Organization

Recommendation, 2003 February 26

This version:
Organization.doc

Previous version:
N/A

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Abstract

Many HR-XML standards reference organizations and their components. This document defines a standard way in HR transactions of representing these objects, including companies, subsidiaries, departments, business units, and project teams.

Status of this Document

The key words "MUST", "MUST NOT", "REQUIRED", "SHALL", "SHALL NOT", "SHOULD", "SHOULD NOT", "RECOMMENDED", "MAY", and "OPTIONAL" in this document are to be interpreted as described in RFC 2119.

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1 Overview

1.1 Objective

Create a schema for organizations and organizational units. Organizations are legally recognized entities such as Company and Subsidiary, and organizational units are internally defined entities like Department, Cost Center, and Project Team.

1.1.1 Domain Issues

References to organizations and organizational units occur throughout HR transactions. For example, companies identify themselves, and positions often “belong” to a department.

1.1.2 Business Reasons

Having standard ways of encoding organizations and organizational units into HR transactions minimizes the effort standards users need to encode and decode references to these objects.

1.2 Design Requirements

Design requirements include:

- Syntax must be self-documenting
- Schema must be easy to understand and use
- Schema must be usable when detailed descriptions of organizations need to be passed.
- Schema must be usable when minimal descriptions of organizations need to be passed.
- Schema must be deployable in existing HR-XML Schemas.

1.3 Scope

1.3.1 Major Components

- Legal organizational units including for profit companies, non-profit companies, and governmental entities

- Organizational units that are internal to legal units, including departments, project teams, and cost centers

1.3.2 Items Within the Design Scope

- Organizational business, legal, and tax related identifiers used in HR transactions

- Relationships between organizations and their parts

- Documentation of the legal structure of an organization
- People and their roles within and organizational unit

1.3.3 Items Outside the Design Scope

- Schema needed to describe the query, add, modify, and delete actions needed for a complete organization description (i.e. org chart) facility
- Enumeration of all possible organizational structure types in all countries
- Military organizational structures

2 Supported Business Processes

2.1 Vocabulary Requirements

This specification refers to all legally recognized entities as “organizations”. This includes commercial, non-profit, and governmental legal entities. All components of an organization that are not themselves legally recognized entities are considered “organizational units”.

2.2 Trading Partner Roles

Because this is a Cross-Process Object, and not a transaction itself, the roles of trading partners in using this specification will be those of the business processes that pass organizations and organizational units. There are a relatively small number of common patterns for trading partner use of these entities, and these are outlined in the use cases in the next section.

2.3 Usage Examples of Identifiers

2.3.1 Summary

Since we are discussing the general topic of organization usage, rather than documenting a specific business process, we will deal in generalities. There are a limited number of patterns of usage that cover the vast majority of cases. Any real business process will only correspond to a few of these patterns.

2.3.2 Use Case Scenarios

We will examine several different cases that one might like to support.

Passing the name of an organization or organizational unit

Many HR transactions simply require passing the name of an organization. For example, many resumes and CVs contain the names of prior employers. Often no further identification or description of the organization is available or needed.

Some HR transactions simply require passing the name of a department or business unit. For example, many internal job postings contain the names of a department or group. Often no further identification or description is needed.

Passing a reliable identifier of an organization or organizational unit

Many HR transactions between established trading partners simply require passing a previously agreed upon identifier of an organization or organizational unit. For example, payroll feeds may include only an organization's customer ID to identify the organization that is passing payroll data.

Passing an organization or organizational unit with detailed descriptive information

Some HR transactions involve passing detailed information about a particular organization. For example, when setting up a new client, an outsourcer may require industry classification codes like SIC numbers, size, a high level description of the nature of the business in which the organization is engaged, contact information, locations, etc.

The same holds true for organizational units. For example, an org charting facility may deliver department headcount.

Passing an organization with information about legally related organizations

Some companies are subsidiaries. When passing information about such an organization it may be important to identify the parent organization and the nature of the relationship. This becomes more complex when an organization is the subsidiary of a subsidiary, or is partially owned by more than one other organization. Information about related organizations matters to many HR outsourcers, since they may deliver summary reporting and other services across subsidiaries.

