU005  | Finance                     | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU007  | Business Services           | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US001         | KU007  | Business Services           | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU010  | Western Sales Region        | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU012  | Asia-Pacific Sales Region   | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU014  | Sales and Services          | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |

For the period 01/01/2000 through 08/30/2000

| Business Unit | DeptID | Department                  | Begin Count | Hires/ Rehires + | Termin- ations - | Retire- ments + | Transfers In - | Transfers Out = | End Count | Turnover Rate |
|---------------|--------|-----------------------------|-------------|------------------|------------------|-----------------|----------------|-----------------|-----------|---------------|
| GBIBU         | KU016  | Customer Service            | 0           | 1                | 0                | 0               | 0              | 0               |           | 0%            |
| US001         | KU016  | Customer Service            | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US003         | KU016  | Customer Service            | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US004         | KU016  | Customer Service            | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US005         | KU016  | Customer Service            | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US006         | KU016  | Customer Service            | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU018  | Cafeteria/Restaurant Dept.  | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU020  | Purchasing                  | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU021  | Corporate Headquarters      | 6           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US004         | KU021  | Corporate Headquarters      | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US006         | KU021  | Corporate Headquarters      | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU024  | Assembly                    | 4           | 1                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU025  | Lab Facility                | 10          | 0                | 0                | 0               | 0              | 0               | 1         | 0%            |
| US001         | KU025  | Lab Facility                | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US003         | KU025  | Lab Facility                | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US004         | KU025  | Lab Facility                | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US005         | KU025  | Lab Facility                | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US006         | KU025  | Lab Facility                | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| GBIBU         | KU031  | Fire Department             | 9           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US004         | KU031  | Fire Department             | 0           | 0                | 0                | 0               | 0              | 0               |           | NM            |
| CHE01         | KU032  |                             | 0           | 1                | 1                | 0               | 0              | 0               |           | NM            |
| GBIBU         | KU032  | Administration              | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| US004         | KU032  | Administration              | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CHE01         | KW001  | Headquarters                | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CHE01         | KW002  | Sales and Services          | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| CHE01         | KW003  | Human Resources             | 0           | 1                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L0001  | Dept of Telecommunication   | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L1000  | Bureau of Administration    | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L1100  | Office of Human Resources   | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L1101  | Personnel Operations Divisi | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L1102  | Employee & Labor Branch     | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L1110  | Employee & Labor Relations  | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L1111  | Grievance Unit              | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L1120  | Labor Relations Division    | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L1210  | Facilities Support Services | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L1220  | Administrative Operations D | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L1221  | Reproduction Services Branc | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L2000  | Bureau of Congressional Rel | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L3200  | Office of Development       | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L4000  | Bureau of Integrity & Compl | 6           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L4000  | Bureau of Integrity & Compl | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBE         | L4020  | Office of the Solicitor     | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| FEDBT         | L4040  | Office of International Com | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Executive Branch            | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Dpt Hlth & Mntl Hyg         | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Bus & Regulatory Svc        | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Licensing & Certification   | 8           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Policy & Health Statistics  | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | State Operatins             | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Community Relations         | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PGV100 | Governmental Affairs        | 3           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGJBU         | PJC300 | Office of the President     | 11          | 0                | 0                | 0               | 0              | 0               | 1         | 0%            |
| EGJBU         | PJC310 | Academic Services           | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGJBU         | PJC315 | Math & Computer Science     | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGJBU         | PJC315 | Mathematics                 | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGJBU         | PJC315 | Computer Scienc             | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PNC200 | Mayor's Office              | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PNC200 | Human Resources             | 6           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PNC200 | Finance                     | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PNC200 | Public Works                | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PNC203 | Police & Fire Services      | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGVBU         | PNC203 | Police Services             | 10          | 0                | 0                | 0               | 0              | 0               | 1         | 0%            |
| EGVBU         | PNC203 | Fire Protection             | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU500 | Administration Services     | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU500 | Office of the Registrar     | 2           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU500 | Financial Aid               | 8           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU530 | School of Engineering       | 1           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU530 | Chemical Engineering        | 5           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU530 | Civil Engineering           | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| EGUBU         | PSU530 | Electrical Engineering      | 4           | 0                | 0                | 0               | 0              | 0               |           | 0%            |
| Company Total |        |                             | 425         | 12               | 6                | 2               | 0              | 0               | 42        | 1%            |

PeopleSoft  
PERSONNEL ACTIONS HISTORY

Page No. 1  
Run Date 08/31/2000  
Run Time 18:25:54

Report ID: PER015  
Personnel Action: HIR--Hire  
For the period 01/01/2000 through 08/01/2000

| Effective Date                    | Action Reason | Employee Name                  | Employee ID | Hire Date  | Yrs Svc | Emp Typ | Reg/ Tmp | Full/ Part | Job Code | Job Title  | Salary Grade             | Cur Cd | Comp Rate   | Supervisor       |   |
|-----------------------------------|---------------|--------------------------------|-------------|------------|---------|---------|----------|------------|----------|------------|--------------------------|--------|-------------|------------------|---|
| Department KC006<br>SETID - SHARE |               | Training & Administration      |             |            |         |         |          |            |          |            |                          |        |             |                  |   |
| 01/10/2000                        |               | Rudniski, Karen                | KC0036      | 01/10/2000 | 0.0     | S       | R        | F          | KC017    | Train Spec | KC0/004                  | CA     | 1384.615385 | Johnson, Carol L |   |
|                                   |               |                                |             |            |         |         |          |            |          |            | Compensation Components: | NA>NNL | CA          | 3000.000000      | M |
| Department KG004<br>SETID - GBR01 |               | Sales and Marketing - Scotland |             |            |         |         |          |            |          |            |                          |        |             |                  |   |
| 03/06/2000                        |               | Campbell, Elaine               | KG0006      | 03/06/2000 | 0.0     | S       | R        | F          | KG0006   | MEX        | KG0/06                   | GB     | 2125.000000 | Jackson, Ritu    |   |
|                                   |               |                                |             |            |         |         |          |            |          |            | Compensation Components: | KG0001 | GB          | 2125.000000      | M |
| Department KI002<br>SETID - ITA01 |               | Personnel Department           |             |            |         |         |          |            |          |            |                          |        |             |                  |   |
| 04/17/2000                        |               | Bassani, Maria Miss            | KI0002      | 04/17/2000 | 0.0     | S       | R        | F          | KI001    | CEO        | /                        | IT     | 0.000000    |                  |   |
|                                   |               |                                |             |            |         |         |          |            |          |            | Compensation Components: |        |             |                  |   |
| Department KU001<br>SETID - SHARE |               | Human Resources                |             |            |         |         |          |            |          |            |                          |        |             |                  |   |
| 02/04/2000                        |               | Reddy, Jared                   | KU0110      | 02/04/2000 | 0.0     | H       | R        | F          | KU120    | DE Clerk   | KU0/003                  | US     | 4000.533333 | 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  | Reed, Nancy      |   |
|                                   |               |                                |             |            |         |         |          |            |          |            | Compensation Components: | NAHRLY | US          | 12.500000        | H |
| Department KU002<br>SETID - SHARE |               | Benefits                       |             |            |         |         |          |            |          |            |                          |        |             |                  |   |
| 04/11/2000                        |               | Masterson, Marie               | KUTR05      | 04/11/2000 | 0.0     | H       | R        | P          | KU051    | Admin Asst | KU0/004                  | US     | 17.000000   |                  |   |
|                                   |               |                                |             |            |         |         |          |            |          |            | Compensation Components: | K0GRCH | US          | 17.000000        | H |



PeopleSoft  
EMPLOYEE HOME ADDRESS LISTING

Report ID: PER020

Page No. 1  
Run Date 08/30/2000  
Run Time 16:44:50

| Employee Name          | Address                                | City          | State | Postal      | Country | Telephone    |
|------------------------|--|---------------|-------|-------------|---------|--------------|
| Aafjes,Jan             | ,Reigersweide 80                       | Weesp         |       | 1383KL      | NLD     |              |
| Abd El Aoui,Ahmed      | ,Reigersweide 80,Bilderdijskade 59 2   | Amsterdam     |       | 1053KW      | NLD     |              |
| Adams,Cynthia          | 812 Central Avenue                     | Great Falls   | MT    | 59405       | USA     |              |
| Adler,Vicky            | 762 Thames Street                      | Newport       | RI    | 02841       | USA     |              |
| Aliverdi,Reza          | 201-7421 Fullerton St                  | Syracuse      | NY    | 132052011   | USA     |              |
| Alvarez,Neil           | 521 Forest Avenue                      | Portland      | ME    | 04123       | USA     |              |
| Amme,Isabella Maria    | 73, Avenue Cygenes                     | Bordeaux      | 33    | 33000       | FRA     |              |
| Andrews, Frank         | 1303 Waverly Drive                     | Oakland       | CA    | 94607       | USA     |              |
| Andrews, Fred          | 8251 Fairmount Drive                   | Calgary       | AB    | T2H0Y7      | CAN     |              |
| Ansel-Hodges, Tamara   | 1438 Willow Grove Road                 | Bel Air       | MD    | 20813       | USA     | 301/244-3989 |
| Aquilino, Beatrice     | 1438 Willow Grove Road                 |               | CA    |             | USA     |              |
| Asano, Bunji           | 1438 Willow Grove Road                 |               |       |             | USA     |              |
| Asmuth, Bernice        | 882 Caesar Chavez B                    | Lawton        | NY    | 54321       | USA     |              |
| Baar, John             | 9112 Brabham Drive                     | Calgary       | AB    | T3K 1K5     | CAN     |              |
| Bakker, Kees           | 9112 Brabham Drive, Rembrandtstraat 30 | Reeuwijk      |       | 2811XC      | NLD     |              |
| Baran, Charles         | 2696 Cedar Drive                       | Albany        | NY    | 12207       | USA     |              |
| Baranski, Jerome       | 844 Boyne City Rd.                     | Charlevoix    | MI    | 49720       | USA     |              |
| Barnes, David          | 78 Windmill Lane                       | Cardiff       | S     | GLAMF18GH   | GBR     |              |
| Barrington, Elliott    | 9706 Peridot Drive                     | Reston        | VA    | 20190       | USA     |              |
| Bassani, Maria Miss    | Via Luosi 19                           | Milan         | MI    | 20133       | ITA     |              |
| Bauer, Friedrich       | Parcellistr. 5                         | Munich        | BY    | 80315       | DEU     |              |
| Beauchamp, Azilia      | 7588 Opal Street                       | Conner        | NY    | 44434       | USA     |              |
| Benigo, Rosa           | 2211 N. Maple Ave.                     | Rapid City    | SD    | 57703       | USA     |              |
| Benitez, Hector        | 8 Maple Ave                            | Chesapeake    | VA    | 23321       | USA     |              |
| Berg, Jeroen van de    | 8 Maple Ave, Prins Hendrikkade 128 II  | Amsterdam     |       | 1011AP      | NLD     |              |
| Berger, Maurice        | 5 rue de la Marche Neuve               | Bordeaux      | 33    | 33000       | FRA     |              |
| Bergsten, Darlene      | 5 rue de la Marche Neuve               |               | CA    |             | USA     |              |
| Bickham, Debroah       | 5 rue de la Marche Neuve               |               | CA    |             | USA     |              |
| Bir, Salish            | 495 NW 11th Street                     | Oklahoma City | OK    | 73105       | USA     |              |
| Blum, Carolyn          | 712 St. Louis Ave                      | Silverstone   | NY    | 24526       | USA     |              |
| Bonicello, Nina        | 213 Mason Street                       | Berlin        | NH    | 03570       | USA     |              |
| Breit-Gossmann, Heiner | 2. Platanenstr. 25                     | Sonsbeck      | BY    | 47665       | DEU     |              |
| Breton, Jean-Claude    | 56 rue des rois de Pologne             | Paris         | 75    | 75008       | FRA     |              |
| Brighton, Lawrence     | 345 Chelton Mews                       | New Brighton  |       |             | NOR     |              |
| Brooke, Matabele       | 45 Ambleside Avenue                    | Reading       |       | BERKSRG43GT | GBR     |              |
| Brown, Jennifer L      | 5732 College Street                    | Halifax       | NS    | B3H1X3      | CAN     |              |
| Brown, Jessica         | 7959 Shellmont Street                  | Burnaby       | BC    | V5A4S9      | CAN     |              |
| Brusati, Clara         | Via Dante 3                            | Milan         | MI    | 20121       | ITA     |              |
| Buckalew, Ginger       | Via Dante 3                            |               | CA    |             | USA     |              |
| Burkman, Seek          | 729 N. 10th Street                     | St. Louis     | MO    | 63116       | USA     |              |
| Calder, Alexis         | 8823 Lassen Circel                     | Centerville   | NY    | 55489       | USA     |              |
| Campbell, Barry Robert | 4928 Wildwood Place                    | Toronto       | ON    | M8A1D3      | CAN     |              |
| Campbell, Elaine       | 22 Hunter Square                       | Edinburgh     | LOTH  | EH11QW      | GBR     |              |
| Carboneaux, Martin     | 12 rue du maine                        | Paris         | 75    | 75014       | FRA     |              |
| Caria, Lee             | 8934 Jetter Court                      | Centerville   | NY    | 54321       | USA     |              |
| Carnes, Ursula R       | 1248 17th Ave ParkWay                  | Conner        | NY    | 67890       | USA     |              |
| Carr, Kitty C          | 432 Martin Luther Kin                  | Dormont       | NY    | 44353       | USA     |              |
| Carter, Wendy          | 925 Dorset Street                      | Burlington    | VT    | 05407       | USA     |              |

PeopleSoft  
PENDING FUTURE ACTIONS

Page No. 1  
Run Date 10/03/2001  
Run Time 13:10:22

Report ID: PER021  
As Of Date: 01/01/2001

| Name/<br>Supervisor                              | Employee ID | Effective<br>Date | Action<br>Action             | Action<br>Reason | Empl<br>Type | Reg/<br>Temp | Full/<br>Part | DeptID | Department | Job<br>Code | Job Title  | Salary<br>Grade | Cur<br>Cd | Comp Rate     |
|--|-------------|-------------------|------------------------------|------------------|--------------|--------------|---------------|--------|------------|-------------|------------|-----------------|-----------|---------------|
| Seles, Peter                                     | E607        | 03/01/2001        | Current Status<br>Terminatn  | ----->           | S            | R            | F             | E005   | ST - Mfr   | E001        | Mgr HR     | ECB/004         | USD       | 500000.0000 A |
| KELLY, MAYOR                                     | E710        | 02/02/2001        | Current Status<br>Hire       | ----->           | H            | R            | F             | E005   | ST - Mfr   | E001        | Mgr HR     | /               | USD       | 301.8333 M    |
| MAYOR, KELLY                                     | E716        | 02/02/2001        | Current Status<br>Hire       | ----->           | S            | R            | F             | E001   | ST - HR    | E001        | Mgr HR     | /               | USD       | 4166.6667 M   |
| Azubione, Wolf<br>Heiner Breit-Gossmann          | GD110000006 | 07/30/2001        | Current Status<br>Hire       | ----->           | N            | R            | F             | 10001  | HR         | KD0004      | Consultant | KD0/G2          | DEM       | 12000.0000 A  |
| Azubinefive, Sabine<br>Heiner Breit-Gossmann     | GD110000010 | 01/15/2001        | Current Status<br>Promotion  | ----->           | N            | R            | F             | 10001  | HR         | KD0004      | Consultant | KD0/G2          | DEM       | 12000.0000 A  |
| Fisch, Volker<br>Isabella Maria Amme             | GD210000001 | 01/01/2002        | Current Status<br>Pay Rt Chg | ----->           | N            | R            | F             | 10202  | HQ         | KD0004      | Consultant | KD0/G2          | DEM       | 8000.0000 M   |
| Seitz, Marcus<br>Isabella Maria Amme             | GD210000002 | 01/01/2002        | Current Status<br>Pay Rt Chg | ----->           | N            | R            | F             | 21602  | Sal/Serv   | KD0003      | Sales      | KD0/G2          | DEM       | 9500.0000 M   |
| Bausch, Markus<br>Isabella Maria Amme            | GD210000003 | 01/01/2002        | Current Status<br>Pay Rt Chg | ----->           | N            | R            | F             | 21602  | Sal/Serv   | KD0004      | Consultant | KD0/G2          | DEM       | 10000.0000 M  |
| Wiehl, Nora von<br>Isabella Maria Amme           | GD210000004 | 01/01/2002        | Current Status<br>Pay Rt Chg | ----->           | N            | R            | F             | 10002  | HR         | KD0005      | HR Dir     | KD0/G3          | DEM       | 12000.0000 M  |
| Amaretto, Jasmin<br>Isabella Maria Amme          | GD210000005 | 01/01/2002        | Current Status<br>Pay Rt Chg | ----->           | N            | R            | F             | 10202  | HQ         | KD0003      | Sales      | KD0/G2          | DEM       | 6300.0000 M   |
| Mascapone-Amaretto, Mario<br>Isabella Maria Amme | GD220000001 | 01/01/2002        | Current Status<br>Pay Rt Chg | ----->           | N            | R            | F             | 10202  | HQ         | KD0008      | Recruiter  | KD0/G2          | DEM       | 5656.0000 M   |

Report ID: PER029

Page No. 1  
Run Date 09/04/2000  
Run Time 14:04:51

For the period 01/01/1980 through 12/31/2000

| Operator | Change Date & Time | Action | Field Name | Old Value | New Value | Key(s) |
|----------|--------------------|--------|------------|-----------|-----------|--------|
|----------|--------------------|--------|------------|-----------|-----------|--------|

Record Name: JOB

|    |                     |     |          |  |              |  |
|----|---------------------|-----|----------|--|--------------|--|
| PS | 09/04/2000 13:59:47 | Add | COMPRATE |  | 21733.333333 |  |
|----|---------------------|-----|----------|--|--------------|--|

|    |                     |     |          |  |       |  |
|----|---------------------|-----|----------|--|-------|--|
| PS | 09/04/2000 14:01:11 | Add | COMPRATE |  | 23400 |  |
|----|---------------------|-----|----------|--|-------|--|

|    |                     |     |          |  |       |  |
|----|---------------------|-----|----------|--|-------|--|
| PS | 09/04/2000 14:01:57 | Add | COMPRATE |  | 16250 |  |
|----|---------------------|-----|----------|--|-------|--|

End of Report

Citizenship status not Native/Naturalized and has no local visa

Employee ID Employee Name

KC0031 Saint-Amand, Marcel

| PERSONEELSBESTAND TOTAAL                | Aantal        | Behorende tot doelgroep |            |
|---|---------------|-------------------------|------------|
| (%) T.o.v. aantal personen in dienst    |               | Aantal                  | Percentage |
| 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

| GEGEVENS PERSONEELSBESTAND NAAR FUNCTIENIVEAU<br>(%) T.o.v. aantal personen per functieniveau | Aantal | Behorende tot doelgroep |            |
|---|--------|-------------------------|------------|
|   |        | Aantal                  | Percentage |

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 %     |

|                   | Aantal | Behorende tot doelgroep<br>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 %     |



|                   | Aantal | Behorende tot doelgroep |            |
|-------------------|--------|-------------------------|------------|
|                   |        | 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 %     |

S K Munich 1999

| Lfd. Nr. | a) Name            | a) Schlüssel-Nr.                | a) Eingetreten am<br>bzw.<br>Ausbildungsbeginn      | a) Bezeichnung<br>SB/GL  | Nachweis über die Angaben<br>in Spalte 5  |
|----------|--------------------|---------------------------------|---|--|---|
|          | b) Vorname         | b) Bezeichnung<br>der Tätigkeit | b) Ausgeschieden am<br>bzw.<br>Ausbildungs-<br>ende | b) Personen-<br>gruppe mit<br>Zahl der an-<br>zurechnen-<br>den Pflicht-<br>plätze | a) Dienststelle<br>b) Nummer des Ausweises ggf.<br>Datum und Geschäftszeichen<br>des Nachweises |
|          | c) Wohnort         |                                 |   |  | c) gültig ab  |
|          | d) Geburtsdatum    |                                 |   |  | d) befristet bis  |
| 1        | a) Grün            | a)                              | a) 01/01/1990                                       | a) GL  | a) District Admin of a Land   |
|          | b) Alex            | b)                              | b)  | b) Equalized 1   | b) 2233445566   |
|          | c) 39106 Magdeburg |                                 |   |  | c) 01/10/1980   |
|          | d) 10/17/1936      |                                 |   |  | d) 01/10/1980   |

1999

S K Antwerpen

| Monat | 1. Arbeitsplätze und Pflichtplätze (Anzahl) |   |   |   | 2. Anrechenbare Personengruppen/Besetzte Arbeitsplätze (Anzahl) |   |   |   |   |    |    |    | 3. Ausgleich-abgabe |    |    |    |
|-------|---|---|---|---|---|---|---|---|---|----|----|----|---------------------|----|----|----|
|       | 1   | 2 | 3 | 4 | -SOLL-  |   |   |   |   |    |    |    | -IST-               |    |    |    |
|       | 1   | 2 | 3 | 4 | 5   | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13                  | 14 | 15 | 16 |
| Jan.  | 3   | 0 | 0 | 3 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Feb.  | 3   | 0 | 0 | 3 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| März  | 3   | 0 | 0 | 3 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| April | 4   | 0 | 0 | 4 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Mai   | 4   | 0 | 0 | 4 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Juni  | 4   | 0 | 0 | 4 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Juli  | 5   | 0 | 0 | 5 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Aug.  | 5   | 0 | 0 | 5 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Sept. | 5   | 0 | 0 | 5 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Okt.  | 5   | 0 | 0 | 5 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Nov.  | 5   | 0 | 0 | 5 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |
| Dez.  | 5   | 0 | 0 | 5 | 0   | 0 | 0 | 0 | 0 | 0  | 0  | 0  | 0                   | 0  | 0  | 0  |

| NÚMERO DE MATRÍCULA | NOMBRE                          | SEXO   | ESTADO CIVIL | FECHA DE NACIMIENTO | LUGAR DE NACIMIENTO | PROVINCIA | NÚMERO AFILIACIÓN | FECHA CONTRAT. | CATEGORÍA Y FECHA | GPO. COTIZ. | ULTIMO DÍA TRABAJADO | ULTIMO NÚM. MATRÍCULA | COMENTARIOS          |
|---------------------|---------------------------------|--------|--------------|---------------------|---------------------|-----------|-------------------|----------------|-------------------|-------------|----------------------|-----------------------|----------------------|
| 00001               | Diaz Ruiz, Antonio              | Male   | Married      | 01-NOV-1945         | Madrid              |           | 28/17386004/52    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00001               | Diaz Ruiz, Antonio              | Male   | Married      | 01-NOV-1945         | Madrid              |           | 28/17386004/52    | 17-NOV-1980    | Adm Mngrs         | 01-JAN-2000 | 03                   |                       | Change of Pay System |
| 00002               | Perez Arias, Jose Maria         | Male   | Single       | 02-NOV-1975         | Madrid              |           | 28/50574080/63    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00002               | Pérez Arias, Pablo              | Male   | Single       | 02-NOV-1975         | Madrid              |           | 28/50574080/63    | 19-NOV-1985    | Adm Assist        | 01-JAN-2000 | 07                   |                       | Change of Pay System |
| 00003               | Martínez Anton, Antonia         | Female | Married      | 03-DEC-1943         | Madrid              |           | 28/73615033/24    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00003               | Perez Trabado, Mariana          | Female | Married      | 03-DEC-1943         | Madrid              |           | 28/73615033/24    | 26-DEC-1990    | Adm Assist        | 01-JAN-2000 | 07                   |                       | Change of Pay System |
| 00004               | Fernandez Civera, Alicia Paloma | Female | Married      | 04-DEC-1957         | Madrid              |           | 28/48467079/96    | 15-JAN-2001    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00004               | Martín Civera, Alicia Paloma    | Female | Married      | 04-DEC-1957         | Madrid              |           | 28/48467079/96    | 27-DEC-1990    | Adm Assist        | 01-JAN-2000 | 07                   |                       | Change of Pay System |
| 00005               | Lopez de La Cruz, Alberto       | Male   | Single       | 05-OCT-1970         | Madrid              |           | 28/91227853/69    | 15-JAN-2001    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00005               | Lobo de la Cruz, Alberto        | Male   | Single       | 05-OCT-1970         | Madrid              |           | 28/91227853/69    | 01-OCT-1987    | Technicals        | 01-JAN-2000 | 09                   |                       | Change of Pay System |
| 00006               | Alonso Diaz, Ana                | Female | Married      | 06-OCT-1956         | Madrid              |           | 28/50609900/90    | 15-JAN-2001    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00006               | Altamira Diaz, Ana              | Female | Married      | 06-OCT-1956         | Madrid              |           | 28/50609900/90    | 02-OCT-1988    | Grad&Engnr        | 02-OCT-1988 | 01                   |                       | Change of Pay System |
| 00007               | Parra Dato, German Luis         | Male   | Single       | 13-JAN-1961         | Madrid              |           | 28/76215244/53    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00007               | Porras Dato, German Luis        | Male   | Single       | 13-JAN-1961         | Madrid              |           | 28/76215244/53    | 03-JAN-1994    | Grad&Engnr        | 03-JAN-1994 | 01                   |                       | Change of Pay System |
| 00008               | Lopez Garcia, Josefa Gloria     | Female | Single       | 24-JAN-1957         | Madrid              |           | 28/79813773/76    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00008               | Lorente Garcia, Josefa Gloria   | Female | Single       | 24-JAN-1957         | Madrid              |           | 28/79813773/76    | 04-JAN-1990    | Med Gradua        | 01-JAN-2000 | 02                   |                       | Change of Pay System |
| 00009               | Diaz Cruz, Isabel               | Female | Married      | 21-FEB-1976         | Madrid              |           | 28/26713605/36    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00009               | Rodriguez Salgado, Antonio      | Male   | Single       | 10-OCT-1952         | Madrid              | Madrid    |                   | 02-MAR-1990    | Adm Mngrs         | 02-MAR-1990 | 03                   |                       | Hire                 |
| 00010               | Barroso Rodriguez, Luis         | Male   | Married      | 11-FEB-1962         | Madrid              |           | 28/25436754/93    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00010               | Gonzalez Izquierdo, Maria       | Female | Single       | 15-FEB-1961         | Barcelona           | Barcelona | 28/65632658/70    | 07-MAR-1996    | Adm Mngrs         | 07-MAR-1996 | 03                   |                       | Hire                 |
| 00011               | Higuera Solana, Luis            | Male   | Single       | 13-MAR-1950         | Madrid              |           | 28/77833718/82    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00011               | De la Torre Martinez, Javier    | Male   | Single       | 04-JAN-1965         | Sanabria            | Zamora    |                   | 23-APR-1995    | Adm Assist        | 23-APR-1995 | 07                   |                       | Hire                 |
| 00012               | Alava Soria, Vidal              | Male   | Single       | 16-MAR-1949         | Madrid              |           | 28/77066841/87    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00012               | De la Cruz Maroto, Angela       | Female | Married      | 15-DEC-1969         | Leon                | Leon      |                   | 08-JUN-1996    | Adm Assist        | 08-JUN-1996 | 07                   |                       | Hire                 |
| 00013               | Alava Guerra, Buenaventura      | Male   | Single       | 13-APR-1984         | Madrid              |           | 28/11000001/44    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00013               | Lorente Cruz, Javier            | Male   | Single       |                     |                     |           |                   | 01-OCT-1987    | Adm Assist        | 01-OCT-1987 | 07                   |                       | Hire                 |
| 00014               | Martinez Dato, Jesus            | Male   | Single       | 12-APR-1968         | Madrid              |           | 28/69079466/80    | 01-JAN-1990    | SPE               | 01-JAN-1990 | 01                   |                       | Hire                 |
| 00014               | Artico Dávila, Amalia           | Female | Married      |                     |                     |           |                   | 02-OCT-1988    | Technicals        | 02-OCT-1988 | 09                   |                       | Hire                 |
| 00015               | Payes León, Luis                | Male   | Single       |                     |                     |           |                   | 03-JAN-1994    | Med Gradua        | 03-JAN-1994 | 02                   |                       | Hire                 |
| 00016               | Lopez González, Adela           | Female | Single       |                     |                     |           |                   | 04-JAN-1990    | Med Gradua        | 04-JAN-1990 | 02                   |                       | Hire                 |

Report ID: PER055ES

Run Date 10/09/2001

Company:

Run Time 12:05:51

Union Cd:

| Emplid | Name | Union Fee Amt. |
|--------|------|----------------|
|--------|------|----------------|

Total:

End of Report

PeopleSoft  
PRIMARY JOB AUDIT

Report ID: PER058

Page No. 1  
Run Date 09/04/2000  
Run Time 12:16:40

| Employee ID            | Name               | As Of Date | Empl Rcd# | Job Effdt  | Indicator  | Status     | Business Unit | Job Code   | Department |
|------------------------|--------------------|------------|-----------|------------|------------|------------|---------------|------------|------------|
| MULTIPLE PRIMARY JOBS  |                    |            |           |            |            |            |               |            |            |
| KU0032                 | Summer,Alice       | 03/01/00   | 0         | 11/19/1998 | Primary    | Active     | US001         | Conslnt Sr | HR         |
|                        |                    |            | 1         | 03/01/2000 | Primary    | Active     | ESP01         | Sr.Consult | Sales Serv |
| KU0036                 | Religioso,Steve    | 01/02/2000 | 0         | 11/13/1985 | Primary    | Active     | US005         | Conslnt Jr | Cust Svc   |
|                        |                    |            | 1         | 01/02/2000 | Primary    | Active     | GBIBU         | Tech Trnr  | Assembly   |
| KU0086                 | Burkman,Seek       | 03/22/1996 | 0         | 03/22/1996 | Primary    | Active     | GBIBU         | HRIS Spec  | HR         |
|                        |                    |            | 1         | 03/22/1996 | Primary    | Active     | GBIBU         | Emp Spec   | HR         |
| KU0106                 | Chae,Kevin         | 05/25/2000 | 0         | 05/28/1999 | Primary    | Active     | US004         | DE Clerk   | HR         |
|                        |                    |            | 1         | 05/28/1999 | Secondary  | Active     | US004         | PR Clerk   | Finance    |
|                        |                    |            | 2         | 05/28/1999 | Secondary  | Active     | US004         | Ben Spec   | HR         |
|                        |                    |            | 3         | 05/25/2000 | Primary    | Terminated | US004         | T&L Spclst | Admin      |
| KU0113                 | Jacobson,Cassandra | 12/01/1999 | 0         | 04/01/1999 | Primary    | Active     | GBIBU         | HRIS Spec  | HR         |
|                        |                    |            | 1         | 12/01/1999 | Primary    | Terminated | GBIBU         | Mgr-HRIS   | IS         |
|                        |                    |            | 2         | 10/01/1999 | Primary    | Active     | GBIBU         | Admin Asst | HR         |
|                        |                    |            | 3         | 11/01/1999 | Primary    | Active     | GBIBU         | Proj. Mgr. | Lab        |
|                        |                    |            | 0         | 04/01/1999 | Primary    | Active     | GBIBU         | HRIS Spec  | HR         |
|                        |                    |            | 1         | 08/01/1999 | Secondary  | Active     | GBIBU         | Mgr-HRIS   | IS         |
|                        |                    |            | 2         | 10/01/1999 | Primary    | Active     | GBIBU         | Admin Asst | HR         |
|                        |                    |            | 3         | 11/01/1999 | Primary    | Active     | GBIBU         | Proj. Mgr. | Lab        |
|                        |                    |            | 0         | 04/01/1999 | Primary    | Active     | GBIBU         | HRIS Spec  | HR         |
|                        |                    |            | 1         | 08/01/1999 | Secondary  | Active     | GBIBU         | Mgr-HRIS   | IS         |
| 2                      | 10/01/1999         | Primary    | Active    | GBIBU      | Admin Asst | HR         |               |            |            |
| TERMINATED PRIMARY JOB |                    |            |           |            |            |            |               |            |            |
| No Rows Found          |                    |            |           |            |            |            |               |            |            |
| NO PRIMARY JOB         |                    |            |           |            |            |            |               |            |            |
| KU0017                 | Tran,Corrine       | 10/07/1981 | 0         | 10/07/1981 | Secondary  | Active     | GBIBU         | RN         | Lab        |
| KU0019                 | Tozer,Adan         | 04/05/1982 | 0         | 04/05/1982 | Secondary  | Active     | GBIBU         | Head Nurse | Lab        |
| KU0044                 | Reese,Daryl        | 07/05/1986 | 0         | 07/05/1986 | Secondary  | Active     | US005         | Admin Asst | HR         |

End of Report

**Year:2012      Company:KI1      Disability Report: Annual**

| Province | Disability Type  | Sex    | Total |
|----------|------------------|--------|-------|
| MILANO   | Civil Disability | Female | 1     |

Total disabled employees in Province      1

**Total disabled employees in Company Business Institute - Italy:      1**

Notification of Hiring

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



New Staff Notice on 10/01/2004

10/01/2004  
Business Institute - Japan

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

List of Employees Returning from Intercompany Transfer

Report ID: PER065JP  
From Date 2001/01/01  
Thru Date 2003/03/31

| 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

**Employee ID** KB0001 Ceulemans, Jan

Contract Data

|                            |            |                          |
|----------------------------|------------|--------------------------|
| <b>Contract Number</b>     | 0001       | <b>Active</b>            |
| <b>Contract Begin Date</b> | 01-02-1997 | <b>Contract End Date</b> |
| <b>Probation Date</b>      |            | <b>Expended end date</b> |
| <b>Protection End Date</b> |            |                          |
| <b>Comment</b>             |            |                          |

Contract Type

|                       |               |
|-----------------------|---------------|
| <b>Effective Date</b> | 01-02-1997    |
| <b>Contract Type</b>  | 01 Employment |
| <b>Statute</b>        | 02 Employee   |
| <b>Substatute</b>     | 03 Executive  |

Compensation

|                             |                 |   |                           |     |
|-----------------------------|-----------------|---|---------------------------|-----|
| <b>Compensation Rate</b>    | 5,500.0000      | M | <b>Above salary limit</b> | Yes |
| <b>Commissions</b>          | 2,125.0000      |   |                           |     |
| <b>Value extra benefits</b> | <u>350.0000</u> | M |                           |     |
| <b>Annual compensation</b>  | 82,500.0000     |   |                           |     |

Claeys Defaults

|                           |          |
|---------------------------|----------|
| <b>Factor Seniority</b>   | 0.8900   |
| <b>Factor Age</b>         | 0.0800   |
| <b>Correction Factor</b>  | 0.0013   |
| <b>Term Correction</b>    | 2.0000   |
| <b>Factor Yearly Base</b> | 125.3000 |
| <b>Actual index</b>       | 126.0000 |

Calculation

|                                |            |
|--------------------------------|------------|
| <b>Start date notification</b> | 01-11-2001 |
| <b>Months service time</b>     | 56         |
| <b>Notification period</b>     | 6 Months   |

|                             |               |
|-----------------------------|---------------|
| <b>End compensation</b>     | 41,250.0000   |
| <b>Revenue compensation</b> | <u>0.0000</u> |
| <b>Total</b>                | 41,250.0000   |

Company: CarrotSoft Sales, KK  
As of date:

|                           |       |           |       |   |                     |   |    |    |
|---------------------------|-------|-----------|-------|---|---------------------|---|----|----|
| President                 | J1000 | President | J0028 | 0 | Kuroda, Katsuhito   |   |    |    |
|                           |       |           |       |   | <u>Total</u>        | 0 | 1  | 1  |
| Administration Department | J1100 | Director  | J0029 | 0 | Akasaka, Tomomi     |   |    |    |
|                           |       |           |       |   | <u>Total</u>        | 0 | 1  | 1  |
| Accounting Section        | J1110 | Manager   | J0031 | 0 | Yasuda, Muneharu    |   |    |    |
|                           |       | Clerk     | J0057 | 0 | Ikeyama, Nobutaka   |   |    |    |
|                           |       | Clerk     | J0202 | 0 | Ida, Satoru         |   |    |    |
|                           |       |           |       |   | <u>Total</u>        | 0 | 3  | 3  |
| Human Resources Section   | J1120 | Manager   | J0032 | 0 | Omura, Koichi       |   |    |    |
|                           |       | Clerk     | J0203 | 0 | Nakayama, Wataru    |   |    |    |
|                           |       | Clerk     | J0204 | 0 | Aoki, Moe           |   |    |    |
|                           |       |           |       |   | <u>Total</u>        | 0 | 3  | 3  |
| General Affairs Section   | J1130 | Manager   | J0033 | 0 | Tezuka, Takashi     |   |    |    |
|                           |       | Clerk     | J0201 | 0 | Maeda, Junpei       |   |    |    |
|                           |       |           |       |   | <u>Total</u>        | 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 |   |    |    |
|                           |       |           |       |   | <u>Total</u>        | 0 | 6  | 6  |
|                           |       |           |       |   | <u>Total</u>        | 0 | 16 | 16 |

Report ID: PER067BE

For the period 01/01/2000 through 12/31/2000

Company : Global Business Institute  
 Legal Entity : Inc.  
 Registration for Trade : BE463336731  
 Natl Office for Social Security : 057/0543523-97  
 Address : 500 George Washington Pkway  
 New York NY 07666  
 USA  
 Industrial Committees : 218

**I. EMPLOYEES IN PERSONNEL REGISTER**

|                                   | Fulltime | Parttime | FTE  |
|-----------------------------------|----------|----------|------|
| <b>A. During fiscal year</b>      |          |          |      |
| Average number of employees       | 5        | 0        | 4.70 |
| <b>B. At end of fiscal year</b>   |          |          |      |
| <b>a. Number of employees</b>     | 5        | 1        | 5.00 |
| <b>b. Per contract type</b>       |          |          |      |
| Indefinite Duration               | 3        | 0        | 3.00 |
| Temporary Duration                | 1        | 0        | 1.00 |
| Defined Work                      | 0        | 0        | 0.00 |
| Replacement                       | 0        | 0        | 0.00 |
| <b>c. Per gender</b>              |          |          |      |
| Male                              | 3        | 0        | 3.00 |
| Female                            | 1        | 0        | 1.00 |
| <b>d. Per employment category</b> |          |          |      |
| Executives                        | 1        | 0        | 1.00 |
| Employees                         | 3        | 0        | 3.00 |
| Workers                           | 0        | 0        | 0.00 |
| Other                             | 0        | 0        | 0.00 |

For the period 01/01/2000 through 12/31/2000

II. HIRES AND TERMINATIONS

|                                    | Fulltime | Parttime | FTE  |
|------------------------------------|----------|----------|------|
| A. New hires during fiscal year    | 0        | 1        | 0.50 |
| B. Terminations during fiscal year | 0        | 0        | 0.00 |

III. MEASURES IN BEHALF OF EMPLOYMENT

|                         | Number | FTE  |
|-------------------------|--------|------|
| 500 1st Work experience | 1      | 1.00 |
| 408 Longterm unemployed | 1      | 1.00 |

Report ID: PER100CN  
Company GBI Global Business Institute

| Employee SIN | First Date | BADGE/Payroll No. |
|--------------|------------|-------------------|
| [REDACTED]   | 01/01/1990 | KC0001            |
| [REDACTED]   | 01/19/1990 | KC0024            |
| [REDACTED]   | 03/05/1990 | KCI001            |
| [REDACTED]   | 04/13/1990 | KCI006            |
| [REDACTED]   | 05/24/1990 | KCI003            |
| [REDACTED]   | 06/29/1990 | KCI008            |
| [REDACTED]   | 07/18/1990 | KCI004            |
| [REDACTED]   | 07/26/1990 | KC0031            |
| [REDACTED]   | 08/30/1990 | KCI010            |
| [REDACTED]   | 09/16/1990 | KCI002            |
| [REDACTED]   | 10/11/1990 | KCI007            |
| [REDACTED]   | 11/21/1990 | KCI005            |
| [REDACTED]   | 12/17/1990 | KCI009            |
| [REDACTED]   | 12/27/1990 | KC0029            |
| [REDACTED]   | 06/02/1992 | KC0009            |
| [REDACTED]   | 03/12/1993 | KCI007            |
| [REDACTED]   | 02/02/1994 | KC0012            |
| [REDACTED]   | 02/14/1994 | KC0035            |
| [REDACTED]   | 02/02/1995 | KC0030            |
| [REDACTED]   | 03/05/1995 | KC0025            |
| [REDACTED]   | 06/29/1995 | KCI006            |
| [REDACTED]   | 07/15/1995 | KC0013            |
| [REDACTED]   | 01/01/1996 | KC0025            |
| [REDACTED]   | 10/07/1996 | KC0017            |
| [REDACTED]   | 07/02/1997 | KC0030            |
| [REDACTED]   | 07/19/1997 | KC0017            |
| [REDACTED]   | 09/07/1997 | KC0010            |
| [REDACTED]   | 07/05/1998 | KC0014            |

End of Report

Report ID: PER103CN

For the period 01/01/99 through 12/31/00

| Occupational Group      | ----Total---- |     | Aboriginal  |     | Visible      |     | Disabled    |     | ---Female--- |     |
|-------------------------|---------------|-----|-------------|-----|--------------|-----|-------------|-----|--------------|-----|
|                         | Start         | End | --Persons-- |     | -Minorities- |     | --Persons-- |     | ---Female--- |     |
|                         |               |     | 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   |



For the period 01/01/90 through 01/01/01

| Employment Type         | ----Total--- |     | Aboriginal |     | Visible |     | Disabled |     | ---Female--- |     |
|-------------------------|--------------|-----|------------|-----|---------|-----|----------|-----|--------------|-----|
|                         | Start        | End | Start      | End | Start   | End | Start    | End | Start        | End |
| Toronto Management Area |              |     |            |     |         |     |          |     |              |     |
| Permanent Full-Time     | 3            | 3   | 1          | 1   | 0       | 0   | 0        | 0   | 2            | 2   |
| Permanent Part-Time     | 4            | 4   | 0          | 0   | 0       | 0   | 0        | 0   | 4            | 4   |
| Temporary               | 0            | 0   | 0          | 0   | 0       | 0   | 0        | 0   | 0            | 0   |
| Seasonal                | 0            | 0   | 0          | 0   | 0       | 0   | 0        | 0   | 0            | 0   |

Total Surveys submitted: 0

Total Surveys completed: 0

For the period 01/01/90 through 01/01/01

| Occupational Group      | -----Total----- |         | Aboriginal |         | Visible    |            | Disabled |         | -----Female----- |         |
|-------------------------|-----------------|---------|------------|---------|------------|------------|----------|---------|------------------|---------|
|                         | Filled          | Vacated | Persons    | Persons | Minorities | Minorities | Persons  | Persons | Filled           | Vacated |
| Toronto Management Area |                 |         |            |         |            |            |          |         |                  |         |
| Senior Managers         |                 |         |            |         |            |            |          |         |                  |         |
| Salary Group 1          | 1               | 0       | 0          | 0       | 0          | 0          | 0        | 0       | 1                | 0       |
| Salary Group 2          | 1               | 0       | 0          | 0       | 0          | 0          | 0        | 0       | 1                | 0       |
| Salary Group 3          | 0               | 1       | 0          | 0       | 0          | 1          | 0        | 0       | 0                | 0       |
| Salary Group 4          | 1               | 0       | 0          | 0       | 0          | 0          | 1        | 0       | 0                | 0       |

| Setid | Salary Plan/Grade | Description             | Effective Date | Cur Cd | <-- Hourly Min --> | <-- Daily Min --> | <-- Monthly Min --> | <-- Annual Min --> |
|-------|-------------------|-------------------------|----------------|--------|--------------------|-------------------|---------------------|--------------------|
|       |                   |                         |                |        | <-- Hourly Mid --> | <-- Daily Mid --> | <-- Monthly Mid --> | <-- Annual Mid --> |
|       |                   |                         |                |        | <-- Hourly Max --> | <-- Daily Max --> | <-- Monthly Max --> | <-- Annual Max --> |
| ES    | 0000/00           | Senior Executive Sched  | 01/03/1999     | USD    | 49.020             | 0.00              | 8,496.80            | 102,300            |
|       |                   |                         |                |        | 52.880             | 0.00              | 9,165.00            | 110,350            |
|       |                   |                         |                |        | 56.730             | 0.00              | 9,833.20            | 118,400            |
| SL    | 0000/00           | Senior-Level            | 01/03/1999     | USD    | 42.990             | 345.11            | 7,451.60            | 89,728             |
|       |                   |                         |                |        | 49.860             | 400.25            | 8,642.40            | 104,064            |
|       |                   |                         |                |        | 56.730             | 455.35            | 9,833.20            | 118,400            |
| ST    | 0000/00           | Scientific or Professio | 01/03/1999     | USD    | 42.990             | 345.11            | 7,451.60            | 89,728             |
|       |                   |                         |                |        | 49.860             | 400.25            | 8,642.40            | 104,064            |
|       |                   |                         |                |        | 56.730             | 455.35            | 9,833.20            | 118,400            |
| ES    | 0000/00           | Senior Executive Sched  | 01/04/1998     | USD    | 47.530             | 381.54            | 8,238.50            | 99,200             |
|       |                   |                         |                |        | 52.130             | 418.46            | 9,035.80            | 108,800            |
|       |                   |                         |                |        | 56.730             | 455.35            | 9,833.20            | 118,400            |
| SL    | 0000/00           | Senior-Level            | 01/04/1998     | USD    | 41.700             | 334.70            | 7,228.00            | 87,030             |
|       |                   |                         |                |        | 49.220             | 395.06            | 8,530.60            | 102,710            |
|       |                   |                         |                |        | 56.730             | 455.35            | 9,833.20            | 118,400            |
| ST    | 0000/00           | Scientific or Professio | 01/04/1998     | USD    | 41.700             | 334.70            | 7,228.00            | 87,030             |
|       |                   |                         |                |        | 49.220             | 395.06            | 8,530.60            | 102,710            |
|       |                   |                         |                |        | 56.730             | 455.35            | 9,833.20            | 118,400            |
| ES    | 0000/00           | Senior Executive Sched  | 01/05/1997     | USD    | 46.480             | 373.08            | 8,056.50            | 97,000             |
|       |                   |                         |                |        | 50.960             | 409.04            | 8,833.00            | 106,350            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| SL    | 0000/00           | Senior-Level            | 01/05/1997     | USD    | 40.760             | 327.20            | 7,065.00            | 85,070             |
|       |                   |                         |                |        | 48.100             | 386.10            | 8,337.30            | 100,380            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ST    | 0000/00           | Scientific or Professio | 01/05/1997     | USD    | 40.760             | 327.20            | 7,065.00            | 85,070             |
|       |                   |                         |                |        | 48.100             | 386.10            | 8,337.30            | 100,380            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ES    | 0000/00           | Senior Executive Sched  | 01/07/1996     | USD    | 45.420             | 364.62            | 7,872.80            | 94,800             |
|       |                   |                         |                |        | 50.430             | 404.81            | 8,741.20            | 105,250            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| SL    | 0000/00           | Senior-Level            | 01/07/1996     | USD    | 39.850             | 319.85            | 6,907.30            | 83,160             |
|       |                   |                         |                |        | 47.650             | 382.42            | 8,258.40            | 99,430             |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ST    | 0000/00           | Scientific or Professio | 01/07/1996     | USD    | 39.850             | 319.85            | 6,907.30            | 83,160             |
|       |                   |                         |                |        | 47.650             | 382.42            | 8,258.40            | 99,430             |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ES    | 0000/00           | Senior Executive Sched  | 01/08/1995     | USD    | 44.510             | 357.31            | 7,715.00            | 92,900             |
|       |                   |                         |                |        | 49.980             | 401.15            | 8,662.30            | 104,300            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| SL    | 0000/00           | Senior-Level            | 01/08/1995     | USD    | 39.070             | 313.57            | 6,772.10            | 81,520             |
|       |                   |                         |                |        | 47.260             | 379.25            | 8,190.80            | 98,610             |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ST    | 0000/00           | Scientific or Professio | 01/08/1995     | USD    | 39.070             | 313.57            | 6,772.10            | 81,520             |
|       |                   |                         |                |        | 47.260             | 379.25            | 8,190.80            | 98,610             |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ES    | 0000/00           | Senior Executive Sched  | 01/09/1994     | USD    | 44.510             | 357.31            | 7,715.00            | 92,900             |
|       |                   |                         |                |        | 49.980             | 401.15            | 8,662.30            | 104,300            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| SL    | 0000/00           | Senior-Level            | 01/09/1994     | USD    | 38.300             | 307.40            | 6,638.60            | 79,930             |
|       |                   |                         |                |        | 46.870             | 376.21            | 8,124.10            | 97,810             |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |
| ES    | 0000/00           | Senior Executive Sched  | 01/10/1993     | USD    | 44.510             | 357.31            | 7,715.00            | 92,900             |
|       |                   |                         |                |        | 49.980             | 401.15            | 8,662.30            | 104,300            |
|       |                   |                         |                |        | 55.440             | 445.00            | 9,609.60            | 115,700            |

For the period 01/01/1900 through 08/30/2000

| SETID | Salary Plan/Grade/Step | Descr      | Effective Date | Components | Cur Freq | Hourly Rate | Daily Rate | Monthly Rate | Annual Rate | Rate Code | Percent | Group |
|-------|------------------------|------------|----------------|------------|----------|-------------|------------|--------------|-------------|-----------|---------|-------|
| FRA01 | KF01/002/ 1            | CAD        | 01/01/1980     | KF0005 0   | FRF A    | 123.274162  | 961.538    | 20833.333    | 250000.000  |           | 0.000   |       |
| FRA01 | KF01/002/ 2            | CAD        | 01/01/1980     | KF0005 0   | FRF A    | 167.652860  | 1307.692   | 28333.333    | 340000.000  |           | 0.000   |       |
| ESP01 | KE01/003/ 1            | Adm Mngrs  | 01/01/1980     | KE0001 0   | ESP M    | 2307.692308 | 18461.538  | 400000.000   | 4800000.000 |           | 0.000   |       |
|       |                        |            |                | KE0002 0   | ESP M    | 0.000000    | 0.000      | 0.000        | 0.000       |           | 5.000   |       |
| ESP01 | KE01/004/ 1            | Assistants | 01/01/1980     | KE0001 0   | ESP M    | 2019.230769 | 16153.846  | 350000.000   | 4200000.000 |           | 0.000   |       |
|       |                        |            |                | KE0002 0   | ESP      | 0.000000    | 0.000      | 0.000        | 0.000       |           | 5.000   |       |
| ESP01 | KE01/004/ 2            | Assistants | 01/01/1980     | KE0001 0   | ESP M    | 1875.000000 | 15000.000  | 325000.000   | 3900000.000 |           | 0.000   |       |
|       |                        |            |                | KE0002 0   | ESP M    | 0.000000    | 0.000      | 0.000        | 0.000       |           | 5.000   |       |
| ESP01 | KE01/004/ 3            | Assistants | 01/01/1980     | KE0001 0   | ESP M    | 1730.769231 | 13846.154  | 300000.000   | 3600000.000 |           | 0.000   |       |
|       |                        |            |                | KE0002 0   | ESP M    | 0.000000    | 0.000      | 0.000        | 0.000       |           | 5.000   |       |
| FRA01 | KF01/001/ 1            | Executive  | 01/01/1980     | KF0005 0   | FRF A    | 212.031558  | 1653.846   | 35833.333    | 430000.000  |           | 0.000   |       |
| FRA01 | KF01/001/ 2            | Executive  | 01/01/1980     | KF0005 0   | FRF A    | 293.392505  | 2288.462   | 49583.333    | 595000.000  |           | 0.000   |       |
| SHARE | KU02/001/ 1            | Grade 1    | 01/01/1980     | NAANNL 0   | USD A    | 3.500000    | 28.000     | 606.670      | 7280.000    |           | 0.000   |       |
| SHARE | KU02/001/ 2            | Grade 1    | 01/01/1980     | NAANNL 0   | USD A    | 3.750000    | 30.000     | 650.000      | 7800.000    |           | 0.000   |       |

| Action | Action Reason | Effective Date | Description                   | Abbrev     | Canadian ROE Reason |
|--------|---------------|----------------|-------------------------------|------------|---------------------|
| ADD    | CON           | 1/1/1900       | Consultant                    | Consultant | Other               |
| ADD    | EBM           | 1/1/1900       | Elected Board Member          | Board Memb | Other               |
| ADD    | REP           | 1/1/1900       | Replacement of an Employee    | Replacemnt | Other               |
| ADD    | SEA           | 1/1/1900       | Seasonal Activity             | Seasonal   | Other               |
| ADL    | ADL           | 1/1/1900       | Additional Job                | Addl Job   | Other               |
| ASC    | ASC           | 1/1/1900       | Assignment Completion         | Assgn Comp | Other               |
| ASG    | FEX           | 1/1/1900       | Foreign Expatriate Assignment | Foreign Ex | Other               |
| ASG    | FIN           | 1/1/1900       | Foreign Inpatriate Assignment | Foreign In | Other               |
| ASG    | FLA           | 1/1/1900       | Foreign Loan Assignment       | Foreign Ln | Other               |
| ASG    | NAT           | 1/1/1900       | Third Country National        | National   | Other               |
| COM    | BMC           | 1/1/1900       | Board Member Term Completed   | Board Memb | Other               |
| COM    | DEA           | 1/1/1900       | Death                         | Death      | Other               |
| COM    | DIS           | 1/1/1900       | Disability                    | Disability | Other               |
| COM    | EOA           | 1/1/1900       | End of Assignment             | End Assign | Other               |
| COM    | INV           | 1/1/1900       | Involuntary                   | Involuntry | Other               |
| COM    | RED           | 1/1/1900       | Staff Reduction               | Reduction  | Other               |
| COM    | RET           | 1/1/1900       | Retirement                    | Retirement | Other               |
| COM    | UNS           | 1/1/1900       | Unsatisfactory Performance    | Unsatisfac | Other               |
| COM    | VOL           | 1/1/1900       | Voluntary                     | Voluntary  | Other               |
| DEM    | USP           | 1/1/1900       | Unsatisfactory Performance    | Unsat Perf | Other               |
| DET    | CRN           | 1/1/1980       | Career Enhancement            | Caree Enhc | Other               |
| DTA    | CDP           | 1/1/1900       | Correction-Department         | Corrct-Dep | Other               |
| DTA    | CJC           | 1/1/1900       | Correction-Job Code           | Corrct-Job | Other               |
| DTA    | CNT           | 1/1/1900       | Contract                      | Contract   | Other               |
| DTA    | CPR           | 1/1/1900       | Correction-Pay Rate           | Corrct-Pay | Other               |
| DTA    | RED           | 1/1/1900       | Redesignation                 | Redesig    | Other               |
| DTA    | STC           | 1/1/1900       | Status Change                 | Status Chg | Other               |
| DTA    | UKT           | 1/1/1900       | UK Tax Code Change            | UK Tax Chg | Other               |
| FSC    | DEA           | 1/1/1900       | Death                         | Death      | Other               |
| FSC    | DEP           | 1/1/1900       | Married Dependents            | Married Dp | Other               |
| FSC    | DIV           | 1/1/1900       | Divorce                       | Divorce    | Other               |
| FSC    | MED           | 1/1/1900       | Medicare Entitlement          | Medicare   | Other               |
| HIR    | HAF           | 1/1/1900       | Hired from Affiliate          | Hire Affil | Other               |
| HIR    | LNP           | 1/1/1900       | Loan from Parent Company      | From Parnt | Other               |
| HIR    | NPS           | 1/1/1980       | New Position                  | New Posn   | Other               |
| HIR    | NPS           | 1/1/1900       | New Position                  | New Posn   | Other               |
| HIR    | TMP           | 1/1/1900       | Temporary Assignment          | Tmp Assgn  | Other               |
| HIR    | TRN           | 1/1/1900       | Trainee                       | Trainee    | Other               |
| HIR    | XFR           | 1/1/1980       | Transfer                      | Transfer   | Other               |
| JED    | SSF           | 1/1/1900       | Split Shift                   | Split Shft | Other               |
| JED    | TMP           | 1/1/1900       | Temporary Assignment          | Temp Assgn | Other               |
| JRC    | JRC           | 1/1/1900       | Job Reclassification          | Reclassify | Other               |
| LOA    | EDU           | 1/1/1900       | Education                     | Education  | Other               |
| LOA    | FML           | 1/1/1900       | Family and Medical Leave Act  | FMLA       | Other               |
| LOA    | HEA           | 1/1/1900       | Health Reasons                | Health     | Ill/Injury          |
| LOA    | MAT           | 1/1/1900       | Maternity/Paternity           | Maternity  | Pregnancy           |
| LOA    | MIL           | 1/1/1900       | Military Service              | Military   | Lv of Abs           |
| LOA    | PTD           | 1/1/1900       | Partial/Total Disability      | Pt/Tot Dis | Ill/Injury          |
| LOA    | USH           | 1/1/1900       | Unpaid Statutory Holiday      | Unpd Hlday | Other               |
| LOF    | RED           | 1/1/1900       | Staff Reduction               | Reduction  | No Work             |
| LOF    | SEA           | 1/1/1900       | Seasonal Closure              | Seasonal   | No Work             |
| LOF    | SLO           | 1/1/1900       | Strike/Lock-out               | Strk/Lkout | Strike              |
| LOF    | TMP           | 1/1/1900       | Temporary Closure             | Temp Close | No Work             |
| LTD    | LTD           | 1/1/1900       | Long Term Disability With Pay | LTD w/Pay  | Other               |
| LTO    | LTO           | 1/1/1900       | Long Term Disability          | LTD        | Other               |
| PAY    | ADJ           | 1/1/1900       | Adjustment                    | Adjustment | Other               |
| PAY    | ATB           | 1/1/1900       | Across-The-Board              | Across Brd | Other               |
| PAY    | CNV           | 1/1/1900       | Currency Conversion           | Curr Conv  | Other               |
| PAY    | COL           | 1/1/1900       | Cost-of Living Adjustment     | COLA       | Other               |
| PAY    | MER           | 1/1/1900       | Merit                         | Merit      | Other               |
| PAY    | OTH           | 1/1/1900       | Other                         | Other      | Other               |
| PAY    | PRO           | 1/1/1900       | Promotion                     | Promotion  | Other               |
| PAY    | REC           | 1/1/1900       | Job Reclassification          | Job Reclas | Other               |
| PAY    | SEN           | 1/1/1900       | Seniority Pay                 | SEN        | Other               |
| PAY    | SPG           | 1/1/1900       | Step Progression              | Step Prog  | Other               |
| PAY    | XFR           | 1/1/1900       | Transfer                      | Transfer   | Other               |
| PLA    | LTD           | 1/1/1900       | Long-Term Disability          | Long-Term  | Other               |
| PLA    | MAT           | 1/1/1900       | Maternity/Paternity           | Maternity  | Pregnancy           |
| PLA    | MIL           | 1/1/1900       | Military Service              | Military   | Lv of Abs           |
| PLA    | STD           | 1/1/1900       | Short-Term Disability         | Short-Term | Other               |
| POS    | INA           | 1/1/1900       | Position Inactivated          | Inactivate | Other               |
| POS    | JRC           | 1/1/1900       | Job Re-Classification         | Re-Class   | Other               |
| POS    | NEW           | 1/1/1900       | New Position                  | New Posn   | Other               |
| POS    | REO           | 1/1/1900       | Re-Organization/Restructure   | Re-Org     | Other               |
| POS    | STA           | 1/1/1900       | Position Status Change        | Status Chg | Other               |
| POS    | TTL           | 1/1/1900       | Title Change                  | Title Chg  | Other               |

| 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                |

**Department of Communications - Phased Retirement Details**

**List of Active Phased Retirees**

**Date Generated:** 06-15-2016

**Count of Employees:** 3

| <b>Employee ID</b> | <b>Name</b>                | <b>Job Effective Date</b> | <b>Action / Action Reason</b> | <b>Position Number</b> | <b>NOA Code</b> | <b>Work Schedule</b> | <b>Annuitant Indicator</b> | <b>Work Schedule value to be updated in Position Data (Yes/No)</b> | <b>Job Standard Hours</b> |
|--------------------|----------------------------|---------------------------|-------------------------------|------------------------|-----------------|----------------------|----------------------------|--|---------------------------|
| LE0018             | Winters, Marcy Helen       | 01-01-2016                | PRT/<br>PRT                   | LEP00042               | 615             | R                    | 9                          | N  | 40                        |
| LE0026             | Conley Jr., Leonard Nelson | 01-01-2016                | PRT/<br>PRT                   | LEP0018                | 615             | R                    | 9                          | N  | 40                        |
| LE0012             | Wilson, Marcy Lincoln      | 01-01-2016                | PRT/<br>PRT                   | LEP00041               | 615             | R                    | 9                          | N  | 40                        |



**Department of Communications - Phased Retirement Details**

**Employees Who Opted for Phased Retirement**

**From Date:** 11-06-2014

**To Date:** 06-15-2016

**Count of Employees:** 5

| <b>Employee ID</b> | <b>Name</b>                 | <b>Job Effective Date</b> | <b>Action / Action Reason</b> | <b>Position Number</b> | <b>NOA Code</b> | <b>Work Schedule</b> | <b>Annuitant Indicator</b> | <b>Work Schedule value to be updated in Position Data (Yes/No)</b> | <b>Job Standard Hours</b> |
|--------------------|-----------------------------|---------------------------|-------------------------------|------------------------|-----------------|----------------------|----------------------------|--|---------------------------|
| LE0012             | Wilson, Marcy Lincoln       | 01-01-2016                | PRT/<br>PRT                   | LEP00041               | 615             | R                    | 9                          | N  | 40                        |
| LE0013             | Stevens Sr., Marcus Jamison | 01-01-2015                | PRT/<br>PRT                   | LEP00041               | 615             | R                    | 9                          | N  | 40                        |
| LE0014             | Bellows III, Hank Dennis    | 11-06-2014                | PRT/<br>PRT                   | LEP00052               | 615             | R                    | 9                          | N  | 40                        |
| LE0018             | Winters, Marcy Helen        | 01-01-2016                | PRT/<br>PRT                   | LEP00042               | 615             | R                    | 9                          | N  | 40                        |
| LE0026             | Conley Jr., Leonard Nelson  | 01-01-2016                | PRT/<br>PRT                   | LEP0018                | 615             | R                    | 9                          | N  | 40                        |

**Department of Communications - Phased Retirement Details**

**Phased Retirees Who Returned to Full/Part Employment**

**From Date:** 11-06-2014

**To Date:** 06-15-2016

**Count of Employees:** 2

| <b>Employee ID</b> | <b>Name</b>                 | <b>Job Effective Date</b> | <b>Action / Action Reason</b> | <b>Position Number</b> | <b>NOA Code</b> | <b>Work Schedule</b> | <b>Annuitant Indicator</b> | <b>Work Schedule value to be updated in Position Data (Yes/No)</b> | <b>Job Standard Hours</b> |
|--------------------|-----------------------------|---------------------------|-------------------------------|------------------------|-----------------|----------------------|----------------------------|--|---------------------------|
| LE0013             | Stevens Sr., Marcus Jamison | 01-01-2016                | PRT/<br>RFE                   | LEP00041               | 616             | R                    | 9                          | N  | 40                        |
| LE0014             | Bellows III, Hank Dennis    | 01-01-2016                | PRT/<br>RFE                   | LEP00052               | 616             | R                    | 9                          | N  | 40                        |

**Department of Communications- Phased Retirement Details**

**Former Phased Retirees Who Retired**

**From Date:** 11-06-2014

**To Date:** 06-15-2016

**Count of Employees:** 0

No Rows Found.

Company: KAB

| Emplid | Name                   | Empl Rcd# | Effdt      | Jobcode | Dept Id | Position | Location | Company | Paygroup  |
|--------|------------------------|-----------|------------|---------|---------|----------|----------|---------|-----------|
| -----  | -----                  | -----     | -----      | -----   | -----   | -----    | -----    | -----   | -----     |
| KA0001 | Taylor, Jane Elizabeth | 0         | 20/06/2001 | KA0302  | 10000   | 19100005 | KANSW1   | KAB     | KAMONTHLY |

End of Report

Company: KAB  
From Date: 01/01/2001  
To Date: 01/01/2002

| Dept Id | Emplid | Name                  | Empl Rcd# | Effdt      | Jobcode | Position | Location | Company | Paygroup  | End Date   |
|---------|--------|-----------------------|-----------|------------|---------|----------|----------|---------|-----------|------------|
| 10000   | KA0001 | Taylor,Jane Elizabeth | 0         | 01/06/2001 | KA0304  | 19100006 | KANSW1   | KAB     | KAMONTHLY | 10/06/2001 |
| 10000   | KA0003 | Cortes,Maria          | 0         | 01/06/2001 | KA0303  | 19100007 | KANSW1   | KAB     | KAMONTHLY | 10/06/2001 |

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PeopleSoft  
Health Plan Participants

Page No. 1  
Run Date 08/16/2000  
Run Time 14:33:09

Report ID: BEN001  
Company: ACC State of Accord  
Setid: SHARE  
Provider: Blue Cross/Blue Shield  
AsOfDate: 07/19/2000 (PS\_EMPLOYEES)

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

Provider Total: 1

PeopleSoft

LIFE INSURANCE PARTICIPANTS

\* Amounts are converted to base currency - USD

Report ID: BEN002  
 Company: ACC State of Accord  
 Setid: SHARE  
 Provider: Metropolitan Life  
 ASofDate: 07/19/2000 (PS\_EMPLOYEES)

| Benefit         | Department | Department | Employee   | Employee      | Empl  | Empl | Reg/ | Full/ | Pay  |     | Coverage | Coverage    |        |            |     |
|-----------------|------------|------------|------------|---------------|-------|------|------|-------|------|-----|----------|-------------|--------|------------|-----|
| Plan Type       | Plan       | ID         | Name       | Name          | ID    | Stat | Type | Temp  | Part | Grp | Coverage | Flat Amount | Factor | Begin      | End |
| Life            | Basic Life | PGV1000    | Exec Brnch | Carr,Kitty C  | PA020 | A    | S    | R     | F    | PAM | Flat Amt | 50,000      | 0.000  | 07/01/1999 |     |
| Life            | Basic Life | PGV1002    | Bus & Reg  | Flynt,Mildred | PA013 | A    | S    | R     | F    | PAM | Flat Amt | 50,000      | 0.000  | 07/01/1999 |     |
| Life            | Basic Life | PGV1003    | Lic & Cert | Howard,Sheila | PA009 | A    | S    | R     | F    | PAM | Flat Amt | 50,000      | 0.000  | 07/01/1999 |     |
| Provider Total: |            | 3          |            |               |       |      |      |       |      |     |          |             |        |            |     |

PeopleSoft  
BENEFIT CONTRIBUTIONS REGISTER

Page No. 1  
Run Date 08/16/2000  
Run Time 18:05:48

Report ID: BEN003  
Company: ACC State of Accord  
As Of Date: 01/01/2000  
Ben Program E&G US Benefit Program  
Plan Type Medical  
Ben Plan KUHM01

Currency: USD

| Employee Name   | Ben Rcd ID | Employee Status | Department ID | Department Name | Employee Deductions |        | Company Contributions |        |
|-----------------|------------|-----------------|---------------|-----------------|---------------------|--------|-----------------------|--------|
|                 |            |                 |               |                 | This Period         | YTD    | This Period           | YTD    |
| Carr, Kitty C   | 0 PA020    | A               | PGV1000       | Exec Brnch      | 123.00              | 123.00 | 123.00                | 123.00 |
| Flynt, Mildred  | 0 PA013    | A               | PGV1002       | Bus & Reg       | 259.00              | 259.00 | 260.00                | 260.00 |
| Ben Plan Total: |            |                 |               |                 | 382.00              | 382.00 | 383.00                | 383.00 |

PeopleSoft  
BENEFIT CONTRIBUTIONS REGISTER

Page No. 1  
Run Date 08/16/2000  
Run Time 18:08:14

Report ID: BEN003CN  
Company: GBI Global Business Institute  
As Of Date:01/01/2000  
Ben Program GBI Master CAN Benefit Program Currency: CAD  
Plan Type Medical  
Ben Plan KCMDAB

| Employee Name    | Ben |             | Empl   |          | -----Employee Deductions----- |             | -----Company Contributions----- |             |        |
|------------------|-----|-------------|--------|----------|-------------------------------|-------------|---------------------------------|-------------|--------|
|                  | Rcd | Employee ID | Status | Dept. ID | Dept. Name                    | This Period | YTD                             | This Period | YTD    |
| Andrews, Fred    | 0   | KC0027      | A      | KC015    | Sales&Svcs                    | 34.00       | 34.00                           | 100.00      | 100.00 |
| Chan, Diana E    | 0   | KC0033      | A      | KC001    | HR                            | 68.00       | 68.00                           | 100.00      | 100.00 |
| Davies, Craig R  | 0   | KC0021      | A      | KC003    | IS                            | 68.00       | 68.00                           | 100.00      | 100.00 |
| Dunbar, Kirby    | 0   | KC0002      | A      | KC007    | Bus Svcs                      | 68.00       | 68.00                           | 100.00      | 100.00 |
| Hawkins, Allan M | 0   | KC0020      | A      | KC006    | Trng&Admin                    | 34.00       | 34.00                           | 100.00      | 100.00 |
| Ben Plan Total   |     |             |        |          |                               | 272.00      | 272.00                          | 500.00      | 500.00 |

Report ID: BEN004

Company: ACC State of Accord

As Of Date:01/01/2000

Ben Program E&G US Benefit Program

Currency: USD

Plan Type 403(b)

Ben Plan KU403B

| Employee Name      | Ben Employee Rcd ID | Employee Deduction | Company Contributn | I N V E S T M E N T D I S T R I B U T I O N |        |            |        |           |        |   |        |
|--------------------|---------------------|--------------------|--------------------|---|--------|------------|--------|-----------|--------|---|--------|
|                    |                     |                    |                    | Annuity                                     |        | Stock Inde |        | Bond Fund |        |   |        |
|                    |                     |                    |                    | %   | Amount | %          | Amount | %         | Amount | % | Amount |
| Carr,Kitty C       | 0 PA020             | 291.67             | 5.00               |   | 0.00   | 100.00     | 296.67 |           | 0.00   |   | 0.00   |
| Flynt,Mildred      | 0 PA013             | 300.00             | 5.00               |   | 0.00   | 100.00     | 305.00 |           | 0.00   |   | 0.00   |
| Howard,Sheila      | 0 PA009             | 122.50             | 5.00               | 50.00                                       | 63.75  | 50.00      | 63.75  |           | 0.00   |   | 0.00   |
| Ben Plan Total:    |                     | 714.17             | 15.00              |   | 63.75  |            | 665.42 |           | 0.00   |   | 0.00   |
| Plan Type Total:   |                     | 714.17             | 15.00              |   | 63.75  |            | 665.42 |           | 0.00   |   | 0.00   |
| Ben Program Total: |                     | 714.17             | 15.00              |   | 63.75  |            | 665.42 |           | 0.00   |   | 0.00   |
| Company Total:     |                     | 714.17             | 15.00              |   | 63.75  |            | 665.42 |           | 0.00   |   | 0.00   |

PeopleSoft  
LEAVE ACCRUALS

Report ID: BEN007  
Company: GBI Global Business Institute  
Cost Center KC001 Human Resources

Page No. 1  
Run Date 08/15/2000  
Run Time 15:22:12

| Employee ID/RCD# | Employee Name         | Plan | Benefit Type | Last Date Processed | Current Hours Accrued | Hours Carried Over | YTD Hours Earned/Bought | YTD Hours Taken/Sold | YTD Hours Adjusted | Balance Hours | Hourly Rate | Balance Amount |
|------------------|-----------------------|------|--------------|---------------------|-----------------------|--------------------|-------------------------|----------------------|--------------------|---------------|-------------|----------------|
| KC0001           | Griffiths, Martina    | Ra50 | KCSICK       | 01/31/2000          | 24.000000-            | 40.000000          | 8.000000                | 0.000                | 0.000              | 48.000000     | 15.144231   | 726.92         |
| 0                |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
|                  |                       | 51   | KCVACN       | 01/31/2000          | 62.000000-            | 120.000000         | 14.000000               | 0.000                | 0.000              | 134.000000    | 15.144231   | 2,029.33       |
|                  |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
| KC0014           | Henderson, David M    | 50   | KCSICK       | 01/31/2000          | 6.000000              | 22.000000          | 6.000000                | 0.000                | 0.000              | 28.000000     | 10.096154   | 282.69         |
| 0                |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
|                  |                       | 51   | KCVACN       | 01/31/2000          | 8.000000              | 24.000000          | 8.000000                | 0.000                | 0.000              | 32.000000     | 10.096154   | 323.08         |
|                  |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
| KC0016           | Vaillancourt, Paulett | 50   | KCSICK       | 12/31/1999          | 8.000000              | 0.000000           | 72.000000               | 0.000                | 0.000              | 72.000000     | 25.153846   | 1,811.08       |
| 0                |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
|                  |                       | 51   | KCVACN       | 12/31/1999          | 14.000000             | 0.000000           | 192.000000              | 178.000              | 0.000              | 14.000000     | 25.153846   | 352.15         |
|                  |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
| KC0024           | Maissoneuve, Louise   | 50   | KCSICK       | 01/31/2000          | 24.000000-            | 40.000000          | 8.000000                | 0.000                | 0.000              | 48.000000     | 32.692308   | 1,569.23       |
| 0                |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
|                  |                       | 51   | KCVACN       | 01/31/2000          | 10.000000             | 96.000000          | 10.000000               | 0.000                | 0.000              | 106.000000    | 32.692308   | 3,465.38       |
|                  |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
| KC0028           | Jacobs, Lisa Leigh    | 50   | KCSICK       | 01/31/2000          | 0.000000              | 40.000000          | 8.000000                | 8.000                | 0.000              | 40.000000     | 15.288462   | 611.54         |
| 0                |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
|                  |                       | 51   | KCVACN       | 01/31/2000          | 58.000000-            | 120.000000         | 14.000000               | 0.000                | 0.000              | 134.000000    | 15.288462   | 2,048.65       |
|                  |                       |      |              |                     |                       |                    | 0.000                   | 0.000                |                    |               |             |                |
| KC0029           | Valade, Claudia A     | 50   | KCSICK       | 01/31/2000          | 24.000000-            | 40.000000          | 8.000000                | 0.000                | 0.000              | 48.000000     | 29.951923   | 1,437.69       |
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|                  |                       | 51   | KCVACN       | 01/31/2000          | 10.000000             | 96.000000          | 10.000000               | 0.000                | 0.000              | 106.000000    | 29.951923   | 3,174.90       |

