



Employment History

Recommendation, 2003 February 26

This version:

EmploymentHistory.doc

Previous version:

Resume-2_0.doc

Editors:

Kim Bartkus, HR-XML Consortium, Inc.

Contributors:

Chuck Allen, HR-XML Consortium, Inc.
Kim Bartkus, HR-XML Consortium, Inc.
Members of the Recruiting & Staffing workgroup
Members of the Screening workgroup

Copyright statement

©2001-2003 HR-XML. All rights reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, without the prior written permission of the publisher. Printed in the United States of America.

Abstract

This document describes the employment history schema, including a few examples of how it might be used.

Status of this Document

The key words "MUST", "MUST NOT", "REQUIRED", "SHALL", "SHALL NOT", "SHOULD", "SHOULD NOT", "RECOMMENDED", "MAY", and "OPTIONAL" in this document are to be interpreted as described in RFC 2119.

Table of Contents

1	Overview	3
1.1	<i>Objective</i>	3
1.2	<i>Design Requirements</i>	3
2	Business Process Supported	3
2.1	<i>Recruiting.....</i>	4
2.2	<i>Employee Screening.....</i>	4
3	Schema Design.....	5
3.1	<i>Schema Diagram.....</i>	5
3.2	<i>Element Definitions.....</i>	6
4	Appendix A - Document Version History	15
5	Appendix B – Related Documents	15
6	Appendix C – Reference Examples	16
6.1	<i>Resume</i>	16
6.2	<i>Background Check.....</i>	18

1 Overview

This specification provides a method to exchange historical employment information between trading partners. The schema is not intended to be stand-alone, rather it should be included within other HR-XML schemas. The historical employment information may be used for a wide-range of Human Resource business processes. Therefore, it is considered a cross-process object.

The EmploymentHistory schema was originally developed for use in the Resume 2.0 specification. When the BackgroundCheck 1.0 specification was developed, it also used the EmploymentHistory schema. However, it was determined that a more flexible schema would be needed for BackgroundCheck 2.0. Valid from and to dates were added to the compensation element. A month/day format was added to the start date. Internet domain name was added to the employer contact information. The following optional elements were added to allow for further verification:

- Eligibility for rehire
- Attendance rating
- Overall performance rating
- Question/answer pair

1.1 Objective

The objective of this specification is to create a flexible employment history schema. This version will be backwards compatible with both the Resume 2.0 and BackgroundCheck 1.0. It will also allow for the flexibility required for new development.

1.2 Design Requirements

Design requirements include:

- Syntax MUST be self-documenting
- Schema MUST be easy to understand and use
- Schema MUST use approved CPO standards
- Designed for easy reuse
- Backwards compatible with the components used in Resume 2.0 and BackgroundCheck 1.0

2 Business Process Supported

This schema may be used in a wide-range of Human Resource business processes. The following are only two examples that might use the EmploymentHistory schema.

2.1 Recruiting

An individual seeking a job may provide employment experience information pertinent to a job. For example, an individual that processed payroll runs during their prior employment could use that experience to apply for a payroll clerk job. This employment history is typically provided on a resume or CV. The HR-XML Resume 2.0 schema includes employment history information.