Passing an internal organizational structure

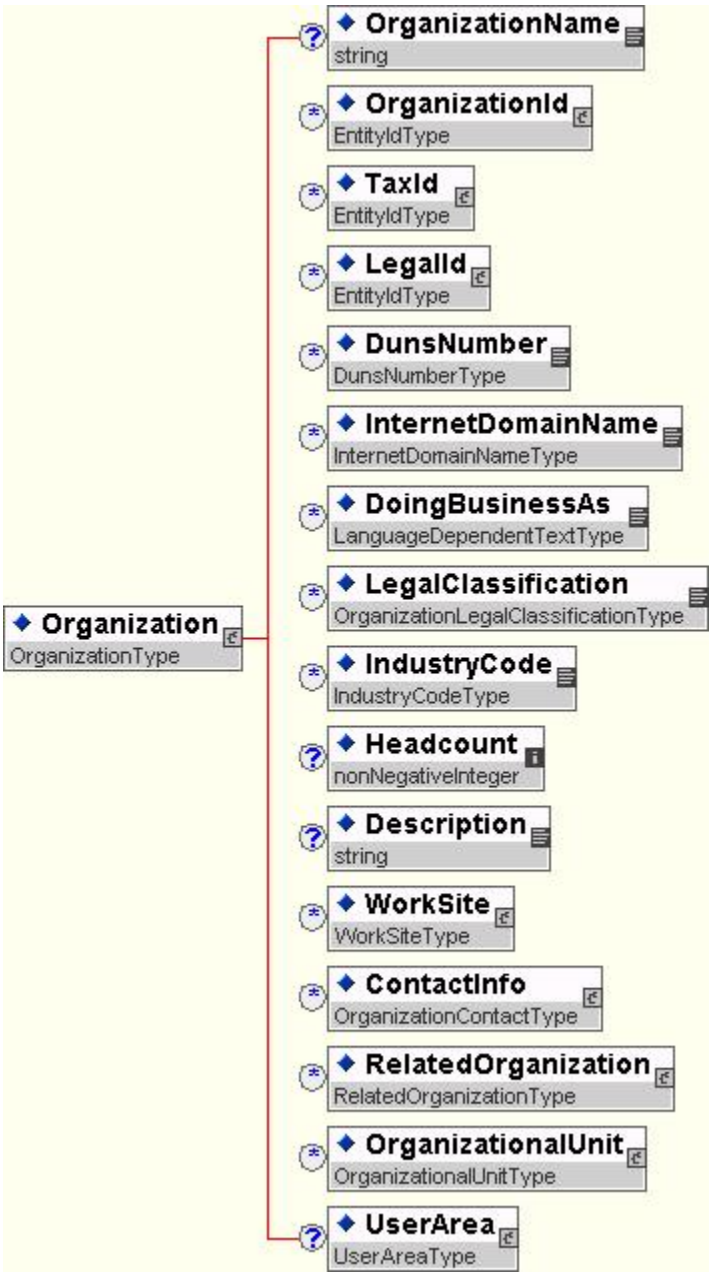
Departments, groups, and teams, are all part of an internal organizational structure. Some HR transactions pass this structure. Internal organizational structures vary widely and can be quite complex. For example, org charting facilities deliver information about organizational units, their relationships to each other, and the roles exist within each of them.

3 DTD/Schema Design

3.1 Organization

3.1.1 Schema Diagram

The following diagram shows the top-level elements for the Organization schema. For more details see: http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/Organization.jpg



