**Templar HR Data Elements**

employee\_ID – unique identifier assigned to each employee

Job Title – employees job title

Department – the department that the employee works under

Job level – a category assigned to different job types with similar pay bands and levels of responsibility

HourlyRate – The wage an employee is paid for every hour of work.

Annual Rate – The annual salary an employee is paid based on the hourly rate over a one year schedule.

Employment Status – Whether an employee is full time or part time. An employee must work more than 37 hours per week on average to be considered full time.

AnnualHours – The annual number of hours an employee will be paid as per their employment contract.

YearsAtCompany – The number of years an employee has worked at the company.

YearsInCurrentRole – The number of years they have been in their current role

Age – Age of the employee at the date of reporting

Gender – Gender of the employee.

Visible\_Minority – 0 = Employee does not identify as a visible minority, 1 = Employee identifies as a visible minority