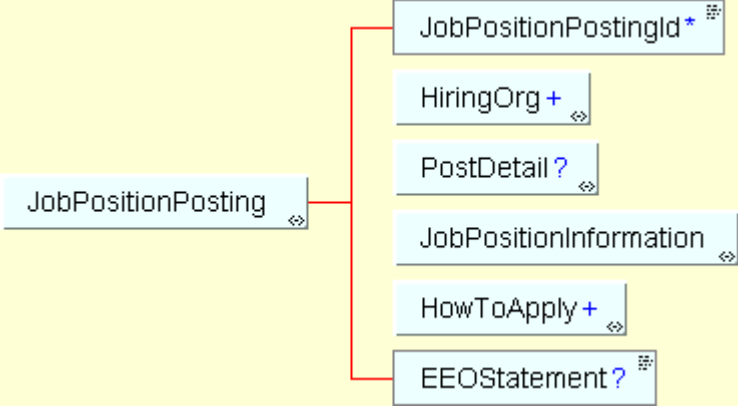## XML DTD -

Schema has: 94 element definitions and 82 element attribute definitions.

Posible root elements: < JobPositionPosting >

Element list

Element **JobPositionPosting**

diagram

description Contains a single "posting" or notification of a job/position to be filled.

attributes status

uses JobPositionPostingId HiringOrg PostDetail JobPositionInformation HowToApply EEOStatement

used by Not used by other elements. Possible root element.

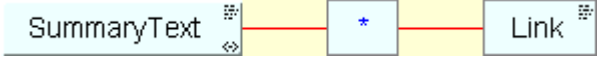**content** a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values	Default
status	Enumeration	no (default)	active inactive	active

source

```
<!--Contains a single "posting" or notification of a job/position
to be filled. -->
<!ELEMENT JobPositionPosting (JobPositionPostingId* , HiringOrg+ ,
PostDetail? , JobPositionInformation , HowToApply+ ,
EEOStatement? )>
<!ATTLIST JobPositionPosting status (active | inactive ) 'active'
>
```

Element **SummaryText**

diagram

description A descriptive field.

attributes

uses Link

used by ByEmail   ByFax   ByPhone   ByWeb   CompensationDescription
DirectHireOrContract   Duration   EndDate   FullTime   HowToApply   Industry
InPerson   JobPositionDescription   JobPositionLocation
JobPositionRequirements   OTStatus   PartTime   Pay   Schedule   Temporary
TravelRequired

content character data and a sequence of elements

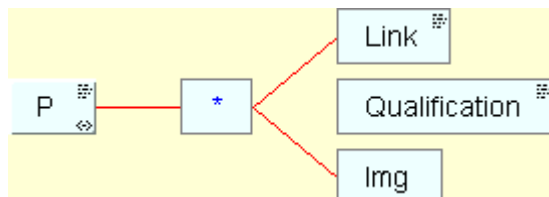**occurrence** required (default)

source
```
<!--A descriptive field.-->
<!ELEMENT SummaryText (#PCDATA | Link )*>
```

Element **P**

diagram

description A paragraph.

attributes

uses Link   Qualification   Img

used by BenefitsDescription   EssentialFunctions   QualificationsPreferred
QualificationsRequired   WorkEnvironment

content character data and a sequence of elements

occurrence required (default)

source
```
<!--A paragraph.-->
<!ELEMENT P (#PCDATA | Link | Qualification | Img )*>
```

Element **UL**

diagram

description An unordered list.

attributes

uses LI

used by BenefitsDescription   EssentialFunctions   QualificationsPreferred
QualificationsRequired   WorkEnvironment

content a sequence of elements
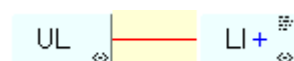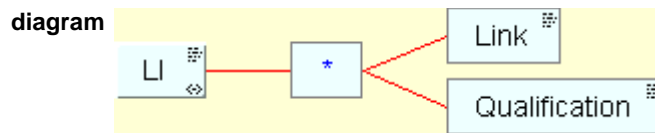
occurrence required (default)

source
```
<!--An unordered list. -->
<!ELEMENT UL (LI+ )>
```

Element **LI**

diagram

description A list item.

