

PeopleSoft®

PeopleSoft 8.8
Application Fundamentals for
HRMS Reports

December 2002

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Application Fundamentals for HRMS Reports
SKU HRMS88HAF-R 1202

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Printed in the United States.

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About This PeopleBook

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

This preface discusses:

- Related documentation.
- Comments and suggestions.

Related Documentation

This section discusses how to:

- Obtain documentation updates.
- Order printed documentation.

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You can find updates and additional documentation for this release, as well as previous releases, on the PeopleSoft Customer Connection Website. Through the Documentation section of PeopleSoft Customer Connection, you can download files to add to your PeopleBook Library. You'll find a variety of useful and timely materials, including updates to the full PeopleSoft documentation that is delivered on your PeopleBooks CD-ROM.

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See Also

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

Or send email comments to doc@peoplesoft.com.

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

CHAPTER 1

PeopleSoft Application Fundamentals for HRMS Reports

PeopleSoft Human Resources supplies a group of standard reports to help you review the entries in the various tables you use to set up controls for your Human Resources system, including departments, companies, locations, and job codes. For international purposes, you can review the currency codes and exchange rates to see if you need to update the data.

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

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

Basic PeopleSoft HRMS Reports: A to Z

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

Basic HRMS Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FGPER802 Geographic Location Table report	Produces a detailing of the Geographic Location Table.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Geographic Location Table	PRCSRUNCNTL
FGPER803 Agency report	Prints all agencies in the Agency Table and default information, including name and address, agency code, and effective date.	Set Up HRMS, Foundation Tables, Organization, Agency USF	PRCSRUNCNTL
FGPER804 Sub-Agency Table report	Prints all sub-agencies in the Sub-Agency Table and their associated agencies.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Sub-Agency Table	PRCSRUNCNTL
FGPER805 Personnel Office ID Table report	Prints information about all Personnel Offices in your agency.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Personnel Office ID Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FGPER807 Locality Pay Area Table report	Prints information for every Locality Pay Area.	Set Up HRMS, Product Related, Compensation, Locality Pay Area Rpt USF	PRCSRUNCNTL
FGPER808 LEO Pay Area Table report	Lists each LEO Special Pay Area and associated percentage.	Set Up HRMS, Product Related, Compensation, LEO Pay Area Rpt USF	PRCSRUNCNTL
FGPER811 Handicap Table report	Prints all disabilities and their associated codes.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Handicap Table	PRCSRUNCNTL
FGPER812 Legal Authority Table report	Prints the information about the legal authorities you set up in the Legal Authority table.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Legal Authority Table	PRCSRUNCNTL
FGPER813 Nature of Action Table report	Generates a detailing of the Nature of Action Table.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Nature of Action Table	PRCSRUNCNTL
FGPER814 NOA Authority 1 report	Generates a detailing of the Nature of Action/Authority 1 Table.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, NOA / Authority 1	PRCSRUNCNTL
FGPER816 Priority Placement Table report	Generates a detailing of the Priority Placement Table.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Priority Placement Table	PRCSRUNCNTL
FGPER817 Work Location Table report	Prints a detailing of the Work Location Table.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Work Location Table	PRCSRUNCNTL
FGPER823 USF Job Code Table report	Prints a list of all job codes and the date on which they become effective.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports USF, Job Code Table	PRCSRUNCNTL
GBP001 Group Member Overlapping	Shows when members belong to more than one group.	Set Up HRMS, Common Definitions, Group Build, Group Overlapping	RUNCTL_GBP001
GBP002 Group Membership report	Lists all the members in a particular group.	Set Up HRMS, Common Definitions, Group Build, Group Membership	RUNCTL_GBP002
PAY701 Bank/Branch	Lists banks/branches entered in the Bank/Branch table.	Set Up HRMS, Common Definitions, Banking, Bank/Branch Report	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PAY710 Account Code Report	Lists account codes set up in the Account Code Table.	Set Up HRMS, Common Definitions, Payroll, Account Code Report	PRCSRUNCNTL
PAY711 Pay Group report	Prints each pay group and its effective date along with the processing characteristics that apply to that group.	Set Up HRMS, Product Related, Payroll Interface, Reports, Pay Group Table	PRCSRUNCNTL
PAY717 Earnings Program Table	Prints a detailing of your pay plan definitions.	Set Up HRMS, Product Related, Payroll Interface, Reports, Earnings Program	PRCSRUNCNTL
PER701 Department Table report	Lists all departments by Department ID.	Set Up HRMS, Foundation Tables, Organization, Department Table Report	PRCSRUNCNTL
PER702 Installation Table report	Lists default values for field defaults, such as company code, minimum/maximum standard hours, and Social Security number.	Set Up HRMS, Install, Installation Table Report	PRCSRUNCNTL
PER705 Location Table report	Lists each physical location by Location Code. Because you can define locations by effective date, the report program prints all locations (past, present, and future).	Set Up HRMS, Foundation Tables, Organization, Location Table Report	PRCSRUNCNTL
PER707 Company Table report	Prints all companies in the Company Table and default information, including name and address, company code, and effective date. The report PAY702 prints the General Ledger information you enter in the Company Table.	Set Up HRMS, Foundation Tables, Organization, Company Table Report	PRCSRUNCNTL
PER708 Country Table report	Prints a list all countries –character codes.	Set Up HRMS, Install, Country Table Report	PRCSRUNCNTL
PER709A US Job Code Table report	Prints a list of all job codes and the date on which they become effective. It also lists all Job Code page information for U.S.-based companies.	Set Up HRMS, Product Related, Workforce Administration, Jobcode Rpt USA	PRCSRUNCNTL
PER709B Can Job Code Table report	Prints a list of all job codes and the date on which they become effective. It also lists all Job Code page information for Canada-based companies.	Set Up HRMS, Product Related, Workforce Administration, Jobcode Table Report CAN	PRCSRUNCNTL
PER709C Job Code Table report	Prints a list of all job codes and the date on which they become effective.	Set Up HRMS, Foundation Tables, Job Attributes, Job Code Table	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER711 Standard Letter Table report	The Standard Letter Table report lists the codes in your Standard Letter Table.	Set Up HRMS, Common Definitions, Standard Letter Report	PRCSRUNCNTL
PER713 Currency Code Table report	Prints information about each currency.	Set Up HRMS, Foundation Tables, Currency and Market Rates, Currency Code Table	PRCSRUNCNTL
PER714 Currency Rate Table report	Prints information about exchange rates.	Set Up HRMS, Foundation Tables, Currency and Market Rates, Currency Rate Report	PRCSRUNCNTL

Administer Compensation Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP013 Update Seniority Pay Reporting	Lists employees and all their seniority changes. Run this report after you've run the Update Seniority Pay process (HR_CMP013) and before you run the Upd Seniority Pay – Load Data process (HR_CMP013_CI) to load the changes to Job.	Workforce Administration, Collective Processes, Seniority Processing, Update Seniority Pay	RUNCTL_SENPAY2
CMP014S Update Seniority Eligibility Reporting	Lists employees and all their seniority changes. Run this report after you've run the Update Seniority Eligibility process (HR_CMP014) and before you run the Upd Seniority Elig – Load Data process (HR_CMP014_CI) to load the changes to Job.	Workforce Administration, Collective Processes, Seniority Processing, Update Seniority Eligibility	RUNCTL_SENPAY
CMP015 Refresh Employee Compensation	Reports on all the changes performed by the General Compensation Update Process. Run this report after you've run the General Compensation Update process (HR_CMP015).	Workforce Administration, Collective Processes, Refresh Compensation	RUNCTL_CMP015
CMP016 Defaulting Rules Eligibility	Lists the employees eligible for the selected defaulting rules as of selected date.	Set Up HRMS, Foundation Tables, Compensation Rules, Defaulting Rules Eligibility Rpt	RUNCTL_CMP016

Administer Training Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FGSF182 (USF) SF182	Provides a standardized mechanism for generating SF182 reports to request, authorize, and detail estimates costs and billing as well as certify training programs for employees. (SQR)	Enterprise Learning, Training Reports, SF182	RUN_FGSF182A
MXSTP001 (Format) (MEX) DC-1 Training Mixed Committee Constitution	Provides details about the formation of a training mixed committee and the establishment associated with the mixed committee.	Enterprise Learning, Training Reports, STPS DC-1 Format MEX	RUNCTL_STP001
MXSTP002 MXSTP002 (Reverse)	See above.	Enterprise Learning, Training Reports, STPS DC-1 Format MEX	RUNCTL_STP001
MXSTP003 (Format) (MEX) DC-2 Training and Development Plans	Provides training and development plan information, including training objective priorities. Also provides the establishment associated with the mixed committee.	Enterprise Learning, Training Reports, STPS DC-2 Format MEX	RUNCTL_STP003
MXSTP004 MXSTP004 (Reverse)	See above.	Enterprise Learning, Training Reports, STPS DC-2 Format MEX	RUNCTL_STP003
MXSTP005 (MEX) DC-2B Training and Development Registration Application	Generates a Training and Development Registration Application report.	Enterprise Learning, Training Reports, STPS DC-2B Format MEX	RUNCTL_STP005
MXSTP006 (MEX) DC-3 Courses/Events Certificates	Creates a Courses/Events Certificate.	Enterprise Learning, Training Reports, STPS DC-3 Format MEX	RUNCTL_STP006
MXSTP007 (MEX) DC-4 Courses/Events Certificates List	Creates a Courses/Events Certificates list.	Enterprise Learning, Training Reports, MEX STPS DC-4 Format	RUNCTL_STP007
MXSTP008 (Format) (MEX) DC-5 Training and Development External Registration Application	Generates a Training and Development External Registration application and an instructor list.	Enterprise Learning, Training Reports, STPS DC-5 Format MEX	RUNCTL_STP008
MXSTP009 MXSTP009 (Reverse)	See above	Enterprise Learning, Training Reports, STPS DC-5 Format MEX	RUNCTL_STP008

Report ID and Report Name	Description	Navigation	Run Control Page
PER107GR (DEU) Int. Prof. Education Status (internal professional education status)	Details the current status of employees who are enrolled in an internal education training plan. Includes only employees who selected the Intern check box and didn't select <i>Graduated</i> on the Professional Education page. (Crystal)	Enterprise Learning, Training Reports, Int Prof Education Status DEU	PRCSRUNCNTL
PER703 Course Table	Lists available courses, including course descriptions, type codes, locations, durations, and schools. You can use it to track internal courses and courses offered by outside vendors. (Crystal)	Enterprise Learning, Course Reports, Courses	PRCSRUNCNTL
TRN001 Training Letters	Creates training letters. (SQR, Word for Windows)	Enterprise Learning, Student Enrollment, Create Training Letters	RUNCTL_TRN001
TRN002 Course Session Roster	Lists the course name, session number, session start date, and all students who are enrolled in a course. (Crystal)	Enterprise Learning, Course Reports, Course Session Roster	RUNCTL_TRN002
TRN003 Course Waiting List	Lists all students who are on the course or session wait list for a course. (Crystal)	Enterprise Learning, Course Reports, Course Waiting List	RUNCTL_TRN003
TRN004 Training Schedule	Lists all course sessions that are scheduled within a given period. (Crystal)	Enterprise Learning, Training Reports, Training Schedules	RUNCTL_TRN004
TRN005 Training Facility Schedule	Lists all course sessions scheduled at a training facility during a given period. All sessions are listed by course start date. (Crystal)	Enterprise Learning, Training Reports, Training Facility Schedules	RUNCTL_TRN005
TRN010 Active Scenario Summary	Summarizes approved training demands and budget information for a business unit. (SQR)	Enterprise Learning, Training Budget, Budget Reports, Active Scenario Summary	RUNCTL_TRN010
TRN011 Global Scenario Summary	Provides a summary of approved training demands and budget information for the department or business unit retrieving the information from the selected global scenario. (SQR)	Enterprise Learning, Training Budget, Budget Reports, Global Scenario Summary	RUNCTL_TRN011
TRN016 Target Course Certifications	Lists the license/certifications that students receive on successful completion of a course. (Crystal)	Enterprise Learning, Course Reports, Target Course Certifications	RUNCTL_TRN016

Report ID and Report Name	Description	Navigation	Run Control Page
TRN017 Course Rating	Details ratings for sessions of a course. (Crystal)	Enterprise Learning, Course Reports, Course Rating	RUNCTL_TRN017
TRN018 Course Attendance Status	Lists the attendance status of the students in a course. (SQR)	Enterprise Learning, Course Reports, Attendance Status	RUNCTL_TRN018
TRN019 Course Rating Templates	Serves as the evaluation template to be completed by students enrolled in a course session. (Crystal)	Enterprise Learning, Course Reports, Course Rating Templates	RUNCTL_TRN019
TRN020 Student Training History	Lists the courses and sessions completed by a student. (Crystal)	Enterprise Learning, Training Reports, Student Training History	RUNCTL_TRN020
TRN021 Training Program	Lists the training program for an employee. (SQR)	Enterprise Learning, Training Reports, Training Programs, Course Attend. School Program	RUNCTL_TRN021
TRN022 Statistics of EEs Enrolled (statistics of employees enrolled)	Lists the employees who are enrolled in courses and lists course statistics by company, location, and department. (SQR)	Enterprise Learning, Training Reports, Statistics of EEs Enrolled, Course Statistics	RUNCTL_TRN022
TRN023 Course Description	Lists a course description. (Crystal)	Enterprise Learning, Course Reports, Course Description	RUNCTL_TRN023
TRN024 Course Category	Lists training catalog course categories. (Crystal)	Enterprise Learning, Course Reports, Course Category	RUNCTL_TRN024
TRN025 Course Equipment	Lists equipment needed for a course. (Crystal)	Enterprise Learning, Course Reports, Course Equipment	RUNCTL_TRN025
TRN026 Course Vendors	Lists vendors that are associated with a course on the Course Table. (Crystal)	Enterprise Learning, Course Reports, Course Vendors	RUNCTL_TRN026
TRN027 Prerequisite Courses	Lists prerequisite courses for a course. (Crystal)	Enterprise Learning, Course Reports, Prerequisite Courses	RUNCTL_TRN027
TRN028 Target Qualifications	Lists competencies that the course aims to develop or improve. (Crystal)	Enterprise Learning, Course Reports, Target Qualifications	RUNCTL_TRN028
TRN029 (FRA) Report Training 2483	Compiles results of calculation of the 2483 indicators for declaring vocational training of employees in French organizations. Before running this report, run the Compute Training Report 2483 (DEC2483) process to calculate the indicators. Check the calculation results and do any updating on the FRA Edit 2483 - Edit 2483 page. (Crystal)	Enterprise Learning, Training Reports, 2483 Tax Declaration FRA	RUNCTL_TRN029

Report ID and Report Name	Description	Navigation	Run Control Page
TRN030 Training Plan Summary	<p>Lists all courses that are included in the training plan for a given budget period and business unit.</p> <p>For each course, the report includes the cost; the number of people approved; and the total number of hours of training, which is calculated by multiplying the number of approved employees by the course duration. (SQR)</p>	Enterprise Learning, Training Budget, Budget Reports, Training Plan Summary	RUNCTL_TRN030
TRN032 EE Sessn Cost Summary (employee session cost summary)	<p>Lists the costs that are associated with an employee who is attending a course. Costs are for salary, vendor, facility, equipment, instructor, employee expense, and session expense. (SQR)</p>	Enterprise Learning, Training Reports, EE Session Cost Summary	RUNCTL_TRN032
TRN033 Training Instructor Schedule	<p>Lists the courses that an instructor is scheduled to teach during a given period. (Crystal)</p>	Enterprise Learning, Training Reports, Training Instructor Schedule	RUNCTL_TRN033
TRN034 Equipment Checklist	<p>Lists equipment that is required for a course session. For each item, the report shows the quantity required, the number available in the training room and facility, and the total number that is booked at the facility for a given period. (SQR)</p> <p>Before running this report, set up the course session in the Course Session Table.</p>	Enterprise Learning, Training Reports, Equipment Checklist	RUNCTL_TRN034
TRN035 (FRA) Training Plan: Distribution	<p>Details how a French organization's training demands are distributed by gender and professional category, such as executive, manager, office worker, qualified worker, and nonqualified worker. (SQR)</p>	Enterprise Learning, Training Budget, Budget Reports, Trng Plan Distribution FRA	RUNCTL_TRN035
TRN036 (FRA) Training Plan: Cost Details	<p>Lists a French organization's training costs that are associated with each course. Details these cost types: facility, instructor, vendor, equipment, salary costs, and expenses. (SQR)</p>	Enterprise Learning, Training Budget, Budget Reports, Trng Plan Cost Details FRA	RUNCTL_TRN036

Administer Workforce Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CNT001 Contract Information	Lists the contract history for a selected employee or all employees. You can specify a date range for the report for include all contract history.	Workforce Administration, Job Information, Contract Administration, Contract Information Report	RUNCTL_CNT001
ES931 Print Wage and Separation	Prints an ES-931 Request for Wage and Separation Information report.	Workforce Administration, Job Information, Reports, Print Wage/Separation USF	GVT_PRINT_ES931
FGHR015 Union Membership	(For U.S. federal government users) Lists each union organization and the employees who are members. Before you run this report you must run the Refresh Employees Table process.	Workforce Administration, Labor Relations, Reports, Union Membership USF	PRCSRUNCNTL
FGHR017 Personnel Actions History	Lists all employees affected by each of the job actions you enter. It prints the following information: employee name, department, effective date, and reason for the action. For each employee the report lists original hire date, total years of service, employee type, regular/temporary, full/part-time, job code and title, salary grade, compensation rate associated with the action, and supervisor's name.	Workforce Administration, Job Information, Reports, Personnel Actions History USF	RUNCTL_PER015
FGPER810 Award Type Table	Generates an award type table report.	Workforce Administration, Job Information, Reports, Award Action USF	PRCSRUNCNTL
FGSF61 Appointment Affidavits	Produces an Appointment Affidavit STANDARD FORM 61 form to be signed by an appointee.	Workforce Administration, Job Information, Reports, Appointment Affidavits USF	RUNCTL_FGSF61
FGSF75 Request for Preliminary Employment Data	Produces a Request for Preliminary Employment Data form.	Workforce Administration, Job Information, Reports, Request Prelim Employ Data USF	RUN_CNTL_FGSF75

Report ID and Report Name	Description	Navigation	Run Control Page
FGSF5052 Request for Personnel Action/Notice of Personnel Action	Prints the official Notification of Personnel Action form used to notify employee and payroll office of the action, record the action in the Official Personnel Folder, and provide a chronological record of actions that have occurred.	<ul style="list-style-type: none"> Workforce Administration, Job Information, Reports, Request Personnel Action USF Workforce Administration, Job Information, Reports, Notice of Personnel Action USF 	RUNCTL_PAR
OHS002 Discipline Action Summary	Summarizes all disciplinary actions taken against employees within a specified date range. The report itemizes actions by date, by incident, and by employee.	Workforce Administration, Labor Relations, Reports, Discipline Action Summary	RUNCTL_OHS_FROMTO
OHS004 Grievance Detail	Lists the detailed grievance information for a formally filed grievance against the company.	Workforce Administration, Labor Relations, Reports, Grievance Detail	RUNCTL_OHS_NONE
OHS005 Employee Disciplinary Action	Lists the detailed disciplinary action information for specific employees.	Workforce Administration, Labor Relations, Reports, Employee Disciplinary Action	RUNCTL_OHS005
OHS006 Grievance Summary	Summarizes the grievances filed against the company, along with the associated actions and resolutions.	Workforce Administration, Labor Relations, Reports, Grievance Summary	RUNCTL_OHS_FROMTO
PER001 Department Action Notices	Lists action notices that are tied to a time period or expiration date. Use it as a reminder of selected personnel action notices. Run the Refresh Employees Table process before running this report.	Workforce Administration, Workforce Reports, Department Action Notices	PRCSRUNCNTL
PER001CH CHE Company Statistics	This report provides information on employee wages, occupations, and other data necessary for the Company Statistics Report (Betriebszaehlung). The Swiss Federal Department of Statistics requires all Swiss companies to create this report every ten years.	Workforce Monitoring, CHE-Company Statistics	RUNCTL_PER001_CHE

Report ID and Report Name	Description	Navigation	Run Control Page
PER002 Employee Birthdays	Lists employees, their birthdays, and other identifying information. Run the Refresh Employees Table process before running this report.	Workforce Administration, Biographical, Birthdays Report	RUNCTL_PER002
PER003 Years of Service	Lists employees who have completed the number of years of service you specify, as of the point in time you specify. Use this report as a reminder of employees who are eligible for vested benefits plans or service recognition awards.	Workforce Administration, Job Information, Reports, Years of Service	RUNCTL_PER003
PER004 Emergency Contacts	Lists all contacts entered on the Emergency Contact table for each employee in the system. Run the Refresh Employees Table process before running this report.	Workforce Administration, Personal Information, Emergency Contacts Report	PRCSRUNCNTL
PER005 Employees on Leave of Absence	Lists all employees on leave and their expected return dates. Use this report to compare the return date you've already entered in PeopleSoft Human Resources with the employee's expected return date or as a reminder for you to enter the return from leave information in the system. Run the Refresh Employees Table process before running this report.	Workforce Administration, Job Information, Reports, Employees on Leave of Absence	PRCSRUNCNTL
PER006 Mailing Labels	Produces a three-across set of mailing labels for all employees in your PeopleSoft Human Resources database. Run the Refresh Employees Table process before running this report.	Workforce Administration, Biographical, Mailing Labels Report	PRCSRUNCNTL
PER007 Temporary Employees	Provides an alphabetical list of all employees marked as temporary, along with length of service and other details of employment.	Workforce Administration, Job Information, Reports, Temporary Employees	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
PER009 Union Membership	(For users in the USA and Canada) Lists each union organization and the employees who are members. Run the Refresh Employees Table process before running this report.	Workforce Administration, Labor Relations, Reports, Union Membership	PRCSRUNCNTL
PER010 Employee Turnover Analysis	This time-slice report lists each department ID and provides the employee counts as of the date you specify.	Workforce Administration, Workforce Reports, Employee Turnover Analysis	RUNCTL_FROMTHRU
PER015 Personnel Actions History	Lists all employees affected by each of the job actions you enter.	Workforce Administration, Job Information, Reports, Personnel Actions History	RUNCTL_PER015
PER020 Employee Home Address Listing	Contains a complete listing of all employees with addresses and home phone numbers.	Workforce Administration, Biographical, Home Address Report	PRCSRUNCNTL
PER021 Pending Future Actions	Lists all employees with job action notices scheduled for a future date.	Workforce Administration, Workforce Reports, Pending Future Actions	RUNCTL_ASOFDT_COMP
PER029 Database Audit	Monitors changes, additions, or deletions made to sensitive fields such as salary amounts.	Workforce Administration, Workforce Reports, Database Audit	RUNCTL_FROMTHRU
PER032 Passport/Visa Expiration	Lists employees and dependents that have passports, visas, or work permits on file that expire in 90 days of the report run date. The report is divided into two sections. The first section lists passport information including country, passport number, issue date, and expiration date. The second section lists visa and work permit information including country, visa and work permit number, type of permit, issue date, and expiration date.	Workforce Administration, Personal Information, Citizenship, Passport/Visa Expiration Audit	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER033 Citizenship/Country/Visa Audit	Lists discrepancies between employee citizenship country/status and visa data. Displays various discrepancies found for the employee citizenship status in the Personal Data table. Looks for the country specified in the Installation table and uses it as the local country.	Workforce Administration, Personal Information, Citizenship, Citizenship/Country/Visa Audit	PRCSRUNCNTL
PER038NL NLD Law SAMEN Statistics	Produces the required SAMEN statistics information related to the number of people in the workforce born in a so-called SAMEN country, or of whom one of the parents has been born in one such country.	Workforce Administration, Personal Information, Diversity Compliance NLD, Law SAMEN Report	RUNCTL_PER038_NL
PER039GR GER Heavily Disabled	Prints a list of heavily disabled employees and additional information about their disabilities.	Workforce Administration, Personal Information, Disability, Heavily Disabled GER	RUNCTL_PER039GR
PER040GR GER Heavily Disabled Equaliz.	Calculates the required number of heavily disabled employees and the equalization amount of money if the required number of heavily disabled employees is not fulfilled.	Workforce Administration, Personal Information, Disability, Heavily Disabl Equalizatn GER	RUNCTL_PER040GR
PER053 ITA Equal Opportunities	Submitted every two years and consists of eight different tables. All companies with 100 or more employees are required to submit this report.	Workforce Administration, Labor Relations, Reports, Equal Opportunities ITA	RUNCTL_PER053
PER054 ESP Official List	Compiles the information you need for Matricula book reporting.	Workforce Administration, Workforce Reports, Official List ESP	PER054_ESP
PER055 Union Fees	(For users in Spain) Shows the employees and fees per union and month.	Workforce Administration, Labor Relations, Reports, Union Fees ESP	RUNCTL_PER055_ESP
PER058 Primary Job Audit	Lists all employees and/or nonemployees whose job records show potential problems.	Workforce Administration, Workforce Reports, Primary Job Audit	RUNCTL_PER058

Report ID and Report Name	Description	Navigation	Run Control Page
PER059 ITA Union	There are two Italian union reports. You can run a union report generating a list of employees and employee information by union. You can also run a union report listing the number of employees belonging to each union, sorted by category.	Workforce Administration, Labor Relations, Reports, Union Report ITA	RUNCTL_PER059
PER060 ITA Disability	Runs the Annual, Name List, or Disability Statistics reports.	Workforce Administration, Personal Information, Disability, Disability Report ITA	RUNCTL_PER060
PER061 Labor Relations Letters	Generates various labor relations letters based on data supplied and the type of letter selected.	Workforce Administration, Labor Relations, Reports, Labor Relations Letters	RUNCTL_PER061
PER063JP Appointment Notification JPN	Runs appointment notifications. Depending on the Action/Reason combination you use in the run control, this report prints individual employee notifications of hire, rehire, retirement, transfer, and promotion.	Workforce Administration, Job Information, Reports, Appointment Notification JPN	RUNCTL_NTF_JPN
PER064JP Appointment List JPN	Runs appointment list reports.	Workforce Administration, Job Information, Reports, Appointment List JPN	RUNCTL_NTF2_JPN
PER065JP Completion of IC Transfer JPN	Lists employees on temporary intercompany transfer.	Workforce Administration, Job Information, Reports, Completion of IC Transfer JPN	RUNCTL_PER065_JPN
PER066BE Termination Notification	Provides details of the contractual and compensation implications for a Belgian employer in case of a termination, based on the notification period according to the Claeys formula.	Workforce Administration, Collective Processes, Administration BEL, Create Notification	RUNCTL_PER066_BEL
PER066IT ITA Hiring Letters	Produces the hiring letter which is printed at hiring time and is signed by employee and employer. It gives details of the terms of the job, including probation period and duration.	Workforce Administration, Increase Workforce, Hire Letter ITA	RUNCTL_PER066_ITA
PER066JP Employee Assignment List JPN	Lists employees by department, including Additional Appointment employees.	Workforce Administration, Job Information, Reports, Employee Assignment List JPN	RUNCTL_EMPLIST_JPN

Report ID and Report Name	Description	Navigation	Run Control Page
PER067BEL Social Report	Reports a variety of employer/employee information required by the government.	Workforce Administration, Workforce Reports, Social Report BEL	RUNCTL_PER067BE
PER100CN CAN Hire List	Produces a hire list that provides information on social insurance numbers, effective dates, and badge/payroll numbers within the date range provided.	Workforce Administration, Increase Workforce, Hire Report CAN	RUNCTL_FROMTHRU
PER103CN OEE Groups by OCC Group	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The report lists the totals of active employees within each defined area code(s) employed within the date range.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Groups by OCC Group Report	RUNCTL_FTCANAC
PER104CN OEE Groups by Employment Type	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Groups by Emplymt Type Rpt	RUNCTL_FTCANAC
PER105CN OEE Work Force Survey Stats	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The OEE Work Force Survey Stats report lists the number of surveys received and the numbers that were completed.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, Workforce Survey Stats	RUNCTL_PER105CN

Report ID and Report Name	Description	Navigation	Run Control Page
PER106CN OEE Groups/Jobs Filled/Vacatd	While the Ontario Employment Equity Commission (OEEC) no longer requires employees in Ontario to complete workforce surveys, PeopleSoft continues to offer OEE reporting functionality. The OEE Groups/Jobs Filled/Vacated report lists the totals of active employees within the defined area code(s) employed within the date range.	Workforce Administration, Personal Information, OEE Workforce Survey CAN, OEE Groups/Jobs Filled/Vacated	RUNCTL_FTSCANAC
PER506 Dept Tbl/Security Tree Audit	Lists discrepancies between the data you've entered in the Department Tree and the departments you've added to the current security tree.	Set Up HRMS, Security, Department Security, Security Tree Audit	PRCSRUNCNTL
PER706A Salary Grade Table	Lists the salary administration plan and salary grade, description, effective date, currency, and the minimum, maximum, and midpoint rates for each grade.	Compensation, Salary Planning, Salary Plan Reports, Salary Grade	PRCSRUNCNTL
PER706B Salary Grade/Step Table	Combines the information in the Salary Grade table and the Salary Step Components table into a list showing all grades for each salary plan that exists in your company and the hourly, monthly, and annual rate amount for any steps you set up. You can select to show the components in each step.	Compensation, Salary Planning, Salary Plan Reports, Salary Grade/Step	RUNCTL_PER706B
PER710 Action Reason Table	Lists the reason codes for each personnel action code and arranges them alphabetically by action.	Set Up HRMS, Product Related, Workforce Administration, Action Reason Report	PRCSRUNCNTL
PER801SG Employee Listing	Provides employee information based on the run control selections of Department, Employee Name, or Employee ID.	Workforce Administration, Job Information, Reports, Employee Listing SGP	RUNCTL_EMP_LIST
SOCS_AFI_ESP AFI Report	The AFI process generates a flat file that lists changes in workforce, such as hiring, terminations, personal or job data changes, for a given period. This file is submitted to the social security authorities.	Workforce Administration, Workforce Reports, AFI Report ESP	RC_SOCS_AFI_ESP

Report ID and Report Name	Description	Navigation	Run Control Page
TAS001 Temp Assignment w/out End Date	Lists employees currently on temporary assignment where end dates have not been defined.	Workforce Administration, Job Information, Temporary Assignments, Temp Assignmt w/out End Date	RUNCTL_TAS001
TAS002 Temp Assignment due to Complete	Lists employees due to complete temporary assignments within user specified date range.	Workforce Administration, Job Information, Temporary Assignments, Temp Assignmt due to Complete	RUNCTL_TAS002

Manage Commitment Accounting Reports

Report ID and Report Name	Description	Navigation	Run Control Page
BUD001 Department FTE	Run a Department FTE (department full time equivalent) report, which captures the difference between full time equivalent caps and FTE actuals for each department.	<ul style="list-style-type: none"> Set Up HRMS, Product Related, Commitment Accounting, Reports, Department FTE Set Up HRMS, Product Related, Commitment Accounting, Reports CAN, Department FTE Set Up HRMS, Product Related, Commitment Accounting, Reports USA, Department FTE 	RUNCTL_FRMTHRU_DPT
BUD009 Encumbrance Messages	<p>Run an Encumbrance Message report, which provides information on encumbrance processing error messages.</p> <p>Before using this page, you must have run the encumbrance processes.</p>	<ul style="list-style-type: none"> Set Up HRMS, Product Related, Commitment Accounting, Reports, Encumbrance Messages Set Up HRMS, Product Related, Commitment Accounting, Reports CAN, Encumbrance Messages Set Up HRMS, Product Related, Commitment Accounting, Reports USA, Encumbrance Messages 	RUNCTL_BUD009

Report ID and Report Name	Description	Navigation	Run Control Page
BUD011 Funding Summary	<p>Run a Funding Summary Report page, which lists a summary of funding information for positions or employees within a department. This report can also print information about a specific position or employee when you enter employee or position information as a run control.</p> <p>Before using this page, you must have set up funding information for the departments on which you are reporting.</p>	<ul style="list-style-type: none"> • Set Up HRMS, Product Related, Commitment Accounting, Reports, Funding Summary Report • Set Up HRMS, Product Related, Commitment Accounting, Reports CAN, Funding Summary Report • Set Up HRMS, Product Related, Commitment Accounting, Reports USA, Funding Summary Report 	RUNCTL_BUD011
BUD012 FTE Rollup	<p>Run an FTE Rollup report, which provides a detailed listing of total filled and vacant FTE (full time equivalent) counts by department.</p>	<ul style="list-style-type: none"> • Set Up HRMS, Product Related, Commitment Accounting, Reports, FTE Rollup Report • Set Up HRMS, Product Related, Commitment Accounting, Reports CAN, FTE Rollup Report • Set Up HRMS, Product Related, Commitment Accounting, Reports USA, FTE Rollup Report 	RUNCTL_BUD012
BUD020 Retro Distribution	<p>Report on the paychecks that have been modified using retroactive distribution. The report displays the old and the modified check data.</p>	<ul style="list-style-type: none"> • Set Up HRMS, Product Related, Commitment Accounting, Reports, Retro Distribution Audit Rpt • Set Up HRMS, Product Related, Commitment Accounting, Reports CAN, Retro Distribution Audit Rpt • Set Up HRMS, Product Related, Commitment Accounting, Reports USA, Retro Distribution Audit Rpt 	RUNCNTL_BUD020

Report ID and Report Name	Description	Navigation	Run Control Page
HPCA010 Predistribution Audit	<p>The Predistribution Audit report audits payroll and configuration data and identifies any errors that could be encountered when you run the Actuals Distribution or Actuals GL Interface processes.</p> <p>Run the Predistribution Audit report after you've run the Paysheet Create process, but before running the Actuals Distribution process.</p>	<ul style="list-style-type: none"> North American Payroll, Payroll Distribution, Commitment Accounting CAN, Predistribution Audit Rpt North American Payroll, Payroll Distribution, Commitment Accounting, Predistribution Audit Rpt 	HP_RUNCTL_PDAUDIT
HPCA012 Fringe and Gross Report	<p>Reports on the Pay Check Distribution records. Run after you've completed the Pay Check distribution process.</p> <p>You must set up column definitions and run the Fringe Gross Load process before running the Fringe and Gross report.</p>	North American Payroll, Payroll Distribution, GL Interface Reports, Gross and Fringe	HP_RCTL_GRSFR_RPT

Track Faculty Events Reports

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

Report ID and Report Name	Description	Navigation	Run Control Page
PER050 Tenure Calc (tenure calculation)	<p>Lists the calculated tenure service information in the temporary calculation file created using the Tenure Calc process in Normal Run mode.</p> <p>Before using this report, you must run the tenure calculation process at least once. You can run this report based on calculation name, or based on the business unit, department, and service calculation group.</p> <p>Administer Flexible Service also uses this report.</p>	Workforce Development, Faculty Events, Tenure Reports, Tenure Calculation, Tenure Calc	RUNCTL_EGPP05
PER051 Tenure Service List	<p>Provides detailed tenure service information for employees, such as tenure status and track start date.</p> <p>With this report, you can list employees by calculation group and within tenure service accruals between specific years. You can also sort by ascending or descending service time.</p>	Workforce Development, Faculty Events, Tenure Reports, Tenure Years of Service, Tenure Service List	RUNCTL_EGPP06

Administer Company Cars Reports

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

Manage Competencies Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMM007 Licenses, Certificates Renewal	Lists which employees need to renew a license or certificate. Note. This report from the PeopleSoft Human Resources Manage Competencies business process is also available on the Administer Training menu: PER703 Course Table.	Workforce Development, Competency Management, Track Person Competencies, Licenses/Certificate Renewal	RUNCTL_CMM007
NVQ001 (GBR) UK NVQ - Employee Status	Lists employees assigned to an NVQ and their status.	Workforce Development, Competency Management, NVQ Reports, Employee Status	PRCSRUNCNTL
NVQ002 (GBR) UK NVQ - Unit Listing	Lists all defined NVQ units.	Workforce Development, Competency Management, NVQ Reports, Unit Listing	PRCSRUNCNTL
NVQ003 (GBR) UK NVQ - NVQ Listing	Lists all defined NVQ units.	Workforce Development, Competency Management, NVQ Reports, NVQ Listing	PRCSRUNCNTL
NVQ004 (GBR) UK NVQ – Unit/Element Listing	Lists the elements associated with NVQ units.	Workforce Development, Competency Management, NVQ Reports Unit/Element	PRCSRUNCNTL
NVQ006 (GBR) UK NVQ - Employee Plan	Summarizes an employee's NVQ Unit plan (defined on the Track NVQ - Plan NVQ Units page). First run the NVQ - Initialize Plan process to generate this report.	Workforce Development, Competency Management, NVQ Reports, Employee Plan	PRCSRUNCNTL
PER011 Competency Inventory	Lists employees in a department and their competencies. Run the Refresh Employees Table process before running this report to include any new employees and their associated competencies. Use the same Run Control ID for both the Refresh Employee Table process and the Competency Inventory report.	Workforce Development, Competency Management, Track Person Competencies, Competency Inventory	RUNCTL_PER011
PER537 Competency Listing	Lists competency types and the competencies associated with each type; also lists descriptions and categories.	Set Up HRMS, Common Definitions, Competencies, Competency Listing	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
PER538 Accomplishment Listing	Lists all defined accomplishments. Does not include National Vocational Qualifications (NVQs) for the UK.	Set Up HRMS, Common Definitions, Accomplishments, Accomplishment Listing	RUNCTL_PER538

Manage Positions Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR009 (USF) Job Code/Position Audit	Cross references position numbers and job codes. (SQR)	Organizational Development, Position Management, Position Reports, Job Code/Position Audit	RUNCTL_FGASOFDT
FGHR010 (USF) Vacant Position	Lists all currently vacant, budgeted positions in your organization. (Crystal)	Organizational Development, Position Management, Position Reports, Vacant Position USF	RUNCTL_FGHR010
FGHR025 (USF) Active/Inactive Position	Lists the current position-related data for active positions, inactive positions, or both, depending on which you select to run. (Crystal)	Organizational Development, Position Management, Position Reports, Active/Inactive Positions USF	RUNCTL_FGHR025
FGHR026 (USF) Incumbent History	Lists, by position, all current and former incumbents in the organization, beginning with the current incumbent for each position and going back in time. Prints entry and exit dates for each incumbent, and starting and ending salaries. (SQR)	Organizational Development, Position Management, Position Reports, Incumbent History USF	RUNCTL_FGASOFDT
FGHR027 (USF) Active Position History	Lists all current and historical data related to a position, for all active positions in the organization. (SQR)	Organizational Development, Position Management, Position Reports, Active Position History USF	RUNCTL_FGASOFDT
FGHR028 (USF) Exception/Override	Audits the data in fields that match in the Position Data component and the current incumbent Job Data component. (SQR)	Organizational Development, Position Management, Position Reports, Exception Override USF	RUNCTL_FGHR028
FGOCC800 (USF) Occupation Series	Provides the details of the Occupational Series table. (Crystal)	Organizational Development, Position Management, Position Reports, Occupation Series USF	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
FGOF8 (USF) OF8 Report	This optional form provides a standardized mechanism to identify position information such as title, occupational series, grade, organizational structure, certification blocks, and other position related information.	Organizational Development, Position Management, Position Reports, OF8 Report USF	RUNCTL_FGOF8
FGPER815 (USF) Position Title Table	Generates a listing of the Position Title Table records. (Crystal)	Organizational Development, Position Management, Position Reports, Position Title Table USF	PRCSRUNCNTL
FGPER823 (USF) Job Code	Print a list of all the job codes with effective dates.	Organizational Development, Position Management, Position Reports, Job Code USF	PRCSRUNCNTL
POS001 Position Status	Inventories the types of positions in your organization, and lists all filled and vacant positions. (SQR)	Organizational Development, Position Management, Position Reports, Position Status	RUNCTL_ASOFDATE
POS002 Active/Inactive Positions	Lists the current position-related data for active positions, inactive positions, or both, depending on which you select to run. (Crystal)	Organizational Development, Position Management, Position Reports, Active/Inactive Positions	RUNCTL_POS002
POS003 Incumbent History	Lists, by position, all current and former incumbents in the organization, beginning with the current incumbent for each position and going back in time. Prints entry and exit dates for each incumbent, and starting and ending salaries. (SQR)	Organizational Development, Position Management, Position Reports, Incumbent History	RUNCTL_ASOFDT_COMP
POS004 Active Position History	Lists all current and historical data related to a position, for all active positions in the organization. (SQR)	Organizational Development, Position Management, Position Reports, Active Position History	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
POS006 Create Organizational Report	Provides a visual representation of reporting relationships among positions by level, if any, in the organization. (SQR) Before you can run this report, you must run the utility Build Position Structure, which links the positions in the system and creates the reporting hierarchy represented in this report.	Organizational Development, Position Management, Create Organizational Structure, Create Organizational Report	RUNCTL_POS006
POS006A Build Position Structure	Links the positions in the system and creates the reporting hierarchy represented in the Create Organizational Report. (SQR)	Organizational Development, Position Management, Create Organizational Structure, Build Position Structure	RUNCTL_ASOFFDATE
POS007 Vacant Position	Lists all currently vacant, budgeted positions in your organization. (Crystal)	Organizational Development, Position Management, Position Reports, Vacant Position	PRCSRUNCNTL
POS008 Exception/Override	Audits the data in fields that match in the Position Data component and the current incumbent Job Data component. (SQR)	Organizational Development, Position Management, Position Reports, Exception/Override	RUNCTL_POS008

