Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
			Assignment				
Assignment		a person fills an order (requisition); a place to verify and gather time; same as a "fill"					
Assignment	assignmentID	unique identifier for the assignment	-	1	attribute	string	
Assignment	assignmentStatus	the status of the assignment	-	1	attribute	enumerated string	active, inactive
Assignment	TrackingInformation()	Placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
Assignment	ReferenceInformation	placeholder element for reference information regarding other business entities	-	1	element		
Assignment	StaffingSupplierCustomerID	ref to Customer	-	1	element	-	
Assignment	OrderID	ref to Order	-	1	element	-	
Assignment	HumanResourceID	ref to HumanResource	-	1	element	-	
Assignment	PositionID	ref to Position	-	+	element	-	
Assignment	StaffingSupplierID	ref to a specific StaffingSupplier branch	-	?	element	-	
Assignment	RateInformation	details about the rate	-	+	element		
Assignment	rateType	the type of charge rate used	-	?	attribute	enumerated string	bill, pay, expense
Assignment	rateAccepted	indicator as to whether or not the customer accepted the rate	-	1	attribute	enumerated string	yes, no
Assignment	RateAmount	the amount/value of the rate	-	1	element		
Assignment	rateAmountPeriod	year, month, week, day, hour, fortnightly	-	1	attribute	enumerated string	year, month, week, day, hour, fortnightly, bimonthly, perunit, flatfee
Assignment	currency	the currency the rate is paid in	-	1	attribute	enumerated string	ATS, AUD, BEF, BRL, CHF, DEM, DKK, ESP, EUR, FIM, FRF, GBP, GRD, IEP, ILS, ITL, JOD, JPY, LUF, MXN, MYR, NLG, NOK, NZD, PTE, RUR, SAR, SEK, SGD, TRL, USD, ZAR
Assignment	RateClass	e.g., regular, overtime, doubletime	-	1	element	-	
Assignment	RateMultiplier	standard multiplier for the rate calculation(e.g., some internal staffing calculations require a multiplier for custom overtime)	-	?	element	-	
Assignment	RateDescription	description of the rate details as needed	-	?	element		
Assignment	AssignmentDateRange	period the assignment occurs	-	1	element	-	
Assignment	AssignmentStartDate	the assignment's start date	-	1	element	-	
Assignment	AssignmentEndDate	the assignment's end date	-	?	element	-	
Assignment	AssignmentStartTime	the assignment's start time	-	?	element	-	
Assignment	AssignmentEndTime	the assignment's end time	-	?	element	-	
Assignment	ExpectedEndDate	the assigment's estimated end date	-	?	element	-	
Assignment	Actual EndDate	the assignment's estimated end date	-	?	element	-	
Assignment	EndReasonInformation	placeholder element for information about why the assignment concluded	-	?	element		
Assignment	endReasonType	the reason the assignment came to a conclusion (e.g., required when end reason default to "open"	-	1	attribute	enumerated string	customerpositive, customernegative, employeepositive, employeenegative, staffingsupplierpositive, staffingsuppliernegative
Assignment	EndReasonComment	additional comment about why the reason ended	-	1	element	-	
Assignment	ContractInformation	contract details for the assignment(typically used internationally)	-	*	element		

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
Assignment	contractID	unique identifier for the contract	-	1	attribute	string	
Assignment	contractType	the type of contract (used to specify who the contract is for	-	1	attribute	enumerated string	HumanResource, StaffingSupplierCustomer
Assignment	contractStatus	the status of the contract	-	1	attribute	enumerated string	signed, unsigned
Assignment	LegalInformation	generic legal information, terms and conditions, etc.	-	1	element	-	
Assignment	ContractVersion	the version number of the contrac	-	1	element	-	
Assignment	ContractVersionDate	the date the version was released	-	1	element	-	
Assignment	StaffType	e.g., 1099, contractor, employee, etc.	-	1	element	-	
BackgroundCheck							
BackgroundCheck	backgroundCheckID	unique identifier for the background check	-	1	attribute	string	
BackgroundCheck	CheckClassification	placeholder element for classification details about the BackgroundCheck	-	1	element		
BackgroundCheck	checkType	type of background check	-	1	attribute	enumerated string	personal, drug, conviction, reference, other
BackgroundCheck	required	is the BackgroundCheck required	-	?	attribute	enumerated string	yes, no