attributes

uses Link   Qualification

used by UL

content character data and a sequence of elements

occurrence required (default)

source
```
<!--A list item.-->
<!ELEMENT LI (#PCDATA | Link | Qualification )*>
```

Element **Link**

diagram

description A hyperlink to an URL or a e-mail.

attributes linkEnd   mailTo   idRef

uses

used by LI   P   SummaryText

content character data

occurrence

Attribute	Datatype	Required	Values	Default
linkEnd	string (default)	no (default)		
mailTo	string (default)	no (default)		
idRef	IDRef	no (default)		

source
```
<!--A hyperlink to an URL or a e-mail.-->
<!ELEMENT Link (#PCDATA )>
<!ATTLIST Link linkEnd CDATA #IMPLIED mailTo CDATA #IMPLIED idRef
IDREF #IMPLIED >
```

Element **Img**

diagram

description An image, such as a .gif

attributes src   width   height   alt   mediaType

uses

used by P

content empty

occurrence

Attribute	Datatype	Required	Values	Default
src	string (default)	Yes		
width	string (default)	no (default)		
height	string (default)	no (default)		
alt	string (default)	no (default)		
mediaType	string (default)	no (default)		

source

```
<!--An image, such as a .gif -->
<!ELEMENT Img EMPTY>
<!ATTLIST Img src CDATA #REQUIRED width CDATA #IMPLIED height
CDATA #IMPLIED alt CDATA #IMPLIED mediaType CDATA #IMPLIED >
```

Element **JobPositionLocation**

diagram
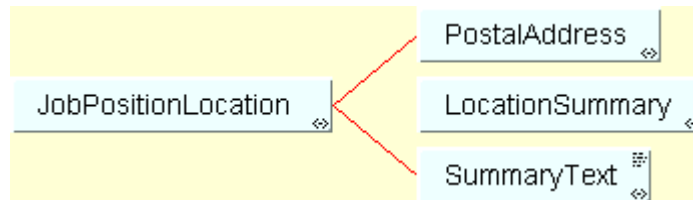
description Information about where a job/position is located or location-related requirements.

attributes
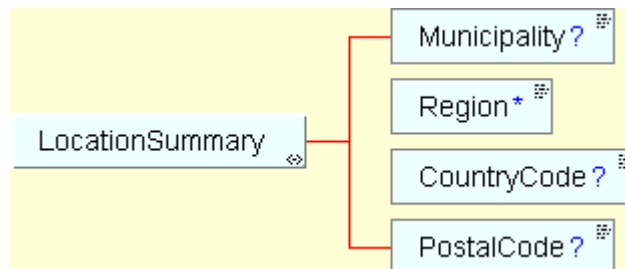
uses PostalAddress   LocationSummary   SummaryText

used by JobPositionDescription

content choice

occurrence required (default)

source

```
<!--Information about where a job/position is located or location-
related requirements. -->
<!ELEMENT JobPositionLocation (PostalAddress | LocationSummary |
SummaryText )>
```

Element **LocationSummary**

diagram

description Information on where an employer or job/position was located. This information typically would include a city and state name.

attributes

uses Municipality   Region   CountryCode   PostalCode

used by JobPositionLocation

content a sequence of elements

occurrence required (default)

source

```
<!--Information on where an employer or job/position was located.
This information typically would include a city and state name.-->
<!ELEMENT LocationSummary (Municipality? , Region* ,
CountryCode? , PostalCode? )>
```

Element **Qualification**

diagram

Qualification

description An employment qualification. The "type" attribute describes the qualification. "description" is used to provide qualifying metadata when the type attribute has a value of "other." "yearsOfExperience" can be used to specify the job/position seeker's years experience with regard to the qualification. "level" is used to specify the job/position seeker's degree of expertise with respect to the qualification. This expertise is expressed on a scale of "1" to "5". "5" represents the highest level of expertise and "1" represents the lowest level. "interest" is used to specify the job/position seeker's interest with respect to the qualification. The level of interest is expressed on a scale of "1" to "5". "5" represents the highest level of interest and "1" represents the lowest level. "yearLastUsed" is used to specify the year the job/position seeker last used the qualification.