3.1.2 Schema Elements Explained

Component Name [Global types listed at the end of the table.]	**ContentModel*** Data type Occurrence: Sequence | Choice | All (minOccurs/maxOccurs) Attributes	**Definition**
/ **Organization**	OrganizationType - S (1/1) OrganizationName - xsd:string - S (0/1) OrganizationId - EntityIdType - S (0/*) TaxId - EntityIdType - S (0/*) LegalId - EntityIdType - S (0/*) DunsNumber - DunsNumberType - S (0/*) InternetDomainName - InternetDomainNameType - S (0/*) DoingBusinessAs - LanguageDependentTextType - S (0/*) LegalClassification - OrganizationLegalClassificationType - S (0/*) IndustryCode - IndustryCodeType - S (0/*) Headcount - xsd:positiveInteger - S (0/*) Description - xsd:string - S (0/1) WorkSite - WorkSiteType - S (0/*) ContactInfo - OrganizationContactType - S (0/*) RelatedOrganization - RelatedOrganizationType - S (0/*) OrganizationalUnit - OrganizationalUnitType - S (0/*) UserArea - UserAreaType - S (0/*)	Contains information about the organization.
/ Organization/ **OrganizationName**	- xsd:string - S (0/1)	The name by which an organization or enterprise is known as established under the laws of a country, state, province or ruling governmental body for the purpose of conducting business transactions.
/ Organization/ **OrganizationId**	- EntityIdType - S (0/*)	Unique identifier for the organization. It may be an internal identifier assigned by the sender.
/ Organization/ **TaxId**	- EntityIdType - S (0/*)	A unique externally issued company identifier.

/ Organization/ **LegalId**	- EntityIdType - S (0/*)	A unique legal identifier for an entity.
/ Organization/ **DunsNumber**	- DunsNumberType - S (0/*)	A unique identifier issued by Dun and Bradstreet.
/ Organization/ **InternetDomainName**	- InternetDomainNameType - S (0/*)	This is a domain name intended as a practical identifier for the organization. When used in OrganizationType, it designates a domain typically used for web and e-mail. It is not intended as a web address (URL). It is a string that meets the requirements for domain names as described in the IETF's RFC 1035. Examples include "microsoft.com", "bund.de", "google.com".
/ Organization/ **DoingBusinessAs**	- LanguageDependentTextType - S (0/*)	The name by which an organization or enterprise is commonly known in the capacity of conducting business transactions within a geographical area.
/ Organization/ **LegalClassification**	OrganizationLegalClassificationType - S (0/*) xsd:extension **base:** xsd:string countryCode - CountryCodeType - required ownership - OrganizationLegalOwnershipType - optional	The content of this element is the name of a business structure classification legally recognized in the country designated by the country attribute. Examples include "C Corporation" (in US), "Sole Proprietorship" (in US), "Société Anonyme" (in France), and "Vennootschap onder Firma" (in the Netherlands).
/ [OrganizationLegalClassificationType] / **countryCode**	- CountryCodeType -	Contains the ISO 3166-1 two-character country code.
/ [OrganizationLegalClassificationType] / **ownership**	- OrganizationLegalOwnershipType -	An extensible enumeration describing the general ownership type of the organization. The enumeration has the values "Public", "Private", and "Government". It can be extended using strings that start with "x:", for example "x:Quasi-governmental".
/ Organization/ **IndustryCode**	- IndustryCodeType - S (0/*)	A code that specifies the type of industry or industries to which the Organization belongs.
/ Organization/ **Headcount**	- xsd:nonNegativeInteger - S (0/*)	A simple total headcount. Composition of headcount is defined by trading partner agreement. More complete treatment of headcount will occur in

		later version.
/ Organization/ **Description**	- xsd:string - S (0/1)	Describes additional information about the organization or organizational unit. For example, a mission, purpose or responsibility as it relates to the transaction context.
/ Organization/ **WorkSite**	- WorkSiteType - S (0/*)	Contains common Work Site information, including name, address special considerations, travel directions, and parking instructions.
/ Organization/ **ContactInfo**	OrganizationContactType - S (0/*) ContactName - PersonNameType - S (0/1) ContactId - EntityIdType - S (0/1) ContactMethod - ContactMethodType - S (0/1) purpose - OrganizationContactPurposeType -	The name and contact information for persons within the organization as they are related to the transaction.
/ [OrganizationContactType] / **purpose**	- OrganizationContactPurposeType -	The context the Contact has in the organization for purpose of the transaction.
/ Organization/ ContactInfo/ **ContactName**	- PersonNameType - S (0/1)	The name of the person to contact.
/ Organization/ ContactInfo/ **ContactId**	- EntityIdType - S (0/1)	Unique identifier for the contact.
/ Organization/ ContactInfo/ **ContactMethod**	- ContactMethodType - S (0/1)	Contact information, such as work or home telephone number.
/ Organization/ **RelatedOrganization**	RelatedOrganizationType - S (0/*) xsd:extension **base:** OrganizationType relationship - OrganizationRelationshipType –	Allows other organizations to be associated with the organization considered primary for the purpose of the transaction.
/ [RelatedOrganizationType] / **relationship**	- OrganizationRelationshipType -	Describes the relationship between two organizations. Examples include subsidiaries or parent companies.
/ Organization/ **OrganizationalUnit**	- OrganizationalUnitType - S (0/*)	Contains information about a sub-entity or entities within an organization that have no unique legal identification or

