




Deltek

Deltek Costpoint® 8.0

Deltek Talent Management Integration
Technical Guide

October 5, 2020



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This edition published October 2020.

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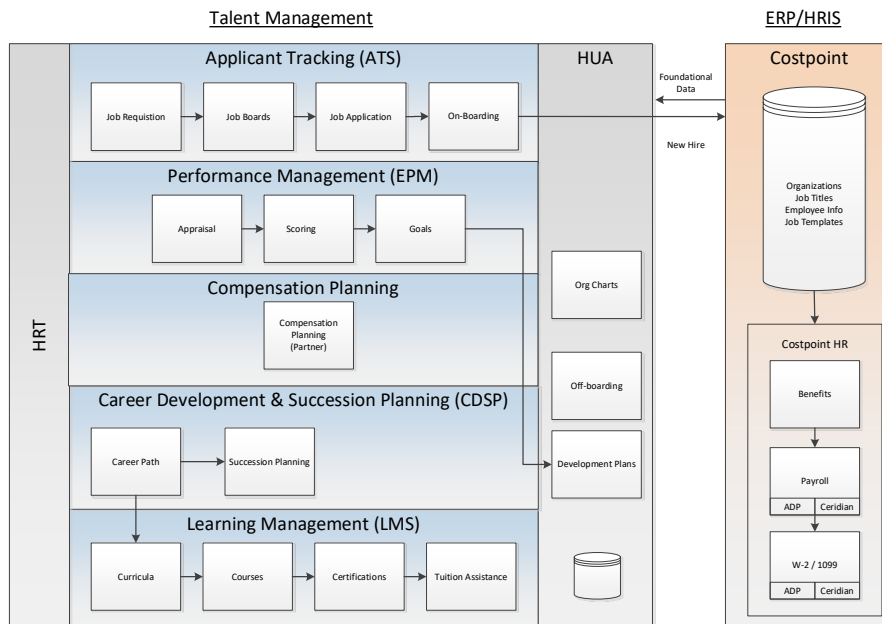
Overview

Welcome to the Deltek Costpoint Talent Management Integration Technical Guide. This guide provides the data mapping between Costpoint objects and Talent Management objects. The mapping is used in the integration process.

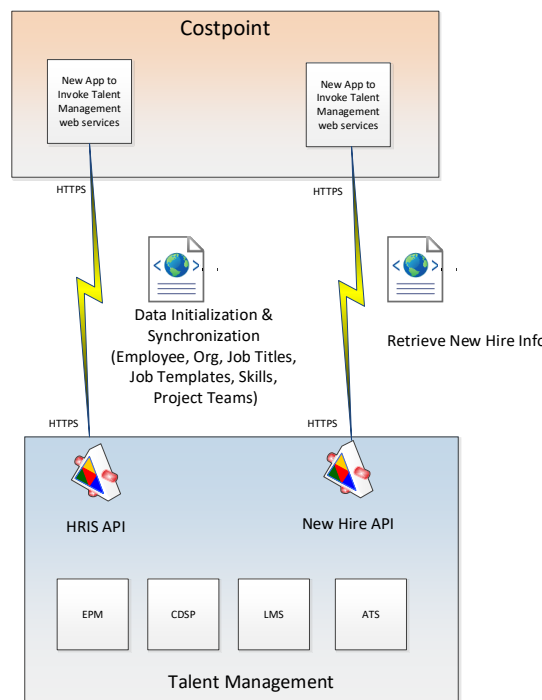
This guide also contains troubleshooting steps for checking issues that may have occurred during the integration.

Integration Overview

The integration between Costpoint and Talent Management utilizes existing and new APIs in the Talent Management. Within Costpoint the integration is performed in the Transfer Talent Management Data application. This application can be run on demand or scheduled via process server. It handles both export of data to Talent Management, initial load and synchronization, and import of new hires into Costpoint from Talent Management. The diagram below provides a visualization of the interface.



The diagram below depicts integration from a technical implementation perspective.



Integration Configuration

In order for Costpoint – Talent Management Integration to work, you must enable Talent Management integration in the Costpoint Configuration Utility and enter the proper connection settings.

To configure the Costpoint - Talent Management Integration connection settings, complete the following steps:

1. Open the Costpoint Configuration Utility and click **Costpoint** tab » **Talent Management** tab.
2. Select the **Use Talent Management Integration** check box to allow the integration.
3. In the **Talent Management URL Options** group box, select the option for site of the web service that you will use. The following are the available options:
 - **Production** – Select this option to set **Talent Management Web Service URL** value to **https://soa.hrsmart.com**.
 - **Development** - Select this option to set **Talent Management Web Service URL** value to **https://soadev.hrsmart.com**.
 - **Other** – Select this option to enter a custom site in the **Talent Management Web Service URL** field.
4. Enter the Talent Management connection details in the following fields:
 - **Talent Management Web Service URL** – If you selected either **Production** or **Development** option in the **Talent Management URL Options** group box, this field is disabled and it displays predefined values based on the option you selected.

If you selected the **Other** option in the **Talent Management URL Options** group box, enter the Talent Management web service site that you will use for integration. For example, **https://costpointsoa.appdev.hua.hrsmart.com**. When you enter a custom URL, do not include the path **"/API/gateway.php"**.
 - **Password (Auth Token)** – Enter the authentication token provided by Talent Management.
 - **Confirm Password** – Enter the authentication token again to confirm the value.
 - **Number of Rows Per Call** – Enter the number of records (from 1 to 24999) to be sent per call to the web service.
 - **Connection Timeout** – Enter the time in milliseconds for Costpoint to wait for a connection before it timeouts.
 - **Request Timeout** – Enter the time in milliseconds for CP to wait for a response once a request has been sent before it will timeout.
4. Click **Test** to check if the connection settings are correct.
6. Restart all WebLogic servers or run the Rebuild Global Settings screen in Costpoint to allow the changes to take effect.

For more information on using the Costpoint Configuration Utility application, please refer to the *Deltek Costpoint 8.0 Configuration Utility* guide.

Costpoint to Talent Management Integration

Overview

This section provides information about mapping of data that used in the integration between the Costpoint and Talent Management systems. The integration data from Costpoint to Talent Management consists of the following. Please note that different naming of the data between Costpoint and Talent Management.

| Costpoint Data | Talent Management Data |
|-----------------------------|-------------------------|
| Company/Organization | Organization Levels |
| Detail Job Titles/Positions | Job Profiles |
| Employees | Users |
| Job Templates | Costpoint Job Templates |
| Labor Locations | Locations |
| Skills | Skills |

Data Mapping

Organization Levels

Talent Management Organization levels directly relate to Costpoint's Company and Organization structure. Below is how the data is mapped to Talent Management:

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| org_level_code | Top Level (Company): Populate with the COMPANY_ + ORG.company_id Lower Level(s) – Organization: Populate with the Organization's Name (ORG.org_id) |
| org_level_name | Top Level (Company): Populate with the GL_CONFIG.company_name Lower Level(s) – Organization: Populate with the Organization's Name (ORG.org_name) + (ORG.org_id) |
| org_level_parent_code | Top Level (Company): Populate with 'top_level' Lower Level(s) – Organization: IF the Organization is a top level organization (ORG.org_top_fl = 'Y') |

| Talent Management Destination | Costpoint Source |
|-------------------------------|--|
| | <p>THEN populate with <i>COMPANY_ + ORG.company_id</i> (Example: If the ORG_ID is 1 and it's linked to company AAA, then send 'COMPANY_AAA')</p> <p>ELSE (IF the Organization is not a top level organization (ORG.org_top_fl = 'N'))</p> <p>THEN populate with the Organization's parent ORG.org_id (Example: If the ORG_ID is 1.2.3, then send '1.2')</p> <p>END IF</p> |