Manage Professional Compliance Reports

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

Administer Salary Packaging Reports

Report ID and Report Name	Description	Navigation	Run Control Page
PKG003 Packages Due for Review	Displays all employees with packages ready for review.	Compensation, Salary Packaging AUS, Create Packaging Reports, Packages Due For Review	RUNCTL_PKG003
PKG004 Package Model	Enables you to report on an applicant or an employee's salary package. The information contained in the report displays the details from the employee / applicant salary package pages. Both annual and package period amounts for components, additional components, salary, tax and TPV and TEC are displayed.	Compensation, Salary Packaging AUS, Create Packaging Reports, Package Models	RUNCTL_PKG004
PKG006 FBT Reconciliation	Assists in the reporting of benefits and liabilities to the Australian Taxation Office at the end of the Fringe Benefits Tax Year— March 31. The Australian Taxation Office has identified different categories of fringe benefits and each category has its own specific rules for calculating the taxable value.	Compensation, Salary Packaging AUS, Create Packaging Reports, FBT Reconciliation	RUNCTL_PKG006
PKG007 Package Details	Reports on the amounts budgeted for each component of a package in each pay period. The report, run on an employee only basis, requires a start and end date of the period of time you wish to report on.	Compensation, Salary Packaging AUS, Create Packaging Reports, Package Details	RUNCTL_PKG007

Manage Variable Compensation Reports

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

Report ID and Report Name	Description	Navigation	Run Control Page
VC003 Calculate Awards Report	View the results of the Award Calculation process.	Compensation, Variable Compensation, Award Reports, Calculate Awards	RUNCTL_VC_REP
VC004 Carryover Report	View the carryover balances. The detailed report lists all employees in a plan by group and their carryover balances. The summary report lists the total carryover balance for each group, as well as the totals for the plan.	Compensation, Variable Compensation, Award Reports, Carryovers	RUNCTL_VC_REP
VC005 Employee History Report	For each employee, the report lists target values, award values, and units by plan and payout period. It also prints the total values and units for each plan. In addition, select to print each employee's grand total values for all plans.	Compensation, Variable Compensation, Award Reports, Employee History	RUNCTL_VC_EEHIS_RP
VC006 Funding Allocation Report	After you allocate funds to groups, use the optional Funding Allocations report to review and evaluate the distribution of funds to all of the groups in the plan. The report lists all data as summary information at the group level.	Compensation, Variable Compensation, Variable Comp Reports, Funds Allocation	RUNCTL_VC_REP
VC007 Guarantee Report	View the employee guarantees. The detailed report lists all employees in a plan by group and their guarantees. The summary report lists the total guarantees for each group, as well as the totals for the plan.	Compensation, Variable Compensation, Variable Comp Reports, Guarantee	RUNCTL_VC_REP

Report ID and Report Name	Description	Navigation	Run Control Page
VC008 Non Monetary Report	Track the number of units awarded under a plan and the value to employees. The report lists only awards that are beyond the status of Initial Calculation. The detailed report lists all employees in a plan by group, their target values, their calculated awards, their actual award in non-monetary units, and their actual awards as a monetary value. The summary report lists the total non-monetary units for each group, as well as the totals for the plan.	Compensation, Variable Compensation, Award Reports, Non Monetary	RUNCTL_VC_REP
VC009 Plan History Report	The report provides information about the plan definition and lists award values, proration, and approver information by payout period for the plan ID that you specify on the run control page.	Compensation, Variable Compensation, Award Reports, Plan History	RUNCTL_VC_REP
VC010 Variance Report	View the variance between the target award and the actual award that appears on the Award Allocations page. The detailed report lists all employees in a plan by group, the employee's target award value, actual award value, and variance between the target and actual award. It also indicates whether the award is either the minimum or maximum payout under the plan. In addition, this report shows the total target award value, actual award value, and variance for each group and the grand total for the plan. The summary report lists the total target award value, actual award value, and variance for each group, as well as the grand totals for the plan.	Compensation, Variable Compensation, Award Reports, Variance	RUNCTL_VC_REP

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

Manage French Public Sector Reports

Report ID and Report Name	Description	Navigation	Run Control Page
FP_PROM Promotable Employees	Lists the employees promotable by a given date. To be launched after the FPA800 SQR.	Workforce Administration, Collective Processes, Identify Promotable Empls FPS, Promotable Employees Report	RUNCTL_FPAPROM
FPA_CARB Career Simulation	Lists the simulated career data after reclassification or simulation of step increment.	Workforce Administration, Collective Processes, Manage Advancement FPS, Career Simulation Report	RUNCTL_FPACRYSTAL3
FPA025 Rating	Lists employees that have been evaluated and those who have not.	Workforce Development, Career Planning, Prepare Evaluation/Career Plan, Review Evaluation Status FPS	RUNCTL_FPA025

Report ID and Report Name	Description	Navigation	Run Control Page
FPA030 Adjustment Constant	Calculates and reports the adjustment constant per reviewer in a given corps	Workforce Development, Career Planning, Prepare Evaluation/Career Plan, Calc Adjustment Constant FPS	RUNCTL_FPA030
FPA110 Edit Individual Orders	Edits all individual orders for a period, status and action code.	Workforce Administration, Workforce Reports, Individual Orders Edit FPS	RUNCTL_FPA110J
FPA110 Edit Collective Orders	Edits all collective orders for a period, status and action code.	Workforce Administration, Workforce Reports, Collective Orders FPS	RUNCTL_FPA110C
FPA115 Collective Order Number Updating	Attributes a number to collective orders.	Workforce Administration, Workforce Reports, Collective Order Updates FPS	RUNCTL_FPA115
FPA400 Part-Time Schedule	Lists part-time employees, whose part-time will end soon	Workforce Administration, Workforce Reports, Part-Time Schedule FPS	RUNCTL_FROMTHRU
FPA405 Current PPd Schedule	Lists employees nearing the end of their probation period.	Workforce Administration, Collective Processes, Identify Promotable Empls FPS, Current Probation Schedule Rpt	RUNCTL_FROMTHRU
FPA-AFFE Assignment – Request tbc	Lists requests for assignment changes that need to be approved	Workforce Administration, Workforce Reports, Assignment – Request tbc FPS	RUNCTL_FPACRYSTAL1
FPA-CARR Career-Request tbc	Lists requests for career changes that need to be approved	Workforce Administration, Workforce Reports, Career – Request tbc FPS	RUNCTL_FPACRYSTAL1
FPACNTR Contribution Call Letters	Contribution call letters contain the employee's address and the contribution amounts. Launch this report after FPA1100 SQR.	Workforce Administration, Collective Processes, Contribution Call Letter FPS	RUNCTL_FPA1150
FPACNTR2 Contribution Call Letters	See above.	Workforce Administration, Collective Processes, Contribution Call Letter FPS	RUNCTL_FPA1150
FPAEE_CA Employee Career/Action	Lists employee career data.	Administer Workforce, Report (FPS), Report-FP, Employee Career/Action	RUNCTL_FPACRYSTAL2
FPAEE_PO CSPosition/Employee	Lists employee civil service position data	Workforce Administration, Job Information, Reports, Employee Career/Action FPS	RUNCTL_FPACRYSTAL2
FPAHISTA Assignment – Request Rejected	Lists rejected assignment change requests.	Workforce Administration, Workforce Reports, Assignment – Rqst Rejected FPS	RUNCTL_FPACRYSTAL1
FPAHISTC Career – Request Rejected	Lists rejected career change requests.	Workforce Administration, Workforce Reports, Career – Request Rejected FPS	RUNCTL_FPACRYSTAL1

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

Report ID and Report Name	Description	Navigation	Run Control Page
FPMACTST Actions/Status	Lists actions authorized by status.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Actions/Status	PRCSRUNCNTL
FPMBUIISN Occupation	Lists occupation codes.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Occupation	PRCSRUNCNTL
FPMCORPS Corps	Lists corps definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Corps	PRCSRUNCNTL
FPMINDEX Index Value	Lists index/amount values.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Index Value	PRCSRUNCNTL
FPMJOB CD Job Code	Lists job code definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Job Code	PRCSRUNCNTL
FPMLEGAL Civil Service Position	Lists civil service position definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Civil Service Position	PRCSRUNCNTL
FPMPOINT Type of Point	Lists type of point definitions.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Type of Point	PRCSRUNCNTL
FPMRANK1 Grade List – Report 1	Lists grade definition part 1.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Grade List – Report 1	PRCSRUNCNTL
FPMRANK2 Grade List – Report 2	List grade definition part 2.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Grade List – Report 2	PRCSRUNCNTL
FPM SALST Sal Grade Table/Scale-Steps	Lists salary grade table – steps.	Set Up HRMS, Product Related, Workforce Administration, Workforce Reports FPS, Sal Grade Table/Scale-Steps	PRCSRUNCNTL

French Profit Sharing Reports

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

Meet Regulatory Requirements Reports

Report ID and Report Name	Description	Navigation	Run Control Page
APP001 Adverse Impact	Provides information on recruitment and hiring practices; compares hiring decisions for white males to ethnic minorities and females. This report includes only those individuals for whom the applicable job actions were recorded during the date range you specify on the Adverse Impact page.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Adverse Impact	RUN_CNTL_REG
APP002 Job Group Movement Analysis	Provides gender and ethnic group movements in and out of an organization and tracks career progression patterns.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Movement Analysis	RUN_CNTL_REG
OHS001 OSHA-200 Log	Lists the case numbers and details of each injury and illness that occurred during a particular calendar year.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Regulatory Reports, OSHA-200 Log	RUNCTL_CAENDARYR

Report ID and Report Name	Description	Navigation	Run Control Page
PER016 EEO-1 Employer Information	Provides equal employment opportunity (EEO) information on private organizations. This report is compliant with the EEOC requirements for single and multi-establishment reporting. A single-establishment employer needs to file one report, while a multi-establishment employer must file separate reports.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-1 Employer Info	RUNCTL_PER016
PER017 EEO-1 Job Analysis	Supplies standard job category counts instead of employee counts for the private sector.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-1 Job Analysis Report	RUNCTL_PER017
PER019 Terminations Analysis	Analyzes terminations within your organization according to predetermined groupings of age, years of service, gender, and ethnic group. It counts employees in each group, counts terminations, and expresses both counts as a percentage of the total population of active employees. It also calculates the termination rate. This report does not include employees whose Sex or Ethnic Group has not been indicated.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Terminations Analysis	RUN_CNTL_REG
PER022 EEO-5 Job Analysis	Supplies standard job category counts for school-related categories.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-5 Job Analysis	RUNCTL_ASOFDATE
PER024 Job Group Analysis	Analyzes the makeup of your workforce by establishment, EEO job group, job title, and salary grade. For a given job title and salary grade, the report provides totals by minorities, by gender, and by ethnicity within gender. Use this information to examine job groupings in relation to your company structure and to make changes and additions as needed.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Analysis	RUN_CNTL_REG2

Report ID and Report Name	Description	Navigation	Run Control Page
PER024A Job Group Analysis Summary	Analyzes the makeup of your workforce by job groups within each establishment. These totals are further broken down by minority and gender, and then by ethnicity within each gender.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Analysis Summary	RUN_CNTL_REG2
PER025 Workforce Analysis	Tracks hiring practices by department based on job titles, including the salary grade assigned to the title and the total number of employees and minorities who hold the title. Use the report to analyze patterns of discrimination in hiring practices. The report shows the percentage of minorities in each department.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Workforce Analysis	RUN_CNTL_REG2
PER027 VETS-100 Process	The report details the number of special disabled veterans, Vietnam-era veterans, and other protected veterans in your workforce by job category and hiring location, as well as the total number of employees, special disabled veterans, Vietnam-era veterans, and other protected veterans hired during the reporting period.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 Process	RUNCTL_PER027
PER027B VETS-100 Analysis	Reports on the VETS-100 data created by the VETS-100 process.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 Analysis	RUNCTL_PER027C
PER027C Vets-100 Submit	Creates the digital file for submission to the government. You must run the VETS-100 Process before running this report.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 Submit	RUNCTL_PER027C
PER030 Job Group Roster	Lists personal and job data for employees such as ethnic group, gender, date they received the title, salary grade, hourly rate, monthly rate, department name, original hire date and job title at hire. Employees are grouped by their associated job group and establishment.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, Job Group Roster	RUN_CNTL_REG2

Report ID and Report Name	Description	Navigation	Run Control Page
PER031 EEO-4 State and Local Government	Provides employment counts in the prescribed format for state and local governments.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO-4 State/Local Govt	RUNCTL_PER031
PER036 PRWORA - New Hire	This report provides the information employers furnish to the Federal Directory of New Hires after hiring a new employee.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, PRWORA - New Hire, FEDERAL PRWORA - New Hire	RUNCTL_PER036
PER036S PRWORA - New Hire	Provides the information employers furnish to the State Directory of New Hires after hiring a new employee.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, PRWORA - New Hire, STATE PRWORA - New Hire	RUNCTL_PER036_S
PER040 IPEDS-S	The IPEDS-S (Fall Staff Survey) report is a mandatory report for U.S. higher education institutions that receive funding from a U.S. Federal government program. The report is divided into separate parts for different types of employee: full-time faculty members, other full-time employees, part-time employees, and new hires.	Workforce Monitoring, Meet Regulatory Rqmts, Regulatory Reports, IPEDS-S	RUNCTL_PER040

(AUS) Meet Regulatory Requirements Reports for Australia

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

(BRA) Meet Regulatory Requirements Reports for Brazil

Report ID and Report Name	Description	Navigation	Run Control Page
BRCGED01 CAGED Report	The CAGED (<i>Cadastro Geral de Empregados e Desempregados</i>) report generates a file containing the monthly turnover of employees by establishment. Every establishment that has had any type of turnover (hiring, dismissing, or transferring employee that have employment contracts ruled by the Consolidated Labor Laws) is required to report that turnover to the Ministry of Labor and Employment.	Workforce Monitoring, Meet Regulatory Rqmts BRA, CAGED File/Report BRA	CAGED_RC_BRA
BREREG01 Employee Registry	The Employee Registry report generates a file containing employees' employment data, including hire date, retirement date, length of social security contributions.	Workforce Monitoring, Meet Regulatory Rqmts BRA, Employee Registry Report BRA	EMPL_REG_RC_BRA

(CAN) Meet Regulatory Requirements Reports for Canada

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

(FRA) Meet Regulatory Requirements Reports for France

Report ID and Report Name	Description	Navigation	Run Control Page
DIS001 Disability	<p>Calculate the theoretical number of disabled employees who should work for the company and list the disabled employees, excluding temporary workers, trainees, and apprentices. For companies with more than 20 employees. (SQR)</p> <p>Before running this report, enter the correct codes in the INSEE (National Institute for Statistic and Economic Studies) Table and the correct Disability Rate code in the External Variables Table.</p>	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Disability	RUNCTL_DIS001_FRA
ELE001 Election	Provides the results of the staff representative elections for employees and management. (Crystal)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Election Monitoring, Election Report	RUNCTL_ELE001
REG004FR BIAF report	This statutory report is for employees on fixed-term contracts and details the employee's training entitlement.	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, BIAF	RUNCTL_BIAF_FRA
HRSHSFRA Single Hiring Statement	A statutory report that is filed at the time of hiring new employees. The system uses information from your employee, company, and establishment tables to generate the report.	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Single Hiring Statement	SHS_FRA_RUN_CTL
REG001FR Monthly Workforce	<p>Lists the monthly personnel changes for a given establishment of a company. This report is required for all organizations that employ 50 or more employees. (SQR)</p> <p>Before running this report, define which contract types to include in the report using the Contract Type Group page.</p>	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Monthly Workforce	RUNCTL_REG001_FRA

Report ID and Report Name	Description	Navigation	Run Control Page
REG002FR Personal Register	Lists employees for a given establishment of a company. Run the report for a specific establishment within an organization or for all the establishments or an organization. (SQR)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Personal Register	RUNCTL_REG002_FRA
REG003FR Workforce by Nationality	Provides a comprehensive analysis of the foreign workforce employed in a company. (SQR)	Workforce Monitoring, Meet Regulatory Rqmts FRA, Required Reports, Workforce by Nationality	RUNCTL_REG003_FRA
SOC001 Employee Survey	<p>Gives an annual snapshot of a company based on the calculation of several indicators, such as the number of employees in the organization and their average salary. (Crystal)</p> <p>Before running this report, run the process to calculate the Employee Survey indicators using the Compute Employee Survey – Employee Survey Parameters Page. Check the results of the calculation and update them on the Edit Employee Survey Page.</p>	Workforce Monitoring, Meet Regulatory Rqmts FRA, Employee Survey, Employee Survey Report	RUNCTL_SOC001

(GBR) Meet Regulatory Requirements Reports for the UK

Report ID and Report Name	Description	Navigation	Run Control Page
APP001UK Adverse Impact	Displays the breakdown of job offers versus applications by UK-specific ethnic groups and by gender.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Adverse Impact	RUNCTL_FROMTHRU
PER019UK Termination Analysis	Displays the current employee count and the number of terminations.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Termination Analysis	RUNCTL_FROMTHRU
PER025UK Work Force Analysis	Tracks hiring practices by department, or other organizational units, based on job titles in the department.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Workforce Analysis	RUNCTL_PER025UK
PER030UK Job Group Roster	Lists your employees in job groups.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Job Group Roster	RUNCTL_PER030UK

Report ID and Report Name	Description	Navigation	Run Control Page
PER037UK Joint Staffing	Gives a breakdown of your workforce by job code, gender, and full or part-time status.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, Joint Staffing	RUNCTL_ASOFDATE
UKNI001 Northern Ireland	Indicates the religious composition of the workforce, job applicants, and appointees. The report format emulates the Monitoring Return, which is required by organizations operating in Northern Ireland.	Workforce Monitoring, Meet Regulatory Rqmts UK, Reports, NI Fair Employments	RUNCTL_UKNI

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

Report ID and Report Name	Description	Navigation	Run Control Page
FGHR012A EEO Groups by PATCOB/POI	Details the distribution of equal employment opportunity (EEO) groups and comparison by PATCOB and POI.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Groups by PATCOB/POI USF	RUNCTL_FGHR012
FGHR012B EEO Groups by PATCOB/SubAgency	Details the distribution of EEO groups and comparison by PATCOB and sub-agency.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Grps by PATCOB/SubAgcy USF	RUNCTL_FGHR012
FGHR013A VETS-100 by SubAgency	Generates a Veterans employment report by sub-agency.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 by SubAgency USF	RUNCTL_FGHR013
FGHR013B VETS-100 by POI	Generates a Veterans employment report by POI.	Workforce Monitoring, Meet Regulatory Rqmts, VETS-100 Reports, VETS-100 by POI USF	RUNCTL_FGHR013
FGHR014A EEO Groups by Series/POI	Details the distribution of EEO groups and comparison by occupation and POI.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Groups by Series/POI USF	RUNCTL_FGHR014
FGHR014B EEO Groups by Series/SubAgency	Details the distribution of EEO groups and comparison by series and sub-agency.	Workforce Monitoring, Meet Regulatory Rqmts, EEO Reports, EEO Grps by Series/SubAgcy USF	RUNCTL_FGHR014

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

Monitor Absence Reports

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

Report ID and Report Name	Description	Navigation	Run Control Page
ABS004UK Bradford Score	<p>Lists employee absences for the regulatory region of GBR only. It lists department, employee name, employee ID, employee type, job title, total number of absences, total number of days absent, and the Bradford Score.</p> <p>The Bradford Score column of this report is calculated based on the following information:</p> <ul style="list-style-type: none"> • Total number of absences (A) • Total number of days absent (B) • $A^2 \times B$ <p>Note. Run the Refresh Employees Table process before running this report.</p>	Workforce Administration, Absence and Vacation, Absence Reports, Bradford Score GBR	RUNCTL_ABS004UK
ABS005NL Illness Registration (1)	Calculates the illness totals, percentages, and frequencies.	Workforce Administration, Absence and Vacation, Absence Reports, Illness Registration NLD	RUNCTL_ABS005_NL
ABS006NL Illness Registration (2)	Same as above.	Workforce Administration, Absence and Vacation, Absence Reports, Illness Registration NLD	RUNCTL_ABS005_NL
ABS007NL Longterm Illnesses NLD	<p>Provides a report of employees who have longterm illnesses from which they haven't fully recovered and are subject to the Dutch law <i>Wet Poortwachter</i>. You can use an employee checklist to track the status of an employee's illness.</p> <p>Note. This report can be run from PeopleSoft Human Resources or Global Payroll for the Netherlands. Based on the setting of the GPNLD installation flag, the report retrieves absence data from human resources or payroll tables.</p>	<ul style="list-style-type: none"> • Workforce Administration, Absence and Vacation, Absence Reports, Longterm Illnesses NLD • Global Payroll, Absence and Payroll Processing, Absence Reports, Longterm Illnesses NLD 	RUNCTL_ABS007_NL

Monitor Health and Safety Reports

Report ID and Report Name	Description	Navigation	Run Control Page
OHS001CN Workers Compensation Board Form 7	Provides some of the information required for provincial WCB Form 7s. Use this report to manually transcribe information to the printed form required by the WCB in most Canadian provinces.	Workforce Monitoring, Health and Safety, Reports, WCB Form 7 CAN	RUNCTL_OHS001CN
OHS001FR Work Accident Report	Tracks information on the employer, the establishment, the casualty, and details of the accident such as witnesses and other third parties. Use this information to complete the official French report.	Workforce Monitoring, Health and Safety, Reports, Work Accident FRA	OHS001FR
OHS001GR Accident Report	Provides information about the person injured, body parts, physician and hospital data, injury source and nature, unsafe acts, hazards, causes, corrective or preventative actions, and witnesses for the incident that you select.	Workforce Monitoring, Health and Safety, Reports, Accident DEU	RUNCTL_OHS501GR
OHS001UK Injury/Dangerous Occurrence	Provides the data about health and safety incidents needed to meet the health and safety reporting requirements in the United Kingdom. (Crystal) Before running the United Kingdom Injury or Dangerous Occurrence report, you must run the SQR process UK Collect RIDDOR Data to load the temporary holding tables. The report output is a Crystal report that exactly duplicates the official report. Note. To prepare the injury and dangerous occurrence report, you must first have entered an incident into the system using incident details.	Workforce Monitoring, Health and Safety, Reports, Injury/Dangerous Occ. GBR	RUNCTL_OHS_UK
OHS002GR Reportable Accident/Illness	Produces a Reportable Accident /Illness report for Germany.	Workforce Monitoring, Health and Safety, Reports, Reportable Accident/Illness DEU	RUNCTL_OHS002GR

Report ID and Report Name	Description	Navigation	Run Control Page
OHS002UK Illness Report	<p>Provides information to meet the health and safety reporting requirements in the United Kingdom. (Crystal)</p> <p>Before running the UK Illness report, you must run the SQR process UK Collect RIDDOR Data to load the temporary holding tables. The report output is a Crystal report that exactly duplicates the official report.</p> <p>Once the data in the report is complete, sign and mail it to the HSE (Health and Safety Executive).</p>	Workforce Monitoring, Health and Safety, Reports, Illness GBR	RUNCTL_OHS_UK
OHS003 Non-Employees In Incidents	Summarizes the non-employees involved in incidents that occurred within a specified date range. It notes whether they suffered an illness or injury. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Non-Employees In Incidents	RUNCTL_OHS_FROMTO
OHS003GR Incident Location Summary	<p>Provides information about travel, mode of transportation, details about whether drugs were involved, and details about individuals associated with the incident.</p> <p>This report is available only in German. (SQR)</p>	Workforce Monitoring, Health and Safety, Reports, Incident Location Summ DEU	RUNCTL_OHS003GR
OHS004GR Illness Report	<p>Includes information about the individual, including personal data, nationality, children, job, and physician.</p> <p>To prepare the illness report, you must first enter an illness into the system using the GER Illness Tracking page group. The details of the illness must also be properly entered into the system. Before you run the report, run the SQR process GER Collect Illness Data (OHS504GR) to load the temporary data tables.</p> <p>This report is only available in German. (Crystal)</p>	Workforce Monitoring, Health and Safety, Reports, Illness DEU	RUNCTL_OHS504GR

Report ID and Report Name	Description	Navigation	Run Control Page
OHS008CN Workers Compensation Board Incident	Provides specific incident information required by the Canadian Worker's Compensation Board, such as incident occurrence information, work absence and work resumption, the person responsible, first aid provided, and other information required by the WCB. Use information from this report to manually complete WCB reporting forms. (SQR)	Workforce Monitoring, Health and Safety, Reports, WCB Incident CAN	RUNCTL_OHS_INC
OHS009 Incident Detail	In addition to the occurrence information, the report lists all causes and related corrective actions, witnesses, involved persons (including detailed injury information), OSHA information, lost work, and physician information.	Workforce Monitoring, Health and Safety, Reports, Incident Detail	RUNCTL_OHS_INC
OHS010 Incident Summary	Summarizes health and safety incidents that have occurred within a specified date range. This report lists all involved persons and indicates whether an OSHA report was filed related to a person's involvement. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident Summary	RUNCTL_OHS_FROMTO
OHS011 Location Incident Summary	Summarizes the incidents that occurred at specific locations and within the specified date range. The report lists all persons involved in the incident and indicates whether or not they received an OSHA reportable illness or injury. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Location Incident Summary	RUNCTL_OHS_FROMTO
OHS012 Claim Summary Overview	Summarizes claims that have been logged within a specified date range. The report itemizes by amounts within a Charge Type, subtotals by Charge Type, subtotals by claim, and then calculates a grand total of all charges within the reporting period. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Claim Summary Overview	RUNCTL_OHS_FROMTO

Report ID and Report Name	Description	Navigation	Run Control Page
OHS013 Employees In Incidents	Summarizes employees involved in incidents that have occurred within a specified date range. It notes whether the employee has suffered an injury or illness (Crystal)	Workforce Monitoring, Health and Safety, Reports, Employees In Incidents	RUNCTL_OHS_FROMTO
OHS014 Incident Lost Work	Lists the lost or restricted workdays for an employee involved in a health and safety incident within a specified reporting period and totals lost and restricted days by incident. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident Lost Work	RUNCTL_OHS_FROMTO
OHS014ESP Incident Without Lost Work	Generates a list of accidents that didn't result in lost workdays. This report prints the Employee Name, Gender, NSS, Accident Date, and Accident Type. This report must be printed by Work Center. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident w/o Lost Wages ESP	RUNCTL_OHS_FROMTO
OHS015 Incident Claim Detail	Lists the claims filed for a specific incident, the employee filing the claim, provider information related to the claim, and detailed charges (by charge type) related to the claim. The report subtotals by charge type within a claim, subtotals by the claim itself, and then provides a grand total of all claim charges for the incident. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Incident Claim Detail	RUNCTL_OHS_INC
OHS016 Vehicle Incident Summary	Summarizes information about vehicles involved in incidents within a specified date range. The report lists the vehicle and equipment information and related information about the people involved. (Crystal)	Workforce Monitoring, Health and Safety, Reports, Vehicle Incident Summary	RUNCTL_OHS_FROMTO
PER002CHE Accident Report	Provides the information required by Swiss law in a format accepted by all Swiss insurance companies. (SQR) Use this report to create an accident report to submit to your organization's insurance company following an accident.	Workforce Monitoring, Health and Safety, Reports, Accident CHE	RUNCTL_PER002_CHE

Plan Careers and Successions Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CARPLAN Employee Career Plan	Lists an employee's career plan as entered by different evaluators (Crystal).	Workforce Development, Career Planning , Career Reports, Career Plan	RUNCTL_CAR001
CARTRAIN Employee Career Training Plan	Lists an employee's training plan to meet career goals (Crystal).	Workforce Development, Career Planning , Career Reports, Career Training	RUNCTL_CAR002
FGHR022 (USF) Individual Development Plan	Produces an Individual Development Plan (IDP) for an employee. (SQR). An IDP includes an employee profile, employee competencies, employee training history, potential job moves, mentoring, training, other specific developmental areas, summary of estimated costs, summary of actual costs, and a section for signatures.	Workforce Development, Career Planning , Career Reports, Individual Development Plan, IDP	RUN_FGHR022
PER034 Internal Resume	Creates a resume-like document from the data contained in PeopleSoft tables. (SQR). Sections of the report include: employee name and address, prior work history, education, salary history, job performance, training, special projects, competencies, languages, citizenship, visa/work permits, licenses and certificates, professional memberships, and honors and awards.	Recruiting, Identify/Process Applicants, Identify Candidates, Internal Resume	RUNCTL_PER034

Administer Salaries for the Netherlands Reports

Report ID and Report Name	Description	Navigation	Run Control Page
INT001NL Insurance Board Notification	Reports personal data for new employees to the Dutch insurance board.	Workforce Administration, Benefit Information NLD, Reports, Insurance Board Notification	RUNCTL_INT001_NL
INT002NL Insurance Notification	Report to the DNHS (Dutch National Health Service) if an employee's income rises above a certain level.	Workforce Administration, Benefit Information NLD, Reports, Health Insurance Notification	RUNCTL_INT002_NL
INT003NL Pay Groups	Provides an overview of the pay groups entered in the system.	Set Up HRMS, Product Related, Benefits NLD, Reports, Pay Groups	PRCSRUNCNTL

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

Plan Salaries Reports

Report ID and Report Name	Description	Navigation	Run Control Page
CMP001 Salary Structure	Lists all salary grades in descending order by grade. For each grade, this report lists the annual minimum, midpoint, and maximum amount being paid. The midpoint differential column shows the percent of change between the midpoints in each grade. The report calculates the range spread percentage by dividing the maximum amount by the minimum amount and subtracting 1.0.	Compensation, Salary Planning, Salary Plan Reports, Salary Structure	RUNCTL_ASOFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
CMP002 Job Grading by Evaluation Points	<p>Lists each salary grade in the organization along with salary data for all titles within that grade ordered by the job evaluation point assignment. The report includes all titles within that grade ordered by the job evaluation point assignment.</p> <p>Use the evaluation points to assign value to the responsibilities of each job title in your organization and consequently a compensation value to each salary grade. The report includes salary survey information and associated point ratios and midpoints.</p>	Compensation, Salary Planning, Salary Plan Reports, Job Grading by Evaluation Pts	RUNCTL_ASOFFDATE
CMP003 Compa-Ratio Analysis	<p>The report lists each employee in the salary grade and the midpoint amount of the salaries in that grade. For each employee, the report lists job code, title, name, and department ID. The report displays those employees whose Employee Status is <i>Active</i>, <i>Leave of Absence</i>, <i>Suspended</i>, or <i>Leave with Pay</i>.</p> <p>The last two columns pertain to a compa-ratio calculation for each employee. This means a comparison of the employee's salary to the midpoint amount of the salary grade. If the employee's current rate is the same as the midpoint, the compa-ratio is 1.00 or one hundred percent of the midpoint.</p>	Compensation, Salary Planning, Salary Plan Reports, Ratio Analysis	RUNCTL_ASOFFDATE

Report ID and Report Name	Description	Navigation	Run Control Page
CMP004 Below Minimum Analysis	The Below Minimum Analysis report lists the salary grades containing employees under the minimum, the associated minimum amount, the employee's annual rate, and the amount below both in dollars and as a percentage. The report displays those employees whose Employee Status is <i>Active, Leave of Absence, Suspended, or Leave with Pay.</i>	Compensation, Salary Planning, Salary Plan Reports, Below Minimum Analysis	RUNCTL_ASOFFDATE
CMP005 Above Maximum Analysis	For each employee, the report shows the job code and title, name, department ID, the maximum amount, the employee's annual rate, and the amount above maximum both in currency and as a percentage. The report displays those employees whose Employee Status is <i>Active, Leave of Absence, Suspended, or Leave with Pay.</i>	Compensation, Salary Planning, Salary Plan Reports, Above Maximum Analysis	RUNCTL_ASOFFDATE
CMP008 Salary Change Mass Update by Salary Plan and Pay Group	<p>Generate this report after running the Update by Salary Plan and Pay Group application engine process. The report displays the employees' previous and new compensation package. Run the Load Data process (HR_SP_CI) to load all of the data to the Job Data records.</p> <p>Run this report as the second step in the three-step procedure to run the Update by Sal (salary) Plan and Paygroup process. All three steps are available in the PeopleSoft Process Scheduler when you use the Update by Sal Plan and Paygroup process run control page.</p>	Compensation, Salary Planning, Salary Plan Administration, Update By Plan/Paygroup	RUNCTL_CMP008

Report ID and Report Name	Description	Navigation	Run Control Page
CMP010 Salary Mass Update by Job Code	<p>Displays changes to the Salary Administration Plan, Grade and Step that will be made to employees' job records before you run the Load Data process (HR_SP_CI) to actually insert new job records. This report displays the employees' previous and new Sal Admin Plan (salary administration plan), Grade, and Step.</p> <p>Generate this report after running the Update by Job Code application engine process. The report displays the employees' previous and new salary administration plan, grade, and step. Run the Load Data process (HR_SP_CI) to load all of the data to the Job Data records.</p> <p>Run this report as the second step in the three-step procedure you follow to run the Update by Job Code process. All three steps are available in the PeopleSoft Process Scheduler when you use the Update by Job Code process run control page.</p>	Compensation, Salary Planning, Salary Plan Administration, Update by Job Code	RUNCTL_CMP010
CMP011 Salary History by Employee	<p>Displays each salary change for an employee during a specified time period. For each salary change, it lists the associated job action, effective date, job code and title, salary grade, compensation rate, monetary amount, and percentage of change.</p>	Compensation, Salary Planning, Compensation Reports, Salary History by Employee	RUNCTL_CMP011
CMP014 Salary History by Group	<p>Provides the salary changes for the employees in a group during a specified time period. For each salary change, it lists the associated job action, effective date, job code and title, salary grade, compensation rate, monetary amount, and percentage of change.</p>	Compensation, Salary Planning, Compensation Reports, Salary History by Group	RUNCTL_CMP014

Report ID and Report Name	Description	Navigation	Run Control Page
CMP020JP (JPN) Salary Simulation	Generates the results of the Salary Increase Simulation process.	Compensation, Salary Planning, Percentage Increase JPN, Salary Simulation Report	RUN_SALREPORT_JPN
LMS001 and LMS002 Forecasted Compensation	Analyzes the impact on the forecasted period of the events defined in the scenario and the variations of the compensation and headcount over the two periods (LMS002: Variations).	Compensate Employees, Forecast Compensation FRA, Process Forecast, Forecasted Compensation Rpt	RUNCTL_LMS_REPORT
LMS003 Scenario Comparison	Compare two scenarios.	Compensate Employees, Forecast Compensation FRA, Process Forecast, Scenario Comparison Rpt	RUNCTL_LMS_REPORT
LMS004 Rate Codes Without Rate Code Class	Provides rate codes that don't have a rate code class attached to them. The Salary Forecasting calculation functions properly only when the rate codes assigned to individuals have an associated class. Check that all components of pay included in the compensation package of an employee have an associated rate code class. Run this report before you run the calculation process.	Compensate Employees, Forecast Compensation FRA, Process Forecast, Rate Codes w/out Class Rpt	RUNCTL_LMS_RATE_CL
PER008 Review Audit	Lists all employee reviews for the employees in a group.	Compensation, Salary Planning, Employee Appraisals History, Review Audit	RUNCTL_PER008
PER012 Departmental Salaries	This report provides an alphabetical list of employees by department, basic job data information, and a breakdown of pay rates for each.	Compensation, Salary Planning, Compensation Reports, Salary History by Department	RUNCTL_ASOFDATE_LC
PER013 Employee Compensation Changes	Lists employees who have had compensation rate changes within a selected time period.	Compensation, Salary Planning, Compensation Reports, Employee Compensation Changes	RUNCTL_PER013
PER023 Salary History for Company	Displays each salary change for an employee during a specified time period.	Compensation, Salary Planning, Compensation Reports, Salary History by Company	RUNCTL_PER023
PER041 Merit Increase Report	Lists the merit increases and their approval status for the employees in a merit group.	Compensation, Salary Planning, Merit Increases, Report Merit Increases	RUNCTL_SP_MERIT

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

Recruit Workforce Reports

Report ID and Report Name	Description	Navigation	Run Control Page
APP002 Job Group Movement Analysis	Provides racial and gender demographic data regarding your hiring process. (SQR).	Recruiting, Job Group Movement Report	RUNCTL_FROMTHRU
APP003 Requisition Status	For each job requisition, the report lists job information, requisition status, recruiter, the number of applicants, and expenses information.	Recruiting, Job Requisition/Posting, Requisition Status Report	PRCSRUNCNTL
APP004 Requisition Posting	Extracts job posting data from the database and formats it for merging into Microsoft Word documents. (SQR, Word for Windows).	Recruiting, Job Requisition/Posting, Extract Posting Information	RUNCTL_APP004

Report ID and Report Name	Description	Navigation	Run Control Page
APP005 Candidate Listing	<p>This report combines job requisition information with a list of candidates being interviewed for the position. It groups requisitions by Department ID. (SQR)</p> <p>For each candidate interviewed, the report displays the following: employee ID, name, status in the interview process (active, inactive, hired, withdrawn), last interview step completed, and any offers made.</p>	Recruiting, Identify Candidates, Candidate Listing	PRCSRUNCNTL
APP006 Requisition Cost Analysis	<p>Provides a breakdown of expense types and amounts for each job requisition. (SQR)</p> <p>For each job requisition, the report lists the requisition number, job code, position number, status, title of the position offered, and the recruiter's name. The last two columns contain a breakdown of each type of expense incurred and its monetary amount, including a total by requisition number.</p> <p>A department summary includes an expense total for all requisitions, each expense category, and calculates a department-average cost-per-hire amount.</p>	Recruiting, Job Requisitions/Postings, Requisition Cost Analysis Rpt	PRCSRUNCNTL
APP007 Recruitment Letters	Generate the recruitment letters for applicants that you have tagged with a letter code. (SQR, Word for Windows)	Recruiting, Identify/Process Candidates, Applicant Maintenance, Recruitment Letters	RUNCTL_APP007
APP011 Applicant Sum. by Requisition (applicant summary by requisition)	For each job requisition, this report lists the number of applicants and percentage of total applicants that applied, sorted by source type and specific source. (SQR).	Recruiting, Identify/Process Applicants, Applicant Maintenance, Summarize by Reqstn (requisition)	PRCSRUNCNTL

Report ID and Report Name	Description	Navigation	Run Control Page
APP012 Applicant Sum. by Source (applicant summary by source)	Lists the number of applicants and percentage of total applicants sorted by source type and specific source (regardless of requisition). (SQR).	Recruiting, Identify/Process Applicants, Applicant Maintenance, Summarize by Source	PRCSRUNCNTL
APP013 Works Council Posting	A Germany-specific report that lists all open job requisitions that are monitored by a specific Works Council. (SQR)	Recruiting, Job Requisitions/Posting, Create WC Posting Report (Work Council)	RUNCTL_APP013
FGHR032 (USF) Full Vacancy Announcement	Generates a hard copy of the full vacancy announcement. This must be run after you have created the USA Jobs Feed. (SQR)	Recruiting, Reports, Full Text Posting USF	GVT_RUNCTL_FULLVAC
FGREC820 (USF) Evaluation of Candidates	Produces three Evaluation of Candidate reports sorted by applicant ID, name, and score. (Crystal)	Recruiting, Identify/Process Applicants, Identify Candidates, Evaluate Candidates USF	RUN_FGREC820
FGREC821 (USF) Certificate of Eligibles	Generates a Certificate of Eligibles report. (Crystal)	Recruiting, Identify/Process Applicants, Identify Candidates, Certificate of Eligibles USF	RUN_FGREC821
PER034 Internal Resume	Produces a summary of job history information for an employee. (SQR). Sections of the report include: employee name and address, prior work history, education, salary history, job performance, training, special projects, competencies, languages, citizenship, visa/work permits, licenses and certificates, professional memberships, and honors and awards	Recruiting, Identify/Process Applicants, Identify Candidates, Internal Resume	RUNCTL_PER034

Report Total Compensation Reports

Report ID and Report Name	Description	Navigation	Run Control Page
TC001 Total Compensation Statement (Benefits Statement)	A listing of all compensation for each individual, designed for distribution to employees.	Compensation, Report Total Compensation, Cube Contents, Total Comp Statement Report	TC_BEN_RUN_CNTL
TC002 Group Summary Compensation	Aggregated information for each individual within a group that you specify.	Compensation, Report Total Compensation, Cube Contents, Group Summary Compensation Rpt	TC_GRP_RUN_CNTL

Report ID and Report Name	Description	Navigation	Run Control Page
TC003 Employee Compensation Report	Detailed information about each compensation type for each individual within a group that you specify.	Compensation, Report Total Compensation, Cube Contents, Group Detail Compensation Rpt	TC_GRP_RUN_CNTL

Track Flexible Service Reports

Report ID and Report Name	Description	Navigation	Run Control Page
PER048 Employee Service Listing	Lists employees by calculation group and service type and within specified time periods. Sort by ascending or descending service time.	Workforce Administration, Flexible Service EG, Employee Service Report	RUNCTL_EGPP04
PER049 Employee Service Calculation Results	Lists the results of the Normal Run batch process and includes all employees who have a temporary file (resulting from a process in Normal Run mode) containing details about their accrued service credits.	Workforce Administration, Flexible Service EG, Calculated Service Report	RUNCTL_EGPP05