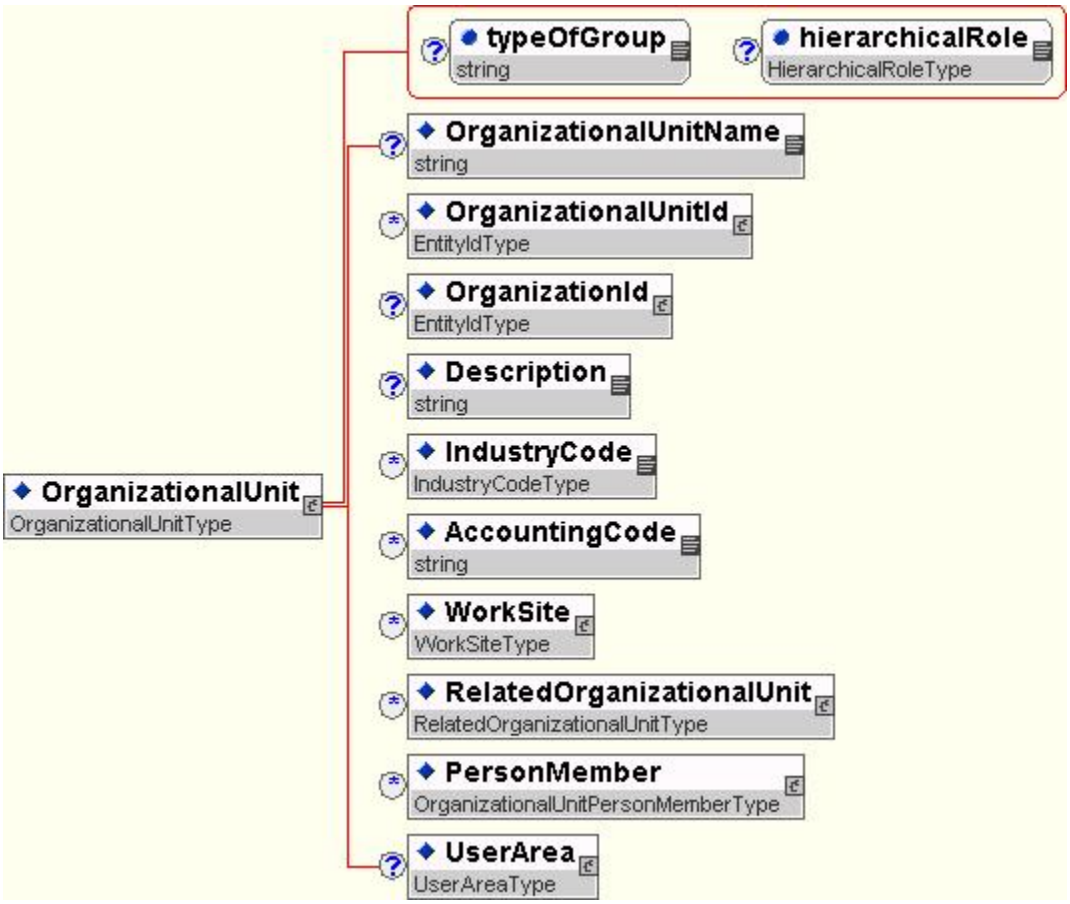
		designation.
/ OrganizationalUnit/ **UserArea**	- UserAreaType - S (0/*)	Open Applications Group definition: Allows the user of OAGIS to extend the specification in order to provide additional information that is not captured in OAGIS. HR-XML usage definition: These UserAreas are available at almost every level of the OAGIS payload. They should be used to extend the standard with various SIDES modules as appropriate.
Global simpleTypes:		
/ **[OrganizationRelationshipType]**	- [Union]: BasicOrganizationRelationshipType,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.
/ **[BasicOrganizationRelationshipType]**	xsd:restriction **base:** xsd:string [Enumerations]: Child, Parent, Ultimate Parent, Domestic Parent	1. Child - Applies to an organization that is directly below the current organization in the relationship hierarchy being described. For example, if the related organization is a subsidiary, it is a Child. 2. Parent - Applies to an organization that is directly above the current organization in the relationship hierarchy being described. For example, if the current organization is a subsidiary, then the related organization of which it is a subsidiary is a Parent. 3. Ultimate Parent - Applies to an organization that is at the root of the relationship hierarchy being described. For example, if the current organization is a subsidiary of a subsidiary of the related organization, and the related organization has no Parent, then the related organization is an Ultimate Parent. 4. Domestic Parent - Applies to an organization that is at the highest level within one country in the relationship hierarchy being described. For example, if the current organization is a subsidiary of a subsidiary of the related organization, and the current organization is in the same country, and the related organization has a Parent outside that country, then the related organization is a Domestic Parent. When a related organization meets the criteria for more than one relationship type, the following precedence should be used to choose which relationship type to use. Precedence order: Child, Parent, Ultimate Parent, Domestic

