

Part 2 Human Resources Reports

Personal Information Reports


Personal information includes lists of birthdays, addresses, and telephone numbers, mailing labels, headcounts, and detailed employee profiles.

These are the Personal Information reports:

- [Age List](#)
- [Birthday List](#)
- [Employee Attachments](#)
- Employee Count (not shown)
- [Employee List](#)
- [Employee Notes](#)
- [Employee Profile](#)
- [Home Mailing Labels](#)
- [Work Phone List](#)

Age List

This report lets you view a list of employees sorted by age. The report includes employee birth dates, titles, divisions, and departments.


		ZSI/ABC SYSTEMS, INC		
		Age List		
		As Of 08/01/2007		
AGE	BIRTH	NAME	TITLE	DIVISION, DEPARTMENT
75	04/16/1932	Farber, Maximillian Clayton	Sales Rep II	CORP, SALES
69	05/13/1938	Chu, Paul	Machine Oper I	OPERATIONS, MAN
63	07/19/1944	Bickmire, James S	Technician II	ENGINEERING, HARDWARE
62	04/15/1945	Baker, Robert Q	V.P. Sales &	SALES/MKTG, ADMIN
61	09/12/1945	Von Raes, Mary E	Marketing	SALES/MKTG, MKTG
57	12/01/1949	Hatfield, Carolyn N	Machine Oper II	OPERATIONS, MAN
57	07/26/1950	Albright, Albert M	V.P. Engineering	ENGINEERING, MAN
55	03/21/1952	Rise, Judith P	Sales Rep II	SALES/MKTG, SALES
54	01/11/1953	Adams, Donald A	President	CORP, ADMIN
54	07/15/1953	Darkwolf, Duke H	Technician II	ENGINEERING, HARDWARE
53	06/07/1954	Juarez, Marian A	Executive Assistant	CORP, ADMIN
52	08/18/1954	Rodriguez, Richard N	Raw Materials Buy	OPERATIONS, MATERIALS
52	12/21/1954	Bramble, Virginia L	Purchasing clerk	OPERATIONS, MATERIALS
51	12/20/1955	Eagle, James J	Manager,	OPERATIONS, MAN
51	02/28/1956	Thompson, Wendy Q	QA Inspector	OPERATIONS, QA
51	07/12/1956	Brown, Virgil L	Manager,	ENGINEERING, SOFTWARE
50	02/21/1957	White, Donald N	Programmer II	ENGINEERING, SOFTWARE
50	03/22/1957	Jones, Gilbert W	Engineer II	ENGINEERING, HARDWARE
49	06/30/1958	Dodge, CPA, Tom P	G/Ledger Acctg Ad	FINANCE, ACCOUNTING
49	07/16/1958	Christian, Donna N	Machine Oper I	OPERATIONS, MAN
48	04/12/1959	White, Stacy R	Machine Oper II	OPERATIONS, MAN
47	09/23/1959	Chin, Nora C	V.P. Operations	OPERATIONS, MAN
47	10/10/1959	Attwater, Christine E	Secretary II	SALES/MKTG, SALES
47	05/23/1960	Peacock, Richard S	Sales Rep II	SALES/MKTG, SALES
47	06/06/1960	Nagassi, Robert N	Sales Rep II	SALES/MKTG, SALES
47	06/17/1960	Krause, Janet A	Sales Rep II	SALES/MKTG, SALES
46	11/11/1960	Anderson, Cornelia B	Machine Oper III	OPERATIONS, MAN
45	05/25/1962	Garcia, CPP, Tom T	Cost Accounting Rep	FINANCE, ACCOUNTING
44	08/14/1962	Moreland, Beverly C	Manager, Sales	SALES/MKTG, SALES
44	06/17/1963	Hernandez, Joseph	Engineer II	ENGINEERING, HARDWARE
43	06/30/1964	Johnson, SPHR, Mary S	V.P. Human	CORP, HR
42	05/30/1965	Huang, Mary M	Secretary III	OPERATIONS, MAN
41	12/17/1965	Willits, Joleen P	V.P. Finance	FINANCE, ACCOUNTING
41	07/19/1966	Bandana, Pepper S	Machine Oper III	OPERATIONS, MAN
40	04/09/1967	Colombo, Adam N	Line Supervisor	OPERATIONS, MAN
39	07/03/1968	DeWitt, Deana Sue	Assembler II	OPERATIONS, MAN
38	11/21/1968	Smith, Nancy S	Recruiter	CORP, HR
37	11/30/1969	Margolis, Mary N	A/P Clerk II	CORP, ACCOUNTING
36	12/05/1970	Jones, Sheryl L	Manager, Human	CORP, HR
33	01/01/1974	Startwirth, Melisa S	Executive Dining	CORP, OPS
32	12/10/1974	Goldstein, Alicia T	QA Inspector	OPERATIONS, QA
32	05/15/1975	Palmer, Courtney C	Graphic Artist	SALES/MKTG, MKTG
31	08/15/1975	Finn, Gail S	Secretary II	FINANCE, ACCOUNTING

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Birthday List


Select this report to view a list of employee birthdays. You can sort the list by date, name, by date for each division and department and by name for each division and department. You can print the list for any or all months and you can choose whether or not to include address information.

		ZSI/ABC SYSTEMS, INC	
		Birthday List	
MONTH	DAY	NAME	ADDRESS
1	1	Startwirth, Melisa S	1123 Valley Green Dr. Los Altos, CA 90888
1	11	Adams, Donald A	1000 Bay View Court Apt B-4 San Jose, CA 95010
2	21	White, Donald N	987 E. Clifton St Cupertino, CA 90888
2	28	Thompson, Wendy Q	1245 N. First Street San Jose, CA 95010
3	21	Rise, Judith P	532 Sunrise Court Sunnyvale, CA 95123
3	22	Jones, Gilbert W	1212 Loma Alta Los Gatos, CA 95030
4	9	Colombo, Adam N	1234 Castro Street Mountain View, CA 94060
4	12	White, Stacy R	345 Rose Bud Ln Cupertino, CA 95014
4	15	Baker, Robert Q	12001 Oak Ridge Road San Jose, CA 95014
5	15	Palmer, Courtney C	32 Cherry Blossom Street Neuberry, CA 96733
5	23	Peacock, Richard S	4566 Perrywinkle Lane Cupertino, CA 95014
5	25	Garcia, CPP, Tom T	220 Washington Street Freemont, CA 90888
5	30	Huang, Mary M	234 Harding Ave Los Gatos, CA 95030
6	6	Nagassi, Robert N	7033 N. Sheridan Rd. Chicago, IL 60126
6	7	Juarez, Marian A	234 W. 22nd St. San Jose, CA 95070
6	10	Anderson, Rebecca A	111 Cedar Wing Court Cupertino, CA 95014
6	17	Krause, Janet A	211 Good Hope Rd. Falls Church, VA 44204
6	30	Dodge, CPA, Tom P	4987 Waterway Blvd Los Angelos, CA 98756

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Employee Attachments

Use this report to list the attachment records for a selected group of employees. An option is also available to show which employees are missing required attachments.

		Z-Systems, Inc. Employee Attachments
Enterprise		
Attachment Code	Title	Last Updated
Albright, Albert M		
W4FORM	On File	
Anderson, Cornelia B		
W4FORM	On File	
Anderson, Rebecca A		
W4FORM	On File	
Attwater, Christine E		
W4FORM	On File	
Baker, Robert Q		
W4FORM	On File	
Bandana, Pepper S		
W4FORM	On File	
Bandana, Pepper S		
W4FORM	On File	
Bickmire, James S		
W4FORM	On File	
Bramble, Virginia L		
W4FORM	On File	
Bramble, Virginia L		
W4FORM	On File	
Brown, Virgil L		
W4FORM	On File	
Chin, Nora C		
W4FORM	On File	
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Employee List

The Employee List lists employee information by last name, first name, and middle initial. It contains employee IDs, titles and organization levels.


		Z-Systems, Inc. Employee List	
NAME	EMPLOYEE ID	TITLE	DIVISION, DEPARTMENT
Adams, Donald A	101	President	CORP, ADMIN
Albright, Albert M	135	V.P. Engineering	ENGINEERING, MAN
Anderson, Cornelia B	121	Machine Oper III	OPERATIONS, MAN
Anderson, Rebecca A	140	Machine Oper I	OPERATIONS, MAN
Atwater, Christine E	130	Secretary II	SALES/MKTG, SALES
Baker, Robert Q	151	V.P. Sales & Marketing	SALES/MKTG, ADMIN
Bandana, Pepper S	105	Machine Oper III	OPERATIONS, MAN
Bandana, Pepper S	105	Machine Oper III	OPERATIONS, MAN
Bickmire, James S	132	Technician II	ENGINEERING, HARDWARE
Bramble, Virginia L	119	Purchasing clerk	OPERATIONS, MATERIALS
Bramble, Virginia L	119	Purchasing clerk	OPERATIONS, MATERIALS
Brown, Virgil L	106	Manager, Engineering	ENGINEERING, SOFTWARE
Chin, Nora C	147	V.P. Operations	OPERATIONS, MAN
Christian, Donna N	149	Machine Oper I	OPERATIONS, MAN
Chu, Paul	150	Machine Oper I	OPERATIONS, MAN
Colombo, Adam N	148	Line Supervisor	OPERATIONS, MAN
Darkwolf, Duke H	203	Technician II	ENGINEERING, HARDWARE
DeWitt, Deana Sue	125	Assembler II	OPERATIONS, MAN
Dodge, CPA, Tom P	201	G/lledger Acctg Ad	FINANCE, ACCOUNTING
Eagle, James J	131	Manager, Manufacturing	OPERATIONS, MAN
Farber, Maximillian Clayt	102	Sales Rep II	CORP, SALES
Finn, Gail S	126	Secretary II	FINANCE, ACCOUNTING
Garcia, CPP, Tom T	133	Cost Accounting Rep	FINANCE, ACCOUNTING
Goldstein, Alicia T	128	QA Inspector	OPERATIONS, QA
Hatfield, Carolyn N	117	Machine Oper II	OPERATIONS, MAN
Hernandez, Joseph	124	Engineer II	ENGINEERING, HARDWARE
Huang, Mary M	110	Secretary III	OPERATIONS, MAN
Johnson, Sue Ellen	143	A/P Clerk I	FINANCE, ACCOUNTING
Johnson, SPHR, Mary S	109	V.P. Human Resources	CORP, HR
Jones, Gilbert W	120	Engineer II	ENGINEERING, HARDWARE
Jones, Sheryl L	24	Manager, Human Resources	CORP, HR
Juarez, Marian A	107	Executive Assistant	CORP, ADMIN
Krause, Janet A	118	Sales Rep II	SALES/MKTG, SALES
Margolis, Mary N	127	A/P Clerk II	CORP, ACCOUNTING
Moreland, Beverly C	152	Manager, Sales	SALES/MKTG, SALES
Nagassi, Robert N	145	Sales Rep II	SALES/MKTG, SALES
Palmer, Courtney C	205	Graphic Artist	SALES/MKTG, MKTG
Peacock, Richard S	115	Sales Rep II	SALES/MKTG, SALES
Rise, Judith P	114	Sales Rep II	SALES/MKTG, SALES
Rodriguez, Richard N	113	Raw Materials Buy	OPERATIONS, MATERIALS
Smiley, Sally S	116	Machine Oper I	OPERATIONS, MAN
Smith, Nancy S	139	Recruiter	CORP, HR

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Employee Notes

Use this report to print notes for the employees you specify. You can choose to print all notes or only those of a particular type or by a particular author. You can sort by employee name, note type, author, comment date, or follow-up date.



ZSI
Z Systems Inc.

Z-Systems, Inc.
Employee Notes

Name	Employee Id	Comment Date	Follow-up Date	Note Type	Author
Johnson, Mary Sue	109	03/03/2007	09/03/2007	Perform Review	Donald Adams

Notes: ZSI Corporation
 Performance Review
 Employee Name: Johnson, Mary Sue
 Job Title: Manager, Human Resources
 Department: Corp, HR
 Review Period Start: 03/03/2007
 Review Period End: 09/03/2007
 Last Review Date: 03/03/2006
 Reviewer Name: Donald Adams
 Reviewer Title: President

PERFORMANCE ELEMENTS

Managing People Exceeds job requirements
 Mary Sue maintains full responsibility for her subordinates' activities. She provides clear direction and has little problem gaining compliance from others. She makes every effort to keep herself easily available to her subordinates. Mary Sue includes subordinates in most planning.

Quality Meets job requirements
 Mary Sue displays a strong dedication and commitment to excellence. She works hard to improve quality in her own work and promotes quality awareness throughout the organization. She consistently and carefully monitors her work to ensure its quality. The work Mary Sue produces meets standards for accuracy and completeness. She applies the feedback she receives to improve her performance.

Communication Exceeds job requirements
 Mary Sue listens carefully, asks perceptive questions, and quickly comprehends new or highly complex matters. She demonstrates excellent written communications skills and she is careful to keep others informed in a timely manner. Mary Sue selects appropriate methods of communication.

Job Knowledge Exceeds job requirements
 Mary Sue reads and researches extensively, staying on top of current developments that might impact her field. She learns and applies new skills quickly. She needs a minimal amount of supervision to fulfill her responsibilities. Denise demonstrates competency in the skills and knowledge required. She displays a good understanding of how her job relates to the other jobs.

SUMMARY
 As in the past, Mary Sue continues to make significant contributions to the organization through her outstanding performance.

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Employee Profile

The Employee Profile report compiles employee information. Use this report to print a profile for an individual, all employees, or your own criteria. Customize your profile by selecting the employee pages from which the system pulls information.

ZSI		ZSI/ABC SYSTEMS, INC		Employee Profile	
DEMOGRAPHIC DATA					
Employee	Donald A. Adams	Employee ID	101	Smoker	Y
Nickname	Tex	SSN	232-09-8027	Age	54
Salutation	Mr.	Birth Date	01/11/1953	Home Phone	(408) 455-1234
Address	1000 Bay View Court	Marital Status	M	Business Phone	(408) 935-1212
	Apt B-4	Ethnic Origin	B	Extension	1100
	San Jose, CA 95010	Gender	M		
Country	San Jose	Disability	No		
Country	USA				
HR STATUS					
Original Hire Date	02/12/1976	I-9 Verification Status	Y	Active Duty Discharge	/ /
Last Hire Date	02/12/1976	I-9 Reverification Date	02/12/2003	Other Protected Veteran	N
Adjusted Seniority	02/12/1976	Visa Type		TEAM	Blue
Seniority	31 Y, 6 m	Visa Expiration Date	/ /	LOCKER	AD-1
Recruiter		Military Experience	None	Badge Nbr	D525-87-24579
Source of Hire		Vietnam Era Veteran	No	Union Code	[None]
Citizen	USA	Disabled Veteran	No	Union Date	/ /
[None]	5000.00				
CURRENT PAY					
Pay Effective	01/01/2007	Shift	01	Last Performance Review	01/01/2007
Unit Pay Rate	64.96072	Shift Premium	0.0000(%)	Performance Review Rating	2
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Home Mailing Labels

This report provides employees' names and addresses printed in three-column label format (30 labels per page). You can sort these by employee name, employee ID or zip code and employee name. If sheets of labels do not move easily through your printer, try printing the labels on regular paper, and then use your copier.

Donald A Adams 1000 Bay View Court Apt B-4 San Jose, CA 95010	Albert M Albright 4511 Arbor Lane Los Gatos, CA 95030	Cornelia B Anderson 3534 Lemon Tree Dr. Fort Campbell, KY 98008
Rebecca A Anderson 111 Cedar Wing Court Cupertino, CA 95014	Christine E Atwater 200 E Santa Cruz Sunnyvale, CA 95123	Robert Q Baker 12001 Oak Ridge Road San Jose, CA 95014
Pepper S Bandana 23D Orchard Court Larkspur, CA 93212	Pepper S Bandana 23D Orchard Court Larkspur, CA 93212	James S Bickmire 59123 Skyline Blvd Palo Alto, CA 95567
Virginia L Bramble 2131 Vista Way Apt. C Campbell, CA 95008	Virginia L Bramble 2131 Vista Way Apt. C Campbell, CA 95008	Virgil L Brown 2220 Cedar Tree Ln. Cupertino, CA 90888
Nora C Chin 100 Seashore Way Sunnyvale, CA 94022	Donna N Christian 566 Villa Casa Ct Saratoga, CA 95020	Paul Chu 134 Berkshire Road Building F, Apt 29 Studio City, CA 91602
Adam N Colombo 1234 Castro Street Mountain View, CA 94060	Duke H Darkwolf 874 Dusty Trail Cupertino, CA 95033	Deana Sue DeWitt 1234 Blaney Ave Cupertino, CA 95014
Tom P Dodge, CPA 4987 Waterway Blvd Los Angeles, CA 98756	James J Eagle 4333 E. Shady Oak Trail Los Altos Hills, CA 94455	Maximilian Clayton Farber 678 Parrot Avenue Marina Del Ray, CA
Gail S Finn 155 N Peachtree St San Jose, CA 94122	Tom T Garcia, CPP 220 Washington Street Freemont, CA 90888	Alicia T Goldstein 12452 Blaney Ave. Cupertino, CA 95014
Carolyn N Hatfield 200 Ridgcrest Drive Los Gatos, CA 95030	Joseph Hernandez 1576 W. 2nd St San Jose, CA 95131	Mary M Huang 234 Harding Ave Los Gatos, CA 95030
Sue Ellen Johnson 5556 Cherry Blossom Ln. Sunnyvale, CA 95123	Mary S Johnson, SPHR 100 E. Apple Blossom St Cupertino, CA 95014	Gilbert W Jones 1212 Loma Alta Los Gatos, CA 95030

Work Phone List

This report lists employees' names and work telephone numbers. It displays the standard ten-digit phone number (including the area code), the extension number, and the organization levels for each employee.



Z-Systems, Inc.

Work Phone List

NAME	WORK PHONE	EXT	Division, Department
Donald A. Adams	(408)935-1212	1100	CORP, ADMIN
Albert M. Albright	(408)935-1212	2102	ENGINEERING, MAN
Cornelia B. Anderson	(408)935-1212	1203	OPERATIONS, MAN
Rebecca A. Anderson	(408)935-1212	2435	OPERATIONS, MAN
Christine E. Atwater	(408)935-1212	1204	SALES/MKTG, SALES
Robert Q. Baker	(408)935-1212	1207	SALES/MKTG, ADMIN
Pepper S. Bandana	(408)935-1212	2271	OPERATIONS, MAN
Pepper S. Bandana	(408)935-1212	2271	OPERATIONS, MAN
James S. Bickmire	(408)935-1212	2289	ENGINEERING, HARDWARE
Virginia L. Bramble	(408)935-1212	2505	OPERATIONS, MATERIALS
Virginia L. Bramble	(408)935-1212	2505	OPERATIONS, MATERIALS
Virgil L. Brown	(408)935-1212	1200	ENGINEERING, SOFTWARE
Nora C. Chin	(408)935-1212	2313	OPERATIONS, MAN
Donna N. Christian	(408)935-1212	2437	OPERATIONS, MAN
Paul Chu			OPERATIONS, MAN
Adam N. Colombo	(408)935-1212	2444	OPERATIONS, MAN
Duke H. Darkwolf	(408)935-1212	3070	ENGINEERING, HARDWARE
Deana Sue DeWitt	(408)935-1212	1233	OPERATIONS, MAN
Tom P. Dodge, CPA	(408)935-1212	1211	FINANCE, ACCOUNTING
James J. Eagle	(408)935-1212	1239	OPERATIONS, MAN
Maximillian Clayton Farbe	(213)764-8347		CORP, SALES
Gail S. Finn	(408)935-1212	2163	FINANCE, ACCOUNTING
Tom T. Garcia, CPP	(408)935-1212	1241	FINANCE, ACCOUNTING
Alicia T. Goldstein	(408)935-1212	3421	OPERATIONS, QA
Carolyn N. Hatfield	(408)935-1212	1054	OPERATIONS, MAN
Joseph Hernandez	(408)935-1212	1005	ENGINEERING, HARDWARE
Mary M. Huang	(408)935-1212	1067	OPERATIONS, MAN
Sue Ellen Johnson	(408)935-1212	2135	FINANCE, ACCOUNTING
Mary S. Johnson, SPHR	(408)935-1212	2556	CORP, HR
Gilbert W. Jones	(408)935-1212	1189	ENGINEERING, HARDWARE
Sheryl L. Jones			CORP, HR
Marian A. Juarez	(408)935-1212	2344	CORP, ADMIN
Janet A. Krause	(703)555-5581		SALES/MKTG, SALES
Mary N. Margolis	(408)935-1212	1222	CORP, ACCOUNTING
Beverly C. Moreland	(408)935-1212	1209	SALES/MKTG, SALES
Robert N. Nagassi	(312)342-8800		SALES/MKTG, SALES
Courtney C. Palmer	(408)935-1212	1250	SALES/MKTG, MKTG
Richard S. Peacock	(408)935-1212	2086	SALES/MKTG, SALES
Judith P. Rise	(408)935-1212	1215	SALES/MKTG, SALES
Richard N. Rodriguez	(408)935-1212	2704	OPERATIONS, MATERIALS
Sally S. Smiley	(408)935-1212	1003	OPERATIONS, MAN
Zabrina S. Smith	(408)935-1212	1021	OPERATIONS, MAN

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Benefit Reports

All benefits reports have a selection option for COBRA recipients. Most benefits reports prompt for the effective date. In this way, benefits that have expired or have yet to begin are not included.