BackgroundCheck	checkCompleted	is the BackgroundCheck complete	-	1	attribute	enumerated string	yes, no
BackgroundCheck	OtherCheckType	alternate type of background check when checkType "other" is specified	-	?	element	-	
BackgroundCheck	CheckedBy	theperson who conducted the BackgroundCheck	-	?	element		
BackgroundCheck	PersonName()	placeholder element for PersonName information	PersonName (HR-XML)	1	element		
BackgroundCheck	CheckDate	the date the reference check occurred	-	?	element	-	
BackgroundCheck	CheckResult	the result of the BackgroundCheck	-	?	element	-	
BackgroundCheck	CheckComment	a general comment about the BackgroundCheck	-	*	element	-	
ContactDetail							
ContactDetail	contactID	unique identifier for the contact	-	1	attribute	string	
ContactDetail	ContactTitle	title of the position for the contact	-	?	element	-	
ContactDetail	EmailAddress	e-mail address	-	*	element	-	
ContactDetail	WebSite	website of person	-	*	element	-	
ContactDetail	ContactNumberInformation	details about the contact number	-	*	element		
ContactDetail	numberType	specification of what type of number this is	-	1	attribute	enumerated string	home, work, mobile, fax, pager, TTD, other
ContactDetail	OtherNumberType	description for other type of number when numberType other is selected(e.g.,satellite phone)	-	?	element	-	
ContactDetail	InternationalCode	e.g., country code	-	?	element	-	
ContactDetail	AreaCode	the area code of the phone number	-	?	element	-	
ContactDetail	TelephoneNumber	the main phone number	-	?	element	-	
ContactDetail	Extension	a telephone number extension(e.g., office extension)	-	*	element	-	
ContactDetail	Comment	general comment about the number	-	?	element	-	
HumanResource							
HumanResource	humanResourceID	a unique identifier for the human resource	-	1	attribute	string	

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
HumanResource	TrackingInformation()	placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
HumanResource	ResourceInformation	placeholder element for generic information about the HumanResource	-	1	element		
HumanResource	PersonName()	name of the human resource; placeholder element for PersonName information about the HumanResource	PersonName (HR-XML)	+	element		
HumanResource	ContactDetail()	contact information; placeholder element for ContactDetail information	ContactDetail (SIDES)	?	element		
HumanResource	PostalAddress()	address information; placeholder element for PostalAddress information	PostalAddress (HR-XML)	*	element		
HumanResource	ResourceType	type of human resource (e.g.,contractor,candidate, or employee)	-	?	element	-	
HumanResource	Profile	profile information for the human resource	-	1	element		
HumanResource	DemographicInformation	e.g., DOB, gender; in U.S. and possibly other countries should be utilized only after person is hired		*	element		
HumanResource	ExtendedCapacity	e.g., employee marketing info, teamwork skills, soft skills, etc	-	*	element	-	
HumanResource	SpecialCircumstances	e.g.,accomodations, wheelchair, access, special keyboard requirements, vision, etc	-	*	element	-	
HumanResource	Qualification()	a qualification a person has to perform a job	Qualification (SIDES)	*	element		
HumanResource	Resume	resume information about the human resource	-	?	element		
HumanResource	StructuredResume	a resume defined in clearly identifiable sections	-	*	element		
HumanResource	RevisionDate	the date the resume was last modified	-	1	element	-	
HumanResource	EducationHistory	placeholder element for information on eductation history	-	*	element		
HumanResource	SchoolOr Institution	placeholder element for information on the school or institution the HumanResource attended	-	+	element		
HumanResource	ShoolName	the name of the school or educational institution	-	1	element	-	
HumanResource	PostalAddress()	placeholder element for the school's PostalAddress	PostalAddress (HR-XML)	?	element		
HumanResource	Department	the name of the applicable departmental office	-	?	element	-	
HumanResource	DegreeType	type of degree granted by the institution	-	?	element	-	
HumanResource	Major	name of the major degree or field of study at the institution	-	?	element	-	
HumanResource	Minor	name of the minor degree or field of study at the institution	-	?	element	-	
HumanResource	GPA	grade point average	-	?	element	-	