Job Profiles

Talent Management Jobs directly relate to Costpoint's Detail Job Titles and Positions. This data only if licensed for Costpoint HR. Below is how the data is mapped to Talent Management:

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| job_code | <p><EE Detl Job Title>+'_COMPANY_'+ <EMPL.company_id.></p> <p>EE Detl Job Title — This value comes from EMPL_LAB_INFO.dctl_job_cd where effect_dt <= System Date and end_dt >= System Date</p> |
| job_title | DETL_JOB_TITLES.dctl_job_desc |
| salary_grade | N/A |
| division | <p>IF Detail Job Title Position Exists with Org ID</p> <p>Top Org level of H_DETL_POS_DESC.org_id where H_DETL_POS_DESC.dctl_job_cd = DETL_JOB_TITLES.dctl_job_cd</p> <p>ELSE</p> <p>N/A</p> |
| company_code | This is the 'COMPANY_'+<Company ID> from the Job Code. |
| job_family | N/A |
| Job_duration | N/A |

| Talent Management Destination | Costpoint Source |
|-------------------------------|--|
| job_description | <p>IF Detail Job Position exists for Detail Job Code and result of this logic is not NULL, then populate with:</p> <pre> H_DETL_POS_DESC.short_desc where H_DETL_POS_DESC.dctl_job_cd = DETL_JOB_TITLES.dctl_job_cd + <space> + H_DETL_POS_DESC.duties_tx where H_DETL_POS_DESC.dctl_job_cd = DETL_JOB_TITLES.dctl_job_cd + <space> + H_DETL_POS_DESC.other_info_nt where H_DETL_POS_DESC.dctl_job_cd = DETL_JOB_TITLES.dctl_job_cd </pre> <p>ELSE</p> <p>Populate with 'No job description available'</p> |
| job_requirements | N/A (".." passed so Talent Management knows not to overwrite) |
| external_job_title | DETL_JOB_TITLES.ext_dctl_job_title |
| education | N/A |
| job_role | N/A |
| job_function | N/A |
| job_level | N/A |
| cost_center | N/A |
| cost_center_code | N/A |
| job_grade | N/A |
| job_key | N/A |
| job_type | <p>Costpoint Employee Type =</p> <p>IF the Costpoint Detail Job Title being exported exists in the Manage Detail Position Descriptions (H_DETL_POS_DESC) table</p> <p>THEN Costpoint Employee Type = the Position Type assigned to the Detail Job Title in the Manage Detail Position Descriptions table</p> <p>(H_DETL_POS_DESC.s_empl_type_cd)</p> <p>END IF</p> <p>Talent Management job_type =</p> <p>IF Costpoint Employee Type = 'R'</p> <p>THEN populate with 'Full-Time'</p> |

| Talent Management Destination | Costpoint Source |
|-------------------------------|--|
| | ELSE IF Costpoint Employee Type = 'P' THEN populate with 'Part-Time' ELSE IF Costpoint Employee Type = 'T' THEN populate with 'Temporary' ELSE THEN send NULL value END IF |
| job_classification | N/A |
| eeoc_job_category | N/A |
| eeoc_job_group | N/A |
| travel | N/A |
| location_code | N/A |
| location_group | N/A |
| requisition_position_type | N/A |

Users

Talent Management Users directly relate to Costpoint's Employees. Below is how the data is mapped to Talent Management:

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| user_id | N/A (Assigned in Talent Management) |
| user_email | IF EMPL.email_id is not NULL THEN populate with the EMPL.email_id ELSE (IF EMPL.home_email_id is NOT NULL) THEN populate with the EMPL.home_email_id |
| user_firstname | EMPL.first_name |
| user_middlename | EMPL.mid_name |
| user_lastname | EMPL.last_name |
| user_employee_id | EMPL.empl_id |
| user_login | IF EMPL.email_id is not NULL THEN populate with the EMPL.email_id |

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| | ELSE (IF EMPL.home_email_id is NOT NULL) THEN populate with the EMPL.home_email_id |
| user_lockedout | N/A |
| user_password | N/A |
| user_address_one | EMPL.ln_1_adr |
| user_address_two | EMPL.ln_2_adr |
| user_address_three | EMPL.ln_3_adr |
| user_city | EMPL.city_name |
| user_state | EMPL.mail_state_dc |
| user_zipcode | EMPL.postal_cd |
| user_country | IF the employee's EMPL.country_cd is NULL and the EMPL.ssn_id != '999999999' THEN populate with 'US' ELSE IF the employee's EMPL.country_cd is not NULL THEN populate with the COUNTRY.iso2_cd where EMPL.country_cd = COUNTRY.country_cd END |
| phone_work | EMPL_PHONE.phone_id where phone_type_dc = 'WORK' |
| phone_data | N/A |
| phone_home | EMPL_PHONE.phone_id where phone_type_dc = 'HOME' |
| phone_mobile | EMPL_PHONE.phone_id where phone_type_dc = 'MOBILE' |
| phone_pager | EMPL_PHONE.phone_id where phone_type_dc = 'PAGER' |
| phone_fax | EMPL_PHONE.phone_id where phone_type_dc = 'FAX' |
| user_hire_date | EMPL.orig_hire_dt |
| user_dob | EMPL.birth_dt |
| user_location | <EE Location>+'_COMPANY_'+ <EMPL.company_id.> EE Location — This value comes from Employee's EMPL_LAB_INFO.lab_loc_cd where effect_dt <= System Date and end_dt >= System Date. |

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| user_status | <p>Based on EMPL_LAB_INFO.exmpt_fl where effect_dt <= System Date and end_dt >= System Date</p> <p>If EMPL_LAB_INFO.exmpt_fl = 'Y'</p> <p>Populate with 'EXEMPT'</p> <p>Otherwise</p> <p>Populate with 'NON-EXEMPT'</p> |
| user_org_level | EMPL_LAB_INFO.org_id where effect_dt <= System Date and end_dt >= System Date |
| job_code | EMPL_LAB_INFO.dctl_job_cd where effect_dt <= System Date and end_dt >= System Date |
| position_code | N/A |
| user_manager | EMPL_LAB_INFO.mgr_empl_id where effect_dt <= System Date and end_dt >= System Date |
| user_peer_appraisers | N/A |
| user_matrix_managers | N/A |
| user_approvers | <p>IF the client is licensed for Costpoint HR and the Manager Defaulting Method from the Configure Personnel Settings screen = 'Company-Wide Organization' and an HR Representative is assigned to the Home Organization in the Manage Managers/HR Reps by Organization table</p> <p>Populate this field with the HR Representative assigned to the Home Org (ORG_MGR_DFLT.hr_rep_empl_id where home_org_id = employee's Home Org)</p> <p>IF the client is licensed for Costpoint HR and the Manager Defaulting Method from the Configure Personnel Settings screen = 'HR Organization' and an HR Representative is assigned to the HR Organization in the Manage Managers/HR Reps by HR Organization table</p> <p>Populate this field with the HR Representative assigned to the HR Org (HR_ORG_MGR_DFLT.hr_rep_empl_id where hr_org_id = employee's HR Org)</p> |
| hrbps | N/A |
| user_group | N/A |

| Talent Management Destination | Costpoint Source |
|-------------------------------|--|
| active/inactive | If EMPL.s_empl_status_cd = 'ACT' or 'FML' Populate with 'A' Otherwise populate with 'I' |
| national_identifier | If EMPL.ssn = 999999999 N/A Else Populate with EMPL.ssn_id |
| last_working_date | EMPL.term_dt |
| user_time_zone | N/A |
| user_rehire_eligibility_id | IF employee's EMPL.term_dt is not NULL THEN get the employee's Rehire Eligibility Code (EMPLOYMENT_HISTORY.rehire_eligibility_cd) where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt Populate with the REHIRE_ELIGIBILITY.eligible_for_rehire value linked to the employee's Rehire Eligibility Code ELSE THEN do not populate this field END IF |
| user_termination_reason | IF employee's EMPL.term_dt is not NULL THEN populate with the employee's Termination Type (EMPLOYMENT_HISTORY.term_type) where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt ELSE THEN do not populate this field END IF |
| user_separation_reasons | IF employee's EMPL.term_dt is not NULL THEN get the employee's Termination Reason codes (EMPLOYMENT_HISTORY.term_reason_cd) |