These are the Benefit reports:

- [Benefit Coverage by Employee](#)
- [Benefit Enrollment by Plan](#)
- [Benefit Letter](#)
- [Benefit Premium Totals by Plan](#)
- [COBRA Billing Statement](#)
- [COBRA Mailing Labels](#)
- [COBRA Notification Letter](#)
- [COBRA Recipient Report](#)
- [Census Report](#)
- [Certificate of Coverage](#)
- [Employee Benefit Changes](#)
- [Insurance Coverage Detail](#)

Benefit Coverage by Employee

This detail report lists personal and salary information about each employee, his or her benefits, the effective and expiration dates, the total cost of the monthly premiums for the employee and the employee's dependents, and the amount the employee pays for coverage.

Note: This report will only display Marital Status and Total Dependents information if the effective date used to generate the report is the current system date. If an effective date other than the current system date is used (i.e., a date in the past or future), this information will not appear on the report.

		Z-Systems, Inc.					
		Insurance Benefit Coverage by Employee					
		Effective 08/28/2007					
PLAI	EFFECTIVE DATE	EXPIRATION DATE	TOTAL COVERAGE	EMPLOYEE MONTHLY PREMIUM	DEPENDENT MONTHLY PREMIUM	IHS DEP	EMPLOYEE MONTHLY CONTRIBUTION
Adams, Donald A SSN 232-09-8027	Employee ID 101 Salary	135,159.90	Marital Status	M	Total Dependents	3	
Dental	01/01/2003	12/31/2099	6,000	6.50	14.25	3	10.38
Prescriptions	01/01/2003	12/31/2099		4.00	7.00	3	7.00
GTL-BW taxable	01/01/2000	12/31/2099	272,000	10.88	0.00	0	0.00
HMO Medical	01/01/2003	12/31/2099	1,000,000	75.00	215.00	3	101.00
Life Insurance	01/01/2003	12/31/2099	270,320	7.50	0.00	0	4.33
Vision	01/01/2003	12/31/2099	1,200	6.35	18.30	3	8.22
Employee T Totals			1,549,520	110.23	254.55		130.93
Albright, Albert M SSN 423-26-5666	Employee ID 135 Salary	80,480.71	Marital Status	M	Total Dependents	2	
Prescriptions	01/01/2003	12/31/2099		4.00	7.00	2	7.00
GTL-BW taxable	01/01/2000	12/31/2099	162,000	6.48	0.00	0	0.00
HMO Medical	01/01/2003	12/31/2099	1,000,000	75.00	180.00	2	87.00
Life Insurance	01/01/2003	12/31/2099	160,961	7.50	0.00	0	4.33
Employee T Totals			1,322,961	92.98	187.00		98.33
Anderson, Cornelia B SSN 136-36-3636	Employee ID 121 Salary	34,491.72	Marital Status	M	Total Dependents	2	
GTL-WK taxable	01/01/2000	12/31/2099	70,000	2.80	0.00	0	0.00
PPO Medical	03/20/2006	12/31/2099	1,000,000	75.00	130.00	1	102.50
Employee T Totals			1,070,000	77.80	130.00		102.50
Anderson, Rebecca A SSN 452-34-5555	Employee ID 140 Salary	16,383.57	Marital Status	M	Total Dependents	1	
Dental	01/01/2003	12/31/2099	3,000	6.50	14.25	1	10.38
Prescriptions	01/01/2003	12/31/2099		4.00	7.00	1	7.00
HMO Medical	01/01/2003	12/31/2099	1,000,000	75.00	130.00	1	67.00
Employee T Totals			1,003,000	85.50	151.25		84.38
Attwater, Christine E SSN 576-86-7858	Employee ID 130 Salary	28,812.28	Marital Status	S	Total Dependents	0	
Dental	01/01/2003	12/31/2099	1,500	6.50	0.00	0	3.25
Prescriptions	01/01/2003	12/31/2099		4.00	0.00	0	0.00
HMO Medical	01/01/2003	12/31/2099	1,000,000	75.00	0.00	0	15.00

Benefit Enrollment by Plan

This report totals benefits by plan. For insurance plans, the report totals employee monthly premium, dependent monthly premium, employee monthly contribution, and monthly net cost. For savings plans, the report totals monthly projected employee contribution and monthly employer match.

Note: You must enter an effective date for the report. Otherwise, if the date is left blank, the report might not include all the appropriate enrollment information.

EMPLOYEE	TOTAL COVERAGE	EMPLOYEE MONTHLY PREMIUM	DEPENDENT MONTHLY PREMIUM	EMPLOYEE MONTHLY CONTRIBUTION	EMPLOYER MONTHLY NET COST
Plan: Accidental Death/Dismembr					
Goldstein, Alicia T		15.65	0.00	7.83	7.82
Juarez, Marian A		15.65	0.00	7.83	7.82
Accidental Death/Dismembr Totals		31.30	0.00	15.66	15.64
2 Employees Listed					
Totals		31.30	0.00	15.66	15.64

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Benefit Letter

This report is a letter showing the employee which benefits are set up for the employee.

August 28, 2007

Donald A. Adams
1000 Bay View Court
Apt B-4
San Jose, CA 95010

Dear Donald:

Periodically we like to provide you with a statement of the benefits you receive. These benefits are provided as part of your employment and may include contributions made on your behalf by us.

Your Insurance Benefits are as follows:

BENEFIT	TOTAL COVERAGE	EMPLOYEE ANNUAL COST	EMPLOYEE DEPENDENT COST	TOTAL ANNUAL COST	YOUR ANNUAL CONTRIBUTION
Dental	6,000	78.00	171.00	249.00	124.56
Prescriptions		48.00	84.00	132.00	84.00
GTL-BW taxable	272,000	130.56	0.00	130.56	0.00
GTL-BW taxable	262,000	125.76	0.00	125.76	0.00
HMO Medical	1,000,000	900.00	2,580.00	3,480.00	1,212.00
Life Insurance	270,320	90.00	0.00	90.00	52.00
Life Insurance	261,938	90.00	0.00	90.00	52.00
Vision	1,200	76.20	219.60	295.80	98.64
				4,593.12	1,623.20

Your Savings Benefits are as follows:

BENEFIT	EMPLOYEE CONTRIBUTION PERCENT/AMOUNT	EMPLOYEE ANNUAL CONTRIBUTION	PROJECTED EMPLOYER CONTRIBUTION	PROJECTED ANNUAL TOTAL
401K Savings Plan (%)	15.00%	20,273.98	7,433.79	27,707.77
		20,273.98	7,433.79	27,707.77

Your current annual pay is 135,159.90. You also receive the above benefits package costing \$32,510.90 per year. Your contribution toward these benefits is \$21,897.19 per year resulting in company-paid benefits for you of \$10,613.71 per year. These company-paid benefits represent 7.85% in addition to your pay.

Sincerely,

Benefit Premium Totals by Plan

This report provides a summary headcount of each benefit plan. The report lists the plan, number of enrollees, coverage amount, employee monthly premium, dependent monthly premium, employee monthly contribution, and monthly net cost. You can select whether to include insurance or savings plans in the report.




ZSI/ABC SYSTEMS, INC Insurance Benefit Premium Totals by Plan

Effective 08/28/2007

PLAN	HEADCOUNT	TOTAL COVERAGE	EMPLOYEE MONTHLY PREMIUM	DEPENDENT MONTHLY PREMIUM	EMPLOYEE MONTHLY CONTRIBUTION	EMPLOYER MONTHLY NET COST
Accidental Death/Dismembr	2		15.65	0.00	7.83	7.82
Dental	25	94,500	162.50	185.25	173.94	173.81
Prescriptions	22		88.00	91.00	91.00	88.00
GTL-WK taxable	7	520,491	20.82	0.00	0.00	20.82
GTL-BW taxable	18	2,766,000	110.64	0.00	0.00	110.64
HMO Medical	23	23,000,000	1,725.00	2,725.00	1,435.00	3,015.00
Life Insurance	22	3,133,418	165.00	0.00	95.26	69.74
PPO Medical	1	1,000,000	75.00	130.00	102.50	102.50
Vision	5	5,100	31.75	91.50	41.10	82.15
Totals		30,519,509	2,394.36	3,222.75	1,946.63	3,670.48

COBRA Billing Statement

The system can track different types of COBRA at different rates. It prompts you to select which COBRA codes (or all) you want to use to create a report. Knowing COBRA law and how to administer it is your responsibility. We provide you with the tools to help manage COBRA but assume no liability. COBRA laws change and are subject to interpretation. The penalty for not following COBRA law is severe. If you are not well versed in COBRA requirements, please seek professional counsel.



Adam N. Colombo
1234 Castro Street
Mountain View, CA 94060

ZSI/ABC SYSTEMS, INC

COBRA Billing Statement

Insurance Coverage for the month of March, 2007

PLAN	EXPIRATION DATE	COVERAGE	EMPLOYEE MONTHLY PREMIUM	DEPENDENT MONTHLY PREMIUM	TOTAL MONTHLY PREMIUM
Dental	12/31/2099	1,500	9.75	0.00	9.75
Prescriptions	12/31/2099		6.00	0.00	6.00
HMO Medical	12/31/2099	1,000,000	112.50	0.00	112.50

Please remit payment for \$128.25

August 29, 2007 at 10:16 AM
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COBRA Mailing Labels

This report prepares mailing labels for COBRA recipients in three-column label format (30 labels per page). You can select the COBRA codes you want to have labels. If sheets of labels do not move smoothly through your printer, try printing the labels on regular paper, and then use your copier.

Donald A Adams 1000 Bay View Court Apt B-4 San Jose, CA 95010	Albert M Albright 4511 Arbor Lane Los Gatos, CA 95030	Cornelia B Anderson 3534 Lemon Tree Dr. Fort Campbell, KY 98008
Rebecca A Anderson 111 Cedar Wing Court Cupertino, CA 95014	Christine E Attwater 200 E Santa Cruz Sunnyvale, CA 95123	Robert Q Baker 12001 Oak Ridge Road San Jose, CA 95014
Pepper S Bandana 23D Orchard Court Larkspur, CA 93212	Pepper S Bandana 23D Orchard Court Larkspur, CA 93212	James S Bickmire 59123 Skyline Blvd Palo Alto, CA 95567
Virginia L Bramble 2131 Vista Way Apt. C Campbell, CA 95008	Virginia L Bramble 2131 Vista Way Apt. C Campbell, CA 95008	Virgil L Brown 2220 Cedar Tree Ln. Cupertino, CA 90888
Nora C Chin 100 Seashore Way Sunnyvale, CA 94022	Donna N Christian 566 Villa Casa Ct Saratoga, CA 95020	Paul Chu 134 Berkshire Road Building F, Apt 29 Studio City, CA 91602
Adam N Colombo 1234 Castro Street Mountain View, CA 94060	Duke H Darkwolf 874 Dusty Trail Cupertino, CA 95033	Deana Sue DeWitt 1234 Blaney Ave Cupertino, CA 95014
Tom P Dodge, CPA 4987 Waterway Blvd Los Angeles, CA 98756	James J Eagle 4333 E. Shady Oak Trail Los Altos Hills, CA 94455	Maximillian Clayton Farber 678 Parrot Avenue Marina Del Ray, CA
Gail S Finn 155 N Peachtree St San Jose, CA 94122	Tom T Garcia, CPP 220 Washington Street Freemont, CA 90888	Alicia T Goldstein 12452 Blaney Ave. Cupertino, CA 95014
Carolyn N Hatfield 200 Ridgcrest Drive Los Gatos, CA 95030	Joseph Hernandez 1576 W. 2nd.St San Jose, CA 95131	Mary M Huang 234 Harding Ave Los Gatos, CA 95030
Sue Ellen Johnson 5556 Cherry Blossom Ln. Sunnyvale, CA 95123	Mary S Johnson, SPHR 100 E. Apple Blossom St Cupertino, CA 95014	Gilbert W Jones 1212 Loma Alta Los Gatos, CA 95030

COBRA Notification Letter

This report prints a standard COBRA notification letter. You can select employees terminated within a specific date range. You can also specify a markup factor.

Stacy R. White 345 Rose Bud Ln Cupertino, CA 95014	Notification Date 04/01/2003 Social Security Number 345-55-5554 Qualification Date 09/28/2007
--	---

Dear Stacy:

All company health benefits will expire as of 09/28/2007 due to termination. You have the option to keep any of the following benefits under the COBRA act for up to 18 months.

PLAN	COVERAGE	EMPLOYEE MONTHLY PREMIUM	DEPENDENT MONTHLY PREMIUM	TOTAL MONTHLY PREMIUM
Prescriptions		4.08	0.00	4.08
Medical Plan	1,000,000	76.50	0.00	76.50
				80.58

Place your signature next to each benefit you would like to continue and return this form within 60 days.

Sincerely,

Mary Sue Johnson
 Manager, Human Res

COBRA Recipient Report

This report lists people receiving COBRA benefits and how long they have received these benefits. The report lists the recipient's name, division and department, termination reason, date of termination, number of months the individual has received COBRA and the number of total dependents, including the insured.

COBRA RECIPIENT	DIVISION	, DEPARTMENT	TERM REASON	TERM DATE	MONTHS	DEPENDENTS	
						TOTAL	INSURED
Smiley, Sally S	Operations	, Manufacturing	EXPIRED	07/01/2002	62.0	0	0
Smith, Zabrina S	Operations	, Manufacturing	RESIGN	06/02/2002	63.0	0	0
Colombo, Adam N	Operations	, Manufacturing			0.0	0	0

3 COBRA Recipients Listed

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Census Report

This report provides information most insurance companies require when calculating the cost of providing insurance. You might want to send this report directly to the insurance company.

The dependents column on the report indicates the number of insured as specified on the Dependents and Beneficiaries page. An insured spouse counts as one dependent.

SSN	BIRTH DATE	GENDER	TYPE	OCCUPATION	ANNUAL SALARY	HIRE DATE	MARITAL STATUS	INSURED DEPENDENTS
Nonexempt Status								
Anderson, Cornelia B								
136-36-3636	11/11/1960	F	RFT	Machine Oper III	34,491.72	02/10/1989	M	1
Anderson, Rebecca A								
452-34-5555	06/10/1983	F	RPT	Machine Oper I	16,383.57	11/29/1989	M	1
Attwater, Christine E								
576-86-7858	10/10/1959	F	RFT	Secretary II	28,812.28	07/12/1988	S	0
Bandana, Pepper S								
254-65-8756	07/19/1966	F	RFT	Machine Oper III	29,437.95	04/16/1988	S	0
Bandana, Pepper S								
254-65-8756	07/19/1966	F	RFT	Machine Oper III	32,192.28	04/16/1988	S	0
Bickmire, James S								
234-34-5658	07/19/1944	M	RFT	Technician II	50,988.97	11/28/1989	S	0
Bramble, Virginia L								
134-34-3434	12/21/1954	F	RFT	Purchasing clerk	24,517.27	04/20/1987	M	0
Bramble, Virginia L								
134-34-3434	12/21/1954	F	RFT	Purchasing clerk	27,151.65	04/20/1987	M	0
Christian, Donna N								
764-54-5677	07/16/1958	F	RFT	Machine Oper I	13,928.45	07/31/1990	M	0
Chu, Paul								
578-63-4539	05/13/1938	M	RFT	Machine Oper I	13,520.00	11/07/1988	M	0
Colombo, Adam N								
333-42-5542	04/09/1967	M	RFT	Line Supervisor	34,105.43	06/28/1989	S	0
Darkwolf, Duke H								
433-65-6179	07/15/1953	M	RFT	Technician II	43,239.00	03/08/1999	M	0
DeWitt, Deana Sue								
424-22-2225	07/03/1968	F	RFT	Assembler II	36,710.71	01/31/2000	S	2
Dodge, CPA, Tom P								
254-34-5678	06/30/1958	M	RFT	G/ledger Acctg Ad	38,692.65	01/05/1998	D	0
Finn, Gail S								
345-55-6778	08/15/1975	F	RFT	Secretary II	40,240.35	01/01/1999	S	0
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Certificate of Coverage

This report shows proof of previous health insurance coverage for the employee. If the Date of Certificate (entered on the Specific Criteria tab) is greater than the date the employee's coverage ended, the certificate will print the employee's name, the date the coverage began (item #10) and the date the coverage ended (item #11). Otherwise, if coverage has not ended (as of the Date of Certificate), the report will display an X in item #11.

Certificate of Group Health Plan Coverage


IMPORTANT - This certificate provides evidence of your prior health coverage. You may need to furnish this certificate if you become eligible under a group health plan that excludes coverage for certain medical conditions that you had prior to your enrollment. This certificate may need to be provided if medical advice, diagnosis, care or treatment was recommended or received for the condition within the six-month period prior to your enrollment in the new plan. If you become covered under another group health plan, check with the plan administrator to see if you need to provide this certificate. You may also need this certificate to buy, for yourself or your family, an insurance policy that does not exclude coverage for medical conditions that are present before you enroll.

1. **Date of this certificate** 08/29/2007
2. **Name of group health plan** PPO Medical
3. **Name of participant** Anderson, Cornelia B
4. **Identification number of participant** 136-36-3636
5. **Names of any dependents to whom this certificate applies**
Rodrequez Ralph
6. **Name and address of person issuing this certificate**
Z-Systems, Inc.
123 Palm Avenue
Los Angeles, CA 90072
7. **For more information, call** (902)554-1356
8. **If the individual(s) identified in line 3 and line 5 has at least 18 months of creditable coverage (disregarding periods of coverage before a 63-day break), check here and skip lines 9 and 10.**
9. **Date waiting period or affiliation period (if any) began** 02/10/1989
10. **Date coverage began** 03/20/2006
11. **Date coverage ended** or if coverage is continuing as of the date of this certificate, check here

Note: Separate certificates will be furnished if information is not identical for the participant and each beneficiary.


Employee Benefit Changes

This report is actually a history report showing changes in employee benefits.