HumanResource	EffectiveDate	date the degree was received	EffectiveDate (HR-XML)????	?	element	-	
HumanResource	EmploymentHistory	core pieces of the resume	-	+	element		
HumanResource	EmployerName	name of the company	-	?	element	-	
HumanResource	EmployerLocation	the location of the employer	-	?	element	-	
HumanResource	PositionTitleInformation	placeholder element for information about the position title at the company	-	+	element		
HumanResource	PositionTitleName	the position title at the company	-	?	element	-	

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
HumanResource	PositionStartDate	start date of position at the company; allows different structures for dates	-	1	element	-	
HumanResource	PositionEndDate	end date of position at the company; allows different structures for dates	-	1	element	-	
HumanResource	PositionQualification	a brief qualification/capability summary acquired or used for the position	-	+	element	-	
HumanResource	UnstructuredResume	unstructured resume information	-	?	element		
HumanResource	TextResume	a non formally structured resume in raw text format	-	1	element	-	
HumanResource	ResumeLinkInformation	details about a resume located at a web address	-	*	element		
HumanResource	Link	the web address containing the resume	-	1	element	-	
HumanResource	LinkComment	a summary comment about the resume and/or link	-	1	element	-	
HumanResource	BackgroundCheck()	placeholder element for background checks conducted for the HumanResource	BackgroundCheck (SIDES)	*	element		
HumanResource	Preferences	information about the person's job/position preferences	-	1	element		
HumanResource	AvailibityStartDate	what date is the person available to start work	-	?	element	-	
HumanResource	AvailabilityEndDate	what date is the person no longer available to start work	-	?	element	-	
HumanResource	DesiredSchedule	the schedule the resource prefers for work	-	?	element	-	
HumanResource	MobilityRestrictions	general information about the person's mobility preferences	-	?	element	-	
HumanResource	GeographicRestrictions	general information about the person's geographic preferences	-	?	element	-	
HumanResource	DesiredCompensation	details about the compensation the resource requires	-	?	element	-	
HumanResource	CompensationAmount	the amount of compensation the resource requires	-	1	element	-	
HumanResource	currency	type of currency	-	1	attribute	enumerated string	ATS, AUD, BEF, BRL, CHF, DEM, DKK, ESP, EUR, FIM, FRF, GBP, GRD, IEP, ILS, ITL, JOD, JPY, LUF, MXN, MYR, NLG, NOK, NZD, PTE, RUR, SAR, SEK, SGD, TRL, USD, ZAR
HumanResource	amountPeriod	e.g., year, month, week, day, hour, fortnightly	-	1	attribute	enumerated string	year, month, week, day, hour, fortnightly, bimonthly
HumanResource	CompensationComment	a comment about compensation requirements by the human resource	-	?	element	-	
HumanResource	DistributionRestrictions	restrictions for resource/resume communication/transmission (e.g., current or past employer)	-	?	element	-	
HumanResource	DoNotDistributeTo	any company, people, organization, etc. that the human resource's information should not be distributed to	-	+	element	-	
Invoice							
Invoice	invoiceID	unique identifier for the invoice	-	1	attribute	string	
Invoice	invoiceType	the specific type of invoice this is	-	1	attribute	enumerated string	Original, duplicate, correction
Invoice	TrackingInformation()	Placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
Invoice	ReferenceInformation	placeholder element for reference information about other entities	-	1	element		
Invoice	AssignmentID	ref to Assignment	-	1	element	-	

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
Invoice	StaffingSupplierID	ref to StaffingSupplier	-	1	element	-	
Invoice	StaffingSupplierCustomerID	ref to StaffingSupplierCustomer	-	1	element	-	
Invoice	InvoiceNumber	invoive number/identifier provided by the StaffingSupplier	-	1	element	-	
Invoice	InvoiceDates	date information about the invoice	-	1	element	-	
Invoice	InvoiceCreatedDate	the date the invoice is created	-	1	element	-	
Invoice	InvoiceSentDate	the date the invoice is sent	-	?	element	-	
Invoice	InvoiceDueDate	the date the invoice is due	-	?	element	-	
Invoice	InvoiceTerms	invoice terms/conditions (e.g., Net 30, etc)	-	+	element	-	
Invoice	PurchaseOrder	the purchase order number as provided by the StaffingSupplierCustomer	-	+	element	-	