PeopleSoft  
SECTION 415

Report ID: BEN008

Page No. 1  
Run Date 08/17/2000  
Run Time 10:35:29

As Of Date: 01/01/2000

| Employee ID   | Ben Pgm | Effective Date | Spcl Accum | Max % Earns   | Max Yearly Deduction | Earnings Amount | Max Allowed Deduction | Plans to Limit -----: Excluded -----: Imputed -----: Amount |              |          | Amount Over Limit/<br>Under Limit |               |              |        |               |              |          |
|---------------|---------|----------------|------------|---------------|----------------------|-----------------|-----------------------|---|--------------|----------|-----------------------------------|---------------|--------------|--------|---------------|--------------|----------|
|               |         |                |            |               |                      |                 |                       | Plan Type   | Benefit Plan | Amount   |                                   | Plan Type     | Benefit Plan | Amount | Plan Type     | Benefit Plan | Amount   |
| KU0001        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 21,666.67       | 5,398.71              | 40  | KU401M       | 2,816.66 | 10                                | KUHMO2        | 61.00        |        |               | 0.00         | 0.00/    |
|               |         |                |            |               |                      |                 |                       | 82  | KUPENS       | 683.32   | 14                                | KUVIS1        | 10.83        |        |               | 0.00         | 1,898.73 |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 3,499.98                          | Total Exclude |              | 71.83  | Total Imputed |              | 0.00     |
| KU0002        | KU2     | 01/01/2000     | 401        | 25            | 30,000.00            | 19,419.08       | 4,843.21              |   |              | 0.00     | 10                                | KUHMO1        | 123.00       | 21     | KUSL1X        | 1.85         | 0.00/    |
|               |         |                |            |               |                      |                 |                       |   |              | 0.00     |                                   | 0.00          | 27           | KUSAD2 | 74.92         | 4,843.21     |          |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 0.00                              | Total Exclude |              | 123.00 | Total Imputed |              | 76.77    |
| KU0003        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 14,030.76       | 3,503.59              | 40  | KU401M       | 800.02   | 10                                | KUMED2        | 55.38        |        |               | 0.00         | 0.00/    |
|               |         |                |            |               |                      |                 |                       | 82  | KUPENS       | 511.36   | 14                                | KUVIS2        | 15.00        |        |               | 0.00         | 2,192.21 |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 1,311.38                          | Total Exclude |              | 16.42  | Total Imputed |              | 0.00     |
| KU0004        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 13,976.92       | 3,463.37              | 40  | KU401M       | 838.60   | 10                                | KUHMO2        | 56.30        | 21     | KUFLAT        | 2.76         | 0.00/    |
|               |         |                |            |               |                      |                 |                       | 82  | KUPENS       | 510.28   | 11                                | KUDMO         | 16.16        |        |               | 0.00         | 2,114.49 |
|               |         |                |            |               |                      |                 |                       |   |              | 0.00     | 90                                | KUVCBY        | 53.76        |        |               | 0.00         |          |
| Total Include |         |                | 1,348.88   | Total Exclude |                      | 126.22          | Total Imputed         |   | 2.76         |          |                                   |               |              |        |               |              |          |
| KU0005        | KU2     | 01/01/2000     | 401        | 25            | 30,000.00            | 10,313.34       | 2,564.59              | 40  | KU401M       | 618.80   | 10                                | KUMED1        | 55.00        |        |               | 0.00         | 0.00/    |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 618.80                            | Total Exclude |              | 55.00  | Total Imputed |              | 0.00     |
| KU0006        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 6,088.34        | 1,488.21              | 40  | KU401M       | 608.84   | 10                                | KUMED         | 74.00        | 21     | KUSL3X        | 8.76         | 0.00/    |
|               |         |                |            |               |                      |                 |                       | 82  | KUPENS       | 304.40   | 90                                | KUVCBY        | 70.26        |        |               | 0.00         | 574.97   |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 913.24                            | Total Exclude |              | 144.26 | Total Imputed |              | 8.76     |
| KU0007        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 11,538.46       | 2,871.35              | 40  | KU401M       | 700.04   | 10                                | KUHMO2        | 56.30        | 21     | KUFLAT        | 19.38        | 0.00/    |
|               |         |                |            |               |                      |                 |                       | 82  | KUPENS       | 461.52   | 11                                | KUDMO         | 16.16        |        |               | 0.00         | 1,709.79 |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 1,161.56                          | Total Exclude |              | 72.46  | Total Imputed |              | 19.38    |
| KU0008        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 10,153.84       | 2,536.48              | 40  | KU401M       | 799.96   | 14                                | KUVIS1        | 10.00        | 21     | KUNYLF        | 2.08         | 0.00/    |
|               |         |                |            |               |                      |                 |                       | 82  | KUPENS       | 433.84   |                                   |               | 0.00         |        |               | 0.00         | 1,302.68 |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 1,233.80                          | Total Exclude |              | 10.00  | Total Imputed |              | 2.08     |
| KU0009        | KU1     | 01/01/2000     | 401        | 25            | 30,000.00            | 610.00          | 148.69                | 82  | KUPENS       | 30.50    | 10                                | KUMED2        | 13.85        |        |               | 0.00         | 0.00/    |
|               |         |                |            |               |                      |                 |                       |   |              | 0.00     | 14                                | KUVIS2        | 3.75         |        |               | 0.00         | 118.19   |
|               |         |                |            |               |                      |                 |                       | Total Include   |              |          | 30.50                             | Total Exclude |              | 15.25  | Total Imputed |              | 0.00     |

PeopleSoft  
SECTION 415 NON COMPLIANCE

Report ID: BEN009

Page No. 1  
Run Date 08/17/2000  
Run Time 10:46:51

As Of Date: 01/01/2000

| Employee ID | Ben Pgm | Effective Date | Spcl Accum | Max % Earns | Max Yearly Deduction | Earnings Amount | Max Allowed Deduction | Plans to Limit |              |               | Excluded  |              |               | Imputed   |              |               | Amount Over Limit |        |
|-------------|---------|----------------|------------|-------------|----------------------|-----------------|-----------------------|----------------|--------------|---------------|-----------|--------------|---------------|-----------|--------------|---------------|-------------------|--------|
|             |         |                |            |             |                      |                 |                       | Plan Type      | Benefit Plan | Amount        | Plan Type | Benefit Plan | Amount        | Plan Type | Benefit Plan | Amount        |                   |        |
| KU0010      | KU1     | 01/01/2000     | 401        | 25          | 30,000.00            | 2,071.48        | 479.08                | 40             | KU401M       | 222.69        | 10        | KUMED1       | 126.90        | 21        | KUSL2X       | 1.30          | 0.35              |        |
|             |         |                |            |             |                      |                 |                       | 82             | KUPENS       | 256.74        | 11        | KUDEN2       | 38.95         | 25        | KUDLFE       | 1.75          |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 14        | KUVIS1       | 20.00         | 27        | KUSAD2       | 34.50         |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 90        | KUVCBY       | 6.85          |           |              | 0.00          |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | Total Include |           | 479.43       | Total Exclude |           | 192.70       | Total Imputed |                   | 37.55  |
| KU0013      | KU1     | 01/01/2000     | 401        | 25          | 30,000.00            | 400.00          | 94.98                 | 82             | KUPENS       | 95.46         | 10        | KUHMO2       | 14.08         | 21        | KUSL1X       | 0.05          | 0.48              |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 11        | KUDEN1       | 4.15          |           |              | 0.00          |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 90        | KUVCBY       | 1.92          |           |              | 0.00          |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | Total Include |           | 95.46        | Total Exclude |           | 20.15        | Total Imputed |                   | 0.05   |
| KU0064      | KU1     | 01/01/2000     | 401        | 25          | 30,000.00            | 1,900.00        | 461.78                | 82             | KUPENS       | 464.90        | 10        | KUHMO2       | 141.90        | 21        | KUSL2X       | 0.60          | 3.13              |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 11        | KUDEN2       | 25.95         | 27        | KUSAD1       | 123.95        |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 90        | KUVCBY       | 9.60          |           |              | 0.00          |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | Total Include |           | 464.90       | Total Exclude |           | 177.45       | Total Imputed |                   | 124.55 |
| KU0096      | KU1     | 01/01/2000     | 401        | 25          | 30,000.00            | 2,400.00        | 543.08                | 82             | KUPENS       | 543.08        | 10        | KUMED        | 203.50        | 21        | KUSL1X       | 0.90          | 0.00              |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 11        | KUDMO        | 30.60         | 27        | KUSAD1       | 23.00         |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | 0.00          | 14        | KUVIS1       | 17.50         |           |              | 0.00          |                   |        |
|             |         |                |            |             |                      |                 |                       |                |              | Total Include |           | 543.08       | Total Exclude |           | 251.60       | Total Imputed |                   | 23.90  |

End of Report



PeopleSoft  
FMLA STATUS REPORT

Report ID: BEN020

Page No. 1  
Run Date 08/16/2000  
Run Time 21:12:11

As Of Date: 01/01/00 (Including leaves completed as of: 11/07/98)  
FMLA Plan ID: KUF (Roll-Fwd )

| Employee ID and Name           | Leave-Request | Begin-Date | Return-Date | Approval | Reason-Denied | Follow-up Activities | FMLA-Balance | Std Hrs | FMLA-Hrs-Taken Paid | UnPaid |
|--------------------------------|---------------|------------|-------------|----------|---------------|----------------------|--------------|---------|---------------------|--------|
| KU0010 Santos, Antonio         | 001 03/01/00  | 03/15/00   | 07/15/00    | Approved |               | 05/15/00 MedCertif   | 8.4 weeks    | Chg     |                     |        |
| -----                          |               |            |             |          |               |                      |              |         |                     |        |
| Total Approaching Leaves: 0001 |               |            |             |          |               |                      |              |         |                     |        |
| -----                          |               |            |             |          |               |                      |              |         |                     |        |
| Total Ongoing Leaves: 0000     |               |            |             |          |               |                      |              |         |                     |        |
| -----                          |               |            |             |          |               |                      |              |         |                     |        |
| KU0020 Stevenson, Christelle   | 001 12/01/99  | 12/30/99   | 01/17/00    | Approved |               |                      | 10.0 weeks   |         | 40hrs               | 40hrs  |
| KU0045 Enriquez, Jorge         | 001 09/15/99  | 10/01/99   | 01/17/00    | Approved |               |                      | -1.2 weeks   |         | 48hrs               | 480hrs |
| -----                          |               |            |             |          |               |                      |              |         |                     |        |
| Total Completed Leaves: 0002   |               |            |             |          |               |                      |              |         |                     |        |
| -----                          |               |            |             |          |               |                      |              |         |                     |        |
| Total Requests Denied: 0000    |               |            |             |          |               |                      |              |         |                     |        |
| -----                          |               |            |             |          |               |                      |              |         |                     |        |

End of Report

PeopleSoft  
FMLA PAYROLL AUDIT REPORT

Report ID: BEN021

Page No. 1  
Run Date 08/21/2000  
Run Time 16:20:32

For the period 09/01/99 through 02/01/00  
FMLA Plan ID: KUF (Roll-Fwd )

| Employee ID and Name        | -----FMLA Leave Status----- |            |             |          | Job Status | -----Payroll Earnings During Period----- |               |             | --FMLA Taken-- |        | Difference (FMLA-Pay) |        |         |
|-----------------------------|-----------------------------|------------|-------------|----------|------------|--|---------------|-------------|----------------|--------|-----------------------|--------|---------|
|                             | Req#                        | Begin-Date | Return-Date |          |            | Earnings-Type                            | Earn-Begin-Dt | Earn-End-Dt | Hours          | Paid   |                       | UnPaid |         |
| KU0020 Stevenson,Christelle | 001                         | 12/30/99   | 01/17/00    | (Actual) | A          | REG-Regular                              | 01/02/00      | 01/28/00    | 152hrs         |        |                       |        |         |
|                             |                             |            |             |          |            |  |               |             | -----          |        |                       |        |         |
|                             |                             |            |             |          |            |  |               |             | Total Pay Hrs: | 152hrs | 40hrs                 | 40hrs  | -112hrs |
| KU0045 Enriquez,Jorge       | 001                         | 10/01/99   | 01/17/00    | (Actual) | A          |  |               |             |                |        |                       |        |         |
|                             |                             |            |             |          |            |  |               |             | -----          |        |                       |        |         |
|                             |                             |            |             |          |            |  |               |             | Total Pay Hrs: | 0hrs   | 48hrs                 | 480hrs | 48hrs   |

End of Report

CERTIFICATE OF GROUP HEALTH PLAN COVERAGE  
08/21/2000

Name: Enriquez, Jorge  
Address: 2113 E. Carson Street  
Pittsburgh, PA 15219

SSN: [REDACTED]

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

| Plan Type | Enroll/<br>Term Date | Status | Plan   | Provider Name/<br>Address                                    | Group<br>Number | Level Of<br>Coverage | Covered<br>Dependents | Dependent<br>Birthdate | Dependent<br>SSN |
|-----------|----------------------|--------|--------|--|-----------------|----------------------|-----------------------|------------------------|------------------|
| Medical   | 01/01/2000           | Term   |        |  |                 |                      |                       |                        |                  |
|           | 01/01/1999           | Elect  | KUMED2 | Aetna Insurance<br>781 Main Street<br>Walnut Creek, CA 94596 | 1473            | Empl Only            |                       |                        |                  |

Creditable Coverage: 365 Days

DEPENDENT CERTIFICATE OF GROUP HEALTH PLAN COVERAGE

08/21/2000

Name: Wilson,Mark  
Address: 107 Skull Creek Drive  
Hilton Head Island, SC 29938

SSN: [REDACTED]

Employee: Davidson,Colin

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

| Plan Type | Enroll/<br>Term Date | Status | Plan  | Provider Name/<br>Address  | Group<br>Number |
|-----------|----------------------|--------|-------|--|-----------------|
| Medical   | 01/01/2000           | Term   |       |  |                 |
|           | 01/01/1999           | Elect  | KUMED | Blue Cross/Blue Shield<br>2 Embarcadero Center<br>San Francisco,CA 94517 | 121             |

Creditable Coverage: 365 Days

**BILLING STATEMENT AS OF 08/16/2000  
FOR PERIOD ENDING 04/30/2000**

Name: Lopez,Daisy

Employee ID: KU0013

| <u>Activity Date/</u> |            | <u>Activity</u> | <u>Plan</u> | <u>Benefit Plan</u>  | <u>Coverage</u> | <u>Amount</u> | <u>Date</u> |
|-----------------------|------------|-----------------|-------------|----------------------|-----------------|---------------|-------------|
| <u>From</u>           | <u>To</u>  |                 |             |                      |                 |               |             |
| 01/01/2000            | 01/31/2000 | Charge          | Medical     | Medical HMO Plan 2   | Empl Only       | 123.00        | 01/26/2000  |
| 01/01/2000            | 01/31/2000 | Charge          | Dental      | Standard Dental Plan | Empl Only       | 26.00         | 01/26/2000  |
| 01/01/2000            | 01/31/2000 | Charge          | Life        | Basic Life Plan      |                 | 32.50         | 01/26/2000  |
| 01/01/2000            | 01/31/2000 | Charge          | Supp Lif    | Suppl Group Life 1x  |                 | 6.40          | 01/26/2000  |
| 01/01/2000            | 01/31/2000 | Charge          | AD/D        | Flat 25K AD&D        |                 | 2.00          | 01/26/2000  |
| 02/01/2000            | 02/29/2000 | Charge          | Medical     | Medical HMO Plan 2   | Empl Only       | 123.00        | 04/26/2000  |
| 02/01/2000            | 02/29/2000 | Charge          | Dental      | Standard Dental Plan | Empl Only       | 26.00         | 04/26/2000  |
| 02/01/2000            | 02/29/2000 | Charge          | Life        | Basic Life Plan      |                 | 32.50         | 04/26/2000  |
| 02/01/2000            | 02/29/2000 | Charge          | Supp Lif    | Suppl Group Life 1x  |                 | 6.40          | 04/26/2000  |
| 02/01/2000            | 02/29/2000 | Charge          | AD/D        | Flat 25K AD&D        |                 | 2.00          | 04/26/2000  |
| 03/01/2000            | 03/31/2000 | Charge          | Medical     | Medical HMO Plan 2   | Empl Only       | 123.00        | 04/26/2000  |
| 03/01/2000            | 03/31/2000 | Charge          | Dental      | Standard Dental Plan | Empl Only       | 26.00         | 04/26/2000  |
| 03/01/2000            | 03/31/2000 | Charge          | Life        | Basic Life Plan      |                 | 32.50         | 04/26/2000  |
| 03/01/2000            | 03/31/2000 | Charge          | Supp Lif    | Suppl Group Life 1x  |                 | 6.40          | 04/26/2000  |
| 03/01/2000            | 03/31/2000 | Charge          | AD/D        | Flat 25K AD&D        |                 | 2.00          | 04/26/2000  |
| 04/01/2000            | 04/30/2000 | Charge          | Medical     | Medical HMO Plan 2   | Empl Only       | 123.00        | 04/26/2000  |

Continued On Next Page ...

|                          |        |
|--------------------------|--------|
| <b>Beginning Balance</b> | 0.00   |
| <b>New Activity</b>      | 759.60 |
| <b>Ending Balance</b>    | 759.60 |

**TOTAL DUE** \$ 759.60

**TOTAL OVERDUE** \$ 609.60

Please remit overdue amounts immediately

April 2000

Employee ID KU0013  
Period Ending 04/30/2000  
Amount Due 759.60

Lopez,Daisy  
11619 Glacier Highway

Juneau, AK 99850

PeopleSoft  
DELINQUENT ACCOUNTS REPORT

Report ID: BEN041

Page No. 1  
Run Date 08/16/2000  
Run Time 16:35:46

As Of Date: 08/16/2000

| Billing Reason              | Billing Period | Ben Pgm                       | Plan Type | Description | Benefit Plan | Description                   | Coverage Code | Charge Amount | Amount Paid | Date OverDue | Days OverDue | Delinquent Amount |  |
|-----------------------------|----------------|-------------------------------|-----------|-------------|--------------|-------------------------------|---------------|---------------|-------------|--------------|--------------|-------------------|--|
| KU0013 Lopez,Daisy          |                | Last Payment Date: 07/21/2000 |           |             |              | Last Payment Amount: \$150.00 |               |               |             |              |              |                   |  |
| Manual                      | 2002           | KU1                           | 10        | Medical     | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00        | 0.00        | 05/01/2000   | 107          | 123.00            |  |
| Manual                      | 2002           | KU1                           | 11        | Dental      | KUDEN1       | Standard Dental Plan          | 1             | 26.00         | 0.00        | 05/01/2000   | 107          | 26.00             |  |
| Manual                      | 2002           | KU1                           | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 32.50         | 0.00        | 05/01/2000   | 107          | 32.50             |  |
| Manual                      | 2002           | KU1                           | 21        | Supp Life   | KUSL1X       | Suppl Group Life 1x           |               | 6.40          | 0.00        | 05/01/2000   | 107          | 6.40              |  |
| Manual                      | 2002           | KU1                           | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 2.00          | 0.00        | 05/01/2000   | 107          | 2.00              |  |
| Manual                      | 2003           | KU1                           | 10        | Medical     | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00        | 0.00        | 05/01/2000   | 107          | 123.00            |  |
| Manual                      | 2003           | KU1                           | 11        | Dental      | KUDEN1       | Standard Dental Plan          | 1             | 26.00         | 0.00        | 05/01/2000   | 107          | 26.00             |  |
| Manual                      | 2003           | KU1                           | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 32.50         | 0.00        | 05/01/2000   | 107          | 32.50             |  |
| Manual                      | 2003           | KU1                           | 21        | Supp Life   | KUSL1X       | Suppl Group Life 1x           |               | 6.40          | 0.00        | 05/01/2000   | 107          | 6.40              |  |
| Manual                      | 2003           | KU1                           | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 2.00          | 0.00        | 05/01/2000   | 107          | 2.00              |  |
| Manual                      | 2004           | KU1                           | 10        | Medical     | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00        | 0.00        | 05/01/2000   | 107          | 123.00            |  |
| Manual                      | 2004           | KU1                           | 11        | Dental      | KUDEN1       | Standard Dental Plan          | 1             | 26.00         | 0.00        | 05/01/2000   | 107          | 26.00             |  |
| Manual                      | 2004           | KU1                           | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 32.50         | 0.00        | 05/01/2000   | 107          | 32.50             |  |
| Manual                      | 2004           | KU1                           | 21        | Supp Life   | KUSL1X       | Suppl Group Life 1x           |               | 6.40          | 0.00        | 05/01/2000   | 107          | 6.40              |  |
| Manual                      | 2004           | KU1                           | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 2.00          | 0.00        | 05/01/2000   | 107          | 2.00              |  |
| Manual                      | 2001           | KU1                           | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 32.50         | 1.00        | 01/31/2000   | 198          | 31.50             |  |
| Manual                      | 2001           | KU1                           | 21        | Supp Life   | KUSL1X       | Suppl Group Life 1x           |               | 6.40          | 0.00        | 01/31/2000   | 198          | 6.40              |  |
| Manual                      | 2001           | KU1                           | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 2.00          | 0.00        | 01/31/2000   | 198          | 2.00              |  |
| Totals for over 90 days due |                |                               |           | 18 Charges  |              |                               |               |               |             |              |              | \$609.60          |  |
| KU0078 Tomita,Jason         |                | Last Payment Date: 07/24/2000 |           |             |              | Last Payment Amount: \$80.00  |               |               |             |              |              |                   |  |
| Manual                      | 2002           | KU1                           | 31        | LTD         | KULTD2       | Enhanced Long-term Disability |               | 24.00         | 21.80       | 05/01/2000   | 107          | 2.20              |  |
| Manual                      | 2003           | KU1                           | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 4.50          | 0.00        | 05/01/2000   | 107          | 4.50              |  |
| Manual                      | 2003           | KU1                           | 21        | Supp Life   | KUFLAT       | Suppl Group Life 100K         |               | 9.00          | 0.00        | 05/01/2000   | 107          | 9.00              |  |
| Manual                      | 2003           | KU1                           | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 2.00          | 0.00        | 05/01/2000   | 107          | 2.00              |  |
| Manual                      | 2003           | KU1                           | 25        | Dep Life    | KUDLFP       | Spouse Life                   |               | 1.60          | 0.00        | 05/01/2000   | 107          | 1.60              |  |
| Manual                      | 2003           | KU1                           | 31        | LTD         | KULTD2       | Enhanced Long-term Disability |               | 24.00         | 0.00        | 05/01/2000   | 107          | 24.00             |  |
| Manual                      | 2004           | KU1                           | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 4.50          | 0.00        | 05/01/2000   | 107          | 4.50              |  |
| Manual                      | 2004           | KU1                           | 21        | Supp Life   | KUFLAT       | Suppl Group Life 100K         |               | 9.00          | 0.00        | 05/01/2000   | 107          | 9.00              |  |
| Manual                      | 2004           | KU1                           | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 2.00          | 0.00        | 05/01/2000   | 107          | 2.00              |  |
| Manual                      | 2004           | KU1                           | 25        | Dep Life    | KUDLFP       | Spouse Life                   |               | 1.60          | 0.00        | 05/01/2000   | 107          | 1.60              |  |
| Manual                      | 2004           | KU1                           | 31        | LTD         | KULTD2       | Enhanced Long-term Disability |               | 24.00         | 0.00        | 05/01/2000   | 107          | 24.00             |  |
| Totals for over 90 days due |                |                               |           | 11 Charges  |              |                               |               |               |             |              |              | \$84.40           |  |
| Totals for 30 days and less |                |                               |           | 0 Charges   |              |                               |               |               |             |              |              | \$0.00            |  |
| Totals for 31 - 60 days due |                |                               |           | 0 Charges   |              |                               |               |               |             |              |              | \$0.00            |  |
| Totals for 61 - 90 days due |                |                               |           | 0 Charges   |              |                               |               |               |             |              |              | \$0.00            |  |
| Totals for over 90 days due |                |                               |           | 29 Charges  |              |                               |               |               |             |              |              | \$694.00          |  |

End of Report

PeopleSoft  
ACCOUNTS RECEIVABLE REPORT

Report ID: BEN042

Page No. 1  
Run Date 08/16/2000  
Run Time 16:34:55

For the period 01/01/2000 through 12/31/2000

| Plan Type                    | Plan Description  | Benefit Plan                    | Description           | Coverage Code | Employee ID | Employee Name | Amount Paid | Date Posted | Transaction Type |
|------------------------------|-------------------|---------------------------------|-----------------------|---------------|-------------|---------------|-------------|-------------|------------------|
| 10                           | Medical           | KUHMO2                          | Medical HMO Plan 2    | 1             | KU0013      | Lopez,Daisy   | \$123.00    | 07/21/2000  | Payment          |
|                              |                   | Total Payment for Benefit Plan: |                       | KUHMO2        |             |               | \$123.00    |             |                  |
| Total Payment for Plan Type: |                   | 10                              |                       |               |             |               | \$123.00    |             |                  |
| 11                           | Dental            | KUDEN1                          | Standard Dental Plan  | 1             | KU0013      | Lopez,Daisy   | \$26.00     | 07/21/2000  | Payment          |
|                              |                   | Total Payment for Benefit Plan: |                       | KUDEN1        |             |               | \$26.00     |             |                  |
| Total Payment for Plan Type: |                   | 11                              |                       |               |             |               | \$26.00     |             |                  |
| 20                           | Life              | KUBLIF                          | Basic Life Plan       |               | KU0013      | Lopez,Daisy   | \$1.00      | 07/21/2000  | Payment          |
|                              |                   |                                 |                       |               | KU0078      | Tomita,Jason  | \$4.50      | 07/24/2000  | Payment          |
|                              |                   |                                 |                       |               | KU0078      | Tomita,Jason  | \$4.50      | 07/24/2000  | Payment          |
|                              |                   | Total Payment for Benefit Plan: |                       | KUBLIF        |             |               | \$10.00     |             |                  |
| Total Payment for Plan Type: |                   | 20                              |                       |               |             |               | \$10.00     |             |                  |
| 21                           | Supplemental Life | KUFLAT                          | Suppl Group Life 100K |               | KU0078      | Tomita,Jason  | \$9.00      | 07/24/2000  | Payment          |
|                              |                   |                                 |                       |               | KU0078      | Tomita,Jason  | \$9.00      | 07/24/2000  | Payment          |
|                              |                   | Total Payment for Benefit Plan: |                       | KUFLAT        |             |               | \$18.00     |             |                  |
| Total Payment for Plan Type: |                   | 21                              |                       |               |             |               | \$18.00     |             |                  |
| 22                           | AD/D              | KUAD25                          | Flat 25K AD&D         |               | KU0078      | Tomita,Jason  | \$2.00      | 07/24/2000  | Payment          |

PeopleSoft  
BILLING HISTORY ACTIVITY REPORT

Report ID: BEN043

Page No. 1  
Run Date 08/16/2000  
Run Time 16:36:24

For the period 01/01/2000 through 12/31/2000

| Employee ID | Employee Name | Posting Date | Activity Type | Billing Reason | Ben Pgm | Plan Type | Description          | Benefit Plan | Description                   | Coverage Code | Amount |
|-------------|---------------|--------------|---------------|----------------|---------|-----------|----------------------|--------------|-------------------------------|---------------|--------|
| KU0013      | Lopez, Daisy  | 01/31/2000   | Charge        | Manual Entry   | KU1     | 10        | Medical              | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00 |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 11        | Dental               | KUDEN1       | Standard Dental Plan          | 1             | 26.00  |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 32.50  |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUSL1X       | Suppl Group Life 1x           |               | 6.40   |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 10        | Medical              | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00 |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 10        | Medical              | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00 |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 10        | Medical              | KUHMO2       | Medical HMO Plan 2            | 1             | 123.00 |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 11        | Dental               | KUDEN1       | Standard Dental Plan          | 1             | 26.00  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 11        | Dental               | KUDEN1       | Standard Dental Plan          | 1             | 26.00  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 11        | Dental               | KUDEN1       | Standard Dental Plan          | 1             | 26.00  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 32.50  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 32.50  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 32.50  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUSL1X       | Suppl Group Life 1x           |               | 6.40   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUSL1X       | Suppl Group Life 1x           |               | 6.40   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUSL1X       | Suppl Group Life 1x           |               | 6.40   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 07/21/2000   | Payment       |                |         |           |                      |              |                               |               | 150.00 |
| KU0078      | Tomita, Jason | 01/31/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 4.50   |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUFLAT       | Suppl Group Life 100K         |               | 9.00   |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 25        | Dependent Life       | KUDLFP       | Spouse Life                   |               | 1.60   |
|             |               | 01/31/2000   | Charge        | Manual Entry   | KU1     | 31        | Long-Term Disability | KULTD2       | Enhanced Long-term Disability |               | 24.00  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 4.50   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 4.50   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 20        | Life                 | KUBLIF       | Basic Life Plan               |               | 4.50   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUFLAT       | Suppl Group Life 100K         |               | 9.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUFLAT       | Suppl Group Life 100K         |               | 9.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 21        | Supplemental Life    | KUFLAT       | Suppl Group Life 100K         |               | 9.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 22        | AD/D                 | KUAD25       | Flat 25K AD&D                 |               | 2.00   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 25        | Dependent Life       | KUDLFP       | Spouse Life                   |               | 1.60   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 25        | Dependent Life       | KUDLFP       | Spouse Life                   |               | 1.60   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 25        | Dependent Life       | KUDLFP       | Spouse Life                   |               | 1.60   |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 31        | Long-Term Disability | KULTD2       | Enhanced Long-term Disability |               | 24.00  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 31        | Long-Term Disability | KULTD2       | Enhanced Long-term Disability |               | 24.00  |
|             |               | 04/30/2000   | Charge        | Manual Entry   | KU1     | 31        | Long-Term Disability | KULTD2       | Enhanced Long-term Disability |               | 24.00  |
|             |               | 07/24/2000   | Payment       |                |         |           |                      |              |                               |               | 80.00  |

End of Report



| Bill ID | Employee ID | Msg ID | Error Message Description   | Message Data 1/2/3               |
|---------|-------------|--------|---|----------------------------------|
| 2004    | KU0115      | 000270 | The billing enrollment specifies that the system should perform a flat amount calculation, but the flat amount entered is zero. This billing enrollment error may cause the system to not calculate charges for the employee. (MSGdata1: Plan type, MSGdata2: COBRA event ID, MSGdata3: Effective date of enrollment) | 1: 60<br>2: 001<br>3: 2000-03-01 |
|         |             | 000274 | The billing enrollment errors noted for this employee will prevent the system from calculating billing charges. Correct the errors and reprocess the billing period or enter manual charges.  |                                  |

As Of Date: 09/08/2000

| Employee ID | Employee Name  | Posting Date | Posting Sequence | Billing Period | Plan Type | Description | Benefit Program | Benefit Plan | Description        | Coverage Code | Total Charge | Amount Due | Open Credit |
|-------------|----------------|--------------|------------------|----------------|-----------|-------------|-----------------|--------------|--------------------|---------------|--------------|------------|-------------|
| C10001      | Stankowski,Ric |              |                  |                |           |             |                 |              |                    |               |              |            |             |
|             | OPEN CHARGES:  |              |                  |                |           |             |                 |              |                    |               |              |            |             |
|             |                | 02/29/2000   |                  | 2002           | 10        | Medical     | KB1             | KNMED        | Basic Medical Plan | 1             | 100.00       | 91.00      |             |
|             |                |              |                  |                |           |             |                 |              |                    |               |              |            | 891.00      |
|             |                |              |                  |                |           |             |                 |              |                    |               |              |            | 340.00      |
|             |                |              |                  |                |           |             |                 |              |                    |               |              |            | 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     |             |
|             |                |              |                  |                |           |             |                 |              |                    |               |              |            | 891.00      |
|             |                |              |                  |                |           |             |                 |              |                    |               |              |            | 340.00      |
|             |                |              |                  |                |           |             |                 |              |                    |               |              |            | 95.60       |

End of Section

Exceptions/Errors for All Employees

| Emplid | Ben Rcd | Emp Rcd | Effdt      | Error Description                                  |     |
|--------|---------|---------|------------|--|-----|
| =====  | ===     | ===     | =====      | =====  |     |
| KB0004 | ---     | ---     | -          | No Job/Employment rows for this employee           |     |
| KBN001 |         |         |            | No entries in Primary_Jobs table for this employee |     |
| TH0001 | 001     | 002     | 01/01/1992 | No Primary Job for this Benefit Record             |     |
| TH0002 | 000     | 000     | 01/01/1991 | More than one Primary Job for this Benefit Record  | (2) |
| TH0002 | 000     | 001     | 01/01/1991 | More than one Primary Job for this Benefit Record  | (2) |
| TH0003 |         |         |            | No entries in Primary_Jobs table for this employee |     |

\*----- End of Report -----\*

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 1  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

| Name                 | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|----------------------|--------|------------|-----|--------|-----------------|---------|
| Adams, Cynthia       | KU0101 | 03/01/1970 | F   | N      | 50,000          | 3.50    |
| Adler, Vicky         | KU0105 | 02/19/1946 | F   | N      | 50,000          | 21.00   |
| Aliverdi, Reza       | KU0005 | 12/24/1954 | F   | N      | 50,000          | 7.00    |
| Alvarez, Neil        | KU0030 | 08/22/1956 | M   | N      | 50,000          | 4.50    |
| Andrews, Frank       | KUTR03 | 10/19/1947 | M   | N      | 50,000          | 11.00   |
| Baran, Charles       | KU0002 | 02/15/1954 | M   | N      | 50,000          | 7.00    |
| Benigo, Rosa         | KU0062 | 09/30/1949 | M   | N      | 50,000          | 11.00   |
| Bir, Salish          | KU0021 | 10/22/1962 | M   | N      | 50,000          | 4.00    |
| Bonicello, Nina      | KU0092 | 07/26/1968 | F   | N      | 50,000          | 3.50    |
| Burkman, Seek        | KU0086 | 03/15/1966 | M   | N      | 50,000          | 4.00    |
| Carter, Wency        | KU0085 | 01/19/1964 | F   | N      | 50,000          | 4.00    |
| Cerruit, Sandy       | KU0089 | 07/27/1967 | F   | N      | 50,000          | 3.50    |
| Chae, Kevin          | KU0106 | 06/29/1964 | M   | N      | 50,000          | 4.00    |
| Channing, Rosanna    | KU0046 | 01/04/1967 | F   | N      | 50,000          | 3.50    |
| Chin, Jackson        | KU0109 | 02/01/1977 | M   | N      | 50,000          | 2.00    |
| Chu, Adland          | KU0065 | 10/18/1970 | M   | N      | 50,000          | 3.50    |
| Davidson, Colin      | KU0103 | 05/12/1956 | M   | N      | 50,000          | 7.00    |
| Dell, Emmylou        | KU0114 | 08/06/1951 | F   | N      | 50,000          | 7.00    |
| Dewberry, Kitty      | KU0104 | 02/12/1971 | F   | N      | 50,000          | 3.50    |
| Donahue, Edmund      | KU0102 | 04/17/1955 | M   | N      | 50,000          | 7.00    |
| Doyle, Emma          | KU0107 | 07/21/1946 | F   | N      | 50,000          | 11.00   |
| Dyer, Julie          | KU0049 | 06/12/1966 | F   | N      | 50,000          | 4.00    |
| Ellis, Tommy         | KU0099 | 03/05/1974 | M   | N      | 50,000          | 2.50    |
| Erickson, Arthur     | KU0006 | 03/13/1965 | M   | N      | 50,000          | 4.00    |
| Espinosa, Carmichael | KU0015 | 12/31/1950 | M   | N      | 50,000          | 11.00   |
| Finnes, Richie       | KU0023 | 05/03/1967 | M   | N      | 50,000          | 3.50    |
| Francisco, Brenton   | KU0048 | 05/18/1953 | M   | N      | 50,000          | 7.00    |
| Fung, James          | KU0035 | 10/02/1961 | M   | N      | 50,000          | 4.00    |
| Galang, Justin       | KU0060 | 07/21/1971 | M   | N      | 50,000          | 2.50    |
| Gardner, John        | KUTR02 | 06/11/1952 | M   | N      | 50,000          | 7.00    |
| Gasse, Alain         | KU0081 | 09/03/1969 | M   | N      | 50,000          | 3.50    |
| Gee, May             | KU0025 | 07/18/1955 | F   | N      | 50,000          | 7.00    |
| Giles, Fred          | KU0022 | 06/29/1944 | M   | N      | 50,000          | 21.00   |
| Grafton, Ken         | KU0004 | 09/30/1967 | M   | N      | 50,000          | 3.50    |
| Gutierrez, Rick      | KU0091 | 09/03/1964 | M   | N      | 50,000          | 4.00    |
| Hayden, Joyce        | KU0108 | 04/28/1949 | F   | N      | 50,000          | 11.00   |
| Holsinger, Derek     | KU0038 | 04/05/1966 | M   | N      | 50,000          | 4.00    |
| Irving, Tiffany      | KU0034 | 02/27/1966 | F   | N      | 50,000          | 4.00    |
| Jacobs, Carol        | KUTR01 | 12/05/1959 | F   | N      | 50,000          | 4.50    |
| Jacobson, Cassandra  | KU0113 | 06/01/1964 | F   | Y      | 50,000          | 4.00    |
| Jeffries, Anne       | KUTR04 | 08/04/1962 | F   | N      | 50,000          | 4.00    |
| Johnson, Danny       | KU0042 | 08/13/1971 | M   | N      | 50,000          | 2.50    |
| Johnson, Helen       | KU0018 | 10/11/1957 | F   | N      | 50,000          | 4.50    |
| Jones, Norman        | KU0063 | 02/12/1948 | M   | N      | 50,000          | 11.00   |
| Kelly, Michelle      | KU0070 | 04/16/1962 | F   | N      | 50,000          | 4.00    |

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 1  
Run Date 07/23/2001  
Run Time 13:24:18

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUBCBS  
Policy: BCBS10233

Plan Type: 10  
Plan: KUMED - Enhanced Medical Plan

| Name                | Emplid | Coverage   | Premium  |
|---------------------|--------|------------|----------|
| Davidson, Colin     | KU0103 | Empl Only  | 148.00   |
| Erickson, Arthur    | KU0006 | Empl Only  | 148.00   |
| Holsinger, Derek    | KU0038 | Empl Only  | 148.00   |
| Jacobson, Cassandra | KU0113 | Family     | 622.00   |
| Johnson, Helen      | KU0018 | Empl Only  | 148.00   |
| Kim, Justine        | KU0066 | Empl Only  | 148.00   |
| Kwan, Wendy         | KU0096 | Empl+Deps  | 430.00   |
| Lee, Mei            | KU0076 | Empl+Spous | 295.00   |
| Lopez, Wilma        | KU0087 | Empl Only  | 148.00   |
| Mapin, George       | KU0115 | Family     | 622.00   |
| McKay, Angela       | KU0069 | Empl Only  | 148.00   |
| Ng, Edward          | KU0056 | Empl Only  | 148.00   |
| Osorio, Dominick    | KU0033 | Empl+Deps  | 430.00   |
| Pak, John           | KU0026 | Family     | 622.00   |
| Reese, Daryl        | KU0044 | Empl Only  | 148.00   |
| Schwartz, Heidi     | KU0093 | Family     | 622.00   |
| Seto, Patrick       | KU0011 | Empl Only  | 148.00   |
| Sevilla, Maria      | KU0053 | Family     | 622.00   |
| Thorp, Anson        | KU0088 | Empl+Spous | 295.00   |
| Torres, Kirby       | KU0014 | Empl+Deps  | 430.00   |
| Tran, Corrine       | KU0017 | Empl Only  | 148.00   |
| Tyler, Sylena       | KU0050 | Family     | 622.00   |
| Vargas, Christine   | KU0029 | Empl+Deps  | 430.00   |
| -----               |        |            | -----    |
| Plan Total          |        |            | 7,670.00 |

Report ID: BEN110

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 2  
Run Date 07/23/2001  
Run Time 13:24:18

Vendor: USAKUCBS

Policy: BCBS10210

Data as of: 02/28/2001

Plan Type: 15

Plan: KUMED - DP Enhanced Medical Plan

| Name            | Emplid | Coverage   | Premium  |
|-----------------|--------|------------|----------|
| -----           | -----  | -----      | -----    |
| Davidson, Colin | KU0103 | DPAdlt+Chd | 622.00   |
| McKay, Angela   | KU0069 | DPAdlt+Chd | 622.00   |
| -----           | -----  | -----      | -----    |
| Plan Total      |        |            | 1,244.00 |

Report ID: BEN110

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 3  
Run Date 07/23/2001  
Run Time 13:24:18

Vendor: USAKUBCBS

Data as of: 02/28/2001

| Plan Type    | Benefit Plan | Total Premium |
|--------------|--------------|---------------|
| 10           | KUMED        | 7,670.00      |
| 15           | KUMED        | 1,244.00      |
| Vendor Total |              | 8,914.00      |

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 2  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

| Name              | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|-------------------|--------|------------|-----|--------|-----------------|---------|
| Kessler, Marc     | KU0068 | 09/12/1956 | M   | N      | 50,000          | 4.50    |
| Kim, Justine      | KU0066 | 11/29/1969 | F   | N      | 50,000          | 3.50    |
| Kwan, Wendy       | KU0096 | 02/07/1966 | F   | N      | 50,000          | 4.00    |
| Lee, Mei          | KU0076 | 10/23/1967 | F   | N      | 50,000          | 3.50    |
| Lewis, Douglas    | KU0001 | 06/29/1947 | M   | N      | 50,000          | 11.00   |
| Li, Rochelle      | KU0094 | 05/16/1959 | F   | N      | 50,000          | 4.50    |
| Locherty, Betty   | KU0007 | 07/06/1945 | F   | N      | 50,000          | 21.00   |
| Lopez, Daisy      | KU0013 | 05/26/1938 | F   | N      | 50,000          | 32.50   |
| Lopez, Wilma      | KU0087 | 04/14/1964 | F   | N      | 50,000          | 4.00    |
| Lowe, Stanley     | KU0054 | 10/31/1955 | M   | N      | 50,000          | 7.00    |
| Luis, Jennifer    | KU0057 | 10/17/1956 | F   | N      | 50,000          | 4.50    |
| Martignoni, David | KU0075 | 09/11/1971 | M   | N      | 50,000          | 2.50    |
| Martin, Allan     | KU0012 | 02/28/1961 | M   | N      | 50,000          | 4.50    |
| Martinez, Marisa  | KU0040 | 04/27/1963 | F   | N      | 50,000          | 4.00    |
| Matheson, Karena  | KU0083 | 05/25/1974 | F   | N      | 50,000          | 2.50    |
| McKay, Angela     | KU0069 | 04/16/1962 | M   | N      | 50,000          | 4.00    |
| McKinley, Larry   | KU0112 | 03/03/1940 | M   | N      | 50,000          | 32.50   |
| McKinley, Larry   | KU0112 | 03/03/1940 | M   | N      | 50,000          | 32.50   |
| Miguel, Sanford   | KU0024 | 05/17/1969 | M   | N      | 50,000          | 3.50    |
| Mirzoyan, Annie   | KU0077 | 11/02/1957 | F   | N      | 50,000          | 4.50    |
| Morgan, Richard   | KU0037 | 03/29/1950 | M   | N      | 50,000          | 11.00   |
| Mosley, Wayne     | KU0072 | 04/21/1969 | M   | N      | 50,000          | 3.50    |
| Mueller, Pauline  | KU0028 | 10/28/1956 | F   | N      | 50,000          | 4.50    |
| Murkami, Bill     | KU0041 | 08/12/1961 | M   | N      | 50,000          | 4.00    |
| Ng, Edward        | KU0056 | 10/11/1963 | M   | N      | 50,000          | 4.00    |
| Osborn, Courtney  | KU0100 | 11/12/1977 | F   | N      | 50,000          | 2.00    |
| Osorio, Dominick  | KU0033 | 08/26/1951 | M   | N      | 50,000          | 7.00    |
| Owyang, Netty     | KU0055 | 08/02/1958 | F   | N      | 50,000          | 4.50    |
| Pak, John         | KU0026 | 01/11/1962 | M   | N      | 50,000          | 4.00    |
| Palisco, Tina     | KU0071 | 06/27/1973 | F   | N      | 50,000          | 2.50    |
| Parker, Russell   | KU0079 | 12/11/1976 | M   | N      | 50,000          | 2.00    |
| Parsons, Jean     | KU0003 | 05/24/1969 | F   | N      | 50,000          | 3.50    |
| Passantino, Alex  | KU0067 | 10/01/1967 | M   | Y      | 50,000          | 3.50    |
| Quilligan, Shawn  | KU0039 | 12/03/1972 | M   | N      | 50,000          | 2.50    |
| Reed, Nancy       | KU0084 | 03/02/1975 | F   | N      | 50,000          | 2.50    |
| Reese, Daryl      | KU0044 | 07/12/1961 | M   | N      | 50,000          | 4.00    |
| Religioso, Steve  | KU0036 | 06/25/1968 | M   | N      | 50,000          | 3.50    |
| Rogers, Susan     | KU0052 | 07/01/1958 | F   | N      | 50,000          | 4.50    |
| Roth, Calvin      | KU0008 | 02/24/1969 | M   | N      | 50,000          | 3.50    |
| Ryzhikov, Jeff    | KU0090 | 08/30/1969 | M   | N      | 50,000          | 3.50    |
| Sakata, Megumi    | KU0080 | 10/04/1959 | F   | N      | 50,000          | 4.50    |
| Santos, Antonio   | KU0010 | 08/09/1972 | M   | Y      | 50,000          | 2.50    |
| Saxon, Mable      | KU0082 | 08/12/1967 | F   | N      | 50,000          | 3.50    |
| Schuster, Dilon   | KU0051 | 07/04/1958 | M   | N      | 50,000          | 4.50    |
| Schwartz, Heidi   | KU0093 | 07/22/1948 | F   | N      | 50,000          | 11.00   |



PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 3  
Run Date 07/23/2001  
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

| Name                  | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|-----------------------|--------|------------|-----|--------|-----------------|---------|
| Seto, Patrick         | KU0011 | 09/21/1925 | M   | N      | 50,000          | 0.00    |
| Sevilla, Maria        | KU0053 | 09/30/1961 | F   | N      | 50,000          | 4.00    |
| Sharpe, Kenneth       | KU0047 | 06/03/1963 | M   | Y      | 50,000          | 4.00    |
| Siebor, Stacey        | KU0074 | 03/25/1972 | F   | N      | 50,000          | 2.50    |
| Sierra, Hubert        | KU0098 | 04/23/1956 | M   | N      | 50,000          | 7.00    |
| Simons, Evelyn        | KU0097 | 09/03/1965 | F   | N      | 50,000          | 4.00    |
| Sims, Evelyn          | KU0043 | 07/22/1948 | F   | N      | 50,000          | 11.00   |
| Stangl, Grace         | KU0027 | 01/11/1962 | F   | N      | 50,000          | 4.00    |
| Stankowski, Martha    | KU0116 | 05/14/1952 | F   | N      | 50,000          | 7.00    |
| Stevenson, Christelle | KU0020 | 01/05/1958 | F   | N      | 50,000          | 4.50    |
| Strunsky, Joanna      | KU0016 | 08/13/1953 | F   | N      | 50,000          | 7.00    |
| Summer, Alice         | KU0032 | 08/18/1962 | F   | N      | 50,000          | 4.00    |
| Thorp, Anson          | KU0088 | 03/08/1954 | M   | N      | 50,000          | 7.00    |
| Tipman, Scott         | KU0031 | 07/14/1954 | M   | N      | 50,000          | 7.00    |
| Tomita, Jason         | KU0078 | 03/04/1956 | M   | N      | 50,000          | 7.00    |
| Torres, Kirby         | KU0014 | 08/23/1948 | M   | N      | 50,000          | 11.00   |
| Tozer, Adan           | KU0019 | 03/14/1960 | M   | N      | 50,000          | 4.50    |
| Tran, Corrine         | KU0017 | 11/11/1966 | F   | N      | 50,000          | 3.50    |
| Turbic, Stephanie     | KU0009 | 06/07/1976 | F   | N      | 50,000          | 2.50    |
| Tyler, Sylena         | KU0050 | 08/30/1964 | F   | Y      | 50,000          | 4.00    |
| Vargas, Christine     | KU0029 | 05/18/1967 | F   | N      | 50,000          | 3.50    |
| Visaya, Erik          | KU0073 | 07/12/1967 | M   | N      | 50,000          | 3.50    |
| Votava, Teresa        | KU0058 | 02/15/1966 | F   | N      | 50,000          | 4.00    |
| Wong, Benny           | KU0064 | 04/12/1941 | M   | N      | 50,000          | 32.50   |
| Wynne, Elbert         | KU0061 | 10/16/1954 | M   | Y      | 50,000          | 7.00    |
| Zinn, Vicki           | KU0059 | 04/16/1958 | F   | Y      | 50,000          | 4.50    |
| -----                 |        |            |     |        |                 | -----   |
| Plan Total            |        |            |     |        |                 | 727.50  |

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 4  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 21

Plan: KUFLAT - Suppl Group Life 100K

| Name                 | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|----------------------|--------|------------|-----|--------|-----------------|---------|
| Alvarez, Neil        | KU0030 | 08/22/1956 | M   | N      | 100,000         | 9.00    |
| Espinosa, Carmichael | KU0015 | 12/31/1950 | M   | N      | 100,000         | 22.00   |
| Fung, James          | KU0035 | 10/02/1961 | M   | N      | 100,000         | 7.00    |
| Grafton, Ken         | KU0004 | 09/30/1967 | M   | N      | 100,000         | 5.00    |
| Jacobson, Cassandra  | KU0113 | 06/01/1964 | F   | Y      | 100,000         | 6.00    |
| Lee, Mei             | KU0076 | 10/23/1967 | F   | N      | 100,000         | 5.00    |
| Locherty, Betty      | KU0007 | 07/06/1945 | F   | N      | 100,000         | 42.00   |
| Lowe, Stanley        | KU0054 | 10/31/1955 | M   | N      | 100,000         | 14.00   |
| Luis, Jennifer       | KU0057 | 10/17/1956 | F   | N      | 100,000         | 9.00    |
| Martignoni, David    | KU0075 | 09/11/1971 | M   | N      | 100,000         | 4.00    |
| Martinez, Marisa     | KU0040 | 04/27/1963 | F   | N      | 100,000         | 7.00    |
| Mirzoyan, Annie      | KU0077 | 11/02/1957 | F   | N      | 100,000         | 9.00    |
| Murkami, Bill        | KU0041 | 08/12/1961 | M   | N      | 100,000         | 7.00    |
| Osborn, Courtney     | KU0100 | 11/12/1977 | F   | N      | 100,000         | 4.00    |
| Osorio, Dominick     | KU0033 | 08/26/1951 | M   | N      | 100,000         | 14.00   |
| Palisco, Tina        | KU0071 | 06/27/1973 | F   | N      | 100,000         | 4.00    |
| Schwartz, Heidi      | KU0093 | 07/22/1948 | F   | N      | 100,000         | 22.00   |
| Siebor, Stacey       | KU0074 | 03/25/1972 | F   | N      | 100,000         | 4.00    |
| Sierra, Hubert       | KU0098 | 04/23/1956 | M   | N      | 100,000         | 14.00   |
| Simons, Evelyn       | KU0097 | 09/03/1965 | F   | N      | 100,000         | 7.00    |
| Thorp, Anson         | KU0088 | 03/08/1954 | M   | N      | 100,000         | 14.00   |
| Tomita, Jason        | KU0078 | 03/04/1956 | M   | N      | 100,000         | 14.00   |
| Torres, Kirby        | KU0014 | 08/23/1948 | M   | N      | 100,000         | 22.00   |
| Vargas, Christine    | KU0029 | 05/18/1967 | F   | N      | 100,000         | 5.00    |
| -----                |        |            |     |        |                 | -----   |
| Plan Total           |        |            |     |        |                 | 270.00  |

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 5  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

| Name                 | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|----------------------|--------|------------|-----|--------|-----------------|---------|
| Adams, Cynthia       | KU0101 | 03/01/1970 | F   | N      | 25,000          | 2.00    |
| Adler, Vicky         | KU0105 | 02/19/1946 | F   | N      | 25,000          | 2.00    |
| Aliverdi, Reza       | KU0005 | 12/24/1954 | F   | N      | 25,000          | 2.00    |
| Alvarez, Neil        | KU0030 | 08/22/1956 | M   | N      | 25,000          | 2.00    |
| Andrews, Frank       | KUTR03 | 10/19/1947 | M   | N      | 25,000          | 2.00    |
| Baran, Charles       | KU0002 | 02/15/1954 | M   | N      | 25,000          | 2.00    |
| Benigo, Rosa         | KU0062 | 09/30/1949 | M   | N      | 25,000          | 2.00    |
| Bir, Salish          | KU0021 | 10/22/1962 | M   | N      | 25,000          | 2.00    |
| Bonicello, Nina      | KU0092 | 07/26/1968 | F   | N      | 25,000          | 2.00    |
| Burkman, Seek        | KU0086 | 03/15/1966 | M   | N      | 25,000          | 2.00    |
| Carter, Wency        | KU0085 | 01/19/1964 | F   | N      | 25,000          | 2.00    |
| Cerruit, Sandy       | KU0089 | 07/27/1967 | F   | N      | 25,000          | 2.00    |
| Chae, Kevin          | KU0106 | 06/29/1964 | M   | N      | 25,000          | 2.00    |
| Channing, Rosanna    | KU0046 | 01/04/1967 | F   | N      | 25,000          | 2.00    |
| Chin, Jackson        | KU0109 | 02/01/1977 | M   | N      | 25,000          | 2.00    |
| Chu, Adland          | KU0065 | 10/18/1970 | M   | N      | 25,000          | 2.00    |
| Davidson, Colin      | KU0103 | 05/12/1956 | M   | N      | 25,000          | 2.00    |
| Dell, Emmylou        | KU0114 | 08/06/1951 | F   | N      | 25,000          | 2.00    |
| Dewberry, Kitty      | KU0104 | 02/12/1971 | F   | N      | 25,000          | 2.00    |
| Donahue, Edmund      | KU0102 | 04/17/1955 | M   | N      | 25,000          | 2.00    |
| Doyle, Emma          | KU0107 | 07/21/1946 | F   | N      | 25,000          | 2.00    |
| Dyer, Julie          | KU0049 | 06/12/1966 | F   | N      | 25,000          | 2.00    |
| Ellis, Tommy         | KU0099 | 03/05/1974 | M   | N      | 25,000          | 2.00    |
| Erickson, Arthur     | KU0006 | 03/13/1965 | M   | N      | 25,000          | 2.00    |
| Espinosa, Carmichael | KU0015 | 12/31/1950 | M   | N      | 25,000          | 2.00    |
| Finnes, Richie       | KU0023 | 05/03/1967 | M   | N      | 25,000          | 2.00    |
| Francisco, Brenton   | KU0048 | 05/18/1953 | M   | N      | 25,000          | 2.00    |
| Fung, James          | KU0035 | 10/02/1961 | M   | N      | 25,000          | 2.00    |
| Galang, Justin       | KU0060 | 07/21/1971 | M   | N      | 25,000          | 2.00    |
| Gardner, John        | KUTR02 | 06/11/1952 | M   | N      | 25,000          | 2.00    |
| Gasse, Alain         | KU0081 | 09/03/1969 | M   | N      | 25,000          | 2.00    |
| Gee, May             | KU0025 | 07/18/1955 | F   | N      | 25,000          | 2.00    |
| Giles, Fred          | KU0022 | 06/29/1944 | M   | N      | 25,000          | 2.00    |
| Grafton, Ken         | KU0004 | 09/30/1967 | M   | N      | 25,000          | 2.00    |
| Gutierrez, Rick      | KU0091 | 09/03/1964 | M   | N      | 25,000          | 2.00    |
| Hayden, Joyce        | KU0108 | 04/28/1949 | F   | N      | 25,000          | 2.00    |
| Holsinger, Derek     | KU0038 | 04/05/1966 | M   | N      | 25,000          | 2.00    |
| Irving, Tiffany      | KU0034 | 02/27/1966 | F   | N      | 25,000          | 2.00    |
| Jacobs, Carol        | KUTR01 | 12/05/1959 | F   | N      | 25,000          | 2.00    |
| Jacobson, Cassandra  | KU0113 | 06/01/1964 | F   | Y      | 25,000          | 2.00    |
| Jeffries, Anne       | KUTR04 | 08/04/1962 | F   | N      | 25,000          | 2.00    |
| Johnson, Danny       | KU0042 | 08/13/1971 | M   | N      | 25,000          | 2.00    |
| Johnson, Helen       | KU0018 | 10/11/1957 | F   | N      | 25,000          | 2.00    |
| Jones, Norman        | KU0063 | 02/12/1948 | M   | N      | 25,000          | 2.00    |
| Kelly, Michelle      | KU0070 | 04/16/1962 | F   | N      | 25,000          | 2.00    |

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 6  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

| Name              | Emplid | Birthdate  | Sex   | Smoker | Coverage Amount | Premium |
|-------------------|--------|------------|-------|--------|-----------------|---------|
| =====             | =====  | =====      | ===== | =====  | =====           | =====   |
| Kessler, Marc     | KU0068 | 09/12/1956 | M     | N      | 25,000          | 2.00    |
| Kim, Justine      | KU0066 | 11/29/1969 | F     | N      | 25,000          | 2.00    |
| Kwan, Wendy       | KU0096 | 02/07/1966 | F     | N      | 25,000          | 2.00    |
| Lee, Mei          | KU0076 | 10/23/1967 | F     | N      | 25,000          | 2.00    |
| Lewis, Douglas    | KU0001 | 06/29/1947 | M     | N      | 25,000          | 2.00    |
| Li, Rochelle      | KU0094 | 05/16/1959 | F     | N      | 25,000          | 2.00    |
| Locherty, Betty   | KU0007 | 07/06/1945 | F     | N      | 25,000          | 2.00    |
| Lopez, Daisy      | KU0013 | 05/26/1938 | F     | N      | 25,000          | 2.00    |
| Lopez, Wilma      | KU0087 | 04/14/1964 | F     | N      | 25,000          | 2.00    |
| Lowe, Stanley     | KU0054 | 10/31/1955 | M     | N      | 25,000          | 2.00    |
| Luis, Jennifer    | KU0057 | 10/17/1956 | F     | N      | 25,000          | 2.00    |
| Martignoni, David | KU0075 | 09/11/1971 | M     | N      | 25,000          | 2.00    |
| Martin, Allan     | KU0012 | 02/28/1961 | M     | N      | 25,000          | 2.00    |
| Martinez, Marisa  | KU0040 | 04/27/1963 | F     | N      | 25,000          | 2.00    |
| Matheson, Karena  | KU0083 | 05/25/1974 | F     | N      | 25,000          | 2.00    |
| McKay, Angela     | KU0069 | 04/16/1962 | M     | N      | 25,000          | 2.00    |
| McKinley, Larry   | KU0112 | 03/03/1940 | M     | N      | 25,000          | 2.00    |
| McKinley, Larry   | KU0112 | 03/03/1940 | M     | N      | 25,000          | 2.00    |
| Miguel, Sanford   | KU0024 | 05/17/1969 | M     | N      | 25,000          | 2.00    |
| Mirzoyan, Annie   | KU0077 | 11/02/1957 | F     | N      | 25,000          | 2.00    |
| Morgan, Richard   | KU0037 | 03/29/1950 | M     | N      | 25,000          | 2.00    |
| Mosley, Wayne     | KU0072 | 04/21/1969 | M     | N      | 25,000          | 2.00    |
| Mueller, Pauline  | KU0028 | 10/28/1956 | F     | N      | 25,000          | 2.00    |
| Murkami, Bill     | KU0041 | 08/12/1961 | M     | N      | 25,000          | 2.00    |
| Ng, Edward        | KU0056 | 10/11/1963 | M     | N      | 25,000          | 2.00    |
| Osborn, Courtney  | KU0100 | 11/12/1977 | F     | N      | 25,000          | 2.00    |
| Osorio, Dominick  | KU0033 | 08/26/1951 | M     | N      | 25,000          | 2.00    |
| Owyang, Netty     | KU0055 | 08/02/1958 | F     | N      | 25,000          | 2.00    |
| Pak, John         | KU0026 | 01/11/1962 | M     | N      | 25,000          | 2.00    |
| Palisco, Tina     | KU0071 | 06/27/1973 | F     | N      | 25,000          | 2.00    |
| Parker, Russell   | KU0079 | 12/11/1976 | M     | N      | 25,000          | 2.00    |
| Parsons, Jean     | KU0003 | 05/24/1969 | F     | N      | 25,000          | 2.00    |
| Passantino, Alex  | KU0067 | 10/01/1967 | M     | Y      | 25,000          | 2.00    |
| Quilligan, Shawn  | KU0039 | 12/03/1972 | M     | N      | 25,000          | 2.00    |
| Reed, Nancy       | KU0084 | 03/02/1975 | F     | N      | 25,000          | 2.00    |
| Reese, Daryl      | KU0044 | 07/12/1961 | M     | N      | 25,000          | 2.00    |
| Religioso, Steve  | KU0036 | 06/25/1968 | M     | N      | 25,000          | 2.00    |
| Rogers, Susan     | KU0052 | 07/01/1958 | F     | N      | 25,000          | 2.00    |
| Roth, Calvin      | KU0008 | 02/24/1969 | M     | N      | 25,000          | 2.00    |
| Ryzhikov, Jeff    | KU0090 | 08/30/1969 | M     | N      | 25,000          | 2.00    |
| Sakata, Megumi    | KU0080 | 10/04/1959 | F     | N      | 25,000          | 2.00    |
| Santos, Antonio   | KU0010 | 08/09/1972 | M     | Y      | 25,000          | 2.00    |
| Saxon, Mable      | KU0082 | 08/12/1967 | F     | N      | 25,000          | 2.00    |
| Schuster, Dilon   | KU0051 | 07/04/1958 | M     | N      | 25,000          | 2.00    |
| Schwartz, Heidi   | KU0093 | 07/22/1948 | F     | N      | 25,000          | 2.00    |

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 7  
Run Date 07/23/2001  
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

| Name                  | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|-----------------------|--------|------------|-----|--------|-----------------|---------|
| Seto, Patrick         | KU0011 | 09/21/1925 | M   | N      | 25,000          | 2.00    |
| Sevilla, Maria        | KU0053 | 09/30/1961 | F   | N      | 25,000          | 2.00    |
| Sharpe, Kenneth       | KU0047 | 06/03/1963 | M   | Y      | 25,000          | 2.00    |
| Siebor, Stacey        | KU0074 | 03/25/1972 | F   | N      | 25,000          | 2.00    |
| Sierra, Hubert        | KU0098 | 04/23/1956 | M   | N      | 25,000          | 2.00    |
| Simons, Evelyn        | KU0097 | 09/03/1965 | F   | N      | 25,000          | 2.00    |
| Sims, Evelyn          | KU0043 | 07/22/1948 | F   | N      | 25,000          | 2.00    |
| Stangl, Grace         | KU0027 | 01/11/1962 | F   | N      | 25,000          | 2.00    |
| Stankowski, Martha    | KU0116 | 05/14/1952 | F   | N      | 25,000          | 2.00    |
| Stevenson, Christelle | KU0020 | 01/05/1958 | F   | N      | 25,000          | 2.00    |
| Strunsky, Joanna      | KU0016 | 08/13/1953 | F   | N      | 25,000          | 2.00    |
| Summer, Alice         | KU0032 | 08/18/1962 | F   | N      | 25,000          | 2.00    |
| Thorp, Anson          | KU0088 | 03/08/1954 | M   | N      | 25,000          | 2.00    |
| Tipman, Scott         | KU0031 | 07/14/1954 | M   | N      | 25,000          | 2.00    |
| Tomita, Jason         | KU0078 | 03/04/1956 | M   | N      | 25,000          | 2.00    |
| Torres, Kirby         | KU0014 | 08/23/1948 | M   | N      | 25,000          | 2.00    |
| Tozer, Adan           | KU0019 | 03/14/1960 | M   | N      | 25,000          | 2.00    |
| Tran, Corrine         | KU0017 | 11/11/1966 | F   | N      | 25,000          | 2.00    |
| Turbic, Stephanie     | KU0009 | 06/07/1976 | F   | N      | 25,000          | 2.00    |
| Tyler, Sylena         | KU0050 | 08/30/1964 | F   | Y      | 25,000          | 2.00    |
| Vargas, Christine     | KU0029 | 05/18/1967 | F   | N      | 25,000          | 2.00    |
| Visaya, Erik          | KU0073 | 07/12/1967 | M   | N      | 25,000          | 2.00    |
| Votava, Teresa        | KU0058 | 02/15/1966 | F   | N      | 25,000          | 2.00    |
| Wong, Benny           | KU0064 | 04/12/1941 | M   | N      | 25,000          | 2.00    |
| Wynne, Elbert         | KU0061 | 10/16/1954 | M   | Y      | 25,000          | 2.00    |
| Zinn, Vicki           | KU0059 | 04/16/1958 | F   | Y      | 25,000          | 2.00    |
| -----                 |        |            |     |        |                 | -----   |
| Plan Total            |        |            |     |        |                 | 232.00  |

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Page No. 8  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 24

Plan: KUDADD - Dependent Accidental Death

| Name                  | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|-----------------------|--------|------------|-----|--------|-----------------|---------|
| Chae, Kevin           | KU0106 | 06/29/1964 | M   | N      | 10,000          | 0.40    |
| Dell, Emmylou         | KU0114 | 08/06/1951 | F   | N      | 10,000          | 0.40    |
| Espinosa, Carmichael  | KU0015 | 12/31/1950 | M   | N      | 10,000          | 0.40    |
| Jacobson, Cassandra   | KU0113 | 06/01/1964 | F   | Y      | 10,000          | 0.40    |
| Lowe, Stanley         | KU0054 | 10/31/1955 | M   | N      | 10,000          | 0.40    |
| Martignoni, David     | KU0075 | 09/11/1971 | M   | N      | 10,000          | 0.40    |
| McKay, Angela         | KU0069 | 04/16/1962 | M   | N      | 10,000          | 0.40    |
| McKinley, Larry       | KU0112 | 03/03/1940 | M   | N      | 10,000          | 0.40    |
| Osorio, Dominick      | KU0033 | 08/26/1951 | M   | N      | 10,000          | 0.40    |
| Passantino, Alex      | KU0067 | 10/01/1967 | M   | Y      | 10,000          | 0.40    |
| Reed, Nancy           | KU0084 | 03/02/1975 | F   | N      | 10,000          | 0.40    |
| Santos, Antonio       | KU0010 | 08/09/1972 | M   | Y      | 10,000          | 0.40    |
| Schwartz, Heidi       | KU0093 | 07/22/1948 | F   | N      | 10,000          | 0.40    |
| Sims, Evelyn          | KU0043 | 07/22/1948 | F   | N      | 10,000          | 0.40    |
| Stevenson, Christelle | KU0020 | 01/05/1958 | F   | N      | 10,000          | 0.40    |
| Summer, Alice         | KU0032 | 08/18/1962 | F   | N      | 10,000          | 0.40    |
| Zinn, Vicki           | KU0059 | 04/16/1958 | F   | Y      | 10,000          | 0.40    |
| Plan Total            |        |            |     |        |                 | 6.80    |

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 25

Plan: KUDLF4 - Dependent Life - \$2K

| Name                  | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|-----------------------|--------|------------|-----|--------|-----------------|---------|
| Adler, Vicky          | KU0105 | 02/19/1946 | F   | N      | 2,000           | 0.08    |
| Doyle, Emma           | KU0107 | 07/21/1946 | F   | N      | 2,000           | 0.08    |
| Jacobson, Cassandra   | KU0113 | 06/01/1964 | F   | Y      | 2,000           | 0.08    |
| Stankowski, Martha    | KU0116 | 05/14/1952 | F   | N      | 2,000           | 0.08    |
| Stevenson, Christelle | KU0020 | 01/05/1958 | F   | N      | 2,000           | 0.08    |
| -----                 |        |            |     |        |                 | -----   |
| Plan Total            |        |            |     |        |                 | 0.40    |

PeopleSoft  
SAMPLE PREMIUM REPORT

Report ID: BEN110

Data as of: 02/28/2001

Page No. 10  
Run Date 07/23/2001  
Run Time 12:52:39

Vendor: USAKUMETLF

Policy:

Plan Type: 25

Plan: KUDLFE - Dpnd Life - Specify Covrg

| Name             | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|------------------|--------|------------|-----|--------|-----------------|---------|
| Davidson, Colin  | KU0103 | 05/12/1956 | M   | N      | 10,000          | 0.40    |
| McKinley, Larry  | KU0112 | 03/03/1940 | M   | N      | 3,000           | 0.12    |
| Osorio, Dominick | KU0033 | 08/26/1951 | M   | N      | 10,000          | 0.40    |
| Sakata, Megumi   | KU0080 | 10/04/1959 | F   | N      | 10,000          | 0.40    |
| Santos, Antonio  | KU0010 | 08/09/1972 | M   | Y      | 10,000          | 0.40    |
| -----            |        |            |     |        |                 | -----   |
| Plan Total       |        |            |     |        |                 | 1.72    |



Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 25

Plan: KUDLFS - Dpnd Life - Individual Covrg

| Name                 | Emplid | Birthdate  | Sex | Smoker | Coverage Amount | Premium |
|----------------------|--------|------------|-----|--------|-----------------|---------|
| Espinosa, Carmichael | KU0015 | 12/31/1950 | M   | N      | 6,000           | 0.23    |
| Fung, James          | KU0035 | 10/02/1961 | M   | N      | 6,000           | 1.49    |
| Martignoni, David    | KU0075 | 09/11/1971 | M   | N      | 10,000          | 1.60    |
| Torres, Kirby        | KU0014 | 08/23/1948 | M   | N      | 2,000           | 0.08    |
| Vargas, Christine    | KU0029 | 05/18/1967 | F   | N      | 6,000           | 0.23    |
| Zinn, Vicki          | KU0059 | 04/16/1958 | F   | Y      | 14,000          | 1.75    |
| -----                |        |            |     |        |                 | -----   |
| Plan Total           |        |            |     |        |                 | 5.38    |

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 12  
Run Date 07/23/2001  
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 30

Plan: KUSTD5 - Short Term Disability - 50%

| Name                 | Emplid | Coverage Amount | Premium |
|----------------------|--------|-----------------|---------|
| Adler, Vicky         | KU0105 | 60,000          | 51.00   |
| Dell, Emmylou        | KU0114 | 74,000          | 62.90   |
| Donahue, Edmund      | KU0102 | 48,000          | 40.80   |
| Espinosa, Carmichael | KU0015 | 26,000          | 22.10   |
| Finnes, Richie       | KU0023 | 26,000          | 22.10   |
| Fung, James          | KU0035 | 60,000          | 51.00   |
| Hayden, Joyce        | KU0108 | 48,000          | 40.80   |
| Holsinger, Derek     | KU0038 | 26,000          | 22.10   |
| Kim, Justine         | KU0066 | 13,000          | 11.05   |
| Kwan, Wendy          | KU0096 | 26,000          | 22.10   |
| Lopez, Wilma         | KU0087 | 20,000          | 17.00   |
| Martignoni, David    | KU0075 | 48,000          | 40.80   |
| McKinley, Larry      | KU0112 | 61,000          | 51.85   |
| McKinley, Larry      | KU0112 | 43,000          | 36.55   |
| Osborn, Courtney     | KU0100 | 48,000          | 40.80   |
| Pak, John            | KU0026 | 26,000          | 22.10   |
| Reed, Nancy          | KU0084 | 48,000          | 40.80   |
| Ryzhikov, Jeff       | KU0090 | 20,000          | 17.00   |
| Sakata, Megumi       | KU0080 | 26,000          | 22.10   |
| Santos, Antonio      | KU0010 | 19,000          | 16.15   |
| Schuster, Dilon      | KU0051 | 26,000          | 22.10   |
| Seto, Patrick        | KU0011 | 19,000          | 16.15   |
| Sims, Evelyn         | KU0043 | 100,000         | 85.00   |
| Stangl, Grace        | KU0027 | 48,000          | 40.80   |
| Tran, Corrine        | KU0017 | 26,000          | 22.10   |
| Turbic, Stephanie    | KU0009 | 73,000          | 62.05   |
| Wong, Benny          | KU0064 | 26,000          | 22.10   |
| Wynne, Elbert        | KU0061 | 26,000          | 22.10   |
| -----                |        |                 | -----   |
| Plan Total           |        |                 | 943.50  |

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 13  
Run Date 07/23/2001  
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 30

Plan: KUSTD8 - Short Term Disability - 80%

| Name                  | Emplid | Coverage Amount | Premium  |
|-----------------------|--------|-----------------|----------|
| -----                 | -----  | -----           | -----    |
| Alvarez, Neil         | KU0030 | 48,000          | 67.20    |
| Cerruit, Sandy        | KU0089 | 20,000          | 28.00    |
| Chae, Kevin           | KU0106 | 10,000          | 14.00    |
| Chin, Jackson         | KU0109 | 60,000          | 84.00    |
| Ellis, Tommy          | KU0099 | 48,000          | 67.20    |
| Galang, Justin        | KU0060 | 26,000          | 36.40    |
| Gasse, Alain          | KU0081 | 26,000          | 36.40    |
| Gutierrez, Rick       | KU0091 | 0               | 0.00     |
| Jacobson, Cassandra   | KU0113 | 61,000          | 85.40    |
| Locherty, Betty       | KU0007 | 73,000          | 102.20   |
| Matheson, Karena      | KU0083 | 26,000          | 36.40    |
| McKay, Angela         | KU0069 | 48,000          | 67.20    |
| Osorio, Dominick      | KU0033 | 60,000          | 84.00    |
| Owyang, Netty         | KU0055 | 26,000          | 36.40    |
| Parker, Russell       | KU0079 | 48,000          | 67.20    |
| Reese, Daryl          | KU0044 | 100,000         | 140.00   |
| Siebor, Stacey        | KU0074 | 48,000          | 67.20    |
| Stankowski, Martha    | KU0116 | 0               | 0.00     |
| Stevenson, Christelle | KU0020 | 26,000          | 36.40    |
| Torres, Kirby         | KU0014 | 26,000          | 36.40    |
| Vargas, Christine     | KU0029 | 48,000          | 67.20    |
| -----                 |        |                 | -----    |
| Plan Total            |        |                 | 1,159.20 |

PeopleSoft  
SAMPLE PREMIUM REPORT

Page No. 14  
Run Date 07/23/2001  
Run Time 12:52:39

Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 31

Plan: KULTD1 - Standard Long-term Disability

| Name                 | Emplid | Coverage Amount | Premium |
|----------------------|--------|-----------------|---------|
| =====                | =====  | =====           | =====   |
| Adams, Cynthia       | KU0101 | 48,000          | 16.00   |
| Alvarez, Neil        | KU0030 | 48,000          | 16.00   |
| Andrews, Frank       | KUTR03 | 41,600          | 13.87   |
| Benigo, Rosa         | KU0062 | 26,000          | 8.67    |
| Carter, Wency        | KU0085 | 60,000          | 20.00   |
| Channing, Rosanna    | KU0046 | 90,700          | 30.23   |
| Chu, Adland          | KU0065 | 13,000          | 4.33    |
| Davidson, Colin      | KU0103 | 60,000          | 20.00   |
| Dewberry, Kitty      | KU0104 | 26,000          | 8.67    |
| Ellis, Tommy         | KU0099 | 48,000          | 16.00   |
| Erickson, Arthur     | KU0006 | 73,100          | 24.37   |
| Espinosa, Carmichael | KU0015 | 26,000          | 8.67    |
| Finnes, Richie       | KU0023 | 26,000          | 8.67    |
| Francisco, Brenton   | KU0048 | 26,000          | 8.67    |
| Fung, James          | KU0035 | 60,000          | 20.00   |
| Gardner, John        | KUTR02 | 41,600          | 13.87   |
| Gasse, Alain         | KU0081 | 26,000          | 8.67    |
| Giles, Fred          | KU0022 | 48,000          | 16.00   |
| Grafton, Ken         | KU0004 | 180,000         | 60.00   |
| Hayden, Joyce        | KU0108 | 48,000          | 16.00   |
| Holsinger, Derek     | KU0038 | 26,000          | 8.67    |
| Jacobs, Carol        | KUTR01 | 41,600          | 13.87   |
| Jacobson, Cassandra  | KU0113 | 140,400         | 46.80   |
| Jeffries, Anne       | KUTR04 | 41,600          | 13.87   |
| Johnson, Helen       | KU0018 | 52,000          | 17.33   |
| Kwan, Wendy          | KU0096 | 26,000          | 8.67    |
| Lopez, Daisy         | KU0013 | 26,000          | 8.67    |
| Lopez, Wilma         | KU0087 | 61,100          | 20.37   |
| Martignoni, David    | KU0075 | 48,000          | 16.00   |
| Martinez, Marisa     | KU0040 | 26,000          | 8.67    |
| Matheson, Karena     | KU0083 | 26,000          | 8.67    |
| Mosley, Wayne        | KU0072 | 48,000          | 16.00   |
| Ng, Edward           | KU0056 | 48,000          | 16.00   |
| Osorio, Dominick     | KU0033 | 60,000          | 20.00   |
| Palisco, Tina        | KU0071 | 48,000          | 16.00   |
| Parsons, Jean        | KU0003 | 180,000         | 60.00   |
| Passantino, Alex     | KU0067 | 13,000          | 4.33    |
| Rogers, Susan        | KU0052 | 60,000          | 20.00   |
| Ryzhikov, Jeff       | KU0090 | 61,100          | 20.37   |
| Santos, Antonio      | KU0010 | 18,500          | 6.17    |
| -----                |        |                 | -----   |
| Plan Total           |        |                 | 689.10  |

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 31

Plan: KULTD2 - Enhanced Long-term Disability

| Name                  | Emplid | Coverage Amount | Premium |
|-----------------------|--------|-----------------|---------|
| =====                 | =====  | =====           | =====   |
| Chae, Kevin           | KU0106 | 19,800          | 9.90    |
| Dell, Emmylou         | KU0114 | 158,000         | 79.00   |
| McKinley, Larry       | KU0112 | 140,400         | 70.20   |
| McKinley, Larry       | KU0112 | 43,200          | 21.60   |
| Schuster, Dilon       | KU0051 | 26,000          | 13.00   |
| Schwartz, Heidi       | KU0093 | 48,000          | 24.00   |
| Stangl, Grace         | KU0027 | 48,000          | 24.00   |
| Stevenson, Christelle | KU0020 | 26,000          | 13.00   |
| Tomita, Jason         | KU0078 | 48,000          | 24.00   |
| Torres, Kirby         | KU0014 | 26,000          | 13.00   |
| Tozer, Adan           | KU0019 | 60,000          | 30.00   |
| Tyler, Sylena         | KU0050 | 26,000          | 13.00   |
| Visaya, Erik          | KU0073 | 48,000          | 24.00   |
| Wynne, Elbert         | KU0061 | 26,000          | 13.00   |
| -----                 |        |                 | -----   |
| Plan Total            |        |                 | 371.70  |