		Z-Systems, Inc.					
		Insurance Employee Benefit Changes					
		Effective from 12/28/2006 to 08/29/2007					
PLAN							
Adams, Donald A							
GTL-BW taxable (GTW-BW)		Coverage Starts:		01.01/2000	Expires: 12/31/2099		
<u>Change Effective</u>	<u>Change Reason</u>	<u>Total Coverage</u>	<u>Dependent Coverage</u>	<u>Employee Premium</u>	<u>Dependent Premium</u>	<u>Other Amount</u>	<u>Employee Contribution</u>
01.09/2007	PAYROLL MASS UPDATE	272000	0	10.88	0.00	23.57	0.00
	Prior Amounts	262000	0	10.48	0.00	22.50	0.00
Life Insurance (LIFE-BW01)		Coverage Starts:		01.01/2003	Expires: 12/31/2099		
<u>Change Effective</u>	<u>Change Reason</u>	<u>Total Coverage</u>	<u>Dependent Coverage</u>	<u>Employee Premium</u>	<u>Dependent Premium</u>	<u>Other Amount</u>	<u>Employee Contribution</u>
01.09/2007	PAYROLL MASS UPDATE	270320	0	7.50	0.00	0.00	2.00
	Prior Amounts	261938	0	7.50	0.00	0.00	2.00
Albright, Albert M							
GTL-BW taxable (GTW-BW)		Coverage Starts:		01.01/2000	Expires: 12/31/2099		
<u>Change Effective</u>	<u>Change Reason</u>	<u>Total Coverage</u>	<u>Dependent Coverage</u>	<u>Employee Premium</u>	<u>Dependent Premium</u>	<u>Other Amount</u>	<u>Employee Contribution</u>
01.09/2007	PAYROLL MASS UPDATE	162000	0	6.48	0.00	22.23	0.00
	Prior Amounts	156000	0	6.24	0.00	21.04	0.00
Life Insurance (LIFE-BW01)		Coverage Starts:		01.01/2003	Expires: 12/31/2099		
<u>Change Effective</u>	<u>Change Reason</u>	<u>Total Coverage</u>	<u>Dependent Coverage</u>	<u>Employee Premium</u>	<u>Dependent Premium</u>	<u>Other Amount</u>	<u>Employee Contribution</u>
01.09/2007	PAYROLL MASS UPDATE	160961	0	7.50	0.00	0.00	2.00
	Prior Amounts	155970	0	7.50	0.00	0.00	2.00

Insurance Coverage Detail

This report contains detailed information about each employee's insurance benefit plans. It lists the dependents covered under each plan, shows when their coverage was in effect, and also shows the individual coverage and premium amounts for each dependent, when applicable. The report also contains insurance plan information that is currently not available on any other standard reports.

		Z-Systems, Inc.			
		Insurance Coverage Detail			
		Effective 08/29/2007			
<u>PLAN</u>		<u>COVERAGE BEGINS</u>	<u>COVERAGE ENDS</u>	<u>COVERAGE AMOUNT</u>	<u>PREMIUM AMOUNT</u>
Adams, Donald A (232-09-8027)					
Dental (DENTAL)		01.01/2003	12/31/2099	6000	20.75
Employee Coverage		01.01/2003	12/31/2099	1500	6.50
Covered Dependents					
Peter Adams (CHILD)		01.01/2003	12/31/2099	1500	N/A
Paul A.Adams (CHILD)		01.01/2003	12/31/2099	1500	N/A
Mary M.Adams (SPOUSE)		01.01/2003	12/31/2099	1500	N/A
Dependent Totals				4500	14.25
Employee Contribution	10.38 Biweekly				
Latest Change to Amounts	01.09/2007				
<hr/>					
GTL-BW taxable (GTW-BW)		01.01/2000	12/31/2099	272000	10.88
Employee Coverage		01.01/2000	12/31/2099	272000	10.88
Other Calculated Amount	23.57				
Latest Change to Amounts	01.09/2007 (PAYROLL MASS UPDATE)				
<hr/>					
HMO Medical (HMO)		01.01/2003	12/31/2099	1000000	290.00
Employee Coverage		01.01/2003	12/31/2099	N/A	75.00
Covered Dependents					
Peter Adams (CHILD)		01.01/2003	12/31/2099	N/A	N/A
Paul A.Adams (CHILD)		01.01/2003	12/31/2099	N/A	N/A
Mary M.Adams (SPOUSE)		01.01/2003	12/31/2099	N/A	N/A
Dependent Totals				N/A	215.00
Employee Contribution	101.00 Biweekly				
Latest Change to Amounts	01.09/2007				
<hr/>					
Life Insurance (LIFE-BW01)		01.01/2003	12/31/2099	270320	7.50
Employee Coverage		01.01/2003	12/31/2099	N/A	7.50

Compensation Reports


These reports track reviews, new hires and terminations, a variety of salary analyses and job code statistics. Many compensation reports include the compa-ratio statistic.

These are the reports in the Compensation group:

- [Ranked Salary List](#)
- [Review Forms For Reviews Due](#)
- [Reviews Due](#)
- [Salary Increase Analysis by Job Code](#)
- [Salary Increase Analysis by Organization](#)
- [Salary Increase Analysis by Reason](#)
- [Salary Analysis by Employee Name](#)
- [Salary Analysis by Job Code](#)
- [Salary Analysis by Job Title](#)
- [Salary Analysis by Organization](#)
- [Salary Analysis by Salary Grade](#)
- [Salary As Of](#)
- [Salary Grade Range Exceptions](#)
- [Salary History](#)
- [Statistics by Job Code](#)
- [Terminated Employee Log](#)
- [Turnover Performance vs. Longevity Matrix](#)
- [Turnover Statistics](#)


Ranked Salary List

This report ranks, in descending order, the annual salaries of all your employees. The report includes annual salaries, unit rate, employees, employee titles, and organization level. You can select to include all, exempt or nonexempt employees.

		ZSI/ABC SYSTEMS, INC Ranked Salary List		
ANNUAL SALARY	UNIT RATE	NAME	TITLE	DIVISION / DEPARTMENT
135159.90	64.98	Adams, Donald A	President	CORP, ADMIN
123360.59	59.31	Baker, Robert Q	V.P. Sales &	SALES/MKTG, ADMIN
110550.42	53.15	Chin, Nora C	V.P. Operations	OPERATIONS, MAN
99495.38	47.83	Moreland, Beverly C	Manager, Sales	SALES/MKTG, SALES
94299.51	45.34	Rise, Judith P	Sales Rep II	SALES/MKTG, SALES
86429.67	41.55	Willits, Joleen P	V.P. Finance	FINANCE, ACCOUNTING
80480.71	38.69	White, Donald N	Programmer II	ENGINEERING, SOFTWARE
80480.71	38.69	Albright, Albert M	V.P. Engineering	ENGINEERING, MAN
80126.08	38.52	Jones, Gilbert W	Engineer II	ENGINEERING, HARDWARE
73166.22	35.18	Johnson, SPHR, Mary S	V.P. Human	CORP, HR
70019.36	33.66	Eagle, James J	Manager,	OPERATIONS, MAN
66921.29	32.17	Hernandez, Joseph	Engineer II	ENGINEERING, HARDWARE
59198.41	28.46	Brown, Virgil L	Manager,	ENGINEERING, SOFTWARE
57486.22	27.64	Palmer, Courtney C	Graphic Artist	SALES/MKTG, MKTG
51910.62	24.96	Smith, Nancy S	Recruiter	CORP, HR
50988.97	24.51	Bickmire, James S	Technician II	ENGINEERING, HARDWARE
49000.01	23.56	Jones, Sheryl L	Manager, Human	CORP, HR
47824.11	22.99	Krause, Janet A	Sales Rep II	SALES/MKTG, SALES
47596.38	22.88	Nagassi, Robert N	Sales Rep II	SALES/MKTG, SALES
45323.59	21.79	Peacock, Richard S	Sales Rep II	SALES/MKTG, SALES
43919.66	21.12	Thompson, Wendy Q	QA Inspector	OPERATIONS, QA
43239.00	20.79	Darkwolf, Duke H	Technician II	ENGINEERING, HARDWARE
42009.16	20.20	Von Raes, Mary E	Marketing	SALES/MKTG, MKTG
40455.17	19.45	Goldstein, Alicia T	QA Inspector	OPERATIONS, QA
40240.35	19.35	Finn, Gail S	Secretary II	FINANCE, ACCOUNTING
39090.63	18.79	Huang, Mary M	Secretary III	OPERATIONS, MAN
38849.10	18.68	Garcia, CPP, Tom T	Cost Accounting Rep	FINANCE, ACCOUNTING
38692.65	18.60	Dodge, CPA, Tom P	G/ledger Acctg Ad	FINANCE, ACCOUNTING
36956.96	17.77	Startwirth, Melisa S	Executive Dining	CORP, OPS
36710.71	17.65	DeWitt, Deana Sue	Assembler II	OPERATIONS, MAN
34491.72	16.58	Juarez, Marian A	Executive Assistant	CORP, ADMIN
34491.72	16.58	Anderson, Cornelia B	Machine Oper III	OPERATIONS, MAN
34105.43	16.40	Colombo, Adam N	Line Supervisor	OPERATIONS, MAN
32192.28	15.48	Bandana, Pepper S	Machine Oper III	OPERATIONS, MAN
29892.82	14.37	White, Stacy R	Machine Oper II	OPERATIONS, MAN
28812.28	13.85	Atwater, Christine E	Secretary II	SALES/MKTG, SALES
28743.10	13.82	Hatfield, Carolyn N	Machine Oper II	OPERATIONS, MAN
27593.38	13.27	Rodriguez, Richard N	Raw Materials Buy	OPERATIONS, MATERIALS
27151.65	13.05	Bramble, Virginia L	Purchasing clerk	OPERATIONS, MATERIALS
27040.00	13.00	Margolis, Mary N	A/P Clerk II	CORP, ACCOUNTING
25868.79	12.44	Johnson, Sue Ellen	A/P Clerk I	FINANCE, ACCOUNTING
25293.94	12.16	Smith, Zabrina S	Assembly Line Ins	OPERATIONS, MAN

Review Forms for Reviews Due

This report lets you view employee job and salary history. It also provides a section of requested changes for the reviewer to fill out and management to sign. The options are identical to those for the Reviews Due report. When the form is completed, it is intended for use in updating the employee information affected by the review.



ZSI
Z Systems Inc.

ZSI/ABC SYSTEMS, INC

Review Forms for Reviews Due

Employee Adams, Donald A. Employee Number 101.

Exempt	Y	Supervisor	
Salary Grade	EW25	Division	CORP
Comparatio	124.96	Department	ADMIN
Percentile	131.13	Last Hire	02/12/1976

EFFECTIVE DATE	REASON	TITLE	TYPE	PAY RATE	PER	ANNUALIZED	PERCENT OF INCREASE	RATING
01.01/2007	PREVWPAY	President	RFT	5198.458	B	135159.90	3.2	2
07.01/2006	ADJUSTUP	President	RFT	5037.265	B	130968.90	3.5	2
01.01/2006	PREVWPAY	President	RFT	4866.923	B	126540.00	-57.0	2
01.01/2005	PREVWPAY	President	RFT	11320.81	B	294341.18	5.0	2
07.01/2003	PREVWNP	President	RFT	10781.73	B	280324.93	0.0	2
10.07/2002	INC-DUTY	President	RFT	10781.73	B	280324.93	0.0	
09.09/2002	FMLA	President	RFT	10781.73	B	280324.93	0.0	
08.20/2002	INC-DUTY	President	RFT	10781.73	B	280324.93	130.5	
08.15/2002	ORGCHNG	President	RFT	4676.926	B	121600.09	0.0	
01.01/2000	MERIT	President	RFT	4676.926	B	121600.08	23.1	
01.01/1999	PREVWPAY	President	RFT	3800.000	B	98800.00	4.0	1
01.01/1998	PREVWPAY	President	RFT	3653.846	B	95000.00	6.6	1
01.01/1996	MERIT	President	RFT	7425.001	M	89100.01	11.4	1
01.01/1995	MERIT	President	RFT	6666.667	M	80000.00	-1.2	2
01.01/1995	MERIT	President	RFT	6750.000	M	81000.00	5.5	1
01.01/1994	MERIT	President	RFT	6400.000	M	76800.00	0.0	2

Requested Changes


Performance Effective Date	<input type="text"/>	<input type="text"/>	<input type="text"/>	Job Title	<input style="width: 100%;" type="text"/>
Review Rating	<input style="width: 100%;" type="text"/>			Salary Grade	<input style="width: 100%;" type="text"/>
Next Performance Review	<input type="text"/>	<input type="text"/>	<input type="text"/>	Exempt	<input style="width: 100%;" type="text"/>
Salary Effective Date	<input type="text"/>	<input type="text"/>	<input type="text"/>	EEO Class	<input style="width: 100%;" type="text"/>
Reason Code	<input style="width: 100%;" type="text"/>			Supervisor	<input style="width: 100%;" type="text"/>
New Pay Rate	\$ <input style="width: 50%;" type="text"/>	Per	<input style="width: 50%;" type="text"/>	Division	<input style="width: 100%;" type="text"/>
Next Salary Review	<input type="text"/>	<input type="text"/>	<input type="text"/>	Department	<input style="width: 100%;" type="text"/>
Job Code	<input style="width: 100%;" type="text"/>			Status	<input style="width: 100%;" type="text"/>

Supervisor	Manager	Human Resources
<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>	<input style="width: 100%;" type="text"/>
Date <input type="text"/>	Date <input type="text"/>	Date <input type="text"/>

Reviews Due

This report provides a list of performance and salary reviews by month. You can include performance or salary reviews and sort by organization level or supervisor.

If you request open reviews, the report includes reviews with a Next Review Date that is earlier than the one specified. The system considers reviews open until the Next Review Date field is updated.

		ZSI/ABC SYSTEMS, INC Salary Reviews Due By Employee				
SALARY REVIEW	PERFORMANCE REVIEW	EMPLOYEE ID	TITLE	UNIT PAY RATE	CURRENT SALARY	PER
Supervisor is Adams, Donald A						
Chin, Nora C 01/01/2008	01/01/2008	147	V.P. Operations	\$53.14924	\$4251.93923	B
Albright, Albert M 01/01/2008	01/01/2008	135	V.P. Engineering	\$38.69265	\$3095.41176	B
Sum of Annual Salaries				\$191031		
Employees				2		

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Salary Increase Analysis by Job Code

The Salary Increase Analysis by Job Code report lets you evaluate salary increases by job code. This report includes previous versus current salaries, effective dates, reasons for adjustments, and actual and percentage amounts of increases.

PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	HRS / UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
*** NON EXEMPT ***										
JOB CODE: APCL1		A/P CLERK I								
FINANCE, ACCOUNTING, HQ										
Johnson, Sue Ellen										
07.01/2006	01.01/2007	3	PREVWP	12.43692	H 40.00	25067	25869	802	3.2	
JOB CODE: APCL1		A/P CLERK I TOTALS								
						Total Annual Salary	25067	25869	802	3.2
						Average Annual Salary	25067	25869	802	
						Total Increases		1		
JOB CODE: ARTIST		GRAPHIC ARTIST								
SALES/MKTG, MKTG, HQ										
Palmer, Courtney C										
07.01/2006	01.01/2007	1	PREVWP	2211.0084	B 80.00	55704	57486	1782	3.2	
JOB CODE: ARTIST		GRAPHIC ARTIST TOTALS								
						Total Annual Salary	55704	57486	1782	3.2
						Average Annual Salary	55704	57486	1782	
						Total Increases		1		
JOB CODE: ASSEMB		ASSEMBLER II								
OPERATIONS, MAN, HQ										
DeWitt, Deana Sue										
07.01/2006	01.01/2007	3	PREVWP	17.64938	H 40.00	35572	36711	1139	3.2	
JOB CODE: ASSEMB		ASSEMBLER II TOTALS								
						Total Annual Salary	35572	36711	1139	3.2
						Average Annual Salary	35572	36711	1139	
						Total Increases		1		
JOB CODE: BUYER		RAW MATERIALS BUY								
OPERATIONS, MATERIALS, HQ										
Rodriguez, Richard N										
07.01/2006	01.01/2007	2	PREVWP	13.26605	H 40.00	26738	27593	855	3.2	
JOB CODE: BUYER		RAW MATERIALS BUY TOTALS								
						Total Annual Salary	26738	27593	855	3.2
						Average Annual Salary	26738	27593	855	
						Total Increases		1		
JOB CODE: CSTACC		COST ACCOUNTING REP								
FINANCE, ACCOUNTING, HQ										


Salary Increase Analysis by Organization

Use this report to analyze employee salary increases by organization level. The report includes previous versus current salaries, effective dates, reasons for adjustments and actual and percentage amounts of increases.

		Z-Systems, Inc.									
		Salary Increase Analysis by Organization									
		FROM 01/28/2006 TO 01/28/2007									
PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	/	HRS/ UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
CORP, ADMIN, HQ											
* EXEMPT											
Adams, Donald A											
01/01/2006	07/01/2006	2	ADJUST	5037.2654	B	80.00	126540	130969	4429	3.5	
07/01/2006	01/01/2007	2	PREVWP	5198.4579	B	80.00	130969	135160	4191	3.2	
Juarez, Marian A											
01/01/2006	07/01/2006	1	ADJUST	16.06838	H	40.00	32292	33422	1130	3.5	
07/01/2006	01/01/2007	1	PREVWP	16.58256	H	40.00	33422	34492	1070	3.2	
* EXEMPT TOTALS							Total Annual Salary	323223	334043	10820	3.3
							Average Annual Salary	80806	83511	2705	
							Total Increases		4		
CORP, ADMIN, HQ TOTALS											
							Total Annual Salary	323223	334043	10820	3.3
							Average Annual Salary	80806	83511	2705	
							Total Increases		4		
CORP, HR, HQ											
* NONEXEMPT											
Startwirth, Melisa S											
01/01/2006	02/01/2006	2	PROMO	16.63462	H	40.00	6458	34600	28142	436	
* EXEMPT											
Johnson, SPHR, Mary S											
01/01/2006	07/01/2006	2	ADJUST	2726.8269	B	80.00	68500	70898	2398	3.5	
07/01/2006	01/01/2007	2	PREVWP	2814.0854	B	80.00	70898	73166	2268	3.2	
Jones, Sheryl L											
02/01/2006	07/01/2006		ADJUST	1826.1779	B	80.00	45875	47481	1606	3.5	
07/01/2006	01/01/2007		PREVWP	1884.6156	B	80.00	47481	49000	1519	3.2	
Smith, Nancy S											
01/01/2006	02/01/2006	1	PROMO	23.36538	H	40.00	10764	48600	37836	352	
02/01/2006	07/01/2006	1	ADJUST	24.18317	H	40.00	48600	50301	1701	3.5	
07/01/2006	01/01/2007	1	PREVWP	24.95703	H	40.00	50301	51911	1610	3.2	
* EXEMPT TOTALS							Total Annual Salary	342418	391356	48938	12.4
							Average Annual Salary	48917	55908	6991	
							Total Increases		7		


Salary Increase Analysis by Reason

Use this report to analyze employee salary increases by reason. The report includes previous versus current salaries, effective dates, reasons for adjustments and actual and percentage amounts of increases.