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| | <p>where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt</p> <p>For each Termination Reason, get the Termination Reason Description (TERM_REASON.term_reason_desc)</p> <p>ELSE THEN do not populate this field END IF</p> |
| user_original_email | <p>IF employee's EMPL.term_dt is not NULL THEN populate with the employee's E-mail Address (EMPLOYMENT_HISTORY.personal_email_id) where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt ELSE THEN do not populate this field END IF</p> |
| user_separation_comments | <p>IF employee's EMPL.term_dt is not NULL THEN populate with the employee's Termination Comments (EMPLOYMENT_HISTORY.term_comments) where the EMPLOYMENT_HISTORY.term_dt = the EMPL.term_dt ELSE THEN do not populate this field END IF</p> |
| wizard_target_id | blank |
| user_terminated | EMPL.last_day_dt |

Note: Costpoint employees defined as subcontractors will not be in data.

Job Templates

Job Templates are optional data that provides Talent Management with the valid list of Job Templates in Costpoint that can be associated to new hires. These Job Templates provide additional data defaulting capabilities when importing new hires into Costpoint

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| job_template_id | H_POS_RQ_RQST.company_id + " " H_POS_RQ_RQST.rq_no |
| job_template_name | Job Title Description: DETL_JOB_TITLES.dctl_job_desc where DETL_JOB_TITLES.dctl_job_cd = H_POS_RQ_RQST.dctl_job_cd IF the Manager Default Method in the Login Company's Configure Personnel Settings screen = 'HR Organization' (H_PER_ADM_SETTINGS.s_mgr_dft_mthd_cd = 'H' where H_PER_ADM_SETTINGS.company_id = <Login Company>) and H_POS_RQ_RQST.hr_org_id is <u>not</u> NULL Org = H_POS_RQ_RQST.hr_org_id ELSE Org = H_POS_RQ_RQST.org_id END IF ELSE (IF client is <u>not</u> licensed for Costpoint HR) Job Title Description = H_POS_RQ_RQST.title_desc Org = H_POS_RQ_RQST.org_id END IF Costpoint Job Template Name: Org + " " + Job Title Description |

Labor Locations

In Deltek Talent Management, labor locations are tied to companies. The following table provides information on how Costpoint data is mapped to Talent Management.

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| location_name | LAB_LOCATION.LAB_LOC_DESC |
| location_code | LAB_LOCATION.LAB_LOC_CD + "_COMPANY_" + company_id |

| Talent Management Destination | Costpoint Source |
|-------------------------------|---|
| company_code | Default to LAB_LOCATION.COMPANY.company_ID if available, else if LAB_SETTINGS_CORP.dflt_company = Y use the LAB_SETTINGS.company_id for that record, else create a Labor Location record for each company ID in LAB_SETTINGS table. Format: Top Level (Company) Populate with "COMPANY_" + ORG.company_id |
| time_zone_code | N/A |
| location_currency_code | N/A |
| location_address_one | LAB_LOCATION.ln_1_adr |
| location_address_two | LAB_LOCATION.ln_2_adr |
| location_address_three | LAB_LOCATION.ln_3_adr |
| location_city | LAB_LOCATION.city_name |
| state_abbreviation | LAB_LOCATION.mail_state_dc |
| location_zip | LAB_LOCATION.postal_cd |
| country_abbreviation | LAB_LOCATION.country_cd |
| location_phone | LAB_LOCATION.phone_id |
| Location_fax | LAB_LOCATION.fax_id |
| location_active | LAB_LOCATION.active_fl |
| location_group_code | N/A |

Employee Skills

Employee Skills information consist of the list of skills linked to an employee.

| Talent Management Destination | Costpoint Source |
|-------------------------------|------------------|
| user_skill_id | |
| user_skill_last_modified | N/A |
| user_skill_date_created | |

| Talent Management Destination | Costpoint Source |
|-------------------------------|--|
| user_id | Send the corresponding HUA ID (EMPL.hua_id) for the where H_EMPL_SKILLS.empl_id = EMPL.empl_id |
| skill_id | H_EMPL_SKILLS.skill_id |
| skill_level_id | NULL |
| skill_usage_id | NULL |
| skill_last_used_id | NULL |
| user_skill_endorsed | NULL |
| user_skill_valid_from | If H_EMPL_SKILLS.acquisition_dt is not null then send the date. Else, insert NULL. |

Skills

Skills data consists of skill codes and the associated descriptions maintained in Costpoint.

| Talent Management Destination | Costpoint Source |
|-------------------------------|------------------|
| skill_cd | SKILL.skill_id |
| skill_name | SKILL.skill_desc |
| skill_category_id | Default NULL |
| skill_approved | Default NULL |
| skill_approver | Default NULL |
| skill_suggested_by | Default NULL |
| skill_active | SKILL.active_fl |
| skill_cd | |

Project Team

Project Team data includes information for both the project and the employees assigned to the project.

Project Data

| Talent Management Destination | Costpoint Source |
|-------------------------------|--------------------|
| project_end_date | PROJ.proj_end_dt |
| project_name | PROJ.proj_name |
| project_start_date | PROJ.proj_start_dt |
| project_active | PROJ.active_fl |
| project_code | |
| project_description | |
| project_gains_valid_days | |
| project_id | PROJ.proj_id |
| project_url | |

Project Members Data

| Talent Management Destination | Costpoint Source |
|-------------------------------|--|
| user_id | EMPL.hua_id where EMPL.empl_id = PROJ_EMPL.empl_id |
| appraisal_id | |
| epm_360_id | |
| project_code | |
| project_id | PROJ_EMPL.proj_id |

Troubleshooting

If you encounter any issues when running an export of data from Costpoint to Talent Management, use the steps in this section to fix or get more information about the issue:

Verify Talent Management Connection Information

1. Open the Costpoint Configuration Utility and click **Costpoint** tab » **Talent Management** tab and check if the existing connection settings are correct.
2. Click on **Test** to check the connection. A message that says "Connected" should display.

Check Errors on the View Interface Execution Status History Screen

In Costpoint, go to **Administration » System Administration » System Administration Reports/Inquiries » View Interface Execution Status History** screen to see if there were errors in sending the data to Talent Management.

| Plant | Location | Interface Name | Last export start date/time | Last successful export date | Total of records sent | Records failed | Records sent successfully |
|---------|----------|----------------|-----------------------------|-----------------------------|-----------------------|----------------|---------------------------|
| HRSMART | HRSMART | EMPLOYEES | 05/29/2015 11:14:51 am | 05/29/2015 11:14:51 am | 2 | 0 | 2 |
| HRSMART | HRSMART | ORGANIZATIONS | 05/29/2015 10:51:02 am | 05/29/2015 10:51:02 am | 0 | 0 | 0 |
| HRSMART | HRSMART | JOB_TITLES | 05/29/2015 10:51:02 am | 05/29/2015 10:51:02 am | 0 | 0 | 0 |
| HRSMART | HRSMART | EMPLOYEES | 05/29/2015 10:51:02 am | 05/29/2015 10:51:02 am | 1 | 0 | 1 |
| HRSMART | HRSMART | JOB_TEMPLATES | 05/29/2015 10:51:02 am | 05/29/2015 10:51:02 am | 0 | 0 | 0 |

Attention: For more information, please refer to the [Monitoring the Status of Talent Management Integrations](#) section.