Vendor: USAKUMETLF

Data as of: 02/28/2001

| Plan Type    | Benefit Plan | Total Premium |
|--------------|--------------|---------------|
| 20           | KUBLIF       | 727.50        |
| 21           | KUFLAT       | 270.00        |
| 22           | KUAD25       | 232.00        |
| 24           | KUDADD       | 6.80          |
| 25           | KUDLF4       | 0.40          |
| 25           | KUDLFE       | 1.72          |
| 25           | KUDLFS       | 5.38          |
| 30           | KUSTD5       | 943.50        |
| 30           | KUSTD8       | 1,159.20      |
| 31           | KULTD1       | 689.10        |
| 31           | KULTD2       | 371.70        |
| -----        |              | -----         |
| Vendor Total |              | 4,407.30      |

PeopleSoft  
BILLING PAYMENT INTERFACE

Report ID: BEN140

Page No. 1  
Run Date 08/21/2000  
Run Time 17:26:55

| Employee ID | Employee Name  | Payment Date | Payment Amount | Billing Period | Benefit Program | Plan Type | Description | Benefit Plan | Description          | Coverage Code | Amount Due | Payment Applied |
|-------------|----------------|--------------|----------------|----------------|-----------------|-----------|-------------|--------------|----------------------|---------------|------------|-----------------|
| KU0013      | Lopez,Daisy    | 03/31/2000   | \$ 100.00      | 2001           | KU1             | 20        | Life        | KUBLIF       | Basic Life Plan      |               | 31.50      | 31.50           |
|             |                |              |                | 2001           | KU1             | 21        | Supp Life   | KUSL1X       | Suppl Group Life 1x  |               | 6.40       | 6.40            |
|             |                |              |                | 2001           | KU1             | 22        | AD/D        | KUAD25       | Flat 25K AD&D        |               | 2.00       | 2.00            |
|             |                |              |                | 2002           | KU1             | 10        | Medical     | KUHMO2       | Medical HMO Plan 2   | 1             | 123.00     | 60.10           |
| KU0078      | Tomita,Jason   | 03/31/2000   | \$ 125.00      | 2002           | KU1             | 31        | LTD         | KULTD2       | Enhanced Long-term D |               | 2.20       | 2.20            |
|             |                |              |                | 2003           | KU1             | 20        | Life        | KUBLIF       | Basic Life Plan      |               | 4.50       | 4.50            |
|             |                |              |                | 2003           | KU1             | 21        | Supp Life   | KUFLAT       | Suppl Group Life 100 |               | 9.00       | 9.00            |
|             |                |              |                | 2003           | KU1             | 22        | AD/D        | KUAD25       | Flat 25K AD&D        |               | 2.00       | 2.00            |
|             |                |              |                | 2003           | KU1             | 25        | Dep Life    | KUDLFP       | Spouse Life          |               | 1.60       | 1.60            |
|             |                |              |                | 2003           | KU1             | 31        | LTD         | KULTD2       | Enhanced Long-term D |               | 24.00      | 24.00           |
|             |                |              |                | 2004           | KU1             | 20        | Life        | KUBLIF       | Basic Life Plan      |               | 4.50       | 4.50            |
|             |                |              |                | 2004           | KU1             | 21        | Supp Life   | KUFLAT       | Suppl Group Life 100 |               | 9.00       | 9.00            |
|             |                |              |                | 2004           | KU1             | 22        | AD/D        | KUAD25       | Flat 25K AD&D        |               | 2.00       | 2.00            |
|             |                |              |                | 2004           | KU1             | 25        | Dep Life    | KUDLFP       | Spouse Life          |               | 1.60       | 1.60            |
| KU0115      | Mapin,George N | 03/31/2000   | \$ 75.00       |                |                 |           |             |              |                      |               |            | 40.60           |
|             |                |              |                |                |                 |           |             |              |                      |               |            | 75.00           |

Total Records Read: 3  
Number Records in Error: 0  
Number Valid Records: 3

Total Valid Dollars Received: \$ 300.00  
Dollars Applied to Charges: \$ 184.40  
Dollars Applied to Open Credit: \$ 115.60

End of Report

PeopleSoft  
BILLING A/R INTERFACE

Report ID: BEN141

Page No. 1  
Run Date 08/21/2000  
Run Time 16:55:55

Billing Period: 2003

| Employee ID | Employee Name | Posting Date | Activity Type | Benefit Program | Plan Type | Description | Benefit Plan | Description                   | Coverage Code | Date Due   | Date Over Due | Amount |
|-------------|---------------|--------------|---------------|-----------------|-----------|-------------|--------------|-------------------------------|---------------|------------|---------------|--------|
| KU0013      | Lopez,Daisy   | 03/31/2000   | Charge        | KU1             | 10        | Medical     | KUHMO2       | Medical HMO Plan 2            | 1             | 04/26/2000 | 05/01/2000    | 123.00 |
|             |               | 03/31/2000   | Charge        | KU1             | 11        | Dental      | KUDEN1       | Standard Dental Plan          | 1             | 04/26/2000 | 05/01/2000    | 26.00  |
|             |               | 03/31/2000   | Charge        | KU1             | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 04/26/2000 | 05/01/2000    | 32.50  |
|             |               | 03/31/2000   | Charge        | KU1             | 21        | Supp Life   | KUSL1X       | Suppl Group Life 1x           |               | 04/26/2000 | 05/01/2000    | 6.40   |
|             |               | 03/31/2000   | Charge        | KU1             | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 04/26/2000 | 05/01/2000    | 2.00   |
| KU0078      | Tomita,Jason  | 03/31/2000   | Charge        | KU1             | 20        | Life        | KUBLIF       | Basic Life Plan               |               | 04/26/2000 | 05/01/2000    | 4.50   |
|             |               | 03/31/2000   | Charge        | KU1             | 21        | Supp Life   | KUFLAT       | Suppl Group Life 100K         |               | 04/26/2000 | 05/01/2000    | 9.00   |
|             |               | 03/31/2000   | Charge        | KU1             | 22        | AD/D        | KUAD25       | Flat 25K AD&D                 |               | 04/26/2000 | 05/01/2000    | 2.00   |
|             |               | 03/31/2000   | Charge        | KU1             | 25        | Dep Life    | KUDLFP       | Spouse Life                   |               | 04/26/2000 | 05/01/2000    | 1.60   |
|             |               | 03/31/2000   | Charge        | KU1             | 31        | LTD         | KULTD2       | Enhanced Long-term Disability |               | 04/26/2000 | 05/01/2000    | 24.00  |

Total Dollars Posted: \$ 231.00

End of Report



PeopleSoft  
FLEXIBLE SPENDING ACCOUNT TABLE

| Plan Type | Plan Name  | Benefit Plan ID | Benefit Plan Name              | Effective Date | Pay Freq Type | Employer Contribution | Flat Amount | Employer Limit % | % of Employee Contribution | Employer Limit Amount |
|-----------|------------|-----------------|--------------------------------|----------------|---------------|-----------------------|-------------|------------------|----------------------------|-----------------------|
| 60        | FSA Health | KUHFS           | Healthcare FSA                 | 01/01/1980     | Monthly       | None                  |             |                  |                            |                       |
| 60        | FSA Health | LHLFS           | Health Care FSA                | 01/01/1980     | Biweekly      | Flat Amt              |             |                  |                            |                       |
| 61        | FSA Depnd  | KUDFS           | Dependent Care FSA             | 01/01/1980     | Monthly       | None                  |             |                  |                            |                       |
| 61        | FSA Depnd  | LDCFS           | Dependent Care FSA             | 01/01/1980     | Biweekly      | Flat Amt              |             |                  |                            |                       |
| 65        | Health FSA | KCHFSA          | Can Health Care FSA            | 01/01/1980     | Monthly       | None                  |             |                  |                            |                       |
| 66        | FSA Retmnt | KCRFSA          | Post Retirement Counseling FSA | 01/01/1980     | Monthly       | None                  |             |                  |                            |                       |

End of Report

Rate Definitions as of: 01/01/1980

| Rate ID | Effective Date | Pay Freq Type | Rate Per Unit | Total Covrg Rate | Employer Covrg Rate | Employee Covrg Rate | Provider Covrg Rate |
|---------|----------------|---------------|---------------|------------------|---------------------|---------------------|---------------------|
| KFDA    | 01/01/1980     | S-Semimonthl  | 1-None        | 13.0000          | 4.0000              | 9.0000              | 13.0000             |
| KFDB    | 01/01/1980     | S-Semimonthl  | 1-None        | 14.0000          | 4.0000              | 10.0000             | 14.0000             |
| KFDC    | 01/01/1980     | S-Semimonthl  | 1-None        | 17.5000          | 4.0000              | 13.5000             | 17.5000             |
| KFDD    | 01/01/1980     | S-Semimonthl  | 1-None        | 19.5000          | 4.0000              | 15.5000             | 19.5000             |
| KFDE    | 01/01/1980     | S-Semimonthl  | 1-None        | 14.2500          | 4.0000              | 10.2500             | 14.2500             |
| KDFD    | 01/01/1980     | S-Semimonthl  | 1-None        | 15.2500          | 4.0000              | 11.2500             | 15.2500             |
| KFDG    | 01/01/1980     | S-Semimonthl  | 1-None        | 19.2500          | 4.0000              | 15.2500             | 19.2500             |
| KFDH    | 01/01/1980     | S-Semimonthl  | 1-None        | 20.8750          | 4.0000              | 16.8750             | 20.8750             |
| KFDI    | 01/01/1980     | S-Semimonthl  | 1-None        | 12.7500          | 4.0000              | 8.7500              | 12.7500             |
| KFDJ    | 01/01/1980     | S-Semimonthl  | 1-None        | 13.7500          | 4.0000              | 9.7500              | 13.7500             |
| KFDK    | 01/01/1980     | S-Semimonthl  | 1-None        | 17.2500          | 4.0000              | 13.2500             | 17.2500             |
| KFDL    | 01/01/1980     | S-Semimonthl  | 1-None        | 19.2500          | 4.0000              | 15.2500             | 19.2500             |
| KFDW    | 01/01/1980     | S-Semimonthl  | 1-None        | 7.0000           | 0.0000              | 7.0000              | 7.0000              |
| KFDX    | 01/01/1980     | S-Semimonthl  | 1-None        | 2.0000           | 0.0000              | 2.0000              | 2.0000              |
| KFLA    | 01/01/1980     | W-Weekly      | 3-Per Hundrd  | 0.0076           | 0.0038              | 0.0038              | 0.0076              |
| KFLB    | 01/01/1980     | M-Monthly     | 2-Per Thousd  | 0.0800           | 0.0800              | 0.0000              | 0.0800              |
| KFLC    | 01/01/1980     | M-Monthly     | 2-Per Thousd  | 0.0400           | 0.0000              | 0.0400              | 0.0400              |
| KFLD    | 01/01/1980     | M-Monthly     | 1-None        | 0.0800           | 0.0000              | 0.0800              | 0.0800              |
| KFM1    | 01/01/1980     | M-Monthly     | 1-None        | 136.0000         | 100.0000            | 36.0000             | 136.0000            |
| KFM2    | 01/01/1980     | M-Monthly     | 1-None        | 164.0000         | 100.0000            | 64.0000             | 164.0000            |
| KFM3    | 01/01/1980     | M-Monthly     | 1-None        | 172.0000         | 100.0000            | 72.0000             | 172.0000            |
| KFM4    | 01/01/1980     | M-Monthly     | 1-None        | 134.0000         | 100.0000            | 34.0000             | 134.0000            |
| KFM5    | 01/01/1980     | M-Monthly     | 1-None        | 168.0000         | 100.0000            | 68.0000             | 168.0000            |
| KFMA    | 01/01/1980     | M-Monthly     | 1-None        | 110.0000         | 55.0000             | 55.0000             | 110.0000            |
| KFMB    | 01/01/1980     | M-Monthly     | 1-None        | 140.0000         | 70.0000             | 70.0000             | 140.0000            |
| KFMC    | 01/01/1980     | M-Monthly     | 1-None        | 190.0000         | 80.0000             | 110.0000            | 190.0000            |
| KFMD    | 01/01/1980     | M-Monthly     | 1-None        | 220.0000         | 110.0000            | 110.0000            | 220.0000            |
| KFME    | 01/01/1980     | M-Monthly     | 1-None        | 120.0000         | 60.0000             | 60.0000             | 120.0000            |
| KFMF    | 01/01/1980     | M-Monthly     | 1-None        | 150.0000         | 75.0000             | 75.0000             | 150.0000            |
| KFMG    | 01/01/1980     | M-Monthly     | 1-None        | 200.0000         | 100.0000            | 100.0000            | 200.0000            |
| KFMH    | 01/01/1980     | M-Monthly     | 1-None        | 240.0000         | 120.0000            | 120.0000            | 240.0000            |
| KFMI    | 01/01/1980     | M-Monthly     | 1-None        | 148.0000         | 74.0000             | 74.0000             | 148.0000            |
| KFMJ    | 01/01/1980     | M-Monthly     | 1-None        | 295.0000         | 148.0000            | 147.0000            | 295.0000            |
| KFMK    | 01/01/1980     | M-Monthly     | 1-None        | 430.0000         | 215.0000            | 215.0000            | 430.0000            |
| KFML    | 01/01/1980     | M-Monthly     | 1-None        | 622.0000         | 313.0000            | 309.0000            | 622.0000            |
| KFMM    | 01/01/1980     | M-Monthly     | 1-None        | 123.0000         | 62.0000             | 61.0000             | 123.0000            |
| KFMN    | 01/01/1980     | M-Monthly     | 1-None        | 246.0000         | 123.0000            | 123.0000            | 246.0000            |
| KFMO    | 01/01/1980     | M-Monthly     | 1-None        | 358.0000         | 179.0000            | 179.0000            | 358.0000            |
| KFMP    | 01/01/1980     | M-Monthly     | 1-None        | 519.0000         | 260.0000            | 259.0000            | 519.0000            |
| KFMQ    | 01/01/1980     | M-Monthly     | 1-None        | 130.0000         | 65.0000             | 65.0000             | 130.0000            |
| KFMR    | 01/01/1980     | M-Monthly     | 1-None        | 160.0000         | 80.0000             | 80.0000             | 160.0000            |
| KFMS    | 01/01/1980     | M-Monthly     | 1-None        | 210.0000         | 105.0000            | 105.0000            | 210.0000            |
| KFMT    | 01/01/1980     | M-Monthly     | 1-None        | 250.0000         | 125.0000            | 125.0000            | 250.0000            |
| KFMW    | 01/01/1980     | M-Monthly     | 1-None        | 16.0000          | 0.0000              | 16.0000             | 16.0000             |
| KFMX    | 01/01/1980     | M-Monthly     | 1-None        | 10.0000          | 0.0000              | 10.0000             | 10.0000             |
| KFVA    | 01/01/1980     | B-Biweekly    | 1-None        | 8.0000           | 3.0000              | 5.0000              | 8.0000              |
| KFVB    | 01/01/1980     | B-Biweekly    | 1-None        | 9.0000           | 3.0000              | 6.0000              | 9.0000              |
| KFVC    | 01/01/1980     | B-Biweekly    | 1-None        | 10.0000          | 3.0000              | 7.0000              | 10.0000             |
| KFVD    | 01/01/1980     | B-Biweekly    | 1-None        | 11.0000          | 3.0000              | 8.0000              | 11.0000             |
| KFVE    | 01/01/1980     | B-Biweekly    | 1-None        | 10.5000          | 3.0000              | 7.5000              | 10.5000             |
| KFVF    | 01/01/1980     | B-Biweekly    | 1-None        | 11.5000          | 3.0000              | 8.5000              | 11.5000             |
| KFVG    | 01/01/1980     | B-Biweekly    | 1-None        | 12.5000          | 3.0000              | 9.5000              | 12.5000             |
| KFVH    | 01/01/1980     | B-Biweekly    | 1-None        | 13.5000          | 3.0000              | 10.5000             | 13.5000             |
| LBLF    | 01/01/1980     | B-Biweekly    | 2-Per Thousd  | 0.2475           | 0.0825              | 0.1650              | 0.2475              |
| LCF1    | 01/01/1980     | B-Biweekly    | 1-None        | 45.0000          | 33.7500             | 11.2500             | 45.0000             |
| LCF2    | 01/01/1980     | B-Biweekly    | 1-None        | 85.0000          | 63.7500             | 21.2500             | 85.0000             |
| LCF4    | 01/01/1980     | B-Biweekly    | 1-None        | 95.0000          | 71.2500             | 23.7500             | 95.0000             |
| LCF5    | 01/01/1980     | B-Biweekly    | 1-None        | 110.0000         | 82.5000             | 27.5000             | 110.0000            |
| LFH1    | 01/01/1980     | B-Biweekly    | 1-None        | 80.0000          | 60.0000             | 20.0000             | 80.0000             |
| LFH2    | 01/01/1980     | B-Biweekly    | 1-None        | 100.0000         | 75.0000             | 25.0000             | 100.0000            |
| LMHF    | 01/01/1980     | M-Monthly     | 1-None        | 238.6400         | 132.7000            | 105.9400            | 238.6400            |
| LMHS    | 01/01/1980     | M-Monthly     | 1-None        | 139.2100         | 96.2500             | 42.9600             | 139.2100            |

PeopleSoft  
 DISABILITY PLAN TABLE

| Plan Type | Plan Name | Benefit Plan ID | Benefit Plan Name             | Effective Date | Maximum Monthly Benefit | Salary Replacement % |
|-----------|-----------|-----------------|-------------------------------|----------------|-------------------------|----------------------|
| 30        | STD       | KCSTD5          | Short Term Disability - 50%   | 01/01/1980     | 7500.00                 | 50.00                |
| 30        | STD       | KCSTD8          | Short Term Disability - 80%   | 01/01/1980     | 12000.00                | 80.00                |
| 30        | STD       | KUSTD5          | Short Term Disability - 50%   | 01/01/1980     | 7500.00                 | 50.00                |
| 30        | STD       | KUSTD8          | Short Term Disability - 80%   | 01/01/1980     | 12000.00                | 80.00                |
| 31        | LTD       | KCLTD1          | Standard Long-term Disability | 01/01/1980     | 7500.00                 | 50.00                |
| 31        | LTD       | KCLTD2          | Enhanced Long-term Disability | 01/01/1980     | 9999.00                 | 66.67                |
| 31        | LTD       | KCLTD4          | Long Term Disability          | 01/01/1980     | 8000.00                 | 50.00                |
| 31        | LTD       | KCLTD5          | Long-Term Disability          | 01/01/1980     | 9000.00                 | 90.00                |
| 31        | LTD       | KCLTD6          | Long Term Disability          | 01/01/1980     | 9623.00                 | 50.00                |
| 31        | LTD       | KCLTD7          | Long Term Disability          | 01/01/1980     | 6090.00                 | 80.00                |
| 31        | LTD       | KULTD1          | Standard Long-term Disability | 01/01/1980     | 7500.00                 | 50.00                |
| 31        | LTD       | KULTD2          | Enhanced Long-term Disability | 01/01/1980     | 9999.00                 | 66.67                |

| Table ID   | Effective Date | Pay Freq     | Rate Type    | Gender | Age-Range |       | Total-Rate |           | Employer-Rate |           | Employee-Rate |           |
|------------|----------------|--------------|--------------|--------|-----------|-------|------------|-----------|---------------|-----------|---------------|-----------|
|            |                |              |              |        | Low       | High  | Smoker     | Nonsmoker | Smoker        | Nonsmoker | Smoker        | Nonsmoker |
| IRS        | 01/01/1980     | Monthly      | Per Thousand | F      | 00        | 29    | 0.080      | 0.080     | 0.080         | 0.080     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 30        | 34    | 0.090      | 0.090     | 0.090         | 0.090     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 35        | 39    | 0.110      | 0.110     | 0.110         | 0.110     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 40        | 44    | 0.170      | 0.170     | 0.170         | 0.170     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 45        | 49    | 0.290      | 0.290     | 0.290         | 0.290     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 50        | 54    | 0.480      | 0.480     | 0.480         | 0.480     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 55        | 59    | 0.750      | 0.750     | 0.750         | 0.750     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 60        | 64    | 1.170      | 1.170     | 1.170         | 1.170     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 65        | 69    | 2.100      | 2.100     | 2.100         | 2.100     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 70        | 00    | 3.760      | 3.760     | 3.760         | 3.760     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 00        | 29    | 0.080      | 0.080     | 0.080         | 0.080     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 30        | 34    | 0.090      | 0.090     | 0.090         | 0.090     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 35        | 39    | 0.110      | 0.110     | 0.110         | 0.110     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 40        | 44    | 0.170      | 0.170     | 0.170         | 0.170     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 45        | 49    | 0.290      | 0.290     | 0.290         | 0.290     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 50        | 54    | 0.480      | 0.480     | 0.480         | 0.480     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 55        | 59    | 0.750      | 0.750     | 0.750         | 0.750     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 60        | 64    | 1.170      | 1.170     | 1.170         | 1.170     |               |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 65     | 69        | 2.100 | 2.100      | 2.100     | 2.100         |           |               |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 70     | 00        | 3.760 | 3.760      | 3.760     | 3.760         |           |               |           |
| KA00       | 01/01/1980     | Monthly      | Per Thousand | F      | 00        | 24    | 0.040      | 0.040     | 0.040         | 0.040     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 25        | 29    | 0.050      | 0.050     | 0.050         | 0.050     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 30        | 34    | 0.070      | 0.070     | 0.070         | 0.070     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 35        | 39    | 0.080      | 0.080     | 0.080         | 0.080     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 40        | 44    | 0.090      | 0.090     | 0.090         | 0.090     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 45        | 49    | 0.140      | 0.140     | 0.140         | 0.140     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 50        | 54    | 0.220      | 0.220     | 0.220         | 0.220     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 55        | 59    | 0.420      | 0.420     | 0.420         | 0.420     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 60        | 64    | 0.650      | 0.650     | 0.650         | 0.650     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 65        | 69    | 1.250      | 1.250     | 1.250         | 1.250     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 70        | 00    | 2.000      | 2.000     | 2.000         | 2.000     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 00        | 24    | 0.040      | 0.040     | 0.040         | 0.040     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 25        | 29    | 0.050      | 0.050     | 0.050         | 0.050     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 30        | 34    | 0.070      | 0.070     | 0.070         | 0.070     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 35        | 39    | 0.080      | 0.080     | 0.080         | 0.080     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 40        | 44    | 0.090      | 0.090     | 0.090         | 0.090     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 45        | 49    | 0.140      | 0.140     | 0.140         | 0.140     |               |           |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 50        | 54    | 0.220      | 0.220     | 0.220         | 0.220     |               |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 55     | 59        | 0.420 | 0.420      | 0.420     | 0.420         |           |               |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 60     | 64        | 0.650 | 0.650      | 0.650     | 0.650         |           |               |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 65     | 69        | 1.250 | 1.250      | 1.250     | 1.250         |           |               |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 70     | 00        | 2.000 | 2.000      | 2.000     | 2.000         |           |               |           |
| KA01       | 01/01/1980     | Monthly      | Per Thousand | F      | 00        | 29    | 0.030      | 0.040     |               |           | 0.030         | 0.040     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 30        | 34    | 0.040      | 0.050     |               |           | 0.040         | 0.050     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 35        | 39    | 0.060      | 0.070     |               |           | 0.060         | 0.070     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 40        | 44    | 0.080      | 0.090     |               |           | 0.080         | 0.090     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 45        | 49    | 0.130      | 0.140     |               |           | 0.130         | 0.140     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 50        | 54    | 0.210      | 0.220     |               |           | 0.210         | 0.220     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 55        | 59    | 0.410      | 0.420     |               |           | 0.410         | 0.420     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 60        | 64    | 0.630      | 0.640     |               |           | 0.630         | 0.640     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 65        | 69    | 1.150      | 1.200     |               |           | 1.150         | 1.200     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 70        | 99    | 1.800      | 2.100     |               |           | 1.800         | 2.100     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 00        | 29    | 0.030      | 0.040     |               |           | 0.030         | 0.040     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 30        | 34    | 0.040      | 0.050     |               |           | 0.040         | 0.050     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 35        | 39    | 0.060      | 0.070     |               |           | 0.060         | 0.070     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 40        | 44    | 0.080      | 0.090     |               |           | 0.080         | 0.090     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 45        | 49    | 0.130      | 0.140     |               |           | 0.130         | 0.140     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 50        | 54    | 0.210      | 0.220     |               |           | 0.210         | 0.220     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 55        | 59    | 0.410      | 0.420     |               |           | 0.410         | 0.420     |
|            | 01/01/1980     | Monthly      | Per Thousand | M      | 60        | 64    | 0.630      | 0.640     |               |           | 0.630         | 0.640     |
| 01/01/1980 | Monthly        | Per Thousand | M            | 65     | 69        | 1.150 | 1.200      |           |               | 1.150     | 1.200         |           |
| 01/01/1980 | Monthly        | Per Thousand | M            | 70     | 99        | 1.800 | 2.100      |           |               | 1.800     | 2.100         |           |
| KA02       | 01/01/1980     | Monthly      | Per Thousand | F      | 00        | 29    | 0.300      | 0.215     | 0.075         | 0.075     | 0.225         | 0.140     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 30        | 34    | 0.400      | 0.360     | 0.120         | 0.120     | 0.280         | 0.240     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 35        | 39    | 0.595      | 0.555     | 0.185         | 0.185     | 0.410         | 0.370     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 40        | 44    | 0.670      | 0.630     | 0.210         | 0.210     | 0.460         | 0.420     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 45        | 49    | 0.745      | 0.705     | 0.235         | 0.235     | 0.510         | 0.470     |
|            | 01/01/1980     | Monthly      | Per Thousand | F      | 50        | 54    | 1.045      | 1.005     | 0.335         | 0.335     | 0.710         | 0.670     |

PeopleSoft  
LIFE AD/D TABLE

Report ID: BEN705

Page No. 1  
Run Date 08/15/2000  
Run Time 17:15:45

| Plan Type | Plan Name | Benefit Plan ID | Benefit Plan Name              | Effective Date | Coverage                     | Flat Amount | Factor * Salary | Group Code |
|-----------|-----------|-----------------|--------------------------------|----------------|------------------------------|-------------|-----------------|------------|
| 20        | Life      | KCLF1X          | Basic Life - 1X Salary         | 01/01/1980     | Factor x Salary + Flat Amt   |             | 1.000           | KCE1       |
| 20        | Life      | KCLF2X          | Basic Life - 2X Salary         | 01/01/1980     | Factor x Salary + Flat Amt   |             | 2.000           | KCE1       |
| 20        | Life      | KCLF3X          | Basic Life - 3X Salary         | 01/01/1980     | Factor x Salary + Flat Amt   |             | 3.000           | KCE1       |
| 20        | Life      | KUBLIF          | Basic Life Plan                | 01/01/1980     | Flat Amount Only             | 50000       |                 | KUE1       |
| 20        | Life      | LBASIC          | Basic Life                     | 01/01/1980     | Factor x Salary + Flat Amt   | 2000        | 1.000           |            |
| 21        | Supp Life | KCFLAT          | Suppl Group Life 100K          | 01/01/1980     | Flat Amount Only             | 100000      |                 | KCE1       |
| 21        | Supp Life | KCSL1X          | Suppl Group Life 1x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 1.000           | KCE1       |
| 21        | Supp Life | KCSL2X          | Suppl Group Life 2x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 2.000           | KCE1       |
| 21        | Supp Life | KCSL3X          | Suppl Group Life 3x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 3.000           | KCE1       |
| 21        | Supp Life | KUFLAT          | Suppl Group Life 100K          | 01/01/1980     | Flat Amount Only             | 100000      |                 | KUE1       |
| 21        | Supp Life | KUNYLF          | New York Life Supplementl Life | 01/01/1980     | Specified in Employee Record |             |                 | KUE1       |
| 21        | Supp Life | KUSL1X          | Suppl Group Life 1x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 1.000           | KUE1       |
| 21        | Supp Life | KUSL2X          | Suppl Group Life 2x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 2.000           | KUE1       |
| 21        | Supp Life | KUSL3X          | Suppl Group Life 3x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 3.000           | KUE1       |
| 21        | Supp Life | KUSL4X          | Suppl Group Life 4x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 4.000           | KUE1       |
| 21        | Supp Life | KUSL5X          | Suppl Group Life 5x            | 01/01/1980     | Factor x Salary + Flat Amt   |             | 5.000           | KUE1       |
| 21        | Supp Life | LADD1X          | Option B Additional 1X Base    | 01/01/1980     | Factor x Salary + Flat Amt   |             | 1.000           |            |
| 21        | Supp Life | LADD2X          | Option B Additional - 2X Base  | 01/01/1980     | Factor x Salary + Flat Amt   |             | 2.000           |            |
| 21        | Supp Life | LADD3X          | Option B Additional - 3X Base  | 01/01/1980     | Factor x Salary + Flat Amt   |             | 3.000           |            |
| 21        | Supp Life | LADD4X          | Option B Additional - 4X Base  | 01/01/1980     | Factor x Salary + Flat Amt   |             | 4.000           |            |
| 21        | Supp Life | LADD5X          | Option B Additional - 5X Base  | 01/01/1980     | Factor x Salary + Flat Amt   |             | 5.000           |            |
| 22        | AD/D      | KCAD1X          | Accidental Death 1X-Salary     | 01/01/1980     | Factor x Salary + Flat Amt   |             | 1.000           | KCE1       |
| 22        | AD/D      | KCAD25          | Flat 25K AD&D                  | 01/01/1980     | Flat Amount Only             | 25000       |                 | KCE1       |
| 22        | AD/D      | KCAD2X          | Accidental Death 2X-Salary     | 01/01/1980     | Factor x Salary + Flat Amt   |             | 2.000           | KCE1       |
| 22        | AD/D      | KCAD3X          | Accidental Death 3X-Salary     | 01/01/1980     | Factor x Salary + Flat Amt   |             | 3.000           | KCE1       |
| 22        | AD/D      | KUAD25          | Flat 25K AD&D                  | 01/01/1980     | Flat Amount Only             | 25000       |                 | KUE1       |
| 22        | AD/D      | KUAD3X          | Accidental Death 3X-Salary     | 01/01/1980     | Factor x Salary + Flat Amt   |             | 3.000           | KUE1       |
| 22        | AD/D      | KUAD4X          | Accidental Death 4X-Salary     | 01/01/1980     | Factor x Salary + Flat Amt   |             | 4.000           | KUE1       |
| 22        | AD/D      | KUAD5X          | Accidental Death 5X-Salary     | 01/01/1980     | Factor x Salary + Flat Amt   |             | 5.000           | KUE1       |
| 24        | Dep AD/D  | KCDADD          | Dependent Accidental Death     | 01/01/1980     | Flat Amount Only             | 5000        |                 |            |
| 24        | Dep AD/D  | KUDADD          | Dependent Accidental Death     | 01/01/2000     | Flat Amount Only             | 10000       |                 |            |
| 24        | Dep AD/D  | KUDADD          | Dependent Accidental Death     | 01/01/1980     | Flat Amount Only             | 5000        |                 |            |
| 25        | Dep Life  | KCDLF1          | Dependent Life - \$5K          | 01/01/1980     | Flat Amount Only             | 5000        |                 |            |
| 25        | Dep Life  | KCDLF2          | Dependent Life - \$10K         | 01/01/1980     | Flat Amount Only             | 10000       |                 |            |
| 25        | Dep Life  | KCDLF3          | Dependent Life - \$25K         | 01/01/1980     | Flat Amount Only             | 25000       |                 |            |
| 25        | Dep Life  | KCDLFS          | Dpnd Life - Individual Covrg   | 01/01/1980     | Sum of Dependent Coverage    |             |                 |            |
| 25        | Dep Life  | KUDLF1          | Dependent Life - \$5K          | 01/01/1980     | Flat Amount Only             | 5000        |                 |            |
| 25        | Dep Life  | KUDLF2          | Dependent Life - \$10K         | 01/01/1980     | Flat Amount Only             | 10000       |                 |            |
| 25        | Dep Life  | KUDLF3          | Dependent Life - \$25K         | 01/01/1980     | Flat Amount Only             | 25000       |                 |            |
| 25        | Dep Life  | KUDLF4          | Dependent Life - \$2K          | 01/01/2000     | Flat Amount Only             | 2000        |                 |            |
| 25        | Dep Life  | KUDLFE          | Dpnd Life - Specify Covrg      | 01/01/1980     | Specified in Employee Record |             |                 |            |
| 25        | Dep Life  | KUDLFP          | Spouse Life                    | 01/01/1980     | Specified in Employee Record |             |                 |            |
| 25        | Dep Life  | KUDLFS          | Dpnd Life - Individual Covrg   | 01/01/1980     | Sum of Dependent Coverage    |             |                 |            |
| 25        | Dep Life  | LFAM1X          | Option C Family - 1X           | 04/24/1999     | Factor x Salary + Flat Amt   |             | 1.000           |            |
| 25        | Dep Life  | LFAM2X          | Option C Family - 2X           | 04/24/1999     | Factor x Salary + Flat Amt   |             | 2.000           |            |
| 25        | Dep Life  | LFAM3X          | Option C Family - 3X           | 04/24/1999     | Factor x Salary + Flat Amt   |             | 3.000           |            |
| 25        | Dep Life  | LFAM4X          | Option C Family - 4X           | 04/24/1999     | Factor x Salary + Flat Amt   |             | 4.000           |            |

PeopleSoft  
SAVINGS PLANS/INVESTMENTS TABLE

Report ID: BEN707

Page No. 1  
Run Date 08/16/2000  
Run Time 16:00:00

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

|    |       |            |     |                    |       |                       |  |  |  |  |      |  |  |  |  |  |  |  |
|----|-------|------------|-----|--------------------|-------|-----------------------|--|--|--|--|------|--|--|--|--|--|--|--|
| 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 |  |  |  |  |  |  | %SpAccum | 2.000 / |  |  |  |  |  |
|    |        |            |     |         |  |  |  |  |  |  | %SpAccum | 1.000 / |  |  |  |  |  |

Investment Options

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

PeopleSoft  
CALCULATION RULES TABLE

| 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      |       |       |

PeopleSoft  
BENEFIT PLAN TABLE

| Plan Type | Plan Name | Benefit Plan | Effective Date | Benefit Plan Name           | Ben Plan Short Name | Provider Setid | Provider Name                 | Default Deduction | Deduction Name       | Include In NDT? | Min Spousal Allocation |
|-----------|-----------|--------------|----------------|-----------------------------|---------------------|----------------|-------------------------------|-------------------|----------------------|-----------------|------------------------|
| 10        | Medical   | KCMDAB       | 01/01/1980     | Alberta Provincial Medical  | AB Medical          | SHARE          | CANKCVNB Viceroy Northern Ban | KCMED             | Basic Medical Deduct | N               | 0.00                   |
| 10        | Medical   | KCMDBC       | 01/01/1980     | BC Provincial Medical       | BC Medical          | SHARE          | CANKCVNB Viceroy Northern Ban | KCMED             | Basic Medical Deduct | N               | 0.00                   |
| 10        | Medical   | KEMED        | 01/01/1980     | Spain Medical Benefits Plan | Spain Med           | ESP01          | KEHEALTH Spain Health Care Co |                   |                      | N               | 0.00                   |
| 10        | Medical   | KGMED        | 01/01/1980     | UK Medical Health Plan      | UKMDHLTH            | GBR01          | KGUKH UK Health Service Pr    |                   |                      | N               | 0.00                   |
| 10        | Medical   | KNMED        | 01/01/1980     | Basic Medical Plan          | Medical             | NLD01          | KNZKV Dutch Health Service    | KN1001            | Medical/Health Insur | N               | 0.00                   |
| 10        | Medical   | KUHMO1       | 01/01/1980     | Medical HMO Plan 1          | HMO Plan 1          | SHARE          | USAKUKAISR                    | KUHMOK            | Kaiser HMO           | N               | 0.00                   |

Kaiser Permanente offers you 100% coverage when you use Kaiser providers exclusively. There are no deductibles and no claims forms to worry about. With this option, you have a \$10.00 copayment for office visits and prescriptions.

|    |         |        |            |                    |            |       |            |        |            |   |      |
|----|---------|--------|------------|--------------------|------------|-------|------------|--------|------------|---|------|
| 10 | Medical | KUHMO2 | 01/01/1980 | Medical HMO Plan 2 | HMO Plan 2 | SHARE | USAKUKAISR | KUHMOK | Kaiser HMO | N | 0.00 |
|----|---------|--------|------------|--------------------|------------|-------|------------|--------|------------|---|------|

Kaiser Permanente offers you 100% coverage when you use Kaiser providers exclusively. There are no deductibles and no claims forms to worry about. There are no copayments for office visits or prescriptions.

|    |         |        |            |                    |            |       |                     |        |              |   |      |
|----|---------|--------|------------|--------------------|------------|-------|---------------------|--------|--------------|---|------|
| 10 | Medical | KUHMO3 | 01/01/1980 | Medical HMO Plan 3 | HMO Plan 3 | SHARE | USAKUTCARE TakeCare | KUHMO3 | TakeCare HMO | N | 0.00 |
|----|---------|--------|------------|--------------------|------------|-------|---------------------|--------|--------------|---|------|

TakeCare offers you an extensive network of doctors and hospital from which to choose. Your care must be co-ordinated by your primary care physician.

|    |         |       |            |                       |          |       |                               |       |                      |   |      |
|----|---------|-------|------------|-----------------------|----------|-------|-------------------------------|-------|----------------------|---|------|
| 10 | Medical | KUMED | 01/01/1980 | Enhanced Medical Plan | Enhanced | SHARE | USAKUCBS Blue Cross/Blue Shie | KUMED | Basic Medical Deduct | N | 0.00 |
|----|---------|-------|------------|-----------------------|----------|-------|-------------------------------|-------|----------------------|---|------|

The enhanced plan allows you to use both in-network and out-of-network providers. We suggest that you use in-network providers whenever possible to minimize your out-of-pocket costs. This plan has a deductible of \$300 per person and \$900 per family.

|    |         |        |            |                          |            |       |                            |        |                    |   |      |
|----|---------|--------|------------|--------------------------|------------|-------|----------------------------|--------|--------------------|---|------|
| 10 | Medical | KUMED1 | 01/01/1980 | Basic In-Network Medical | In-Network | SHARE | USAKUAETNA Aetna Insurance | KUMED9 | Medical Deductions | N | 0.00 |
|----|---------|--------|------------|--------------------------|------------|-------|----------------------------|--------|--------------------|---|------|



PeopleSoft  
LEAVE PLAN TABLE 1

| Plan Type | Plan Name | Benefit Plan | Benefit Plan Name        | Effective Date | Accrual Proc Date | Accrual Frequency | Service Interval | Spec Calc | Year Begin | Max Leave Balance | Max Carry Over |
|-----------|-----------|--------------|--------------------------|----------------|-------------------|-------------------|------------------|-----------|------------|-------------------|----------------|
| 50        | Sick      | KCSICK       | GBI Sick Leave Plan      | 01/01/1980     | 01/31/2000        | Hrs/Month         | Months           | N         | N          | 80.000            | 40.000         |
| 50        | Sick      | KUSICK       | GBI Sick Leave Plan      | 01/01/1980     | 04/30/2000        | Hrs/Month         | Months           | N         | N          | 80.000            | 40.000         |
| 50        | Sick      | LSLFT        | Sick Leave - Full Time   | 01/01/1980     |                   | Hrs/Pay Pd        | Years            | N         | N          | 99999.000         | 200.000        |
| 50        | Sick      | LSLPT        | Sick Leave - Part Time   | 01/01/1980     |                   | Hrs/Pay Pd        | Years            | N         | N          | 99999.000         | 120.000        |
| 51        | Vacation  | KCVACN       | GBI Vacation Time        | 01/01/1980     | 01/31/2000        | Hrs/Month         | Months           | N         | N          | 200.000           | 120.000        |
| 51        | Vacation  | KUVACE       | GBI Executive Vacation   | 01/01/1980     | 04/30/2000        | Hrs/Month         | Months           | N         | N          | 200.000           | 120.000        |
| 51        | Vacation  | KUVACN       | GBI Vacation Time        | 01/01/1980     | 04/30/2000        | Hrs/Month         | Months           | N         | N          | 200.000           | 120.000        |
| 51        | Vacation  | LALFT        | Annual Leave - Full Time | 01/01/1980     |                   | Hrs/Pay Pd        | Years            | N         | N          | 99999.000         | 240.000        |
| 51        | Vacation  | LALPT        | Annual Leave - Part Time | 01/01/1980     |                   | Hrs/Hour          | Years            | N         | N          | 99999.000         | 240.000        |

End of Report

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LEAVE PLAN TABLES 2 & 3

Report ID: BEN710A

Page No. 1  
Run Date 08/15/2000  
Run Time 14:46:33

| Plan Type  | Plan Name  | Benefit Plan | Benefit Plan Name      | Effective Date      | Service Interval | Service Rate Values |            | Service Bonus Values |            | Pay vs Time | Pay at Term % | Term Pay % | Neg Bal?  | First Year Rate Value |          |           |  |  |
|------------|------------|--------------|------------------------|---------------------|------------------|---------------------|------------|----------------------|------------|-------------|---------------|------------|-----------|-----------------------|----------|-----------|--|--|
|            |            |              |                        |                     |                  | Length of Serv      | Hrs Earned | Length of Serv       | Hrs Earned |             |               |            |           | Empl Mnth             | Mnth Hrs | Rate Elig |  |  |
| 50         | Sick       | KCSICK       | GBI Sick Leave Plan    | 01/01/1980          | Months           | 0                   | 4.000000   | 0                    | 16.000000  | N           | Y             | 100.00     | Y         |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 60          | 24.000000     |            |           |                       |          |           |  |  |
|            |            |              |                        | 01/01/1980          | Months           | 12                  | 6.000000   | 0                    | 16.000000  | N           | Y             | 100.00     | Y         |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 60          | 24.000000     |            |           |                       |          |           |  |  |
|            |            | 01/01/1980   | Months                 | 60                  | 8.000000         | 0                   | 16.000000  | N                    | Y          | 100.00      | Y             |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 60          | 24.000000     |            |           |                       |          |           |  |  |
|            |            |              | KUSICK                 | GBI Sick Leave Plan | 01/01/1980       | Months              | 0          | 4.000000             | 0          | 16.000000   | N             | Y          | 100.00    | Y                     |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            |             | 120           | 24.000000  |           |                       |          |           |  |  |
|            | 01/01/1980 | Months       |                        |                     | 12               | 6.000000            | 0          | 16.000000            | N          | Y           | 100.00        | Y          |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 120         | 24.000000     |            |           |                       |          |           |  |  |
|            |            |              |                        | 01/01/1980          | Months           | 60                  | 8.000000   | 0                    | 16.000000  | N           | Y             | 100.00     | Y         |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      | 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     |            |           |                       |          |           |  |  |
|            |            | 01/01/1980   | Months                 | 0                   | 10.000000        | 0                   | 24.000000  | N                    | N          | 0.00        | N             |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 48          | 54.000000     |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 120         | 96.000000     |            |           |                       |          |           |  |  |
|            |            | 01/01/1980   | Months                 | 48                  | 12.000000        | 0                   | 24.000000  | N                    | N          | 0.00        | N             |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 48          | 54.000000     |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 120         | 96.000000     |            |           |                       |          |           |  |  |
|            |            | 01/01/1980   | Months                 | 120                 | 14.000000        | 0                   | 24.000000  | N                    | N          | 0.00        | N             |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            |                      |            | 48          | 54.000000     |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 120                  | 96.000000  |             |               |            |           |                       |          |           |  |  |
| 01/01/1980 | Months     | 0            | 8.000000               | 0                   | 16.000000        | N                   | Y          | 100.00               | Y          |             |               |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 48                   | 40.000000  |             |               |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 120                  | 80.000000  |             |               |            |           |                       |          |           |  |  |
| 01/01/1980 | Months     | 48           | 10.000000              | 0                   | 16.000000        | N                   | Y          | 100.00               | Y          |             |               |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 48                   | 40.000000  |             |               |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 120                  | 80.000000  |             |               |            |           |                       |          |           |  |  |
| 01/01/1980 | Months     | 120          | 14.000000              | 0                   | 16.000000        | N                   | Y          | 100.00               | Y          |             |               |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 48                   | 40.000000  |             |               |            |           |                       |          |           |  |  |
|            |            |              |                        |                     |                  |                     |            | 120                  | 80.000000  |             |               |            |           |                       |          |           |  |  |
| 01/01/1980 | Years      | 0            | 4.000000               |                     |                  |                     |            |                      |            | N           | N             | 0.00       | N         |                       |          |           |  |  |

PeopleSoft  
RETIREMENT PLAN TABLE

| Plan Type | Plan Name | Benefit Plan | Benefit Plan Name              | Effective Date | Special Accumulator | Employer Percent | Employee Percent | Employer Contribution | Coordinate with FICA? |
|-----------|-----------|--------------|--------------------------------|----------------|---------------------|------------------|------------------|-----------------------|-----------------------|
| 70        | PERS      | 1            | Civil Service Retirement Sys   | 01/01/1980     | LRE                 | 10.000           | 7.000            |                       | N                     |
| 70        | PERS      | 2            | FICA                           | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 70        | PERS      | 3            | FS                             | 01/01/1980     | LRE                 |                  |                  |                       | N                     |
| 70        | PERS      | 4            | None                           | 01/01/1980     | LRE                 |                  |                  |                       | N                     |
| 70        | PERS      | 5            | Other                          | 01/01/1980     | LRE                 |                  |                  |                       | N                     |
| 70        | PERS      | 6            | CSRS - Special                 | 01/01/1980     | LRE                 | 7.500            | 7.500            |                       | N                     |
| 70        | PERS      | C            | FICA & CSRS (PARTIAL)          | 01/01/1980     | LRE                 | 7.000            | 7.000            |                       | Y                     |
| 70        | PERS      | D            | FSPS Law Enforcement           | 01/01/1980     | LRE                 |                  |                  |                       | N                     |
| 70        | PERS      | E            | FICA & CSRS (Partial)          | 01/01/1980     | LRE                 | 7.500            | 7.500            |                       | Y                     |
| 70        | PERS      | F            | FSRDS Law Enforcement          | 01/01/1980     | LRE                 |                  |                  |                       | N                     |
| 70        | PERS      | G            | FICA & FS (Partial)            | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 70        | PERS      | H            | FSRDS Law Enforcement Offset   | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 70        | PERS      | J            | FICA & Other (Partial)         | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 70        | PERS      | K            | FERS & FICA                    | 10/01/1997     | LRE                 | 10.700           | 0.800            |                       | Y                     |
| 70        | PERS      | K            | FERS & FICA                    | 01/01/1980     | LRE                 | 3.210            | 0.800            |                       | Y                     |
| 70        | PERS      | KUPERS       | Public Employees Retirement    | 01/01/1980     |                     |                  | 1.000            |                       | Y                     |
| 70        | PERS      | L            | FERS & FICA Air Traffic Contrl | 01/01/1980     | LRE                 | 0.800            | 22.400           |                       | Y                     |
| 70        | PERS      | M            | FERS & FICA Special            | 01/01/1980     | LRE                 | 1.300            | 24.300           |                       | Y                     |
| 70        | PERS      | N            | FERS & FICA Reserve Tech       | 01/01/1980     | LRE                 | 0.800            | 11.300           |                       | Y                     |
| 70        | PERS      | P            | FSPS & FICA                    | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 70        | PERS      | R            | FICA & CSRS (Full)             | 01/01/1980     |                     | 7.000            | 7.000            |                       | N                     |
| 70        | PERS      | T            | FICA & CSRS Special Full       | 01/01/1980     | LRE                 | 7.500            | 7.500            |                       | Y                     |
| 70        | PERS      | W            | FICA & Other (Full)            | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 70        | PERS      | X            | FICA & Other (Full)            | 01/01/1980     | LRE                 |                  |                  |                       | Y                     |
| 7Z        | 1% Auto   | LTSP1%       | TSP 1% Agency Contribution     | 01/01/1980     | LRE                 |                  |                  |                       | N                     |

End of Report

Report ID: BEN713

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 -----

Program Currency Code : USD  
COBRA Surcharge : 2  
COBRA Disabled Surcharge : 50  
FMLA Plan ID : KUF - Roll-Forward FMLA Ca

----- FSA Administration Information -----

FSA Admin Run ID : -  
Maximum Annual Pledge: \$ 7000.00

| Plan Info  |        |       |         |            |                  | Option Information |                                     |               |                   |           |       |            |
|------------|--------|-------|---------|------------|------------------|--------------------|-------------------------------------|---------------|-------------------|-----------|-------|------------|
| Plan Type  | Rules  | Limit | Age Lmt | If Married | Exclude Disabled | Code               | Benefit-Plan Description            | Coverage-Code | Deduction-Code    | Rate-Type | Table | Calc Rules |
| 10-Medical | PUI DR | 19    | 24      | Y          | Y                | W                  | (Waive)                             |               |                   |           |       |            |
|            |        |       |         |            |                  | 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  | KUHMOK-HMO Kaiser | 2-        | KFMQ  | KNON       |
|            |        |       |         |            |                  | C2                 | KUHMO3-Medical HMO Plan 3           | 2 -EE+Spouse  | KUHMOK-HMO Kaiser | 2-        | KFMR  | KNON       |
|            |        |       |         |            |                  | C3                 | KUHMO3-Medical HMO Plan 3           | 3 -Empl+Deps  | KUHMOK-HMO Kaiser | 2-        | KFMS  | KNON       |
|            |        |       |         |            |                  | C4                 | KUHMO3-Medical HMO Plan 3           | 4 -Family     | KUHMOK-HMO Kaiser | 2-        | KFMT  | KNON       |
|            |        |       |         |            |                  | C5                 | KUPPO -KU - Pacific PPO             | 1 -Empl Only  | KUMED9-Medical    | 2-        | KMD   | KNON       |
| 11-Dental  | PUI DR | 19    | 24      | Y          | Y                | W                  | (Waive)                             |               |                   |           |       |            |
|            |        |       |         |            |                  | 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       |

PeopleSoft  
SERVICE RATE TABLE

| Service Rate Table ID | Effective Date | Pay Freq Type | Rate Per Unit | Service Intervals | Total Rate | Employer Portion | Employee Portion |
|-----------------------|----------------|---------------|---------------|-------------------|------------|------------------|------------------|
| KTR1                  | 01/01/1980     | Annual        | None          | 12                | 125.000    | 0.000            | 125.000          |
|                       | 01/01/1980     | Annual        | None          | 60                | 250.000    | 0.000            | 250.000          |
|                       | 01/01/1980     | Annual        | None          | 120               | 500.000    | 0.000            | 500.000          |
| KV01                  | 01/01/1980     | Monthly       | None          | 0                 | 0.000      | 0.000            | 0.000            |
|                       | 01/01/1980     | Monthly       | None          | 12                | 50.000     | 0.000            | 50.000           |
|                       | 01/01/1980     | Monthly       | None          | 24                | 100.000    | 0.000            | 100.000          |
|                       | 01/01/1980     | Monthly       | None          | 36                | 200.000    | 0.000            | 200.000          |
| KV30                  | 01/01/1980     | Monthly       | Per Thousand  | 0                 | 0.850      | 0.000            | 0.850            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 12                | 0.850      | 0.150            | 0.700            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 24                | 0.850      | 0.300            | 0.550            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 36                | 0.850      | 0.450            | 0.400            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 60                | 0.850      | 0.550            | 0.300            |
| KV31                  | 01/01/1980     | Monthly       | Per Hundred   | 0                 | 0.085      | 0.000            | 0.085            |
|                       | 01/01/1980     | Monthly       | Per Hundred   | 12                | 0.085      | 0.015            | 0.070            |
|                       | 01/01/1980     | Monthly       | Per Hundred   | 24                | 0.085      | 0.030            | 0.055            |
|                       | 01/01/1980     | Monthly       | Per Hundred   | 36                | 0.085      | 0.045            | 0.040            |
|                       | 01/01/1980     | Monthly       | Per Hundred   | 60                | 0.085      | 0.055            | 0.030            |
| KV3A                  | 01/01/1980     | Monthly       | Per Thousand  | 0                 | 1.400      | 0.000            | 1.400            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 12                | 1.400      | 0.300            | 1.100            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 24                | 1.400      | 0.450            | 0.950            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 36                | 1.400      | 0.750            | 0.650            |
|                       | 01/01/1980     | Monthly       | Per Thousand  | 60                | 1.400      | 1.000            | 0.400            |
| KV3C                  | 01/01/1980     | Monthly       | None          | 0                 | 2.000      | 0.000            | 2.000            |
|                       | 01/01/1980     | Monthly       | None          | 12                | 4.000      | 0.000            | 4.000            |
|                       | 01/01/1980     | Monthly       | None          | 24                | 6.000      | 0.000            | 6.000            |
|                       | 01/01/1980     | Monthly       | None          | 36                | 8.000      | 0.000            | 8.000            |
|                       | 01/01/1980     | Monthly       | None          | 60                | 10.000     | 0.000            | 10.000           |

| Plan Type | Benefit Plan  | Effective Date | Buy/Sell  | Earn Type | Pay Freq Type | Vacation Hours |         |         | Vacation Amount |         |
|-----------|---------------|----------------|-----------|-----------|---------------|----------------|---------|---------|-----------------|---------|
|           |               |                |           |           |               | Incr           | Minimum | Maximum | % Salary        | Maximum |
| KCVCBY    | Vacation Buy  | 01/01/1980     | Vacn Buy  | VBY       | Monthly       | 8.00           | 8.00    | 40.00   | 2.000           | 1000.00 |
| KUVCBY    | Vacation Buy  | 01/01/1980     | Vacn Buy  | VBY       | Monthly       | 8.00           | 8.00    | 40.00   | 2.000           | 1000.00 |
| KCVCSL    | Vacation Sell | 01/01/1980     | Vacn Sell | VSL       | Monthly       | 8.00           | 8.00    | 40.00   | 2.000           | 1000.00 |
| KUVCSL    | Vacation Sell | 01/01/1980     | Vacn Sell | VSL       | Monthly       | 8.00           | 8.00    | 40.00   | 2.000           | 1000.00 |

| Plan Type | Plan Name  | Benefit Plan | Benefit Plan Name       | Effective Date | Special Accum | Pension Plan Type | Vol       |         |                 | Contrib % | Contrib Up to YMPE |           | Contrib Over YMPE |           |
|-----------|------------|--------------|-------------------------|----------------|---------------|-------------------|-----------|---------|-----------------|-----------|--------------------|-----------|-------------------|-----------|
|           |            |              |                         |                |               |                   | Cntr Allw | Crd CPP | RCT Registr No. |           | Employee%          | Employer% | Employee%         | Employer% |
| 80        | Std Pensn  | KCPENS       | Standard Pension Canada | 10/10/1980     | KC1           | Def Benfit        | Y         | Y       | 7654321         | None      | 10.000             | 0.000     | 5.000             | 0.000     |
| 82        | US Pensn 1 | KUHP         | GBI Hourly Plan         | 01/01/1960     |               | Qualified         | N         | N       |                 | None      | 0.000              | 0.000     | 0.000             | 0.000     |
| 82        | US Pensn 1 | KUPENE       | GBI Executive Pension   | 01/01/1980     | 401           | Qualified         | N         | Y       |                 | None      | 0.000              | 0.000     | 0.000             | 0.000     |
| 82        | US Pensn 1 | KUPENS       | GBI Pension Plan        | 01/01/1980     | 401           | Qualified         | N         | Y       |                 | None      | 0.000              | 0.000     | 0.000             | 0.000     |
| 82        | US Pensn 1 | KUSP         | GBI Salaried Plan       | 01/01/1960     |               | Qualified         | N         | N       |                 | None      | 0.000              | 0.000     | 0.000             | 0.000     |
| 82        | US Pensn 1 | PUCP         | Contributory Plan       | 01/01/1980     |               | Qualified         | N         | Y       |                 | None      | 0.000              | 0.000     | 0.000             | 0.000     |
| 82        | US Pensn 1 | SPLAN        | CCB Pension Plan        | 01/01/1960     |               | Qualified         | N         | N       |                 | None      | 0.000              | 0.000     | 0.000             | 0.000     |

End of Report

| Plan Type | Plan Name  | Benefit Plan | Benefit Plan Name       | Effective Date | Contrib Rate Type | Pension Rate            | Contrib Up to YMPE |                    | Contrib Over YMPE  |                    |
|-----------|------------|--------------|-------------------------|----------------|-------------------|-------------------------|--------------------|--------------------|--------------------|--------------------|
|           |            |              |                         |                |                   | -----<br>Earnings Limit | -----<br>Employee% | -----<br>Employer% | -----<br>Employee% | -----<br>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              |                         |                    |                    |                    |                    |



| Plan Type | Plan Name  | Benefit Plan Name |                         | Effective Date | Special Accum | Pension Plan Type | Vol Cntr | PA Percentage |       |      | PA Exclude Earnings |           | Benefit Entitlement Ceiling | PA Annual Base Hours |
|-----------|------------|-------------------|-------------------------|----------------|---------------|-------------------|----------|---------------|-------|------|---------------------|-----------|-----------------------------|----------------------|
|           |            |                   |                         |                |               |                   |          | Under         | YMPE  | Over | From                | To        |                             |                      |
| 80        | Std Pensn  | KCPENS            | Standard Pension Canada | 10/10/1980     | KC1           | Def Benefit       | Y        | 1.400         | 2.000 |      | 64,000.00           | 85,000.00 | 1,277.78                    | 2,080.00             |
| 82        | US Pensn 1 | KUHP              | GBI Hourly Plan         | 01/01/1960     |               | Qualified         | N        | 0.000         | 0.000 |      | 0.00                | 0.00      | 0.00                        | 0.00                 |
| 82        | US Pensn 1 | KUPENE            | GBI Executive Pension   | 01/01/1980     | 401           | Qualified         | Y        | 0.000         | 0.000 |      | 0.00                | 0.00      | 0.00                        | 0.00                 |
| 82        | US Pensn 1 | KUPENS            | GBI Pension Plan        | 01/01/1980     | 401           | Qualified         | Y        | 0.000         | 0.000 |      | 0.00                | 0.00      | 0.00                        | 0.00                 |
| 82        | US Pensn 1 | KUSP              | GBI Salaried Plan       | 01/01/1960     |               | Qualified         | N        | 0.000         | 0.000 |      | 0.00                | 0.00      | 0.00                        | 0.00                 |
| 82        | US Pensn 1 | PUCP              | Contributory Plan       | 01/01/1980     |               | Qualified         | Y        | 0.000         | 0.000 |      | 0.00                | 0.00      | 0.00                        | 0.00                 |
| 82        | US Pensn 1 | SPLAN             | CCB Pension Plan        | 01/01/1960     |               | Qualified         | N        | 0.000         | 0.000 |      | 0.00                | 0.00      | 0.00                        | 0.00                 |

End of Report

| Plan ID | Effective Date | Status | Description                   | Calendar Type    | Annual Entitlmt | Svc Wks | Work Hrs | Hours Source | Spcl FMLA Hrs Accumulator |
|---------|----------------|--------|-------------------------------|------------------|-----------------|---------|----------|--------------|---------------------------|
| KUB     | 01/01/1980     | A      | Roll-Backward FMLA Calendar   | Roll-Bkwd        | 12 weeks        | 52      | 1250     | Std Hrs      |                           |
| KUC     | 01/01/80       | A      | Calendar FMLA Year (01/01)    | Calendar (01/01) | 12 weeks        | 52      | 1250     | Std Hrs      |                           |
| KUF     | 01/01/80       | A      | Roll-Forward FMLA Calendar    | Roll-Fwd         | 12 weeks        | 52      | 1250     | Std Hrs      |                           |
| KUP     | 01/01/80       | A      | Calendar Year Using Payroll   | Calendar (01/01) | 12 weeks        | 52      | 1250     | Pay Hrs      | K19-FMLA Hours            |
| XXX     | 01/01/80       | A      | Dummy for Non-US Benefit Pgms | Calendar (01/01) | 12 weeks        | 52      | 1250     | Std Hrs      |                           |



Rate Definitions as of: 01/01/2000

| Rate-ID | Effective-Date | Percent-of-Salary | Employer Portion | Employee Portion |
|---------|----------------|-------------------|------------------|------------------|
| KS01    | 01/01/1980     | 1.000             | 0.000            | 1.000            |
| KS02    | 01/01/1980     | 2.000             | 0.000            | 2.000            |
| KS03    | 01/01/1980     | 0.500             | 0.000            | 0.500            |
| KS05    | 01/01/1980     | 5.000             | 0.000            | 5.000            |
| KSP4    | 01/01/1980     | 0.400             | 0.000            | 0.400            |
| KSP6    | 01/01/1980     | 0.600             | 0.000            | 0.600            |
| KSQ1    | 01/01/1980     | 0.100             | 0.000            | 0.100            |
| KSQ2    | 01/01/1980     | 0.200             | 0.000            | 0.200            |
| KSQ3    | 01/01/1980     | 0.300             | 0.000            | 0.300            |
| KSQ4    | 01/01/1980     | 0.400             | 0.000            | 0.400            |
| KSQ5    | 01/01/1980     | 0.500             | 0.000            | 0.500            |
| KSQ6    | 01/01/1980     | 0.600             | 0.000            | 0.600            |

Employees Without Employment Records

| Employee Name | Employee ID |
|---------------|-------------|
| Luts,Nathalie | KBN001      |

The number of records that met this criteria is 1.

Employees Without Job Records

| Employee Name   | Employee ID |
|-----------------|-------------|
| Vandaele,Steven | KB0004      |
| Vandaele,Steven | KB0004      |

The number of records that met this criteria is 2.

Employees Less Than 16 Years Old

| Employee Name | Employee ID |
|---------------|-------------|
| Luts,Nathalie | KBN001      |

The number of employees that met this criteria is 1.

People With Unusual Dependents Signed Up For Coverage

| Employee ID | Empl Rcd# | Plan Type | Plan   | Dep ID | Rel-Ship |
|-------------|-----------|-----------|--------|--------|----------|
| KU0115      | 0         | 10        | KUMED  | 01     | X        |
| KU0115      | 0         | 11        | KUDEN2 | 01     | X        |
| KU0067      | 0         | 10        | KUHMO2 | 05     | O        |
| KU0067      | 0         | 11        | KUDMO  | 05     | O        |
| KU0067      | 0         | 14        | KUVIS2 | 05     | O        |
| KU0029      | 0         | 10        | KUMED  | 04     | O        |
| KU0029      | 0         | 11        | KUDEN1 | 04     | O        |
| KU0029      | 0         | 14        | KUVIS1 | 04     | O        |

The number of records that met this criteria is 8.

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

| Employee ID | Plan Type | Benefit Plan | Covrg Code | Dep ID | Dependent Employee ID |
|-------------|-----------|--------------|------------|--------|-----------------------|
| KU0116      | 10        | KUHMO2       | 4          | 02     | C10001                |
| KU0116      | 11        | KUDEN1       | 4          | 02     | C10001                |

The number of records that met this criteria is 2.

Employees With Over-Age Dependent Coverage

| Employee ID | Plan Type | Covrg Code | Dep ID | Rel-Ship | Dependent Birthdate | Mar Sts | Marital Status Dt | Dis-abled | Stu-udent | Student Status Dt |
|-------------|-----------|------------|--------|----------|---------------------|---------|-------------------|-----------|-----------|-------------------|
| KU0035      | 10        | 3          | 04     | M        | 1929-05-27          | W       | 1948-11-21        | N         | N         |                   |
| KU0115      | 10        | 4          | 01     | X        | 1955-03-23          | D       | 2000-05-01        | N         | N         |                   |
| KU0115      | 11        | 4          | 01     | X        | 1955-03-23          | D       | 2000-05-01        | N         | N         |                   |
| KU0069      | 15        | 7          | 02     | ND       | 1980-03-12          | S       |                   | N         | N         |                   |
| KU0069      | 16        | 7          | 02     | ND       | 1980-03-12          | S       |                   | N         | N         |                   |
| KU0069      | 17        | 7          | 02     | ND       | 1980-03-12          | S       |                   | N         | N         |                   |

The number of records that met this criteria is 6.

Report ID: BEN734

As Of Date: 01/01/2000

selected Plan Types: Health: '1%', Life and AD/D: '2%', Savings: '4%', Pension: '8%'

Audit: Employees who have not enrolled in court-ordered coverage

| Emplid | Name          | Plan | ID  | Dependent / Beneficiary | Court Order Information |            |
|--------|---------------|------|-----|-------------------------|-------------------------|------------|
| =====  | =====         | ==== | === | =====                   | =====                   | =====      |
| KB0001 | Ceulemans,Jan | 20   | 01  | Janice,Ceulemans        | CA 1234567890           | 01/01/1990 |
| KB0001 | Ceulemans,Jan | 20   | 02  | Ceulemans,Janitzia      | CA 902389038098234      | 01/01/1999 |
| KB0001 | Ceulemans,Jan | 20   | 03  | Ceulemans,Jonas         | CA 902382098423034      | 01/01/1999 |
| KB0001 | Ceulemans,Jan | 40   | 03  | Ceulemans,Jonas         | CA 93280248940238       | 01/01/1999 |
| KB0002 | Peeters,Guido | 20   | 01  | Peeters,Guida           | CA 92389082340298       | 01/01/1999 |
| KB0002 | Peeters,Guido | 20   | 02  | Peeters,Guidito         | CA 293780982350348905   | 01/01/1999 |
| KB0002 | Peeters,Guido | 40   | 01  | Peeters,Guida           | CA 903q84023983420823   | 01/01/1999 |
| KB0002 | Peeters,Guido | 40   | 02  | Peeters,Guidito         | CA 9280498034820        | 01/01/1999 |

| Billing Period         | Period Begin Date | Period End Date | Payment Due | COBRA Payment Due | Calculation RUN | Statements Printed |
|------------------------|-------------------|-----------------|-------------|-------------------|-----------------|--------------------|
| 2012<br>December 2000  | 12/01/2000        | 12/31/2000      | 12/26/2000  | 12/31/2000        | N               | N                  |
| 2011<br>November 2000  | 11/01/2000        | 11/30/2000      | 11/26/2000  | 12/01/2000        | N               | N                  |
| 2010<br>October 2000   | 10/01/2000        | 10/31/2000      | 10/26/2000  | 10/31/2000        | N               | N                  |
| 2009<br>September 2000 | 09/01/2000        | 09/30/2000      | 09/26/2000  | 10/01/2000        | N               | N                  |
| 2008<br>August 2000    | 08/01/2000        | 08/31/2000      | 08/26/2000  | 08/31/2000        | N               | N                  |
| 2007<br>July 2000      | 07/01/2000        | 07/31/2000      | 07/26/2000  | 07/31/2000        | N               | N                  |
| 2006<br>June 2000      | 06/01/2000        | 06/30/2000      | 06/26/2000  | 07/01/2000        | N               | N                  |
| 2005<br>Mai 2000       | 05/01/2000        | 05/31/2000      | 05/26/2000  | 05/31/2000        | N               | N                  |
| 2004<br>April 2000     | 04/01/2000        | 04/30/2000      | 04/26/2000  | 05/01/2000        | Y               | N                  |
| 2003<br>March 2000     | 03/01/2000        | 03/31/2000      | 03/26/2000  | 03/31/2000        | N               | N                  |
| 2002<br>Feb 2000       | 02/01/2000        | 02/29/2000      | 02/26/2000  | 03/02/2000        | N               | N                  |
| 2001<br>Jan 2000       | 01/01/2000        | 01/31/2000      | 01/26/2000  | 01/31/2000        | Y               | N                  |
| 9912<br>December 99    | 12/01/1999        | 12/31/1999      | 12/26/1999  | 12/31/1999        | N               | N                  |
| 9911<br>November 99    | 11/01/1999        | 11/30/1999      | 11/26/1999  | 12/01/1999        | N               | N                  |
| 9910<br>October 99     | 10/01/1999        | 10/31/1999      | 10/26/1999  | 10/31/1999        | N               | N                  |
| 9909<br>September 99   | 09/01/1999        | 09/30/1999      | 09/26/1999  | 10/01/1999        | N               | N                  |
| 9908<br>August 99      | 08/01/1999        | 08/31/1999      | 08/26/1999  | 08/31/1999        | N               | N                  |
| 9907<br>July 1999      | 07/01/1999        | 07/31/1999      | 07/26/1999  | 07/31/1999        | N               | N                  |
| 9906<br>June 1999      | 06/01/1999        | 06/30/1999      | 06/26/1999  | 07/01/1999        | N               | N                  |

**INITIAL LETTER**

03/11/2005

Lucius Snow  
4447 Riverform 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 separation
- 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:

| <b>Plan Type</b> | <b>Benefit Plan</b> | <b>Coverage Code</b> | <b>Coverage End Date</b> |
|------------------|---------------------|----------------------|--------------------------|
| * 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  
4816 Diaspo Blvd  
San Ramon, CA 94678

EmplID: KU0115  
Benefit Rcd#: 0  
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

| <b>Plan Type</b> | <b>Coverage End Date</b> |
|------------------|--------------------------|
| 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

**2001 COBRA ENROLLMENT FORM - OPEN ENROLLMENT**

Richard Stankowski  
 11308 Wildflower Lane  
 Grass Valley, CA 97077

EmplID: C10001  
 Empl Rcd#: 0  
 Event ID: 1  
 Related ID: 00

Benefit Pgm: KU1  
 Effective Date: 01/01/2001  
 Date of Birth: 07/15/1981  
 SSN: [REDACTED]

| Current Coverages: |            | Coverage Option | Coverage Begin Date | Coverage End Date |
|--------------------|------------|-----------------|---------------------|-------------------|
| Medical            | HMO Plan 2 | Empl Only       | 07/15/2000          | 07/15/2003        |
| Dental             | Std Dental | Empl Only       | 07/15/2000          | 07/15/2003        |

The attached page(s) lists all of the COBRA benefit options and associated monthly costs for 2001. If you wish to make any changes after you have reviewed the COBRA options for 2001, designate below your new coverage choices and dependents for 2001. You may only choose those coverages for which you are eligible. If you do not make a selection, the coverage in which you are currently enrolled will continue in 2001. Please note that these choices will remain in effect throughout 2001 unless you experience a change in family status or your COBRA coverage expires.