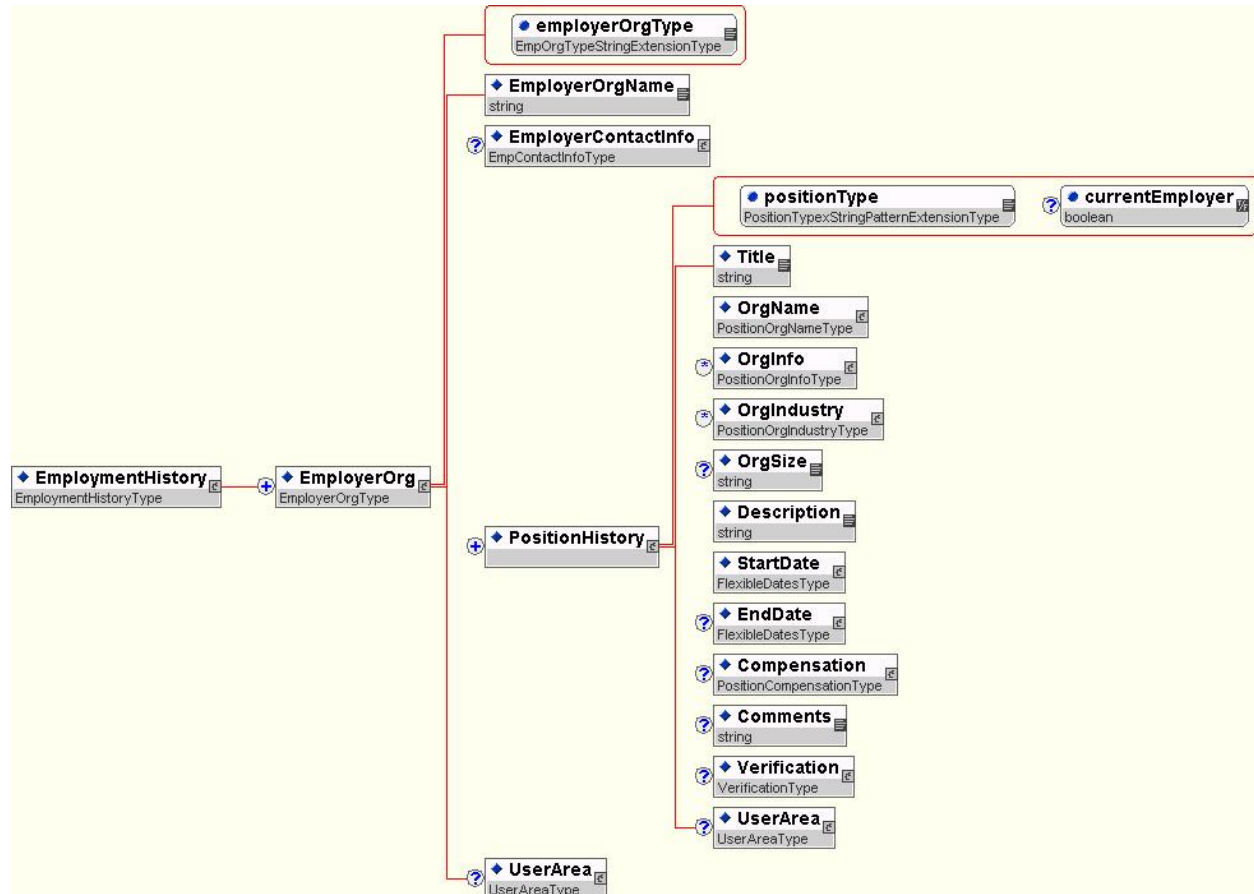
2.2 Employee Screening

Often, an employer will request information on a potential employee during the hiring process. This request may include information about work history. This might be used to verify data entered on a resume or job application. For example, an applicant might claim he worked as a Procurement Officer. The screening company may request verification of this claim by using the EmploymentHistory schema in a data exchange between the screening company and a previous employer or to provide feedback to the potential employer. The HR-XML BackgroundCheck 1.0 schema includes employment history information.

3 Schema Design

3.1 Schema Diagram

The following diagram shows the top-level elements for the EmploymentHistory schema. For more details see: http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/EmploymentHistory.jpg