Talent Management to Costpoint Integration

Overview

The integration from Talent Management to Costpoint currently consists of new hires information. Costpoint will take the data provided by Talent Management and potentially populate fields in the following Costpoint tables:

- Employee Regular Timesheet Defaults (DFLT_REG_TS)
- Employee (EMPL)
- Employee Salary/Labor Info (EMPL_LAB_INFO)
- Employee Phone (EMPL_PHONE)
- Employee Tax (EMPL_TAX)

Besides the values coming directly from Talent Management, there are other fields which will default from other sources which can include the optional CP Job Template.

Data Mapping

New Hire

Below is a table that shows the sources of the employee data:

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|-------------------------------------|
| DFLT_REG_TS | ACCT_ID | Account ID | CP Job Template |
| DFLT_REG_TS | CHG_ORG_ID | Charge Organization ID | req_department_code |
| DFLT_REG_TS | EMPL_ID | Employee ID | user_employee_id |
| DFLT_REG_TS | GENL_LAB_CAT_CD | General Labor Category (GLC) | CP Job Template, Hardcoded |
| DFLT_REG_TS | LAB_LOC_CD | Labor Location | CP Job Template |
| DFLT_REG_TS | MODIFIED_BY | ID of the user who last created or modified row | N/A |
| DFLT_REG_TS | PAY_TYPE | Pay Type | CP Job Template, CP Company Default |
| DFLT_REG_TS | PROJ_ID | Project | CP Job Template |
| DFLT_REG_TS | REF_STRUC_1_ID | Reference Number 1 | CP Job Template |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|-------------------------------------|
| DFLT_REG_TS | REF_STRUC_2_ID | Reference Number 2 | CP Job Template |
| DFLT_REG_TS | ROWVERSION | System-assigned number to handle row concurrency | N/A |
| DFLT_REG_TS | TIME_STAMP | Date and time of row creation or last modification | N/A |
| DFLT_REG_TS | WORK_COMP_CD | Workers Compensation Code | CP Job Template; CP Company Default |
| EMPL | <CP Job Template ID> | CP Job Template | Custom Field |
| EMPL | ADJ_HIRE_DT | Adjusted Hire Date | N/A |
| EMPL | BADGE_GROUP | SFT Badge Group | CP Job Template |
| EMPL | BADGE_ID | SFT Badge ID | CP Job Template |
| EMPL | BIRTH_CITY_NAME | City of Birth | N/A |
| EMPL | BIRTH_COUNTRY_CD | Country of Birth | N/A |
| EMPL | BIRTH_DT | Birth Date | user_date_of_birth |
| EMPL | BIRTH_MAIL_STATE_DC | State/Province of Birth | N/A |
| EMPL | BLIND_FL | Blind flag | N/A |
| EMPL | CITY_NAME | City Name | user_city |
| EMPL | CLOCK_FL | SFT Clock User | CP Job Template |
| EMPL | COMPANY_ID | Company ID | req_company_code |
| EMPL | CONT_NAME_1 | Contact Name 1 | ESS |
| EMPL | CONT_NAME_2 | Contact Name 2 | ESS |
| EMPL | CONT_PHONE_1 | Contact Phone Number 1 | ESS |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|-----------------------------------|
| EMPL | CONT_PHONE_2 | Contact Phone Number 2 | ESS |
| EMPL | CONT_REL_1 | Contact 1, Relationship to Employee | ESS |
| EMPL | CONT_REL_2 | Contact 2, Relationship to Employee | ESS |
| EMPL | CONTRACTOR_FL | Subcontractor | CP Job Template, Detail Job Title |
| EMPL | COUNTRY_CD | Country Code | user_country_abbreviati on |
| EMPL | COUNTY_NAME | County Name | <Not used> |
| EMPL | DISABLED_FL | Disabled Flag | "N" |
| EMPL | ELIG_AUTO_PAY_FL | Eligible For Auto Pay Flag | "N" |
| EMPL | EMAIL_ID | Electronic Mail ID | N/A |
| EMPL | EMPL_ID | Employee ID | user_employee_id |
| EMPL | EMPL_SOURCE_CD | Employee Source | "TALENT MANAGEMENT" |
| EMPL | ESS_PIN_ID | ESS Pin ID | No (no longer used) |
| EMPL | FIRST_NAME | First Name | user_firstname |
| EMPL | HOME_EMAIL_ID | Home E-mail Address | user_email |
| EMPL | HRSMART_EXPORT_DT | Date and time the employee was last exported to Silk Road | N/A |
| EMPL | HUA_ID | HUA user ID | user_id |
| EMPL | HUA_ID_ACTV_MAP_FL | Active HUA ID Mapping | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|----------------------------------|
| EMPL | LAST_DAY_DT | Last Day Worked | N/A |
| EMPL | LAST_FIRST_NAME | Employee Name (Last/First/Mid) | Calculated |
| EMPL | LAST_NAME | Last Name | user_lastname |
| EMPL | LAST_REVIEW_DT | Last Review Date | N/A |
| EMPL | LN_1_ADR | Address Line 1 | user_address_one |
| EMPL | LN_2_ADR | Address Line 2 | user_address_two |
| EMPL | LN_3_ADR | Address Line 3 | user_address_three |
| EMPL | LOCATOR_CD | Locator Code | CP Job Template |
| EMPL | LOGIN_ID | SFT Login ID | N/A |
| EMPL | LV_PD_CD | Leave Cycle | CP Job Template |
| EMPL | MAIL_STATE_DC | Mail State | user_state_abbreviation |
| EMPL | MARITAL_CD | Marital Code | "U" |
| EMPL | MES_FL | Manufacturing Execution | CP Job Template |
| EMPL | MGR_EMPL_ID | Manager | N/A |
| EMPL | MID_NAME | Middle Name | user_middlename |
| EMPL | MODIFIED_BY | ID of the user who last created or modified row | N/A |
| EMPL | MOS_REVIEW_NO | Months Between Reviews | N/A |
| EMPL | NAME_PRFX_CD | Name Prefix Code | N/A |
| EMPL | NAME_SFX_CD | Name Suffix Code | N/A |
| EMPL | NEXT_REVIEW_DT | Next Review Date | N/A |
| EMPL | NOTES | Notes | N/A |
| EMPL | ORIG_HIRE_DT | Original Hire Date | candidate_start_date |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|--------------------------------------|
| EMPL | PAY_PD_REG_HRS_NO | Pay Period Regular Hours | N/A |
| EMPL | PIN_UPDATED_FL | ESS Pin Updated Flag (Y/N) | N/A |
| EMPL | PLANT_ID | Plant ID | CP Job Template |
| EMPL | POSTAL_CD | Postal Code | user_zipcode |
| EMPL | PR_SERV_EMPL_ID | Payroll Service Employee ID | N/A |
| EMPL | PREF_NAME | Preferred Name | N/A |
| EMPL | PRIR_NAME | Prior Name | N/A |
| EMPL | ROWVERSION | System-assigned number to handle row concurrency | N/A |
| EMPL | S_EMPL_STATUS_CD | Employee Status Code | "ACT" |
| EMPL | S_ESS_COS_CD | ESS Class of Service Code | N/A |
| EMPL | S_RACE_CD | Employee's Race Code | user_eeoc_race |
| EMPL | SEX_CD | Sex Code | user_eeoc_gender |
| EMPL | SFT_FL | Shop Floor Time User | CP Job Template |
| EMPL | SPVSR_NAME | Supervisor Name | CP Job Template |
| EMPL | SR_EXPORT_DT | Date and time the employee was last exported to Silk Road | N/A |
| EMPL | SSN_ID | Social Security Number | national_identifier or "999-99-9999" |
| EMPL | TAXBLE_ENTITY_ID | Taxable Entity (Company ID) | Custom Field |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|----------------------------------|
| EMPL | TERM_DT | Termination Date | N/A |
| EMPL | TIME_ENTRY_TYPE | Time Entry Type | CP Job Template, "PUNCHED" |
| EMPL | TIME_STAMP | Date and time of row creation or last modification | N/A |
| EMPL | TS_PD_CD | Timesheet Period Code | CP Job Template |
| EMPL | TS_PD_REG_HRS_NO | Timesheet Period Regular Hours | 0 |
| EMPL | UNION_EMPL_FL | Union Employee Flag (Y/N) | CP Job Template, "N" |
