

| Effective Date: 11/5/04         |                |           |          |  |                       |                |            |                  |                             |
|---------------------------------|----------------|-----------|----------|--|-----------------------|----------------|------------|------------------|-----------------------------|
| Inbound Interface Record Format |                |           |          |  | SAP Data Source       |                |            |                  |                             |
| Field name                      | Start Position | Length    | Desc     | Functional Notes/Calculation/Translation   | Value Table Reference | Table/Infotype | Field Name | Desc             | Comments                    |
| <b>Header Record</b>            |                |           |          |  |                       |                |            |                  |                             |
| Record Type (Header)            | 1              | 2         | CHAR(2)  | Constant "00"  |                       |                |            |                  |                             |
| Interface Identifier            | 3              | 8         | CHAR(8)  | Constant "IIFTM023"  |                       |                |            |                  |                             |
| Date Created                    | 11             | 8         | CHAR(8)  | YYYYMMDD   |                       |                |            |                  |                             |
| Time Created                    | 19             | 6         | NUMC(6)  |  |                       |                |            |                  |                             |
| Total Detail Record Count       | 25             | 6         | NUMC(6)  | Total Number of Detail records in file   |                       |                |            |                  |                             |
| Total Detail Number of Hours    | 31             | 12        | DEC(7.5) | 7 whole numbers plus 5 decimal positions (implied decimal point), zero filled from the left.                               |                       |                |            |                  |                             |
| <b>Total</b>                    |                | <b>42</b> |          |  |                       |                |            |                  |                             |
| <b>Detail Record</b>            |                |           |          |  |                       |                |            |                  |                             |
| Record Type (Detail)            | 1              | 2         | Char(2)  | Constant "01"  | Enterprise Structure  |                |            |                  |                             |
| Personnel area                  | 3              | 4         | CHAR(4)  |  |                       | PA0001         | WERKS      | Personnel area   | Agency/subagency equivalent |
| Employee number                 | 7              | 8         | NUMC(8)  |  |                       | PA0001         | PERNR      | Personnel number |                             |
| SSN                             | 15             | 9         | CHAR(9)  |  |                       | PA0002         | PERID      | SSN              |                             |
| Period begin date               | 24             | 8         | CHAR(8)  | CCYYMMDD   |                       | PA2006         | BEGDA      | Begin date       |                             |
| Period end date                 | 32             | 8         | CHAR(8)  | CCYYMMDD   |                       | PA2006         | ENDDA      | End date         |                             |
| Quota type                      | 40             | 2         | NUMC(2)  |  | Quota Types           | PA2006         | KTART      | Category         | Absence Quota Type          |
| Quota balance                   | 42             | 10        | DEC(5.5) | 5 whole numbers plus 5 decimal positions (implied decimal point), zero filled from the left. Negative numbers not allowed. |                       | PA2006         | ANZHL      | Quota balance    |                             |