Track Global Assignments Reports

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

Manage Base Benefits Reports

Report ID and Report Name	Description	Navigation	Run Control Page
BEN001 Health Plan Participants Rpt	Lists active health plan participants as of a specified date. Useful for determining the number of employees in plan types offered by specific providers.	Benefits, Report, Participation, Health Plan Participants	RUNCTL_ASODATE_BEN
BEN002 Life Insurance Participants Rpt	Lists active life plan participants as of a specified date. Useful for determining the number of employees in plan types offered by specific providers.	Benefits, Report, Participation, Life Insurance	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
BEN003 Benefit Contributions	Summarizes benefit contributions by employee and employer.	Benefits, Reports, Contributions and Deductions, Benefit Contribution Register	RUNCTL_BEN003
BEN003CN Benefit Contributions Can.	Summarizes benefit contributions by employee and employer for Canadian companies. This report is the same as BEN003.	Benefits, Reports, Contributions and Deductions, CAN-Contribution Register	RUNCTL_BEN003CN
BEN004 Savings Investment Distribution	Lists total deductions and company contributions for employees participating in savings plans with investment allocations. This program also creates an interface file for use by third-party administrators.	Benefits, Report, Participation, Savings Investment Distributn	RUNCTL_BEN004
BEN007 Leave Accruals	This report displays leave accrual information by leave plan and employee. It includes information such as plan year eligibility hours, carryover hours earned year-to-date, hours taken year-to-date, and remaining leave balances.	Benefits, Report, Participation, Leave Accrual	RUNCTL_BEN_LANG
BEN008 Section 415 Compliance Rpt	The report lists employee amounts either over or under the Section 415 limit. It includes: Company, Employee ID, Effective Date, Special Accumulator, Benefit Program, Percent Of Salary, Maximum Benefit Base, and Gross Amount YTD. It also lists the plans that are excluded from and included in the 415 limit, as well as those plans that are limited.	Benefits, Reports, Regulatory and Compliance, Section 415 Compliance	RUNCTL_ASODATE_BEN
BEN009 Section 415 Non-Compliance Rpt	BEN009 reports on employees who have exceeded the Section 415 limits. It includes: Company, Employee ID, Calendar Year and Month, Gross Amount YTD, Effective Date, Earnings Code, Benefit Program, Percent of Salary, and Maximum Benefit Base.	Benefits, Reports, Regulatory and Compliance, Section 415 Noncompliance	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
BEN020 FMLA Status Report	<p>Displays summary information for requests in the following classes: approaching leave requests, current FMLA leave requests, recently completed FMLA leaves and denied FMLA leave requests.</p> <p>You can use this report to manage the FMLA leave process from beginning to end. A review of this report reveals those employees who will soon be going out on leave; what follow-up is needed to support the leaves; those employees who will soon exhaust their leave entitlement.</p>	Benefits, Track FMLA (Family Medical Lv), Status Report	RUNCTL_BEN020
BEN021 FMLA Payroll Audit	For employees on FMLA leave or who have recently completed leaves, displays employee ID, name, FMLA request number, begin/return dates, job status, payroll earnings during leave period, FMLA hours taken (paid and unpaid, and the total difference between the hours reported as paid by Payroll and those marked as paid in the FMLA system).	Benefits, Track FMLA (Family Medical Lv), Payroll Audit Report	RUNCTL_BEN021
BEN022 BEN023 HIPAA Medical Certificates	<p>BEN022 prints a twelve-month history of a former employee's group health coverage for specified plan types, as specified by the Health Insurance Portability and Accountability Act (HIPAA) of 1996.</p> <p>BEN023 prints a history for a selected dependent.</p> <p>Only plan types with the HIPAA Plan check box selected on the Benefit/Deduction Program Table have HIPAA history displayed on these reports.</p>	Benefits, Reports, Regulatory and Compliance, HIPAA	RUN_CNTL_HIPAA

Report ID and Report Name	Description	Navigation	Run Control Page
BEN040 Billing Statement	Prints a bill for all employees with outstanding balances who are actively enrolled in the Benefits Billing system. Statements report activity from/to dates; activity type, plan type, benefit plan, coverage, amount and due dates. Also included is the total due and total overdue information, with any comments entered on the billing calendar.	Benefits, Benefits Billing, Create Statements, Print Billing Statement	RUNCTL_BEN040
BEN041 Delinquent Acct	<p>Displays charge and payment activity for employees who have failed to keep their payments current in accordance with the terms established on the Benefits Billing Plan Table.</p> <p>You can use this report to determine what participants are delinquent, the number of days past due and the total amount due. You can also use this report to learn what the total number of participants past due, time overdue and the total amount due.</p>	Benefits, Benefits Billing, Reports, Delinquent Accounts	RUNCTL_BEN041
BEN042 Receivable Report	<p>Displays all payment activity, include the amounts paid and how the amounts were applied.</p> <p>You can use this report to verify the dollar amount of payments received from employees. It can also be used to determine how the moneys received were applied. You can also use this report for general ledger reconciliation and auditing.</p>	Benefits, Benefits Billing, Reports, Accounts Receivable	RUNCTL_BEN042

Report ID and Report Name	Description	Navigation	Run Control Page
BEN043 Billing History	<p>Displays all billing account activity for a specific period of time, by employee.</p> <p>Use this report to answer questions from employees regarding their billing accounts. This report can also be used as a tool in troubleshooting and auditing billing activity. System prompts you to specify from and through dates.</p>	Benefits, Benefits Billing, Reports, History Activity	RUNCTL_BEN043
BEN044 Billing Calculation Errors	Lists billing calculation errors.	Benefits, Benefits Billing, Review Processing Results, Calculation Error Report	RUNCTL_BILL_CAL
BEN045 Benefits Billing Audit	<p>Displays employees with open charges and open credits; active enrollments audit; inactive enrollments audit; employees with holds longer than three months; and enrollment holds longer than three months.</p> <p>Use this report to audit billing enrollments that may require follow-up activity. For example, data will only be displayed for employees with open charges and credits when an error condition exists.</p>	Benefits, Benefits Billing, Reports, Billing Audit	RUNCTL_BEN_LANG
BEN050 Primary Jobs Audit	Identifies employees without a record in the Primary Jobs table, employees without a job in the Primary Jobs table, employees without a primary job flag turned on, employees without a primary job indicated for a specific benefit record, and, employees with more than one primary job designated for a specific benefit record number.	Benefits, Maintain Primary Jobs, Create Audit Report	RUNCTL_BEN050
BEN110 Snapshot Premium Report	List employees, their coverage, and premium amounts for specified vendor and plan type.	Benefits, Interface with Providers, Snapshot Premium Report	RUNCTL_BEN102

Report ID and Report Name	Description	Navigation	Run Control Page
BEN141 A/R Interface	<p>The A/R Interface report extracts all charges for a selected billing period and any charge adjustments with posting dates that fall within the billing period. The system will produce a file called BILLAR. The output file BILLAR holds 2 types of records. One holds employee information, the other holds the accounting information for the Benefits Billing charges and charge adjustments.</p> <p>Use this report to report to interface billing charges to an accounts receivable system.</p>	Benefits, Benefits Billing, Billing Interface, Provide Billing to AR	RUNCTL_BILL_CAL
BEN140 Ben Billing Payment Interface	<p>This program reads payment information from a third-party interface file and posts those payments against open accounts. Lists information about Benefits Billing payments processed by the batch interface process.</p> <p>Can be used as an alternate to entering payments through the Payment Entry page. The system applies the payments to the charges by plan type within due date, oldest due date first. The payments are posted as of the posting date on the transaction.</p>	Benefits, Benefits Billing, Billing Interface, Post Payments from File	RUNCTL_BEN_LANG
BEN701 FSA Benefit Table Listing	Lists information in the Flexible Spending Account Table. Use this report to verify that you have correctly updated and made changes to the table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Flexible Spending Account	RUNCTL_BEN_LANG
BEN702 Flat Rate Table	Prints information from the Flat Rate Table, where you define rates to be charged per selected frequency for a particular benefit program/plan.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Flat Rate Table	RUNCTL_ASODATE_BEN
BEN703 Disability Plan Table Listing	Prints information from the Disability Plan Table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Disability Plan	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN704 Age-Graded Rate Table Listing	The Age Coverage Table report lists the effective dates of the rates and rating factors such as age ranges, sex, and smoker/non-smoker by employer and employee for each set of your age-graded rates.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Age Coverage Rate	RUNCTL_ASODATE_BEN
BEN705 Life AD/D Table Listing	Prints information from the Life AD/D Plan Table, including plan type, plan name, benefit plan ID and name, effective date, coverage, flat amount, rating factor, and group code.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Life AD/D Plan Table	RUNCTL_BEN_LANG
BEN707 Savings Plan/ Investment Table	Prints information from the Savings Plan Table, including savings plan type, benefit plan, effective date, employer investment matching option, and the terms of the employee deductions and employer contributions and investment options.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Savings Plan	RUNCTL_BEN_LANG
BEN708 Calculation Rules Tbl Listing	Lists calculation rules information by calculation rule ID.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Calculation Rules	RUNCTL_BEN_LANG
BEN709 Benefit Plan Table Listing	Prints information from the Benefit Plan Table, including effective date, description, provider ID and name, default deduction code and name, and the indicator for non-discrimination testing.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Benefit Plan	RUNCTL_BEN_LANG
BEN710 Leave Plan Table Listing	Prints information from Leave Plan Table page 1, including plan type, plan name, benefit plan name and ID, effective date, accrual process date, accrual frequency, service interval, special calculations, year the plan begins, and the maximum leave balance and carryover allowed.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Leave Plan — Basic Attributes	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN710A Leave Plan Table (Svc Rates)	Prints information from Leave Plan Table pages 2 and 3, including each plan type and its name and ID, effective date, service interval, separate service rate values and bonus values, pay versus time, pay at term, term pay percent, negative balances allowed, and individual first year rate values.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Leave Plan-Accrual and Bonus	RUNCTL_BEN_LANG
BEN711 Retirement Plan Table Listing	Lists information from the Retirement Plan Table, where you define retirement plans for the California Public Employees Retirement System (PERS).	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Retirement Plan	RUNCTL_BEN_LANG
BEN713 Benefit Program	Prints information from the Benefit Program Table, including associations between benefit programs and plans, rates, calculation rules, and payroll rules. This report serves as an audit trail for the information defined on the Benefit Program table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Benefit Program	RUNCTL_BEN713
BEN714 Service Rate Table Listing	Prints information about each service rate ID, including effective date, pay frequency, rate per unit, service intervals, total rate, employer portion, and employee portion. This report serves as an audit trail for the information defined on the Service Rate table.	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Service Rate	RUNCTL_ASODATE_BEN
BEN715 Vacation Buy/Sell Plan Listing	Prints each vacation buy/sell plan type name and ID and its effective date, buy/sell description, earnings type, pay frequency, vacation hours (increments, minimum, and maximum), and the percent of salary and maximum vacation amounts. This report serves as an audit trail for the information defined on the Vacation Buy/Sell table.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Vacation Buy/Sell	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN716CN Pension Plan Table Listing 1	<p>Prints information from the Canadian Pension Plan Table, including plan type and name, benefit plan and name, effective date, special accumulator code, pension plan type, voluntary contributions indicator, credit CPP indicator, RCT registration number, contribution percentage, and the employee and employer percentages for contributions up to YMPE and over YMPE.</p> <p>This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.</p>	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Pension Plan-Canada- Basic	RUNCTL_BEN_LANG
BEN717CN Pension Plan Table Listing 2	<p>Prints information from the Canadian Pension Plan Table, including plan type and name, benefit plan and name, effective date, contribution rate type, the pension rate earnings limit, and the employee and employer percentages for contributions up to YMPE and over YMPE.</p> <p>This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.</p>	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Pension Plan-Canada-Rates	RUNCTL_BEN_LANG

Report ID and Report Name	Description	Navigation	Run Control Page
BEN718CN Pension Plan Table Listing 3	<p>Prints information from the Canadian Pension Plan Table, including plan type and name, benefit plan name and ID, effective date, special accumulator, pension plan type, if voluntary contribution is allowed, pension administration percentage under and over the YMPE, pension administration earnings that are excluded, benefit entitlement ceiling, and the pension administration annual base hours.</p> <p>This report serves as an audit trail for the information defined on the Canadian Pension Plan tables.</p>	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Pension Plan-Canada-Limits	RUNCTL_BEN_LANG
BEN720 FMLA Plan Table Listing	<p>Prints information from the FMLA Plan Table, including FMLA calendar type, eligibility criteria, and the annual leave entitlement. This report serves as an audit trail for the information defined on the FMLA Plan table.</p>	Set Up HRMS, Product Related, Base Benefits, FMLA (Family Medical LV), FMLA Plan Table Report	RUNCTL_BEN_LANG
BEN721 Limit Table List.	<p>Prints information from the Limit Table, where you define government regulations that limit the amount that a participant can contribute or receive from a qualified plan. This report serves as an audit trail for the information defined on the Limit table.</p>	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Limit Table	RUNCTL_ASODATE_BEN
BEN731 Salary Rate Table	<p>Lists information from the Salary Rate Table, where you define a percentage of salary for flexible credit options and deduction calculations. Includes effective dates of the salary percentages for a rate ID. This report serves as an audit trail for the information defined on the Salary Rate table.</p>	Set Up HRMS, Product Related, Base Benefits, Rate/Rule Reports, Salary Rate	RUNCTL_ASODATE_BEN

Report ID and Report Name	Description	Navigation	Run Control Page
BEN733 Base Benefit Audit Report	<p>Summarizes potential employee data error conditions as related to Base Benefits business process.</p> <p>Includes employees without Employment records, employees without Job records, employees under 16 years old, employees with unusual dependents signed up for coverage, employees with spouses (or other dependents) both electing health benefits, employees with overage dependent coverage, and employees with incorrect health plans set up on the Benefit Program Table.</p>	Benefits, Reports, Audits, Base Benefits Consistency Audit	RUNCTL_BEN_LANG
BEN734 Court Orders Audit Report	Lists employees not compliant with court-ordered dependent benefit coverage or minimum spousal coverage.	Benefits, Reports, Audits, Court Ordered Coverage Audit	RUNCTL_BEN734
BEN740 Billing Calendar Table Listing	<p>Use this report to list of generated billing periods. It is also a quick reference for payment due information by billing period.</p> <p>Displays the following information for each billing period: billing period identifier, begin/end dates, payment due date, COBRA payment due date, calculation run (y/n) and statements printed (y/n).</p>	Set Up HRMS, Product Related, Base Benefits, Billing, Calendar Report	RUNCTL_BEN_LANG
CBR001 COBRA Qualify Ltr	Generates letters that display a qualified COBRA participant's terminating health coverage, qualified COBRA coverage, and the response dates by which he or she must return the election or waive request. It also includes an enrollment form.	Benefits, Administer COBRA Benefits, Manage Automated Participation, Create Initial Letter	RUNCTL_CBR001
CBR002 COBRA Secondary Notification Letter	Generates letters that display information about the extension of COBRA continuation coverage for COBRA participants who have experienced secondary qualifying events.	Benefits, Administer COBRA Benefits, Manage Automated Participation, Create Secondary Letter	RUNCTL_CBR002

Report ID and Report Name	Description	Navigation	Run Control Page
CBR003 COBRA Termination Letter	Generates letters that inform COBRA participants that their COBRA coverage is about to expire.	Benefits, Administer COBRA Benefits, Terminate COBRA Coverage, Create Termination Letter	RUNCTL_CBR003
CBR004 COBRA Open Enrollment Letter	Provides Open Enrollment forms for COBRA participants.	Benefits, Administer COBRA Benefits, Manage Automated Participation, Create Open Enrollment Letter	RUNCTL_CBR004
CBR005 COBRA Event Summary	Lists all employees for whom a COBRA event occurred, along with the event status.	Benefits, Administer COBRA Benefits, Review Processing Results, Event Summary Report	RUNCTL_CBR005
CBR006 COBRA Enrollment	Lists all COBRA participants and their current elections, including coverage begin dates.	Benefits, Administer COBRA Benefits, Review Processing Results, Enrollment Report	RUNCTL_CBR006
CBR007 COBRA Audit	Displays active employees enrolled in COBRA health coverage; employees and spouses (or other dependents) electing health benefits for the same dependent ID; and employees who have coverage dependents.	Benefits, Administer COBRA Benefits, Review Processing Results, Audit Report	RUNCTL_ASODATE_BEN
CBR008 COBRA Administration Error	Displays errors in the COBRA process, including COBRA event conflicts, lack of eligible benefit program or multiple eligible benefit programs, or duplicate COBRA events.	Benefits, Administer COBRA Benefits, Review Processing Results, Error Report	RUNCTL_CBR008
FGPY017 (USF) FEHB Reconciliation	Federal agencies are required to send quarterly reports to major FEHB providers. These reports allow the provider to compare their enrollment records with that of the federal agency. They also provide total headcount and premium amounts.	Benefits, Interface with Providers, FEHB Reconciliation Report	GVT_RUN_FGPY017
NDT004 401 Nondiscrimination Testing	Lists output from the 401(k) Nondiscrimination Testing SQR (NDT002) and from the 401(m) Nondiscrimination Testing SQR (NDT003).	Benefit, Conduct Nondiscrimination Tsts, Section 401 Testing, 401 Testing Report	RUNCTL_NDT004

Report ID and Report Name	Description	Navigation	Run Control Page
NDT008 129 Nondiscrimination Testing	Lists the results of three Section 129 Nondiscrimination Testing SQRs: <i>NDT005</i> : Eligible Cross Section Test (eligible employees test) <i>NDT006</i> : 55% Average Benefits Test <i>NDT007</i> : Concentration Test (5% Owner Test)	Benefit, Conduct Nondiscrimination Tsts, Section 129 Testing, 129 Testing Report	PRCSRUNCTL
PAY031 Deductions and Benefits Register	Reports deductions taken, sorted by deduction code	Benefits, Reports, Contributions and Deductions, PI Benefit Deductions Register	RUNCTL_PAYINIT2
PAYVNDR Provider/Vendor	Lists information from the Provider/Vendor table, including provider name and ID, provider effective date, provider address, and a separate address line for premium payment, where applicable.	Set Up HRMS, Product Related, Base Benefits, Plan Reports, Provider/Vendor Listing	RUNCTL_PAYVNDR
RDED001 Retroactive Deductions Requested - 'Not Processed Status	Lists retroactive deduction requests that have not been processed.	North American Payroll, Retroactive Payroll, Reports, Ben/Ded Pending Request Summry	RUNCTL_RTRODED1
RDED002 Retroactive Deductions in Progress - 'Calculate Status'	Lists retroactive deduction requests that have been processed.	North American Payroll, Retroactive Payroll, Reports, Ben/Ded All Calculated	RUNCTL_RTRODED1
RDED002B Retro Ben/Ded Summary	Summarizes retroactive deduction request information by employee ID. Includes deduction type, deduction amount (old and new), and recalculated deduction amounts with the total due to or due by the employee.	North American Payroll, Retroactive Payroll, Reports, Ben/Ded Paysheet Load Sumamry	RUNCTL_BEN_LANG
RDED003 Retroactive Deductions Audit Rpt - 'Loaded to Paysheet' Status	Summarizes retroactive deduction information for requests loaded to the payroll system. Includes deduction type, deduction amount (old/new) and recalculated deduction amounts with total due to and/or due by the employee.	North American Payroll, Retroactive Payroll, Reports, Ben/Ded Paysheet Load Audit	RUNCTL_RTRODED3

Report ID and Report Name	Description	Navigation	Run Control Page
RDED004 Retroactive Ben/Ded Terms Calculated (Terminated Employees Loaded)	Summarizes retroactive deduction information for requests loaded to the payroll system for terminated employees. Includes deduction type, deduction amount (old/new) and recalculated deduction amounts with total due to and/or due by the employee.	North American Payroll, Retroactive Payroll, Reports, Ben/Ded Terms Calculated	RUNCTL_RTRODED3

Performance Management Reports

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

CHAPTER 2

Report Samples

This chapter provides report samples.

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

PeopleSoft
ABSENCE HISTORY

Page No. 1
Run Date 08/30/2000
Run Time 09:19:05

Report ID: ABS001
Company GBI Global Business Institute
* Indicates employees without a work schedule assigned

Employee Name	Employee ID	Department	Empl Type	Job Title	Absence Type	Begin Date	Return Date	Duration Days	Hours	Paid?	Approved?	Reason
Espinosa, Carmichael	KU0015	HR	S	Conslnr Sr	Sickness	01/05/1999	01/07/1999	3.000	24.0	Yes	Yes	
Santos, Antonio	KU0010	HR	H	Admin Asst	Sickness	06/03/1999	06/06/1999	3.000	24.0	Yes	Yes	
					Sickness	06/03/1999	06/06/1999	3.000	24.0	Yes	Yes	

End of Report

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

Regulatory Region	Employee Name	ID	Absence Type	Number of Absence Periods	Duration of Absenc	
FRA	Berger,Maurice	KF0001	Non Occ D	1	6	
			Other	1	3	
				<u>2</u>	<u>9</u>	
	Dante,Beatrice	KF0010	Maternity	1	106	
				<u>1</u>	<u>106</u>	
	Grioux,Ghislaine	KF0002	Non Occ D	2	21	
				<u>2</u>	<u>21</u>	
	Halcyon,D'orothea	KF0005	Non Occ D	<u>1</u>	<u>1</u>	
				1	1	
		Region Totals	=====	6	=====	137
NLD	Bakker,Kees den	KN0003	Sickness	1	12	
			Accident	1	21	
			<u>2</u>	<u>33</u>		
	Schipper,Annemiek	KN0002	Maternity	1	206	
				<u>1</u>	<u>206</u>	
	Willemse-Buiten,Margreet	KN0005	Sickness	1	48	
				Maternity	1	90
				Ill aft Mt	<u>1</u>	<u>35</u>
				3	173	
		Region Totals	=====	6	=====	549
USA	Espinosa,Carmichael	KU0015	Sickness	1	3	
				<u>1</u>	<u>3</u>	
	Santos,Antonio	KU0010	Sickness	<u>2</u>	<u>6</u>	
				2	6	
	Region Totals	=====	3	=====	558	
	Grand Totals	=====	15	=====	1244	
			=====		=====	

PeopleSoft
TIME LOST DUE TO ABSENCE

Report ID: ABS003

Page No. 1
Run Date 08/30/2000
Run Time 09:46:05

For the period 01/01/99 through 08/31/99 Employees without a work schedule assigned

Regulatory Region	Department	Employee Name	ID	Emp Type	Job Title	Begin Date	Return Date	Days Absent	Total Working Days	%
USA	HR	Espinosa, Carmichael	KU0015	S	Conslnt Sr	01/05/1999	01/07/1999	3		
								3	261	1.15
		Santos, Antonio	KU0010	H	Admin Asst	06/03/1999	06/06/1999	3		
						06/03/1999	06/06/1999	3		
								6	261	2.30

End of Report

PeopleSoft
BRADFORD SCORE

Page No. 1
Run Date 10/18/2000
Run Time 10:55:45

Report ID: ABS004

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

Department	Employee Name	ID	Empl Type	Job Title	Total Number of Absences	Total Number of (Days)	Bradford Score	Regulatory Region
SMENG	Tendulkar,Indira	KG0001	S	MD	3	9	81	GBREN
SMSCO	Campbell,Elaine	KG0006	S	MEX	2	4	16	GBRSC

End of Report

Department: KN001 Headquarters - Netherlands
Period: 5-2000 till 6-2000
Maternity Leave: I
Partial Illness: I
Longterm Illness: I
Inlcude Hierarchy: Y

	Total	SEX	
		Male	Female
Illness Percentage	13.4	1.8	36.1
Illness Frequency	0.3	0.3	0.3
Average Illness Length of Ended Illnesses	6.0	7.0	5.0
Number of Ended Illnesses	2	1	1
Number of Ended Illnesses per Length Category			
1- 7 days	2	1	1
8- 14 days	0	0	0
15- 30 days	0	0	0
31-365 days	0	0	0
366->> days	0	0	0
Number of Newly Started Illnesses	3	2	1
Number of Actual Illnesses	4	2	2
Full Time Equivalent (FTE)	8.9	5.9	3.0
Number of Employments	9.0	6.0	3.0
Available Calendar Days	541.5	358.5	183.0
Illnes Days (Calendar Days)	72.5	6.5	66.0
Number of Employments without Illness	5.0	4.0	1.0

Department: KN001 Headquarters - Netherlands
Period: 5-2000 till 6-2000
Maternity Leave: I
Partial Illness: I
Longterm Illness: I

	Total	10- 19	20- 29	30- 39	40- 49	50- 59	60-999
Illness Percentage	13.4	0.0	8.2	18.8	0.0	0.0	0.0
Illness Frequency	0.3	0.0	1.0	0.3	0.0	0.0	0.0
Average Illness Length of Ended Illnesses	6.0	0.0	5.0	7.0	0.0	0.0	0.0
Number of Ended Illnesses	2	0	1	1	0	0	0
Number of Ended Illnesses per Length Category							
1- 7 days	2	0	1	1	0	0	0
8- 14 days	0	0	0	0	0	0	0
15- 30 days	0	0	0	0	0	0	0
31-365 days	0	0	0	0	0	0	0
366->> days	0	0	0	0	0	0	0
Number of Newly Started Illnesses	3	0	1	2	0	0	0
Number of Actual Illnesses	4	0	1	3	0	0	0
Full Time Equivalent (FTE)	8.9	0.0	1.0	5.9	1.0	1.0	0.0
Number of Employments	9.0	0.0	1.0	6.0	1.0	1.0	0.0
Available Calendar Days	541.5	0.0	61.0	358.5	61.0	61.0	0.0
Illnes Days (Calendar Days)	72.5	0.0	5.0	67.5	0.0	0.0	0.0
Number of Employments without Illness	5.0	0.0	0.0	3.0	1.0	1.0	0.0

Adverse Impact Report

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

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

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

*** End of Report ***

PeopleSoft
ADVERSE IMPACT REPORT

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

Jobgroup Movement Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

Job Group :

	MALES					FEMALES				
	White	Black	Hispanic	Asian	Am Indian	White	Black	Hispanic	Asian	Am Indian
#Applicants	0	0	0	0	0	0	0	0	0	0
% of Total Applicants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
#Hires	16	1	1	3	1	15	3	1	5	2
% of Total Hires	33.33	2.08	2.08	6.25	2.08	31.25	6.25	2.08	10.42	4.17
#Promotions	1	0	0	0	0	0	0	0	1	0
% of Total Promotions	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
#Terminations	2	0	0	0	0	0	0	1	0	0
% of Total Terminations	66.67	0.00	0.00	0.00	0.00	0.00	0.00	33.33	0.00	0.00
Total # Employees as of Thru Date	0	0	0	0	0	0	0	0	0	0

	TOTAL BY ALL MALES	TOTAL BY ALL FEMALES	TOTAL BY ALL MINORITIES
#Applicants	0	0	0
% of Total Applicants	0.00	0.00	0.00
#Hires	22	26	17
% of Total Hires	45.83	54.17	35.42
#Promotions	1	1	1
% of Total Promotions	50.00	50.00	50.00
#Terminations	2	1	1
% of Total Terminations	66.67	33.33	33.33
Total # Employees as of Thru Date	0	0	0

REQUISITION STATUS REPORT

Expenses To Date are converted to base currency - USD

Report ID: APP003

Dept:

Req Number	Job Code	Position Position	Status	New Repl Title	Date Apprvd	Recruitment Open Date	Recruitment Close Date	Recruiter	Number Candidates	Expenses To Date
000001			Open	Repl		03/10/1999			0	0.00
000002			Open	Repl		03/10/1999			0	0.00
000003			Open	Repl		03/10/1999			0	0.00
000004			Open	Repl		03/10/1999			0	0.00
000005			Open	Repl		03/10/1999			0	0.00
000006			Open	Repl		03/10/1999			0	0.00
000007			Open	Repl		03/10/1999			0	0.00
000008			Open	Repl		03/10/1999			0	0.00

SAMPLE JOB DESCRIPTION

Requisition#: 190001
Title: HRIS Specialist
Salary: 39,600 USD - 62,110 USD

DESCRIPTION

Responsible for HRIS activities.

DUTIES

The successful applicant will work in administration of corporate compensation and benefits programs as well as the PeopleSoft HRMS system. You will provide advanced professional support in the areas of compensation and benefits administration such as job analysis and evaluation, benefit program admin (ie medical, life, pension etc). Aids in the administration of performance appraisal and salary administration programs, reviewing changes in wages and salaries for conformance to policy. Audits evaluation of positions, applications of existing job classifications and efficiency of HRMS system.

EDUCATION:

Bachelor's degree in Business, HR Management or related areas. Thorough knowledge required in all areas of compensation and benefit program design, administration and maintenance, job evaluation, Federal and State regulations, statistical analysis, and general business administration in areas related to assignment.

EXPERIENCE:

2 to 3 years experience in an HR department with exposure to an HRMS system. Benefits Administration experience preferred.

SKILLS:

PC Literacy in Microsoft Office Products

Effective Date: 09/08/2000

Report ID: APP005
Dept: KB001 Headquarters - Belgium

PeopleSoft
CANDIDATE LISTING

Page No. 1
Run Date 09/01/2000
Run Time 13:39:54

Req Number	Job Code	Position No.	Status	New/ / Repl	Date Apprvd	Candidate ID Name	Status Step	Offer
110002	KB0004		Open		05/15/2000	KBA002 De Wilde,Gilles	Active	
				Overbeeke,Sabine		KBA002 De Wilde,Gilles	Active	
						KBA003 Rubens,Camille	Active	
		3		0	0			
		3		0	0			

PeopleSoft
REQUISITION COST ANALYSIS

Report ID: APP006

Page No. 1

Dept: Expenses To Date are converted to base currency - USD

Run Date 09/06/2000

Run Time 16:40:24

Requisition Number	Job Code	Position Number	Status	Title	Recruiter	Applicant	Duration	Expense Type	Amount
000001			Open						0.00
000002			Open						0.00
000003			Open						0.00
000004			Open						0.00
000005			Open						0.00
000006			Open						0.00
000007			Open						0.00
000008			Open						0.00

0.00
0.00

Requisition Source	Employee Name	Specific Source	Total Applicants (By specific Source)	%Applicants (By specific Source)
010009	Advertisement		2	100.00 %
010009	Unknown		2	100.00 %
010010	Advertisement	Personnel Today	2	100.00 %
010010	Employee		1	100.00 %
110001	Advertisement	Internet	1	100.00 %
110001	Unknown		1	100.00 %
110002	Job Posting		1	50.00 %
110002	Job Posting	Internet	1	50.00 %
120001	Advertisement		1	100.00 %
120001	Unknown		1	100.00 %
120002	Advertisement		1	100.00 %
120002	Unknown		1	100.00 %
120003	Advertisement		1	100.00 %
120003	Unknown		1	100.00 %
120004	Advertisement		1	100.00 %
120004	Unknown		2	100.00 %
120005	Advertisement		1	100.00 %
120005	Unknown		1	100.00 %
190001	Advertisement		2	100.00 %
220001	Job Posting		2	66.67 %

Source	Employee Name	Specific Source	Total Applicants (By specific Source)	%Applicants (By specific Source)
			3	100.00 %
Advertiseme			8	72.73 %
Advertiseme		Internet	2	18.18 %
Advertiseme		Personnel Today	1	9.09 %
Employee			1	100.00 %
Job Posting			3	75.00 %
Job Posting		Computable	1	25.00 %
Unknown			12	100.00 %

Works Council WCID1 Works Council - Osnabruck

Job Posting ID 290008 Status Open Date 08/31/2000

Company KW1 Business Institute Switzerland
Location KD912 Munich
Department KD001 Headquarters
Job KD0002 Sales Manager

Start Date
Open Position # 1

Job Description

Shift
Standard Hours 40
Work Period W Weekly
Compensation Category From KD01 To KD01

Recruiter

Job Requirements

Prior Works Experience 0.0 Years
School Education A-Not Indicated

Professional Education

Skills

Tests

PeopleSoft
Health Plan Participants

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

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

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

Provider Total: 1

Report ID: BEN002

* Amounts are converted to base currency - USD

Run Date 08/17/2000

Company: ACC State of Accord

Setid: SHARE

Run Time 17:26:06

Provider: Metropolitan Life

ASofDate: 07/19/2000 (PS_EMPLOYEES)

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

PeopleSoft
BENEFIT CONTRIBUTIONS REGISTER

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

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

Currency: USD

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

PeopleSoft
BENEFIT CONTRIBUTIONS REGISTER

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

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

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

Report ID: BEN004

Company: ACC State of Accord

Run Date 08/16/2000

As Of Date:01/01/2000

Run Time 17:26:40

Ben Program E&G US Benefit Program

Currency: USD

Plan Type 403(b)

Ben Plan KU403B

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

PeopleSoft
LEAVE ACCRUALS

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

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

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

PeopleSoft
SECTION 415

Report ID: BEN008

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

As Of Date: 01/01/2000

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

PeopleSoft
SECTION 415 NON COMPLIANCE

Report ID: BEN009

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

As Of Date: 01/01/2000

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

End of Report

PeopleSoft
FMLA STATUS REPORT

Report ID: BEN020

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

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

Employee ID and Name	Leave-Request	Begin-Date	Return-Date	Approval	Reason-Denied	Follow-up Activities	FMLA-Balance	Std Hrs	FMLA-Hrs-Taken Paid	UnPaid
KU0010 Santos, Antonio	001 03/01/00	03/15/00	07/15/00	Approved		05/15/00 MedCertif	8.4 weeks	Chg		

Total Approaching Leaves: 0001										

Total Ongoing Leaves: 0000										

KU0020 Stevenson, Christelle	001 12/01/99	12/30/99	01/17/00	Approved			10.0 weeks		40hrs	40hrs
KU0045 Enriquez, Jorge	001 09/15/99	10/01/99	01/17/00	Approved			-1.2 weeks		48hrs	480hrs

Total Completed Leaves: 0002										

Total Requests Denied: 0000										

End of Report

PeopleSoft
FMLA PAYROLL AUDIT REPORT

Report ID: BEN021

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

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

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

End of Report

CERTIFICATE OF GROUP HEALTH PLAN COVERAGE
08/21/2000

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

SSN: 541-43-0512

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

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

Creditable Coverage: 365 Days

DEPENDENT CERTIFICATE OF GROUP HEALTH PLAN COVERAGE

08/21/2000

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

SSN: 487-28-8839

Employee: Davidson,Colin

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

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

Creditable Coverage: 365 Days

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

Name: Lopez,Daisy

Employee ID: KU0013

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

Continued On Next Page ...

Beginning Balance	0.00
New Activity	759.60
Ending Balance	759.60

TOTAL DUE \$ 759.60

TOTAL OVERDUE \$ 609.60

Please remit overdue amounts immediately

April 2000

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

Lopez,Daisy
11619 Glacier Highway

Juneau, AK 99850

PeopleSoft
DELINQUENT ACCOUNTS REPORT

Report ID: BEN041

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

As Of Date: 08/16/2000

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

End of Report

PeopleSoft
ACCOUNTS RECEIVABLE REPORT

Report ID: BEN042

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

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

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

PeopleSoft
BILLING HISTORY ACTIVITY REPORT

Report ID: BEN043

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

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

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

End of Report

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

As Of Date: 09/08/2000

Employee ID	Employee Name	Posting Date	Posting Sequence	Billing Period	Plan Type	Description	Benefit Program	Benefit Plan	Description	Coverage Code	Total Charge	Amount Due	Open Credit
C10001	Stankowski,Ric												
	OPEN CHARGES:												
		02/29/2000		2002	10	Medical	KB1	KNMED	Basic Medical Plan	1	100.00	91.00	
		09/08/2000	01										891.00
		09/08/2000	01										340.00
		09/08/2000	01										95.60
KU0013	Lopez,Daisy												
	OPEN CHARGES:												
		01/31/2000		2001	10	Medical	KU1	KUHMO2	Medical HMO Plan 2	1	1,123.00	609.60	
		09/08/2000	01										891.00
		09/08/2000	01										340.00
		09/08/2000	01										95.60

End of Section

Exceptions/Errors for All Employees

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

----- End of Report -----

PeopleSoft
SAMPLE PREMIUM REPORT

Report ID: BEN110

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

Vendor: USAKUMETLF

Data as of: 02/28/2001

Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

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

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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

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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

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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

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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

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Policy:

Plan Type: 20

Plan: KUBLIF - Basic Life Plan

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

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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
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Plan Total						270.00

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Vendor: USAKUMETLF
Policy:

Data as of: 02/28/2001

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

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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

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SAMPLE PREMIUM REPORT

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Data as of: 02/28/2001

Policy:

Plan Type: 22

Plan: KUAD25 - Flat 25K AD&D

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

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SAMPLE PREMIUM REPORT

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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

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Data as of: 02/28/2001

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

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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
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Plan Total						5.38

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Data as of: 02/28/2001

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
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Plan Total			943.50

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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
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Plan Total			1,159.20

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Vendor: USAKUMETLF

Data as of: 02/28/2001

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
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Plan Total			689.10

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Report ID: BEN110

Data as of: 02/28/2001

Vendor: USAKUMETLF

Policy:

Plan Type: 31

Plan: KULTD2 - Enhanced Long-term Disability

Name	Emplid	Coverage Amount	Premium
-----	-----	-----	-----
Chae, Kevin	KU0106	19,800	9.90
Dell, Emmylou	KU0114	158,000	79.00
McKinley, Larry	KU0112	140,400	70.20
McKinley, Larry	KU0112	43,200	21.60
Schuster, Dilon	KU0051	26,000	13.00
Schwartz, Heidi	KU0093	48,000	24.00
Stangl, Grace	KU0027	48,000	24.00
Stevenson, Christelle	KU0020	26,000	13.00
Tomita, Jason	KU0078	48,000	24.00
Torres, Kirby	KU0014	26,000	13.00
Tozer, Adan	KU0019	60,000	30.00
Tyler, Sylena	KU0050	26,000	13.00
Visaya, Erik	KU0073	48,000	24.00
Wynne, Elbert	KU0061	26,000	13.00
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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
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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
				2004	KU1	31	LTD	KULTD2	Enhanced Long-term D		24.00	24.00
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
403b Savings Limits Listing

Report ID: BEN200
Company: TNU New England University

Page No. 1
Run Date 08/17/2000
Run Time 11:09:04

For Calendar Year 1998	Service Years	Election Date	Includble Earns YTD	--Def Amt YTD-- Total	--Def Bal LTD-- Total	--Def Bal ADJ-- EE Elective	--402g Cap Limits & Balances--		--Projected Exclusion Limits--		
Employee Name & ID	YTD/LTD Override	Term Date	ADJ 415 Alt Elctn	EE Non Elec Employer	EE Non Elec Employer	EE Non Elec Employer	Projected Lmt Cap Used YTD	402 Alt Elctn Deferrals YTD	Base Exclsn Sep Yr Exclsn	Any Yr Exclsn Overall Exclsn	
							Cap Used LTD	Deferrals LTD	Defd AMT ADJ-PA	Limit Reduction	
Asselta,Rich	2.00000		\$65,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$26,000.00	\$15,000.00	
T1113	2.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$16,250.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Bag,Bean	2.00000		\$193,103.44	\$19,200.00	\$19,200.00	\$0.00	\$10,000.00	No	\$77,241.38	\$15,000.00	
TTT05	2.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,600.00	\$0.00	\$30,000.00	
	No		None	\$9,600.00	\$9,600.00	\$0.00	\$0.00	\$9,600.00	\$0.00	\$0.00	
Brown,Joanne	1.00000		\$169,970.72	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$33,994.14	\$15,000.00	
T1115	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30,000.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Brown,Melissa	0.50000		\$28,800.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$5,760.00	\$5,760.00	
T1134	0.50000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,200.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Butler,Rhett	1.00000		\$20,919.53	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$4,183.91	\$4,183.91	
TDT01	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,229.88	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Canavan,Chris	1.00000		\$60,344.63	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$12,068.93	\$12,068.93	
T1112	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15,086.16	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Carlson,Matthew	0.25000		\$15,689.66	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$3,137.93	\$3,137.93	
TDC04	0.25000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,922.42	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Carlson,Rebecca	0.25000		\$2,510,344.83	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$502,068.97	\$15,000.00	
TDT03	0.25000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30,000.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Douglas,Doug	0.50000		\$28,800.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$5,760.00	\$5,760.00	
T1131	0.50000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,200.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Erikson,Leif	0.50000		\$20,800.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$4,160.00	\$4,160.00	
TTY02	0.50000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,200.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Galey,Robert	1.50000		\$39,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$11,700.00	\$11,700.00	
TEW03	1.50000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,750.00	
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Halverson,Patrick	2.00000		\$74,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$29,600.00	\$15,000.00	

PeopleSoft
403b Limits Exceptions Listing

Report ID: BEN201
Company: TNS New England School of Medicine

Page No. 1
Run Date 08/17/2000
Run Time 14:31:04

For Calendar Year 1998	Service Election		--Gross Earns--	--Def Amt YTD--	--Def Bal LTD--	--Def Bal ADJ--	--402g Cap Limits & Balances--	--Projected Exclusion Limits--		
Employee Name & ID	Years Date	Term Date	YTD ADJ	EE Elective EE Non Elec	EE Elective EE Non Elec	EE Elective EE Non Elec	Projected Lmt Cap Used YTD Cap Used LTD	402 Alt Elctn Deferrals YTD Deferrals LTD	Base Exclsn Sep Yr Exclsn Defd AMT ADJ-PA	Any Yr Exclsn Overall Exclsn Hardship W/D
Override			415 Alt Elctn	Employer	Employer	Employer				
Hamlin,Harry	1.00000		\$99,155.90	\$22,640.00	\$22,640.00	\$20,000.00	\$10,000.00	No	\$19,831.18	\$15,000.00
TTT06	1.00000		\$5,000.00	\$2,400.00	\$2,400.00	\$0.00	\$0.00	\$20,000.00	\$0.00	\$25,388.98
	No		None	\$240.00	\$240.00	\$0.00	\$0.00	\$20,000.00	\$0.00	\$0.00
Warning # 9 Hamlin,Harry ID - TTT06 YTD 402(g) Deferral is Greater than Project 402(g) Cap										
ERROR #10 Hamlin,Harry ID - TTT06 415 Alternative Election is not equal to A,B,C,N										
Lucky, Lucy	0.25000		\$12,906.90	\$20,945.00	\$20,945.00	\$0.00	\$10,000.00	No	\$2,581.38	\$2,581.38
TTT02	0.25000		\$0.00	\$20,900.00	\$20,900.00	\$20,000.00	\$0.00	\$0.00	\$0.00	\$8,451.73
	No		None	\$45.00	\$45.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Warning #14 Lucky, Lucy ID - TTT02 415 Alternative Election is Equal NONE and YTD Deferral is Greater than the Projected MEA Deferral Limit										
Monster, Mash	0.50000	01/01/98	\$54,944.83	\$12,210.00	\$12,210.00	\$0.00	\$10,000.00	No	\$10,988.97	\$10,988.97
TTT03	0.50000		\$0.00	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$14,486.21
	No		Any Year	\$6,210.00	\$6,210.00	\$0.00	\$0.00	\$3,000.00	\$0.00	\$0.00
Warning #21 Monster, Mash ID - TTT03 415 Alternative Election of Any Year Exclusion has been selected and the YTD Deferral is Greater than the Projected Any Year										
O'Connor, Timothy	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$10,000.00	No	\$0.00	\$0.00
T1146	1.00000		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	No		None	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Warning #13 O'Connor, Timothy ID - T1146 Projected 415 Deferral Limit is equal zero										

No records selected

End of Report

Accord State University
4213 University Terrace
Nelson, NY 34545

August 22, 2000

Mr Mahesh Patel # PU022
1238 Admiralty
Silverstone, NY 24526

Dear Mr Patel

Here at Accord State University we are glad to have you as a employee. As a part of your annual compensation package you are entitled to defer portions of your income. For calendar year 1999 the projections and limits of these deferrals are based on the following information. We show that you have year-to- date service of 1 year and life-to-date service of 1 year. Our records indicate that your were hired on 01/01/1995 and that you're birth date is 10/01/1973.