		Parent.
/ **[OrganizationLegalOwnershipType]**	- [Union]: BasicOrganizationLegalOwnershipType,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.
/ **[BasicOrganizationLegalOwnershipType]**	xsd:restriction **base:** xsd:string [Enumerations]: Public, Private, Government	1. Public - Applies when the organization has publicly traded stock. 2. Private - Applies when individuals or other non-governmental organizations own an organization, and the organization does not have publicly traded stock. 3. Government - Applies when an organization is a local, regional, national, or international government.
/ **[OrganizationContactPurposeType]**	- [Union]: BasicOrganizationContactPurposeType,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.
/ **[BasicOrganizationContactPurposeType]**	xsd:restriction **base:** xsd:string [Enumerations]: Headquarters, Sales, Support, Billing, Legal, Human Resources	Globally scoped data type. See element or attribute declaration for definition.

3.2 Organizational Unit

3.2.1 Schema Diagram

The following diagram shows the top-level elements for the OrganizationalUnit schema. For more details see: http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/OrganizationalUnit.jpg



3.2.2 Schema Elements Explained

Component Name [Global types listed at the end of the table.]	ContentModel* Data type Occurrence: Sequence | Choice | All (minOccurs/maxOccurs) Attributes	Definition
OrganizationalUnit	OrganizationalUnitType - S (0/*) OrganizationalUnitName - xsd:string - S (0/1) OrganizationalUnitId - EntityIdType - S (0/*) OrganizationId - EntityIdType - S (0/1) Description - xsd:string - S (0/1) IndustryCode - IndustryCodeType - S (0/*) AccountingCode - xsd:string - S (0/*) WorkSite - WorkSiteType - S (0/*) RelatedOrganizationalUnit - RelatedOrganizationalUnitType - S (0/*) PersonMember - OrganizationalUnitPersonMemberType - S (0/*) UserArea - UserAreaType - S (0/*) typeOfGroup - xsd:string - optional hierarchicalRole - HierarchicalRoleType - optional	Contains information about a sub-entity or entities within an organization that have no unique legal identification or designation.
/ [OrganizationalUnitType] / **typeOfGroup**	- xsd:string -	Describes the type of organizational unit. For example, a project, group, team, department, division, branch or business unit.
/ [OrganizationalUnitType] / **hierarchicalRole**	- HierarchicalRoleType -	Describes the way the organizational unit is constructed. A logical organizational unit might be a kind of container for rolled up cost reporting purposes, whereas a functional organizational unit actually has employees and projects associated with it.
/ OrganizationalUnit/ **OrganizationalUnitName**	- xsd:string - S (0/1)	The name by which an organizational unit is known as established by its owning organization.
/ OrganizationalUnit/ **OrganizationalUnitId**	- EntityIdType - S (0/*)	Unique identifier for the organizational unit. This may be an internal identifier