3.2 Element Definitions

Component Name [Global types listed at the end of the table.]	ContentModel* Data type Occurrence: Sequence Choice All (minOccurs/maxOccurs) Attributes	Definition
/ EmploymentHistory	- EmploymentHistoryType - (1/1)	A collection of information about the employment history of person.
/ EmploymentHistory/ EmployerOrg	EmployerOrgType - S (1/*) EmployerOrgName - xsd:string - S (1/1) EmployerContactInfo - EmpContactInfoType - S (0/1) PositionHistory - PositionHistoryType - S (1/*) UserArea - [see include/import] - S (0/1) employerOrgType - EmpOrgTypeStringExtensionType - required	A collection of information about the organization that paid the person, or carried/carries the legal liability (payroll taxes, for example) while the work is performed.
/ [EmployerOrgType] / employerOrgType	- EmpOrgTypeStringExtensionType -	The type of relationship the EmployerOrg has/had to the HumanResource (Sole employer, Agent, Broker, etc.)
/ EmploymentHistory/ EmployerOrg/ EmployerOrgName	- xsd:string - S (1/1)	Identifies the name of the organization that employed the person.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo	EmpContactInfoType - S (0/1) InternetDomainName - InternetDomainNameType - S (0/*) PersonName - [see include/import] - S (0/1) ContactMethod - ContactMethodType - S (0/1) LocationSummary - EmploymentLocationSummaryType - S (0/1) contactType - ContactTypeStringExtensionType - required	The primary contact informaton for the EmployerOrg as it relates to the employment verification of the person. This may include the contact person, organization, postal address, and contact method.
/ [EmpContactInfoType] / contactType	- ContactTypeStringExtensionType -	The role of the contact as it applies to the seekers position of the employer. For example, recruiter, direct supervisor.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ InternetDomainName	- InternetDomainNameType - S (0/*)	This is a domain name intended as a practical identifier for the organization. When used in OrganizationType, it designates a domain typically used for web and e-mail. It is not intended as a web address (URL). It is a string that

		meets the requirements for domain names as described in the IETF's RFC 1035. Examples include "microsoft.com", "bund.de", "google.com".
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ ContactMethod	- ContactMethodType - S (0/1)	Contact information, such as work or home telephone number.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary	- EmploymentLocationSummaryType - S (0/1)	The physical location of the contact.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ Municipality	- xsd:string - S (0/1)	A city, town, village or hamlet.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ Region	- xsd:string - S (0/*)	The relevant state, province, or county.
/ EmploymentHistory/ EmployerOrg/ EmployerContactInfo/ LocationSummary/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ EmploymentHistory/ EmployerOrg/ PositionHistory	xsd:extension base: PositionHistoryType currentEmployer - xsd:boolean - optional Title - xsd:string - S (1/1) OrgName - PositionOrgNameType - S (1/1) OrgInfo - PositionOrgInfoType - S (0/*) OrgIndustry - PositionOrgIndustryType - S (0/*) OrgSize - xsd:string - S (0/1) Description - xsd:string - S (1/1) StartDate - FlexibleDatesType - S (1/1) EndDate - FlexibleDatesType - S (0/1) Compensation - PositionCompensationType - S (0/1) Comments - xsd:string - S (0/1) Verification - VerificationType - S (0/1) UserArea - [see include/import] - S (0/1) positionType - PositionTypeexStringPatternExtensionType - required	A single position that the person previously held or currently holds. A position is a coherent collection of duties under a single engagement. A change in employer or position organization usually marks the start of a new position.
/ EmploymentHistory/ EmployerOrg/ PositionHistorv/	- xsd:boolean -	TrueFalse. Indicates if this is the current employer.