	<u>Year To Date</u>	<u>Life To Date</u>
Other Employer Contribution	<u>\$202.02</u>	<u>\$202.02</u>
Non-Elective Deferrals	<u>\$0.00</u>	<u>\$0.00</u>
Total Deferrals	<u>\$678.93</u>	<u>\$678.93</u>

For your participation in the 403(b) plan for this year, we are projecting that your includible earnings will be \$19,999.39.

403(b) contributions are limited by Section 415 of the IRS code. Our records indicate that you have the following options available to you. It is important to remember that once you have selected an additional exclusion alternative that you must use that alternative for life.

Projected base Exclusion Limit	<u>\$3,999.88</u>	Any Year Exclusion Limit	<u>\$3,999.88</u>
Projected Year of separation Limit	<u>\$0.00</u>	Overall Exclusion Limit	<u>\$4,999.85</u>

We show that you have not elected a 415 Alternative Election.

We further show that you do not have an anticipated termination date.

As we prepare for administering your plan for the coming year, please verify that the following information matches your records as it is used in calculating your current deferrals:

The 403(b) plan you participate in here at Accord State University is also subject to limits as defined by Section 402(g) of the IRS code. 402(g) allows you to make certain elections to increase the limits of your deferrals for a plan year. Your Projected 402(g) Deferral Limit for 1999 is \$9,500.00.

	<u>Year to Date</u>	<u>Life to Date</u>
402(g) Cap Extension Used	<u>\$0.00</u>	<u>\$0.00</u>
Elective Employee Deferrals(402(g))	<u>\$476.91</u>	<u>\$476.91</u>
<u>1999</u> Limit Reduction Amount		<u>\$0.00</u>

Finally, these projections and limits were calculated for you based on the most accurate data available. If you suspect that any of the numbers are incorrect or you have additional information to provide please contact your benefits office as soon as possible.

Sincerely Yours,

The Plan Administrator

PeopleSoft
FLEXIBLE SPENDING ACCOUNT TABLE

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

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

End of Report

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

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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
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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 (A-Tax)	Mode (A-Tax)	B-Tax (A-Tax)	Amount/Pct	B-Tax (A-Tax)

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 Rule	Effective Date	Use Rnd?	Round-To Nearest	Round-Up On Amount	Coverage Maximum	Coverage Minimum	Round Base?	Round Flat?	Round Fctr?	Round Finl?	Add Flat Amt Option	Benefits Base	Maximum Benefits	Combine Base Salaries	Dedn Limit % of Gross	Reference-Dates
KAG1	01/01/2000	Y	1000	500.00	500000	10000	N	N	N	Y	After Fctr	Annual Rt	0.00	Y	0.000	Emp Age: This Yr On 01-01 Coverage: Cur/Chk Dt Premium: This Yr On 01-01 Service: Cur/Chk Dt
														Flagged BR Active Only		
KAG1	01/01/1980	Y	1000	500.00	500000	0	N	N	N	Y	After Fctr	Annual Rt	0.00	Y	0.000	Emp Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Flagged BR Active Only		
KAGD	01/01/1980	Y	1000	500.00	10000	2000	N	N	N	Y	After Fctr	Annual Rt	0.00	N	0.000	Dep Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		
KAGS	01/01/2000	Y	1000	500.00	250000	10000	N	N	N	Y	After Fctr	Annual Rt	0.00	N	0.000	Sps Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		
KFL1	01/01/1980	Y	1000	500.00	0	0	N	N	N	N	After Fctr	Annual Rt	0.00	N	0.000	Emp Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		
KFL2	01/01/1980	Y	1000	500.00	10000	2000	N	N	N	Y	After Fctr	Annual Rt	0.00	N	0.000	Emp Age: Cur/Chk Dt Coverage: Cur/Chk Dt Premium: Cur/Chk Dt Service: Cur/Chk Dt
														Primary		

PeopleSoft
BENEFIT PLAN TABLE

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

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

10	Medical	KUHMO2	01/01/1980	Medical HMO Plan 2	HMO Plan 2	SHARE	USAKUKAISR	KUHMOK	Kaiser HMO	N	0.00
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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
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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
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Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Accrual Proc Date	Accrual Frequency	Service Interval	Spec Calc	Year Begin	Max Leave Balance	Max Carry Over
50	Sick	KCSICK	GBI Sick Leave Plan	01/01/1980	01/31/2000	Hrs/Month	Months	N	N	80.000	40.000
50	Sick	KUSICK	GBI Sick Leave Plan	01/01/1980	04/30/2000	Hrs/Month	Months	N	N	80.000	40.000
50	Sick	LSLFT	Sick Leave - Full Time	01/01/1980		Hrs/Pay Pd	Years	N	N	99999.000	200.000
50	Sick	LSLPT	Sick Leave - Part Time	01/01/1980		Hrs/Pay Pd	Years	N	N	99999.000	120.000
51	Vacation	KCVACN	GBI Vacation Time	01/01/1980	01/31/2000	Hrs/Month	Months	N	N	200.000	120.000
51	Vacation	KUVACE	GBI Executive Vacation	01/01/1980	04/30/2000	Hrs/Month	Months	N	N	200.000	120.000
51	Vacation	KUVACN	GBI Vacation Time	01/01/1980	04/30/2000	Hrs/Month	Months	N	N	200.000	120.000
51	Vacation	LALFT	Annual Leave - Full Time	01/01/1980		Hrs/Pay Pd	Years	N	N	99999.000	240.000
51	Vacation	LALPT	Annual Leave - Part Time	01/01/1980		Hrs/Hour	Years	N	N	99999.000	240.000

PeopleSoft
LEAVE PLAN TABLES 2 & 3

Report ID: BEN710A

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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							
				01/01/1980	Months	60	8.000000	0	16.000000	N	Y	100.00	Y						
		LSLFT	Sick Leave - Full Time	01/01/1980	Years	4	4.000000			N	N	0.00	N						
		LSLPT	Sick Leave - Part Time	01/01/1980	Years	0	0.050000			N	N	0.00	N						
51	Vacation	KCVACN	GBI Vacation Time	01/01/1980	Months	0	8.000000	0	16.000000	N	Y	100.00	Y						
												48	40.000000						
						01/01/1980	Months	48	10.000000	0	16.000000	N	Y	100.00	Y				
						01/01/1980	Months	120	14.000000	0	16.000000	N	Y	100.00	Y				
				KUVACE	GBI Executive Vacation	01/01/1980	Months	0	10.000000	0	24.000000	N	N	0.00	N				
						01/01/1980	Months	48	12.000000	0	24.000000	N	N	0.00	N				
				01/01/1980	Months	120	14.000000	0	24.000000	N	N	0.00	N						
		KUVACN	GBI Vacation Time	01/01/1980	Months	0	8.000000	0	16.000000	N	Y	100.00	Y						
				01/01/1980	Months	48	10.000000	0	16.000000	N	Y	100.00	Y						
				01/01/1980	Months	120	14.000000	0	16.000000	N	Y	100.00	Y						
		LALFT	Annual Leave - Full Time	01/01/1980	Years	0	4.000000			N	N	0.00	N						

PeopleSoft
RETIREMENT PLAN TABLE

Report ID: BEN711

Page No. 1
Run Date 08/15/2000
Run Time 17:34:48

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

End of Report

Program Definition as of: 01/01/2000

Benefit/Deduction Program: KB1 - Belgium Base Benefits (Program Type: Manual)
Program Effective Date : 01/01/1980 (Status: A)

----- General Program Information -----

Program Currency Code : BEF
COBRA Surcharge : 0
COBRA Disabled Surcharge : 0
Student Age Limit : 99 Dep Age Limit: 99
Exclude Disabled Deps : Y
Dep Ineligible if Married: N
FMLA Plan ID : XXX - Dummy for Non-US Ben

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

FSA Admin Run ID : -
Minimum Check Amount : \$ 0.00
Maximum Annual Pledge: \$999999.99

--Plan Info--		Option Information				-----	
Plan Type	Code	Benefit-Plan Description	Coverage-Code	Deduction-Code	Rate-Type	Rate	Calc Table Rules
10-Medical	KNMED	-Basic Medical Plan	1-Empl Only	KN1001-Med/Health	2-Flat	KFMN	
	KNMED	-Basic Medical Plan	4-Family	KN1001-Med/Health	2-Flat	KFMN	
20-Life	KNLIFE	-Basic Life Insurance		KN2001-Life Insur	2-Flat	LBLF	
5A-Comp. Car	KNCAR	-Standard Car Scheme		KN5A01-Comp Car			
80-Std Pensn	KNPENS	-Standard Pension Plan		KN8001-StdPension			
81-Supp Pensn	KNPENS	-Supplementary Pension		KN8101-Suppl Pens			

PeopleSoft
SERVICE RATE TABLE

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

End of Report

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

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

Plan Type	Plan Name	Benefit Plan	Benefit Plan Name	Effective Date	Contrib Rate Type	Pension Rate	Contrib Up to YMPE		Contrib Over YMPE	
						----- Earnings Limit	----- Employee%	----- Employer%	----- Employee%	----- Employer%
80	Std Pensn	KCPENS	Standard Pension Canada	10/10/1980	None					
82	US Pensn 1	KUHP	GBI Hourly Plan	01/01/1960	None					
		KUPENE	GBI Executive Pension	01/01/1980	None					
		KUPENS	GBI Pension Plan	01/01/1980	None					
		KUSP	GBI Salaried Plan	01/01/1960	None					
		PUCP	Contributory Plan	01/01/1980	None					
		SPLAN	CCB Pension Plan	01/01/1960	None					

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

End of Report

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

Rate Definitions as of: 01/01/2000

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

Employees Without Employment Records

Employee Name	Employee ID
Luts,Nathalie	KBN001

The number of records that met this criteria is 1.

Employees Without Job Records

Employee Name	Employee ID
Vandaele,Steven	KB0004
Vandaele,Steven	KB0004

The number of records that met this criteria is 2.

Employees Less Than 16 Years Old

Employee Name	Employee ID
Luts,Nathalie	KBN001

The number of employees that met this criteria is 1.

People With Unusual Dependents Signed Up For Coverage

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

The number of records that met this criteria is 8.

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

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

The number of records that met this criteria is 2.

Employees With Over-Age Dependent Coverage

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

The number of records that met this criteria is 6.

Report ID: BEN734

As Of Date: 01/01/2000

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

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

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

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

PeopleSoft
Department FTE Report

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

Report ID: BUD001

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

FTE

SetID: USA Department: ALG Research

Date

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

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

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

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

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

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

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

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

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

Posn Pool	Posn Nbr	JobCd	SetID	JobCode	Empl ID	Empl Rcd	Message ID	Message
	00009991	USA		T111	PRE-ENCUMB	1	000001	Funding level not found. The funding level for the Employee/Position/Job Requisition being processed was not found. Check the Dept Budget or Encumb Default tables to make sure funding has been established. PSPENFDL:FUNDING LEV NOT FOUND;PROCESSING POSN PRE-ENCUMB;CHECK PS_DEPT_BUDGET
T13	00009992	USA		T333	PRE-ENCUMB	1	000001	Funding level not found. The funding level for the Employee/Position/Job Requisition being processed was not found. Check the Dept Budget or Encumb Default tables to make sure funding has been established. PSPENFDL:FUNDING LEV NOT FOUND;PROCESSING POSN PRE-ENCUMB;CHECK PS_DEPT_BUDGET

Department Errors 2

Total Errors 2

PeopleSoft
Position Funding Summary Report

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

Report ID: BUD011

As Of Date: 01/01/1997

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

POSITION #	STATUS		FUNDING LEVEL	ACCOUNT CODE	EARN CODE	SEQ	BUDGET AMOUNT	DIST. %	FUNDING End Date	TOTAL FTE
00009390	ACTIVE	Research Janitorial	PN	000001019		1		100.000		0.00
				000001030	TO5	1	1000.00			
				000001032	TO5	2	800.00			
				000001034	TO5	3		100.000		
				000001021	TRG	1	2500.00			
				000001023	TRG	2		100.000		
				000001042	TSH	1		100.000		

Total Number of Positions Processed: - 1

End of Report

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					

Employees name: Tendulkar,Indira

NI Number:

	Car 1	Car 2
Make and Model	BMW 528i SE	
Date first registered	01-03-1999	
Available to director/employee from to	04-02-1995 present	
Director/employees business mileage in car	18,000 or more	
Payment received for private use of car	0.00	
(a) Price of the car	30,910.00	
(b) Price of optional accessories available when car first available to director/employee	0.00	
Total car and accessories (a+b)	30,910.00	
Price of accessories added after car first made available to director/employee	0.00	
Capital contributions made by director/employee towards cost of car or accessories	0.00	
Car Benefit Charge	3,606.17	
Fuel provided other than for business travel	Yes	
Director/employee required to reimburse full cost If yes, did he/she actually do so	Yes Yes	
Engine Type	Petrol	
Engine Size	over 2000cc	
Fuel Benefit charge	0.00	

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

Employee Career Plan

Employee ID: KU0015

Name: Espinosa,Carmichael

<u>Plan Date</u>	<u>Evaluation Type</u>	<u>Career Move</u>	<u>Option No.</u>	<u>Job Description</u>	<u>Setid</u>	<u>Department</u>	<u>Readiness</u>
06/07/2000	Approved/Official	1st Move	1	Project Manager	SHARE	Lab Facility	Ready Now
	Approved/Official	1st Move	2	Business Development Analyst	SHARE	Business Services	1 - 2 Yrs
	Approved/Official	1st Move	3	Manager-HR Systems	SHARE	Information Systems	1 - 2 Yrs
	Approved/Official	2nd Move	1	Director-IT	SHARE	Information Systems	3 - 5 Yrs

Employee Career Training Plan

Employee ID: KU0015
Name: Espinosa,Carmichael

<u>Career Plan Date</u>	<u>Course Title</u>	<u>Sequence</u>	<u>School</u>	<u>Reason</u>	<u>Est Completion</u>	<u>Act Completion</u>
06/07/2000	Leadership Skills for Managers	1		Job Reqmt		
	Project Management	2		Job Reqmt		
	Conducting Performance Reviews	3		Job Reqmt		

INITIAL LETTER

08/17/2000

Lucius Snow
4447 Riverform Drive
Chicago, IL 60015

Dear Lucius Snow,

On 03/01/2000, you experienced the following COBRA qualifying event, Termination. This letter is to notify you and your qualified family members of your right to continue group health coverages under COBRA.

Your company group health coverage(s) will end as follows:

Plan Type	Last Day of Active Coverage
Medical	02/29/2000
Dental	02/29/2000
Flex Spendin	02/29/2000

Federal law, however, permits you to continue coverage(s), at your expense beyond this date. If you have dependents who were also covered under the plan, you also have the option to continue their benefits. You may not add dependents at this time.

If you elect COBRA coverage, the benefit will continue until any one of following events occur:

- the last day of your continuation coverage as defined by law (see below)
- you become eligible for Medicare
- you fail to pay the monthly charge for the elected coverage
- our Employee health plan(s) is no longer in force for all active employees

The dates of your COBRA coverage and the response date by which you must notify us of your election are:

Plan Type	First Day of COBRA Coverage	Last Day of COBRA Coverage	Response Date
Medical	03/01/2000	08/31/2001	10/16/2000
Dental	03/01/2000	08/31/2001	10/16/2000
Flex Spendin	03/01/2000	08/31/2001	10/16/2000

If you do elect coverage, your first payment must be received within 45 days of your election (see following pages). If your first payment, or any subsequent payments, are not received on time, your coverage will be immediately terminated. Please read the enclosed material for more information about continuation coverage. If you wish to continue coverage, complete the enclosed enrollment form by the response date indicated above. Should you have any questions, you may contact me at the address below.

Sincerely,

SECONDARY LETTER

EmplID: C10002
Benefit Rcd#: 0
Event ID: 2
Related EmplID: KU0115
Related ID: 01

08/17/2000

Annette Mapin
4816 Diaspo Blvd
San Ramon, CA 94678

Dear Annette Mapin,

On 05/01/2000, you experienced a secondary qualifying event, Divorce . Your COBRA benefits have been extended to the maximum COBRA continuation coverage period and will now continue until:

Plan Type	Benefit Plan	Coverage Code	Coverage End Date
* Medical	KUMED	Empl Only	02/28/2003
* Dental	KUDEN2	Empl Only	02/28/2003

* Automatic Enrollment as of event date - COBRA enrollment during initial event occurred as dependent of another COBRA participant

Your benefits will continue to the date(s) listed above unless any one of the following events occur:

- you become a covered individual under any group health plan
- you fail to pay the monthly charge for the elected coverage
- our Employee health plan(s) is no longer in force for all active employees

Should you have any questions, you may contact me at the address below.

Sincerely,

TERMINATION LETTER

08/17/2000

George N Mapin
4816 Diaspo Blvd
San Ramon, CA 94678

EmplID: KU0115
Benefit Rcd#: 0
Event ID: 1
Related ID: 00

Dear George N Mapin,

This is to notify you that your COBRA coverages listed below will be expiring soon.

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

Please review the enclosed material regarding your options for converting your health insurance. Thank you for your participation and timely payment of your health coverage.

Sincerely,

2001 COBRA ENROLLMENT FORM - OPEN ENROLLMENT

Richard Stankowski
 11308 Wildflower Lane
 Grass Valley, CA 97077

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

Benefit Pgm: KU1
 Effective Date: 01/01/2001
 Date of Birth: 07/15/1981
 SSN: 545778854

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

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

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

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

- Medical : _____
- Dental : _____
- DP Medical : _____
- DP Dental : _____
- FSA Health : _____

DEPENDENT/BENEFICIARIES

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

MEDICAL/DENTAL			
DEPENDENT(S)	MEDICAL	DENTAL	

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

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

The total number of COBRA participants is 5

PeopleSoft
 COBRA ENROLLMENT REPORT

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

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

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

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

Employees Enrolled in Active and COBRA Health Coverage

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

The number of records that met this criteria is 0.

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

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

The number of records that met this criteria is 0.

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

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

The number of records that met this criteria is 0.

Employees With Over-Age Dependent Coverage

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

The number of records that met this criteria is 2.

PeopleSoft
COBRA ADMINISTRATION ERROR REPORT

Report ID: CBR008

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

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

End of Report

Licence, Certificate Code/Descr ALL ALL
From 01/01/2000 To 07/16/2001

<-----Licences, Certificates----->		Expiration Date	Employee Name	ID	Department	Location
Code	Description					
ACCA	Assoc Chartered Certif Accontnt					
CIRM	Integrated Resource Management					
CPA	Certified Public Accountant	07/01/2001	Cortes, Maria	KA0003	10000	NSW Head Office - Sydney
CPM	Procurement Management					
CPR	Cardio Pulmonary Resuscitation					
PMA	Personnel Management Associatn					

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/ Grade	Points	SETID Job Code	Job Code	Job Title	---	S U R V E Y	---	M I D P O I N T	---
Plan	Grade	Points	Job Code	Job Code	Job Title	*	Salary	Ratio	Salary	Ratio
PJCSI	CNT/PROPRO	0	PJCSI	PJ3700	Professor		0		43,500	
PJCSI	CNT/PROPRO	0	PJCSI	PJ3701	Professor - Adjunct		0		43,500	
PSUSI	CNT/PROPRO	0	PSUSI	PU3700	Professor		0		75,000	
PSUSI	CNT/PROPRO	0	PSUSI	PU3701	Professor-Assistant		0		75,000	
PSUSI	CNT/ASTAST	0	PSUSI	PU3702	Professor - Associate		0		68,000	
PSUSI	HRL/1 1	0	PSUSI	PU6322	Student Lab Tech		0		26,000	
PSUSI	HRL/1 1	0	PSUSI	PU6323	Student Cafeteria Worker		0		26,000	
PSUSI	HRL/1 1	0	PSUSI	PU6324	Student Resident Assistant		0		26,000	
PSUSI	HRL/1 1	0	PSUSI	PU6325	Student Office Support		0		26,000	
BEL01	KB0/004004	0	BEL01	KB0001	Sales Manager		0		2,175,680	
BEL01	KB0/004004	0	BEL01	KB0003	Regonial Manager - Belgium		0		2,175,680	
BEL01	KB0/003003	0	BEL01	KB0004	Sales Representative		0		1,612,000	
BEL01	KB0/003003	0	BEL01	KB0005	Consultant		0		1,612,000	
BEL01	KB0/001001	0	BEL01	KB0002	Human Resources Administrator		0		840,320	
SHARE	KC0/005005	0	SHARE	KC002	Director Canada		0		38,459	
DEU01	KD0/G3 G3	0	DEU01	KD0005	Director Human Resources		0		69,000	
DEU01	KD0/G2 G2	0	DEU01	KD0002	Sales Manager		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0003	Sales Representative		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0004	Consultant		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0006	Secretary		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0007	Financial Analyst		0		105,000	
DEU01	KD0/G2 G2	0	DEU01	KD0008	Recruiter		0		105,000	
DEU01	KD0/G1 G1	0	DEU01	KD0001	Country Manager		0		138,000	
ESP01	KE0/005005	0	ESP01	KE0004	Sales Specialist		0		3,600,000	
ESP01	KE0/005005	0	ESP01	KE0008	Human Resources Specialist		0		3,600,000	
ESP01	KE0/004004	0	ESP01	KE0005	Pre Sales		0		3,900,000	
ESP01	KE0/004004	0	ESP01	KE0006	Senior Consultant		0		3,900,000	
ESP01	KE0/003003	0	ESP01	KE0007	Junior Consultant		0		4,350,000	
FRA01	KF0/004004	240	FRA01	KF0010	Assistant		0	0.0	29,874	124.5
FRA01	KF0/003003	250	FRA01	KF0005	Network administrator		43,932	175.7	39,539	158.2
FRA01	KF0/003003	170	FRA01	KF0002	Admin Assistant to the CEO		35,146	206.7	39,539	232.6
FRA01	KF0/002002	380	FRA01	KF0003	Operations Director		61,505	161.9	59,748	157.2
FRA01	KF0/002002	350	FRA01	KF0004	IS&T Manager		4,393	12.6	59,748	170.7
FRA01	KF0/001001	400	FRA01	KF0001	CEO		96,650	241.6	104,558	261.4
GBR01	KG0/10 10	0	GBR01	KG0011	Director		0		7,866	
GBR01	KG0/08 08	0	GBR01	KG0012	Senior Manager		0		5,755	
GBR01	KG0/06 06	0	GBR01	KG0014	Specialist		0		4,481	
GBR01	KG0/05 05	0	GBR01	KG0013	Manager		0		3,840	
GBR01	KG0/03 03	0	GBR01	KG0015	Admin Assistant		0		2,548	
NLD01	KN0/010010	0	NLD01	KN0001	Sales Manager		0		27,414	
NLD01	KN0/010010	0	NLD01	KN0004	Country Manager		0		27,414	
NLD01	KN0/008008	0	NLD01	KN0003	Finance Manager		0		17,923	
NLD01	KN0/008008	0	NLD01	KN0005	Education Services Manager		0		17,923	
NLD01	KN0/008008	0	NLD01	KN0007	Sales Representative		0		17,923	
NLD01	KN0/007007	0	NLD01	KN0008	Accountant		0		14,761	
NLD01	KN0/006006	0	NLD01	KN0002	Human Resources Administrator		0		11,071	
NLD01	KN0/006006	0	NLD01	KN0006	Technical Training Specialist		0		11,071	
NLD01	KN0/005005	0	NLD01	KN0009	Secretary		0		8,436	
SHARE	KU0/0090093,384	0	SHARE	KU001	President & CEO		226,362	66.9	145,450	43.0
SHARE	KU0/0090093,250	0	SHARE	KU136	Executive Director-Operations		245,000	75.4	145,450	44.8
SHARE	KU0/0090093,150	0	SHARE	KU140	General Counsel		250,000	79.4	145,450	46.2
SHARE	KU0/0090093,050	0	SHARE	KU137	Director-Planning		210,000	68.9	145,450	47.7
SHARE	KU0/0090093,000	0	SHARE	KU230	Director-Finance		230,000	76.7	145,450	48.5
SHARE	KU0/0090092,950	0	SHARE	KU139	Director-Administration		215,000	72.9	145,450	49.3
SHARE	KU0/0090092,910	0	SHARE	KU550	Director-Canada		18,500	6.4	145,450	50.0
SHARE	KU0/0090092,585	0	SHARE	KU320	Director-Manufacturing		100,602	38.9	145,450	56.3
SHARE	KU0/0090092,527	0	SHARE	KU310	Director-R&D		100,602	39.8	145,450	57.6
SHARE	KU0/0090092,484	0	SHARE	KU300	VP-Operations		100,602	40.5	145,450	58.6
SHARE	KU0/0090091,670	0	SHARE	KU210	Director-Human Resources		100,000	59.9	145,450	87.1
SHARE	KU0/009009	100	SHARE	KU126	Planning Supervisor		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU127	Planner III		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU128	Planner II		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU129	Planner I		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU130	Planning Technician		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU131	Clerk		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU132	Budget Analyst II		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU133	Budget Analyst I		0	0.0	145,450	***.*
SHARE	KU0/009009	100	SHARE	KU134	Department Director		0	0.0	145,450	***.*
SHARE	KU0/009009	0	SHARE	KU004	Manager-Employment/Recruitment		0		145,450	
SHARE	KU0/009009	0	SHARE	KU055	Business Development Analyst		0		145,450	
SHARE	KU0/009009	0	SHARE	KU084	Retiree		0		145,450	
SHARE	KU0/009009	0	SHARE	KU085	Terminated & Vested		0		145,450	
SHARE	KU0/009009	0	SHARE	KU088	VP-Sales		0		145,450	

Bus. Unit	Salary Grade	Midpoint	Salary	Job Code	Job Title	Employee Name	DéptID	Annual Rate	Compa Ratio
BEL01	KB0/004		62,169	KB0001	Sales Manager	Peeters,Guido	KB002	61,996	1.00
BEL01	KB0/004		62,169	KB0003	Regional Manager - Belgium	Ceulemans,Jan	KB001	69,779	1.12
BEL01	KB0/003		46,062	KB0004	Sales Representative	Vandaele,Steven	KB002	24,093	0.52
BEL01	KB0/003		46,062	KB0005	Consultant	Leclercq,Francois	KB002	42,548	0.92
BEL01	KB0/001		24,012	KB0002	Human Resources Administrator	Overbeeke,Sabine	KB001	20,466	0.85
CAN01	KC0/006		1,390	KC007	Payroll Clerk	Moore,Catherine J	KC005	1,114	0.80
CAN01	KC0/006		1,390	KC007	Payroll Clerk	Reid,Charles M	KC005	9,003	6.48
CAN01	KC0/006		1,390	KC012	Human Resources Analyst	Reid,Charles M	KC001	22,099	15.90
CAN01	KC0/006		1,390	KC019	Sr Admin Assistant	Trudeau,Susan	KC006	26,679	19.19
CAN01	KC0/005		30,267	KC011	Payroll Specialist	Lau,Patrick	KC005	14,040	0.46
CAN01	KC0/004		22,272	KC001	Accounting Clerk	Rogers,Cynthia A	KC005	18,109	0.81
CAN01	KC0/004		22,272	KC003	Senior Secretary	Griffiths,Martina Rae	KC001	24,790	1.11
CAN01	KC0/003		19,185	KC001	Accounting Clerk	Mills,Stephanie A	KC005	17,471	0.91
CAN01	KC0/002		15,371	KC013	Benefits Specialist	Millier,Joseph G	KC002	15,346	1.00
CAN01	KC0/002		15,371	KC013	Benefits Specialist	Moore,Catherine J	KC002	7,980	0.52
CAN01	KC0/001		12,274	KC001	Accounting Clerk	Brown,Jennifer L	KC005	13,505	1.10
CAN01	KC0/008		84,601	KC002	Director Canada	Dunbar,Kirby	KC007	82,634	0.98
CAN01	KC0/008		84,601	KC020	Sales Manager	Tucker,Margaret	KC015	68,909	0.81
CAN01	KC0/007		74,764	KC018	Mgr Employee Relations	Saint-Amand,Marcel	KC001	61,778	0.83
CAN01	KC0/006		62,959	KC008	Mgr Payroll Services Canada	Jubenville,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

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
							NAANL	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
							NAANL	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

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	10.000000	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

Employee ID KF0002 Grioux,Ghislaine

Contract Data

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

Contract Type

06-05-1982 CDI Unlimited

Linked JOB

Effective Date	Action
22-07-2000	RET Retirement / ERT Early Retirement
22-07-2000	RET Retirement / ERT Early Retirement

Report ID: DIS001

SIRET # 120027016 APE CODE 511C
ESTABLISHMENT NAME Paris - Headquarter
ADDRESS
125 rue Sebastien Mercier
POSTAL 75015 CITY Paris
MEN 12.00 WOMEN 4.00 TOTAL 16.00

TOTAL POPULATION - DESCRIPTION BY SOCIO/PROFESSIONAL CATEGORY	CATEGORY NUMBER INSEE LIST	MEN	WOMEN
CEO of large company (500 , employees and more)	2310	1	0
Administrative, Financials, Commercial 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, Commercial Managers	3710	1	0
Employees of the accounting or financial departments	5421	1	0
Various administrative employees of companies	5424	1	0
Agents of security, monitoring	5317	0	1
	TOTAL	12	4

SIRET # 120027016 APE CODE 511C
ESTABLISHMENT NAME Paris - Headquarter
ADDRESS
125 rue Sebastien Mercier
POSTAL 75015 CITY Paris

CODE
INSEE STAFF

REFERENCE POPULATION	T1	10	CALCULATED NUMBER OF DISABLED EMPLOYEES
TOTAL JOBS NEEDING			
SPECIAL ABILITIES	T2	0	(T1-T2)x 0.06 = 0.60
CALCULATION POPULATION	(T1-T2)	10	

Name	SEX	Birth Year	Hire Year	Job	INSEE List Number
Levasseur, Jean-Pierre	M	1974	1995	Operators, telephone operators	5417

Query Name: ELE001__

<u>Co</u>	<u>Estab ID</u>	<u>Election Date</u>	<u>Type</u>	<u>Round</u>	<u>Group</u>	<u>Voters</u>	<u>Total Voters</u>	<u>In</u>
KF1	KF001	7/25/200	CE	1	KFCAD	25.00	20.00	
KF1	KF001	7/25/200	CE	1	KFETA	75.00	80.00	
KF1	KF001	7/25/200	CE	1	KFWR	225.00	210.00	

As Of Date: 08/15/2000

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

PeopleSoft
Vacant Budgeted Positions

Report ID: FGHR010

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

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

VETS-100

Agency - Sub-Agency Report

Federal EIN:000000000

Period Covered: to01/01/1999

Sub Agency:
Internal Research Depart-NR

PATCOB Categories	- - - NUMBER OF EMPLOYEES - - -		- - - NEW HIRES (Previous 12 Months) - - -		Total, Both Veterans and Non-Veterans
	Disabled Veterans	Vietnam Era Veterans	Disabled Veterans	Vietnam Era Veterans	
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	1
	0	0	0	0	0
	0	0	0	0	0
TOTAL	0	0	0	0	1

VETS-100

Agency - POI Report

Federal EIN:000000000

Period Covered: to01/01/1999

POI Name and Address:
Headquarters Operations
1111 CONSTITUTION AVENUE, NW
20224

PATCOB Categories	- - - NUMBER OF EMPLOYEES - - -		- - - NEW HIRES (Previous 12 Months) - - -		Total, Both Veterans and Non-Veterans
	Disabled Veterans	Vietnam Era Veterans	Disabled Veterans	Vietnam Era Veterans	
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	0	0	1
	0	0	0	0	0
	0	0	0	0	0
TOTAL	0	0	0	0	1

PeopleSoft
ACTIVE POSITION LISTING

Report ID: FGHR025

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

As Of Date: 08/15/2000

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

PeopleSoft
INCUMBENT POSITION HISTORY REPORT

Report ID: FGHR026

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Agency FD Federal Deposit Insurance Corp
Department 000129

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

PeopleSoft
ACTIVE POSITION HISTORY REPORT

Report ID: FGHR027

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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

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Department

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Report ID: FGSF113A

For the period 01/01/1990 through 08/17/2000

Department or Agency Federal Reserve System-Board FR

Employment as of: 08/17/2000 Payroll and Turnover Dates on Report Title Turnover Dates: 01/01/1990 - 08/17/2000 Payroll Dates: 01/01/1990 - 08/17/2000

Employment, Payroll Turnover, and Ceiling Data	All Areas (A)	Overseas		United States	
		Territories of the U.S. (B)	Foreign Countries (C)	Wash.,DC Metro Area (D)	Outside Wash.,DC Metro Area (E)
SECTION I - CURRENT STATUS					
1. Total Employment	268	1	0	129	138
2. Total in Permanent Positions	268	1	0	129	138
3. Full-Time	259	1	0	129	129
4. Full-Time in Permanent Positions	259	1	0	129	129
5. Full-Time with Permanent Appts.	259	1	0	129	129
6. Part-Time	7	0	0	0	7
7. Part-Time with Permanent Appts.	7	0	0	0	7
8. Intermittent	2	0	0	0	2
9. Competitive Service	213	1	0	109	103
10. With Permanent Appts.	213	1	0	109	103
11. Excepted Service & SES	55	0	0	20	35
12. With Permanent Appts.	55	0	0	20	35
13. Wage Systems	0	0	0	0	0
14. U.S. Citizens	196	1	0	94	101
15. Noncitizens	0	0	0	0	0
16. Total Intermittents Not Working	20	0	0	20	0
SECTION II - PAYROLL (in thousands of dollars)					
17. Wages and Salaries Earned - Total	12	0	0	12	0
18. Lump Sum Payments	0	0	0	0	0
SECTION III - TURNOVER					
19. Total Accessions	271	1	0	123	147
20. Transfers	271	1	0	123	147
21. Total New Hires	211	0	0	120	91
22. Accessions to the Comp. Service	215	1	0	102	112
23. New Hires to the Comp. Service	163	0	0	100	63
24. U.S. Citizens	0	0	0	0	0
25. Total Separations	10	0	0	0	10
26. Transfers	0	0	0	0	0
27. Quits	0	0	0	0	0
28. U.S. Citizens	6	0	0	0	6
SECTION IV - EMPLOYMENT CEILING DATA					
29. Total Ceiling Employment	268	1	0	129	138
30. Full-Time with Permanent Appts.	268	1	0	129	138
31. Total Payroll to Ceiling Emps.	1.000	1.000	0.000	1.000	1.000

End of Report

For the period 01/01/1990 through 08/17/2000

Department or Agency: Federal Reserve System-Board FR
Employment Coverage: Agencywide No. of Pay Periods Covered This Report: 4 FY to Date: 4

Employment/Hours Category	Employment and Hours	Full-Time Equivalent Employment for Current Period	Current Period	Work-Years Cumulative to End of Current Pay Period	Ceiling
	(1)	(2)	(3)	(4)	(5)
1a. Total Paid Ceiling Employment	0				
b. Straight Time	480.00	0.00	0.23	0.23	1
c. Overtime	18.00	0.00	0.01	0.01	
2a. Full-Time with Permanent Appt.	0				
b. Straight Time	480.00	0.00	0.23	0.23	
c. Overtime	18.00	0.00	0.01	0.01	
3a. Other Employment	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
4a. Part-Time with Permanent Appt.	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
5a. Part-Time with Temp & Indef.	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
6a. Full-Time with Temp & Indef.	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
7a. Intermittent	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
8a. Non-ceiling Employment	0				
b. Straight Time	0.00	0.00	0.00	0.00	
c. Overtime	0.00	0.00	0.00	0.00	
9a. Grand Total All Employment	0				
b. Straight Time	480.00	0.00	0.23	0.23	
c. Overtime	18.00	0.00	0.01	0.01	

End of Report

REQUEST, AUTHORIZATION, AGREEMENT AND CERTIFICATION OF TRAINING

A. Agency code, agency subelement, and submitting office number (Example - xx-xx-xxxx)

01 B. OFFICE USE ONLY
Training Req #FG70340001

FR -ZZ-7444

C. Request Status (Mark (X) one) 02
 Initial or Resubmission Correction or Cancellation

Section A - TRAINEE INFORMATION

1. Applicant's name (Last-First-Middle Initial) Hamilton, Tyler		Enter first 5 letters of last name HAMIL	03	2. Social Security Number 700-00-7034		04	3. Date of birth (Year and month) 71/03		05
4. Home Address (Number, street, city, State, ZIP code) 333 Mountain Goat Rd. Daly City, CA 80801				5. Home Telephone Area code Number		6. Position Level (Mark (X) one only)			
7. Organization mailing address (Branch-Division/Office/Bureau/Agency) Internal Research Department - Not Reportable Laguna Niguel, CA USA				8. Office Telephone Area code Number Extension		9. Continuous civilian service Years Months		10. Number of prior non-government training days	
11a. Position title/function Criminal Investigator		11b. Applicant handicapped or Disabled (See instructions) N	12. Pay plan/series/grade/step GS/1811/05 /01		13. Type of appointment Career		14. Education Level 01		

Section B - TRAINING COURSE DATA

15a. Name and mailing address of vendor (No. street, city, State, ZIP code) Knowledge Transfer KCVND1 600 Central Street Toronto, ON M5J3T2		15b. Location of training site (if same, mark box) -->	
16. Course title and training objectives (benefits to be derived by the Government) SAR test			

17. Catalog/Course No. TSAR1	18. Training period (6 digits)			06	19. No. of course hours (4. digits)		07	20. Training codes (See instructions)				
	Year	Month	Day	a. During duty	8		Code			Code		
	a. Start	98	01	01	b. Non-duty	8		a. Purpose	1	08	c. Source	10
	b. Complete	98	01	05	c. TOTAL	16		b. Type	1	09	d. Special interest	1

AGENCY USE ONLY

Section C - ESTIMATED COSTS AND BILLING INFORMATION

21. Direct costs and appropriation/fund chargeable			
Item	Amount		Appropriation/Fund
	Dollars	Cents	
	\$		
Total	12 \$	0	00
22. Indirect costs and appropriation/fund chargeable			
Item	Amount		Appropriation/Fund
	Dollars	Cents	
	\$		
Total	13 \$	0	00
23. Document/Purchase Order/Requisition No.			

Section D - APPROVALS

26a. Immediate supervisor -- Name and title McNight, James Criminal Investigator		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	
27a. Second-line supervisor -- Name and title Lee, James Criminal Investigator		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	
28a. Training officer -- Name and title		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	

Section E - APPROVAL/CONCURRENCE

29a. Authorizing official -- Name and title		Area code / Tel. No. / Extension	
b. Signature		Approved	Date
		Disapproved	

Section F - CERTIFICATION OF TRAINING COMPLETION

30a. Authorizing official -- Name and title		Area code / Tel. No. / Extension	
b. Signature		Date	

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

APPOINTMENT AFFIDAVITS

_____ (Position to which appointed) _____ (Date of appointment)

_____ (Department or agency) _____ (Bureau or Division) _____ (Place of employment)

I, _____, do solemnly swear (or affirm) that-

A. OATH OF OFFICE

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

B. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

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

C. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

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

_____ (Signature of appointee)

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

at _____ (City) _____ (State)

[SEAL]

_____ (Signature of officer)

Commission expires

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

_____ (Title)

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

Request For Preliminary Employment Data

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

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

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

Date Of This Request
2000-08-15

TO AGENCY
123 Forrest Road
Orlando, FL 54321

Fold

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

Part I - To Be Completed By Activity Requesting Information

1. Name of Tentative Selectee (Last, First, Middle) Lee, Kathy		2. Social Security Number 700-00-0022	3. Date of Birth 1957-08-11
4-A. Title of Position for Which Tentatively Selected Administrator		B. Pay Plan and Occupational Code GS/0301	C. Grade or Level 15 /09
5. Agency in Which Position is Located (Enter Code From Block 47 on SF50) Federal Reserve System-Board		6. Personnel Office that Services the Position (Enter Code From Block 48 on SF50) 7111	
7. Entry on Duty (EOD) Date Desired by this Activity 1997-04-13			
8-A Name of Person Requesting Information Smith, Susan		B. Requester's Title Manager	
C. Requester's Signature		D. Date Signed	E. Requester's Telephone Number (FTS, Autovon, and Commercial - Include Area Code) 888/555-5555

Additional Data Requested

Please Return This Completed Request To:

PAGE 1

123 Sample Drive
Miami, FL 12345

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

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

PeopleSoft
GROUP MEMBERSHIP LIST REPORT

Report ID: GBP002

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

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

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

End of Report

PeopleSoft
EMPLOYEES WITH MISSING DOCUMENTS

Page No. 1
Run Date 11/07/2002
Run Time 14:38:16

Report ID: HEP001

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

Report ID: HEP002

Page No. 1
Run Date 11/07/2002
Run Time 15:05:02

Group ID: H0GRP5 As Of Date: 11/07/2002
Document Type: H0PA

Employee Name	Emplid	Rcd#	Dept#	Dept. Description	Manager ID	Manager Name	Document Status	Due Date
Blooms, Connie	H0RPT159	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
Blothman, Carrie	H0RPT157	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
Brown, Holly	H0RPT161	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
Dunnigan, Darcy	H0RPT150	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
Jankins, Tammy	H0RPT154	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
O'Conner, Judy	H0RPT151	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
Rolando, Sarah	H0RPT152	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002
Smith, Betty	H0RPT155	0	H0PM4	Accounting	H0RPT193	Heller, Stephanie	IP	06/30/2002

Total Late Documents: 8

Total Incomplete Documents: 8

End of Report

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

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

Off

Paygroup Cycle? Page Line Description

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

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

PeopleSoft
Gross & Fringe Detail Report

Report ID: HPCA012

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

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

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

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

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

PeopleSoft
 ACADEMIC TEACHING SURVEY TABLE VERIFICATION REPORT
 From 1998 - 1999

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

Rank	Female Count	Female Average Salary	Male Count	Male Average Salary	Total Count	Total Average Salary
-----	-----	-----	-----	-----	-----	-----
Full Professor	0	0.00	3	20,000.00	3	20,000.00
Associate Professor	1	60,161.00	0	0.00	1	60,161.00
Below Assistant Professor	0	0.00	3	80,000.00	3	80,000.00
Other	0	0.00	3	20,000.00	3	20,000.00



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

Code postal 75015 **(Commune)** Paris

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) 15111999990170 **Date de naissance** 16 11 1951

Nationalité française étrangère laquelle :

Lieu de naissance 99 Antwerpen **Pays de naissance**

Adresse du salarié 5, rue de la Marche Neuve

Code postal 33000 **(Commune de résidence)** Bordeaux

DATE PRÉVISIBLE D'EMBAUCHE 13 11 2002 **HEURE PRÉVISIBLE D'EMBAUCHE** 10 00

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 **ou** service médical du travail de l'entreprise

(Code) 88, rue de Sevres **(nom et adresse)**

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** 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.