		Z-Systems, Inc.								
		Salary Increase Analysis by Reason								
		FROM 08/28/2006 TO 08/29/2007								
PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	HRS/ UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
REASON: PREVWPAY										
** CORP, ADMIN, HQ										
* EXEMPT										
Adams, Donald A										
07/01/2006	01/01/2007	2	PREVWP	5198.4579 B	80.00	130969	135160	4191	3.2	
Juarez, Marian A										
07/01/2006	01/01/2007	1	PREVWP	16.58256 H	40.00	33422	34492	1070	3.2	
* EXEMPT TOTALS										
						Total Annual Salary	164391	169652	5261	3.2
						Average Annual Salary	82196	84826	2631	
						Total Increases		2		
** CORP, ADMIN, HQ TOTALS										
						Total Annual Salary	164391	169652	5261	3.2
						Average Annual Salary	82196	84826	2631	
						Total Increases		2		
** CORP, HR, HQ										
* EXEMPT										
Johnson, SPHR, Mary S										
07/01/2006	01/01/2007	2	PREVWP	2814.0854 B	80.00	70898	73166	2268	3.2	
Jones, Sheryl L										
07/01/2006	01/01/2007		PREVWP	1884.6156 B	80.00	47481	49000	1519	3.2	
Smith, Nancy S										
07/01/2006	01/01/2007	1	PREVWP	24.95703 H	40.00	50301	51911	1610	3.2	
* EXEMPT TOTALS										
						Total Annual Salary	168679	174077	5398	3.2
						Average Annual Salary	56226	58026	1799	
						Total Increases		3		
** CORP, HR, HQ TOTALS										
						Total Annual Salary	168679	174077	5398	3.2
						Average Annual Salary	56226	58026	1799	
						Total Increases		3		
** CORP, OPS, HQ										
* NONEXEMPT										
Startwirth, Melisa S										
07/01/2006	01/01/2007	2	PREVWP	17.76777 H	40.00	35811	36957	1146	3.2	


Salary Analysis by Employee Name

The Salary Analysis by Employee Name report lets you evaluate salaries categorized by individual employees, job title, all employees or your own search criteria. This report includes pay rates, hours, annual salaries, longevity, and compa-ratio.

		Z-Systems, Inc.						
		Salary Analysis by Emp Name						
NAME	JOB TITLE	PAY RATE	PER	HOURS	ANNUAL SALARY	SERVICE RATING	COMPA RATIO	
Adams, Donald A	President	5198.4579	B	80	135,160	31.5	2	125
Albright, Albert M	V.P. Engineering	3095.4118	B	80	80,481	18.8	3	103
Anderson, Cornelia B	Machine Oper III	16.5826	H	40	34,492	18.5	1	107
Anderson, Rebecca A	Machine Oper I	10.5023	H	30	16,384	17.7	2	85
Attwater, Christine E	Secretary II	13.8521	H	40	28,812	19.1	4	68
Baker, Robert Q	V.P. Sales &	4744.6380	B	80	123,361	14.3	1	174
Bandana, Pepper S	Machine Oper III	14.1529	H	40	29,438	4.7	3	91
Bandana, Pepper S	Machine Oper III	15.4771	H	40	32,192	19.4	3	100
Bickmire, James S	Technician II	24.5139	H	40	50,989	17.7	3	121
Bramble, Virginia L	Purchasing clerk	11.7872	H	40	24,517	4.7	3	86
Bramble, Virginia L	Purchasing clerk	13.0537	H	40	27,152	20.4	2	95
Brown, Virgil L	Manager,	2276.8621	B	80	59,198	21.3	3	93
Chin, Nora C	V.P. Operations	4251.9392	B	80	110,550	19.4	1	156
Christian, Donna N	Machine Oper I	6.6964	H	40	13,928	17.1	3	72
Chu, Paul	Machine Oper I	6.5000	H	80	13,520	18.8		70
Colombo, Adam N	Line Supervisor	16.3968	H	40	34,105	18.2	4	92
Darkwolf, Duke H	Technician II	20.7880	H	40	43,239	8.5	2	103
DeWitt, Deana S	Assembler II	17.6494	H	40	36,711	7.6	3	99
Dodge, CPA, Tom P	G/ledger Acctg Ad	1488.1787	B	80	38,693	9.6	3	105
Eagle, James J	Manager,	2693.0525	B	80	70,019	17.9	3	150
Farber, Maximillian C	Sales Rep II	0.0000	B	80	0	31.5	1	0
Finn, Gail S	Secretary II	1547.7059	B	80	40,240	8.7	3	96
Garcia, CPP, Tom T	Cost Accounting Rep	1494.1963	B	80	38,849	16.6	3	105
Goldstein, Alicia T	QA Inspector	19.4496	H	40	40,455	18.4	3	110
Hatfield, Carolyn N	Machine Oper II	13.8188	H	40	28,743	17.7	3	101
Hernandez, Joseph	Engineer II	2573.8957	B	80	66,921	23.0		129
Huang, Mary M	Secretary III	18.7936	H	40	39,091	17.9	2	83
Johnson, Sue Ellen	A/P Clerk I	12.4369	H	40	25,869	7.3	3	80


Salary Analysis by Job Code

The Salary Analysis by Job Code Report lets you evaluate salaries by job code, individual employee, all employees, or your own search criteria. This report includes job titles, salary grades, pay rates, annual salaries, and other data. It is sorted by exempt and nonexempt employees.

		ZSI/ABC SYSTEMS, INC						
		Salary Analysis by Job Code						
		**** NONEXEMPT ****						
<u>NAME</u>	<u>JOB TITLE</u>	<u>PAY RATE</u>	<u>PER HOURS</u>	<u>ANNUAL SALARY</u>	<u>SERVICE</u>	<u>RATING</u>	<u>COMPA RATIO</u>	
<u>JOB CODE : APCL1</u>	<u>SALARY GRADE : NH14</u>	\$22880.00 - \$41600.00						
Johnson, Sue Ellen	A/P Clerk I	12.43692	H 40	25,869	7.3	3	80	
<u>JOB CODE : APCL1 TOTALS</u>		Average Annual Salary \$		25,869				
		Total Annual Salary \$		25,869				
		Employees		1				
<u>JOB CODE : APCL2</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
Margolis, Mary N	A/P Clerk II	13.00000	H 40	27,040	18.0	2	73	
<u>JOB CODE : APCL2 TOTALS</u>		Average Annual Salary \$		27,040				
		Total Annual Salary \$		27,040				
		Employees		1				
<u>JOB CODE : ARTIST</u>	<u>SALARY GRADE : NH16</u>	\$32240.00 - \$52000.00						
Palmer, Courtney C	Graphic Artist	2211.00840	B 80	57,486	8.0	1	136	
<u>JOB CODE : ARTIST TOTALS</u>		Average Annual Salary \$		57,486				
		Total Annual Salary \$		57,486				
		Employees		1				
<u>JOB CODE : ASSEMB2</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
DeWitt, Deana Sue	Assembler II	17.64938	H 40	36,711	7.6	3	99	
<u>JOB CODE : ASSEMB2 TOTALS</u>		Average Annual Salary \$		36,711				
		Total Annual Salary \$		36,711				
		Employees		1				
<u>JOB CODE : BUYER</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
Rodriguez, Richard N	Raw Materials Buy	13.26605	H 40	27,593	18.1	2	75	
<u>JOB CODE : BUYER TOTALS</u>		Average Annual Salary \$		27,593				
		Total Annual Salary \$		27,593				
		Employees		1				
<u>JOB CODE : CSTACCT</u>	<u>SALARY GRADE : NH15</u>	\$26000.00 - \$47840.00						
Garcia, CPP, Tom T	Cost Accounting Rep	1494.19633	B 80	38,849	16.6	3	105	


Salary Analysis by Job Title

The Salary Analysis by Job Title Report lets you evaluate salaries by job title, job code, individual employee, all employees, or your own search criteria. This report includes pay rates, hours, annual salaries, longevity, compa-ratio and other data.

		Z-Systems, Inc.							
		Salary Analysis by Job Title							
		**** NON EXEMPT ****							
<u>NAME</u>	<u>JOB CODE</u>	<u>TYPE</u>	<u>PAY RATE</u>	<u>PER</u>	<u>HOURS</u>	<u>ANNUAL SALARY</u>	<u>SERVICE</u>	<u>RATING</u>	<u>COMPA RATIO</u>
<u>JOB TITLE : A/P Clerk I</u>									
Johnson, Sue Ellen	APCL1	RFT	12.4369	H	40	25,869	7.3	3	80
			Average Annual Salary \$			25,869			
			Total Annual Salary \$			25,869			
			Employees			1			
<u>JOB TITLE : A/P Clerk II</u>									
Margolis, Mary N	APCL2	RFT	13.0000	H	40	27,040	18.0	2	73
			Average Annual Salary \$			27,040			
			Total Annual Salary \$			27,040			
			Employees			1			
<u>JOB TITLE : Assembler II</u>									
DeWitt, Deana S	ASSEMB	RFT	17.6494	H	40	36,711	7.6	3	99
			Average Annual Salary \$			36,711			
			Total Annual Salary \$			36,711			
			Employees			1			
<u>JOB TITLE : Assembly Line Ins</u>									
Smith, Zabrina S	LINEIN	RFT	12.1606	H	40	25,294	5.2	1	69
			Average Annual Salary \$			25,294			
			Total Annual Salary \$			25,294			
			Employees			1			
<u>JOB TITLE : Cost Accounting Rep</u>									
Garcia, CPP, Tom T	CSTACC	RFT	1494.1963	B	80	38,849	16.6	3	105
			Average Annual Salary \$			38,849			
			Total Annual Salary \$			38,849			
			Employees			1			
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Salary Analysis by Organization

This report lists employees' salaries by organization level. The employee's pay rate, hours, annual salary, years of service, rating and compa-ratio are listed. The employees' average annual salary, total annual salary, and number of employees are totaled for the organization level as well as for the entire employer at the end of the report.

		Z-Systems, Inc.								
		Salary Increase Analysis by Organization								
		FROM 01/28/2006 TO 01/28/2007								
PREVIOUS DATE	EFFECTIVE DATE	RATING	REASON	PAY RATE	HRS/ UNITS	ANNUAL PREV	ANNUAL SALARY	INCREASE AMT	INCREASE PCT	
CORP, ADMIN, HQ										
* EXEMPT										
Adams, Donald A										
01/01/2006	07/01/2006	2	ADJUST	5037.2654 B	80.00	126540	130969	4429	3.5	
07/01/2006	01/01/2007	2	PREVWP	5198.4579 B	80.00	130969	135160	4191	3.2	
Juarez, Marian A										
01/01/2006	07/01/2006	1	ADJUST	16.06838 H	40.00	32292	33422	1130	3.5	
07/01/2006	01/01/2007	1	PREVWP	16.58256 H	40.00	33422	34492	1070	3.2	
* EXEMPT TOTALS										
						Total Annual Salary	323223	334043	10820	3.3
						Average Annual Salary	80806	83511	2705	
						Total Increases		4		
CORP, ADMIN, HQ TOTALS										
						Total Annual Salary	323223	334043	10820	3.3
						Average Annual Salary	80806	83511	2705	
						Total Increases		4		
CORP, HR, HQ										
* NONEXEMPT										
Startwirth, Melisa S										
01/01/2006	02/01/2006	2	PROMO	16.63462 H	40.00	6458	34600	28142	436	
* EXEMPT										
Johnson, SPHR, Mary S										
01/01/2006	07/01/2006	2	ADJUST	2726.8269 B	80.00	68500	70898	2398	3.5	
07/01/2006	01/01/2007	2	PREVWP	2814.0854 B	80.00	70898	73166	2268	3.2	
Jones, Sheryl L										
02/01/2006	07/01/2006		ADJUST	1826.1779 B	80.00	45875	47481	1606	3.5	
07/01/2006	01/01/2007		PREVWP	1884.6156 B	80.00	47481	49000	1519	3.2	
Smith, Nancy S										
01/01/2006	02/01/2006	1	PROMO	23.36538 H	40.00	10764	48600	37836	352	
02/01/2006	07/01/2006	1	ADJUST	24.18317 H	40.00	48600	50301	1701	3.5	
07/01/2006	01/01/2007	1	PREVWP	24.95703 H	40.00	50301	51911	1610	3.2	
* EXEMPT TOTALS										
						Total Annual Salary	342418	391356	48938	12.4
						Average Annual Salary	48917	55908	6991	
						Total Increases		7		


Salary Analysis by Salary Grade

The Salary Analysis by Salary Grade Report lets you evaluate salaries by salary grade, individual employee, all employees, or your own search criteria. This report includes job titles, salary grades, pay rates, annual salaries, and other data. The report averages and totals the annual salaries for each salary grade.

		Z-Systems, Inc.							
		Salary Analysis by Sal Grade							
<u>JOB CODE / TITLE</u>	<u>NAME</u>	<u>PAY RATE</u>	<u>PER</u>	<u>HOURS</u>	<u>ANNUAL SALARY</u>	<u>SERVICE</u>	<u>RATING</u>	<u>COMPA</u>	<u>RATIO</u>
SALARY GRADE :		MIN : 0.00	MID : 0.00	MAX : 0.00					
SERVER	Startwirth, Melisa S	17.7678	H	40	36,957	5.6	2	0	
Executive Dining Server									
SALARY GRADE :		TOTALS							
					Average Annual Salary \$			36,957	
					Total Annual Salary \$			36,957	
					Employees			1	
SALARY GRADE : EW14		MIN : 29120.00	MID : 33280.00	MAX : 37440.00					
EX	Juarez, Marian A	16.5826	H	40	34,492	18.6	1	104	
Executive Assistant									
SALARY GRADE : EW14		TOTALS							
					Average Annual Salary \$			34,492	
					Total Annual Salary \$			34,492	
					Employees			1	
SALARY GRADE : EW15		MIN : 33280.00	MID : 37440.00	MAX : 41600.00					
RECRUI	Smith, Nancy S	24.9570	H	40	51,911	17.1	1	139	
Recruiter									
MKTGC	Von Raes, Mary E	1615.7369	B	80	42,009	24.5	3	112	
Marketing Coordinator									
SALARY GRADE : EW15		TOTALS							
					Average Annual Salary \$			46,960	125
					Total Annual Salary \$			93,920	
					Employees			2	
SALARY GRADE : EW16		MIN : 37440.00	MID : 42640.00	MAX : 47840.00					
SALES2	Farber, Maximillian C	0.0000	B	80	0	31.5	1	0	
Sales Rep II									
SALES2	Krause, Janet A	1839.3889	B	80	47,824	19.5	3	112	
Sales Rep II									
SALES2	Nagassi, Robert N	1830.6299	B	80	47,596	19.2	1	112	
Sales Rep II									
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Salary As Of

Use this report to view a list of employees and their respective salaries at a given point in time. The report lists the employee name, job title, unit pay rate and annual salary as of the selected date, the total of the salaries displayed and a calculated salary average. You can select individual employees, all employees or define your own search criteria.

		Z-Systems, Inc.		
		Salary As Of		
		As Of Date: 08/30/2007		
EMPLOYEE	JOB TITLE	EFFECTIVE DATE	UNIT PAY RATE	ANNUAL SALARY
Adams, Donald A	President	01/01/2007	64.98	135,159.90
Albright, Albert M	V.P. Engineering	01/01/2007	38.69	80,480.71
Anderson, Cornelia B	Machine Oper III	01/01/2007	16.58	34,491.72
Anderson, Rebecca A	Machine Oper I	01/01/2007	10.50	16,383.57
Atwater, Christine E	Secretary II	01/01/2007	13.85	28,812.28
Baker, Robert Q	V.P. Sales & Marketing	01/01/2007	59.31	123,360.59
Bandana, Pepper S	Machine Oper III	01/01/2007	14.15	29,437.95
Bandana, Pepper S	Machine Oper III	01/01/2007	15.48	32,192.28
Bickmire, James S	Technician II	01/01/2007	24.51	50,988.97
Bramble, Virginia L	Purchasing clerk	01/01/2007	11.79	24,517.27
Bramble, Virginia L	Purchasing clerk	01/01/2007	13.05	27,151.65
Brown, Virgil L	Manager, Engineering	01/01/2007	28.46	59,198.41
Chin, Nora C	V.P. Operations	01/01/2007	53.15	110,550.42
Christian, Donna N	Machine Oper I	01/01/2001	6.70	13,928.45
Chu, Paul	Machine Oper I	01/27/1989	6.50	13,520.00
Colombo, Adam N	Line Supervisor	01/01/2007	16.40	34,105.43
Darkwolf, Duke H	Technician II	07/01/2006	20.79	43,239.00
DeWitt, Deana Sue	Assembler II	01/01/2007	17.65	36,710.71
Dodge, CPA, Tom P	G/Ledger Acctg Ad	01/01/2007	18.60	38,692.65
Eagle, James J	Manager, Manufacturing	01/01/2007	33.66	70,019.36
Farber, Maximilian Clayton	Sales Rep II	07/01/2005	0.00	0.00
Finn, Gail S	Secretary II	01/01/2007	19.35	40,240.35
Garcia, CPP, Tom T	Cost Accounting Rep	01/01/2007	18.68	38,849.10
Goldstein, Alicia T	QA Inspector	01/01/2007	19.45	40,455.17
Hatfield, Carolyn N	Machine Oper II	01/01/2007	13.82	28,743.10
Hernandez, Joseph	Engineer II	07/01/2006	32.17	66,921.29
Huang, Mary M	Secretary III	01/01/2007	18.79	39,090.63
Johnson, Sue Ellen	A/P Clerk I	01/01/2007	12.44	25,868.79
Johnson, SPHR, Mary S	V.P. Human Resources	01/01/2007	35.18	73,166.22
Jones, Gilbert W	Engineer II	01/01/2007	38.52	80,126.08
Jones, Sheryl L	Manager, Human Resources	01/01/2007	23.56	49,000.01
Juarez, Marian A	Executive Assistant	01/01/2007	16.58	34,491.72
Krause, Janet A	Sales Rep II	01/01/2007	22.99	47,824.11
Margolis, Mary N	A/P Clerk II	02/01/2002	13.00	27,040.00
Moreland, Beverly C	Manager, Sales	01/01/2007	47.83	99,495.38
Nagassi, Robert N	Sales Rep II	01/01/2007	22.88	47,596.38
Palmer, Courtney C	Graphic Artist	01/01/2007	27.64	57,486.22

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Salary Grade Range Exceptions

Use this report to generate a list of employees whose rate of pay is different (more or less) from their assigned salary grade range. This report works only if Salary Grade Validation is enabled at setup. Grouped by organization levels, the report lists employee, title, salary, normal salary grade range (minimum and maximum) and the difference in dollar amount between the salary grade range and what the employee is paid.

NAME	TITLE	SALARY PER	MINIMUM	MAXIMUM	AMT OUT OF RANGE
Company is ZSI/ABC SYSTEMS, INC					
Division is Corporate					
Department is Administration					
Adams, Donald A	President	135,159.90 Y	91,520.00	124,800.00	10,359.90
Total Under Minimum			0		
Total Over Maximum			1		
Division is Corporate					
Department is Human Resources					
Jones, Sheryl L	Manager, Human	49,000.01 Y	49,920.00	62,400.00	-919.99
Smith, Nancy S	Recruiter	51,910.62 Y	33,280.00	41,600.00	10,310.62
Total Under Minimum			1		
Total Over Maximum			1		
Division is Corporate					
Department is Sales					
Farber, Maximilian Clayt	Sales Rep II	0.00 Y	37,440.00	47,840.00	-37,440.00
Total Under Minimum			1		
Total Over Maximum			0		
Division is Engineering					
Department is Hardware					
Hernandez, Joseph	Engineer II	66,921.29 Y	45,760.00	58,240.00	8,681.29
Jones, Gilbert W	Engineer II	80,126.08 Y	45,760.00	58,240.00	21,886.08
Total Under Minimum			0		
Total Over Maximum			2		
Division is Engineering					
Department is Software					
White, Donald N	Programmer II	80,480.71 Y	32,240.00	52,000.00	28,480.71
Total Under Minimum			0		
Total Over Maximum			1		
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Salary History

Use this report to produce an employee compensation history. It lists employees, effective dates, reasons for change, salary rates, and annual salaries.