currentEmployer		
/ [PositionHistoryType] / positionType	- PositionTypeStringPatternExtensionType -	The type of arrangement under which the position is/was undertaken. i.e. Direct Hire, Contract, Temporary, Temp to Hire, Volunteer, Internship.
/ [PositionHistoryType]/ Title	- xsd:string - S (1/1)	The title of the position held by the person.
/ [PositionHistoryType]/ OrgName	PositionOrgNameType - S (1/1) OrganizationName - xsd:string - S (1/1) OrgName - PositionOrgNameType - S (0/1) organizationType - OrganizationTypeStringExtensionType - optional	The name of the organization for which the person performs work. May or may not be the same as EmployerOrg. Accommodates situations when the EmployerOrg is not the entity for which the work was actually performed. For example, if a position was managed through a contingent staffing supplier, the staffing supplier (who paid the person) is the EmployerOrg, and the entity who's work is being done by the supplier's person is the PositionOrg.
/ [PositionOrgNameType] / organizationType	- OrganizationTypeStringExtensionType -	The type of organization. For example, department, branch, group, team.
/ [PositionHistoryType]/ OrgName/ OrganizationName	- xsd:string - S (1/1)	Contains information about the recipient. This may include a person's name, an organization name, and/or additional information.
/ [PositionHistoryType]/ OrgInfo	PositionOrgInfoType - S (0/*) PositionLocation - PostalAddressType - S (0/1) WebSite - InternetWebAddressType - S (0/1) LocationSummary - EmploymentLocationSummaryType - S (0/1)	Placeholder for information about the position's organization.
/ [PositionHistoryType]/ OrgInfo/ PositionLocation	- PostalAddressType - S (0/1)	Information about the location of the PositionOrg .
/ [PositionHistoryType]/ OrgInfo/ WebSite	- InternetWebAddressType - S (0/1)	Contains a URL for the PositionOrg website.
/ [PositionHistoryType]/ OrgInfo/ LocationSummary	- EmploymentLocationSummaryType - S (0/1)	The physical location of the employer.
/ [PositionHistoryType]/ OrgInfo/ LocationSummary/ Municipality	- xsd:string - S (0/1)	A city, town, village or hamlet.

/ [PositionHistoryType]/ OrgInfo/ LocationSummary/ Region	- xsd:string - S (0/*)	The relevant state, province, or county.
/ [PositionHistoryType]/ OrgInfo/ LocationSummary/ PostalCode	- xsd:string - S (0/1)	A postal code. Determines how mail is sorted and delivered.
/ [PositionHistoryType]/ OrgIndustry	PositionOrgIndustryType - S (0/*) IndustryDescription - xsd:string - S (0/1) IndustryCode - xsd:string - S (0/1) primaryIndicator - xsd:boolean - required	"The type of industry to which the position organization belongs, e.g. textile manufacturing, software design or financial services."
/ [PositionHistoryType]/ OrgIndustry/ IndustryDescription	- xsd:string - S (0/1)	A description that specifies the type of industry to which the position organization belongs.
/ [PositionHistoryType]/ OrgIndustry/ IndustryCode	xsd:extension base: xsd:string classificationName - xsd:string - optional	A code that specifies the type of industry to which the PositionOrg belongs.
/ [PositionHistoryType]/ OrgIndustry/ IndustryCode/ classificationName	- xsd:string -	The name of the agency that issued the industry code. e.g. NAICS (North American Industry Classification System) code is widely used in North America. (Such use requires a prior agreement with business partners about how the field will be interpreted).
/ [PositionHistoryType]/ OrgSize	- xsd:string - S (0/1)	The number of employees of the position organization at the end of employment.
/ [PositionHistoryType]/ Description	- xsd:string - S (1/1)	Describes the position.
/ [PositionHistoryType]/ StartDate	- FlexibleDatesType - S (1/1)	The beginning effective date for the specified supporting information.
/ [PositionHistoryType]/ EndDate	- FlexibleDatesType - S (0/1)	The ending effective date for the specified supporting information.
/ [PositionHistoryType]/ Compensation	PositionCompensationType - S (0/1) StartingCompensation - xsd:string - S (0/1) EndingCompensation - xsd:string - S (0/1) Comments - xsd:string - S (0/1) OtherCompensation - xsd:string - S (0/*)	Details on the compensation package offered to a person.
/ [PositionHistoryType]/	xsd:extension base: xsd:string	Starting compensation paid for a given