GAK Netherlands B.V.
Bos en Lommerplantsoen 1
1005 CA Amsterdam

INSURANCE BOARD NOTIFICATION

1 Employer Information

Global Business Institute 021132700930101

2 Employee Information Social Fiscal Number 032638486

a. Last Name Bakker
b. Initials Date of Birth K. 06/01/1960
c. Last name husband (married woman)
d. Address Rembrandtstraat 30
2811 XC Reeuwijk
e. Gender Marital Status Male Married

3 Reason for Communication

a. Hire 10/14/1990

4 Insurance Information

a. Employee is insured for ZW Yes WW Yes
WAO Yes ZFW Yes
b. Employee Classification
c. Employee is A
B

5 Insurance Board Information

a. Employee works for a consistent number of days every 4 weeks, on a regular basis Yes
b. Standard Hours 40.00
Work Period W Weekly

=====
6 Signature Employee 7 Signature Employer

Date

Date

INSURANCE NOTIFICATION - EMPLOYER

Employee Information

Name : K. den Bakker
Address : Rembrandtstraat 30
 2811 XC Reeuwijk
Gender : Male
Date of Birth : 06/01/1960

Starting date of insurance (contract)

On the strength of the labor relation with the undersigned, the
aforementioned employee is compulsory insured under the
Compulsory Health Insurance Act

As Of Date : 10/14/1990

According to this employment
the employee works every week, on a regular basis

National Health Service

Name : Dutch Health Service Provider
Address : Stationsweg 15
 1815 CB Alkmaar
Registration No. : 177655001

Employer Information

Name : Global Business Institute
Address : 500 George Washington Pkway
 New York NY 07666
 USA
Telephone : +31 20 4684333
Contactperson : P. SMIT
Insurance Board :
Identification
Insurance Board : 021132700930101

Date of report: 08/30/2000

Date Signature Employer :

Co.	Grp	Pay Eff Date	Cn-try	Description	Short Descriptn	Dft Bpg	Dflt Type	Pay FrqGrp?	Ret	Hol Schd	Ern Prg	Bank Transit#	Account Number	Employee Type											
ACC	PAB	01/01/1990	USA	Accord Biweekly	Acc Biweek	B	N	009824567	H				10000	1	A	N	PRG	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried		
ACC	PAM	01/01/1990	USA	Accord Monthly	Acc Mnth	M	N	009824567	S				10000	1	A	N	PRG	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried		
ACC	PAT	01/01/1990	USA	Accord T&L	Acc TL	M	N	009824567	H				10000	1	A	N	PRG	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried		
DC	BWH	01/01/1980	USA	Biweekly Hourly Paygroup	Bwkly hrly	B	N	009824567	H				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Excep Hrly Hourly		
DC	LBH	01/01/1980	USA	Biweekly Hourly Paygroup	Bwkly hrly	B	N	009824567	H				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Excep Hrly Hourly		
DC	LBS	01/01/1980	USA	Biweekly Salary Payroll	Bwkly Sal	B	N	009824567	S				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Salaried		
DC	LMS	01/01/1980	USA	Monthly Salay Payroll	Mnthly Sal	M	N	009824567	S				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Salaried		
DC	LNP	01/01/1980	USA	No Payrolls to be Run	No Payroll	M	N	009824567	H				10000	3	A	E	GS	REG	OTP	REG	HOL	LFHS	Salaried		
GBI	KB1	01/01/1980	BEL	Belgium Monthly Paygroup	Bel Month	M	N	02903765	S				564000	1	A	N	KB1	KB1	REG	OTP	REG	HOL	KB01	Hourly Salaried	
GBI	KC1	01/01/1980	CAN	Canadian Weekly	Cdn Weekly	W	N	070	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC2	01/01/1980	CAN	Canadian Biweekly	Cdn Biwkly	B	N	008	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC3	01/01/1980	CAN	Canadian Semi-Monthly	Cdn SemiMo	S	N	062	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC4	01/01/1980	CAN	Canadian Monthly	Cdn Mnthly	M	N	049	S				10000	1	A	N	KC1	KC1	REG	OTP	REG	HOL	HNS	KC01	Excep Hrly Hourly Salaried
GBI	KC7	01/01/1980	CAN	Canadian PI Pay Group	CAN PI	W	N	008	H				10000	1	A	N	KU1	REG	OTP	REG	HOL	KC01	Hourly Salaried		
GBI	KN1	01/01/1980	NLD	Monthly - Netherlands	Monthly	M	N	01506801	S				10000	1	A	N	KN1	KN1	REG	OTP	REG	HOL	KN01	Salaried	
GBI	KN2	01/01/1980	NLD	Semi-Monthly Netherlands	Semi-Month	S	N	01506801	E				10000	1	A	N	KN1	KN1	REG	OTP	REG	HOL	KN01	Excep Hrly Hourly	
GBI	KU1	01/01/1980	USA	US Weekly	US Weekly	W	N	123434566	S				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	
GBI	KU2	01/01/1980	USA	US Biweekly	US Biwkly	B	N	009824567	H				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	
GBI	KU3	01/01/1980	USA	US Semi-Monthly	US SemiMn	S	N	122000218	S				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	
GBI	KU4	01/01/1980	USA	US Monthly	US Monthly	M	N	123434566	S				10000	1	A	N	KU1	KU1	REG	OTP	REG	HOL	KU01	Excep Hrly Hourly Salaried	

PeopleSoft
Earnings Table (Part 1)

Report ID: INT004NL

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

Earn Code	Eff Date	Description	Short Descriptn	Pymnt Type	PerUnit /Ovr Rte	Flat Amount	Max Yearly Earnings	Factor Mult	Factor Rate Adj	Factor Hrs Adj	Factor Ern Adj	Permanent/ Incidental	Tax Class
A05	01/01/1980	Admin Uncontrollable OT 5%	AUO 05%	E			0	0.0500				Both	WT, SS
A10	01/01/1980	Admin Uncontrollable OT 10%	AUO 10%	E			0	0.1000				Both	WT, SS
AAL	01/01/1980	Automobile Allowance	Auto Allow	A			0	1.0000				Both	WT, SS
ADJ	01/01/1980	Adjustments	Adjust	E			0	1.0000				Both	WT, SS
ADV	01/01/1980	Advance	Advance	A			0	1.0000				Both	WT, SS
ALL	01/01/1980	Allocated Tips	Alloc Tips	A			0	1.0000				Both	WT, SS
ANA	01/01/1980	Annual Leave Adjustment	AnLeaveAdj	E			0	1.0000				Both	WT, SS
ANL	01/01/1980	Annual Leave	Annl Leave	E			0	1.0000				Both	WT, SS
AUT	01/01/1980	Automobile Allowance	Auto Allow	A			0	1.0000				Both	WT, SS
AVL	01/01/1980	Availability Pay	Avail Pay	E			0	0.2500				Both	WT, SS
AWA	01/01/1980	Award -- Cash	Award -- C	E			0	1.0000				Both	WT, SS
AWD	01/01/1980	Award - Non Cash	Awd-N/Cash	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	01/01/1900	Pre-Payment Deductions	PrePay Ded	Both	Wage Tax and Social Security
00	PUCBB1	01/01/1980	Svc Buy Back 1	Svc BBB1	Both	Wage Tax and Social Security

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

Analysis of the compensation

between Year 2000
and Year 2001

Scenario : Simulation of compensation for Year 2001

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

Compensation Analysis

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

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

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

Variation of Total Compensation

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

Variation of Average Compensation

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

Variation of Median Compensation

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

Variation of Compensation (constant headcount)

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

Variation of Compensation (constant structure)

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

Scenarios Comparison

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

Group of Employees: All employees in Company KF1

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

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

Rate Codes without rate code class

Rate Code	Effective Date		Rate Type
K0GRCH	1/1/80	Global Base RC Hourly	HR Hourly Rate
K0GRCM	1/1/80	Global Base RC Flat Amount	FA Flat Amount
K0GRCN	1/1/80	Global Base RC Percent	PC Percent
K0GRCP	1/1/80	Global Base RC Points	PT Points
KBML01	1/1/80	Belgium Meal Allowance	FA Flat Amount
KBTV01	1/1/80	Belgium Travel Allowance	FA Flat Amount
KCERTF	5/15/00	Certificate Base Pay	FA Flat Amount
KE0003	1/1/80	Quarterly Bonus	PC Percent
KE0004	1/1/80	Meal Allowance	FA Flat Amount
KGC001	1/1/80	Sales Commission UK	PC Percent
KHAZRD	1/1/80	Hazardous Pay	FA Flat Amount
KLEAD	1/1/80	Lead Pay	FA Flat Amount
KPROJ	1/1/80	Special Project	FA Flat Amount
NAANNL	1/1/00	Default NA Annual	FA Flat Amount
NAHRLY	1/1/00	Default NA Hourly	HR Hourly Rate

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Gabriela Aguilar Rojas

Distrito Federal, DF

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Gabriela Aguilar Rojas

Distrito Federal, DF

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Lomas de Chapultepec
Mexico, DF C.P. 11000

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Compañía Financiera

Montes Urales #632
Lomas de Chapultepec

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Distrito Federal

Executive Development

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Leadership Skills for Managers

Gabriela Aguilar Rojas

Distrito Federal, DF

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-PENA MARTINEZ JORGE

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VP - Services

Compañía Financiera

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Introduction to HR

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Compañía Financiera

GIRAUD PHILIPPE

Francisco Aguilar

Gabriela Aguilar Rojas

Compañía Financiera

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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

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Montes Urales #632

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00001 Introduction to HR

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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

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Highly Compensated Employees

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

Highly Compensated Employees

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

Highly Compensated Employees

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

PeopleSoft
Employee NVQs

<u>Emplid</u>	<u>Name</u>	<u>NVQ Code</u>	<u>NVQ Title</u>	<u>Status</u>	<u>NVO Level</u>
KG0009	de la Camara.Robin	HRADMIN	Human Resources Administration	Enrolled	5
KG0009	de la Camara.Robin	HRADMIN	Human Resources Administration	Enrolled	5
KG0005	O'Flaherty.Seamus Patrick	ADMIN 1	Business Administration	Achieved	1

Unit Listing

<u>Unit Code</u>	<u>Title</u>
ADMIN 1	Office Resource Administration
COMM SYS	Communication Systems
D31	Assess candidate performance
D32	Assess candidate using diverse evidence
D33	Co-ordinate the assessment process
D34	Verify the assessment process
D35	Identify previously acquired competence
DOC1	Preparing and Producing Documents
DOC2	Processing Correspondence
DOC3	Shorthand Transcription
FILING	Researching and Retrieving Information
H&S	Health & Safety At Work
MEETINGS	Servicing Meetings
PERSMAN	Personnel Management
PERSSTRA	Personnel Strategy
RECEPT	Reception
SCHEDULE	Organising Work Schedules
TRAINDEV	Training and Development
TRAVEL1	Arranging Travel
WELD1	Maintain welding equipment
WELD2	Follow Health & Safety procedures with regard to
WELD3	Operation of welding equipment

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

PeopleSoft
Unit/Element Listing

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

Employee NVQ Reviews & Unit Plan

EMPLID: KG0005 O'Flaherty,Seamus Patrick

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

Report ID: OHS001
 Company
 Establishment:

Case No. A	Incident Date B	Employee Name C Employee ID D	Department E	Injury/Illness Description F	Extent/Outcome of Injury						Extent/Outcome of Illness																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
					Nonfatal Injuries (see full titles below)					Type of illness (see full titles below)							Nonfatal Illnesses (see full titles below)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
					Fatalities	Injuries With Lost Workdays				Res	No	S	L	R	P	R	I	P	O	Y	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A	T	I	R	S	Y	P	R	P	I	I	S	T	L	A	O	A	R	O	S	U	T	N	G	A

WORKER IDENTIFICATION

Moore, Catherine J	Employee ID:	KC0005	SIN:	936 574 151
#22 - 165 Dixon Road	Occupation:	Payroll Clerk	Birth Date:	07/28/1958
Toronto, ON	Employee Class:		Sex:	F
M9P3T9 CAN	Employee Status:	Part-Time	Marital Status:	Single
Home Phone:	Hire Date:	03/22/1985	Health Care:	
	Job Start D	03/22/1985	Preferred Lang:	

EMPLOYER IDENTIFICATION

Worker's Location:	Firm Number:	22345	Reporting Locn:	0
Global Business Institute	Rate Number:		Canadian Headquarters	
500 George Washington Pkway	Contact Name:	Kirby Dunbar	1800 Bay Street Suite 1900	
New York, NY	Phone Number:		Toronto, ON	
07666 USA	Trade Union?	Yes	M5J 2T3 CAN	
	Business Activity:	Forestry/Paper		

Is Employee Full-time?
Is Employee Permanent?
Is Employee Seasonal?
Is Employee Casual?
Is Employee a Volunteer?
Is Employee a Student?
Is Employee a subcontractor?

Is Employee a Partner of the Employer?
Is Employee a Principal of the Firm?
Is Employee a Relative of the Employer?

TEMPORARY DISABILITY

Following the day that the injury/awareness of disease occurred, will the injured worker be absent because of the injury/disease?

Will the injured worker as a result of the injury/disease assume other duties because the injury/disease prevents him/her from performing his/her regular duties? Yes

Will the injured worker as a result of the injury/disease earn less than his/her regular wages because of the injury/disease? No

DETAILS OF INCIDENT

Date and Time:	06/15/2000 8:15 AM	Employer's Premises?	Yes
Location:	Vancouver Branch 2030 Calley Street Vancouver, BC 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

End of Report

UNFALLANZEIGE

Global Business Institute
500 George Washington Pkway
07666 New York

SKN

Unfallgruppe

1. Mitgliedsnummer
2. Gewerbeaufsichtsamt/Bergamt
3. Betriebsnummer des Arbeitsamtes

Unfallart
 Meldejahr 00

Vers.-Träger
 Gefahrtarifstell

Unfallnummer

4 Anschriftenfeld für den Empfänger der Unfallanzeige

5. Name, Vorname Antonio Santos			6. Versicherungsnummer oder Geburtsdatum 08/09/1972		
7. Postleitzahl 94246		Ort Sacramento		Strasse 4689 Z Street	
8. Familienstand Married		9. Geschlecht 1		10. Staatsangehörigkeit M	
11. Zahl der Kinder unter 18 Jahren 0		zwischen 18 u.25 Jahren, soweit in Schul-oder Berufsausbildung		12. Als was ist der Verletzte regelmäßig eingesetzt? Administrative Assistant	
13. Seit wann bei dieser Tätigkeit? 09/12/1997		14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig? Human Resources Corporation Headquarters		15. Ist der Verletzte Leiharbeiter? Nein	
16. Ist der Verletzte minderjährig, entmündig oder steht er unter Pflegschaft? <input checked="" type="checkbox"/> nein					
17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt? <input checked="" type="checkbox"/> nein <input type="checkbox"/> Unternehmer <input type="checkbox"/> Mitunternehmer <input type="checkbox"/> Ehegatte <input type="checkbox"/> verwandt					
18. Krankenkasse des Verletzten (Name, Ort)			19. Anspruch auf Arbeitsentgelt besteht bis		20. Hat der Verletzte die Arbeit wieder aufgenommen? <input type="checkbox"/> nein <input checked="" type="checkbox"/> ja am 06/15/2000
21. Verletzte Körperteile			22. Art der Verletzung		
23. Welcher Arzt hat den Verletzten nach dem Unfall zuerst versorgt? (Name, Anschrift)					24. Ist der Verletzte tot? <input checked="" type="checkbox"/> nein <input type="checkbox"/> ja
25. Welcher Arzt behandelt den Verletzten zur Zeit? (Name, Anschrift)					zu 21 zu 22 zu 24 2
26. Falls sich der Verletzte im Krankenhaus befindet, Anschrift des Krankenhauses:					27. Unfall Zeitpunkt 06/12/2000
28. Hat der Verletzte die Arbeit eingestellt? <input type="checkbox"/> nein <input type="checkbox"/> sofort <input type="checkbox"/> später am			29. Beginn der Arbeitszeit des Verletzten . Uhr		30. Ende der Arbeitszeit des Verletzten . Uhr
31. Unfallstelle (genaue Orts- u. Straßenangabe, auch bei Wegeunfällen) ON THE FOURTH FLOOR					
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?					
36. Wer hat von dem Unfall zuerst Kenntnis genommen? (Name, Anschrift des Zeugen) CalvinFresno				War diese Person Augenzeuge? <input type="checkbox"/> nein <input checked="" type="checkbox"/> ja	
37. Ausführliche Schilderung des Unfallherganges Antonio sprained his ankle					
Arbeitsbereich 					
unfallauslösenderGegenstand K400					
Bewegung des Gegenstandes 					
Tätigkeit des Verletzten 					
Bewegung des Verletzten 					
zu 29 . Uhr					

07.09.2000



Report of an injury or dangerous occurrence

Part A

About you

- 1 What is your full name?

Mr Antonio Santos

- 2 What is your job title?

Payroll Clerk

- 3 What is your telephone number?

About your organisation

- 4 What is the name of your organisation?

Global Business Institute

- 5 What is its address and postcode?

500 George Washington Pkway
New York
New York
07666
United States

- 6 What type of work does the organisation do?

Part B

About the incident

- 1 On what date did the incident happen?

6/15/2000

- 2 At what time did the incident happen?
(Please use the 24-hour clock eg 0600)

08:15:00

- 3 Did the incident happen at the above address?

Yes Go to question 4

No Where did the incident happen?

elsewhere in your organisation - give the name, address and postcode

at someone else's premises - give the name, address and postcode

in a public place - give details of where it happened

2030 Calley Street
Vancouver
British Columbia
V5C2Z8
Canada

If you do not know the postcode, what is the name of the local authority?

- 4 In which department, or where on the premises, did the incident happen?

ON THE TRANSCANADA HIGHWAY NEAR THE WILLINGDON OFFRAMP

Part C

About the injured person

If you are reporting a dangerous occurrence, go to Part F.

If more than one person was injured in the same incident, please attach the details asked for in Part C and Part D for each injured person.

- 1 What is their full name?

Ms Catherine J Moore

- 2 What is their home address and postcode?

#22 - 165 Dixon Road
Toronto
Ontario
M9P3T9
Canada

- 3 What is their home phone number?

- 4 How old are they?

42

- 5 Are they
male?

female?

- 6 What is their job title?

- 7 Was the injured person (tick only one box)
one of your employees?

on a training scheme? Give details:

on work experience?

employed by someone else? Give details of the employer:

self-employed and at work?

a member of the public?

Part D

About the injury

- 1 What was the injury? (eg fracture, laceration)

TRAUMATIC INJURIES & DISORDERS UNS

- 2 What part of the body was injured?

BRAIN

Report ID: OHS002

PeopleSoft
Disciplinary Action Summary

Page No. 1

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

Run Date 10/3/2001

Run Time 1:49:20 PM

Emplid	Name	Incident Date	Incident Type	Action Dt	Action
HXTEST011	Fonda,Jane	5/11/2001	Improper Political Activity	5/11/2001	No Formal Action
HXTEST014	Wong,Sue	8/1/2001	Fighting	8/1/2001	Incarceration

Kalenderjahr 1980 bis 08/01/2000

Unfallgruppe	Verletzter Körperteil (Gruppe)										
Nr. Bezeichnung	Anzahl	01	02	03	04	05	06	07	08	09	10
	0										
Insgesamt	0	0	0	0	0	0	0	0	0	0	0
in %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

- | | | |
|------------------|-----------------------|----------------------|
| 01 Eye | 02 Ear | 03 Face |
| 04 Head | 05 Neck | 06 Back |
| 07 Trunk | 08 Shoulders and Arms | 09 Hands and Fingers |
| 10 Hips and Legs | | |



Report of a case of disease

Part A

About you

- 1 What is your full name?
- 2 What is your job title?
- 3 What is your telephone number?

About your organisation

- 4 What is the name of your organisation?
- 5 What is its address and postcode?

- 6 Does the affected person usually work at this address?

Yes Go to question 7

No Where do they normally work?

- 7 What type of work does the organisation do?

Part B

About the affected person

- 1 What is their full name?
- 2 What is their date of birth?
- 3 What is their job title?
- 4 Are they
 male?
 female?
- 5 Is the affected person (tick only one box)
 one of your employees?
 on a training scheme? Give details:

 on work experience?
 employed by someone else? Give details:

 other? Give details:

Part C

The disease you are reporting

- 1 Please give:
 - the name of the disease, and the type of work it is associated with; or
 - the name and number of the disease (from Schedule 3 of the Regulations - see the accompanying notes).

- 2 What is the date of the statement of the doctor who first diagnosed or confirmed the disease?

- 3 What is the name and address of the doctor?

Continue your description here

Part D

Describing the work that led to the disease

Please describe any work done by the affected person which might have led to them getting the disease.

If the disease is thought to have been caused by exposure to an agent at work (eg a specific chemical) please say what that agent is.

Give any other information which is relevant.

Give your description here

Part E

Your signature

Signature

Date

Where to send the form

Please send it to the Enforcing Authority for the place where the affected person works. If you do not know the Enforcing Authority, send it to the nearest HSE office.

For official use

Client number

Location number

Event number

INV REP

Y

N

PeopleSoft
Non-Employees in Incidents

Report Period: -

Incident ID	Type	Date	Location	Non-Empl ID	Name	Inj/Illness
-------------	------	------	----------	-------------	------	-------------

Vorfallnummer: 00000011

1. Wann (Datum, Uhrzeit) und von welcher Stelle aus Uhr
(Ort, Straße, Hausnummer) hat der/die Verletzte den
Weg angetreten?

Ziel des Weges (Ort, Straße, Hausnummer)?

Wie weit ist der Weg? ca. 0.00 km

2. Welches ist der direkte Weg zwischen Ausgangsort
und Ziel (genau Straßenbezeichnung evtl. Skizze)?

Hat der/die Verletzte am Unfalltag diesen Weg Nein
benutzt?

3. Bei Abweichung vom direkten Weg:

Welchen Weg schlägt der/die Verletzte gewöhnlich
ein?

Welchen Weg wollte der/die Verletzte am Unfalltag
nehmen?

Grund für die Abweichung?

4. Welche Strecke hat der/die Verletzte bis zur
Unfallstelle bereits zurückgelegt (genaue
Straßenbezeichnung evtl. Skizze)

Wann (Datum, Uhrzeit) erreichte der/die Verletzte
die Unfallstelle?

Wie hat der/die Verletzte den Weg zurückgelegt
(Verkehrsmittel)

5. Hat der/die Verletzte unterwegs Gaststätten,
Geschäfte, Verwandte oder Bekannte besucht Oder
sonstige private Besorgungen gemacht oder machen
wollen? Nein

Wie lange dauerte der Besuch bzw. die Besorgung? 0.00 Stunden

Ist dem/der Verletzten der Unfall während des
Besuchs oder der Besorgung bzw. vorher oder
nachher zugestoßen?

Stand der Versicherte unter Alkoholeinwirkung? Nein

In welchen Mengen wurde Alkohol getrunken?

Wer kann hierüber Näheres sagen?

Anzeige des Unternehmers über eine Berufskrankheit

1. Mitgliedsnummer

2. Gewerbeaufsichtsamt/Bergamt

3. Betriebsnummer des Arbeitsamtes

Unfallart
Meldejahr

Vers.-Träger

Gefahrtarifstelle

Unfallnummer

SKN

Unfallgruppe

4. Anschriftenfeld für den Empfänger

5. Name, Vorname					6. Versicherungsnummer oder Geburtsdatum				
7. Postleitzahl		Ort			Strasse				
8. Familienstand			9. Geschlecht		10. Staatsangehörigkeit			zu 9	zu 10
11. Zahl der Kinder unter 18 Jahren		zwischen 18 u.25 Jahren, soweit in Schul-oder Berufsausbildung			12. Als was ist der Verletzte regelmäßig eingesetzt		13. Seit wann bei dieser Tätigkeit		
14. In welchem Teil des Unternehmens ist der Verletzte ständig tätig?							15. Ist der Verletzte Leiharbeiter?		zu 12
16. Ist der Verletzte minderjährig, entmündig oder steht er unter Pflugschaft? <input type="checkbox"/> nein									
17. Ist der Verletzte Unternehmer, Mitunternehmer, Ehegatte des Unternehmers o. mit diesem verwandt? <input type="checkbox"/> nein <input type="checkbox"/> Unternehmer <input type="checkbox"/> Mitunternehmer <input type="checkbox"/> Ehegatte <input type="checkbox"/> verwandt							19. Hat der Verletzte die Arbeit eingestellt? <input type="checkbox"/> nein <input type="checkbox"/> sofort <input type="checkbox"/> später		
18. Krankenkasse des Verletzten (Name, Ort)				21. Anspruch auf Arbeitsentgelt besteht bis		20. Hat der Verletzte die Arbeit wieder aufgenommen? <input type="checkbox"/> nein <input type="checkbox"/> ja am			
22. Welche Beschwerden äußerte der Versicherte?					23. Wann traten sie erstmals auf?				
24. Auf welche beruflichen Einwirkungen führt der Versicherte die Beschwerden zurück?									
25. Welche Berufskrankheit wird angenommen?									
26. Welcher Arzt (Anschrift) hat den Versicherten wegen seiner Beschwerden zuerst behandelt; wann?									
27. Welcher Arzt (Anschrift) behandelt den Versicherten zur Zeit?					28. Wo befindet sich der Versicherte z.Zt. (zu Hause, Krankenhaus)?				
29. Ist der Verletzte tot? <input type="checkbox"/> nein <input type="checkbox"/> ja		30. Zeitpunkt des Todes			31. Fand eine Leichenöffnung statt? Wenn ja, wann und durch wen?			zu 29	zu 30
32. Welche Tätigkeiten übte der Versicherte bisher aus?									
33. Welche Tätigkeit wird für die Entstehung der Berufskrankheit als ursächlich angesehen?					34. Wann wurde diese Tätigkeit verrichtet und wie lange?				
35. Welchen gefährdenden Stoffen und Einwirkungen war der Versicherte ausgesetzt?									
36. Wurden arbeitsmedizinische Vorsorgeuntersuchungen durchgeführt? Wenn ja, wann, durch wen und mit welchem Ergebnis?									
37. Welche technischen Kontrollen (z.B. Messungen) wurden am Arbeitsplatz des Versicherten durchgeführt und mit welchem Ergebnis?									
38. Welche weiteren Angaben können gemacht werden (z.B. Zeugen, frühere Meldungen von Berufskrankheiten, gleichartige Erkrankungen von Arbeitskollegen usw.)?									

07.09.2000

40. Datum

41. Betriebsleiter

Sicherheitsingenieur

42. Betriebsrat

43. Sicherheitsbeauftragter

EMPLOYEE: KF0004 Mary-Ann Singleton

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

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

PeopleSoft
Grievance Summary

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

Report ID: OHS006

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

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

Report ID: OHS008BC

PeopleSoft
WCB INCIDENT

Page No. 1
Run Date 08/31/2000
Run Time 21:13:34

Incident: 00000010

Type	Date	Time	Injury	Recurrence	Co. Property	Location	Location Description
Incident	06/12/2000	14:35:00	Y	N	Y		

Involved Persons

Empl/NonEmpl Id
KU0010

Name
Santos, Antonio

Earn Less
N

Perform Other Duties
N

Employment Secure

Pay Continue
N

Benefits Continue

Absent Day of Injury

Last Day Worked
06/12/2000

Last Start Time Worked
17:00:00

Last End Time Worked

Start Date After Absence

End Date After Absence

Non-Employee Responsible

Received First Aid
Y

Date Administered
06/12/2000

Time Administered
17:00:00

Administered By
KU0002 - Baran, Charles

End of Report

Report ID: OHS009

PeopleSoft
INCIDENT DETAIL

Page No. 1
Run Date 08/31/2000
Run Time 17:17:52

Incident Number	00000016	Incident Type	Veh Acdnt	Location	KFPA01	Paris	
Incident Date	10/21/1998	Reported Date	10/21/1998	Recorded Date	10/21/1998		
Incident Time	18:00:00	Reported Time	18:00:00	Recorded Time	18:40:00		
Reported to Employee	KF0001	Berger,Maurice					
Reported by Employee/Non-employee	KF0018	Chabot,Yves					
Resulted in Injury	Y	Occurred on Company Property	Y	Recurrence	N	Investigated	N

INCIDENT PERSONS

Involved Id	Involved Name	Reported Da	Reported Ti	File Date	Treatment	
KF0018	Chabot,Yves	10/21/1998	18:00:00		Medical	
Illness Type	N/A	Result	N/A			
Days Away From Work	5.00	Restricted Workdays	0.00			
Nature of Injury	400	Multiple injuries		Primary	Y	
Source of Injury	6000	Motor Vehicles		Primary	Y	
Accident Type	313	Collision in an intersection		Primary	Y	
Unsafe Act	400	Inattention to surroundings		Primary	Y	
Body Part	199	Neck		Primary	Y	

PeopleSoft
Incident Summary

Report Period: 8/27/1980 - 8/30/2000

Incident: 00000016

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
V	10/21/1998	6:00 PM	Y	N	Y	KFPA01	Paris

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KF0018	Chabot,Yves	Y	

Incident: 00000015

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
N	8/14/1997	2:00 PM	Y	N	Y	KG03	Cardiff - Wales

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KG0007	Yu,Wai	N	

Incident: 00000014

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
V	11/19/1999	8:30 AM	Y	N	Y	KG01	Reading - England

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KG0003	Jackson,Ritu	Y	

Incident: 00000013

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
V	6/15/1995	2:23 PM	Y	N	Y	KG01	Reading - England

Involved Persons

Empl/Non Empl ID	Name	OSHA Reported	Case Nbr
KG0001	Tendulkar,Indira	Y	

Incident: 00000011

Type	Date	Time	Injury	Recurrence	Co Property	Location	Location Name
I	6/15/2000	8:15 AM	Y	N	Y	KCBC00	Vancouver Branch

Report ID OHS011

PeopleSoft

Page No. 1

Location Incident Summary

Run Date 9/7/2000

Report Period 08/01/1980 - 08/01/2000

Run Time 19:16:33

Company Location:

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000010	06/12/2000	2:35 PM	I	Y	N	Y	KU0010	Santos, Antonio	Y	09045

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000009	10/28/1999	8:00 AM	V	Y	N	Y	L00001	Rodriguez, Anna Lucia	Y	

Company Location: KCBC00 Vancouver Branch

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000011	06/15/2000	8:15 AM	I	Y	N	Y	KC0005	Moore, Catherine J	Y	

Company Location: KFPA01 Paris

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000016	10/21/1998	6:00 PM	V	Y	N	Y	KF0018	Chabot, Yves	Y	

Company Location: KG01 Reading - England

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000014	11/19/1999	8:30 AM	V	Y	N	Y	KG0003	Jackson, Ritu	Y	

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
00000013	06/15/1995	2:23 PM	V	Y	N	Y	KG0001	Tendulkar, Indira	Y	

Company Location: KG03 Cardiff - Wales

Incident ID	Date	Time	Type	Injury	Recurrence	Co Property	Empl/NonEmpl ID	Empl/NonEmpl Name	Reported	Case Nbr
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**PeopleSoft
Claim Summary**

Report Period 8/1/1980 - 8/1/2000

Claim ID	Status	Open Dt	Close Dt	Emplid/NonEmplid	Name	Incident ID	Charge Type	Amt
00093999	P	6/12/2000		KU0006	Erickson,Arthur	00000010	MD	215.00
							Charge Type Subtotal	215.00
							Claim Total	215.00
Claim ID	Status	Open Dt	Close Dt	Emplid/NonEmplid	Name	Incident ID	Charge Type	Amt
00094000	P	6/24/2000		KC0005	Moore,Catherine J	00000011	MD	350.00
							Charge Type Subtotal	350.00
							Claim Total	350.00
							Grand Total	565.00

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000013	Vehicle/Equipment Acciden	6/15/1995	KG01 Reading - England	KG0001	Tendulkar,Indira	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000015	Injury	8/14/1997	KG03 Cardiff - Wales	KG0007	Yu,Wai	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000016	Vehicle/Equipment Acciden	10/21/1998	KFPA01 Paris	KF0018	Chabot,Yves	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000009	Vehicle/Equipment Acciden	10/28/1999		L00001	Rodriquez,Anna Lucia	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000014	Vehicle/Equipment Acciden	11/19/1999	KG01 Reading - England	KG0003	Jackson,Ritu	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
00000010	Incident	6/12/2000		KU0010	Santos,Antonio	Injury

Incident ID	Type	Date	Location	Emplid	Name	Inj/Illness
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Report Period: 08/01/ 1980 - 08/01/2000

Incident Nbr: 00000009

Emplid	Name	Type	Lost Workdays	Restricted Workdays
L00001	Rodriquez,Anna Lucia	Injury	1	0

Total Incident Lost Days: 1
Total Incident Restricted Days: 0

Incident Nbr: 00000010

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KU0010	Santos,Antonio	Injury	0	0

Total Incident Lost Days: 0
Total Incident Restricted Days: 0

Incident Nbr: 00000011

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KC0005	Moore,Catherine J	Injury	0	0

Total Incident Lost Days: 0
Total Incident Restricted Days: 0

Incident Nbr: 00000013

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KG0001	Tendulkar,Indira	Injury	0	0

Total Incident Lost Days: 0
Total Incident Restricted Days: 0

Incident Nbr: 00000014

Emplid	Name	Type	Lost Workdays	Restricted Workdays
KG0003	Jackson,Ritu	Injury	5	0

Total Incident Lost Days: 5
Total Incident Restricted Days: 0

Incident Nbr: 00000015

PeopleSoft
Incident Without Lost Work

Report Period: 01/01/19 - 01/01/2000

Company : KF1
Work Center: KFPA01

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Chabot,Yves	Male	1550659999918	10/21/98	Injury

Company : KG1
Work Center: KG01

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Jackson,Ritu	Female	NE012424A	11/19/99	Injury

Work Center: KG02

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Chabot,Yves	Male	1550659999918	10/21/98	Injury

Work Center: KG03

<u>Name</u>	<u>Sex</u>	<u>NID</u>	<u>Date Reptd</u>	<u>Inj/Ill</u>
Yu,Wai	Male	HB037853D	8/14/97	Injury

PeopleSoft

Incident Claim Detail

INCIDENT INFORMATION

Incident Number	00000010	Incident Type	Incident	Incident Dt	06/12/2000
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CLAIM INFORMATION

Claim ID	00093999	Open Dt	06/12/2000	Close Dt		Status	Pending
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Employee: KU0006

PROVIDER INFORMATION

Company Contact	KU0007	Provider	Central Health	Provider Claim Nbr	22345	Claim Manager	Dawson,Chemine
Assessment Dt	06/12/2000	Disposition	Not fit to return at prese				
Comments	Employee needs a couple of days to recuperate						

Charge Type	Charge Dt	Amount
Medical Costs	06/12/2000	\$215.00
Charge Type Subtotal:		\$215.00
Claim Total:		\$215.00
Incident Grand Total:		\$215.00

Vehicle/Equipment Incident Summary

Report Period 08/01/1980 - 08/01/2000

Incident 00000016 **Date** 10/21/1998
Road Cond W **Weather** RA

ID	Description	Make	Model	Year	License	Est Amt	Act Amt
KC00000001	Ford Taurus	Ford	Taurus	0		3,000.00.00	2,000.00.00

Emplid/NonEmpl ID	Name	Role
KU0004	Grafton, Ken	P

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			

Report ID: PAYVNDR

PeopleSoft
VENDOR LISTING

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

As Of Date: 08/15/2000

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

Addresses/Telephone:

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

Locations/Pay Details/Bank Details:

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

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

Contacts/Telephone:

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

No Policy Details for Vendor.

Report ID: PCMP002

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

Plan Area : SUPERVISION

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

Plan Area : TRAINING & DEVELOPMENT

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

Plan Area : RECORD KEEPING

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

Plan Area : REVIEW OF COMPLIANCE PLAN.