attributes type description yearsOfExperience level interest yearLastUsed source
category

uses

used by EssentialFunctions LI P QualificationsPreferred QualificationsRequired
WorkEnvironment

content character data

occurrence

Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	skill experience education license certification equipment other	
description	string (default)	no (default)		
yearsOfExperience	string (default)	no (default)		
level	Enumeration	no (default)	1 2 3 4 5	
interest	Enumeration	no (default)	1 2 3 4 5	
yearLastUsed	string (default)	no (default)		
source	string (default)	no (default)		
category	string (default)	no (default)		

source
```
<!--An employment qualification.The "type" attribute describes the
qualification."description" is used to provide qualifying metadata
when the type attribute has a value of "other.""yearsOfExperience"
can be used to specify the job/position seeker's years experience
with regard to the qualification."level" is used to specify the
job/position seeker's degree of expertise with respect to the
qualification. This expertise is expressed on a scale of "1" to
"5". "5" represents the highest level of expertise and "1"
represents the lowest level."interest" is used to specify the
job/position seeker's interest with respect to the qualification.
The level of interest is expressed on a scale of "1" to "5". "5"
represents the highest level of interest and "1" represents the
lowest level."yearLastUsed" is used to specify the year the
job/position seeker last used the qualification. -->
```

```
<!ELEMENT Qualification (#PCDATA )>
<!ATTLIST Qualification type (skill | experience | education |
license | certification | equipment | other ) #IMPLIED description
CDATA #IMPLIED yearsOfExperience CDATA #IMPLIED level (1 | 2 | 3 |
4 | 5 ) #IMPLIED interest (1 | 2 | 3 | 4 | 5 ) #IMPLIED
yearLastUsed CDATA #IMPLIED source CDATA #IMPLIED category CDATA
#IMPLIED >
```

Element **Date**

diagram

description A date. Dates are represented in accordance with ISO 8601. For instance: Date: YYYY-MM-DD: Time: HH:MM:SS: International Time : HH:MM:SSZ: UTC (Universal Coordinated Time): Time zone: HH:MM:SS-HHMM: Includes addition/subtraction to bring the time to UTC.: Combined date/time: YYYY-MM-DDTHH:MM:SS:

attributes

uses

used by EndDate   StartDate

content character data

occurrence

source
```
<!--A date. Dates are represented in accordance with ISO 8601. For
instance: Date: YYYY-MM-DD: Time: HH:MM:SS: International Time :
HH:MM:SSZ: UTC (Universal Coordinated Time): Time zone: HH:MM:SS-
HHMM: Includes addition/subtraction to bring the time to UTC.:
Combined date/time: YYYY-MM-DDTHH:MM:SS: -->
<!ELEMENT Date (#PCDATA )>
```

Element **StartDate**

diagram
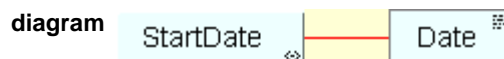
description A start date, such as the date an individual began employment at a particular employer.

attributes

uses Date

used by PostDetail

content a sequence of elements

occurrence required (default)

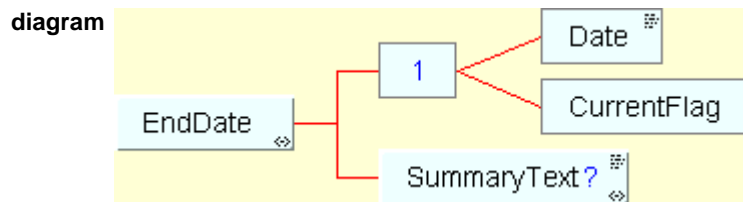**source**
```
<!--A start date, such as the date an individual began employment
at a particular employer. -->
<!ELEMENT StartDate (Date )>
```