Compensation/ StartingCompensation	currency - CurrencyCodeType - required intervalType - IntervalTypeStringExtensionType - optional validFrom - AnyDateTimeNaType - optional validTo - AnyDateTimeNaType - optional	position or employment.
/ [PositionHistoryType]/ Compensation/ StartingCompensation/ currency	- CurrencyCodeType -	Identifies the currency associated with the compensation.
/ [PositionHistoryType]/ Compensation/ StartingCompensation/ intervalType	- IntervalTypeStringExtensionType -	Describes the time interval on which the compensation is based (hour, day, week, month, quarter, year, etc.)
/ [PositionHistoryType]/ Compensation/ StartingCompensation/ validFrom	- AnyDateTimeNaType -	Beginning date.
/ [PositionHistoryType]/ Compensation/ StartingCompensation/ validTo	- AnyDateTimeNaType -	Date through which information is valid (inclusive).
/ [PositionHistoryType]/ Compensation/ EndingCompensation	xsd:extension base: xsd:string currency - CurrencyCodeType - required intervalType - IntervalTypeStringExtensionType - optional validFrom - AnyDateTimeNaType - optional validTo - AnyDateTimeNaType - optional	Amount the person was compensated as of the PositionEndDate.
/ [PositionHistoryType]/ Compensation/ EndingCompensation/ currency	- CurrencyCodeType -	Identifies the currency associated with the compensation.
/ [PositionHistoryType]/ Compensation/ EndingCompensation/ intervalType	- IntervalTypeStringExtensionType -	Describes the time interval on which the compensation is based (hour, day, week, month, quarter, year, etc.)
/ [PositionHistoryType]/ Compensation/ EndingCompensation/ validFrom	- AnyDateTimeNaType -	Beginning date.
/ [PositionHistoryType]/ Compensation/ EndingCompensation/ validTo	- AnyDateTimeNaType -	Date through which information is valid (inclusive).
/ [PositionHistoryType]/ Compensation/ Comments	- xsd:string - S (0/1)	Additional comments or explanation related to the compensation.

/ [PositionHistoryType]/ Compensation/ OtherCompensation	xsd:extension base: xsd:string type - xsd:string - validFrom - AnyDateTimeNaType - optional validTo - AnyDateTimeNaType - optional	Additional information relating to the compensation. For example, bonus or commission.
/ [PositionHistoryType]/ Compensation/ OtherCompensation/ type	- xsd:string -	The type of information supplied.
/ [PositionHistoryType]/ Compensation/ OtherCompensation/ validFrom	- AnyDateTimeNaType -	Beginning date.
/ [PositionHistoryType]/ Compensation/ OtherCompensation/ validTo	- AnyDateTimeNaType -	Date through which information is valid (inclusive).
/ [PositionHistoryType]/ Comments	- xsd:string - S (0/1)	Additional comments or explanation related to the position.
/ [PositionHistoryType]/ Verification	VerificationType - S (0/1) ContactInfo - [complexType] - S (1/1) ReasonForLeaving - xsd:string - S (0/1) PermissionToContact - xsd:boolean - S (0/1) VerifyEmployment - xsd:boolean - S (0/1) EligibleForRehire - xsd:boolean - S (0/1) AttendanceRating - RatingType - S (0/1) OverallPerformanceRating - RatingType - S (0/1) QuestionAnswerPair - EmploymentQuestionAnswerPairType - S (0/*)	Container used to contain information allowing verification of previous employment in a specific position.
/ [PositionHistoryType]/ Verification/ ContactInfo	PersonName - [see include/import] - S (1/1) ContactMethod - ContactMethodType - S (0/1)	The name of the primary contact for the EmployerOrg as it relates to the employment verification of the HumanResource.
/ [PositionHistoryType]/ Verification/ ContactInfo/ ContactMethod	- ContactMethodType - S (0/1)	Contact information, such as work or home telephone number.
/ [PositionHistoryType]/ Verification/ ReasonForLeaving	- xsd:string - S (0/1)	The reason an individual left a prior position.
/ [PositionHistoryType]/ Verification/ PermissionToContact	- xsd:boolean - S (0/1)	True/False answer depending on applicant's permission to contact the specified EmployerOrgName.
/ [PositionHistoryType]/ Verification/ VerifvEmployment	- xsd:boolean - S (0/1)	An indicator whether to verify only that the applicant was employed at the specified EmployerOrgName. Valid

