

DATABASE: EMPLOYEE DATABASE

MFD: EDB

DATASET NAME: PV0104.A143200.P41.EDBC

Comments: The EDB is the master database for HRS. It is accessed through various combinations of fields (aka views). These are usually named EDB94xx where xx is a number for a view. The EDB is not an extract. It contains actual, up-to-the-minute data. The FOCEDB file is an extract of the EDB and is run every evening.

<u>Field Title</u>	<u>Focus Field Name</u>	<u>Defined</u>	<u>Occurs</u>	<u>Format</u>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
FILE DATA									
TODAY'S DATE IN YYYYMMDD FORMAT	NOWDATE		1	A8YYMD					Y
TODAY'S DATE (SMART DATE FORMAT)	NOWDATE_SD		1	YYMD	Y	Y	Y	Y	Y
PERSONAL DATA #1									
ORGANIZATION ID NUMBER	ORGID		1	A13	Y	Y	Y	Y	Y
ORGANIZATION (ENGLISH)	D_ORGID	Y	1	A20	Y	Y	Y	Y	Y
EMPLOYEE IDENTIFICATION NUMBER	EMPLID		1	A9	Y	Y	Y	Y	Y
QTRNO	QTRNO			A2	Y	Y	Y	Y	
PERSONNEL ACTION #1	PERSNNLACTN1		1	A2	Y	Y	Y	Y	Y
PERSONNEL ACTION #1 (ENGLISH)	D_PERSNNLAC1	Y	1	A21	Y	Y	Y	Y	
PERSONNEL ACTION #2	PERSNNLACTN2		1	A2	Y	Y	Y	Y	Y
PERSONNEL ACTION #2 (ENGLISH)	D_PERSNNLAC2	Y	1	A21	Y	Y	Y	Y	
PERSONNEL ACTION #3	PERSNNLACTN3		1	A2	Y	Y	Y	Y	Y
PERSONNEL ACTION #3 (ENGLISH)	D_PERSNNLAC3	Y	1	A21	Y	Y	Y	Y	
CROSS REFERENCE FROM ORGANIZATION	XREFFROMORG		1	A13	Y				Y
MINIMUM RECORD FLAG	MINIMUMRCDFL		1	A1	Y	Y	Y	Y	Y
NAME	NAME		1	A30	Y	Y	Y	Y	Y
FIRST NAME	F_FIRST_NAME	Y	1	A30	Y	Y	Y	Y	Y

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LAST NAME	F_LAST_NAME	Y	1	A30	Y	Y	Y	Y	Y
FULL NAME - FIRST NAME FIRST	F_FULL_NAME	Y	1	A30	Y	Y	Y	Y	Y
FIRST NAME (LOWER CASE)	LC_FIRST_NAME	Y	1	A30	Y	Y	Y	Y	Y
LAST NAME (LOWER CASE)	LC_LAST_NAME	Y	1	A30	Y	Y	Y	Y	Y
FULL NAME (LOWER CASE)	LC_NAME	Y	1	A30	Y	Y	Y	Y	Y
NAME SUFFIX	NAME_SUFFIX		1	A4	Y	Y	Y	Y	Y
NAME PREFIX	NAME_PREFIX		1	A4	Y	Y	Y	Y	Y
PHONETIC KEY	PHONETIC_KEY		1	A5	Y	Y	Y	Y	Y
CROSS REFERENCE FROM ID - PREVIOUS ID	XREF_FROM_ID		1	A9	Y	Y	Y	Y	Y
EMPLOYMENT STATUS (PERSONAL DATA)	EMPLOYMTSTAT		1	A1	Y	Y	Y	Y	Y
EMPLOYMENT STATUS (PERSONAL DATA) (ENGLISH)	D_EMPLOYMTS	Y	1	A13	Y	Y	Y	Y	Y
Y/N FLAG FOR ACTIVE EMPLOYMENT STATUS	Y_ACTIVE	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR LEAVE OF ABSENCE	Y_LOA_EMP	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR SEPARATED EMPLOYEES	Y_SEP_EMP	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR ACTIVE OR LOA EMPLOYEES	Y_ACT_OR_LOA	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR EMPLOYEES ON WORKER'S COMP OR LTD	Y_COMP_LTD	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR ACTIVE FULL-TIME EMPLOYEES	Y_FULL_TIME	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR ACTIVE PART-TIME EMPLOYEES	Y_PART_TIME	Y	1	A1	Y	Y	Y	Y	Y
EMPLOYMENT STATUS DATE	STATUS_DATE		1	A8YYMD	Y	Y	Y	Y	Y
STATUS_DATE IN MM/DD/YYYY FORMAT	STATUS_MDY	Y	1	A8MDYY	Y	Y	Y	Y	
STATUS DATE (SMART DATE FORMAT)	STATUS_DATE_SD		1	YYMD	Y	Y	Y	Y	Y

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EMPLOYMENT DATE	EMPLOYMENTDA		1	A8YYMD	Y	Y	Y	Y	Y
EMPLOYMENT DATE IN MM/DD/YYYY FORMAT	EMPLOY_MDY	Y	1	A8MDYY	Y	Y	Y	Y	Y
EMPLOYMENT DATE (SMART DATE FORMAT)	EMPLOYMENTDA_SD		1	YYMD	Y	Y	Y	Y	Y
LEAVE OF ABSENCE RETURN DATE	LOARETURNDAT		1	A8YYMD	Y	Y	Y	Y	Y
LEAVE OF ABSENCE REASON CODE	LOA_REASON		1	A2	Y	Y	Y	Y	Y
LEAVE OF ABSENCE REASON CODE (ENGLISH)	D_LOA_REASON	Y	1	A28	Y	Y	Y	Y	Y
SEPARATION REASON CODE	SEPARATNREAS		1	A2	Y	Y	Y	Y	Y
SEPARATION REASON (ENGLISH)	D_SEPARATNRE	Y	1	A33	Y	Y	Y	Y	Y
SPECIAL STATUS INDICATOR	SPECIALSTATU		1	A1	Y	Y	Y	Y	Y
SPECIAL STATUS INDICATOR (ENGLISH)	D_SPECIALSTA	Y	1	A17	Y	Y	Y	Y	
SPECIAL STATUS DATE	SPCLSTATUSDT		1	A8YYMD	Y	Y	Y	Y	Y
REGULAR/TEMPORARY EMPLOYEE INDICATOR	REG_TEMP		1	A1	Y	Y	Y	Y	Y
REGULAR/TEMPORARY INDICATOR (ENGLISH)	D_REG_TEMP	Y	1	A22	Y	Y	Y	Y	Y
NEXT REVIEW DATE	NXTREVIEWDAT		1	A8YYMD	Y	Y	Y	Y	Y
NEXT REVIEW DATE IN MM/DD/YYYY FORMAT	NXTRVW_MDY	Y	1	A8MDYY	Y	Y	Y	Y	Y
NEXT REVIEW DATE (SMART DATE FORMAT)	NXTREVIEWDAT_SD		1	YYMD	Y	Y	Y	Y	Y
401K HRDSHP DATE	401KHRDSHPDT		1	A8YYMD	Y	Y	Y	Y	Y
SENIORITY DATE	SENIORITYDAT		1	A8YYMD	Y	Y	Y	Y	Y
SENIORITY DATE IN MM/DD/YYYY FORMAT	SENIOR_MDY	Y	1	A8MDYY	Y	Y	Y	Y	Y
SENIORITY DATE (SMART DATE FORMAT)	SENIORITYDAT_SD		1	YYMD	Y	Y	Y	Y	Y
FULL-TIME/PART-TIME INDICATOR (PERSONAL DATA)	PARTFULLTIME		1	A1	Y	Y	Y	Y	Y
FULL-TIME/PART-TIME INDICATOR (ENGLISH)	D_PARTFULLTI	Y	1	A13	Y	Y	Y	Y	Y

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EMPLOYEE TYPE (EXEMPT/NON-EXEMPT)	EMPLOYEEEETYP		1	A1	Y	Y	Y	Y	Y
EMPLOYEE TYPE (EXEMPT/NON-EXEMPT) (ENGLISH)	D_EMPLOYEEETY	Y	1	A13	Y	Y	Y	Y	
Y/N FLAG FOR ACTIVE EXEMPT EMPLOYEES	Y_EXEMPTS	Y	1	A1	Y	Y	Y	Y	
Y/N FLAG FOR ACTIVE NON-EXEMPT EMPLOYEES	Y_NON_EXEMPT	Y	1	A1	Y	Y	Y	Y	
HEALTH PLAN ENROLLMENT DATE	HLTHPLNENRDT		1	A8YYMD	Y	Y	Y	Y	Y
HEALTH PLAN END DATE	HLTHPLNENDDT		1	A8YYMD	Y	Y	Y	Y	Y
HEALTH PLAN CC DATE	HLTHPLNCCDT		1	A8YYMD	Y	Y	Y	Y	Y
KRONOS PAY RULE	KRONOSPAYRULE			A4	Y	Y	Y	Y	Y
MEAL PERIOD	MEAL_PERIOD			A2	Y	Y	Y	Y	Y
TEMPLE EXPERIENCE DATE	TEMPLEEXPDAT		1	A8YYMD	Y	Y	Y	Y	Y
TEMPLE EXPERIENCE DATE IN MM/DD/YYYY FORMAT	TEMPLEEXPMDY	Y	1	A8MDYY	Y	Y	Y	Y	Y
TEMPLE EXP DATE (SMART DATE FORMAT)	TEMPLEEXPDAT_SD		1	YYMD	Y	Y	Y	Y	Y
LIFE INSURANCE ENROLLMENT DATE	LIFEINSENDRDT		1	A8YYMD	Y	Y	Y	Y	Y
TEMPLE REVIEW TYPE	TEMPLERVWTYP		1	A1	Y	Y	Y	Y	Y
LIFE INSURANCE END DATE	LIFEINSENDDT		1	A8YYMD	Y	Y	Y	Y	Y
TEMPLE BARGAINING UNIT CODE	TEMPLE_BU		1	A2	Y	Y	Y	Y	Y
TEMPLE BARGAINING UNIT (ENGLISH)	D_TEMPLE_BU	Y	1	A30	Y	Y	Y	Y	
RETIREMENT PLAN	RETIREMENTPL		1	A1	Y	Y	Y	Y	Y
RETIREMENT PLAN EFFECTIVE DATE	RETRMTPLNDAT		1	A8YYMD	Y	Y	Y	Y	Y
RETIREMENT PLAN PERCENT SPLIT	RETRMTPSPLIT		1	A3	Y	Y	Y	Y	Y
THRIFT PLAN PERCENT SPLIT	THRIFTPSPLIT		1	A3	Y	Y	Y	Y	Y

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HEALTH PLAN	HEALTH_PLAN		1	A3	Y	Y	Y	Y	Y
HEALTH PLAN EFFECTIVE DATE	HLTHPLANDATE		1	A8YYMD	Y	Y	Y	Y	Y
HEALTH PLAN COVERAGE CODE	HLTHCOVCODE		1	A3	Y	Y	Y	Y	Y
LIFE INSURANCE PLAN	LIFEINSPLAN		1	A3	Y	Y	Y	Y	Y
LIFE INSURANCE PLAN EFFECTIVE DATE	LIFEINSDATE		1	A8YYMD	Y	Y	Y	Y	Y
LONG-TERM DISABILITY INSURANCE EFFECTIVE DATE	LTD_DATE		1	A8YYMD	Y	Y	Y	Y	Y
LEAVE ACCRUAL PLAN	LEAVEACCRLPL		1	A2	Y	Y	Y	Y	Y
LEAVE ACCRUAL (ENGLISH)	D_LEAVEACCRL	Y	1	A20	Y	Y	Y	Y	
LEAVE ACCRUAL DATE	LEAVEACCRLDT		1	A8YYMD	Y	Y	Y	Y	Y
LIFE INSURANCE COVERAGE CODE	LIFEINSCOVCD		1	A3	Y	Y	Y	Y	Y
LONG TERM DISABILITY PLAN	LTD_PLAN		1	A3	Y	Y	Y	Y	Y
LONG TERM DISABILITY COVERAGE CODE	LTD_COV_CODE		1	A3	Y	Y	Y	Y	Y
LTD PLAN ENROLLMENT DATE	LTDPLNENRDT		1	A8YYMD	Y	Y	Y	Y	Y
LTD PLAN END DATE	LTDPLNENDDT		1	A8YYMD	Y	Y	Y	Y	Y
PERSONNEL ACTION DATE (PERSONAL DATA)	PERSACTNDATE		1	A8YYMD	Y	Y	Y	Y	Y
PERSONNEL ACTION DATE IN MM/DD/YYYY FORMAT	PERSACT_MDY	Y	1	A8MDYY	Y	Y	Y	Y	Y
PERSONNEL ACTION DATE (SMART DATE FORMAT)	PERSACTNDATE_SD		1	YYMD	Y	Y	Y	Y	Y
COVERAGE WAIVER	COVERAGEWAIV		1	A1	Y	Y	Y	Y	Y
JOB 1 STATUS	JOB1_STATUS			A1	Y	Y	Y	Y	Y
JOB 2 STATUS	JOB2_STATUS			A1	Y	Y	Y	Y	Y
JOB 3 STATUS	JOB3_STATUS			A1	Y	Y	Y	Y	Y

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JOB 4 STATUS	JOB4_STATUS			A1	Y	Y	Y	Y	Y
JOB 5 STATUS	JOB5_STATUS			A1	Y	Y	Y	Y	Y
THRIFT PLAN EFFECTIVE DATE	THRIFTPLNDAT		1	A8YYMD	Y	Y	Y	Y	Y
BENEFITS BASE SALARY	BNFTSBASESLR		1	P12.2	Y	Y	Y	Y	Y
ORIGINAL HIRE DATE	ORIGHIREDATE		1	A8YYMD	Y	Y	Y	Y	Y
ORIGINAL HIRE DATE (SMART DATE FORMAT)	ORIGHIREDATE_SD		1	YYMD	Y	Y	Y	Y	Y
CORPORATION CODE	CORPORATION		1	A2	Y	Y	Y	Y	Y
COMPANY	COMPANY		1	A3	Y	Y	Y	Y	Y
DIVISION	DIVISION		1	A4	Y	Y	Y	Y	
REGION	REGION		1	A4	Y	Y	Y	Y	Y
DEPARTMENT	DEPARTMENT		1	A8	Y	Y	Y	Y	Y
DEPARTMENT (REFORMAT)	F_DEPARTMENT			A9	Y	Y	Y	Y	Y
WY WC CLASS CODE	WYWCCCLASSCDE		1	A4	Y	Y	Y	Y	Y
PREVIOUS DEPARTMENT	PREVIOUSDEPT		1	A8	Y	Y	Y	Y	Y
PAY STATUS	PAY_STATUS		1	A1	Y	Y	Y	Y	Y
PAY STATUS (ENGLISH)	D_PAY_STATUS	Y	1	A13	Y	Y	Y	Y	Y
Y/N FLAG FOR ACTIVE HOURLY EMPLOYEES	Y_HOURLY	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR ACTIVE SALARIED EMPLOYEES	Y_SALARIED	Y	1	A1	Y	Y	Y	Y	Y
5% OWNER LAST YEAR	5POWNRLASTYR		1	A1	Y	Y	Y	Y	Y
CORPORATE OFFICER LAST YEAR	CORPOFCRLSTY		1	A1	Y	Y	Y	Y	Y
REHIRE ELIGIBLE	REHIREELIGIB		1	A1	Y	Y	Y	Y	Y
5% OWNER FLAG	5POWNERFLAG		1	A1	Y	Y	Y	Y	Y

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CORPORATE OFFICER FLAG	CORPOFCRFLAG		1	A1	Y	Y	Y	Y	Y
FLSA STATUS CODE	FLSA_STATUS		1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR (FLSA) REGULAR EMPLOYEES	Y_REG_EMP	Y	1	A1	Y	Y	Y	Y	Y
Y/N FLAG FOR (FLSA) TEMPORARY EMPLOYEES	Y_TEMP_EMP	Y	1	A1	Y	Y	Y	Y	Y
XREF TO ORGANIZATION	XREF_TO_ORG		1	A13	Y	Y	Y	Y	Y
XREF TO ID	XREF_TO_ID		1	A9	Y	Y	Y	Y	Y
ANNUALIZED SALARY	ANNUALIZEDSL		1	P12.2	Y	Y	Y	Y	Y
REFORMAT OF ANNUALIZED SALARY	F_SALARY	Y	1	P12.2M	Y	Y	Y	Y	Y
WORKERS COMPENSATION ELIGIBILITY	WRKRSCOMPELG		1	A1	Y	Y	Y	Y	Y
401K ELIGIBILITY FLAG	401KELGBLFLG		1	A1	Y	Y	Y	Y	Y
BARGAINING UNIT CONTRACT EXCEPTION	BU_CONT_EXCPT		1	A5	Y	Y	Y	Y	
ADDITIONAL QTD YTD BALANCES	ADDQTDYTDDBLS		1	A1	Y	Y	Y	Y	Y
PENSION PARTICIPATION	PNSIONPARTCP		1	A1	Y	Y	Y	Y	Y
BONUS PLAN ELIGIBILITY	BONUSPLANELG		1	A1	Y	Y	Y	Y	Y
DESIGNATED CMA	DESIGNATEDCM		1	A2	Y	Y	Y	Y	Y
FLEX PARTICIPANT	FLEXPARTICIP		1	A1	Y	Y	Y	Y	Y
FLEX PROGRAM	FLEX_PROGRAM		1	A2	Y	Y	Y	Y	Y
FLEX EFFECTIVE DATE	FLEXEFFDATE		1	A8YYMD	Y	Y	Y	Y	Y
FLEX LAST CHANGED DATE	FLEXLASTCHGD		1	A8YYMD	Y	Y	Y	Y	Y
PENSION REDUCTION/DEDUCTION	PEN_RED_DED		1	A1	Y	Y	Y	Y	Y
DEPARTMENT PHONE NUMBER	DEPT_PHONE		1	A10	Y	Y	Y	Y	
WORK ADDRESS - STREET LINE 1	WORK_ADDR_ST		1	A30	Y	Y	Y	Y	

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WORK ADDRESS - STREET LINE 2	WORK_ADDR_ST2		1	A30	Y	Y	Y	Y	
WORK ADDRESS - CITY	WORK_ADDR_CITY		1	A13	Y	Y	Y	Y	
WORK ADDRESS - STATE	WORK_ADDR_STATE		1	A2	Y	Y	Y	Y	
WORK ADDRESS - COUNTRY	WORK_ADDR_CNTRY		1	A3	Y	Y	Y	Y	
WORK ADDRESS - ZIP CODE	WORK_ADDR_ZIP		1	A10	Y	Y	Y	Y	
WORK PHONE PUBLICATION FLAG	WORK_PHONE_PUB		1	A1	Y	Y	Y	Y	
WORK CELL PHONE PUBLICATION FLAG	WORK_CELL_PUB		1	A1	Y	Y	Y	Y	
WORK FAX PUBLICATION FLAG	WORK_FAX_PUB		1	A1	Y	Y	Y	Y	
WORK PAGER PUBLICATION FLAG	WORK_PAGER_PUB		1	A1	Y	Y	Y	Y	
WORK LOCATION PUBLICATION FLAG	WORK_LOCAT_PUB		1	A1	Y	Y	Y	Y	
WORK ADDRESS PUBLICATION FLAG	WORK_ADDR_PUB		1	A1	Y	Y	Y	Y	
FOREIGN ADDRESS FLAG	FOREIGN_ADDR_FL		1	A1	Y	Y			
ORIGINAL TARGET AREA	TARGET_AREA_OR		1	A1	Y	Y	Y	Y	
JEANES FULL TIME RATE	JEANES_FT_RATE			P8.3	Y	Y	Y	Y	
PERSONAL DATA #2									
TEMPLE DIRECTORY CODE	TU_DIRECT_CODE		1	A1	Y	Y	Y	Y	Y
TEMPLE UNIVERSITY ZIP CODE	TU_ZIP		1	A5	Y	Y	Y	Y	Y
TEMPLE BUILDING CODE	TEMPLEBUILD1		1	A3	Y	Y	Y	Y	Y
TEMPLE BOX NUMBER	TEMPLE_BOX		1	A2	Y	Y	Y	Y	Y
TARGET AREA	TARGET_AREA		1	A1	Y	Y	Y	Y	
TEMPLE EXTENSION	TEMPLEEXTNSN		1	A5	Y	Y	Y	Y	Y
TEMPLE RELIGION	TEMPLERELIGI		1	A1	Y	Y	Y	Y	Y

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TEMPLE MILITARY EXPERIENCE	TEMPLEMILEXP		1	A8	Y	Y	Y	Y	Y
TEMPLE HIGHEST DEGREE CODE	TEMPLEHIGHDG		1	A4	Y	Y	Y	Y	Y
EMAIL ADDRESS	EMAIL_ADDRESS		1	A40	Y	Y	Y	Y	
ATTENDANCE CARD RECEIPT DATE	ATTENDCARDRCPTDT			A8YYMD	Y	Y	Y	Y	
SICK DAYS LEFT	SICK_DAYS_LEFT			P3	Y	Y	Y	Y	
FMLA ENTITLEMENT	FMLAENTITLEM		1	P7.2	Y	Y	Y	Y	Y
FMLA BEGIN DATE	FMLABEGINDAT		1	A8YYMD	Y	Y	Y	Y	Y
I-9 STATUS	I_9_STATUS		1	A1	Y	Y	Y	Y	Y
I-9 EXP DATE	I_9_EXP_DATE		1	A8YYMD	Y	Y	Y	Y	Y
WORK FAX NUMBER	WORK_FAX_NUMBER		1	A10	Y	Y	Y	Y	
ALIEN REGISTER NUMBER	ALIENREGSTRN		1	A10	Y	Y	Y	Y	Y
ADDITIONAL SSN/SIN	ADDL_SSN_SIN		1	A10	Y	Y	Y	Y	Y
ADDITIONAL SSN/SIN (REFORMAT)	F_ADDL_SSN_S		1	A11	Y	Y	Y	Y	
MARITAL STATUS CODE	ACTUALMRTSTA		1	A1	Y	Y	Y	Y	Y
LANGUAGE PREFERENCE	LANGUAG_PREF		1	A2	Y	Y	Y	Y	Y
DELIVERY CODE	DELIVERY_CODE		1	A2	Y	Y	Y	Y	Y
MAIL STOP	MAIL_STOP		1	A8	Y	Y	Y	Y	Y
WORK EXTENSION	WORKEXTENSIO		1	A4	Y	Y	Y	Y	Y
BLOOD TYPE	BLOOD_TYPE		1	A6	Y	Y	Y	Y	Y
BADGE/CLOCK ID	BADGECLOCKID		1	A6	Y	Y	Y	Y	Y
HOME FAX NUMBER	HOME_FAX_NO		1	A10	Y	Y	Y	Y	
ALTERNATE ADDRESS FLAG	ALTADDRESFLG		1	A1	Y	Y	Y	Y	Y