**If you make any changes, sign and return your completed enrollment form to the COBRA Administrator by 11/15/2000. Please keep a copy of this form for your records.**

**OPTIONS: Designate the plans in which you wish to enroll.**

- Medical : \_\_\_\_\_
- Dental : \_\_\_\_\_
- DP Medical : \_\_\_\_\_
- DP Dental : \_\_\_\_\_
- FSA Health : \_\_\_\_\_

**DEPENDENT/BENEFICIARIES**

The first box lists all dependents with current health coverages on file. Please make any necessary changes and identify any new dependents or beneficiaries in the last box provided for you.

| MEDICAL/DENTAL |         |        |  |
|----------------|---------|--------|--|
| DEPENDENT(S)   | MEDICAL | DENTAL |  |
|                |         |        |  |
|                |         |        |  |

For the period 01/01/00 through 12/31/00

| Employee Id | Name               | Ben Rcd# | COBRA Event ID | COBRA Event Class | COBRA Event Date | COBRA Process Status | COBRA Qualified Status | BAS Data Change | COBRA Event Conflict |
|-------------|--------------------|----------|----------------|-------------------|------------------|----------------------|------------------------|-----------------|----------------------|
| KU0106      | Chae, Kevin        | 0        | 1              | TER               | 05/25/2000       | Closed               | Not Qual               | N               | N                    |
| KU0115      | Mapin, George N    | 0        | 1              | TER               | 03/01/2000       | Closed               | Qualified              | N               | N                    |
| KU0115      | Mapin, George N    | 0        | 2              | DIV               | 05/01/2000       | Closed               | Qualified              | N               | N                    |
| KU0117      | Snow, Lucius       | 0        | 1              | TER               | 03/01/2000       | Open                 | Qualified              | N               | N                    |
| KU0116      | Stankowski, Martha | 0        | 1              | OVG               | 07/15/2000       | Closed               | Qualified              | N               | N                    |

The total number of COBRA participants is 5

PeopleSoft  
 COBRA ENROLLMENT REPORT

Page No. 1  
 Run Date 08/17/2000  
 Run Time 17:32:32

Report ID: CBR006  
 From Date: 2000-01-01 00:00:00.000  
 Thru Date: 2000-12-31 00:00:00.000  
 Benefit Program: KUI

| Employee ID                | Rcd# | COBRA    |        | Participant Name   | Plan Type | Covrg Elect | Benefit Plan | Coverage  | Coverage   |            |            |
|----------------------------|------|----------|--------|--------------------|-----------|-------------|--------------|-----------|------------|------------|------------|
|                            |      | Event ID | Dep ID |                    |           |             |              |           | Elect Date | Begin Date | End Date   |
| C10002                     | 0    | 1        | 00     | Mapin,Annette      | 10        | E           | KUMED        | Empl Only | 08/17/2000 | 05/01/2000 | 02/28/2003 |
| C10002                     | 0    | 1        | 00     | Mapin,Annette      | 11        | E           | KUDEN2       | Empl Only | 08/17/2000 | 05/01/2000 | 02/28/2003 |
| KU0115                     | 0    | 1        | 00     | Mapin,George N     | 10        | E           | KUMED        | Family    | 03/15/2000 | 03/01/2000 | 08/31/2001 |
|                            |      |          | 01     | Mapin,Annette      |           |             |              |           |            |            |            |
|                            |      |          | 02     | Mapin,Michelle     |           |             |              |           |            |            |            |
|                            |      |          | 03     | Mapin,Jonathan     |           |             |              |           |            |            |            |
| KU0115                     | 0    | 1        | 00     | Mapin,George N     | 11        | E           | KUDEN2       | Family    | 03/15/2000 | 03/01/2000 | 08/31/2001 |
|                            |      |          | 01     | Mapin,Annette      |           |             |              |           |            |            |            |
|                            |      |          | 02     | Mapin,Michelle     |           |             |              |           |            |            |            |
|                            |      |          | 03     | Mapin,Jonathan     |           |             |              |           |            |            |            |
| C10001                     | 0    | 1        | 00     | Stankowski,Richard | 10        | E           | KUHMO2       | Empl Only | 08/01/2000 | 07/15/2000 | 07/14/2003 |
| C10001                     | 0    | 1        | 00     | Stankowski,Richard | 11        | E           | KUDEN1       | Empl Only | 08/01/2000 | 07/15/2000 | 07/14/2003 |
| Benefit Program KUI Total: |      |          |        |                    |           |             |              |           | 12         |            |            |

HR-System Test Est ID

2323 North Thompson Avenue  
 Walnut Creek, CA 94596

Control Number

FUNCTIONS: 01 03 14

1. Full-Time Employees

| Job Category  | Salaries    | Male |      | Male |     |     |      |       |        | Female |     |     |      |       |        | Total<br>O |    |
|---------------|-------------|------|------|------|-----|-----|------|-------|--------|--------|-----|-----|------|-------|--------|------------|----|
|               |             | A    | B    | C    | D   | E   | F    | G     | H      | I      | J   | K   | L    | M     | N      |            |    |
|               |             | Hisp | Hisp | Wht  | Blk | Asn | PcIs | AmInd | 2+Race | Wht    | Blk | Asn | PcIs | AmInd | 2+Race |            |    |
| Officl/Adm 05 | \$33.0-42.9 |      |      |      |     |     |      |       |        | 3      |     |     |      |       |        |            | 3  |
| 06            | 43.0-54.9   |      | 1    |      |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| 07            | 55.0-69.9   |      |      | 2    |     |     |      |       |        | 3      |     |     |      |       |        |            | 5  |
| 08            | 70.0 Plus   |      |      | 1    |     |     |      |       |        | 3      |     |     |      |       |        |            | 4  |
| Professnls 13 | \$33.0-42.9 |      |      | 8    |     |     |      |       |        | 3      |     |     |      |       |        |            | 11 |
| 15            | 55.0-69.9   |      |      | 1    |     |     |      |       |        | 1      |     |     |      |       |        |            | 2  |
| 16            | 70.0 Plus   |      |      | 4    |     |     |      |       |        |        |     |     |      |       |        |            | 4  |
| Technicns 24  | \$70.0 Plus |      |      | 1    |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| Protct/Svc 31 | \$55.0-69.9 |      |      | 2    |     |     |      |       |        |        |     |     |      |       |        |            | 2  |
| 32            | 70.0 Plus   |      |      | 3    |     |     |      |       |        |        |     |     |      |       |        |            | 3  |
| Para-Prof 39  | \$55.0-69.9 |      |      | 3    |     |     |      |       |        | 3      |     |     |      |       |        |            | 6  |
| 40            | 70.0 Plus   |      | 1    | 1    | 1   |     | 1    |       |        | 1      |     |     |      |       |        |            | 5  |
| Admin Supp 45 | \$33.0-42.9 |      |      |      |     |     |      |       |        | 1      |     |     |      |       |        |            | 1  |
| 47            | 55.0-69.9   |      |      | 1    |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| 48            | 70.0 Plus   |      |      |      | 1   |     |      |       |        |        |     |     |      |       |        |            | 1  |
| Skill Crft 56 | \$70.0 Plus |      |      | 1    |     |     |      |       |        | 1      |     |     |      |       |        |            | 2  |
| Serv/Maint 61 | \$33.0-42.9 |      |      | 1    |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| 62            | 43.0-54.9   | 1    | 1    |      |     |     |      | 1     |        |        |     |     |      |       |        |            | 3  |
| 63            | 55.0-69.9   |      |      | 2    | 1   |     |      |       |        | 2      |     |     |      |       |        |            | 5  |
| 64            | 70.0 Plus   |      |      |      |     |     | 1    |       |        | 3      | 1   |     | 1    |       |        |            | 6  |
| <b>Total</b>  |             |      |      |      |     |     |      |       |        |        |     |     |      |       |        |            |    |
| Full Time 65  |             | 1    | 3    | 31   | 3   | 0   | 2    | 1     | 0      | 24     | 1   | 0   | 1    | 0     | 0      |            | 67 |

HR-System Test Est ID

2323 North Thompson Avenue  
 Walnut Creek, CA 94596

Control Number

FUNCTIONS: 01 03 14

2. Other Than Full-Time Employees

| Job Category               | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total<br>O |
|----------------------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|------------|
|                            | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      |            |
|                            | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |            |
| Serv/Maint 73              |      |      |                  |     |     |      |       |        | 1                  | 1   |     |      |       |        | 2          |
| Total Other<br>Than F-T 74 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 1                  | 1   | 0   | 0    | 0     | 0      | 2          |

HR-System Test Est ID

2323 North Thompson Avenue  
Walnut Creek, CA 94596

Control Number

FUNCTIONS: 01 03 14

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

| Job Category | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total<br>O |
|--------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|------------|
|              | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      |            |
|              | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |            |
| New Hires 83 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 0                  | 0   | 0   | 0    | 0     | 0      | 0          |

List of Agencies in this Function

- HXSS1004 Enterprise
- HXDEPT01 HRMS Division
- HXSS1001 HRMS Product Development
- HXSS1000 HRMS Product Management
- HXPOP001 HXPOP001
- HXPOP002 HXPOP002
- HOPM2 Human Resources
- HXMU006 MU-Princeton Development
- HXMU003 MU-San Jose Development
- HXSS1008 Marketing
- HXDEPT02 Plan Careers Dept2
- HXSS1002 Product Management
- HXSS1007 Quality Assurance
- HXSS1003 Strategy
- HXSS1009 Support
- HXSS1006 Technology
- HXSS1005 Technology & Services

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: \_\_\_\_\_ Title of Contact Person: \_\_\_\_\_  
 Address: 2323 North Thompson Avenue, Walnut Creek, CA 94596 Telephone: \_\_\_\_\_  
 Authorized Official: \_\_\_\_\_  
 Name Typed: \_\_\_\_\_ Date: \_\_\_\_\_  
 Signature: \_\_\_\_\_



GBI Data Processing Center

2222 Monument Blvd  
 Pleasanton, CA 94523

Control Number

FUNCTIONS:03

1. Full-Time Employees

| Job Category          | Salaries    | Male |      | Male |     |     |      |       |        | Female |     |     |      |       |        | Total<br>O |   |
|-----------------------|-------------|------|------|------|-----|-----|------|-------|--------|--------|-----|-----|------|-------|--------|------------|---|
|                       |             | A    | B    | C    | D   | E   | F    | G     | H      | I      | J   | K   | L    | M     | N      |            |   |
|                       |             | Hisp | Hisp | Wht  | Blk | Asn | PcIs | AmInd | 2+Race | Wht    | Blk | Asn | PcIs | AmInd | 2+Race |            |   |
| Serv/Maint 63         | \$55.0-69.9 |      |      | 1    |     |     |      |       |        | 1      |     |     |      |       |        |            | 2 |
| Total<br>Full Time 65 |             | 0    | 0    | 1    | 0   | 0   | 0    | 0     | 0      | 1      | 0   | 0   | 0    | 0     | 0      | 0          | 2 |

GBI Data Processing Center

2222 Monument Blvd  
 Pleasanton, CA 94523

Control Number

FUNCTIONS:03

2. Other Than Full-Time Employees

| Job Category               | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total<br>O |
|----------------------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|------------|
|                            | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      |            |
|                            | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |            |
| Serv/Maint 73              |      |      |                  |     |     |      |       |        | 1                  |     |     |      |       |        | 1          |
| Total Other<br>Than F-T 74 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 1                  | 0   | 0   | 0    | 0     | 0      | 1          |

GBI Data Processing Center

2222 Monument Blvd  
Pleasanton, CA 94523

Control Number

FUNCTIONS:03

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

| Job Category | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total<br>O |
|--------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|------------|
|              | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      |            |
|              | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |            |
| New Hires 83 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 0                  | 0   | 0   | 0    | 0     | 0      | 0          |

List of Agencies in this Function

HXSS1006 Technology

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:  
Address: 2222 Monument Blvd , Pleasanton, CA 94523  
Authorized Official:  
Name Typed:  
Signature:

Title of Contact Person:  
Telephone:  
  
Date:





Global Business Institute HQ

1400 Madison Ave  
Los Angeles, CA 94769

Control Number

FUNCTION01: Financial Administration

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

| Job Category | Male |      | Female |     |     |      |       |        | Total |     |     |      |       |        |   |
|--------------|------|------|--------|-----|-----|------|-------|--------|-------|-----|-----|------|-------|--------|---|
|              | A    | B    | C      | D   | E   | F    | G     | H      | I     | J   | K   | L    | M     | N      | O |
|              | Hisp | Hisp | Wht    | Blk | Asn | PcIs | AmInd | 2+Race | Wht   | Blk | Asn | PcIs | AmInd | 2+Race |   |
| New Hires 83 | 0    | 0    | 0      | 0   | 0   | 0    | 0     | 0      | 0     | 0   | 0   | 0    | 0     | 0      | 0 |

List of Agencies in this Function

10500 Benefits  
ADMIN President

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:  
Address: 1400 Madison Ave , Los Angeles, CA 94769  
Authorized Official:  
Name Typed:  
Signature:

Title of Contact Person:  
Telephone:  
  
Date:

End of Report

Report ID: CBR007  
 As Of Date: 08/17/2000

Employees Enrolled in Active and COBRA Health Coverage

| Employee ID | Event ID |
|-------------|----------|
| -----       | -----    |

The number of records that met this criteria is 0.

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

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

The number of records that met this criteria is 0.

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

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

The number of records that met this criteria is 0.

Employees With Over-Age Dependent Coverage

| Employee ID | Plan Type | Covrg Code | Dep ID | Rel-Ship | Dependent Birthdate | Mar Sts | Marital Status Dt | Dis-abled | Stu-udent | Student Status Dt |
|-------------|-----------|------------|--------|----------|---------------------|---------|-------------------|-----------|-----------|-------------------|
| KU0115      | 10        | 4          | 01     | X        | 03/23/1955          | D       | 05/01/2000        | N         | N         |                   |
| KU0115      | 11        | 4          | 01     | X        | 03/23/1955          | D       | 05/01/2000        | N         | N         |                   |

The number of records that met this criteria is 2.

PeopleSoft  
COBRA ADMINISTRATION ERROR REPORT

Report ID: CBR008

Page No. 1  
Run Date 08/17/2000  
Run Time 17:22:02

| Employee Id | Ben Rcd# | Event Id | Dep Id | Msg-Id | Error Message Description  | Message-Data 1/2/3 |
|-------------|----------|----------|--------|--------|--|--------------------|
| KU0117      | 0        | 1        | 00     | 000248 | Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program) | 1: KUI             |
|             |          |          | 01     | 000248 | Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program) | 1: KUI             |
|             |          |          | 02     | 000248 | Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program) | 1: KUI             |
|             |          |          | 03     | 000248 | Benefits Administration Eligibility found no benefit program for which this COBRA participant was eligible. The COBRA participant was assigned the benefit program the employee was enrolled at the time of the COBRA event. (MSGData1: Benefit Program) | 1: KUI             |

End of Report



**NOTICE OF UNAVAILABILITY**

03/11/2005

John Jones  
111 Oneway Street  
Irvine, CA

EmplID: HXRS01  
Benefit Rcd#: 0  
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

Highly Compensated Employees

| Employee Name    | Employee ID | ----- Actual Year-to-Date ----- |                    |              | ----- Forecasted Year-End ----- |                    |              |
|------------------|-------------|---------------------------------|--------------------|--------------|---------------------------------|--------------------|--------------|
|                  |             | Gross Earnings                  | Contributions      | ADP          | Gross Earnings                  | Contributions      | ADP          |
| Lewis, Douglas   | KU0001      | \$85,666.68                     | \$4,283.32         | 5.000        | \$259,866.68                    | \$10,500.00        | 6.176        |
| Baran, Charles   | KU0002      | \$65,264.63                     | \$0.00             | 0.000        | \$189,214.63                    | \$0.00             | 0.000        |
| Parsons, Jean    | KU0003      | \$56,123.04                     | \$1,600.00         | 2.851        | \$178,331.04                    | \$5,084.00         | 2.991        |
| Grafton, Ken     | KU0004      | \$55,219.87                     | \$1,656.24         | 2.999        | \$176,958.87                    | \$8,960.58         | 5.271        |
| Aliverdi, Reza   | KU0005      | \$40,777.36                     | \$1,223.32         | 3.000        | \$123,696.56                    | \$6,198.48         | 5.011        |
| Locherty, Betty  | KU0007      | \$45,654.44                     | \$1,600.00         | 3.505        | \$146,154.44                    | \$8,568.00         | 5.862        |
| Roth, Calvin     | KU0008      | \$40,115.99                     | \$1,600.00         | 3.988        | \$128,555.99                    | \$5,084.00         | 3.955        |
| Religioso, Steve | KU0036      | \$30,969.65                     | \$1,548.48         | 5.000        | \$119,149.69                    | \$1,936.95         | 1.626        |
| Passantino, Alex | KU0067      | \$55,360.79                     | \$0.00             | 0.000        | \$177,434.79                    | \$0.00             | 0.000        |
| <b>Total:</b>    | <b>9</b>    | <b>\$475,152.45</b>             | <b>\$13,511.36</b> | <b>2.927</b> | <b>\$1,499,362.69</b>           | <b>\$46,332.01</b> | <b>3.432</b> |

Highly Compensated Employees

| Employee Name    | Employee ID | ----- Actual Year-to-Date ----- |               |       | ----- Forecasted Year-End ----- |               |       |
|------------------|-------------|---------------------------------|---------------|-------|---------------------------------|---------------|-------|
|                  |             | Gross Earnings                  | Contributions | ACP   | Gross Earnings                  | Contributions | ACP   |
| Lewis, Douglas   | KU0001      | \$85,666.68                     | \$6,853.32    | 8.000 | \$259,866.68                    | \$10,337.32   | 6.081 |
| Baran, Charles   | KU0002      | \$65,264.63                     | \$649.58      | 0.995 | \$189,214.63                    | \$1,889.08    | 1.111 |
| Parsons, Jean    | KU0003      | \$56,123.04                     | \$1,600.10    | 2.851 | \$178,331.04                    | \$1,600.10    | 0.941 |
| Grafton, Ken     | KU0004      | \$55,219.87                     | \$1,656.24    | 2.999 | \$176,958.87                    | \$1,656.24    | 0.974 |
| Aliverdi, Reza   | KU0005      | \$40,777.36                     | \$1,223.32    | 3.000 | \$123,696.56                    | \$1,223.32    | 0.989 |
| Locherty, Betty  | KU0007      | \$45,654.44                     | \$1,300.15    | 2.848 | \$146,154.44                    | \$1,300.15    | 0.890 |
| Roth, Calvin     | KU0008      | \$40,115.99                     | \$1,599.86    | 3.988 | \$128,555.99                    | \$1,599.86    | 1.244 |
| Religioso, Steve | KU0036      | \$30,969.65                     | \$0.00        | 0.000 | \$119,149.69                    | \$0.00        | 0.000 |
| Passantino, Alex | KU0067      | \$55,360.79                     | \$553.63      | 1.000 | \$177,434.79                    | \$1,774.37    | 1.044 |
| Total:           | 9           | \$475,152.45                    | \$15,436.20   | 2.853 | \$1,499,362.69                  | \$21,380.44   | 1.475 |

Highly Compensated Employees

| Employee Name   | Employee ID | ----- Actual Year-to-Date ----- |                   | ----- Forecasted Year-End ----- |                   |
|-----------------|-------------|---------------------------------|-------------------|---------------------------------|-------------------|
|                 |             | Gross Earnings                  | 129 Benefits Rcvd | Gross Earnings                  | 129 Benefits Rcvd |
| Lewis,Douglas   | KU0001      | \$85,666.68                     | \$0.00            | \$259,866.68                    | \$0.00            |
| Baran,Charles   | KU0002      | \$65,264.63                     | \$0.00            | \$189,214.63                    | \$0.00            |
| Parsons,Jean    | KU0003      | \$56,123.04                     | \$0.00            | \$178,331.04                    | \$0.00            |
| Grafton,Ken     | KU0004      | \$55,219.87                     | \$0.00            | \$176,958.87                    | \$0.00            |
| Aliverdi,Reza   | KU0005      | \$40,777.36                     | \$0.00            | \$123,696.56                    | \$0.00            |
| Locherty,Betty  | KU0007      | \$45,654.44                     | \$0.00            | \$146,154.44                    | \$0.00            |
| Roth,Calvin     | KU0008      | \$40,115.99                     | \$0.00            | \$128,555.99                    | \$0.00            |
| Religioso,Steve | KU0036      | \$30,969.65                     | \$0.00            | \$119,149.69                    | \$0.00            |
| Passantino,Alex | KU0067      | \$55,360.79                     | \$0.00            | \$177,434.79                    | \$0.00            |
| Totals:         | 9           | \$475,152.45                    | \$0.00            | \$1,499,362.69                  | \$0.00            |

Report ID: PAYVNDR

PeopleSoft  
VENDOR LISTING

Page No. 1  
Run Date 08/17/2000  
Run Time 15:50:22

As Of Date: 08/15/2000

**SetID:** CHE01    **Vendor ID:** KWHEALTH    **Name 1:** Swiss Health Care Company    **Status:** Approved    **Class:** General Provider  
**Short Name:** HC CHE-001    **Name 2:**    **Persistence:** Regular

Addresses/Telephone:

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

Locations/Pay Details/Bank Details:

| Location | Description  | Remit Vendor | Location | Addr. Seq |
|----------|--------------|--------------|----------|-----------|
| HQ       | Headquarters | KWHEALTH     | HQ       | 1         |

**Pay:** Seq: 1    **Bank Code:**    **Account:**    **Hold Payment:** N    **Separate Payment:** Y    **Method:** Default    **Handling Code:** Default

Contacts/Telephone:

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

No Policy Details for Vendor.

| Employee ID | Empl Rcd# | Request Type | Program ID | Mass ID | Effective Date | Process End Date | Plan Type  | Benefit Plan | Deduction Code | Dupl Flag |
|-------------|-----------|--------------|------------|---------|----------------|------------------|------------|--------------|----------------|-----------|
| RETADCOV4   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | Medical    | RTMED1       |                | N         |
| RETADCOV5   | 0         | B            | RE1        |         | 07/31/1996     | 08/18/2000       | Medical    | RTMED1       |                | N         |
| RETCOVCD1   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | Life       | RTLIF1       |                | N         |
| RETCOVCD2   | 0         | B            | RE1        |         | 07/31/1996     | 08/18/2000       | Life       | RTLIF2       |                | N         |
| RETCOVCD2   | 0         | B            | RE1        |         | 07/31/1996     | 08/18/2000       | Life       | RTLIF1       |                | N         |
| RETCOVCD4   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | STD        | RTDIS1       |                | N         |
| RETCOVCD5   | 0         | B            | RE1        |         | 07/31/1996     | 08/18/2000       | STD        | RTDIS2       |                | N         |
| RETCOVCD5   | 0         | B            | RE1        |         | 07/31/1996     | 08/18/2000       | STD        | RTDIS1       |                | N         |
| RETCOVCD7   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | Dental     | RTDEN1       |                | N         |
| RETDELCOV5  | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | Medical    | RTMED1       |                | N         |
| RETDEP1     | 0         | B            | RE1        |         | 07/31/1996     | 08/18/2000       | Life       | RTLIF1       |                | N         |
| RETDEP5     | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | STD        | RTDIS1       |                | N         |
| RETMASET1   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | Dep Life   | DEPLIF       |                | N         |
| RETMASJE1   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | Medical    | RTMED1       |                | N         |
| RETMASJE1   | 0         | B            | RE1        |         | 04/01/1996     | 08/18/2000       | DP Medical | NQMED1       |                | N         |
| RETADCOV1   | 0         | G            | RE1        |         | 04/01/1996     | 08/18/2000       | General    |              | PRKING         | N         |
| RETADCOV2   | 0         | G            | RE1        |         | 07/31/1996     | 08/18/2000       | General    |              | PRKING         | N         |
| RETDELCOV4  | 0         | G            | RE1        |         | 04/01/1996     | 08/18/2000       | General    |              | PRKING         | N         |
| RETDEA7     | 0         | J            | RE1        |         | 04/01/1996     | 08/18/2000       |            |              |                | N         |
| RETDEA8     | 0         | J            | RE1        |         | 07/31/1996     | 08/18/2000       |            |              |                | N         |
| RETDEP6     | 0         | J            | RE1        |         | 01/02/1985     | 08/18/2000       |            |              |                | N         |
| RETDEA4     | 0         | P            | RE1        |         | 04/01/1996     | 08/18/2000       |            |              |                | N         |
| RETDEA5     | 0         | P            | RE1        |         | 07/31/1996     | 08/18/2000       |            |              |                | N         |
| RETDEP3     | 0         | P            | RE1        |         | 04/01/1996     | 08/18/2000       |            |              |                | N         |

| Employee ID | Empl Rcd# | Pay End Date | Rqst Type | Benefit Program | Plan Type | Benefit Plan | Deduction Code | Ded Old Cls | Deduct Amount | New Deduct Amount | Deduct Amt Override | Retroactive Deduct Amt | OK to Process |
|-------------|-----------|--------------|-----------|-----------------|-----------|--------------|----------------|-------------|---------------|-------------------|---------------------|------------------------|---------------|
| RETADCOV1   | 0         | 04/30/1996   | G         |                 | General   |              | PRKING         | H           | 0             | 0                 | 0                   | 0                      | Y             |
| RETADCOV1   | 0         | 04/30/1996   | G         |                 | General   |              | PRKING         | A           | 5             | 0                 | 0                   | -5                     | Y             |
| RETADCOV1   | 0         | 05/31/1996   | G         |                 | General   |              | PRKING         | H           | 0             | 0                 | 0                   | 0                      | Y             |
| RETADCOV1   | 0         | 05/31/1996   | G         |                 | General   |              | PRKING         | A           | 5             | 0                 | 0                   | -5                     | Y             |
| RETADCOV1   | 0         | 06/30/1996   | G         |                 | General   |              | PRKING         | H           | 0             | 0                 | 0                   | 0                      | Y             |
| RETADCOV1   | 0         | 06/30/1996   | G         |                 | General   |              | PRKING         | A           | 5             | 0                 | 0                   | -5                     | Y             |
| RETADCOV1   | 0         | 07/31/1996   | G         |                 | General   |              | PRKING         | H           | 0             | 0                 | 0                   | 0                      | Y             |
| RETADCOV1   | 0         | 07/31/1996   | G         |                 | General   |              | PRKING         | A           | 5             | 0                 | 0                   | -5                     | Y             |

| Employee ID              | Empl Rcd# | Benefit Plan Program Type | Benefit Plan | Deduction Code | Deduction Class | Pay End Date | Old Deduct Amount | New Deduct Amount | Deduct Amt Override | Retroactive Deduct Amt | OK to Process |
|--------------------------|-----------|---------------------------|--------------|----------------|-----------------|--------------|-------------------|-------------------|---------------------|------------------------|---------------|
| RETADCOV1                | 0         | General                   |              | PRKING         | A               | 04/30/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 20.00)               |               |
|                          |           |                           |              |                | H               | 04/30/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | 0.00                   |               |
| Employee Total =         |           |                           |              |                |                 |              |                   |                   |                     | ( 20.00)               |               |
| RETADCOV2                | 0         | General                   |              | PRKING         | A               | 07/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 5.00)                |               |
|                          |           |                           |              |                | H               | 07/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | 0.00                   |               |
| Employee Total =         |           |                           |              |                |                 |              |                   |                   |                     | ( 5.00)                |               |
| RETADCOV4                | 0         | RET Medical               | RTMED1       | RTMED1         | A               | 04/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 32.00)               |               |
|                          |           |                           |              |                | N               | 04/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |



| Employee ID              | Empl Rcd# | Benefit Plan Program Type | Benefit Plan | Deduction Code | Deduction Class | Pay End Date | Old Deduct Amount | New Deduct Amount | Deduct Amt Override | Retroactive Deduct Amt | OK to Process |
|--------------------------|-----------|---------------------------|--------------|----------------|-----------------|--------------|-------------------|-------------------|---------------------|------------------------|---------------|
| RETADCOV1                | 0         | General                   |              | PRKING         | A               | 04/30/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 20.00)               |               |
|                          |           |                           |              |                | H               | 04/30/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | 0.00                   |               |
| Employee Total =         |           |                           |              |                |                 |              |                   |                   |                     | ( 20.00)               |               |
| RETADCOV2                | 0         | General                   |              | PRKING         | A               | 07/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 5.00)                |               |
|                          |           |                           |              |                | H               | 07/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | 0.00                   |               |
| Employee Total =         |           |                           |              |                |                 |              |                   |                   |                     | ( 5.00)                |               |
| RETADCOV4                | 0         | RET Medical               | RTMED1       | RTMED1         | A               | 04/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 32.00)               |               |
|                          |           |                           |              |                | N               | 04/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |

| Employee ID              | Empl Rcd# | Benefit Plan Program Type | Benefit Plan | Deduction Code | Deduction Class | Pay End Date | Old Deduct Amount | New Deduct Amount | Deduct Amt Override | Retroactive Deduct Amt | OK to Process |
|--------------------------|-----------|---------------------------|--------------|----------------|-----------------|--------------|-------------------|-------------------|---------------------|------------------------|---------------|
| RETADCOV2                | 0         | General                   |              | PRKING         | A               | 07/31/1996   | 5.00              | 0.00              | 0.00                | ( 5.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 5.00)                |               |
|                          |           |                           |              |                | H               | 07/31/1996   | 0.00              | 0.00              | 0.00                | 0.00                   | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | 0.00                   |               |
| Employee Total =         |           |                           |              |                |                 |              |                   |                   |                     | ( 5.00)                |               |
|                          |           |                           |              |                |                 |              |                   |                   |                     |                        |               |
| RETADCOV4                | 0         | RET Medical               | RTMED1       | RTMED1         | A               | 04/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 32.00)               |               |
|                          |           |                           |              |                | N               | 04/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 05/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 06/30/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
|                          |           |                           |              |                |                 | 07/31/1996   | 8.00              | 0.00              | 0.00                | ( 8.00)                | Y             |
| Deduction Key Subtotal = |           |                           |              |                |                 |              |                   |                   |                     | ( 32.00)               |               |
| Employee Total =         |           |                           |              |                |                 |              |                   |                   |                     | ( 64.00)               |               |

Report ID: CMP001

As Of Date: 08/29/2000

| SETID | Salary Grade | Currency Code | Minimum   | Midpoint  | Maximum   | Midpoint Differential | Range Spread |
|-------|--------------|---------------|-----------|-----------|-----------|-----------------------|--------------|
| EX    | 000/         | VU            | 110,700   | 110,700   | 110,700   |                       | 0.00%        |
| EX    | 000/         | IV            | 118,400   | 118,400   | 118,400   | -6.50%                | 0.00%        |
| EX    | 000/         | III           | 125,900   | 125,900   | 125,900   | -5.96%                | 0.00%        |
| EX    | 000/         | II            | 136,700   | 136,700   | 136,700   | -7.90%                | 0.00%        |
| EX    | 000/         | I             | 151,800   | 151,800   | 151,800   | -9.95%                | 0.00%        |
| GM    | 000/         | 18            | 97,371    | 97,371    | 97,371    | 55.90%                | 0.00%        |
| GS    | 000/         | 18            | 97,371    | 97,371    | 97,371    | 0.00%                 | 0.00%        |
| GM    | 000/         | 17            | 83,032    | 88,568    | 94,104    | 9.94%                 | 13.33%       |
| GS    | 000/         | 17            | 83,032    | 88,568    | 94,104    | 0.00%                 | 13.33%       |
| GM    | 000/         | 16            | 72,298    | 81,043    | 89,787    | 9.29%                 | 24.19%       |
| GS    | 000/         | 16            | 72,298    | 81,043    | 89,787    | 0.00%                 | 24.19%       |
| GM    | 000/         | 15            | 72,525    | 83,406    | 94,287    | -2.83%                | 30.01%       |
| GS    | 000/         | 15            | 74,773    | 85,987    | 97,201    | -3.00%                | 29.99%       |
| GM    | 000/         | 14            | 61,656    | 70,904    | 80,151    | 21.27%                | 30.00%       |
| GS    | 000/         | 14            | 63,567    | 73,103    | 82,638    | -3.01%                | 30.00%       |
| GM    | 000/         | 13            | 52,176    | 60,002    | 67,827    | 21.83%                | 30.00%       |
| GS    | 000/         | 13            | 53,793    | 61,862    | 69,930    | -3.01%                | 30.00%       |
| GS    | 000/         | 12            | 45,236    | 52,022    | 58,808    | 18.91%                | 30.00%       |
| GS    | 000/         | 11            | 37,744    | 43,405    | 49,066    | 19.85%                | 30.00%       |
| GS    | 000/         | 10            | 34,353    | 39,506    | 44,658    | 9.87%                 | 30.00%       |
| GS    | 000/         | 09            | 31,195    | 35,875    | 40,555    | 10.12%                | 30.00%       |
| GS    | 000/         | 08            | 28,242    | 32,477    | 36,711    | 10.46%                | 29.99%       |
| GS    | 000/         | 07            | 25,501    | 29,326    | 33,151    | 10.74%                | 30.00%       |
| GS    | 000/         | 06            | 22,948    | 26,391    | 29,833    | 11.12%                | 30.00%       |
| GS    | 000/         | 05            | 20,588    | 23,675    | 26,762    | 11.47%                | 29.99%       |
| GS    | 000/         | 04            | 18,401    | 21,160    | 23,918    | 11.89%                | 29.98%       |
| GS    | 000/         | 03            | 16,392    | 18,849    | 21,306    | 12.26%                | 29.98%       |
| GS    | 000/         | 02            | 15,023    | 16,965    | 18,907    | 11.11%                | 25.85%       |
| GS    | 000/         | 01            | 13,362    | 15,040    | 16,718    | 12.80%                | 25.12%       |
| ES    | 000/         | 00            | 102,300   | 110,350   | 118,400   | -86.37%               | 15.74%       |
| SL    | 000/         | 00            | 89,728    | 104,064   | 118,400   | 6.04%                 | 31.95%       |
| ST    | 000/         | 00            | 89,728    | 104,064   | 118,400   | 0.00%                 | 31.95%       |
| GS    | 049/         | 10            | 35,498    | 40,651    | 45,803    |                       | 29.03%       |
| GS    | 049/         | 09            | 32,235    | 36,915    | 41,595    | 10.12%                | 29.04%       |
| GS    | 049/         | 08            | 30,124    | 34,359    | 38,593    | 7.44%                 | 28.11%       |
| GS    | 049/         | 07            | 28,901    | 32,726    | 36,551    | 4.99%                 | 26.47%       |
| GS    | 049/         | 06            | 26,773    | 30,216    | 33,658    | 8.31%                 | 25.72%       |
| GS    | 049/         | 05            | 25,390    | 28,477    | 31,564    | 6.10%                 | 24.32%       |
| GS    | 049/         | 04            | 22,079    | 24,838    | 27,596    | 14.65%                | 24.99%       |
| GS    | 049/         | 03            | 19,668    | 22,125    | 24,582    | 12.26%                | 24.98%       |
| PJCSI | CNT/         | 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/         | 0B4           | 1,851,200 | 2,175,680 | 2,500,160 |                       | 35.06%       |
| BEL01 | KB0/         | 003           | 1,372,800 | 1,612,000 | 1,851,200 | 34.97%                | 34.85%       |
| BEL01 | KB0/         | 002           | 979,680   | 1,176,240 | 1,372,800 | 37.05%                | 40.13%       |
| BEL01 | KB0/         | 001           | 700,960   | 840,320   | 979,680   | 39.98%                | 39.76%       |
| SHARE | KC0/         | 009           | 70,512    | 83,928    | 97,344    |                       | 38.05%       |
| SHARE | KC0/         | 008           | 64,896    | 75,265    | 85,634    | 11.51%                | 31.96%       |
| SHARE | KC0/         | 007           | 54,558    | 63,367    | 72,176    | 18.78%                | 32.29%       |
| SHARE | KC0/         | 006           | 41,101    | 48,651    | 56,202    | 30.25%                | 36.74%       |
| SHARE | KC0/         | 005           | 32,614    | 38,459    | 44,304    | 26.50%                | 35.84%       |
| SHARE | KC0/         | 004           | 23,504    | 28,300    | 33,095    | 35.90%                | 40.81%       |
| SHARE | KC0/         | 003           | 21,195    | 24,378    | 27,560    | 16.09%                | 30.03%       |
| SHARE | KC0/         | 002           | 16,952    | 19,531    | 22,110    | 24.81%                | 30.43%       |
| SHARE | KC0/         | 001           | 11,142    | 15,597    | 20,051    | 25.23%                | 79.95%       |
| SHARE | KC0/         | 008           | 100,000   | 107,500   | 115,000   |                       | 15.00%       |
| SHARE | KC0/         | 007           | 85,000    | 95,000    | 105,000   | 13.16%                | 23.53%       |
| SHARE | KC0/         | 006           | 75,000    | 80,000    | 85,000    | 18.75%                | 13.33%       |
| SHARE | KC0/         | 005           | 65,000    | 70,000    | 75,000    | 14.29%                | 15.38%       |
| SHARE | KC0/         | 004           | 55,000    | 60,000    | 65,000    | 16.67%                | 18.18%       |
| SHARE | KC0/         | 003           | 45,000    | 50,000    | 55,000    | 20.00%                | 22.22%       |
| SHARE | KC0/         | 002           | 35,000    | 40,000    | 45,000    | 25.00%                | 28.57%       |

| SETID | Plan/<br>Grade  | Points | SETID    | Job Code | Job Code                       | Job Title | *       | --- S U R V E Y --- | ---       | M I D P O I N T | --- |
|-------|-----------------|--------|----------|----------|--------------------------------|-----------|---------|---------------------|-----------|-----------------|-----|
| Plan  | Grade           | Points | Job Code | Job Code | Job Title                      | *         | Salary  | Ratio               | Salary    | Ratio           |     |
| PJCSI | CNT/PROPRO      | 0      | PJCSI    | PJ3700   | Professor                      |           | 0       |                     | 43,500    |                 |     |
| PJCSI | CNT/PROPRO      | 0      | PJCSI    | PJ3701   | Professor - Adjunct            |           | 0       |                     | 43,500    |                 |     |
| PSUSI | CNT/PROPRO      | 0      | PSUSI    | PU3700   | Professor                      |           | 0       |                     | 75,000    |                 |     |
| PSUSI | CNT/PROPRO      | 0      | PSUSI    | PU3701   | Professor-Assistant            |           | 0       |                     | 75,000    |                 |     |
| PSUSI | CNT/ASTAST      | 0      | PSUSI    | PU3702   | Professor - Associate          |           | 0       |                     | 68,000    |                 |     |
| PSUSI | HRL/1 1         | 0      | PSUSI    | PU6322   | Student Lab Tech               |           | 0       |                     | 26,000    |                 |     |
| PSUSI | HRL/1 1         | 0      | PSUSI    | PU6323   | Student Cafeteria Worker       |           | 0       |                     | 26,000    |                 |     |
| PSUSI | HRL/1 1         | 0      | PSUSI    | PU6324   | Student Resident Assistant     |           | 0       |                     | 26,000    |                 |     |
| PSUSI | HRL/1 1         | 0      | PSUSI    | PU6325   | Student Office Support         |           | 0       |                     | 26,000    |                 |     |
| BEL01 | KB0/004004      | 0      | BEL01    | KB0001   | Sales Manager                  |           | 0       |                     | 2,175,680 |                 |     |
| BEL01 | KB0/004004      | 0      | BEL01    | KB0003   | Regonial Manager - Belgium     |           | 0       |                     | 2,175,680 |                 |     |
| BEL01 | KB0/003003      | 0      | BEL01    | KB0004   | Sales Representative           |           | 0       |                     | 1,612,000 |                 |     |
| BEL01 | KB0/003003      | 0      | BEL01    | KB0005   | Consultant                     |           | 0       |                     | 1,612,000 |                 |     |
| BEL01 | KB0/001001      | 0      | BEL01    | KB0002   | Human Resources Administrator  |           | 0       |                     | 840,320   |                 |     |
| SHARE | KC0/005005      | 0      | SHARE    | KC002    | Director Canada                |           | 0       |                     | 38,459    |                 |     |
| DEU01 | KD0/G3 G3       | 0      | DEU01    | KD0005   | Director Human Resources       |           | 0       |                     | 69,000    |                 |     |
| DEU01 | KD0/G2 G2       | 0      | DEU01    | KD0002   | Sales Manager                  |           | 0       |                     | 105,000   |                 |     |
| DEU01 | KD0/G2 G2       | 0      | DEU01    | KD0003   | Sales Representative           |           | 0       |                     | 105,000   |                 |     |
| DEU01 | KD0/G2 G2       | 0      | DEU01    | KD0004   | Consultant                     |           | 0       |                     | 105,000   |                 |     |
| DEU01 | KD0/G2 G2       | 0      | DEU01    | KD0006   | Secretary                      |           | 0       |                     | 105,000   |                 |     |
| DEU01 | KD0/G2 G2       | 0      | DEU01    | KD0007   | Financial Analyst              |           | 0       |                     | 105,000   |                 |     |
| DEU01 | KD0/G2 G2       | 0      | DEU01    | KD0008   | Recruiter                      |           | 0       |                     | 105,000   |                 |     |
| DEU01 | KD0/G1 G1       | 0      | DEU01    | KD0001   | Country Manager                |           | 0       |                     | 138,000   |                 |     |
| ESP01 | KE0/005005      | 0      | ESP01    | KE0004   | Sales Specialist               |           | 0       |                     | 3,600,000 |                 |     |
| ESP01 | KE0/005005      | 0      | ESP01    | KE0008   | Human Resources Specialist     |           | 0       |                     | 3,600,000 |                 |     |
| ESP01 | KE0/004004      | 0      | ESP01    | KE0005   | Pre Sales                      |           | 0       |                     | 3,900,000 |                 |     |
| ESP01 | KE0/004004      | 0      | ESP01    | KE0006   | Senior Consultant              |           | 0       |                     | 3,900,000 |                 |     |
| ESP01 | KE0/003003      | 0      | ESP01    | KE0007   | Junior Consultant              |           | 0       |                     | 4,350,000 |                 |     |
| FRA01 | KF0/004004      | 240    | FRA01    | KF0010   | Assistant                      |           | 0       | 0.0                 | 29,874    | 124.5           |     |
| FRA01 | KF0/003003      | 250    | FRA01    | KF0005   | Network administrator          |           | 43,932  | 175.7               | 39,539    | 158.2           |     |
| FRA01 | KF0/003003      | 170    | FRA01    | KF0002   | Admin Assistant to the CEO     |           | 35,146  | 206.7               | 39,539    | 232.6           |     |
| FRA01 | KF0/002002      | 380    | FRA01    | KF0003   | Operations Director            |           | 61,505  | 161.9               | 59,748    | 157.2           |     |
| FRA01 | KF0/002002      | 350    | FRA01    | KF0004   | IS&T Manager                   |           | 4,393   | 12.6                | 59,748    | 170.7           |     |
| FRA01 | KF0/001001      | 400    | FRA01    | KF0001   | CEO                            |           | 96,650  | 241.6               | 104,558   | 261.4           |     |
| GBR01 | KG0/10 10       | 0      | GBR01    | KG0011   | Director                       |           | 0       |                     | 7,866     |                 |     |
| GBR01 | KG0/08 08       | 0      | GBR01    | KG0012   | Senior Manager                 |           | 0       |                     | 5,755     |                 |     |
| GBR01 | KG0/06 06       | 0      | GBR01    | KG0014   | Specialist                     |           | 0       |                     | 4,481     |                 |     |
| GBR01 | KG0/05 05       | 0      | GBR01    | KG0013   | Manager                        |           | 0       |                     | 3,840     |                 |     |
| GBR01 | KG0/03 03       | 0      | GBR01    | KG0015   | Admin Assistant                |           | 0       |                     | 2,548     |                 |     |
| NLD01 | KN0/010010      | 0      | NLD01    | KN0001   | Sales Manager                  |           | 0       |                     | 27,414    |                 |     |
| NLD01 | KN0/010010      | 0      | NLD01    | KN0004   | Country Manager                |           | 0       |                     | 27,414    |                 |     |
| NLD01 | KN0/008008      | 0      | NLD01    | KN0003   | Finance Manager                |           | 0       |                     | 17,923    |                 |     |
| NLD01 | KN0/008008      | 0      | NLD01    | KN0005   | Education Services Manager     |           | 0       |                     | 17,923    |                 |     |
| NLD01 | KN0/008008      | 0      | NLD01    | KN0007   | Sales Representative           |           | 0       |                     | 17,923    |                 |     |
| NLD01 | KN0/007007      | 0      | NLD01    | KN0008   | Accountant                     |           | 0       |                     | 14,761    |                 |     |
| NLD01 | KN0/006006      | 0      | NLD01    | KN0002   | Human Resources Administrator  |           | 0       |                     | 11,071    |                 |     |
| NLD01 | KN0/006006      | 0      | NLD01    | KN0006   | Technical Training Specialist  |           | 0       |                     | 11,071    |                 |     |
| NLD01 | KN0/005005      | 0      | NLD01    | KN0009   | Secretary                      |           | 0       |                     | 8,436     |                 |     |
| SHARE | KU0/0090093,384 | 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   |                 |     |

| Bus. Unit | Salary Grade | Midpoint | Salary | Job Code | Job Title                     | Employee Name                  | DéptID | Annual Rate | Compa Ratio |
|-----------|--------------|----------|--------|----------|-------------------------------|--------------------------------|--------|-------------|-------------|
| BEL01     | KB0/004      |          | 62,169 | KB0001   | Sales Manager                 | Peeters,Guido                  | KB002  | 61,996      | 1.00        |
| BEL01     | KB0/004      |          | 62,169 | KB0003   | Regional Manager - Belgium    | Ceulemans,Jan                  | KB001  | 69,779      | 1.12        |
| BEL01     | KB0/003      |          | 46,062 | KB0004   | Sales Representative          | Vandaele,Steven                | KB002  | 24,093      | 0.52        |
| BEL01     | KB0/003      |          | 46,062 | KB0005   | Consultant                    | Leclercq,Francois              | KB002  | 42,548      | 0.92        |
| BEL01     | KB0/001      |          | 24,012 | KB0002   | Human Resources Administrator | Overbeeke,Sabine               | KB001  | 20,466      | 0.85        |
| CAN01     | KC0/006      |          | 1,390  | KC007    | Payroll Clerk                 | Moore,Catherine J              | KC005  | 1,114       | 0.80        |
| CAN01     | KC0/006      |          | 1,390  | KC007    | Payroll Clerk                 | Reid,Charles M                 | KC005  | 9,003       | 6.48        |
| CAN01     | KC0/006      |          | 1,390  | KC012    | Human Resources Analyst       | Reid,Charles M                 | KC001  | 22,099      | 15.90       |
| CAN01     | KC0/006      |          | 1,390  | KC019    | Sr Admin Assistant            | Trudeau,Susan                  | KC006  | 26,679      | 19.19       |
| CAN01     | KC0/005      |          | 30,267 | KC011    | Payroll Specialist            | Lau,Patrick                    | KC005  | 14,040      | 0.46        |
| CAN01     | KC0/004      |          | 22,272 | KC001    | Accounting Clerk              | Rogers,Cynthia A               | KC005  | 18,109      | 0.81        |
| CAN01     | KC0/004      |          | 22,272 | KC003    | Senior Secretary              | Griffiths,Martina Rae          | KC001  | 24,790      | 1.11        |
| CAN01     | KC0/003      |          | 19,185 | KC001    | Accounting Clerk              | Mills,Stephanie A              | KC005  | 17,471      | 0.91        |
| CAN01     | KC0/002      |          | 15,371 | KC013    | Benefits Specialist           | Millier,Joseph G               | KC002  | 15,346      | 1.00        |
| CAN01     | KC0/002      |          | 15,371 | KC013    | Benefits Specialist           | Moore,Catherine J              | KC002  | 7,980       | 0.52        |
| CAN01     | KC0/001      |          | 12,274 | KC001    | Accounting Clerk              | Brown,Jennifer L               | KC005  | 13,505      | 1.10        |
| CAN01     | KC0/008      |          | 84,601 | KC002    | Director Canada               | Dunbar,Kirby                   | KC007  | 82,634      | 0.98        |
| CAN01     | KC0/008      |          | 84,601 | KC020    | Sales Manager                 | Tucker,Margaret                | KC015  | 68,909      | 0.81        |
| CAN01     | KC0/007      |          | 74,764 | KC018    | Mgr Employee Relations        | Saint-Amand,Marcel             | KC001  | 61,778      | 0.83        |
| CAN01     | KC0/006      |          | 62,959 | KC008    | Mgr Payroll Services Canada   | Juberville,Pierre              | KC005  | 61,885      | 0.98        |
| CAN01     | KC0/006      |          | 62,959 | KC012    | Human Resources Analyst       | Chan,Diana E                   | KC001  | 56,663      | 0.90        |
| CAN01     | KC0/006      |          | 62,959 | KC012    | Human Resources Analyst       | Maissoneuve,Louise             | KC001  | 53,515      | 0.85        |
| CAN01     | KC0/006      |          | 62,959 | KC021    | Sales Product Consultant      | Wilson,Kenneth John            | KC015  | 56,663      | 0.90        |
| CAN01     | KC0/005      |          | 55,089 | KC007    | Payroll Clerk                 | Duvall,David                   | KC005  | 39,192      | 0.71        |
| CAN01     | KC0/005      |          | 55,089 | KC012    | Human Resources Analyst       | Valade,Claudia A               | KC001  | 49,029      | 0.89        |
| CAN01     | KC0/005      |          | 55,089 | KC013    | Benefits Specialist           | Johnson,Helen                  | KC002  | 39,664      | 0.72        |
| CAN01     | KC0/005      |          | 55,089 | KC021    | Sales Product Consultant      | Andrews,Fred                   | KC015  | 42,970      | 0.78        |
| CAN01     | KC0/005      |          | 55,089 | KC021    | Sales Product Consultant      | Sinclair,Betty Anne            | KC015  | 63,179      | 1.15        |
| CAN01     | KC0/004      |          | 47,219 | KC006    | Project Coordinator           | Hawkins,Allan M                | KC006  | 42,497      | 0.90        |
| CAN01     | KC0/004      |          | 47,219 | KC014    | Systems Analyst               | Davies,Craig R                 | KC003  | 43,284      | 0.92        |
| CAN01     | KC0/004      |          | 47,219 | KC014    | Systems Analyst               | Quency,Nancy J                 | KC003  | 30,693      | 0.65        |
| CAN01     | KC0/004      |          | 47,219 | KC014    | Systems Analyst               | Smith,Conrad T                 | KC003  | 40,514      | 0.86        |
| CAN01     | KC0/004      |          | 47,219 | KC015    | Building Maintenance Engineer | Howe,Anthony R                 | KC007  | 43,284      | 0.92        |
| CAN01     | KC0/004      |          | 47,219 | KC017    | Training Specialist           | Rudniski,Karen                 | KC006  | 28,332      | 0.60        |
| CAN01     | KC0/003      |          | 39,349 | KC003    | Senior Secretary              | Brown,Jennifer L               | KC001  | 15,346      | 0.39        |
| CAN01     | KC0/003      |          | 39,349 | KC007    | Payroll Clerk                 | Desmarais,Jean-Pierre          | KC005  | 20,115      | 0.51        |
| CAN01     | KC0/003      |          | 39,349 | KC007    | Payroll Clerk                 | Millier,Joseph G               | KC005  | 17,597      | 0.45        |
| CAN01     | KC0/002      |          | 31,479 | KC010    | Analyst Trainee               | Brown,Jessica                  | KC006  | 12,277      | 0.39        |
| CAN01     | KC0/002      |          | 31,479 | KC010    | Analyst Trainee               | Henderson,David M              | KC001  | 16,527      | 0.53        |
| CAN01     | KC0/002      |          | 31,479 | KC013    | Benefits Specialist           | Lau,Patrick                    | KC002  | 11,868      | 0.38        |
| CAN01     | KC0/002      |          | 31,479 | KC019    | Sr Admin Assistant            | Brown,Jessica                  | KC006  | 11,663      | 0.37        |
| CAN01     | KC0/         |          | 31,479 | KC003    | Senior Secretary              | Jacobs,Lisa Leigh              | KC001  | 25,026      | 0.80        |
| CAN01     | KC0/         |          | 31,479 | KC003    | Senior Secretary              | Walters,Julie Ann              | KC001  | 28,813      | 0.92        |
| CAN01     | KC0/         |          | 31,479 | KC010    | Analyst Trainee               | Turner,Gina                    | KC001  | 27,009      | 0.86        |
| CAN01     | KC0/         |          | 31,479 | KC016    | Manager Training & Dvlp       | Johnson,Carol L                | KC006  | 74,134      | 2.36        |
| CAN01     | KC0/         |          | 31,479 | KC019    | Sr Admin Assistant            | Turner,Gina                    | KC001  | 7,509       | 0.24        |
| CHE01     | KW0/G3       |          | 38,811 | KW0008   | Human Resources Especialist   | Rast,Natascha Jacqueline Ph.D. | KW003  | 0           | 0.00        |

As Of Date: 08/30/2000

| Bus. Unit | Salary Grade | *Minimum Salary | Job Code | Job Title                   | Employee Name                  | DeptID | *Annual Rate | *Amount Below | Percent Below |
|-----------|--------------|-----------------|----------|-----------------------------|--------------------------------|--------|--------------|---------------|---------------|
| BEL01     | KB0/003      | 39,227          | KB0004   | Sales Representative        | Vandaele,Steven                | KB002  | 24,093.260   | 15,134.070    | 38.58         |
| BEL01     | KB0/003      | 39,227          | KB0004   | Sales Representative        | Vandaele,Steven                | KB002  | 24,093.260   | 15,134.070    | 38.58         |
| CAN01     | KC0/006      | 1,174           | KC007    | Payroll Clerk               | Moore,Catherine J              | KC005  | 1,114.410    | 60.030        | 5.11          |
| CAN01     | KC0/006      | 1,174           | KC007    | Payroll Clerk               | Moore,Catherine J              | KC005  | 1,114.410    | 60.030        | 5.11          |
| CAN01     | KC0/005      | 25,667          | KC011    | Payroll Specialist          | Lau,Patrick                    | KC005  | 14,039.850   | 11,627.260    | 45.30         |
| CAN01     | KC0/005      | 25,667          | KC011    | Payroll Specialist          | Lau,Patrick                    | KC005  | 14,039.850   | 11,627.260    | 45.30         |
| CAN01     | KC0/004      | 18,497          | KC001    | Accounting Clerk            | Rogers,Cynthia A               | KC005  | 18,108.570   | 388.810       | 2.10          |
| CAN01     | KC0/002      | 13,341          | KC013    | Benefits Specialist         | Moore,Catherine J              | KC002  | 7,980.050    | 5,360.990     | 40.18         |
| CAN01     | KC0/002      | 13,341          | KC013    | Benefits Specialist         | Moore,Catherine J              | KC002  | 7,980.050    | 5,360.990     | 40.18         |
| CAN01     | KC0/008      | 78,699          | KC020    | Sales Manager               | Tucker,Margaret                | KC015  | 68,908.590   | 9,790.120     | 12.44         |
| CAN01     | KC0/007      | 66,894          | KC018    | Mgr Employee Relations      | Saint-Amand,Marcel             | KC001  | 61,778.490   | 5,115.410     | 7.65          |
| CAN01     | KC0/006      | 59,024          | KC012    | Human Resources Analyst     | Chan,Diana E                   | KC001  | 56,663.070   | 2,360.960     | 4.00          |
| CAN01     | KC0/006      | 59,024          | KC012    | Human Resources Analyst     | Maissonneuve,Louise            | KC001  | 53,515.120   | 5,508.910     | 9.33          |
| CAN01     | KC0/006      | 59,024          | KC021    | Sales Product Consultant    | Wilson,Kenneth John            | KC015  | 56,663.070   | 2,360.960     | 4.00          |
| CAN01     | KC0/005      | 51,154          | KC007    | Payroll Clerk               | Duvall,David                   | KC005  | 39,191.960   | 11,962.200    | 23.38         |
| CAN01     | KC0/005      | 51,154          | KC012    | Human Resources Analyst     | Valade,Claudia A               | KC001  | 49,029.300   | 2,124.860     | 4.15          |
| CAN01     | KC0/005      | 51,154          | KC013    | Benefits Specialist         | Johnson,Helen                  | KC002  | 39,664.150   | 11,490.010    | 22.46         |
| CAN01     | KC0/005      | 51,154          | KC021    | Sales Product Consultant    | Andrews,Fred                   | KC015  | 42,969.500   | 8,184.660     | 16.00         |
| CAN01     | KC0/004      | 43,284          | KC006    | Project Coordinator         | Hawkins,Allan M                | KC006  | 42,497.300   | 786.990       | 1.82          |
| CAN01     | KC0/004      | 43,284          | KC014    | Systems Analyst             | Quency,Nancy J                 | KC003  | 30,692.500   | 12,591.790    | 29.09         |
| CAN01     | KC0/004      | 43,284          | KC014    | Systems Analyst             | Smith,Conrad T                 | KC003  | 40,514.100   | 2,770.190     | 6.40          |
| CAN01     | KC0/004      | 43,284          | KC017    | Training Specialist         | Rudniski,Karen                 | KC006  | 28,331.540   | 14,952.750    | 34.55         |
| CAN01     | KC0/003      | 35,414          | KC003    | Senior Secretary            | Brown,Jennifer L               | KC001  | 15,346.250   | 20,068.170    | 56.67         |
| CAN01     | KC0/003      | 35,414          | KC003    | Senior Secretary            | Brown,Jennifer L               | KC001  | 15,346.250   | 20,068.170    | 56.67         |
| CAN01     | KC0/003      | 35,414          | KC007    | Payroll Clerk               | Desmarais,Jean-Pierre          | KC005  | 20,115.390   | 15,299.030    | 43.20         |
| CAN01     | KC0/003      | 35,414          | KC007    | Payroll Clerk               | Millier,Joseph G               | KC005  | 17,597.030   | 17,817.390    | 50.31         |
| CAN01     | KC0/003      | 35,414          | KC007    | Payroll Clerk               | Millier,Joseph G               | KC005  | 17,597.030   | 17,817.390    | 50.31         |
| CAN01     | KC0/002      | 27,545          | KC010    | Analyst Trainee             | Brown,Jessica                  | KC006  | 12,277.000   | 15,267.550    | 55.43         |
| CAN01     | KC0/002      | 27,545          | KC010    | Analyst Trainee             | Brown,Jessica                  | KC006  | 12,277.000   | 15,267.550    | 55.43         |
| CAN01     | KC0/002      | 27,545          | KC010    | Analyst Trainee             | Henderson,David M              | KC001  | 16,526.730   | 11,017.820    | 40.00         |
| CAN01     | KC0/002      | 27,545          | KC013    | Benefits Specialist         | Lau,Patrick                    | KC002  | 11,867.770   | 15,676.780    | 56.91         |
| CAN01     | KC0/002      | 27,545          | KC013    | Benefits Specialist         | Lau,Patrick                    | KC002  | 11,867.770   | 15,676.780    | 56.91         |
| CAN01     | KC0/002      | 27,545          | KC019    | Sr Admin Assistant          | Brown,Jessica                  | KC006  | 11,663.150   | 15,881.400    | 57.66         |
| CAN01     | KC0/002      | 27,545          | KC019    | Sr Admin Assistant          | Brown,Jessica                  | KC006  | 11,663.150   | 15,881.400    | 57.66         |
| CAN01     | KC0/         | 27,545          | KC003    | Senior Secretary            | Jacobs,Lisa Leigh              | KC001  | 25,026.190   | 2,518.360     | 9.14          |
| CAN01     | KC0/         | 27,545          | KC010    | Analyst Trainee             | Turner,Gina                    | KC001  | 27,009.400   | 535.150       | 1.94          |
| CAN01     | KC0/         | 27,545          | KC010    | Analyst Trainee             | Turner,Gina                    | KC001  | 27,009.400   | 535.150       | 1.94          |
| CAN01     | KC0/         | 27,545          | KC019    | Sr Admin Assistant          | Turner,Gina                    | KC001  | 7,509.430    | 20,035.120    | 72.74         |
| CAN01     | KC0/         | 27,545          | KC019    | Sr Admin Assistant          | Turner,Gina                    | KC001  | 7,509.430    | 20,035.120    | 72.74         |
| CHE01     | KW0/G3       | 30,374          | KW0008   | Human Resources Especialist | Rast,Natascha Jacqueline Ph.D. | KW003  | 0.000        | 30,373.640    | 100.00        |
| EGJBU     | CNT/PRO      | 68,000          | PJ3700   | Professor                   | Romanoff, Ivan                 | PJC31  | 40,000.000   | 28,000.000    | 41.18         |
| EGJBU     | CNT/PRO      | 68,000          | PJ3700   | Professor                   | Wysocki,Wendy                  | PJC31  | 45,000.000   | 23,000.000    | 33.82         |
| EGJBU     | CNT/PRO      | 68,000          | PJ3701   | Professor - Adjunct         | Asmuth,Bernice                 | PJC31  | 50,000.000   | 18,000.000    | 26.47         |
| EGJBU     | CNT/PRO      | 68,000          | PJ3701   | Professor - Adjunct         | Hartnell,Bruce                 | PJC31  | 50,000.000   | 18,000.000    | 26.47         |
| EGJBU     | CNT/PRO      | 68,000          | PJ3701   | Professor - Adjunct         | McCall,Donna R                 | PJC31  | 50,000.000   | 18,000.000    | 26.47         |
| EGJBU     | CNT/PRO      | 68,000          | PJ3701   | Professor - Adjunct         | Oates,Joyce C                  | PJC31  | 50,000.000   | 18,000.000    | 26.47         |
| EGJBU     | SAL/3        | 43,500          | PJ1651   | Chair-Department            | Martinez,Carla                 | PJC31  | 39,000.000   | 4,500.000     | 10.34         |

| Bus. Unit | Salary Grade | *Maximum Salary | Job Code | Job Title                      | Employee Name              | DeptID | *Annual Rate | *Amount Above | Percent Above |
|-----------|--------------|-----------------|----------|--------------------------------|----------------------------|--------|--------------|---------------|---------------|
| CAN01     | KC0/006      | 1,606           | KC007    | Payroll Clerk                  | Reid,Charles M             | KC005  | 9,003.130    | 7,397.190     | 460.61        |
| CAN01     | KC0/006      | 1,606           | KC007    | Payroll Clerk                  | Reid,Charles M             | KC005  | 9,003.130    | 7,397.190     | 460.61        |
| CAN01     | KC0/006      | 1,606           | KC012    | Human Resources Analyst        | Reid,Charles M             | KC001  | 22,098.600   | 20,492.660    | ***.**        |
| CAN01     | KC0/006      | 1,606           | KC012    | Human Resources Analyst        | Reid,Charles M             | KC001  | 22,098.600   | 20,492.660    | ***.**        |
| CAN01     | KC0/006      | 1,606           | KC019    | Sr Admin Assistant             | Trudeau,Susan              | KC006  | 26,678.860   | 25,072.920    | ***.**        |
| CAN01     | KC0/005      | 59,024          | KC021    | Sales Product Consultant       | Sinclair,Betty Anne        | KC015  | 63,179.320   | 4,155.290     | 7.04          |
| CAN01     | KC0/         | 35,414          | KC016    | Manager Training & Dvlp        | Johnson,Carol L            | KC006  | 74,134.180   | 38,719.760    | 109.33        |
| CHE01     | KW0/G1       | 84,371          | KW0002   | Sales Manager                  | Goldman,Wilfred Daan Ph.D. | KW002  | 94,765.760   | 10,394.540    | 12.32         |
| CHE01     | KW0/G1       | 84,371          | KW0003   | Customer Services Manager      | van de Meer,Rudolf Mr.     | KW002  | 94,765.760   | 10,394.540    | 12.32         |
| CHE01     | KW0/E1       | 143,094         | KW0001   | Country Manager                | van Wezel,Mercedes Miss    | KW001  | 161,992.750  | 18,899.150    | 13.21         |
| EGJBU     | NEX/3        | 28,000          | PJ4422   | Security Guard III             | Caria,Lee                  | PJC30  | 43,000.000   | 15,000.000    | 53.57         |
| EGJBU     | NEX/3        | 28,000          | PJ4422   | Security Guard III             | Honda,Dennise              | PJC30  | 40,000.000   | 12,000.000    | 42.86         |
| EGJBU     | NEX/3        | 28,000          | PJ4422   | Security Guard III             | LaFerve,Nadine             | PJC30  | 41,000.000   | 13,000.000    | 46.43         |
| EGJBU     | NEX/3        | 28,000          | PJ4422   | Security Guard III             | Niko,Noreen                | PJC30  | 40,000.000   | 12,000.000    | 42.86         |
| EGJBU     | NEX/3        | 28,000          | PJ4423   | Security Guard IV              | Ho,Loretta R               | PJC30  | 35,400.000   | 7,400.000     | 26.43         |
| EGJBU     | NEX/3        | 28,000          | PJ4423   | Security Guard IV              | Lawson,Monica              | PJC30  | 50,000.000   | 22,000.000    | 78.57         |
| EGJBU     | NEX/2        | 23,501          | PJ1251   | Assistant - Administrative     | Singh,Martek               | PJC31  | 42,000.000   | 18,498.600    | 78.71         |
| EGJBU     | NEX/2        | 23,501          | PJ1251   | Assistant - Administrative     | Tanner,Rhoma C             | PJC30  | 32,240.000   | 8,738.600     | 37.18         |
| EGJBU     | NEX/2        | 23,501          | PJ1252   | Assistant - Teaching           | Gipson,Larry               | PJC31  | 51,000.000   | 27,498.600    | 117.01        |
| EGJBU     | NEX/2        | 23,501          | PJ4421   | Security Guard II              | Valasquez,Yvonne           | PJC30  | 40,000.000   | 16,498.600    | 70.20         |
| EGJBU     | NEX/1        | 20,000          | PJ1750   | Clerk                          | Goslin,Angela              | PJC31  | 43,000.000   | 23,000.000    | 115.00        |
| EGJBU     | NEX/         | 20,000          | PJ4421   | Security Guard II              | Ohara,Bruce                | PJC30  | 40,000.000   | 20,000.000    | 100.00        |
| EGJBU     | SAL/2        | 51,000          | PJ1050   | Administrator                  | McCune,Ned                 | PJC31  | 75,000.000   | 24,000.000    | 47.06         |
| EGUBU     | HRL/1        | 31,200          | PU6322   | Student Lab Tech               | Wong,Lance R               | PSU50  | 42,000.000   | 10,800.000    | 34.62         |
| EGUBU     | HRL/1        | 31,200          | PU6322   | Student Lab Tech               | Young,Jay A                | PSU50  | 51,500.000   | 20,300.000    | 65.06         |
| EGUBU     | HRL/1        | 31,200          | PU6324   | Student Resident Assistant     | Giannotti,Roberto          | PSU50  | 45,000.000   | 13,800.000    | 44.23         |
| EGUBU     | HRL/1        | 31,200          | PU6325   | Student Office Support         | Patel,Mahesh               | PSU50  | 40,000.000   | 8,800.000     | 28.21         |
| EGUBU     | HRL/1        | 31,200          | PU6325   | Student Office Support         | Schall,James               | PSU50  | 60,000.000   | 28,800.000    | 92.31         |
| EGUBU     | HRL/1        | 31,200          | PU6325   | Student Office Support         | Williams,Jared             | PSU50  | 50,000.000   | 18,800.000    | 60.26         |
| EGUBU     | NEX/3        | 28,000          | PU1251   | Assistant - Teaching           | Johnson,Robert             | PSU53  | 50,000.000   | 22,000.000    | 78.57         |
| EGUBU     | NEX/3        | 28,000          | PU1251   | Assistant - Teaching           | Nuygen,Tran                | PSU53  | 90,000.000   | 62,000.000    | 221.43        |
| EGUBU     | NEX/3        | 28,000          | PU1251   | Assistant - Teaching           | Walker,Allison R           | PSU53  | 60,000.000   | 32,000.000    | 114.29        |
| EGUBU     | NEX/2        | 23,501          | PU1251   | Assistant - Teaching           | Young,Mimi                 | PSU53  | 49,500.000   | 25,998.600    | 110.63        |
| EGUBU     | NEX/1        | 20,000          | PU1751   | Clerk-Administrative I         | Monet,Claude               | PSU50  | 50,000.000   | 30,000.000    | 150.00        |
| EGVBU     | NEX/5        | 40,000          | PN4150   | Secretary                      | Levin,Patsy                | PNC20  | 40,000.000   | 0.040         | 0.00          |
| EGVBU     | NEX/2        | 23,501          | PA5502   | Office Assistant II            | Walker,Gail K              | BGV10  | 25,298.600   | 2,298.600     | 9.78          |
| EGVBU     | NEX/2        | 23,501          | PN1750   | Clerk                          | Haderlein,David            | PNC20  | 45,000.000   | 21,498.600    | 91.48         |
| EGVBU     | NEX/2        | 23,501          | PN3401   | Operator-Snow Removal          | Finet,Jacque               | PNC20  | 50,000.000   | 26,498.600    | 112.75        |
| EGVBU     | NEX/2        | 23,501          | PN8001   | Officer-Animal Control II      | Laig,Inez                  | PNC20  | 45,000.000   | 21,498.600    | 91.48         |
| EGVBU     | NEX/2        | 23,501          | PN8001   | Officer-Animal Control II      | Martinez,Luis              | PNC20  | 41,000.000   | 17,498.600    | 74.46         |
| EGVBU     | NEX/2        | 23,501          | PN8001   | Officer-Animal Control II      | Yap,Carla                  | PNC20  | 40,000.000   | 16,498.600    | 70.20         |
| EGVBU     | NEX/2        | 23,501          | PN8003   | Officer-Animal Control, Spvsr  | Overton,Lawrence           | PNC20  | 46,000.000   | 22,498.600    | 95.73         |
| EGVBU     | NEX/1        | 20,000          | PA5501   | Office Assistant I             | Smith,Maggie               | BGV10  | 30,000.000   | 10,000.000    | 50.00         |
| EGVBU     | NEX/1        | 20,000          | PN4371   | Sweper - Street                | Reynolds,Amanda            | PNC20  | 40,000.000   | 20,000.000    | 100.00        |
| EGVBU     | SAL/2        | 51,000          | PA1251   | Assistant -Community Relations | Woolfsberg,Thomas I        | BGV10  | 60,300.000   | 9,300.000     | 18.24         |
| EGVBU     | SAL/1        | 42,000          | PA1151   | Analys - Health Statistics     | Smithfield,Loren R         | BGV10  | 63,000.000   | 21,000.000    | 50.00         |
| EGVBU     | SAL/1        | 42,000          | PA1151   | Analys - Health Statistics     | Wong,Jeanne T              | BGV10  | 72,000.000   | 30,000.000    | 71.43         |

| Employee                      | Plan/Grade/Step | Action    | Reason        |          |           |        |         |                 |  |  |
|-------------------------------|-----------------|-----------|---------------|----------|-----------|--------|---------|-----------------|--|--|
| KU0006                        | Erickson,Arthur | KU01 006  | 1             | PAY      | ADJ       |        |         |                 |  |  |
| Previous Compensation Package |                 |           |               |          |           |        |         |                 |  |  |
| Eff Date                      | Sequence        | Rate Code | Comp Rate     | Currency | Comp Freq | Points | Percent | Rate Code Group |  |  |
| 05/12/1987                    | 0               | NAANNL    | 65,780.000000 | USD      | A         | 0.00   | 0.000   |                 |  |  |
| 05/12/1987                    | 0               | NAANNL    | 7,280.000000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| New Compensation Package      |                 |           |               |          |           |        |         |                 |  |  |
| 01/01/1990                    | 0               | NAANNL    | 8,808.800000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| KU0006                        | Erickson,Arthur | KU01 006  | 1             | PAY      | ADJ       |        |         |                 |  |  |
| Previous Compensation Package |                 |           |               |          |           |        |         |                 |  |  |
| Eff Date                      | Sequence        | Rate Code | Comp Rate     | Currency | Comp Freq | Points | Percent | Rate Code Group |  |  |
| 05/12/1987                    | 0               | NAANNL    | 65,780.000000 | USD      | A         | 0.00   | 0.000   |                 |  |  |
| 05/12/1987                    | 0               | NAANNL    | 7,280.000000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| New Compensation Package      |                 |           |               |          |           |        |         |                 |  |  |
| 01/01/1993                    | 0               | NAANNL    | 9,568.000000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| KU0006                        | Erickson,Arthur | KU01 006  | 1             | PAY      | ADJ       |        |         |                 |  |  |
| Previous Compensation Package |                 |           |               |          |           |        |         |                 |  |  |
| Eff Date                      | Sequence        | Rate Code | Comp Rate     | Currency | Comp Freq | Points | Percent | Rate Code Group |  |  |
| 05/12/1987                    | 0               | NAANNL    | 65,780.000000 | USD      | A         | 0.00   | 0.000   |                 |  |  |
| 05/12/1987                    | 0               | NAANNL    | 7,280.000000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| New Compensation Package      |                 |           |               |          |           |        |         |                 |  |  |
| 01/01/1994                    | 0               | NAANNL    | 65,780.000000 | USD      | A         | 0.00   | 0.000   |                 |  |  |
| 01/01/1994                    | 0               | NAANNL    | 7,280.000000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| KU0006                        | Erickson,Arthur | KU01 006  | 1             | PAY      | ADJ       |        |         |                 |  |  |
| Previous Compensation Package |                 |           |               |          |           |        |         |                 |  |  |
| Eff Date                      | Sequence        | Rate Code | Comp Rate     | Currency | Comp Freq | Points | Percent | Rate Code Group |  |  |
| 05/12/1987                    | 0               | NAANNL    | 65,780.000000 | USD      | A         | 0.00   | 0.000   |                 |  |  |
| 05/12/1987                    | 0               | NAANNL    | 7,280.000000  | USD      | A         | 0.00   | 0.000   |                 |  |  |
| New Compensation Package      |                 |           |               |          |           |        |         |                 |  |  |
| 01/01/1996                    | 0               | NAANNL    | 10,920.000000 | USD      | A         | 0.00   | 0.000   |                 |  |  |
| KU0006                        | Erickson,Arthur | KU01 006  | 1             | PAY      | ADJ       |        |         |                 |  |  |



| ----- Previous ----- |                           |            |          |       |      | ----- New ----- |          |       |      |  |
|----------------------|---------------------------|------------|----------|-------|------|-----------------|----------|-------|------|--|
| ID                   | Name                      | 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    |  |

End of Report

PeopleSoft  
Salary History by Employee

Report ID: CMP011

Page No. 1  
Run Date 11/21/2002  
Run Time 22:03:26

For the period 01/01/1900 through 11/21/2002

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

Report ID: CMP020JP

SalIncID: SAL\_INCR\_ID TEST  
GroupID: TEST

Calculation As Of Date: 2001-01-01 Calc#: 1

| 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                          | 10.000          |  |                 |  |
| 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

| <i>Measure</i>                                  | <i>Triggering Date</i> | <i>Level Effect (%)</i> | <i>Mass Effect (%)</i> | <i>Carry-Over(%)</i> |
|---|------------------------|-------------------------|------------------------|----------------------|
| Carry-over from the reference period            | -                      | -                       | -                      | 0.00                 |
| <b>Bonus</b>                                    |                        | <b>-0.10</b>            | <b>-0.06</b>           | <b>-0.03</b>         |
| <b>Regular Bonus</b>                            |                        | <b>-0.10</b>            | <b>-0.06</b>           | <b>-0.03</b>         |
| Promotion from Assistant to Senior Assistant    | 01/10/2001             | -0.10                   | -0.06                  | -0.03                |
| <b>Individual Measures</b>                      |                        | <b>-3.91</b>            | <b>-2.41</b>           | <b>-1.19</b>         |
| <b>Shift-Technicality</b>                       |                        | <b>-3.91</b>            | <b>-2.41</b>           | <b>-1.19</b>         |
| Promotion from Assistant to Senior Assistant    | 01/10/2001             | -3.91                   | -2.41                  | -1.19                |
| Average Compensation for the Employees in Place | -                      | <b>-4.01</b>            | <b>-2.47</b>           | <b>-1.22</b>         |
| Headcount effect                                | -                      | -                       | <b>37.32</b>           | -                    |
| Structure effect                                | -                      | -                       | <b>0.00</b>            | -                    |
| Noria effect                                    | -                      | -                       | <b>-8.63</b>           | -                    |
| Total Compensation variation                    | -                      | -                       | <b>26.21</b>           | -                    |

## Compensation Analysis

between Year 2000  
and Year 2001

Scenario : **Simulation of compensation for year 2001  
Variation of Headcount**

| <i>Group</i>                 | <i>Reference</i> | <i>Analysis</i> | <i>Variation</i> | <i>Variation</i> |
|------------------------------|------------------|-----------------|------------------|------------------|
|                              | <i>Period</i>    | <i>Period</i>   | (D)              | (%)              |
| All employees in Company KF1 | <b>21.19</b>     | <b>22.58</b>    | <b>1.39</b>      | <b>6.58</b>      |

### Variation of Total Compensation

| <i>Group</i>                 | <i>Reference</i>    | <i>Analysis</i>     | <i>Variation</i>  | <i>Variation</i> |
|------------------------------|---------------------|---------------------|-------------------|------------------|
|                              | <i>Period</i>       | <i>Period</i>       | (D)               | (%)              |
| All employees in Company KF1 | <b>4,822,430.92</b> | <b>5,218,093.54</b> | <b>395,662.62</b> | <b>8.20</b>      |

### Variation of Average Compensation

| <i>Group</i>                 | <i>Reference</i>  | <i>Analysis</i>   | <i>Variation</i> | <i>Variation</i> |
|------------------------------|-------------------|-------------------|------------------|------------------|
|                              | <i>Period</i>     | <i>Period</i>     | (D)              | (%)              |
| All employees in Company KF1 | <b>227,616.31</b> | <b>231,093.60</b> | <b>3,477.29</b>  | <b>1.53</b>      |

### Variation of Median Compensation

| <i>Group</i>                 | <i>Reference</i>  | <i>Analysis</i>   | <i>Variation</i> | <i>Variation</i> |
|------------------------------|-------------------|-------------------|------------------|------------------|
|                              | <i>Period</i>     | <i>Period</i>     | (D)              | (%)              |
| All employees in Company KF1 | <b>361,986.50</b> | <b>370,074.95</b> | <b>8,088.45</b>  | <b>2.23</b>      |

### Variation of Compensation (constant headcount)

| <i>Group</i>                 | <i>Headcount</i> | <i>Total Compensation</i> | <i>Average Compensation</i> |
|------------------------------|------------------|---------------------------|-----------------------------|
|                              | <i>Ratio</i>     | <i>Ratio</i>              | <i>Ratio</i>                |
| All employees in Company KF1 | <b>106.58</b>    | <b>108.20</b>             | <b>101.53</b>               |

### Variation of Compensation (constant structure)

| <i>Group</i>                 | <i>Fictive Compensation</i> | <i>Total Compensation</i> |
|------------------------------|-----------------------------|---------------------------|
|                              | <i>for Analysis Period</i>  | <i>Variation</i>          |
| All employees in Company KF1 | <b>4,896,103.20</b>         | <b>1.53</b>               |

### Scenarios Comparison

**between** Simulation of compensation for year 2001 9/1/00 10:36:37AM(Scenario 1)  
**and** Simulation of compensation for year 2001 9/1/00 11:12:07AM(Scenario 2)

**Group of Employees:** All employees in Company KF1

Page No. 1  
 Run Date 01/09/2000  
 Run Time 1:15:07AM

| Elementary Period |            | Compensation |              |               |               | Headcount  |            |               |               | Average Compensation |            |               |               |
|-------------------|------------|--------------|--------------|---------------|---------------|------------|------------|---------------|---------------|----------------------|------------|---------------|---------------|
| Date From         | Thru       | Scenario 1   | Scenario 2   | Variation (D) | Variation (%) | Scenario 1 | Scenario 2 | Variation (D) | Variation (%) | Scenario 1           | Scenario 2 | Variation (D) | Variation (%) |
| 01/01/2001        | 31/01/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/02/2001        | 28/02/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/03/2001        | 31/03/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/04/2001        | 30/04/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/05/2001        | 31/05/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/06/2001        | 30/06/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/07/2001        | 31/07/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/08/2001        | 31/08/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/09/2001        | 30/09/2001 | 397,561.15   | 397,561.15   | 0.00          | 0.00          | 24.00      | 24.00      | 0.00          | 0.00          | 17,606.78            | 17,606.78  | 0.00          | 0.00          |
| 01/10/2001        | 31/10/2001 | 397,561.15   | 487,561.15   | 90,000.00     | 22.64         | 24.00      | 34.00      | 10.00         | 41.67         | 17,606.78            | 14,965.04  | -2,641.74     | -15.00        |
| 01/11/2001        | 30/11/2001 | 414,160.69   | 504,160.69   | 90,000.00     | 21.73         | 24.00      | 34.00      | 10.00         | 41.67         | 18,341.93            | 15,474.55  | -2,867.38     | -15.63        |
| 01/12/2001        | 31/12/2001 | 828,321.38   | 1,008,321.38 | 180,000.00    | 21.73         | 24.00      | 34.00      | 10.00         | 41.67         | 36,683.85            | 30,949.09  | -5,734.76     | -15.63        |

**Rate Codes without rate code class**

| <b>Rate Code</b> | <b>Effective Date</b> |                            | <b>Rate Type</b> |
|------------------|-----------------------|----------------------------|------------------|
| 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   |

Report ID: PER008

Group ID: KCSALES

Employee Information:

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

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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

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Review Results:

Review Rating: None

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Reviewer Ratings:

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

Competencies:

| Seq<br>Nr | Competency | Review<br>Rating | Factor<br>Weight | Review<br>Comments |
|-----------|------------|------------------|------------------|--------------------|
|           | None       |                  |                  |                    |

Reviewer Comments: None

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PeopleSoft  
DEPARTMENTAL SALARIES