VerifyEmployment		values are True, False.
/ [PositionHistoryType]/ Verification/ EligibleForRehire	- xsd:boolean - S (0/1)	A boolean to indicate if the person is eligible for rehire. A value of False would indicate that the person would not be considered for rehire.
/ [PositionHistoryType]/ Verification/ AttendanceRating	- RatingType - S (0/1)	A rating of the person's on-the-job attendance. The rating may be numeric or a string value from a set of enumerations. Numeric ratings are on a scale of 1 to 10, where 1 represents poor attendance and 10 represents the best possible attendance rating. Enumerated string values are "poor," "good," and "excellent".
/ [PositionHistoryType]/ Verification/ AttendanceRating/ NumericValue	xsd:extension base: xsd:double minValue - xsd:double - maxValue - xsd:double - description - xsd:string -	A numeric value for the rating or measurement.
/ [PositionHistoryType]/ Verification/ AttendanceRating/ NumericValue/ minValue	- xsd:double -	The minimum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/ AttendanceRating/ NumericValue/ maxValue	- xsd:double -	The maximum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/ AttendanceRating/ NumericValue/ description	- xsd:string -	This optional attribute is available to provide additional information.
/ [PositionHistoryType]/ Verification/ AttendanceRating/ StringValue	xsd:extension base: xsd:string minValue - xsd:string - maxValue - xsd:string - description - xsd:string -	A string value for the rating or measurement.
/ [PositionHistoryType]/ Verification/ AttendanceRating/ StringValue/ minValue	- xsd:string -	The minimum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/ AttendanceRating/ StringValue/ maxValue	- xsd:string -	The maximum value associated with the numeric or string value.

/ [PositionHistoryType]/ Verification/ AttendanceRating/ StringValue/ description	- xsd:string -	This optional attribute is available to provide additional information.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating	- RatingType - S (0/1)	An overall performance rating. The rating may be numeric or a string value from a set of enumerations. Numeric ratings are on a scale of 1 to 10, where 1 represents the worst possible rating and 10 represents the best possible rating. Enumerated string values are "poor," "good," and "excellent".
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ NumericValue	xsd:extension base: xsd:double minValue - xsd:double - maxValue - xsd:double - description - xsd:string -	A numeric value for the rating or measurement.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ NumericValue/ minValue	- xsd:double -	The minimum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ NumericValue/ maxValue	- xsd:double -	The maximum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ NumericValue/ description	- xsd:string -	This optional attribute is available to provide additional information.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ StringValue	xsd:extension base: xsd:string minValue - xsd:string - maxValue - xsd:string - description - xsd:string -	A string value for the rating or measurement.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ StringValue/ minValue	- xsd:string -	The minimum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/ OverallPerformanceRating/ StringValue/ maxValue	- xsd:string -	The maximum value associated with the numeric or string value.
/ [PositionHistoryType]/ Verification/	- xsd:string -	This optional attribute is available to provide additional information.

OverallPerformanceRating/ StringValue/ description		provide additional information.
/ [PositionHistoryType]/ Verification/ QuestionAnswerPair	EmploymentQuestionAnswerPairType - S (0/*) Question - xsd:string - S (1/1) Answer - xsd:string - S (0/1)	Results of a specific question. The name attribute of IdValue contains the identifier in the screening companies system of the specific question.
/ [PositionHistoryType]/ Verification/ QuestionAnswerPair/ Question	- xsd:string - S (1/1)	A question in a question/answer pair.
/ [PositionHistoryType]/ Verification/ QuestionAnswerPair/ Answer	- xsd:string - S (0/1)	An answer in a question/answer pair.

Global simpleTypes:		
/ [contactTypes]	xsd:restriction base: xsd:string [Enumerations]: recruiter, HRRep, directSupervisor	Globally scoped data type. See element or attribute declaration for definition.
/ [ContactTypeString ExtensionType]	- [Union]: contactTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [employerOrgTypes]	xsd:restriction base: xsd:string [Enumerations]: soleEmployer, agent, broker, self	Globally scoped data type. See element or attribute declaration for definition.
/ [EmpOrgTypeString ExtensionType]	- [Union]: employerOrgTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [organizationTypes]	xsd:restriction base: xsd:string [Enumerations]: department, group, team, branch, company, subsidiary, unit, headquarters	Globally scoped data type. See element or attribute declaration for definition.
/ [OrganizationTypeString ExtensionType]	- [Union]: organizationTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.
/ [positionTypes]	xsd:restriction base: xsd:string [Enumerations]: directHire, contract, temp, contractToHire, tempToHire, volunteer, internship	Globally scoped data type. See element or attribute declaration for definition.
/ [PositionTypeString PatternExtensionType]	- [Union]: positionTypes,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for

