**Summit Funding, Inc. 401k Plan**

**SRPS Plan ID: SMF**

**Payroll File Specifications**

* The file must include all employees
* Do not exclude non participating employees
* Any Current Year terminated employees must remain on file until Plan Year-End
* Any Prior Year terminated employees without current year earnings should be removed from the payroll file
* The file must contain one data record per employee
* Schwab requires that a Control Total and a Wire accompany every payroll file received
* File will SFTP
* Files should be Fixed Length (text files)

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Field #** | **Description** | **Length** | **Range** | | | **Type** | **Comments** | **What this field does** | **UltiPro Field Mapping Notes**  **This is a fixed Width File – Full File**  **It will include all active and terminated employees with Emp Type = REG and PT regardless if they have 401K benefits**  **Terminations will be kept on the file until the end of the plan year (1/1 – 12/31)**  **Note – if an employee is terminated and has YTD compensation during the plan year they should be reported on the file until the end of the plan year**  **We are sending One combined file**  **Pay Group that will be included is**  **SM1** |
| 1 | Record ID | 3 | 1 | - | 3 | X | Hardcode “100” | 100 reads as a record that needs processed and a 101 is a footer or header record | 100 |
| 2 | Plan ID | 3 | 4 | - | 6 | X | Schwab Assigned Value = **SMF**  Left Justified | Schwab’s identifier | SMF  This field is left Justified |
| 3 | Social Security Number | 11 | 7 | - | 17 | N | With Dashes (123-45-6789) | Employee’s account number on Schwab’s system. Very important that bogus and inaccurate SS#s be omitted. | EepSsn  The format is 123-45-6789 |
| 4 | Name | 32 | 18 | - | 49 | X | All Capitals  Last Name, First Name Middle Initial | Used for Identification purposes | Eepnamelast (comma) eepnamefirst (space) 1st digit of eepnamemiddle  The format is All CAPS |
| 5 | Contribution Source 1 | 12 | 50 | - | 61 | N | **401K**  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros | The amount to be processed into participant’s account.  \*Multiple Codes due to % and $\* | sum(PdhEECurAmt) where PdhDedCode = (401F, 401P) for Percontrols posted in the date range of the file  Else zero filled  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 6 | Contribution Source 2 | 12 | 62 | - | 73 | N | **401K Catch-Up**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | sum(PdhEECurAmt) where PdhDedCode = (401CF, 401CP) for Percontrols posted in the date range of the file  Else zero filled  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 7 | Contribution Source 3 | 12 | 74 | - | 85 | N | **Roth**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | sum(PdhEECurAmt) where PdhDedCode = (4ROTH, 4ROTP) for Percontrols posted in the date range of the file  Else zero filled  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 8 | Contribution Source 4 | 12 | 86 | - | 97 | N | **Roth Catch-Up**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | sum(PdhEECurAmt) where PdhDedCode = (401CR) for Percontrols posted in the date range of the file  Else zero filled  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 9 | Contribution Source 5 | 12 | 98 | - | 109 | N | **Employer Match**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | sum(PdhEECurAmt) where PdhDedCode = (401KM) for Percontrols posted in the date range of the file  Else zero filled  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 10 | Contribution Source 6 | 12 | 110 | - | 121 | N | **After Tax**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account.  New Source to be added in UKG | Zero Fill |