		ZSI/ABC SYSTEMS, INC Salary History			
EMPLOYEE	EFFECTIVE DATE	REASON	SALARY	PER	ANNUAL
Adams, Donald A	01.01/2007	PREVWPAY	5198.4579	B	135159.90
	07.01/2006	ADJUST UP	5037.2654	B	130968.90
	01.01/2006	PREVWPAY	4866.9231	B	126540.00
	01.01/2005	PREVWPAY	11320.8145	B	294341.18
	07.01/2003	PREVWNP	10781.7279	B	280324.93
	10.07/2002	INC-DUTY	10781.7279	B	280324.93
	09.09/2002	FMLA	10781.7279	B	280324.93
	08.20/2002	INC-DUTY	10781.7279	B	280324.93
	08.15/2002	ORGCHNG	4676.9264	B	121600.09
	01.01/2000	MERIT	4676.9260	B	121600.08
	01.01/1999	PREVWPAY	3800.0000	B	98800.00
	01.01/1998	PREVWPAY	3653.8462	B	95000.00
	01.01/1996	MERIT	7425.0006	M	89100.01
	01.01/1995	MERIT	6666.6668	M	80000.00
	01.01/1995	MERIT	6750.0000	M	81000.00
	01.01/1994	MERIT	6400.0000	M	76800.00
	Albright, Albert M	01.01/2007	PREVWPAY	3095.4118	B
07.01/2006		ADJUST UP	2999.4300	B	77985.18
01.01/2006		PREVWPAY	2898.0000	B	75348.00
01.01/2005		PREVWPAY	2800.0000	B	72800.00
07.01/2003		PREVWNP	2694.4800	B	70056.48
07.01/2002		PROMO	2694.4800	B	70056.48
06.29/2002		COL	2694.4800	B	70056.48
10.30/2000		MERIT	2616.0000	B	68016.00
10.30/1999		PROMO	2580.0000	B	67080.00
10.30/1998		COL	2500.0000	B	65000.00
10.30/1997		MERIT	2475.0000	B	64350.00
10.30/1996		MERIT	2400.0000	B	62400.00
10.30/1994		MERIT	1169.0000	W	60788.00
10.30/1993		COL	1135.5752	W	59049.91
10.30/1991		COL	1081.5000	W	56238.00
10.30/1990	MERIT	1050.0000	W	54600.00	
10.30/1989	PROMO	992.3100	W	51600.12	
10.30/1988	NEW HIRE	923.0768	W	47999.99	
Anderson, Cornelia B	01.01/2007	PREVWPAY	16.5826	H	34491.72
	07.01/2006	ADJUST UP	16.0684	H	33422.22
	01.01/2006	PREVWPAY	15.5250	H	32292.00
	01.01/2005	PREVWPAY	15.0000	H	31200.00
	07.01/2003	PREVWNP	13.6900	H	28475.20
	06.29/2002	COL	13.6900	H	28475.20
	01.05/2002	PREVWPAY	13.2909	H	27645.03


Statistics by Job Code

This report groups statistical data into exempt and nonexempt employee categories. For each job code, the report shows titles, number of employees in each category, average unit rate, and average and total salaries.

		Z-Systems, Inc. Statistics by Job Code **** NON EXEMPT ****			
JOB CODE	JOB TITLE	HEAD COUNT	AVERAGE UNIT RATE	AVERAGE ANNUAL SALARY	TOTAL ANNUAL SALARY
APCL1	A/P Clerk I	1	12.44	25,868.79	25,868.79
APCL2	A/P Clerk II	1	13.00	27,040.00	27,040.00
ARTIST	Graphic Artist	1	27.64	57,486.22	57,486.22
ASSEMB2	Assembler II	1	17.65	36,710.71	36,710.71
BUYER	Raw Materials Buy	1	13.27	27,593.38	27,593.38
CSTACCT	Cost Accounting Rep	1	18.68	38,849.10	38,849.10
GLACCT	G/ledger Acctg Ad	1	18.60	38,692.65	38,692.65
LINEIN	Assembly Line Ins	1	12.16	25,293.94	25,293.94
LINESUP	Line Supervisor	1	16.40	34,105.43	34,105.43
OPER1	Machine Oper I	4	8.09	15,467.97	61,871.86
OPER2	Machine Oper II	2	14.10	29,317.96	58,635.92
OPER3	Machine Oper III	3	15.40	32,040.65	96,121.95
PROG2	Programmer II	1	38.69	80,480.71	80,480.71
PURCLK	Purchasing clerk	2	12.42	25,834.46	51,668.92
QA	QA Inspector	2	20.28	42,187.42	84,374.83
SECY2	Secretary II	2	16.60	34,526.32	69,052.63
SECY3	Secretary III	1	18.79	39,090.63	39,090.63
SERVER	Executive Dining Server	1	17.77	36,956.96	36,956.96
TECH2	Technician II	2	22.65	47,113.99	94,227.97
NONEXEMPT	SUBTOTALS	29	17.61	36,560.91	984,122.60


Terminated Employee Log

This report lists terminated employees for a specified date range. It searches the Employee Status field for all employee records tagged as terminated. The report provides dates of hire and termination, name, employee number, reason for termination, title, organization levels, employee type, longevity, pay rate and frequency and annual salary. It sorts the records by termination date, gives a headcount, and calculates average and total terminated salaries.

		Z-Systems, Inc.			
		Terminated Employee Log			
<hr/>					
Chu, Paul. Employee ID is 150					
Job Title is Machine Oper I Division is OPERATIONS. Department is MAN.					
Termination Information			Employee Information		
Date	01/27/1989	Hire Date	11/07/1988	Longevity	0 years
Reason	EDUC	Type	RFT	Hours	80.00000
		Pay Rate	\$6.50000 per H	Annual Salary	\$13520.00
<hr/>					
Startwirth, Melisa S. Employee ID is 142					
Job Title is A/P Clerk I Division is FINANCE. Department is ACCOUNTING.					
Termination Information			Employee Information		
Date	09/29/2000	Hire Date	01/07/2002	Longevity	-1 years
Reason	DEC-HRS	Type	RPT	Hours	20.00000
		Pay Rate	\$5.30450 per H	Annual Salary	\$5516.68
<hr/>					
Smiley, Sally S. Employee ID is 116					
Job Title is Machine Oper I Division is OPERATIONS. Department is MAN.					
Termination Information			Employee Information		
Date	01/01/2001	Hire Date	06/28/1999	Longevity	2 years
Reason	EXPIRED	Type	RFT	Hours	40.00000
		Pay Rate	\$8.67300 per H	Annual Salary	\$18039.84
<hr/>					
Christian, Donna N. Employee ID is 149					
Job Title is Machine Oper I Division is OPERATIONS. Department is MAN.					
Termination Information			Employee Information		
Date	01/01/2001	Hire Date	07/31/1990	Longevity	10 years
Reason	RESIGN	Type	RFT	Hours	40.00000
		Pay Rate	\$6.69637 per H	Annual Salary	\$13928.45
<hr/>					
<hr/>					
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Turnover Performance vs. Longevity Matrix


This report provides information about turnover rate within your organization. It might indicate a problem if employees with a high performance rating consistently leave your company, while poor performers have remained with the company a long time. The matrix lists performance ratings vs. length of time employed for terminated employees.

		Z-Systems, Inc. Turnover Perf vs. Longevity All Dates			
RATING	LESS THAN 6 MONTHS	6 MONTHS TO 1 YEAR	1 TO 5 YEARS	ABOVE 5 YEARS	TOTAL
	2	0	0	0	2
1	0	0	0	1	1
2	0	0	0	1	1
3	0	0	1	1	2
TOTALS	2	0	1	3	6

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Turnover Statistics

This report lets you view turnover statistics and calculates service length by Adjusted Seniority Date, Original Hire Date, or Last Hire Date. For each terminated employee, this report includes termination type, termination date, employee name, title, service length, salary grade, and termination reason.

		Z-Systems, Inc.				
		Turnover Statistics From 08/30/2004 Through 08/30/2007				
TERM TYPE	TERM DATE	NAME	TITLE	SERVICE LENGTH	SALARY GRADE	TERMINATION REASON
V	07/01/2005	Farber, Maximilian Clayt	Sales Rep II	29.37	EW16	RETIRE
SUMMARY		AMOUNT	PERCENT	AVG LENGTH		
Involuntary		0	0.00	0.00		
Uncontrollable		0	0.00	0.00		
Voluntary		1	100.00	29.37		
Terminated		1				
Current Active		42				
Current LOAs		2				
Turnover Rate (Terminated / (Current Active + Current LOA))				2.27		
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Employee and Organization Reports


Employee and organization reports include lists of anniversary dates, personnel events, organizational structure, years of service, business telephone directory, and recruiting and union activity.

These are the Employee and Organization reports:

- [Anniversary List](#)
- [Event Report](#)
- [New Hire Log](#)
- [Organizational Report](#)
- [Recruiter Activity](#)
- [Service List](#)
- [Source of Hire Activity](#)
- [Telephone Directory](#)
- [Union Report](#)

Anniversary List

The Anniversary List indicates hire dates and seniority rankings for individual employees, all employees or your own reporting criteria during one month or all months, as of the effective date you specify. You can base the anniversary date on the last hire date, original hire date or seniority date. Sort the report by anniversary date, employee name, anniversary date by organization level, and employee name by organization level.

			Z-Systems, Inc. Anniversary List Effective 09/04/2007		
LAST HIRE		NAME	HIRE DATE	SENIORITY DATE	YEARS SERVICE
Month	Day				
Corporate					
Accounting					
9	6	Margolis, Mary N	09/06/1989	09/06/1989	17.99
Operations					
Manufacturing					
9	27	Huang, Mary M	09/27/1989	09/27/1989	17.94
9	28	Eagle, James J	09/28/1989	09/28/1989	17.93


Event Report

Use this report to print a list of employee events. Events are training, licenses, bonuses, professional memberships, company cars or anything defined in the Events code table. You can select a specific event or report all events, as well as specify a date range for next due (renewal) dates. The report lists employee, title, organization levels, event code, effective date, event description, next due date and comments.

EMPLOYEE EVENT CODE	EFFECTIVE DATE	DESCRIPTION	NEXT DUE	COMMENTS
Zsi <i>Z Systems Inc.</i>				
Z-Systems, Inc.				
Event Report				
Adams, Donald A. Job Title is President. Division is CORP. Department is ADMIN.				
LICENSE	02/27/2004	License - Professional	02/27/2007	Renew
Johnson, SPHR, Mary S. Job Title is V.P. Human Resources. Division is CORP. Department is HR.				
CERTIF	05/01/2004	PHR	05/01/2007	Certified through SHRM
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New Hire Log

This report lists all employees hired during the date range you specify. You can select to include or exclude rehires, and you can choose to sort by employee name or date hired.

		ZSI/ABC SYSTEMS, INC New Hire Log Range of Hire Dates 01/02/2006 - 09/04/2007		
EMPLOYEE / SSN	EMPLOYEE ID	JOB TITLE / DIVISION, DEPARTMENT, LOCATION	CURRENT STATUS	ORIGINAL HIRE LAST HIRE
Chu, Paul 578-63-4539	150	Machine Oper I OPERATIONS, MAN,HQ	Active RFT	11/07/1988 08/20/2007
Jones, Sheryl 788-31-4112	24	Manager, Human Resources CORP, HR,HQ	Active RFT	02/01/2006 02/01/2006
NUMBER OF EMPLOYEES HIRED:		2		
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Organizational Report

This report is a list of employees grouped by organizational levels and supervisors. Each group includes employee name, ID number, title, job code, seniority date and employee type (such as RFT or RPT). An employee count is subtotaled by organization levels. An employee total ends the report.


		ZSI/ABC SYSTEMS, INC Organizational Report			
NAME	TITLE	JOB CODE	SENIORITY DATE	TYPE	EMPLOYEE ID
Division is CORP					
Department is ADMIN					
Supervisor is [None]. Supervisor's ID is [None]					
Adams, Donald A	President	PRES	02/21/1976	RFT	101
Juarez, Marian A	Executive Assistant	EX ASST	01/23/1989	RFT	107
Departmental Employees					<u>2</u>
Division is CORP					
Department is HR					
Supervisor is Adams, Donald A. Supervisor's ID is [None]					
Johnson, SPHR, Mary S	V.P. Human Resources	VPHR	06/21/1988	RFT	109
Supervisor is Johnson, SPHR, Mary S. Supervisor's ID is 109					
Jones, Sheryl L	Manager, Human Resources	MGRHR	02/01/2005	RFT	24
Smith, Nancy S	Recruiter	RECRUIT	08/05/1990	RFT	139
Departmental Employees					<u>3</u>

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Recruiter Activity


Select this report to review recruiter activity during a specified time period. For each recruiter, the report identifies new recruits, their current jobs, organization levels, and dates of hire.

		Z-Systems, Inc. Recruiter Activity For Period 01/01/2005 - 12/31/2007	
NAME	CURRENT JOB	DIVISION, DEPARTMENT, LOCATION	LAST HIRE
RECRUITER :			
Chu, Paul	Machine Oper I	OPERATIONS, MAN,HQ	08/20/2007
Palmer, Courtney	Graphic Artist	SALES/MKTG, MKTG,HQ	09/04/2007
TOTAL EMPLOYEES FOR RECRUITER :		2	
RECRUITER : JME			
Jones, Sheryl	Manager, Human	CORP, HR,HQ	02/01/2006
TOTAL EMPLOYEES FOR RECRUITER JME :		1	
TOTAL EMPLOYEES FOR ALL RECRUITERS :		3	

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Service List

This report provides a list of employees based on years of service. This list includes years of service, seniority dates, employee names, titles, and organization levels. It gives the employee headcount from which it calculates the average length of service.

		Z-Systems, Inc.		
		Service List		
SENIORITY	DATE	NAME	TITLE	DIVISION, DEPARTMENT
YRS, MOH				
31y, 7m	02/12/1976	Adams, Donald A	President	CORP, ADMIN
31y, 6m	02/16/1976	Farber, Maximilian Clayt	Sales Rep II	CORP, SALES
24y, 6m	02/28/1983	Von Raes, Mary E	Marketing Coordinator	SALES/MKTG, MKTG
23y, 0m	08/28/1984	Hernandez, Joseph	Engineer II	ENGINEERING, HARDWARE
21y, 4m	05/22/1986	Brown, Virgil L	Manager, Engineering	ENGINEERING, SOFTWARE
20y, 10m	10/30/1986	White, Donald N	Programmer II	ENGINEERING, SOFTWARE
20y, 5m	04/20/1987	Bramble, Virginia L	Purchasing clerk	OPERATIONS, MATERIALS
19y, 7m	01/14/1988	Peacock, Richard S	Sales Rep II	SALES/MKTG, SALES
19y, 6m	03/09/1988	Krause, Janet A	Sales Rep II	SALES/MKTG, SALES
19y, 6m	03/18/1988	Chin, Nora C	V.P. Operations	OPERATIONS, MAN
19y, 5m	04/16/1988	Bandana, Pepper S	Machine Oper III	OPERATIONS, MAN
19y, 2m	06/12/1988	Johnson, SPHR, Mary S	V.P. Human Resources	CORP, HR
19y, 2m	06/29/1988	Nagassi, Robert N	Sales Rep II	SALES/MKTG, SALES
19y, 2m	07/03/1988	Jones, Gilbert W	Engineer II	ENGINEERING, HARDWARE
19y, 1m	07/12/1988	Attwater, Christine E	Secretary II	SALES/MKTG, SALES
18y, 10m	10/30/1988	Albright, Albert M	V.P. Engineering	ENGINEERING, MAN
18y, 10m	11/07/1988	Chu, Paul	Machine Oper I	OPERATIONS, MAN
18y, 10m	11/27/1988	Rise, Judith P	Sales Rep II	SALES/MKTG, SALES
18y, 7m	01/23/1989	Juarez, Marian A	Executive Assistant	CORP, ADMIN
18y, 7m	02/10/1989	Anderson, Cornelia B	Machine Oper III	OPERATIONS, MAN
18y, 5m	03/28/1989	Goldstein, Alicia T	QA Inspector	OPERATIONS, QA
18y, 4m	05/29/1989	White, Stacy R	Machine Oper II	OPERATIONS, MAN
18y, 2m	06/27/1989	Thompson, Wendy Q	QA Inspector	OPERATIONS, QA
18y, 2m	06/28/1989	Colombo, Adam N	Line Supervisor	OPERATIONS, MAN
18y, 1m	07/28/1989	Rodriguez, Richard N	Raw Materials Buy	OPERATIONS, MATERIALS
18y, 0m	09/06/1989	Margolis, Mary N	A/P Clerk II	CORP, ACCOUNTING
17y, 11m	09/27/1989	Huang, Mary M	Secretary III	OPERATIONS, MAN
17y, 11m	09/28/1989	Eagle, James J	Manager, Manufacturing	OPERATIONS, MAN
17y, 10m	11/17/1989	Willits, Joleen P	V.P. Finance	FINANCE, ACCOUNTING
17y, 10m	11/28/1989	Bickmire, James S	Technician II	ENGINEERING, HARDWARE
17y, 10m	11/29/1989	Anderson, Rebecca A	Machine Oper I	OPERATIONS, MAN
17y, 8m	12/07/1989	Hatfield, Carolyn N	Machine Oper II	OPERATIONS, MAN
17y, 1m	07/31/1990	Christian, Donna N	Machine Oper I	OPERATIONS, MAN
17y, 1m	08/06/1990	Smith, Nancy S	Recruiter	CORP, HR
16y, 7m	01/18/1991	Garcia, CPP, Tom T	Cost Accounting Rep	FINANCE, ACCOUNTING
14y, 6m	02/18/1993	Moreland, Beverly C	Manager, Sales	SALES/MKTG, SALES
14y, 4m	05/18/1993	Baker, Robert Q	V.P. Sales & Marketing	SALES/MKTG, ADMIN
9y, 8m	01/05/1998	Dodge, CPA, Tom P	G/ledger Acctg Ad	FINANCE, ACCOUNTING
8y, 8m	01/01/1999	Finn, Gail S	Secretary II	FINANCE, ACCOUNTING
8y, 6m	03/08/1999	Darkwolf, Duke H	Technician II	ENGINEERING, HARDWARE
8y, 2m	06/28/1999	Smiley, Sally S	Machine Oper I	OPERATIONS, MAN
8y, 0m	08/28/1999	Palmer, Courtney C	Graphic Artist	SALES/MKTG, MKTG

Source of Hire Activity

This report indicates the sources of new hires during the time period you specify. The report pinpoints new employees referred by personnel agencies, classifieds, recruiters, and all other sources.

NAME	CURRENT JOB	DIVISION, DEPARTMENT, LOCATION	LAST HIRE
ZSI <i>Z Systems Inc.</i>			
Z-Systems, Inc.			
Source-of-Hire Activity			
For Period 01/01/2006 - 12/31/2007			
SOURCE : AGENCY			
Jones, Sheryl	Manager, Human	CORP, HR, HQ	02/01/2006
TOTAL EMPLOYEES FOR SOURCE AGENCY :		1	
SOURCE : WALKIN			
Palmer, Courtney	Graphic Artist	SALES/MKTG, MKTG, HQ	09/04/2007
TOTAL EMPLOYEES FOR SOURCE WALKIN :		1	
TOTAL EMPLOYEES FOR ALL SOURCES :		2	
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Telephone Directory

This report provides a telephone directory for all employees and organization levels. You can also build your own reporting criteria. Select to display the full ten-digit number, an extension number, or both numbers. You can even include employees without phone numbers. This report uses the Nickname field from the Demographics page as the employee's first name; if this field is blank, the report uses the First Name field; if this field is blank, the report prints the Last Name but leaves the Nickname/First Name blank on the report.


NAME	PHONE
Adams, Tex	(408)935-1212
Albright, Al	(408)935-1212
Anderson, Becky	(408)935-1212
Anderson, Connie	(408)935-1212
Attwater, Tina	(408)935-1212
Baker, Robert	(408)935-1212
Bandana, Pepper	(408)935-1212
Bandana, Pepper	(408)935-1212
Bickmire, Jim	(408)935-1212
Bramble, Virginia	(408)935-1212
Bramble, Virginia	(408)935-1212
Brown, Virgil	(408)935-1212
Chin, Nora	(408)935-1212
Christian, Donna	(408)935-1212
Chu, Paul	
Colombo, Adam	(408)935-1212
Darkwolf, Curly	(408)935-1212
DeWitt, Dee	(408)935-1212
Dodge, CPA, Tom	(408)935-1212
Eagle, James	(408)935-1212
Farber, Max	(213)764-8347
Finn, Gail	(408)935-1212
Garcia, CPP, Tom	(408)935-1212
Goldstein, Alicia	(408)935-1212
Hatfield, Carolyn	(408)935-1212
Hernandez, Joseph	(408)935-1212
Huang, Mary	(408)935-1212
Johnson, Sue Sue	(408)935-1212
Johnson, SPHR, Mary	(408)935-1212
Jones, Gilbert	(408)935-1212
Jones, Sheryl	
Juarez, Marian	(408)935-1212
Krause, Janet	(703)555-5581
Margolis, Mary	(408)935-1212
Moreland, Beverly	(408)935-1212

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Union Report

This report lists employees who belong to unions. The report provides an alphabetical listing of employees sorted by name and includes employee titles, longevity, salaries, and union sign-up dates. You can include or omit employee salaries.