Report ID: PER012

Page No. 1  
Run Date 09/01/2000  
Run Time 11:35:39

| Bus. Unit                                       | Employee Name         | Employee ID   | Hire Date  | Emp Full Reg Job |      |     | Job Title         | Pay Salary |         |       | Cur Cd | P A Y R A T E S |          |            |             |
|---|-----------------------|---------------|------------|------------------|------|-----|-------------------|------------|---------|-------|--------|-----------------|----------|------------|-------------|
|   |                       |               |            | Typ              | Part | Tmp |                   | Code       | Grp     | Grade |        | Cd              | Hourly   | Daily      | Monthly     |
| DeptID KB001 Headquarters - Belgium Manager     |                       |               |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| BEL01   | Ceulemans,Jan         | KB0001        | 02/01/1997 | S                | F    | R   | KB0003 Mgr BEL    | KB1        | KB0/004 | BE    |        | 1174.038462     | 9392.308 | 203500.000 | 2442000.000 |
| BEL01   | Overbeeke,Sabine      | KB0003        | 09/15/1998 | S                | F    | R   | KB0002 HR Admin   | KB1        | KB0/001 | US *  |        | 10.570000       | 84.560   | 1832.133   | 21985.600   |
| 2 Employees                                     |                       | 2 Salaried    |            | 2 Full-time      |      |     | 2 Regular         |            |         |       |        |                 |          |            |             |
|   |                       | 0 Exc. Hourly |            | 0 Part-time      |      |     | 0 Temporary       |            |         |       |        |                 |          |            |             |
|   |                       | 0 Hourly      |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| DeptID KB002 Sales & Services - Belgium Manager |                       |               |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| BEL01   | Leclercq,Francois     | KB0005        | 06/02/1999 | S                | F    | R   | KB0005 Consultant | KB1        | KB0/003 | BE    |        | 715.865385      | 5726.923 | 124083.333 | 1489000.000 |
| BEL01   | Peeters,Guido         | KB0002        | 04/15/1997 | S                | F    | R   | KB0001 Sales Mgr  | KB1        | KB0/004 | BE    |        | 1043.076923     | 8344.615 | 180800.000 | 2169600.000 |
| BEL01   | Vandaele,Steven       | KB0004        | 03/07/1999 | S                | F    | R   | KB0004 Sales      | KB1        | KB0/003 | BE    |        | 780.369231      | 6242.954 | 135264.000 | 1623168.000 |
| 3 Employees                                     |                       | 3 Salaried    |            | 3 Full-time      |      |     | 3 Regular         |            |         |       |        |                 |          |            |             |
|   |                       | 0 Exc. Hourly |            | 0 Part-time      |      |     | 0 Temporary       |            |         |       |        |                 |          |            |             |
|   |                       | 0 Hourly      |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| DeptID KC001 Human Resources Manager            |                       |               |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| CAN01   | Brown,Jennifer L      | KC0025        | 03/05/1995 | E                | P    | R   | KC003 Sr Secrtry  | KC1        | KC0/003 | CA    |        | 18.750000       | 75.000   | 1625.000   | 19500.000   |
| CAN01   | Chan,Diana E          | KC0033        | 04/22/1984 | S                | F    | R   | KC012 HR Analyst  | KC3        | KC0/006 | CA    |        | 34.615385       | 276.923  | 6000.000   | 72000.000   |
| CAN01   | Griffiths,Martina Rae | KC0001        | 01/01/1990 | S                | F    | R   | KC003 Sr Secrtry  | KC2        | KC0/004 | CA    |        | 15.144231       | 121.154  | 2625.000   | 31500.000   |
| CAN01   | Henderson,David M     | KC0014        | 07/05/1998 | S                | F    | R   | KC010 Trainee     | KC2        | KC0/002 | CA    |        | 10.096154       | 80.769   | 1750.000   | 21000.000   |
| CAN01   | Jacobs,Lisa Leigh     | KC0028        | 12/02/1985 | S                | F    | R   | KC003 Sr Secrtry  | KC4        | KC0/    | CA    |        | 15.288462       | 122.308  | 2650.000   | 31800.000   |
| CAN01   | Maissoneuve,Louise    | KC0024        | 01/19/1990 | S                | F    | R   | KC012 HR Analyst  | KC1        | KC0/006 | CA    |        | 32.692308       | 261.538  | 5666.667   | 68000.000   |
| CAN01   | Reid,Charles M        | KC0004        | 04/02/1981 | E                | P    | R   | KC012 HR Analyst  | KC2        | KC0/006 | CA    |        | 18.000000       | 108.000  | 2340.000   | 28080.000   |
| CAN01   | Saint-Amand,Marcel    | KC0031        | 07/26/1990 | S                | F    | R   | KC018 Mgr ER      | KC3        | KC0/007 | CA    |        | 37.740385       | 301.923  | 6541.667   | 78500.000   |
| CAN01   | Turner,Gina           | KC0035        | 02/14/1994 | E                | P    | R   | KC019 Sr Admin    | KC3        | KC0/    | CA    |        | 18.350000       | 36.700   | 795.167    | 9542.000    |
| CAN01   | Turner,Gina           | KC0035        | 02/14/1994 | E                | P    | R   | KC010 Trainee     | KC4        | KC0/    | CA    |        | 22.000000       | 132.000  | 2860.000   | 34320.000   |
| CAN01   | Valade,Claudia A      | KC0029        | 12/27/1990 | S                | F    | R   | KC012 HR Analyst  | KC4        | KC0/005 | CA    |        | 29.951923       | 239.615  | 5191.667   | 62300.000   |
| CAN01   | Walters,Julie Ann     | KC0034        | 06/21/1985 | S                | F    | R   | KC003 Sr Secrtry  | KC3        | KC0/    | CA    |        | 17.601923       | 140.815  | 3051.000   | 36612.000   |
| GBIBU   | Wickham,Fred          | KCI001        | 03/05/1990 | S                | F    | R   | KC003 Sr Secrtry  | KC7        | KC0/    | CA    |        | 38.461538       | 307.692  | 6666.667   | 80000.000   |
| 13 Employees                                    |                       | 9 Salaried    |            | 9 Full-time      |      |     | 13 Regular        |            |         |       |        |                 |          |            |             |
|   |                       | 4 Exc. Hourly |            | 4 Part-time      |      |     | 0 Temporary       |            |         |       |        |                 |          |            |             |
|   |                       | 0 Hourly      |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| DeptID KC002 Benefits Manager                   |                       |               |            |                  |      |     |                   |            |         |       |        |                 |          |            |             |
| CAN01   | Johnson,Helen         | KC0018        | 10/25/1981 | S                | F    | R   | KC013 Ben Spec    | KC2        | KC0/005 | CA    |        | 24.230769       | 193.846  | 4200.000   | 50400.000   |
| CAN01   | Lau,Patrick           | KC0011        | 01/02/1986 | E                | P    | R   | KC013 Ben Spec    | KC2        | KC0/002 | CA    |        | 14.500000       | 58.000   | 1256.667   | 15080.000   |
| CAN01   | Millier,Joseph G      | KC0030        | 07/02/1997 | E                | P    | R   | KC013 Ben Spec    | KC4        | KC0/002 | CA    |        | 18.750000       | 75.000   | 1625.000   | 19500.000   |

PeopleSoft  
EMPLOYEE COMPENSATION CHANGES

Report ID: PER013

For the period 01/01/1999 through 01/01/2000

| Bus. Unit | Employee Name     | Employee ID | Hire Date  | Empl Type | Job Code                 | Job Title  | Salary Grade | Cur Cd | Current Comp Rate | <---- C O M P R A T E C H A N G E ----><br>Date | Amount    | Percent      | Action |           |
|-----------|-------------------|-------------|------------|-----------|--------------------------|------------|--------------|--------|-------------------|---|-----------|--------------|--------|-----------|
| DeptID K  |                   |             |            |           |                          |            |              |        |                   |   |           |              |        |           |
| BEL01     | Leclercq,Francois | KB0005      | 06/02/1999 | S         | KB0005                   | Consultant | KB01/003     | BEF    | 124083.333333     | M   | 06/02/199 | 0.000000     | 0.000  | Hire      |
|           |                   |             |            |           | Compensation Components: |            | KBBS03       | BEF    | 700.000000        | H   |           | 0.000000     | 0.000  |           |
|           |                   |             |            |           |                          |            | KBTV01       | BEF    | 2750.000000       | M   |           | 0.000000     | 0.000  |           |
| BEL01     | Peeters,Guido     | KB0002      | 04/15/1997 | S         | KB0001                   | Sales Mgr  | KB01/004     | BEF    | 163466.666666     | M   | 03/01/199 | 16133.333333 | 10.950 | Promotion |
|           |                   |             |            |           | Compensation Components: |            | KBBS04       | BEF    | 925.000000        | H   |           | 0.000000     | 0.000  |           |
|           |                   |             |            |           |                          |            | KBFA03       | BEF    | 37600.000000      | A   |           | 0.000000     | 0.000  |           |
| BEL01     | Vandaele,Steven   | KB0004      | 03/07/1999 | S         | KB0004                   | Sales      | KB01/003     | BEF    | 135264.000000     | M   | 03/07/199 | 0.000000     | 0.000  | Hire      |
|           |                   |             |            |           | Compensation Components: |            | KBBS03       | BEF    | 750.000000        | H   |           | 0.000000     | 0.000  |           |
|           |                   |             |            |           |                          |            | KBTV01       | BEF    | 5264.000000       | M   |           | 0.000000     | 0.000  |           |
| BEL01     | Vandaele,Steven   | KB0004      | 03/07/1999 | S         | KB0004                   | Sales      | KB01/003     | BEF    | 135264.000000     | M   | 03/07/199 | 0.000000     | 0.000  | Hire      |
|           |                   |             |            |           | Compensation Components: |            | KBBS03       | BEF    | 750.000000        | H   |           | 0.000000     | 0.000  |           |
|           |                   |             |            |           |                          |            | KBTV01       | BEF    | 5264.000000       | M   |           | 0.000000     | 0.000  |           |

|          |             |        |            |   |                          |         |        |     |             |   |           |            |        |            |
|----------|-------------|--------|------------|---|--------------------------|---------|--------|-----|-------------|---|-----------|------------|--------|------------|
| DeptID K |             |        |            |   |                          |         |        |     |             |   |           |            |        |            |
| CAN01    | Turner,Gina | KC0035 | 02/14/1994 | E | KC010                    | Trainee | KC02/  | CAD | 1430.000000 | S | 01/01/200 | 130.000000 | 10.000 | Pay Rt Chg |
|          |             |        |            |   | Compensation Components: |         | NAHRLY | CAD | 22.000000   | H |           | 2.000000   | 10.000 |            |
| CAN01    | Turner,Gina | KC0035 | 02/14/1994 | E | KC010                    | Trainee | KC02/  | CAD | 1430.000000 | S | 01/01/200 | 130.000000 | 10.000 | Pay Rt Chg |
|          |             |        |            |   | Compensation Components: |         | NAHRLY | CAD | 22.000000   | H |           | 2.000000   | 10.000 |            |

|          |                  |        |            |   |                          |            |          |     |            |   |           |           |       |            |
|----------|------------------|--------|------------|---|--------------------------|------------|----------|-----|------------|---|-----------|-----------|-------|------------|
| DeptID K |                  |        |            |   |                          |            |          |     |            |   |           |           |       |            |
| CAN01    | Reid,Charles M   | KC0004 | 04/02/1981 | E | KC007                    | Pay Clerk  | KC01/006 | CAD | 440.000000 | B | 01/01/200 | 30.000000 | 7.317 | Pay Rt Chg |
|          |                  |        |            |   | Compensation Components: |            | NAHRLY   | CAD | 22.000000  | H |           | 1.500000  | 7.317 |            |
| CAN01    | Reid,Charles M   | KC0004 | 04/02/1981 | E | KC007                    | Pay Clerk  | KC01/006 | CAD | 440.000000 | B | 01/01/200 | 30.000000 | 7.317 | Pay Rt Chg |
|          |                  |        |            |   | Compensation Components: |            | NAHRLY   | CAD | 22.000000  | H |           | 1.500000  | 7.317 |            |
| CAN01    | Rogers,Cynthia A | KC0003 | 03/12/1988 | H | KC001                    | Acct Clerk | KC01/004 | CAD | 885.000000 | B | 01/01/200 | 60.000000 | 7.273 | Pay Rt Chg |
|          |                  |        |            |   | Compensation Components: |            | NAHRLY   | CAD | 14.750000  | H |           | 1.000000  | 7.273 |            |

DeptID K

PeopleSoft  
SALARY HISTORY

Report ID: PER023  
Department: KB002 Sales & Services - Belgium  
For the period 01/01/1999 through 01/01/2000

| Bus. Unit | Employee Name     | Employee ID | Effective Date | Action    | Emp Typ                  | Reg Tmp | Full Part | Job Code | Job Title  | Salary Grade | Cur Cd | Comp Rate     | Change Amount | Change Percent | Supervisor |
|-----------|-------------------|-------------|----------------|-----------|--------------------------|---------|-----------|----------|------------|--------------|--------|---------------|---------------|----------------|------------|
| BEL01     | Leclercq,Francois | KB0005      | 06/02/1999     | Hire      | S                        | R       | F         | KB0005   | Consultant | KB0/003      | BE     | 124083.3333 M | 0.0000        | 0.00           |            |
|           |                   |             |                |           | Compensation Components: |         |           |          |            | KBBS03       | BE     | 700.0000 H    | 0.0000        | 0.00           |            |
|           |                   |             |                |           |                          |         |           |          |            | KBTV01       | BE     | 2750.0000 M   | 0.0000        | 0.00           |            |
|           | Peeters,Guido     | KB0002      | 03/01/1999     | Promotion | S                        | R       | F         | KB0001   | Sales Mgr  | KB0/004      | BE     | 163466.6667 M | 16133.3333    | 10.95          |            |
|           |                   |             |                |           | Compensation Components: |         |           |          |            | KBBS04       | BE     | 925.0000 H    | 0.0000        | 0.00           |            |
|           |                   |             |                |           |                          |         |           |          |            | KBFA03       | BE     | 37600.0000 A  | 0.0000        | 0.00           |            |
|           | Vandaele,Steven   | KB0004      | 03/07/1999     | Hire      | S                        | R       | F         | KB0004   | Sales      | KB0/003      | BE     | 135264.0000 M | 0.0000        | 0.00           |            |
|           |                   |             |                |           | Compensation Components: |         |           |          |            | KBBS03       | BE     | 750.0000 H    | 0.0000        | 0.00           |            |
|           |                   |             |                |           |                          |         |           |          |            | KBTV01       | BE     | 5264.0000 M   | 0.0000        | 0.00           |            |
|           |                   |             | 03/07/1999     | Hire      | S                        | R       | F         | KB0004   | Sales      | KB0/003      | BE     | 135264.0000 M | 0.0000        | 0.00           |            |
|           |                   |             |                |           | Compensation Components: |         |           |          |            | KBBS03       | BE     | 750.0000 H    | 0.0000        | 0.00           |            |
|           |                   |             |                |           |                          |         |           |          |            | KBTV01       | BE     | 5264.0000 M   | 0.0000        | 0.00           |            |

PeopleSoft  
Merit Increases

Page No. 1  
Run Date 11/21/2002  
Run Time 22:01:18

Report ID: PER041  
Group ID: KOMERIT2001  
Review Type: KOMERIT1  
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    | KOMERIT1    | 01/01/2001        | 12/31/2001      | 42            | K0GRCN    | 10.000 Percent | Proposed |
| KU0101 Adams,Cynthia    | 0    | KOMERIT1    | 01/01/2001        | 12/31/2001      | 46            | K0GRCN    | 12.000 Percent | Proposed |
| KU0106 Chae,Kevin       | 1    | KOMERIT1    | 01/01/2001        | 12/31/2001      | 29            |           |                | No Incr  |
| KU0112 McKinley,Larry J | 1    | KOMERIT1    | 01/01/2001        | 12/31/2001      | 38            | K0GRCN    | 5.000 Percent  | Proposed |
| KU0119 Hoinck,Susan     | 0    | KOMERIT1    | 01/01/2001        | 12/31/2001      | 30            | K0GRCN    | 3.000 Percent  | Proposed |

End of Report

From 01/01/1999 To 01/01/2000

| DeptID | Plan/Grade | EmplID | Name                  | Empl Rcd# | Eff Date   | Eff Seq | Rate Code | Comp Rate   | Currency |
|--------|------------|--------|-----------------------|-----------|------------|---------|-----------|-------------|----------|
| KC001  | KC01 / 004 | KC0001 | Griffiths,Martina Rae | 0         | 02/01/1997 | 0       | NAANNL    | 2,625.000   | CAD      |
| KC001  | KC02 / 002 | KC0014 | Henderson,David M     | 0         | 07/05/1998 | 0       | NAANNL    | 1,750.000   | CAD      |
| KC001  | KC02 / 005 | KC0029 | Valade,Claudia A      | 0         | 12/27/1990 | 0       | NAANNL    | 60,500.000  | CAD      |
| KC001  | KC02 / 006 | KC0024 | Maissoneuve,Louise    | 0         | 01/19/1990 | 0       | NAANNL    | 68,000.000  | CAD      |
| KC001  | KC02 / 006 | KC0033 | Chan,Diana E          | 0         | 04/22/1984 | 0       | NAANNL    | 69,600.000  | CAD      |
| KC001  | KC02 / 007 | KC0031 | Saint-Amand,Marcel    | 0         | 06/06/1994 | 0       | NAANNL    | 78,500.000  | CAD      |
| KC002  | KC02 / 005 | KC0018 | Johnson,Helen         | 0         | 10/25/1981 | 0       | NAANNL    | 48,000.000  | CAD      |
| KC003  | KC02 / 004 | KC0021 | Davies,Craig R        | 0         | 12/01/1996 | 0       | NAANNL    | 55,000.000  | CAD      |
| KC005  | KC01 / 003 | KC0009 | Mills,Stephanie A     | 0         | 06/02/1992 | 0       | NAANNL    | 1,850.000   | CAD      |
| KC005  | KC02 / 003 | KC0019 | Desmarais,Jean-Pierre | 0         | 04/05/1982 | 0       | NAANNL    | 2,130.000   | CAD      |
| KC005  | KC02 / 005 | KC0023 | Duvall,David          | 0         | 01/05/1985 | 0       | NAANNL    | 48,000.000  | CAD      |
| KC005  | KC02 / 006 | KC0006 | Jubenville,Pierre     | 0         | 05/12/1987 | 0       | NAANNL    | 78,635.000  | CAD      |
| KC006  | KC01 / 006 | KC0007 | Trudeau,Susan         | 0         | 04/07/1989 | 0       | NAANNL    | 2,825.000   | CAD      |
| KC007  | KC01 / 005 | KCI002 | Baar,John             | 0         | 09/16/1990 | 0       | NAANNL    | 52,000.000  | CAD      |
| KC007  | KC02 / 004 | KC0010 | Howe,Anthony R        | 0         | 09/07/1997 | 0       | NAANNL    | 55,000.000  | CAD      |
| KC007  | KC02 / 008 | KC0002 | Dunbar,Kirby          | 0         | 01/15/1982 | 0       | NAANNL    | 105,000.000 | CAD      |
| KC015  | KC02 / 005 | KC0022 | Sinclair,Betty Anne   | 0         | 11/16/1982 | 0       | NAANNL    | 6,690.000   | CAD      |
| KC015  | KC02 / 006 | KC0008 | Wilson,Kenneth John   | 0         | 07/18/1983 | 0       | NAANNL    | 72,000.000  | CAD      |
| KC015  | KC02 / 008 | KC0013 | Tucker,Margaret       | 0         | 07/15/1995 | 0       | NAANNL    | 87,560.000  | CAD      |
| KU000  | KU02 / 011 | KU0001 | Lewis,Douglas         | 0         | 01/01/1980 | 0       | NAANNL    | 260,000.000 | USD      |
| KU001  | KU01 / 006 | KU0006 | Erickson,Arthur       | 0         | 05/12/1987 | 0       | NAANNL    | 7,280.000   | USD      |
| KU001  | KU01 / 006 | KU0086 | Burkman,Seek          | 1         | 03/22/1996 | 1       | NAANNL    | 3,466.670   | USD      |
| KU001  | KU01 / 006 | KU0089 | Cerruit,Sandy         | 0         | 06/06/1996 | 0       | NAANNL    | 60,000.000  | USD      |
| KU001  | KU01 / 007 | KU0086 | Burkman,Seek          | 1         | 03/22/1996 | 1       | NAANNL    | 3,466.670   | USD      |
| KU001  | KU01 / 009 | KU0005 | Aliverdi,Reza         | 0         | 03/22/1985 | 0       | NAANNL    | 123,760.000 | USD      |
| KU001  | KU01 / 009 | KU0072 | Mosley,Wayne          | 0         | 04/27/1993 | 0       | NAANNL    | 1,154.000   | USD      |
| KU003  | KU01 / 008 | KU0008 | Roth,Calvin           | 0         | 07/18/1983 | 0       | NAANNL    | 132,000.000 | USD      |
| KU005  | KU01 / 003 | KU0020 | Stevenson,Christelle  | 0         | 10/01/1985 | 0       | NAANNL    | 12,400.000  | USD      |
| KU005  | KU01 / 004 | KU0101 | Adams,Cynthia         | 0         | 06/05/1998 | 0       | NAANNL    | 4,000.530   | USD      |
| KU005  | KU01 / 005 | KU0039 | Quilligan,Shawn       | 0         | 02/16/1986 | 0       | NAANNL    | 48,006.400  | USD      |
| KU005  | KU01 / 005 | KU0076 | Lee,Mei               | 0         | 02/23/1994 | 0       | NAANNL    | 9,568.000   | USD      |
| KU005  | KU01 / 006 | KU0093 | Schwartz,Heidi        | 0         | 09/12/1996 | 0       | NAANNL    | 2,500.000   | USD      |
| KU005  | KU01 / 006 | KU0100 | Osborn,Courtney       | 0         | 02/17/1998 | 0       | NAANNL    | 500.000     | USD      |
| KU005  | KU01 / 009 | KU0007 | Locherty,Betty        | 0         | 04/07/1989 | 0       | NAANNL    | 150,000.000 | USD      |
| KU007  | KU01 / 009 | KUI004 | Peevy,Lance           | 0         | 07/18/1990 | 0       | NAANNL    | 93,000.000  | USD      |
| KU007  | KU01 / 009 | KUI014 | Lacasse,Peter         | 0         | 07/28/1990 | 0       | NAANNL    | 93,000.000  | USD      |
| KU010  | KU01 / 008 | KUI009 | Vandernoot,Dirk       | 0         | 12/17/1990 | 0       | NAANNL    | 125,000.000 | USD      |
| KU010  | KU01 / 008 | KUI019 | Diaz,Valente          | 0         | 12/27/1990 | 0       | NAANNL    | 125,000.000 | USD      |
| KU014  | KU01 / 005 | KUI003 | Dacio,Margaret        | 0         | 05/24/1990 | 0       | NAANNL    | 64,000.000  | USD      |
| KU014  | KU01 / 005 | KUI013 | Maaks,Danielle        | 0         | 05/04/1990 | 0       | NAANNL    | 64,000.000  | USD      |
| KU016  | KU01 / 005 | KU0036 | Religioso,Steve       | 0         | 11/13/1985 | 0       | NAANNL    | 60,008.000  | USD      |
| KU016  | KU01 / 005 | KU0087 | Lopez,Wilma           | 0         | 05/03/1996 | 0       | NAANNL    | 5,000.000   | USD      |
| KU018  | KU01 / 003 | KUI005 | Yoder,Michael         | 0         | 11/21/1990 | 0       | NAANNL    | 47,000.000  | USD      |
| KU018  | KU01 / 003 | KUI015 | Miano,Yolanda         | 0         | 11/30/1990 | 0       | NAANNL    | 47,000.000  | USD      |
| KU021  | KU01 / 006 | KU0067 | Passantino,Alex       | 0         | 02/10/1991 | 0       | NAANNL    | 182,200.000 | USD      |
| KU021  | KU01 / 006 | KUI010 | Hubball,John          | 0         | 08/03/1990 | 0       | NAANNL    | 87,000.000  | USD      |
| KU021  | KU01 / 006 | KUI020 | Johnson,Hugh          | 0         | 08/13/1990 | 0       | NAANNL    | 87,000.000  | USD      |

Report ID: PER044

As Of Date: 08/30/2000

Parameters: All -

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

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 Req'd Elig Pnts 0.0 points

Ttl Num of Empl 4

\*\*\*\*\*

| No. | EmplID | Name            | Department             | Supervisor | Grade | Step | First Sta  | Educ Lvl | Years in Grade | Eligibility Points | -----Review Result----- |            |
|-----|--------|-----------------|------------------------|------------|-------|------|------------|----------|----------------|--------------------|-------------------------|------------|
|     |        |                 |                        |            |       |      |            |          |                |                    | Last                    | One 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  
Department FTE Report

Page No. 1  
Run Date 06/27/2000  
Run Time 16:56:48

Report ID: BUD001

For the period 01/01/1996 through 10/31/1996

FTE

SetID: USA Department: ALG Research

Date

01/01/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)  
B (0.00)  
OO (2.00)

01/02/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)  
B (0.00)  
OO (2.00)

01/03/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)  
B (0.00)  
OO (2.00)

01/04/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)  
B (0.00)  
OO (2.00)

01/05/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)  
B (0.00)  
OO (2.00)

01/06/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)  
B (0.00)  
OO (2.00)

01/07/1996 C (0.00)  
AA (2.00)  
U (0.00)  
F (0.00)

C = Classified Cap      A = Classified Actual      U = Unclassified Cap      F = Unclassified Actual      B = All Cap      O = Total Actual



PeopleSoft  
Reconciliation Report  
FOR THE 1999 FISCAL YEAR

| 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    | NSF00001   |              | UNIV  |         |           |           | 5002       | 5002        | 5002        | 5002        |
| 000000019    |            | Staff Salaries   |       |            | Active       |       |         |           |           |            |             |             |             |
| 118,873.56   |            | 0.00             |       |            | 118,873.56   |       |         |           |           |            |             |             |             |
| 100          | 114        | 1000             | 10    | NSF00001   |              | 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 |
| 000000021 |            | Staff Salaries   |    |            | Active |            |      |      | 5002 |
|           | 675,579.92 |                  |    | 0.00       |        | 675,579.92 |      |      |      |
| 100       | 140        | 1000             | 10 | NIH001     |        | UNIV       | 5005 | 5005 | 5005 |
| 000000029 |            | Other Benefits   |    |            | Active |            |      |      | 5005 |
|           | 48,603.20  |                  |    | 0.00       |        | 48,603.20  |      |      |      |
| 100       | 140        | 1000             | 10 | NSF00002   |        | UNIV       | 5001 | 5001 | 5001 |
| 000000014 |            | Faculty Salaries |    |            | Active |            |      |      | 5001 |
|           | 58,543.66  |                  |    | 17,304.54  |        | 75,848.20  |      |      |      |
| 100       | 140        | 1000             | 10 | NSF00002   |        | UNIV       | 5002 | 5002 | 5002 |
| 000000022 |            | Staff Salaries   |    |            | Active |            |      |      | 5002 |
|           | 54,046.40  |                  |    | 0.00       |        | 54,046.40  |      |      |      |
| 100       | 140        | 1000             | 10 | NSF00001   |        | UNIV       | 5002 | 5002 | 5002 |
| 000000023 |            | Staff Salaries   |    |            | Active |            |      |      | 5002 |
|           | 537,403.54 |                  |    | 61,666.38  |        | 599,069.92 |      |      |      |
| 100       | 140        | 1000             | 10 | NSF00001   |        | UNIV       | 5005 | 5005 | 5005 |
| 000000031 |            | Other Benefits   |    |            | Active |            |      |      | 5005 |
|           | 89,457.90  |                  |    | 126.00     |        | 89,583.90  |      |      |      |
| 100       | 140        | 1000             | 10 | P000003    |        | UNIV       | 5002 | 5002 | 5002 |
| 000000024 |            | Staff Salaries   |    |            | Active |            |      |      | 5002 |
|           | 39,521.36  |                  |    | 7,604.24   |        | 47,125.60  |      |      |      |

End of Report

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 | DEPTID | PROJECT | SEQ# | ACCOUNT CD | PRODUCT | FUND CD | PROG CD | CLASS | AFFILIATE | OPR UNIT | ALT. ACCT | BUDGET REF | CHARTFIELD1 | CHARTFIELD2 | CHARTFIELD3 | AMOUNT | PERCENT |
|-------|--------|---------|------|------------|---------|---------|---------|-------|-----------|----------|-----------|------------|-------------|-------------|-------------|--------|---------|
|       |        |         | 1    | 00000001   |         |         |         |       |           |          |           |            |             |             |             |        |         |
|       | 114    | NIH001  |      |            | 100     |         | 1000    | 10    |           |          |           | 5000       | 5000        | 5000        | 5000        | 0.00   | 100.000 |

DEDUCTION DISTRIBUTION:

| DEDCD | DEDCD | DEPTID | PROJECT | SEQ# | ACCOUNT CD | PRODUCT | FUND CD | PROG CD | CLASS | AFFILIATE | OPR UNIT | ALT. ACCT | BUDGET REF | CHARTFIELD1 | CHARTFIELD2 | CHARTFIELD3 | AMOUNT | PERCENT |
|-------|-------|--------|---------|------|------------|---------|---------|---------|-------|-----------|----------|-----------|------------|-------------|-------------|-------------|--------|---------|
|       |       |        |         | 1    | 00000025   |         |         |         |       |           |          |           |            |             |             |             |        |         |
|       |       | 114    | NIH001  |      |            | 100     |         | 1000    | 10    |           |          |           | 5005       | 5005        | 5005        | 5005        | 0.00   | 100.000 |

TAX DISTRIBUTION:

| STATE | LOCALITY | TAX CLASS | DEPTID | PROJECT | SEQ# | ACCOUNT CD | PRODUCT | FUND CD | PROG CD | CLASS | AFFILIATE | OPR UNIT | ALT. ACCT | BUDGET REF | CHARTFIELD1 | CHARTFIELD2 | CHARTFIELD3 | AMOUNT | PERCENT |
|-------|----------|-----------|--------|---------|------|------------|---------|---------|---------|-------|-----------|----------|-----------|------------|-------------|-------------|-------------|--------|---------|
|       |          |           |        |         | 1    | 00000017   |         |         |         |       |           |          |           |            |             |             |             |        |         |
|       |          |           | 114    | NIH001  |      |            | 100     |         | 1000    | 10    |           |          |           | 5002       | 5002        | 5002        | 5002        | 0.00   | 100.000 |

CAN TAX DISTRIBUTION:

| PROVINCE | CTX CLASS | DEPTID | PROJECT | SEQ# | ACCOUNT CD | 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 | TOTAL |
|------------|--------|---------|---------|---------|------|------|-------|-------|----------|-----------|------------|-------------|-------------|-------------|-------|
|            |        |         |         |         |      |      |       |       |          |           |            | ENCUMBERED  | ACTUALS     |             |       |
| 00000001   | 114    | 5000    | NIH001  |         | 100  | 1000 | 10    |       |          |           | 5000       | 5000        | 5000        |             |       |
|            |        |         |         |         |      |      |       |       |          |           |            | 137,141.44  | 25,108.98   | 162,250.42  |       |
| 00000017   | 114    | 5002    | NIH001  |         | 100  | 1000 | 10    |       |          |           | 5002       | 5002        | 5002        |             |       |
|            |        |         |         |         |      |      |       |       |          |           |            | 9,535.24    | 3,444.80    | 12,980.04   |       |
| 00000025   | 114    | 5005    | NIH001  |         | 100  | 1000 | 10    |       |          |           | 5005       | 5005        | 5005        |             |       |
|            |        |         |         |         |      |      |       |       |          |           |            | 6,890.02    | 0.00        | 6,890.02    |       |

Report ID: BUD009

| 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.<br>The funding level for the Employee/Position/Job Requisition being processed was not found.<br>Check the Dept Budget or Encumb Default tables to make sure funding has been established.<br>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.<br>The funding level for the Employee/Position/Job Requisition being processed was not found.<br>Check the Dept Budget or Encumb Default tables to make sure funding has been established.<br>PSPENFDL:FUNDING LEV NOT FOUND;PROCESSING POSN PRE-ENCUMB;CHECK PS_DEPT_BUDGET |
|           |          |       |       |         |            |          | Department Errors | 2   |
|           |          |       |       |         |            |          | Total Errors      | 2   |

PeopleSoft  
Position Funding Summary Report

Report ID: BUD011

Page No. 1  
Run Date 08/30/2000  
Run Time 09:54:54

As Of Date: 01/01/1997

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

| POSITION # | STATUS |                     | FUNDING |              | EARN CODE | SEQ | BUDGET AMOUNT | DIST. % | FUNDING End Date | TOTAL FTE |
|------------|--------|---------------------|---------|--------------|-----------|-----|---------------|---------|------------------|-----------|
|            |        |                     | LEVEL   | ACCOUNT CODE |           |     |               |         |                  |           |
| 00009390   | ACTIVE | Research Janitorial | PN      | 000001019    |           | 1   |               | 100.000 |                  | 0.00      |
|            |        |                     |         | 000001030    | T05       | 1   | 1000.00       |         |                  |           |
|            |        |                     |         | 000001032    | T05       | 2   | 800.00        |         |                  |           |
|            |        |                     |         | 000001034    | T05       | 3   |               | 100.000 |                  |           |
|            |        |                     |         | 000001021    | TRG       | 1   | 2500.00       |         |                  |           |
|            |        |                     |         | 000001023    | TRG       | 2   |               | 100.000 |                  |           |
|            |        |                     |         | 000001042    | TSH       | 1   |               | 100.000 |                  |           |

Total Number of Positions Processed: - 1

End of Report

PeopleSoft  
Budgeted FTE Roll-Up Report

Report ID: BUD012

Page No. 1  
Run Date 08/30/2000  
Run Time 09:56:10

As Of Date: 08/31/1997

SetID: USA Department: T1000 - University Administration Fiscal Year: 1996

| LEVEL# | DEPTID | DEPT NAME                  | CLASS INDC  | FTE CAP | FTE ACTUAL | FTE VARIANCE | ALL FTE CAP                      | ALL FTE VARIANCE |      |
|--------|--------|----------------------------|---|---------|------------|--------------|----------------------------------|------------------|------|
| 3      | T1000  | University Administration  | Temporary   | 4.00    | 2.50       | 1.50         | 22.50                            | 17.75            | 4.75 |
| 4      | T1100  | University Human Resources | None budgeted for Classified, Temporary, & Unclassified |         |            |              | None budgeted for All Classified |                  |      |
| 4      | T1200  | Board of Trustees          | None budgeted for Classified, Temporary, & Unclassified |         |            |              | None budgeted for All Classified |                  |      |
| 4      | T1300  | University MIS Dept        | None budgeted for Classified, Temporary, & Unclassified |         |            |              | None budgeted for All Classified |                  |      |
| 3      | TOTAL  | T1000                      |   | 4.00    | 2.50       | 1.50         | 22.50                            | 17.75            | 4.75 |

Total Records Processed: 4.00

End of Report

PeopleSoft  
RETRO DISTRIBUTION AUDIT

Report ID: BUD020

Page No. 1  
Run Date 10/02/2001  
Run Time 13:15:36

RUN CONTROL : PRDCREATE  
APPROVED BY : PS

CREATED BY : PS  
APPROVED DATE : 09/28/2001

CREATED DATE : 09/28/2001 STATUS : C  
PROCESSED DATE 10/01/2001

**CHECK DATA**

|             |               |         |          |              |           |            |             |     |     |
|-------------|---------------|---------|----------|--------------|-----------|------------|-------------|-----|-----|
| Employee Id | Employee Name | COMPANY | PAYGROUP | PAY END DATE | OFF CYCLE | PAY NUMBER | LINE NUMBER | SEP | CHK |
|-------------|---------------|---------|----------|--------------|-----------|------------|-------------|-----|-----|

**DISTRIBUTION DATA (BEFORE AND AFTER)**

|       |                |                  |            |         |            |         |           |        |                |
|-------|----------------|------------------|------------|---------|------------|---------|-----------|--------|----------------|
| Type  | Empl Rcd       | Fiscal Yr/Period | Department | Pool Id | Position   | Jobcode | Acct Code | Amount | Retro Pay Date |
| PRE07 | Retrako,Hiroko |                  | PR1        | PR1     | 07/08/2001 | N       | 1         | 1      |                |

**EARNINGS**

(----OLD DATA---)

|                |   |         |       |       |          |        |  |
|----------------|---|---------|-------|-------|----------|--------|--|
| ERN CODE = PHS | 0 | 2001/ 1 | PRD01 | PRJ04 | PRB-OLD1 | 65.72  |  |
| ERN CODE = PHS | 0 | 2001/ 1 | PRD01 | PRJ04 | PRB-OLD2 | 65.71  |  |
| ERN CODE = PRG | 0 | 2001/ 1 | PRD01 | PRJ04 | PRB-OLD1 | 591.43 |  |
| ERN CODE = PRG | 0 | 2001/ 1 | PRD01 | PRJ04 | PRB-OLD2 | 591.43 |  |

(----NEW DATA---)

|                |   |         |       |       |          |        |            |
|----------------|---|---------|-------|-------|----------|--------|------------|
| ERN CODE = PHS | 0 | 2001/ 3 | PRD01 | PRJ04 | PRB-NEW1 | 65.72  | 09/16/2001 |
| ERN CODE = PHS | 0 | 2001/ 3 | PRD01 | PRJ04 | PRB-NEW2 | 65.71  | 09/16/2001 |
| ERN CODE = PRG | 0 | 2001/ 3 | PRD01 | PRJ04 | PRB-NEW1 | 591.43 | 09/16/2001 |
| ERN CODE = PRG | 0 | 2001/ 3 | PRD01 | PRJ04 | PRB-NEW2 | 591.43 | 09/16/2001 |

**DEDUCTIONS**

(----OLD DATA---)

|                |         |              |                  |               |       |          |      |
|----------------|---------|--------------|------------------|---------------|-------|----------|------|
| PLAN TYPE = 10 | BENEFIT | PLAN = PCOMP | DEDN CODE = PMED | DED CLASS = N |       |          |      |
|                | 0       | 2001/ 1      | PRD01            |               | PRJ04 | PRB-OLD3 | 9.89 |
| PLAN TYPE = 10 | BENEFIT | PLAN = PCOMP | DEDN CODE = PMED | DED CLASS = N |       |          |      |
|                | 0       | 2001/ 1      | PRD01            |               | PRJ04 | PRB-OLD4 | 9.89 |
| PLAN TYPE = 11 | BENEFIT | PLAN = PCOMP | DEDN CODE = PDEN | DED CLASS = N |       |          |      |
|                | 0       | 2001/ 1      | PRD01            |               | PRJ04 | PRB-OLD3 | 1.32 |
| PLAN TYPE = 11 | BENEFIT | PLAN = PCOMP | DEDN CODE = PDEN | DED CLASS = N |       |          |      |
|                | 0       | 2001/ 1      | PRD01            |               | PRJ04 | PRB-OLD4 | 1.32 |

(----NEW DATA---)

|             |         |              |                  |               |       |          |      |
|-------------|---------|--------------|------------------|---------------|-------|----------|------|
| PLAN TYPE = | BENEFIT | PLAN = PCOMP | DEDN CODE = PMED | DED CLASS = N |       |          |      |
|             | 0       | 2001/ 3      | PRD01            |               | PRJ04 | PRB-NEW2 | 9.89 |
| PLAN TYPE = | BENEFIT | PLAN = PCOMP | DEDN CODE = PMED | DED CLASS = N |       |          |      |
|             | 0       | 2001/ 3      | PRD01            |               | PRJ04 | PRB-NEW2 | 9.89 |
| PLAN TYPE = | BENEFIT | PLAN = PCOMP | DEDN CODE = PDEN | DED CLASS = N |       |          |      |
|             | 0       | 2001/ 3      | PRD01            |               | PRJ04 | PRB-NEW2 | 1.32 |
| PLAN TYPE = | BENEFIT | PLAN = PCOMP | DEDN CODE = PDEN | DED CLASS = N |       |          |      |
|             | 0       | 2001/ 3      | PRD01            |               | PRJ04 | PRB-NEW2 | 1.32 |

**TAXES (USA)**

(----OLD DATA---)

|             |            |               |       |  |       |          |       |
|-------------|------------|---------------|-------|--|-------|----------|-------|
| STATE = \$U | LOCALITY = | TAX CLASS = E |       |  |       |          |       |
|             | 0          | 2001/ 1       | PRD01 |  | PRJ04 | PRB-OLD5 | 24.45 |
| STATE = \$U | LOCALITY = | TAX CLASS = E |       |  |       |          |       |
|             | 0          | 2001/ 1       | PRD01 |  | PRJ04 | PRB-OLD6 | 57.04 |
| STATE = \$U | LOCALITY = | TAX CLASS = Q |       |  |       |          |       |

Report ID: HPCA010  
Company: PS1 PDAR Single Check Co  
Pay Period End:07/07/2000  
Run ID: PS14

Run Date 07/18/2001  
Run Time 15:28:44

Off

Paygroup Cycle? Page Line Description

-----  
PS1                   Actuals Distribution Error 504 - No Business Unit Data for Business Unit:PSBU1  
PS2                   Actuals Distribution Error 504 - No Business Unit Data for Business Unit:PSBU1  
End Of Report



PeopleSoft  
Gross & Fringe Detail Report

Report ID: HPCA012

Page No. 1  
Run Date 08/17/2001  
Run Time 15:12:24

Company PC1 ActsDist. Co. 1  
Paygroup: PC1 Acts Dist BW 1

Fiscal Year: 2000 Accounting Period: 12  
Department: PEGID-PCD03 ActDist Dept 3

| Name                           | Empl ID-Rcd# | JobCode | Position#<br>Pool | Check#<br>PayEndDt     | Total<br>Gross | Total<br>Fringe | REGULAR<br>PAY | EARNED<br>NOT PAID | BONUS | OVERTIME<br>PAY | ADJUSTMENT | HOLIDAY<br>PAY | Total    |
|--------------------------------|--------------|---------|-------------------|------------------------|----------------|-----------------|----------------|--------------------|-------|-----------------|------------|----------------|----------|
| Kramer, Edgar Davids           | PCE11-00     | PCJ03   | PCP00002          | 00000718<br>2001-06-16 | 3720.93        | 351.63          | 7407.41        | -3686.48           | 0.00  | 0.00            | 0.00       | 0.00           | 4072.56  |
| Nutz, Coco                     | PCE12-00     | PCJ03   | PCP00002          | 00000732<br>2001-06-16 | 2900.00        | 274.05          | 2900.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 3174.05  |
| Nutz, Coco                     | PCE12-01     | PCJ04   |                   | 00000732<br>2001-06-16 | 800.00         | 75.60           | 800.00         | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 875.60   |
| Peace, Warren                  | PCE13-00     | PCJ05   | PCP00003          | 00000720<br>2001-06-16 | 2400.00        | 226.80          | 2400.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 2626.80  |
| Down, Neil                     | PCE14-00     | PCJ05   | PCP00003          | 00000716<br>2001-06-16 | 3000.00        | 283.50          | 3000.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 3283.50  |
| Taunt, Debbie                  | PCE15-00     | PCJ05   | PCP00003          | 00000721<br>2001-06-16 | 2600.00        | 245.70          | 2600.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 2845.70  |
| Larrious, Hy                   | PCE16-00     | PCJ05   | PCP00003          | 00000719<br>2001-06-16 | 2050.00        | 193.73          | 2050.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 2243.73  |
| Gamgee, Eleanor                | PCE17-00     | PCJ05   | PCP00003          | 00000717<br>2001-06-16 | 1200.00        | 152.64          | 1200.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 1352.64  |
| Department (PEGID-PCD03) Total |              |         |                   |                        | 18670.93       | 1803.65         | 22357.41       | -3686.48           | 0.00  | 0.00            | 0.00       | 0.00           | 20474.58 |

\*\* Note \*\* Report is based on data loaded for date range between 01/01/2001 and 07/31/2001

PeopleSoft  
 ACADEMIC TEACHING SURVEY TABLE VERIFICATION REPORT  
 From 1998 - 1999

Full-Time Staff Salaries - Including Admin Posts and Medical/Dental

| Rank                      | Female<br>Count | Female<br>Average Salary | Male<br>Count | Male<br>Average Salary | Total<br>Count | Total<br>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               |

Report ID: HPCA010  
Company: PS1 PDAR Single Check Co  
Pay Period End:07/07/2000  
Run ID: PS14

Run Date 07/18/2001  
Run Time 15:28:44

Off

Paygroup Cycle? Page Line Description

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

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

PeopleSoft  
Gross & Fringe Detail Report

Report ID: HPCA012

Page No. 1  
Run Date 08/17/2001  
Run Time 15:12:24

Company PC1 ActsDist. Co. 1  
Paygroup: PC1 Acts Dist BW 1

Fiscal Year: 2000 Accounting Period: 12  
Department: PEGID-PCD03 ActDist Dept 3

| Name                           | Empl ID-Rcd# | JobCode | Position#<br>Pool | Check#<br>PayEndDt     | Total<br>Gross | Total<br>Fringe | REGULAR<br>PAY | EARNED<br>NOT PAID | BONUS | OVERTIME<br>PAY | ADJUSTMENT | HOLIDAY<br>PAY | Total    |
|--------------------------------|--------------|---------|-------------------|------------------------|----------------|-----------------|----------------|--------------------|-------|-----------------|------------|----------------|----------|
| Kramer, Edgar Davids           | PCE11-00     | PCJ03   | PCP00002          | 00000718<br>2001-06-16 | 3720.93        | 351.63          | 7407.41        | -3686.48           | 0.00  | 0.00            | 0.00       | 0.00           | 4072.56  |
| Nutz, Coco                     | PCE12-00     | PCJ03   | PCP00002          | 00000732<br>2001-06-16 | 2900.00        | 274.05          | 2900.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 3174.05  |
| Nutz, Coco                     | PCE12-01     | PCJ04   |                   | 00000732<br>2001-06-16 | 800.00         | 75.60           | 800.00         | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 875.60   |
| Peace, Warren                  | PCE13-00     | PCJ05   | PCP00003          | 00000720<br>2001-06-16 | 2400.00        | 226.80          | 2400.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 2626.80  |
| Down, Neil                     | PCE14-00     | PCJ05   | PCP00003          | 00000716<br>2001-06-16 | 3000.00        | 283.50          | 3000.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 3283.50  |
| Taunt, Debbie                  | PCE15-00     | PCJ05   | PCP00003          | 00000721<br>2001-06-16 | 2600.00        | 245.70          | 2600.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 2845.70  |
| Larrious, Hy                   | PCE16-00     | PCJ05   | PCP00003          | 00000719<br>2001-06-16 | 2050.00        | 193.73          | 2050.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 2243.73  |
| Gamgee, Eleanor                | PCE17-00     | PCJ05   | PCP00003          | 00000717<br>2001-06-16 | 1200.00        | 152.64          | 1200.00        | 0.00               | 0.00  | 0.00            | 0.00       | 0.00           | 1352.64  |
| Department (PEGID-PCD03) Total |              |         |                   |                        | 18670.93       | 1803.65         | 22357.41       | -3686.48           | 0.00  | 0.00            | 0.00       | 0.00           | 20474.58 |

\*\* Note \*\* Report is based on data loaded for date range between 01/01/2001 and 07/31/2001





PeopleSoft  
Employee Budget Check Log Report  
Fiscal Year 2010  
Encumbrance Transactions

Page No. 1  
Run Date 08/24/2009  
Run Time 15:43:04

Report ID: PAY061  
Company: PSU PeopleSoft University  
PayGroup: PU3 PSU - Semi monthly  
Dept ID: 90200 Faculty of Sciences

| Employee Name   | Empl ID | Document ID/<br>Header Status | Ln# | Combination Code/<br>Exception Type | Account/<br>Message | SetID | Bud Yr | Bud Stat | RTBC? | RTBC<br>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             |

Report ID: PAY061  
 Company: PSU PeopleSoft University  
 PayGroup: PU3 PSU - Semi monthly  
 Dept ID: 90200 Faculty of Sciences

PeopleSoft  
 Employee Budget Check Log Report  
 Fiscal Year 2010  
 Expense Transactions

Page No. 1  
 Run Date 08/24/2009  
 Run Time 15:44:33

| Employee Name   | Empl ID | Document ID/ | Ln# | Combination Code/<br>Exception Type | Account/<br>Message | SetID | Bud Yr | Bud Stat | RTBC? | RTBC<br>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             |



PeopleSoft  
 Position Budget Check Log Report  
 Fiscal Year 2010  
 Encumbrance Transactions

Report ID: PAY062  
 Company: PSU PeopleSoft University  
 PayGroup: PU3 PSU - Semi monthly  
 Dept ID: 90200 Faculty of Sciences

| Position ID | Title               | Head Count | Document ID/<br>Header Status | Ln# | Combination Code/<br>Exception Type | Account/<br>Message | SetID | Bud Yr | Bud Stat | RTBC? | RTBC<br>Trigger |
|-------------|---------------------|------------|-------------------------------|-----|-------------------------------------|---------------------|-------|--------|----------|-------|-----------------|
| -----       | -----               | -----      | -----                         | --- | -----                               | -----               | ----- | -----  | -----    | ----- | -----           |
| 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        |

PeopleSoft  
 Budget Check Error Report  
 Fiscal Year 2010  
 Encumbrance Transactions

| Document ID/<br>Company | PayGroup | Dept ID | Employee Name / Position ID | Header Status/<br>Empl ID / Title | Ln# | Exception Type/<br>Combination Code | Message/<br>Account | SetID | Bud Yr | Bud Stat |
|-------------------------|----------|---------|-----------------------------|-----------------------------------|-----|-------------------------------------|---------------------|-------|--------|----------|
| 394<br>PSU              | PU3      | 90320   | PUU6013                     | Assistant - Teaching              | 2   | PSU-ERN-014                         | 6031                | PSUSI | 2010   | Pending  |
| 395<br>PSU              | PU3      | 90320   | PUU6013                     | Assistant - Teaching              | 1   | PSU-DED-011                         | 6024                | PSUSI | 2010   | Pending  |
| 396<br>PSU              | PU3      | 90320   | PUU6013                     | Assistant - Teaching              | 1   | PSU-TAX-013                         | 6013                | PSUSI | 2010   | Pending  |
| 397<br>PSU              | PU3      | 90320   | PUU6014                     | Assistant - Teaching              | 2   | PSU-ERN-014                         | 6031                | PSUSI | 2010   | Pending  |
| 398<br>PSU              | PU3      | 90320   | PUU6014                     | Assistant - Teaching              | 1   | PSU-DED-011                         | 6024                | PSUSI | 2010   | Pending  |
| 399<br>PSU              | PU3      | 90320   | PUU6014                     | Assistant - Teaching              | 1   | PSU-TAX-013                         | 6013                | PSUSI | 2010   | Pending  |
| 400<br>PSU              | PU3      | 90320   | PUU6032                     | Professor - Associate             | 2   | PSU-ERN-014                         | 6031                | PSUSI | 2010   | Pending  |
| 401<br>PSU              | PU3      | 90320   | PUU6032                     | Professor - Associate             | 1   | PSU-DED-011                         | 6024                | PSUSI | 2010   | Pending  |
| 402<br>PSU              | PU3      | 90320   | PUU6032                     | Professor - Associate             | 1   | PSU-TAX-013                         | 6013                | PSUSI | 2010   | Pending  |
| 403<br>PSU              | PU3      | 90200   | PUC1006                     | Associate Professor               | 2   | PSU-ERN-017                         | 6050                | PSUSI | 2010   | Pending  |
| 404<br>PSU              | PU3      | 90200   | PUC1006                     | Associate Professor               | 1   | PSU-DED-013                         | 6025                | PSUSI | 2010   | Pending  |
| 405<br>PSU              | PU3      | 90200   | PUC1006                     | Associate Professor               | 1   | PSU-TAX-014                         | 6014                | PSUSI | 2010   | Pending  |
| 406<br>PSU              | PU3      | 90200   | PUC1007                     | Researcher                        | 2   | PSU-ERN-017                         | 6050                | PSUSI | 2010   | Pending  |
| 407<br>PSU              | PU3      | 90200   | PUC1007                     | Researcher                        | 1   | PSU-DED-013                         | 6025                | PSUSI | 2010   | Pending  |

PeopleSoft  
 Budget Check Error Report  
 Fiscal Year 2010  
 Expense Transactions

| Document ID/<br>Company | PayGroup | Dept ID | Employee Name / Position ID | Empl ID / Title       | Ln# | Exception Type/<br>Combination Code | Message/<br>Account | SetID | Bud Yr | Bud Stat |
|-------------------------|----------|---------|-----------------------------|-----------------------|-----|-------------------------------------|---------------------|-------|--------|----------|
| 394<br>PSU              | PU3      | 90320   | PUU6013                     | Assistant - Teaching  | 2   | PSU-ERN-014                         | 6031                | PSUSI | 2010   | Pending  |
| 395<br>PSU              | PU3      | 90320   | PUU6013                     | Assistant - Teaching  | 1   | PSU-DED-011                         | 6024                | PSUSI | 2010   | Pending  |
| 396<br>PSU              | PU3      | 90320   | PUU6013                     | Assistant - Teaching  | 1   | PSU-TAX-013                         | 6013                | PSUSI | 2010   | Pending  |
| 397<br>PSU              | PU3      | 90320   | PUU6014                     | Assistant - Teaching  | 2   | PSU-ERN-014                         | 6031                | PSUSI | 2010   | Pending  |
| 398<br>PSU              | PU3      | 90320   | PUU6014                     | Assistant - Teaching  | 1   | PSU-DED-011                         | 6024                | PSUSI | 2010   | Pending  |
| 399<br>PSU              | PU3      | 90320   | PUU6014                     | Assistant - Teaching  | 1   | PSU-TAX-013                         | 6013                | PSUSI | 2010   | Pending  |
| 400<br>PSU              | PU3      | 90320   | PUU6032                     | Professor - Associate | 2   | PSU-ERN-014                         | 6031                | PSUSI | 2010   | Pending  |
| 401<br>PSU              | PU3      | 90320   | PUU6032                     | Professor - Associate | 1   | PSU-DED-011                         | 6024                | PSUSI | 2010   | Pending  |
| 402<br>PSU              | PU3      | 90320   | PUU6032                     | Professor - Associate | 1   | PSU-TAX-013                         | 6013                | PSUSI | 2010   | Pending  |
| 403<br>PSU              | PU3      | 90200   | PUC1006                     | Associate Professor   | 2   | PSU-ERN-017                         | 6050                | PSUSI | 2010   | Pending  |
| 404<br>PSU              | PU3      | 90200   | PUC1006                     | Associate Professor   | 1   | PSU-DED-013                         | 6025                | PSUSI | 2010   | Pending  |
| 405<br>PSU              | PU3      | 90200   | PUC1006                     | Associate Professor   | 1   | PSU-TAX-014                         | 6014                | PSUSI | 2010   | Pending  |
| 406<br>PSU              | PU3      | 90200   | PUC1007                     | Researcher            | 2   | PSU-ERN-017                         | 6050                | PSUSI | 2010   | Pending  |
| 407<br>PSU              | PU3      | 90200   | PUC1007                     | Researcher            | 1   | PSU-DED-013                         | 6025                | PSUSI | 2010   | Pending  |

PeopleSoft  
Employee Review Result Distribution

Report ID: PER026

Page No. 1  
Run Date 09/01/2000  
Run Time 10:37:14

Group ID KU002 KU002  
From 01/01/2000  
Thru Date 01/01/2001

| ID     |                     | Review Date | Revw Type | Total Amt  | Total Pct | Points | Total SalP |
|--------|---------------------|-------------|-----------|------------|-----------|--------|------------|
| K0G002 | Nichta, Issac       | 08/30/2000  | S         | 100.000000 |           | 3      |            |
| K0G004 | Aquilino, Beatrice  | 08/30/2000  | S         | 200.000000 |           | 13     |            |
| K0G006 | Puddephatt, Leo     | 08/30/2000  | S         | 100.000000 |           | 10     |            |
| K0G009 | Hunsberger, Carlton | 08/30/2000  | S         |            |           |        |            |
| K0G010 | Bickham, Debroah    | 08/30/2000  | S         | 100.000000 |           | 3      |            |
| KU0031 | Tipman, Scott       | 08/30/2000  | S         | 100.000000 |           | 3      |            |
| KU0058 | Votava, Teresa      | 08/30/2000  | S         | 100.000000 |           | 3      |            |
| KU0104 | Dewberry, Kitty     | 08/30/2000  | S         | 100.000000 |           | 3      |            |
| KU0114 | Dell, Emmylou K     | 08/30/2000  | S         | 200.000000 |           | 16     |            |

| Total Review Result Distribution |         |               |              |              |            |  |
|----------------------------------|---------|---------------|--------------|--------------|------------|--|
| Amount                           | Percent | Salary points | Desired Dist | Distribution | Variance ? |  |
| 100.000                          |         |               | 80.00        | 67           | -13        |  |
| 200.000                          |         |               | 20.00        | 22           | 2          |  |

End of Report

PeopleSoft  
Individual Profit-Sharing Report

Report ID: WP0001FR

Page No. 1  
Run Date 11/13/2002  
Run Time 11:58:35

|                     |                       |  |                         |                  |            |                    |                   |             |
|---------------------|-----------------------|--|-------------------------|------------------|------------|--------------------|-------------------|-------------|
| 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                                  | Profit-Sharing<br>Total | Total            | Total      | Interests<br>Total | Total             | Total       |
|                     |                       | Gross Amount                             | Gross Amount            | Deduction Amount | Net Amount | Gross Revenue      | Deduction Revenue | 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        |

PeopleSoft  
Agreement Profit-Sharing Report

Report ID: WP0002FR

Page No. 1  
Run Date 11/13/2002  
Run Time 11:59:34

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     |

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<br>K00FAC<br>K00JOB | 01/01/2003<br>01/01/2003<br>01/01/2003 |
| 01/01/2003 | 0   | HIR    |                               |          | 740005   |            | 14000      | KUNY00   | 20        | K00001          |            | 3033.33           | M    | K00001   | K00DEP<br>K00FAC<br>K00JOB | 01/01/2003<br>01/01/2003<br>01/01/2003 |
| 01/01/2003 | 1   | LOF    | Staff Reduction               |          | 740005   |            | 14000      | KUNY00   | 20        | K00001          |            | 3033.33           | M    | K00001   | K00DEP<br>K00FAC<br>K00JOB | 01/01/2003<br>01/01/2003<br>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<br>K00FAC<br>K00JOB | 01/01/2003<br>01/01/2003<br>01/01/2003 |
| 01/01/2004 | 0   | DTA    |                               |          | 740010   |            | 14000      | KUNY00   | 20        | K00001          |            | 3120.00           | M    | K00001   | K00DEP<br>K00FAC<br>K00JOB | 01/01/2003<br>01/01/2003<br>01/01/2003 |
| 01/01/2004 | 1   | LOF    | Staff Reduction               |          | 740010   |            | 14000      | KUNY00   | 20        | K00001          |            | 3120.00           | M    | K00001   | K00DEP<br>K00FAC<br>K00JOB | 01/01/2003<br>01/01/2003<br>01/01/2003 |





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<br>Rec/Num | Empl<br>Class | Job Eff<br>Date | Job Code | Hourly<br>Payrate | Job Facility | Union<br>Code | Job<br>Family | Location<br>Code | Department | Shift | FTE  | Std<br>Hrs | Reg/<br>Temp | Full/<br>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<br>Rec | Department | Location | Facility | Job Code | Job<br>Family | Recall<br>Effdt | Reason<br>Code | Recall<br>Expiration Date | Roster<br>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  
Group ID : LBR1 Group K00001  
Labor Agreement ID : K00001 Professional Agreement 1980

Roster Status : 020 - In Progress  
Layoff Roster ID :

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     |

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 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             |

Process Instance: 241

Roster ID : K00004  
Roster Description : K00004 Labor Agreement

| Employee ID | Employee Name     | Empl<br>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 |

Report ID: OHS002

**PeopleSoft**  
**Disciplinary Action Summary**

Page No. 1

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

Run Date 10/3/2001

Run Time 1:49:20 PM

| <b>Emplid</b> | <b>Name</b> | <b>Incident Date</b> | <b>Incident Type</b>        | <b>Action Dt</b> | <b>Action</b>    |
|---------------|-------------|----------------------|-----------------------------|------------------|------------------|
| 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    |



EMPLOYEE: KF0004 Mary-Ann Singleton

| INCIDENT DATE | INCIDENT TYPE              | SUPERVISOR ID | SUPERVISOR NAME | INCIDENT DESCRIPTION   |
|---------------|----------------------------|---------------|-----------------|--|
| 09/06/2000    | Improper use of Sick Leave |               |                 | Mary-Ann was seen at the fair 2 days in a row, hence coded her time as sick leave. |

  

| ACTION DATE | ACTION STEP                  | DISCUSSED WITH | COMMENTS                      |
|-------------|------------------------------|----------------|-------------------------------|
| 09/06/2000  | Suspension less than 14 days |                | Additional action is required |

**PeopleSoft**  
**Grievance Summary**

Page No. 1  
Run Date 9/6/2000  
Run Time 4:22:53 PM

Report ID: OHS006

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

|                                      |                           |                                     |                                    |                                     |                                  |
|--------------------------------------|---------------------------|-------------------------------------|------------------------------------|-------------------------------------|----------------------------------|
| <b>Grievance ID</b><br>0000000001    | <b>Type</b><br>Rating App | <b>Grievance Date</b><br>09/05/2000 | <b>Filer</b><br>Employee/Applicant | <b>Grievance Status</b><br>Pending  | <b>Status Date</b><br>09/06/2000 |
| <b>Step</b><br>Manager/Employee Disc |                           | <b>Action Date</b><br>9/6/2000      | <b>Person Responsible</b>          | <b>Resolution Date</b><br>10/6/2000 |                                  |
| <b>Grievance ID</b><br>0000000002    | <b>Type</b><br>Arbitratns | <b>Grievance Date</b><br>08/31/2000 | <b>Filer</b><br>Employee/Applicant | <b>Grievance Status</b><br>Appealed | <b>Status Date</b><br>09/06/2000 |
| <b>Step</b><br>Manager/Employee Disc |                           | <b>Action Date</b><br>9/6/2000      | <b>Person Responsible</b>          | <b>Resolution Date</b>              |                                  |

PeopleSoft  
UNION MEMBERSHIP

Report ID: PER009  
Company BN1 Company BN1

Page No. 1  
Run Date 09/05/2001  
Run Time 18:35:54

| Union Code | Union Name | Barg Unit | Employee ID | Employee Name   | Hire Date  | Seniority Date | Dept       | Location | Job Title  | Emp Typ | Reg/Temp | Full/Part | Pay Grp | Hourly Rate   | Shift |
|------------|------------|-----------|-------------|-----------------|------------|----------------|------------|----------|------------|---------|----------|-----------|---------|---------------|-------|
| B01        | Public Svc |           | B-R1MASUN2  | Retmasun2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BMJ     | 17.307692 USD | N     |
| B01        | Public Svc |           | B-R2MASUN2  | Retmasun2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BNM     | 17.307692 USD | N     |
| B01        | Public Svc |           | B-R3MASUN2  | Retmasun2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BMI     | 17.307692 USD | N     |
| B01        | Public Svc |           | B-R4MASUN2  | Retmasun2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BCM     | 17.307692 USD | N     |
| B01        | Public Svc |           | B-R5MASUN2  | Retmasun2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | B2M     | 17.307692 USD | N     |
| B01        | Public Svc |           | B-R6MASUN2  | Retmasun2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | B3M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R1MASUE1  | Retmasue1,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BMJ     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R2MASUE1  | Retmasue1,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BNM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R3MASUE1  | Retmasue1,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BMI     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R4MASUE1  | Retmasue1,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BCM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R5MASUE1  | Retmasue1,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | B2M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R6MASUE1  | Retmasue1,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | B3M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R1MASUE2  | Retmasue2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BMJ     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R2MASUE2  | Retmasue2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BNM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R3MASUE2  | Retmasue2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BMI     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R4MASUE2  | Retmasue2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | BCM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R5MASUE2  | Retmasue2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | B2M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R6MASUE2  | Retmasue2,name  | 01/01/1985 |                | ret Dept   |          | Sr Bkkeepr | S       | R        | F         | B3M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R1MASUE3  | Retmasue3,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BMJ     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R2MASUE3  | Retmasue3,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BNM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R3MASUE3  | Retmasue3,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BMI     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R4MASUE3  | Retmasue3,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BCM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R5MASUE3  | Retmasue3,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | B2M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R6MASUE3  | Retmasue3,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | B3M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R1MASUE4  | Retmasue4,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BMJ     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R2MASUE4  | Retmasue4,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BNM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R3MASUE4  | Retmasue4,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BMI     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R4MASUE4  | Retmasue4,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BCM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R5MASUE4  | Retmasue4,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | B2M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R6MASUE4  | Retmasue4,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | B3M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R1MASUE5  | Retmasue5,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BMJ     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R2MASUE5  | Retmasue5,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BNM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R3MASUE5  | Retmasue5,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BMI     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R4MASUE5  | Retmasue5,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | BCM     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R5MASUE5  | Retmasue5,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | B2M     | 17.307692 USD | N     |
| B07        | Op/Stf Mgt |           | B-R6MASUE5  | Retmasue5,name  | 01/01/1985 |                | ret Dept   |          | Sr Secty   | S       | R        | F         | B3M     | 17.307692 USD | N     |
| BST        | ST - Retro |           | B-CARR253   | Ryder,Honey     | 09/01/1999 |                | Regression |          | Fin Anal   | S       | R        | F         | BOM     | 48.076923 USD | N     |
| BST        | ST - Retro |           | B-MJBU253   | Ryder,Honey     | 09/01/1999 |                | Regression |          | Fin Anal   | S       | R        | F         | BMC     | 48.076923 USD | N     |
| BU1        | RU1        |           | B-ELG100    | Adams,Annabelle | 05/01/1997 |                | Regression |          | Data Anal  | H       | R        | F         | BS1     | 0.000000 USD  | N     |
| BU1        | RU1        |           | B-BARET201  | Andrews,Olivia  | 06/15/1997 |                | R001-Leave |          | Assoc CR   | S       | R        | P         | BSJ     | 9.230769 USD  | N     |
| BU1        | RU1        |           | B-TRG201    | Andrews,Olivia  | 06/15/1997 |                | R001-Leave |          | Assoc CR   | S       | R        | P         | BSA     | 9.230769 USD  | N     |
| BU1        | RU1        |           | B-ELG109    | Baker,Bonnie    | 05/01/1997 |                | Regression |          | Data Anal  | S       | R        | F         | BS1     | 57.692308 USD | N     |
| BU1        | RU1        |           | B-ELG119    | Barnes,Julie    | 05/01/1997 |                | Regression |          | Offc Mgr   | S       | R        | F         | BM1     | 26.740385 USD | N     |
| BU1        | RU1        |           | B-ELG111    | Baxter,Barbara  | 05/01/1997 |                | Regression |          | Data Anal  | H       | R        | F         | BW1     | 51.923077 USD | N     |
| BU1        | RU1        |           | B-ELG107    | Baxter,Tanya    | 05/01/1997 |                | Regression |          | Data Anal  | H       | R        | F         | BB1     | 28.846154 USD | N     |
| BU1        | RU1        |           | B-ELG101    | Bonds,Betty     | 05/01/1997 |                | Regression |          | Data Anal  | H       | R        | F         | BB1     | 0.000000 USD  | N     |
| BU1        | RU1        |           | B-ELG106    | Brown,Barbie    | 05/01/1997 |                | Regression |          | Data Anal  | S       | R        | F         | BM1     | 46.153846 USD | N     |

Report ID: PER053  
Equals Opportunities:

TABELLA 1

INFORMAZIONI GENERALI SULLA AZIENDA

|                  |       |
|------------------|-------|
| Azienda          | KI1   |
| Sede Legale      | Milan |
| Occupati Female  | 187   |
| Occupati Male    | 225   |
| Occupati Unknown | 5     |
|                  | KD01  |
|                  | KE01  |
|                  | KF01  |
|                  | KF02  |

TABELLA 2

INFORMAZIONI GENERALI SULLE UNITA IN AMBITO COMUNALE

TABELLA 2

Numero totale unita produttive presenti nel comune 2  
Occupati alle dipendenze per ciascuna unita produttiva al 1 01/01/00

| Unita Produttive | Categoria | Sesso | Totale |
|------------------|-----------|-------|--------|
|------------------|-----------|-------|--------|

Report ID: PER053  
Equals Opportunities:

TABELLA 3

|                             |             |            |          |         |             |          |
|-----------------------------|-------------|------------|----------|---------|-------------|----------|
| Occupati alle dipendenze al | 01/01/1980  | e al       | 01/01/00 | 1.00    | 0.00        | 1.00     |
| Categoria                   | Occupati al | 01/01/1980 | Entrate  | Uscite  | Occupati al | 01/01/00 |
|                             | Maschi      | Femmine    | Maschi   | Femmine | Maschi      | Femmine  |

Report ID: PER053  
Equals Opportunities:

TABELLA 4

Occupati alle dipendenze al 01/01/1980 0.00 1.00

| Categoria | Livello | Occupazione al 01/01/00 |         | Promozioni |         | Assunzioni |         |
|-----------|---------|-------------------------|---------|------------|---------|------------|---------|
|           |         | Maschi                  | Femmine | Maschi     | Femmine | Maschi     | Femmine |

TABELLA 5

Occupati alle dipendenze al 01/01/1980

| Categoria | Tempo Indet |         | Tempo Deter |         | Formazione |         | Apprendistato |         | Solidarieta |         |
|-----------|-------------|---------|-------------|---------|------------|---------|---------------|---------|-------------|---------|
|           | Maschi      | Femmine | Maschi      | Femmine | Maschi     | Femmine | Maschi        | Femmine | Maschi      | Femmine |



TABELLA 6

Entrate e uscite e trasformazioni dei contratti

|          |      |      |
|----------|------|------|
| New Hire | 0.00 | 0.00 |
|----------|------|------|

Report ID: PER053  
Equals Opportunities:

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 |

| 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               |                     |                            |

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

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  |

End of Report

As Of Date: 08/15/2000

| DeptID | Job Code | Position No. | Effective Date | Position Title                 | R T C          | Position Status | Status Date | Recruit Opens | I N T E R N A L |         | E X T E R N A L |  | Incumbent           |
|--------|----------|--------------|----------------|--------------------------------|----------------|-----------------|-------------|---------------|-----------------|---------|-----------------|--|---------------------|
|        |          |              |                |                                | E M O<br>G P N |                 |             |               | Posting         | Posting | Expiratn        |  |                     |
| 000001 | 000029   | TEST         | 07/18/2000     | Personnel clerical and assista | R              | Approved        | 07/18/2000  |               |                 |         |                 |  |                     |
|        | FJC025   | FPNIR001     | 01/01/1980     | PeopleSoft Administrator       | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC026   | FPNIR002     | 01/01/1980     | Personnel Staffing Specialist  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC027   | FPNIR003     | 01/01/1980     | Administrator                  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
| 000010 | FJC028   | FPNIR004     | 01/01/1980     | Assistant Secretary            | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC029   | FPNIR005     | 01/01/1980     | Administrator                  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC030   | FPNIR006     | 01/01/1980     | Administrator                  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC031   | FPNIR007     | 01/01/1980     | Administrator                  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC048   | FPNIR008     | 01/01/1980     | Administrative Officer         | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC056   | FPNIR009     | 01/01/1980     | Entomologist                   | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC059   | FPNIR010     | 01/01/1980     | Medical Officer                | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC065   | FPNIR011     | 01/01/1980     | Veterinarian                   | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC068   | FPNIR012     | 01/01/1980     | Criminal Investigator          | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC562   | FPN01164     | 01/01/1980     | Personnel clerical and assista | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC565   | FPN01163     | 01/01/1980     | Personnel management           | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC567   | FPN01162     | 01/01/1980     | Personnel management           | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
| 000011 | FJC001   | FPNIR013     | 01/01/1980     | Mail Clerk                     | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC002   | FPNIR014     | 01/01/1980     | Mail Clerk                     | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC003   | FPNIR015     | 01/01/1980     | Operating Accountant           | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC004   | FPNIR016     | 01/01/1980     | Chief Personnel Operations     | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC005   | FPNIR017     | 01/01/1980     | Supervisory Personnel Manageme | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC006   | FPNIR018     | 01/01/1980     | Director of Personnel          | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Garcia, Tomas       |
|        | FJC007   | FPNIR019     | 01/01/1980     | Personnel Clerk                | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC008   | FPNIR020     | 01/01/1980     | Personnel Clerk                | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Johnson, Beaulah    |
|        | FJC009   | FPNIR021     | 01/01/1980     | Personnel Assistant            | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Kay, Jerzy          |
|        | FJC010   | FPNIR022     | 01/01/1980     | Personnel Assistant            | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Luffe, Lotta        |
|        | FJC011   | FPNIR023     | 01/01/1980     | Personnel Assistant            | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Malarkey, Fullah    |
|        | FJC012   | FPNIR024     | 01/01/1980     | Personnel Clerk                | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Nunsense, Martin    |
|        | FJC013   | FPNIR025     | 01/01/1980     | Position Classification Specia | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Ortega, Josie       |
|        | FJC014   | FPNIR026     | 01/01/1980     | Position Classification Specia | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Peterson, Pete      |
|        | FJC015   | FPNIR027     | 01/01/1980     | Position Classification Specia | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Quartz, Crystal     |
|        | FJC016   | FPNIR028     | 01/01/1980     | Employee Relations Specialist  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Richardson, Juanita |
|        | FJC017   | FPNIR029     | 01/01/1980     | Employee Relations Specialist  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  | Schwartz, Mike      |
|        | FJC018   | FPNIR030     | 01/01/1980     | Employee Relations Specialist  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC019   | FPNIR031     | 01/01/1980     | Employee Relations Specialist  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC020   | FPNIR032     | 01/01/1980     | Supervisory Employee Relations | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC021   | FPNIR033     | 01/01/1980     | Supervisory Employee Relations | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC022   | FPNIR034     | 01/01/1980     | Supervisory Employee Relations | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC023   | FPNIR035     | 01/01/1980     | Labor Relations Specialist     | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC024   | FPNIR036     | 01/01/1980     | Labor Relations Specialist     | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC028   | FPNPD582     | 01/01/1980     | Assistant Secretary            | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC032   | FPNIR037     | 01/01/1980     | Administrator                  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC033   | FPNIR038     | 01/01/1980     | Administrative Officer         | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |
|        | FJC034   | FPNIR039     | 01/01/1980     | Administrator                  | R              | Approved        | 01/01/1980  |               |                 |         |                 |  |                     |

PeopleSoft  
Vacant Budgeted Positions

Report ID: FGHR010

Page No. 1  
Run Date 08/15/2000  
Run Time 15:49:06

| Dept Id | Job Code | Position No. | Position Title                 | F P C     |           | Position | Reqn       | Vacancy | Status     | Opens | Closes |
|---------|----------|--------------|--------------------------------|-----------|-----------|----------|------------|---------|------------|-------|--------|
|         |          |              |                                | R T U A F | E M L R D |          |            |         |            |       |        |
|         |          |              |                                | G P L T L |           | Status   | Date       | Ann#    | Date       |       |        |
| 000001  | 000029   | TEST         | Personnel clerical and assista | R         | F         | Approved | 07/18/2000 |         |            |       |        |
|         | FJC025   | FPNIR001     | PeopleSoft Administrator       | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC026   | FPNIR002     | Personnel Staffing Specialist  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC027   | FPNIR003     | Administrator                  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
| 000010  | FJC028   | FPNIR004     | Assistant Secretary            | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC029   | FPNIR005     | Administrator                  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC030   | FPNIR006     | Administrator                  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC031   | FPNIR007     | Administrator                  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC048   | FPNIR008     | Administrative Officer         | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC056   | FPNIR009     | Entomologist                   | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC059   | FPNIR010     | Medical Officer                | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC065   | FPNIR011     | Veterinarian                   | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC068   | FPNIR012     | Criminal Investigator          | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC562   | FPN01164     | Personnel clerical and assista | R         | F         | Approved | 01/01/1980 | 710002  | 09/15/1998 | Open  |        |
|         | FJC565   | FPN01163     | Personnel management           | R         | F         | Approved | 01/01/1980 | 710002  | 09/15/1998 | Open  |        |
|         | FJC567   | FPN01162     | Personnel management           | R         | F         | Approved | 01/01/1980 | 710001  | 09/15/1998 | Open  |        |
| 000011  | FJC001   | FPNIR013     | Mail Clerk                     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC002   | FPNIR014     | Mail Clerk                     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC003   | FPNIR015     | Operating Accountant           | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC004   | FPNIR016     | Chief Personnel Operations     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC005   | FPNIR017     | Supervisory Personnel Manageme | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC007   | FPNIR019     | Personnel Clerk                | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC018   | FPNIR030     | Employee Relations Specialist  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC019   | FPNIR031     | Employee Relations Specialist  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC020   | FPNIR032     | Supervisory Employee Relations | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC021   | FPNIR033     | Supervisory Employee Relations | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC022   | FPNIR034     | Supervisory Employee Relations | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC023   | FPNIR035     | Labor Relations Specialist     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC024   | FPNIR036     | Labor Relations Specialist     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC028   | FPNPD582     | Assistant Secretary            | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC032   | FPNIR037     | Administrator                  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC033   | FPNIR038     | Administrative Officer         | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC034   | FPNIR039     | Administrator                  | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC035   | FPNIR040     | Mail Clerk                     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC036   | FPNIR041     | File Clerk                     | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC037   | FPNIR042     | Work Unit Supervisor           | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC038   | FPNIR043     | Secretary                      | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC039   | FPNIR044     | Secretary                      | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC040   | FPNIR045     | Clerk-Typist                   | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC041   | FPNIR046     | Clerk-Typist                   | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC042   | FPNIR047     | Clerk-Typist                   | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC043   | FPNIR048     | Clerk-Typist                   | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC049   | FPNIR053     | Administrative Officer         | R         | F         | Approved | 01/01/1980 |         |            |       |        |
|         | FJC050   | FPNIR054     | Program Analyst                | R         | F         | Approved | 01/01/1980 |         |            |       |        |