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HOME CELL PHONE	CELL_PHONE			A10	Y	Y	Y	Y	
WORK CELL PHONE	WORK_CELL_PHONE			A10	Y	Y	Y	Y	
LOCATION BUILDING	LOCATION_BUILD			A3	Y	Y	Y	Y	
LOCATION OFFICE	LOCATION_OFFICE			A10	Y	Y	Y	Y	
ISIS ALTERNATE NAME INDICATOR	ISIS_ALT_NAME			A1	Y	Y	Y	Y	
LISTSERV OPT OUT FLAG	LISTSERVOPTOUT			A1	Y	Y	Y	Y	
SOCIAL SECURITY NUMBER	SSN_SIN		1	A9					Y
REFORMAT OF SOCIAL SECURITY NUMBER (999-99-9999)	F_SSN_SIN	Y	1	A11					Y
SEX CODE	SEX		1	A1	Y	Y	Y	Y	Y
SEX (ENGLISH)	D_SEX	Y	1	A12	Y	Y	Y	Y	Y
DATE OF BIRTH	DATEOFBIRTH		1	A8YYMD	Y	Y	Y	Y	Y
DATE OF BIRTH (MM/DD/YYYY FORMAT)	DOB_MDY	Y	1	A8MDYY	Y	Y	Y	Y	Y
DATE OF BIRTH (SMART DATE FORMAT)	DATEOFBIRTH_SD		1	YYMD	Y	Y	Y	Y	Y
ETHNICITY CODE	ETHNICITY		1	A1	Y	Y	Y	Y	Y
ETHNICITY (ENGLISH)	D_ETHNICITY	Y	1	A23	Y	Y	Y	Y	Y
HANDICAP STATUS CODE	HANDICAP		1	A1	Y	Y	Y	Y	Y
HANDICAP STATUS (ENGLISH)	D_HANDICAP	Y	1	A20	Y	Y	Y	Y	
CITIZENSHIP - VISA TYPE	CITIZENSHIPVI		1	A2	Y	Y	Y	Y	Y
CITIZENSHIP - VISA TYPE (ENGLISH)	D_CITIZENSH	Y	1	A39	Y	Y	Y	Y	
CITIZENSHIP - COUNTRY	CTZNSHPCOUNT		1	A3	Y	Y	Y	Y	Y
VISA EXPIRATION DATE	VISAEXPIRIND		1	A8YYMD	Y	Y	Y	Y	Y
EDUCATION LEVEL	EDUCATIONLEV		1	A2	Y	Y	Y	Y	Y

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EDUCATION LEVEL (ENGLISH)	D_EDUCATIONL	Y	1	A28	Y	Y	Y	Y	
EDUCATION LEVEL YEAR	EDUCLEVELYEA		1	A4	Y	Y	Y	Y	Y
MILITARY STATUS	MILITARYSTAT		1	A1	Y	Y	Y	Y	Y
MILITARY STATUS (ENGLISH)	D_MILITARYST	Y	1	A28	Y	Y	Y	Y	
REFERRAL SOURCE	REFERRALSOUR		1	A1	Y	Y	Y	Y	Y
REFERRAL SOURCE (ENGLISH)	D_REFERRALSO	Y	1	A25	Y	Y	Y	Y	
CURRENT ADDRESS STREET - LINE 1	CURADDRSTREET1		1	A30	Y	Y	Y	Y	Y
CURRENT ADDRESS STREET - LINE 2	CURADDRSTREET2		1	A30	Y	Y	Y	Y	Y
CURRENT ADDRESS CITY	CURADDRCITY		1	A13	Y	Y	Y	Y	Y
CURRENT ADDRESS CITY (LONG VERSION)	CURADDRCITYLONG		1	A30	Y	Y	Y	Y	Y
CURRENT ADDRESS STATE	CURADDRSTATE		1	A2	Y	Y	Y	Y	Y
CURRENT ADDRESS STATE (ENGLISH)	D_CURADDRSTA	Y	1	A21	Y	Y	Y	Y	
CURRENT ADDRESS ZIP CODE	CURADDRZIPPC		1	A10	Y	Y	Y	Y	Y
CURRENT ADDRESS COUNTY	CURADDRCNTY		1	A20	Y	Y	Y	Y	Y
CURRENT ADDRESS COUNTRY	CURADDRCNTRY		1	A3	Y	Y	Y	Y	Y
HOME TELEPHONE NUMBER	HOME_PHONE		1	A10	Y	Y	Y	Y	Y
REFORMAT OF HOME_PHONE (999/999-9999)	F_HOME_PHONE	Y	1	A12	Y	Y	Y	Y	Y
WORK PHONE NUMBER	WORK_PHONE		1	A10	Y	Y	Y	Y	Y
REFORMAT OF WORK_PHONE (999/999-9999)	F_WORK_PHONE	Y	1	A12	Y	Y	Y	Y	Y
PAGER NUMBER	PAGER_NO		1	A10	Y	Y	Y	Y	
EMERGENCY CONTACT	EMRGNCYCONTA		1	A30	Y	Y	Y	Y	Y
EMERGENCY CONTACT'S RELATIONSHIP	CONTACTRLTNS		1	A8	Y	Y	Y	Y	Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
EMERGENCY CONTACT'S TELEPHONE NUMBER	CONTACTPHONE		1	A10	Y	Y	Y	Y	Y
REFORMAT OF CONTACTPHONE	F_CONTACTPHO	Y	1	A12	Y	Y	Y	Y	
PERSONAL DATA #3									
FEDERAL TAX MARITAL STATUS	FEDTXMRTSTAT		1	A1	Y	Y	Y	Y	
FEDERAL TAX MARITAL STATUS (ENGLISH)	D_FEDTXMRTST	Y	1	A17	Y	Y	Y	Y	
FEDERAL ALLOWANCES/EXM INDICATOR	FEDALLEXMIND		1	A2	Y	Y	Y	Y	Y
FEDERAL ALLOWANCES/EXM INDICATOR (ENGLISH)	D_FEDALLEXMI	Y	1	A36	Y	Y	Y	Y	
FEDERAL ADDITIONAL ALLOWANCES	FEDADDLALLOW		1	A2	Y	Y	Y	Y	Y
STATE/PROVINCE EMPLOYMENT	STATEPROVEMP		1	A4	Y	Y	Y	Y	Y
STATE RESIDENCE	STATERESIDEN		1	A4	Y	Y	Y	Y	Y
STATE/PROVINCE LAST TAXED	STPROLASTTXD		1	A4	Y	Y	Y	Y	Y
STATE/PROVINCE LAST TAXED (ENGLISH)	D_STPROLASTT	Y	1	A19	Y	Y	Y	Y	
2ND STATE LAST TAXED	2NDSTLASTTXD		1	A4	Y	Y	Y	Y	Y
STATE LAST EMPLOYED	STATELASTEMP		1	A4	Y	Y	Y	Y	Y
IND COUNTY RES	INDCOUNTYRES		1	A2	Y	Y	Y	Y	Y
IND COUNTY EMPD	INDCOUNTYEMP		1	A2	Y	Y	Y	Y	Y
LAST RESIDENCE STATE	LASTRESSTATE		1	A4	Y	Y	Y	Y	Y
STATE TAX MARITAL STATUS	STTAXMRTSTAT		1	A2	Y	Y	Y	Y	Y
STATE TAX MARITAL STATUS (ENGLISH)	D_STTAXMRTST	Y	1	A17	Y	Y	Y	Y	
STATE/PROVINCIAL ALLOWANCES	STATEPROVALL		1	A2	Y	Y	Y	Y	Y
STATE/PROVINCIAL ALLOWANCES (ENGLISH)	D_STATEPROVA	Y	1	A41	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
STATE ADDITIONAL ALLOWANCES	STADDLALLWS		1	A2	Y	Y	Y	Y	Y
STATE SPECIAL INDICATOR	STSPECIALIND		1	A1	Y	Y	Y	Y	Y
STATE SPECIAL INDICATOR (ENGLISH)	D_STSPECIALI	Y	1	A31	Y	Y	Y	Y	
STATE EXM/INDEX AMOUNT	STEXMINDXAMT		1	P11.2	Y	Y	Y	Y	Y
NONRESIDENT CERTIFICATE INDICATOR	NONRESCERTIN		1	A1	Y	Y	Y	Y	Y
NON-INDEX EXEMPTION AMOUNT	NON_IND_X_AMT		1	P11.2	Y	Y	Y	Y	Y
WORKSITE	WORKSITE		1	A5	Y	Y	Y	Y	Y
WORKSITE EMPLOYED	WORKSITEEMPL		1	A5	Y	Y	Y	Y	Y
SSN NAME DIFFERENT	SSN_NAME_DIFF		1	A1	Y	Y	Y	Y	
RESIDENT STATE MARITAL STATUS	RESSTMRTSTAT		1	A2	Y	Y	Y	Y	Y
RESIDENT STATE ALLOWANCES	RESSTALLWS		1	A2	Y	Y	Y	Y	Y
RESIDENT STATE ADDITIONAL ALLOWANCES	RESSTADDLALL		1	A2	Y	Y	Y	Y	Y
RESIDENT STATE SPECIAL INDICATOR	RESSTSPCLIND		1	A1	Y	Y	Y	Y	Y
RESIDENT STATE EXEMPT AMOUNT	RESSTEXMAMT		1	P11.2	Y	Y	Y	Y	Y
NONEMPLOYMENT CERTIFICATE INDICATOR	NONEMPCERTIN		1	A1	Y	Y	Y	Y	Y
FOREIGN NATIONAL ELIGIBILITY LETTER INDICATOR	FNE_LETTER_IND			A1	Y	Y	Y	Y	Y
FOREIGN NATIONAL ELIGIBILITY LETTER END DATE	FNE_LETTER_DATE			A8YYMD	Y	Y	Y	Y	Y
FICA/ CPP/QPP/EL	FICACPPQPP/EL		1	A1	Y	Y	Y	Y	Y
FICA/ CPP/QPP/EL (ENGLISH)	D_FICACPPQPP	Y	1	A14	Y	Y	Y	Y	
UNEMPLOYMENT INSURANCE ELIGIBILITY INDICATOR	UI_ELIG_IND		1	A1	Y	Y	Y	Y	Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
UNEMPLOYMENT INSURANCE ELIGIBILITY IND (ENGLISH)	D_UI_ELIG_IN	Y	1	A23	Y	Y	Y	Y	
FICA STATUS CHANGE INDICATOR	FICASTATCHGI		1	A1	Y	Y	Y	Y	Y
LAST UI PLAN	LAST_UI_PLAN		1	A1	Y	Y	Y	Y	Y
LOCAL ENTITY 1	LOCALENTITY1		1	A4	Y	Y	Y	Y	Y
LOCAL ENTITY 2	LOCALENTITY2		1	A4	Y	Y	Y	Y	Y
LOCAL ENTITY 3	LOCALENTITY3		1	A4	Y	Y	Y	Y	Y
LOCAL ENTITY 4	LOCALENTITY4		1	A4	Y	Y	Y	Y	Y
LOCAL ENTITY 5	LOCALENTITY5		1	A4	Y	Y	Y	Y	Y
LAST LOCAL TAX 1	LASTLOCTAX1		1	A4	Y	Y	Y	Y	Y
LAST LOCAL TAX 2	LASTLOCTAX2		1	A4	Y	Y	Y	Y	Y
LAST LOCAL TAX 3	LASTLOCTAX3		1	A4	Y	Y	Y	Y	Y
LAST LOCAL TAX 4	LASTLOCTAX4		1	A4	Y	Y	Y	Y	Y
LAST LOCAL TAX 5	LASTLOCTAX5		1	A4	Y	Y	Y	Y	Y
IRS RSTR ALLOWANCES	IRSRSTRALLOW		1	A1	Y	Y	Y	Y	Y
LAST PAY PROCESS	LSTPAYPROCES		1	A8YYMD	Y	Y	Y	Y	Y
DEDUCTION SCHEDULE CODE	DEDUCTIONSCH		1	A2	Y	Y	Y	Y	Y
DEDUCTION SCHEDULE (ENGLISH)	D_DEDUCTIONS	Y	1	A13	Y	Y	Y	Y	
RECORD OF EMPLOYMENT ISSUE DATE	ROEISSUEDATE		1	A8YYMD	Y	Y	Y	Y	Y
JOB 1 PAY CYCLE CODE	JOB1PAYCYCLE		1	A2	Y	Y	Y	Y	Y
JOB 1 PAY CYCLE (ENGLISH)	D_JOB1PAYCYC	Y	1	A13	Y	Y	Y	Y	
Y/N FLAG FOR ACTIVE MONTHLY EMPLOYEES	Y_MNTHLY_EMP	Y	1	A1	Y	Y	Y	Y	
Y/N FLAG FOR ACTIVE BIWEEKLY EMPLOYEES	Y_BIWEEK_EMP	Y	1	A1	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
Y/N FLAG FOR ACTIVE WEEKLY EMPLOYEES	Y_WEEKLY_EMP	Y	1	A1	Y	Y	Y	Y	
JOB 2 PAY CYCLE CODE	JOB2PAYCYCLE		1	A2	Y	Y	Y	Y	Y
JOB 2 PAY CYCLE (ENGLISH)	D_JOB2PAYCYC	Y	1	A13	Y	Y	Y	Y	
JOB 3 PAY CYCLE CODE	JOB3PAYCYCLE		1	A2	Y	Y	Y	Y	Y
JOB 3 PAY CYCLE (ENGLISH)	D_JOB3PAYCYC	Y	1	A13	Y	Y	Y	Y	
JOB 4 PAY CYCLE CODE	JOB4PAYCYCLE		1	A2	Y	Y	Y	Y	Y
JOB 4 PAY CYCLE (ENGLISH)	D_JOB4PAYCYC	Y	1	A13	Y	Y	Y	Y	
JOB 5 PAY CYCLE CODE	JOB5PAYCYCLE		1	A2	Y	Y	Y	Y	Y
JOB 5 PAY CYCLE (ENGLISH)	D_JOB5PAYCYC	Y	1	A13	Y	Y	Y	Y	
MULTI-WAGE PLAN CODE	MULTIWAGEPLA		1	A1	Y	Y	Y	Y	
ANNUAL DTO DED	ANNUALDTODED		1	P11.2	Y	Y	Y	Y	Y
OTHER FED CREDIT	OTHRFEDCREDI		1	P9.2	Y	Y	Y	Y	Y
YT/TW TERR DED	YTNWTTERRDED		1	P9.2	Y	Y	Y	Y	Y
QUEBEC EXEM AMT	QUEBECEXEMAM		1	P11.2	Y	Y	Y	Y	Y
QUEBEC ANNL DED	QUEBECANNLDE		1	P11.2	Y	Y	Y	Y	Y
PRI REG CYC FED	PRIREGICYCFED		1	A2	Y	Y	Y	Y	Y
PRI REG CYC STATE 1	PRIREGICYCST1		1	A2	Y	Y	Y	Y	Y
PRI REG CYC STATE 2	PRIREGICYCST2		1	A2	Y	Y	Y	Y	Y
PRI REG CYC LOCAL 1	PRIREGICYCLC1		1	A2	Y	Y	Y	Y	Y
PRI REG CYC LOCAL 2	PRIREGICYCLC2		1	A2	Y	Y	Y	Y	Y
PRI REG CYC LOCAL 3	PRIREGICYCLC3		1	A2	Y	Y	Y	Y	Y
PRI REG CYC LOCAL 4	PRIREGICYCLC4		1	A2	Y	Y	Y	Y	Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
PRI REG CYC LOCAL 5	PRIREGCYCLC5		1	A2	Y	Y	Y	Y	Y
LOCAL ENTITY PERCENT 1	LOCALENTPCT1		1	I3	Y	Y	Y	Y	Y
LOCAL ENTITY PERCENT 2	LOCALENTPCT2		1	I3	Y	Y	Y	Y	Y
LOCAL ENTITY PERCENT 3	LOCALENTPCT3		1	I3	Y	Y	Y	Y	Y
LOCAL ENTITY PERCENT 4	LOCALENTPCT4		1	I3	Y	Y	Y	Y	Y
LOCAL ENTITY PERCENT 5	LOCALENTPCT5		1	I3	Y	Y	Y	Y	Y
TEMPLE NONRESIDENT LOC	TEMPLENRESLO		1	A17	Y	Y	Y	Y	Y
TEMPLE LOCATION CODE	TEMPLELOCCOD		1	A4	Y	Y	Y	Y	Y
<u>ALTERNATE ADDRESS</u>									
ALTERNATE ADDRESS STREET - LINE 2	ALTADDRSTREET2		1	A30	Y	Y	Y	Y	Y
ALTERNATE ADDRESS STREET - LINE 1	ALTADDRSTREET1		1	A30	Y	Y	Y	Y	Y
ALTERNATE ADDRESS CITY	ALTADDRCITY		1	A13	Y	Y	Y	Y	Y
ALTERNATE ADDRESS CITY (LONG VERSION)	ALTADDRCITYLONG		1	A30	Y	Y	Y	Y	Y
ALTERNATE ADDRESS STATE	ALTADDRSTATE		1	A2	Y	Y	Y	Y	Y
ALTERNATE ADDRESS ZIP CODE	ALT_ADDR_ZIP		1	A10	Y	Y	Y	Y	Y
ALT USER FIELD1	ALTUSERFLD1		1	A8	Y	Y	Y	Y	Y
ALT USER FIELD2	ALTUSERFLD2		1	A8	Y	Y	Y	Y	Y
ALTERNATE ADDRESS COUNTRY	ALTADDRCNTRY		1	A3	Y	Y	Y	Y	Y
ALTERNATE ADDRESS DELIVERY CODE	ALT_ADDR_DC		1	A2	Y	Y	Y	Y	Y
HELP EXITING BUILDING INDICATOR	EXIT_BUILDING		1	A1	Y	Y	Y	Y	
<u>CURRENT SPOUSE</u>									
CURRENT SPOUSE NAME	CS_NAME		1	A30	Y		Y		

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
CURRENT SPOUSE MAIDEN NAME	CSMAIDENNAME		1	A30	Y		Y		
CURRENT SPOUSE MARRIAGE DATE	CSMARRIAGEDT		1	A8YYMD	Y		Y		
CURRENT SPOUSE ORGANIZATION ID	CS_ORG_ID		1	A13	Y		Y		
CURRENT SPOUSE EMPLOYEE ID	CSEMPLOYEEID		1	A10	Y		Y		
CURRENT SPOUSE EMPLOYMENT STATUS	CSEMPLMTSTAT		1	A1	Y		Y		
CURRENT SPOUSE JOB TITLE	CS_JOB_TITLE		1	A15	Y		Y		
CURRENT SPOUSE EMPLOYER NAME	CSEMPLRNAME		1	A30	Y		Y		
CURRENT SPOUSE EMPLOYER STREET	CS_EMPLR_ST		1	A30	Y		Y		
CURRENT SPOUSE EMPLOYER CITY	CSEMPLRCITY		1	A13	Y		Y		
CURRENT SPOUSE EMPLOYER STATE	CSEMPLRSTATE		1	A2	Y		Y		
CURRENT SPOUSE EMPLOYER ZIP	CS_EMPLR_ZIP		1	A10	Y		Y		
CURRENT SPOUSE INSURANCE 1	CS_INSUR_1		1	A30	Y		Y		
CURRENT SPOUSE INSURANCE 2	CS_INSUR_2		1	A30	Y		Y		
CURRENT SPOUSE INSURANCE 3	CS_INSUR_3		1	A30	Y		Y		
CURRENT SPOUSE DEATH DATE	CS_DEATH_DT		1	A8YYMD	Y		Y		
CURRENT SPOUSE SSN/SIN	CS_SSN_SIN		1	A10	Y		Y		
CURRENT SPOUSE EMPLOYER STATE 2	CS_EMPLR_ST2		1	A30	Y		Y		
CURRENT SPOUSE EMPLOYER COUNTRY	CSEMPLRCNTRY		1	A3	Y		Y		
PREVIOUS SPOUSE									
PRIOR SPOUSE1 NAME	PS1_NAME		1	A30				Y	
PRIOR SPOUSE1 MAIDEN	PS1MAIDENAM		1	A30				Y	
PRIOR SPOUSE1 MARRIAGE	PS1MARRIAGED		1	A8				Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
PRIOR SPOUSE1 ORGANIZATION ID	PS1_ORG_ID		1	A13			Y		
PRIOR SPOUSE1 EMPLOYEE ID	PS1EMPLOYEEI		1	A10			Y		
PRIOR SPOUSE1 EMPLOYMENT STATUS	PS1EMPLMTSTA		1	A1			Y		
PRIOR SPOUSE1 JOB TITLE	PS1JOBTITLE		1	A15			Y		
PRIOR SPOUSE1 EMPLOYER NAME	PS1EMPLRNAME		1	A30			Y		
PRIOR SPOUSE1 EMPLOYER STREET	PS1_EMPLR_ST		1	A30			Y		
PRIOR SPOUSE1 EMPLOYER CITY	PS1EMPLRCITY		1	A13			Y		
PRIOR SPOUSE1 EMPLOYER STATE	PS1EMPLRSTAT		1	A2			Y		
PRIOR SPOUSE EMPLOYER STATE 2	PS1_EMPLR_S2		1	A30			Y		
PRIOR SPOUSE1 EMPLOYER ZIP	PS1EMPLRZIP		1	A10			Y		
PRIOR SPOUSE EMPLOYER COUNTRY	PS1EMPLRCTRY		1	A3			Y		
PRIOR SPOUSE1 INSURANCE 1	PS1_INSUR_1		1	A30			Y		
PRIOR SPOUSE1 INSURANCE 2	PS1_INSUR_2		1	A30			Y		
PRIOR SPOUSE1 INSURANCE 3	PS1_INSUR_3		1	A30			Y		
PRIOR SPOUSE1 DIVORCE TYPE	PS1DIVORCETY		1	A1			Y		
PRIOR SPOUSE1 DOMESTIC RELATIONS CODE	PS1DOMRELCD		1	A1			Y		
PRIOR SPOUSE1 DIVORCE DATE	PS1DIVORCEDA		1	A8			Y		
PRIOR SPOUSE1 DEATH DATE	PS1DEATHDATE		1	A8			Y		
PRIOR SPOUSE1 BIRTH DATE	PS1BIRTHDATE		1	A8			Y		
PRIOR SPOUSE1 SEX	PS1_SEX		1	A1			Y		
PRIOR SPOUSE1 SSN/SIN	PS1_SSN_SIN		1	A10			Y		