Invoice	LineItemInformation	details about the line item	-	+	element		
Invoice	lineItemUnit	unit of measure (e.g., hours)	-	1	attribute	enumerated string	year, month, week, day, hour, fortnightly, bimonthly, perunit, flatfee
Invoice	TimeCardID	ref to TimeCard	-	*	element	-	
Invoice	ExpenseID	refer to ExpenseID	-	*	element	-	
Invoice	LineItemAmount	the amount/value of the line item	-	+	element		
Invoice	currency	type of currency used	-	1	attribute	enumerated string	ATS, AUD, BEF, BRL, CHF, DEM, DKK, ESP, EUR, FIM, FRF, GBP, GRD, IEP, ILS, ITL, JOD, JPY, LUF, MXN, MYR, NLG, NOK, NZD, PTE, RUR, SAR, SEK, SGD, TRL, USD, ZAR
Invoice	LineItemRate	the bill rate applied to the line item	-	?	element	-	
Invoice	LineItemTaxAmount	any taxes applicable to the line item amount	-	?	element	-	
Invoice	LineItemTotal	the extended total for the line item	-	1	element	-	
Invoice	LineDescription	corresponding description to itemcode (e.g., name, billing hours, etc)	-	1	element	-	
Invoice	LineItemCode	e.g., value to indicate unique credits, skill codes, discounts etc.	-	?	element	-	
Invoice	LineItemQuantity	amount of units	-	1	element	-	
Invoice	CustomerRequiredField	optional data the StaffingSupplierCustomer requires	-	*	element		
Invoice	FieldName	type of data	-	1	element	-	
Invoice	FieldValue	value of the data	-	1	element	-	
Invoice	TotalSummary	summary of invoice totals and taxes	-	+	element		
Invoice	currency	type of currency used for all totals	-	1	attribute	enumerated string	ATS, AUD, BEF, BRL, CHF, DEM, DKK, ESP, EUR, FIM, FRF, GBP, GRD, IEP, ILS, ITL, JOD, JPY, LUF, MXN, MYR, NLG, NOK, NZD, PTE, RUR, SAR, SEK, SGD, TRL, USD, ZAR
Invoice	SubTotalAmount	the amount of all line items before taxes are applied	-	1	element	-	
Invoice	Taxes	any taxes applicable to the subtotal	-	1	element	-	
Invoice	InvoiceTotalAmount	the total amount/value of all line items on the invoice	-	1	element	-	
			Order				
Order	orderID	unique identifier for the Order	-	1	attribute	string	
Order	TrackingInformation()	Placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
Order	ReferenceInformation	placeholder element for reference information regarding other entities	-	1	element		
Order	MasterOrderID	ref to a master order or project	-	*	element		
Order	StaffingSupplierCustomerID	ref to Customer	-	+	element		

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
Order	StaffingSupplierID	ref to StaffingSupplier	-	*	element	-	
Order	OrderClassification	placeholder element for classification information about the order	-	1	element		
Order	orderStatusIndicator	an indicator of what the order is	-	1	attribute	enumerated string	quote, order
Order	orderStatus	the status of the order	-	1	attribute	enumerated string	open, filled, partial, pending, rejected, closed, unfillable, cancelled, contigent,other
	OtherOrderStatus	a different status for the order when the orderStatus "other" is used	-	?	element	-	
Order	OrderReason	the purpose for the order being generated as provided by the StaffingSupplierCustomer	-	1	element	-	
Order	OrderType	e.g., temptoperm, permanent placement, temporary placement	-	1	element	-	
Order	RequiredResponseDate	the date that the Customer must respond to the order by	-	?	element	-	
Order	OrderComment	a comment containing a response to the bid before it becomes a confirmed order (used for negotation)	-	*	element	-	
Order	CustomerRequirements	unique requirements for the order as defined by the customer	-	?	element	-	
Order	PurchaseOrder	purchase order number as defined by the StaffingSupplier	-	?	element	-	
Order	CostCenter	cost center number as defined by the StaffingSupplier+C182	-	?	element	-	
Order	NonDisclosure	non disclosure details	-	?	element	-	
Order	required	is a non-disclosure agreement required for the order	-	?	attribute	enumerated string	yes(default), no
Order	PositionQuantity	the number of positions attached to this order	-	1	element	-	
Order	Position	details about the positions attached to this order	-	*	element		
Order	positionID	unique identifier for the position	-	1	attribute	string	
Order	positionStatus	the status of the position		?	attribute	enumerated string	filled,open,closed,cancelled,unable to fill
Order	PositionTitle	title of the position being filled	-	?	element	-	
	AssignmentID	ref to Assignment	-	*	element	-	
Order	HumanResourceID	ref of HumanResource	-	*	element	-	
