**Requirement Analysis and Specification**

**Functional Requirements:**

* FR-01: Retrieve active employee data.
* FR-02: Identify employees with birthdays matching today’s date.
* FR-03: Identify employees with work anniversaries (excluding joining day).
* FR-04: Calculate number of years completed for anniversaries.
* FR-05: Generate appropriate celebration message (e.g., "3rd Work Anniversary").
* FR-06: Include complete employee details in the report.
* FR-07: Present report in sorted tabular format.
* FR-08: Daily scheduling of report via BI Publisher.
* FR-09: Daily email delivery to HR.

**Non-Functional Requirements:**

* NFR-01: Efficient execution (under 1 minute).
* NFR-02: Accurate data matching.
* NFR-03: Secure data access.
* NFR-04: User-friendly output.
* NFR-05: High availability.
* NFR-06: Maintainable and updatable logic.