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

Report ID: PCMP003

Emplid : KG0005 O'Flaherty,Seamus Patrick

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

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

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

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

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

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

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

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

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

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

Report ID: PCMP003

Emplid : KG0005 O'Flaherty,Seamus Patrick

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

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

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

Development Type : Accomplishment FEI Financial Executives Institute
Status : Pass

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

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

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

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

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

Development Type : Training Course K001 Time Management
Status : Pass

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

Report ID: PER001

Business Unit: 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

Report ID: PER002CH
As Of Date: 10/04/2001

INCIDENT 00000017

Company Information

Company Business Institute
Address Seestrasse 1, Zürich, Switzerland
Telephone 908-3535
Insurance Nbr. 2568497215113

Employee Injured

Employee ID KW0001
Name van Wezel, Mercedes Miss
Address Industriestrasse, 100, Volketswil, Switzerland
Birthdate 16/06/1945
AVS/AHV 12345678113
Citizenship Status
Civil Status Single

Employee Data at Incident Date

Hire Date 06/12/1998
Rehire Date

Business Unit CHE01 Switzerland Business Unit
Department 10200 Headquarters
Location KW01 Zürich Operations
Job Code KW0001 Country Manager

Compensation

Rate Code	Seq	Descr	Rate Type	Comp Rate	Percent	Currency	Frequency
KW0005	0	E. Salary	Flat Amt	20,000.000000		CHF	Monthly
Total Comprate		20,000.00	CHF	Monthly			

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

End of Report

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

Larry Peabody
245 S Hill Street
Winnipeg, MB
R2W 2J8
Canada

Marshall Yoakum
14501 Halldale Avenue
Toronto, ON
M9P 3T9
Canada

Calvin Konig
885 Skyridge Drive
Quebec City, QC
G1P 3C1
Canada

Calvin Konig
885 Skyridge Drive
Quebec City, QC
G1P 3C1
Canada

Rebecca Diacon
2516 Winchester Street
Fredericton, NB
E3B 1N1
Canada

Rebecca Diacon
2516 Winchester Street
Fredericton, NB
E3B 1N1
Canada

Valerie Taben
274 Arden Court
Halifax, NS
B3H 2C9
Canada

Dennis Vaca
9210 Harness Street
Charlottetown, PE
C1A 1K3
Canada

Jason Hu
3483 Union Street
St Johns, NF
A1C 2A5
Canada

Heiner Breit-Gossmann
2. Platanenstr. 25
47665 Sonsbeck
Germany

Isabella M. Amme
73, Avenue Cygenes
33000 Bordeaux
France

Alex Grün
Lüneburger Str. 1
39106 Magdeburg
Germany

Friedrich Bauer
Parcellistr. 5
80315 Munich
Germany

Marcus Eli-Ben-Amar-Dea
Alfred-Perburgstr. 4
41460 Neuss
Germany

Antonio S. Rodriguez Salgado
Spain

Maria I. Gonzalez Izquierdo
Alcala
28032 Madrid
Spain

Javier l. De la Torre Martinez
Pez Volador
28230 Las Rozas
Spain

Angela l. De la Cruz Maroto
General Maroto
28032 Madrid
Spain

Mr Maurice Berger
5 rue de la Marche Neuve
33000 Bordeaux
France

Mr Serge Granjean
6 Moulin de la Vilaine
75002 Paris
France

Miss Mary-Ann Singleton
32 rue des oliviers
33000 Bordeaux
France

Mrs D'orothea Halcyon
8 Avenue des Soeurs Marie
75018 Paris
France

Mrs Nicole Jarek
26 Rue Marcel Miquel
75013 Paris
France

Mr Jean Desmaretz
45 rue du General Leclerc
92000 Clichy
France

Mr Lucien Florentin
10 Rue Barbillon
75003 Paris
France

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

Mrs Beatrice Dante
54 rue Seze ames
75018 Paris
France

Mr Philippe Giraud
123 Boulevard Hebert
92450 Charenton
France

Mr Stephane Grand
25 rue Mirail
92670 Puteaux
France

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

Report ID: PER007

PeopleSoft
TEMPORARY EMPLOYEES

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

As Of Date: 01/01/2000

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

End of Report

Report ID: PER008

Group ID: KCSALES

Employee Information:

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

Review Details

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

Review Results:

Review Rating: None

Reviewer Ratings:

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

Competencies:

Seq Nr	Competency	Review Rating	Factor Weight	Review Comments
	None			

Reviewer Comments: None

PeopleSoft
UNION MEMBERSHIP

Report ID: PER009
Company BN1 Company BN1

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

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

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

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

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

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

PeopleSoft
Competency Inventory

Report ID: PER011

Page No. 1
Run Date 08/30/2000
Run Time 10:21:11

Comp Code	Competency	Proficiency	Last Used	Year Acquired	Employee Name	Job Title	Department
0110	Ability to manage own time	Fair		1995	Espinosa, Carmichael	Conslnst Sr	HR
0160	Ability to prioritize tasks	Good		1999	Aliverdi, Reza	Dir-HR	HR
		Good		1999	Bergsten, Darlene	Bus Anal	HR
		Good		1999	Buckalew, Ginger	Bus Anal	HR
		Good		1999	Channing, Rosanna	Mgr-Fin	HR
		Good		1999	Drake, Marilyn	Fin Anal	HR
		Good		1999	Enriquez, Jorge	Admin Asst	HR
		Good		1999	Erickson, Arthur	Mgr-Fin	HR
		Good		1999	Espinosa, Carmichael	Conslnst Sr	HR
		Good		1999	Fung, James	Conslnst Sr	HR
		Good		1999	Giles, Fred	Conslnst Sr	HR
		Good		1999	Johnson, Danny	Admin Asst	HR
		Good		1999	Johnson, Danny	HRMS Anal	HR
		Good		1999	Jones, Susan	Fin Anal	HR
		Good		1999	Justin, Clare	Bus Anal	HR
		Good		1999	Lowe, Stanley	DE Clerk	HR
		Good		1999	Owyang, Nety	Mgr-Fin	HR
		Good		1999	Pak, John	DE Clerk	HR
		Good		1999	Reese, Daryl	Admin Asst	HR
		Good		1999	Santos, Antonio	Admin Asst	HR
		Good		1999	Sharpe, Kenneth	DE Clerk	HR
		Good		1999	Strunsky, Joanna	Conslnst Sr	HR
		Good		1999	Summer, Alice	Conslnst Sr	HR
		Good		1999	Turbic, Stephanie	DE Clerk	HR
		Good		1999	Tyler, Sylena	Mgr-Fin	HR
0212	Organize people and goal tasks	Good		1999	Aliverdi, Reza	Dir-HR	HR
		Good		1999	Bergsten, Darlene	Bus Anal	HR
		Good		1999	Buckalew, Ginger	Bus Anal	HR
		Good		1999	Channing, Rosanna	Mgr-Fin	HR
		Good		1999	Drake, Marilyn	Fin Anal	HR
		Good		1999	Enriquez, Jorge	Admin Asst	HR
		Good		1999	Erickson, Arthur	Mgr-Fin	HR
		Good		1999	Espinosa, Carmichael	Conslnst Sr	HR
		Good		1999	Fung, James	Conslnst Sr	HR
		Good		1999	Giles, Fred	Conslnst Sr	HR
		Good		1999	Johnson, Danny	Admin Asst	HR
		Good		1999	Johnson, Danny	HRMS Anal	HR
		Good		1999	Jones, Susan	Fin Anal	HR
		Good		1999	Justin, Clare	Bus Anal	HR
		Good		1999	Lowe, Stanley	DE Clerk	HR
		Good		1999	Owyang, Nety	Mgr-Fin	HR
		Good		1999	Pak, John	DE Clerk	HR
		Good		1999	Reese, Daryl	Admin Asst	HR
		Good		1999	Santos, Antonio	Admin Asst	HR
		Good		1999	Sharpe, Kenneth	DE Clerk	HR

PeopleSoft
Competency Inventory

Report ID: PER011

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Run Date 08/30/2000
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Comp Code	Competency	Proficiency	Last Used	Year Acquired	Employee Name	Job Title	Department
		Good		1999	Strunsky, Joanna	Conslnst Sr	HR
		Good		1999	Summer, Alice	Conslnst Sr	HR
		Good		1999	Turbic, Stephanie	DE Clerk	HR
		Good		1999	Tyler, Sylena	Mgr-Fin	HR
0241	Works well under pressure	Fair		1998	Espinosa, Carmichael	Conslnst Sr	HR
0300	Resource Planning	Good		1999	Aliverdi, Reza	Dir-HR	HR
		Good		1999	Bergsten, Darlene	Bus Anal	HR
		Good		1999	Buckalew, Ginger	Bus Anal	HR
		Good		1999	Channing, Rosanna	Mgr-Fin	HR
		Good		1999	Drake, Marilyn	Fin Anal	HR
		Good		1999	Enriquez, Jorge	Admin Asst	HR
		Good		1999	Erickson, Arthur	Mgr-Fin	HR
		Good		1999	Espinosa, Carmichael	Conslnst Sr	HR
		Good		1999	Fung, James	Conslnst Sr	HR
		Good		1999	Giles, Fred	Conslnst Sr	HR
		Good		1999	Johnson, Danny	Admin Asst	HR
		Good		1999	Johnson, Danny	HRMS Anal	HR
		Good		1999	Jones, Susan	Fin Anal	HR
		Good		1999	Justin, Clare	Bus Anal	HR
		Good		1999	Lowe, Stanley	DE Clerk	HR
		Good		1999	Owyang, Nety	Mgr-Fin	HR
		Good		1999	Pak, John	DE Clerk	HR
		Good		1999	Reese, Daryl	Admin Asst	HR
		Good		1999	Santos, Antonio	Admin Asst	HR
		Good		1999	Sharpe, Kenneth	DE Clerk	HR
		Good		1999	Strunsky, Joanna	Conslnst Sr	HR
		Good		1999	Summer, Alice	Conslnst Sr	HR
		Good		1999	Turbic, Stephanie	DE Clerk	HR
		Good		1999	Tyler, Sylena	Mgr-Fin	HR
0502	Communication Skills	Good		2000	Cerruit, Sandy	Conslnst Sr	HR
		Good		2000	Doyle, Emma	Conslnst Sr	HR
0700	Customer Service Orientation	Fair		1999	Santos, Antonio	Admin Asst	HR
0702	Conflict resolution	Little		1998	Espinosa, Carmichael	Conslnst Sr	HR
0705	Ability to listen & respond	Very Good		1995	Espinosa, Carmichael	Conslnst Sr	HR
0707	Can identify problems & causes	Very Good		1998	Espinosa, Carmichael	Conslnst Sr	HR
1001	Typing	Fair		1999	Santos, Antonio	Admin Asst	HR
1003	Data Entry Procedures	Very Good		1999	Santos, Antonio	Admin Asst	HR

PeopleSoft
DEPARTMENTAL SALARIES

Report ID: PER012

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

Bus. Unit	Employee Name	Employee ID	Hire Date	Emp Full Reg Job			Job Title	Pay 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 ----> Date	Amount	Percent	Action	
DeptID K														
BEL01	Leclercq,Francois	KB0005	06/02/1999	S	KB0005	Consultant	KB01/003	BEF	124083.333333	M	06/02/199	0.000000	0.000	Hire
					Compensation Components:		KBBS03	BEF	700.000000	H		0.000000	0.000	
							KBTV01	BEF	2750.000000	M		0.000000	0.000	
BEL01	Peeters,Guido	KB0002	04/15/1997	S	KB0001	Sales Mgr	KB01/004	BEF	163466.666666	M	03/01/199	16133.333333	10.950	Promotion
					Compensation Components:		KBBS04	BEF	925.000000	H		0.000000	0.000	
							KBFA03	BEF	37600.000000	A		0.000000	0.000	
BEL01	Vandaele,Steven	KB0004	03/07/1999	S	KB0004	Sales	KB01/003	BEF	135264.000000	M	03/07/199	0.000000	0.000	Hire
					Compensation Components:		KBBS03	BEF	750.000000	H		0.000000	0.000	
							KBTV01	BEF	5264.000000	M		0.000000	0.000	
BEL01	Vandaele,Steven	KB0004	03/07/1999	S	KB0004	Sales	KB01/003	BEF	135264.000000	M	03/07/199	0.000000	0.000	Hire
					Compensation Components:		KBBS03	BEF	750.000000	H		0.000000	0.000	
							KBTV01	BEF	5264.000000	M		0.000000	0.000	

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

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

DeptID K

PeopleSoft
PERSONNEL ACTIONS HISTORY

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

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

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

CO= -
 = -
 SIC/NAICS= /

EQUAL EMPLOYMENT OPPORTUNITY
 2001 EMPLOYER INFORMATION REPORT EEO-1

HEADQUARTERS REPORT - TYPE 3

SECTION B - COMPANY IDENTIFICATION

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

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

b. EI=000000000

c. N

SECTION C - TEST FOR FILING REQUIREMENT

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

SECTION E - ESTABLISHMENT INFORMATION

1-

SECTION D - EMPLOYMENT DATA

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

PREVIOUS REPORTED TOTAL (11)

* OTHER QUESTIONS *

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

2 -

Report ID: PER017

As Of Date: 01/01/2000

Location Group: Global Business Institute HQ

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

Terminations Analysis

CONFIDENTIAL

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

Page No. 1

As of 09/30/2001

By Age

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

By Years of Service

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

By Gender and Ethnic Group

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

*** End of Report ***

For the period 01/01/80 through 12/31/00

By Age

Age	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
Less than 21	3	0.7	0	0.0	0.0
21-25	15	3.6	1	9.1	6.7
26-30	48	11.6	1	9.1	2.1
31-35	80	19.3	2	18.2	2.5
36-40	86	20.7	3	27.3	3.5
41-45	62	14.9	1	9.1	1.6
46-50	60	14.5	3	27.3	5.0
51-55	38	9.2	0	0.0	0.0
56-60	8	1.9	0	0.0	0.0
61-65	6	1.4	0	0.0	0.0
Greater than 65	9	2.2	0	0.0	0.0

PeopleSoft
TERMINATIONS ANALYSIS

Report ID: PER019UK

Page No. 2
Run Date 08/31/2000
Run Time 14:10:26

For the period 01/01/80 through 12/31/00

By Years of Service

Years of Service	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
Less than 1	1	0.2	2	18.2	200.0
1	34	8.1	4	36.4	11.8
2	23	5.5	1	9.1	4.3
3- 5	88	20.9	2	18.2	2.3
6-10	143	34.0	1	9.1	0.7
11-15	70	16.6	1	9.1	1.4
Greater than 15	62	14.7	0	0.0	0.0

Report ID: PER019UK

For the period 01/01/80 through 12/31/00

By Sex and Ethnic Group

Sex	Ethnic Group	Current Population	% of Total	Terminated Population	% of Total	Termination Rate
M	Eur-UK	224	53.2	8	72.7	3.6
M	Eur-Other	1	0.2	0	0.0	0.0
M	African	1	0.2	0	0.0	0.0
M	Afro-Carib	0	0.0	0	0.0	0.0
M	Asian	0	0.0	0	0.0	0.0
M	Other	0	0.0	0	0.0	0.0
F	Eur-UK	192	45.6	3	27.3	1.6
F	Eur-Other	0	0.0	0	0.0	0.0
F	African	0	0.0	0	0.0	0.0
F	Afro-Carib	1	0.2	0	0.0	0.0
F	Asian	1	0.2	0	0.0	0.0
F	Other	1	0.2	0	0.0	0.0

PeopleSoft
EMPLOYEE HOME ADDRESS LISTING

Report ID: PER020

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

Employee Name	Address	City	State	Postal	Country	Telephone
Aafjes,Jan	,Reigersweide 80	Weesp		1383KL	NLD	
Abd El Aoui,Ahmed	,Reigersweide 80,Bilderdijkkade 59 2	Amsterdam		1053KW	NLD	
Adams,Cynthia	812 Central Avenue	Great Falls	MT	59405	USA	
Adler,Vicky	762 Thames Street	Newport	RI	02841	USA	
Aliverdi,Reza	201-7421 Fullerton St	Syracuse	NY	132052011	USA	
Alvarez,Neil	521 Forest Avenue	Portland	ME	04123	USA	
Amme,Isabella Maria	73, Avenue Cygenes	Bordeaux	33	33000	FRA	
Andrews, Frank	1303 Waverly Drive	Oakland	CA	94607	USA	
Andrews, Fred	8251 Fairmount Drive	Calgary	AB	T2H0Y7	CAN	
Ansel-Hodges, Tamara	1438 Willow Grove Road	Bel Air	MD	20813	USA	301/244-3989
Aquilino, Beatrice	1438 Willow Grove Road		CA		USA	
Asano, Bunji	1438 Willow Grove Road				USA	
Asmuth, Bernice	882 Caesar Chavez B	Lawton	NY	54321	USA	
Baar, John	9112 Brabham Drive	Calgary	AB	T3K 1K5	CAN	
Bakker, Kees	9112 Brabham Drive, Rembrandtstraat 30	Reeuwijk		2811XC	NLD	
Baran, Charles	2696 Cedar Drive	Albany	NY	12207	USA	
Baranski, Jerome	844 Boyne City Rd.	Charlevoix	MI	49720	USA	
Barnes, David	78 Windmill Lane	Cardiff	S	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, Wency	925 Dorset Street	Burlington	VT	05407	USA	

PeopleSoft
PENDING FUTURE ACTIONS

Report ID: PER021

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

As Of Date: 01/01/2001

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

PeopleSoft
SALARY HISTORY

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

Page No. 1
Run Date 08/30/2000
Run Time 16:55:42

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

Job Group Analysis

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

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As of 09/01/2001

[KU01] Administrative Assistant

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

Job Group Analysis

Global Business Institute HQ

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As of 09/01/2001

Global Business Institute HQ (Establishment Totals)

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

Job Group Analysis Summary

Global Business Institute HQ

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Global Business Institute HQ

Job Group Description		Total	Total	/----- M A L E -----/					/----- F E M A L E -----/						
		Employees	Minorities	Total	White	Black	Hisp.	Asian	AmInd	Total	White	Black	Hisp.	Asian	AmInd
Administrative Assistant	Totals:	9	5	6	3	2	1	0	0	3	3	0	0	0	0
	%ofTot:	100.00	55.56	66.67	33.33	22.22	11.11	0.00	0.00	33.33	33.33	0.00	0.00	0.00	0.00
Administrative Employees	Totals:	18	7	10	8	0	0	2	0	8	4	3	0	1	0
	%ofTot:	100.00	38.89	55.56	44.44	0.00	0.00	11.11	0.00	44.44	22.22	16.67	0.00	5.56	0.00
Engineers (Software)	Totals:	3	0	3	3	0	0	0	0	0	0	0	0	0	0
	%ofTot:	100.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Job Group Analysis Summary

Global Business Institute HQ

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As of 09/01/2001

Global Business Institute HQ (Establishment Totals)

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

Workforce Analysis

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Global Business Institute HQ

1400 Madison Ave

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Run Date: 09/26/2001

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As of 09/30/2001

Human Resources (10000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE								
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	
Administrative Assistant		KU01/004	5	4	0	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Data Entry Clerk		KU01/003	7	4	0	5	2	0	0	2	0	0	2	1	0	0	1	0	0	0
Director-Human Resources		KU01/009	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
HRIS Specialist		KU01/005	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Health & Safety Specialist		KU01/005	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Manager-Compensation/Benefits		KU01/006	2	1	0	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0
		Total	17	9	0	13	5	1	1	3	0	0	4	3	0	0	1	0	0	0
		% of Total		52.94	0.00	76.47	29.41	5.88	5.88	17.65	0.00	0.00	23.53	17.65	0.00	0.00	5.88	0.00	0.00	0.00

Benefits (10500)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE								
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	
Administrative Assistant		KU01/004	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Human Resource Analyst		KU01/004	3	1	0	1	1	0	0	0	0	0	2	1	1	0	0	0	0	0
Manager-Compensation/Benefits		KU01/006	3	2	0	2	0	0	1	0	0	0	1	1	0	0	0	0	0	0
		Total	7	3	0	3	1	0	1	0	0	0	4	3	1	0	0	0	0	0
		% of Total		42.86	0.00	42.86	14.29	0.00	14.29	0.00	0.00	0.00	57.14	42.86	14.29	0.00	0.00	0.00	0.00	0.00

Workforce Analysis

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Information Systems (11000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE									
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn		
Administrative Assistant		KU01/004	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
Asst Computer Operator		KU01/002	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Data Entry Clerk		KU01/003	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director-IT		KU01/008	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager-HR Systems		KU01/006	2	1	0	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0
Office Manager		KU01/005	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Systems Analyst		KU01/004	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training Specialist		KU01/005	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
		Total	10	1	0	5	5	0	0	0	0	0	0	5	4	1	0	0	0	0	0
		% of Total		10.00	0.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00

Finance (13000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE									
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn		
Accountant		KU01/004	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director-Finance		KU01/009	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
General Auditor		KU01/006	5	2	0	2	1	0	0	1	0	0	3	2	0	0	1	0	0	0	0
Loan Officer		KU01/004	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Manager-Employee Relations		KU01/004	1	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Sr Payroll Clerk		KU01/003	2	2	0	1	0	0	0	1	0	0	1	0	0	0	1	0	0	0	0
		Total	11	5	0	5	2	1	0	2	0	0	6	4	0	0	2	0	0	0	0
		% of Total		45.45	0.00	45.45	18.18	9.09	0.00	18.18	0.00	0.00	54.55	36.36	0.00	0.00	18.18	0.00	0.00	0.00	0.00

Workforce Analysis

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Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

Run Date: 09/26/2001

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Administration (14000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE							
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn
Administrative Assistant		KU01/004	2	1	0	1	0	1	0	0	0	0	1	0	0	0	0	0	1
Director-Administration		KU01/009	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
Office Manager		KU01/005	3	2	0	0	0	0	0	0	0	0	3	1	2	0	0	0	0
Secretary		KU01/002	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
VP-Admin		KU01/008	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0
		Total	8	4	0	1	0	1	0	0	0	0	7	3	2	0	1	0	1
		% of Total		50.00	0.00	12.50	0.00	12.50	0.00	0.00	0.00	0.00	87.50	37.50	25.00	0.00	12.50	0.00	12.50

Marketing (25000)

Job Title	Job Group	Salary Grade	Total EEs	Total Min.	Gender Unknown	MALE						FEMALE							
						Total	White	Black	Hisp.	Asian	Nat. Am	Unkn	Total	White	Black	Hisp.	Asian	Nat. Am	Unkn
Office Manager		KU01/005	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
		Total	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0
		% of Total		0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

PeopleSoft
Employee Review Result Distribution

Report ID: PER026

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

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

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

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

End of Report

Report ID: PER029

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

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

Operator	Change Date & Time	Action	Field Name	Old Value	New Value	Key(s)
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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	
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End of Report

Job Group Roster

Global Business Institute HQ

1400 Madison Ave

Los Angeles CA 94769

USA

CONFIDENTIAL

Run Date: 09/27/2001

Page No. 1

As of 09/01/2001

[KU01] Administrative Assistant

Name	Job Title	Ethnic Group	Sex	Job Entry Date	Salary Grade	Cur Cd	Hourly Rate	Monthly Rate	Dept Name	Hire Date	Job Title (at hire)
Cook,Patrick Keith	Administrative Assistant	Black	M	03/01/1995	KU01/004	USD	15.384615	2666.667	Admin	03/01/1995	Admin Asst
Enriquez,Jorge	Administrative Assistant		M	08/07/1986	KU01/004	USD	23.080000	4000.533	HR	08/07/1986	
Johnson,Danny	Administrative Assistant		M	06/21/1986	KU01/004	USD	6.250000	541.667	HR	06/21/1986	Admin Asst
Kessler,Marc	Administrative Assistant	White	M	03/09/1991	KU01/004	USD	12.500000	2166.667	HR	03/09/1991	Admin Asst
Masterson,Marie	Administrative Assistant	White	F	04/11/2000	KU01/004	USD	17.000000	1178.667	Benefits	04/11/2000	Admin Asst
Reese,Daryl	Administrative Assistant	Black	M	07/05/1986	KU01/004	USD	12.500000	2166.667	HR	07/05/1986	Admin Asst
Santos,Antonio	Administrative Assistant	Hispanic	M	09/12/1997	KU01/004	USD	8.900000	1542.667	HR	09/12/1997	
Taylor,Nichole	Administrative Assistant	White	F	03/02/1997	KU01/004	USD	43.750000	7583.333	IS	03/02/1997	Admin Asst

PeopleSoft
JOB GROUP ROSTER

Report ID: PER030UK

Page No. 1
Run Date 08/31/2000
Run Time 14:06:55

As Of Date: 08/31/2000

Company : Business Institute - UK

Job Grp	Job Title (current)	Employee Name	Ethnic Group	Sex	Job Entry Date	Salary Grade	Cur Cd	Hourly Rate	Monthly Rate	Dept.	Hire Name	Hire Date	Job Title (at hire)
	Human Resources Administrator	de la Camara,Robin	White	M	02/01/1999	KG0/03	GBP	6.67692	723.333000	KG008	HR	12/15/19	SLASST
	Human Resources Administrator	de la Camara,Robin	White	M	02/01/1999	KG0/03	GBP	6.67692	723.333000	KG008	HR	12/15/19	SLASST
	Managing Director	Tendulkar,Indira	White	F	03/13/1999	KG0/10	GBP	28.84615	5000.000000	KG002	SMENG	02/04/19	MM
	Marketing Assistant	Jones,Ramina	White	F	11/28/1998	KG0/04	GBP	8.17307	1416.667000	KG002	SMENG	11/28/19	MKTASST
	Marketing Executive	Campbell,Elaine	White	F	03/06/2000	KG0/06	GBP	12.25961	2125.000000	KG004	SMSCO	03/06/20	MEX
	Marketing Manager	Jackson,Ritu	White	F	03/13/1999	KG0/08	GBP	16.58653	2875.000000	KG002	SMENG	03/13/19	MM
	Sales Assistant	Yu,Wai	White	M	08/12/1996	KG0/04	GBP	8.55769	1483.333000	KG005	SMWAL	08/12/19	SLASST
	Sales Manager	Hopkins,Dewi	White	M	01/11/1990	KG0/08	GBP	17.88459	3099.996000	KG005	SMWAL	01/11/19	SM
	Sales Representative	O'Flaherty,Seamus Patrick	White	M	10/01/1999	KG0/06	GBP	15.33649	2658.326000	KG006	SMNIR	10/01/19	SREP
	Secretary	Brooke,Matabele	White	M	09/24/1997	KG0/04	GBP	9.08653	1575.000000	KG001	HQRDG	09/24/19	SEC
	Secretary	de la Camara,Robin	White	M	02/01/1999	KG0/04	GBP	8.52562	554.165000	KG001	HQRDG	02/01/19	SEC
	Secretary	de la Camara,Robin	White	M	02/01/1999	KG0/04	GBP	8.52562	554.165000	KG001	HQRDG	02/01/19	SEC
	Senior Manager	Hoxley,Tobi	White	M	03/02/1991	KG0/08	GBP	17.88461	3100.000000	KG008	HR	03/02/19	Sr Manager
	Senior Manager	Scheidegger,Sammy	White	M	08/22/1997	KG0/08	GBP	10.38461	1800.000000	KG010	Cust	08/22/19	Sr Manager
	Specialist	Barnes,David	White	M	03/02/1998	KG0/06	GBP	12.11538	2100.000000	KG010	Cust	03/02/19	Specialist
	Specialist	Roberts,Anna	White	F	01/01/1998	KG0/06	GBP	12.69230	2200.000000	KG010	Cust	01/01/19	Specialist

End of Report

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

Control Number 12345678

FUNCTION :

1. Full-Time Employees

Job Category	Salaries		Total A	Male						Female				
				B	C	D	E	F	G	H	I	J	K	
				Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Officl/Adm	07	\$55.0 -69.9	4		2						2			
	08	70.0 Plus	3								3			
Technicns	17	\$ 0.1 -15.9	14	13						1				
	20	25.0 -32.9	3	3										
	21	33.0 -42.9	4	3						1				
	22	43.0 -54.9	6	4						2				
	23	55.0 -69.9	93	50						43				
	24	70.0 Plus	13	9						4				
Para-Prof	39	\$55.0 -69.9	7	4						3				
	40	70.0 Plus	5	5										
Admin Supp	47	\$55.0 -69.9	3	1						2				
	48	70.0 Plus	2	1						1				
Total Full Time	65		157	95	0	0	0	0	62	0	0	0	0	0

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

Control Number 12345678

FUNCTION :

2. Other Than Full-Time Employees

Job Category	Total A	Male						Female				
		B	C	D	E	F	G	H	I	J	K	
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Technicns 68	10	6					4					
Total Other Than F-T 74	10	6	0	0	0	0	4	0	0	0	0	0

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

Control Number 12345678

FUNCTION :

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

Job Category	Total A	Male						Female				
		B	C	D	E	F	G	H	I	J	K	
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Officl/Adm 75	7	2					5					
Technicns 77	138	87					51					
Para-Prof 79	13	9					4					
Admin Supp 80	5	2					3					
New Hires 83	163	100	0	0	0	0	63	0	0	0	0	0

List of Agencies in this Function

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

Name of Contact Person: Raphael Ludbury Title of Contact Person: Compliance Officer
 Address: 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 Telephone:(415) 555-1234
 Authorized Official:
 Name Typed: Thomas Jackson
 Signature: Date:

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

Control Number 12345678

FUNCTIONS: 01

1. Full-Time Employees

Job Category	Salaries	Total A	Male						Female									
			B	C	D	E	F	G	H	I	J	K						
			Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd						
Professnls	13	\$33.0 -42.9	1								1							
	14	43.0 -54.9	1								1							
	15	55.0 -69.9	2								2							
Total Full Time	65		4	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0

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

Control Number 12345678

FUNCTIONS: 01

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

Job Category	Total A	Male -----						Female -----				
		B	C	D	E	F	G	H	I	J	K	
		Wht	Blk	Hsp	Asn	AmInd	Wht	Blk	Hsp	Asn	AmInd	
Professnls 76	4						4					
New Hires 83	4	0	0	0	0	0	4	0	0	0	0	0

List of Agencies in this Function

B002 FSA TEST DEPARTMENT

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, U.S. Code, Title 18, Section 1001.)

Name of Contact Person: Raphael Ludbury Title of Contact Person: Compliance Officer
Address: 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102 Telephone:(415) 555-1234
Authorized Official:
Name Typed: Thomas Jackson
Signature: Date:

Employee	Dep ID	Name	Country	Visa/Permit Number	Type	Issue Dt	Expiration Dt
KU0016		Strunsky,Joanna	CAN		EA	08/31/1999	09/15/2000

SALARY TABLE NO. -0000GS

Effective01-01-1995

ANNUAL
Rates by Grade and Step in US Dollars

Within-
Grade
Increase
Amounts

	1	2	3	4	5	6	7	8	9	10	
GS-01	13,362	13,807	14,252	14,694	15,140	15,401	15,838	16,281	16,299	16,718	373
02	15,023	15,380	15,878	16,299	16,482	16,967	17,452	17,937	18,422	18,907	432
03	16,392	16,938	17,484	18,030	18,576	19,122	19,668	20,214	20,760	21,306	546
04	18,401	19,014	19,627	20,240	20,853	21,466	22,079	22,692	23,305	23,918	613
05	20,588	21,274	21,960	22,646	23,332	24,018	24,704	25,390	26,076	26,762	686
06	22,948	23,713	24,478	25,243	26,008	26,773	27,538	28,303	29,068	29,833	765
07	25,501	26,351	27,201	28,051	28,901	29,751	30,601	31,451	32,301	33,151	850
08	28,242	29,183	30,124	31,065	32,006	32,947	33,888	34,829	35,770	36,711	941
09	31,195	32,235	33,275	34,315	35,355	36,395	37,435	38,475	39,515	40,555	1,040
10	34,353	35,498	36,643	37,788	38,933	40,078	41,223	42,368	43,513	44,658	1,145
11	37,744	39,002	40,260	41,518	42,776	44,034	45,292	46,550	47,808	49,066	1,258
12	45,236	46,744	48,252	49,760	51,268	52,776	54,284	55,792	57,300	58,808	1,508
13	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,344	68,137	69,930	1,793
14	63,567	65,686	67,805	69,924	72,043	74,162	76,281	78,400	80,519	82,638	2,119
15	74,773	77,265	79,757	82,249	84,741	87,233	89,725	92,217	94,709	97,201	2,492
16	72,298	74,708	77,118	79,528	81,936	82,697	85,060	87,424	89,787		1,943
17	83,032	85,800	88,568	91,336	94,104						1,230

Citizenship status not Native/Naturalized and has no local visa

Employee ID Employee Name

KC0031 Saint-Amand, Marcel

INTERNAL RESUME
Generated 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: 997-00-0096

Page No. 1

JOB HISTORY

06/01/1996	PRESENT	Analyst-Systems Human Resources Salary Grade: 004
03/16/1980	06/01/1996	Analyst-Systems Information Systems Salary Grade: 004

EDUCATION

1992	MS	Management Information Systems, , USA
------	----	---------------------------------------

SALARY HISTORY

03/16/1980	\$55,000.000000	0.000%	Hire	-
			Salary Plan/Grade/Step:	KC02/004/0

JOB PERFORMANCE

01/01/2000	06/01/2000	Rating: 5	Review Type: Performance
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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: 997-00-0096

Page No. 2

HONORS AND AWARDS

11/04/1991 Research & Publications Grant Grantor:

Report ID: PER036

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

EMPLOYER	FEDERAL EIN	NAME S	CITY	STATE	P	NATIONAL ID
Global Business Institute 500 George Washington Pkway New York, NY	07666	994123456	Jones, Susan	Box 200090 Route 99 Highway 215	Castroville	CA 93333 299001061
			Nichta, Issac		CA	299001062
			Bergsten, Darlene		CA	299001064
			Aquilino, Beatrice		CA	299001065
			Buckalew, Ginger		CA	299001066
			Puddephatt, Leo		CA	299001067
			Drake, Marilyn		CA	299001068
			Justin, Clare		CA	299001069
			Hunsberger, Carlton		CA	299001070
			Bickham, Debroah		CA	299001071
			Turbic, Stephanie	1578 Austin Street	San Jose	CA 95112 489603724
			Santos, Antonio	4689 Z Street	Sacramento	CA 94246 578290482
			Religioso, Steve	3211 S. Holly Avenue	Sioux Falls	SD 57195 438484836
			Chu, Adland	726 E. Iona Road	Idaho Falls	ID 83406 473481835
			Kim, Justine	3421 Plank Road	Baton Rouge	LA 70822 431488351
			Passantino, Alex	334 Main Street	Rutland	VT 05702 112484813
			Kessler, Marc	5308 Woodward Ave	Detroit	MI 48202 211314891
			McKay, Angela	228 Warren Road South	Trenton	NJ 08625 012885553
			Kelly, Michelle	421 South Bay Rd.	Dover	DE 19905 183188351
			Palisco, Tina	425 E. Adams Street	Springfield	IL 62708 135788413
			Mosley, Wayne	1001 N. Cass Street	Milwaukee	WI 53216 158843586
			Visaya, Erik	965 Grafton Street	Worcester	MA 01614 682481861
			Siebor, Stacey	1011 Howard Street	Omaha	NE 68101 468681831
			Martignoni, David	2211 Crossroads	Waterloo	IA 50706 158869981
			Lee, Mei	590 N. Main Street	Wichita	KS 67218 681181831
			Mirzoyan, Annie	5179 Falls Drive	Fort Wayne	IN 46825 581185593
			Tomita, Jason	3641 13th Avenue S.	Fargo	ND 58104 585684813
			Parker, Russell	721 Conti Street	New Orleans	LA 70128 668121210
			Sakata, Megumi	251 E. River Street	Savannah	GA 31414 337583611
			Gasse, Alain	1445 Stoneridge Dr	Pleasanton	CA 94588 245215836
			Saxon, Mable	107 Beacon Street	Boston	MA 02112 218168921
			Matheson, Karena	781 N. Clark Street	Chicago	IL 60619 433292178
			Reed, Nancy	629 Canyon Road	Santa Fe	NM 87594 103181836
			Carter, Wency	925 Dorset Street	Burlington	VT 05407 515155512
			Burkman, Seek	729 N. 10th Street	St. Louis	MO 63116 223181846
			Lopez, Wilma	3985 S 575 W	Syracuse	UT 84075 445684813
			Thorp, Anson	264 Mifflin Street	Madison	WI 53713 551124925
			Cerruit, Sandy	235 Gaspee Street	Providence	RI 02907 251481831
			Ryzhikov, Jeff	6921 Asher Avenue	Little Rock	AR 72295 340180051
			Gutierrez, Rick	1299 Pine Street	Philadelphia	PA 19119 021004830
			Bonicello, Nina	213 Mason Street	Berlin	NH 03570 184763231
			Schwartz, Heidi	452 Lombardy Street	Richmond	VA 23234 119771833
			Li, Rochelle	1761 9th Street NW	Washington	DC 20001 565181830

PeopleSoft
Joint Staffing Report

Report ID: PER037UK
As Of Date: 08/31/2000

Page No. 1
Run Date 08/31/2000
Run Time 13:49:06

	Full Time			Part Time			Total
	Male	Female	Total	Male	Female	Total	- Total -
Headquarters - Belgium							
KB0002	0	1	1	0	0	0	1
KB0003	1	0	1	0	0	0	1
Sub Total	1	1	2	0	0	0	2
Sales & Services - Belgium							
KB0001	1	0	1	0	0	0	1
KB0004	1	0	1	0	1	1	2
KB0005	1	0	1	0	0	0	1
Sub Total	3	0	3	0	1	1	4
Human Resources							
KC003	1	3	4	0	0	0	4
KC010	1	0	1	0	1	1	2
KC012	0	4	4	0	0	0	4
KC018	1	0	1	0	0	0	1
Sub Total	3	7	10	0	1	1	11
Benefits							
KC013	0	1	1	2	1	3	4
Sub Total	0	1	1	2	1	3	4
Information Services							
KC014	1	0	1	1	1	2	3
Sub Total	1	0	1	1	1	2	3
Finance							
KC001	1	2	3	1	2	3	6
KC007	3	0	3	2	1	3	6
KC008	2	1	3	0	0	0	3
KC011	0	0	0	1	0	1	1
Sub Total	6	3	9	4	3	7	16
Training & Administration							
KC006	1	0	1	0	0	0	1
KC010	0	0	0	0	1	1	1
KC016	0	1	1	0	0	0	1
KC017	1	1	2	0	0	0	2
KC019	0	1	1	0	1	1	2
Sub Total	2	3	5	0	2	2	7
Business Services							
KC002	2	0	2	0	0	0	2
KC015	2	0	2	0	0	0	2
Sub Total	4	0	4	0	0	0	4
Western Sales Region							
KC019	0	0	0	0	1	1	1
Sub Total	0	0	0	0	1	1	1
Sales and Services							
KC020	0	1	1	0	0	0	1
KC021	1	2	3	1	0	1	4
Sub Total	1	3	4	1	0	1	5
Headquarters							
KD0001	1	0	1	0	0	0	1
Sub Total	1	0	1	0	0	0	1

PERSONEELSBESTAND TOTAAL (%) T.o.v. aantal personen in dienst	Aantal	Behorende tot doelgroep	
		Aantal	Percentage
Personen in dienst op 31 december	9	2	22.22 %
Personen met een voltijd-dienstverband	8 (88.89%)	1	11.11 %
Personen met een deeltijd-dienstverband	1 (11.11%)	1	11.11 %
Personen die bezwaar hebben aangetekend	1		

GEGEVENS PERSONEELSVERLOOP

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

Personen in dienst getreden	1	0	0.00 %
Personen uit dienst getreden	0	0	0.00 %

GEGEVENS PERSONEELSBESTAND NAAR FUNCTIENIVEAU

(%) T.o.v. aantal personen per functieniveau

Functieniveau I	0	0	0.00 %
Functieniveau II	2	1	50.00 %
Functieniveau III	2	1	50.00 %
Functieniveau IV	1	0	0.00 %
Functieniveau V	4	0	0.00 %

Legenda:

Functieniveau I - A-Not Indicated
 Functieniveau II - B-Less Than HS Graduate
 Functieniveau III - C-HS Graduate or Equivalent
 D-Some College
 Functieniveau IV - E-Technical School
 Functieniveau V - F-2-Year College Degree
 G-Bachelor's Level Degree
 H-Some Graduate School
 I-Master's Level Degree
 J-Doctorate (Academic)
 K-Doctorate (Professional)
 L-Post-Doctorate

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

Totaal aantal locaties: 3

Amsterdam

Functieniveau I	0	0	0.00 %
Functieniveau II	1	1	100.00 %
Functieniveau III	2	1	50.00 %
Functieniveau IV	0	0	0.00 %
Functieniveau V	3	0	0.00 %

The Hague

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

Groningen

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

S K Munich 1999

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

Line Description	Part-A Full Time Faculty (Instruction/Research/Public Service)															
	Non-Resident		Black		Am-Indian/		Asian/		Hispanic		White		Race/Ethnicity		Grand Total	
	Alien		Non-Hispanic		Alaskan-Native		Pacific Isle				Non-Hispanic		Unknown		All Emps	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
1 9/10 Month Contracts: Below \$25,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 \$25,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 \$30,000 - 34,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4 \$35,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5 \$40,000 - 44,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6 \$45,000 - 54,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
7 \$55,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8 \$65,000 - 74,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9 \$75,000 & Above	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Total 9/10 Month Contracts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 Less Than 9/10 Month Contracts:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12 11/12 Month Contracts: Below \$25,000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13 \$25,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 \$30,000 - 34,999	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
15 \$35,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 \$40,000 - 44,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17 \$45,000 - 54,999	0	0	0	0	0	0	0	0	0	0	1	2	0	0	1	2
18 \$55,000 - 64,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19 \$65,000 - 74,999	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
20 \$75,000 & Above	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
21 Total 11/12 Month Contracts	0	0	0	0	0	0	0	0	0	0	2	3	0	0	2	3
22 Part A Total	0	0	0	0	0	0	0	0	0	0	2	3	0	0	2	3

1999

S K Antwerpen

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

PeopleSoft
Merit Increases

Report ID: PER041
Group ID: KOMERIT2001
Review Type: KOMERIT1
Review End Date between: 01/01/2001 and: 12/31/2001
Merit Increase ID: K0001

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

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	Jubinville,Pierre	0	05/12/1987	0	NAANNL	78,635.000	CAD
KC006	KC01 / 006	KC0007	Trudeau,Susan	0	04/07/1989	0	NAANNL	2,825.000	CAD
KC007	KC01 / 005	KCI002	Baar,John	0	09/16/1990	0	NAANNL	52,000.000	CAD
KC007	KC02 / 004	KC0010	Howe,Anthony R	0	09/07/1997	0	NAANNL	55,000.000	CAD
KC007	KC02 / 008	KC0002	Dunbar,Kirby	0	01/15/1982	0	NAANNL	105,000.000	CAD
KC015	KC02 / 005	KC0022	Sinclair,Betty Anne	0	11/16/1982	0	NAANNL	6,690.000	CAD
KC015	KC02 / 006	KC0008	Wilson,Kenneth John	0	07/18/1983	0	NAANNL	72,000.000	CAD
KC015	KC02 / 008	KC0013	Tucker,Margaret	0	07/15/1995	0	NAANNL	87,560.000	CAD
KU000	KU02 / 011	KU0001	Lewis,Douglas	0	01/01/1980	0	NAANNL	260,000.000	USD
KU001	KU01 / 006	KU0006	Erickson,Arthur	0	05/12/1987	0	NAANNL	7,280.000	USD
KU001	KU01 / 006	KU0086	Burkman,Seek	1	03/22/1996	1	NAANNL	3,466.670	USD
KU001	KU01 / 006	KU0089	Cerruit,Sandy	0	06/06/1996	0	NAANNL	60,000.000	USD
KU001	KU01 / 007	KU0086	Burkman,Seek	1	03/22/1996	1	NAANNL	3,466.670	USD
KU001	KU01 / 009	KU0005	Aliverdi,Reza	0	03/22/1985	0	NAANNL	123,760.000	USD
KU001	KU01 / 009	KU0072	Mosley,Wayne	0	04/27/1993	0	NAANNL	1,154.000	USD
KU003	KU01 / 008	KU0008	Roth,Calvin	0	07/18/1983	0	NAANNL	132,000.000	USD
KU005	KU01 / 003	KU0020	Stevenson,Christelle	0	10/01/1985	0	NAANNL	12,400.000	USD
KU005	KU01 / 004	KU0101	Adams,Cynthia	0	06/05/1998	0	NAANNL	4,000.530	USD
KU005	KU01 / 005	KU0039	Quilligan,Shawn	0	02/16/1986	0	NAANNL	48,006.400	USD
KU005	KU01 / 005	KU0076	Lee,Mei	0	02/23/1994	0	NAANNL	9,568.000	USD
KU005	KU01 / 006	KU0093	Schwartz,Heidi	0	09/12/1996	0	NAANNL	2,500.000	USD
KU005	KU01 / 006	KU0100	Osborn,Courtney	0	02/17/1998	0	NAANNL	500.000	USD
KU005	KU01 / 009	KU0007	Locherty,Betty	0	04/07/1989	0	NAANNL	150,000.000	USD
KU007	KU01 / 009	KUI004	Peevy,Lance	0	07/18/1990	0	NAANNL	93,000.000	USD
KU007	KU01 / 009	KUI014	Lacasse,Peter	0	07/28/1990	0	NAANNL	93,000.000	USD
KU010	KU01 / 008	KUI009	Vandernoot,Dirk	0	12/17/1990	0	NAANNL	125,000.000	USD
KU010	KU01 / 008	KUI019	Diaz,Valente	0	12/27/1990	0	NAANNL	125,000.000	USD
KU014	KU01 / 005	KUI003	Dacio,Margaret	0	05/24/1990	0	NAANNL	64,000.000	USD
KU014	KU01 / 005	KUI013	Maaks,Danielle	0	05/04/1990	0	NAANNL	64,000.000	USD
KU016	KU01 / 005	KU0036	Religioso,Steve	0	11/13/1985	0	NAANNL	60,008.000	USD
KU016	KU01 / 005	KU0087	Lopez,Wilma	0	05/03/1996	0	NAANNL	5,000.000	USD
KU018	KU01 / 003	KUI005	Yoder,Michael	0	11/21/1990	0	NAANNL	47,000.000	USD
KU018	KU01 / 003	KUI015	Miano,Yolanda	0	11/30/1990	0	NAANNL	47,000.000	USD
KU021	KU01 / 006	KU0067	Passantino,Alex	0	02/10/1991	0	NAANNL	182,200.000	USD
KU021	KU01 / 006	KUI010	Hubball,John	0	08/03/1990	0	NAANNL	87,000.000	USD
KU021	KU01 / 006	KUI020	Johnson,Hugh	0	08/13/1990	0	NAANNL	87,000.000	USD

Report ID: PER044

As Of Date: 08/30/2000

Parameters: All -

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

Report ID: PER045

Faculty Member: Joe Fetber TF001
Tenure/Home Department: TF102 TF Human Resources
Tenure Status:
Academic Rank:
Annual Rate: 62400

ACTIVITIES
Activity Type: , Test Activity - Original From: 02/02/1990 Thru: 02/02/1991
Sponsored By: Compensated?Y Internal
Organization: Activity Organization
Notes: Activity Comments

ADMINISTRATIVE POSTS/APPOINTMENTS/TITLES
Type: Medical Lectures Academic Responsibility
Description: TF001 Lectures to Doctors
Begin Date: 02/02/1990 End Date: 01/01/1996 Revised End Date: Reason:
Department/Organization: TF2100 TF College of Liberal Arts
Notes: Admin Post Comments
Type: Medical Lectures Academic Responsibility
Description: TF001 Lectures to Doctors 2
Begin Date: 02/02/1996 End Date: 01/01/1997 Revised End Date: Reason:
Department/Organization: TF2100 TF College of Liberal Arts
Notes: TF001 Reappointed for 1 year.