WAGE ATTACHMENTS

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
WAGE PRIORITY	WAGE_PRIORITY		5	A1		Y			
WAGE TYPE	WAGE_TYPE		5	A3		Y			
WAGE GTN NUMBER	WAGE_GTNNUMBER		5	A3		Y			
WAGE ORIGINAL ENTITY	WAGE_ORIGENTITY		5	A4		Y			
WAGE START DATE	WAGE_STARTDATE		5	A8YYMD		Y			
WAGE STOP DATE	WAGE_STOPDATE		5	A8YYMD		Y			
WAGE VENDOR	WAGE_VENDOR		5	A9		Y			
WAGE CASE DOCKET	WAGE_CASEDOCKET		5	A20		Y			
WAGE DEPENDENTS	WAGE_DEPENDENTS		5	A2		Y			
WAGE 2ND FAMILY	WAGE_2NDFAMILY		5	A1		Y			
WAGE HEAD OF FAMILY	WAGE_HEADOFFAM		5	A1		Y			
WAGE ALTERNATE FEE	WAGE_ALT_FEE		5	P7.2		Y			
WAGE USE ALTERNATE FEE	WAGE_USEALTFEE		5	A1		Y			
WAGE ORIGINAL AMOUNT	WAGE_ORIGAMOUNT		5	P12.2		Y			
WAGE CURRENT BALANCE	WAGE_CURRENTBAL		5	P12.2		Y			
WAGE ARREARAGE	WAGE_ARREARAGE		5	A1		Y			
WAGE EXCESS	WAGE_EXCESS		5	A1		Y			
WAGE AMOUNT TO DATE	WAGE_AMTTODATE		5	P12.2		Y			
WAGE FREQUENCY PERCENT	WAGE_FREQNCYPCT		5	A1		Y			
WAGE ATTACH TO DATE	WAGE_ATTCHTODAT		5	P12.2		Y			
WAGE ALT EXEMPTION	WAGE_ALTEXEMPT		5	P12.2		Y			
WAGE ALT AMOUNT PERCENT	WAGE_ALTAMTPCT		5	A1		Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
WAGE COUNT	WAGE_COUNT		5	I4			Y		
<u>PENSION PLAN</u>									
PENSION PLAN	PENSION_PLAN		1	A2	Y	Y	Y	Y	Y
PENSION PLAN DATE	PENSIONPLAND		1	A8YYMD	Y	Y	Y	Y	
PENSION STATUS CODE	PENSIONSTSCD		1	A2	Y	Y	Y	Y	Y
PENSION EXCLUSION/ELIGIBILITY INDICATOR	PENEXELIGIND		1	A2	Y	Y	Y	Y	Y
VESTING REFERENCE DATE	VSTNGREFDATE		1	A8YYMD	Y	Y	Y	Y	Y
PERCENT VESTED	PERCENTVESTE		1	A3	Y	Y	Y	Y	Y
PLANNED PENSION BENEFIT MONTH	PLNDPENBENDT		1	A8YYMD	Y	Y	Y	Y	Y
ACTUAL PENSION BENEFIT DATE	ACTLPENBENDT		1	A8YYMD	Y	Y	Y	Y	Y
PARITY DATE	PARITY_DATE		1	A8YYMD	Y	Y	Y	Y	Y
1099 TAX AMOUNT INDICATOR	1099TXAMTIND		1	A1	Y	Y	Y	Y	Y
1099 TOTAL DIST INDICATOR	1099TOTDISTI		1	A1	Y	Y	Y	Y	Y
<u>NON-RESIDENT ALIEN INFO</u>									
FOREIGN ADDRESS PROVINCE	FORADDRPROV		1	A23	Y	Y	Y		
FOREIGN ADDRESS COUNTRY CODE	FORADDRCNTRYCD		1	A2	Y	Y	Y		
FOREIGN ADDRESS POSTAL CODE	FORADDRPOSTCD		1	A15	Y	Y	Y		
NON-RESIDENT ALIEN COUNTRY CODE	NRA_COUNTRY_CD		1	A2	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN ALTERNATE ADDRESS INDICATOR	NRA_ALTADDRIND		1	A1	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN VISA TYPE	NRA_VISA_TYPE		1	A3	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN VISA EXPIRATION DATE	NRA_VISA_EXPDT		1	A8	Y	Y	Y	Y	Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
NON-RESIDENT ALIEN VISA ENTRY DATE	NRA_VISA_ENTDT		1	A8	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN FORM 1001 INDICATOR	NRA_FORM1001		1	A1	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN FORM 1001 DATE	NRA_FORM1001DT		1	A8	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN FORM 8233 INDICATOR	NRA_FORM8233		1	A1	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN VISA DEPARTURE DATE	NRA_VISA_DEPTDT		1	A8	Y	Y	Y	Y	Y
NRA 8233 DATE	NRA_8233_DATE			A8YYMD	Y	Y	Y	Y	Y
NRA COMMENT	NRA_COMMENT			A30	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN FICA STATUS	NRA_FICA_STAT		1	A1	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN FICA STATUS CHANGE DATE	NRA_FICA_CHGDT		1	A8	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN RESIDENCY STATUS	NRA_RESSTAT		1	A1	Y	Y	Y	Y	Y
NON-RESIDENT ALIEN RESIDENCY STATUS CHANGE DATE	NRA_RESSTATDT		1	A8	Y	Y	Y	Y	Y
INCOME CODE 15 TOTAL EARNINGS YEAR TO DATE	INCCD15TOTERN		1	P12.2	Y	Y	Y	Y	Y
INCOME CODE 17 TOTAL EARNINGS YEAR TO DATE	INCCD17TOTERN		1	P12.2	Y	Y	Y	Y	Y
INCOME CODE 18 TOTAL EARNINGS YEAR TO DATE	INCCD18TOTERN		1	P12.2	Y	Y	Y	Y	Y
INCOME CODE 19 TOTAL EARNINGS YEAR TO DATE	INCCD19TOTERN		1	P12.2	Y	Y	Y	Y	Y
EXEMPT END DATE	EXEMPT_END_DATE			A8YYMD	Y	Y	Y	Y	Y
TABLE DRIVEN BENEFITS									
BENEFIT 1 PLAN ID	BFT_PLN_1ID		3	A3	Y			Y	
BENEFIT 1 COVERAGE CODE	BNFIT1COVCOD		3	A3	Y			Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
BENEFIT 1 ENROLLMENT DATE	BNFIT1ENRLDT		3	A8YYMD	Y				Y
BENEFIT 1 BEGIN DATE	BNFIT1BGNDT		3	A8YYMD	Y				Y
BENEFIT 1 END DATE	BNFIT1ENDDT		3	A8YYMD	Y				Y
BENEFIT 1 FUND 1	BNFIT1FUND1		3	A2	Y				Y
BENEFIT 1 FUND 1 PERCENT	BNFIT1FUND1PCT		3	A3	Y				Y
BENEFIT 1 FUND 2	BNFIT1FUND2		3	A2	Y				Y
BENEFIT 1 FUND 2 PERCENT	BNFIT1FUND2PCT		3	A3	Y				Y
BENEFIT 1 FUND 3	BNFIT1FUND3		3	A2	Y				Y
BENEFIT 1 FUND 3 PERCENT	BNFIT1FUND3PCT		3	A3	Y				Y
BENEFIT 2 PLAN ID	BFT_PLN_2ID		3	A3	Y				Y
BENEFIT 2 COVERAGE CODE	BNFIT2COVCOD		3	A3	Y				Y
BENEFIT 2 ENROLLMENT DATE	BNFIT2ENRLDT		3	A8YYMD	Y				Y
BENEFIT 2 BEGIN DATE	BNFIT2BGNDT		3	A8YYMD	Y				Y
BENEFIT 2 END DATE	BNFIT2ENDDT		3	A8YYMD	Y				Y
BENEFIT 2 FUND 1	BNFIT2FUND1		3	A2	Y				Y
BENEFIT 2 FUND 1 PERCENT	BNFIT2FUND1PCT		3	A3	Y				Y
BENEFIT 2 FUND 2	BNFIT2FUND2		3	A2	Y				Y
BENEFIT 2 FUND 2 PERCENT	BNFIT2FUND2PCT		3	A3	Y				Y
BENEFIT 2 FUND 3	BNFIT2FUND3		3	A2	Y				Y
BENEFIT 2 FUND 3 PERCENT	BNFIT2FUND3PCT		3	A3	Y				Y
BENEFIT 3 PLAN ID	BFT_PLN_3ID		3	A3	Y				Y
BENEFIT 3 COVERAGE CODE	BNFIT3COVCOD		3	A3	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
BENEFIT 3 ENROLLMENT DATE	BNFIT3ENRLDT		3	A8YYMD	Y				Y
BENEFIT 3 BEGIN DATE	BNFIT3BGNDT		3	A8YYMD	Y				Y
BENEFIT 3 END DATE	BNFIT3ENDDT		3	A8YYMD	Y				Y
BENEFIT 3 FUND 1	BNFIT3FUND1		3	A2	Y				Y
BENEFIT 3 FUND 1 PERCENT	BNFIT3FUND1PCT		3	A3	Y				Y
BENEFIT 3 FUND 2	BNFIT3FUND2		3	A2	Y				Y
BENEFIT 3 FUND 2 PERCENT	BNFIT3FUND2PCT		3	A3	Y				Y
BENEFIT 3 FUND 3	BNFIT3FUND3		3	A2	Y				Y
BENEFIT 3 FUND 3 PERCENT	BNFIT3FUND3PCT		3	A3	Y				Y
BENEFIT 4 PLAN ID	BFT_PLN_4ID		3	A3	Y				Y
BENEFIT 4 COVERAGE CODE	BNFIT4COVCOD		3	A3	Y				Y
BENEFIT 4 ENROLLMENT DATE	BNFIT4ENRLDT		3	A8YYMD	Y				Y
BENEFIT 4 BEGIN DATE	BNFIT4BGNDT		3	A8YYMD	Y				Y
BENEFIT 4 END DATE	BNFIT4ENDDT		3	A8YYMD	Y				Y
BENEFIT 4 FUND 1	BNFIT4FUND1		3	A2	Y				Y
BENEFIT 4 FUND 1 PERCENT	BNFIT4FUND1PCT		3	A3	Y				Y
BENEFIT 4 FUND 2	BNFIT4FUND2		3	A2	Y				Y
BENEFIT 4 FUND 2 PERCENT	BNFIT4FUND2PCT		3	A3	Y				Y
BENEFIT 4 FUND 3	BNFIT4FUND3		3	A2	Y				Y
BENEFIT 4 FUND 3 PERCENT	BNFIT4FUND3PCT		3	A3	Y				Y
BENEFIT 5 PLAN ID	BFT_PLN_5ID		3	A3	Y				Y
BENEFIT 5 COVERAGE CODE	BNFIT5COVCOD		3	A3	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
BENEFIT 5 ENROLLMENT DATE	BNFIT5ENRLDT		3	A8YYMD	Y			Y	
BENEFIT 5 BEGIN DATE	BNFIT5BGNDT		3	A8YYMD	Y			Y	
BENEFIT 5 END DATE	BNFIT5ENDDT		3	A8YYMD	Y			Y	
BENEFIT 5 FUND 1	BNFIT5FUND1		3	A2	Y			Y	
BENEFIT 5 FUND 1 PERCENT	BNFIT5FUND1PCT		3	A3	Y			Y	
BENEFIT 5 FUND 2	BNFIT5FUND2		3	A2	Y			Y	
BENEFIT 5 FUND 2 PERCENT	BNFIT5FUND2PCT		3	A3	Y			Y	
BENEFIT 5 FUND 3	BNFIT5FUND3		3	A2	Y			Y	
BENEFIT 5 FUND 3 PERCENT	BNFIT5FUND3PCT		3	A3	Y			Y	

ALT TABLE DRIVEN BENEFITS

BENEFIT PLAN ID	BEN_PLN_ID		5	A3					Y
BENEFIT PLAN COVERAGE CODE	BEN_COV_CODE		5	A3					Y
BENEFIT BEGIN DATE	BEN_BEG_DATE		5	A8YYMD					Y
BENEFIT END DATE	BEN_END_DATE		5	A8YYMD					Y
BENEFIT ENROLLMENT DATE	BEN_ENR_DATE		5	A8YYMD					Y
BENEFIT FUND 1	BEN_FUND_1		5	A2					
BENEFIT FUND 1 PERCENT	BEN_FUND_PCT_1		5	A3					
BENEFIT FUND 2	BEN_FUND_2		5	A2					
BENEFIT FUND 2 PERCENT	BEN_FUND_PCT_2		5	A3					
BENEFIT FUND 3	BEN_FUND_3		5	A2					
BENEFIT FUND 3 PERCENT	BEN_FUND_PCT_3		5	A3					
BENEFIT COUNTER FIELD	BEN_COUNT		5	I4					Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ADDITIONAL ANNUITIES									
ORDER FIELD FOR ANNUITY SEGMENT	ANN_COUNT		3	I4	Y				Y
ADDITIONAL ANNUITY PLAN 1 ID	ANN_PLN_1ID		3	A3	Y				Y
ADDITIONAL ANNUITY PLAN 1 COVERAGE CODE	ANN1COVCOD		3	A3	Y				Y
ANNUITY 1 ENROLLMENT DATE	ANN1ENRLDT			A8	Y				Y
ADDITIONAL ANNUITY PLAN 1 BEGIN DATE	ANN1BGNDT		3	A8YYMD	Y				Y
ADDITIONAL ANNUITY PLAN 1 END DATE	ANN1ENDDT		3	A8YYMD	Y				Y
ANNUITY 1	ANN1FUND1			A2	Y				Y
ANNUITY 1 PERCENT	ANN1FUND1PCT			A3	Y				Y
ANNUITY 1	ANN1FUND2			A2	Y				Y
ANNUITY 1 PERCENT	ANN1FUND2PCT			A3	Y				Y
ANNUITY 1	ANN1FUND3			A2	Y				Y
ANNUITY 1 PERCENT	ANN1FUND3PCT			A3	Y				Y
ADDITIONAL ANNUITY PLAN 2 ID	ANN_PLN_2ID		3	A3	Y				Y
ADDITIONAL ANNUITY PLAN 2 COVERAGE CODE	ANN2COVCOD		3	A3	Y				Y
ANNUITY 2 ENROLLMENT DATE	ANN2ENRLDT			A8	Y				Y
ADDITIONAL ANNUITY PLAN 2 BEGIN DATE	ANN2BGNDT		3	A8YYMD	Y				Y
ADDITIONAL ANNUITY PLAN 2 END DATE	ANN2ENDDT		3	A8YYMD	Y				Y
ANNUITY 2	ANN2FUND1			A2	Y				Y
ANNUITY 2 PERCENT	ANN2FUND1PCT			A3	Y				Y
ANNUITY 2	ANN2FUND2			A2	Y				Y
ANNUITY 2 PERCENT	ANN2FUND2PCT			A3	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ANNUITY 2	ANN2FUND3			A2	Y			Y	
ANNUITY 2 PERCENT	ANN2FUND3PCT			A3	Y			Y	
ADDITIONAL ANNUITY PLAN 3 ID	ANN_PLN_3ID		3	A3	Y			Y	
ADDITIONAL ANNUITY PLAN 3 COVERAGE CODE	ANN3COVCOD		3	A3	Y			Y	
ANNUITY 3 ENROLLMENT DATE	ANN3ENRLDT			A8	Y			Y	
ADDITIONAL ANNUITY PLAN 3 BEGIN DATE	ANN3BGNDT		3	A8YYMD	Y			Y	
ADDITIONAL ANNUITY PLAN 3 END DATE	ANN3ENDDT		3	A8YYMD	Y			Y	
ANNUITY 3	ANN3FUND1			A2	Y			Y	
ANNUITY 3 PERCENT	ANN3FUND1PCT			A3	Y			Y	
ANNUITY 3	ANN3FUND2			A2	Y			Y	
ANNUITY 3 PERCENT	ANN3FUND2PCT			A3	Y			Y	
ANNUITY 3	ANN3FUND2			A2	Y			Y	
ANNUITY 3 PERCENT	ANN3FUND3PCT			A3	Y			Y	
ADDITIONAL ANNUITY PLAN 4 ID	ANN_PLN_4ID		3	A3	Y			Y	
ADDITIONAL ANNUITY PLAN 4 COVERAGE CODE	ANN4COVCOD		3	A3	Y			Y	
ANNUITY 4 ENROLLMENT DATE	ANN4ENRLDT			A8	Y			Y	
ADDITIONAL ANNUITY PLAN 4 BEGIN DATE	ANN4BGNDT		3	A8YYMD	Y			Y	
ADDITIONAL ANNUITY PLAN 4 END DATE	ANN4ENDDT		3	A8YYMD	Y			Y	
ANNUITY 4	ANN4FUND1			A2	Y			Y	
ANNUITY 4 PERCENT	ANN4FUND1PCT			A3	Y			Y	
ANNUITY 4	ANN4FUND2			A2	Y			Y	
ANNUITY 4 PERCENT	ANN4FUND2PCT			A3	Y			Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ANNUITY 4	ANN4FUND3			A2	Y			Y	
ANNUITY 4 PERCENT	ANN4FUND3PCT			A3	Y			Y	
ADDITIONAL ANNUITY PLAN 5 ID	ANN_PLN_5ID		3	A3	Y			Y	
ADDITIONAL ANNUITY PLAN 5 COVERAGE CODE	ANN5COVcod		3	A3	Y			Y	
ANNUITY 5 ENROLLMENT DATE	ANN5ENRLDT			A8	Y			Y	
ADDITIONAL ANNUITY PLAN 5 BEGIN DATE	ANN5BGNdt		3	A8YYMD	Y			Y	
ADDITIONAL ANNUITY PLAN 5 END DATE	ANN5ENDdt		3	A8YYMD	Y			Y	
ANNUITY 5	ANN5FUND1			A2	Y			Y	
ANNUITY 5 PERCENT	ANN5FUND1PCT			A3	Y			Y	
ANNUITY 5	ANN5FUND2			A2	Y			Y	
ANNUITY 5 PERCENT	ANN5FUND2PCT			A3	Y			Y	
ANNUITY 5	ANN5FUND3			A2	Y			Y	
ANNUITY 5 PERCENT	ANN5FUND3PCT			A3	Y			Y	

ALT ADDITIONAL ANNUITIES

ADDITIONAL ANNUITIES PLAN ID	ANN_PLN_ID		5	A3					Y
ADDITIONAL ANNUITIES COVERAGE CODE	ANN_COV_CODE		5	A3					Y
ADDITIONAL ANNUITIES BEGIN DATE	ANN_BEG_DATE		5	A8YYMD					Y
ADDITIONAL ANNUITIES END DATE	ANN_END_DATE		5	A8YYMD					Y
ADDITIONAL ANNUITIES COUNTER	ANN_COUNTER		5	I4					
ANNUITY ENROLLMENT DATE	ANN_ENR_DATE		5	A8YYMD					Y
ANNUITY FUND 1	ANN_FUND_1		5	A2					
ANNUITY FUND 1 PERCENT	ANN_FUND_PCT_1		5	A3					

<u>Field Title</u>	<u>Focus Field Name</u>	<u>Defined</u>	<u>Occurs</u>	<u>Format</u>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ANNUITY FUND 2	ANN_FUND_2		5	A2					
ANNUITY FUND 2 PERCENT	ANN_FUND_PCT_2		5	A3					
ANNUITY FUND 3	ANN_FUND_3		5	A2					
ANNUITY FUND 3 PERCENT	ANN_FUND_PCT_3		5	A3					
<u>VOLUNTARY DEDUCTIONS</u>									
ORDER FIELD FOR VOLUNTARY DEDUCTIONS SEGMENT	VOL_COUNT		3	I4		Y			Y
VOLUNTARY DEDUCTION PLAN 1 ID	VOL_DED_1ID		3	A3		Y			
VOLUNTARY DEDUCTION PLAN 1 COVERAGE CODE	VOL1COVCOD		3	A3		Y			
VOLUNTARY DEDUCTION 1 ENROLLMENT DATE	VOL1ENRLDT			A8		Y			Y
VOLUNTARY DEDUCTION PLAN 1 BEGIN DATE	VOL1BGNDT		3	A8YYMD		Y			Y
VOLUNTARY DEDUCTION PLAN 1 END DATE	VOL1ENDDT		3	A8YYMD		Y			Y
VOLUNTARY DEDUCTION 1	VOL1FUND1			A2		Y			Y
VOLUNTARY DEDUCTION 1 PERCENT	VOL1FUND1PCT			A3		Y			Y
VOLUNTARY DEDUCTION 1	VOL1FUND2			A2		Y			Y
VOLUNTARY DEDUCTION 1 PERCENT	VOL1FUND2PCT			A3		Y			Y
VOLUNTARY DEDUCTION 1	VOL1FUND3			A2		Y			Y
VOLUNTARY DEDUCTION 1 PERCENT	VOL1FUND3PCT			A3		Y			Y
VOLUNTARY DEDUCTION PLAN 2 ID	VOL_DED_2ID		3	A3		Y			Y
VOLUNTARY DEDUCTION PLAN 2 COVERAGE CODE	VOL2COVCOD		3	A3		Y			Y
VOLUNTARY DEDUCTION 2 ENROLLMENT DATE	VOL2ENRLDT			A8		Y			Y
VOLUNTARY DEDUCTION PLAN 2 BEGIN DATE	VOL2BGNDT		3	A8YYMD		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
VOLUNTARY DEDUCTION PLAN 2 END DATE	VOL2ENDDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION 2	VOL2FUND1			A2	Y				Y
VOLUNTARY DEDUCTION 2 PERCENT	VOL2FUND1PCT			A3	Y				Y
VOLUNTARY DEDUCTION 2	VOL2FUND2			A2	Y				Y
VOLUNTARY DEDUCTION 2 PERCENT	VOL2FUND2PCT			A3	Y				Y
VOLUNTARY DEDUCTION 2	VOL2FUND3			A2	Y				Y
VOLUNTARY DEDUCTION 2 PERCENT	VOL2FUND3PCT			A3	Y				Y
VOLUNTARY DEDUCTION PLAN 3 ID	VOL_DED_3ID		3	A3	Y				Y
VOLUNTARY DEDUCTION PLAN 3 COVERAGE CODE	VOL3COVCOD		3	A3	Y				Y
VOLUNTARY DEDUCTION 3 ENROLLMENT DATE	VOL3ENRLDT			A8	Y				Y
VOLUNTARY DEDUCTION PLAN 3 BEGIN DATE	VOL3BGNDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION PLAN 3 END DATE	VOL3ENDDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION 3	VOL3FUND1			A2	Y				Y
VOLUNTARY DEDUCTION 3 PERCENT	VOL3FUND1PCT			A3	Y				Y
VOLUNTARY DEDUCTION 3	VOL3FUND2			A2	Y				Y
VOLUNTARY DEDUCTION 3 PERCENT	VOL3FUND2PCT			A3	Y				Y
VOLUNTARY DEDUCTION 3	VOL3FUND3			A2	Y				Y
VOLUNTARY DEDUCTION 3 PERCENT	VOL3FUNDPCT			A3	Y				Y
VOLUNTARY DEDUCTION PLAN 4 ID	VOL_DED_4ID		3	A3	Y				Y
VOLUNTARY DEDUCTION PLAN 4 COVERAGE CODE	VOL4COVCOD		3	A3	Y				Y
VOLUNTARY DEDUCTION 4 ENROLLMENT DATE	VOL4ENRLDT			A8	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
VOLUNTARY DEDUCTION PLAN 4 BEGIN DATE	VOL4BGNDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION PLAN 4 END DATE	VOL4ENDDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION 4	VOL4FUND1			A2	Y				Y
VOLUNTARY DEDUCTION 4 PERCENT	VOL4FUND1PCT			A3	Y				Y
VOLUNTARY DEDUCTION 4	VOL4FUND2			A2	Y				Y
VOLUNTARY DEDUCTION 4 PERCENT	VOL4FUND2PCT			A3	Y				Y
VOLUNTARY DEDUCTION 4	VOL4FUND3			A2	Y				Y
VOLUNTARY DEDUCTION 4 PERCENT	VOL4FUND3PCT			A3	Y				Y
VOLUNTARY DEDUCTION PLAN 5 ID	VOL_DED_5ID		3	A3	Y				Y
VOLUNTARY DEDUCTION PLAN 5 COVERAGE CODE	VOL5COVCOD		3	A3	Y				Y
VOLUNTARY DEDUCTION 5 ENROLLMENT DATE	VOL5ENRLDT			A8	Y				Y
VOLUNTARY DEDUCTION PLAN 5 BEGIN DATE	VOL5BGNDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION PLAN 5 END DATE	VOL5ENDDT		3	A8YYMD	Y				Y
VOLUNTARY DEDUCTION 5	VOL5FUND1			A2	Y				Y
VOLUNTARY DEDUCTION 5 PERCENT	VOL5FUND1PCT			A3	Y				Y
VOLUNTARY DEDUCTION 5	VOL5FUND2			A2	Y				Y
VOLUNTARY DEDUCTION 5 PERCENT	VOL5FUND2PCT			A3	Y				Y
VOLUNTARY DEDUCTION 5	VOL5FUND3			A2	Y				Y
VOLUNTARY DEDUCTION 5 PERCENT	VOL5FUND3PCT			A3	Y				Y
<u>ALT VOLUNTARY DEDUCTIONS</u>									
VOLUNTARY DEDUCTIONS ID	VOL_DED_ID		5	A3					