| 11 | Contribution Source 7 | 12 | 122 | - | 133 | N | **Schwab Assigned Source #7**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 12 | Contribution Source 8 | 12 | 134 | - | 145 | N | **Schwab Assigned Source #8**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 13 | Contribution Source 9 | 12 | 146 | - | 157 | N | **Schwab Assigned Source #9**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 14 | Contribution Source 10 | 12 | 158 | - | 169 | N | **Schwab Assigned Source #10**  See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 15 | Loan Payment #1 | 12 | 170 | - | 181 | N | No decimal point; Two decimal places; Leading minus sign for negatives (negative  sign should be included in the 12 spaces)  No non-numeric characters; Right  justified; Leading zeros. | The amount to be processed into participant’s account. | sum(PdhEECurAmt) where PdhDedCode = (401L, 40L10, 401L2, 401L3, 401L4, 401L5, 401L6, 401L7, 401L8, 401L9) for Percontrols posted in the date range of the file  Add all loan codes -  Else zero filled  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 16 | Loan Payment #2 | 12 | 182 | - | 193 | N | See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 17 | Loan Payment #3 | 12 | 194 | - | 205 | N | See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 18 | Loan Payment #4 | 12 | 206 | - | 217 | N | See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 19 | Loan Payment #5 | 12 | 218 | - | 229 | N | See above definition  If N/A – Zero Filled | The amount to be processed into participant’s account. | Zero Fill |
| 20 | Pay Period Deferral/Allocation Compensation | 12 | 230 | - | 241 | N | Compensation eligible for Employee Deferrals, Matching and Profit Sharing Contributions  *(as defined in the Plan Document)* |  | PdhDedCalcBasisAmt where PdhDedCode is like (401F, 401P, 401CF, 401CP, 4ROTH, 4ROTP, 401CR, 401KM) for percontrol within the date range of the file  else if PdhDedCalcBasisAmt <= 0 then sum (PehCurAmt) where ErnInclInPensionAccum = Y from EarnCode table for percontrol within the date range of the file  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 21 | Pay Period Plan Testing Compensation | 12 | 242 | - | 253 | N | Compensation used for Non-Discrimination Testing  *(as defined in the Plan Document)* |  | PdhDedCalcBasisAmt where PdhDedCode is like (401F, 401P, 401CF, 401CP, 4ROTH, 4ROTP, 401CR, 401KM) for percontrol within the date range of the file  else if PdhDedCalcBasisAmt <= 0 then sum (PehCurAmt) where ErnInclInPensionAccum = Y from EarnCode table MUST Also Include ErnEarncode (BACP, INDPD, IDPM, IDPV, IMSC, NQDC, NQDC2, NQDC1, SEV) for percontrol within the date range of the file  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 22 | Pay Period Total Compensation | 12 | 254 | - | 265 | N | Compensation used to determine HCEs, Key Employees, Top-Heavy Minimums, etc.  *(as defined in the Plan Document)* |  | PdhDedCalcBasisAmt where PdhDedCode is like (401F, 401P, 401CF, 401CP, 4ROTH, 4ROTP, 401CR, 401KM) for percontrol within the date range of the file  else if PdhDedCalcBasisAmt <= 0 then sum (PehCurAmt) where ErnInclInPensionAccum = Y from EarnCode table MUST Also Include ErnEarncode (BACP, INDPD, IDPM, IDPV, IMSC, NQDC, NQDC2, NQDC1, SEV) for percontrol within the date range of the file  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 23 | Pay Period Additional Compensation | 12 | 266 | - | 277 | N | To be defined | N/A | Zero Fill |
| 24 | Pay Period Hours Paid | 4 | 278 | - | 281 | N | Hours **Are Not** Required for this Plan.  Whole hours only, no decimals  Right Justified, Zero Fill when N/A |  | SUM(PehCurHrs) where PehEarnCode = 3PS, BEREV, BMSAL, DT, FHOL, FRIH, HOL, MUP, NWHR, OTHR, OT, PTO, PTOE, PEN, REG, SPSL, SICK  For Percontrols posted in the date range of the file  Else zero fill  Format is  Whole hours only, no decimals  Right Justified |