OrganizationalUnitId		assigned by the sender.
/ OrganizationalUnit/ **OrganizationId**	- EntityIdType - S (0/1)	Unique identifier for the organization. It may be an internal identifier assigned by the sender.
/ OrganizationalUnit/ **Description**	- xsd:string - S (0/1)	Describes additional information about the organizational unit. For example, a mission, purpose or responsibility as it relates to the transaction context.
/ OrganizationalUnit/ **IndustryCode**	- IndustryCodeType - S (0/*)	A code that specifies the type of industry or industries to which the organizational unit belongs.
/ OrganizationalUnit/ **AccountingCode**	- xsd:string - S (0/*)	Describes a unique code for the purpose of financial tracking, billing or reporting. For example, a cost or profit center.
/ OrganizationalUnit/ **WorkSite**	- WorkSiteType - S (0/*)	Contains common Work Site information, including name, address special considerations, travel directions, and parking instructions.
/ OrganizationalUnit/ **RelatedOrganizationalUnit**	RelatedOrganizationalUnitType - S (0/*) xsd:extension **base:** OrganizationalUnitType relationship - OrganizationalUnitRelationshipType - natureOfRelationship - OrganizationalUnitStructureType -	Allows other organizational units to be hierarchically associated with the organizational unit considered primary for the purpose of the transaction.
/ [RelatedOrganizationalUnitType] / **relationship**	- OrganizationalUnitRelationshipType -	Describes the hierarchical relationship between organizational units.
/ [RelatedOrganizationalUnitType] / **natureOfRelationship**	- OrganizationalUnitStructureType -	Describes the nature of the relationship between the primary organizational unit and the related one. For example, Reporting, Fiduciary, Legal.
/ OrganizationalUnit/ **PersonMember**	OrganizationalUnitPersonMemberType - S (0/*) PersonName - PersonNameType - S (0/1) PersonId - EntityIdType - S (0/*) PersonRole - OrganizationalUnitPersonMemberRoleType - S (0/*) ContactMethod - ContactMethodType	Contains information about a member of a particular organizational unit in the context of the transaction.

	- S (0/*)	
/ OrganizationalUnit/ PersonMember/ **PersonName**	- PersonNameType - S (0/1)	The name of a person.
/ OrganizationalUnit/ PersonMember/ **PersonId**	- EntityIdType - S (0/*)	Unique identifier for a person.
/ OrganizationalUnit/ PersonMember/ **PersonRole**	OrganizationalUnitPersonMemberRoleType - S (0/*) RoleName - xsd:string - S (0/1) RoleId - EntityIdType - S (0/1) Description - xsd:string - S (0/1) leader - xsd:boolean -	Describes the role of the person within the context of that particular organizational unit.
/ [OrganizationalUnitPersonMemberRoleType] / **leader**	- xsd:boolean -	Indicates whether the person member's role is one of leadership, in the context of the organizational unit.
/ OrganizationalUnit/ PersonMember/ PersonRole/ **RoleName**	- xsd:string - S (0/1)	Descriptive name for the role of the person member.
/ OrganizationalUnit/ PersonMember/ PersonRole/ **RoleId**	- EntityIdType - S (0/1)	A unique identifier for the person member's role.
/ OrganizationalUnit/ PersonMember/ PersonRole/ **Description**	- xsd:string - S (0/1)	Describes additional details about the person member's role.
/ OrganizationalUnit/ PersonMember/ **ContactMethod**	- ContactMethodType - S (0/*)	Contact information, such as work or home telephone number.
/ OrganizationalUnit/ **UserArea**	- UserAreaType - S (0/*)	Open Applications Group definition: Allows the user of OAGIS to extend the specification in order to provide additional information that is not captured in OAGIS. HR-XML usage definition: These UserAreas are available at almost every level of the OAGIS payload. They should be used to extend the standard with various SIDES modules as appropriate.
Global simpleTypes:		
/ **[OrganizationalUnitRelationshipType]**	- [Union]: BasicOrganizationalUnitRelationshipType,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.