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
VOLUNTARY DEDUCTIONS COVERAGE CODE	VOL_COV_CODE		5	A3					
VOLUNTARY DEDUCTIONS BEGIN DATE	VOL_BEG_DATE		5	A8YYMD					Y
VOLUNTARY DEDUCTIONS END DATE	VOL_END_DATE		5	A8YYMD					Y
VOLUNTARY DEDUCTIONS COUNTER	VOL_COUNTER		5	I4					
VOLUNTARY DEDUCTION ENROLLMENT DATE	VOL_ENR_DATE		5	A8YYMD					Y
VOLUNTARY DEDUCTION FUND 1	VOL_FUND_1		5	A2					
VOLUNTARY DEDUCTION FUND 1 PERCENT	VOL_FUND_PCT_1		5	A3					
VOLUNTARY DEDUCTION FUND 2	VOL_FUND_2		5	A2					
VOLUNTARY DEDUCTION FUND 2 PERCENT	VOL_FUND_PCT_2		5	A3					
VOLUNTARY DEDUCTION FUND 3 PERCENT	VOL_FUND_PCT_3		5	A3					
VOLUNTARY DEDUCTION FUND 3	VOL_FUND_3		5	A2					
JOB ASSIGNMENT									
ORDER FIELD FOR JOB ASSIGNMENT SEGMENT	JOBNUM		5	I4	Y	Y	Y	Y	Y
JOB BEGIN DATE	JOBBEGINDATE		5	A8YYMD	Y	Y	Y	Y	Y
JOB END DATE	JOB_END_DATE		5	A8YYMD	Y	Y	Y	Y	Y
JOB END_DATE (MM/DD/YYYY FORMAT)	F_JOB_END_DA	Y	5	A8MDYY	Y	Y	Y	Y	Y
JOB END DATE (SMART DATE FORMAT)	JOB_END_DATE_SD		5	YYMD	Y	Y	Y	Y	Y
JOB DEPARTMENT CODE (JOB ASSIGNMENT)	JOBDEPARTMEN		5	A8	Y	Y	Y	Y	Y
JOB CLASS CODE (JOB ASSIGNMENT)	JOB_CLASS		5	A6	Y	Y	Y	Y	Y
PAY RATE (JOB ASSIGNMENT)	PAY_RATE		5	P13.4	Y	Y	Y	Y	Y
PAY RATE CODE	PAYRATECODE		5	A1	Y	Y	Y	Y	Y
PAY RATE CODE (ENGLISH)	D_PAYRATECOD	Y	5	A17	Y	Y	Y	Y	Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
RANGE	RANGE		5	A2	Y	Y	Y	Y	
STEP	STEP		5	A2	Y	Y	Y	Y	
PERCENT OF FULL-TIME (JOB ASSIGNMENT)	P_FULL_TIME		5	P7.2	Y	Y	Y	Y	Y
TERM (PAID FOR)	TERM		5	A2	Y	Y	Y	Y	Y
TERM (PAID FOR) (ENGLISH)	D_TERM	Y	5	A23	Y	Y	Y	Y	Y
RETROACTIVE RT EFFECTIVE DATE	RETRORTEFFDT		5	A8YYMD	Y	Y	Y	Y	Y
JOB PAY CYCLE	JOBPAYCYCLE		5	A2	Y	Y	Y	Y	Y
TIME REPORT CODE	TIMERPTCODE		5	A1	Y	Y	Y	Y	Y
TIME REPORT CODE (ENGLISH)	D_TIMERPTCOD	Y	5	A37	Y	Y	Y	Y	Y
JOB CLASS ENTRY DATE	JOBCLENTRYDT		5	A8YYMD	Y	Y	Y	Y	Y
POSITION NUMBER (JOB ASSIGNMENT)	POSITIONNUMB		5	A5	Y	Y	Y	Y	Y
SEASONAL INDICATOR	SEASONAL_IND		5	A1	Y	Y	Y	Y	Y
SHIFT INDICATOR	SHIFTINDICAT		5	A2	Y	Y	Y	Y	Y
SUPERVISOR NAME	SUPERVISORNA		5	A30	Y	Y	Y	Y	Y
SENIORITY DATE	SENIORITY_DT		5	A8YYMD	Y	Y	Y	Y	Y
SENIORITY DATE IN MM/DD/YYYY FORMAT	SENIORITYMDY	Y	5	A8MDYY	Y	Y	Y	Y	Y
JOB SENIORITY DATE (SMART DATE FORMAT)	SENIORITY_DT		5	YYMD	Y	Y	Y	Y	
JOB ADJUST SENIORITY DATE	JOBADJSRTYDT		5	A8YYMD	Y	Y	Y	Y	Y
JOB ADJUST SENIORITY DATE IN MM/DD/YYYY FORMAT	JOBADJSRTMDY	Y	5	A8MDYY	Y	Y	Y	Y	Y
JOB ADJUSTED SENIORITY DATE (SMART DATE FORMAT)	JOBADJSRTYDT_SD		5	YYMD	Y	Y	Y	Y	Y
TEMPLE RANGE (GRADE)	TEMPLE_RANGE		5	A3	Y	Y	Y	Y	Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
TEMPLE STEP	TEMPLE_STEP		5	A2	Y	Y	Y	Y	Y
FUND SOURCE	FUND_SOURCE		5	A1	Y	Y	Y	Y	Y
POSITION CONTROL NUMBER	PC_NUMBER		5	A2	Y	Y	Y	Y	Y
STUDENT DISCLOSURE FORM INDICATOR	STUDENT_DISCL		5	A1	Y	Y	Y	Y	Y
TEMPLE HOURLY RATE	TEMPLEHOURRT		5	P12.3	Y	Y	Y	Y	Y
TEMPLE DAYS PER WEEK	TEMPLEDYPWK		5	P3.1	Y	Y	Y	Y	Y
TEMPLE HOURS PER WEEK	TEMPLEHRPWK		5	P5.2	Y	Y	Y	Y	Y
TEMPLE EXEMPT/NONEXEMPT FLAG	TEMPLEEXENON		5	A1	Y	Y	Y	Y	Y
MANAGER LEVEL	MANAGER_LEVEL		5	A2	Y	Y	Y	Y	Y
TEMPLE POSITION CONTROL NUMBER	TEMPLE_POSIT_NO		5	A6	Y	Y	Y		
HOSPITAL ACCREDITATION INFO	JCAHO		5	A1	Y	Y	Y		Y
ACADEMIC DEGREE CODE	ACAD_DEGREE_CD		5	A3	Y	Y		Y	Y
SUPERVISOR POSITION CONTROL NUMBER	SUPERVPCN			A6	Y	Y	Y	Y	
SUPERVISOR TUID	SUPERVTUID			A9	Y	Y	Y	Y	
SUPERVISOR'S SUPERVISOR POSITION CONTROL NUMBER	SUPSUPERVPCN			A6	Y	Y	Y	Y	
SUPERVISOR'S SUPERVISOR TUID	SUPSUPERVTUID			A9	Y	Y	Y	Y	
CORPORATION 1	CORP1		5	A3	Y	Y	Y	Y	
ACCOUNT 1	ACCT1		5	A5	Y	Y	Y	Y	
CENTER 1	CNTR1		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 1	A1_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 1	A1_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCOUNT START DATE 1	A1_STRT_DT		5	A8YYMD	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ACCOUNT STOP 1	A1_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCOUNT PERCENT 1	A1_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 2	CORP2		5	A3	Y	Y	Y	Y	
ACCOUNT 2	ACCT2		5	A5	Y	Y	Y	Y	
CENTER 2	CNTR2		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 2	A2_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 2	A2_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 2	A2_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 2	A2_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 2	A2_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 3	CORP3		5	A3	Y	Y	Y	Y	
ACCOUNT 3	ACCT3		5	A5	Y	Y	Y	Y	
CENTER 3	CNTR3		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 3	A3_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 3	A3_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 3	A3_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 3	A3_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 3	A3_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 4	CORP4		5	A3	Y	Y	Y	Y	
ACCOUNT 4	ACCT4		5	A5	Y	Y	Y	Y	
CENTER 4	CNTR4		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 4	A4_AMT		5	P13.4	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
EARNINGS TYPE 4	A4_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 4	A4_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 4	A4_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 4	A4_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 5	CORP5		5	A3	Y	Y	Y	Y	
ACCOUNT 5	ACCT5		5	A5	Y	Y	Y	Y	
CENTER 5	CNTR5		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 5	A5_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 5	A5_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 5	A5_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 5	A5_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 5	A5_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 6	CORP6		5	A3	Y	Y	Y	Y	
ACCOUNT 6	ACCT6		5	A5	Y	Y	Y	Y	
CENTER 6	CNTR6		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 6	A6_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 6	A6_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 6	A6_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 6	A6_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 6	A6_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 7	CORP7		5	A3	Y	Y	Y	Y	
ACCOUNT 7	ACCT7		5	A5	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
CENTER 7	CNTR7		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 7	A7_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 7	A7_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 7	A7_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 7	A7_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 7	A7_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 8	CORP8		5	A3	Y	Y	Y	Y	
ACCOUNT 8	ACCT8		5	A5	Y	Y	Y	Y	
CENTER 8	CNTR8		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 8	A8_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 8	A8_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 8	A8_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 8	A8_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 8	A8_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 9	CORP9		5	A3	Y	Y	Y	Y	
ACCOUNT 9	ACCT9		5	A5	Y	Y	Y	Y	
CENTER 9	CNTR9		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 9	A9_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 9	A9_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 9	A9_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 9	A9_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 9	A9_PCT		5	P7.2	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
CORPORATION 10	CORP10		5	A3	Y	Y	Y	Y	
ACCOUNT 10	ACCT10		5	A5	Y	Y	Y	Y	
CENTER 10	CNTR10		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 10	A10_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 10	A10_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 10	A10_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 10	A10_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 10	A10_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 11	CORP11		5	A3	Y	Y	Y	Y	
ACCOUNT 11	ACCT11		5	A5	Y	Y	Y	Y	
CENTER 11	CNTR11		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 11	A11_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 11	A11_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 11	A11_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 11	A11_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 11	A11_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 12	CORP12		5	A3	Y	Y	Y	Y	
ACCOUNT 12	ACCT12		5	A5	Y	Y	Y	Y	
CENTER 12	CNTR12		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 12	A12_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 12	A12_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 12	A12_STRT_DT		5	A8YYMD	Y	Y	Y	Y	

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ACCT STOP DATE 12	A12_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 12	A12_PCT		5	P7.2	Y	Y	Y	Y	
CORPORATION 13	CORP13		5	A3	Y	Y	Y	Y	
ACCOUNT 13	ACCT13		5	A5	Y	Y	Y	Y	
CENTER 13	CNTR13		5	A9	Y	Y	Y	Y	
ACCOUNT AMOUNT 13	A13_AMT		5	P13.4	Y	Y	Y	Y	
EARNINGS TYPE 13	A13_ERN_TYP		5	A3	Y	Y	Y	Y	
ACCT START DATE 13	A13_STRT_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT STOP DATE 13	A13_STOP_DT		5	A8YYMD	Y	Y	Y	Y	
ACCT % 13	A13_PCT		5	P7.2	Y	Y	Y	Y	
<u>EARNINGS</u>									
EARNINGS CORPORATION	CORP		13	A3					Y
EARNINGS ACCOUNT	ACCOUNT		13	A5					Y
EARNINGS CENTER	CENTER		13	A9					Y
EARNINGS TYPE	EARNINGS_TYPE		13	A3					Y
EARNINGS START DATE	START_DATE		13	A8YYMD					Y
EARNINGS END DATE	STOP_DATE		13	A8YYMD					Y
EARNINGS PERCENT	PERCENT		13	P7.2					Y
EARNINGS AMOUNT	AMOUNT		13	P13.4					Y
<u>BASIC LABOR</u>									
UNION ID	UNION_ID		1	A6	Y				Y
BARGAINING UNIT INDICATOR	BARGUNITINDI		1	A1	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
BARGAINING UNIT ID	BARG_UNIT_ID		1	A6	Y				Y
UNION MEMBERSHIP DATE	UNIONMEMDATE		1	A8YYMD	Y				Y
UNION SENIORITY DATE	UNIONSENRTD		1	A8YYMD	Y				Y
UNION OFFICE	UNION_OFFICE		1	A8	Y				Y
INCREASE DATE	INCREASEDATE		1	A8YYMD	Y				Y
INCREASE AMOUNT	INCREASEAMOU		1	P13.4	Y				Y
INCREASE PERCENT	INCREASEPERC		1	P7.2	Y				Y
INCREASE TYPE	INCREASETYPE		1	A1	Y				Y
INCREASE TYPE (ENGLISH)	D_INCREASETY	Y	1	A17	Y				
PERFORMANCE RATING	PERFORMRATIN		1	A1	Y				Y
RATING SUPERVISOR	RATINGSUPERV		1	A14	Y				Y
NEXT REVIEW DATE	NEXTREVIEWDT		1	A8YYMD	Y				Y
PROBATION STATUS	PROBATIONSTA		1	A2	Y				Y
PROBATION BEGIN DATE	PROBBEGIN DAT		1	A8YYMD	Y				Y
PROBATION END DATE	PROBENDDATE		1	A8YYMD	Y				Y
PROBATION LAST ACTION	PROBLASTACTN		1	A2	Y				Y
PROBATION LAST ACTION DATE	PROBLSTACTDT		1	A8YYMD	Y				Y
PROBATION COMMENT	PROB_COMMENT		1	A30	Y				Y
EVALUATION DATE (YYYYMMDD)	EVAL_DATE		1	A8	Y				Y
EVALUATION RATING	EVAL_RATING		1	D6.2	Y				Y
MANDATORY INSERVICE DATE (YYYYMMDD)	MAND_INSERTV_DT		1	A8	Y				Y
TB TESTING DATE (YYYYMMDD)	PPD_DATE		1	A8	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
TEMPLE PERFORMANCE RATING 1	TEMPLEPERFRT		1	A1	Y				Y
TEMPLE INCREASE TYPE 1	TEMPLEITYPE1		1	A1	Y				Y
TEMPLE INCREASE DATE 1	TEMPLEINCDAT		1	A8YYMD	Y				Y
TEMPLE INCREASE AMOUNT 1	TEMPLEINCAMT		1	P9.2	Y				Y
TEMPLE INCREASE PERCENT 1	TEMPLEINCPCT		1	P5.2	Y				Y
TEMPLE INCREASE REVIEW 1	TEMPLEINCRVW		1	A8	Y				Y
TEMPLE RATING SUPERVISOR 1	TEMPLERATESP		1	A14	Y				Y
TEMPLE PERFORMANCE RATING 2	TEMPLEPERF_2		1	A1	Y				Y
TEMPLE INCREASE TYPE 2	TEMPLEITYPE2		1	A1	Y				Y
TEMPLE INCREASE DATE 2	TEMPLEINCD_2		1	A8YYMD	Y				Y
TEMPLE INCREASE AMOUNT 2	TEMPLEINCA_2		1	P9.2	Y				Y
TEMPLE INCREASE PERCENT 2	TEMPLEINCP_2		1	P5.2	Y				Y
TEMPLE INCREASE REVIEW 2	TEMPLEINCR_2		1	A8YYMD	Y				Y
TEMPLE RATING SUPERVISOR 2	TEMPLERATE_2		1	A14	Y				Y
GRIEVANCES									
GRIEVANCE NUMBER	GRIEV_NUMBER		1	A6					Y
GRIEVANCE DATE	GRIEV_DATE		1	A8YYMD					Y
GRIEVANCE REASON	GRIEV_REASON		1	A2					Y
GRIEVANCE ARTICLE	GRIEV_ARTCLE		1	A3					Y
GRIEVANCE SECTION	GRIEVSECTION		1	A3					Y
GRIEVANCE PARAGRAPH	GRIEVPARAGRP		1	A3					Y
GRIEVANCE STATUS	GRIEV_STATUS		1	A2					Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
GRIEVANCE STATUS DATE	GRIEVSTATDT		1	A8YYMD			Y		
GRIEVANCE SUPERVISOR	GRIEV_SUPERV		1	A30			Y		
GRIEVANCE COMMENT	GRIEVCOMMENT		1	A30			Y		
GRIEVANCE SETTLEMENT AMOUNT	GRIEVSETTLEA		1	P12.2			Y		
DISCIPLINARY ACTIONS									
DISCIPLINARY ACTION CODE	DISCP_ACTION		1	A2			Y		
DISCIPLINARY RULE VIOLATED	DISCP_RULE		1	A2			Y		
DISCIPLINARY DATE ISSUED	DISCP_DATE_I		1	A8YYMD			Y		
DISCIPLINARY DATE ENTERED	DISCP_DATE_E		1	A2			Y		
DISCIPLINARY DEPARTMENT	DISCP_DEPT		1	A8YYMD			Y		
DISCIPLINARY SUPERVISOR	DISCP_SUPER		1	A25			Y		
DISCIPLINARY COMMENT	DISCP_COMMENT		1	A30			Y		
PRIOR TAX ELEMENTS									
ORDER FIELD FOR PRIOR TAX ELEMENT SEGMENT	PRTXELEM_CNT		456	I4			Y		Y
NBRPRITAXES	NBRPRITAXES		1	Z3			Y		
PRIOR TAX ELEMENT	PRTXELEM		456	P3			Y		Y
PRIOR TAX ELEMENT (ENGLISH)	D_PTE_NAME	Y	456	A13			Y		Y
PRIOR TAX VALUE	PRTXVALUE		456	P13.2			Y		Y
A_PRIOR_ENT	A_PRIOR_ENT	Y	456	I6			Y		Y
A_PRIOR_ST	A_PRIOR_ST	Y	456	I6			Y		Y
A_PRIOR_CD	A_PRIOR_CD	Y	456	I6			Y		Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
A_PRIOR_ELE	A_PRIOR_ELE	Y	456	I6		Y			Y
A_PRIOR_VAL	A_PRIOR_VAL	Y	456	P10.2		Y			Y
PRIOR TAX ELEMENT DECODE	D_PTE_EL_TY	Y	456	A1		Y			Y
PRIOR TAX ELEMENT DECODE 2	D_PTE_MAP_TO	Y	456	A4		Y			Y
PRIOR TAX ELEMENT DECODE 3	D_PTE_ENT_TY	Y	456	A2		Y			Y
PTE MONTH TO DATE FLAG	Y_PTE_MTD	Y	456	A1		Y			Y
PTE QUARTER TO DATE FLAG	Y_PTE_QTD	Y	456	A1		Y			Y
PTE YEAR TO DATE FLAG	Y_PTE_YTD	Y	456	A1		Y			Y
A_PTE_SEG	A_PTE_SEG	Y	456	A2		Y			Y
A_PTE_GTN_NO	A_PTE_GTN_NO	Y	456	A3		Y			Y
Y_PTE_HOURS	Y_PTE_HOURS	Y	456	A1		Y			Y
Y_PTE_GROSS	Y_PTE_GROSS	Y	456	A1		Y			Y
Y_PTE_GTN	Y_PTE_GTN	Y	456	A1		Y			Y
PTE ST TAX FLAG	Y_PTE_ST_TX	Y	456	A1		Y			Y
PTE ST EMP FLAG	Y_PTE_ST_EMP	Y	456	A1		Y			Y
PTE 2ND STATE FLAG	Y_PTE_2ND_ST	Y	456	A1		Y			Y
PTE LOCAL 1 FLAG	Y_PTE_LOC1	Y	456	A1		Y			Y
PTE LOCAL 2 FLAG	Y_PTE_LOC2	Y	456	A1		Y			Y
DISBURSEMENT DATA									
CHECK/ADVICE DISTRIBUTION	CHKADVISTR		1	A1		Y			
CHECK/ADVICE DISTRIBUTION (ENGLISH)	D_CHKADVISTR	Y	1	A33		Y			
NET PAY DISBURSEMENT	NETPAYDISBUR		1	A1		Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
NET DEPOSIT TRANSIT	NETDEPTRANSI		1	A9		Y			
NET DEPOSIT ACCOUNT NUMBER	NETDEPACCTNO		1	A17		Y			
NET DEPOSIT ACCOUNT TYPE	NETDEPACCTTP		1	A1		Y			
NET DEPOSIT START DATE	NETDEPSTRDT		1	A8YYMD		Y			
NO ADDITIONAL DEPOSITS	NO_ADDL_DEP		1	P1		Y			
DEPOSIT 1 GTN ELEMENT	DEP1GTNELMT		1	A3		Y			
DEPOSIT 1 DESCRIPTION	DEP1DESCRPTN		1	A1		Y			
DEPOSIT 1 TRANSIT NUMBER	DEP1TRANSITN		1	A9		Y			
DEPOSIT 1 ACCOUNT NUMBER	DEP1_ACCT_NO		1	A17		Y			
DEPOSIT 1 ACCOUNT TYPE	DEP1ACCTTYP		1	A1		Y			
DEPOSIT 1 AMOUNT	DEP1_AMOUNT		1	P12.2		Y			
DEPOSIT 1 PERCENT INDICATOR	DEP1_PCT_IND		1	A1		Y			
DEPOSIT 1 START DATE	DEP1STARTDT		1	A8YYMD		Y			
DEPOSIT 2 GROSS-TO-NET ELEMENT	DEP2GTNELMT		1	A3		Y			
DEPOSIT 2 DESCRIPTION	DEP2DESCRPTN		1	A1		Y			
DEPOSIT 2 TRANSIT NUMBER	DEP2TRANSITN		1	A9		Y			
DEPOSIT 2 ACCOUNT NUMBER	DEP2_ACCT_NO		1	A17		Y			
DEPOSIT 2 ACCOUNT TYPE	DEP2ACCTTYP		1	A1		Y			
DEPOSIT 2 AMOUNT	DEP2_AMOUNT		1	P12.2		Y			
DEPOSIT 2 PERCENT INDICATOR	DEP2_PCT_IND		1	A1		Y			
DEPOSIT 2 START DATE	DEP2STARTDT		1	A8YYMD		Y			
DEPOSIT 3 GROSS-TO-NET ELEMENT	DEP3GTNELMT		1	A3		Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
DEPOSIT 3 DESCRIPTION	DEP3DESCRPTN		1	A1		Y			
DEPOSIT 3 TRANSIT NUMBER	DEP3TRANSITN		1	A9		Y			
DEPOSIT 3 ACCOUNT NUMBER	DEP3_ACCT_NO		1	A17		Y			
DEPOSIT 3 ACCOUNT TYPE	DEP3ACCTTYP		1	A1		Y			
DEPOSIT 3 AMOUNT	DEP3_AMOUNT		1	P12.2		Y			
DEPOSIT 3 PERCENT INDICATOR	DEP3_PCT_IND		1	A1		Y			
DEPOSIT 3 START DATE	DEP3STARTDT		1	A8YYMD		Y			
DEPOSIT 4 GROSS-TO-NET-ELEMENT	DEP4GTNELMT		1	A3		Y			
DEPOSIT 4 DESCRIPTION	DEP4DESCRPTN		1	A1		Y			
DEPOSIT 4 TRANSIT NUMBER	DEP4TRANSITN		1	A9		Y			
DEPOSIT 4 ACCOUNT NUMBER	DEP4_ACCT_NO		1	A17		Y			
DEPOSIT 4 ACCOUNT TYPE	DEP4ACCTTYP		1	A1		Y			
DEPOSIT 4 AMOUNT	DEP4_AMOUNT		1	P12.2		Y			
DEPOSIT 4 PERCENT INDICATOR	DEP4_PCT_IND		1	A1		Y			
DEPOSIT 4 START DATE	DEP4STARTDT		1	A8YYMD		Y			
DEPOSIT 5 GROSS-TO-NET-ELEMENT	DEP5GTNELMT		1	A3		Y			
DEPOSIT 5 DESCRIPTION	DEP5DESCRPTN		1	A1		Y			
DEPOSIT 5 TRANSIT NUMBER	DEP5TRANSITN		1	A9		Y			
DEPOSIT 5 ACCOUNT NUMBER	DEP5_ACCT_NO		1	A17		Y			
DEPOSIT 5 ACCOUNT TYPE	DEP5ACCTTYP		1	A1		Y			
DEPOSIT 5 AMOUNT	DEP5_AMOUNT		1	P12.2		Y			
DEPOSIT 5 PERCENT INDICATOR	DEP5_PCT_IND		1	A1		Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
DEPOSIT 5 START DATE	DEP5STARTDT		1	A8YYMD		Y			
ISIS UPDATE FLAG	ISIS_UPDATE			A1		Y			
HOURL BALANCES									
VACATION BALANCE	VACATIONBALA		1	P12.2		Y			
SICK LEAVE BALANCE	SICKLVBALANC		1	P12.2		Y			
VACATION TAKEN YEAR-TO-DATE	VACTNTAKENYT		1	P12.2		Y			
SICK LEAVE TAKEN YEAR-TO-DATE	SKLVTAKENYTD		1	P12.2		Y			
HOURS WORKED QUARTER-TO-DATE	HRSWORKEDQTD		1	P12.2		Y			
WEEKS WORKED QUARTER-TO-DATE	WKSWORKEDQTD		1	P12.2		Y			
PAY PERIODS YEAR-TO-DATE FEDERAL	PAYPDSYTFED		1	P12.2		Y			
PAY PERIODS YEAR-TO-DATE STATE/QUARTERLY	PYPDSYTDSTQ		1	P12.2		Y			
2ND STATE PAY PERIODS YEAR-TO-DATE	2NDSTPYPDSY		1	P12.2		Y			
PERSONAL LEAVE AVAILABLE	PERSAVAIL		1	P12.2		Y			
PERSONAL LEAVE USED	PERSUSED		1	P12.2		Y			
VACATION EARNED YEAR-TO-DATE	VACEARNEDYTD		1	P12.2		Y			
SICK LEAVE EARNED YEAR-TO-DATE	SICKEARNEDYTD		1	P12.2		Y			
SICK LEAVE AVAILABLE	SICKAVAIL		1	P12.2		Y			
SICK LEAVE USED EMPLOYMENT TO DATE	SICKUSEDDET		1	P12.2		Y			
TOTAL HOURS FISCAL YEAR-TO-DATE	TOTHOUSFYTD		1	P12.2		Y			Y
VACATION AVAILABLE NEXT FISCAL YEAR TO DATE	VACAVAILNXTFYTD		1	P12.2		Y			
WORK STUDY HOURS FISCAL YEAR-TO-DATE	WRKSTDYHFYTD		1	P12.2		Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
VACATION USED NEXT FISCAL YEAR TO DATE	VACUSEDNXTFYTD		1	P12.2		Y			
VACATION EARNED NEXT FISCAL YEAR TO DATE	VACEARNEDNXTFYTD		1	P12.2		Y			
VACATION AVAILABLE FISCAL YEAR TO DATE	VACAVAILFYTD		1	P12.2		Y			
VACATION USED FISCAL YEAR TO DATE	VACUSEDFYTD		1	P12.2		Y			
SICK LEAVE EARNED FISCAL YEAR TO DATE	SICKEARNEDFYTD		1	P12.2		Y			
REGULAR HOURS YEAR-TO-DATE	REGHRSYTD		1	P12.2		Y			
REGULAR HOURS FISCAL YEAR-TO-DATE	REGHRSFYTD		1	P12.2		Y			Y
OVERTIME HOURS YEAR-TO-DATE	OTHRSYTD		1	P12.2		Y			
OVERTIME HOURS FISCAL YEAR-TO-DATE	OTHRSFYTD		1	P12.2		Y			
HOLIDAY HOURS YEAR-TO-DATE	HOLHRSYTD		1	P12.2		Y			
HOLPRMYTD	HOLPRMYTD			P12.2		Y			
HOLPRMFYTD	HOLPRMFYTD			P12.2		Y			
HOLNOTPDYTD	HOLNOTPDYTD			P12.2		Y			
HOLNOTPDFYTD	HOLNOTPDFYTD			P12.2		Y			
SICK LEAVE EARNED EMPLOYMENT TO DATE	SICKEARNEDET		1	P12.2		Y			
SICK LEAVE HOURS (NOT PAID) YEAR-TO-DATE	SCKNOHRSYTD		1	P12.2		Y			
SICK LEAVE HOURS (NOT PAID) FISCAL YEAR-TO-DATE	SCKNOHRSFYTD		1	P12.2		Y			
SHIFT HOURS YEAR-TO-DATE	SHIFTHRSYTD		1	P12.2		Y			
SHIFT HOURS FISCAL YEAR-TO-DATE	SHIFTHRSFYTD		1	P12.2		Y			
PREMIUM SHIFT HOURS YEAR-TO-DATE	PRSHFHRSYTD		1	P12.2		Y			
PREMIUM SHIFT HOURS FISCAL YEAR-TO-DATE	PRSHFHRSFYTD		1	P12.2		Y			
VACATION EARNED FISCAL YEAR TO DATE	VACEARNEDFYTD		1	P12.2		Y			