	positionTypes,xStringPatternExtensionType	definition.
/ [intervalTypes]	xsd:restriction base: xsd:string [Enumerations]: hourly, daily, weekly, monthly, quarterly, yearly, semi-monthly, biweekly, fortnightly	Globally scoped data type. See element or attribute declaration for definition.
/ [IntervalTypeString ExtensionType]	- [Union]: intervalTypes,xsd:string	Globally scoped data type. See element or attribute declaration for definition.

4 Appendix A - Document Version History

Version	Date	Description
2.1	2002-Dec-08	Initial Draft
2.1	2002-Dec-10	Added user areas, changed date to ValidTo, added screening example. Added InternetDomainName definition.
2.1	2003-Jan-20	Updated document to reflect TSC/CPO feedback.
2.1	2003-02-07	Changed order of EmployerContactInfo elements for backwards compatibility.
2.1	2003-02-26	Approved recommendation by HR-XML Consortium. The default and targetNamespaces of all HR-XML schemas have been standardized to "http://ns.hr-xml.org". This recommendation is available as part of the HR-XML 2_0 architecture.

5 Appendix B - Related Documents

Reference	Link
Entity Identifiers	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/EntityIdentifiers.pdf
Date/Time data types	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/DateTimeDataTypes.pdf
Contact Method	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/ContactMethod.pdf
Person Name	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/PersonName.pdf
PostalAddress	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/PostalAddress.pdf

6 Appendix C - Reference Examples

6.1 Resume

This example shows how employment information may be used within the HR-XML Resume. This is not a complete XML document.

```
<Resume>
  <StructuredXMLResume>
    <ContactInfo>
      <PersonName>
        <FormattedName>John Doe</FormattedName>
      </PersonName>
      <ContactMethod>
        <Telephone>
          <FormattedNumber>123-456-7890</FormattedNumber>
        </Telephone>
        <InternetEmailAddress>jdoe@fakeaddress.com</InternetEmailAddress>
        <PostalAddress>
          <CountryCode>US</CountryCode>
          <Region>MA</Region>
          <Municipality>Brooklyn</Municipality>
          <DeliveryAddress>
            <AddressLine>27 </AddressLine>
            <StreetName>Pine Street</StreetName>
          </DeliveryAddress>
        </PostalAddress>
      </ContactMethod>
    </ContactInfo>
    <Objective> To obtain a leadership position in the field of Electronic Commerce</Objective>
    <EmploymentHistory>
      <EmployerOrg employerOrgType="soleEmployer">
        <EmployerOrgName>General Electric</EmployerOrgName>
        <PositionHistory positionType="directHire">
          <Title>E-Business Program Manager - Business to Business integration (B2Bi) Program</Title>
          <OrgName>
            <OrganizationName>Aircraft Engines (GEAE)</OrganizationName>
          </OrgName>
          <Description>Key Player in the GE growth initiative bringing IT leadership into our acquisition/ JV strategy.
Ensured fundamental IT capabilities were present in acquisition targets in order to maintain a competitive advantage and ensure
future growth. Led cross-functional team on due diligence, and negotiations activity for $100M+ acquisitions. Led several new
market opportunity assessments and Instrumental in acquisition strategy development including negotiation of partnership structures
and negotiating potential new market opportunities.</Description>
          <StartDate>
            <AnyDate>2002-02-01</AnyDate>
          </StartDate>
        </PositionHistory>
        <PositionHistory positionType="directHire">
          <Title>E-Business Program Manager - Business to Business integration (B2Bi) Program</Title>
          <OrgName>
            <OrganizationName>Aircraft Engines (GEAE)</OrganizationName>
          </OrgName>
          <Description>Supply Chain and Customer Integration- Led B2Bi initiative and interface that enabled us to
exchange business critical information while leveraging XML and the Internet within a secure communication framework. Key
Member of GE Aircraft Engines E-Business Leadership Team Led Strategy, Development, and Execution for $4.1 million $ B2Bi
program Reducing operational business costs through digitization. Customer Facing Role- Personally managed and Created
Customer Relationships as well as Led B2Bi Installations.
Led cross-functional team that led to industry XML standards adoption. Used Six Sigma methodology to drive continuous
improvement and cycle time and cost reductions.
Web Site was eWeeks 2000 First Place award winner in the B2B E-Commerce Category.</Description>
          <StartDate>
            <AnyDate>1998-10-01</AnyDate>
          </StartDate>
        </PositionHistory>
      </EmployerOrg>
    </EmploymentHistory>
  </StructuredXMLResume>
</Resume>
```

```
<EndDate>  
  <AnyDate>2002-02-01</AnyDate>  
</EndDate>  
</PositionHistory>  
</EmployerOrg>  
</EmploymentHistory>  
</StructuredXMLResume>  
</Resume>
```