| 25 | Plan YTD Contribution Source 1 | 12 | 282 | - | 293 | N | **YTD 401K**  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros  If N/A – Zero Filled | YTD totals per source that Schwab will use when performing year-end testing. | SUM(PehCurAmt) where PdhDedCode IN (401F, 401P, 401KP) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 26 | Plan YTD Contribution Source 2 | 12 | 294 | - | 305 | N | **YTD 401K Catch-Up**  See above definition  If N/A – Zero Filled | YTD totals per source that Schwab will use when performing year-end testing. | SUM(PehCurAmt) where PdhDedCode IN (401CF, 401CP) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 27 | Plan YTD Contribution Source 3 | 12 | 306 | - | 317 | N | **YTD Roth**  See above definition  If N/A – Zero Filled | YTD totals per source that Schwab will use when performing year-end testing. | SUM(PehCurAmt) where PdhDedCode IN (4ROTH, 4ROTP) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 28 | Plan YTD Contribution Source 4 | 12 | 318 | - | 329 | N | **YTD Roth Catch-Up**  See above definition  If N/A – Zero Filled | YTD totals per source that Schwab will use when performing year-end testing. | SUM(PehCurAmt) where PdhDedCode IN (401CR) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 29 | Plan YTD Contribution Source 5 | 12 | 330 | - | 341 | N | **YTD Employer Match**  See above definition  If N/A – Zero Filled | YTD totals per source that Schwab will use when performing year-end testing. | SUM(PehCurAmt) where PdhDedCode IN (401KM) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 30 | Plan YTD Contribution Source 6 | 12 | 342 | - | 353 | N | **YTD After Tax**  See above definition  If N/A – Zero Filled | YTD totals per source that Schwab will use when performing year-end testing. | Zero Fill |
| 31 | Plan YTD Contribution Source 7 | 12 | 354 | - | 365 | N | **YTD Schwab Assigned Source #7**  See above definition  If N/A – Zero Filled |  | Zero Fill |
| 32 | Plan YTD Contribution Source 8 | 12 | 366 | - | 377 | N | **YTD Schwab Assigned Source #8**  See above definition  If N/A – Zero Filled |  | Zero Fill |
| 33 | Plan YTD Contribution Source 9 | 12 | 378 | - | 389 | N | **YTD Schwab Assigned Source #9**  See above definition  If N/A – Zero Filled |  | Zero Fill |
| 34 | Plan YTD Contribution Source 10 | 12 | 390 | - | 401 | N | **YTD Schwab Assigned Source #10**  See above definition  If N/A – Zero Filled |  | Zero Fill |
| 35 | Plan YTD Deferral/Allocation Compensation | 12 | 402 | - | 413 | N | YTD Compensation eligible for Employee Deferrals, Matching and Profit Sharing Contributions  *(as defined in the Plan Document)* |  | PdhDedCalcBasisAmt where PdhDedCode is like (401F, 401P, 401CF, 401CP, 4ROTH, 4ROTP, 401CR, 401KM) for First percontrol of the year through the last closed percontrol  else if PdhDedCalcBasisAmt <= 0 then sum (PehCurAmt) where ErnInclInPensionAccum = Y from EarnCode table for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 36 | YTD Plan Testing Compensation | 12 | 414 | - | 425 | N | YTD Compensation used for Non-Discrimination Testing  *(as defined in the Plan Document)* |  | PdhDedCalcBasisAmt where PdhDedCode is like (401F, 401P, 401CF, 401CP, 4ROTH, 4ROTP, 401CR, 401KM) for First percontrol of the year through the last closed percontrol  else if PdhDedCalcBasisAmt <= 0 then sum (PehCurAmt) where ErnInclInPensionAccum = Y from EarnCode table MUST Also Include ErnEarncode (BACP, INDPD, IDPM, IDPV, IMSC, NQDC, NQDC2, NQDC1, SEV) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 37 | Plan YTD Total Compensation | 12 | 426 | - | 437 | N | YTD Compensation used to determine HCEs, Key Employees, Top-Heavy Minimums, etc.  *(as defined in the Plan Document)* |  | PdhDedCalcBasisAmt where PdhDedCode is like (401F, 401P, 401CF, 401CP, 4ROTH, 4ROTP, 401CR, 401KM) for First percontrol of the year through the last closed percontrol  else if PdhDedCalcBasisAmt <= 0 then sum (PehCurAmt) where ErnInclInPensionAccum = Y from EarnCode table MUST Also Include ErnEarncode (BACP, INDPD, IDPM, IDPV, IMSC, NQDC, NQDC2, NQDC1, SEV) for First percontrol of the year through the last closed percontrol  The format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 38 | YTD Additional Compensation | 12 | 438 | - | 449 | N | To be defined | N/A | Zero Fill |
| 39 | Salary | 12 | 450 | - | 461 | N | Annual Base Salary | If utilizing Morningstar Advice or My Retirement Progress features, this field is a required field. | EecAnnSalary  Format is  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified  Leading zeros |
