                  <bsvc:Change\_Job\_Request xmlns:bsvc="urn:com.workday/bsvc"

                        bsvc:version="v18">

                        <bsvc:Business\_Process\_Parameters>

                              <bsvc:Auto\_Complete>

                                    <xsl:value-of select="'0'" />

                              </bsvc:Auto\_Complete>

                              <bsvc:Run\_Now>true</bsvc:Run\_Now>

                              </bsvc:Business\_Process\_Parameters>

                              <bsvc:Change\_Job\_Data>

                                    <bsvc:Worker\_Reference bsvc:Descriptor="string">

                                          <bsvc:ID bsvc:type="Employee\_ID">

                                                <xsl:value-of select="$Emplid"></xsl:value-of>

                                          </bsvc:ID>

                                    </bsvc:Worker\_Reference>

                                    <bsvc:Effective\_Date>

                                          <xsl:value-of select="$HireDate"></xsl:value-of>

                                    </bsvc:Effective\_Date>

                                    <bsvc:Change\_Job\_Detail\_Data>

                                          <bsvc:Reason\_Reference bsvc:Descriptor="string">

                                                <bsvc:ID bsvc:type="Change\_Job\_Subcategory\_ID">

                                                      <xsl:value-of select="$WdActionReason"></xsl:value-of>

                                                </bsvc:ID>

                                          </bsvc:Reason\_Reference>

                                          <bsvc:Supervisory\_Organization\_Reference

                                                bsvc:Descriptor="string">

                                                <bsvc:ID bsvc:type="Organization\_Reference\_ID">

                                                      <xsl:value-of select="$SupOrgId"></xsl:value-of>

                                                </bsvc:ID>

                                          </bsvc:Supervisory\_Organization\_Reference>

                                          <bsvc:Create\_Position>true</bsvc:Create\_Position>

                                          <bsvc:Job\_Details\_Data>

                                                <bsvc:Location\_Reference

                                                      bsvc:Descriptor="string">

                                                      <bsvc:ID bsvc:type="Location\_ID">

                                                            <xsl:value-of select='$WorkLocationID'></xsl:value-of>

                                                      </bsvc:ID>

                                                </bsvc:Location\_Reference>

                                          </bsvc:Job\_Details\_Data>

                                    </bsvc:Change\_Job\_Detail\_Data>

                                    <xsl:if

                                          test="$offer\_annualized\_salary!='0' and $offer\_annualized\_salary!='0.0'">

                                          <bsvc:Propose\_Compensation\_Sub\_Process>

                                                <bsvc:Business\_Sub\_Process\_Parameters>

                                                      <bsvc:Auto\_Complete>false</bsvc:Auto\_Complete>

                                                      <bsvc:Skip>false</bsvc:Skip>

                                                </bsvc:Business\_Sub\_Process\_Parameters>

                                                <bsvc:Propose\_Compensation\_for\_Position\_Data>

                                                      <xsl:if test="$DefaultCompElements='1'">

                                                            <bsvc:Compensation\_Guidelines\_Data>

                                                                  <bsvc:Compensation\_Package\_Reference

                                                                        bsvc:Descriptor="string">

                                                                        <bsvc:ID bsvc:type="Compensation\_Package\_ID">

                                                                              <xsl:value-of select="$DefaultCompPackageRefID" />

                                                                        </bsvc:ID>

                                                                  </bsvc:Compensation\_Package\_Reference>

                                                                  <bsvc:Compensation\_Grade\_Reference

                                                                        bsvc:Descriptor="string">

                                                                        <bsvc:ID bsvc:type="Compensation\_Grade\_ID">

                                                                              <xsl:value-of select="$DefaultCompGradeRefID" />

                                                                        </bsvc:ID>

                                                                  </bsvc:Compensation\_Grade\_Reference>

                                                            </bsvc:Compensation\_Guidelines\_Data>

                                                      </xsl:if>

                                                      <bsvc:Pay\_Plan\_Data bsvc:Replace="true">

                                                            <bsvc:Pay\_Plan\_Sub\_Data>

                                                                  <xsl:if test="$DefaultCompElements='1'">

                                                                  <bsvc:Pay\_Plan\_Reference

                                                                              bsvc:Descriptor="string">

                                                                              <bsvc:ID bsvc:type="Compensation\_Plan\_ID">

                                                                                    <xsl:value-of select="$DefaultCompPlanRefID" />

                                                                              </bsvc:ID>

                                                                        </bsvc:Pay\_Plan\_Reference>

                                                                  </xsl:if>

                                                                  <!-- Wave3 Populate Comp Plan for Hourly employees -->

                                                                  <xsl:if test="$Frequency\_ID='Hourly'">

                                                                        <bsvc:Pay\_Plan\_Reference

                                                                              bsvc:Descriptor="string">

                                                                              <bsvc:ID bsvc:type="Compensation\_Plan\_ID">

                                                                                    <xsl:text>Hourly\_Plan</xsl:text>

                                                                              </bsvc:ID>

                                                                        </bsvc:Pay\_Plan\_Reference>

                                                                  </xsl:if>

                                                                  <bsvc:Amount>

                                                                        <xsl:value-of select="$offer\_annualized\_salary"></xsl:value-of>

                                                                  </bsvc:Amount>

                                                                  <bsvc:Currency\_Reference

                                                                        bsvc:Descriptor="string">

                                                                        <!--Zero or more repetitions: -->

                                                                        <bsvc:ID bsvc:type="Currency\_ID">

                                                                              <xsl:value-of select="$Currency" />

                                                                        </bsvc:ID>

                                                                  </bsvc:Currency\_Reference>

                                                                  <bsvc:Frequency\_Reference

                                                                        bsvc:Descriptor="string">

                                                                        <!--Zero or more repetitions: -->

                                                                        <bsvc:ID bsvc:type="Frequency\_ID">

                                                                              <xsl:value-of select="$Frequency\_ID" />

                                                                        </bsvc:ID>

                                                                  </bsvc:Frequency\_Reference>

                                                            </bsvc:Pay\_Plan\_Sub\_Data>

                                                      </bsvc:Pay\_Plan\_Data>

                                                </bsvc:Propose\_Compensation\_for\_Position\_Data>

                                          </bsvc:Propose\_Compensation\_Sub\_Process>

                                    </xsl:if>

                              </bsvc:Change\_Job\_Data>

                        </bsvc:Change\_Job\_Request>