**Step 1: File Check**

Is the HR file here today?

├── YES → Continue to validation

└── NO → Send "file missing" email and stop

**Step 2: Header Validation (Fail-Fast)**

Check file structure:

├── Right number of columns? (70 for MCH, 65 for Tress, 55 for Prodensa)

├── All required column names present?

├── YES → Continue

└── NO → Send error email and STOP

**Step 3: Date Validation (Fail-Fast)**

Check ALL employee dates:

├── Can we read hire dates? (MM-dd-yyyy for MCH, dd-MM-yyyy for Tress)

├── Can we read termination dates?

├── YES → Continue

└── NO → Send error email and STOP

**Step 4: Employee Status Calculation**

For each employee, determine their status:

├── MCH Logic: Complex 14-day pre-hire rules

├── Tress Logic: Simple 10-day rules

├── Prodensa Logic: Status-first approach with 21-day rules

└── Result: prehire, hire, active, or terminated

**Step 5: Save Daily Report**

Save status counts to backup/report folder:

├── Today's counts: 1000 active, 50 hire, 25 prehire, 175 terminated

├── Compare with yesterday's counts

└── Create JSON report file

**Step 6: Termination Spike Detection**

Check for unusual termination increases:

├── Yesterday: 150 terminated

├── Today: 175 terminated

├── Increase: 25

├── Threshold: 20 (from config)

├── 25 > 20? → YES → Send alert and STOP

└── NO → Continue processing

**Step 7: Required Field Validation**

Check mandatory fields for non-terminated employees:

├── Terminated employees → Skip (don't care about their data)

├── Active/Hire/Prehire employees → Check all required fields

├── Missing fields found → Add to report

└── Continue processing

**Step 8: File Processing Decision**

Should we process this file?

IF processValidation = true (strict mode):

├── No missing fields → Copy file to backup folder ✅

└── Missing fields found → Don't copy file ❌

IF processValidation = false (lenient mode):

├── Always copy file to backup folder ✅

└── Send reports but continue processing