| 40 | Plan YTD Hours Paid | 4 | 462 | - | 465 | N | Hours **Are** Required for this Plan.  Whole hours only, no decimals, Right  Justified, Zero Fill when N/A | YTD hours are needed for updating Vesting percent’s on Schwab's system (if any source is based on hours). | SUM(PehCurHrs) where PehEarnCode = 3PS, BEREV, BMSAL, DT, FHOL, FRIH, HOL, MUP, NWHR, OTHR, OT, PTO, PTOE, PEN, REG, SPSL, SICK for First percontrol of the year through the last closed percontrol  Else zero fill  Format is  Whole hours only, no decimals, Right  Justified |
| 41 | Pay Frequency | 1 | 466 | - | 466 | X | Monthly (12) = “M”  Semimonthly (24) = “S”  Biweekly (26) = “B”  Weekly (52) = “W”  Quarterly (4) = “Q” | This field is used to model loans. | S |
| 42 | Primary Address Line #1 | 40 | 467 | - | 506 | X | No Commas, All Capitals |  | Eepaddressline1  Format is No Commas and All CAPS |
| 43 | Primary Address Line #2 | 40 | 507 | - | 546 | X | No Commas, All Capitals  Spaces if not applicable |  | Eepaddressline2  Format is No Commas and All CAPS |
| 44 | Primary City | 80 | 547 | - | 626 | X | No Commas, All Capitals |  | Eepaddresscity  Format is No Commas and All CAPS |
| 45 | Primary State | 2 | 627 | - | 628 | X | Postal abbreviation, All Capitals |  | Eepaddressstate  Format is No Commas and All CAPS |
| 46 | Primary Zip Code | 10 | 629 | - | 638 | X | Format: 12345-6789 or 12345;  Left Justified |  | Eepaddresszipcode  Format is  12345-6789 or 12345;  Left Justified |
| 47 | Primary Country | 30 | 639 | - | 668 | X | This field is required to be populated.  If outside USA, do not abbreviate |  | USA |
| 48 | Foreign Address Indicator | 1 | 669 | - | 669 | X | Y = foreign Address,  N or blank = local address |  | Leave Blank |
| 49 | Birth Date | 8 | 670 | - | 677 | N | MMDDYYYY | Required field - used for fund selection if using funds based on age or needed in determining eligibility. | Eepdateofbirth  Format MMDDYYYY |
| 50 | Hire Date (original) | 8 | 678 | - | 685 | N | MMDDYYYY  True Hire date – do not include  Transfer or Rehire Dates. | Schwab's system derives many dates and status from the hire date. Any change in this field could cause a change in an employee's eligibility or vesting.  DO NOT PROVIDE A REHIRE  DATE IN THIS FIELD. | EecDateOfOriginalHire  Format MMDDYYYY |
| 51 | Plan Entry Date | 8 | 686 | - | 693 | N | MMDDYYYY | N/A ~ Required if Schwab is not to calculate eligibility in any of the applicable sources. | Leave Blank |
| 52 | Plan Entry Date (for another source with different eligibility) | 8 | 694 | - | 701 | N | MMDDYYYY | N/A ~ Required if Schwab is not to calculate eligibility in any of the applicable sources. | Leave Blank |
| 53 | Plan Entry Date (for another source with different eligibility) | 8 | 702 | - | 709 | N | MMDDYYYY | N/A ~ Required if Schwab is not to calculate eligibility in any of the applicable sources. | Leave Blank |
| 54 | Plan Entry Date (for another source with different eligibility) | 8 | 710 | - | 717 | N | MMDDYYYY | N/A ~ Required if Schwab is not to calculate eligibility in any of the applicable sources. | Leave Blank |
| 55 | Termination Date (if applicable) | 8 | 718 | - | 725 | N | MMDDYYYY  Blank if Not Applicable  True Termination Date – do not include Transfer Dates or Leave of Absence Dates. | All termination dates provided in this field will load into our system causing a terminated status to load and deferral elections to drop to 0. Termination dates should never exceed the payroll file date. | EecDateOfTermination (most recent termination date)  Else Blank  Format MMDDYYYY |
| 56 | Rehire Date (date of most recent rehire) | 8 | 726 | - | 733 | N | MMDDYYYY  Blank if Not Applicable; | Only provide a Rehire date when an employee has been terminated and rehired, hence the most current date of employment.  DO NOT PROVIDE REHIRE DATE IN THE HIRE DATE FIELD. | If EecDateOfOriginalHire <> EecDateOfLastHire then EecDateOfLastHire  else leave blank  Format MMDDYYYY |