Order	SpecialInstructions	eg., first day check in, special reporting, non-disclosures	-	*	element	-	
Order	ShiftType	eg., day, night,morning, afternoon, evening, first,second,third	-	1	element	-	
Order	WorkLocationSpecificationID	reference to the work location specification	-	1	element	-	
Order	PositionDescription	brief description of the position	-	?	element	-	
Order	DepartmentName	name of the department this position is for	-	?	element	-	
Order	ReportToPerson	the placeholder element for the person name	-	1	element		
Order	PersonName()	person the HumanResource reports to	PersonName(HR-XML)	1	element		
Order	ConfirmToPerson	the placeholder element for the person name	-	?	element		
Order	PersonName()	person to confirm position details	PersonName(HR-XML)	1	element		
Order	ExpectedStartDate	proposed start date for the position	-	1	element	-	
Order	ExpectedEndDate	proposed end date for the position	-	1	element	-	
Order	Workschedule	placeholder element for specification of work schedule information	-	+	element		

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
Order	workPeriod	the period the schedule occurs		1	attribute	enumerated string	monthly,weekly,daily,MO,TU,WE,TH,FR,SA,SU
Order	workTypeIndicator	indicates full time or parttime status		1	attribute	enumerated string	fulltime,parttime
Order	WorkHours	the number of hours during the period	-	?	element	-	
Order	WorkStartTime			1	element	-	
Order	WorkEndTime			1	element	-	
Order	WorkTypeHours	specific type of work hours(e.g., regular, overtime, timehalf, doubletime,special,premium)	-	1	element	-	
Order	ScheduleComment	populated by the customer to describe any details about a breaks during the work hours	-	?	element	-	
Order	PositionRate	rate information about the position	-	?	element		
Order GRD,	currency	currency used for rates	-	1	attribute	enumerated string	ATS, AUD, BEF, BRL, CHF, DEM, DKK, ESP, EUR, FIM, FRF, GBP, GRD, IEP, ILS, ITL, JOD, JPY, LUF, MXN, MYR, NLG, NOK, NZD, PTE, RUR, SAR, SEK, SGD, TRL, USD, ZAR
Order	ratePeriodRange	e.g., monthly, weekly, hourly, daily, fortnightly	-	1	attribute	string	year, month, week, day, hour, fortnightly, bimonthly
Order	MinimumBillRate	minimum rate customer is willing to be billed for a HumanResource	-	?	element	-	
Order	MaximumBillRate	maximum rate customer is willing to be billed for a HumanResource	-	?	element	-	
Order	MinimumPayRate	minimum rate customer is willing to pay for a HumanResource	-	?	element	-	
Order	MaximumPayRate	maximum rate customer is willing to pay for a HumanResource	-	?	element	-	
Order	PositionRequirements	details about unique requirements for the position	-	?	element	-	
Order	resumeRequired	is a resume required for this position	-	1	attribute	enumerated string	yes, no
Order	interviewRequired	is an interview required for this position	-	1	attribute	enumerated string	yes, no
Order	Qualification()	placeholder element for qualification information needed to perform a job	Qualification (SIDES)	*	element		
Order	BackgroundCheck()	placeholder element for background checks needed to work in the position	BackgroundCheck (SIDES)	*	element		
Qualification							
Qualification	qualificationType	the type of qualification/certification the person has	-	1	attribute	enumerated string	skill, experience, education, license, certification, equipment, other
Qualification	levelOfExpertise	the person's degree of expertise (5 is high, 1 is low)	-	?	attribute	enumerated string	1,2,3,4,5
Qualification	levelOfInterest	the interest level in the qualification(5 is high, 1 is low)	-	?	attribute	enumerated string	1,2,3,4,5
Qualification	OtherQualificationType	other type of qualification when qualification type "other" is passed	-	?	element	-	
Qualification	LevelOfExpertiseDescription	a description of the level of expertise	-	?	element	-	
Qualification	LevelOdInterestDescription	a description of the level of interest	-	?	element	-	
Qualification	QualificationDescription	a description of the qualification type	-	1	element	-	
Qualification	YearsOfExperience	the number of years of experience the person has	-	?	element	-	
Qualification	YearLastUses	The year the qualification was last used	-	?	element	-	

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
Qualification	QualificationLimitation	e.g., error rate, expiration date, etc	-	?	element	-	