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VACATION ACCRUED FYTD	VACACCRUDFYTD		1	P12.2		Y			
CHARGE NURSE HOURS YEAR-TO-DATE	CHNRSHRSYTD		1	P12.2		Y			
HOLSTDYTD	HOLSTDYTD		1	P12.2		Y			
HOLSTDFYTD	HOLSTDFYTD		1	P12.2		Y			
CONFERENCE HOURS YEAR-TO-DATE	CONFHRSYTD		1	P12.2		Y			
CONFERENCE HOURS FISCAL YEAR-TO-DATE	CONFHRSFYTD		1	P12.2		Y			
COMPENSATORY HOURS EARNED YEAR-TO-DATE	CMPHRSERNDYTD		1	P12.2		Y			
COMPENSATORY HOURS EARNED FISCAL YEAR-TO-DATE	CMPHRSERNFYTD		1	P12.2		Y			
COMPENSATORY HOURS TAKEN YEAR-TO-DATE	CMPHRSTKNYTD		1	P12.2		Y			
COMPENSATORY HOURS TAKEN FISCAL YEAR-TO-DATE	CMPHRSTKNFYTD		1	P12.2		Y			
FUNERAL LEAVE HOURS YEAR-TO-DATE	FNLVHRSYTD		1	P12.2		Y			Y
FUNERAL LEAVE HOURS FISCAL YEAR-TO-DATE	FNLVHRSFYTD		1	P12.2		Y			Y
JURY DUTY HOURS YEAR-TO-DATE	JURYHRSYTD		1	P12.2		Y			
JURY DUTY HOURS FISCAL YEAR-TO-DATE	JURYHRSFYTD		1	P12.2		Y			
PERSONAL HOURS YEAR-TO-DATE	PERSHRSYTD		1	P12.2		Y			
PERSONAL HOURS FISCAL YEAR-TO-DATE	PERSHRSFYTD		1	P12.2		Y			
PERS EARNED	PERSEARNED		1	P12.2		Y			
PRECEPTOR HOURS YEAR-TO-DATE	PRECPHRSYTD		1	P12.2		Y			
PRECEPTOR HOURS FISCAL YEAR-TO-DATE	PRECPHRSFYTD		1	P12.2		Y			
SHIFT OVERTIME YEAR TO DATE	SHIFTOTYTD		1	P12.2		Y			
SHIFT OVERTIME FISCAL YEAR TO DATE	SHIFTOTFYTD		1	P12.2		Y			

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WEEKEND BONUS YEAR TO DATE	WKNDNBNSYTD		1	P12.2		Y			
WEEKEND BONUS FISCAL YEAR TO DATE	WKNDNBNSFYTD		1	P12.2		Y			
RESPIRATORY THERAPY HOURS YEAR TO DATE	RSPTHHRSYTD		1	P12.2		Y			
RESPIRATORY THERAPY HOURS FISCAL YEAR TO DATE	RSPTHHRSFYTD		1	P12.2		Y			
TEMPOOL HOURS YEAR TO DATE	TMPOLHRSYTD		1	P12.2		Y			
TEMPOOL HOURS FISCAL YEAR TO DATE	TMPOLHRSFYTD		1	P12.2		Y			
PENSION HOURS YTD	PENSIONHRSYTD		1	P12.2		Y			
PENSION HOURS FYTD	PENSIONHRSFYTD		1	P12.2		Y			
PENSION HOURS YTD	PENSIONHRSYTD1		1	P12.2		Y			
PENSION HOURS FYTD	PENSIONHRSFYTD1			P12.2		Y			
PENSION HOURS YTD	PENSIONHRSYTD2			P12.2		Y			
PENSION HOURS FYTD	PENSIONHRSFYTD2			P12.2		Y			
PENSION HOURS YTD	PENSIONHRSYTD3			P12.2		Y			
PENSION HOURS FYTD	PENSIONHRSFYTD3			P12.2		Y			
PENSION HOURS YTD	PENSIONHRSYTD4			P12.2		Y			
PENSION HOURS FYTD	PENSIONHRSFYTD4			P12.2		Y			
PPL EXCESS EARNED FISCAL YEAR TO DATE	PPLXCSSEARNFYTD			P12.2		Y			
VACATION BALANCE PREVIOUS YEAR	VAC_BAL_PREV_YR			P12.2		Y			
VACATION USED PREVIOUS YEAR	VAC_USED_PREV_YR			P12.2		Y			
VACATION BANK BEGIN	VAC_BANK_BEGIN			P12.2		Y			
VACATION BANK USED	VAC_BANK_USED			P12.2		Y			
VACATION BANK BALANCE	VAC_BANK_BAL			P12.2		Y			

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PAY PDS YTD LO1	PAYPDSYTDLO1			P12.2		Y			
PAY PDS YTD LO2	PAYPDSYTDLO2			P12.2		Y			
PAY PDS YTD LO3	PAYPDSYTDLO3			P12.2		Y			
PAY PDS YTD LO4	PAYPDSYTDLO4			P12.2		Y			
PAY PDS YTD LO5	PAYPDSYTDLO5			P12.2		Y			
<u>DOLLAR BALANCES</u>									
TOTAL GROSS - YTD	TOTALGROSSYT		1	P12.2		Y			Y
TOTAL GROSS - QTD	TOTALGROSSQT		1	P12.2		Y			Y
FICA GROSS - YTD (CANADA-CPP/QPP GROSS YTD)	FICAGROSSYTD		1	P12.2		Y			Y
FICA GROSS - QTD (CANADA-CPP/QPP GROSS QTD)	FICAGROSSQTD		1	P12.2		Y			Y
STATE/QUEBEC GROSS - YTD	STATEGROSSYT		1	P12.2		Y			Y
STATE/QUEBEC GROSS - QTD	STATEGROSSQT		1	P12.2		Y			Y
STATE UNEMPLOYMENT INSURANCE GROSS - YTD	SUTAGROSSYTD		1	P12.2		Y			Y
STATE UNEMPLOYMENT INSURANCE GROSS - QTD	SUTAGROSSQTD		1	P12.2		Y			Y
FEDERAL WITHHOLDING TAX GROSS - YTD	FWTGROSSYTD		1	P12.2		Y			Y
FEDERAL WITHHOLDING TAX GROSS - QTD	FWTGROSSQTD		1	P12.2		Y			Y
FEDERAL UNEMPLOYMENT INSURANCE GROSS - YTD	FUTAGROSSYTD		1	P12.2		Y			Y
FEDERAL UNEMPLOYMENT INSURANCE GROSS - QTD	FUTAGROSSQTD		1	P12.2		Y			Y
LOCAL TAX GROSS 1 - MTD	LOCAL1GRSMTD		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
LOCAL TAX GROSS 2 - MTD	LOCAL2GRSMTD		1	P12.2		Y			Y
FICA TRANSFERRED GROSS - YTD	FICATRGRSYTD		1	P12.2		Y			Y
15 TOTAL EARNINGS YEAR TO DATE	YTD_EARN_TOT_15		1	P12.2		Y			Y
LOCAL 1 GROSS YTD	LOCAL1GRSYTD		1	P12.2		Y			Y
LOCAL 2 GROSS YTD	LOCAL2GRSYTD		1	P12.2		Y			Y
U.S. FEDERAL FRINGE BENEFIT-YTD	USFEDFRNGYTD		1	P12.2		Y			Y
STATE WORKSTUDY AWARD	STATE_WS_AWARD		1	P12.2		Y			Y
STATE WORKSTUDY AWARD CHARGED	ST_WS_AWRD_CHRGD		1	P12.2		Y			Y
CANADIAN LOAN BENEFIT - YTD	CANLOANBENY		1	P12.2		Y			
CANADIAN COMMISSIONS - YTD	CANCOMSIONY		1	P12.2		Y			
CANADIAN PENSIONS - YTD	CANPENSIONY		1	P12.2		Y			
TOTAL SUI GROSS QTD	QTD_TOT_SUI_GROSS		1	P12.2		Y			Y
17 TOTAL EARNINGS YTD	YTD_EARN_TOT_17		1	P12.2		Y			Y
CANADIAN SUPPLEMENTAL PAY-YTD	CANSUPPPAYY		1	P12.2		Y			
TU 403 ANNUAL MAXIMUM	TU403ANNMAX		1	P12.2		Y			Y
TU 403 CONTRIBUTION YEAR-TO-DATE	TU403CONYTD		1	P12.2		Y			Y
TU 403 REDUCTION LIFE-TO-DATE	TU403REDLTD		1	P12.2		Y			Y
TU 403 DEDUCTION LIFE-TO-DATE	TU403DEDLTD		1	P12.2		Y			Y
TU 401 ANNUAL MAX	TU401ANNMAX		1	P12.2		Y			Y
TU 401 CONTRIBUTION YEAR-TO-DATE	TU401CONYTD		1	P12.2		Y			Y
CONTRIBUTION NOT SUBMITTED TO TIAA	TU401NOTTIAA		1	P12.2		Y			Y
TU 401 YEAR-TO-DATE PAID	TU401YTDPAID		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
TU TIAA FREEZE AMOUNT	TUTIAAFRZAMT		1	P12.2		Y			Y
PAY ADJUSTMENT YEAR TO DATE	PAYADJYTD		1	P12.2		Y			Y
PAY ADJ FISCAL YEAR TO DATE	PAYADJFYTD		1	P12.2		Y			Y
INTCOPAYYTD	INTCOPAYYTD		1	P12.2		Y			Y
INTCOPAYFYTD	INTCOPAYFYTD		1	P12.2		Y			Y
OTADJYTD	OTADJYTD		1	P12.2		Y			Y
ODADJFYTD	OTADJFYTD		1	P12.2		Y			Y
RESPIRATORY THERAPY DOLLARS YEAR TO DATE	RSPTHDOLYTD		1	P12.2		Y			Y
RESPIRATORY THERAPY DOLLARS FISCAL YEAR TO DATE	RSPTHDOLFYTD		1	P12.2		Y			Y
TEMPOOL DOLLARS YEAR TO DATE	TMPOLDOLYTD		1	P12.2		Y			Y
TEMPOOL DOLLARS FISCAL YEAR TO DATE	TMPOLDOLFYTD		1	P12.2		Y			Y
REGULAR PAY YEAR TO DATE	REG_PAY_YTD		1	P12.2		Y			Y
OVERTIME PAY - YTD	OT_PAY_YTD		1	P12.2		Y			Y
LEAVE PAY - YTD	LEAVEPAYYTD		1	P12.2		Y			Y
TOTAL GROSS - FYTD	TOTALGRSFYTD		1	P12.2		Y			Y
RETIREMENT PAY - YTD	RETR_PAY_YTD		1	P12.2		Y			Y
SICK PAY - YTD	SICK_PAY_YTD		1	P12.2		Y			Y
18 TOTAL EARNINGS YTD	YTD_EARN_TOT_18		1	P12.2		Y			Y
BONUSES - YTD	BONUSES_YTD		1	P12.2		Y			Y
ADDITIONAL COMPENSATION - FYTD	ADDLCOMPFYTD		1	P12.2		Y			Y
RETIREMENT GROSS - YTD	RETRGROSSYTD		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
403B REDUCTION TO DEDUCTION YTD	403B_RED_YTD		1	P12.2		Y			
HOME LOAD PROGRAM AMOUNT	HOME_LOAN_PGM		1	P12.2		Y			
19 TOTAL EARNINGS YTD	YTD_EARN_TOT_19		1	P12.2		Y			Y
STATE OTHER GROSS YEAR-TO-DATE	STOTHERGRSY		1	P12.2		Y			
18 NONTAXABLE EARNINGS YTD	YTD_NTAX_ERN_18		1	P12.2		Y			Y
BASE 401K GROSS YEAR-TO-DATE	BASE401KGRS		1	P12.2		Y			
VACATION PAY	VACATION_PAY		1	P12.2		Y			
15 NONTAXABLE EARNINGS YTD	YTD_NTAX_ERN_15		1	P12.2		Y			Y
MEDICARE GROSS YEAR-TO-DATE	MEDICRGRSYTD		1	P12.2		Y			Y
MEDICARE GROSS QUARTER-TO-DATE	MEDICRGRSQTD		1	P12.2		Y			
TRANSFERRED MEDICARE YEAR-TO-DATE	TRFDMEDICRYT		1	P12.2		Y			
3RD PARTY SICK MEDICARE QUARTER-TO-DATE	3PSMEDICAREQ		1	P12.2		Y			
3RD PARTY SICK MEDICARE YEAR-TO-DATE	3PSMEDICAREY		1	P12.2		Y			
PENSION ADJUSTMENT	PENSIONADJSM		1	P12.2		Y			
STOCK OPTIONS	STOCKOPTIONS		1	P12.2		Y			
EXCESS LIFE INSURANCE COST YEAR-TO-DATE	XCSLIFECOSTY		1	P12.2		Y			
CANADIAN DEDUCTION ELIGIBILITY	CANDEDUCTELI		1	P12.2		Y			
2ND STATE GROSS YEAR-TO-DATE	2NDSTGRSYTD		1	P12.2		Y			
2ND STATE GROSS QUARTER-TO-DATE	2NDSTGRSQTD		1	P12.2		Y			
2ND STATE OTHER INCOME YEAR-TO-DATE	2NDSTOTHINY		1	P12.2		Y			
2ND STATE EXCESS LIFE INSURANCE COST YEAR-TO-DATE	2DSTXCSLIFY		1	P12.2		Y			
TOTAL SUI GROSS YTD	YTD_TOT_SUI_GROSS		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
UNIFORM ALLOWANCE FYTD	FYTD_UNIFORM_ALLOW		1	P12.2		Y			
401K GROSS PRIOR YEAR	401KGRSPRIYR		1	P12.2		Y			
401K GROSS DET YEAR	401KGRSDETYR		1	P12.2		Y			
401K DED DET YEAR	401KDEDETYR		1	P12.2		Y			
401K CNT DET YEAR	401KCNTDETYR		1	P12.2		Y			
17 NONTAXABLE EARNINGS YTD	YTD_NTAX_ERN_17		1	P12.2		Y			Y
3RD PARTY SICK PAY QTD	3PSICKFWTQ		1	P12.2		Y			
3RD PARTY SICK PAY FWT QTD	3PSICKFWTY		1	P12.2		Y			Y
3RD PARTY SICK PAY FICA QTD	3PSICKFICAQ		1	P12.2		Y			
3RD PARTY SICK PAY FICA YTD	3PSICKFICAY		1	P12.2		Y			
3RD PARTY SICK NO TAX QTD	3PSICKNOTAXQ		1	P12.2		Y			
3RD PARTY SICK NO TAX YTD	3PSICKNOTAXY		1	P12.2		Y			
3RD PARTY SICK PAY SWT QTD	3PSICKSWTQ		1	P12.2		Y			
3RD PARTY SICK PAY SWT YTD	3PSICKSWTY		1	P12.2		Y			
3RD PARTY SICK PAY 2ND SWT QTD	3PSICKSWT2Q		1	P12.2		Y			
3RD PARTY SICK PAY 2ND SWT YTD	3PSICKSWT2Y		1	P12.2		Y			
EMPLOYER PAID DEP LIFE YTD	ERPDDDEPLIFE		1	P12.2		Y			
SDI GROSS WAGES QTD	SDIGROSSQTD		1	P12.2		Y			
SDI GROSS WAGES YTD	SDIGROSSYTD		1	P12.2		Y			
RESIDENCY STATE TOTAL YTD	YTD_RES_STATE_TOT		1	P12.2		Y			
RESIDENCY STATE TOTAL QTD	QTD_RES_STATE_TOT		1	P12.2		Y			
EMPLOYEE STATE TOTAL YTD	YTD_EMPLY_ST_TOT		1	P12.2		Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
EMPLOYEE STATE TOTAL QTD	QTD_EMPLY_ST_TOT		1	P12.2		Y			
TOTAL EMPLOYEE CONTRIBUTION YTD	YTD_EMP_CONTRIB		1	P12.2		Y			
TOTAL EMPLOYER CONTRIBUTION YTD	YTD_EMPR_CONTRIB		1	P12.2		Y			
UNIFORM ALLOWANCE YTD	YTD_UNIFORM_ALLOW		1	P12.2		Y			
MEAL ALLOWANCE YTD	YTD_MEAL_ALLOW		1	P12.2		Y			
MEAL ALLOWANCE FYTD	FYTD_MEAL_ALLOW		1	P12.2		Y			
MOVING TAX YTD	MOVING_TAX_YTD		1	P12.2		Y			
MOVING TAX FYTD	MOVING_TAX_FYTD		1	P12.2		Y			
TUITION EXTERNAL YTD	YTD_EXT_TUITION		1	P12.2		Y			
TUITION EXTERNAL FYTD	FYTD_EXT_TUITION		1	P12.2		Y			
MISCELLANEOUS TAXABLE INCOME YTD	MSC_TAX_INC_YTD			P12.2		Y			
TRAVEL REIMBURSEMENT YTD	TRAVEL_REM_YTD			P12.2		Y			
DEP CAR GTN PYTD	DEP_CAR_GTN_PYTD			P12.2		Y			
DEP CAR REM CYTD	DEP_CAR_REM_CYTD			P12.2		Y			
DEP CAR REM PYTD	DEP_CAR_REM_PYTD			P12.2		Y			
MED REB GTN PYTD	MED_REB_GTN_PYTD			P12.2		Y			
MED REB REM CYT	MED_REB_REM_CYT			P12.2		Y			
MED REB REM PYT	MED_REB_REM_PYT			P12.2		Y			
DEPENDENT CARE REIMBURSEMENT CURR YR FOR PREV YR	DEPCARREMCYFORPY			P6		Y			
UNION LEGAL FUND BALANCE YEAR TO DATE	LEGAL_FUND_BALANCE			P6		Y			
US FEDERAL FRINGE QUARTER TO DATE	USFEDFRINGQQ		1	P12.2		Y			
LOCAL 1 GROSS WAGES QUARTER TO DATE	LOCAL1GRSQTD		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
LOCAL 2 GROSS WAGES QUARTER TO DATE	LOCAL2GRSQTD		1	P12.2		Y			Y
FEDERAL OTHER INCOME QUARTER TO DATE	FEDOTHINCQQ		1	P12.2		Y			
STATE OTHER INCOME QUARTER TO DATE	STOTHINCQQ		1	P12.2		Y			
EXCESS LIFE INSURANCE QUARTER TO DATE	XCSLIFINSQQ		1	P12.2		Y			
2ND STATE OTHER INCOME QUARTER TO DATE	OTHINC2NDSTQ		1	P12.2		Y			
2ND STATE EXCESS LIFE INSURANCE QUARTER TO DATE	XCSLIF2NDSTQ		1	P12.2		Y			
EMPLOYER PAID DEPENDENT LIFE INS QUARTER TO DATE	ERPDPDEPLIFQQ		1	P12.2		Y			
FEDERAL EXCESS LIFE INSURANCE YEAR TO DATE	FEDXCSLIFYTD		1	P12.2		Y			
FEDERAL EXCESS LIFE INSURANCE QUARTER TO DATE	FEDXCSLIFQTD		1	P12.2		Y			
LOCAL GROSS YTD 3	LOCAL3GRSYTD		1	P12.2		Y			
LOCAL GROSS YTD 4	LOCAL4GRSYTD		1	P12.2		Y			
LOCAL GROSS YTD 5	LOCAL5GRSYTD		1	P12.2		Y			
LOCAL GROSS QTD 3	LOCAL3GRSQTD		1	P12.2		Y			
LOCAL GROSS QTD 4	LOCAL4GRSQTD		1	P12.2		Y			
LOCAL GROSS QTD 5	LOCAL5GRSQTD		1	P12.2		Y			
LOCAL GROSS MTD 3	LOCAL3GRSMTD		1	P12.2		Y			
LOCAL GROSS MTD 4	LOCAL4GRSMTD		1	P12.2		Y			
LOCAL GROSS MTD 5	LOCAL5GRSMTD		1	P12.2		Y			
T4A PAYMENTS YTD	T4APYMTSYTD		1	P12.2		Y			
PRIOR REG GROSS FEDERAL	PRREGGRSFED		1	P12.2		Y			