| 57 | Alternate Vesting Date | 8 | 734 | - | 741 | N | MMDDYYYY  Blank if Not Applicable | This field is required if vesting should be calculated from a date other than hire date. | EecDateOfLastHire  Format MMDDYYYY |
| 58 | Restricted Status (officer status field) | 1 | 742 | - | 742 | X | Officer = "O"  Non-officer = "R"  Blank as default  Define other codes |  | Leave Blank |
| 59 | Loan Restriction | 5 | 743 | - | 747 | X | Blank as default  Define other codes | Schwab will use this field if any employees should be restricted from applying for a loan, ex. Employee on leave of absence. | Leave Blank |
| 60 | Collective Bargaining Indicator | 1 | 748 | - | 748 | X | Union = “U”  Non-Union = “N”  Blank as default |  | Leave Blank |
| 61 | Payroll Status | 1 | 749 | - | 749 | X | Active = “A”  Terminated = “T”  Deceased = “D”  Retirement = “R” | True payroll status – not retirement  plan status | If EecEmplStatus = A send A  If EecEmplStatus = T send T  If EecEmplStatus = T and EecTermReason = xxx send R  If EecEmplStatus = T and EecTermReason = xxx send D |
| 62 | Highly Compensated Status (HCE) | 1 | 750 | - | 750 | X | Highly Compensated = "H"  Non-highly compensated = "N" | Provide if Schwab is to monitor HCE’s deferral maximums that are different from all NHCEs. | Leave Blank |
| 63 | Ineligible Status | 1 | 751 | - | 751 | X | N = Ineligible to participate  Blank as default  Define other codes | If an “N” is populated, Schwab will load the employee as an ineligible class which means they are not eligible for the plan. If an employee moves from an ineligible classification to an eligible employee then this change will need to be brought to your Relationship Manager’s attention.  \*Temps are NOT eligible. Need to confirm if they will come over on file or not. If so will require code\* | Leave Blank |
| 64 | Pay Location | 15 | 752 | - | 766 | X | Optional - Assigned by Plan Sponsor and Approved by Schwab; Spaces if N/A | Location Code | EecLocation |
| 65 | Reporting Division | 5 | 767 | - | 771 | N | Reporting Division **Is Not** Required for this Plan.  This field can be NUMERIC ONLY.  Spaces if N/A |  | Leave Blank |
| 66 | Alternate Key #1 | 15 | 772 | - | 786 | X | Company Code  Spaces if N/A |  | **4609** |
| 67 | Alternate Key #2 | 15 | 787 | - | 801 | X | **UKG** File/Employee Number  Spaces if N/A |  | EecEmpNo |
| 68 | Transfer Indicator | 5 | 802 | - | 806 | X | “X” = indicates employee transferred to another division |  | Leave Blank |
| 69 | Work/Home Telephone Number | 15 | 807 | - | 821 | X | 123-456-7890 – Option: hardcode main company telephone number. |  | Send EepPhoneHomeNumber if this is blank the send EecPhoneBusinessNumber or Alternate Phone Number  Else send blank  Format is 123-456-7890 |
| 70 | E-mail Address | 50 | 822 | - | 871 | X | Full Internet Address  Space Fill if No Address | Workplace email addresses (preferred) or such other email addresses as may be provided by the Employer for purposes of notifying Participants of the availability of Participant Electronic Communications  Corp Email-Yes | Send eepAddressEMail if this is blank send  if blank send eepAddressEMailAlternate or alternate email  else send blank |
| 71 | Language Preference Code | 1 | 872 | - | 872 | X | English = “E”  Spanish = “S”  Other = “O” |  | E |
| 72 | Gender Code | 1 | 873 | - | 873 | X | Male = “M”  Female = “F” | Required for Schwab Retirement Planner advice product. | If EepGender = M send M  If EepGender = F send F  Else blank |
| 73 | Marital Status – Taxable | 1 | 874 | - | 874 | X | Single = “S”  Married= “M”  Used for tax purposes | If not married assigned single. | If EetFilingStatus = S send S  Else send M |
| 74 | Federal Exemptions | 2 | 875 | - | 876 | N | Number of Federal exemptions  Used for tax purposes |  | EetExemptions |
| 75 | Job Code Indicator | 1 | 877 | - | 877 | X | Full Time = “F”  Part-Time = “P”  Seasonal = “S”  Temporary = “T”  Intern = ”I” | Please provide if any employees are subject to a different eligibility requirement, ex. Part-timer must work 1000 hours in 1 year to be eligible but everyone else is eligible after 3 months of service. | If EecFullTimeOrPartTime = F send F  If EecFullTimeOrPartTime = P send P |