			StaffingAction				
StaffingAction	staffingActionID	unique identifier for a staffing action	-	1	attribute	string	
StaffingAction	TrackingInformation()	placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
StaffingAction	ReferenceInformation	placeholder element for reference information about other entities	-	?	element		
StaffingAction	HumanResourceID	ref to HumanResource	-	?	element	-	
StaffingAction	OrderID	ref to Order	-	?	element	-	
StaffingAction	positionID	ref to Position	-	?	element	-	
StaffingAction	AssignmentID	ref to Assignment	-	?	element	-	
StaffingAction	StaffingSupplierID	ref to StaffingSupplier	-	?	element	-	
StaffingAction	StaffingSupplierCustomerID	ref to a StaffingSupplierCustomer	-	?	element	-	
StaffingAction	StaffingActionType	e.g., interview, phone call, test, appointment, reference to an order	-	1	element	-	
StaffingAction	CreatedByPerson	person who initiated the action	-	1	element		
StaffingAction	PersonName	placeholder element for the created by name	PersonName (HR-XML)	1	element		
StaffingAction	CreatedDateTime	date the action was initiated	-	1	element	-	
StaffingAction	SentToPerson	placeholder element for the sent to name	-	?	element		
StaffingAction	PersonName	person who the action was sent to	PersonName (HR-XML)	1	element		
StaffingAction	ActionSchedule	details about the action's schedule	-	+	element		
StaffingAction	ContactPerson	placeholder element for the sent contact person name	-	+	element		
StaffingAction	PersonName()	the person contacted for the action	PersonName (HR-XML)	1	element	-	
StaffingAction	ContactPeriod	the period when the contact occurs	-	*	element		
StaffingAction	StartDateTime	the date/time the first interaction begins	-	?	element	-	
StaffingAction	EndDateTime	the date/time the interaction ends	-	?	element	-	
StaffingAction	SpecialRequirements	any unique needs the HumanResource may have (e.g., access to the internet)	-	*	element	-	
StaffingAction	ActionResult	details about the action's outcome	-	*	element	-	
StaffingAction	ResultContact	placeholder element for the sent result contact person name	-	1	element		
StaffingAction	PersonName()	name of person making the action result comment	PersonName (HR-XML)	1	element		
StaffingAction	ResultDateTime	date the result occurred	-	1	element	-	
StaffingAction	ResultComment	free form comment to convey details about the result	-	1	element	-	
			StaffingSupplier				
StaffingSupplier	staffingSupplierID	unique identifier for the staffing company	-	1	attribute	string	
StaffingSupplier	TrackingInformation()	placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
StaffingSupplier	CompanyName	the name of the staffing company	-	1	element	-	
StaffingSupplier	LegalIDNumber	varies from country to country	-	?	element	-	
StaffingSupplier	TaxIDNumber	varies from country to country	-	?	element	-	
StaffingSupplier	SupplierAddress	placeholder element for the postal address	-	1	element		
StaffingSupplier	PostalAddress()	address of the staffing company itself	PostalAddress (HR-XML)	+	element		

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
StaffingSupplier	ContactInformation	contact details about the staffing company	-	+	element		
StaffingSupplier	PersonName()	the staffing companys contact name	PersonName	1	element		
StaffingSupplier	ContactDetail()	contact information for the person	ContactDetail (SIDES)	1	element		
StaffingSupplier	PostalAddress()	the address for the contact (may be different from the staffing company address)	PostalAddress(HR-XML)	1	element		
			StaffingSupplierCustomer				
StaffingSupplierCustomer	staffingSupplierCustomerID	unique identifier for the customer	-	1	attribute	string	
StaffingSupplierCustomer	TrackingInformation()	placeholder element for tracking information regarding other business entities	TrackingInformation (SIDES)	1	element		
StaffingSupplierCustomer	OrganizationName	name of the custmer's organization/company	-	1	element	-	
StaffingSupplierCustomer	IndustryType	industry details	-	*	element		
StaffingSupplierCustomer	IndustryCode	a code that identifies the industry	-	1	element	-	
StaffingSupplierCustomer	IndustryDescription	a brief description about the industry	-	1	element	-	
StaffingSupplierCustomer	LegalIDNumber	varies from country to country	-	?	element	-	
StaffingSupplierCustomer	TaxIDNumber	varies from country to country	-	?	element	-	
