
PeopleSoft Enterprise Workforce Rewards 9.1 Reports

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CHAPTER 1

Workforce Rewards Reports

This appendix provides a listing of Crystal reports in Workforce Rewards.

Note. For samples of these reports, see the Portable Document Format (PDF) files that are published on CD-ROM with your documentation.

Report Descriptions

This table lists the Workforce Rewards reports by report ID.

Report ID and Report Name	Description	Navigation	Run Control Page
WAC0001 Weighting Rules	Review the job code weighting rules for the models used in a market compensation scenario.	Workforce Analytics, Workforce Reports, Market Compensation Reports, Weighting Rules	RUN_RWA_0001
WAC0007 Approved Pay Structure	Review the approved pay structures, or salary plans, in your system, along with data about their associated grades and steps.	Workforce Analytics, Workforce Reports, Base Pay Structure Reports, Approved Pay Structure	RUN_RWA_0007
WAC008 Proposed Pay Structure	Review the salary rate data for the grades within proposed pay structures.	Workforce Analytics, Workforce Reports, Base Pay Structure Reports, Proposed Pay Structure	RUN_RWA_0008
WAC009 Grade / Step Definition	Review proposed pay structures along with salary rate data for their grades and steps.	Workforce Analytics, Workforce Reports, Base Pay Structure Reports, Grade/Step Definition	RUN_RWA_0009
WAC010 Job Class Definition	Review salary plan data for the Job Codes within Job Classes.	Workforce Analytics, Workforce Reports, Base Pay Structure Reports, Job Class Definition	RUN_RWA_0010
WAC011 Grade Assignment	Review grade assignments and other proposed pay structure data for Job Codes within a Pay Structure and Job Class.	Workforce Analytics, Workforce Reports, Base Pay Structure Reports, Grade Assignment	RUN_RWA_0011
WAC0012 Compensation Model	Review the compensation models you've created.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Compensation Model	RUN_RWA_0012

Report ID and Report Name	Description	Navigation	Run Control Page
WAC0013 Compensation Rules	Review the compensation rules you have created.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Compensation Rules	RUN_RWA_0013
WAC0014 Payout Rules	Review the payout rules you have created.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Payout Rules	RUN_RWA_0014
WAC0015 Goals Matrix	Review the goals matrixes you've created.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Goals Matrix	RUN_RWA_0015
WAC016 Data Elements	Review the data elements you have created.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Data Elements	RUN_RWA_0016
WAC0017 Merit Matrix	Review the merit matrixes you have created.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Merit Matrix	RUN_RWA_0017
WAC0018 Workforce Group	Review workforce groups you have defined.	Workforce Analytics, Workforce Reports, Workforce Group Report	RUN_RWA_0018
WAC0019 Workforce Simulation Rules	Review all of the attributes of the workforce simulation rules for a given setID and model ID.	Workforce Analytics, Workforce Reports, Compensation Strategy Reports, Workforce Simulation Rules	RUN_RWA_0019
WAC0028 Scenario Fit to Structure	Evaluate the validity of a market rate scenario, by comparing the calculated market rates from the scenario to the current base pay structure for your organization.	Workforce Analytics, Workforce Reports, Market Compensation Reports, Scenario/Fit to Structure	RUN_RWA_0028
WAC0029 Risk Rule	Review the retention risk rules you've defined.	Workforce Analytics, Workforce Reports, Retention Strategy Reports, Risk Rule	RUN_RWA_0029
WAC0030 Risk Factor	Review the retention risk factors you've defined.	Workforce Analytics, Workforce Reports, Retention Strategy Reports, Risk Factor	RUN_RWA_0030
WAC0031 Value Rule	Review the value rules you've defined.	Workforce Analytics, Workforce Reports, Retention Strategy Reports, Value Rule	RUN_RWA_0031
WAC0032 Cost Rule	Review the cost rules you've defined.	Workforce Analytics, Workforce Reports, Retention Strategy Reports, Cost Rule	RUN_RWA_0032

Report ID and Report Name	Description	Navigation	Run Control Page
WAC0033 Decision Rule	Review the decision rules you've defined.	Workforce Analytics, Workforce Reports, Retention Strategy Reports, Decision Rule	RUN_RWA_0033
WAC0034 Retention Model	Review the retention models you've defined.	Workforce Analytics, Workforce Reports, Retention Strategy Reports, Retention Model	RUN_RWA_0034



Job Code Weighting Definition



Set ID: SHARE Model ID: PROD1 Job Code: 3510 Effective Date: 01/01/1999 Effective Status: A