PeopleSoft  
ACTIVE POSITION LISTING

Report ID: FGHR025

Page No. 1  
Run Date 08/15/2000  
Run Time 09:39:31

As Of Date: 08/15/2000

| Dept Id | Job Code | Position No. | Effective Date | Position Title                 | Reports To | Agency | Location | Max        |          |            |            | Position Status | Status Date | Budg Posn |
|---------|----------|--------------|----------------|--------------------------------|------------|--------|----------|------------|----------|------------|------------|-----------------|-------------|-----------|
|         |          |              |                |                                |            |        |          | Head Count | Reg Temp | /Full Part | /Std Hours |                 |             |           |
| 000001  | 000029   | TEST         | 07/18/2000     | Personnel clerical and assista |            | FR     | 00001    | 1          | R        | F          | 40.00      | Approved        | 07/18/2000  | Y         |
|         | FJC025   | FPNIR001     | 01/01/1980     | PeopleSoft Administrator       |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC026   | FPNIR002     | 01/01/1980     | Personnel Staffing Specialist  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC027   | FPNIR003     | 01/01/1980     | Administrator                  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
| 000010  | FJC028   | FPNIR004     | 01/01/1980     | Assistant Secretary            |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC029   | FPNIR005     | 01/01/1980     | Administrator                  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC030   | FPNIR006     | 01/01/1980     | Administrator                  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC031   | FPNIR007     | 01/01/1980     | Administrator                  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC048   | FPNIR008     | 01/01/1980     | Administrative Officer         |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC056   | FPNIR009     | 01/01/1980     | Entomologist                   |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC059   | FPNIR010     | 01/01/1980     | Medical Officer                |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC065   | FPNIR011     | 01/01/1980     | Veterinarian                   |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC068   | FPNIR012     | 01/01/1980     | Criminal Investigator          |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC562   | FPN01164     | 01/01/1980     | Personnel clerical and assista |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC565   | FPN01163     | 01/01/1980     | Personnel management           |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC567   | FPN01162     | 01/01/1980     | Personnel management           |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
| 000011  | FJC001   | FPNIR013     | 01/01/1980     | Mail Clerk                     |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC002   | FPNIR014     | 01/01/1980     | Mail Clerk                     |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC003   | FPNIR015     | 01/01/1980     | Operating Accountant           |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC004   | FPNIR016     | 01/01/1980     | Chief Personnel Operations     |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC005   | FPNIR017     | 01/01/1980     | Supervisory Personnel Manageme |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC006   | FPNIR018     | 01/01/1980     | Director of Personnel          |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC007   | FPNIR019     | 01/01/1980     | Personnel Clerk                |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC008   | FPNIR020     | 01/01/1980     | Personnel Clerk                |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC009   | FPNIR021     | 01/01/1980     | Personnel Assistant            |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC010   | FPNIR022     | 01/01/1980     | Personnel Assistant            |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC011   | FPNIR023     | 01/01/1980     | Personnel Assistant            |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC012   | FPNIR024     | 01/01/1980     | Personnel Clerk                |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC013   | FPNIR025     | 01/01/1980     | Position Classification Specia |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC014   | FPNIR026     | 01/01/1980     | Position Classification Specia |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC015   | FPNIR027     | 01/01/1980     | Position Classification Specia |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC016   | FPNIR028     | 01/01/1980     | Employee Relations Specialist  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC017   | FPNIR029     | 01/01/1980     | Employee Relations Specialist  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC018   | FPNIR030     | 01/01/1980     | Employee Relations Specialist  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC019   | FPNIR031     | 01/01/1980     | Employee Relations Specialist  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC020   | FPNIR032     | 01/01/1980     | Supervisory Employee Relations |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC021   | FPNIR033     | 01/01/1980     | Supervisory Employee Relations |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC022   | FPNIR034     | 01/01/1980     | Supervisory Employee Relations |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC023   | FPNIR035     | 01/01/1980     | Labor Relations Specialist     |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC024   | FPNIR036     | 01/01/1980     | Labor Relations Specialist     |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC028   | FPNPD582     | 01/01/1980     | Assistant Secretary            |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC032   | FPNIR037     | 01/01/1980     | Administrator                  |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |
|         | FJC033   | FPNIR038     | 01/01/1980     | Administrative Officer         |            | FR     | 00001    | 99         | R        | F          | 40.00      | Approved        | 01/01/1980  | Y         |

PeopleSoft  
INCUMBENT POSITION HISTORY REPORT

Report ID: FGHR026

Page No. 1  
Run Date 08/15/2000  
Run Time 09:44:48

As Of Date: 08/15/2000

Agency FD Federal Deposit Insurance Corp  
Department 000129

| P O S I T I O N |  |                 |                            |                          | I N C U M B E N T |                                   |                |                      |                |                      |                     |                |
|-----------------|--|-----------------|----------------------------|--------------------------|-------------------|-----------------------------------|----------------|----------------------|----------------|----------------------|---------------------|----------------|
| Job Code        | Position No./<br>Position Title            | Position Status | S A L A R Y<br>Pln/Tbl/Grd | Entry<br>Date            | Exit<br>Date      | Incumbent Name                    | Empl ID        | Entry<br>Salary      | Exit<br>Salary | Entry<br>Pln/Tbl/Grd | Exit<br>Pln/Tbl/Grd | Exit<br>Reason |
| FJC003          | FPNDO451<br>Operating Accountant           | Approved        | GS 000005                  | 01/05/1997               |                   | Blue, Gerald                      | FG951          | 23,608 A             |                | 000005               |                     |                |
| FJC006          | FPNDO454<br>Director of Personnel          | Approved        | GS 000015                  | 01/05/1997               |                   | Balto, High                       | FG950          | 85,779 A             |                | 000015               |                     |                |
| FJC007          | FPNDO455<br>Personnel Clerk                | Approved        | GS 000005                  | 01/05/1997               |                   | Chips, Berkley                    | FG952          | 23,608 A             |                | 000005               |                     |                |
| FJC009          | FPNDO457<br>Personnel Assistant            | Approved        | GS 000006                  | 01/05/1997               |                   | DeLane, Sheila                    | FG953          | 26,333 A             |                | 000006               |                     |                |
| FJC010          | FPNDO458<br>Personnel Assistant            | Approved        | GS 000007                  | 01/05/1997               |                   | Franc, Jon                        | FG954          | 29,245 A             |                | 000007               |                     |                |
| FJC013          | FPNDO461<br>Position Classification Specia | Approved        | GS 000009                  | 01/05/1997               |                   | Folls, Able                       | FG955          | 35,776 A             |                | 000009               |                     |                |
| FJC014          | FPNDO462<br>Position Classification Specia | Approved        | GS 000011                  | 01/05/1997               |                   | Jewel, Merta                      | FG956          | 43,306 A             |                | 000011               |                     |                |
| FJC016          | FPNDO464<br>Employee Relations Specialist  | Approved        | GS 000007                  | 01/05/1997               |                   | Rincon, Lucille                   | FG958          | 29,245 A             |                | 000007               |                     |                |
| FJC017          | FPNDO465<br>Employee Relations Specialist  | Approved        | GS 000009                  | 01/05/1997               |                   | Johnson, Yolanda                  | FG959          | 35,776 A             |                | 000009               |                     |                |
| FJC018          | FPNDO466<br>Employee Relations Specialist  | Approved        | GS 000011                  | 01/05/1997               |                   | Kay, John                         | FG960          | 43,306 A             |                | 000011               |                     |                |
| FJC019          | FPNDO467<br>Employee Relations Specialist  | Approved        | GS 000012                  | 01/05/1997<br>01/05/1997 |                   | Michelle, Marilyn<br>Luffe, Lotta | FG957<br>FG961 | 51,896 A<br>51,896 A |                | 000012<br>000012     |                     |                |

PeopleSoft  
ACTIVE POSITION HISTORY REPORT

Report ID: FGHR027

Page No. 1  
Run Date 08/15/2000  
Run Time 09:44:21

As Of Date: 08/15/2000

| Position No. | Effective Date | Action Date | Act Rsn | Position Title                 | DeptID | Job Code | Reports To | Agency | Location | Max Head Count | R T E M P | Full/Part | Std Hours | Status   | Date       | Budg Posn |
|--------------|----------------|-------------|---------|--------------------------------|--------|----------|------------|--------|----------|----------------|-----------|-----------|-----------|----------|------------|-----------|
| 19000001     | 01/01/1980     | 01/01/1980  | NEW     | President & CEO                | KU000  | KU001    | 19000001   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000003     | 01/01/1996     | 01/01/1996  |         | Manager-Compensation/Benefits  | KU001  | KU003    | 19000210   | GBI    | KUNY00   | 3              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
|              | 01/01/1980     | 01/01/1980  | NEW     | Manager-Compensation/Benefits  | KU001  | KU003    | 19000210   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000004     | 02/01/1996     | 02/01/1996  |         | Manager-Employment/Recruitment | KU001  | KU004    | 19000210   | GBI    | KUNY00   | 2              | R         | F         | 40.00     | Approved | 02/01/1996 | Y         |
|              | 01/01/1980     | 01/01/1980  | NEW     | Manager-Employment/Recruitment | KU001  | KU004    | 19000210   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000005     | 01/01/1980     | 01/01/1980  | NEW     | Management - Staff Assistant   | KU005  | KU147    | 19000230   | GBI    | KUDE00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000006     | 01/01/1980     | 01/01/1980  | NEW     | Sales Product Consultant       | KU010  | KU058    | 19000420   | GBI    | KUCA00   | 4              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000007     | 09/01/1996     | 09/01/1996  |         | HRIS Specialist                | KU001  | KU099    | 19000029   | GBI    | KUNY00   | 4              | R         | F         | 40.00     | Approved | 09/01/1996 | Y         |
|              | 01/01/1980     | 01/01/1980  | NEW     | HRIS Specialist                | KU001  | KU099    | 19000029   | GBI    | KUNY00   | 4              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000009     | 01/01/1980     | 01/01/1980  | NEW     | Employment Specialist          | KU001  | KU008    | 19000004   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000010     | 01/01/1980     | 01/01/1980  | NEW     | Benefits Specialist            | KU001  | KU098    | 19000003   | GBI    | KUNY00   | 4              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000012     | 09/01/1996     | 09/01/1996  |         | HRIS Specialist                | KU001  | KU099    | 19000013   | GBI    | KUNY00   | 2              | R         | F         | 40.00     | Approved | 09/01/1996 | Y         |
| 19000013     | 09/01/1996     | 09/01/1996  |         | Manager-Finance                | KU001  | KU112    | 19000230   | GBI    | KUNY00   | 4              | R         | F         | 40.00     | Approved | 09/01/1996 | Y         |
|              | 01/01/1980     | 01/01/1980  | NEW     | Manager-Finance                | KU001  | KU112    | 19000230   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000015     | 01/01/1980     | 01/01/1980  | NEW     | Labor Relations Specialist     | KU001  | KU114    | 19000013   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000016     | 01/01/1980     | 01/01/1980  | NEW     | Health & Safety Specialist     | KU001  | KU115    | 19000005   | GBI    | KUNY00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000017     | 01/01/1980     | 01/01/1980  | NEW     | Senior Secretary               | KC001  | KC003    | 19000101   | GBI    | KCON00   | 5              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000018     | 01/01/1980     | 01/01/1980  | NEW     | Administrative Assistant       | KU001  | KU051    | 19000005   | GBI    | KUNY00   | 10             | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000022     | 01/01/1980     | 01/01/1980  | NEW     | Data Entry Clerk               | KU001  | KU120    | 19000029   | GBI    | KUNY00   | 10             | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000024     | 01/01/1980     | 01/01/1990  | NEW     | General Auditor                | KU005  | KU105    | 19000001   | GBI    | KUDE00   | 10             | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000025     | 01/01/1980     | 01/01/1980  | NEW     | Manager-Employee Relations     | KU005  | KU028    | 19000210   | GBI    | KUDE00   | 1              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000026     | 01/01/1980     | 01/01/1980  | NEW     | Sr Payroll Clerk               | KU005  | KU071    | 19000025   | GBI    | KUDE00   | 2              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000027     | 01/01/1980     | 01/01/1980  | NEW     | Payroll Clerk                  | KU005  | KU072    | 19000025   | GBI    | KUDE00   | 5              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000029     | 01/01/1980     | 01/01/1980  | NEW     | Manager-HR Systems             | KU003  | KU116    | 19000210   | GBI    | KUCA00   | 3              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |
| 19000030     | 01/01/1980     | 01/01/1980  | NEW     | Systems Analyst                | KU003  | KU059    | 19000029   | GBI    | KUCA00   | 5              | R         | F         | 40.00     | Approved | 01/01/1980 | Y         |

Report ID: FGHR028

POSITION AUDIT REPORT FOR EXCEPTIONS FOR EXCEPTIONS

Page No. 1

As Of Date: 08/15/2000

Run Date 08/15/2000

Run Time 15:49:40

Department

| Position No./Emplid | Effective Date | Position Title/Employee Name | Reports To | DeptID | PD Number | Plan | Pay Grd | Agency | Location | Reg/Temp | Full/Part | Std Hours | Work Period | Hol Sch | Shift | Telephone | Union Code |
|---------------------|----------------|------------------------------|------------|--------|-----------|------|---------|--------|----------|----------|-----------|-----------|-------------|---------|-------|-----------|------------|
|---------------------|----------------|------------------------------|------------|--------|-----------|------|---------|--------|----------|----------|-----------|-----------|-------------|---------|-------|-----------|------------|

| Occupation Series | Effdt      | Status | Patcob Code        | Functional Class | Official Title                      |
|-------------------|------------|--------|--------------------|------------------|-------------------------------------|
| 0006              | 01/01/1900 | A      | Administrative     | N                | Correctional institution            |
| 0007              | 01/01/1900 | A      | Other White Collar | N                | Correctional officer                |
| 0011              | 01/01/1900 | A      | Administrative     | N                | Bond sales promotion                |
| 0018              | 01/01/1900 | A      | Administrative     | N                | Safety and occupational health      |
| 0019              | 01/01/1900 | A      | Technical          | N                | Safety technician                   |
| 0020              | 01/01/1900 | A      | Professional       | Y                | Community planning                  |
| 0021              | 01/01/1900 | A      | Technical          | N                | Community planning technician       |
| 0023              | 01/01/1900 | A      | Administrative     | N                | Outdoor recreation planning         |
| 0025              | 01/01/1900 | A      | 8                  | N                | Park ranger                         |
| 0028              | 01/01/1900 | A      | Administrative     | N                | Environmental protection specialist |
| 0029              | 01/01/1900 | A      | Technical          | N                | Environmental protection assistant  |
| 0030              | 01/01/1900 | A      | Administrative     | N                | Sports specialist                   |
| 0050              | 01/01/1900 | A      | Administrative     | N                | Funeral directing                   |
| 0060              | 01/01/1900 | A      | Professional       | N                | Chaplain                            |
| 0062              | 01/01/1900 | A      | Administrative     | N                | Clothing design                     |
| 0072              | 01/01/1900 | A      | 1                  | N                | Fingerprint identification          |
| 0080              | 01/01/1900 | A      | Administrative     | N                | Security administration             |
| 0081              | 01/01/1900 | A      | Other White Collar | N                | Fire protection and prevention      |
| 0082              | 01/01/1900 | A      | Other White Collar | N                | United States Marshal               |
| 0083              | 01/01/1900 | A      | Other White Collar | N                | Police                              |
| 0084              | 01/01/1900 | A      | Other White Collar | N                | Nuclear materials courier           |
| 0085              | 01/01/1900 | A      | Other White Collar | N                | Security Guard                      |
| 0086              | 01/01/1900 | A      | Clerical           | N                | Security clerical and assistance    |
| 0090              | 01/01/1900 | A      | Technical          | N                | Guide                               |
| 0095              | 01/01/1900 | A      | Professional       | N                | Foreign law specialist              |
| 0098              | 03/01/2000 | I      | Other White Collar | N                | General trainee                     |
| 0099              | 01/01/1900 | A      | Other White Collar | N                | General student trainee             |
| 0101              | 01/01/1900 | A      | Professional       | Y                | Social science                      |
| 0102              | 01/01/1900 | A      | Technical          | N                | Social science aid and technician   |
| 0105              | 01/01/1900 | A      | Administrative     | N                | Social insurance administration     |
| 0106              | 01/01/1900 | A      | Administrative     | N                | Unemployment insurance              |
| 0107              | 01/01/1900 | A      | Administrative     | N                | Health insurance administration     |
| 0110              | 01/01/1900 | A      | Professional       | Y                | Economist                           |
| 0119              | 01/01/1900 | A      | Technical          | N                | Economics assistant                 |
| 0120              | 01/01/1900 | A      | Administrative     | N                | Food assistance program specialist  |
| 0130              | 01/01/1900 | A      | Professional       | N                | Foreign affairs                     |
| 0131              | 01/01/1900 | A      | Professional       | N                | International relations             |
| 0132              | 01/01/1900 | A      | Administrative     | N                | Intelligence                        |
| 0134              | 01/01/1900 | A      | Clerical           | N                | Intelligence aid and clerk          |
| 0135              | 01/01/1900 | A      | Professional       | N                | Foreign agricultural affairs        |
| 0136              | 01/01/1900 | A      | Administrative     | N                | International cooperation           |
| 0140              | 01/01/1900 | A      | Professional       | Y                | Manpower research and analysis      |
| 0142              | 01/01/1900 | A      | Administrative     | N                | Manpower development                |
| 0150              | 01/01/1900 | A      | Professional       | Y                | Geography                           |
| 0160              | 01/01/1900 | A      | Administrative     | N                | Civil rights analysis               |
| 0170              | 01/01/1900 | A      | Professional       | Y                | History                             |
| 0180              | 01/01/1900 | A      | Professional       | N                | Psychology                          |
| 0181              | 01/01/1900 | A      | Technical          | N                | Psychology aid and technician       |
| 0184              | 01/01/1900 | A      | Professional       | Y                | Sociology                           |
| 0185              | 01/01/1900 | A      | Professional       | Y                | Social work                         |
| 0186              | 01/01/1900 | A      | Technical          | N                | Social services aid and assistant   |
| 0187              | 01/01/1900 | A      | Administrative     | N                | Social services                     |
| 0188              | 01/01/1900 | A      | Administrative     | N                | Recreation specialist               |
| 0189              | 01/01/1900 | A      | Technical          | N                | Recreation aid and assistant        |

|  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
|--|----------|------------------------|------------|------|---|-------------|---|------|---|--|----------------------------|-------|-------------------------------------|------|
| <b>POSITION DESCRIPTION</b> (Please Read Instructions on the Back)   |          |                        |            |      |   |             |   |      |   | 1. Agency Position No.<br><b>FPNDO055</b>  |                            |       |                                     |      |
| 2. Reason for Submission<br><input type="checkbox"/> Redescription <input checked="" type="checkbox"/> New <input type="checkbox"/> Hdqtrs. <input checked="" type="checkbox"/> Field<br><input type="checkbox"/> Reestablishment <input type="checkbox"/> Other   |          |                        | 3. Service |      | 4. Employing Office Location<br><b>Headquarters</b>   |             | 5. Duty Station<br><b>Headquarters</b>  |      |   | 6. OPM Certification No.   |                            |       |                                     |      |
| Explanation (Show any positions replaced)  |          |                        |            |      | 7. Fair Labor Standards Act<br><input checked="" type="checkbox"/> Exempt <input type="checkbox"/> Nonexempt  |             | 8. Financial Statements Required<br><input type="checkbox"/> Executive Personnel Financial Disclosure <input type="checkbox"/> Employment and Financial Interests |      |   | 9. Subject to IA Action<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |                            |       |                                     |      |
|  |          |                        |            |      | 10. Position Status<br><input checked="" type="checkbox"/> Competitive<br><input type="checkbox"/> Excepted (Specify in Remarks)<br>SES (Gen.) <input type="checkbox"/> SES (CR)  |             | 11. Position Is:<br><input type="checkbox"/> Supervisory<br><input type="checkbox"/> Managerial<br><input checked="" type="checkbox"/> Neither                    |      | 12. Sensitivity<br><input checked="" type="checkbox"/> 1- Non Sensitive <input type="checkbox"/> 3- Critical Sensitive<br><input type="checkbox"/> 2- Noncritical Sensitive <input type="checkbox"/> 4- Special Sensitive |  | 13. Competitive Level Code |       | 14. Agency Use<br><b>01-01-1980</b> |      |
|  |          |                        |            |      | 15. Classified/Grade by   |             | Official Title of Position  |      |   | Pay Plan   | Occupational Code          | Grade | Initials                            | Date |
| a. U.S. Office of Personnel Management   |          | <b>Program Analyst</b> |            |      | <b>GS</b>   | <b>0345</b> |   |      |   |  |                            |       |                                     |      |
| b. Department, Agency or Establishment   |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| c. Second Level Review   |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| d. First Level Review  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| e. Recommended by Supervisor or Initiating Office  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| 16. Organizational Title of Position (if different from official title)<br><b>Program Analyst</b>  |          |                        |            |      | 17. Name of Employee (if vacant, specify)<br><b>Vacant</b>  |             |   |      |   |  |                            |       |                                     |      |
| 18. Department, Agency, or Establishment<br><b>Federal Reserve System-Board</b>  |          |                        |            |      | c. Third Subdivision  |             |   |      |   |  |                            |       |                                     |      |
| a. First Subdivision<br><b>Internal Research Depart-NR</b>   |          |                        |            |      | d. Fourth Subdivision   |             |   |      |   |  |                            |       |                                     |      |
| b. Second Subdivision  |          |                        |            |      | e. Fifth Subdivision  |             |   |      |   |  |                            |       |                                     |      |
| 19. Employee Review--This is an accurate description of the major duties and responsibilities of my position.  |          |                        |            |      | Signature of Employee (optional)  |             |   |      |   |  |                            |       |                                     |      |
| 20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the                     |          |                        |            |      | knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.   |             |   |      |   |  |                            |       |                                     |      |
| a. Typed Name and Title of Immediate Supervisor  |          |                        |            |      | b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)  |             |   |      |   |  |                            |       |                                     |      |
| Signature  |          |                        | Date       |      | Signature   |             |   | Date |   |  |                            |       |                                     |      |
| 21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards. |          |                        |            |      | 22. Position Classification Standards Used in Classifying/Grading Position  |             |   |      |   |  |                            |       |                                     |      |
| Typed Name and Title of Official Taking Action   |          |                        |            |      | Information for Employees. The standards, and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office of the U.S. Office of Personnel Management |             |   |      |   |  |                            |       |                                     |      |
| Signature  |          |                        | Date       |      |   |             |   |      |   |  |                            |       |                                     |      |
| 23. Position Review  | Initials | Date                   | Initials   | Date | Initials  | Date        | Initials  | Date | Initials  | Date   |                            |       |                                     |      |
| a. Employee (optional)   |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| b. Supervisor  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| c. Classifier  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| 24. Remarks  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |
| 25. Description of Major Duties and Responsibilities (See Attached)  |          |                        |            |      |   |             |   |      |   |  |                            |       |                                     |      |

| Occupational Series | Position Title Code | Effective Date | Official Description                   | Abbreviated Description         |
|---------------------|---------------------|----------------|--|---------------------------------|
| 0201                | 01                  | 01/01/1980     | Personnel management                   | Personnel management            |
| 0201                | 02                  | 01/01/1980     | Chief Personnel Operations             | Chief Personnel Operations      |
| 0201                | 03                  | 01/01/1980     | Director of Personnel                  | Director of Personnel           |
| 0201                | 04                  | 01/01/1980     | Personnel Management Specialist        | Personnel Management Spec       |
| 0201                | 05                  | 01/01/1980     | Supervisory Personnel Management       | Supervisory Personnel Managemen |
| 0203                | 01                  | 01/01/1980     | Personnel clerical and assistance      | Personnel clerical and assist   |
| 0203                | 02                  | 01/01/1980     | Personnel Clerk                        | Personnel Clerk                 |
| 0203                | 03                  | 01/01/1980     | Personnel Assistant                    | Pers Asst                       |
| 0212                | 01                  | 01/01/1980     | Personnel Staffing Specialist          | Personnel Staff Spec            |
| 0221                | 01                  | 01/01/1980     | Position Classification Specialist     | Position Classification Spec    |
| 0230                | 01                  | 01/01/1980     | Employee Relations Specialist          | Employee Relations Specialist   |
| 0230                | 02                  | 01/01/1980     | Supervisory Employee Relations         | Supvy Empl Relations Spec       |
| 0233                | 01                  | 01/01/1980     | Labor Relations Specialist             | Labor Relations Specialist      |
| 0233                | 02                  | 01/01/1980     | Supervisory Labor Relations Specialist | Supervisory Labor Relations     |
| 0260                | 01                  | 01/01/1980     | EEO Specialist                         | EEO Specialist                  |
| 0301                | 01                  | 01/01/1980     | Miscellaneous administration and       | Miscellaneous administration    |
| 0301                | 02                  | 01/01/1980     | Administrator                          | Administrator                   |
| 0301                | 03                  | 01/01/1980     | Public Affairs Officer                 | Public Affairs Officer          |
| 0301                | 04                  | 01/01/1980     | Administrative Officer                 | Administrative Officer          |
| 0301                | 05                  | 01/01/1980     | Mail Clerk                             | Mail Clerk                      |
| 0301                | 06                  | 01/01/1980     | Assistant Secretary                    | Assistant Secretary             |
| 0305                | 01                  | 01/01/1980     | Mail Clerk                             | Mail Clerk                      |
| 0305                | 02                  | 01/01/1980     | File Clerk                             | File Clerk                      |
| 0313                | 01                  | 01/01/1980     | Work Unit Supervisor                   | Work Unit Supervisor            |
| 0318                | 01                  | 01/01/1980     | Lead Secretary                         | Lead Secretary                  |
| 0318                | 02                  | 01/01/1980     | Secretary                              | Secretary                       |
| 0322                | 01                  | 01/01/1980     | Clerk-Typist                           | Clerk-Typist                    |
| 0332                | 01                  | 01/01/1980     | Computer Operator                      | Computer Operator               |
| 0332                | 02                  | 01/01/1980     | Chief Computer Operations              | Chief Computer Operations       |
| 0334                | 01                  | 01/01/1980     | Computer specialist                    | Computer specialist             |
| 0334                | 02                  | 01/01/1980     | Computer Specialist                    | Computer Specialist             |
| 0334                | 03                  | 01/01/1980     | Network Services Administrator         | Network Services Administrator  |
| 0334                | 20                  | 01/01/1980     | Computer Specialist                    | Computer Specialist             |
| 0334                | 21                  | 01/01/1980     | Supervisory Computer Specialist        | Supervisory Computer Spec       |
| 0335                | 01                  | 01/01/1980     | Computer Assistant                     | Computer Assistant              |
| 0335                | 02                  | 01/01/1980     | Computer Clerk                         | Computer Clerk                  |
| 0335                | 03                  | 01/01/1980     | Computer Programmer                    | Computer Programmer             |
| 0340                | 01                  | 01/01/1980     | Computer Programmer                    | Computer Programmer             |
| 0340                | 02                  | 01/01/1980     | Supervisory Computer Programmer        | Supvy Computer Programmer       |
| 0341                | 01                  | 01/01/1980     | Administrative Officer                 | Administrative Officer          |
| 0341                | 02                  | 01/01/1980     | Supervisory Administrative Officer     | Supvy Administrative Officer    |
| 0345                | 01                  | 01/01/1980     | Program analysis                       | Program analysis                |
| 0345                | PA                  | 01/01/1980     | Program Analyst                        | Program Analyst                 |
| 0360                | 01                  | 01/01/1980     | EEO Officer                            | EEO Officer                     |
| 0360                | 02                  | 01/01/1980     | Supervisory EEO Officer                | Supvy EEO Officer               |
| 0391                | 01                  | 01/01/1980     | Telecommunications Specialist          | Telecommunications Specialist   |
| 0391                | 02                  | 01/01/1980     | Supervisory Telecommunications         | Supvy Telecomm Spec             |
| 0414                | 01                  | 01/01/1980     | Entomologist                           | Entomologist                    |
| 0501                | 01                  | 01/01/1980     | Chief Financial Officer                | Chief Financial Officer         |
| 0501                | 02                  | 01/01/1980     | Payroll Supervisor                     | Payroll Supervisor              |
| 0510                | 01                  | 01/01/1980     | Accountant                             | Accountant                      |
| 0510                | 02                  | 01/01/1980     | Supervisory Accountant                 | Supervisory Accountant          |
| 0510                | 03                  | 01/01/1980     | Operating Accountant                   | Operating Accountant            |
| 0511                | 01                  | 01/01/1980     | Auditor                                | Auditor                         |
| 0512                | 01                  | 01/01/1980     | Internal Revenue Agent                 | Internal Revenue Agent          |
| 0512                | 02                  | 01/01/1980     | Supervisory Internal Revenue Agent     | Supervisory Internal Revenue    |
| 0540                | 01                  | 01/01/1980     | Voucher Examiner                       | Voucher Examiner                |

PeopleSoft  
POSITION STATUS REPORT

Report ID: POS001

Page No. 1  
Run Date 10/03/2001  
Run Time 13:58:56

As Of Date: 01/01/2000

| DeptID | Job Code | Position No. | Effective Date | Position Title                 | R | T | Position Status | Status Date | Rec Opens | I N T E R N A L |            | E X T E R N A L |            | Incumbent Name        |
|--------|----------|--------------|----------------|--------------------------------|---|---|-----------------|-------------|-----------|-----------------|------------|-----------------|------------|-----------------------|
|        |          |              |                |                                | E | M |                 |             |           | Posting         | Expiration | Posting         | Expiration |                       |
| 10000  | KA0301   | 19100003     | 01/01/1980     | Chief Human Resources Officer  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Kerr,Elizabeth        |
|        | KA0302   | 19100004     | 01/01/1980     | Snr Mgr Human Resources        | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Laidlaw,John          |
|        | KA0302   | 19100005     | 01/01/1985     | Manager Recruitment            | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Taylor,Jane Elizabeth |
|        | KA0303   | 19100007     | 01/01/1980     | Manager Payroll                | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Cortes,Maria          |
|        | KA0304   | 19100006     | 01/01/1980     | Recruitment Specialist         | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            |                       |
|        | KA0304   | 19100009     | 01/01/1980     | Mgr Training & Development     | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            |                       |
|        | KA0304   | 19100010     | 01/01/1980     | Training Specialist            | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Holley,David William  |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Franks,William        |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Brown,Marcus          |
|        | KA0305   | 19100008     | 01/01/1980     | Payroll Officer                | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | O'Reilly,Michael      |
|        | KC003    | 19000017     | 01/01/1980     | Senior Secretary               | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Griffiths,Martina Ra  |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Jacobs,Lisa Leigh     |
|        | KC010    | 19000104     | 01/01/1980     | Analyst Trainee                | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Henderson,David M     |
|        | KC012    | 19000102     | 01/01/1980     | Human Resources Analyst        | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Maissoneuve,Louise    |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Valade,Claudia A      |
|        | KC012    | 19000602     | 01/01/1980     | Human Resources Analyst        | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Chan,Diana E          |
|        | KC018    | 19000101     | 01/01/1980     | Mgr Employee Relations         | R |   | Approved        | 01/01/1980  |           |                 | 05/01/1990 | 05/31/1990      |            | Saint-Amand,Marcel    |
|        | KG0012   | 19160020     | 01/01/1980     | Sr Manager - Human Resources   | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Hoxley,Tobi           |
|        | KH0301   | 19360002     | 01/01/1980     | HR Director                    | R | Y | Approved        | 01/01/1980  |           |                 |            |                 |            | Yeung,Khim            |
|        | KH0302   | 19360003     | 01/01/1980     | Human Resources Administrator  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Lim,Jimmy             |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Lee,Tong              |
|        | KH0303   | 19360004     | 01/01/1980     | HR Specialist                  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Lim,An                |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Tan,Kheng             |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | l er,Yeni             |
|        | KN0002   | 19220007     | 01/01/1980     | Human Resources Administrator  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            |                       |
|        | KS0301   | 19270002     | 01/01/1980     | HR Director                    | R | Y | Approved        | 01/01/1980  |           |                 |            |                 |            |                       |
|        | KS0302   | 19270003     | 01/01/1980     | Human Resources Administrator  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Lee,Xue Min           |
|        | KS0303   | 19270004     | 01/01/1980     | HR Specialist                  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Chow,Kheng Siang      |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Yang,Janet            |
|        | KU003    | 19000003     | 01/01/1996     | Manager-Compensation/Benefits  | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Tomita,Jason          |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | McKinley,Larry J      |
|        | KU004    | 19000004     | 02/01/1996     | Manager-Employment/Recruitment | R |   | Approved        | 02/01/1996  |           |                 |            |                 |            | Mosley,Wayne          |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Dell,Emmylou K        |
|        | KU007    | 19000081     | 06/01/1990     | HRIS Specialist                | R |   | Approved        | 06/01/1990  |           |                 |            |                 |            | Burkman,Seek          |
|        | KU008    | 19000009     | 01/01/1980     | Employment Specialist          | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Burkman,Seek          |
|        | KU051    | 19000018     | 01/01/1980     | Administrative Assistant       | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            | Santos,Antonio        |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Johnson,Danny         |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Reese,Daryl           |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Enriquez,Jorge        |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Kessler,Marc          |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Jacobson,Cassandra    |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Espinosa,Carmichael   |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Strunsky,Joanna       |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Giles,Fred            |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Summer,Alice          |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Fung,James            |
|        |          |              |                |                                |   |   |                 |             |           |                 |            |                 |            | Galang,Justin         |
|        | KU077    | 19000089     | 01/01/1980     | Consultant-Senior              | R |   | Approved        | 01/01/1980  |           |                 |            |                 |            |                       |



PeopleSoft  
INCUMBENT POSITION HISTORY REPORT

Report ID: POS003

Page No. 1

Run Date 09/07/2000

As Of Date: 09/01/2000

Run Time 17:01:12

Company ACC State of Accord  
Department PGV1000 Executive Branch

P O S I T I O N

I N C U M B E N T

| Job Code | Position No./<br>Position Title | Position<br>Status | S A L A R Y<br>Pln/Grd/Stp | Entry<br>Date | Exit<br>Date | Incumbent Name           | Empl ID | Cur<br>Cd | Entry<br>Salary |   | Entry<br>Pln/Grd/Stp | Cur<br>Cd | Exit<br>Salary | Exit<br>Pln/Grd/Stp | Exit<br>Reason |
|----------|---------------------------------|--------------------|----------------------------|---------------|--------------|--------------------------|---------|-----------|-----------------|---|----------------------|-----------|----------------|---------------------|----------------|
| PA1750   | PUA8015<br>Clerk                | Approved           | NEX 2                      | 04/01/1996    |              | Silverstein, Jacob       | PA008   | US        | 1458.33         | M | NEX 2                | 1         |                |                     |                |
|          |                                 |                    |                            |               |              | Compensation Components: | NAANNL  | US        | 17500.00        | A |                      |           |                |                     |                |
|          | PUA8016<br>Clerk                | Approved           | NEX 2                      |               |              |                          |         |           |                 |   |                      |           |                |                     |                |
| PA2500   | PUA8027<br>Governor             | Approved           | SAL 5                      | 01/01/1995    |              | Carr, Kitty C            | PA020   | US        | 5833.33         | M | SAL 5                |           |                |                     |                |
|          |                                 |                    |                            |               |              | Compensation Components: | NAANNL  | US        | 70000.00        | A |                      |           |                |                     |                |
| PA2501   | PUA8030<br>Governor - Lt.       | Approved           | SAL 4                      | 01/01/1995    |              | Meadows, Sean            | PA023   | US        | 2500.00         | M | SAL 4                |           |                |                     |                |
|          |                                 |                    |                            |               |              | Compensation Components: | NAANNL  | US        | 30000.00        | A |                      |           |                |                     |                |
| PA4151   | PUA8026<br>Secretary-Executive  | Approved           | NEX 5                      | 02/01/1995    |              | Novak, Willis            | PA019   | US        | 2875.00         | M | NEX 5                | 3         |                |                     |                |
|          |                                 |                    |                            |               |              | Compensation Components: | NAANNL  | US        | 34500.00        | A |                      |           |                |                     |                |

PeopleSoft  
ACTIVE POSITION HISTORY REPORT

Report ID: POS004

Page No. 1  
Run Date 09/07/2000  
Run Time 17:00:12

As Of Date: 09/01/2000

| Effective Date        | Action Date | Act Rsn | Position Title                 | DeptID | Job Code | Reports To | Comp -any | Loca- tion | Head Count | Reg/ Temp | Full/ Part | Std Hours | Work Period | Job Shr | Status   | Status Date | Budz Posn | Max |     |
|-----------------------|-------------|---------|--------------------------------|--------|----------|------------|-----------|------------|------------|-----------|------------|-----------|-------------|---------|----------|-------------|-----------|-----|-----|
|                       |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           | Max | Max |
| Position No. 19000001 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | President & CEO                | KU000  | KU001    | 19000001   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000003 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1996            | 01/01/1996  |         | Manager-Compensation/Benefits  | KU001  | KU003    | 19000210   | GBI       | KUNY0      | 3          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Manager-Compensation/Benefits  | KU001  | KU003    | 19000210   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000004 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 02/01/1996            | 02/01/1996  |         | Manager-Employment/Recruitment | KU001  | KU004    | 19000210   | GBI       | KUNY0      | 2          | R         | F          | 40.00     | Weekly      | N       | Approved | 02/01/1996  | Y         |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Manager-Employment/Recruitment | KU001  | KU004    | 19000210   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000005 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Management - Staff Assistant   | KU005  | KU147    | 19000230   | GBI       | KUDE0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000006 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Sales Product Consultant       | KU010  | KU058    | 19000420   | GBI       | KUCA0      | 4          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000007 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 09/01/1996            | 09/01/1996  |         | HRIS Specialist                | KU001  | KU099    | 19000029   | GBI       | KUNY0      | 4          | R         | F          | 40.00     | Weekly      | N       | Approved | 09/01/1996  | Y         |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | HRIS Specialist                | KU001  | KU099    | 19000029   | GBI       | KUNY0      | 4          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000009 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Employment Specialist          | KU001  | KU008    | 19000004   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000010 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Benefits Specialist            | KU001  | KU098    | 19000003   | GBI       | KUNY0      | 4          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000012 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 09/01/1996            | 09/01/1996  |         | HRIS Specialist                | KU001  | KU099    | 19000013   | GBI       | KUNY0      | 2          | R         | F          | 40.00     | Weekly      | N       | Approved | 09/01/1996  | Y         |     |     |
| Position No. 19000013 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 09/01/1996            | 09/01/1996  |         | Manager-Finance                | KU001  | KU112    | 19000230   | GBI       | KUNY0      | 4          | R         | F          | 40.00     | Weekly      | N       | Approved | 09/01/1996  | Y         |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Manager-Finance                | KU001  | KU112    | 19000230   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000015 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Labor Relations Specialist     | KU001  | KU114    | 19000013   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000016 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Health & Safety Specialist     | KU001  | KU115    | 19000005   | GBI       | KUNY0      | 1          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000017 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Senior Secretary               | KC001  | KC003    | 19000101   | GBI       | KCON0      | 5          | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |
| Position No. 19000018 |             |         |                                |        |          |            |           |            |            |           |            |           |             |         |          |             |           |     |     |
| 01/01/1980            | 01/01/1980  | NEW     | Administrative Assistant       | KU001  | KU051    | 19000005   | GBI       | KUNY0      | 10         | R         | F          | 40.00     | Weekly      | N       | Approved | 01/01/1980  | Y         |     |     |

As Of Date: 09/01/2000

| Posn No. | Position   | Incumbent  |
|----------|------------|--|
| 19000001 | President  | Lewis,Douglas  |
| 19000024 | Gn Auditor | Seto,Patrick<br>Dyer,Julie<br>Kim,Justine<br>McKay,Angela<br>Osborn,Courtney                               |
| 19000200 | VP-Admin   | Parsons,Jean   |
| 19000210 | Dir-HR     | Aliverdi,Reza  |
| 19000003 | Mgr-Cmp/Bn | Tomita,Jason<br>McKinley,Larry J   |
| 19000010 | Ben Spec   | Chae,Kevin<br>McKinley,Larry J   |
| 19000004 | Mgr-Emp/Rc | Mosley,Wayne<br>Dell,Emmylou K   |
| 19000009 | Emp Spec   | Burkman,Seek   |
| 19000085 | Tech Trnr  | Miguel,Sanford<br>Religioso,Steve<br>Bonicello,Nina  |
| 19000025 | Mgr-ER     | Wynne,Elbert<br>McKinley,Larry J   |
| 19000026 | Sr PR Clrk | Stevenson,Christelle<br>Chu,Adland   |
| 19000027 | PR Clerk   | Chae,Kevin   |
| 19000029 | Mgr-HRIS   | Reed,Nancy   |
| 19000007 | HRIS Spec  | Nichta,Issac<br>Jacobson,Cassandra   |
| 19000022 | DE Clerk   | Turbic,Stephanie<br>Pak,John<br>Sharpe,Kenneth<br>Lowe,Stanley<br>Li,Rochelle<br>Chae,Kevin<br>Reddy,Jared |
| 19000030 | Sys Anlyst | Gasse,Alain  |
| 19000081 | HRIS Spec  | Burkman,Seek   |
| 19000056 | Admin Asst |  |
| 19000091 | T&L Spclst |  |
| 19000095 | Supv Jan   | Chin,Jackson<br>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<br>Votava,Teresa<br>Dewberry,Kitty  |

| Position Nbr | Dept ID | JobCode | Description                    | Reg/Temp  | Full/Part Time | 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    |

Confidential

PeopleSoft  
POSITION AUDIT REPORT FOR EXCEPTIONS

Report ID: POS008  
As Of Date: 09/01/2000

Department KC001 Human Resources

| Position No./Emplid | Effective Date            | Position Title/Employee Name                   | Reports To | DeptID         | Job Code       | Sal Adm      | Pay Grd | Comp -any | Pay Grp | Empl Type | Loca- tion     | Reg/ Temp | Full/ Part | Std Hours      | Work Period      | Hol Sch | Shift  | Telephone    | Union Code |
|---------------------|---------------------------|--|------------|----------------|----------------|--------------|---------|-----------|---------|-----------|----------------|-----------|------------|----------------|------------------|---------|--------|--------------|------------|
| 19000017<br>KC0001  | 01/01/1980*<br>02/01/1997 | Senior Secretary<br>Griffiths,Martina Rae      | 19000101   | KC001<br>KC001 | KC003<br>KC003 | KC02<br>KC01 |         | GBI       |         |           | KCON0<br>KCON0 | R<br>R    | F<br>F     | 40.00<br>40.00 | Weekly<br>Weekly |         | N<br>N |              |            |
| 19000104<br>KC0014  | 01/01/1980*<br>07/05/1998 | Analyst Trainee<br>Henderson,David M           | 19000101   | KC001<br>KC001 | KC010<br>KC010 | KC02<br>KC02 |         | GBI       |         |           | KCBC0<br>KCBC0 | R<br>R    | F<br>F     | 40.00<br>40.00 | Weekly<br>Weekly |         | N<br>N |              |            |
| 19000102<br>KC0024  | 01/01/1980*<br>01/19/1990 | Human Resources Analyst<br>Maissonneuve,Louise | 19000101   | KC001<br>KC001 | KC012<br>KC012 | KC02<br>KC02 |         | GBI       |         |           | KCQC0<br>KCQC0 | R<br>R    | F<br>F     | 40.00<br>40.00 | Weekly<br>Weekly |         | N<br>N |              |            |
| 19000017<br>KC0028  | 01/01/1980*<br>12/02/1985 | Senior Secretary<br>Jacobs,Lisa Leigh          | 19000101   | KC001<br>KC001 | KC003<br>KC003 | KC02<br>KC02 |         | GBI       |         |           | KCON0<br>KCON0 | R<br>R    | F<br>F     | 40.00<br>40.00 | Weekly<br>Weekly |         | N<br>N |              |            |
| 19000101<br>KC0031  | 01/01/1980*<br>06/06/1994 | Mgr Employee Relations<br>Saint-Amand,Marcel   | 19000550   | KC001<br>KC001 | KC018<br>KC018 | KC02<br>KC02 |         | GBI       |         |           | KCQC0<br>KCQC0 | R<br>R    | F<br>F     | 40.00<br>40.00 | Weekly<br>Weekly |         | N<br>N | 514/444-8888 |            |
| 19000602<br>KC0033  | 01/01/1980*<br>04/22/1984 | Human Resources Analyst<br>Chan,Diana E        | 19000101   | KC001<br>KC001 | KC012<br>KC012 | KC02<br>KC02 |         | GBI       |         |           | KCAB0<br>KCAB0 | R<br>R    | F<br>F     | 40.00<br>40.00 | Weekly<br>Weekly |         | N<br>N |              |            |

Report ID: PCMP002

Company : KGI Business Institute - UK  
Compliance Plan Year : 2000 SFRA COMPLIANCE PLAN 2000

Plan Area : SUPERVISION

Notes :  
All Level 1 and Level 2 individuals will undertake formal development plans which will be fully supervised. Any refresher or remedial training will also be identified and applied. Continual professional development for Level 3 individuals will also be agreed and monitored.

Plan Area : TRAINING & DEVELOPMENT

Notes :  
All individuals will follow standard development plans appropriate to their compliance level. Scope will also be given to provide ad hoc training & development according to the individual's needs.

Plan Area : RECORD KEEPING

Notes :  
All records will be held at head office, including copies of examination certificates and formal documents sent to the SFRA. All development review and observation details are held online.

Plan Area : REVIEW OF COMPLIANCE PLAN.

Notes :  
The compliance plan will be monitored and updated on an annual basis to reflect the changing circumstances of the company, and also to take into account any changes to legislation.

Report ID: PCMP003

Emplid : KG0005 O'Flaherty,Seamus Patrick

Professional Compliance Type : Financial  
Regulatory Authority : Standard Financial Regulatory Authority  
Classification : Competent Individual

Observation Model : Financial Observation 1 Observation Date : 01/09/2001  
Observation Status : Fail

Observation Comments :  
Observation of customer meeting with S. Evans (ref: SE-631215-001) to ensure Seamus applies the skills and knowledge that he has gained through the compliance process in a satisfactory manner. Generally, Seamus handles himself well with customers but inexperience in live environment made Seamus slip up in a few areas. Maybe over confident. Further role play activities needed to strengthen existing knowledge and skills.

Observation Element : Reason for meeting Required : Y  
Element Status : Pass

Element Comments :  
Explained purpose of meeting and introduced me as Supervisor, customer comfortable with everything.

Observation Element : Agreement to proceed Required : Y  
Element Status : Fail

Element Comments :  
Having explained the meeting purpose, did not check with customer whether they were happy to press ahead. More role play required in this area.

Observation Element : Establish current/future needs Required : Y  
Element Status : Fail

Element Comments :  
Whereas the current needs were identified, did not mention future reviews that are necessary with policy document. Advisory process needs reviewing by Seamus and incorporated in to role play activities.

Observation Element : Present key features Required : Y  
Element Status : Pass

Report ID: PCMP003

Emplid : KG0005 O'Flaherty,Seamus Patrick

Professional Compliance Type : Financial  
Regulatory Authority : Standard Financial Regulatory Authority  
Classification : Experienced New Entrant

Review Date : 02/27/2000 Expected Completion Date : 12/01/2000  
Actual Completion Date : 11/24/2000 Review Status : Pass

Review Comments :  
Seamus has continued his progress through to Competent Individual with the same eagerness and determination as when he started. I have no concerns with Seamus having direct contact with our customer base.

Development Type : Accomplishment FEI Financial Executives Institute  
Status : Pass

Development Area Comments :  
Seamus has achieved membership of this institute by demonstrating is overall knowledge and skills within the financial industry.

Development Type : Competency 0110 Ability to manage own time  
Status : Pass

Development Area Comments :  
Seamus is not the type of person that needs chasing or watching over, and if he does have a problem, or is concerned with something, he does not hesitate to speak up.

Development Type : Competency 0705 Ability to listen & respond  
Status : Pass

Development Area Comments :  
Continually demonstrates his ability to take knowledge on board and then to apply it in the appropriate circumstances.

Development Type : Training Course K001 Time Management  
Status : Pass

Development Area Comments :  
Attended external Time Management course and had no problems achieving pass grade.



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 Acctntnt |                 |               |       |            |                           |
| 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**

| <u>Item Id</u> | <u>Item Description</u>                             | <u>Effective Date</u> | <u>Status</u> |
|----------------|---|-----------------------|---------------|
| 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  
Profile type: JOB

Dir-Finance  
Job

Profile Status: Active  
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  
Profile Type: PERSON

Betty Locherty  
Person

Profile Status: Active  
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 |
|-----------------|--|-------------|
| HDPRES01        | 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 Award | 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 Accontnt | 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 \*\*

| <b><u>Item Id</u></b> | <b><u>Item Description</u></b>       | <b><u>Effective Date</u></b> | <b><u>Status</u></b> |
|-----------------------|--------------------------------------|------------------------------|----------------------|
| 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**

| <u>Emplid</u> | <u>Name</u>        | <u>NVQ Code</u> | <u>NVQ Title</u>                        | <u>Status</u> | <u>NVO Level</u> |
|---------------|--------------------|-----------------|---|---------------|------------------|
| 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 Listing

Run Date 10/31/2006

Run Time 10:17:05 AM

| <b>Unit Code</b> | <b>Title</b>  |
|------------------|---|
| 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 Workin  |
| 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  |

| <u>Code</u> | <u>Title</u>   | <u>Level</u> | <u>Expir. Date</u> |
|-------------|--|--------------|--------------------|
| ADMIN 1     | Business Administration                                | 1            | 7/31/2001          |
| ADMIN 2     | Business Administration                                | 2            | 7/31/2001          |
| ADMIN 3     | Business Administration                                | 3            | 7/31/2001          |
| HRADMIN     | Human Resources Administration                         | 5            | 1/1/2001           |
| WELD2       | Engineering Construction: Joining Materials by Welding | 2            | 12/31/1998         |

**PeopleSoft**  
**Unit/Element Listing**

| <b>Unit Code</b> | <b>Title</b>                            | <b>Element Number</b> | <b>Title</b>   |
|------------------|---|-----------------------|--|
| ADMIN 1          | Office Resource Administration          | 1                     | Maintain office supplies   |
|                  |   | 2                     | Maintain a petty cash system   |
|                  |   | 3                     | Ensure the use of authorised banking procedures  |
| COMM SY          | Communication Svstems                   | 1                     | Organise allocation and dispatch of mail   |
|                  |   | 2                     | Use the telephone system to the full   |
|                  |   | 3                     | Transmit and receive information using electronic equipment                            |
| D31              | Assess candidate performance            | 1                     | Identify opportunities for the collection of evidence of competent performance         |
|                  |   | 2                     | Collect and judge performance evidence against criteria                                |
|                  |   | 3                     | Collect and judge knowledge evidence to support the influence of competent performance |
|                  |   | 4                     | Make assessment decision and provide feedback  |
| D32              | Assess candidate using diverse evidence | 1                     | Determine sources of evidence to be used   |
|                  |   | 2                     | Collate and evaluate evidence  |
|                  |   | 3                     | Make assessment decision and provide feedback  |
| D33              | Co-ordinate the assessment process      | 1                     | Provide advice and support to assessors  |
|                  |   | 2                     | Maintain and submit assessment documentation   |
|                  |   | 3                     | Undertake internal verification  |
| D34              | Verify the assessment process           | 1                     | Provide information, advisory and support services for centres                         |
|                  |   | 2                     | Verify assessment practice and centre procedures                                       |
|                  |   | 3                     | Maintain records of visits and provide feedback to awarding body                       |
| D35              | Identify previously acquired competence | 1                     | Help candidate to identify areas of current competence                                 |
|                  |   | 2                     | Agree an assessment plan with candidate  |
|                  |   | 3                     | Help candidate to prepare and present evidence for assessment                          |
| DOC1             | Preparing and Producing Documents       | 1                     | Produce text from oral and written material using an alphanumeric keyboard             |
|                  |   | 2                     | Present narrative, graphic and tabular information using an alphanumeric keyboard      |

Employee NVQ Reviews & Unit Plan

EMPLID: KG0005 O'Flaherty,Seamus Patrick

| NVQ CODE | TITLE                   | LEVEL | REVIEW DATE | COMMENTS           | UNIT CODE | TITLE                         | PROGRESS |
|----------|-------------------------|-------|-------------|--------------------|-----------|-------------------------------|----------|
| ADMIN    | Business Administration | 1     | 9/1/1999    | Successful Review. | ADMIN 1   | Office Resource Administratio | C        |
|          |                         |       |             |                    | FILING    | Researching and Retrieving In | C        |
|          |                         |       |             |                    | H&S       | Health & Safety At Work       | N        |

PeopleSoft  
Competency Inventory

Report ID: PER011

Page No. 1  
Run Date 10/31/2006  
Run Time 10:09:41

| Comp Code | Competency                     | Proficiency | Last Used        | Year 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        |                  |               | Arthur 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 Scerty  | 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        |                  |               | Arthur Erickson     | FinanceMgr | HR         |

PeopleSoft  
Competency Inventory

Report ID: PER011

Page No. 3  
Run Date 10/31/2006  
Run Time 10:09:41

| 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 Code | Competency                    | Proficiency | Last Used | Year 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



**INTERNAL RESUME**  
Generated 10/31/2006

**Christelle Stevenson**  
2139 Arctic Boulevard  
Anchorage, AK 99521  
USA

Birth Date: 01/05/1958  
Original Hire Date: 09/25/1982  
National Id: [REDACTED]

Page No. 1

**JOB HISTORY**

|            |            |   |
|------------|------------|---|
| 07/01/1990 | PRESENT    | Sr Payroll Clerk - Clerk-Payroll Sr<br>Finance<br>Salary Grade: 003 |
| 07/01/1990 | 07/01/1990 | Sr Payroll Clerk - Clerk-Payroll Sr<br>Finance<br>Salary Grade: 002 |
| 09/25/1982 | 07/01/1990 | Payroll Clerk - Clerk-Payroll<br>Finance<br>Salary Grade: 002       |

**SALARY HISTORY**

|            |               |         |   |
|------------|---------------|---------|---|
| 05/04/1997 | 26,000.000USD | 11.111% | - Adjustment<br>Salary Plan/Grade/Step: KU01/003/0                |
| 07/07/1993 | 23,400.000USD | 12.500% | - Adjustment<br>Salary Plan/Grade/Step: KU01/003/0                |
| 07/01/1990 | 20,800.000USD | 66.667% | - Promotion<br>Salary Plan/Grade/Step: KU01/003/0                 |
| 07/01/1990 | 12,480.000USD | 0.645%  | - Normal Career Progression<br>Salary Plan/Grade/Step: KU01/002/7 |
| 10/01/1985 | 12,400.000USD | 32.479% | - Step Progression<br>Salary Plan/Grade/Step: KU01/002/7          |
| 09/25/1982 | 9,360.000USD  | 0.000%  | -<br>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 |

**INTERNAL RESUME**  
Generated 10/31/2006

**Christelle Stevenson**  
2139 Arctic Boulevard  
Anchorage, AK 99521  
USA

Birth Date: 01/05/1958  
Original Hire Date: 09/25/1982  
National Id: [REDACTED]

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

Actual Awards Report - Detail

Plan Id            KCORP            Tree Plan - Corporate Compensation  
Payout Prd Id    Q1  
Currency Cd      USD

| Emplid                                     | Empl Rcd | Empl Name      | Target Award | Annual Rate   | Job Code        | Min/Max | Actual Award | Award Value  |
|--|----------|----------------|--------------|---------------|-----------------|---------|--------------|--------------|
| Group : KEEXECUTIVES      Executive US&CAN |          |                |              |               |                 |         |              |              |
| KC0002                                     | 0        | Dunbar,Kirby   | 10500.000000 | 105000.000000 | KC002 Dir Can   | Max     | 5000.000000  | 5000.000000  |
| KU0005                                     | 0        | Aliverdi,Reza  | 12376.000000 | 123760.000000 | KU210 Dir-HR    | Max     | 5000.000000  | 5000.000000  |
| Totals for Group :                         |          |                |              |               |                 |         |              | 10000.000000 |
|  |          |                |              |               |                 |         |              | 10000.000000 |
| KEEXECUTIVES                               |          |                |              |               |                 |         |              |              |
| KSALES                                     |          |                |              |               |                 |         |              |              |
| KCSALES                                    |          |                |              |               |                 |         |              |              |
| KUSALES                                    |          |                |              |               |                 |         |              |              |
| Group : KVCALL      Variable Comp ALL      |          |                |              |               |                 |         |              |              |
| KU0003                                     | 0        | Parsons,Jean   | 25050.000000 | 182400.000000 | KU200 VP-Admin  | Max     | 5000.000000  | 5000.000000  |
| KU0007                                     | 0        | Locherty,Betty | 15000.000000 | 150000.000000 | KU230 Dir-Finan | Max     | 5000.000000  | 5000.000000  |
| Totals for Group :                         |          |                |              |               |                 |         |              | 10000.000000 |
|  |          |                |              |               |                 |         |              | 10000.000000 |
| KEEXECUTIVES                               |          |                |              |               |                 |         |              |              |
| KSALES                                     |          |                |              |               |                 |         |              |              |
| KCSALES                                    |          |                |              |               |                 |         |              |              |
| KUSALES                                    |          |                |              |               |                 |         |              |              |
| Totals for Plan :                          |          |                |              |               |                 |         |              | 20000.000000 |

End of Report



Budget Report - Summary

Plan Id            KCORP            Tree Plan - Corporate Compensation  
 Payout Prd Id    Q1  
 Currency Cd      USD

|              | Weight % | % Attained |
|--------------|----------|------------|
| Organization | 40.00    | 80.00      |
| Group        | 20.00    | 97.00      |
| Individual   | 40.00    | 120.00     |

|                   |             |                   | Min Award    | Max Award    | Carryover | Projected Payout |
|-------------------|-------------|-------------------|--------------|--------------|-----------|------------------|
| Group             | KCSALES     | Sales CAN         | 25844.000000 | 29820.000000 | 0.000000  | 45171.336000     |
| Group             | KEXECUTIVES | Executive US&CAN  | 2982.000000  | 14910.000000 | 0.000000  | 20054.944000     |
| Group             | KUSALES     | Sales USA         | 2982.000000  | 14910.000000 | 0.000000  | 23299.360000     |
| Group             | KVCALL      | Variable Comp ALL | 994.000000   | 4970.000000  | 0.000000  | 14910.000000     |
| Totals for Plan : |             |                   |              |              |           | 106566.740000    |

End of Report

Budget Report - Detail

Plan Id            KCORP            Tree Plan - Corporate Compensation  
 Payout Prd Id    Q1  
 Currency Cd      USD

|              |          |            |
|--------------|----------|------------|
|              | Weight % | % Attained |
| Organization | 40.00    | 80.00      |
| Group        | 20.00    | 97.00      |
| Individual   | 40.00    | 120.00     |

| Emplid   | Empl Rcd | Name                  | Job Code | Pay Formula | Min Award    | Max Award    | Carryover | Projected Payout |
|--|----------|-----------------------|----------|-------------|--------------|--------------|-----------|------------------|
| Group KCSALES            Sales CAN             |          |                       |          |             |              |              |           |                  |
| KC0001   | 0        | Griffiths,Martina Rae | KC003    | Sr Secrtry  | 4970.000000  | 4970.000000  | 0.000000  | 3131.100000      |
| KC0008   | 0        | Wilson,Kenneth John   | KC021    | Sales PC    | 4970.000000  | 4970.000000  | 0.000000  | 7156.800000      |
| KC0013   | 0        | Tucker,Margaret       | KC020    | Sales Mgr   | 4970.000000  | 4970.000000  | 0.000000  | 8703.464000      |
| KC0021   | 0        | Davies,Craig R        | KC014    | Sys Anlyst  | 4970.000000  | 4970.000000  | 0.000000  | 5467.000000      |
| KC0022   | 0        | Sinclair,Betty Anne   | KC021    | Sales PC    | 4970.000000  | 4970.000000  | 0.000000  | 7979.832000      |
| KC0027   | 0        | Andrews,Fred          | KC021    | Sales PC    | 4970.000000  | 4970.000000  | 0.000000  | 5427.240000      |
| Totals for Group :                             |          |                       |          |             | 25844.000000 | 29820.000000 | 0.000000  | 45171.336000     |
| Group KEEXECUTIVES            Executive US&CAN |          |                       |          |             |              |              |           |                  |
| KC0002   | 0        | Dunbar,Kirby          | KC002    | Dir Can     | 994.000000   | 4970.000000  | 0.000000  | 10437.000000     |
| KCI002   | 0        | Baar,John             | KC002    | Dir Can     | 994.000000   | 4970.000000  | 0.000000  | 5168.800000      |
| KU0005   | 0        | Aliverdi,Reza         | KU210    | Dir-HR      | 994.000000   | 4970.000000  | 0.000000  | 12301.744000     |
| Totals for Group :                             |          |                       |          |             | 2982.000000  | 14910.000000 | 0.000000  | 20054.944000     |
| Group KUSALES            Sales USA             |          |                       |          |             |              |              |           |                  |
| KU0051   | 0        | Schuster,Dilon        | KU058    | Prod Cnslt  | 994.000000   | 4970.000000  | 0.000000  | 2584.400000      |
| KU0064   | 0        | Wong,Benny            | KU058    | Prod Cnslt  | 994.000000   | 4970.000000  | 0.000000  | 2584.400000      |
| KU0082   | 0        | Saxon,Mable           | KU058    | Prod Cnslt  | 994.000000   | 4970.000000  | 0.000000  | 2584.400000      |
| Totals for Group :                             |          |                       |          |             | 2982.000000  | 14910.000000 | 0.000000  | 23299.360000     |
| Group KVCALL            Variable Comp ALL      |          |                       |          |             |              |              |           |                  |
| KU0003   | 0        | Parsons,Jean          | KU200    | VP-Admin    | 994.000000   | 4970.000000  | 0.000000  | 18130.560000     |
| KU0007   | 0        | Locherty,Betty        | KU230    | Dir-Finan   | 994.000000   | 4970.000000  | 0.000000  | 14910.000000     |
| Totals for Group :                             |          |                       |          |             | 994.000000   | 4970.000000  | 0.000000  | 14910.000000     |
| Totals for Plan :                              |          |                       |          |             | 37772.000000 | 69580.000000 | 0.000000  | 106566.740000    |

End of Report

Calculate Awards Report - Detail

Plan Id            KCORP            Tree Plan - Corporate Compensation  
 Payout Prd Id    Q1  
 Currency Cd      USD

| Emplid                                      | Empl Rcd | Name           | Target Award | Annual Rate   | Job Code        | Min/Max | Calculated Award | Calculated Value | Carryover Balance |
|---|----------|----------------|--------------|---------------|-----------------|---------|------------------|------------------|-------------------|
| Group : KEXECUTIVES      Executive US&CAN   |          |                |              |               |                 |         |                  |                  |                   |
| KC0002                                      | 0        | Dunbar,Kirby   | 10500.000000 | 105000.000000 | KC002 Dir Can   | Max     | 5000.000000      | 5000.000000      |                   |
| KU0005                                      | 0        | Aliverdi,Reza  | 12376.000000 | 123760.000000 | KU210 Dir-HR    | Max     | 5000.000000      | 5000.000000      |                   |
| Totals for Group :                          |          |                |              |               |                 |         | 10000.000000     | 10000.000000     |                   |
| Group : KVCALL            Variable Comp ALL |          |                |              |               |                 |         |                  |                  |                   |
| KU0003                                      | 0        | Parsons,Jean   | 25050.000000 | 182400.000000 | KU200 VP-Admin  | Max     | 5000.000000      | 5000.000000      |                   |
| KU0007                                      | 0        | Locherty,Betty | 15000.000000 | 150000.000000 | KU230 Dir-Finan | Max     | 5000.000000      | 5000.000000      |                   |
| Totals for Group :                          |          |                |              |               |                 |         | 10000.000000     | 10000.000000     |                   |
| Totals for Plan :                           |          |                |              |               |                 |         | 20000.000000     | 20000.000000     |                   |

End of Report

Calculate Awards Report - Summary

Plan Id            KCORP            Tree Plan - Corporate Compensation  
 Payout Prd Id    Q1  
 Currency Cd      USD

|                   |                                     | Calculated Award | Calculated Value | Carryover Balance |
|-------------------|-------------------------------------|------------------|------------------|-------------------|
| Group :           | KEXECUTIVES    Executive US&CAN     | 10000.000000     | 10000.000000     |                   |
| Group :           | KVCALL            Variable Comp ALL | 10000.000000     | 10000.000000     |                   |
| Totals for Plan : |                                     | 20000.000000     | 20000.000000     |                   |

End of Report



Carryover Awards Report - Detail

08/30/2000 <sup>1</sup>

Plan Id KCORP  
 Payout Prd Id Q1  
 Currency Cd USD

| Emplid                               | Empl Rcd | Name           | Carryover Balance |
|--------------------------------------|----------|----------------|-------------------|
| Group : KEXECUTIVES Executive US&CAN |          |                |                   |
| KC0002                               | 0        | Dunbar,Kirby   | 1000.000000       |
| KU0005                               | 0        | Aliverdi,Reza  | 1750.000000       |
| Totals for Group :                   |          |                | 2750.000000       |
| Group : KVCALL Variable Comp ALL     |          |                |                   |
| KU0003                               | 0        | Parsons,Jean   | 1320.000000       |
| KU0007                               | 0        | Locherty,Betty | 2000.000000       |
| Totals for Group :                   |          |                | 3320.000000       |
| Totals for Plan :                    |          |                | 6070.000000       |

Carryover Awards Report - Summary

08/30/2000<sup>1</sup>

Plan Id KCORP  
Payout Prd Id Q1  
Currency Cd USD

Carryover Balance

|                     |                   |             |
|---------------------|-------------------|-------------|
| Group : KEXECUTIVES | Executive US&CAN  | 2750.000000 |
| Group : KVCALL      | Variable Comp ALL | 3320.000000 |
| Totals for Plan :   |                   | 6070.000000 |

Employee History Report

From Date 1990/01/01  
 Thru date 2000/12/31  
 Emplid KC0001  
 Empl Rcd # : 0  
 Name : Griffiths,Martina Rae

| Plan Id                                | Payout Prd Id | Target Value | Award Dt   | Award Value   | Award Units  |
|--|---------------|--------------|------------|---------------|--------------|
| KADHOC Adhoc Plan - Favourite Employee | Q1            | 0.000000     | 05/24/2000 | 2000.000000   |              |
| Totals for Plan :                      |               | 0.000000     |            | 2000.000000   |              |
| KU1ISO1990 1990 - 1999 Annual ISO      | 1994          | 0.000000     | 12/31/1994 | 40000.000000  | 4000.000000  |
| KU1ISO1990 1990 - 1999 Annual ISO      | 1995          | 0.000000     | 12/29/1995 | 40000.000000  | 4000.000000  |
| KU1ISO1990 1990 - 1999 Annual ISO      | 1996          | 0.000000     | 12/31/1996 | 40000.000000  | 4000.000000  |
| KU1ISO1990 1990 - 1999 Annual ISO      | 1997          | 0.000000     | 12/31/1997 | 40000.000000  | 4000.000000  |
| KU1ISO1990 1990 - 1999 Annual ISO      | 1998          | 0.000000     | 12/31/1998 | 25000.000000  | 2500.000000  |
| Totals for Plan :                      |               | 0.000000     |            | 185000.000000 | 18500.000000 |
| Totals for Employee (Empl Rcd # : 0)   |               | 0.000000     |            | 187000.000000 | 18500.000000 |
| Grand Total :                          |               | 0.000000     |            | 187000.000000 | 18500.000000 |

Employee History Report

From Date 2000/01/01  
Thru date 2000/12/31  
Emplid KC0002  
Empl Rcd # : 0  
Name : Dunbar, Kirby

| Plan Id                              | Payout Prd Id | Target Value | Award Dt   | Award Value | Award Units |
|--------------------------------------|---------------|--------------|------------|-------------|-------------|
| KCORP Tree Plan - Corporate Compensa | Q1            | 10500.000000 | 03/31/2000 | 5000.000000 |             |
| Totals for Plan :                    |               | 10500.000000 |            | 5000.000000 |             |
| Totals for Employee (Empl Rcd # : 0) |               | 10500.000000 |            | 5000.000000 |             |
| Grand Total :                        |               | 10500.000000 |            | 5000.000000 |             |

Employee History Report

From Date 2000/01/01  
Thru date 2000/12/31  
Emplid KU0005  
Empl Rcd # : 0  
Name : Aliverdi,Reza

| Plan Id                              | Payout Prd Id | Target Value | Award Dt   | Award Value | Award Units |
|--------------------------------------|---------------|--------------|------------|-------------|-------------|
| KCORP Tree Plan - Corporate Compensa | Q1            | 12376.000000 | 03/31/2000 | 5000.000000 |             |
| Totals for Plan :                    |               | 12376.000000 |            | 5000.000000 |             |
| Totals for Employee (Empl Rcd # : 0) |               | 12376.000000 |            | 5000.000000 |             |
| Grand Total :                        |               | 12376.000000 |            | 5000.000000 |             |

08/30/2000

1

Plan Id KCORP  
Tree Plan - Corporate Compensation  
Payout Prd Id Q1  
Currency Cd USD  
Org Perf Factor 0.99

Funding Allocations Report

|               |                   | Group Perf Factor | Target Value  | Actual Funding | Variance      | Unallocated Balance |
|---------------|-------------------|-------------------|---------------|----------------|---------------|---------------------|
| KCSALES       | Sales CAN         | 0.935             | 29444.000000  | 0.000000       | -29444.000000 | 0.000000            |
| KEXECUTIVES   | Executive US&CAN  | 0.850             | 22876.000000  | 22000.000000   | -876.000000   | 12000.000000        |
| KSALES        | Sales US&CAN      | 0.935             | 11356.000000  | 11000.000000   | -356.000000   | 11000.000000        |
| KUSALES       | Sales USA         | 0.935             | 7800.000000   | 0.000000       | -7800.000000  | 0.000000            |
| KVCALL        | Variable Comp ALL | 0.850             | 40050.000000  | 80000.000000   | 39950.000000  | 37000.000000        |
| Grand Total : |                   |                   | 111526.000000 | 113000.000000  | 1474.000000   | 60000.000000        |

End of Report

Guarantees Report - Detail

08/30/2000<sup>1</sup>

Plan Id            KFBONUS1    Company KF1 Bonus Plan  
 Payout Prd Id    S1  
 Currency Cd      FRF

| Emplid | Empl Rcd | Name                | Guarantee   |
|--------|----------|---------------------|-------------|
| KF0001 | 0        | Berger, Maurice     | 1300.000000 |
| KF0002 | 0        | Grioux, Ghislaine   | 1300.000000 |
| KF0003 | 0        | Granjean, Serge     | 1300.000000 |
| KF0004 | 0        | Singleton, Mary-Ann | 1300.000000 |
| KF0010 | 0        | Dante, Beatrice     | 1300.000000 |
| KF0012 | 0        | Grand, Stephane     | 1300.000000 |

Totals for Plan :                      7800.000000

Guarantees Report - Summary

08/30/2000<sup>1</sup>

Plan Id            KFBONUS1    Company KF1 Bonus Plan  
Payout Prd Id    S1  
Currency Cd      FRF

Guarantee

Totals for Plan :            7800.000000



08/31/2000

1  
Plan Id KFADHOC  
Ad-Hoc Bonus Plan for French Employees  
Payout Prd Id Q1  
Currency Cd FRF  
Valuation KF001  
Value Amount FRF 5000.000000

Non Monetary Awards Report - Summary

|                   | Target Value | Award Unit | Actual Award | Award Value  |
|-------------------|--------------|------------|--------------|--------------|
| Totals for Plan : | 0.000000     | 5.000000   | 8800.000000  | 25000.000000 |

End of Report

Plan Id KFADHOC  
 Ad-Hoc Bonus Plan for French Employees  
 Payout Prd Id Q1  
 Currency Cd FRF  
 Valuation KF001  
 Value Amount FRF 5000.000000

Non Monetary Awards Report - Detail

| Emplid            | Empl Rcd | Name               | Target Value | Award Unit | Min/Max Award | Actual Award | Award Value  |
|-------------------|----------|--------------------|--------------|------------|---------------|--------------|--------------|
| KF0001            | 0        | Berger, Maurice    | 0.000000     | 1.000000   | Man           | 1500.000000  | 5000.000000  |
| KF0005            | 0        | Halcyon, D'orothea | 0.000000     | 1.000000   | Man           | 1500.000000  | 5000.000000  |
| KF0006            | 0        | Jarek, Nicole      | 0.000000     | 1.000000   | Man           | 2000.000000  | 5000.000000  |
| KF0007            | 0        | Desmaretz, Jean    | 0.000000     | 1.000000   | Man           | 1800.000000  | 5000.000000  |
| KF0012            | 0        | Grand, Stephane    | 0.000000     | 1.000000   | Man           | 2000.000000  | 5000.000000  |
| Totals for Plan : |          |                    | 0.000000     | 5.000000   |               | 8800.000000  | 25000.000000 |

Plan History Report

08/30/2000<sup>1</sup>

Plan Id KCORP Tree Plan - Corporate Compensation  
From Date 2000/01/01  
Thru date 2001/12/31  
Currency Cd USD

Goal Sharing Start Date 2000/01/01  
Weighted Goals End Date 2000/12/31

| Payout Prd Id | Start Date | End Date   | Award Value  | Prora | Approver | Name |
|---------------|------------|------------|--------------|-------|----------|------|
| Q1            | 2000-01-01 | 2000-03-31 | 20000.000000 | Y     |          |      |

Variance Report of Actual Vs Target - Detail

Plan Id            KCORP        Tree Plan - Corporate Compensation  
 Payout Prd Id    Q1  
 Currency Cd      USD

| Emplid              | Empl Name<br>Rcd  | Target Award | Target Value  | Min/Max<br>Award | Actual Award | Award Value  | Variance     |
|---------------------|-------------------|--------------|---------------|------------------|--------------|--------------|--------------|
| Group : KEXECUTIVES | Executive US&CAN  |              |               |                  |              |              |              |
| KC0002              | 0 Dunbar,Kirby    | 10500.000000 | 10500.000000  | Max              | 5000.000000  | 5000.000000  | 5500.000000  |
| KU0005              | 0 Aliverdi,Reza   | 12376.000000 | 12376.000000  | Max              | 5000.000000  | 5000.000000  | 7376.000000  |
| Totals for Group :  |                   |              | 22876.000000  |                  |              | 10000.000000 | 12876.000000 |
| KEXECUTIVES         |                   | 22876.000000 | 12876.000000  |                  |              | 10000.000000 |              |
| KSALES              |                   | 0.000000     | 0.000000      |                  |              | 0.000000     |              |
| KCSALES             |                   | 0.000000     | 0.000000      |                  |              | 0.000000     |              |
| KUSALES             |                   | 0.000000     | 0.000000      |                  |              | 0.000000     |              |
| Group : KVCALL      | Variable Comp ALL |              |               |                  |              |              |              |
| KU0003              | 0 Parsons,Jean    | 25050.000000 | 25050.000000  | Max              | 5000.000000  | 5000.000000  | 20050.000000 |
| KU0007              | 0 Locherty,Betty  | 15000.000000 | 15000.000000  | Max              | 5000.000000  | 5000.000000  | 10000.000000 |
| KEXECUTIVES         |                   | 22876.000000 | 12876.000000  |                  |              | 10000.000000 |              |
| KSALES              |                   | 0.000000     | 0.000000      |                  |              | 0.000000     |              |
| KCSALES             |                   | 0.000000     | 0.000000      |                  |              | 0.000000     |              |
| KUSALES             |                   | 0.000000     | 0.000000      |                  |              | 0.000000     |              |
| Totals for Group :  |                   |              | 62926.000000  |                  |              | 20000.000000 | 42926.000000 |
| Totals for Plan :   |                   |              | 108678.000000 |                  |              | 40000.000000 | 68678.000000 |