Element **EndDate**

diagram

description An end date. For instance, the date marking the end of a period during which a job/position should be advertise or the end of a period of employment for a particular employer.

attributes

uses Date   CurrentFlag   SummaryText

used by PostDetail

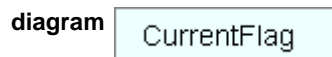**content** a sequence of elements

occurrence required (default)

source

```
<!--An end date. For instance, the date marking the end of a
period during which a job/position should be advertise or the end
of a period of employment for a particular employer.-->
<!ELEMENT EndDate ( (Date | CurrentFlag ) , SummaryText? )>
```

Element **CurrentFlag**

diagram

description An empty element within an end date that indicates "current status". For example, a job/position that is currently held.

attributes

uses
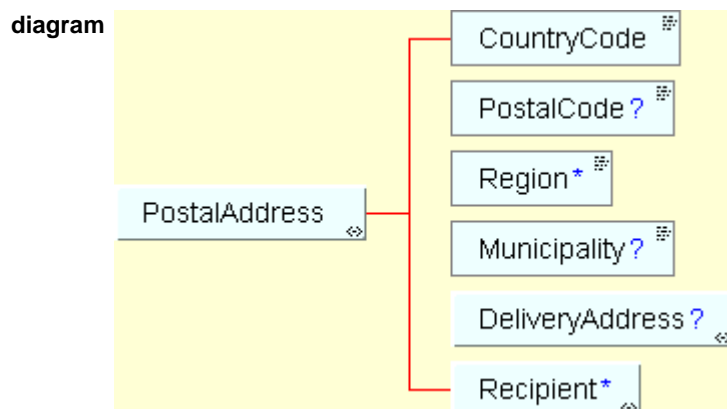
used by EndDate

content empty

occurrence

source

```
<!--An empty element within an end date that indicates "current
status". For example, a job/position that is currently held.-->
<!ELEMENT CurrentFlag EMPTY>
```

Element **PostalAddress**

diagram

description CPO PostalAddress Module. The extended addressType

```
                                                                        --
        attribute describes the type of an address. For
        example, "home", "work" and "temporary" are
        possible values for addressType.
```

attributes type addressType

uses [CountryCode](#) [PostalCode](#) [Region](#) [Municipality](#) [DeliveryAddress](#) [Recipient](#)

used by [Contact](#) [InPerson](#) [JobPositionLocation](#)

content a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	postOfficeBoxAddress streetAddress undefined	undefined
addressType	string (default)	no (default)		

source
```
<!--CPO PostalAddress Module. -->
<!--The extended addressType attribute describes the type of an
address. For example, "home", "work" and "temporary" are possible
values for addressType.-->
<!ELEMENT PostalAddress (CountryCode , PostalCode? , Region* ,
Municipality? , DeliveryAddress? , Recipient* )>
<!ATTLIST PostalAddress type (postOfficeBoxAddress | streetAddress
| undefined ) 'undefined' addressType CDATA #IMPLIED >
```

Element **PostalCode**

diagram

attributes

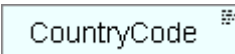**uses**

used by [LocationSummary](#) [PostalAddress](#)

content character data

occurrence

source
```
<!ELEMENT PostalCode (#PCDATA )>
```

Element **CountryCode**

diagram

attributes

uses

used by [LocationSummary](#) [PostalAddress](#)

content character data

occurrence

source
```
<!ELEMENT CountryCode (#PCDATA )>
```

Element **Region**

diagram

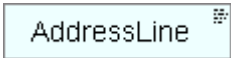**attributes**

uses

```
<!ELEMENT Region (#PCDATA )>
```

Element **Municipality**

diagram

attributes
uses
used by LocationSummary   PostalAddress
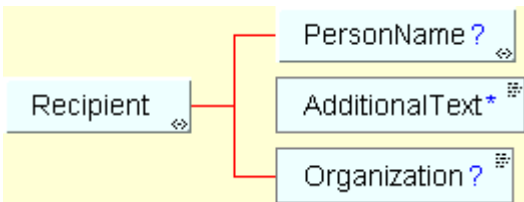**content** character data
occurrence
source
```
<!ELEMENT Municipality (#PCDATA )>
```