		ZSI/ABC SYSTEMS, INC		Union Report	
NAME	EMP#	TITLE	UNION DATE	LONG-EVITY	SALARY
Union Code : MACH					
Anderson, Cornelia B.	121	Machine Oper III	03/10/1989	18.4	34491.72
Bandana, Pepper S.	105	Machine Oper III	05/16/1988	19.3	32192.28
Christian, Donna N.	149	Machine Oper I	08/31/1990	17.0	13928.45
Hatfield, Carolyn N.	117	Machine Oper II	01/07/1990	17.6	28743.10
Smiley, Sally S.	116	Machine Oper I	07/28/1999	8.1	18039.84
White, Stacy R.	137	Machine Oper II	06/29/1989	18.1	29892.82
Union MACH Total :	6				
Total Employees	6				

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EEO Reports

EEO reports help you track an employer's compliance in its hiring practices.

These are the reports in the EEO group:

- [EEO Job Group Age Analysis](#)
- [EEO Job Group Headcount](#)
- [EEO New-Hire Headcount Detail](#)
- [EEO New-Hire Headcount Summary](#)
- [EEO Termination Detail](#)
- [EEO Termination Summary](#)
- [EEO-1 Headcount Detail](#)
- [EEO-1 Headcount Summary](#)
- [EEO-4 Headcount Detail](#)
- [EEO-4 Headcount Summary](#)
- [I-9 Citizenship Verification](#)
- [Promotions Report](#)
- [Veterans Employment](#)
- [Vets 100 Detail List](#)
- [Vets 100 Summary List](#)
- [Vets 100A Detail List](#)
- [Vets 100A Summary List](#)

EEO Job Group Age Analysis

This matrix indicates the number of employees from specific age groups falling within each EEO job group. In addition to assisting you with ADEA compliance, this report also helps you analyze your work force and helps you plan for groups of employees who are approaching retirement.

Zsi <i>Z Systems Inc.</i>		Z-Systems, Inc.					
		EEO Job Group Analysis by Age					
		Age As Of 09/04/2007					
JOB GROUP	< 30	30 - 40	40 - 50	50 - 60	60 - 65	65+	TOTAL
Administrative Professn'l	0	1	1	1	0	0	3
Clerical/Other	1	1	1	3	0	0	6
Executives	0	0	3	2	1	0	6
Laborer	0	1	0	0	0	0	1
Machine Operator	1	0	4	1	0	1	7
Middle Managers	0	1	1	2	0	0	4
Professionals	0	1	0	1	1	0	3
Programmer or Analyst	0	0	0	1	0	0	1
Sales Rep - Inside	0	0	3	1	0	0	4
Secretaries	0	1	2	0	0	0	3
Factory Supervisors	0	0	1	0	0	0	1
Technicians	1	1	0	1	1	0	4
Total	3	7	16	13	3	1	43

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EEO Job Group Headcount

This report indicates the number and percentage of employees in each gender and ethnic group who fall within specific EEO job groups.

JOB GROUP	TOTAL	HISPANIC OR LATINO		MALE (NOT HISPANIC OR LATINO)						FEMALE (NOT HISPANIC OR LATINO)						
		M	F	W	B	A	I	H	T	W	B	A	I	H	T	
Administrative Professional	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Clerical/Other	6	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executives	6	0	0	2	1	0	0	0	0	0	0	1	1	1	0	0
Laborer	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Machine Operator	7	0	1	0	0	1	0	0	0	0	0	4	1	0	0	0
Middle Managers	4	0	0	1	0	0	1	0	0	0	0	0	1	1	0	0
Professionals	4	1	0	0	0	1	0	0	0	0	0	2	0	0	0	0
Programmer or Analyst	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Sales Rep - Inside	4	0	0	1	0	1	0	0	0	0	0	1	0	0	1	0
Secretaries	3	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0
Factory Supervisors	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Technicians	5	0	0	1	0	1	0	0	0	0	0	3	0	0	0	0
Total	45	4	2	5	2	4	2	4	2	0	0	18	4	3	1	0
Percentages	100%	9	4	11	4	9	4	4	0	0	0	40	9	7	2	0
Percent Male	38															
Percent Female	62															

EEO New-Hire Headcount Detail

This report gives you a list of new hire employees grouped by EEO classification.

		Z-Systems, Inc. EEO New-Hire Headcount Detail From 01/01/2006 To 12/31/2007			
NAME	TITLE	EFFECTIVE DATE	EEO CLASS	GENDER	ETHNIC CODE
EEO Class: 1 - Officials and Managers					
Gender is Female					
Ethnic ID is B					
Jones, Sheryl	Manager, Human Resources	02/01/2006	1	F	B
Total Ethnic ID - B		1			
Total Gender ID - Female		1			
Total EEO Class - 1		1			
EEO Class: 2 - Professionals					
Gender is Female					
Ethnic ID is W					
Palmer, Courtney	Graphic Artist	09/04/2007	2	F	W
Total Ethnic ID - W		1			
Total Gender ID - Female		1			
Total EEO Class - 2		1			
EEO Class: 7 - Operatives					
Gender is Male					
Ethnic ID is A					
Chu, Paul	Machine Oper I	08/20/2007	7	M	A
Total Ethnic ID - A		1			
Total Gender ID - Male		1			
Total EEO Class - 7		1			
Total Employees Listed		3			

EEO New-Hire Headcount Summary

This summary provides a table showing EEO classifications and the number of new hire employees in each. The summary is broken down by gender and ethnic ID.


EEO CLASS	HISPANIC OR LATINO		MALE (NOT HISPANIC OR LATINO)			FEMALE (NOT HISPANIC OR LATINO)			TOTAL
	M	F	W	B	A	I	H	T	
Officials and Managers	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	1	0	0	0	0
Total	0	0	0	0	1	0	0	0	0
Percentages	0	0	0	0	33	0	0	0	0
Percent Male	33								
Percent Female	67								



Z-Systems, Inc.
EEO New-Hire Headcount Summary
 From 01/01/2006 To 12/31/2007

EEO Termination Detail

This report provides a list of terminated employees grouped by EEO classification.

		Z-Systems, Inc. EEO Termination Detail From 01/01/2005 To 12/31/2007			
NAME	TITLE	EFFECTIVE DATE	EEO CLASS	GENDER	ETHNIC CODE
EEO Class: 2 - Professionals					
Gender is Female					
Ethnic ID is W					
Palmer, Courtney	Graphic Artist	08/30/2007	2	F	W
Total Ethnic ID - W		1			
Total Gender ID - Female		1			
Total EEO Class - 2		1			
EEO Class: 4 - Sales Workers					
Gender is Male					
Ethnic ID is W					
Farber, Maximillian	Sales Rep II	07/01/2005	4	M	W
Total Ethnic ID - W		1			
Total Gender ID - Male		1			
Total EEO Class - 4		1			
Total Employees Listed		2			
<hr/> September 4, 2007 at 1:59 PM Page 1					


EEO Termination Summary

This report provides a list of terminated employees grouped by EEO classification.

EEO CLASS	TOTAL	HISPANIC OR LATINO		MALE (NOT HISPANIC OR LATINO)					FEMALE (NOT HISPANIC OR LATINO)						
		M	F	W	B	A	I	H	T	W	B	A	I	H	T
Professionals	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Total	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Percentages	100%	0	0	50	0	0	0	0	0	0	0	0	0	0	0
Percent Male	50														
Percent Female	50														

EEO-1 Headcount Detail

The EEO-1 Headcount Detail report gives you a list of employees grouped by EEO classification, which enables you to reconcile the information generated in the EEO Headcount Summary report.

		Z-Systems, Inc. EEO-1 Headcount Detail From 01/12/2007 To 09/04/2007			
NAME	TITLE	EFFECTIVE DATE	EEO CLASS	GENDER	ETHNIC CODE
EEO Class: 1 - Officials and Managers					
Gender is Female					
Ethnic ID is A					
Chin, Nora	V.P. Operations	01/01/2007	1	F	A
Moreland, Beverly	Manager, Sales	01/01/2007	1	F	A
Total Ethnic ID - A	2				
Ethnic ID is B					
Jones, Sheryl	Manager, Human Resources	01/01/2007	1	F	B
Willits, Joleen	V.P. Finance	01/01/2007	1	F	B
Total Ethnic ID - B	2				
Ethnic ID is W					
Johnson, SPHR, Mary	V.P. Human Resources	01/01/2007	1	F	W
Total Ethnic ID - W	1				
Total Gender ID - Female	5				
Gender is Male					
Ethnic ID is B					
Adams, Donald	President	01/01/2007	1	M	B
Total Ethnic ID - B	1				
Ethnic ID is I					
Eagle, James	Manager, Manufacturing	01/01/2007	1	M	I
Total Ethnic ID - I	1				
Ethnic ID is W					
Albright, Albert	V.P. Engineering	01/01/2007	1	M	W
Baker, Robert	V.P. Sales & Marketing	01/01/2007	1	M	W
Brown, Virgil	Manager, Engineering	01/01/2007	1	M	W
Total Ethnic ID - W	3				
Total Gender ID - Male	5				
Total EEO Class - 1	10				
EEO Class: 2 - Professionals					
Gender is Female					
Ethnic ID is B					
Smith, Nancy	Recruiter	01/01/2007	2	F	B
Total Ethnic ID - B	1				
Ethnic ID is W					
Palmer, Courtney	Graphic Artist	09/04/2007	2	F	W
Von Raes, Mary	Marketing Coordinator	01/01/2007	2	F	W
September 4, 2007 at 2:17 PM					
					Page 1

EEO-1 Headcount Summary

This report is a table showing EEO classifications and the number of employees in each classification. The table is broken down by gender and ethnic origin. Each column is totaled. On the Specific Criteria tab for this report, you can enter the previously reported totals you want to appear in Section D, line 11. After you print or preview the report, the system asks if you want to save the new totals as the previous totals. Click Yes if you want the totals on the current report to be saved as the Previous Reported Totals on the Specific Criteria tab for the next time you run the report.

Section D - EMPLOYMENT DATA																
Job Categories	Number of Employees															
	Race/Ethnicity															
	Hispanic or Latino						Not Hispanic or Latino						Female			
	Male			Female			Male			Female						
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
	White	African American	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Other Pacific Islander	Other	Two or more races	White	African American	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Other Pacific Islander	Other	
1 Officials and Managers	0	0	3	1	0	0	1	0	1	0	1	2	0	2	0	10
2 Professionals	1	0	0	0	0	1	0	0	2	1	0	0	0	0	0	5
3 Technicians	0	0	1	1	0	1	0	0	3	0	0	0	0	0	0	6
4 Sales Workers	0	0	2	0	0	1	0	0	1	0	0	0	0	1	0	5
5 Admin Supp Workers	3	1	0	0	0	0	0	0	6	0	0	1	0	0	0	11
6 Craft Workers	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
7 Operatives	0	1	0	0	0	0	0	0	6	1	0	0	0	0	0	8
9 Service Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
10 Total	4	2	6	2	0	3	2	0	21	4	0	3	1	0	0	48
11 Previous Year Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

1. Date(s) of Payroll period used 01/01/01 Thru 12/31/07
 2. Does Establishment Employ Apprentices?

EEO-4 Headcount Detail

This report lists employees grouped by EEO classification, which lets you reconcile with the information generated in the EEO Headcount Summary. This EEO-4 report consists of multiple pages. The first page is shown here.

10/22/2007		Z-Systems, Inc.		PAGE 1			
		EEO-4 Headcount Detail					
		From: 01/06/2007 To: 10/19/2007					
NAME	TITLE	EFF.DATE	EEO	SEX	ETH.	FUNC.	N/H
=====	=====	=====	=====	=====	=====	=====	=====
FUNCTION : - No Description Found							
TYPE : RFT							
EEO CLASS: 1 - Officials and Managers							
SALARY : 43.0-54.9							
SEX : F							
ETHNIC : B							
Jones, Sheryl L	Manager, Human Resources	02/01/2006	1	F	B		N
TOTAL FOR ETHNIC B	:		1				
TOTAL FOR SEX F	:		1				
TOTAL FOR 43.0-54.9	:		1				
SALARY : 55.0-69.9							
SEX : M							
ETHNIC : W							
Brown, Virgil L	Manager, Engineering	01/01/1994	1	M	W		N
TOTAL FOR ETHNIC W	:		1				
TOTAL FOR SEX M	:		1				
TOTAL FOR 55.0-69.9	:		1				
SALARY : 70.0-PLUS							
SEX : F							
ETHNIC : A							
Chin, Nora C	V.P. Operations	03/18/1988	1	F	A		N
Moreland, Beverly C	Manager, Sales	02/18/1993	1	F	A		N
TOTAL FOR ETHNIC A	:		2				
ETHNIC : B							
Willits, Joleen P	V.P. Finance	11/17/1989	1	F	B		N
TOTAL FOR ETHNIC B	:		1				
ETHNIC : W							
Johnson, SPHR, Mary S	V.P. Human Resources	06/12/1988	1	F	W		N
TOTAL FOR ETHNIC W	:		1				
TOTAL FOR SEX F	:		4				
SEX : M							
ETHNIC : B							
Adams, Donald A	President	02/12/1976	1	M	B		N
TOTAL FOR ETHNIC B	:		1				
ETHNIC : I							
Eagle, James J	Manager, Manufacturing	09/28/1989	1	M	I		N
TOTAL FOR ETHNIC I	:		1				
ETHNIC : W							
Albright, Albert M	V.P. Engineering	07/01/2002	1	M	W		N
Baker, Robert Q	V.P. Sales & Marketing	05/18/1993	1	M	W		N
TOTAL FOR ETHNIC W	:		2				
TOTAL FOR SEX M	:		4				
TOTAL FOR 70.0-PLUS	:		8				
TOTAL FOR EEO CLASS 1	:		10				
EEO CLASS: 2 - Professionals							

EEO-4 Headcount Summary

This report is a table showing EEO classification, annual salaries, and the number of employees in each classification. The table is broken down by gender and ethnic origin. Each column is totaled.


REV. EEO-4 1995		Z-Systems, Inc.										PAGE 1	
		STATE AND LOCAL GOVERNMENT INFORMATION											
		2007 EEO-4 REPORT											
Z-Systems, Inc.													
123 Palm Avenue													
Los Angeles, CA 90072													
		CONTROL NUMBER 1234567888											
FUNCTION		1. FULL TIME EMPLOYEES											
		TOTAL	-----MALE-----					-----FEMALE-----					
ANNUAL SALARY		A	B	C	D	E	F	G	H	I	J	K	
=====		=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====	=====
Officials and Managers													
01	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
02	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
03	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
04	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
05	33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
06	43.0-54.9	1	0	0	0	0	0	0	1	0	0	0	
07	55.0-69.9	1	1	0	0	0	0	0	0	0	0	0	
08	70.0-PLUS	8	2	1	0	0	1	1	1	0	2	0	
Exec/Senr Officials & Mgr													
09	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
10	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
11	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
12	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
13	33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
14	43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	
15	55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
16	70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	
First/Mid Officials & Mgr													
17	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
18	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
19	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
20	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
21	33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
22	43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	
23	55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
24	70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	
Professionals													
25	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
26	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
27	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
28	25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
29	33.0-42.9	1	0	0	0	0	0	1	0	0	0	0	
30	43.0-54.9	1	0	0	0	0	0	0	1	0	0	0	
31	55.0-69.9	2	0	0	1	0	0	1	0	0	0	0	
32	70.0-PLUS	1	0	0	0	1	0	0	0	0	0	0	
Technicians													
33	\$ 0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
34	16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
35	20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
36	25.0-32.9	1	0	0	0	0	0	1	0	0	0	0	
37	33.0-42.9	1	0	0	0	0	0	1	0	0	0	0	
38	43.0-54.9	3	1	0	0	1	0	1	0	0	0	0	
39	55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
40	70.0-PLUS	1	0	1	0	0	0	0	0	0	0	0	

I-9 Citizenship Verification

Use this report to view by I-9 verification status a list of employees and their renewal dates.


On the Specific Criteria tab, if you do not enter any dates or if you enter only an original hire date, the report displays only those employees with an I-9 verification status of Blank, P, or N.

If you enter a reverification date only or both an original hire date and a reverification date, the report displays employees with a status of Blank, P or N and as well as those employees with a status of Y.

		Z-Systems, Inc. I-9 Citizenship Verification			
Original Hire on or after 11/07/2002 or Reverification due before 09/05/2007					
NAME	TITLE	DIVISION, DEPARTMENT	ORIGINAL HIRE DATE	RENEW DATE	STATUS
Adams Donald A	President	Corporate , Administration	02/12/1976	02/12/2003	Y
Albright Albert M	V.P. Engineering	Engineering , Manufacturing	10/30/1988	05/17/1998	Y
Anderson Cornelia B	Machine Oper III	Operations , Manufacturing	02/10/1989	06/04/1995	Y
Attwater Christine E	Secretary II	Sales and Marketing , Sales	07/12/1988	04/27/1997	Y
Bandana Pepper S	Machine Oper III	Operations , Manufacturing	04/16/1988	01/19/1992	Y
Bandana Pepper S	Machine Oper III	Operations , Manufacturing	04/16/1988	01/19/1992	Y
Bickmire James S	Technician II	Engineering , Hardware	11/28/1989	09/28/1997	Y
Brown Virgil L	Manager, Engineering	Engineering , Software	05/22/1986	04/05/1992	Y
Chin Nora C	V.P. Operations	Operations , Manufacturing	03/18/1988	11/26/2001	Y
Colombo Adam N	Line Supervisor	Operations , Manufacturing	06/28/1989	03/04/1999	Y
Eagle James J	Manager,	Operations , Manufacturing	09/28/1989	07/13/1997	Y
Finn Gail S	Secretary II	Finance , Accounting	01/01/1999	01/01/1999	Y
Garcia, CPP Tom T	Cost Accounting Rep	Finance , Accounting	01/18/1991	12/14/1996	Y
Goldstein Alicia T	QA Inspector	Operations , Quality	03/28/1989	11/25/1995	Y
Hatfield Carolyn N	Machine Oper II	Operations , Manufacturing	12/07/1989	07/31/1994	Y
Hernandez Joseph	Engineer II	Engineering , Hardware	08/28/1984	01/21/1996	Y
Huang Mary M	Secretary III	Operations , Manufacturing	09/27/1989	11/29/1991	Y
Johnson Sue Ellen	A/P Clerk I	Finance , Accounting	04/24/2000	04/24/2000	Y
Johnson, SPHR Mary S	V.P. Human Resources	Corporate , Human	06/12/1988	10/23/1994	Y
Jones Gilbert W	Engineer II	Engineering , Hardware	07/03/1988	03/19/1995	Y
Krause Janet A	Sales Rep II	Sales and Marketing , Sales	03/09/1988	10/16/1993	Y
Margolis Mary N	A/P Clerk II	Corporate , Accounting	09/06/1989	09/08/1996	Y
Rodriguez Richard N	Raw Materials Buy	Operations , Materials	07/28/1989	12/19/1991	Y
Smith Nancy S	Recruiter	Corporate , Human	08/06/1990	03/21/1999	Y
Smith Zabrina S	Assembly Line Ins	Operations , Manufacturing	06/22/1986	11/02/1992	Y
Startwirth Melisa S	Executive Dining Server	Corporate , Operations	03/30/1988	11/07/1999	Y
Thompson Wendy Q	QA Inspector	Operations , Quality	06/27/1989	02/09/1997	Y
Von Raes Mary E	Marketing Coordinator	Sales and Marketing ,	02/28/1983	04/09/2000	Y
White Donald N	Programmer II	Engineering , Software	10/30/1986	03/01/1998	Y
White Stacy R	Machine Oper II	Operations , Manufacturing	05/29/1989	10/18/1998	Y
Willits Joleen P	V.P. Finance	Finance , Accounting	11/17/1989	09/10/2000	Y
Total Employees		31			

Promotions Report

The Promotions report includes the EEO class codes, gender, and ethnic backgrounds of employees promoted within a specific time period.