End of Report

Variance Report of Actual Vs Target - Summary

Plan Id            KCORP            Tree Plan - Corporate Compensation  
Payout Prd Id    Q1  
Currency Cd      USD

Variance

|                     |                   |              |
|---------------------|-------------------|--------------|
| Group : KEXECUTIVES | Executive US&CAN  | 12876.000000 |
| Group : KVCALL      | Variable Comp ALL | 42926.000000 |
| Totals for Plan :   |                   | 68678.000000 |

End of Report

Plan Goals for Organizations and Groups

1  
08/30/2000

Plan Id                    KCORP            Tree Plan - Corporate Compensation  
 Payout Prd Id        Q1  
 Weight %  
   Organization        40.00  
   Group                20.00  
   Individual          40.00

Organization Goals

| Goal Id / Description           | Weight % | % Attained |
|---------------------------------|----------|------------|
| KCUSTOMER Customer Satisfaction | 40.00    | 90.00      |
| KQUARTERLY Quartely Sales Goals | 60.00    | 105.00     |

Group Goals

Group    KVCALL                    Variable Compensation Groups

| Goal Id / Description           | Weight % | % Attained |
|---------------------------------|----------|------------|
| KCUSTOMER Customer Satisfaction | 30.00    | 85.00      |
| KFMARGIN Company Margin         | 70.00    | 96.00      |

Group    KCSALES                    Sales CAN  
 Parent Group                    KSALES

| Goal Id / Description | Weight % | % Attained |
|-----------------------|----------|------------|
|-----------------------|----------|------------|

No goals assigned. This group will use goals assigned to its parent

Group    KEXECUTIVES                    Executive US&CAN  
 Parent Group                    KVCALL

| Goal Id / Description | Weight % | % Attained |
|-----------------------|----------|------------|
|-----------------------|----------|------------|

|                                   |        |       |
|-----------------------------------|--------|-------|
| KPRODUCTN Production Improvements | 100.00 | 87.00 |
|-----------------------------------|--------|-------|

Group    KSALES                    Sales US&CAN  
 Parent Group                    KVCALL

| Goal Id / Description | Weight % | % Attained |
|-----------------------|----------|------------|
|-----------------------|----------|------------|

|                                 |       |        |
|---------------------------------|-------|--------|
| KCUSTOMER Customer Satisfaction | 33.00 | 96.00  |
| KFMARGIN Company Margin         | 33.00 | 96.00  |
| KQUARTERLY Quartely Sales Goals | 34.00 | 110.00 |

Group    KUSALES                    Sales USA  
 Parent Group                    KSALES

| Goal Id / Description | Weight % | % Attained |
|-----------------------|----------|------------|
|-----------------------|----------|------------|

No goals assigned. This group will use goals assigned to its parent

Tree Inconsistency Report

1  
08/30/2000

Plan Id KCORP Tree Plan - Corporate Compensation  
Payout Prd Id Q1  
Tree Name VC\_TREE  
Tree Date 01/02/2000

| Group       |                  | Emplid | Empl Rcd # | Name           |
|-------------|------------------|--------|------------|----------------|
| KEXECUTIVES | Executive US&CAN | KC0002 | 0          | Dunbar, Kirby  |
|             |                  | KCI002 | 0          | Baar, John     |
|             |                  | KU0005 | 0          | Aliverdi, Reza |

Subscription Error Report

1  
08/30/2000

Plan Id            KCORP            Tree Plan - Corporate Compensation  
Payout Prd Id    Q1  
Currency Cd        USD

| Emplid | Empl Rcd | Name | Award Value | Status | Rejected Reason |
|--------|----------|------|-------------|--------|-----------------|
|--------|----------|------|-------------|--------|-----------------|

|                     |   |                  |      |       |            |
|---------------------|---|------------------|------|-------|------------|
| Group : KEXECUTIVES |   | Executive US&CAN |      |       |            |
| KC0002              | 0 | Dunbar, Kirby    | 5000 | Error | Invalid EC |

Child Groups :

|                |   |                   |      |       |            |
|----------------|---|-------------------|------|-------|------------|
| Group : KVCALL |   | Variable Comp ALL |      |       |            |
| KU0003         | 0 | Parsons, Jean     | 5000 | Error | Tran exist |

Child Groups :  
KEXECUTIVES  
KSALES  
KCSALES  
KUSALES



PeopleSoft  
TREE MEMBER OVERLAP

Report ID: VCP001

Page No. 1  
Run Date 08/30/2000  
Run Time 17:05:52

Tree Name As Of Date  
VC\_TREE 08/30/2000

| Group ID n1 | Effdt n1   | Group ID n2 | Effdt n2   | Employee ID | Employee Name    | Employee Rcd# | Job Code | Job Description          |
|-------------|------------|-------------|------------|-------------|------------------|---------------|----------|--------------------------|
| KCSALES     | 01/01/2000 | KSALES      | 01/01/2000 | KC0013      | Tucker, Margaret | 0             | KC020    | Sales Manager            |
| KSALES      | 01/01/2000 | KUSALES     | 01/01/2000 | KU0082      | Saxon, Mable     | 0             | KU058    | Product Consultant-Sales |

End of Report

# Adverse Impact Report

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

|                  |     |     |     |     |     |     |    |
|------------------|-----|-----|-----|-----|-----|-----|----|
| Hiring Rate      | N/A | NO  | NO  | NO  | NO  | N/A | NO |
| Promotion Rate   | N/A | YES | YES | YES | YES | N/A | NO |
| Termination Rate | N/A | YES | YES | NO  | YES | N/A | NO |

|                                      |       |      |       |       |      |       |       |
|--------------------------------------|-------|------|-------|-------|------|-------|-------|
| #Applicants                          | 0     | 0    | 0     | 0     | 0    | 0     | 0     |
| Applicants %                         | 0.00  | 0.00 | 0.00  | 0.00  | 0.00 | 0.00  | 0.00  |
| #Hires                               | 51    | 8    | 4     | 11    | 3    | 86    | 76    |
| Hires %                              | 21.34 | 3.35 | 1.67  | 4.60  | 1.26 | 35.98 | 31.80 |
| #Promotions                          | 1     | 0    | 0     | 1     | 0    | 2     | 2     |
| Promotions %                         | 16.67 | 0.00 | 0.00  | 16.67 | 0.00 | 33.33 | 33.33 |
| #Terminations                        | 4     | 0    | 2     | 0     | 0    | 6     | 6     |
| Terminations %                       | 22.22 | 0.00 | 11.11 | 0.00  | 0.00 | 33.33 | 33.33 |
| Total # Employees<br>as of Thru Date | 56    | 8    | 6     | 12    | 3    | 0     | 0     |
| Total %                              | 0     | 0    | 0     | 0     | 0    | 0     | 0     |

\*\*\* End of Report \*\*\*



CO= -  
= -  
SIC/NAICS= /

EQUAL EMPLOYMENT OPPORTUNITY  
2001 EMPLOYER INFORMATION REPORT EEO-1

PAGE 1

HEADQUARTERS REPORT - TYPE 3

SECTION B - COMPANY IDENTIFICATION

1. Paris - Headquarter  
125 rue Sebastien Mercier  
Paris  
75 75015

2.a. Paris - Headquarter  
125 rue Sebastien Mercier  
Paris  
75 75015

b. EI=000000000

c. N

SECTION C - TEST FOR FILING REQUIREMENT

1- 2- 3-N DUNS NO.: - -

SECTION E - ESTABLISHMENT INFORMATION

1-

SECTION D - EMPLOYMENT DATA

| JOB CATEGORIES                  | TOTAL<br>B-K | *****<br>(B) | *****<br>(C) | MALE<br>(D) | *****<br>(E) | *****<br>(F) | *****<br>(G) | *****<br>(H) | FEMALE<br>(I) | *****<br>(J) | *****<br>(K) |
|---------------------------------|--------------|--------------|--------------|-------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|
| OFFICIALS AND MANAGERS..... (1) | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| PROFESSIONALS..... (2)          | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| TECHNICIANS..... (3)            | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| SALES WORKERS..... (4)          | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| OFFICE AND CLERICAL..... (5)    | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| CRAFT WORKERS (SKILLED).... (6) | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| OPERATIVES (SEMI-SKILLED).. (7) | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| LABORERS (UNSKILLED)..... (8)   | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| SERVICE WORKERS..... (9)        | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |
| TOTAL (10)                      | 0            | 0            | 0            | 0           | 0            | 0            | 0            | 0            | 0             | 0            | 0            |

PREVIOUS REPORTED TOTAL (11)

\* OTHER QUESTIONS \*

1 - 10/03/1999 THRU 10/03/2001

2 -

Report ID: PER017

As Of Date: 01/01/2000

Location Group: Global Business Institute HQ

| EEO Category         | Employee<br>Total | Minority<br>Total | <----- M A L E -----> |        |        |        |        | <----- F E M A L E -----> |        |      |        |        |
|----------------------|-------------------|-------------------|-----------------------|--------|--------|--------|--------|---------------------------|--------|------|--------|--------|
|                      |                   |                   | White                 | Black  | Hisp   | Asian  | Indian | White                     | Black  | Hisp | Asian  | Indian |
| Officials & Managers | 26                | 8                 | 11                    |        |        | 1      |        | 8                         | 4      |      | 2      |        |
| % of Row             | 100.00            | 30.77             | 42.31                 |        |        | 3.85   |        | 30.77                     | 15.38  |      | 7.69   |        |
| % of Column          | 34.67             | 28.57             | 36.67                 |        |        | 20.00  |        | 38.10                     | 80.00  |      | 33.33  |        |
| Professionals        | 17                | 3                 | 9                     | 1      |        |        |        | 5                         | 1      |      | 1      |        |
| % of Row             | 100.00            | 17.65             | 52.94                 | 5.88   |        |        |        | 29.41                     | 5.88   |      | 5.88   |        |
| % of Column          | 22.67             | 10.71             | 30.00                 | 33.33  |        |        |        | 23.81                     | 20.00  |      | 16.67  |        |
| Technicians          | 3                 |                   | 3                     |        |        |        |        |                           |        |      |        |        |
| % of Row             | 100.00            |                   | 100.00                |        |        |        |        |                           |        |      |        |        |
| % of Column          | 4.00              |                   | 10.00                 |        |        |        |        |                           |        |      |        |        |
| Sales Workers        |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Row             |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Column          |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| Office & Clerical    | 26                | 15                | 7                     | 2      | 2      | 4      | 1      | 7                         |        |      | 2      | 1      |
| % of Row             | 100.00            | 57.69             | 26.92                 | 7.69   | 7.69   | 15.38  | 3.85   | 26.92                     |        |      | 7.69   | 3.85   |
| % of Column          | 34.67             | 53.57             | 23.33                 | 66.67  | 100.00 | 80.00  | 100.00 | 33.33                     |        |      | 33.33  | 50.00  |
| Craft Workers        |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Row             |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Column          |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| Operatives           |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Row             |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Column          |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| Laborers             |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Row             |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| % of Column          |                   |                   |                       |        |        |        |        |                           |        |      |        |        |
| Service Workers      | 3                 | 2                 |                       |        |        |        |        | 1                         |        |      | 1      | 1      |
| % of Row             | 100.00            | 66.67             |                       |        |        |        |        | 33.33                     |        |      | 33.33  | 33.33  |
| % of Column          | 4.00              | 7.14              |                       |        |        |        |        | 4.76                      |        |      | 16.67  | 50.00  |
| TOTAL                | 75                | 28                | 30                    | 3      | 2      | 5      | 1      | 21                        | 5      |      | 6      | 2      |
| % of Row             | 100.00            | 37.33             | 40.00                 | 4.00   | 2.67   | 6.67   | 1.33   | 28.00                     | 6.67   |      | 8.00   | 2.67   |
| % of Column          | 100.00            | 100.00            | 100.00                | 100.00 | 100.00 | 100.00 | 100.00 | 100.00                    | 100.00 |      | 100.00 | 100.00 |

# Terminations Analysis

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page No. 1

As of 09/30/2001

## By Age

| Age             | Current Population | % of Total | Terminated Population | % of Total | Termination Rate |
|-----------------|--------------------|------------|-----------------------|------------|------------------|
| Less than 21    | 2                  | 0.8        | 0                     | 0.0        | 0.0              |
| 21-25           | 14                 | 5.6        | 0                     | 0.0        | 0.0              |
| 26-30           | 21                 | 8.5        | 0                     | 0.0        | 0.0              |
| 31-35           | 40                 | 16.1       | 1                     | 25.0       | 2.5              |
| 36-40           | 51                 | 20.6       | 1                     | 25.0       | 2.0              |
| 41-45           | 32                 | 12.9       | 0                     | 0.0        | 0.0              |
| 46-50           | 36                 | 14.5       | 2                     | 50.0       | 5.6              |
| 51-55           | 34                 | 13.7       | 0                     | 0.0        | 0.0              |
| 56-60           | 4                  | 1.6        | 0                     | 0.0        | 0.0              |
| 61-65           | 4                  | 1.6        | 0                     | 0.0        | 0.0              |
| Greater than 65 | 10                 | 4.0        | 0                     | 0.0        | 0.0              |

## By Years of Service

| Years of Service | Current Population | % of Total | Terminated Population | % of Total | Termination Rate |
|------------------|--------------------|------------|-----------------------|------------|------------------|
| Less than 1      | 8                  | 3.1        | 0                     | 0.0        | 0.0              |
| 1                | 12                 | 4.7        | 3                     | 75.0       | 25.0             |
| 2                | 36                 | 14.0       | 0                     | 0.0        | 0.0              |
| 3- 5             | 45                 | 17.4       | 1                     | 25.0       | 2.2              |
| 6-10             | 49                 | 19.0       | 0                     | 0.0        | 0.0              |
| 11-15            | 70                 | 27.1       | 0                     | 0.0        | 0.0              |
| Greater than 15  | 38                 | 14.7       | 0                     | 0.0        | 0.0              |

## By Gender and Ethnic Group

| Gen | Ethnic Group | Current Population | % of Total | Terminated Population | % of Total | Termination Rate |
|-----|--------------|--------------------|------------|-----------------------|------------|------------------|
| M   | Caucasian    | 80                 | 31.0       | 0                     | 0.0        | 0.0              |
| M   | Black        | 12                 | 4.7        | 0                     | 0.0        | 0.0              |
| M   | Hispanic     | 10                 | 3.9        | 0                     | 0.0        | 0.0              |
| M   | Asian/Pac    | 15                 | 5.8        | 0                     | 0.0        | 0.0              |
| M   | Am. Indian   | 8                  | 3.1        | 0                     | 0.0        | 0.0              |
| F   | Caucasian    | 79                 | 30.6       | 0                     | 0.0        | 0.0              |
| F   | Black        | 10                 | 3.9        | 0                     | 0.0        | 0.0              |
| F   | Hispanic     | 5                  | 1.9        | 0                     | 0.0        | 0.0              |
| F   | Asian/Pac    | 13                 | 5.0        | 0                     | 0.0        | 0.0              |
| F   | Am. Indian   | 4                  | 1.6        | 0                     | 0.0        | 0.0              |

\*\*\* End of Report \*\*\*



# Job Group Analysis

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

# CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

## [KU01] Administrative Assistant

| Job Title                | Salary<br>Grade | Total<br>Employees | Total<br>Minorities | /----- M A L E -----/ |       |       |       |       |       | /----- F E M A L E -----/ |       |       |       |       |       |
|--------------------------|-----------------|--------------------|---------------------|-----------------------|-------|-------|-------|-------|-------|---------------------------|-------|-------|-------|-------|-------|
|                          |                 |                    |                     | Total                 | White | Black | Hisp. | Asian | AmInd | Total                     | White | Black | Hisp. | Asian | AmInd |
| Administrative Assistant | /               | 9                  | 5                   | 6                     | 3     | 2     | 1     | 0     | 0     | 3                         | 3     | 0     | 0     | 0     | 0     |
| <b>Jobgroup Totals:</b>  |                 | 9                  | 5                   | 6                     | 3     | 2     | 1     | 0     | 0     | 3                         | 3     | 0     | 0     | 0     | 0     |
| <b>% of Total:</b>       |                 | 100.00             | 55.56               | 66.67                 | 33.33 | 22.22 | 11.11 | 0.00  | 0.00  | 33.33                     | 33.33 | 0.00  | 0.00  | 0.00  | 0.00  |



# Job Group Analysis

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

# CONFIDENTIAL

Run Date: 09/27/2001

Page No. 4

As of 09/01/2001

## Global Business Institute HQ (Establishment Totals)

|                              | Total<br>Employees | Total<br>Minorities | /----- M A L E -----/ |       |       |       |       |       | /----- F E M A L E -----/ |       |       |       |       |       |
|------------------------------|--------------------|---------------------|-----------------------|-------|-------|-------|-------|-------|---------------------------|-------|-------|-------|-------|-------|
|                              |                    |                     | Total                 | White | Black | Hisp. | Asian | AmInd | Total                     | White | Black | Hisp. | Asian | AmInd |
| <b>Establishment Totals:</b> | 30                 | 12                  | 19                    | 14    | 2     | 1     | 2     | 0     | 11                        | 7     | 3     | 0     | 1     | 0     |
| <b>% of Total:</b>           | 100.00             | 40.00               | 63.33                 | 46.67 | 6.67  | 3.33  | 6.67  | 0.00  | 36.67                     | 23.33 | 10.00 | 0.00  | 3.33  | 0.00  |

# Job Group Analysis Summary

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

# CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

## Global Business Institute HQ

| Job Group Description           | Total<br>Employees | Total<br>Minorities | /----- M A L E -----/ |        |        |       |       |       | /----- F E M A L E -----/ |       |       |       |       |       |      |
|---------------------------------|--------------------|---------------------|-----------------------|--------|--------|-------|-------|-------|---------------------------|-------|-------|-------|-------|-------|------|
|                                 |                    |                     | Total                 | White  | Black  | Hisp. | Asian | AmInd | Total                     | White | Black | Hisp. | Asian | AmInd |      |
| <b>Administrative Assistant</b> | <b>Totals:</b>     | 9                   | 5                     | 6      | 3      | 2     | 1     | 0     | 0                         | 3     | 3     | 0     | 0     | 0     | 0    |
|                                 | <b>%ofTot:</b>     | 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 |
| <b>Administrative Employees</b> | <b>Totals:</b>     | 18                  | 7                     | 10     | 8      | 0     | 0     | 2     | 0                         | 8     | 4     | 3     | 0     | 1     | 0    |
|                                 | <b>%ofTot:</b>     | 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 |
| <b>Engineers (Software)</b>     | <b>Totals:</b>     | 3                   | 0                     | 3      | 3      | 0     | 0     | 0     | 0                         | 0     | 0     | 0     | 0     | 0     | 0    |
|                                 | <b>%ofTot:</b>     | 100.00              | 0.00                  | 100.00 | 100.00 | 0.00  | 0.00  | 0.00  | 0.00                      | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  | 0.00 |

# Job Group Analysis Summary

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

# CONFIDENTIAL

Run Date: 09/27/2001

Page No. 2

As of 09/01/2001

## Global Business Institute HQ (Establishment Totals)

|                | Total<br>Employees | Total<br>Minorities | /----- M A L E -----/ |       |       |       |       |       | /----- F E M A L E -----/ |       |       |       |       |       |
|----------------|--------------------|---------------------|-----------------------|-------|-------|-------|-------|-------|---------------------------|-------|-------|-------|-------|-------|
|                |                    |                     | Total                 | White | Black | Hisp. | Asian | AmInd | Total                     | White | Black | Hisp. | Asian | AmInd |
| <b>Totals:</b> | 30                 | 12                  | 19                    | 14    | 2     | 1     | 2     | 0     | 11                        | 7     | 3     | 0     | 1     | 0     |
| <b>%ofTot:</b> | 100.00             | 40.00               | 63.33                 | 46.67 | 6.67  | 3.33  | 6.67  | 0.00  | 36.67                     | 23.33 | 10.00 | 0.00  | 3.33  | 0.00  |

# Workforce Analysis

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page: 1

As of 09/30/2001

## Human Resources (10000)

| Job Title                     | Job Group | Salary Grade      | Total EEs | Total Min.   | Gender Unknown | MALE         |              |             |             |              |             | FEMALE      |              |              |             |             |             |             |             |
|-------------------------------|-----------|-------------------|-----------|--------------|----------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|
|                               |           |                   |           |              |                | Total        | White        | Black       | Hisp.       | Asian        | Nat. Am     | Unkn        | Total        | White        | Black       | Hisp.       | Asian       | Nat. Am     | Unkn        |
| Administrative Assistant      |           | KU01/004          | 5         | 4            | 0              | 5            | 1            | 1           | 1           | 0            | 0           | 0           | 0            | 0            | 0           | 0           | 0           | 0           | 0           |
| 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           |
|                               |           | <b>Total</b>      | <b>17</b> | <b>9</b>     | <b>0</b>       | <b>13</b>    | <b>5</b>     | <b>1</b>    | <b>1</b>    | <b>3</b>     | <b>0</b>    | <b>0</b>    | <b>4</b>     | <b>3</b>     | <b>0</b>    | <b>0</b>    | <b>1</b>    | <b>0</b>    | <b>0</b>    |
|                               |           | <b>% of Total</b> |           | <b>52.94</b> | <b>0.00</b>    | <b>76.47</b> | <b>29.41</b> | <b>5.88</b> | <b>5.88</b> | <b>17.65</b> | <b>0.00</b> | <b>0.00</b> | <b>23.53</b> | <b>17.65</b> | <b>0.00</b> | <b>0.00</b> | <b>5.88</b> | <b>0.00</b> | <b>0.00</b> |

## Benefits (10500)

| Job Title                     | Job Group | Salary Grade      | Total EEs | Total Min.   | Gender Unknown | MALE         |              |             |              |             |             | FEMALE      |              |              |              |             |             |             |             |
|-------------------------------|-----------|-------------------|-----------|--------------|----------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|
|                               |           |                   |           |              |                | Total        | White        | Black       | Hisp.        | Asian       | Nat. Am     | Unkn        | Total        | White        | Black        | Hisp.       | Asian       | Nat. Am     | Unkn        |
| Administrative Assistant      |           | KU01/004          | 1         | 0            | 0              | 0            | 0            | 0           | 0            | 0           | 0           | 0           | 1            | 1            | 0            | 0           | 0           | 0           | 0           |
| 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           |
|                               |           | <b>Total</b>      | <b>7</b>  | <b>3</b>     | <b>0</b>       | <b>3</b>     | <b>1</b>     | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>4</b>     | <b>3</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                               |           | <b>% of Total</b> |           | <b>42.86</b> | <b>0.00</b>    | <b>42.86</b> | <b>14.29</b> | <b>0.00</b> | <b>14.29</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>57.14</b> | <b>42.86</b> | <b>14.29</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |

# Workforce Analysis

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page: 2

As of 09/30/2001

## Information Systems (11000)

| Job Title                | Job Group | Salary Grade      | Total EEs | Total Min.   | Gender Unknown | MALE         |              |             |             |             |             | FEMALE      |             |              |              |              |             |             |             |             |             |
|--------------------------|-----------|-------------------|-----------|--------------|----------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|
|                          |           |                   |           |              |                | Total        | White        | Black       | Hisp.       | Asian       | Nat. Am     | Unkn        | Total       | White        | Black        | Hisp.        | Asian       | Nat. Am     | Unkn        |             |             |
| Administrative Assistant |           | KU01/004          | 1         | 0            | 0              | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           | 1            | 1            | 0            | 0           | 0           | 0           | 0           |             |
| Asst Computer Operator   |           | KU01/002          | 2         | 0            | 0              | 2            | 2            | 0           | 0           | 0           | 0           | 0           | 0           | 0            | 0            | 0            | 0           | 0           | 0           | 0           | 0           |
| Data Entry Clerk         |           | KU01/003          | 1         | 0            | 0              | 1            | 1            | 0           | 0           | 0           | 0           | 0           | 0           | 0            | 0            | 0            | 0           | 0           | 0           | 0           | 0           |
| Director-IT              |           | KU01/008          | 1         | 0            | 0              | 1            | 1            | 0           | 0           | 0           | 0           | 0           | 0           | 0            | 0            | 0            | 0           | 0           | 0           | 0           | 0           |
| Manager-HR Systems       |           | KU01/006          | 2         | 1            | 0              | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           | 2            | 1            | 1            | 0           | 0           | 0           | 0           | 0           |
| Office Manager           |           | KU01/005          | 1         | 0            | 0              | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           | 1            | 1            | 0            | 0           | 0           | 0           | 0           | 0           |
| Systems Analyst          |           | KU01/004          | 1         | 0            | 0              | 1            | 1            | 0           | 0           | 0           | 0           | 0           | 0           | 0            | 0            | 0            | 0           | 0           | 0           | 0           | 0           |
| Training Specialist      |           | KU01/005          | 1         | 0            | 0              | 0            | 0            | 0           | 0           | 0           | 0           | 0           | 0           | 1            | 1            | 0            | 0           | 0           | 0           | 0           | 0           |
|                          |           | <b>Total</b>      | <b>10</b> | <b>1</b>     | <b>0</b>       | <b>5</b>     | <b>5</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>5</b>     | <b>4</b>     | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                          |           | <b>% of Total</b> |           | <b>10.00</b> | <b>0.00</b>    | <b>50.00</b> | <b>50.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>50.00</b> | <b>40.00</b> | <b>10.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |

## Finance (13000)

| Job Title                  | Job Group | Salary Grade      | Total EEs | Total Min.   | Gender Unknown | MALE         |              |             |             |              |             | FEMALE      |              |              |             |             |              |             |             |             |             |
|----------------------------|-----------|-------------------|-----------|--------------|----------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|--------------|--------------|-------------|-------------|--------------|-------------|-------------|-------------|-------------|
|                            |           |                   |           |              |                | Total        | White        | Black       | Hisp.       | Asian        | Nat. Am     | Unkn        | Total        | White        | Black       | Hisp.       | Asian        | Nat. Am     | Unkn        |             |             |
| Accountant                 |           | KU01/004          | 1         | 0            | 0              | 1            | 1            | 0           | 0           | 0            | 0           | 0           | 0            | 0            | 0           | 0           | 0            | 0           | 0           | 0           | 0           |
| Director-Finance           |           | KU01/009          | 1         | 0            | 0              | 0            | 0            | 0           | 0           | 0            | 0           | 0           | 0            | 1            | 1           | 0           | 0            | 0           | 0           | 0           | 0           |
| General Auditor            |           | KU01/006          | 5         | 2            | 0              | 2            | 1            | 0           | 0           | 1            | 0           | 0           | 3            | 2            | 0           | 0           | 1            | 0           | 0           | 0           | 0           |
| Loan Officer               |           | KU01/004          | 1         | 0            | 0              | 0            | 0            | 0           | 0           | 0            | 0           | 0           | 1            | 1            | 0           | 0           | 0            | 0           | 0           | 0           | 0           |
| Manager-Employee Relations |           | KU01/004          | 1         | 1            | 0              | 1            | 0            | 1           | 0           | 0            | 0           | 0           | 0            | 0            | 0           | 0           | 0            | 0           | 0           | 0           | 0           |
| Sr Payroll Clerk           |           | KU01/003          | 2         | 2            | 0              | 1            | 0            | 0           | 0           | 1            | 0           | 0           | 1            | 0            | 0           | 0           | 1            | 0           | 0           | 0           | 0           |
|                            |           | <b>Total</b>      | <b>11</b> | <b>5</b>     | <b>0</b>       | <b>5</b>     | <b>2</b>     | <b>1</b>    | <b>0</b>    | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>6</b>     | <b>4</b>     | <b>0</b>    | <b>0</b>    | <b>2</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |
|                            |           | <b>% of Total</b> |           | <b>45.45</b> | <b>0.00</b>    | <b>45.45</b> | <b>18.18</b> | <b>9.09</b> | <b>0.00</b> | <b>18.18</b> | <b>0.00</b> | <b>0.00</b> | <b>54.55</b> | <b>36.36</b> | <b>0.00</b> | <b>0.00</b> | <b>18.18</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |

# Workforce Analysis

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page: 3

As of 09/30/2001

## Administration (14000)

| Job Title                | Job Group | Salary Grade      | Total EEs | Total Min.   | Gender Unknown | MALE         |             |              |             |             |             |             | FEMALE       |              |              |             |              |             |              |   |
|--------------------------|-----------|-------------------|-----------|--------------|----------------|--------------|-------------|--------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|-------------|--------------|-------------|--------------|---|
|                          |           |                   |           |              |                | Total        | White       | Black        | Hisp.       | Asian       | Nat. Am     | Unkn        | Total        | White        | Black        | Hisp.       | Asian        | Nat. Am     | Unkn         |   |
| Administrative Assistant |           | KU01/004          | 2         | 1            | 0              | 1            | 0           | 1            | 0           | 0           | 0           | 0           | 0            | 1            | 0            | 0           | 0            | 0           | 0            | 1 |
| Director-Administration  |           | KU01/009          | 1         | 0            | 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            | 0 |
| Secretary                |           | KU01/002          | 1         | 0            | 0              | 0            | 0           | 0            | 0           | 0           | 0           | 0           | 1            | 1            | 0            | 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            | 0 |
|                          |           | <b>Total</b>      | <b>8</b>  | <b>4</b>     | <b>0</b>       | <b>1</b>     | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>7</b>     | <b>3</b>     | <b>2</b>     | <b>0</b>    | <b>1</b>     | <b>0</b>    | <b>1</b>     |   |
|                          |           | <b>% of Total</b> |           | <b>50.00</b> | <b>0.00</b>    | <b>12.50</b> | <b>0.00</b> | <b>12.50</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>87.50</b> | <b>37.50</b> | <b>25.00</b> | <b>0.00</b> | <b>12.50</b> | <b>0.00</b> | <b>12.50</b> |   |

## Marketing (25000)

| Job Title      | Job Group | Salary Grade      | Total EEs | Total Min.  | Gender Unknown | MALE          |               |             |             |             |             |             | FEMALE      |             |             |             |             |             |             |   |
|----------------|-----------|-------------------|-----------|-------------|----------------|---------------|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---|
|                |           |                   |           |             |                | Total         | White         | Black       | Hisp.       | Asian       | Nat. Am     | Unkn        | Total       | White       | Black       | Hisp.       | Asian       | Nat. Am     | Unkn        |   |
| Office Manager |           | KU01/005          | 2         | 0           | 0              | 2             | 2             | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0           | 0 |
|                |           | <b>Total</b>      | <b>2</b>  | <b>0</b>    | <b>0</b>       | <b>2</b>      | <b>2</b>      | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    | <b>0</b>    |   |
|                |           | <b>% of Total</b> |           | <b>0.00</b> | <b>0.00</b>    | <b>100.00</b> | <b>100.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> | <b>0.00</b> |   |

# Job Group Roster

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

# CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

## [KU01] Administrative Assistant

| Name               | Job Title                | Ethnic Group | Sex | Job Entry Date | Salary Grade | Cur Cd | Hourly Rate | Monthly Rate | Dept Name | Hire Date  | Job Title (at hire) |
|--------------------|--------------------------|--------------|-----|----------------|--------------|--------|-------------|--------------|-----------|------------|---------------------|
| Cook,Patrick Keith | Administrative Assistant | Black        | M   | 03/01/1995     | KU01/004     | USD    | 15.384615   | 2666.667     | Admin     | 03/01/1995 | Admin Asst          |
| Enriquez,Jorge     | Administrative Assistant |              | M   | 08/07/1986     | KU01/004     | USD    | 23.080000   | 4000.533     | HR        | 08/07/1986 |                     |
| Johnson,Danny      | Administrative Assistant |              | M   | 06/21/1986     | KU01/004     | USD    | 6.250000    | 541.667      | HR        | 06/21/1986 | Admin Asst          |
| Kessler,Marc       | Administrative Assistant | White        | M   | 03/09/1991     | KU01/004     | USD    | 12.500000   | 2166.667     | HR        | 03/09/1991 | Admin Asst          |
| Masterson,Marie    | Administrative Assistant | White        | F   | 04/11/2000     | KU01/004     | USD    | 17.000000   | 1178.667     | Benefits  | 04/11/2000 | Admin Asst          |
| Reese,Daryl        | Administrative Assistant | Black        | M   | 07/05/1986     | KU01/004     | USD    | 12.500000   | 2166.667     | HR        | 07/05/1986 | Admin Asst          |
| Santos,Antonio     | Administrative Assistant | Hispanic     | M   | 09/12/1997     | KU01/004     | USD    | 8.900000    | 1542.667     | HR        | 09/12/1997 |                     |
| Taylor,Nichole     | Administrative Assistant | White        | F   | 03/02/1997     | KU01/004     | USD    | 43.750000   | 7583.333     | IS        | 03/02/1997 | Admin Asst          |

HR-System Test Est ID

2323 North Thompson Avenue  
 Walnut Creek, CA 94596

Control Number

FUNCTIONS: 01 03 14

1. Full-Time Employees

| Job Category  | Salaries    | Male |      | Male |     |     |      |       |        | Female |     |     |      |       |        | Total<br>O |    |
|---------------|-------------|------|------|------|-----|-----|------|-------|--------|--------|-----|-----|------|-------|--------|------------|----|
|               |             | A    | B    | C    | D   | E   | F    | G     | H      | I      | J   | K   | L    | M     | N      |            |    |
|               |             | Hisp | Hisp | Wht  | Blk | Asn | PcIs | AmInd | 2+Race | Wht    | Blk | Asn | PcIs | AmInd | 2+Race |            |    |
| Officl/Adm 05 | \$33.0-42.9 |      |      |      |     |     |      |       |        | 3      |     |     |      |       |        |            | 3  |
| 06            | 43.0-54.9   |      | 1    |      |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| 07            | 55.0-69.9   |      |      | 2    |     |     |      |       |        | 3      |     |     |      |       |        |            | 5  |
| 08            | 70.0 Plus   |      |      | 1    |     |     |      |       |        | 3      |     |     |      |       |        |            | 4  |
| Professnls 13 | \$33.0-42.9 |      |      | 8    |     |     |      |       |        | 3      |     |     |      |       |        |            | 11 |
| 15            | 55.0-69.9   |      |      | 1    |     |     |      |       |        | 1      |     |     |      |       |        |            | 2  |
| 16            | 70.0 Plus   |      |      | 4    |     |     |      |       |        |        |     |     |      |       |        |            | 4  |
| Technicns 24  | \$70.0 Plus |      |      | 1    |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| Protct/Svc 31 | \$55.0-69.9 |      |      | 2    |     |     |      |       |        |        |     |     |      |       |        |            | 2  |
| 32            | 70.0 Plus   |      |      | 3    |     |     |      |       |        |        |     |     |      |       |        |            | 3  |
| Para-Prof 39  | \$55.0-69.9 |      |      | 3    |     |     |      |       |        | 3      |     |     |      |       |        |            | 6  |
| 40            | 70.0 Plus   |      | 1    | 1    | 1   |     | 1    |       |        | 1      |     |     |      |       |        |            | 5  |
| Admin Supp 45 | \$33.0-42.9 |      |      |      |     |     |      |       |        | 1      |     |     |      |       |        |            | 1  |
| 47            | 55.0-69.9   |      |      | 1    |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| 48            | 70.0 Plus   |      |      |      | 1   |     |      |       |        |        |     |     |      |       |        |            | 1  |
| Skill Crft 56 | \$70.0 Plus |      |      | 1    |     |     |      |       |        | 1      |     |     |      |       |        |            | 2  |
| Serv/Maint 61 | \$33.0-42.9 |      |      | 1    |     |     |      |       |        |        |     |     |      |       |        |            | 1  |
| 62            | 43.0-54.9   | 1    | 1    |      |     |     |      | 1     |        |        |     |     |      |       |        |            | 3  |
| 63            | 55.0-69.9   |      |      | 2    | 1   |     |      |       |        | 2      |     |     |      |       |        |            | 5  |
| 64            | 70.0 Plus   |      |      |      |     |     | 1    |       |        | 3      | 1   |     | 1    |       |        |            | 6  |
| <b>Total</b>  |             |      |      |      |     |     |      |       |        |        |     |     |      |       |        |            |    |
| Full Time 65  |             | 1    | 3    | 31   | 3   | 0   | 2    | 1     | 0      | 24     | 1   | 0   | 1    | 0     | 0      |            | 67 |



HR-System Test Est ID

2323 North Thompson Avenue  
 Walnut Creek, CA 94596

Control Number

FUNCTIONS: 01 03 14

2. Other Than Full-Time Employees

| Job Category               | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total<br>O |
|----------------------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|------------|
|                            | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      |            |
|                            | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |            |
| Serv/Maint 73              |      |      |                  |     |     |      |       |        | 1                  | 1   |     |      |       |        | 2          |
| Total Other<br>Than F-T 74 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 1                  | 1   | 0   | 0    | 0     | 0      | 2          |

HR-System Test Est ID

2323 North Thompson Avenue  
Walnut Creek, CA 94596

Control Number

FUNCTIONS: 01 03 14

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

| Job Category | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total<br>O |
|--------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|------------|
|              | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      |            |
|              | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |            |
| New Hires 83 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 0                  | 0   | 0   | 0    | 0     | 0      | 0          |

List of Agencies in this Function

- HXSS1004 Enterprise
- HXDEPT01 HRMS Division
- HXSS1001 HRMS Product Development
- HXSS1000 HRMS Product Management
- HXPOP001 HXPOP001
- HXPOP002 HXPOP002
- HOPM2 Human Resources
- HXMU006 MU-Princeton Development
- HXMU003 MU-San Jose Development
- HXSS1008 Marketing
- HXDEPT02 Plan Careers Dept2
- HXSS1002 Product Management
- HXSS1007 Quality Assurance
- HXSS1003 Strategy
- HXSS1009 Support
- HXSS1006 Technology
- HXSS1005 Technology & Services

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: \_\_\_\_\_ Title of Contact Person: \_\_\_\_\_  
 Address: 2323 North Thompson Avenue, Walnut Creek, CA 94596 Telephone: \_\_\_\_\_  
 Authorized Official: \_\_\_\_\_  
 Name Typed: \_\_\_\_\_ Date: \_\_\_\_\_  
 Signature: \_\_\_\_\_

GBI Data Processing Center

2222 Monument Blvd  
 Pleasanton, CA 94523

Control Number

FUNCTIONS:03

1. Full-Time Employees

| Job Category          | Salaries    | Male |      | Male |     |     |      |       |        | Female |     |     |      |       |        | Total<br>O |   |
|-----------------------|-------------|------|------|------|-----|-----|------|-------|--------|--------|-----|-----|------|-------|--------|------------|---|
|                       |             | A    | B    | C    | D   | E   | F    | G     | H      | I      | J   | K   | L    | M     | N      |            |   |
|                       |             | Hisp | Hisp | Wht  | Blk | Asn | PcIs | AmInd | 2+Race | Wht    | Blk | Asn | PcIs | AmInd | 2+Race |            |   |
| Serv/Maint 63         | \$55.0-69.9 |      |      | 1    |     |     |      |       |        | 1      |     |     |      |       |        |            | 2 |
| Total<br>Full Time 65 |             | 0    | 0    | 1    | 0   | 0   | 0    | 0     | 0      | 1      | 0   | 0   | 0    | 0     | 0      | 0          | 2 |

GBI Data Processing Center

2222 Monument Blvd  
 Pleasanton, CA 94523

Control Number

FUNCTIONS:03

2. Other Than Full-Time Employees

| Job Category               | Male | Female | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     |      |       |        | Total |
|----------------------------|------|--------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------|-------|--------|-------|
|                            | A    | B      | C                | D   | E   | F    | G     | H      | I                  | J   | K   | L    | M     | N      | O     |
|                            | Hisp | Hisp   | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn | PcIs | AmInd | 2+Race |       |
| Serv/Maint 73              |      |        |                  |     |     |      |       |        | 1                  |     |     |      |       |        | 1     |
| Total Other<br>Than F-T 74 | 0    | 0      | 0                | 0   | 0   | 0    | 0     | 0      | 1                  | 0   | 0   | 0    | 0     | 0      | 1     |

GBI Data Processing Center

2222 Monument Blvd  
Pleasanton, CA 94523

Control Number

FUNCTIONS:03

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

| Job Category | Male |      | ----- Male ----- |     |     |      |       |        | ----- Female ----- |     |     | Total<br>O |      |       |        |
|--------------|------|------|------------------|-----|-----|------|-------|--------|--------------------|-----|-----|------------|------|-------|--------|
|              | A    | B    | C                | D   | E   | F    | G     | H      | I                  | J   | K   |            | L    | M     | N      |
|              | Hisp | Hisp | Wht              | Blk | Asn | PcIs | AmInd | 2+Race | Wht                | Blk | Asn |            | PcIs | AmInd | 2+Race |
| New Hires 83 | 0    | 0    | 0                | 0   | 0   | 0    | 0     | 0      | 0                  | 0   | 0   | 0          | 0    | 0     | 0      |

List of Agencies in this Function

HXSS1006 Technology

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:  
Address: 2222 Monument Blvd , Pleasanton, CA 94523  
Authorized Official:  
Name Typed:  
Signature:

Title of Contact Person:  
Telephone:  
  
Date:





Global Business Institute HQ

1400 Madison Ave  
Los Angeles, CA 94769

Control Number

FUNCTION01: Financial Administration

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

| Job Category | Male |      | Female |     |     |      |       |        | Total |     |     |      |       |        |   |
|--------------|------|------|--------|-----|-----|------|-------|--------|-------|-----|-----|------|-------|--------|---|
|              | A    | B    | C      | D   | E   | F    | G     | H      | I     | J   | K   | L    | M     | N      | O |
|              | Hisp | Hisp | Wht    | Blk | Asn | PcIs | AmInd | 2+Race | Wht   | Blk | Asn | PcIs | AmInd | 2+Race |   |
| New Hires 83 | 0    | 0    | 0      | 0   | 0   | 0    | 0     | 0      | 0     | 0   | 0   | 0    | 0     | 0      | 0 |

List of Agencies in this Function

10500 Benefits  
ADMIN President

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:  
Address: 1400 Madison Ave , Los Angeles, CA 94769  
Authorized Official:  
Name Typed:  
Signature:

Title of Contact Person:  
Telephone:  
  
Date:

End of Report













Global Business Institute HQ  
1400 Madison Ave  
Los Angeles, CA 94769

| Line Description                           | Part-G New Hires |       |       |       |            |       |        |       |          |       |       |       |                |       |          |       | Grand Total |  |
|--|------------------|-------|-------|-------|------------|-------|--------|-------|----------|-------|-------|-------|----------------|-------|----------|-------|-------------|--|
|  | Non-Resident     |       | Black |       | Am-Indian/ |       | Asian/ |       | Hispanic |       | White |       | Race/Ethnicity |       | 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     |             |  |

End of Report

| Employee ID | Employee Name          | DeptID | Job Code | Effective Date                        |
|-------------|------------------------|--------|----------|---------------------------------------|
| KC0002      | Dunbar, Kirby          | KC007  | KC002    | 1982-01-15 00: Salary value of \$0.00 |
| KC0003      | Rogers, Cynthia A      | KC005  | KC001    | 1988-03-12 00: Salary value of \$0.00 |
| KC0004      | Reid, Charles M        | KC005  | KC007    | 1981-04-02 00: Salary value of \$0.00 |
| KC0005      | Moore, Catherine J     | KC005  | KC007    | 1985-03-22 00: Salary value of \$0.00 |
| KC0006      | Jubenville, Pierre     | KC005  | KC008    | 1987-05-12 00: Salary value of \$0.00 |
| KC0007      | Trudeau, Susan         | KC006  | KC019    | 1989-04-07 00: Salary value of \$0.00 |
| KC0008      | Wilson, Kenneth John   | KC015  | KC021    | 1983-07-18 00: Missing NOC code       |
| KC0008      | Wilson, Kenneth John   | KC015  | KC021    | 1983-07-18 00: Salary value of \$0.00 |
| KC0009      | Mills, Stephanie A     | KC005  | KC001    | 1992-06-02 00: Salary value of \$0.00 |
| KC0011      | Lau, Patrick           | KC002  | KC013    | 1986-01-02 00: Salary value of \$0.00 |
| KC0012      | Quency, Nancy J        | KC003  | KC014    | 1994-02-02 00: Salary value of \$0.00 |
| KC0013      | Tucker, Margaret       | KC015  | KC020    | 1995-07-15 00: Missing NOC code       |
| KC0013      | Tucker, Margaret       | KC015  | KC020    | 1995-07-15 00: Salary value of \$0.00 |
| KC0015      | Campbell, Barry Robert | KC006  | KC017    | 1984-11-02 00: Salary value of \$0.00 |
| KC0016      | Vaillancourt, Paulette | KC001  | KC012    | 1981-03-20 00: Salary value of \$0.00 |
| KC0017      | Brown, Jessica         | KC006  | KC019    | 1996-10-07 00: Salary value of \$0.00 |
| KC0018      | Johnson, Helen         | KC002  | KC013    | 1981-10-25 00: Salary value of \$0.00 |
| KC0019      | Desmarais, Jean-Pierre | KC005  | KC007    | 1982-04-05 00: Salary value of \$0.00 |
| KC0020      | Hawkins, Allan M       | KC006  | KC006    | 1980-01-01 00: Salary value of \$0.00 |
| KC0021      | Davies, Craig R        | KC003  | KC014    | 1996-12-01 00: Salary value of \$0.00 |
| KC0022      | Sinclair, Betty Anne   | KC015  | KC021    | 1982-11-16 00: Missing NOC code       |
| KC0022      | Sinclair, Betty Anne   | KC015  | KC021    | 1982-11-16 00: Salary value of \$0.00 |
| KC0023      | Duvall, David          | KC005  | KC007    | 1985-01-05 00: Salary value of \$0.00 |
| KC0024      | Maissoneuve, Louise    | KC001  | KC012    | 1990-01-19 00: Salary value of \$0.00 |
| KC0025      | Brown, Jennifer L      | KC001  | KC003    | 1995-03-05 00: Salary value of \$0.00 |
| KC0026      | Johnson, Carol L       | KC006  | KC016    | 1996-01-01 00: Salary value of \$0.00 |
| KC0027      | Andrews, Fred          | KC015  | KC021    | 1983-08-26 00: Missing NOC code       |
| KC0027      | Andrews, Fred          | KC015  | KC021    | 1983-08-26 00: Salary value of \$0.00 |
| KC0028      | Jacobs, Lisa Leigh     | KC001  | KC003    | 1985-12-02 00: Salary value of \$0.00 |
| KC0029      | Valade, Claudia A      | KC001  | KC012    | 1990-12-27 00: Salary value of \$0.00 |
| KC0030      | Millier, Joseph G      | KC005  | KC007    | 1995-02-02 00: Salary value of \$0.00 |
| KC0031      | Saint-Amand, Marcel    | KC001  | KC018    | 1994-06-06 00: Salary value of \$0.00 |
| KC0032      | Smith, Conrad T        | KC003  | KC014    | 1980-05-20 00: Salary value of \$0.00 |
| KC0033      | Chan, Diana E          | KC001  | KC012    | 1984-04-22 00: Salary value of \$0.00 |
| KC0034      | Walters, Julie Ann     | KC001  | KC003    | 1985-06-21 00: Salary value of \$0.00 |
| KC0035      | Turner, Gina           | KC001  | KC019    | 1994-02-14 00: Salary value of \$0.00 |
| KCI001      | Wickham, Fred          | KC001  | KC003    | 1990-03-05 00: Salary value of \$0.00 |
| KCI002      | Baar, John             | KC007  | KC002    | 1990-09-16 00: Salary value of \$0.00 |
| KCI003      | D'amato, Michelle      | KC005  | KC001    | 1990-05-24 00: Salary value of \$0.00 |
| KCI004      | Peabody, Larry         | KC005  | KC008    | 1990-07-18 00: Salary value of \$0.00 |
| KCI005      | Yoakum, Marshall       | KC005  | KC007    | 1990-11-21 00: Salary value of \$0.00 |
| KCI006      | Konig, Calvin          | KC005  | KC007    | 1995-06-29 00: Salary value of \$0.00 |
| KCI007      | Diacon, Rebecca        | KC006  | KC019    | 1993-03-12 00: Salary value of \$0.00 |
| KCI008      | Taben, Valerie         | KC015  | KC021    | 1990-06-29 00: Missing NOC code       |
| KCI008      | Taben, Valerie         | KC015  | KC021    | 1990-06-29 00: Salary value of \$0.00 |
| KCI009      | Vaca, Dennis           | KC005  | KC001    | 1990-12-17 00: Salary value of \$0.00 |
| KCI010      | Hu, Jason              | KC007  | KC015    | 1990-08-30 00: Salary value of \$0.00 |

| Job Class | Effective Date | ----- Job Comparison Criteria ----- |        |                |                | Total Points |
|-----------|----------------|-------------------------------------|--------|----------------|----------------|--------------|
|           |                | Skill                               | Effort | Responsibility | Wrk Conditions |              |
| KC1       | 1/1/1980       | 300                                 | 1000   | 500            | 400            | 2200         |
| KC2       | 1/1/1980       | 200                                 | 500    | 1000           | 200            | 1900         |
| KC3       | 1/1/1980       | 600                                 | 100    | 200            | 1000           | 1900         |
| KC4       | 1/1/1980       | 1000                                | 100    | 100            | 100            | 1300         |



| NOC Code | Effective Date | Description                     | Occupational Group           | Skill Level |
|----------|----------------|---------------------------------|------------------------------|-------------|
| 0011     | 01/01/1900     | Legislators                     | 01 Senior Managers           | N/A         |
| 0012     | 01/01/1900     | Snr Govt Mgrs & Officials       | 01 Senior Managers           | N/A         |
| 0013     | 01/01/1900     | Snr Mgrs-Fin/Comm/Carriers/Oth  | 01 Senior Managers           | N/A         |
| 0014     | 01/01/1900     | Snr Mgrs-Hlth/Educ/Social/Comm  | 01 Senior Managers           | N/A         |
| 0015     | 01/01/1900     | Snr Mgrs-Trde/Broadcst/Oth Srv  | 01 Senior Managers           | N/A         |
| 0016     | 01/01/1900     | Snr Mgrs-Goods Prod/Util/Trans  | 01 Senior Managers           | N/A         |
| 0111     | 01/01/1900     | Financial Managers              | 02 Middle and Other Managers | N/A         |
| 0112     | 01/01/1900     | Human Resources Managers        | 02 Middle and Other Managers | N/A         |
| 0113     | 01/01/1900     | Purchasing Managers             | 02 Middle and Other Managers | N/A         |
| 0114     | 01/01/1900     | Other Administrative Svcs Mgrs  | 02 Middle and Other Managers | N/A         |
| 0121     | 01/01/1900     | Ins/Real Est/Fin Brokrage Mgrs  | 02 Middle and Other Managers | N/A         |
| 0122     | 01/01/1900     | Banking/Credit/Other Invt Mgrs  | 02 Middle and Other Managers | N/A         |
| 0123     | 01/01/1900     | Other Business Svcs Mgrs        | 02 Middle and Other Managers | N/A         |
| 0131     | 01/01/1900     | Telecommunication Carriers Mgrs | 02 Middle and Other Managers | N/A         |
| 0132     | 01/01/1900     | Postal & Courier Svcs Mgrs      | 02 Middle and Other Managers | N/A         |
| 0211     | 01/01/1900     | Engineering Managers            | 02 Middle and Other Managers | N/A         |
| 0212     | 01/01/1900     | Architecture & Science Mgrs     | 02 Middle and Other Managers | N/A         |
| 0213     | 01/01/1900     | Info Systems/Data Proc Mgrs     | 02 Middle and Other Managers | N/A         |
| 0311     | 01/01/1900     | Managers in Health Care         | 02 Middle and Other Managers | N/A         |
| 0312     | 01/01/1900     | Admin:Post-Sec Educ/Voc Trning  | 02 Middle and Other Managers | N/A         |
| 0313     | 01/01/1900     | Schl Prncpl/Admn:Elem&Sec Educ  | 02 Middle and Other Managers | N/A         |
| 0314     | 01/01/1900     | Mgrs:Social/Comm/Correct Svcs   | 02 Middle and Other Managers | N/A         |
| 0411     | 01/01/1900     | Govt Mgrs:Hlth & SocPol Dev/Pr  | 02 Middle and Other Managers | N/A         |
| 0412     | 01/01/1900     | Govt Mgrs:Econ Anal/Pol Dev/Pr  | 02 Middle and Other Managers | N/A         |
| 0413     | 01/01/1900     | Govt Mgrs:Educ Pol Dev/Prg Adm  | 02 Middle and Other Managers | N/A         |
| 0414     | 01/01/1900     | Other Mgrs:Public Admin         | 02 Middle and Other Managers | N/A         |
| 0511     | 01/01/1900     | Lbry/Archv/Museum/Art Gal Mgrs  | 02 Middle and Other Managers | N/A         |
| 0512     | 01/01/1900     | Mgrs:Pub/Motion Pict/Brdcast/P  | 02 Middle and Other Managers | N/A         |
| 0513     | 01/01/1900     | Rec & Sport Prgm & Svc Direct   | 02 Middle and Other Managers | N/A         |
| 0611     | 01/01/1900     | Sales, Marketing & Ad Mgrs      | 02 Middle and Other Managers | N/A         |
| 0621     | 01/01/1900     | Retail Trade Managers           | 02 Middle and Other Managers | N/A         |
| 0631     | 01/01/1900     | Restaurant & Food Svc Mgrs      | 02 Middle and Other Managers | N/A         |
| 0632     | 01/01/1900     | Accomodation Service Managers   | 02 Middle and Other Managers | N/A         |
| 0641     | 01/01/1900     | Commissioned Police Officers    | 02 Middle and Other Managers | N/A         |
| 0642     | 01/01/1900     | Fire Chiefs & Snr Officers      | 02 Middle and Other Managers | N/A         |
| 0643     | 01/01/1900     | Commissioned Off, Armed Forces  | 02 Middle and Other Managers | N/A         |
| 0651     | 01/01/1900     | Other Services Managers         | 02 Middle and Other Managers | N/A         |
| 0711     | 01/01/1900     | Construction Managers           | 02 Middle and Other Managers | N/A         |
| 0712     | 01/01/1900     | Res Home Builders & Renovators  | 02 Middle and Other Managers | N/A         |
| 0713     | 01/01/1900     | Transportation Managers         | 02 Middle and Other Managers | N/A         |
| 0721     | 01/01/1900     | Facility Operation Managers     | 02 Middle and Other Managers | N/A         |
| 0722     | 01/01/1900     | Maintenance Managers            | 02 Middle and Other Managers | N/A         |
| 0811     | 01/01/1900     | Prim Prod Mgrs (Ex Agricltr)    | 02 Middle and Other Managers | N/A         |
| 0911     | 01/01/1900     | Manufacturing Managers          | 02 Middle and Other Managers | N/A         |
| 0912     | 01/01/1900     | Utilities Managers              | 02 Middle and Other Managers | N/A         |
| 1111     | 01/01/1900     | Fin Auditors & Accountants      | 03 Professionals             | A           |
| 1112     | 01/01/1900     | Fin & Investment Analysts       | 03 Professionals             | A           |
| 1113     | 01/01/1900     | Secur Agents/Invest Dlrs/Trdrs  | 03 Professionals             | A           |
| 1114     | 01/01/1900     | Other Financial Officers        | 03 Professionals             | A           |
| 1121     | 01/01/1900     | Specialists:Human Resources     | 03 Professionals             | A           |
| 1122     | 01/01/1900     | Prof Occup:Busnss Svcs to Mgmt  | 03 Professionals             | A           |
| 2111     | 01/01/1900     | Physicists & Astronomers        | 03 Professionals             | A           |
| 2112     | 01/01/1900     | Chemists                        | 03 Professionals             | A           |
| 2113     | 01/01/1900     | Geolgsts/Geochmsts/Geophyscsts  | 03 Professionals             | A           |
| 2114     | 01/01/1900     | Meteorologists                  | 03 Professionals             | A           |
| 2115     | 01/01/1900     | Oth Prof Occups:Physical Sci    | 03 Professionals             | A           |
| 2121     | 01/01/1900     | Biologists & Related Scientsts  | 03 Professionals             | A           |
| 2122     | 01/01/1900     | Forestry professionals          | 03 Professionals             | A           |
| 2123     | 01/01/1900     | Agri Reps/Consultnts/Specalsts  | 03 Professionals             | A           |
| 2131     | 01/01/1900     | Civil Engineers                 | 03 Professionals             | A           |
| 2132     | 01/01/1900     | Mechanical Engineers            | 03 Professionals             | A           |
| 2133     | 01/01/1900     | Elect & Electronics Engineers   | 03 Professionals             | A           |
| 2134     | 01/01/1900     | Chemical Engineers              | 03 Professionals             | A           |
| 2141     | 01/01/1900     | Indust & Manufactrng Engineers  | 03 Professionals             | A           |
| 2142     | 01/01/1900     | Metallurgical & Materials Eng   | 03 Professionals             | A           |
| 2143     | 01/01/1900     | Mining Engineers                | 03 Professionals             | A           |
| 2144     | 01/01/1900     | Geological Engineers            | 03 Professionals             | A           |
| 2145     | 01/01/1900     | Petroleum Engineers             | 03 Professionals             | A           |
| 2146     | 01/01/1900     | Aerospace Engineers             | 03 Professionals             | A           |
| 2147     | 01/01/1900     | Computer Engineers              | 03 Professionals             | A           |
| 2148     | 01/01/1900     | Other Prof Engineers, nec       | 03 Professionals             | A           |
| 2151     | 01/01/1900     | Architects                      | 03 Professionals             | A           |
| 2152     | 01/01/1900     | Landscape Architects            | 03 Professionals             | A           |

Report ID: DIS001

SIRET # 120027016 APE CODE 511C  
ESTABLISHMENT NAME Paris - Headquarter  
ADDRESS  
125 rue Sebastien Mercier  
POSTAL 75015 CITY Paris  
MEN 12.00 WOMEN 4.00 TOTAL 16.00

| TOTAL POPULATION - DESCRIPTION BY SOCIO/PROFESSIONAL CATEGORY       | CATEGORY NUMBER | MEN | WOMEN |
|---|-----------------|-----|-------|
|   | INSEE LIST      |     |       |
| CEO of large company (500 , employees and more)                     | 2310            | 1   | 0     |
| Administrative, Financials, Commercials Managers                    | 3710            | 1   | 0     |
| Engineers and technical-commercial managers in data processing      | 3855            | 1   | 0     |
| Operators of exploitation in data processing                        | 5416            | 1   | 0     |
| Managers of the other administrative departments in large companies | 3726            | 1   | 0     |
| Operators, telephone operators                                      | 5417            | 4   | 2     |
| Agents of the sales departments (transport and tourism)             | 5442            | 0   | 1     |
| Administrative, Financials, Commercials Managers                    | 3710            | 1   | 0     |
| Employees of the accounting or financial departments                | 5421            | 1   | 0     |
| Various administrative employees of companies                       | 5424            | 1   | 0     |
| Agents of security, monitoring                                      | 5317            | 0   | 1     |
|   | TOTAL           | 12  | 4     |

SIRET # 120027016 APE CODE 511C  
ESTABLISHMENT NAME Paris - Headquarter  
ADDRESS  
125 rue Sebastien Mercier  
POSTAL 75015 CITY Paris

CODE  
INSEE STAFF

| REFERENCE POPULATION   | T1      | 10 | CALCULATED NUMBER OF DISABLED EMPLOYEES |
|------------------------|---------|----|---|
| TOTAL JOBS NEEDING     |         |    |   |
| SPECIAL ABILITIES      | T2      | 0  | (T1-T2)x 0.06 = 0.60                    |
| CALCULATION POPULATION | (T1-T2) | 10 |   |

| Name                   | SEX | Birth Year | Hire Year | Job                            | INSEE List Number |
|------------------------|-----|------------|-----------|--------------------------------|-------------------|
| Levasseur, Jean-Pierre | M   | 1974       | 1995      | Operators, telephone operators | 5417              |

Query Name: ELE001\_\_

| <u>Co</u> | <u>Estab ID</u> | <u>Election Date</u> | <u>Type</u> | <u>Round</u> | <u>Group</u> | <u>Voters</u> | <u>Total Voters</u> | <u>In</u> |
|-----------|-----------------|----------------------|-------------|--------------|--------------|---------------|---------------------|-----------|
| KF1       | KF001           | 7/25/200             | CE          | 1            | KFCAD        | 25.00         | 20.00               |           |
| KF1       | KF001           | 7/25/200             | CE          | 1            | KFETA        | 75.00         | 80.00               |           |
| KF1       | KF001           | 7/25/200             | CE          | 1            | KFWR         | 225.00        | 210.00              |           |

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 Paris (Code postal) (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 (sans Prénoms de l'état civil)** Michel **Sexe**  M (M ou F)

**N° Sécurité Sociale (sur carte d'insécurité)** [REDACTED] **Clé** 70 **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 précisez 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 **HEURE PRÉVISIBLE D'EMBAUCHE** 10 00  
Jour Mois Année Heure Minutes

## C AUTRES ÉLÉMENTS SUR L'ENTREPRISE ET SUR L'EMPLOI

**Service de médecine du travail (de visite médicale d'embauche est obligatoire)**  F  L Hospitiaux de Paris  
(Code) 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

La Loi n° 78-17 du 6 janvier 1978 relative à l'informatique, aux fichiers et aux libertés, s'applique aux réponses faites sur ce formulaire. Elle garantit un droit d'accès et de rectification pour les données vous concernant ainsi qu'un droit de suppression.

Report ID: REG001FR

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 \*\*\*

| Name              | Nationality | Year of birth | Sex | Job                         | INSEE Num. | Entry      | Contract 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              |       |        |
| Parianta,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              |       |        |

End of Report

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 \*\*\*

| Order | Name                  | Nationality | Sex | Date of Birth | Job                            | Prof. Qualif. | Additional 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 |       |

End of Report

Report ID: REG003FR

\*\*\* ESTABLISHMENT IDENTIFICATION \*\*\*

SIRET: 120027016 APE Code: 511C  
Establishment: Paris - Headquarter  
Address:  
125 rue Sebastien Mercier  
Postal Code: 75015 City: Paris

\*\*\* DISTRIBUTION BY GENDER AND QUALIFICATION \*\*\*

| SEX   | Apprentice | Workers not Qualified | Workers Qualified | Employees | Managers Technician | Executive | Not available citizenship | TOTAL |
|-------|------------|-----------------------|-------------------|-----------|---------------------|-----------|---------------------------|-------|
| Men   | 0          | 0                     | 0                 | 0         | 0                   | 0         | 13                        | 13    |
| Women | 0          | 0                     | 0                 | 0         | 0                   | 0         | 6                         | 6     |

\*\*\* DISTRIBUTION BY AGE GENDER AND NATIONALITY \*\*\*

| NATIONALITY                               | SEX | Old. Born in 1940 or before |       | Born from 1940 to 1955 |       | Born from 1956 to 1970 |       | Born in 1971 or after |       | TOTAL |       |
|---|-----|-----------------------------|-------|------------------------|-------|------------------------|-------|-----------------------|-------|-------|-------|
|   |     | Men                         | Women | Men                    | Women | Men                    | Women | Men                   | Women | Men   | Women |
| Spanish                                   |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Italian                                   |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Portuguese                                |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Others in EEC                             |     | 0                           | 0     | 1                      | 0     | 1                      | 0     | 0                     | 0     | 2     | 0     |
| ex-Yougoslavian                           |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Other European Nationalities              |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Algerian                                  |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Moroccan                                  |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Tunisian                                  |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| African French-Speaking                   |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Other African Nationalities               |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Turkey                                    |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Cambodgian, Laotian, Vietnamese           |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Other Asian Nationalities                 |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 0                     | 0     | 0     | 0     |
| Other Nationalities and Stakeless persons |     | 0                           | 0     | 0                      | 0     | 0                      | 0     | 1                     | 0     | 1     | 0     |
| Not available citizenship                 |     | 0                           | 0     | 0                      | 1     | 0                      | 0     | 0                     | 0     | 0     | 1     |
| TOTAL Foreigners                          |     | 0                           | 0     | 1                      | 1     | 1                      | 0     | 1                     | 0     | 3     | 1     |

\*\*\* DISTRIBUTION BY QUALIFICATION AND NATIONALITY \*\*\*

| NATIONALITY | Apprentice | Workers not Qualified | Workers Qualified | Employees | Managers Technician | Executive | Not available citizenship | TOTAL |
|-------------|------------|-----------------------|-------------------|-----------|---------------------|-----------|---------------------------|-------|
|-------------|------------|-----------------------|-------------------|-----------|---------------------|-----------|---------------------------|-------|

|   |   |   |   |   |   |   |   |   |
|---|---|---|---|---|---|---|---|---|
| Spanish                                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Italian                                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Portuguese                                | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Others in EEC                             | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 |
| ex-Yougoslavian                           | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other European Nationalities              | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Algerian                                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Moroccan                                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tunisian                                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| African French-Speaking                   | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other African Nationalities               | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Turkey                                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cambodgian, Laotian, Vietnamese           | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Asian Nationalities                 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Nationalities and Stakeless persons | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Not available citizenship                 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| TOTAL Foreigners Men                      | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 |
| TOTAL Foreigners Women                    | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |

End of Report



EMPLOYEE

Last Name, First Name: Jarek,Nicole  
Address: 26 Rue Marcel Miquel

Postal: 75013 City: Paris  
Social Security Number: [REDACTED] 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

Postal: CEDEX 15 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

XXXXXXXXXXXXXXXXXXXX

Year : 1999

### 1 - Employment

#### 111 Total Workforce

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 1,000     | 17,00    | 2,00   | 20,00 |

#### 112 Full Time Workforce

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 1,000     | 12,00    | 1,00   | 14,00 |

#### 113 Limited Contract

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 0,000     | 5,00     | 0,00   | 5,00  |

#### 114 Workforce per Month

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 1,000     | 16,00    | 2,00   | 19,00 |

#### 115A Total Workforce: Male

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 1,000     | 12,00    | 0,00   | 13,00 |

#### 115B Total Workforce: Female

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 0,000     | 5,00     | 2,00   | 7,00  |

#### 115C Total Workforce: Unknown

| Executive | Act Exec | Worker | Total |
|-----------|----------|--------|-------|
| 0,000     | 0,00     | 0,00   | 0,00  |

PeopleSoft  
ADVERSE IMPACT REPORT

Report ID: APP001UK

Page No. 1  
Run Date 08/31/2000  
Run Time 15:46:47

For the period 01/01/80 through 12/31/00

| Actions          | <----- U K E T H N I C G R O U P -----> |          |         |            |       |       | <----- S E X -----> |        | Total |
|------------------|---|----------|---------|------------|-------|-------|---------------------|--------|-------|
|                  | EU-UK                                   | EU-Other | African | Afro Carib | Asian | Other | Male                | Female |       |
| Total Applicants | 13                                      | 1        | 0       | 0          | 0     | 0     | 10                  | 4      | 14    |
| Total Offers     | 2                                       | 1        | 0       | 0          | 0     | 0     | 2                   | 1      | 3     |
| % Impact         | 15.38                                   | 100.00   | 0.00    | 0.00       | 0.00  | 0.00  | 20.00               | 25.00  | 21.43 |
| Total Hired      | 2                                       | 1        | 0       | 0          | 0     | 0     | 2                   | 1      | 3     |
| % Impact         | 0.00                                    | 0.00     | 0.00    | 0.00       | 0.00  | 0.00  | 0.00                | 0.00   | 0.00  |

\* Totals may include applicants which have not been given a UK ethnic status

For the period 01/01/80 through 12/31/00

By Age

| Age             | Current<br>Population | % of<br>Total | Terminated<br>Population | % of<br>Total | Termination<br>Rate |
|-----------------|-----------------------|---------------|--------------------------|---------------|---------------------|
| Less than 21    | 3                     | 0.7           | 0                        | 0.0           | 0.0                 |
| 21-25           | 15                    | 3.6           | 1                        | 9.1           | 6.7                 |
| 26-30           | 48                    | 11.6          | 1                        | 9.1           | 2.1                 |
| 31-35           | 80                    | 19.3          | 2                        | 18.2          | 2.5                 |
| 36-40           | 86                    | 20.7          | 3                        | 27.3          | 3.5                 |
| 41-45           | 62                    | 14.9          | 1                        | 9.1           | 1.6                 |
| 46-50           | 60                    | 14.5          | 3                        | 27.3          | 5.0                 |
| 51-55           | 38                    | 9.2           | 0                        | 0.0           | 0.0                 |
| 56-60           | 8                     | 1.9           | 0                        | 0.0           | 0.0                 |
| 61-65           | 6                     | 1.4           | 0                        | 0.0           | 0.0                 |
| Greater than 65 | 9                     | 2.2           | 0                        | 0.0           | 0.0                 |

PeopleSoft  
TERMINATIONS ANALYSIS

Report ID: PER019UK

Page No. 2  
Run Date 08/31/2000  
Run Time 14:10:26

For the period 01/01/80 through 12/31/00

By Years of Service

| Years of Service | Current<br>Population | % of<br>Total | Terminated<br>Population | % of<br>Total | Termination<br>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                 |

Report ID: PER019UK

For the period 01/01/80 through 12/31/00

By Sex and Ethnic Group

| Sex | Ethnic Group | Current<br>Population | % of<br>Total | Terminated<br>Population | % of<br>Total | Termination<br>Rate |
|-----|--------------|-----------------------|---------------|--------------------------|---------------|---------------------|
| M   | Eur-UK       | 224                   | 53.2          | 8                        | 72.7          | 3.6                 |
| M   | Eur-Other    | 1                     | 0.2           | 0                        | 0.0           | 0.0                 |
| M   | African      | 1                     | 0.2           | 0                        | 0.0           | 0.0                 |
| M   | Afro-Carib   | 0                     | 0.0           | 0                        | 0.0           | 0.0                 |
| M   | Asian        | 0                     | 0.0           | 0                        | 0.0           | 0.0                 |
| M   | Other        | 0                     | 0.0           | 0                        | 0.0           | 0.0                 |
| F   | Eur-UK       | 192                   | 45.6          | 3                        | 27.3          | 1.6                 |
| F   | Eur-Other    | 0                     | 0.0           | 0                        | 0.0           | 0.0                 |
| F   | African      | 0                     | 0.0           | 0                        | 0.0           | 0.0                 |
| F   | Afro-Carib   | 1                     | 0.2           | 0                        | 0.0           | 0.0                 |
| F   | Asian        | 1                     | 0.2           | 0                        | 0.0           | 0.0                 |
| F   | Other        | 1                     | 0.2           | 0                        | 0.0           | 0.0                 |



PeopleSoft  
JOB GROUP ROSTER

Report ID: PER030UK

Page No. 1  
Run Date 08/31/2000  
Run Time 14:06:55

As Of Date: 08/31/2000

Company : Business Institute - UK

| Job Grp | Job Title (current)           | Employee Name             | Ethnic Group | Sex | Job Entry Date | Salary Grade | Cur Cd | Hourly Rate | Monthly Rate | Dept. | Hire Name | Hire Date | Job Title (at hire) |
|---------|-------------------------------|---------------------------|--------------|-----|----------------|--------------|--------|-------------|--------------|-------|-----------|-----------|---------------------|
|         | Human Resources Administrator | de la Camara,Robin        | White        | M   | 02/01/1999     | KG0/03       | GBP    | 6.67692     | 723.333000   | KG008 | HR        | 12/15/19  | SLASST              |
|         | Human Resources Administrator | de la Camara,Robin        | White        | M   | 02/01/1999     | KG0/03       | GBP    | 6.67692     | 723.333000   | KG008 | HR        | 12/15/19  | SLASST              |
|         | Managing Director             | Tendulkar,Indira          | White        | F   | 03/13/1999     | KG0/10       | GBP    | 28.84615    | 5000.000000  | KG002 | SMENG     | 02/04/19  | MM                  |
|         | Marketing Assistant           | Jones,Ramina              | White        | F   | 11/28/1998     | KG0/04       | GBP    | 8.17307     | 1416.667000  | KG002 | SMENG     | 11/28/19  | MKTASST             |
|         | Marketing Executive           | Campbell,Elaine           | White        | F   | 03/06/2000     | KG0/06       | GBP    | 12.25961    | 2125.000000  | KG004 | SMSCO     | 03/06/20  | MEX                 |
|         | Marketing Manager             | Jackson,Ritu              | White        | F   | 03/13/1999     | KG0/08       | GBP    | 16.58653    | 2875.000000  | KG002 | SMENG     | 03/13/19  | MM                  |
|         | Sales Assistant               | Yu,Wai                    | White        | M   | 08/12/1996     | KG0/04       | GBP    | 8.55769     | 1483.333000  | KG005 | SMWAL     | 08/12/19  | SLASST              |
|         | Sales Manager                 | Hopkins,Dewi              | White        | M   | 01/11/1990     | KG0/08       | GBP    | 17.88459    | 3099.996000  | KG005 | SMWAL     | 01/11/19  | SM                  |
|         | Sales Representative          | O'Flaherty,Seamus Patrick | White        | M   | 10/01/1999     | KG0/06       | GBP    | 15.33649    | 2658.326000  | KG006 | SMNIR     | 10/01/19  | SREP                |
|         | Secretary                     | Brooke,Matabele           | White        | M   | 09/24/1997     | KG0/04       | GBP    | 9.08653     | 1575.000000  | KG001 | HQRDG     | 09/24/19  | SEC                 |
|         | Secretary                     | de la Camara,Robin        | White        | M   | 02/01/1999     | KG0/04       | GBP    | 8.52562     | 554.165000   | KG001 | HQRDG     | 02/01/19  | SEC                 |
|         | Secretary                     | de la Camara,Robin        | White        | M   | 02/01/1999     | KG0/04       | GBP    | 8.52562     | 554.165000   | KG001 | HQRDG     | 02/01/19  | SEC                 |
|         | Senior Manager                | Hoxley,Tobi               | White        | M   | 03/02/1991     | KG0/08       | GBP    | 17.88461    | 3100.000000  | KG008 | HR        | 03/02/19  | Sr Manager          |
|         | Senior Manager                | Scheidegger,Sammy         | White        | M   | 08/22/1997     | KG0/08       | GBP    | 10.38461    | 1800.000000  | KG010 | Cust      | 08/22/19  | Sr Manager          |
|         | Specialist                    | Barnes,David              | White        | M   | 03/02/1998     | KG0/06       | GBP    | 12.11538    | 2100.000000  | KG010 | Cust      | 03/02/19  | Specialist          |
|         | Specialist                    | Roberts,Anna              | White        | F   | 01/01/1998     | KG0/06       | GBP    | 12.69230    | 2200.000000  | KG010 | Cust      | 01/01/19  | Specialist          |

End of Report



PeopleSoft  
Joint Staffing Report

Report ID: PER037UK  
As Of Date: 08/31/2000

Page No. 1  
Run Date 08/31/2000  
Run Time 13:49:06

|                                       | Full Time |        |       | Part Time |        |       | Total     |
|---------------------------------------|-----------|--------|-------|-----------|--------|-------|-----------|
|                                       | Male      | Female | Total | Male      | Female | Total | - Total - |
| <b>Headquarters - Belgium</b>         |           |        |       |           |        |       |           |
| 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         |
| <b>Sales &amp; Services - Belgium</b> |           |        |       |           |        |       |           |
| 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         |
| <b>Human Resources</b>                |           |        |       |           |        |       |           |
| 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        |
| <b>Benefits</b>                       |           |        |       |           |        |       |           |
| KC013                                 | 0         | 1      | 1     | 2         | 1      | 3     | 4         |
| Sub Total                             | 0         | 1      | 1     | 2         | 1      | 3     | 4         |
| <b>Information Services</b>           |           |        |       |           |        |       |           |
| KC014                                 | 1         | 0      | 1     | 1         | 1      | 2     | 3         |
| Sub Total                             | 1         | 0      | 1     | 1         | 1      | 2     | 3         |
| <b>Finance</b>                        |           |        |       |           |        |       |           |
| 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        |
| <b>Training &amp; Administration</b>  |           |        |       |           |        |       |           |
| 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         |
| <b>Business Services</b>              |           |        |       |           |        |       |           |
| 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         |
| <b>Western Sales Region</b>           |           |        |       |           |        |       |           |
| KC019                                 | 0         | 0      | 0     | 0         | 1      | 1     | 1         |
| Sub Total                             | 0         | 0      | 0     | 0         | 1      | 1     | 1         |
| <b>Sales and Services</b>             |           |        |       |           |        |       |           |
| 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         |
| <b>Headquarters</b>                   |           |        |       |           |        |       |           |
| KD0001                                | 1         | 0      | 1     | 0         | 0      | 0     | 1         |
| Sub Total                             | 1         | 0      | 1     | 0         | 0      | 0     | 1         |