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PRIOR REG GROSS STATE 1	PRREGGRSST1		1	P12.2		Y			
PRIOR REG GROSS STATE 2	PRREGGRSST2		1	P12.2		Y			
PRIOR REG GROSS LOCAL 1	PRREGGRSLC1		1	P12.2		Y			
PRIOR REG GROSS LOCAL 2	PRREGGRSLC2		1	P12.2		Y			
PRIOR REG GROSS LOCAL 3	PRREGGRSLC3		1	P12.2		Y			
PRIOR REG GROSS LOCAL 4	PRREGGRSLC4		1	P12.2		Y			
PRIOR REG GROSS LOCAL 5	PRREGGRSLC5		1	P12.2		Y			
PRIOR REG TAX FEDERAL	PRREGTAXFED		1	P12.2		Y			
PRIOR REG TAX STATE 1	PRREGTAXST1		1	P12.2		Y			
PRIOR REG TAX STATE 2	PRREGTAXST2		1	P12.2		Y			
PRIOR REG TAX LOCAL 1	PRREGTAXLC1		1	P12.2		Y			
PRIOR REG TAX LOCAL 2	PRREGTAXLC2		1	P12.2		Y			
PRIOR REG TAX LOCAL 3	PRREGTAXLC3		1	P12.2		Y			
PRIOR REG TAX LOCAL 4	PRREGTAXLC4		1	P12.2		Y			
PRIOR REG TAX LOCAL 5	PRREGTAXLC5		1	P12.2		Y			
TU SPECIAL FRINGE AMOUNT	NYOTHRWAGESQTD		1	P12.2		Y			
NOLIM SDI GROSS QTD	NOLIMSDIGRSQTD		1	P12.2		Y			
NOLIM SDI GROSS YTD	NOLIMSDIGRSYTD		1	P12.2		Y			
401K ELIGIBLE EARNINGS YTD	401KELIGEARNYTD		1	P12.2		Y			
EXCESS LIFE LOCAL 1	XCSLIFELC1		1	P12.2		Y			
EXCESS LIFE LOCAL 2	XCSLIFELC2		1	P12.2		Y			
EXCESS LIFE LOCAL 3	XCSLIFELC3		1	P12.2		Y			

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EXCESS LIFE LOCAL 4	XCSLIFELC4		1	P12.2		Y			
EXCESS LIFE LOCAL 5	XCSLIFELC5		1	P12.2		Y			
STATE WORK COMP GROSS QTD	STWKCMPGRSQTD		1	P12.2		Y			Y
UI GROSS 1996 YTD	UIGRS1996YTD		1	P12.2		Y			
STATE 3P SICK PAY QTD	SUI3PSKPAYQTD		1	P12.2		Y			
NOLIM FUT GROSS QTD	NOLIMFUTGRSQTD		1	P12.2		Y			
NOLIM FICA GROSS QTD	NOLIMFICAGRSQTD		1	P12.2		Y			
NOLIM FUT GROSS YTD	NOLIMFICAGRSYTD		1	P12.2		Y			
<u>OTHER DOLLAR BALANCES</u>									
REGULAR PAY FISCAL YEAR-TO-DATE	REGPAYFYTD		1	P12.2		Y			Y
OVERTIME PAY FISCAL YEAR-TO-DATE	OTPAYFYTD		1	P12.2		Y			Y
DHOLPRMYTD	DHOLPRMYTD		1	P12.2		Y			Y
DHOLPRMFYTD	DHOLPRMFYTD		1	P12.2		Y			Y
DHOLSTDYTD	DHOLSTDYTD		1	P12.2		Y			Y
DHOLSTDFYTD	DHOLSTDFYTD		1	P12.2		Y			Y
DSHIFTOTYTD	DSHIFTOTYTD		1	P12.2		Y			Y
DSHIFTOTFYTD	DSHIFTOTFYTD		1	P12.2		Y			Y
SHIFT PAY YEAR-TO-DATE	SHIFTPAYYTD		1	P12.2		Y			Y
SHIFT PAY FISCAL YEAR-TO-DATE	SHIFTPAYFYTD		1	P12.2		Y			Y
PREMIUM SHIFT PAY YEAR-TO-DATE	PRMSHFPPYTD		1	P12.2		Y			Y
PREMIUM SHIFT PAY FISCAL YEAR-TO-DATE	PRMSHFPPFYTD		1	P12.2		Y			Y
VACATION PAY FISCAL YEAR-TO-DATE	VACPAYFYTD		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
CHARGE NURSE PAY YEAR-TO-DATE	CHNURPAYYTD		1	P12.2		Y			Y
CHARGE NURSE PAY FISCAL YEAR-TO-DATE	CHNURPAYFYTD		1	P12.2		Y			Y
CONFERENCE PAY YEAR-TO-DATE	CONFPAYYTD		1	P12.2		Y			Y
CONFERENCE PAY FISCAL YEAR-TO-DATE	CONFPAYFYTD		1	P12.2		Y			Y
COMPENSATORY PAY YEAR-TO-DATE	CMPPAYYTD		1	P12.2		Y			Y
COMPENSATORY PAY FISCAL YEAR-TO-DATE	CMPPAYFYTD		1	P12.2		Y			Y
COMPENSATORY PAY TAKEN YEAR-TO-DATE	CMPTKNYTD		1	P12.2		Y			Y
COMPENSATORY PAY TAKEN FISCAL YEAR-TO-DATE	CMPTKNFYTD		1	P12.2		Y			Y
FUNERAL LEAVE PAY YEAR-TO-DATE	FNLVPAYYTD		1	P12.2		Y			Y
FUNERAL LEAVE PAY FISCAL YEAR-TO-DATE	FNLVPAYFYTD		1	P12.2		Y			Y
JURY PAY YEAR-TO-DATE	JURYPAYYTD		1	P12.2		Y			Y
JURY PAY FISCAL YEAR-TO-DATE	JURYPAYFYTD		1	P12.2		Y			Y
PERSONAL PAY YEAR-TO-DATE	PERSPAYYTD		1	P12.2		Y			Y
PERSONAL PAY FISCAL YEAR-TO-DATE	PERSPAYFYTD		1	P12.2		Y			Y
PRECEPTOR PAY YEAR-TO-DATE	PRCPPAYYTD		1	P12.2		Y			Y
PRECEPTOR PAY FISCAL YEAR-TO-DATE	PRCPPAYFYTD		1	P12.2		Y			Y
19 NONTAXABLE EARNINGS YTD	YTD_NTAX_ERN_19		1	P12.2		Y			Y
15 TAXABLE EARNINGS YTD	YTD_TAX_ERN_15		1	P12.2		Y			
TUITION REMISSION YEAR-TO-DATE	TUITREMYTD		1	P12.2		Y			Y
MOVING EXPENSES YEAR-TO-DATE	MOVINGYTD		1	P12.2		Y			
AUTOMOBILE YEAR TO DATE	AUTOYTD		1	P12.2		Y			Y
STATE WORKSTUDY CHARGED AWARD ONLY	STWSCHRGDAWRDONLY		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
WORK STUDY FALL AWARD	FALL_WS_AWARD		1	P12.2		Y			Y
FALL CHARGED AWARD - AWARD ONLY	FLLCHRGAWRDAWRD		1	P12.2		Y			Y
FALL CHARGED AWARD - AWARD AND DEPARTMENT	FLLCHRGAWRDDEPT		1	P12.2		Y			Y
WORK STUDY SPRING AWARD	SPRING_WS_AWARD		1	P12.2		Y			Y
SPRING CHARGED AWARD - AWARD ONLY	SPRGCHRGAWRDAWRD		1	P12.2		Y			Y
SPRING CHARGED AWARD - AWARD AND DEPARTMENT	SPRGHRGAWRDDEPT		1	P12.2		Y			Y
SUMMER 1 WORKSTUDY AWARD	SUMMER_1_WS_AWARD		1	P12.2		Y			Y
SUMMER 1 CHARGED AWARD - AWARD ONLY	SUM1CHRGAWRDAWRD		1	P12.2		Y			Y
SUMMER 1 CHARGED AWARD - AWARD AND DEPARTMENT	SUM1CHRGAWRDDEPT		1	P12.2		Y			Y
SUMMER 2 WORKSTUDY AWARD	SUMMER_2_WS_AWARD		1	P12.2		Y			Y
SUMMER 2 CHARGED AWARD - AWARD ONLY	SUM2CHRGAWRDAWRD		1	P12.2		Y			Y
SUMMER 2 CHARGED AWARD - AWARD AND DEPARTMENT	SUM2CHRGAWRDDEPT		1	P12.2		Y			Y
WORKSTUDY EARNINGS APPLIED	APPLIED_WS_EARNINGS		1	P12.2		Y			Y
TIAA/CREF GROSS	TIAACREFGRS		1	P12.2		Y			Y
EQUITABLE GROSS	EQUITABLEGRS		1	P12.2		Y			Y
DWKNDDBNSYTD	DWKNDDBNSYTD		1	P12.2		Y			Y
BONUS YEAR TO DATE	BONUSYTD		1	P12.2		Y			Y
BONUS FISCAL YEAR TO DATE	BONUSFYTD		1	P12.2		Y			Y
RN/PT LOAN YEAR TO DATE	RNPTLOANYTD		1	P12.2		Y			Y
RN/PT LOAN FISCAL YEAR TO DATE	RNPTLOANFYTD		1	P12.2		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
RETRO ADJUSTMENTS YEAR TO DATE	RETROADJYTD		1	P12.2		Y			Y
RETRO ADJUSTMENTS FISCAL YEAR TO DATE	RETROADJFYTD		1	P12.2		Y			Y
ON CALL YEAR TO DATE	ONCALLYTD		1	P12.2		Y			Y
ON CALL FISCAL YEAR TO DATE	ONCALLFYTD		1	P12.2		Y			Y
SEVERENCE YEAR TO DATE	SEVYTD		1	P12.2		Y			Y
SEVERENCE FISCAL YEAR TO DATE	SEVFYTD		1	P12.2		Y			Y
TUITION REMISSION FISCAL YEAR TO DATE	TUITREMFYTD		1	P12.2		Y			
USER BALANCE 5865	USERBAL5865		1	P12.2		Y			Y
SAVINGS BOND DATA									
BOND OWNER	BOND_OWNER		1	A30		Y			
BOND OWNER SOCIAL SECURITY NUMBER	BOND_OWNR_SS		3	A9		Y			
BOND OWNER STREET	BONDOWNRSTRT		3	A30		Y			
BOND OWNER STREET 2	BONDOWNRSTRT2		3	A30		Y			
BOND OWNER CITY	BONDOWNRCITY		3	A13		Y			
BOND OWNER STATE	BONDOWNRSTAT		3	A2		Y			
BOND OWNER COUNTRY	BONDOWNRCNTRY		3	A3		Y			
BOND OWNER ZIP CODE	BONDOWNRZIP		3	A10		Y			
CO-OWNER/BENEFICIARY CODE	BNDCOOWNBENF		3	A1		Y			
DECODE OF BOND COOWNER	D_BNDCOOWNBE			A13		Y			
CO-OWNER/BENEFICIARY CODE 2	BNDCOOWNBENF2		3	A1		Y			
CO-OWNER/BENEFICIARY NAME	BENF_NAME		3	A30		Y			
CO-OWNER/BENEFICIARY NAME 2	BENF_NAME2		3	A30		Y			

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CO-OWNER/BENEFICIARY SOCIAL SECURITY NUMBER	BENEF_SS		3	A9		Y			
CO-OWNER/BENEFICIARY SOCIAL SECURITY NUMBER 2	BENEF_SS2		3	A9		Y			
BOND PURCHASE PRICE	BOND_PRICE		3	P7.2		Y			
BOND COUNT	BOND_COUNT		1	I4		Y			
<u>GROSS TO NET</u>									
ORDER FIELD FOR GROSS TO NET SEGMENT	GTN_CNT		144	I4		Y			Y
GROSS TO NET SEGMENT COUNT	GTNSEGCOUNT		1	Z3		Y			
GROSS TO NET ELEMENT NUMBER	GTNNO_GTN		144	A3		Y			Y
GROSS TO NET AMOUNT CODE	GTNAMTCD		144	A1		Y			Y
GROSS TO NET AMOUNT CODE (ENGLISH)	D_GTNAMTCD	Y	144	A19		Y			Y
Y/N FLAG FOR GTN CODE = GROSS TO NET	Y_GTN_G	Y	144	A1		Y			Y
Y/N FLAG FOR GTN CODE = DECLINING	Y_GTN_D	Y	144	A1		Y			Y
Y/N FLAG FOR GNT AMOUNT CODE = EMPLOYMENT TO DATE	Y_GTN_E	Y	144	A1		Y			Y
Y/N FLAG FOR GTN CODE = FISCAL YEAR TO DATE	Y_GTN_F	Y	144	A1		Y			Y
Y/N FLAG FOR GTN AMOUNT CODE = QUARTER TO DATE	Y_GTN_Q	Y	144	A1		Y			Y
Y/N FLAG FOR GTN AMOUNT CODE = YEAR TO DATE	Y_GTN_Y	Y	144	A1		Y			Y
Y/N FLAG FOR GTN AMOUNT CODE = RECEIVABLE	Y_GTN_R	Y	144	A1		Y			Y
Y/N FLAG FOR GTN AMOUNT CODE = SUSPENDED	Y_GTN_S	Y	144	A1		Y			Y
Y/N FLAG FOR GTN AMOUNT CODE = USER	Y_GTN_U	Y	144	A1		Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
GROSS TO NET AMOUNT	GTNAMT		144	P13.2		Y			Y
HEALTH AND SAFETY									
HS CASE NUMBER	HS_CASE_NO		1	A8			Y		
HS INJURY DATE	HSINJURYDATE		1	A8			Y		
HS JOB CLASS	HS_JOB_CLASS		1	A6			Y		
HS DEPARTMENT	HSDEPARTMENT		1	A8			Y		
HS SUPERVISOR	HSSUPERVISOR		1	A30			Y		
HS UNION ID	HS_UNION_ID		1	A6			Y		
HS INJURY DESCRIPTION	HSINJURYDESC		1	A30			Y		
HS INJURY CODE	HS_INJURY_CD		1	A2			Y		
HS DAYS AWAY	HS_DAYS_AWAY		1	P8.2			Y		
HS DAYS RESTRICTED	HSDAYSRSTRCT		1	P8.2			Y		
HS TRANSFER CODE	HSTRANSFERCD		1	A2			Y		
HS WORKERS COMPENSATION NUMBER	HSWRKCOMPNO		1	A8			Y		
HS WORKER'S COMPENSATION AMOUNT	HSWRKCOMPAM		1	P12.2			Y		
HS ABSENCE AMOUNT	HSABSENCEAMT		1	P12.2			Y		
HS REPAIR AMOUNT	HSREPAIRAMT		1	P12.2			Y		
HS PENALTY AMOUNT	HSPENALTYAMT		1	P12.2			Y		
HEPATITIS B REQUIRED FLAG	HEPB_REQUIRED		1	A1			Y		
HEPATITIS B TEST PENDING DATE	HEPB_PENDING		1	A8YYMD			Y		
HEPATITIS B TEST COMPLETED DATE	HEPB_COMPLETED		1	A8YYMD			Y		
HEPATITIS B INITIAL TRAINING DATE	HEPB_INITIAL		1	A8YYMD			Y		

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HEPATITIS B LAST ANNUAL TRAINING DATE	HEPB_LAST		1	A8YYMD			Y		
JOB HISTORY									
ORDER FIELD FOR JOB HISTORY SEGMENT	JOBHIST_CNT		6	I4	Y				Y
PERSONNEL ACTION DATE (RECENT JOB HISTORY 1)	70PERSACTNDA		6	A8YYMD	Y				Y
JOB NUMBER (RECENT JOB HISTORY 1)	70JOB_NUMBER		6	A1	Y				Y
JOB CLASS CODE (RECENT JOB HISTORY I)	70JOB_CLASS		6	A6	Y				Y
TEMPLE RANGE (RECENT JOB HISTORY 1)	70TEMPLERANGE		6	A3	Y				Y
STEP (RECENT JOB HISTORY 1)	70TEMPLESTEP		6	A2	Y				Y
PAY RATE (RECENT JOB HISTORY 1)	70PAY_RATE		6	P13.4	Y				Y
PAY CYCLE (RECENT JOB HISTORY 1)	70PAY_CYCLE		6	A2	Y				Y
PERCENT OF FULL-TIME (RECENT JOB HISTORY 1)	70PCTFULLTIME		6	P3	Y				Y
PERSONNEL ACTION (RECENT JOB HISTORY 1)	70PERSONNELA		6	A2	Y				Y
EMPLOYMENT STATUS (RECENT JOB HISTORY 1)	70EMPLOYMTST		6	A1	Y				Y
EMPLOYEE TYPE (RECENT JOB HISTORY 1)	70EMPLOYEEY		6	A1	Y				Y
REGULAR/TEMPORARY INDICATOR (RECENT JOB HIST 1)	70REG_TEMP		6	A1	Y				Y
FULL-TIME/PART-TIME INDICATOR (RECENT JOB HIST 1)	70PART_FULL		6	A1	Y				Y
JOB DEPARTMENT CODE (RECENT JOB HISTORY 1)	70JOB_DEPT		6	A8	Y				Y
TRANSFER ORGANIZATION	70TRANSFEROR		1	A13	Y				
TRANSFER DATE	70TRANSFERDA		1	A6	Y				