COMMITTEE INVOLVEMENT
Committee: Research & Development Effective Date: 01/01/1980
Role: Member of Committee Start Date: 01/01/1991 End Date: 01/01/1992

PROFESSIONAL EDUCATION & TRAINING
Degree: PHS Terminal: N Date Acquired: 01/01/1989 Graduated: Y
Major: Electrical Engineering School: Cornell University USA NY

HONORS & AWARDS
Honor/Award: Honorary Doctorate Degree Grantor: Cornell Univ. Issue Date: 01/01/1989 End Date:

LICENSES & CERTIFICATES
License/Certification: Cardio Pulmonary Resuscitation Nbr: CPRTF001 Issue Date: 02/02/1997
Issued By: Hospital Expires: 02/02/2001 Verified: Y Renewal in Progress? N Location: USA NY
License/Certification: Emergency Medicine Technology Nbr: HETTF001 Issue Date: 03/03/1995
Issued By: Hospital Expires: 12/12/1998 Verified: Y Renewal in Progress? Y Location: USA NY

MEMBERSHIPS
Membership: Registered Nurses Association Membership Date: 05/05/1993
Mandate: 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

End of Report

Report ID: PER048

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

Employee Service Calculation Results

Report ID: PER049

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: CONTSRV (Continuous Service)

Dept. ID	EmplID	Employee Name	Rcd#	Period Begin Date	Period End Date	Breaks In Prd	Service W/O Brks	Amt In Breaks	Service W/ Brks	Accum. W/ Brks	Adjust Amount	Act/Rsn
T1000		University Administr										
	T1111	Webster, Jimmy	0	1997-07-01	1997-12-31	0.0	0.5	0.0	0.5	2.0	0.0	HIR
			0	1997-01-01	1997-06-30	0.0	0.5	0.0	0.5	1.5	0.0	HIR
			0	1996-07-01	1996-12-31	0.0	0.5	0.0	0.5	1.0	0.0	HIR
			0	1996-01-01	1996-06-30	0.0	0.5	0.0	0.5	0.5	0.0	HIR

Report ID: PER049

Reporting Service Group: CLER (Office Clerical Workers) and Service Type: UNION (Union Seniority)

Dept. ID	EmplID	Employee Name	Rcd#	Period Begin Date	Period End Date	Breaks In Prd	Service W/O Brks	Amt In Breaks	Service W/ Brks	Accum. W/ Brks	Adjust Amount	Act/Rsn
T1000		University Administr										
	T1111	Webster, Jimmy	0	1997-07-01	1997-12-31	0.0	0.5	0.0	0.5	3.0	0.0	HIR
			0	1997-01-01	1997-06-30	0.0	0.5	0.0	0.5	2.5	0.0	HIR
			0	1996-07-01	1996-12-31	0.0	0.5	0.0	0.5	2.0	0.0	HIR
			0	1996-01-01	1996-06-30	0.0	0.5	0.0	0.5	1.5	0.0	HIR

End of Report

PeopleSoft
Employee Tenure Calculation Report

Report ID: PER050

Page No. 1
Run Date 08/29/2000
Run Time 14:21:01

Reporting Service Group: FAC (Faculty Tenure Calc. Group)

Dept. ID	EmplID	Employee Name	Rcd#	Period Begin Date	Period End Date	Breaks In Prd	Service W/O Brks	Amt In Breaks	Service W/ Brks	Accum. W/ Brks	Adjust Amount	Act/Rsn
TF2002	TF Dept of Math											
	TF006	Fetston, Judy		1996-01-01	1996-05-31	0.000	0.500	0.000	0.500	2.500	0.000	HIR
				1995-08-01	1995-12-31	0.000	0.500	0.000	0.500	2.000	0.000	HIR
				1995-01-01	1995-05-31	0.000	0.500	0.000	0.500	1.500	0.000	HIR
				1994-08-01	1994-12-31	0.000	0.500	0.000	0.500	1.000	0.000	HIR
				1994-07-31	1994-07-31	0.000	0.500	0.000	0.500	0.500	0.000	BFW
TF201	TF Dept of Anthropol											
	TF001	Fetber, Joe		1996-01-01	1996-05-31	0.000	0.500	0.000	0.500	3.500	0.000	HIR
				1995-08-01	1995-12-31	0.000	0.500	0.000	0.500	3.000	0.000	HIR
				1995-01-01	1995-05-31	0.000	0.500	0.000	0.500	2.500	0.000	HIR
				1994-08-01	1994-12-31	0.000	0.500	0.000	0.500	2.000	0.000	HIR
				1994-01-01	1994-05-31	0.000	0.500	0.000	0.500	1.500	0.000	HIR
				1993-12-31	1993-12-31	0.000	1.000	0.000	1.000	1.000	0.000	BFW
TF2113	TF Philosophy Dept											
	TFAC01	Fetper, Ann		1996-01-01	1996-05-31	0.000	0.206	0.675	0.206	1.444	0.000	RFL RFL
				1995-08-01	1995-12-31	0.000	0.206	0.675	0.206	1.238	0.000	RFL RFL
				1995-01-01	1995-05-31	0.000	0.206	0.675	0.206	1.031	0.000	RFL RFL
				1994-08-01	1994-12-31	0.375	0.000	0.675	0.000	0.825	0.000	LOA EDU
				1994-01-01	1994-05-31	0.300	0.075	0.300	0.075	0.825	0.000	LOA EDU
				1993-08-01	1993-12-31	0.000	0.375	0.000	0.375	0.750	0.000	HIR
				1993-01-01	1993-05-31	0.000	0.375	0.000	0.375	0.375	0.000	HIR

End of Report

Report ID: PER051

Reporting Service Group: FAC (Faculty Tenure Calc. Group) and Service Type: Tenure Service

Home Dept	Name	EmplID	Employee Name	Start Date	Tenure Status	Reqd Svc	Ext. Svc	Prior Svc	Accr Svc	Yrs To Accrued	Processed Thru
TF102	TF Human Resources	TF001	Fetber,Joe	1994-01-01	NTK	7.000	0.500	1.000	4.100	2.400	1998-05-31
TF2002	TF Dept of Math	TF006	Fetston,Judy	1994-08-01	NTK	7.000	0.000	0.500	4.000	2.500	1998-05-31
TF2100	TF College of Libera	TFPEDS65	Fetpin,Ned	1997-01-01	NOT	0.000	0.000	0.000	0.000	0.000	
TF2113	TF Philosophy Dept	TFAC01	Fetper,Ann	1993-01-01	NTK	7.000	0.000	0.000	2.269	4.731	1998-05-31

End of Report

Report ID: PER053
Equals Opportunities:

TABELLA 1

INFORMAZIONI GENERALI SULLA AZIENDA

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

TABELLA 2

INFORMAZIONI GENERALI SULLE UNITA IN AMBITO COMUNALE

TABELLA 2

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

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

TABELLA 3

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

Report ID: PER053
Equals Opportunities:

TABELLA 4

Occupati alle dipendenze al 01/01/1980 0.00 1.00

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

TABELLA 5

Occupati alle dipendenze al 01/01/1980

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

TABELLA 6

Entrate e uscite e trasformazioni dei contratti

New Hire	0.00	0.00
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TABELLA 7

FORMAZIONE

Categoria	Num di partecipanti		Totale ore di formazione		
	Maschi	Femmine	Maschi	Femmine	
TABELLA 7					MIL02
Formazione del personale svolta nel corso del periodo			01/01/1980	01/01/00	

TABELLA 8

MIL02

Retribuzione annua per livello e categoria professionale

CATEGORIA	LIVELLO	RETRIBUZIONE LORDA ANNUA	
		Maschi	Femmine

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

Report ID: PER055ES

Company:

Union Cd:

Emplid	Name	Union Fee Amt.
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Total:

End of Report

PeopleSoft
PRIMARY JOB AUDIT

Report ID: PER058

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

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

End of Report

Union	Empl ID	Employee Name	Union Position	Full or Part Time in Union
Workers General Union	KI0001	Brusati,Clara	Registered	Part Time
Workers General Union	KI0002	Bassani,Maria Miss	Leader of the union	Full Time
Total Employee in Workers General Union		2.00		

Disability Type

Civil Disability	Female	1
Civil servants disability	Female	1

SetID JGENL Salary Plan J01 Grade 2
As of date for GrdAdv 2000-04-01

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

Min Yrs in Curr Grd 3 Max Yrs in Curr Grd 10
And Min Age for Grd Adv 22 years or
And Reqd Elig Pnts 80.0 points

Ttl Num of Empl 2

No.	EmplID	Upda	Department	Supv Lvl	IDGrade	Step	Start Dat	Educ Lvl	Years in Grade	Eligibility Points	-----Review Result-----		
											Last	One Before	Two Before
1	J0010	里中 直子	Finance	Sr. Ch	2	0	1990-01-01	30	10	70.0	B	A	B
2	J0011	浜田 健作	Human Resource	Chief	2	0	1991-04-01	24	4	100.0	S	S	B

Notification of Termination

石川 真弓

I hereby notify the following retirement.

Announcement date	09/30/2001
Company	Carrot Soft, Co. Ltd.
Department	Human Resource
Supervisor Level	Clerk

10/01/2001
Human Resource
President Yuichi Hattori

Notification of Termination

小林 一也

I hereby notify the following retirement.

Announcement date	09/30/2001
Company	Carrot Soft, Co. Ltd.
Department	Finance
Supervisor Level	Senior Chief

10/01/2001
Human Resource
President Yuichi Hattori

Termination Notice on 09/30/2001

10/01/2001
Human Resource

Action Reason: Normal Retirement

Name	Company	Department	Supervisor Lvl
石川 真弓	Carrot Soft, Co. Ltd.	Human Resource	Clerk
小林 一也	Carrot Soft, Co. Ltd.	Finance	Senior Chief

End

Report ID: PER065JP
From Date 1997/01/01
Thru Date 2001/10/01

List of Employees Returning from Intercompany Transfer

Page No. 1
Run Date 10/11/2001
Run Time 11:11:53

ID	EMPL_RCD#	Name	Company code	Host company name	Int Xfr St Dt	Int Xfr End Dt
J0002	0	高橋 隆夫	JS1	The Radish Soft Company	1993/04/01	1997/03/31
J0016	0	片平 修	JS1	The Radish Soft Company	1997/01/01	2001/10/01

End of Report

Employee ID KB0001 Ceulemans, Jan

Contract Data

Contract Number	0001	Active
Contract Begin Date	01-02-1997	Contract End Date
Probation Date		Expended end date
Protection End Date		
Comment		

Contract Type

Effective Date	01-02-1997
Contract Type	01 Employment
Statute	02 Employee
Substatute	03 Executive

Compensation

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

Claeys Defaults

Factor Seniority	0.8900
Factor Age	0.0800
Correction Factor	0.0013
Term Correction	2.0000
Factor Yearly Base	125.3000
Actual index	126.0000

Calculation

Start date notification	01-11-2001
Months service time	56
Notification period	6 Months

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

Report ID: PER066JP

Company: Carrot Soft Co., Ltd.
As of date: 2001-01-01

Department	DeptID	Supervisor Level	Employee ID	Name	Total		
					Kenmu	Inc.K.	N.inc.
President	KJ001	President	KJ0001	佐々木 清			
				Total	0	1	1
Senior Managing Director	KJ002	Senior Managing Direc	KJ0002	高橋 隆夫			
				Total	0	1	1
Administration Division	KJ100	General Manager	KJ0003	沢田 収			
				Total	0	1	1
Finance Department	KJ110	Director	KJ0006	高井 正平			
				Total	0	1	1
Finance Section	KJ111	Manager	KJ0014	小島 徹			
				Total	0	1	1
Accounting Section	KJ112	Manager Clerk Clerk	KJ0015 KJ0034 KJ0035	平野 のぞみ 野々村 弘 工藤 亜由美			
				Total	0	3	3
Human Resources Department	KJ120	Director Clerk	KJ0007 KJ0036	中井 誠 本間 純子			
				Total	0	2	2
Employees under Shukkou	KJ999	General Manager Clerk	KJ0005 KJ0040	久保田 貞光 加賀 浩二			
				Total	0	2	2
General Affairs Department	KJ130	Director Clerk Clerk Clerk	KJ0008 KJ0037 SYS001 SYS002	木村 元雄 佐藤 拓也 石川 真弓 小林 一也			
				Total	0	4	4
Sales Division	KJ200	General Manager Director Director Clerk	KJ0004 KJ0301 KJ0302 SYS001	大川 優子 白井 明 木下 悠介 石川 真弓 <Kenmu>			
				Total	1	4	3
Sales Department - East Japan	KJ210	Director	KJ0009	土井 正秀			
				Total	0	1	1
Sales Section - Tokyo	KJ211	Manager Clerk Clerk Clerk Clerk	KJ0016 KJ0038 KJ0039 KJ0041 KJ0043	片平 修 戸田 大介 高木 春枝 日野 五郎 南 鋭二 <Kenmu>			
				Total	1	5	4
Sales Office - Sapporo	KJ212	Manager	KJ0017	津村 友則			
				Total	0	1	1
Sales Department - West Japan	KJ220	Director	KJ0010	里中 直子			
				Total	0	1	1

Report ID: PER066JP

Company:: Carrot Soft Co., Ltd.
As of date:: 2001-01-01

Department	DeptID	Supervisor Level	Employee ID	Name	Total			
					Kenmu	Inc.K.	N.inc.	
Sales Section - Osaka	KJ221	Manager	KJ0018	秋田 良介				
		Clerk	KJ0042	岩崎 努				
		Clerk	KJ0043	南 锐二				
<hr/>					Total	0	3	3
Sales Office - Fukuoka	KJ222	Manager	KJ0019	森 俊男				
		Clerk	KJ0044	田中 道雄				
<hr/>					Total	0	2	2
Development Division	KJ300							
<hr/>					Total	0	0	0
Development Department 1	KJ400	Director	KJ0011	浜田 健作				
<hr/>					Total	0	1	1
Product Planning Section	KJ410	Manager	KJ0020	後藤 邦夫				
		Manager	KJ0021	松原 次郎				
		Clerk	KJ0045	渋谷 幹男				
<hr/>					Total	0	3	3
Development Section	KJ420							
<hr/>					Total	0	0	0
Development Group 1	KJ421	Assistant Manager	KJ0026	会田 洋一郎				
		Clerk	KJ0046	村松 里美				
		Clerk	KJ0047	荒井 宏				
		Clerk	KJ0048	坂本 樹里				
		Clerk	KJ0049	吉田 直哉				
<hr/>					Total	0	5	5
Development Group 2	KJ422	Assistant Manager	KJ0027	村井 雅子				
		Clerk	KJ0050	川上 亮次				
		Clerk	KJ0051	水野 和昭				
		Clerk	KJ0052	岡村 奈々				
		Clerk	KJ0053	安藤 恭平				
<hr/>					Total	0	5	5
Quality Control Section	KJ430	Manager	KJ0022	境 宏				
<hr/>					Total	0	1	1
Development Department 2	KJ500	Director	KJ0012	小林 康平				
<hr/>					Total	0	1	1
Product Planning Section	KJ510	Manager	KJ0023	林 忠男				
		Clerk	KJ0054	小谷 綾香				
<hr/>					Total	0	2	2
Development Section	KJ520	Manager	KJ0024	西川 秀也				
		Clerk	KJ0055	東海林 日出男				
		Clerk	KJ0056	野田 勝彦				
<hr/>					Total	0	3	3
Quality Control Section	KJ530	Manager	KJ0025	馬場 ゆきの				
<hr/>					Total	0	1	1
San Jose Research Center	KJ600	Director	KJ0013	矢野 晃				
			SYS005	樋口 一郎				
<hr/>					Total	0	2	2
<hr/>					Total	2	57	55

Report ID: PER067BE

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

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

I. EMPLOYEES IN PERSONNEL REGISTER

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

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

II. HIRES AND TERMINATIONS

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

III. MEASURES IN BEHALF OF EMPLOYMENT

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

Employee SIN	First Date	BADGE/Payroll No.
203-943-295	01/01/1990	KC0001
997-000-112	01/19/1990	KC0024
203-943-295	03/05/1990	KCI001
546-714-254	04/13/1990	KCI006
666-774-658	05/24/1990	KCI003
396-774-556	06/29/1990	KCI008
596-744-656	07/18/1990	KCI004
997-000-211	07/26/1990	KC0031
392-744-157	08/30/1990	KCI010
996-764-650	09/16/1990	KCI002
396-724-452	10/11/1990	KCI007
936-574-151	11/21/1990	KCI005
311-374-755	12/17/1990	KCI009
997-000-161	12/27/1990	KC0029
311-374-755	06/02/1992	KC0009
396-724-452	03/12/1993	KCI007
393-764-352	02/02/1994	KC0012
997-000-229	02/14/1994	KC0035
997-000-179	02/02/1995	KC0030
997-000-120	03/05/1995	KC0025
546-714-254	06/29/1995	KCI006
997-000-013	07/15/1995	KC0013
997-000-120	01/01/1996	KC0025
997-000-054	10/07/1996	KC0017
997-000-179	07/02/1997	KC0030
997-000-054	07/19/1997	KC0017
392-744-157	09/07/1997	KC0010
997-000-021	07/05/1998	KC0014

End of Report

Employee ID	Employee Name	DeptID	Job Code	Effective Date
KC0002	Dunbar, Kirby	KC007	KC002	1982-01-15 00: Salary value of \$0.00
KC0003	Rogers, Cynthia A	KC005	KC001	1988-03-12 00: Salary value of \$0.00
KC0004	Reid, Charles M	KC005	KC007	1981-04-02 00: Salary value of \$0.00
KC0005	Moore, Catherine J	KC005	KC007	1985-03-22 00: Salary value of \$0.00
KC0006	Jubenville, Pierre	KC005	KC008	1987-05-12 00: Salary value of \$0.00
KC0007	Trudeau, Susan	KC006	KC019	1989-04-07 00: Salary value of \$0.00
KC0008	Wilson, Kenneth John	KC015	KC021	1983-07-18 00: Missing NOC code
KC0008	Wilson, Kenneth John	KC015	KC021	1983-07-18 00: Salary value of \$0.00
KC0009	Mills, Stephanie A	KC005	KC001	1992-06-02 00: Salary value of \$0.00
KC0011	Lau, Patrick	KC002	KC013	1986-01-02 00: Salary value of \$0.00
KC0012	Quency, Nancy J	KC003	KC014	1994-02-02 00: Salary value of \$0.00
KC0013	Tucker, Margaret	KC015	KC020	1995-07-15 00: Missing NOC code
KC0013	Tucker, Margaret	KC015	KC020	1995-07-15 00: Salary value of \$0.00
KC0015	Campbell, Barry Robert	KC006	KC017	1984-11-02 00: Salary value of \$0.00
KC0016	Vaillancourt, Paulette	KC001	KC012	1981-03-20 00: Salary value of \$0.00
KC0017	Brown, Jessica	KC006	KC019	1996-10-07 00: Salary value of \$0.00
KC0018	Johnson, Helen	KC002	KC013	1981-10-25 00: Salary value of \$0.00
KC0019	Desmarais, Jean-Pierre	KC005	KC007	1982-04-05 00: Salary value of \$0.00
KC0020	Hawkins, Allan M	KC006	KC006	1980-01-01 00: Salary value of \$0.00
KC0021	Davies, Craig R	KC003	KC014	1996-12-01 00: Salary value of \$0.00
KC0022	Sinclair, Betty Anne	KC015	KC021	1982-11-16 00: Missing NOC code
KC0022	Sinclair, Betty Anne	KC015	KC021	1982-11-16 00: Salary value of \$0.00
KC0023	Duvall, David	KC005	KC007	1985-01-05 00: Salary value of \$0.00
KC0024	Maissoneuve, Louise	KC001	KC012	1990-01-19 00: Salary value of \$0.00
KC0025	Brown, Jennifer L	KC001	KC003	1995-03-05 00: Salary value of \$0.00
KC0026	Johnson, Carol L	KC006	KC016	1996-01-01 00: Salary value of \$0.00
KC0027	Andrews, Fred	KC015	KC021	1983-08-26 00: Missing NOC code
KC0027	Andrews, Fred	KC015	KC021	1983-08-26 00: Salary value of \$0.00
KC0028	Jacobs, Lisa Leigh	KC001	KC003	1985-12-02 00: Salary value of \$0.00
KC0029	Valade, Claudia A	KC001	KC012	1990-12-27 00: Salary value of \$0.00
KC0030	Millier, Joseph G	KC005	KC007	1995-02-02 00: Salary value of \$0.00
KC0031	Saint-Amand, Marcel	KC001	KC018	1994-06-06 00: Salary value of \$0.00
KC0032	Smith, Conrad T	KC003	KC014	1980-05-20 00: Salary value of \$0.00
KC0033	Chan, Diana E	KC001	KC012	1984-04-22 00: Salary value of \$0.00
KC0034	Walters, Julie Ann	KC001	KC003	1985-06-21 00: Salary value of \$0.00
KC0035	Turner, Gina	KC001	KC019	1994-02-14 00: Salary value of \$0.00
KCI001	Wickham, Fred	KC001	KC003	1990-03-05 00: Salary value of \$0.00
KCI002	Baar, John	KC007	KC002	1990-09-16 00: Salary value of \$0.00
KCI003	D'amato, Michelle	KC005	KC001	1990-05-24 00: Salary value of \$0.00
KCI004	Peabody, Larry	KC005	KC008	1990-07-18 00: Salary value of \$0.00
KCI005	Yoakum, Marshall	KC005	KC007	1990-11-21 00: Salary value of \$0.00
KCI006	Konig, Calvin	KC005	KC007	1995-06-29 00: Salary value of \$0.00
KCI007	Diacon, Rebecca	KC006	KC019	1993-03-12 00: Salary value of \$0.00
KCI008	Taben, Valerie	KC015	KC021	1990-06-29 00: Missing NOC code
KCI008	Taben, Valerie	KC015	KC021	1990-06-29 00: Salary value of \$0.00
KCI009	Vaca, Dennis	KC005	KC001	1990-12-17 00: Salary value of \$0.00
KCI010	Hu, Jason	KC007	KC015	1990-08-30 00: Salary value of \$0.00

Report ID: PER103CN

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

Occupational Group	----Total----		Aboriginal		Visible		Disabled		---Female---	
	Start	End	Start	End	Start	End	Start	End	Start	End
	Start	End	Start	End	Start	End	Start	End	Start	End
Toronto Management Area										
01 Senior Managers										
Salary Group 1	2	2	0	0	0	0	0	0	2	2
Salary Group 2	0	0	0	0	0	0	0	0	0	0
Salary Group 3	4	4	0	0	0	0	0	0	4	4
Salary Group 4	1	1	1	1	0	0	0	0	0	0

Report ID: PER104CN

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

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

Total Surveys submitted: 0

Total Surveys completed: 0

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

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

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

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

DeptID	SETID	Effective Date	Department	Loc Code	Manager ID
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Audit for departments found in Department Table and not in Departmental Security Tree

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

DeptID	SETID	Effective Date	Department	Loc Code	Manager ID
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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,María	<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

PeopleSoft
Competency Listing

<u>Type</u>	<u>Competency</u>	<u>Description</u>	<u>Category</u>
Accountability	0156	Recognized as job expert	K
	0201	Accountability for decisions	A
	0202	Understands decision process	K
	0203	Displays confidence & maturity	O
	0241	Works well under pressure	A
	0802	Exhibits no racism or sexism	O
Banking Experience	3001	Loan Officer Experience	S
	3002	Account Officer Experience	S
	3003	Customer Rep Experience	S
	3004	Financial Experience	K
	3005	Teller	S
	3006	Banking Procedures	S
	3007	Branch Office Procedures	S
	3008	Salesmanship	S
	3009	Branch Manager	S
	3010	Scheduling	S
	3011	Economic Forecasting	S
	3012	Business Services	S
	3013	Banking Operations	S
	3014	Loan Experience	S
	3015	Branch Administration	S
	3016	Collections	S
	3017	Mortgage Banking	K
	3018	Business Banking	S
	3019	World Banking	O
	3020	Real Estate	O
Business Planning	0101	Analytical thinking	A
	4009	Strategic Planning	S
	4015	Planning & Scheduling	S
Communication	0152	Debates issues unabrasively	A
	0153	Articulate & concise	S
	0154	Organize & present ideas well	S
	0242	Shows honesty & integrity	O
	0250	Informs Superiors	A
	0502	Communication Skills	A
Cooperative	5015	Delivering Oral Presentations	S
	0158	Colloborates on projects	A
	0204	Interpersonal understanding	A
	0205	Teamwork and cooperation	S
	0210	Ability to transfer knowledge	S
Customer Service	0514	Teamwork	A
	0512	Service Orientation	A
	0700	Customer Service Orientation	O
	0701	Relationship Building	A
	0702	Conflict resolution	S
	0703	Negotiation/mediation	S
	0705	Ability to listen & respond	A

Report ID: PER538

Category

Accomplishment

Degree

Education Level

Country

A	Advanced Level		United Kingdom
AA	Associate of Arts		
AAS	Associate of Applied Science		
ABA	Associate of Business Admin		
AE	Associate of Engineering		
AS	Associate of Science		
BA	Bachelor of Arts		
BBA	Bachelor of Business Admin		
BE	Bachelor of Engineering		
BFA	Bachelor of Fine Arts		
BN	Bachelor of Nursing Degree		
BS	Bachelor of Science	University	
BSA	BS Animal Husbandry	University	
BSL	Bachelor of Science - Law		
BT	Bachelor of Theology		
CER	Certificate		
DBA	Doctor of Business Admin		
DBU	Diploma in Business	Trade School	
DED	Doctor of Education		
DIP	Diploma		
GCSE	General Cert-Secondary Educatn		United Kingdom
HS	High School Graduate		
JD	Juris Doctor		
MA	Master of Arts		
MBA	Master of Business Admin		
MCE	Master of Civil Engineering		
MD	Doctor of Medicine		
MDI	Master of Divinity		
ME	Master of Engineering		
MED	Master of Education		
MEE	Master of Electrical Enginrg		
MFA	Master of Fine Arts		
MME	Master of Mechanical Enginrg		
MS	Master of Science		
MSL	Master of Science - Law		
MT	Master of Theology		
NG	Non-Graduate		
O	Ordinary Level		United Kingdom
PHD	Doctor of Philosophy		
PHE	Doctor of Engineering		
PHS	Doctor of Science		
RN	Registered Nurse		
SEC	Secretarial Certificate		
TS	Trade School Graduate		

Honor or Award

BOD	Board of Directors Appointment
CMT	Certificate of Merit Award
CSS	Community Service Award
DCN	Dale Carnegie
DEA	Dean's Award
DLA	Distinguished Lectureship Awrd
EDU	Education Award
HDD	Honorary Doctorate Degree
MBE	Member of the British Empire
NMS	National Merit Scholarship
OBE	Order of the British Empire
OCA	Outstanding Contributor Award
PRE	President's Award
PUB	Publication Award
RPG	Research & Publications Grant
RYA	Retiree of the Year Award
SCL	Sales Excellence Club
SER	Service Award
SFT	Safety Prevention Award
SPY	Sales Person of the Year
TST	Toastmasters

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

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

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

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

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

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

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

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

Code	Description	Short Description
ACCA	Assoc Chartered Certif Acctnt	CC Acct
ACMA	Assoc of Cost Mgmt Accountants	CM Accts
CGA	Certified General Accountant	CGA
CIRM	Integrated Resource Management	Resc Mgmt
CNA	Nurse Administrator	Nurse Adm
CNAA	Nurse Administrator, Advanced	Adv Admin
CPA	Certified Public Accountant	CPA
CPIM	Production and Inventory Mgmt	Prod/Inven
CPM	Procurement Management	Procuremnt
CPR	Cardio Pulmonary Resuscitation	CPR
HCV	Cardiovascular Technology	Cardio Tch
HET	Emergency Medicine Technology	Em Med Tch
HIC	Infection Control	Inf Cntrl
HMC	Hazardous Materials Certificte	HazMat Crt
HNA	Nurse Anesthesiology	Nrs Ansths
HRD	Radiology Diagnosis	Rad Diagn
NAPM	National Asscn Purchasing Mgrs	Purch Mgrs
PMA	Personnel Management Associatn	Per Mgmt
SRP	Safety Recognition Program	Sfty Recgn
WSA	WHIMIS Safety Associate	WHIMIS

Loc Code	Effective Date	Description	Abbrev	Bldg	ADDRESS1/ ADDRESS2/ ADDRESS3/ ADDRESS4	City Nm1 Nm2 House Nm1 Nm2 House Nm1 Nm2 House	St Geo	Postal Code	City Lim?	Estab Ctry ID	Locality
KB01	1/1/1980	Antwerpen	Antwerp			Antwerpen 50		AN 2140		BEL	
					Kolveniersstraat						
KB02	1/1/1980	Brussels	Brussels			Brussels				BEL	
KCAB00	1/1/1980	Calgary Office	Calgary		24450 Bow Valley Road	Calgary		AB T3E5T6		CAN	
KCAB00	1/1/1980	Calgary Branch	Calgary		2945 Union Street	Calgary		AB A2K1R7		CAN	
KCBC00	1/1/1980	Vancouver Branch	Vancouver		2030 Calley Street	Vancouver		BC V5C2Z8		CAN	
KCBC00	1/1/1980	Vancouver Branch	Vancouver		1230 Calley St	Vancouver		BC V5C2Z8		CAN	
KCMB00	1/1/1980	Brandon	Brandon		402 Prairie Ave	Brandon		MB R4E5T6		CAN	
KCMB00	1/1/1980	Winnipeg Office	Winnipeg		9812 Hastings Street	Winnipeg		MB R2Q 1E2		CAN	
KCNB00	1/1/1980	Moncton	Moncton		18 Fredricton Street	Moncton		NB N3E5T6		CAN	
KCNB00	1/1/1980	Fredricton Office	Fredricton		345 Howe Avenue	Fredricton		NB N2B1L9		CAN	
KCNF00	1/1/1980	Gander Center	Gander		41 Cornerbrook Crescent	Gander		NF N4R3W2		CAN	
KCNF00	1/1/1980	St John's Office	St John's		2 River Avenue	St. John's		NF A5F 3Z1		CAN	
KCNN00	1/1/1980	Iqaluit Office	Iqaluit		P.O. Box 350	Iqaluit		NN X0A1H0		CAN	
KCNS00	1/1/1980	Halifax Regional Center	Halifax		41 Cape Street	Halifax		NS H3T3T6		CAN	
KCNS00	1/1/1980	Halifax Office	Halifax		187 Mt Harney Blvd	Halifax		NS S2C 2Q8		CAN	
KCNT00	1/1/1980	Yellowknife Branch	Yellowknife		9747 Geary Road	Yellowknife		NT R2Q 4J4		CAN	
KCON00	1/1/1980	Toronto Head Office	Toronto		404 Queens Parkway	Toronto		ON M5R3T6		CAN	
KCON00	1/1/1980	Canadian Headquarters	Cdn HQ		1800 Bay Street Suite 1900	Toronto		ON M5J 2T3		CAN	
KCON01	1/1/1980	National Office	National		13 Hull Street	Ottawa		ON M3E3R7		CAN	
KCPE00	1/1/1980	Green Gables	Green Gabl		12 Charlottetown Street	Charlottetown		PE P3E4F5		CAN	
KCPE00	1/1/1980	Charlottetown Office	Chrlttetwn		283 Georgia Street	Charlottetown		PE P3Q 2E1		CAN	
KCQC00	1/1/1980	Levis	Levis		12 Rue Rene Levesque	Levis		QC Q3T4R4		CAN	
KCQC00	1/1/1980	Montreal Office	Montreal		Place Ville Marie 300 St-Catherine Street Suite 1100	Montreal		QC P3F 2W1		CAN	
KCSK00	1/1/1980	Regina	Regina		334 Saskatoon Road	Regina		SK S2E4E5		CAN	
KCSK00	1/1/1980	Regina Office	Regina		7212-200 Rupert Street	Regina		SK H2D 2P7		CAN	
KCYT00	1/1/1980	Whitehorse Office	Whitehorse		9754 Treat Boulevard	Whitehorse		YT T2G 1U2		CAN	
KCZZ00	1/1/1980	Outside Canada (Non-Residents)	Out of Can		Anywhere	Anywhere		ZZ	N	CAN	67000
								N			
KD912	1/1/1980	Munich	Munich		Muenchner Strasse 14	Munich		BY 85774		DEU	
KD913	1/1/1980	Hamburg	Hamburg							DEU	
KD914	1/1/1980	Frankfurt	Frankfurt					HE		DEU	
KD915	1/1/1980	Berlin	Berlin					BE		DEU	
KD916	1/1/1980	Stuttgart	Stuttgart					BW 70		DEU	
KD917	1/1/1980	Bonn	Bonn							DEU	
KE01	1/1/1980	Madrid Operations	Madrid		Hernandez de Tejada	Madrid		28 28027		ESP	

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

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

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

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

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

Setid	Job Code	Effective Date	Title	Abbrev	Job Func	Salary Setid	Sal Adm Plan	Grd	Step	CAN SOC Code	CAN PayEq Class
BEL01	KB0001	1/1/1980	Sales Manager	Sales Mgr	MGT	BEL01	KB01	004	0		
BEL01	KB0002	1/1/1980	Human Resources Administrator	HR Admin	HRS	BEL01	KB01	001	0		
BEL01	KB0003	1/1/1980	Regonial Manager - Belgium	Mgr BEL	MGT	BEL01	KB01	004	0		
BEL01	KB0004	1/1/1980	Sales Representative	Sales		BEL01	KB01	003	0		
BEL01	KB0005	1/1/1980	Consultant	Consultant		BEL01	KB01	003	0		
SHARE	KC001	1/1/1980	Accounting Clerk	Acct Clerk	FIN	SHARE	KC02		0		
SHARE	KC002	1/1/1980	Director Canada	Dir Can	HRS	SHARE	KC01	005	0		
SHARE	KC003	1/1/1980	Senior Secretary	Sr Secrtry	ADM	SHARE	KC02		0		
SHARE	KC004	1/1/1980	Computer Programmer	Programmer	MIS	SHARE	KC01		0		
SHARE	KC005	1/1/1980	Manager IT	Mgr IT	MIS	SHARE	KC01		0		
SHARE	KC006	1/1/1980	Project Coordinator	Proj Coord	ADM	SHARE	KC01		0		
SHARE	KC007	1/1/1980	Payroll Clerk	Pay Clerk	FIN	SHARE	KC02		0		
SHARE	KC008	1/1/1980	Mgr Payroll Services Canada	Pay Mgr	FIN	SHARE	KC02		0		
SHARE	KC009	1/1/1980	Financial Analyst	Fin Anlyst	FIN	SHARE	KC01		0		
SHARE	KC010	1/1/1980	Analyst Trainee	Trainee	FIN	SHARE	KC02		0		
SHARE	KC011	1/1/1980	Payroll Specialist	Pay Spec	FIN	SHARE	KC02		0		
SHARE	KC012	1/1/1980	Human Resources Analyst	HR Analyst	HRS	SHARE	KC02		0		
SHARE	KC013	1/1/1980	Benefits Specialist	Ben Spec	HRS	SHARE	KC02		0		
SHARE	KC014	1/1/1980	Systems Analyst	Sys Anlyst	MIS	SHARE	KC02		0		
SHARE	KC015	1/1/1980	Building Maintenance Engineer	Bldg Mtce	OPS	SHARE	KC02		0		
SHARE	KC016	1/1/1980	Manager Training & Dvlp	Mgr Trng	RES	SHARE	KC02		0		
SHARE	KC017	1/1/1980	Training Specialist	Train Spec	RES	SHARE	KC02		0		
SHARE	KC018	1/1/1980	Mgr Employee Relations	Mgr ER	HRS	SHARE	KC02		0		
SHARE	KC019	1/1/1980	Sr Admin Assistant	Sr Admin	ADM	SHARE	KC02		0		
SHARE	KC020	1/1/1980	Sales Manager	Sales Mgr		SHARE	KC02		0		
SHARE	KC021	1/1/1980	Sales Product Consultant	Sales PC		SHARE	KC02		0		
DEU01	KD0001	1/1/1980	Country Manager	Cntry Mgr	MGT	DEU01	KD01	G1	1		
DEU01	KD0002	1/1/1980	Sales Manager	Sales Mgr	MGT	DEU01	KD01	G2	1		
DEU01	KD0003	1/1/1980	Sales Representative	Sales	REL	DEU01	KD01	G2	1		
DEU01	KD0004	1/1/1980	Consultant	Consultant	REL	DEU01	KD01	G2	1		
DEU01	KD0005	1/1/1980	Director Human Resources	HR Dir	HRS	DEU01	KD01	G3	1		
DEU01	KD0006	1/1/1980	Secretary	Secretary	ADM	DEU01	KD01	G2	1		
DEU01	KD0007	1/1/1980	Financial Analyst	Financial	FIN	DEU01	KD01	G2	1		
DEU01	KD0008	1/1/1980	Recruiter	Recruiter	HRS	DEU01	KD01	G2	1		
ESP01	KE0001	1/1/1980	Country Manager	CM	MGT	ESP01	KE01	007	0		
ESP01	KE0002	1/1/1980	Sales Manager	Sales Mgr	MGT	ESP01	KE01	006	0		
ESP01	KE0003	1/1/1980	Customer Services Manager	CS Mgr	MGT	ESP01	KE01	006	0		
ESP01	KE0004	1/1/1980	Sales Specialist	Sales Spc	REL	ESP01	KE01	005	0		
ESP01	KE0005	1/1/1980	Pre Sales	Pre Sales	REL	ESP01	KE01	004	0		
ESP01	KE0006	1/1/1980	Senior Consultant	Sr.Consult	REL	ESP01	KE01	004	0		
ESP01	KE0007	1/1/1980	Junior Consultant	Jr.Consult	REL	ESP01	KE01	003	0		
ESP01	KE0008	1/1/1980	Human Resources Specialist	HR Spec.	HRS	ESP01	KE01	005	0		
FRA01	KF0001	1/1/1980	CEO	CEO		FRA01	KF01	001	0		

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

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

ASCO Code	Effective Date	Status	Description
-----	-----	-----	-----
2210	01/01/1980	Active	Acc, Audits & Corp Treasurers
2530	01/01/1980	Active	Artists & Related Profs
3000	01/01/1980	Active	Associate Profs
3312	01/01/1980	Active	Building & Engineer Assoc Prof
2120	01/01/1980	Active	Building & Engineering Profs
3320	01/01/1980	Active	Bus & Admin Associate Profs
2200	01/01/1980	Active	Business & Information Profs
8810	01/01/1980	Active	Clerks
2230	01/01/1980	Active	Computing Profs
2400	01/01/1980	Active	Education Profs
1122	01/01/1980	Active	Engineering Dist & Proc Mgrs
3341	01/01/1980	Active	Enrolled Nurses
1130	01/01/1980	Active	Farmers & Farm Mgrs
3321	01/01/1980	Active	Finance Associate Profs
1111	01/01/1980	Active	General Mgrs & Admin
1110	01/01/1980	Active	Generalis Mgrs
3340	01/01/1980	Active	Health & Welf Associate Profs
2300	01/01/1980	Active	Health Profs
3332	01/01/1980	Active	Hospitality & Accom Mgr
3330	01/01/1980	Active	Managing Sup Sales & Service
3311	01/01/1980	Active	Med & Sci Technical Officers
2310	01/01/1980	Active	Medical Practitioners
3399	01/01/1980	Active	Misc Associate Profs
3329	01/01/1980	Active	Misc Bus & Admin Assoc Profs
2290	01/01/1980	Active	Misc Business & Info Profs
2490	01/01/1980	Active	Misc Education Profs
1119	01/01/1980	Active	Misc Generalist Mgr
3349	01/01/1980	Active	Misc Health & Welf Assoc Profs
2380	01/01/1980	Active	Misc Health Profs
3339	01/01/1980	Active	Misc Managing Sup Sales & Serv
2540	01/01/1980	Active	Misc Profs
8829	01/01/1980	Active	Misc Sales Workers
2520	01/01/1980	Active	Misc Social Prof
1129	01/01/1980	Active	Misc Specialist Mgrs
2110	01/01/1980	Active	Natural & Physical Sci Profs
2320	01/01/1980	Active	Nursing Profs
3390	01/01/1980	Active	Other Associate Profs
3391	01/01/1980	Active	Police Officers
2000	01/01/1980	Active	Profs
1121	01/01/1980	Active	Resource Mgr
1123	01/01/1980	Active	Sales & Marketing Mgrs
8821	01/01/1980	Active	Sales Assistants
8820	01/01/1980	Active	Sales Workers
2220	01/01/1980	Active	Sales, Market & Advert Profs
2410	01/01/1980	Active	School Teachers

