Pers.No.: personnel number, unique identifier

Termd: 1 = terminated, 0 = currently employed

TermType: if Termd = 1, then 1 = involuntary, 0 = voluntary; otherwise it’s 2 (for not currently employed)

ReasonForLeaving: indicated the reason the employee left

Rehire: 1 = terminated and then rehired, 0 = not rehired

BusinessUnit: categories of CCO, Comm Sales, Executive, Field Svcs, Finance, GRA, HR, IT, Marketing, Net Svcs, Network Ops, Zolo

EESubgroup: 1 = exempt salaried, 0 = non-exempt Hourly

EEGroup: categories of Full-Time, Limited Term EE, LOA, Part-Time

Commission: 1 = commission, 0 = no commission

RecentRating: most recent rating

-- Value 0: no rating

-- Value 1: unsuccessful

-- Value 2: needs improvement

-- Value 3: valued contributor

-- Value 4: outstanding

-- Value 5: exemplary

Tenure: current tenure or tenure at termination

Paygrade: current paygrade or paygrade at termination

TimeInPaygrade: time in paygrade

PercentOfMarket: market value salary is the amount of money that an employee should be paid for their position, based on the current market conditions. PercentOfMarket is a calculation of current salary (or salary at termination) divided by market value salary.

FinalPay: current pay or pay at termination transformed to a salary

BeginPay: pay on 1/1/2020 or when hired (if after 1/1/2020) transformed to a salary

ChangeSince2020: percent change since BeginPay. Calculation of FinalPay minus BeginPay divided by BeginPay.

PayIncreases: number of pay changes from 1/1/2020 to 6/30/2022

EdAssist: 1 = reimbursed for their undergraduate/graduate degree, 0 = did not receive educational assistance

Sex: 1 = male, 0 = female

POC: 2 = person of color, 1 = not a person of color, 0 = unknown

Age: current age or age at termination

Promotion: number of promotions from 1/1/2020 to 6/30/2022

DevRole: number of developmental assignments from 1/1/2020 to 6/30/2022

AppliedToJobs: number of internal positions each employee applied for (while employed), plus the one they were in originally

HiredInJobs: number of internal positions each employee applied for (while employed) and was hired into, plus the one they were in originally

PercentOfJobHired: AppliedToJob divided by HiredInJobs