Weighting	Survey ID	Job Code	Geography	Industry	Fin Code	Unit Code
2.00	W-DEVELOP	SEN_TECH	ALL REGS	ALL	ALL	>10K EE
2.00	W-DEVELOP	SEN_TECH	ALL REGS	ALL	ALL	ALL
2.00	W-DEVELOP	SEN TECH	ALL REGS	ALL	SALES >1B	ALL
2.00	W-DEVELOP	SEN_TECH	ALL REGS	BANKING	ALL	ALL
3.00	W-DEVELOP	SEN_TECH	NY	ALL	ALL	ALL
1.00	WEB-DEV	SEN_TECH	ALL REGS	ALL	ALL	>10K EE
1.00	WEB-DEV	SEN TECH	ALL REGS	ALL	ALL	ALL
1.00	WEB-DEV	SEN_TECH	ALL REGS	ALL	SALES >1B	ALL
1.00	WEB-DEV	SEN_TECH	ALL REGS	BANKING	ALL	ALL
1.00	WEB-DEV	SEN_TECH	CA	ALL	ALL	ALL
1.00	WEB-DEV	SEN TECH	NY	ALL	ALL	ALL



Salary by Grade and Step



Setid SHARE

Sal. Admin. Plan	Description	Effective Date	Effective Status	Currency Code	Pay Month	Work Hour/ Year
EXE	Executive Salary Plan	1/1/1900	ETL from HRM	USD	12	2,080

Grade 21	Annual Min. Rate 95,500		Monthly Min. Rate 7,958		Hourly Min. Rate 46	
	Annual Mid. Rate 106,500		Monthly Mid. Rate 8,875		Hourly Mid. Rate 51	
	Annual Max. Rate 120,000		Monthly Max. Rate 10,000		Hourly Max. Rate 58	
Step 1.00		Annual Rate 0		Monthly Rate 0		
Hourly Rate 0		Increment Hours 0		Increment Months 0		



Proposed Pay Structure by Grade



Setid: SHARE Paystruct Id: MSC1 Description: Mamt Suppt
Effdt: 1/1/1900 Effective Status: Active
Paystruct Type: Current Frequency: Annual Currency Code: USD

Grade	Min Rate	Mid Rate	Max Rate	RangeWidth	MidPrgr
S60	\$ 39528.000	\$ 43452.000	\$ 47784.000	19.900	0.000
S61	\$ 40416.000	\$ 44496.000	\$ 48984.000	20.200	2.400
S62	\$ 41460.000	\$ 45576.000	\$ 50148.000	19.900	2.400
S63	\$ 42444.000	\$ 46680.000	\$ 51348.000	20.000	2.400
S64	\$ 43452.000	\$ 47784.000	\$ 52620.000	19.900	2.400
S65	\$ 44496.000	\$ 48984.000	\$ 53916.000	20.200	2.500
S66	\$ 45576.000	\$ 50148.000	\$ 55164.000	20.100	2.400
S67	\$ 46680.000	\$ 51348.000	\$ 56532.000	20.000	2.400
S68	\$ 47784.000	\$ 52620.000	\$ 57852.000	20.200	2.500
S69	\$ 48984.000	\$ 53916.000	\$ 59232.000	20.100	2.500
S70	\$ 50148.000	\$ 55164.000	\$ 60708.000	20.000	2.300
S71	\$ 51348.000	\$ 56532.000	\$ 62124.000	20.200	2.500
S72	\$ 52620.000	\$ 57852.000	\$ 63696.000	19.900	2.300
S73	\$ 53916.000	\$ 59232.000	\$ 65232.000	19.700	2.400
S74	\$ 55164.000	\$ 60708.000	\$ 66828.000	20.100	2.500
S75	\$ 56532.000	\$ 62124.000	\$ 68436.000	19.800	2.300



Proposed Pay Structure by Grade and Step



Setid:	SHARE	Paystruct Id:	MSC1	Description:	Mgmt Suppt
Effdt:	01/01/1900	Effective Status:	Active		
Paystruct Type:	Use Current Pay Structure	Frequency:	Annual	Currency Cd:	USD

Grade	Min Rate	Mid Rate	Max Rate	RangeWidth	MidPrgr
S60	39528.00	43452.00	47784.00	19.90	0.000

Step	Annual Rate	Monthly Rate	Hourly Rate
------	-------------	--------------	-------------

1	39528.00	3294.000	19.000	0.000	0.000
2	41460.00	3455.000	19.900	0.000	0.000
3	43452.00	3621.000	20.900	0.000	0.000
4	45576.00	3798.000	21.900	0.000	0.000
5	47784.00	3982.000	23.000	0.000	0.000