| 76 | Leave of Absence – Start Date | 8 | 878 | - | 885 | N | MMDDYYYY  Blank if Not Applicable | Yes | If EecEmplStatus = L send EecEmplStatusStartDate  else leave blank  Format is MMDDYYYY |
| 77 | Leave of Absence – End Date | 8 | 886 | - | 893 | N | MMDDYYYY  Blank if Not Applicable | Yes | if EecEmplStatus = A and most recent EshEmplStatus = L send most recent EshStatusStopDate  else leave blank  Format is MMDDYYYY |
| 78 | Leave of Absence Indicator | 1 | 894 | - | 894 | X | L = Leave of Absence |  | If EecEmplStatus = L send L  else send blank |
| 79 | Retirement Date | 8 | 895 | - | 902 | N | MMDDYYYY  Blank if Not Applicable |  | Leave Blank |
| 80 | Death Date | 8 | 903 | - | 910 | N | MMDDYYYY  Blank if Not Applicable |  | Leave Blank |
| 81 | Filler | 40 | 911 | - | 950 | X | Filler |  | Leave Blank |

Type N => Numeric

Type X => Alphanumeric

**Total (Footer) Record: The following defines the CONTROL TOTALS**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Field #** | **Description** | **Length** | **Range** | | | **Type** | **Comments** | **UltiPro Field Mapping Notes** |
| 1 | Record ID | 3 | 1 | - | 3 | X | Hardcode “101” | 101 |
| 2 | Plan ID | 3 | 4 | - | 6 | X | Schwab Assigned Value = **SMF**; Left Justified | SMF  Left Justified |
| 3 | Pay Period Ending Date | 11 | 7 | - | 17 | N | Payroll Date; MMDDYYYY | PrgPayDate Where prgPercontrol between @StartPerControl and @EndPerControl |
| 4 | *Filler* | 32 | 18 | - | 49 | N | *Filler* | Leave Blank |
| 5 | Contribution Source 1 Total | 12 | 50 | - | 61 | N | Total of **401K**  No decimal point; Two decimal places; Leading minus sign for negatives; No non-numeric characters; Right justified; Leading zeros.  If N/A – Zero Filled | sum(PdhEECurAmt) where PdhDedCode = 401F, 401P, 401KP |
| 6 | Contribution Source 2 Total | 12 | 62 | - | 73 | N | Total of **401K Catch-Up**  See Above Definition  If N/A – Zero Filled | sum(PdhEECurAmt) where PdhDedCode = 401CF, 401CP |
| 7 | Contribution Source 3 Total | 12 | 74 | - | 85 | N | Total of **Roth**  See Above Definition  If N/A – Zero Filled | sum(PdhEECurAmt) where PdhDedCode = 4ROTH, 4ROTP |
| 8 | Contribution Source 4 Total | 12 | 86 | - | 97 | N | Total of **Roth Catch-Up**  See Above Definition  If N/A – Zero Filled | sum(PdhEECurAmt) where PdhDedCode = 401CR |
| 9 | Contribution Source 5 Total | 12 | 98 | - | 109 | N | Total of **Match**  See Above Definition  If N/A – Zero Filled | sum(PdhEECurAmt) where PdhDedCode = 401KM |
| 10 | Contribution Source 6 Total | 12 | 110 | - | 121 | N | Total of **After Tax**  See Above Definition  If N/A – Zero Filled | Zero fill |
| 11 | Contribution Source 7 Total | 12 | 122 | - | 133 | N | Total of **Schwab Assigned Source #7**  See Above Definition  If N/A – Zero Filled | Zero fill |
| 12 | Contribution Source 8 Total | 12 | 134 | - | 145 | N | Total of **Schwab Assigned Source #8**  See Above Definition  If N/A – Zero Filled | Zero fill |
| 13 | Contribution Source 9 Total | 12 | 146 | - | 157 | N | Total of **Schwab Assigned Source #9**  See Above Definition  If N/A – Zero Filled | Zero fill |
| 14 | Contribution Source 10 Total | 12 | 158 | - | 169 | N | Total of **Schwab Assigned Source #10**  See Above Definition  If N/A – Zero Filled | Zero fill |
| 15 | Loan Payment #1 Total | 12 | 170 | - | 181 | N | **Total of Loan Payment #1**  If N/A – Zero Filled | sum(PdhEECurAmt) where PdhDedCode = 401L, 40L10, 401L2, 401L3, 401L4, 401L5, 401L6, 401L7, 401L8, 401L9 |
| 16 | Loan Payment #2 Total | 12 | 182 | - | 193 | N | **Total of Loan Payment #2**  If N/A – Zero Filled | Zero fill |
| 17 | Loan Payment #3 Total | 12 | 194 | - | 205 | N | **Total of Loan Payment #3**  If N/A – Zero Filled | Zero fill |
| 18 | Loan Payment #4 Total | 12 | 206 | - | 217 | N | **Total of Loan Payment #4**  If N/A – Zero Filled | Zero fill |
| 19 | Loan Payment #5 Total | 12 | 218 | - | 229 | N | **Total of Loan Payment #5**  If N/A – Zero Filled | Zero fill |