		Z-Systems, Inc. Promotions For Period 01/01/2006 - 12/31/2007				
NAME	JOB TITLE	DIVISION, DEPARTMENT	EEO	SEX	ETHNIC	
Juarez, Marian	Executive Assistant	CORP, ADMIN	5	F	H	
Johnson, SPHR, Mary	V.P. Human Resources	CORP, HR	1	F	W	
Smith, Nancy	Recruiter	CORP, HR	2	F	B	
Startwirth, Melisa	Benefits Coordinator	CORP, HR	2	F	W	
Willits, Joleen	V.P. Finance	FINANCE, ACCOUNTING	1	F	B	
Total Promotions	5					

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Veterans Employment

This selection prints the Vets-100 Report, which is divided into two sections. The first section summarizes the number of permanent full and part time veterans by job category and veteran designation. The second section summarizes, by veteran category, permanent full and part time employee veterans who were newly hired within the specified twelve-month period.

FEDERAL CONTRACTOR VETERANS' EMPLOYMENT REPORT VETS-100									
OMB NO: 1293-0005 Expires 12-31-2002					RETURN COMPLETED REPORT TO: U.S. DEPARTMENT OF LABOR VETERANS EMPLOYMENT AND TRAINING SERVICE VETS-100 REPORTING 6101 STEVENSON AVE ALEXANDRIA, VA 22304				
Persons are not required to respond to this collection of information unless it displays a valid OMB number									
TYPE OF REPORTING ORGANIZATION (Check one or both, as applicable) <input checked="" type="checkbox"/> Prime Contractor <input checked="" type="checkbox"/> Subcontractor					TYPE OF FORM (Check only one) <input checked="" type="checkbox"/> Single Establishment <input type="checkbox"/> Multiple Establishment-Headquarters <input type="checkbox"/> Multiple Establishment-Hiring Location <input type="checkbox"/> Multiple Establishment-State Consolidated (specify number of locations) _____ (MSC)				
COMPANY IDENTIFICATION INFORMATION (Omit if items preprinted above)									
COMPANY No:				TWELVE MONTH PERIOD ENDING				0 4 0 1 2 0 0 3	
NAME OF PARENT COMPANY: Z-Systems, Inc				ADDRESS (NUMBER AND STREET): 123 Palm Avenue					
CITY: Los Angeles				COUNTY:		STATE: CA		ZIP CODE: 90072	
NAME OF HIRING LOCATION:				ADDRESS (NUMBER AND STREET):					
CITY:				COUNTY:		STATE:		ZIP CODE:	
NAICS:		DUNS:		EMPLOYER ID (IRS TAX No.)		1 2 3 4 5 6 7 8			
INFORMATION ON VETERANS									
REPORT ALL PERMANENT FULL-TIME OR PART-TIME EMPLOYEES AND NEW HIRES WHO ARE VETERANS, AS DEFINED ON REVERSE. DATA ON NUMBER OF EMPLOYEES ARE TO BE ENTERED IN COLUMN L, M, AND N, LINES 1-9. DATA ON NEW HIRES ARE TO BE ENTERED IN COLUMNS O, P, Q, R, AND S. ENTRIES IN COLUMNS O, P, Q, R, AND S, LINES 1 THROUGH 9, AND COLUMNS L, M, AND N, LINE 10 (GRAY SHADED AREAS) ARE OPTIONAL. ENTRIES IN COLUMN Q, LINE 10 (AREA SHADED LIGHT GRAY) ARE OPTIONAL FOR 2002 AND EXPECTED TO BE REQUIRED FOR THE 2003 REPORTING CYCLE. DETAILED INSTRUCTIONS ARE FOUND ON THE REVERSE OF THIS FORM.									
JOB CATEGORIES	NUMBER OF EMPLOYEES			NEW HIRES (PREVIOUS 12 MONTHS)				TOTAL NEW HIRES, BOTH VETERANS AND NON-VETERANS (S)	
	SPECIAL DISABLED VETERANS (L)	VIETNAM ERA VETERANS (M)	OTHER PROTECTED VETERANS (N)	SPECIAL DISABLED VETERANS (O)	VIETNAM ERA VETERANS (P)	NEWLY SEPARATED VETERANS (Q)	OTHER PROTECTED VETERANS (R)		
OFFICIALS AND MANAGERS 1	0	0	0	0	0	0	0	0	
PROFESSIONALS 2	0	0	0	0	0	0	0	0	
TECHNICIANS 3	0	1	0	0	0	0	0	0	
SALES WORKERS 4	0	1	0	0	0	0	0	0	
OFFICE AND CLERICAL 5	1	1	0	0	0	0	0	0	
CRAFT WORKERS (SKILLED) 6	0	0	0	0	0	0	0	0	
OPERATIVE (SEM-SKILLED) 7	0	0	0	0	0	0	0	0	
LABORERS (UNSKILLED) 8	0	0	0	0	0	0	0	0	
SERVICE WORKERS 9	0	0	0	0	0	0	0	0	
TOTAL 10	1	3	0	0	0	0	0	0	
Report the total maximum and minimum number of permanent employees on board during the period covered by this report.									
Maximum Number		Minimum Number							
1000		945							

Vets 100 Detail List

This report shows employee names and IDs by job category for each Vets-100 category. The report includes newly hired veterans by category and total new hires for the twelve (12) month period specified.

JOB CATEGORY EMPLOYEE	HIRE DATE	NUMBER OF EMPLOYEES			NEW HIRES			OTHER VETS	ALL NEW HIRES
		DISABLED VETS	VIETNAM VETS	OTHER VETS	DISABLED VETS	VIETNAM VETS	NEWLY SEPARATED VETS		
Z-Systems, Inc.									
Vets 100 Detail List									
All Organization Levels									
Period Date Range: 06/29/2005 thru 06/28/2006									
Officials and Managers									
Sheryl L. Jones	02/01/2006								X
James J. Eagle	09/28/1989			X					
Robert Q. Baker	05/18/1993		X						
TOTALS FOR OFFICIALS AND		0	1	1	0	0	0	0	1
Technicians									
James S. Bickmire	11/28/1989		X						
TOTALS FOR TECHNICIANS		0	1	0	0	0	0	0	0
Sales Workers									
Richard S. Peacock	01/14/1988		X						
TOTALS FOR SALES WORKERS		0	1	0	0	0	0	0	0
Admin Supp Workers									
Gail S. Finn	01/01/1999			X					
TOTALS FOR ADMIN SUPP WORKERS		0	0	1	0	0	0	0	0
Craft Workers									
Deana Sue DeWitt	01/31/2000			X					
TOTALS FOR CRAFT WORKERS		0	0	1	0	0	0	0	0
Operatives									
Pepper S. Bandana	04/16/1988	X							
TOTALS FOR OPERATIVES		1	0	0	0	0	0	0	0
TOTALS		1	3	3	0	0	0	0	1
September 5, 2007 at 11:54									
Page 1									

Vets 100 Summary List

This report shows the number employees by job category for each Vets-100 category. The report includes newly hired veterans by category and total new hires for the 12 month period specified.

JOB CATEGORY	NUMBER OF EMPLOYEES			NEW HIRES		NEWLY SEPARATED		ALL NEW HIRES
	DISABLED VETS	VIETNAM VETS	OTHER VETS	DISABLED VETS	VIETNAM VETS	VETS	OTHER VETS	
	[None]	0	0	0	0	0	0	
Officials and Managers	0	1	1	0	0	0	0	0
Exec/Senr Officials & Mgr	0	0	0	0	0	0	0	0
First/Mid Officials & Mgr	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	0	0
Technicians	0	1	1	0	0	0	0	0
Sales Workers	0	1	0	0	0	0	0	0
Admin Supp Workers	0	0	1	0	0	0	0	0
Craft Workers	0	0	1	0	0	0	0	0
Operatives	2	0	0	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0
Totals	2	3	4	0	0	0	0	0

Vets 100A Detail List

This report provides employee names and IDs by job category for each VETS-100A category. The report includes newly hired veterans by category and total new hires for the twelve (12) month period specified. It displays a detailed list of the required report data in the **Information on Employees** section of the VETS-100A form.


JOB CATEGORY EMPLOYEE	HIRE DATE	NUMBER OF EMPLOYEES				NEW HIRES				
		DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	ALL NEW HIRES
Officials and Managers James J. Eagle	09/28/1989		X							
TOTALS FOR OFFICIALS AND		0	1	0	0	0	0	0	0	0
Technicians Duke H. Darkwolf	03/08/1999		X							
TOTALS FOR TECHNICIANS		0	1	0	0	0	0	0	0	0
Sales Workers Maximillian Clayton Farbe	02/16/1976									
TOTALS FOR SALES WORKERS		0	0	0	0	0	0	0	0	0
Admin Supp Workers Gail S. Finn	01/01/1999		X							
TOTALS FOR ADMIN SUPP WORKERS		0	1	0	0	0	0	0	0	0
Craft Workers Deana Sue DeWitt	01/31/2000		X							
TOTALS FOR CRAFT WORKERS		0	1	0	0	0	0	0	0	0
Operatives										

April 2, 2009 at 5:19 PM

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Vets 100A Summary List

This report provides the number of employees by job category for each VETS-100A category. The report includes newly hired veterans by category and total new hires for the 12 month period specified. It displays a summary list of the required report data in the **Information on Employees** section of the VETS-100A form.

		ZSI/ABC SYSTEMS, INC Vets 100A Summary List All Organization Levels Period Date Range: 10/01/2008 thru 09/30/2009								
		NUMBER OF EMPLOYEES					NEW HIRES			
JOB CATEGORY	DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	ALL EMPLOYEES	DISABLED VETS	OTHER VETS	SERVICE MEDAL VETS	NEWLY SEPARATED VETS	ALL NEW HIRES
[None]	0	0	0	0	0	0	0	0	0	0
Officials and Managers	0	1	0	0	4	0	0	0	0	0
Exec/Senr Officials & Mgr	0	0	0	0	6	0	0	0	0	0
First/Mid Officials & Mgr	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	5	0	0	0	0	0
Technicians	0	1	0	0	5	0	0	0	0	0
Sales Workers	0	0	0	0	4	0	0	0	0	0
Admin Supp Workers	0	1	0	0	9	0	0	0	0	0
Craft Workers	0	1	0	0	2	0	0	0	0	0
Operatives	1	0	0	0	5	0	0	0	0	0
Laborers and Helpers	0	0	0	0	0	0	0	0	0	0
Service Workers	0	0	0	0	0	0	0	0	0	0
Totals	1	4	0	0	40	0	0	0	0	0

Wellness Reports


The information on Wellness reports originates from the information provided on the Wellness page.

These are the Wellness reports:

- [Blood Donor List](#)
- [Drug Tests Due](#)
- [Emergency Contacts](#)
- [Health Profile](#)
- [Physical Exams Due](#)

Blood Donor List

This report lists each employee's department and division, blood type, RH factor and last donation date. It also provides the employee's telephone extension. You can select to print specific blood types or all records as of a specified date.


		Z-Systems, Inc. Eligible Blood Donor List as of 09/06/2007				
EMPLOYEE NAME	DIVISION, DEPARTMENT	BLOOD TYPE	RH FACTOR	LAST DONATION	DAYS SINCE	EXT
Adams, Donald A	CORP, ADMIN	A	Pos	01/15/2005	964	1100
Albright, Albert M	ENGINEERING, MAN	A	Pos	//	0	2102
Anderson, Cornelia B	OPERATIONS, MAN	AB	Neg	11/20/2004	1020	1203
Anderson, Rebecca A	OPERATIONS, MAN	AB	Pos	01/15/2005	964	2435
Attwater, Christine E	SALES/MKTG, SALES	O	Pos	//	0	1204
Baker, Robert Q	SALES/MKTG, ADMIN			//	0	1207
Bandana, Pepper S	OPERATIONS, MAN			//	0	2271
Bandana, Pepper S	OPERATIONS, MAN	A	Pos	11/15/2004	1025	2271
Bickmire, James S	ENGINEERING, HARDWARE	A	Neg	01/15/2005	964	2289
Bramble, Virginia L	OPERATIONS, MATERIALS			//	0	2505
Bramble, Virginia L	OPERATIONS, MATERIALS	A	Pos	//	0	2505
Brown, Virgil L	ENGINEERING, SOFTWARE	A	Pos	11/15/2004	1025	1200
Chin, Nora C	OPERATIONS, MAN			//	0	2313
Christian, Donna N	OPERATIONS, MAN			//	0	2437
Chu, Paul	OPERATIONS, MAN			//	0	
Colombo, Adam N	OPERATIONS, MAN	O	Pos	//	0	2444
Darkwolf, Duke H	ENGINEERING, HARDWARE			//	0	3070
DeWitt, Deana Sue	OPERATIONS, MAN			//	0	1233
Dodge, CPA, Tom P	FINANCE, ACCOUNTING			//	0	1211
Eagle, James J	OPERATIONS, MAN	O	Pos	01/15/2005	964	1239
Farber, Maximillian Clayt	CORP, SALES	AB	Neg	04/10/2002	1975	
Finn, Gail S	FINANCE, ACCOUNTING			//	0	2163
Garcia, CPP, Tom T	FINANCE, ACCOUNTING			//	0	1241
Goldstein, Alicia T	OPERATIONS, QA			//	0	3421
Hatfield, Carolyn N	OPERATIONS, MAN			//	0	1054
Hernandez, Joseph	ENGINEERING, HARDWARE	AB	Neg	02/01/2001	2408	1005
Huang, Mary M	OPERATIONS, MAN			//	0	1067
Johnson, Sue Ellen	FINANCE, ACCOUNTING			//	0	2135
Johnson, SPHR, Mary S	CORP, HR	A	Pos	01/15/2005	964	2556
Jones, Gilbert W	ENGINEERING, HARDWARE			//	0	1189
Juarez, Marian A	CORP, ADMIN			//	0	2344
Krause, Janet A	SALES/MKTG, SALES			//	0	
Margolis, Mary N	CORP, ACCOUNTING			//	0	1222
Moreland, Beverly C	SALES/MKTG, SALES			//	0	1209
Nagassi, Robert N	SALES/MKTG, SALES			//	0	
Palmer, Courtney C	SALES/MKTG, MKTG			//	0	1250
Peacock, Richard S	SALES/MKTG, SALES			//	0	2086
Rise, Judith P	SALES/MKTG, SALES			//	0	1215
Rodriguez, Richard N	OPERATIONS, MATERIALS			//	0	2704
Smiley, Sally S	OPERATIONS, MAN	A	Pos	11/20/2000	2481	1003
Smith, Zabrina S	OPERATIONS, MAN			//	0	1021
Smith, Nancy S	CORP, HR			//	0	1123

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Drug Tests Due


The information on this report includes the employee's name, date of the most recent drug test, its result, the date of the next test, the number of years since the last test and the telephone extension.

		ZSI/ABC SYSTEMS, INC Employees Due For Drug Testing for 02/01/2007 Thru 09/30/2007				
EMPLOYEE NAME	DIVISION, DEPARTMENT	LAST TEST	RESULT	NEXT TEST	YEARS SINCE	EXT
Bickmire, James S	ENGINEERING, HARDWARE	08/30/2002	PASS	09/24/2007	5.0	2289
Goldstein, Alicia T	OPERATIONS, QA	03/27/2006	PASS	09/27/2007	1.4	3421
Willits, Joleen P	FINANCE, ACCOUNTING	02/16/2006	PASS	09/12/2007	1.6	2351
Total Employees		3				

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Emergency Contacts

This report provides a list of employees and their emergency contacts.

		Z-Systems, Inc. Emergency Contacts	
<hr/> Adams, Donald A. Division is CORP. Department is ADMIN.			
Contact	Mary Adams	Contact	Sharon Nelson
Relation	WIFE	Relation	ATTORNEY
Address	1000 Bay View Court San Jose, CA 95010 San Jose County	Address	Nelson & Associates 155 Market Street San Francisco, CA 30908
Home Phone	408-555-1234	Home Phone	
Work Phone	408-579-1111	Work Phone	415-340-0957
<hr/> Albright, Albert M. Division is ENGINEERING. Department is MAN.			
Contact	AnnaJo Albright	Contact	Dan Albright
Relation	Wife	Relation	Son
Address	same	Address	453 Willow Creek Dr. Tiburon, CA
Home Phone	(408)255-6453	Home Phone	
Work Phone		Work Phone	
<hr/> Anderson, Cornelia B. Division is OPERATIONS. Department is MAN.			
Contact	James Anderson	Contact	Elinora Anderson
Relation	Brother	Relation	Mother
Address	333 Woodworth, Apt. 3 Campbell, CA 95008	Address	15 E. Shadwell Philadelphia, PA
Home Phone	(408)379-8666	Home Phone	(215)427-2930
Work Phone		Work Phone	
<hr/> Anderson, Rebecca A. Division is OPERATIONS. Department is MAN.			
Contact	Spencer Anderson	Contact	Keith Allensby
Relation	Husband	Relation	Father
Address		Address	Saratoga, CA
Home Phone	() -	Home Phone	
Work Phone		Work Phone	
<hr/>			
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Health Profile


This profile provides an overall view of the employee's health. Some examples of the type of information provided include allergies, chronic conditions, wellness programs, blood type, and eligibility for donation date, height, and weight.

		ZSI/ABC SYSTEMS, INC							
		Health Profile							
Anderson, Rebecca A - Employee ID 140									
Division is OPERATIONS. Department is MAN.									
	NEXT	TYPE	REASON	LAST	TYPE	REASON	RESULT		
Physical Exam	09/11/2007		Annual	09/11/2006		Annual			
Drug Test	11/27/2007			11/27/2006			PASS		
Restrictions	None on file.								
Post-offer	Comments None on file.								
Physical Date	/ /								
Major Allergies	Peanuts			Blood Type	AB RH Pos				
Chronic Condition(s)				Donation Date	01/15/2005				
Wellness Program(s)				Date Eligible	03/12/2005				
Notes									
Disabled	N	Height	5.70	Weight	140	Age	24	Smoker	N

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Physical Exams Due

The Physical Exams Due report provides the date of the employee's last physical exam, the result of that physical, the date of the next physical, the number of years since the last physical and the telephone extension.

		ZSI/ABC SYSTEMS, INC Employees Due for Physical for 01/01/2007 Thru 10/01/2007				
EMPLOYEE NAME	Division, Department	LAST PHYSICAL	RESULT	NEXT PHYSICAL	YEARS SINCE	EXT
Albright, Albert M	ENGINEERING, MAN	09/06/2006		09/06/2007	1.0	2102
Anderson, Rebecca A	OPERATIONS, MAN	09/11/2006		09/11/2007	1.0	2435
Peacock, Richard S	SALES/MKTG, SALES	09/20/2006	PASS	09/20/2007	1.0	2086
Smith, Nancy S	CORP, HR	08/06/2006	Pass	09/20/2007	1.1	1123
Total Employees:						4
<hr/> September 6, 2007 at 11:01						Page 1

Skill and Education Reports

Skill and Education reports help you track and record the skill sets and educational background of your employees.