Job Code by Pay Structure, Job Class, Grade



Setid: SHARE Paystruct Id: MSC1 Description: Mamt Suppt
Effdt: 1/1/1900 Eff Status: Active
JobClass Id: MSC Frequency: Annual

JobCode	Description	Market Rate	Grade	Step	Min Rate	Mid Rate	Max Rate
3100	Field Operations Superintend	\$ 46150.00	S63	1	\$ 42444.00	\$ 46680.00	\$ 51348.00
3110	Maintenance Supervisor	\$ 42928.00	S60	1	\$ 39528.00	\$ 43452.00	\$ 47784.00
3800	Engineering Manager	\$ 54555.00	S70	1	\$ 50148.00	\$ 55164.00	\$ 60708.00



Job Codes by Job Class



Setid: SHARE JobClass Id: EXE Description: Executive
Effdt: 1/1/1900 Effective Status: Active

Jobcode	Description	Target Rt	Tree Node	Sal Admin Plan	Currency Cd	Job Points Total
0101	Director of Administration	N	EXECUTIVE	EXE	USD	0.000
0101	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
0101	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
0110	Director of Administration	N	EXECUTIVE	EXE	USD	0.000
0110	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
0110	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
1001	Director of Administration	N	EXECUTIVE	EXE	USD	0.000
1001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
1001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
2001	Director of Administration	N	EXECUTIVE	EXE	USD	0.000
2001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
2001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
3001	Director of Administration	N	EXECUTIVE	EXE	USD	0.000
3001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
3001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000
4001	Director of Administration	N	EXECUTIVE	EXE	USD	0.000
4001	President & CEO	N	EXECUTIVE	MGT	USD	3384.000



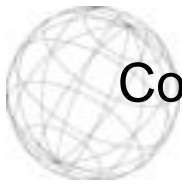
CPS Model



Set ID: SHARE

Effective Date: 01/01/199

Model ID	Group ID	Rule ID	Frequency ID
SIM1	EE_ACTIVE_WA Active & Simulated WA EE:	CURRENTPAY Current Pay	MTHLY Monthly
SIM1	EE_HIRESMONTH_01 Employees Hired in Januar	INCR_10PCT 10 Percent Base Pay Increas	ANN_01 Annual (January
SIM1	EE_HIRESMONTH_02 Employees Hired in Februar	INCR_10PCT 10 Percent Base Pay Increas	ANN_02 Annual (February
SIM1	EE_HIRESMONTH_03 Employees Hired in Marcl	INCR_10PCT 10 Percent Base Pay Increas	ANN_03 Annual (March
SIM1	EE_HIRESMONTH_04 Employees Hired in Apr	INCR_10PCT 10 Percent Base Pay Increas	ANNUAL Annual (April
SIM1	EE_HIRESMONTH_05 Employees Hired in Ma	INCR_10PCT 10 Percent Base Pay Increas	ANN_05 Annual (May
SIM1	EE_HIRESMONTH_06 Employees Hired in Jun	INCR_10PCT 10 Percent Base Pay Increas	ANN_06 Annual (June
SIM1	EE_HIRESMONTH_07 Employees Hired in Jul	INCR_10PCT 10 Percent Base Pay Increas	ANN_07 Annual (July



Compensation Rules



Set ID: SHARE

Effective Date: 01/01/1990

Discretionary & Formula					
RULE ID	Description	Comp Code	Plan Type	Distribution Type	Payout Rule ID
BONUS5PCT	Empl Bonus 5% of Base Pay	630	Formula	Formula	5%BASE_AI
DEPT_BONUS	Bonus by Dept	630	Discretion	Discretion	BONUS_DEI
H&W	Health and Welfare Benefit	553	Formula	Formula	401KMATCH
STOCKOPTN	Stock Options	520	Formula	Formula	STOCKOPTI



Payout Rules



Set ID: SHARE

Effective Date: 1/1/1990

Payment ID	Amount Type	Payout Type
10%BASE AN	Employee Val and Employer Exp	Percent of Base Pay
1000FLAT	Employee Val and Employer Exp	Flat Amount
100K	Employee Val and Employer Exp	Flat Amount
10KFLAT	Employee Val and Employer Exp	Flat Amount
2000FLAT	Employee Val and Employer Exp	Flat Amount
3%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
3000FLAT	Employee Val and Employer Exp	Flat Amount
4%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
4000FLAT	Employee Val and Employer Exp	Flat Amount
401KMATCH	Employee Val and Employer Exp	Percent of Base Pay
5%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
5000FLAT	Employee Val and Employer Exp	Flat Amount
500FLAT	Employee Val and Employer Exp	Flat Amount
6%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
7%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
7500FLAT	Employee Val and Employer Exp	Flat Amount
8%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
9%BASE ANN	Employee Val and Employer Exp	Percent of Base Pay
BONUS DEPT	Employee Val and Employer Exp	Data Element
STOCKOPTN	Employee Value	Flat Amount