/ **[BasicOrganizationalUnitRelationshipType]**	xsd:restriction **base:** xsd:string [Enumerations]: Child, Sibling, Parent, Ultimate Parent	1. Child - Applies to an organizational unit that is directly below the current organizational unit in the relationship hierarchy being described. For example, if the related organizational unit is a subsidiary, it is a Child. 2. Sibling - Applies to an organizational unit that is a peer to the current organizational unit in the relationship hierarchy being described. 3. Parent - Applies to an organizational unit that is directly above the current organizational unit in the relationship hierarchy being described. For example, if the current organizational unit is a subsidiary, then the related organizational unit of which it is a subsidiary is a Parent. 4. Ultimate Parent - Applies to an organizational unit that is at the root of the relationship hierarchy being described. For example, if the current organizational unit is a subsidiary of a subsidiary of the related organizational unit, and the related organizational unit has no Parent, then the related organizational unit is an Ultimate Parent. When a related organizational unit meets the criteria for more than one relationship type, the following precedence should be used to choose which relationship type to use. Precedence order: Child, Sibling, Parent, Ultimate Parent.
/ **[HierarchicalRoleType]**	- [Union]: BasicHierarchicalRoleType,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.
/ **[BasicHierarchicalRoleType]**	xsd:restriction **base:** xsd:string [Enumerations]: Functional, Logical	Globally scoped data type. See element or attribute declaration for definition.
/ **[OrganizationalUnitStructureType]**	- [Union]: BasicOrganizationalUnitStructureType,xStringPatternExtensionType	Globally scoped data type. See element or attribute declaration for definition.
/ **[BasicOrganizationalUnitStructureType]**	xsd:restriction **base:** xsd:string [Enumerations]: Reporting, Legal, Fiduciary, Structural, Project	1. Reporting - Applies when one organizationalUnit is accountable to the other for corporate reporting purposes. 2. Legal - Applies when one organizationalUnit relates to the other by law or contract. 3. Fiduciary - Applies when one organizationalUnit relates to the other for financial reporting. 4. Structural - Applies when one organizationalUnit relates to the other in the overall persistent design of the organization.

		5. Project - Applies when one organizationalUnit relates to the other in the context of a particular project. When an organizationalUnit relationship meets the criteria for more than one of the above, and the context of the message does not imply a preferred enumeration value, then the following precedence dictates which to use. Precedence order: Reporting, Structural, Legal, Fiduciary, Project.

4 Implementation Considerations

All elements in the schemas are optional; this provides the maximum flexibility for reuse. Receiving systems must perform their own integrity checking and validation.

5 Appendix A - Document Version History

Version	Date	Description
1.0	2002-Dec-12	First circulated draft
1.0	2002-Dec-13	Added element definitions, reference links, and example.
1.0	2002-Dec-16	Included minor feedback from CPO workgroup.
1.0	2003-Jan-23	Reordered elements with Id's near top of structure, Removed 'Number' from Id elements (TaxIdNumber). Changed DunsNumber, IndustryCode, to use CPO's.
1.0	2003-Feb-07	Renamed country attribute to countryCode and Contact element to ContactInfo for consistency. Removed unnecessary tier at RelatedOrganization and RelatedOrganizationalUnit.
1.0	2003-Feb-11	Updated doc/example to use Duns number 9 digits instead of pattern.
1.0	2003-Feb-14	Changed Headcount to non negative integer. Clarified definition. Change typeOfGroup attribute to string. Clarified enumeration definitions.
1.0	2003-Feb-26	Approved recommendation by HR-XML Consortium. The default and targetNamespaces of all HR-XML schemas have been standardized to "http://ns.hr-xml.org". This recommendation is available as part of the HR-XML 2_0 architecture.