StaffingSupplierCustomer	CurrencyUsed	currencyUsed	-	?	element		
StaffingSupplierCustomer	currency	type of currency used at the work location	-	1	attribute	enumerated string	ATS, AUD, BEF, BRL, CHF, DEM, DKK, ESP, EUR, FIM, FRF, GBP, GRD, IEP, ILS, ITL, JOD, JPY, LUF, MXN, MYR, NLG, NOK, NZD, PTE, RUR, SAR, SEK, SGD, TRL, USD, ZAR
StaffingSupplierCustomer	MainAddress	the customer's main address	-	1	element		
StaffingSupplierCustomer	PersonName()	contact person at the main address	-	1	element		
StaffingSupplierCustomer	ContactDetail()	Contact information at the main address	ContactDetail (SIDES)	1	element		
StaffingSupplierCustomer	PostalAddress()	the customer's main address	PostalAddress (HR-XML)	+	element		
StaffingSupplierCustomer	BillingAddress	placeholder element for the postal address	-	1	element		
StaffingSupplierCustomer	PersonName()	contact person at the billing address	-	1	element		
StaffingSupplierCustomer	ContactDetail()	Contact information at the billing address	ContactDetail (SIDES)	1	element		
StaffingSupplierCustomer	PostalAddress()	the customer's billing address	PostalAddress (HR-XML)	+	element		
StaffingSupplierCustomer	CustomerProvidedComment	generic comment about the customer filled in by the customer	-	*	element	-	
StaffingSupplierCustomer	WorkSiteInformation	placeholder element for the work site information	-	+	element		
StaffingSupplierCustomer	WorkAddress	placeholder element for information about the customer's work address	-	1	element		
StaffingSupplierCustomer	LocationDetail	general description of the work location	-	1	element	-	
StaffingSupplierCustomer	PersonName()	contact person at the main address	PersonName(HR-XML)	?	element		
StaffingSupplierCustomer	ContactDetail()	Contact information at the main address	ContactDetail (SIDES)	?	element		
StaffingSupplierCustomer	PostalAddress()	the customer's main address	PostalAddress (HR-XML)	1	element		
StaffingSupplierCustomer	WorkLocationSpecification	include work location specification	-	+	element		
StaffingSupplierCustomer	WorkLocationSpecificationID	unique identifier for the work location	-	1	element	-	
StaffingSupplierCustomer	DressCode	details about the dress code	-	*	element		
StaffingSupplierCustomer	Men	dress code for men	-	1	element	-	
StaffingSupplierCustomer	Women	dress code for woman	-	1	element	-	
StaffingSupplierCustomer	Parking	details about parking at the work location	-	*	element		
StaffingSupplierCustomer	Location	name of a parking location	-	1	element	-	
StaffingSupplierCustomer	Fees	fees associated with that parking location	-	1	element	-	

Business Entity	XML Element Or Attribute Name	Element/Attribute Description	Reusable Components From HR-XML and SIDES Internal	Content Model	Element Or Attribute	Data Type	Restricted Value List
StaffingSupplierCustomer	DirectionsToLocation	directions to a location via different transportation	-	+	element	-	
StaffingSupplierCustomer	FirstDayProcedures	first day processes and/or procedures at the location	-	*	element	-	
StaffingSupplierCustomer	WorkSiteEnvironment	general information about the work site	-	1	element	-	
StaffingSupplierCustomer	AdditionalEquipmentRequired	safty equipments or gear required to perform a job at a specific location	-	*	element	-	
StaffingSupplierCustomer	SpecialRequirements	unique requirements about the customer for all employees	-	?	element	-	
StaffingSupplierCustomer	PurchaseOrder	Customer's purchase order number	-	?	element	-	
StaffingSupplierCustomer	CostCenter	customer's cost center number	-	?	element	-	
StaffingSupplierCustomer	NonDisclosure	details about non disclosure	-	?	element		
StaffingSupplierCustomer	required	is a non-disclosure agreement required	-	1	attribute	enumerated string	yes, no
StaffingSupplierCustomer	BackgroundCheck()	various background checks the customer utilizes	BackgroundCheck (SIDES)	*	element		
TrackingInformation							
TrackingInformation	Country	Country of origin for the entity	-	1	element	-	
TrackingInformation	Language	language used	-	+	element	-	
TrackingInformation	LastModifiedBy	person who last updated the information	-	1	element	-	
TrackingInformation	PersonName()	placeholder element for PersonName information	PersonName (HR-XML)	1	attribute		
TrackingInformation	LastModifiedDateTime	date and time the information was last modified	-	1	element	-	