Goals Matrix



Set ID: SHARE Effective Date: 1/1/1990 Goals Matrix GOALS
Levels: Three Levels

Data Element ID	Weight	Scale 1	Scale 2	Scale 3	Scale 4	Scale 5	Scale 6	Scale 7
INC	60	15	0	0	20	0	0	30.00
OBJ	40	5	0	0	30	0	0	60.00



Data Element Definition



SETID: SHARE

As of Date: 04/07/2000

EFFDT: 1/1/1990

Data Element Type: DataSet

Data Element ID	Description	KPI ID	Goal Matrix Id	Dimension	Measure
INC	Number of Incidents Closed			Employee ID	Performance Metric Value 1
OBJ	Number of Web Objects Complete			Employee ID	Performance Metric Value 2
RCR	Number of New Empl Recruit			Employee ID	Performance Metric Value 3
SCN	Number of Sales Contacts			Employee ID	Performance Metric Value 4
DEPT_ANNRT	Department Annual Rate			Department	Annual Rate
SFN	Number of Sales Finalized			Employee ID	Performance Metric Value 5



Merit Matrix



Set ID: SHARE

Effective Date: 1/1/1990

MERIT MATRIX MERIT

Merit Matrix						
Review Rating Description	Below Min %	1st Qt Min %	2nd Qt Min %	3rd Qt Min %	4th Qt Min %	
	Below Max %	1st Qt Max %	2nd Qt Max %	3rd Qt Max %	4th Qt Max %	
0	0.00	0.00	0.00	0.00	0.00	
Merit Matrix	0.00	0.00	0.00	0.00	0.00	
1	3.00	3.00	3.00	3.00	3.00	
Merit Matrix	5.00	4.00	4.00	4.00	4.00	
2	6.00	5.00	4.00	4.00	4.00	
Merit Matrix	8.00	6.00	5.00	5.00	5.00	
3	10.00	9.00	9.00	8.00	7.00	
Merit Matrix	12.00	10.00	10.00	9.00	8.00	
4	15.00	14.00	13.00	12.00	11.00	
Merit Matrix	16.00	15.00	14.00	13.00	12.00	



Workforce Simulation Rules



Set ID: SHARE

Model ID: SIM2

Workforce Simulation Rule ID: REDUCE

Effective Date	Status	Simulation Type	Group ID	Job Code	Department ID
1/1/1990	Active	REDUCE	EMPL_REDUCE		



Fit to Structure - Market Scenario



Set SHARE Scenario ID: ACTUAL01 As Of Date: 01/01/1999

Job Code	Sal Admin	Grade	Measure ID	Fit Market rate	Market Percentile			Midpoint			Comp Freq
					10th	50th	90th	Year	Month	Hourly	
3510 Web Developer - Senior	MSC	S73	Actual 5	58,705.88	35,223.53	58,705.88	82,188.24	59,232.00	4,936.00	28.48	Monthly
3515 Web Developer	MSC	S58	Actual 4	42,141.18	28,094.12	46,823.53	65,552.94	41,472.00	3,456.00	19.94	Monthly



Retention Risk Rules Definition



Set ID: SHARE

Effective Date: 1/1/1990

Effective Status: Active

Risk Rule ID	Description	Factor ID	Retention Score	Weight Flag	WeightRule
BASEINCR	Increase in Base Pay	BASEPAY	35.00	Score	
BASEMIDPT	Base Pay less than Mid Point	BASEPAY	1.00	Calc Amt	EE_BELOW_MIDPT
BASEMKT	Base Pay less than Market	BASEPAY	75.00	Score	
BONUSMKT	Bonus Below Mkt 2% Salary	BONUSPAY	55.00	Score	
BONUSMKT5	Bonus Below Mkt 5% Salary	BONUSPAY	15.00	Score	
DEPENDENTS	Dependents	DEP CARE	-30.00	Score	
HEALTHCARE	Healthcare	HEALTHCARE	40.00	Score	
HI COMMUTE	High Commute Distance	COMMUTE	100.00	Score	
MED COMMUT	Medium Commute Distance	COMMUTE	10.00	Score	
NOBONUS	No Bonus	BONUSPAY	75.00	Score	
NOTRAINING	No Training in Past Two Years	TRAINING	85.00	Score	
WEB PROJCT	Web Development Project	KEYPROJECT	-115.00	Score	
WEBTRAIING	Web Development Training	TRAINING	-45.00	Score	