6 Appendix B – Related Documents

Reference	Link
Postal Address	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/PostalAddress.pdf
Person Name	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/PersonName.pdf
Contact Method	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/ContactMethod.pdf

Work Site	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/WorkSite.pdf
Identifier Types	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/IdentifierTypes.pdf
Taxonomy Types	http://ns.hr-xml.org/2_0/HR-XML-2_0/CPO/TaxonomyTypes.pdf

7 Appendix C – Reference Examples

This example portrays a pizza restaurant with its parent company (Pizza Corp). It also contains two organizational units. One shows the logical relationship between the pizza restaurant and a supplier. The other shows a functional relationship between the pizza restaurant and its staff.

```
<Organization xmlns="http://ns.hr-xml.org" xmlns:xsi="http://www.w3.org/2001/XMLSchema-instance"
xsi:schemaLocation="http://ns.hr-xml.org C:\canoncache\2_0\HR-XML-2_0\CPO\Organization.xsd">
    <OrganizationName>Joe Ricci Restaurant</OrganizationName>
    <OrganizationId>
        <IdValue>333-99-1234</IdValue>
    </OrganizationId>
    <TaxId>
        <IdValue>333-88-5678</IdValue>
    </TaxId>
    <DunsNumber dunsNumberType="standard Duns">911780201</DunsNumber>
    <InternetDomainName primaryIndicator="true">pizzacorp.com</InternetDomainName>
    <InternetDomainName primaryIndicator="false">joespizza.com</InternetDomainName>
    <DoingBusinessAs>Joe's Pizza</DoingBusinessAs>
    <LegalClassification countryCode="US" ownership="Public">Franchise</LegalClassification>
    <IndustryCode primaryIndicator="true" classificationName="NAICS">722110</IndustryCode>
    <Headcount>21</Headcount>
    <Description>Joe's Pizza was formerly known as Joe Ricci Restaurant until it was sold to Pizza Corp in 1992.</Description>
    <ContactInfo purpose="x:Owner">
        <ContactName>
            <FormattedName>Joe Ricci</FormattedName>
        </ContactName>
    </ContactInfo>
    <RelatedOrganization relationship="Parent">
        <OrganizationName>Pizza Corp.</OrganizationName>
        <TaxId>
            <IdValue>444-91-1010</IdValue>
        </TaxId>
        <DunsNumber dunsNumberType="standard Duns">911780201</DunsNumber>
        <InternetDomainName primaryIndicator="true">pizzacorp.com</InternetDomainName>
        <LegalClassification countryCode="US" ownership="Public">Corporation</LegalClassification>
        <IndustryCode primaryIndicator="true" classificationName="NAICS">722110</IndustryCode>
        <Headcount>8653</Headcount>
        <Description>Pizza Corp. was founded in 1978 and operates 63 franchises.</Description>
        <ContactInfo purpose="x:Owner">
            <ContactName>
                <FormattedName>Susan Marriott</FormattedName>
            </ContactName>
        </ContactInfo>
    </RelatedOrganization>
    <OrganizationalUnit typeOfGroup="Division" hierarchicalRole="Logical">
        <OrganizationalUnitName>Chicago</OrganizationalUnitName>
        <Description>Sales and inventory of the north and south divisions may be combined in some cases. </Description>
        <AccountingCode>333991234CHI</AccountingCode>
    </OrganizationalUnit>
    <OrganizationalUnit typeOfGroup="Team" hierarchicalRole="Functional">
        <OrganizationalUnitName>Wait Staff</OrganizationalUnitName>
        <Description>Wait staff for Joe's Pizza</Description>
        <WorkSite>
            <WorkSiteName>Restaurant</WorkSiteName>
            <ParkingInstructions>Park behind restaurant.</ParkingInstructions>
            <WorkSiteEnvironment>
```

```
                <EnvironmentName>Dining Area</EnvironmentName>
                <Considerations>
                    <DressCode suppliedByOrganization="true">x:Apron</DressCode>
                    <DressCode suppliedByOrganization="false">x:Long Hair Pulled Back</DressCode>
                </Considerations>
            </WorkSiteEnvironment>
        </WorkSite>
        <PersonMember>
            <PersonName>
                <FormattedName>Mary Smith</FormattedName>
            </PersonName>
            <PersonRole leader="true">
                <RoleName>Evening Shift Supervisor</RoleName>
            </PersonRole>
        </PersonMember>
    </OrganizationalUnit>
</Organization>
```