| EMPL | UNIT_AMT | Unit Amount | 0 |
| EMPL | VET_RELEASE_DT | Active military duty discharge or release date | N/A |
| EMPL | VET_STATUS_A | Armed Forces Service Medal Veteran | user_eeoc_veteran |
| EMPL | VET_STATUS_D | Vet Status Disabled | user_eeoc_veteran |
| EMPL | VET_STATUS_O | Active Wartime or Campaign Badge Veteran (Other Protected Vet) | user_eeoc_veteran |
| EMPL | VET_STATUS_R | Reservist | N/A |
| EMPL | VET_STATUS_S | Special Disabled Veteran | N/A |
| EMPL | VET_STATUS_V | Vietnam Era Veteran | N/A |
| EMPL | VISA_DT | Visa Expiration Date | N/A |
| EMPL | VISA_TYPE_CD | Visa Type Code | N/A |
| EMPL | VET_STATUS_NP | Not a Protected Veteran | user_eeoc_veteran |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|---|
| EMPL | VET_STATUS_RS | Recently Separated Veteran | user_eeoc_veteran |
| EMPL | VET_STATUS_DECLINED | Declined to provide a veteran status | N/A |
| EMPL | VET_STATUS_P | Protected veteran (declined to self-identify) | user_eeoc_veteran |
| EMPL_LAB_INFO | AA_COMMENTS | Comments | N/A |
| EMPL_LAB_INFO | AFF_PLAN_CD | AA Plan Code | CP Job Template, Taxable Entity/Labor Location Default |
| EMPL_LAB_INFO | ANNL_AMT | Annual Amount | offer_salary or position_salary |
| EMPL_LAB_INFO | BILL_LAB_CAT_CD | Project Labor Category (PLC) | CP Job Template |
| EMPL_LAB_INFO | COMMENTS | Comments | N/A |
| EMPL_LAB_INFO | COMP_PLAN_CD | Compensation Plan Code | Manage Compensation Plan Defaults, Manage Détail Position Descriptions, Configure Compensation Settings |
| EMPL_LAB_INFO | CORP_OFCR_FL | Corporate Officer Flag (Y/N) | CP Job Template, Detail Job Title |
| EMPL_LAB_INFO | DETL_JOB_CD | Detail Job Code | job_code or CP Job Template |
| EMPL_LAB_INFO | DFLT_RT_GRP_ID | Default Rate Group | CP Job Template |
| EMPL_LAB_INFO | EFFECT_DT | Effective Date | candidate_start_date |
| EMPL_LAB_INFO | EMPL_CLASS_CD | Employee Class Code | CP Job Template |
| EMPL_LAB_INFO | EMPL_ID | Employee ID | user_employee_id |
| EMPL_LAB_INFO | END_DT | End Date | "12/31/2078" |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|----------------------------------|
| EMPL_LAB_INFO | EXMPT_FL | Exempt Flag (Y/N) | req_exemption or CP Job Template |
| EMPL_LAB_INFO | GENL_LAB_CAT_CD | General Labor Category (GLC) | CP Job Template, First Valid |
| EMPL_LAB_INFO | HIRE_DT_FL | Effective Hire Date Flag (Y/N) | "Y" |
| EMPL_LAB_INFO | HOME_REF1_ID | Home Reference 1 | CP Job Template |
| EMPL_LAB_INFO | HOME_REF2_ID | Home Reference 2 | CP Job Template |
| EMPL_LAB_INFO | HR_ORG_ID | HR organization ID | CP Job Template |
| EMPL_LAB_INFO | HRLY_AMT | Hourly Rate | offer_salary or position_salary |
| EMPL_LAB_INFO | JOB_GROUP_CD | Job Group | CP Job Template |
| EMPL_LAB_INFO | LAB_GRP_TYPE | Labor Group Type | CP Job Template |
| EMPL_LAB_INFO | LAB_LOC_CD | Labor Location | CP Job Template |
| EMPL_LAB_INFO | MERIT_PCT_RT | Merit Percent | N/A |
| EMPL_LAB_INFO | MGR_EMPL_ID | Evaluating Managers Employee ID | manager_id or CP Job Template |
| EMPL_LAB_INFO | MODIFIED_BY | ID of user who last created or modified row | N/A |
| EMPL_LAB_INFO | ORG_ID | Org ID | req_department_code |
| EMPL_LAB_INFO | OVERALL_RT | Performance Rating | N/A |
| EMPL_LAB_INFO | PCT_INCR_RT | Percent Increase | N/A |
| EMPL_LAB_INFO | PERS_ACT_RSN_CD | Personnel Action Reason | CP Job Template |
| EMPL_LAB_INFO | PERS_ACT_RSN_CD_2 | Personnel Action Reason 2 | N/A |
| EMPL_LAB_INFO | PERS_ACT_RSN_CD_3 | Personnel Action Reason 3 | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|--|
| EMPL_LAB_INFO | PROMO_PCT_RT | Promotion Percent | N/A |
| EMPL_LAB_INFO | REASON_DESC | Reason Description | CP Job Template or Personnel Action table |
| EMPL_LAB_INFO | REASON_DESC_2 | Reason Description 2 | N/A |
| EMPL_LAB_INFO | REASON_DESC_3 | Reason Description 3 | N/A |
| EMPL_LAB_INFO | REVIEW_FORM_ID | Review Form ID | CP Job Template |
| EMPL_LAB_INFO | ROWVERSION | System-assigned number to handle row concurrency | N/A |
| EMPL_LAB_INFO | S_EMPL_TYPE_CD | Employee Type Code | requisition_job_type or CP Job Template |
| EMPL_LAB_INFO | S_HRLY_SAL_CD | Hourly or Salary Code | requisition_position_type or CP Job Template |
| EMPL_LAB_INFO | S_STEP_NO | Step Number Values 1-10 | CP Job Template |
| EMPL_LAB_INFO | SAL_AMT | Salary Amount | offer_salary or position_salary |
| EMPL_LAB_INFO | SAL_GRADE_CD | Salary Grade Code | Functional Job Title via CP Job Template |
| EMPL_LAB_INFO | SEASON_EMPL_FL | Seasonal Employee | CP Job Template, Hardcoded |
| EMPL_LAB_INFO | SEC_ORG_ID | Security Organization ID | CP Job Template, Org |
| EMPL_LAB_INFO | SPVSR_EMPL_ID | Supervisor Employee ID | user_manager_id, CP Job Template |
| EMPL_LAB_INFO | STD_EFFECT_AMT | Standard Effective Hourly Rate | N/A |
| EMPL_LAB_INFO | STD_EST_HRS | Standard Estimated Annual Hours | CP Job Template |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|--|
| EMPL_LAB_INFO | TC_TS_SCHED_CD | TC Timesheet Schedule | CP Job Template |
| EMPL_LAB_INFO | TC_WORK_SCHED_CD | TC Work Schedule | CP Job Template, Labor Settings |
| EMPL_LAB_INFO | TERM_DT_FL | Effective Term Date Flag (Y/N) | N/A |
| EMPL_LAB_INFO | TIME_STAMP | Date and time of row creation or last modification | N/A |
| EMPL_LAB_INFO | TITLE_DESC | Position Title | job_title, Detail Job Titles table, or CP Job Template |
| EMPL_LAB_INFO | TRN_CRNCY_CD | Currency | CP Job Template, GL Settings |
| EMPL_LAB_INFO | WORK_STATE_CD | Overtime State Code (for OT Calculations) | user_state_abbreviation |
| EMPL_LAB_INFO | REQ_NO | Requirement Number | N/A |
| EMPL_LAB_INFO | WORK_YR_HRS_NO | Work Hours in Year | CP Job Template |
| EMPL_PHONE | EMPL_ID | Employee ID | user_employee_id |
| EMPL_PHONE | MODIFIED_BY | ID of the user who last created or modified row | N/A |
| EMPL_PHONE | PHONE_EXT_CD | Phone Number | N/A |
| EMPL_PHONE | PHONE_ID | Phone Number | N/A |
| EMPL_PHONE | PHONE_TYPE_DC | Phone Type | phone_home, phone_work, phone_mobile, phone_pager, phone_fax, phone_data |
| EMPL_PHONE | ROWVERSION | System-assigned number to handle row concurrency | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|----------------------------------|
| EMPL_PHONE | TIME_STAMP | Date and time of row creation or last modification | N/A |
| EMPL_PHONE | SEQ_NO | Sequence Number | Calculated |
| EMPL_TAX | AEIC_EXMPT_NO | AEIC Exemption Number | N/A |
| EMPL_TAX | AEIC_OVRIDE_AMT | AEIC Override Amount | N/A |
| EMPL_TAX | AR_SEAS_EMPL | Arkansas Seasonal Employee Code | N/A |
| EMPL_TAX | CLASS_CD | Class Code | N/A |
| EMPL_TAX | CORP_OFCR_ID | Corporate Officer ID | N/A |
