

Compensation Requested Data Elements

Please complete the following and submit with your data

Official Company Name _____

EEO/HR Contact Name & Title _____

Phone Number () _____ Fax Number () _____

Email Address _____

The following data is requested for each employee to be included in the compensation analyses. These data fields match the information likely to be requested by OFCCP during a compliance evaluation.

<u>Field</u>	<u>Sample Data</u>
* Unique Employee ID #*	12345
Hire Date	01/01/1990
Race	Black
Sex	Male
Date of Birth or Date of Last Degree Earned	3/10/58
Job Title	President
Time in Current Position or Date in Grade	10/1/98
Location Code	COR
Annual Salary or Hourly Wage	\$125,000
Salary Grade or Band Classification	E100
Full-time/Part-time Status	FT
FLSA Status (exempt/non-exempt)	Exempt
Union Status	Non
Last Performance Rating	3.5/above average

Indicates Required fields

- OutSolve prefers data in Microsoft Excel or in text/CSV (comma separated values).
- ***Please submit any additional data related to compensation that may assist in this analysis.*** This may include additional fields not requested by OFCCP that you feel may impact your compensation structure. Examples may include:
 - Education
 - Certifications
 - Military Status
 - Prior Job or Grade
- If advanced statistical methodologies such as multiple regressions analysis are performed, these additional fields may/may not be relevant. If there are any specific correlations between compensation and any factor (for example, a master's degree adds 10% to the base salary), please inform OutSolve of these values.
- Per OutSolve's Data Security policy, Social Security # is not accepted as the Unique Employee ID #.