Currency Code	Effective Date	Description	Short Description	Curr Symbol	Country	Decimal Positions
ADP	1/1/1900	Andorran Peseta	And Peseta		AND	0
AED	1/1/1900	United Arab Emirates Dirham	Dirham		ARE	2
AFA	1/1/1900	Afghani	Afghani		AFG	2
ALK	12/1/1989	Old Lek	Old Lek		ALB	2
ALL	1/1/1900	Lek	Lek		ALB	2
AMD	1/1/1900	Armenian Dram	Dram		ARM	2
ANG	1/1/1900	Netherlands Antilles Guilder	NA Guilder		ANT	2
AOA	1/1/1900	Kwanza	Kwanza		AGO	2
AOK	3/1/1991	Kwanza	Kwanza		AGO	2
AON	2/1/2000	New Kwanza	New Kwanza		AGO	2
AOR	2/1/2000	Kwanza Reajustado	Kwanza Rea		AGO	2
ARA	1/1/1992	Austral	Austral		ARG	2
ARP	7/1/1985	Peso Argentino	Peso		ARG	2
ARS	1/1/1900	Argentine Peso	Peso		ARG	2
ARY	1/1/1990	Peso I	Peso		ARG	2
ATS	1/1/1900	Schilling	Schilling		AUT	2
AUD	1/1/1900	Australian Dollar	Dollar		AUS	2
AWG	1/1/1900	Aruban Guilder	Florin		ABW	2
AZM	1/1/1900	Azerbaijani Manat	Manat		AZE	2
BAD	9/1/1997	Dinar	Dinar		BIH	2
BAM	1/1/1900	Convertible Marks	Conv Mark		BIH	2
BBD	1/1/1900	Barbados Dollar	Dollar		BRB	2
BDT	1/1/1900	Taka	Taka		BGD	2
BEC	3/1/1990	Convertible Franc	Franc		BEL	2
BEF	1/1/1900	Belgian Franc	Franc		BEL	0
BEL	3/1/1990	Financial Belgian Franc	Franc		BEL	2
BGJ	1/1/1990	Lev A/52	Lev A/52		BGR	2
BGK	1/1/1990	Lev A/62	Lev A/62		BGR	2
BGL	1/1/1900	Lev	Leva		BGR	2
BGN	1/1/1900	Bulgarian LEV	LEV		BGR	2
BHD	1/1/1900	Bahraini Dinar	Dinar		BHR	3
BIF	1/1/1900	Burundi Franc	Franc		BDI	0
BMD	1/1/1900	Bermudian Dollar	Dollar		BMU	2
BND	1/1/1900	Brunei Dollar	Dollar		BRN	2
BOB	1/1/1900	Boliviano	Boliviano		BOL	2
BOP	2/1/1987	Peso I	Peso		BOL	2
BOV	1/1/1900	Mvdol	Mvdol		BOL	2
BRB	3/1/1986	Cruzado	Cruzeiro		BRA	2
BRC	2/1/1989	Cruzado	Cruzado		BRA	2
BRE	8/1/1993	Cruzado	Cruzeiro		BRA	2
BRL	1/1/1900	Brazilian Real	Real		BRA	2
BRN	3/1/1990	New Cruzado	Cruzado		BRA	2
BRR	7/1/1994	Brazilian Real Dollar	R1 Dollar		BRA	2
BSD	1/1/1900	Bahamian Dollar	Dollar		BHS	2
BTN	1/1/1900	Ngultrum	Ngultrum		BTN	2
BUK	2/1/1990	N/A I	N/A		MMR	2
BWP	1/1/1900	Pula	Pula		BWA	2
BYB	1/1/1900	Belarussian Ruble	Ruble		BLR	0
BYR	1/1/1900	Belarussian Ruble	Ruble		BLR	0
BZD	1/1/1900	Belize Dollar	Dollar		BLZ	2
CAD	1/1/1900	Canadian Dollar	Dollar		CAN	2
CDF	1/1/1900	Franc Congolais	Franc		COG	2
CHF	1/1/1900	Swiss Franc	Franc		CHE	2
CLF	1/1/1900	Unidades de fomento	Unid/fmnto		CHL	0
CLP	1/1/1900	Chilean Peso	Peso		CHL	0
CNX	12/1/1989	Peoples Bank Dollar	PB Dollar		CHN	2
CNY	1/1/1900	Yuan Renminbi	Yuan		CHN	2
COP	1/1/1900	Colombian Peso	Peso		COL	2
CRC	1/1/1900	Costa Rican Colon	Colon		CRI	2
CSJ	1/1/1990	Krona A/53	Krona A/53		CZE	2
CSK	3/1/1993	Koruna	Koruna		CZE	2
CUP	1/1/1900	Cuban Peso	Peso		CUB	2
CVE	1/1/1900	Cape Verde Escudo	Escudo		CPV	2
CYP	1/1/1900	Cyprus Pound	Pound		CYP	2
CZK	1/1/1900	Czech Koruna	Koruna		CZE	2
DEM	1/1/1900	Deutsche Mark	Mark		DEU	2
DJF	1/1/1900	Djibouti Franc	Franc		DJI	0
DKK	1/1/1900	Danish Krone	Krone		DNK	2
DOP	1/1/1900	Dominican Peso	Peso		DOM	2
DZD	1/1/1900	Algerian Dinar	Dinar		DZA	2
ECS	1/1/1900	Sucre	Sucre		ECU	2
ECV	1/1/1900	Unidad de Valor	Valor		ECU	2
EK	1/1/1900	Kroon	Kroon		EST	2
EGP	1/1/1900	Egyptian Pound	Pound		EGY	2
EQE	12/1/1989	Ekwele	Ekwele		GNQ	2
ERN	1/1/1900	Nakfa	Nakfa		ERI	2

From Curr	To Curr	Exchange Rate Type	Effective Date	Rate Exchange
ADP	ADP	CLOSE	1/1/1990	1.00000
ADP	USD	CLOSE	1/1/1990	0.01000
ADP	ADP	CRRNT	1/1/1990	1.00000
ADP	USD	CRRNT	1/1/1990	0.01000
ADP	ADP	ASK	1/1/1999	1.00000
ADP	USD	ASK	1/1/1999	0.01000
ADP	ADP	AVG	1/1/1999	1.00000
ADP	USD	AVG	1/1/1999	0.01000
ADP	ADP	BID	1/1/1999	1.00000
ADP	USD	BID	1/1/1999	0.01000
ADP	ADP	CLOSE	1/1/1999	1.00000
ADP	USD	CLOSE	1/1/1999	0.01000
ADP	ADP	COMM	1/1/1999	1.00000
ADP	USD	COMM	1/1/1999	0.01000
ADP	ADP	FINAN	1/1/1999	1.00000
ADP	USD	FINAN	1/1/1999	0.01000
ADP	ADP	FLOAT	1/1/1999	1.00000
ADP	USD	FLOAT	1/1/1999	0.01000
ADP	ADP	FMKT	1/1/1999	1.00000
ADP	USD	FMKT	1/1/1999	0.01000
ADP	ADP	HIST	1/1/1999	1.00000
ADP	USD	HIST	1/1/1999	0.01000
ADP	ADP	HST1A	1/1/1999	1.00000
ADP	USD	HST1A	1/1/1999	0.01000
ADP	ADP	HST1B	1/1/1999	1.00000
ADP	USD	HST1B	1/1/1999	0.01000
ADP	ADP	HSTRE	1/1/1999	1.00000
ADP	USD	HSTRE	1/1/1999	0.01000
ADP	ADP	MID	1/1/1999	1.00000
ADP	USD	MID	1/1/1999	0.01000
ADP	ADP	OFFIC	1/1/1999	1.00000
ADP	USD	OFFIC	1/1/1999	0.01000
ADP	ADP	SPOT	1/1/1999	1.00000
ADP	USD	SPOT	1/1/1999	0.01000
ADP	ADP	CLOSE	6/30/2000	1.00000
ADP	USD	CLOSE	6/30/2000	0.01000
ADP	ADP	CLOSE	7/31/2000	1.00000
ADP	USD	CLOSE	7/31/2000	0.01000
ADP	ADP	CLOSE	12/31/2000	1.00000
ADP	USD	CLOSE	12/31/2000	0.01000
ADP	ADP	CLOSE	6/30/2001	1.00000
ADP	USD	CLOSE	6/30/2001	0.01000
ADP	ADP	CLOSE	7/31/2001	1.00000
ADP	USD	CLOSE	7/31/2001	0.01000
ADP	ADP	CLOSE	12/31/2001	1.00000
ADP	USD	CLOSE	12/31/2001	0.01000
ADP	ADP	CLOSE	6/30/2002	1.00000
ADP	USD	CLOSE	6/30/2002	0.01000
ADP	ADP	CLOSE	7/31/2002	1.00000
ADP	USD	CLOSE	7/31/2002	0.01000
ADP	ADP	CLOSE	12/31/2002	1.00000
ADP	USD	CLOSE	12/31/2002	0.01000
AED	AED	CLOSE	1/1/1990	1.00000
AED	USD	CLOSE	1/1/1990	0.27000
AED	AED	CRRNT	1/1/1990	1.00000
AED	USD	CRRNT	1/1/1990	0.27000
AED	AED	ASK	1/1/1999	1.00000
AED	USD	ASK	1/1/1999	0.26000
AED	AED	AVG	1/1/1999	1.00000
AED	USD	AVG	1/1/1999	0.25000
AED	AED	BID	1/1/1999	1.00000
AED	USD	BID	1/1/1999	0.24000
AED	AED	CLOSE	1/1/1999	1.00000
AED	USD	CLOSE	1/1/1999	0.27000
AED	AED	COMM	1/1/1999	1.00000
AED	USD	COMM	1/1/1999	0.25000
AED	AED	FINAN	1/1/1999	1.00000
AED	USD	FINAN	1/1/1999	0.26000
AED	AED	FLOAT	1/1/1999	1.00000
AED	USD	FLOAT	1/1/1999	0.25000
AED	AED	FMKT	1/1/1999	1.00000
AED	USD	FMKT	1/1/1999	0.26000
AED	AED	HIST	1/1/1999	1.00000
AED	USD	HIST	1/1/1999	0.25000
AED	AED	HST1A	1/1/1999	1.00000
AED	USD	HST1A	1/1/1999	0.27000

Job Class	Effective Date	----- Job Comparison Criteria -----				Total Points
		Skill	Effort	Responsibility	Wrk Conditions	
KC1	1/1/1980	300	1000	500	400	2200
KC2	1/1/1980	200	500	1000	200	1900
KC3	1/1/1980	600	100	200	1000	1900
KC4	1/1/1980	1000	100	100	100	1300

NOC Code	Effective Date	Description	Occupational Group	Skill Level
0011	01/01/1900	Legislators	01 Senior Managers	N/A
0012	01/01/1900	Snr Govt Mgrs & Officials	01 Senior Managers	N/A
0013	01/01/1900	Snr Mgrs-Fin/Comm/Carriers/Oth	01 Senior Managers	N/A
0014	01/01/1900	Snr Mgrs-Hlth/Educ/Social/Comm	01 Senior Managers	N/A
0015	01/01/1900	Snr Mgrs-Trde/Broadcst/Oth Srv	01 Senior Managers	N/A
0016	01/01/1900	Snr Mgrs-Goods Prod/Util/Trans	01 Senior Managers	N/A
0111	01/01/1900	Financial Managers	02 Middle and Other Managers	N/A
0112	01/01/1900	Human Resources Managers	02 Middle and Other Managers	N/A
0113	01/01/1900	Purchasing Managers	02 Middle and Other Managers	N/A
0114	01/01/1900	Other Administrative Svcs Mgrs	02 Middle and Other Managers	N/A
0121	01/01/1900	Ins/Real Est/Fin Brokrage Mgrs	02 Middle and Other Managers	N/A
0122	01/01/1900	Banking/Credit/Other Invt Mgrs	02 Middle and Other Managers	N/A
0123	01/01/1900	Other Business Svcs Mgrs	02 Middle and Other Managers	N/A
0131	01/01/1900	Telecommunication Carriers Mgrs	02 Middle and Other Managers	N/A
0132	01/01/1900	Postal & Courier Svcs Mgrs	02 Middle and Other Managers	N/A
0211	01/01/1900	Engineering Managers	02 Middle and Other Managers	N/A
0212	01/01/1900	Architecture & Science Mgrs	02 Middle and Other Managers	N/A
0213	01/01/1900	Info Systems/Data Proc Mgrs	02 Middle and Other Managers	N/A
0311	01/01/1900	Managers in Health Care	02 Middle and Other Managers	N/A
0312	01/01/1900	Admin:Post-Sec Educ/Voc Trning	02 Middle and Other Managers	N/A
0313	01/01/1900	Schl Prncpl/Admn:Elem&Sec Educ	02 Middle and Other Managers	N/A
0314	01/01/1900	Mgrs:Social/Comm/Correct Svcs	02 Middle and Other Managers	N/A
0411	01/01/1900	Govt Mgrs:Hlth & SocPol Dev/Pr	02 Middle and Other Managers	N/A
0412	01/01/1900	Govt Mgrs:Econ Anal/Pol Dev/Pr	02 Middle and Other Managers	N/A
0413	01/01/1900	Govt Mgrs:Educ Pol Dev/Prg Adm	02 Middle and Other Managers	N/A
0414	01/01/1900	Other Mgrs:Public Admin	02 Middle and Other Managers	N/A
0511	01/01/1900	Lbry/Archv/Mseum/Art Gal Mgrs	02 Middle and Other Managers	N/A
0512	01/01/1900	Mgrs:Pub/Motion Pict/Brdcast/P	02 Middle and Other Managers	N/A
0513	01/01/1900	Rec & Sport Prgm & Svc Direct	02 Middle and Other Managers	N/A
0611	01/01/1900	Sales, Marketing & Ad Mgrs	02 Middle and Other Managers	N/A
0621	01/01/1900	Retail Trade Managers	02 Middle and Other Managers	N/A
0631	01/01/1900	Restaurant & Food Svc Mgrs	02 Middle and Other Managers	N/A
0632	01/01/1900	Accomodation Service Managers	02 Middle and Other Managers	N/A
0641	01/01/1900	Commissioned Police Officers	02 Middle and Other Managers	N/A
0642	01/01/1900	Fire Chiefs & Snr Officers	02 Middle and Other Managers	N/A
0643	01/01/1900	Commissioned Off, Armed Forces	02 Middle and Other Managers	N/A
0651	01/01/1900	Other Services Managers	02 Middle and Other Managers	N/A
0711	01/01/1900	Construction Managers	02 Middle and Other Managers	N/A
0712	01/01/1900	Res Home Builders & Renovators	02 Middle and Other Managers	N/A
0713	01/01/1900	Transportation Managers	02 Middle and Other Managers	N/A
0721	01/01/1900	Facility Operation Managers	02 Middle and Other Managers	N/A
0722	01/01/1900	Maintenance Managers	02 Middle and Other Managers	N/A
0811	01/01/1900	Prim Prod Mgrs (Ex 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

PeopleSoft
Employees on Assignment

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Report ID: PER717
As Of Date: 08/30/2000

<u>Emplid</u>	<u>Name</u>	<u>Host Contact ID</u>	<u>Begin Date</u>	<u>End Date</u>
KU0032	Summer,Alice	KE0002	3/1/2000	3/1/2002

Department Name	Empl Id	Employee Name	Sex	Birth Date	Job Title
Academic Services	PJ001	McCune,Ned	M	08/02/1971	Administrator
	PJ013	Goslin,Angela	F	01/01/1968	Clerk
Accounts	N00010	Jones,Robert	M	17/01/1974	Data Entry Clerk
Admininstration	KA0016	Ridgestone, Lucas	M	05/02/1960	Finance Clerk
	KA0017	Paulik, Joanne	F	21/04/1965	Pay Clerk
	KA0018	Miles, Grant	M	11/10/1963	HR Specialist
	KA0021	Alexander, Fiona Margaret	F	21/11/1972	Branch Manager
	KA0022	Douglas, Cathy Jane	F	06/07/1978	Sales Representative
	KA0023	Bones, Steven James	M	17/03/1954	HR Specialist
Administration	KU0030	Alvarez, Neil	M	22/08/1956	Janitor
	KU0040	Martinez, Marisa	F	27/04/1963	Group Leader-Janitorial
	KU0109	Chin, Jackson	M	01/02/1977	Supv Janitorial Services
	KU0118	Hafferty, Shirley	F	01/03/1962	Supv Janitorial Services
	KUI007	Di Benedetto, Rhonda	F	14/01/1948	Office Manager
	KUI017	Rhett, Diandra	F	14/01/1948	Office Manager
	KUI027	Davidson, Roberta	F	14/01/1948	Office Manager
	KUZ008	Lee, Jeanette Anna	F	18/05/1967	VP-Admin
	KUZ013	Richards, Catherine Ann	F	23/05/1960	Director-Administration
	KUZ014	Campos, Juliette Leigh	F	09/05/1968	Administrative Assistant
	KUZ015	Cook, Patrick Keith	M	12/05/1970	Administrative Assistant
	KUZ016	Volowski, Katrina Anna	F	15/08/1976	Secretary
	ZP001	Plummer, James	M	10/08/1949	Eben Admin
	ZP002	Bowen, Randy	M	02/07/1976	Eben Admin
	ZP006	Powell, Susan	F	28/10/1963	Eben Admin
ZP007	Graves, Jason	M	08/04/1970	Eben Admin	
Administration Services	PU025	Blum, Carolyn	F	01/01/1950	Vice President - Administrativ
Administrative Department	KF0006	Jarek, Nicole	F	26/07/1957	Office services
	KF0007	Desmarets, Jean	M	28/01/1961	Accountant
	KF0011	Giraud, Philippe	M	13/08/1945	Administrative Manager
	KF0012	Grand, Stephane	M	21/06/1956	Personnel Officer
	SFCW01	THORPE, Yann	M	24/03/1960	Administrative Manager
Administrative Operations Divi	L00041	Portavino, Vincent R	M	01/01/1954	Clerk-Typist
	L00054	Pierce, Mildred	F	09/11/1937	Clerk-Typist
All Departments	KA0012	Evers, Nicole Christine	F	12/08/1969	Secretary
	KM0006	Yang, Janet	F	20/06/1967	Sales Assistant

Paygroup: KAMONTHLY

From Date: 01/01/2000
To Date: 01/06/2001

Employee ID	Name	Empl Rcd#	Package Eff Date	Model No#	Package Review Date
KA0014	Whitford,Justin	1	01/03/2000	0	28/02/2001
KA0015	Hamilton,Linda	0	01/03/2000	0	28/02/2001
KA0016	Ridgestone,Lucas	0	01/03/2000	0	28/02/2001
KA0017	Paulik,Joanne	0	01/05/2000	1	30/04/2001

PeopleSoft
SALARY PACKAGE MODELS

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Report ID: PKG004

From Date: 01/01/2000
To Date: 01/06/2001

Name: Hamilton, Linda ID: KA0015 / 0
Package Start Date: 01/04/2000 Effective Date: 01/04/2000
Package End Date: 31/03/2001 Model No.: 1
Package Status: Proposed Confirmed: No
Tax Scale: 7 Payroll Tax State: VIC

	Annual	Package Period
	-----	-----
Total Package Value (TPV):	\$ 78000.00	\$ 78000.00
Total Employment Cost (TEC):	\$ 83894.82	\$ 83894.82
Target TPV:	\$ 78000.00	\$ 78000.00
Carried Forward TEC:	\$ 0.00	\$ 0.00

Pay Frequency	Gross Salary	Tax	Net Salary
-----	-----	-----	-----
Yearly	61886.54	20668.67	41217.87
Annual	61886.54	20668.67	41217.87
Monthly	5157.21	1722.39	3434.82
Daily	238.03	79.49	158.54
Hourly	0.00	0.00	0.00

Component/Additional Component	Component Period		Annual Amounts		Package Period Amounts	
	From	To	TPV	TEC	TPV	TEC
-----	-----	-----	-----	-----	-----	-----
BASE % Base Benefit Calculation	01/04/2000	31/03/2001	8000.00	8000.00	8000.00	8000.00
RESPRT Residual PRT				560.00		560.00
EXPENSE Expenses	01/04/2000	31/03/2001	2000.00	2000.00	2000.00	2000.00
EXPFBT Expense FBT			2271.74	2271.74	2271.74	2271.74
EXPGST Expense GST				200.00		200.00
HEALTH Health Insurance	01/04/2000	31/03/2001	3045.45	3045.45	3045.45	3045.45
HEAFBT Health FBT			3407.61	3407.61	3407.61	3407.61
HEAGST Health GST				754.55		754.55
HEAPRT Health PRT				231.00		231.00
SALARY Salary Component	01/04/2000	31/03/2001	53886.54	53886.54	53886.54	53886.54
SALPRT Salary PRT				3772.06		3772.06
SUPSGC SGC Superannuation	01/04/2000	31/03/2001	5388.66	5388.66	5388.66	5388.66
SGCPRT Superannuation SGC PRT				377.21		377.21
			-----	-----	-----	-----
			78000.00	83894.82	78000.00	83894.82

Paygroup: KAMONTHLY

Type of benefits provided (01/04/1999 to 31/03/2000)	EmplId	Name	Rcd	Gross Taxable value of benefits (\$ Per Employee)		Gross Taxable value of benefits (\$ Per Component)	
				Budget	Actual	Budget	Actual
				CAR	Car	KA0013	Bell, Kevin Andrew
		KA0014	Whitford, Justin	0	\$1,500.00	\$500.00	\$3,000.00
CARPK	Car Parking	KA0013	Bell, Kevin Andrew	0	\$1,505.64	\$1,003.76	
		KA0014	Whitford, Justin	0	\$1,505.64	\$501.88	\$3,011.28
EXPENSE	Expenses	KA0013	Bell, Kevin Andrew	0	\$549.99	\$653.38	
		KA0014	Whitford, Justin	1	\$458.33	\$0.00	\$1,008.32
HEALTH	Health Insurance	KA0015	Hamilton, Linda	0	\$2,200.00	\$2,200.00	\$2,200.00
					Budget	Actual	
Total for the FBT Year 2000					\$9,219.60	\$5,859.02	

End of Report

SALARY PACKAGING PACKAGE DETAILS REPORT

Report ID: PKG007

For Employee KA0015 0 Hamilton,Linda

Component/Addnl Comp	31/01/2000	29/02/2000	31/03/2000	30/04/2000	31/05/2000	30/06/2000	31/07/2000	31/08/2000	30/09/2000	31/10/2000	30/11/2000	31/12/2000	31/01/2001	Total
	28/02/2001	31/03/2001	30/04/2001	31/05/2001										
BASE	0.00	0.00	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	666.67	8000.00
	666.63													
EXPENSE	0.00	0.00	0.00	1000.02	0.00	0.00	0.00	0.00	0.00	166.67	166.67	166.67	166.67	1833.33
	166.63													
EXPENSE EXPFBT	0.00	0.00	0.00	1135.89	0.00	0.00	0.00	0.00	0.00	189.32	189.32	189.32	189.32	1910.40
	17.23													
EXPENSE EXPGST	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	16.67	16.67	16.67	16.67	168.21
	1.53													
HEALTH	0.00	0.00	170.45	0.00	0.00	170.45	170.45	170.45	170.45	170.45	170.45	170.45	170.45	1704.54
	170.49													
HEALTH HEAFBT	0.00	0.00	189.31	0.00	0.00	252.41	252.41	252.41	252.41	252.41	252.41	252.41	252.41	1893.12
	-315.47													
HEALTH HEAGST	0.00	0.00	54.55	0.00	0.00	72.73	72.73	72.73	72.73	72.73	72.73	72.73	72.73	545.46
	-90.93													
HEALTH HEAPRT	0.00	0.00	12.83	0.00	0.00	17.11	17.11	17.11	17.11	17.11	17.11	17.11	17.11	128.33
	-21.38													
SALARY	0.00	0.00	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	4733.83	56805.98
	4733.85													
SALARY SALPRT	0.00	0.00	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	331.37	3976.42
	331.35													
SUPSGC	0.00	0.00	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	473.38	5680.60
	473.42													
SUPSGC SGCPRT	0.00	0.00	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	33.14	397.64
	33.10													
Total:	0.00	0.00	6665.53	8474.30	6238.39	6751.09	6751.09	6751.09	6751.09	7123.75	7123.75	7123.75	7123.75	83044.03
	6166.45	0.00	0.00	0.00										

End of Report

PeopleSoft
POSITION STATUS REPORT

Report ID: POS001

Page No. 1
Run Date 10/03/2001
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As Of Date: 01/01/2000

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

PeopleSoft
INCUMBENT POSITION HISTORY REPORT

Report ID: POS003

Page No. 1

Run Date 09/07/2000

As Of Date: 09/01/2000

Run Time 17:01:12

Company ACC State of Accord
Department PGV1000 Executive Branch

P O S I T I O N

I N C U M B E N T

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

PeopleSoft
ACTIVE POSITION HISTORY REPORT

Report ID: POS004

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

As Of Date: 09/01/2000

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

As Of Date: 09/01/2000

Posn No.	Position	Incumbent
19000001	President	Lewis,Douglas
19000024	Gn Auditor	Seto,Patrick Dyer,Julie Kim,Justine McKay,Angela Osborn,Courtney
19000200	VP-Admin	Parsons,Jean
19000210	Dir-HR	Aliverdi,Reza
19000003	Mgr-Cmp/Bn	Tomita,Jason McKinley,Larry J
19000010	Ben Spec	Chae,Kevin McKinley,Larry J
19000004	Mgr-Emp/Rc	Mosley,Wayne Dell,Emmylou K
19000009	Emp Spec	Burkman,Seek
19000085	Tech Trnr	Miguel,Sanford Religioso,Steve Bonicello,Nina
19000025	Mgr-ER	Wynne,Elbert McKinley,Larry J
19000026	Sr PR Clrk	Stevenson,Christelle Chu,Adland
19000027	PR Clerk	Chae,Kevin
19000029	Mgr-HRIS	Reed,Nancy
19000007	HRIS Spec	Nichta,Issac Jacobson,Cassandra
19000022	DE Clerk	Turbic,Stephanie Pak,John Sharpe,Kenneth Lowe,Stanley Li,Rochelle Chae,Kevin Reddy,Jared
19000030	Sys Anlyst	Gasse,Alain
19000081	HRIS Spec	Burkman,Seek
19000056	Admin Asst	
19000091	T&L Spclst	
19000095	Supv Jan	Chin,Jackson Hafferty,Shirley
19000096	Leader-Jan	Martinez,Marisa
19000097	Janitor	Alvarez,Neil
19000083	HRMS Anal	Johnson,Danny
19000084	HR/Pay An	
19000086	Mgr Pensn	Dell,Emmylou K
19000087	Mgr T&L	
19000090	Pen Spclst	Tipman,Scott Votava,Teresa Dewberry,Kitty

Position Nbr	Dept ID	JobCode	Description	Reg/Temp	Full/Part Time	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 KC0001	01/01/1980* 02/01/1997	Senior Secretary Griffiths,Martina Rae	19000101	KC001 KC001	KC003 KC003	KC02 KC01		GBI		S	KCON0 KCON0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000104 KC0014	01/01/1980* 07/05/1998	Analyst Trainee Henderson,David M	19000101	KC001 KC001	KC010 KC010	KC02 KC02		GBI		S	KCBC0 KCBC0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000102 KC0024	01/01/1980* 01/19/1990	Human Resources Analyst Maissonneuve,Louise	19000101	KC001 KC001	KC012 KC012	KC02 KC02		GBI		S	KCQC0 KCQC0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000017 KC0028	01/01/1980* 12/02/1985	Senior Secretary Jacobs,Lisa Leigh	19000101	KC001 KC001	KC003 KC003	KC02 KC02		GBI		S	KCON0 KCON0	R R	F F	40.00 40.00	Weekly Weekly		N N		
19000101 KC0031	01/01/1980* 06/06/1994	Mgr Employee Relations Saint-Amand,Marcel	19000550	KC001 KC001	KC018 KC018	KC02 KC02		GBI		S	KCQC0 KCQC0	R R	F F	40.00 40.00	Weekly Weekly		N N	514/444-8888	
19000602 KC0033	01/01/1980* 04/22/1984	Human Resources Analyst Chan,Diana E	19000101	KC001 KC001	KC012 KC012	KC02 KC02		GBI		S	KCAB0 KCAB0	R R	F F	40.00 40.00	Weekly Weekly		N N		

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

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

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

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

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

Report ID: REG001FR

Start of period: 01/12/1999 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: 2570745999906 48

EMPLOYER

Corporate Name of the Establishment: Paris - Headquarter
SIRET Number: 12002701600126 APE Code: 511C Headcount: 27

REGISTERED JOINT ORGANISM

Fongecif: FONGECIF ILE DE FRANCE
Address: Tour Maine Montparnasse
33 avenue du Maine

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

Company: KAB

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

End of Report

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

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

PeopleSoft
Employee Total Compensation Report

As of Date: 31-DEC-2000

Lewis, Douglas
3569 Malta Ave
Newark NJ 07112
USA

			Employee Amount		Employer Amount
TOTALCOMP					
	BENEFITS				
		K003			
		K013			132.00
		K008			
		K017			216.00
		K027			
		K050			12,999.96
		K034			
		K061			78.00
TOTALCOMP					
	BENEFITS				
		K003			
		K013			
		K008			
		K017			
		K027			
		K050			
		K034			
		K061			
Total Compensation			0.00	USD	13,425.96
					USD

PeopleSoft
Group Summary Compensation Report

Period: From 01-JAN-2000 To 31-DEC-2000

KU008

US Departments

TOTALCOMP	BENEFITS	As of Date	Employee Amount	Employer Amount
	K003			
	K013	31-DEC-2000		8,208.00
	K008			
	K017	31-DEC-2000		12,576.00
		31-DEC-2000		5,280.00
	K023			
	K034	31-DEC-2000		9,900.00
		31-DEC-2000		21,588.00
	K027			
	K050	31-DEC-2000		89,520.84
	K029			
	K053	31-DEC-2000		1,157.16
	K034			
	K061	31-DEC-2000		2,886.00
Total Compensation for KU008			0.00 USD	151,116.00 USD

PeopleSoft
Group Detail Compensation Report

Period: From 01-JAN-2000 TO 31-DEC-2000

Group: **KU008** US Departments
Employee: **KU0001** Lewis,Douglas

			As of Date	Employee Amount	Employer Amount
K001	K013	Basic Life ER Cost	31-DEC-2000		132.00
	K015	Benefit Program Credit	31-DEC-2000		4,899.96
	K017	Dental Credit	31-DEC-2000		216.00
	K037	Leave Plan	31-DEC-2000	12,000.00	
	K038	Leave plan -- Vacation	31-DEC-2000	21,000.00	
	K048	Savings Plan EE Before Tax Contribution	31-DEC-2000	12,999.96	
	K050	Savings Plan ER Before Tax Matching	31-DEC-2000		12,999.96
	K060	Vision EE Cost	31-DEC-2000	129.96	
	K061	Vision ER Cost	31-DEC-2000		78.00
Total Compensation for Lewis,Douglas :				46,129.92 USD	18,325.92 USD

Name: Ng, Henry Yee

PAR Number:

PART D - Remarks by Requesting Office

(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?
If ""YES"", please state these facts on a separate sheet and attach to SF52).

YES NO

Redesignation

PART E - Employee Resignation/Retirement

Privacy Act Statement

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

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

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

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

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

2. Effective Date

3. Your Signature

4. Date Signed

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

PART F - Remarks for SF 50

Report ID: TRN002

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

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

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

Report ID: TRN003

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

Course: K018 PeopleTools 1

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

PeopleSoft
TRAINING SCHEDULE

Report ID: TRN004

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

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

Course	Description	Session	Start	End	Duration	Students	
						Min	Max
K001	Time Management	0005	12/07/00	13/07/00	2.00 Day	5	10
		0006	08/11/00	09/11/00	2.00 Day		
		0007	15/11/00	16/11/00	2.00 Day		
K006	Conducting Performance Reviews	0002	23/06/00	23/06/00	1.00 Day	4	6
		0003	21/09/00	21/09/00	1.00 Day		
K010	Leadership Skills for Managers	0001	03/07/00	03/07/00	1.00 Day	5	10
		0002	06/12/00	06/12/00	1.00 Day		
K012	Project Management	0005	09/10/00	10/10/00	2.00 Day	4	8
			16/10/00	17/10/00	2.00 Day		
		0006	07/12/00	08/12/00	2.00 Day		
K017	Java Programming	0001	07/08/00	10/08/00	4.00 Day	5	15
			27/11/00	30/11/00	4.00 Day		
		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
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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
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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
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Report ID: TRN018

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

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

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

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

Rating Area Content

- Excellent
- Good
- Fair
- Poor

Rating Area Facility

- Excellent
- Good
- Fair
- Poor

Rating Area Instructors

- Excellent
- Good
- Fair
- Poor

Rating Area Materials

- Excellent
- Good
- Fair
- Poor

Rating Area Presentation

- Excellent
- Good
- Fair
- Poor

EMPLID KU0042
Name Johnson, Danny

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

KG0005 /0 O'Flaherty,Seamus Patrick
KG0005 Sales Representative

Course	Required	Session Begin	End	Attendance
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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
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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>
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KCVND1	Knowledge Transfer	Outside Instructors
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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
0,00	4,00	4,00	8,00	1,00	17,00
Indicator	03 Female				
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	2,00	2,00	1,00	1,00	6,00
Indicator	04 Male + Female				
NonQualWrk	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	6,00	6,00	9,00	2,00	23,00
Indicator	08 Apprentice Contracts				
Value	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	0,00	0,00	0,00
Indicator	09 Qualification Contracts				
Value	QualWrk	OfficeWrk	Manager	Executive	Total
1,00	0,00	0,00	0,00	0,00	0,00
Indicator	10 Back To Work Contracts				
Value	QualWrk	OfficeWrk	Manager	Executive	Total
0,00	0,00	0,00	0,00	0,00	0,00
Indicator	11 Number of Establishments				
< 50	50 - 199	> 199	Manager	Executive	Total
2,00	0,00	0,00	0,00	0,00	0,00

Group C Costs Summary
Indicator 01 Internal Training Cost

Total Cost

Indicator 02 Equipment Cost
Cost

Indicator 03 Competency Check
Cost

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

Course		Cost Approved	Duration
K003	Performance Management	401.010	2 16
K004	Gender Communication	604.150	19 19
K005	Professional Presentations	1452.990	7 168
K013	PeopleSoft HRMS	2201.500	7 112

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

Employee KU0015 Espinosa, Carmichael

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

PeopleSoft
INSTRUCTOR SCHEDULE

Report ID: TRN033

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

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

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

End of Report

PeopleSoft
EQUIPMENT CHECKLIST

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

Report ID: TRN034

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

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

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

Contact Mrs Angeline Cottswold
Telephone # 416/227-1234

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

Dept.	Demand ID	Course	Category	Sub Category	Description	Emplid	Active	Scenario	Demands	Nbr	Distribution By Gender		Distribution By Socio Professional Category				
											Male	Female	Unq.Wkr	Qua.Wkr	Office	Manager	Execut.
KF001	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		8		5	3	0	0	3	4	1
KF002	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		8		5	3	0	0	3	4	1
KF003	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		2		1	1	0	0	0	2	0
KF004	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		2		1	1	0	0	0	2	0
KF004	000015	KF004	PLANNING	RESOURCES	Project Management		BASE		10		5	5	0	0	6	4	0
KF005	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		1		0	1	0	0	0	1	0
KF006	000014	KF001	PLANNING	ORGANIZATN	Time Management		BASE		1		0	1	0	0	0	1	0
KF006	000016	KF004	PLANNING	RESOURCES	Project Management		BASE		4		0	0	0	0	0	0	0

Collective Demands Total									36		17	15	0	0	12	18	2
KF001	000019	KF003	MANAGEMENT	CAREER DEV	Performance Management	KF0001			1		1	0	0	0	0	0	1
KF002	000018	KF002	HUMRES	NEW HIRE	Corporate Orientation	KF0007			1		1	0	0	0	0	1	0
KF002	000017	KF002	HUMRES	NEW HIRE	Corporate Orientation	KF0012			1		1	0	0	0	0	1	0

Individual Demands Total									3		3	0	0	0	2	1	
=====																	
Total									39		20	15	0	0	12	20	3

Report ID: TRN036

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

Costs

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

End of Report

PeopleSoft HRMS
FAIR EMPLOYMENT 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

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 (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 CLASSIFICATION MAJOR GROUPS	(2)NO. OF PROTESTANT MALE EMPLOYEES			(3)NO. OF ROMAN CATHOLIC MALE EMPLOYEES			(4)NO. OF MALE EMPLOYEES WHOSE COMMUNITY CANNOT BE DETERMINED		
	FT	PT	T	FT	PT	T	FT	PT	T
	1 Managers and administrators	1	0	1	0	0	0	6	0
2 Professional occupations	0	0	0	0	0	0	0	0	0
3 Assoc prof/techn occupations	0	0	0	0	0	0	0	0	0
4 Clerical/sectrl occupations	0	0	0	1	0	1	29	0	29
5 Crafts and related occupations	0	0	0	0	0	0	0	0	0
6 Prsnl/prtive srvc occupations	0	0	0	0	0	0	0	0	0
7 Sales occupations	2	0	2	2	0	2	0	0	0
8 Plant and machine operatives	0	0	0	0	0	0	0	0	0
9 Other occupations	0	0	0	0	0	0	0	0	0
TOTALS	3	0	3	3	0	3	35	0	35

B8(a) TOTAL NO. OF MALE EMPLOYEES AS ABOVE 41

B9(a) Enter in the appropriate box (if applicable) the number of male employees included in columns (2) to (3) above whose community has been determined using the residuary method of monitoring.

	NO. OF PROTESTANT MALE EMPLOYEES			NO. OF ROMAN CATHOLIC MALE EMPLOYEES		
	FT	PT	T	FT	PT	T
	Male employees whose community has been determined under the residuary method of monitoring	0	0	0	1	0

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PART D - To be completed ONLY by Registered Employers who employ more than 250 employees and ALL Public Authorities.

The information in this part of the form relates to the 12 month period ending on the date at A2.

D17 Enter into the appropriate box below the number of promotees (who are employees at A2) in the major groups of the Standard Occupational Classification as described in column (1)

(1)STANDARD OCCUPATIONAL CLASSIFICATION MAJOR GROUPS	(2)NO. OF PROTESTANT MALE PRMTS	(3)NO. OF ROMAN CATHOLIC MALE PRMTS	(4)NO. OF MALE PRMTS WHOSE CMNTY CANNOT BE DETERMINED	(5)NO. OF PROTESTANT FEMALE PRMTS	(6)NO. OF ROMAN CATHOLIC FEMALE PRMTS	(7)NO. OF FEMALE PRMTS WHOSE CMNTY CANNOT BE DETERMINED
1 Managers and administrators	0	0	0	0	0	0
2 Professional occupations	0	0	0	0	0	0
3 Assoc prof/techn occupations	0	0	0	0	0	0
4 Clerical/sectrl occupations	0	0	0	0	0	0
5 Crafts and related occupations	0	0	0	0	0	0
6 Prsnl/prtive srvc occupations	0	0	0	0	0	0
7 Sales occupations	0	0	0	0	0	0
8 Plant and machine operatives	0	0	0	0	0	0
9 Other occupations	0	0	0	0	0	0
TOTALS	0	0	0	0	0	0

D18 Enter into the appropriate box below the number of promotees above who are male, the number who are female and the total number of promotees.

	MALE	FEMALE	TOTAL
Promotees	0	0	0

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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

Actual Awards Report - Detail

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

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

End of Report

Budget Report - Summary

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

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

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

End of Report

Budget Report - Detail

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

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

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

End of Report

Calculate Awards Report - Detail

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

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

End of Report

Calculate Awards Report - Summary

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

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

End of Report

Carryover Awards Report - Detail

08/30/2000 ¹

Plan Id KCORP
 Payout Prd Id Q1
 Currency Cd USD

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

Carryover Awards Report - Summary

08/30/2000¹

Plan Id KCORP
Payout Prd Id Q1
Currency Cd USD

Carryover Balance

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

Employee History Report

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

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

Employee History Report

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

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

Employee History Report

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

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

08/30/2000

1

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

Funding Allocations Report

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

End of Report

Guarantees Report - Detail

08/30/2000¹

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

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

Totals for Plan : 7800.000000

Guarantees Report - Summary

08/30/2000¹

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

Guarantee

Totals for Plan : 7800.000000

08/31/2000

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

Non Monetary Awards Report - Summary

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

End of Report

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

Non Monetary Awards Report - Detail

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

Plan History Report

08/30/2000¹

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

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

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

Variance Report of Actual Vs Target - Detail

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

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

End of Report

Variance Report of Actual Vs Target - Summary

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

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

End of Report

Plan Goals for Organizations and Groups

1
08/30/2000

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

Organization Goals

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

Group Goals

Group KVCALL Variable Compensation Groups

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

Group KCSALES Sales CAN
 Parent Group KSALES

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

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

Group KEXECUTIVES Executive US&CAN
 Parent Group KVCALL

Goal Id / Description	Weight %	% Attained
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KPRODUCTN Production Improvements	100.00	87.00
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Group KSALES Sales US&CAN
 Parent Group KVCALL

Goal Id / Description	Weight %	% Attained
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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
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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

08/30/2000¹

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

Emplid	Empl Rcd	Name	Award Value	Status	Rejected Reason
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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

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

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=====
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
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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	Total	Total	Total	Interests	Total	Total
		Gross Amount	Total	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