| EMPL_TAX | COVG_TYPE | Coverage Type | N/A |
| EMPL_TAX | DSLE_ESS_W4_FL | Disable ESS W-4 Flag | N/A |
| EMPL_TAX | EE_ER_RELATION_CD | Employee/Employer Relationship | N/A |
| EMPL_TAX | EMPL_ID | Employee ID | user_employee_id |
| EMPL_TAX | FED_ADDTL_AMT | Federal Additional Withholding Amount | ESS |
| EMPL_TAX | FED_EXMPT_NO | Number of Federal Withholding Exemption Claimed | ESS |
| EMPL_TAX | FED_OVRIDE_AMT | Federal Withholding Override Amount | N/A |
| EMPL_TAX | FED_OVRIDE_PCT | Federal Override Percent | N/A |
| EMPL_TAX | FUTA_TXBL_FL | Federal Unemployment Tax Flag (Y/N) | N/A |
| EMPL_TAX | FUTURE_TXBL_FL | Future Use Flag (Y/N) | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|----------------------------------|
| EMPL_TAX | LC1_OVRIDE_PCT | Local 1 Override Percent | N/A |
| EMPL_TAX | LC2_OVRIDE_PCT | Local 2 Override Percent | N/A |
| EMPL_TAX | LC3_OVRIDE_PCT | Local 3 Override Percent | N/A |
| EMPL_TAX | LC4_OVRIDE_PCT | Local 4 Override Percent | N/A |
| EMPL_TAX | LC5_OVRIDE_PCT | Local 5 Override Percent | N/A |
| EMPL_TAX | LOC1_ADDTL_AMT | Locality 1 Additional Withholding Amount | N/A |
| EMPL_TAX | LOC1_CREDIT_NO | Locality 1 Number of Credits Claimed | N/A |
| EMPL_TAX | LOC1_DEPEND_NO | Locality 1 Number of Dependents Claimed | N/A |
| EMPL_TAX | LOC1_EXMPT_NO | Locality 1 Number of Exemptions Claimed | N/A |
| EMPL_TAX | LOC1_OVRIDE_AMT | Locality 1 Withholding Override Claimed | N/A |
| EMPL_TAX | LOC2_ADDTL_AMT | Locality 2 Additional Withholding Amount | N/A |
| EMPL_TAX | LOC2_CREDIT_NO | Locality 2 Number of Credits Claimed | N/A |
| EMPL_TAX | LOC2_DEPEND_NO | Locality 2 Number of Dependents Claimed | N/A |
| EMPL_TAX | LOC2_EXMPT_NO | Locality 2 Number of Exemptions Claimed | N/A |
| EMPL_TAX | LOC2_OVRIDE_AMT | Locality 2 Withholding Override Claimed | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|----------------------------------|
| EMPL_TAX | LOC3_ADDTL_AMT | Locality 3 Additional Withholding Amount | N/A |
| EMPL_TAX | LOC3_CREDIT_NO | Locality 3 Number of Credits Claimed | N/A |
| EMPL_TAX | LOC3_DEPEND_NO | Locality 3 Number of Dependents Claimed | N/A |
| EMPL_TAX | LOC3_EXMPT_NO | Locality 3 Number of Exemptions Claimed | N/A |
| EMPL_TAX | LOC3_OVRIDE_AMT | Locality 3 Withholding Override Claimed | N/A |
| EMPL_TAX | LOC4_ADDTL_AMT | Locality 4 Additional Withholding Amount | N/A |
| EMPL_TAX | LOC4_CREDIT_NO | Locality 4 Number of Credits Claimed | N/A |
| EMPL_TAX | LOC4_DEPEND_NO | Locality 4 Number of Dependents Claimed | N/A |
| EMPL_TAX | LOC4_EXMPT_NO | Locality 4 Number of Exemptions Claimed | N/A |
| EMPL_TAX | LOC4_OVRIDE_AMT | Locality 4 Withholding Override Claimed | N/A |
| EMPL_TAX | LOC5_ADDTL_AMT | Locality 5 Additional Withholding Amount | N/A |
| EMPL_TAX | LOC5_CREDIT_NO | Locality 5 Number of Credits Claimed | N/A |
| EMPL_TAX | LOC5_DEPEND_NO | Locality 5 Number of Dependents Claimed | N/A |
| EMPL_TAX | LOC5_EXMPT_NO | Locality 5 Number of Exemptions Claimed | N/A |
| EMPL_TAX | LOC5_OVRIDE_AMT | Locality 5 Withholding Override Claimed | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|-------------------------------------|
| EMPL_TAX | MAIL_STATE_DC | Tax State | user_state_abbreviation |
| EMPL_TAX | MEDICR_TXBL_FL | Medicare Taxable Flag (Y/N) | N/A |
| EMPL_TAX | MN_WORKSITE_NO | Minnesota worksite number | N/A |
| EMPL_TAX | MO_PROBATION_FL | MO Probationary Flag | N/A |
| EMPL_TAX | MODIFIED_BY | ID of the user who last created or modified row | N/A |
| EMPL_TAX | NE_MIN_WH_FL | Exempt from Nebraska Minimum Withholding | N/A |
| EMPL_TAX | NRA_FL | Nonresident Alien Flag | N/A |
| EMPL_TAX | OWNER_FL | Owner Flag | N/A |
| EMPL_TAX | PA_PSD_CD | Pennsylvania Resident PSD Code | N/A |
| EMPL_TAX | PA_WORK_PSD_CD | Pennsylvania Work Location PSD Code | N/A |
| EMPL_TAX | PAY_PD_CD | Pay Cycle Code | CP Job Template; CP Company Default |
| EMPL_TAX | PENSION_PLAN_FL | Pension Plan Covered Flag (Y/N) | N/A |
| EMPL_TAX | ROWVERSION | System-assigned number to handle row concurrency | N/A |
| EMPL_TAX | S_AEIC_FIL_STAT_CD | Filing Status AEIC Code | N/A |
| EMPL_TAX | S_AK_GEO_CD | Geographic Code | N/A |
| EMPL_TAX | S_AK_OCC_CD | Alaska Occupational Code | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|---|----------------------------------|
| EMPL_TAX | S_FED_FIL_STAT_CD | Federal Filing Status Code | N/A |
| EMPL_TAX | S_FED_WH_MTHD_CD | Filing Status Fed Tax Withholding Method Code | N/A |
| EMPL_TAX | S_LOC1_FIL_STAT_CD | Filing Status Locality 1 Code | N/A |
| EMPL_TAX | S_LOC2_FIL_STAT_CD | Filing Status Locality 2 Code | N/A |
| EMPL_TAX | S_LOC3_FIL_STAT_CD | Filing Status Locality 3 Code | N/A |
| EMPL_TAX | S_LOC4_FIL_STAT_CD | Filing Status Locality 4 Code | N/A |
| EMPL_TAX | S_LOC5_FIL_STAT_CD | Filing Status Locality 5 Code | N/A |
| EMPL_TAX | S_ST_FIL_STAT_CD | State Filing Status Code | ESS |
| EMPL_TAX | SPCL_DED_FL | Puerto Rico Special Deduction Flag | N/A |
| EMPL_TAX | SS_TXBL_FL | Social Security Taxable Flag (Y/N) | N/A |
| EMPL_TAX | ST_ADDTL_AMT | State Additional Withholding Amount | ESS |
| EMPL_TAX | ST_CREDIT_NO | State Number of Credits Claimed | ESS |
| EMPL_TAX | ST_DEPEND_NO | State Number of Dependents Claimed | ESS |
| EMPL_TAX | ST_EXMPT_NO | State Number of Exemptions Claimed | ESS |
| EMPL_TAX | ST_OVERRIDE_AMT | State Withholding Override Amount | N/A |
| EMPL_TAX | ST_OVERRIDE_PCT | State Override Percent | N/A |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|--|----------------------------------|
| EMPL_TAX | SUTA_STATE_CD | State Unemployment Tax State Code | N/A |
| EMPL_TAX | SUTA_TXBL_FL | Subject to SUTA | N/A |
| EMPL_TAX | TAX_SVC_GRP_ID | Payroll Tax Service Group ID | N/A |
| EMPL_TAX | TIME_STAMP | Date and time of row creation or last modification | N/A |
| EMPL_TAX | US_CITIZEN_STAT_CD | U.S Citizenship Status Code | N/A |
| EMPL_TAX | VET_EXMPT_FL | Puerto Rico Veteran Exemption Flag | N/A |
| EMPL_TAX | WAGE_PLN_CD | Wage Plan Code | N/A |
| EMPL_TAX | WH_LOC1_CD | Withholding Locality 1 Code | N/A |
| EMPL_TAX | WH_LOC2_CD | Withholding Locality 2 Code | N/A |
| EMPL_TAX | WH_LOC3_CD | Withholding Locality 3 Code | N/A |
| EMPL_TAX | WH_LOC4_CD | Withholding Locality 4 Code | N/A |
| EMPL_TAX | WH_LOC5_CD | Withholding Locality 5 Code | N/A |
| EMPL_TAX | WH_STATE_CD | Withholding State Code | N/A |
| H_EMPL_SKILLS | ACQUISITION_DT | Skill acquisition date | hua_user_skill_valid_from |
| H_EMPL_SKILLS | EMPL_ID | Employee ID | user_id |
| H_EMPL_SKILLS | REF_DT | Reference date | N/A |
| H_EMPL_SKILLS | SKILL_ID | Skill ID | skill_code |