6.2 Background Check

This example shows how employment information may be used within the HR-XML Background Check schema. This is not a complete XML document.

```
<Screening type="employment">
  <ReferenceId>
    <IdValue>6UH</IdValue>
  </ReferenceId>
  <CountryCode>US</CountryCode>
  <Region>IL</Region>
  <SearchEmployment type="prior">
    <EmploymentHistory>
      <EmployerOrg employerOrgType="soleEmployer">
        <EmployerOrgName>Sally's Contact Company</EmployerOrgName>
        <PositionHistory positionType="directHire">
          <Title>Supervisor</Title>
          <OrgName>
            <OrganizationName>Sally's Contact Company</OrganizationName>
          </OrgName>
          <Description></Description>
          <StartDate>
            <AnyDate>1993-03-01</AnyDate>
          </StartDate>
          <EndDate>
            <AnyDate>1996-03-01</AnyDate>
          </EndDate>
          <Compensation>
            <EndingCompensation intervalType="yearly" currency="USD">38K</EndingCompensation>
          </Compensation>
          <Verification>
            <ContactInfo>
              <PersonName>
                <FormattedName type="presentation">Sally's Contact Name</FormattedName>
              </PersonName>
              <ContactMethod>
                <Location>office</Location>
                <Telephone>
                  <FormattedNumber>555-555-5555</FormattedNumber>
                </Telephone>
                <PostalAddress type="undefined">
                  <CountryCode>US</CountryCode>
                  <PostalCode>60434</PostalCode>
                  <Region>IL</Region>
                  <Municipality>Joliet</Municipality>
                  <DeliveryAddress>
                    <AddressLine>PO Box 789</AddressLine>
                  </DeliveryAddress>
                </PostalAddress>
              </ContactMethod>
            </ContactInfo>
            <ReasonForLeaving>None</ReasonForLeaving>
            <PermissionToContact>true</PermissionToContact>
            <VerifyEmployment>false</VerifyEmployment>
            <EligibleForRehire>false</EligibleForRehire>
            <AttendanceRating>
              <NumericValue>8</NumericValue>
            </AttendanceRating>
            <OverallPerformanceRating>
              <NumericValue>9</NumericValue>
            </OverallPerformanceRating>
            <QuestionAnswerPair>
              <Question>Have you ever received any reprimands?</Question>
              <Answer>Yes</Answer>
            </QuestionAnswerPair>
          </Verification>
        </PositionHistory>
      </EmployerOrg>
    </EmploymentHistory>
  </SearchEmployment>
</Screening>
```

```

    <QuestionAnswerPair>
      <Question> What was the nature of the reprimands?</Question>
      <Answer>The 1st occurrence,I vandalized the bosses car. The 2nd time was for trashing his
office.</Answer>
    </QuestionAnswerPair>
  </Verification>
</PositionHistory>
</EmployerOrg>
</EmploymentHistory>
</SearchEmployment>
</Screening>

```