PERSONAL DATA #4

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
ADJUSTED SERVICE VESTMENT DATE	ADJSERVESDT		1	A8YYMD	Y	Y			
DATE VESTED	VESTED_DATE		1	A8YYMD	Y	Y			Y
REINSTATEMENT DATE	REINSTATEDAT		1	A8YYMD	Y	Y			
NORMAL RETIREMENT DATE	NRMLRETRDATE		1	A8YYMD	Y	Y			
EARLY RETIREMENT DATE	ERLYRETRDATE		1	A8YYMD	Y	Y			Y
EARLY RETIREMENT FACTOR	ERLYRETRFACT		1	P5.3	Y	Y			Y
RETIREMENT FACTOR HIGH	RETR_FACT_HI		1	P5.3	Y	Y			
RETIREMENT FACTOR LOW	RETRFACTLOW		1	P5.3	Y	Y			
PREVIOUS EMPLOYEE ID PERSONNEL	PRVEMPLIDPER		1	A5	Y	Y			
PREVIOUS EMPLOYEE ID HOSPITAL PAYROLL	PRVEMPLIDHPY		1	A5	Y	Y			Y
NURSE LOAN POLICY AMOUNT	NRSLNPYCYAMT		1	P8.2	Y	Y			
TU PENSION RETIREMENT DATE	TUPENRETD		1	A8YYMD	Y	Y			
TU PENSION STOP DATE	TUPENSTOPDT		1	A8YYMD	Y	Y			
TU LONG TERM DISABILITY DATE	TULTDBEGINDT		1	A8YYMD	Y	Y			
PENSION BASE AMOUNT	PEN_BAMT_IND		1	A1	Y	Y			
CURRENT RETIREMENT PLAN PARTICIPATION DATE	PARTICIPDATE		1	A8YYMD	Y	Y			Y
PARTICIP MDY	PARTICIP_MDY			A8	Y	Y			
PARTICIPDATE SD	PARTICIPDATE_SD			A8	Y	Y			
PERCENT CONTRIBUTED TO TIAA	PCTIAA_PCT		1	I3	Y	Y			
PERCENT CONTRIBUTED TO FIDELITY	PCFIDL_PCT		1	I3	Y	Y			
PERCENT CONTRIBUTED (NOT YET USED)	PCXXX3_PCT		1	I3	Y	Y			

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PCT(%) OF TIAA CONTRIBUTION PROCESSED AS REDUCTION	PRTIAA_PCT		1	I3	Y	Y			
PCT(%) OF TIAA CONTRIBUTION PROCESSED AS DEDUCTION	PDTIAA_PCT		1	I3	Y	Y			
PCT(%) OF FIDELITY CONTRIBUTION PROCESSED AS RED	PRFIDL_PCT		1	I3	Y	Y			
PCT(%) OF FIDELITY CONTRIBUTION PROCESSED AS DED	PDFIDL_PCT		1	I3	Y	Y			
START DATE FOR ELIGIBILITY FOR FAS 106 DEDUCTIONS	FAS_PLAN_START_DATE		1	A8YYMD	Y	Y			
SCHEDULED END DATE FOR FAS 106 DEDUCTIONS	FAS_PLAN_END_DATE		1	A8YYMD	Y	Y			
FAS 106 BENEFIT PLAN CODE FOR EMPLOYEE	FAS_PLAN_CODE_EMP		1	A3	Y	Y			
FAS 106 BENEFIT PLAN COVERAGE CODE FOR EMPLOYEE	FAS_PLAN_COV_EMP		1	A3	Y	Y			
FAS 106 BENEFIT DEDUCTIONS STATUS CODE (EMPLOYEE)	FAS_PLAN_STATUS_EMP		1	A1	Y	Y			Y
FAS 106 BENEFITS DEDUCTIONS START DATE (EMPLOYEE)	FAS_DED_START_EMP		1	A8YYMD	Y	Y			
FAS 106 BENEFITS DEDUCTIONS END DATE (EMPLOYEE)	FAS_DED_END_EMP		1	A8YYMD	Y	Y			
FAS 106 BENEFIT PLAN CODE FOR SPOUSE	FAS_PLAN_CODE_SPS		1	A3	Y	Y			
FAS 106 BENEFIT PLAN COVERAGE CODE FOR SPOUSE	FAS_PLAN_COV_SPS		1	A3	Y	Y			
FAS 106 BENEFIT DEDUCTIONS STATUS CODE (SPOUSE)	FAS_PLAN_STATUS_SPS		1	A1	Y	Y			
FAS 106 BENEFITS DEDUCTIONS START DATE (SPOUSE)	FAS_DED_START_SPS		1	A8YYMD	Y	Y			
FAS 106 BENEFITS DEDUCTIONS END DATE (SPOUSE)	FAS_DED_END_SPS		1	A8YYMD	Y	Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
EMPLOYEE FAS 106 ARREARS PAYMENT GTN ELEMENT	FAS_EMP_ARR_GTN		1	A3	Y	Y			
EMPLOYEE FAS 106 ARREARS COVERAGE CODE	FAS_EMP_ARR_COV		1	A3	Y	Y			
EMPLOYEE FAS 106 ARREARS DEDUCTION BEGIN DATE	FAS_EMP_ARR_BEGIN		1	A8YYMD	Y	Y			
EMPLOYEE FAS 106 ARREARS DEDUCTION END DATE	FAS_EMP_ARR_END		1	A8YYMD	Y	Y			
SPOUSE FAS 106 ARREARS PAYMENT GTN ELEMENT	FAS_SPS_ARR_GTN		1	A3	Y	Y			
SPOUSE FAS 106 ARREARS COVERAGE CODE	FAS_SPS_ARR_COV		1	A3	Y	Y			
SPOUSE FAS 106 ARREARS DEDUCTION BEGIN DATE	FAS_SPS_ARR_BEGIN		1	A8YYMD	Y	Y			
SPOUSE FAS 106 ARREARS DEDUCTION END DATE	FAS_SPS_ARR_END		1	A8YYMD	Y	Y			
EMPLOYEE FAS 106 PENALTY PAYMENT GTN ELEMENT	FAS_EMP_PEN_GTN		1	A3	Y	Y			
EMPLOYEE FAS 106 PENALTY COVERAGE CODE	FAS_EMP_PEN_COV		1	A3	Y	Y			
EMPLOYEE FAS 106 PENALTY DEDUCTION BEGIN DATE	FAS_EMP_PEN_BEGIN		1	A8YYMD	Y	Y			
EMPLOYEE FAS 106 PENALTY DEDUCTION END DATE	FAS_EMP_PEN_END		1	A8YYMD	Y	Y			
SPOUSE FAS 106 PENALTY PAYMENT GTN ELEMENT	FAS_SPS_PEN_GTN		1	A3	Y	Y			
SPOUSE FAS 106 PENALTY COVERAGE CODE	FAS_SPS_PEN_COV		1	A3	Y	Y			
SPOUSE FAS 106 PENALTY DEDUCTION BEGIN DATE	FAS_SPS_PEN_BEGIN		1	A8YYMD	Y	Y			
SPOUSE FAS 106 PENALTY DEDUCTION END DATE	FAS_SPS_PEN_END		1	A8YYMD	Y	Y			
DATE WHEN RECORD WAS INITIALIZED	FAS_SETUP_DATE		1	A8YYMD	Y	Y			

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
FULL PAYMENT INDICATOR FOR EMPLOYEE	FAS_EMP_FULL		1	A1	Y	Y			
FULL PAYMENT INDICATOR FOR SPOUSE	FAS_SPS_FULL		1	A1	Y	Y			
INITIAL INFORMATION SENT TO BANK INDICATOR	FAS_TRANS_BANK		1	A1	Y	Y			
SALARY RANGE INDICATOR	FAS_SAL_RANGE_IND		1	A1	Y	Y			
FAS106 RECALCULATION DATE	FAS_RECALC_DATE		1	A8YYMD	Y	Y			
FAS106 BENEFIT SPECIAL PERMISSION	FAS_SPEC_PERMIT		1	A1	Y	Y			
FAS 106 ELIGIBILITY DATE	FAS106ELIGDATE		1	A8YYMD	Y	Y			
COURTESY JOB TITLE	CRTSY_JOB_TITLE		1	A30	Y	Y			
COURTESY SPONSOR TUID	CRTSY_SPONSOR_TUID		1	A9	Y	Y			
COURTESY SPONSOR ORGANIZATION	CRTSY_SPONSOR_ORG		1	A3	Y	Y			
COURTESY CARD EXPIRATION DATE	CRTSY_CARD_EXP_DT		1	A8YYMD	Y	Y			
<u>FACULTY RESOURCES</u>									
PRESIDENTIAL APPOINTMENT DATE	PRESAPPTDTE		1	A8YYMD	Y	Y			Y
PRESAPPTDTE IN MM/DD/YYYY FORMAT	PRESAPPT_MDY	Y	1	A8MDYY	Y	Y			Y
PRESIDENTIAL APPOINTMENT DATE (SMART DATE FORMAT)	PRESAPPTDTE_SD		1	YYMD	Y	Y			Y
DEAN APPOINTMENT DATE	DEANAPPTDTE		1	A8YYMD	Y	Y			Y
DEANAPPTDTE IN MM/DD/YYYY FORMAT	DEANAPPT_MDY	Y	1	A8MDYY	Y	Y			Y
DEAN'S APPOINTMENT DATE (SMART DATE FORMAT)	DEANAPPTDTE_SD		1	YYMD	Y	Y			Y
APPOINTMENT CREDIT	APPT_CREDIT		1	A15	Y	Y			Y
PRIMARY APPOINTMENT BASIS	AYFY_APPT		1	A1	Y	Y			Y
CONTRACT TYPE	CONT_TYPE		1	A1	Y	Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
CURRENT YEAR CONTRACT STATUS 1	CURYRCNTSTAT		1	A1	Y	Y			Y
CURRENT YEAR CONTRACT STATUS 2	CURYRCNTST_2		1	A1	Y	Y			Y
NEXT YEAR CONTRACT STATUS 1	NXTYRCNTSTAT		1	A1	Y	Y			Y
NEXT YEAR CONTRACT STATUS 2	NXTYRCNTST_2		1	A1	Y	Y			Y
TENURE ELIGIBILITY FLAG	TENURE_ELIG		1	A1	Y	Y			Y
TENURE REVIEW DATE 1	TENURERVWDTE		1	A8YYMD	Y	Y			Y
TENURE RECEIVED DATE 1	TENURERCVDTE		1	A8YYMD	Y	Y			Y
EDB COMMENTS	COMMENTS		1	A30	Y	Y			Y
PRIMARY RANK	PRIMARY_RANK		1	A3	Y	Y			Y
ACADEMIC DEPARTMENT 1	ACADEMICDEPT		1	A8	Y	Y			Y
APPOINTMENT DATE	APPT_DATE		1	A8YYMD	Y	Y			Y
APPT_DATE IN MM/DD/YYYY FORMAT	APPT_MDY	Y	1	A8MDYY	Y	Y			Y
APPOINTMENT DATE (SMART DATE FORMAT)	APPT_DATE_SD		1	YYMD	Y	Y			Y
SECONDARY RANK	SECONDARYRAN		1	A3	Y	Y			Y
ACADEMIC DEPARTMENT 2	ACADEMICDE_2		1	A8	Y	Y			Y
APPOINTMENT DATE 2	APPT_DATE2		1	A8YYMD	Y	Y			Y
APPOINTMENT DATE 2 (SMART DATE FORMAT)	APPT_DATE2_SD		1	YYMD	Y	Y			Y
TERTIARY RANK	TERTIARYRANK		1	A3	Y	Y			Y
ACADEMIC DEPARTMENT 3	ACADEMICDE_3		1	A8	Y	Y			Y
APPOINTMENT DATE 3	APPT_DATE3		1	A8YYMD	Y	Y			Y
APPT_DATE3 IN MM/DD/YYYY FORMAT	APPT_DT3_MDY	Y	1	A8MDYY	Y	Y			Y
APPOINTMENT DATE 3 (SMART DATE FORMAT)	APPT_DATE3_SD		1	YYMD	Y	Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
OTHER DATE	OTHER_DATE		1	A8YYMD	Y	Y			Y
OTHER_DATE IN MM/DD/YYYY FORMAT	OTHER_MDY	Y	1	A8MDYY	Y	Y			Y
OTHER APPOINTMENT DATE (SMART DATE FORMAT)	OTHER_DATE_SD		1	YYMD	Y	Y			Y
ASSISTANT PROFESSOR PROMOTION DATE	ASST_DATE		1	A8YYMD	Y	Y			Y
ASSISTANT PROF PROMOTION DATE IN MM/DD/YYYY FORMAT	ASST_MDY	Y	1	A8MDYY	Y	Y			Y
ASSISTANTSHIP DATE (SMART DATE FORMAT)	ASST_DATE_SD		1	YYMD	Y	Y			Y
ASSOCIATE PROFESSOR PROMOTION DATE	ASSC_DATE		1	A8YYMD	Y	Y			Y
ASSOCIATE PROMOTION DATE IN MM/DD/YYYY FORMAT	ASSC_MDY	Y	1	A8MDYY	Y	Y			Y
ASSOCIATE DATE (SMART DATE FORMAT)	ASSC_DATE_SD		1	YYMD	Y	Y			Y
LECTURER PROMOTION DATE	LECT_DATE		1	A8YYMD	Y	Y			Y
LECTURER PROMOTION DATE IN MM/DD/YYYY FORMAT	LECT_MDY	Y	1	A8MDYY	Y	Y			Y
LECTURER DATE (SMART DATE FORMAT)	LECT_DATE_SD		1	YYMD	Y	Y			Y
INSTRUCTOR PROMOTION DATE	INST_DATE		1	A8YYMD	Y	Y			Y
INST_DATE IN MM/DD/YYYY FORMAT	INST_MDY	Y	1	A8MDYY	Y	Y			Y
INSTRUCTOR DATE (SMART DATE FORMAT)	INST_DATE_SD		1	YYMD	Y	Y			Y
PROFESSOR PROMOTION DATE	PROF_DATE		1	A8YYMD	Y	Y			Y
PROFESSOR PROMOTION DATE IN MM/DD/YYYY FORMAT	PROF_MDY	Y	1	A8MDYY	Y	Y			Y
PROFESSOR DATE (SMART DATE FORMAT)	PROF_DATE_SD		1	YYMD	Y	Y			Y
PREVIOUS LEAVE OF ABSENCE RETURN DATE	PREV_LOA_RT		1	A8YYMD	Y	Y			Y
PREVIOUS LOA RETURN DATE (SMART DATE FORMAT)	PREV_LOA_RT_SD		1	YYMD	Y	Y			Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
NEXT SABBATICAL BEGIN DATE	SAB_DATE		1	A8YYMD	Y	Y			Y
SABBATICAL DATE IN MM/DD/YYYY FORMAT	SAB_MDY	Y	1	A8MDYY	Y	Y			Y
SABBATICAL DATE (SMART DATE FORMAT)	SAB_DATE_SD		1	YYMD	Y	Y			Y
LEAVE OF ABSENCE BEGIN DATE	LOA_BEGIN_DT		1	A8YYMD	Y	Y			Y
LEAVE OF ABSENCE BEGIN DATE IN MM/DD/YYYY FORMAT	LOABEGIN_MDY	Y	1	A8MDYY	Y	Y			Y
LOA BEGIN DATE (SMART DATE FORMAT)	LOA_BEGIN_DT_SD		1	YYMD	Y	Y			Y
PREVIOUS LEAVE OF ABSENCE BEGIN DATE	PRELOABEGIN		1	A8YYMD	Y	Y			Y
PRELOABEGIN IN MM/DD/YYYY FORMAT	PRELOABEGMDY	Y	1	A8MDYY	Y	Y			Y
PREVIOUS LOA BEGIN DATE (SMART DATE FORMAT)	PRELOABEGIN_SD		1	YYMD	Y	Y			Y
PREVIOUS LEAVE OF ABSENCE TYPE	PRE_LOA_TYPE		1	A2	Y	Y			Y
CET CONTRACT NUMBER	CET_CONT		1	A2	Y	Y			Y
TU HOSPITAL ADMITTING	TU_HOSP		1	A1	Y	Y			Y
FACULTY HOSPITAL AFFILIATIONS 1	AFFIL_HOSP1		1	A2	Y	Y			Y
FACULTY HOSPITAL AFFILIATIONS 2	AFFIL_HOSP2		1	A2	Y	Y			Y
FACULTY HOSPITAL AFFILIATIONS 3	AFFIL_HOSP3		1	A2	Y	Y			Y
FACULTY HOSPITAL AFFILIATIONS 4	AFFIL_HOSP4		1	A2	Y	Y			Y
FACULTY HOSPITAL AFFILIATIONS 5	AFFIL_HOSP5		1	A2	Y	Y			Y
CET CONTRACT FROM DATE	CENCONTFROM		1	A8YYMD	Y	Y			Y
CET CONTRACT TO DATE	CEN_CONT_TO		1	A8YYMD	Y	Y			Y
CET CONTRACT REVIEW DATE	CEN_CONT_RV		1	A8YYMD	Y	Y			Y
LAST BIOGRAPHIC UPDATE DATE	LSTBIOGRUPDT		1	A8YYMD	Y				Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
LAST BIO UPDATE (MM/DD/YYYY FORMAT)	LASTBIO_MDY	Y	1	A8MDYY	Y				Y
LAST BIOGRAPHICAL UPDATE (SMART DATE FORMAT)	LSTBIOGRUPDT_SD		1	YYMD	Y				Y
<u>DEGREE INFORMATION</u>									
ORDER FIELD FOR DEGREE INFORMATION SEGMENT	DEGREE_CNT		3	I4	Y				Y
TYPE OF DEGREE	TYPEOFDEGREE		3	A1	Y				Y
DEGREE	DEGREE		3	A4	Y				Y
YEAR EARNED	YEAR_EARNED		3	A4	Y				Y
INSTITUTION NAME (DEGREE)	INSTITUTNNAM		3	A15	Y				Y
INSTITUTION CODE	INSTITUTNCOD		3	A6	Y				Y
DEGREE MAJOR	DEGREE_MAJOR		3	A14	Y				Y
DEGREE MINOR	DEGREE_MINOR		3	A14	Y				Y
CREDITS EARNED	CREDITSEARNE		3	A3	Y				Y
CREDITS NEEDED	CREDITSNEEDE		3	A3	Y				Y
PDP YEAR 2004	PDP_YEAR2004			A4	Y				
PDP RATING 2004	PDP_RATING2004			A3	Y				
PDP YEAR 2005	PDP_YEAR2005			A4	Y				
PDP RATING 2005	PDP_RATING2005			A3	Y				
PDP YEAR 2006	PDP_YEAR2006			A4	Y				
PDP RATING 2006	PDP_RATING2006			A3	Y				
PDP YEAR 2007	PDP_YEAR2007			A4	Y				
PDP RATING 2007	PDP_RATING2007			A3	Y				

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
PDP YEAR 2008	PDP_YEAR2008			A4	Y				
PDP RATING 2008	PDP_RATING2008			A3	Y				
PDP YEAR 2009	PDP_YEAR2009			A4	Y				
PDP RATING 2009	PDP_RATING2009			A3	Y				
PDP YEAR 2010	PDP_YEAR2010			A4	Y				
PDP RATING 2010	PDP_RATING2010			A3	Y				
PDP YEAR 2011	PDP_YEAR2011			A4	Y				
PDP RATING 2011	PDP_RATING2011			A3	Y				
PDP YEAR 2012	PDP_YEAR2012			A4	Y				
PDP RATING 2012	PDP_RATING2012			A3	Y				
COURSE PLAN	COURSE_PLAN		22	A3	Y				
COURSE DATE	COURE_DATE		22	A8YYMD	Y				
COURSE COUNTER	COURSE_CNT		22	I4	Y				
RULES OF CONDUCT TRAINING	RULESOFCONDUCT			A1	Y				
HARASSMENT DISCRIMINATION DATE	HARASSDISCDATE			A8	Y				
ORIENTATION DATE	ORIENTATION_DT			A8YYMD	Y				
SEXUAL HARRASSMENT TRAINING DATE	SEX_HARRASS_DT			A8YYMD	Y				
SUPERVISOR DEVELOPMENT DATE	SUPER_DEV_PR_DT			A8YYMD	Y				
MANDATORY EMPLOYEE MANUAL TRAINING DATE	MANDEMPTRAINDT			A8YYMD	Y				
<u>EMERGENCY CONTACT</u>									
EMERGENCY CONTACT LAST NAME	EC_LAST_NAME			A30	Y				
EMERGENCY CONTACT FIRST NAME	EC_FIRST_NAME			A30	Y				

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
EMERGENCY CONTACT MIDDLE INITIAL	EC_MIDDLE_NAME			A1	Y				
EMERGENCY CONTACT RELATION	EC_RELATION			A2	Y				
EMERGENCY CONTACT PHONE DAY A	EC_PHONE_DAY_A			A10	Y				
EMERGENCY CONTACT DAY PHONE NUMBER	EC_PHONE_DAY_N			A12	Y				
EMERGENCY CONTACT DAY PHONE EXT	EC_PHONE_DAY_X			A5	Y				
EMERGENCY CONTACT EVENING PHONE A	EC_PHONE_EVE_A			A10	Y				
EMERGENCY CONTACT EVENING PHONE NUMBER	EC_PHONE_EVE_N			A12	Y				
EMERGENCY CONTACT EVENING PHONE EXT	EC_PHONE_EVE_X			A5	Y				
EMERGENCY CONTACT CELL PHONE A	EC_PHONE_CELL_A			A10	Y				
EMERGENCY CONTACT CELL PHONE NUMBER	EC_PHONE_CELL_N			A12	Y				
EMERGENCY CONTACT CELL PHONE EXT	EC_PHONE_CELL_X			A5	Y				
EMERGENCY CONTACT ADDRESS 1	EC_ADDRESS1			A30	Y				
EMERGENCY CONTACT ADDRESS 2	EC_ADDRESS2			A30	Y				
EMERGENCY CONTACT ADDRESS 3	EC_ADDRESS3			A30	Y				
EMERGENCY CONTACT ADDRESS 4	EC_ADDRESS4			A30	Y				
EMERGENCY CONTACT CITY	EC_CITY			A30	Y				
EMERGENCY CONTACT STATE	EC_STATE			A2	Y				
EMERGENCY CONTACT ZIP	EC_ZIP			A17	Y				
EMERGENCY CONTACT COUNTRY	EC_COUNTRY			A2	Y				
EMERGENCY CONTACT EMAIL	EC_EMAIL			A60	Y				
EMERGENCY NOTIFICATION CELL PHONE NUMBER	EN_CELL			A10	Y				