| Costpoint Destination Table | Costpoint Destination Field | Costpoint Field Description | Talent Management/Default Source |
|-----------------------------|-----------------------------|-----------------------------|----------------------------------|
| H_EMPL_SKILLS | SKILL_LV_CD | Skill level code | skill_level_cd |
| EMPL_SEC_CLR | AGENCY NAME | Issuing agency | N/A |
| EMPL_SEC_CLR | EFFECTIVE_DT | Effective date | N/A |
| EMPL_SEC_CLR | EMPL_ID | Employee ID | hua_user_id |
| EMPL_SEC_CLR | EXPIRY_DT | Expiration date | N/A |
| EMPL_SEC_CLR | INVESTIGATE_BY | Investigation by | N/A |
| EMPL_SEC_CLR | INVESTIGATE_DT | Investigation date | N/A |
| EMPL_SEC_CLR | REINVESTIGATE_DT | Reinvestigation date | N/A |
| EMPL_SEC_CLR | RQUEST_DT | Requested date | N/A |
| EMPL_SEC_CLR | SEC_CLR_CD | Security clearance code | N/A |

Troubleshooting

Verify Talent Management Connection Information

1. Open the Costpoint Configuration Utility and click **Costpoint** tab » **Talent Management** tab and check if the existing connection settings are correct.
2. Click on **Test** to check the connection. A message that says "Connected" should display.

Check Errors on the View Interface Execution Status History Screen

1. In Costpoint, go to **Administration** » **System Administration** » **System Administration Reports/Inquiries** » **View Interface Execution Status History** screen to see if there were errors in importing employee data from Talent Management.
2. Click on the Export Errors subtask to view the employee records that failed to be imported to Costpoint.
3. For each employee row, click the note icon in the **Original Error** field to view the errors that caused the employee record not to be imported into Costpoint.

Attention: For more information, please refer to the [Monitoring the Status of Talent Management Integrations](#) section.

Check Errors in Talent Management Integration Log File

1. On your Costpoint Application server, go to the log folder in the Costpoint installation directory (for example, C:\Deltek\costpoint\80\logs).
2. Locate the Talent Management Integration log file (filename: **CP_INT_HRSMART_DEServer.log**) and open the file with a text editor (for example, Notepad). This log will contain all errors related to the Talent Management integration. Errors are displayed at the end of the log file within the "Response" XML.

The following is an example of the information in the log file:

CP_INT_HRSMART_DEServer.log

```
(Jun 02 2015 20:33:01:[[ACTIVE] ExecuteThread: '0' for queue:
'weblogic.kernel.Default (self-tuning)']: ERROR
com.deltek.enterprise.DEServer2.INT.HRSMART.C701RQ011 )
CommonInterfaceImpl.java - Log Id: 3329158174 'EMPLOYEES' synch
process received error after submitting document to the
COSTPOINT(COSTPOINT) .

-----Request-----

<LDMEINFO_EMPL><ACCT_ID><ACCT_ID><ADJ_HIRE_DT><ADJ_HIRE_DT><BADGE
_GROUP><BADGE_GROUP><BADGE_ID><BADGE_ID><BIRTH_DT>1984-08-10
00:00:00.0</BIRTH_DT><BLIND_FL><BLIND_FL><CHG_ORG_ID>1.1.124</CHG_O
RG_ID><CITY_NAME>Ramsey</CITY_NAME><CONT_NAME_1><CONT_NAME_1><CONT
_NAME_2><CONT_NAME_2><CONT_PHONE_1><CONT_PHONE_1><CONT_PHONE_2><CONT
_PHONE_2><CONT_REL_1><CONT_REL_1><CONT_REL_2><CONT_REL_2><COU
NTRY_CD>USA</COUNTRY_CD><DEFAULT_FL><DEFAULT_FL><DFLT_AUTOADJ_RT><
DFLT_AUTOADJ_RT><DFLT_MES_FL><DFLT_MES_FL><DFLT_SFT_FL><DFLT_SFT
_FL><DISABLED_FL><DISABLED_FL><EMAIL_ID><EMAIL_ID><EMPL_ID>AFCHRC
PO09</EMPL_ID><EMPL_NAME><EMPL_NAME><EMPL_SOURCE_CD>HRSMART</EMPL_S
OURCE_CD><ESS_COS_DESC><ESS_COS_DESC><FIRST_NAME>Marielle</FIRST_NA
ME><GENL_LAB_CAT_CD><GENL_LAB_CAT_CD><HOME_EMAIL_ID>mpadilla@yahoo.
com</HOME_EMAIL_ID><HRSMART_EXPORT_DT><HRSMART_EXPORT_DT><LAB_LOC_C
D><LAB_LOC_CD><LAST_FIRST_NAME><LAST_FIRST_NAME><LAST_NAME>Padill
a</LAST_NAME><LAST_REVIEW_DT><LAST_REVIEW_DT><LN_1_ADR>address
one</LN_1_ADR><LN_2_ADR>address
two</LN_2_ADR><LOCATOR_CD><LOCATOR_CD><LOGIN_ID><LOGIN_ID><MAIL_S
TATE_DC>NJ</MAIL_STATE_DC><MARITAL_CD>U</MARITAL_CD><MID_NAME>Rodrigu
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CP_INT_HRSMART_DEServer.log

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Monitoring the Status of Talent Management Integrations

The View Interface Execution Status History screen in Costpoint monitors all data integrations between Costpoint and other systems. You can use this screen to view the status of the following:

- Importing Talent Management new hire employee-related information into Costpoint.
- Exporting Costpoint employees, position requisitions, detail job titles, and organizations/HR organizations to Talent Management.

The screen can be accessed in the following Costpoint Location: **Administration » System Administration » System Administration Reports/Inquiries.**

If you run integrations with multiple systems, use the **Query** to filter Talent Management integrations from the list on the screen.

The View Interface Execution Status History screen displays the following information for every integration instance:

- Target System
- Plant
- Location
- Interface Name
- Last export start date/time
- Last successful export date/time
- Total of records sent (includes failed)
- Records failed
- Records sent successfully
- Time waited on Target System
- Total Run Time (sec)

Guidelines for Talent Management Users

This section contains guidelines for using and setting up data in Talent Management in order to successfully run the data integration process between Costpoint and Talent Management systems.

Requisition

The following fields are required to be on the requisition form and values are **required** to be selected:

- Job Classification*
- Exemption Status*
- Job Type*
- Taxable Entity

Attention: * These fields also require specific values. Those are detailed below in the “Drop-down Selection Values” section.

There will be another field on the requisition that is optional, labeled **CP Job Template ID**. If one is selected, then it will assist Costpoint in the defaulting of particular data needed when the new hire is created in Costpoint.

Drop-down Selection Values

The data **must** contain the only following corresponding values. These values should be spelled exactly as specified in following table. These values may be configured by your Talent Management Consultant.

| Data | Allowed Values |
|--------------------|--|
| Job Classification | Salaried Hourly Salaried Fluctuating |
| Job Types | Full-Time Part-Time Temporary |
| Exemption Types | Exempt Non-Exempt |

Once the values are entered, these fields should be hidden so that they cannot be modified by anyone. Once hidden, they will no longer show on the Select List Management page.

Salary

Costpoint requires the salary amount for the new hire; therefore, you must enter the amount at some point. There are three areas in the system where this can be entered:

- When initiating an offer
- When hiring the individual via the Résumé/CV Dashboard
- In the Cost Per Hire screen via Recent Hires

Onboarding

You must use Onboarding. Many details that Costpoint needs are completed during Onboarding.

Some fields displayed in the Onboarding process are not required in the Enterprise system, **but are required for Costpoint**. Therefore, the following fields must be completed when a new hire is onboarded:

- Employee ID
- Date of Birth* (if using Costpoint HR)
- Country* (if State is collected)

Attention: * These can be collected and required at any point during the application process.

Diversity Information

If you use Costpoint Human Resources (HR), the application requires the Race and Gender of the new hire. This information can be collected either during the application or Onboarding processes. They can be made required fields via **Administration » Diversity Data Collection**.

Social Security Number

If you use Costpoint Human Resources (HR), the application requires the Social Security Number of the new hire. This information can be collected either during the account creation, application, or Onboarding processes. The field can be made required on either the job seeker's account creation form or the application.

Org Structure

Data initialization will populate the Org Structure in Talent Management. The Org Level codes should **not** be modified under **any** circumstances.

Any changes done to the Names of the Org Levels will be overwritten by the integration because Costpoint is the master of the data. You must make changes to the Org Levels directly in Costpoint rather than in Talent Management. After updating the information in Costpoint, you must run an export to update Talent Management.

Users

You must perform edits to Employee data in Costpoint.

If you are editing data that is not part of the integration (fields identified above in both New Hires and Users), you can update the data in Enterprise.

Custom Fields

In this release, the following custom fields were added in Talent Management. They should be added to the requisition form by either a Talent Management Consultant or by your Site Administrator.

| Field | Details |
|---------------------------|---|
| Costpoint Job Template ID | <p>This field must be added to the Requisitions form.</p> <p>Do not add to Costpoint Job Template ID values directly in Talent Management. Instead, use the export mechanism in Costpoint to update the listing in Talent Management.</p> |
| Taxable Entity | <p>This field must be added to the Requisitions form and made required. If not, the integration will fail.</p> <p>You must enter the values manually in Talent Management. The values will not be imported from Costpoint.</p> |

Appendix A: If You Need Assistance

If you need assistance installing, implementing, or using Costpoint Deltek Talent Management integration, Deltek makes a wealth of information and expertise readily available to you.

Customer Services

For over 30 years, Deltek has maintained close relationships with client firms, helping with their problems, listening to their needs, and getting to know their individual business environments. A full range of customer services has grown out of this close contact, including the following:

- Extensive self-support options through the Deltek Support Center.
- Phone and email support from Customer Care analysts
- Technical services
- Consulting services
- Custom programming
- Classroom, on-site, and Web-based training

Attention: Find out more about these and other services from the Deltek Support Center.

Deltek Support Center

The Deltek Support Center is a support Web site for Deltek customers who purchase an Ongoing Support Plan (OSP).

The following are some of the many options that the Deltek Support Center provides:

- Search for product documentation, such as release notes, install guides, technical information, online help topics, and white papers
- Ask questions, exchange ideas, and share knowledge with other Deltek customers through the Deltek Support Center Community
- Access Cloud-specific documents and forums
- Download the latest versions of your Deltek products
- Search Deltek's knowledge base
- Submit a support case and check on its progress
- Transfer requested files to a Customer Care analyst
- Subscribe to Deltek communications about your products and services
- Receive alerts of new Deltek releases and hot fixes
- Initiate a Chat to submit a question to a Customer Care analyst online

Attention: For more information regarding Deltek Support Center, refer to the online help available from the Web site.

Access Deltek Support Center

To access the Deltek Support Center:

1. Go to <https://deltek.custhelp.com>.
2. Enter your Deltek Support Center **Username** and **Password**.
3. Click **Login**.

Note: If you forget your username or password, you can click the **Need Help?** button on the login screen for help.



About Deltek

Better software means better projects. Deltek is the leading global provider of enterprise software and information solutions for project-based businesses. More than 23,000 organizations and millions of users in over 80 countries around the world rely on Deltek for superior levels of project intelligence, management and collaboration. Our industry-focused expertise powers project success by helping firms achieve performance that maximizes productivity and revenue. www.deltek.com