Retention Risk Factor Definition



Set ID: SHARE

Factor Code	Effective Date	Status	Description	Factor Type	Notes
BASEPAY	1/1/1990	Active	Base Pay	Compensation	
BONUSPAY	1/1/1990	Active	Bonus Pay	Compensation	
COMMUTE	1/1/1990	Active	Commute	Environment	
DEP CARE	1/1/1990	Active	Dependent Care	Benefits	
HEALTHCARE	1/1/1990	Active	Health Care	Benefits	
KEYPROJECT	1/1/1990	Active	Key Projects	Learning and D	
STOCKOPTN	1/1/1990	Active	Stock Options	Compensation	
TOP MGR	1/1/1990	Active	Top Manager	Environment	
TRAINING	1/1/1990	Active	Training	Learning and D	
WEBTRAINING	1/1/1990	Active	Web Development Training	Learning and D	



Retention Value Rule Definition



Set ID: SHARE

Value Rule ID	Effective Date	Status	Description	Amount	Weight Rule	Notes
BASICVAL	1/1/1990	Active	Basic Value based on Jo	0	CALC_JOBCODE	Basic value of employee defined related to the midpoint annual rate for their current job code.
HIPERFORM	1/1/1990	Active	High Performer	0	CALC_SAL110PC	Calculates Value as 110% of salary for employees with review ratings of 3 or more within the past 5 years. Highest rating in scale is 4.
LONG SVC	1/1/1990	Active	Long Service	7,000		Higher value for employees with 5 or more years of service plus specific expertise and/or competencies including use of best practices, ability to mentor, or subject matter expertise. This could be a calculated amount, based on a KPI or a fixed amount.
WEB SKILL	1/1/1990	Active	Web Skills	5,000		Higher value for employees with web related skills.



Retention Cost Rule Definition



Set ID: SHARE

Cost Rule ID	Effective Date	Status	Description	Amount	Weight Rule	Notes
RECR_DEPT	1/1/1990	Active	Recruiting Cost by Dept	2,500		Retention cost higher for employees in dept 30600.
RECR_PLAN	1/1/1990	Active	Recruiting Cost by Plan	1,500		Recruiting cost higher for employees in EXE and MSC salary administration plans.
RECRUITING	1/1/1990	Active	Recruiting Expenses	7,000		
TRAINING	1/1/1990	Active	New Employee Training	0	CALC_SAL20PCT	Estimated cost of training is 20% of annual salary.



Retention Decision Rules Definition



Set SHARE Decision Rule ID HIRISK Effective Date 01/01/1990 Effective Status Active

High Risk

Retention Risk

Total Score	>=	100.00	AND	Selection Type	Retention Risk Rule
Factor Code		HI COMMUTE		Score	>= 0.00

Retention Value

Total Value	>=	0.00			
Value Rule Code				Value	>= 0.00

Retention Cost

Total Cost	>=	0.00			
Cost Rule Code				Cost	>= 0.00

Notes



Retention Planning Model Definition



Set	SHARE	Model ID: SIM2	Effective Date	01/01/1999	Effective Status	A
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Value Rules

*Retention Value
Rule Code*

Group ID:

BASICVAL	Basic Value based on Job Code	EE_ACTIVE_WA	Active & Simulated WA EE's
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Cost Rules

*Retention Cost
Rule Code*

Group ID:

RECR_DEPT	Recruiting Cost by Dept	RECRUIT_DEPT	Recruit Cost by Dept
RECR_PLAN	Recruiting Cost by Plan	RECRUIT_PLAN	Recruit Cost by Sal Admin Plan
TRAINING	New Employee Training	EE_ACTIVE_WA	Active & Simulated WA EE's
TRAINING	New Employee Training	WEB_TRAINING	Employees with Web Training

Track Rules

*Track Decision
Rules*

*High
Potential*

*High
Risk*

HIRISK	High Risk	N	Y
HISKILL	High Skills	Y	N

Retain Rules

*Retain Decision
Rules*

HIRISK	High Risk	STOCKOPTNS	Stock Options
HISKILL	High Skills	BONUSPAY	Bonus Pay

Reduce Rules

*Reduce Decision
Rules*

LO VALUE	Low Value
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