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
EMERGENCY NOTIFICATION CELL PHONE TTY	EN_CELL_TTY			A1					Y
EMERGENCY NOTIFICATION PHONE NUMBER	EN_PHONE			A10					Y
EMERGENCY NOTIFICATION PHONE TTY	EN_PHONE_TTY			A1					Y
EMERGENCY NOTIFICATION EMAIL ADDRESS	EN_EMAIL			A60					Y
SKILLS									
ORDER FIELD FOR LANGUAGE SKILLS SEGMENT	LANGUAGE_CNT		3	I4					Y
LANGUAGE	LANGUAGE		3	A15					Y
LANGUAGE PROFICIENCY	PROFICIENCY		3	A1					Y
LANGUAGE PROFICIENCY (ENGLISH)	D_PROFICIENC	Y	3	A13					Y
SKILL TYPE	SKILL_TYPE		10	A7					Y
SKILL MONTHS OF EXPERIENCE	SKILL_MOSEXP		10	A3					Y
SKILL YEAR LAST USED	SKL_YRLSTUSE		10	A4					Y
SKILL PROFICIENCY	SKL_PROFICIN		10	A1					Y
SKILL COUNT	SKILL_CNT		10	I4					Y
SKILL 1 TYPE	SKILL1_TYPE		1	A7					Y
SKILL 1 MONTHS EXPERIENCE	SKILL1MOSEXP		1	A3					Y
SKILL 1 YEAR LAST USE	SKL1YRLSTUSE		1	A2					Y
SKILL 1 PROFICIENCY	SKL1PROFICIN		1	A1					Y
SKILL 1 PROFICIENCY (ENGLISH)	D_SKL1PROFIC	Y	1	A13					Y
SKILL 2 TYPE	SKILL2_TYPE		1	A7					Y
SKILL 2 MONTHS EXPERIENCE	SKILL2MOSEXP		1	A3					Y
SKILL 2 YEAR LAST USE	SKL2YRLSTUSE		1	A2					Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
SKILL 2 PROFICIENCY	SKL2PROFICIN		1	A1	Y				
SKILL 3 TYPE	SKILL3_TYPE		1	A7	Y				
SKILL 3 MONTHS EXPERIENCE	SKILL3MOSEXP		1	A3	Y				
SKILL 3 YEAR LAST USE	SKL3YRLSTUSE		1	A2	Y				
SKILL 3 PROFICIENCY	SKL3PROFICIN		1	A1	Y				
SKILL 4 TYPE	SKILL4_TYPE		1	A7	Y				
SKILL 4 MONTHS EXPERIENCE	SKILL4MOSEXP		1	A3	Y				
SKILL 4 LAST USE	SKL4YRLSTUSE		1	A2	Y				
SKILL 4 PROFICIENCY	SKL4PROFICIN		1	A1	Y				
SKILL 5 TYPE	SKILL5_TYPE		1	A7	Y				
SKILL 5 MONTHS EXPERIENCE	SKILL5MOSEXP		1	A3	Y				
SKILL 5 YEAR LAST USE	SKL5YRLSTUSE		1	A2	Y				
SKILL 5 PROFICIENCY	SKL5PROFICIN		1	A1	Y				
SKILL 6 TYPE	SKILL6_TYPE		1	A7	Y				
SKILL 6 MONTHS EXPERIENCE	SKILL6MOSEXP		1	A3	Y				
SKILL 6 YEAR LAST USE	SKL6YRLSTUSE		1	A2	Y				
SKILL 6 PROFICIENCY	SKL6PROFICIN		1	A1	Y				
SKILL 7 TYPE	SKILL7_TYPE		1	A7	Y				
SKILL 7 MONTHS EXPERIENCE	SKILL7MOSEXP		1	A3	Y				
SKILL 7 YEAR LAST USE	SKL7YRLSTUSE		1	A2	Y				
SKILL 7 PROFICIENCY	SKL7PROFICIN		1	A1	Y				
SKILL 8 TYPE	SKILL8_TYPE		1	A7	Y				

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
SKILL 8 MONTHS EXPERIENCE	SKILL8MOSEXP		1	A3	Y				
SKILL 8 YEAR LAST USE	SKL8YRLSTUSE		1	A2	Y				
SKILL 8 PROFICIENCY	SKL8PROFICIN		1	A1	Y				
SKILL 9 TYPE	SKILL9_TYPE		1	A7	Y				
SKILL 9 MONTHS EXPERIENCE	SKILL9MOSEXP		1	A3	Y				
SKILL 9 YEAR LAST USE	SKL9YRLSTUSE		1	A2	Y				
SKILL 9 PROFICIENCY	SKL9PROFICIN		1	A1	Y				
SKILL 10 TYPE	SKILL10_TYPE		1	A7	Y				
SKILL 10 MONTHS EXPERIENCE	SKILL10MOSEX		1	A3	Y				
SKILL 10 YEAR LAST USE	SKL10YRLSTUS		1	A2	Y				
SKILL 10 PROFICIENCY	SKL10PROFICN		1	A1	Y				
<u>LICENSES/CERTIFICATES</u>									
ORDER FIELD FOR LICENSES SEGMENT	LICENSES_CNT		3	I4	Y				Y
LICENSE/CERTIFICATE NAME	LICENSECERTF		3	A14	Y				Y
YEAR LICENSE RECEIVED	YEARRECEIVED		3	A2	Y				Y
EXPIRATION DATE (LICENSE)	EXPIRATIONDA		3	A8YYMD	Y				Y
HONOR/AWARD NAME	HONOR_AWARD		3	A18	Y				Y
ORDER FIELD FOR HONORS SEGMENT	HONORS_CNT		3	I4	Y				
YEAR HONOR RECEIVED	YEARRECEIV_2		3	A4	Y				Y
COMMENT LINE ONE	COMMENT		1	A30	Y				
LICENSE NUMBER 1	LICENSE_NUM		3	A15	Y				Y
ORDER FIELD FOR LICENSES NUMBER SEGMENT	LICENSE_CNT		3	I4	Y				

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
LICENSE STATE 1	LICENSE_ST		3	A2	Y				Y
ADDITIONAL LICENSE NAME 4	ADD_LIC_NAME		3	A14	Y				Y
ORDER FIELD FOR ADDITIONAL LICENSES SEGMENT	ADD_LIC_CNT		3	I4	Y				
ADDITIONAL LICENSE YEAR 4	ADD_LIC_YEAR		3	A4	Y				Y
ADDITIONAL LICENSE EXPIRATION DATE 4	ADD_LIC_EXP		3	A4	Y				Y
ADDITIONAL LICENSE NUMBER 4	ADD_LIC_NUM		3	A15	Y				Y
ADDITIONAL LICENSE STATE 4	ADD_LIC_ST		3	A2	Y				Y
DEPENDENT/BENEFICIARIES									
ORDER FIELD FOR DEPENDENTS/BENEFICIARIES SEGMENT	BENE_CNT		12	I4			Y		Y
BENEFICIARY NAME	BENE_NAME		12	A25			Y		Y
BENEFICIARY NAME SUFFIX	BENENAMESFIX		12	A4			Y		Y
BENEFICIARY STREET	BENE_STREET		12	A26			Y		Y
BENEFICIARY STREET 2	BENE_STREET2		12	A30			Y		Y
BENEFICIARY CITY	BENE_CITY		12	A13			Y		Y
BENEFICIARY STATE	BENE_STATE		12	A2			Y		Y
BENEFICIARY ZIP/PC	BENE_ZIP_PC		12	A10			Y		Y
BENEFICIARY COUNTRY	BENE_COUNTRY		12	A3			Y		Y
BENEFICIARY PHONE	BENE_PHONE		12	A10			Y		Y
REFORMAT OF BENEFICIARY PHONE	F_BENE_PHONE	Y	12	A12			Y		
BENEFICIARY BIRTH DATE	BENEBIRTHDAT		12	A8			Y		Y
BENEFICIARY DEATH DATE	BENEDEATHDT		12	A8			Y		Y

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
BENEFICIARY SSN	BENE_SSN_SIN		12	A10			Y		Y
BENEFICIARY MARITAL STATUS	BENEMARITALS		12	A1			Y		Y
BENEFICIARY STUDENT STATUS	BENESTUDENTS		12	A1			Y		Y
BENEFICIARY SEX	BENE_SEX		12	A1			Y		Y
BENEFICIARY RELATIONSHIP	BENE_RLTINSP		12	A1			Y		Y
BENEFICIARY MARRIAGE DATE	BENEMRRIGEDT		12	A8			Y		Y
BENEFICIARY HEALTH1	BENE_HEALTH1		12	A3			Y		
BENEFICIARY HEALTH CODE 1	BENE_HLTHCCD1		12	A3			Y		
BENEFICIARY PLAN DATE 1	BENE_PLNDATE1		12	A8YYMD			Y		
BENEFICIARY ENROLLMENT DATE 1	BENE_ENRLDATE1		12	A8YYMD			Y		
BENEFICIARY HEALTH END DATE 1	BENE_HLTHEND1		12	A8YYMD			Y		
BENEFICIARY COVERAGE DATE 1	BENE_CVRGDATE1		12	A8YYMD			Y		
BENEFICIARY HEALTH PLAN 2	BENE_HEALTH2		12	A3			Y		
BENEFICIARY HEALTH CODE 2	BENE_HLTHCCD2		12	A3			Y		
BENEFICIARY PLAN DATE 2	BENE_PLNDATE2		12	A8YYMD			Y		
BENEFICIARY ENROLLMENT DATE 2	BENE_ENRLDATE2		12	A8YYMD			Y		
BENEFICIARY HEALTH END DATE 2	BENE_HLTHEND2		12	A8YYMD			Y		
BENEFICIARY COVERAGE DATE 2	BENE_CVRGDATE2		12	A8YYMD			Y		
BENEFICIARY HEALTH PLAN 3	BENE_HEALTH3		12	A3			Y		
BENEFICIARY HEALTH CODE 4	BENE_HLTHCCD4		12	A3			Y		
BENEFICIARY HEALTH CODE 3	BENE_HLTHCCD3		12	A3			Y		
BENEFICIARY PLAN DATE 3	BENE_PLNDATE3		12	A8YYMD			Y		

<i>Field Title</i>	<i>Focus Field Name</i>	<i>Defined</i>	<i>Occurs</i>	<i>Format</i>	<u>9401</u>	<u>9403</u>	<u>9406</u>	<u>9407</u>	<u>FOCEDB</u>
BENEFICIARY ENROLLMENT DATE 3	BENE_ENRLDATE3		12	A8YYMD			Y		
BENEFICIARY HEALTH END DATE 3	BENE_HLTHEND3		12	A8YYMD			Y		
BENEFICIARY COVERAGE DATE 3	BENE_CVRGDATE3		12	A8YYMD			Y		
BENEFICIARY HEALTH PLAN 4	BENE_HEALTH4		12	A3			Y		
BENEFICIARY PLAN DATE 4	BENE_PLNDATE4		12	A8YYMD			Y		
BENEFICIARY ENROLLMENT DATE 4	BENE_ENRLDATE4		12	A8YYMD			Y		
BENEFICIARY HEALTH END DATE 4	BENE_HLTHEND4		12	A8YYMD			Y		
BENEFICIARY COVERAGE DATE 4	BENE_CVRGDATE4		12	A8YYMD			Y		
BENEFICIARY HEALTH PLAN 5	BENE_HEALTH5		12	A3			Y		
BENEFICIARY HEALTH CODE 5	BENE_HLTHCCD5		12	A3			Y		
BENEFICIARY PLAN DATE 5	BENE_PLNDATE5		12	A8YYMD			Y		
BENEFICIARY ENROLLMENT DATE 5	BENE_ENRLDATE5		12	A8YYMD			Y		
BENEFICIARY HEALTH END DATE 5	BENE_HLTHEND5		12	A8YYMD			Y		
BENEFICIARY COVERAGE DATE 5	BENE_CVRGDATE5		12	A8YYMD			Y		
BENEFICIARY LIFE INSURANCE	BENELIFEINS		12	A1			Y		Y
BENEFICIARY PENSION	BENE_PENSION		12	A1			Y		Y
COBRA STATUS	COBR_STATUS		12	A1			Y		
COBRA BENEFICIARY NUMBER	COBRBENENUM		12	A10			Y		
COBRA EVENT DATE	COBREVENTDT		12	A8			Y		
COBRA REASON	COBR_REASON		12	A1			Y		
COBRA EFFECT DATE	COBREFFECTDT		12	A8			Y		
COBRA NOTIFY DATE	COBRNOTIFYDT		12	A8			Y		

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COBRA NOTIFY EXPIRATION	COBRNTIFYEXP		12	A8				Y	
COBRA ELECTION DATE	COBRELECTNDT		12	A8				Y	
COBRA BENEFICIARY GROUP	COBRBENEGROU		12	A2				Y	
COBRA COVERAGE EXPIRATION	COBRCOVEREXPR		12	A8				Y	
COBRA EXPIRATION REASON	COBR_EXPR_RS		12	A1				Y	
COBRA ACTION DATE	COBR_ACT_DT		12	A8				Y	
COBRA PAYMENT-METHOD	COBRPAYMETH		12	A1				Y	
COBRA BILLED	COBRBILLEDDT		12	A8				Y	
COBRA PAYMENT DATE	COBRPAYMENTD		12	A8				Y	
COBRA TOTAL BILL AMOUNT	CBRTOTBILAMT		12	P12.2				Y	
COBRA TOTAL RECEIVED AMOUNT	CBRTOTRCDAMT		12	P12.2				Y	
COBRA PLAN 1	COBRPLNELC1		12	A3				Y	
COBRA COVERAGE 1	COBRELCST1		12	A1				Y	
COBRA PREMIUM 1	COBRCOVERLC1		12	A3				Y	
COBRA PLAN1 BILLED AMOUNT	CBRPLN1BLAMT		12	P12.2				Y	
COBRA PLAN1 RECEIVED AMOUNT	CBRPL1RCDAMT		12	P12.2				Y	
COBRA PLAN 2	COBRPLNELC_2		12	A3				Y	
COBRA COVERAGE 2	COBRELCST2		12	A1				Y	
COBRA PREMIUM 2	COBRCOVERLC_2		12	A3				Y	
COBRA PLAN 2 BILLED AMOUNT	CBRPLN2BLAMT		12	P12.2				Y	
COBRA PLAN 2 RECEIVED AMOUNT	CBRPN2RVDAMT		12	P12.2				Y	
COBRA PLAN 3	COBRPLNELC_3		12	A3				Y	

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COBRA COVERAGE 3	COBRELCST3		12	A1				Y	
COBRA PREMIUM 3	COBRCOVELC_3		12	A3				Y	
COBRA PLAN 3 BILLED AMOUNT	CBRPLN3BLAMT		12	P12.2				Y	
COBRA PLAN 3 RECEIVED AMOUNT	CBRPN3RVDAMT		12	P12.2				Y	
COBRA PLAN 4	COBRPLNELC_4		12	A3				Y	
COBRA COVERAGE 4	COBRELCST4		12	A1				Y	
COBRA PREMIUM 4	COBRCOVELC_4		12	A3				Y	
COBRA PLAN 4 BILLED AMOUNT	CBRPLN4BLAMT		12	P12.2				Y	
COBRA PLAN 4 RECEIVED AMOUNT	CBRPN4RVDAMT		12	P12.2				Y	
DEPENDENT TUITION 1	DEP_TUITION1		1	A15				Y	
DEPENDENT TUITION 2	DEP_TUITION2		1	A15				Y	
COBRA PLAN 5	COBRPLNELC5		12	A3				Y	
COBRA COVERAGE 5	COBRELCST5		12	A1				Y	
COBRA PREMIUM 5	COBRCOVELC5		12	A3				Y	
COBRA PLAN 5 BILLED AMOUNT	CBRPLN5BLAMT		12	P12.2				Y	
COBRA PLAN 5 RECEIVED AMOUNT	CBRPN5RVDAMT		12	P12.2				Y	

SFS MATRIX TABLE

BARGAINING UNIT CODE	BU		VAR	A2					Y
BARGAINING UNIT (ENGLISH)	BU_DESCRIPTION		VAR	A20					Y
EMPLOYEE COVERAGE	EE_COVERAGE		VAR	A15					Y
EMPLOYEE HOURS	EE_HOURS		VAR	A15					Y
CHILD CARE COVERAGE	CHILD_COVERAGE		VAR	A15					Y

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CHILD PERIOD	CHILD_PERIOD		VAR	A15					Y
SPOUSE COVERAGE	SPOUSE_COVERAGE		VAR	A7					Y
DEPT DATA FROM CDBDPT									
UNIT NUMBER	UNIT_NO		VAR	A5					Y
LOCATION CODE	LOCATIONCODE		VAR	A3					Y
DEPARTMENT GROUP CODE	DPTGRPCODE		VAR	A5					Y
UNIT NAME	UNIT_NAME		VAR	A30					Y
UNIT NAME ABBREVIATION	NAME_ABBREV		VAR	A15					Y
UNIT ADDRESS	ADDRESS		VAR	A30					Y
DPT ADDRESS LINE 1	DPT_ADDRESS			A30					Y
DPT ADDRESS LINE 2	DPT_ADDRESS2			A30					Y
UNIT ADDRESS CITY	CITY		VAR	A13					Y
DPT CITY	DPT_CITY			A13					Y
DPT CITY (LONG FORM)	DPT_TITY_LONG			A30					Y
UNIT ADDRESS STATE	STATE_PROV		VAR	A2					Y
DPT STATE	DPT_STATE_PROV			A2					Y
UNIT ADDRESS ZIP CODE	ZIPPOSTALCOD		VAR	A10					Y
DPT ZIP CODE	ZIPPOSTALCODE			A10					Y
DPT COUNTRY	DPT_COUNTRY			A3					Y
MANAGER JOB CLASS	MGRJOBCLASS		VAR	A6					Y
REPORT GROUP CODE 1	REPORTGRPCD1		VAR	A3					Y
REPORT GROUP CODE 2	REPORTGRPCD2		VAR	A3					Y

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REPORT GROUP CODE 3	REPORTGRPCD3		VAR	A3					Y
FIRST UNIT LEVEL	UNITLEVEL1		VAR	A2					Y
SECOND UNIT LEVEL	UNITLEVEL2		VAR	A2					Y
RECORD TYPE	RECORD_TYPE		VAR	A1					Y
EEO1 COMPANY CODE	EEO1COMPANYN		VAR	A6					Y
EEO1 COMPANY CHECK DIGIT	EEO1COMPCKDG		VAR	A1					Y
EEO1 UNIT NUMBER	EEO1_UNIT_NO		VAR	A6					Y
EEO1 UNIT CHECK DIGIT	EEO1UNITCKDG		VAR	A1					Y
EEO1 SIC CODE	EEO1SICCODE		VAR	A3					Y
EEO1 HQ CODE	EEO1_HQ_CODE		VAR	A1					Y
EEO4 CONTROL NUMBER	EEO4CONTROLN		VAR	A8					Y
EEO4 REPORT FUNCTION	EEO4RPTFUNCT		VAR	A2					Y
EE04 AFFIRMATIVE ACTION CODE	EEO4AFFACTCD		VAR	A4					Y
EE04 SEPH UNIT	EEO4SEPHUNIT		VAR	A31					Y
INDUSTRY ITEM	INDUST_ITEM		VAR	A2					Y
INDUSTRY CLASS	INDUST_CLASS		VAR	A2					Y
INDUSTRY GROUP	INDUST_GROUP		VAR	A1					Y
COUNTY CODE	COUNTY_CODE		VAR	A3					Y
DPT VETS 100 RECORD TYPE	VETS100RECTY			A1					Y
DPT VETS 100 COMPANY	VETS100COMPN			A7					Y
DPT VETS 100 UNIT NUMBER	VETS100UNITN			A7					Y
DPT VETS 100 HQ CODE	VETS100HQCOD			A1					Y

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DPT SIC CODE	SIC_CODE			A4					Y
TEMPLE UNIVERSITY ZIP CODE	DPT_TU_ZIP		VAR	A5					Y
TEMPLE BUILDING CODE	DPT_TEMPLEBUILDI		VAR	A3					Y
TEMPLE BOX NUMBER	DPT_TEMPLE_BOX		VAR	A2					Y
LAST UPDATE ACTION CODE	LASTUPDACTN		VAR	A1					Y
LAST UPDATE DATE	LASTUPDDATE		VAR	A8YYMD					Y
VP CODE	VP_CODE		VAR	A1					Y
VP CODE (ENGLISH)	D_VP_CODE	Y	VAR	A40					Y
JOB DATA FROM CDBJOB									
JOB GROUP CODE	JOBGRPCODE		VAR	A5					Y
JOB TITLE	JOB_TITLE		VAR	A25					Y
RATE INDICATOR	RATE_IND		VAR	A1					Y
SALARY MINIMUM	MINIMUMSALAR		VAR	P12.3					Y
SALARY MIDPOINT	MIDPOINTSALA		VAR	P12.3					Y
SALARY MAXIMUM	MAXIMUMSALAR		VAR	P12.3					Y
GRADE	GRADE		VAR	A3					Y
PAY SCALE	PAY_SCALE		VAR	A2					Y
STUDENT WORK HOURS	STD_WORK_HRS		VAR	P5.2					Y
FLSA STATUS CODE	FLSA_STATUS		VAR	A1					Y
EEO CATEGORY CODE	EEO_CAT_CODE		VAR	A2					Y
EEO SUBCATEGORY CODE	EEOSUBCATCD		VAR	A1					Y
ACADEMIC RANK	ACADEMICRANK		VAR	A1					Y

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TENURE ELIGIBILITY FLAG	ELI_TENURE		VAR	A1					Y
EMPLOYMENT CLASS	EMPL_CLASS		VAR	A1					Y
EXPERIENCE LEVEL	EXPER_LEVEL		VAR	A1					Y
BARGAINING UNIT CODE	BARGAININGUN		VAR	A2					Y
BARGAINING UNIT (ENGLISH)	BU_DESC		VAR	A30					Y
STATUS	STATUS		VAR	A1					Y
STATUS DATE	STATUS_DATE		VAR	YM					Y
PRIOR JOB NUMBER	PRIOR_JOB_NO		VAR	A6					Y
REPORT GROUP 1	REPORT_GRP_1		VAR	A2					Y
REPORT GROUP 2	REPORT_GRP_2		VAR	A2					Y
WORKERS COMPENSATION CLASS	W_COMP_CLASS		VAR	A4					Y
JOB GROUP	JOB_GROUP		VAR	A2					Y
EVAL,ORG,ID	EVAL_ORG_ID		VAR	A13					Y
EVALUATOR ID NUMBER	EVALUATOR_ID		VAR	A9					Y
EVALUATION SYSTEM ID	EVALSYSTEMID		VAR	A3					Y
EVALUATION DATE	EVALUATIONDA		VAR	A8YYMD					Y
EVALUATION FACTOR 1	EVALFACTOR1		VAR	A2					Y
EVALUATION WEIGHT 1	EVALWEIGHT1		VAR	A2					Y
REPORT GROUP 3	REPORT_GRP_3		VAR	A2					Y
EVAL,POINTS,1	EVALPOINTS1		VAR	A4					Y
EVAL,FACTOR,2	EVALFACTOR2		VAR	A2					Y
EVAL,WEIGHT,2	EVALWEIGHT2		VAR	A2					Y

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EVAL,POINTS,2	EVALPOINTS2		VAR	A4					Y
EVAL,FACTOR,3	EVALFACTOR3		VAR	A2					Y
EVAL,WEIGHT,3	EVALWEIGHT3		VAR	A2					Y
EVAL,POINTS,3	EVALPOINTS3		VAR	A4					Y
EVAL,TTL,PTS	EVAL_TTL_PTS		VAR	A5					Y
CENSUS CODE	CENSUS_CODE		VAR	A4					Y