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 separate 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

PeopleSoft HRMS  
**FAIR EMPLOYMENT AND TREATMENT (NORTHERN IRELAND) ORDER 1998**  
**FAIR EMPLOYMENT (MONITORING) REGULATIONS (NORTHERN IRELAND) 1999**  
 (AS AMENDED) by me me

**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<br>CLASSIFICATION MAJOR<br>GROUPS | (2)NO. OF PROTESTANT<br>MALE EMPLOYEES |    |   | (3)NO. OF ROMAN CATHOLIC<br>MALE EMPLOYEES |    |   | (4)NO. OF MALE EMPLOYEES<br>WHOSE COMMUNITY CANNOT<br>BE DETERMINED |    |    |
|--|--|----|---|--|----|---|---|----|----|
|  | FT                                     | PT | T | FT   | PT | T | FT  | PT | T  |
|  | 1 Managers and administrators          | 1  | 0 | 1  | 0  | 0 | 0   | 6  | 0  |
| 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<br>MALE EMPLOYEES |    |   | NO. OF ROMAN CATHOLIC<br>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 |



PeopleSoft HRMS  
**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<br>CLASSIFICATION MAJOR<br>GROUPS | (2)NO. OF<br>PROTESTANT<br>MALE PRMTS | (3)NO. OF<br>ROMAN CATHOLIC<br>MALE PRMTS | (4)NO. OF<br>MALE PRMTS<br>WHOSE CMNTY<br>CANNOT BE<br>DETERMINED | (5)NO. OF<br>PROTESTANT<br>FEMALE PRMTS | (6)NO. OF<br>ROMAN CATHOLIC<br>FEMALE PRMTS | (7)NO. OF<br>FEMALE PRMTS<br>WHOSE CMNTY<br>CANNOT BE<br>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     |

PeopleSoft HRMS  
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

# VETS-4212 Federal Contractors Report

# CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

#200

Los Angeles, CA 94769

USA

Run Date: 08/24/2015

Page No. 1

Run for Single Establishment

Printed: 08/24/2015

## Informational Report - DO NOT SUBMIT

VETS Establishment Number: [REDACTED]  
Report for Period Ending: 02/28/2015  
Headquarters Unit  
Company Contact:  
Telephone:

MSC Number: 0  
EIN: [REDACTED]  
NAICS: [REDACTED]  
DUNS: [REDACTED]  
Email:

### Information on Employees

| Job Categories           | Number of Employees |                 | New Hires (Previous 12 Months) |                 |
|--------------------------|---------------------|-----------------|--------------------------------|-----------------|
|                          | Protected Veterans  | Total Employees | Protected Veterans             | Total New Hires |
|                          | (A)                 | (B)             | (C)                            | (D)             |
| Exec/Snr Level Managers  | 0                   | 35              | 0                              | 0               |
| First/Mid Level Managers | 0                   | 0               | 0                              | 0               |
| Professionals            | 0                   | 90              | 0                              | 0               |
| Technicians              | 0                   | 2               | 0                              | 0               |
| Sales Workers            | 0                   | 0               | 0                              | 0               |
| Admin Support Workers    | 0                   | 70              | 0                              | 0               |
| Craft Workers            | 0                   | 0               | 0                              | 0               |
| Operatives               | 0                   | 1               | 0                              | 0               |
| Laborers/Helpers         | 0                   | 0               | 0                              | 0               |
| Service Workers          | 0                   | 19              | 0                              | 0               |
| <b>TOTAL</b>             | 0                   | 217             | 0                              | 0               |

Maximum Employees: 656

Minimum Employees: 656

VETS-100

Agency - Sub-Agency Report

Federal EIN:000000000

Period Covered: to01/01/1999

Sub Agency:  
Internal Research Depart-NR

| PATCOB<br>Categories | - - - NUMBER OF EMPLOYEES - - - |                            | - - - NEW HIRES (Previous 12 Months) - - - |                            | Total, Both<br>Veterans and<br>Non-Veterans |
|----------------------|---------------------------------|----------------------------|--|----------------------------|---|
|                      | Disabled<br>Veterans            | Vietnam<br>Era<br>Veterans | Disabled<br>Veterans                       | Vietnam<br>Era<br>Veterans |   |
|                      | 0                               | 0                          | 0  | 0                          | 0   |
|                      | 0                               | 0                          | 0  | 0                          | 0   |
|                      | 0                               | 0                          | 0  | 0                          | 0   |
|                      | 0                               | 0                          | 0  | 0                          | 0   |
|                      | 0                               | 0                          | 0  | 0                          | 1   |
|                      | 0                               | 0                          | 0  | 0                          | 0   |
|                      | 0                               | 0                          | 0  | 0                          | 0   |
| TOTAL                | 0                               | 0                          | 0  | 0                          | 1   |



VETS-100

Agency - POI Report

Federal EIN:000000000

Period Covered: to01/01/1999

POI Name and Address:  
Headquarters Operations  
1111 CONSTITUTION AVENUE, NW  
20224

| PATCOB<br>Categories | - - - NUMBER OF EMPLOYEES - - - |                            | - - - NEW HIRES (Previous 12 Months) - - - |                            | Total, Both<br>Veterans and<br>Non-Veterans |
|----------------------|---------------------------------|----------------------------|--|----------------------------|---|
|                      | Disabled<br>Veterans            | Vietnam<br>Era<br>Veterans | Disabled<br>Veterans                       | Vietnam<br>Era<br>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   |

Report ID: FGSF113A

For the period 01/01/1990 through 08/17/2000

Department or Agency Federal Reserve System-Board FR

Employment as of: 08/17/2000 Payroll and Turnover Dates on Report Title Turnover Dates: 01/01/1990 - 08/17/2000 Payroll Dates: 01/01/1990 - 08/17/2000

| Employment, Payroll<br>Turnover, and Ceiling Data | All Areas<br>(A) | Overseas -----                    |                             | United States -----           |                                       |
|---|------------------|-----------------------------------|-----------------------------|-------------------------------|---------------------------------------|
|   |                  | Territories<br>of the U.S.<br>(B) | Foreign<br>Countries<br>(C) | Wash.,DC<br>Metro Area<br>(D) | Outside Wash.,DC<br>Metro Area<br>(E) |
| SECTION I - CURRENT STATUS                        |                  |                                   |                             |                               |                                       |
| 1. Total Employment                               | 268              | 1                                 | 0                           | 129                           | 138                                   |
| 2. Total in Permanent Positions                   | 268              | 1                                 | 0                           | 129                           | 138                                   |
| 3. Full-Time                                      | 259              | 1                                 | 0                           | 129                           | 129                                   |
| 4. Full-Time in Permanent Positions               | 259              | 1                                 | 0                           | 129                           | 129                                   |
| 5. Full-Time with Permanent Appts.                | 259              | 1                                 | 0                           | 129                           | 129                                   |
| 6. Part-Time                                      | 7                | 0                                 | 0                           | 0                             | 7                                     |
| 7. Part-Time with Permanent Appts.                | 7                | 0                                 | 0                           | 0                             | 7                                     |
| 8. Intermittent                                   | 2                | 0                                 | 0                           | 0                             | 2                                     |
| 9. Competitive Service                            | 213              | 1                                 | 0                           | 109                           | 103                                   |
| 10. With Permanent Appts.                         | 213              | 1                                 | 0                           | 109                           | 103                                   |
| 11. Excepted Service & SES                        | 55               | 0                                 | 0                           | 20                            | 35                                    |
| 12. With Permanent Appts.                         | 55               | 0                                 | 0                           | 20                            | 35                                    |
| 13. Wage Systems                                  | 0                | 0                                 | 0                           | 0                             | 0                                     |
| 14. U.S. Citizens                                 | 196              | 1                                 | 0                           | 94                            | 101                                   |
| 15. Noncitizens                                   | 0                | 0                                 | 0                           | 0                             | 0                                     |
| 16. Total Intermittents Not Working               | 20               | 0                                 | 0                           | 20                            | 0                                     |
| SECTION II - PAYROLL (in thousands of dollars)    |                  |                                   |                             |                               |                                       |
| 17. Wages and Salaries Earned - Total             | 12               | 0                                 | 0                           | 12                            | 0                                     |
| 18. Lump Sum Payments                             | 0                | 0                                 | 0                           | 0                             | 0                                     |
| SECTION III - TURNOVER                            |                  |                                   |                             |                               |                                       |
| 19. Total Accessions                              | 271              | 1                                 | 0                           | 123                           | 147                                   |
| 20. Transfers                                     | 271              | 1                                 | 0                           | 123                           | 147                                   |
| 21. Total New Hires                               | 211              | 0                                 | 0                           | 120                           | 91                                    |
| 22. Accessions to the Comp. Service               | 215              | 1                                 | 0                           | 102                           | 112                                   |
| 23. New Hires to the Comp. Service                | 163              | 0                                 | 0                           | 100                           | 63                                    |
| 24. U.S. Citizens                                 | 0                | 0                                 | 0                           | 0                             | 0                                     |
| 25. Total Separations                             | 10               | 0                                 | 0                           | 0                             | 10                                    |
| 26. Transfers                                     | 0                | 0                                 | 0                           | 0                             | 0                                     |
| 27. Quits   | 0                | 0                                 | 0                           | 0                             | 0                                     |
| 28. U.S. Citizens                                 | 6                | 0                                 | 0                           | 0                             | 6                                     |
| SECTION IV - EMPLOYMENT CEILING DATA              |                  |                                   |                             |                               |                                       |
| 29. Total Ceiling Employment                      | 268              | 1                                 | 0                           | 129                           | 138                                   |
| 30. Full-Time with Permanent Appts.               | 268              | 1                                 | 0                           | 129                           | 138                                   |
| 31. Total Payroll to Ceiling Emps.                | 1.000            | 1.000                             | 0.000                       | 1.000                         | 1.000                                 |

End of Report

For the period 01/01/1990 through 08/17/2000

Department or Agency: Federal Reserve System-Board FR  
Employment Coverage: Agencywide No. of Pay Periods Covered This Report: 4 FY to Date: 4

| Employment/Hours Category          | Employment and Hours | Full-Time Equivalent Employment for Current Period | Current Period | Work-Years Cumulative to End of Current Pay Period | Ceiling |
|------------------------------------|----------------------|--|----------------|--|---------|
|                                    | (1)                  | (2)  | (3)            | (4)  | (5)     |
| 1a. Total Paid Ceiling Employment  | 0                    |  |                |  |         |
| b. Straight Time                   | 480.00               | 0.00   | 0.23           | 0.23   | 1       |
| c. Overtime                        | 18.00                | 0.00   | 0.01           | 0.01   |         |
| 2a. Full-Time with Permanent Appt. | 0                    |  |                |  |         |
| b. Straight Time                   | 480.00               | 0.00   | 0.23           | 0.23   |         |
| c. Overtime                        | 18.00                | 0.00   | 0.01           | 0.01   |         |
| 3a. Other Employment               | 0                    |  |                |  |         |
| b. Straight Time                   | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| c. Overtime                        | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| 4a. Part-Time with Permanent Appt. | 0                    |  |                |  |         |
| b. Straight Time                   | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| c. Overtime                        | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| 5a. Part-Time with Temp & Indef.   | 0                    |  |                |  |         |
| b. Straight Time                   | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| c. Overtime                        | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| 6a. Full-Time with Temp & Indef.   | 0                    |  |                |  |         |
| b. Straight Time                   | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| c. Overtime                        | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| 7a. Intermittent                   | 0                    |  |                |  |         |
| b. Straight Time                   | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| c. Overtime                        | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| 8a. Non-ceiling Employment         | 0                    |  |                |  |         |
| b. Straight Time                   | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| c. Overtime                        | 0.00                 | 0.00   | 0.00           | 0.00   |         |
| 9a. Grand Total All Employment     | 0                    |  |                |  |         |
| b. Straight Time                   | 480.00               | 0.00   | 0.23           | 0.23   |         |
| c. Overtime                        | 18.00                | 0.00   | 0.01           | 0.01   |         |

End of Report

| 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  
 ABSENCE HISTORY

Report ID: ABS001  
 Company GBI Global Business Institute  
 \* Indicates employees without a work schedule assigned

| Employee Name        | Employee ID | Department | Empl Type | Job Title  | Absence Type | Begin Date | Return Date | Duration Days | Hours | Paid? | Approved? | Reason |
|----------------------|-------------|------------|-----------|------------|--------------|------------|-------------|---------------|-------|-------|-----------|--------|
| Espinosa, Carmichael | KU0015      | HR         | S         | Conslnr Sr | Sickness     | 01/05/1999 | 01/07/1999  | 3.000         | 24.0  | Yes   | Yes       |        |
| Santos, Antonio      | KU0010      | HR         | H         | Admin Asst | Sickness     | 06/03/1999 | 06/06/1999  | 3.000         | 24.0  | Yes   | Yes       |        |
|                      |             |            |           |            | Sickness     | 06/03/1999 | 06/06/1999  | 3.000         | 24.0  | Yes   | Yes       |        |
|                      |             |            |           |            | Sickness     |            |             |               |       |       |           |        |

End of Report

For the period 01/01/99 through 12/31/99

| Regulatory Region | Employee Name            | ID            | Absence Type | Number of Absence Periods | Duration of Absenc |
|-------------------|--------------------------|---------------|--------------|---------------------------|--------------------|
| FRA               | Berger,Maurice           | KF0001        | Non Occ D    | 1                         | 6                  |
|                   |                          |               | Other        | 1                         | 3                  |
|                   |                          |               |              | <u>2</u>                  | <u>9</u>           |
|                   | Dante,Beatrice           | KF0010        | Maternity    | 1                         | 106                |
|                   |                          |               |              | <u>1</u>                  | <u>106</u>         |
|                   | Grioux,Ghislaine         | KF0002        | Non Occ D    | 2                         | 21                 |
|                   |                          |               |              | <u>2</u>                  | <u>21</u>          |
|                   | Halcyon,D'orothea        | KF0005        | Non Occ D    | <u>1</u>                  | <u>1</u>           |
|                   |                          |               |              | 1                         | 1                  |
|                   |                          | Region Totals | =====        | 6                         | 137                |
| NLD               | Bakker,Kees den          | KN0003        | Sickness     | 1                         | 12                 |
|                   |                          |               | Accident     | 1                         | 21                 |
|                   |                          |               |              | <u>2</u>                  | <u>33</u>          |
|                   | Schipper,Annemiek        | KN0002        | Maternity    | 1                         | 206                |
|                   |                          |               |              | <u>1</u>                  | <u>206</u>         |
|                   | Willemse-Buiten,Margreet | KN0005        | Sickness     | 1                         | 48                 |
|                   |                          |               | Maternity    | 1                         | 90                 |
|                   |                          |               | Ill aft Mt   | <u>1</u>                  | <u>35</u>          |
|                   |                          |               |              | 3                         | 173                |
|                   |                          | Region Totals | =====        | 6                         | 549                |
| USA               | Espinosa,Carmichael      | KU0015        | Sickness     | 1                         | 3                  |
|                   |                          |               | <u>1</u>     | <u>3</u>                  |                    |
|                   | Santos,Antonio           | KU0010        | Sickness     | <u>2</u>                  | <u>6</u>           |
|                   |                          |               |              | 2                         | 6                  |
|                   | Region Totals            | =====         | 3            | 558                       |                    |
|                   | Grand Totals             | =====         | 15           | 1244                      |                    |
|                   |                          |               | =====        | =====                     |                    |

PeopleSoft  
 TIME LOST DUE TO ABSENCE

Report ID: ABS003

Page No. 1  
 Run Date 08/30/2000  
 Run Time 09:46:05

For the period 01/01/99 through 08/31/99 Employees without a work schedule assigned

| Regulatory Region | Department | Employee Name        | ID     | Emp Type | Job Title  | Begin Date | Return Date | Days Absent | Total Working Days | %    |
|-------------------|------------|----------------------|--------|----------|------------|------------|-------------|-------------|--------------------|------|
| USA               | HR         | Espinosa, Carmichael | KU0015 | S        | Conslnt Sr | 01/05/1999 | 01/07/1999  | 3           |                    |      |
|                   |            |                      |        |          |            |            |             | 3           | 261                | 1.15 |
|                   |            | Santos, Antonio      | KU0010 | H        | Admin Asst | 06/03/1999 | 06/06/1999  | 3           |                    |      |
|                   |            |                      |        |          |            | 06/03/1999 | 06/06/1999  | 3           |                    |      |
|                   |            |                      |        |          |            |            |             | 6           | 261                | 2.30 |

End of Report

PeopleSoft  
BRADFORD SCORE

Page No. 1  
Run Date 10/18/2000  
Run Time 10:55:45

Report ID: ABS004

For the period 01/01/99 through 12/31/00

| Department | Employee Name    | ID     | Empl Type | Job Title | Total Number of Absences | Total Number of (Days) | Bradford Score | Regulatory Region |
|------------|------------------|--------|-----------|-----------|--------------------------|------------------------|----------------|-------------------|
| SMENG      | Tendulkar,Indira | KG0001 | S         | MD        | 3                        | 9                      | 81             | GBREN             |
| SMSCO      | Campbell,Elaine  | KG0006 | S         | MEX       | 2                        | 4                      | 16             | GBRSC             |

End of Report



Department: KN001 Headquarters - Netherlands  
Period: 5-2000 till 6-2000  
Maternity Leave: I  
Partial Illness: I  
Longterm Illness: I  
Inlcude Hierarchy: Y

|   | Total | SEX   |        |
|---|-------|-------|--------|
|   |       | Male  | Female |
| Illness Percentage                            | 13.4  | 1.8   | 36.1   |
| Illness Frequency                             | 0.3   | 0.3   | 0.3    |
| Average Illness Length<br>of Ended Illnesses  | 6.0   | 7.0   | 5.0    |
| Number of Ended Illnesses                     | 2     | 1     | 1      |
| Number of Ended Illnesses per Length Category |       |       |        |
| 1- 7 days                                     | 2     | 1     | 1      |
| 8- 14 days                                    | 0     | 0     | 0      |
| 15- 30 days                                   | 0     | 0     | 0      |
| 31-365 days                                   | 0     | 0     | 0      |
| 366->> days                                   | 0     | 0     | 0      |
| Number of Newly Started Illnesses             | 3     | 2     | 1      |
| Number of Actual Illnesses                    | 4     | 2     | 2      |
| Full Time Equivalent (FTE)                    | 8.9   | 5.9   | 3.0    |
| Number of Employments                         | 9.0   | 6.0   | 3.0    |
| Available Calendar Days                       | 541.5 | 358.5 | 183.0  |
| Illnes Days (Calendar Days)                   | 72.5  | 6.5   | 66.0   |
| Number of Employments without Illness         | 5.0   | 4.0   | 1.0    |

Department: KN001 Headquarters - Netherlands  
Period: 5-2000 till 6-2000  
Maternity Leave: I  
Partial Illness: I  
Longterm Illness: I

|   | Total | 10- 19 | 20- 29 | 30- 39 | 40- 49 | 50- 59 | 60-999 |
|---|-------|--------|--------|--------|--------|--------|--------|
| Illness Percentage                            | 13.4  | 0.0    | 8.2    | 18.8   | 0.0    | 0.0    | 0.0    |
| Illness Frequency                             | 0.3   | 0.0    | 1.0    | 0.3    | 0.0    | 0.0    | 0.0    |
| Average Illness Length<br>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    |

WORKER IDENTIFICATION

|   |  |  |
|---|--|--|
| Moore, Catherine J<br>#22 - 165 Dixon Road<br>Toronto, ON<br>M9P3T9 CAN | Employee ID: KC0005<br>Occupation: Payroll Clerk<br>Employee Class:<br>Employee Status: Part-Time<br>Hire Date: 03/22/1985<br>Job Start D 03/22/1985 | SIN: [REDACTED]<br>Birth Date: 07/28/1958<br>Sex: F<br>Marital Status: Single<br>Health Care:<br>Preferred Lang: |
| Home Phone:   |  |  |

EMPLOYER IDENTIFICATION

|   |  |  |
|---|--|--|
| Worker's Location:<br>Global Business Institute<br>500 George Washington Pkway<br>New York, NY<br>07666 USA | Firm Number: 22345<br>Rate Number:<br>Contact Name: Kirby Dunbar<br>Phone Number:<br>Trade Union? Yes<br>Business Activity: Forestry/Paper | Reporting Locn: 0<br>Canadian Headquarters<br>1800 Bay Street Suite 1900<br>Toronto, ON<br>M5J 2T3 CAN |
|---|--|--|

Is Employee Full-time?  
Is Employee Permanent?  
Is Employee Seasonal?  
Is Employee Casual?  
Is Employee a Volunteer?  
Is Employee a Student?  
Is Employee a subcontractor?

Is Employee a Partner of the Employer?  
Is Employee a Principal of the Firm?  
Is Employee a Relative of the Employer?

TEMPORARY DISABILITY

Following the day that the injury/awareness of disease occurred, will the injured worker be absent because of the injury/disease?

Will the injured worker as a result of the injury/disease assume other duties because the injury/disease prevents him/her from performing his/her regular duties? Yes

Will the injured worker as a result of the injury/disease earn less than his/her regular wages because of the injury/disease? No

DETAILS OF INCIDENT

|   |                          |
|---|--------------------------|
| Date and Time: 06/15/2000 8:15 AM   | Employer's Premises? Yes |
| Location: Vancouver Branch 2030 Calley Street Vancouver, BC<br>ON THE TRANSCANADA HIGHWAY NEAR THE WILLINGDON OFFRAMP | V5C2Z8 CAN               |

What happened: The employee was driving to work and became involved in a vehicle accident. According to the information provided to us, the employee sneezed while driving, momentarily losing control of the vehicle and therefore failing to see that the traffic had stopped ahead. As a result of not putting on the brakes on time, the employees vehicle smashed into the vehicle ahead of it,

EMPLOYER

Company Name: Global Business Institute  
Address:  
500 George Washington Pkway

Postal: 07666 New York

EMPLOYER

Company Name: Global Business Institute  
Address:  
500 George Washington Pkway

Postal: 07666 New York

WITNESS

Name: Reid, Charles M  
Address:

Postal:  
Police Report: NO  
Name:

THIRD PARTY

Third Party Responsible: NO

# UNFALLANZEIGE

**Global Business Institute**  
**500 George Washington Pkway**  
**07666 New York**

SKN

Unfallgruppe

- Mitgliedsnummer
- Gewerbeaufsichtsamt/Bergamt
- Betriebsnummer des Arbeitsamtes

Unfallart  
 Meldejahr

Vers.-Träger  
 Gefahrtarifstell

Unfallnummer

4 Anschriftenfeld für den Empfänger der Unfallanzeige

|   |  |  |   |
|---|--|--|---|
| 5. Name, Vorname<br><b>Antonio Santos</b>   |  | 6. Versicherungsnummer oder Geburtsdatum<br><b>08/09/1972</b>  |   |
| 7. Postleitzahl<br><b>94246</b>   | Ort<br><b>Sacramento</b>                                       | Strasse<br><b>4689 Z Street</b>  |   |
| 8. Familienstand<br><b>Married</b>  | 9. Geschlecht<br><b>1</b>                                      | 10. Staatsangehörigkeit<br><b>M</b>  |   |
| 11. Zahl der Kinder unter 18 Jahren<br><b>0</b>   | zwischen 18 u.25 Jahren, soweit in Schul-oder Berufsausbildung | 12. Als was ist der Verletzte regelmäßig eingesetzt?<br><b>Administrative Assistant</b>              | 13. Seit wann bei dieser Tätigkeit?<br><b>09/12/1997</b>  |
| 14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig?<br><b>Human Resources Corporation Headquarters</b>  |  | 15. Ist der Verletzte Leiharbeiter?<br><b>Nein</b>   |   |
| 16. Ist der Verletzte minderjährig, entmündigt oder steht er unter Pflegschaft?<br><input checked="" type="checkbox"/> nein   |  |  |   |
| 17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt?<br><input checked="" type="checkbox"/> nein <input type="checkbox"/> Unternehmer <input type="checkbox"/> Mitunternehmer <input type="checkbox"/> Ehegatte <input type="checkbox"/> verwandt |  |  |   |
| 18. Krankenkasse des Verletzten (Name, Ort)   |  | 19. Anspruch auf Arbeitsentgelt besteht bis  | 20. Hat der Verletzte die Arbeit wieder aufgenommen?<br><input type="checkbox"/> nein <input checked="" type="checkbox"/> ja am <b>06/15/2000</b> |
| 21. Verletzte Körperteile   |  | 22. Art der Verletzung   |   |
| 23. Welcher Arzt hat den Verletzten nach dem Unfall zuerst versorgt? (Name, Anschrift)  |  | 24. Ist der Verletzte tot?<br><input checked="" type="checkbox"/> nein <input type="checkbox"/> ja   |   |
| 25. Welcher Arzt behandelt den Verletzten zur Zeit? (Name, Anschrift)   |  | zu 21 zu 22<br><input type="text"/> <input type="text"/>   |   |
| 26. Falls sich der Verletzte im Krankenhaus befindet, Anschrift des Krankenhauses:  |  | 27. Unfall Zeitpunkt<br><b>06/12/2000</b>  |   |
| 28. Hat der Verletzte die Arbeit eingestellt?<br><input type="checkbox"/> nein <input type="checkbox"/> sofort <input type="checkbox"/> später am   |  | 29. Beginn der Arbeitszeit des Verletzten<br><b>. Uhr</b>  |   |
| 30. Ende der Arbeitszeit des Verletzten<br><b>. Uhr</b>   |  | zu 23 zu 24<br><input type="text"/> <input type="text"/>   |   |
| 31. Unfallstelle (genaue Orts- u. Straßenangabe, auch bei Wegeunfällen)<br><b>ON THE FOURTH FLOOR</b>   |  |  |   |
| 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?                                   |   |
| 35. Welche Maßnahmen wurden getroffen, um ähnliche Unfälle in Zukunft zu verhüten?  |  | zu 33 zu 34<br><input type="text"/> <input type="text"/>   |   |
| 36. Wer hat von dem Unfall zuerst Kenntnis genommen? (Name, Anschrift des Zeugen)<br><b>CalvinFresno</b>  |  | War diese Person Augenzeuge?<br><input type="checkbox"/> nein <input checked="" type="checkbox"/> ja |   |
| 37. Ausführliche Schilderung des Unfallherganges<br><b>Antonio sprained his ankle</b>   |  |  |   |
| Arbeitsbereich<br><input type="text"/>  |  |  |   |
| unfallauslösenderGegenstand<br><b>K400</b>  |  |  |   |
| Bewegung des Gegenstandes<br><input type="text"/>   |  |  |   |
| Tätigkeit des Verletzten<br><input type="text"/>  |  |  |   |
| Bewegung des Verletzten<br><input type="text"/>   |  |  |   |

07.09.2000



# Report of an injury or dangerous occurrence

## Part A

### About you

1 What is your full name?

Mr Antonio Santos

2 What is your job title?

Payroll Clerk

3 What is your telephone number?

### About your organisation

4 What is the name of your organisation?

Global Business Institute

5 What is its address and postcode?

500 George Washington Pkway  
New York  
New York  
07666  
United States

6 What type of work does the organisation do?

## Part B

### About the incident

1 On what date did the incident happen?

6/15/2000

2 At what time did the incident happen?  
(Please use the 24-hour clock eg 0600)

08:15:00

3 Did the incident happen at the above address?

Yes Go to question 4

No  Where did the incident happen?

elsewhere in your organisation - give the name, address and postcode

at someone else's premises - give the name, address and postcode

in a public place - give details of where it happened

2030 Calley Street  
Vancouver  
British Columbia  
V5C2Z8  
Canada

If you do not know the postcode, what is the name of the local authority?

4 In which department, or where on the premises, did the incident happen?

ON THE TRANSCANADA HIGHWAY NEAR THE WILLINGDON OFFRAMP

## Part C

### About the injured person

If you are reporting a dangerous occurrence, go to Part F.

If more than one person was injured in the same incident, please attach the details asked for in Part C and Part D for each injured person.

1 What is their full name?

Ms Catherine J Moore

2 What is their home address and postcode?

#22 - 165 Dixon Road  
Toronto  
Ontario  
M9P3T9  
Canada

3 What is their home phone number?

4 How old are they?

42

5 Are they male?

female?

6 What is their job title?

7 Was the injured person (tick only one box) one of your employees?

on a training scheme? Give details:

on work experience?

employed by someone else? Give details of the employer:

self-employed and at work?

a member of the public?

## Part D

### About the injury

1 What was the injury? (eg fracture, laceration)

TRAUMATIC INJURIES & DISORDERS UNS

2 What part of the body was injured?

BRAIN

Kalenderjahr 1980 bis 08/01/2000

| Unfallgruppe    | Verletzter Körperteil (Gruppe) |      |      |      |      |      |      |      |      |      |      |
|-----------------|--------------------------------|------|------|------|------|------|------|------|------|------|------|
| Nr. Bezeichnung | Anzahl                         | 01   | 02   | 03   | 04   | 05   | 06   | 07   | 08   | 09   | 10   |
|                 | 0                              |      |      |      |      |      |      |      |      |      |      |
| Insgesamt       | 0                              | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    | 0    |
| in %            | 0.00                           | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |



# Report of a case of disease

## Part A

---

### About you

- 1 What is your full name?
- 2 What is your job title?
- 3 What is your telephone number?

### About your organisation

- 4 What is the name of your organisation?
- 5 What is its address and postcode?

- 6 Does the affected person usually work at this address?

Yes      Go to question 7

No      Where do they normally work?

- 7 What type of work does the organisation do?

## Part B

---

### About the affected person

- 1 What is their full name?
- 2 What is their date of birth?
- 3 What is their job title?
- 4 Are they  
    male?  
    female?
- 5 Is the affected person (tick only one box)  
    one of your employees?  
    on a training scheme? Give details:  
  
    on work experience?  
    employed by someone else? Give details:  
  
    other? Give details:



## Part C

---

### The disease you are reporting

- 1 Please give:
  - the name of the disease, and the type of work it is associated with; or
  - the name and number of the disease (from Schedule 3 of the Regulations - see the accompanying notes).

- 2 What is the date of the statement of the doctor who first diagnosed or confirmed the disease?

- 3 What is the name and address of the doctor?

Continue your description here

## Part D

---

### Describing the work that led to the disease

Please describe any work done by the affected person which might have led to them getting the disease.

If the disease is thought to have been caused by exposure to an agent at work (eg a specific chemical) please say what that agent is.

Give any other information which is relevant.

**Give your description here**

## Part E

---

### Your signature

Signature

Date

### Where to send the form

Please send it to the Enforcing Authority for the place where the affected person works. If you do not know the Enforcing Authority, send it to the nearest HSE office.

#### For official use

Client number

Location number

Event number

INV REP

Y

N

**PeopleSoft**  
**Non-Employees in Incidents**

Report Period: -

Run Date 9/7/2000

Run Time 19:25:04

| <b>Incident ID</b> | <b>Type</b> | <b>Date</b> | <b>Location</b> | <b>Non-Empl ID</b> | <b>Name</b> | <b>Inj/Illness</b> |
|--------------------|-------------|-------------|-----------------|--------------------|-------------|--------------------|
|--------------------|-------------|-------------|-----------------|--------------------|-------------|--------------------|

Vorfallnummer: 00000011

---

1. Wann (Datum, Uhrzeit) und von welcher Stelle aus Uhr  
(Ort, Straße, Hausnummer) hat der/die Verletzte den  
Weg angetreten?

Ziel des Weges (Ort, Straße, Hausnummer)?

Wie weit ist der Weg? ca. 0.00 km

---

2. Welches ist der direkte Weg zwischen Ausgangsort  
und Ziel (genau Straßenbezeichnung evtl. Skizze)?

Hat der/die Verletzte am Unfalltag diesen Weg Nein  
benutzt?

---

3. Bei Abweichung vom direkten Weg:

Welchen Weg schlägt der/die Verletzte gewöhnlich  
ein?

Welchen Weg wollte der/die Verletzte am Unfalltag  
nehmen?

Grund für die Abweichung?

---

4. Welche Strecke hat der/die Verletzte bis zur  
Unfallstelle bereits zurückgelegt (genaue  
Straßenbezeichnung evtl. Skizze)

Wann (Datum, Uhrzeit) erreichte der/die Verletzte  
die Unfallstelle?

Wie hat der/die Verletzte den Weg zurückgelegt  
(Verkehrsmittel)

---

5. Hat der/die Verletzte unterwegs Gaststätten,  
Geschäfte, Verwandte oder Bekannte besucht Oder  
sonstige private Besorgungen gemacht oder machen  
wollen? Nein

Wie lange dauerte der Besuch bzw. die Besorgung? 0.00 Stunden

Ist dem/der Verletzten der Unfall während des  
Besuchs oder der Besorgung bzw. vorher oder  
nachher zugestoßen?

Stand der Versicherte unter Alkoholeinwirkung? Nein

In welchen Mengen wurde Alkohol getrunken?

Wer kann hierüber Näheres sagen?

# Anzeige des Unternehmers über eine Berufskrankheit

1. Mitgliedsnummer

2. Gewerbeaufsichtsamt/Bergamt

3. Betriebsnummer des Arbeitsamtes

Unfallart

Meldejahr

Vers.-Träger

Gefahrtarifstelle

Unfallnummer

SKN

Unfallgruppe

4. Anschriftenfeld für den Empfänger

|  |  |  |               |   |   |  |  |       |       |
|--|--|--|---------------|---|---|--|--|-------|-------|
| 5. Name, Vorname   |  |  |               |   | 6. Versicherungsnummer oder Geburtsdatum                            |  |  |       |       |
| 7. Postleitzahl  |  | Ort  |               |   | Strasse   |  |  |       |       |
| 8. Familienstand   |  |  | 9. Geschlecht |   | 10. Staatsangehörigkeit   |  |  | zu 9  | zu 10 |
| 11. Zahl der Kinder unter 18 Jahren  |  | zwischen 18 u.25 Jahren, soweit in Schul-oder Berufsausbildung |               |   | 12. Als was ist der Verletzte regelmäßig eingesetzt                 |  | 13. Seit wann bei dieser Tätigkeit   |       |       |
| 14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig?  |  |  |               |   |   |  | 15. Ist der Verletzte Leiharbeiter?  |       | zu 12 |
| 16. Ist der Verletzte minderjährig, entmündig oder steht er unter Pflugschaft?<br><input type="checkbox"/> nein  |  |  |               |   |   |  |  |       |       |
| 17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt?<br><input type="checkbox"/> nein <input type="checkbox"/> Unternehmer <input type="checkbox"/> Mitunternehmer <input type="checkbox"/> Ehegatte <input type="checkbox"/> verwandt |  |  |               |   |   |  | 19. Hat der Verletzte die Arbeit eingestellt?<br><input type="checkbox"/> nein <input type="checkbox"/> sofort <input type="checkbox"/> später |       |       |
| 18. Krankenkasse des Verletzten (Name, Ort)  |  |  |               | 21. Anspruch auf Arbeitsentgelt besteht bis |   | 20. Hat der Verletzte die Arbeit wieder aufgenommen?<br><input type="checkbox"/> nein <input type="checkbox"/> ja am |  |       |       |
| 22. Welche Beschwerden äußerte der Versicherte?  |  |  |               |   | 23. Wann traten sie erstmals auf?                                   |  |  |       |       |
| 24. Auf welche beruflichen Einwirkungen führt der Versicherte die Beschwerden zurück?  |  |  |               |   |   |  |  |       |       |
| 25. Welche Berufskrankheit wird angenommen?  |  |  |               |   |   |  |  |       |       |
| 26. Welcher Arzt (Anschrift) hat den Versicherten wegen seiner Beschwerden zuerst behandelt; wann?   |  |  |               |   |   |  |  |       |       |
| 27. Welcher Arzt (Anschrift) behandelt den Versicherten zur Zeit?  |  |  |               |   | 28. Wo befindet sich der Versicherte z.Zt. (zu Hause, Krankenhaus)? |  |  |       |       |
| 29. Ist der Verletzte tot?<br><input type="checkbox"/> nein <input type="checkbox"/> ja  |  | 30. Zeitpunkt des Todes  |               |   | 31. Fand eine Leichenöffnung statt? Wenn ja, wann und durch wen?    |  |  | zu 29 | zu 30 |
| 32. Welche Tätigkeiten übte der Versicherte bisher aus?  |  |  |               |   |   |  |  |       |       |
| 33. Welche Tätigkeit wird für die Entstehung der Berufskrankheit als ursächlich angesehen?   |  |  |               |   | 34. Wann wurde diese Tätigkeit verrichtet und wie lange?            |  |  |       |       |
| 35. Welchen gefährdenden Stoffen und Einwirkungen war der Versicherte ausgesetzt?  |  |  |               |   |   |  |  |       |       |
| 36. Wurden arbeitsmedizinische Vorsorgeuntersuchungen durchgeführt? Wenn ja, wann, durch wen und mit welchem Ergebnis?   |  |  |               |   |   |  |  |       |       |
| 37. Welche technischen Kontrollen (z.B. Messungen) wurden am Arbeitsplatz des Versicherten durchgeführt und mit welchem Ergebnis?  |  |  |               |   |   |  |  |       |       |
| 38. Welche weiteren Angaben können gemacht werden (z.B. Zeugen, frühere Meldungen von Berufskrankheiten, gleichartige Erkrankungen von Arbeitskollegen usw.)?  |  |  |               |   |   |  |  |       |       |

07.09.2000

40. Datum

41. Betriebsleiter

Sicherheitsingenieur

42. Betriebsrat

43. Sicherheitsbeauftragter

Report ID: OHS008BC

PeopleSoft  
WCB INCIDENT

Page No. 1  
Run Date 08/31/2000  
Run Time 21:13:34

**Incident:** 00000010

| Type     | Date       | Time     | Injury | Recurrence | Co. Property | Location | Location Description |
|----------|------------|----------|--------|------------|--------------|----------|----------------------|
| Incident | 06/12/2000 | 14:35:00 | Y      | N          | Y            |          |                      |

**Involved Persons**

**Empl/NonEmpl Id**  
KU0010

**Name**  
Santos, Antonio

**Earn Less**  
N

**Perform Other Duties**  
N

**Employment Secure**

**Pay Continue**  
N

**Benefits Continue**

**Absent Day of Injury**

**Last Day Worked**  
06/12/2000

**Last Start Time Worked**  
17:00:00

**Last End Time Worked**

**Start Date After Absence**

**End Date After Absence**

**Non-Employee Responsible**

**Received First Aid**  
Y

**Date Administered**  
06/12/2000

**Time Administered**  
17:00:00

**Administered By**  
KU0002 - Baran, Charles

End of Report

Report ID: OHS009

PeopleSoft  
INCIDENT DETAIL

Page No. 1  
Run Date 08/31/2000  
Run Time 17:17:52

|  |            |                                     |            |                      |            |                     |   |
|--|------------|-------------------------------------|------------|----------------------|------------|---------------------|---|
| <b>Incident Number</b>                   | 00000016   | <b>Incident Type</b>                | Veh Acdnt  | <b>Location</b>      | KFPA01     | Paris               |   |
| <b>Incident Date</b>                     | 10/21/1998 | <b>Reported Date</b>                | 10/21/1998 | <b>Recorded Date</b> | 10/21/1998 |                     |   |
| <b>Incident Time</b>                     | 18:00:00   | <b>Reported Time</b>                | 18:00:00   | <b>Recorded Time</b> | 18:40:00   |                     |   |
| <b>Reported to Employee</b>              | KF0001     | Berger,Maurice                      |            |                      |            |                     |   |
| <b>Reported by Employee/Non-employee</b> | KF0018     | Chabot,Yves                         |            |                      |            |                     |   |
| <b>Resulted in Injury</b>                | Y          | <b>Occurred on Company Property</b> | Y          | <b>Recurrence</b>    | N          | <b>Investigated</b> | N |

**INCIDENT PERSONS**

| <b>Involved Id</b>         | <b>Involved Name</b> | <b>Reported Da</b>           | <b>Reported Ti</b> | <b>File Date</b> | <b>Treatment</b> |  |
|----------------------------|----------------------|------------------------------|--------------------|------------------|------------------|--|
| KF0018                     | Chabot,Yves          | 10/21/1998                   | 18:00:00           |                  | Medical          |  |
| <b>Illness Type</b>        | N/A                  | <b>Result</b>                | N/A                |                  |                  |  |
| <b>Days Away From Work</b> | 5.00                 | <b>Restricted Workdays</b>   | 0.00               |                  |                  |  |
| <b>Nature of Injury</b>    | 400                  | Multiple injuries            |                    | <b>Primary</b>   | Y                |  |
| <b>Source of Injury</b>    | 6000                 | Motor Vehicles               |                    | <b>Primary</b>   | Y                |  |
| <b>Accident Type</b>       | 313                  | Collision in an intersection |                    | <b>Primary</b>   | Y                |  |
| <b>Unsafe Act</b>          | 400                  | Inattention to surroundings  |                    | <b>Primary</b>   | Y                |  |
| <b>Body Part</b>           | 199                  | Neck                         |                    | <b>Primary</b>   | Y                |  |

**PeopleSoft**  
**Incident Summary**

Report Period: 8/27/1980 - 8/30/2000

**Incident: 00000016**

| Type | Date       | Time    | Injury | Recurrence | Co Property | Location | Location Name |
|------|------------|---------|--------|------------|-------------|----------|---------------|
| V    | 10/21/1998 | 6:00 PM | Y      | N          | Y           | KFPA01   | Paris         |

**Involved Persons**

| Empl/Non Empl ID | Name        | OSHA Reported | Case Nbr |
|------------------|-------------|---------------|----------|
| KF0018           | Chabot,Yves | Y             |          |

**Incident: 00000015**

| Type | Date      | Time    | Injury | Recurrence | Co Property | Location | Location Name   |
|------|-----------|---------|--------|------------|-------------|----------|-----------------|
| N    | 8/14/1997 | 2:00 PM | Y      | N          | Y           | KG03     | Cardiff - Wales |

**Involved Persons**

| Empl/Non Empl ID | Name   | OSHA Reported | Case Nbr |
|------------------|--------|---------------|----------|
| KG0007           | Yu,Wai | N             |          |

**Incident: 00000014**

| Type | Date       | Time    | Injury | Recurrence | Co Property | Location | Location Name     |
|------|------------|---------|--------|------------|-------------|----------|-------------------|
| V    | 11/19/1999 | 8:30 AM | Y      | N          | Y           | KG01     | Reading - England |

**Involved Persons**

| Empl/Non Empl ID | Name         | OSHA Reported | Case Nbr |
|------------------|--------------|---------------|----------|
| KG0003           | Jackson,Ritu | Y             |          |

**Incident: 00000013**

| Type | Date      | Time    | Injury | Recurrence | Co Property | Location | Location Name     |
|------|-----------|---------|--------|------------|-------------|----------|-------------------|
| V    | 6/15/1995 | 2:23 PM | Y      | N          | Y           | KG01     | Reading - England |

**Involved Persons**

| Empl/Non Empl ID | Name             | OSHA Reported | Case Nbr |
|------------------|------------------|---------------|----------|
| KG0001           | Tendulkar,Indira | Y             |          |

**Incident: 00000011**

| Type | Date      | Time    | Injury | Recurrence | Co Property | Location | Location Name    |
|------|-----------|---------|--------|------------|-------------|----------|------------------|
| I    | 6/15/2000 | 8:15 AM | Y      | N          | Y           | KCBC00   | Vancouver Branch |

Report ID OHS011

PeopleSoft

Page No. 1

Location Incident Summary

Run Date 9/7/2000

Report Period 08/01/1980 - 08/01/2000

Run Time 19:16:33

Company Location:

| Incident ID | Date       | Time    | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name | Reported | Case Nbr |
|-------------|------------|---------|------|--------|------------|-------------|-----------------|-------------------|----------|----------|
| 00000010    | 06/12/2000 | 2:35 PM | I    | Y      | N          | Y           | KU0010          | Santos, Antonio   | Y        | 09045    |

| Incident ID | Date       | Time    | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name     | Reported | Case Nbr |
|-------------|------------|---------|------|--------|------------|-------------|-----------------|-----------------------|----------|----------|
| 00000009    | 10/28/1999 | 8:00 AM | V    | Y      | N          | Y           | L00001          | Rodriguez, Anna Lucia | Y        |          |

Company Location: KCBC00 Vancouver Branch

| Incident ID | Date       | Time    | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name  | Reported | Case Nbr |
|-------------|------------|---------|------|--------|------------|-------------|-----------------|--------------------|----------|----------|
| 00000011    | 06/15/2000 | 8:15 AM | I    | Y      | N          | Y           | KC0005          | Moore, Catherine J | Y        |          |

Company Location: KFPA01 Paris

| Incident ID | Date       | Time    | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name | Reported | Case Nbr |
|-------------|------------|---------|------|--------|------------|-------------|-----------------|-------------------|----------|----------|
| 00000016    | 10/21/1998 | 6:00 PM | V    | Y      | N          | Y           | KF0018          | Chabot, Yves      | Y        |          |

Company Location: KG01 Reading - England

| Incident ID | Date       | Time    | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name | Reported | Case Nbr |
|-------------|------------|---------|------|--------|------------|-------------|-----------------|-------------------|----------|----------|
| 00000014    | 11/19/1999 | 8:30 AM | V    | Y      | N          | Y           | KG0003          | Jackson, Ritu     | Y        |          |

| Incident ID | Date       | Time    | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name | Reported | Case Nbr |
|-------------|------------|---------|------|--------|------------|-------------|-----------------|-------------------|----------|----------|
| 00000013    | 06/15/1995 | 2:23 PM | V    | Y      | N          | Y           | KG0001          | Tendulkar, Indira | Y        |          |

Company Location: KG03 Cardiff - Wales

| Incident ID | Date | Time | Type | Injury | Recurrence | Co Property | Empl/NonEmpl ID | Empl/NonEmpl Name | Reported | Case Nbr |
|-------------|------|------|------|--------|------------|-------------|-----------------|-------------------|----------|----------|
|-------------|------|------|------|--------|------------|-------------|-----------------|-------------------|----------|----------|



**PeopleSoft  
Claim Summary**

Report Period 8/1/1980 - 8/1/2000

| Claim ID | Status | Open Dt   | Close Dt | Emplid/NonEmplid | Name              | Incident ID | Charge Type                 | Amt    |
|----------|--------|-----------|----------|------------------|-------------------|-------------|-----------------------------|--------|
| 00093999 | P      | 6/12/2000 |          | KU0006           | Erickson,Arthur   | 00000010    | MD                          | 215.00 |
|          |        |           |          |                  |                   |             | <b>Charge Type Subtotal</b> | 215.00 |
|          |        |           |          |                  |                   |             | <b>Claim Total</b>          | 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 |
|          |        |           |          |                  |                   |             | <b>Charge Type Subtotal</b> | 350.00 |
|          |        |           |          |                  |                   |             | <b>Claim Total</b>          | 350.00 |
|          |        |           |          |                  |                   |             | <b>Grand Total</b>          | 565.00 |

| Incident ID | Type                      | Date      | Location               | Emplid | Name             | Inj/Illness |
|-------------|---------------------------|-----------|------------------------|--------|------------------|-------------|
| 00000013    | Vehicle/Equipment Acciden | 6/15/1995 | KG01 Reading - England | KG0001 | Tendulkar,Indira | Injury      |

| Incident ID | Type   | Date      | Location             | Emplid | Name   | Inj/Illness |
|-------------|--------|-----------|----------------------|--------|--------|-------------|
| 00000015    | Injury | 8/14/1997 | KG03 Cardiff - Wales | KG0007 | Yu,Wai | Injury      |

| Incident ID | Type                      | Date       | Location     | Emplid | Name        | Inj/Illness |
|-------------|---------------------------|------------|--------------|--------|-------------|-------------|
| 00000016    | Vehicle/Equipment Acciden | 10/21/1998 | KFPA01 Paris | KF0018 | Chabot,Yves | Injury      |

| Incident ID | Type                      | Date       | Location | Emplid | Name                 | Inj/Illness |
|-------------|---------------------------|------------|----------|--------|----------------------|-------------|
| 00000009    | Vehicle/Equipment Acciden | 10/28/1999 |          | L00001 | Rodriquez,Anna Lucia | Injury      |

| Incident ID | Type                      | Date       | Location               | Emplid | Name         | Inj/Illness |
|-------------|---------------------------|------------|------------------------|--------|--------------|-------------|
| 00000014    | Vehicle/Equipment Acciden | 11/19/1999 | KG01 Reading - England | KG0003 | Jackson,Ritu | Injury      |

| Incident ID | Type     | Date      | Location | Emplid | Name           | Inj/Illness |
|-------------|----------|-----------|----------|--------|----------------|-------------|
| 00000010    | Incident | 6/12/2000 |          | KU0010 | Santos,Antonio | Injury      |

| Incident ID | Type | Date | Location | Emplid | Name | Inj/Illness |
|-------------|------|------|----------|--------|------|-------------|
|-------------|------|------|----------|--------|------|-------------|

**Report Period:** 08/01/ 1980 - 08/01/2000

**Incident Nbr: 00000009**

| Emplid | Name                 | Type   | Lost Workdays | Restricted Workdays |
|--------|----------------------|--------|---------------|---------------------|
| L00001 | Rodriquez,Anna Lucia | Injury | 1             | 0                   |

**Total Incident Lost Days: 1**  
**Total Incident Restricted Days: 0**

**Incident Nbr: 00000010**

| Emplid | Name           | Type   | Lost Workdays | Restricted Workdays |
|--------|----------------|--------|---------------|---------------------|
| KU0010 | Santos,Antonio | Injury | 0             | 0                   |

**Total Incident Lost Days: 0**  
**Total Incident Restricted Days: 0**

**Incident Nbr: 00000011**

| Emplid | Name              | Type   | Lost Workdays | Restricted Workdays |
|--------|-------------------|--------|---------------|---------------------|
| KC0005 | Moore,Catherine J | Injury | 0             | 0                   |

**Total Incident Lost Days: 0**  
**Total Incident Restricted Days: 0**

**Incident Nbr: 00000013**

| Emplid | Name             | Type   | Lost Workdays | Restricted Workdays |
|--------|------------------|--------|---------------|---------------------|
| KG0001 | Tendulkar,Indira | Injury | 0             | 0                   |

**Total Incident Lost Days: 0**  
**Total Incident Restricted Days: 0**

**Incident Nbr: 00000014**

| Emplid | Name         | Type   | Lost Workdays | Restricted Workdays |
|--------|--------------|--------|---------------|---------------------|
| KG0003 | Jackson,Ritu | Injury | 5             | 0                   |

**Total Incident Lost Days: 5**  
**Total Incident Restricted Days: 0**

**Incident Nbr: 00000015**

# PeopleSoft

## Incident Claim Detail

**INCIDENT INFORMATION**

|                        |          |                      |          |                    |            |
|------------------------|----------|----------------------|----------|--------------------|------------|
| <b>Incident Number</b> | 00000010 | <b>Incident Type</b> | Incident | <b>Incident Dt</b> | 06/12/2000 |
|------------------------|----------|----------------------|----------|--------------------|------------|

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**CLAIM INFORMATION**

|                 |          |                |            |                 |  |               |         |
|-----------------|----------|----------------|------------|-----------------|--|---------------|---------|
| <b>Claim ID</b> | 00093999 | <b>Open Dt</b> | 06/12/2000 | <b>Close Dt</b> |  | <b>Status</b> | Pending |
|-----------------|----------|----------------|------------|-----------------|--|---------------|---------|

**Employee:** KU0006

**PROVIDER INFORMATION**

|                        |   |                    |                            |                           |       |                      |                |
|------------------------|---|--------------------|----------------------------|---------------------------|-------|----------------------|----------------|
| <b>Company Contact</b> | KU0007  | <b>Provider</b>    | Central Health             | <b>Provider Claim Nbr</b> | 22345 | <b>Claim Manager</b> | Dawson,Chemine |
| <b>Assessment Dt</b>   | 06/12/2000                                    | <b>Disposition</b> | Not fit to return at prese |                           |       |                      |                |
| <b>Comments</b>        | Employee needs a couple of days to recuperate |                    |                            |                           |       |                      |                |

| Charge Type                  | Charge Dt  | Amount          |
|------------------------------|------------|-----------------|
| Medical Costs                | 06/12/2000 | \$215.00        |
| <b>Charge Type Subtotal:</b> |            | <b>\$215.00</b> |
| <b>Claim Total:</b>          |            | <b>\$215.00</b> |
| <b>Incident Grand Total:</b> |            | <b>\$215.00</b> |

Vehicle/Equipment Incident Summary

Report Period 08/01/1980 - 08/01/2000

**Incident** 00000016      **Date** 10/21/1998  
**Road Cond** W              **Weather** RA

| ID         | Description | Make | Model  | Year | License | Est Amt     | Act Amt     |
|------------|-------------|------|--------|------|---------|-------------|-------------|
| KC00000001 | Ford Taurus | Ford | Taurus | 0    |         | 3,000.00.00 | 2,000.00.00 |

| Emplid/NonEmpl ID | Name         | Role |
|-------------------|--------------|------|
| KU0004            | Grafton, Ken | P    |

Report ID: PER002CH  
As Of Date: 10/04/2001

INCIDENT 00000017

**Company Information**

Company Business Institute  
Address Seestrasse 1, Zürich, Switzerland  
Telephone 908-3535  
Insurance Nbr. 2568497215113

**Employee Injured**

Employee ID KW0001  
Name van Wezel, Mercedes Miss  
Address Industriestrasse, 100, Volketswil, Switzerland  
Birthdate 16/06/1945  
AVS/AHV 12345678113  
Citizenship Status  
Civil Status Single

**Employee Data at Incident Date**

Hire Date 06/12/1998  
Rehire Date

Business Unit CHE01 Switzerland Business Unit  
Department 10200 Headquarters  
Location KW01 Zürich Operations  
Job Code KW0001 Country Manager

**Compensation**

| Rate Code      | Seq | Descr     | Rate Type | Comp Rate     | Percent | Currency | Frequency |
|----------------|-----|-----------|-----------|---------------|---------|----------|-----------|
| KW0005         | 0   | E. Salary | Flat Amt  | 20,000.000000 |         | CHF      | Monthly   |
| Total Comprate |     | 20,000.00 | CHF       | Monthly       |         |          |           |

# Employee Career Plan

*Employee ID:* KU0015

*Name:* Espinosa,Carmichael

| <u>Plan Date</u> | <u>Evaluation Type</u> | <u>Career Move</u> | <u>Option No.</u> | <u>Job Description</u>       | <u>Setid</u> | <u>Department</u>   | <u>Readiness</u> |
|------------------|------------------------|--------------------|-------------------|------------------------------|--------------|---------------------|------------------|
| 06/07/2000       | Approved/Official      | 1st Move           | 1                 | Project Manager              | SHARE        | Lab Facility        | Ready Now        |
|                  | Approved/Official      | 1st Move           | 2                 | Business Development Analyst | SHARE        | Business Services   | 1 - 2 Yrs        |
|                  | Approved/Official      | 1st Move           | 3                 | Manager-HR Systems           | SHARE        | Information Systems | 1 - 2 Yrs        |
|                  | Approved/Official      | 2nd Move           | 1                 | Director-IT                  | SHARE        | Information Systems | 3 - 5 Yrs        |

# Employee Career Training Plan

*Employee ID:* KU0015  
*Name:* Espinosa,Carmichael

| <u>Career Plan Date</u> | <u>Course Title</u>            | <u>Sequence</u> | <u>School</u> | <u>Reason</u> | <u>Est Completion</u> | <u>Act Completion</u> |
|-------------------------|--------------------------------|-----------------|---------------|---------------|-----------------------|-----------------------|
| 06/07/2000              | Leadership Skills for Managers | 1               |               | Job Reqmt     |                       |                       |
|                         | Project Management             | 2               |               | Job Reqmt     |                       |                       |
|                         | Conducting Performance Reviews | 3               |               | Job Reqmt     |                       |                       |



**INTERNAL RESUME**  
Generated 11/21/2002

**Craig R Davies**  
2580 Anderson Road SW  
Calgary AB T2W2Z9  
CAN

Birth Date: 10/22/1962  
Original Hire Date: 03/16/1980  
National Id: [REDACTED]

Page No. 1

**JOB HISTORY**

|            |            |   |
|------------|------------|---|
| 06/01/1996 | PRESENT    | Analyst-Systems<br>Human Resources<br>Salary Grade: 004     |
| 03/16/1980 | 06/01/1996 | Analyst-Systems<br>Information Systems<br>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 |

**INTERNAL RESUME**  
Generated 11/21/2002

**Craig R Davies**  
2580 Anderson Road SW  
Calgary AB T2W2Z9  
CAN

Birth Date: 10/22/1962  
Original Hire Date: 03/16/1980  
National Id: [REDACTED]

Page No. 2

**HONORS AND AWARDS**

11/04/1991      Research & Publications Grant      Grantor:

PeopleSoft  
EMPLOYEES WITH MISSING DOCUMENTS

Report ID: HEP001

Page No. 1  
Run Date 11/07/2002  
Run Time 14:38:16

Group ID: H0GRP1                      As Of Date: 11/07/2002  
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     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Calson, Edward    | H0RPT107    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Davidson, Harold  | H0RPT115    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Davidson, Philip  | H0RPT103    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Dodds, Thomas     | H0RPT114    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Franklin, Derek   | H0RPT121    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Gallagher, Robert | H0RPT119    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Hall, Carl        | H0RPT101    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Heller, Ryan      | H0RPT122    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Lotts, Willilam   | H0RPT109    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Mason, Brian      | H0RPT112    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Mathers, Bruce    | H0RPT111    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Mayer, Mark       | H0RPT110    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Nathanson, Daniel | H0RPT117    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Peters, Bill      | H0RPT113    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Roseman, Derrick  | H0RPT116    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Smith, Michael    | H0RPT120    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Stetson, Samuel   | H0RPT104    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |
| Thompson, Steven  | H0RPT118    | 0    | HX1     | HXBUI     | H0PM4 | Accounting        | H0PM11   |          |        |       |

Total with missing documents    19  
Total in group:                      19

End of Report

PeopleSoft  
EMPLOYEES WITH LATE DOCUMENTS

Page No. 1  
Run Date 11/07/2002  
Run Time 15:05:02

Report ID: HEP002

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

PeopleSoft  
Employee Total Compensation Report

As of Date: 31-DEC-2000

Lewis, Douglas  
3569 Malta Ave  
Newark NJ 07112  
USA

|                           |             | Employee Amount | Employer Amount      |
|---------------------------|-------------|-----------------|----------------------|
| TOTALCOMP                 |             |                 |                      |
|                           | BENEFITS    |                 |                      |
|                           | K003        |                 |                      |
|                           | <b>K013</b> |                 | 132.00               |
|                           | K008        |                 |                      |
|                           | <b>K017</b> |                 | 216.00               |
|                           | K027        |                 |                      |
|                           | <b>K050</b> |                 | 12,999.96            |
|                           | K034        |                 |                      |
|                           | <b>K061</b> |                 | 78.00                |
| TOTALCOMP                 |             |                 |                      |
|                           | BENEFITS    |                 |                      |
|                           | K003        |                 |                      |
|                           | <b>K013</b> |                 |                      |
|                           | K008        |                 |                      |
|                           | <b>K017</b> |                 |                      |
|                           | K027        |                 |                      |
|                           | <b>K050</b> |                 |                      |
|                           | K034        |                 |                      |
|                           | <b>K061</b> |                 |                      |
| <b>Total Compensation</b> |             | <b>0.00 USD</b> | <b>13,425.96 USD</b> |

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             |
|                                     | 31-DEC-2000 |                 | 5,280.00              |
| K023                                |             |                 |                       |
| K034                                | 31-DEC-2000 |                 | 9,900.00              |
|                                     | 31-DEC-2000 |                 | 21,588.00             |
| K027                                |             |                 |                       |
| K050                                | 31-DEC-2000 |                 | 89,520.84             |
| K029                                |             |                 |                       |
| K053                                | 31-DEC-2000 |                 | 1,157.16              |
| K034                                |             |                 |                       |
| K061                                | 31-DEC-2000 |                 | 2,886.00              |
| <b>Total Compensation for KU008</b> |             | <b>0.00 USD</b> | <b>151,116.00 USD</b> |

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  | <b>K013</b> | Basic Life ER Cost                      | 31-DEC-2000 |                      | 132.00               |
|   | <b>K015</b> | Benefit Program Credit                  | 31-DEC-2000 |                      | 4,899.96             |
|   | <b>K017</b> | Dental Credit                           | 31-DEC-2000 |                      | 216.00               |
|   | <b>K037</b> | Leave Plan                              | 31-DEC-2000 | 12,000.00            |                      |
|   | <b>K038</b> | Leave plan -- Vacation                  | 31-DEC-2000 | 21,000.00            |                      |
|   | <b>K048</b> | Savings Plan EE Before Tax Contribution | 31-DEC-2000 | 12,999.96            |                      |
|   | <b>K050</b> | Savings Plan ER Before Tax Matching     | 31-DEC-2000 |                      | 12,999.96            |
|   | <b>K060</b> | Vision EE Cost                          | 31-DEC-2000 | 129.96               |                      |
|   | <b>K061</b> | Vision ER Cost                          | 31-DEC-2000 |                      | 78.00                |
| <b>Total Compensation for</b> Lewis,Douglas : |             |   |             | <b>46,129.92 USD</b> | <b>18,325.92 USD</b> |

PeopleSoft  
 ACADEMIC TEACHING SURVEY TABLE VERIFICATION REPORT  
 From 1998 - 1999

Full-Time Staff Salaries - Including Admin Posts and Medical/Dental

| Rank                      | Female<br>Count | Female<br>Average Salary | Male<br>Count | Male<br>Average Salary | Total<br>Count | Total<br>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               |



Report ID: PER045

Faculty Member: Joe Fetber TF001  
Tenure/Home Department: TF102 TF Human Resources  
Tenure Status:  
Academic Rank:  
Annual Rate: 62400

ACTIVITIES  
Activity Type: , Test Activity - Original From: 02/02/1990 Thru: 02/02/1991  
Sponsored By: Compensated?Y Internal  
Organization: Activity Organization  
Notes: Activity Comments

ADMINISTRATIVE POSTS/APPOINTMENTS/TITLES  
Type: Medical Lectures Academic Responsibility  
Description: TF001 Lectures to Doctors  
Begin Date: 02/02/1990 End Date: 01/01/1996 Revised End Date: Reason:  
Department/Organization: TF2100 TF College of Liberal Arts  
Notes: Admin Post Comments  
Type: Medical Lectures Academic Responsibility  
Description: TF001 Lectures to Doctors 2  
Begin Date: 02/02/1996 End Date: 01/01/1997 Revised End Date: Reason:  
Department/Organization: TF2100 TF College of Liberal Arts  
Notes: TF001 Reappointed for 1 year.

COMMITTEE INVOLVEMENT  
Committee: Research & Development Effective Date: 01/01/1980  
Role: Member of Committee Start Date: 01/01/1991 End Date: 01/01/1992

PROFESSIONAL EDUCATION & TRAINING  
Degree: PHS Terminal: N Date Acquired: 01/01/1989 Graduated: Y  
Major: Electrical Engineering School: Cornell University USA NY

HONORS & AWARDS  
Honor/Award: Honorary Doctorate Degree Grantor: Cornell Univ. Issue Date: 01/01/1989 End Date:

LICENSES & CERTIFICATES  
License/Certification: Cardio Pulmonary Resuscitation Nbr: CPRTF001 Issue Date: 02/02/1997  
Issued By: Hospital Expires: 02/02/2001 Verified: Y Renewal in Progress? N Location: USA NY  
License/Certification: Emergency Medicine Technology Nbr: HETTF001 Issue Date: 03/03/1995  
Issued By: Hospital Expires: 12/12/1998 Verified: Y Renewal in Progress? Y Location: USA NY

MEMBERSHIPS  
Membership: Registered Nurses Association Membership Date: 05/05/1993  
Mandate: RESEARCH Mandate Position: LECTURES Mandate Begin: 08/08/1993 Mandate End: 12/31/2003

PRESENTATIONS  
Presentation: Lecture Date: 03/05/1995 Location: Orlando,Florida  
Title: Medical Myths Purpose: World Medical Conference  
Notes:  
Presentation: Speech Date: 02/10/1996 Location: Vancouver, BC  
Title: RNs, where are you? Purpose: ORN Conference  
Notes:

PUBLICATIONS  
Publication #: 1 Type: Article Author Type: Author  
Title: The work that never gets done Name: HR Reporter  
Publisher: MPL Comm.  
Date: 06/15/1998 Volume: 11 Issue: No. 12 Page(s): 1  
Notes: 200 words.  
Publication #: 2 Type: Book Author Type: Co-Author  
Title: Boost your business in any economy Name:  
Publisher: Newport Publishing  
Date: 1993 Volume: Issue: Page(s): 144  
Notes: ISBN1-895972-00

SPECIAL PROJECTS  
, 11/30/1997 Dept/Org: TF Human Resources Classified Information  
Notes: Genetic Research - Why NOT to do it.

STUDENT ADVISING  
Student Name: Doug Douglas Level: Master's Thesis  
From: 01/01/1997 Thru: 09/01/1997  
Project:  
Project Due: 09/01/1997  
Notes:

Report ID: PER045

Faculty Member: Joe Fetber TF001  
Tenure/Home Department: TF102 TF Human Resources  
Tenure Status:  
Academic Rank:  
Annual Rate: 62400

Student Name: Mary Maloney Level: Master's Thesis  
From: 01/01/1997 Thru: 09/01/1997  
Project:  
Project Due: 09/01/1997  
Notes:  
Student Name: Sara Walsh Level: PhD Dissertation  
From: 10/01/1996 Thru: 02/01/1998  
Project:  
Project Due: 02/01/1998  
Notes: Sara's PHD project.

TEACHING RESPONSIBILITIES

Course: TF001Teach TF001 Teaching Course  
Course Type: Independent Study Units: 1 Term: 2 Team? N Percent: 100.00  
Number of Enrolled: Type: Part-Time Students  
Number of Enrolled: 8 Type: Under Graduates

Report ID: PER046

Faculty Member: Joe Fetber TF001  
Tenure/Home Department: TF102 TF Human Resources  
Tenure Status:  
Academic Rank:  
Annual Rate: 62,400.00

CASE REVIEW DETAILS

Case: T001C1 Type: Title Status: Disapprove

Proposal

Tenure: Not on Trk Rank:  
Title: Doctor FTE: 1.00 Annual Rate: 62,400.00 Begin Date: 1990-01-01  
Outside Offer? N Offer Description:  
Is the Case Portfolio Forwarded to the Reviewing Department? N  
Notes/Portfolio Description: Trying this out.

CASE REVIEW PATH DETAILS

Review Step: 2 Current Review Department: TF102 TF Human Resources  
Current Reviewer(s): James Webster  
Case Received Date: 1991-06-02 Recommendation Date: 1991-06-02 Case Forwarded Date: 1991-06-02  
Department: TF102 TF Human Resources  
Final Action? Y Next Case Review Date: 1993-12-15 Next Case Type TEN

Review Step: 1 Current Review Department: TF102 TF Human Resources  
Current Reviewer(s): James Webster  
Case Received Date: 1991-01-02 Recommendation Date: 1991-01-02 Case Forwarded Date: 1991-01-02  
Department: TF102 TF Human Resources

| Tenure Group               | Tenure Status       | Faculty Member | Academic Rank | Home Dept          | Tenure Start Date | Mand. Review Date |
|----------------------------|---------------------|----------------|---------------|--------------------|-------------------|-------------------|
| Faculty Tenure Calc. Group | Non Tenure On Track | Fetber,Joe     | Doctor        | TF Human Resources | 1994-01-01        | 1998-08-01        |
|                            |                     | Fetper,Ann     | Professor     | TF Philosophy Dept | 1993-01-01        | 1998-08-01        |
|                            |                     | Fetston,Judy   | Professor     | TF Dept of Math    | 1994-08-01        | 1998-08-01        |

PeopleSoft  
Employee Tenure Calculation Report

Report ID: PER050

Page No. 1  
Run Date 08/29/2000  
Run Time 14:21:01

Reporting Service Group: FAC (Faculty Tenure Calc. Group)

| Dept. ID | EmplID               | Employee Name | Rcd# | Period<br>Begin Date | Period<br>End Date | Breaks<br>In Prd | Service<br>W/O Brks | Amt In<br>Breaks | Service<br>W/ Brks | Accum.<br>W/ Brks | Adjust<br>Amount | Act/Rsn |
|----------|----------------------|---------------|------|----------------------|--------------------|------------------|---------------------|------------------|--------------------|-------------------|------------------|---------|
| TF2002   | TF Dept of Math      |               |      |                      |                    |                  |                     |                  |                    |                   |                  |         |
|          | TF006                | Fetston, Judy |      | 1996-01-01           | 1996-05-31         | 0.000            | 0.500               | 0.000            | 0.500              | 2.500             | 0.000            | HIR     |
|          |                      |               |      | 1995-08-01           | 1995-12-31         | 0.000            | 0.500               | 0.000            | 0.500              | 2.000             | 0.000            | HIR     |
|          |                      |               |      | 1995-01-01           | 1995-05-31         | 0.000            | 0.500               | 0.000            | 0.500              | 1.500             | 0.000            | HIR     |
|          |                      |               |      | 1994-08-01           | 1994-12-31         | 0.000            | 0.500               | 0.000            | 0.500              | 1.000             | 0.000            | HIR     |
|          |                      |               |      | 1994-07-31           | 1994-07-31         | 0.000            | 0.500               | 0.000            | 0.500              | 0.500             | 0.000            | BFW     |
| TF201    | TF Dept of Anthropol |               |      |                      |                    |                  |                     |                  |                    |                   |                  |         |
|          | TF001                | Fetber, Joe   |      | 1996-01-01           | 1996-05-31         | 0.000            | 0.500               | 0.000            | 0.500              | 3.500             | 0.000            | HIR     |
|          |                      |               |      | 1995-08-01           | 1995-12-31         | 0.000            | 0.500               | 0.000            | 0.500              | 3.000             | 0.000            | HIR     |
|          |                      |               |      | 1995-01-01           | 1995-05-31         | 0.000            | 0.500               | 0.000            | 0.500              | 2.500             | 0.000            | HIR     |
|          |                      |               |      | 1994-08-01           | 1994-12-31         | 0.000            | 0.500               | 0.000            | 0.500              | 2.000             | 0.000            | HIR     |
|          |                      |               |      | 1994-01-01           | 1994-05-31         | 0.000            | 0.500               | 0.000            | 0.500              | 1.500             | 0.000            | HIR     |
|          |                      |               |      | 1993-12-31           | 1993-12-31         | 0.000            | 1.000               | 0.000            | 1.000              | 1.000             | 0.000            | BFW     |
| TF2113   | TF Philosophy Dept   |               |      |                      |                    |                  |                     |                  |                    |                   |                  |         |
|          | TFAC01               | Fetper, Ann   |      | 1996-01-01           | 1996-05-31         | 0.000            | 0.206               | 0.675            | 0.206              | 1.444             | 0.000            | RFL RFL |
|          |                      |               |      | 1995-08-01           | 1995-12-31         | 0.000            | 0.206               | 0.675            | 0.206              | 1.238             | 0.000            | RFL RFL |
|          |                      |               |      | 1995-01-01           | 1995-05-31         | 0.000            | 0.206               | 0.675            | 0.206              | 1.031             | 0.000            | RFL RFL |
|          |                      |               |      | 1994-08-01           | 1994-12-31         | 0.375            | 0.000               | 0.675            | 0.000              | 0.825             | 0.000            | LOA EDU |
|          |                      |               |      | 1994-01-01           | 1994-05-31         | 0.300            | 0.075               | 0.300            | 0.075              | 0.825             | 0.000            | LOA EDU |
|          |                      |               |      | 1993-08-01           | 1993-12-31         | 0.000            | 0.375               | 0.000            | 0.375              | 0.750             | 0.000            | HIR     |
|          |                      |               |      | 1993-01-01           | 1993-05-31         | 0.000            | 0.375               | 0.000            | 0.375              | 0.375             | 0.000            | HIR     |

End of Report

Report ID: PER051

Reporting Service Group: FAC (Faculty Tenure Calc. Group) and Service Type: Tenure Service

| Home Dept | Name                 | EmplID   | Employee Name | Start Date | Tenure Status | Reqd Svc | Ext. Svc | Prior Svc | Accr Svc | Yrs To Accrued | Processed Thru |
|-----------|----------------------|----------|---------------|------------|---------------|----------|----------|-----------|----------|----------------|----------------|
| TF102     | TF Human Resources   | TF001    | Fetber,Joe    | 1994-01-01 | NTK           | 7.000    | 0.500    | 1.000     | 4.100    | 2.400          | 1998-05-31     |
| TF2002    | TF Dept of Math      | TF006    | Fetston,Judy  | 1994-08-01 | NTK           | 7.000    | 0.000    | 0.500     | 4.000    | 2.500          | 1998-05-31     |
| TF2100    | TF College of Libera | TFPEDS65 | Fetpin,Ned    | 1997-01-01 | NOT           | 0.000    | 0.000    | 0.000     | 0.000    | 0.000          |                |
| TF2113    | TF Philosophy Dept   | TFAC01   | Fetper,Ann    | 1993-01-01 | NTK           | 7.000    | 0.000    | 0.000     | 2.269    | 4.731          | 1998-05-31     |

End of Report

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: UNION (Union Seniority)

| Dept. ID | Dept. Name           | EmplID | Employee Name | Service Date | Accrued Service | In Years | In Months | In Days | Start Up Credit | Last Processed |
|----------|----------------------|--------|---------------|--------------|-----------------|----------|-----------|---------|-----------------|----------------|
| T1000    | University Administr | T1111  | Webster,Jimmy | 1996-01-01   | 1.00            | 0        | 0         | 0       | 1.00            |                |
| TF102    | TF Human Resources   | TF101  | Feton,Grace   | 1990-01-01   | 1.00            | 0        | 0         | 0       | 1.00            |                |
| TF201    | TF Dept of Anthropol | TF101  | Feton,Grace   | 1990-01-01   | 1.00            | 0        | 0         | 0       | 1.00            |                |

End of Report

Report ID: PER049

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: CONTSRV (Continuous Service)

| Dept. ID | EmplID | Employee Name        | Rcd# | Period<br>Begin Date | Period<br>End Date | Breaks<br>In Prd | Service<br>W/O Brks | Amt In<br>Breaks | Service<br>W/ Brks | Accum.<br>W/ Brks | Adjust<br>Amount | Act/Rsn |
|----------|--------|----------------------|------|----------------------|--------------------|------------------|---------------------|------------------|--------------------|-------------------|------------------|---------|
| T1000    |        | University Administr |      |                      |                    |                  |                     |                  |                    |                   |                  |         |
|          | T1111  | Webster, Jimmy       | 0    | 1997-07-01           | 1997-12-31         | 0.0              | 0.5                 | 0.0              | 0.5                | 2.0               | 0.0              | HIR     |
|          |        |                      | 0    | 1997-01-01           | 1997-06-30         | 0.0              | 0.5                 | 0.0              | 0.5                | 1.5               | 0.0              | HIR     |
|          |        |                      | 0    | 1996-07-01           | 1996-12-31         | 0.0              | 0.5                 | 0.0              | 0.5                | 1.0               | 0.0              | HIR     |
|          |        |                      | 0    | 1996-01-01           | 1996-06-30         | 0.0              | 0.5                 | 0.0              | 0.5                | 0.5               | 0.0              | HIR     |



Report ID: PER049

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: UNION (Union Seniority)

| Dept. ID | EmplID | Employee Name        | Rcd# | Period<br>Begin Date | Period<br>End Date | Breaks<br>In Prd | Service<br>W/O Brks | Amt In<br>Breaks | Service<br>W/ Brks | Accum.<br>W/ Brks | Adjust<br>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  
Employees on Assignment

Page No. 1  
Run Date: 9/1/2000  
Run Time: 5:53:43 PM

Report ID: PER717  
As Of Date: 08/30/2000

| <u>Emplid</u> | <u>Name</u>  | <u>Host Contact ID</u> | <u>Begin Date</u> | <u>End Date</u> |
|---------------|--------------|------------------------|-------------------|-----------------|
| KU0032        | Summer,Alice | KE0002                 | 3/1/2000          | 3/1/2002        |