These are the Skill and Education reports:

- [Skill Retrieval](#)
- [Skill and Education List](#)

Skill Retrieval

This report lets you view a list of employees who have a specific skill set for which you are looking. For the skill you specify, the report includes each employee's title, organization level, and date of hire.

EMPLOYEE NAME	TITLE	Division, Department	HIRE DATE
Adams, Donald A	President	CORP, ADMIN	02/12/1976
Chin, Nora C	V.P. Operations	OPERATIONS, MAN	03/18/1988
Farber, Maximillian Clayt	Sales Rep II	CORP, SALES	02/16/1976
Krause, Janet A	Sales Rep II	SALES/MKTG, SALES	03/09/1988
Nagassi, Robert N	Sales Rep II	SALES/MKTG, SALES	06/29/1988
Peacock, Richard S	Sales Rep II	SALES/MKTG, SALES	01/14/1988
Rise, Judith P	Sales Rep II	SALES/MKTG, SALES	11/27/1988

Skill and Education List

This report provides an alphabetized list of individual employees, all employees or the reporting criteria you specify. The report includes each employee's skills, years of experience in each skill and a comment area that provides short details about each skill. In addition, the report indicates schools attended, attendance duration, grade point averages, and scholastic degrees earned.



ZSI/ABC SYSTEMS, INC

Skill and Education List

Adams, Donald A. Employee ID is 101

President. Division is CORP. Department is ADMIN.

SCHOOL	YEAR	GPA	GRAD	YEAR	DEGREE(S)
University of CT	2	3.90	Y	1976	Masters
Boston College	4	4.00	Y	1974	BA
SKILL	YEARS	COMMENT			
COMPUTER	13.00				
JAPANESE	3.00				
MANAGER	12.00				
SALES	24.00				

Smith, Zabrina S. Employee ID is 104

Assembly Line Ins. Division is OPERATIONS. Department is MAN.

SKILL	YEARS	COMMENT
INTPERSON	1.12	From program INTPERSKIL

Bandana, Pepper S. Employee ID is 105

Machine Oper III. Division is OPERATIONS. Department is MAN.

SCHOOL	YEAR	GPA	GRAD	YEAR	DEGREE(S)
West Valley College	2	0.00	Y	1980	A.A. Administration
Campbell H.S.	3	0.00	Y	1978	H.S.
SKILL	YEARS	COMMENT			
DATA ENTRY	6.00				
INTPERSON	1.27	From program INTPERSKIL			
SHORTHAND	4.50				
TYPE30	4.00				
WORD PROC	7.00				

Brown, Virgil L. Employee ID is 106

Manager, Engineering. Division is ENGINEERING. Department is SOFTWARE.

SKILL	YEARS	COMMENT
DBASE	5.00	
FORTRAN	10.00	
FRENCH	25.00	
MANAGER	3.00	

Juarez, Marian A. Employee ID is 107

Executive Assistant. Division is CORP. Department is ADMIN.

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OSHA Reports


This section contains examples of OSHA reports. The information on these reports comes from the information provided on the OSHA page.

These are the OSHA reports:

- [Accident Analysis by Injury](#)
- [Accident Analysis by Location](#)
- [Accident Analysis by Organization](#)
- [Accidents by Date](#)
- [Accidents by Employee](#)
- [Accidents Not Filed](#)
- [OSHA 300 Incident Log](#)
- [OSHA 300A Incident Summary](#)
- [OSHA 301 Incident Report](#)
- [Workers' Compensation Open Claims](#)

Accident Analysis by Injury

This report shows the number of work-related injuries or illnesses and the impact of related medical costs and lost productivity on the organization due to these incidents. Events are sorted by injury.

		Z-Systems, Inc. Accident Analysis by Injury 09/06/2000 through 09/06/2007				
Injury	Occurrences	Days Restricted	Days Away	Medical Cost	Labor Cost	Total Cost
CUT	1	0.0	0.0	\$0	\$0	\$0
EYEDIS	1	8.0	7.0	\$600	\$250	\$850
FRACTU	2	15.0	11.0	\$415	\$316	\$731
HOTBUR	1	5.0	0.0	\$75	\$80	\$155
ILL-7D	1	2.0	4.0	\$125	\$500	\$625
PUNCTU	1	11.0	0.0	\$500	\$200	\$700
SCRATC	1	0.0	0.0	\$0	\$0	\$0
SPRAIN	1	2.0	0.0	\$0	\$0	\$0
Total	9	43.0	22.0	\$1,715	\$1,346	\$3,061

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Accident Analysis by Location

This report lists the number of work-related injuries or illnesses and the impact of related medical costs and lost productivity on the organization due to these incidents. These events are sorted by location.

Injury	Occurrences	Days Restricted	Days Away	Medical Cost	Labor Cost	Total Cost
zsi Z Systems Inc.						
ZSI/ABC SYSTEMS, INC						
Accident Analysis by Location 09/07/1999 through 09/07/2007						
Location:						
EYEDIS	1	8.0	7.0	\$600	\$250	\$850
PUNCTU	1	11.0	0.0	\$500	\$200	\$700
SCRATC	1	0.0	0.0	\$0	\$0	\$0
Total	3	19.0	7.0	\$1,100	\$450	\$1,550
Location: CAFE						
HOTBUR	1	5.0	0.0	\$75	\$80	\$155
Total	1	5.0	0.0	\$75	\$80	\$155
Location: ENTRYM						
FRACTU	1	0.0	11.0	\$0	\$0	\$0
Total	1	0.0	11.0	\$0	\$0	\$0
Location: FACT2						
CUT	2	0.0	0.0	\$0	\$0	\$0
Total	2	0.0	0.0	\$0	\$0	\$0
Location: INPLAN						
CONCUS	1	5.0	49.0	\$976	\$400	\$1,376
FRACTU	1	15.0	0.0	\$415	\$316	\$731
ILL-7D	1	2.0	4.0	\$125	\$500	\$625
Total	3	22.0	53.0	\$1,516	\$1,216	\$2,732
September 7, 2007 at 10:07						Page 1


Accident Analysis by Organization

This report shows the number of work-related injuries or illnesses and the impact of related medical costs and lost productivity on the organization due to these incidents. Events are sorted by organization level.

Injury	Occurrences	Days Restricted	Days Away	Medical Cost	Labor Cost	Total Cost
 <div style="float: right;"> ZSI/ABC SYSTEMS, INC Accident Analysis by Organization 09/07/1999 through 09/07/2007 </div>						
Org Level 1 - CORP						
Org Level 2 - ADMIN						
FRACTU	1	0.0	11.0	\$0	\$0	\$0
HOTBUR	1	5.0	0.0	\$75	\$80	\$155
Total	2	5.0	11.0	\$75	\$80	\$155
Org Level 1 - ENGINEERING						
Org Level 2 - HARDWARE						
ILL-7A	1	3.0	0.0	\$0	\$0	\$0
Total	1	3.0	0.0	\$0	\$0	\$0
Org Level 1 - ENGINEERING						
Org Level 2 - SOFTWARE						
SPRAIN	1	2.0	0.0	\$0	\$0	\$0
Total	1	2.0	0.0	\$0	\$0	\$0
Org Level 1 - OPERATIONS						
Org Level 2 - MAN						
CONCUS	1	5.0	49.0	\$976	\$400	\$1,376
CUT	2	0.0	0.0	\$0	\$0	\$0
EYEDIS	1	8.0	7.0	\$600	\$250	\$850
FRACTU	1	15.0	0.0	\$415	\$316	\$731
ILL-7D	1	2.0	4.0	\$125	\$500	\$625
PUNCTU	1	11.0	0.0	\$500	\$200	\$700
Total	7	41.0	60.0	\$2,616	\$1,666	\$4,282
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Accidents by Date

Use this report to view by date the number and nature of work-related injuries, illnesses, or first aid administered within the time period you specify. You can print this report for individual employees, for all employees or with your own reporting criteria. You can also include or exclude information regarding unfiled accidents and closed accidents.

		ZSI/ABC SYSTEMS, INC				
Accidents by Date						
09/07/1999 through 09/07/2007						
Occurred Date	Workers Comp Filed	WorkersComp Closed	Case Number	Workers Comp ClaimNumber	Days Away	Days Restricted
03/12/2000	03/14/2000	09/30/2000	2	901701-1	49.0	5.0
Employee: Bandana, Pepper S Injury: CONCUS Concussion & mild fracture of skull. Body Parts: HBRAIN Head - Brain and skull Location: INPLAN In Plant, at normal desk. Cause: MISC., INCLUDING HEAVY METAL DECORATION Shelf on wall collapsed. Everything fell on employee's						
04/21/2000	//	//	10		0.0	3.0
Employee: Bickmire, James S Injury: ILL-7A Occupational Skin Disorder/solder rash Body Parts: UMULTI All over hands and arms Location: R&D R&D Area Cause: SOLDER SPOOL Solder spool improperly stored						
10/15/2000	10/16/2000	11/02/2000	12	98-267-278834	4.0	2.0
Employee: Anderson, Rebecca A Injury: ILL-7D Poisoning/Toxic Materials/Solvent spill Body Parts: TABDOM Torso - Abdomen, chest, stomach Location: INPLAN In Plant/non factory/janitor closet Cause: DRUM OF SOLVENT Drum of solvent had faulty lid						
10/29/2000	//	//	14		0.0	0.0
Employee: Anderson, Cornelia B Injury: CUT Finger cut by scrap from punch press. Body Parts: UFINGE Upper Limbs - Finger - Right Index Location: FACT2 Punch press number 2. Cause: SCRAP PIECE OF METAL. Employee had tear in protective gloves.						


Accidents by Employee

You can print this report to view the number and the nature of work-related injuries or illnesses within the time period you specify, sorted by employee. You can print this report for individual employees, for all employees or with your own reporting criteria.

Occurred Date	Workers Comp Filed	WorkersComp Closed	Case Number	Workers Comp ClaimNumber	Days Away	Days Restricted
<div style="display: flex; justify-content: space-between;"> <div style="text-align: left;">  </div> <div style="text-align: right;"> <h3>ZSI/ABC SYSTEMS, INC</h3> <p>Accidents by Employee 09/07/1999 through 09/07/2007</p> </div> </div>						
Bandana, Pepper S			Employee ID: 105			
03/12/2000	03/14/2000	09/30/2000	2	901701-1	49.0	5.0
Injury: CONCUS Concussion & mild fracture of skull. Body Parts: HBRAIN Head - Brain and skull Location: INPLAN In Plant, at normal desk. Cause: MISC., INCLUDING HEAVY METAL DECORATION Shelf on wall collapsed. Everything fell on employee's						
01/02/2002	//	//	19		0.0	11.0
Injury: PUNCTU Punch on machine jammed Body Parts: UHAND Trying to fix punch on machine. Thought machine was turned off. Location: Cause: PUNCH						
Subtotal					49.0	16.0
Grand Total					49.0	16.0
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Accidents Not Filed

This report indicates work-related injuries or illnesses not filed during the time period you specify. Like the Accidents by Employee Report, this report can be printed for individual employees, for all employees or with your own reporting criteria.

Occurred Date	Workers Comp Filed	WorkersComp Closed	Case Number	Workers Comp ClaimNumber	Days Away	Days Restricted
 <div style="float: right;"> ZSI/ABC SYSTEMS, INC Accidents Not Filed 09/07/1999 through 09/07/2007 </div>						
Juarez, Marian A			Employee ID: 107			
11/16/2000	//	//	3		0.0	5.0
Injury: HOTBUR Thermal Burn Body Parts: LLEG Lower Limbs - Leg, both Location: CAFE Cafeteria Cause: COFFEE POT Hot pot slipped from hand.						
Brown, Virgil L			Employee ID: 106			
01/15/2001	//	//	8		0.0	2.0
Injury: SPRAIN Sprained Body Parts: LANKLE Lower Limbs - Ankle, left. Location: STAIR1 Stair1 - West Staircase Cause: TRIPPED ON TEAR IN CARPET ON STEPS Tripped						
Bickmire, James S			Employee ID: 132			
04/21/2000	//	//	10		0.0	3.0
Injury: ILL-7A Occupational Skin Disorder/solder rash Body Parts: UMULTI All over hands and arms Location: R&D R&D Area Cause: SOLDER SPOOL Solder spool improperly stored						
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OSHA 300 Incident Log

The OSHA 300 Incident Log contains information on work-related illnesses and injuries sustained by employees, and notes the extent and severity of each case.



ZSI
Z Systems Inc.

ZSI/ABC SYSTEMS, INC

Z-Systems, Inc.
Los Angeles, CA 90072

Log of Work-Related Injuries and Illnesses (OSHA'S Form 300)

Year: 1999

01.01/1999 Through 09.07/2007

(Rev. 01/2004)
Attention: This form contains information relating to employee health and must be used in a manner that protects the confidentiality of the employees to the extent possible while the information is being used for occupational safety and health purposes.

Incident Date	Event Location	Injury Description	Severity (G)(H)(I)(J)	Days Away (K)	Days Restricted/Transferred (L)	Injury/Illness Type (M)
Case: 16 10/19/2001	ENTRYM	Upper Limbs - Arm	X	11.0	0.0	X
Employee: Donald A. Adams Job Title: President						
Page Totals: 1 Count						
Grand Totals: 1 Count						

Severity Classification:
 (G) Death
 (H) Days Away From Work
 (I) Restricted Job Transfer
 (J) Other Recordable Case


Injury/Illness Type:
 (1) Injury
 (2) Skin Disorder
 (3) Respiratory Condition
 (4) Poisoning
 (5) Hearing Loss
 (6) All Other Illnesses

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OSHA 300A Incident Summary

The OSHA 300A Incident Summary indicates the total number of work-related illnesses and injuries for the year in each category. The Summary report contains those totals you must post by law.

 ZSI Z Systems Inc.	ZSI SYSTEMS, INC Summary of Work-Related Injuries and Illnesses Report (OSHA'S Form 300A) Year: 2007				
	<hr/>				
Number of Cases					
	(G) Deaths	(H) Days Away from Work	(I) Job Restriction or Transfer	(J) Other Recordable Cases	
Total Cases	0	5	6	1	
Number of Days					
	(K) Job Restriction or Transfer	(L) Days Away from Work			
Total Days	2	5			
Injury and Illness Types					
	(1) Injuries	(2) Skin Disorders	(3) Respiratory Conditions	(4) Poisonings	(5) All Other Illnesses
Total Number	1	0	0	0	1
Establishment Information					
Name and Address: Z Systems, Inc 123 Palm Avenue Los Angeles, CA 90072					
Industry Description: Chemical Manufacturer					
Standard Industrial Classification: 3123					
Employment Information					
Annual average number of employees: 256					
Total hours worked by all employees: 604,251					
Certification Signature					
<i>I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate and complete.</i>					
Company Executive _____			Title _____		
Phone _____		Date _____			


OSHA 301 Incident Report

This report provides details about how each injury or illness occurred, including the employee's personal information, hospital and physician information.

	ZSI/ABC SYSTEMS, INC
	Injury and Illness Incident Report (OSHA'S Form 301) 01/01/2000 Through 09/10/2007
Employee Information Adams, Donald A 1000 Bay View Court Apt B-4 San Jose, CA 95010 Date of Birth: 01/11/1953 Gender: M Date Hired: 02/12/1976	Attention: The form contains information relating to employee health and must be used in a manner that protects the confidentiality of the employees to the extent possible while the information is being used for occupational safety and health purposes.
Treatment Information Physician/Healthcare Provider: Dr. Grady Baker Treatment Location: Off worksite Treatment Facility: Mt. Pilot Medical Center Emergency Room Treatment: Y In-patient Overnight Hospitalization: N	
Case Information Case Number: 16 Incident Date: 10/19/2001 Employee Work Start Time: 8:00AM	Incident Time: 2:00AM Reportable Incident: Y Privacy Case: N
Description of task employee was engaged in: Tripped on something outside of entry way.	
Description of Event: Fracture	
Description of Injury/Illness: Upper Limbs - Arm - Upper Limbs - Arm	
Object or substance that caused harm to employee: debris on sidewalk Was Accident Fatal? N	
Reported by: A.J.L. Phone: (777)655-1212 Report date: 10/19/2001	Title: Secretary
<hr/>	
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Workers' Compensation Open Claims

Use this report to view the number of open Workers' Compensation claims. The report includes the number and the nature of open cases, the dates when claims were filed and closed, the case numbers and claim IDs and the number of work days the employee lost or experienced restricted duty.

Occurred Date	Workers Comp Filed	WorkersComp Closed	Case Number	Workers Comp ClaimNumber	Days Away	Days Restricted
 <div style="float: right; text-align: right;"> ZSI/ABC SYSTEMS, INC Workers Compensation Claims Still Open 01/01/1999 through 09/10/2007 </div>						
Juarez, Marian A			Employee ID: 107			
11/16/2000	//	//	3		0.0	5.0
Injury: HOTBUR Thermal Burn Body Parts: LLEG Lower Limbs - Leg, both Location: CAFE Cafeteria Cause: COFFEE POT Hot pot slipped from hand.						
Brown, Virgil L			Employee ID: 106			
01/15/2001	//	//	8		0.0	2.0
Injury: SPRAIN Sprained Body Parts: LANKLE Lower Limbs - Ankle, left. Location: STAIR1 Stair1 - West Staircase Cause: TRIPPED ON TEAR IN CARPET ON STEPS Tripped						
Bickmire, James S			Employee ID: 132			
04/21/2000	//	//	10		0.0	3.0
Injury: ILL-7A Occupational Skin Disorder/solder rash Body Parts: UMULTI All over hands and arms Location: R&D R&D Area Cause: SOLDER SPOOL Solder spool improperly stored						
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FMLA Reports


FMLA reports help you track and monitor employees' leaves of absence covered by the Family Medical Leave Act.

These are the FMLA reports:

- [Employees Currently on FMLA](#)
- [FMLA Due to Return](#)
- [Medical Recertification](#)

Employees Currently on FMLA

This report includes leave statistics on all employees who have been assigned an FMLA Leave of Absence and have not yet returned to work. The system sorts the report by organization level and includes the leave type, the FMLA event, the date the leave started and the scheduled return date. You can include selected employees or employee groups, organization levels and employees of a specific exempt status.

		ZSI/ABC SYSTEMS, INC Employees Currently on FMLA			
NAME	EMPLOYEE ID	LEAVE TYPE	EVENT	START DATE	RETURN DATE
Organization: Engineering, Hardware					
Hernandez, Joseph	124	FMLA-M	ILL-EMP	01/06/2003	07/01/2003
Darkwolf, Duke H.	203	FMLA-F	ILL-EMP	01/03/2005	07/01/2005
Darkwolf, Duke H.	203	FMLA-F	BIRTH	12/01/2003	12/31/2003
Total Engineering, Hardware		3			
Total ZSI		3			
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FMLA Due to Return

This report indicates all employees scheduled to return from FMLA leave. The report includes the leave type, the FMLA event, the date the leave started and the scheduled return date. You can include selected employees or employee groups, organization levels and employees of a specific exempt status.

NAME	EMPLOYEE ID	LEAVE TYPE	EVENT	START DATE	RETURN DATE
Organization: Engineering, Hardware					
Darkwolf, Duke H.	203	FMLA-F	ILL-EMP	01/03/2005	07/01/2005
Total Engineering, Hardware		1			
Total ZSI		1			

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Medical Recertification

This report lists employees due for medical recertification before returning to work from an FMLA leave of absence. The report is sorted by organization level and includes the leave type, the FMLA event, the date the leave started and the recertification date. You can include selected employees or employee groups, organization levels and employees of a specific exempt status.

NAME	EMPLOYEE ID	LEAVE TYPE	EVENT	START DATE	RETURN DATE
Organization: Engineering, Hardware					
Hernandez, Joseph	124	FMLA-M	ILL-EMP	09/17/2007	10/23/2007
Darkwolf, Duke H.	203	FMLA-F	ILL-EMP	09/28/2007	10/30/2007
Total Engineering, Hardware		2			
Total ZSI		2			

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