

DATA ELEMENTS PROVIDED TO EQUIFAX

Data Element	VOE	VOI	SSV
Partner Unique Client Identifier	X	X	X
Company Name	X	X	X
Company Address	X	X	X
Work Location Address	X	X	X
Social Security Number	X	X	X
Payroll As of Date	X	X	X
Employee Name	X	X	X
Job Title	X	X	X
Employee Status	X	X	X
Most Recent Hire Date	X	X	X
Original Hire Date	X	X	X
Termination Date	X	X	X
FEIN			X
Pay Frequency		X	X
Home Address	X	X	X
Birthdate	X	X	X
Average Hours per Pay Period		X	
Rate of Pay		X	X
Rate of Pay Description		X	X
YTD Total Gross Wages		X	X
YTD Gross Base Wages		X	
YTD Gross Overtime Wages		X	
YTD Gross Bonus Wages		X	
YTD Gross Commission Wages		X	
YTD Gross Other Wages		X	
Pay Period Beginning Date			X
Pay Period Ending Date			X
Check Date			X
Pay Period Gross Wages			X
Pay Period Net Wages			X
Pay Period Hours Worked			X
Pay YTD History from 'As of Date' if available <i>(aggregated pay per year, one element per year)</i>	All available	24 to 60 months	36 months

Verification Category Definitions:

“**VOE**” shall be defined as a Verification of Employment, Employment Verification, or similar. (Example: Job applicant authorizes a background screener to verify their work history during a new job application.)

“**VOI**” shall be defined as a Verification of Income, Income Verification, Employment and Income Verification, or similar. (Example: Home buyer authorizes a lender to verify their income during the home loan application.)

“**SSV**” shall be defined as the abbreviation for a Social Service Verification or similar. (Example: Consumer authorizes a government agency, or its authorized agent, to verify eligibility for government benefits during application.)