Element **DeliveryAddress**

diagram

attributes
uses AddressLine
used by PostalAddress
content a sequence of elements
occurrence required (default)
source
```
<!ELEMENT DeliveryAddress (AddressLine* )>
```

Element **AddressLine**

diagram

attributes
uses
used by DeliveryAddress
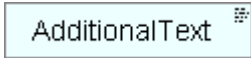**content** character data
occurrence
source
```
<!ELEMENT AddressLine (#PCDATA )>
```

Element **Recipient**

diagram

attributes
uses PersonName   AdditionalText   Organization

used by PostalAddress

content a sequence of elements
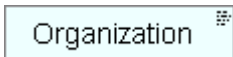
occurrence required (default)

source
```
<!ELEMENT Recipient (PersonName? , AdditionalText* ,
Organization? )>
```

Element **AdditionalText**

diagram

AdditionalText

attributes

uses

used by Recipient

content character data

occurrence

source
```
<!ELEMENT AdditionalText (#PCDATA )>
```

Element **Organization**

diagram

Organization

attributes

uses

used by Recipient

content character data

occurrence

source
```
<!ELEMENT Organization (#PCDATA )>
```

Element **PositionTitle**

diagram

PositionTitle

description The title of a position.

attributes

uses

used by Contact

content character data

occurrence

source
```
<!--The title of a position.-->
<!ELEMENT PositionTitle (#PCDATA )>
```

Element **JobPositionTitle**

diagram	JobPositionTitle
description	The title of a job/position.
attributes	
uses	
used by	JobPositionInformation
content	character data
occurrence	
source	`<!--The title of a job/position.-->` `<!ELEMENT JobPositionTitle (#PCDATA )>`
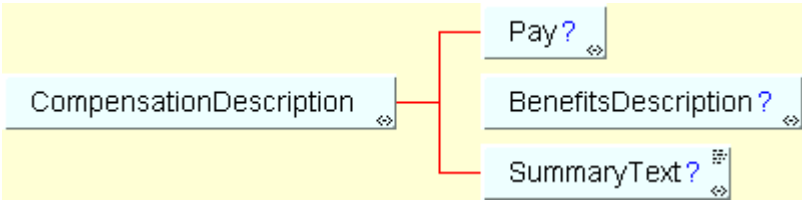
Element **CompensationDescription**

diagram	CompensationDescription — Pay? / BenefitsDescription? / SummaryText?
description	A description of the compensation provided with the job/position.
attributes	
uses	Pay BenefitsDescription SummaryText
used by	JobPositionDescription
content	a sequence of elements
occurrence	required (default)
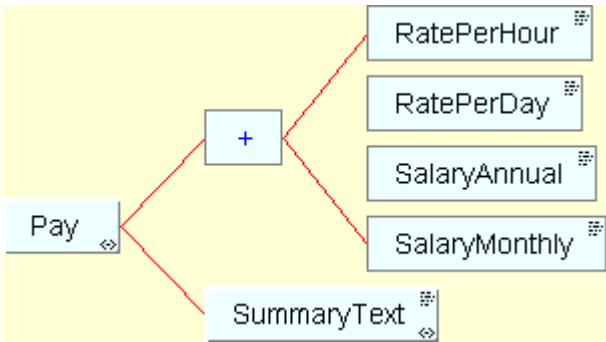
source	`<!--A description of the compensation provided with the`
	`job/position. -->`
	`<!ELEMENT CompensationDescription (Pay? , BenefitsDescription? ,`
	`SummaryText? )>`

Element **Pay**

diagram	Pay — + — RatePerHour / RatePerDay / SalaryAnnual / SalaryMonthly — SummaryText
description	A brief description of the salary or rate of pay provided by the job/position.
attributes	
uses	RatePerHour RatePerDay SalaryAnnual SalaryMonthly SummaryText

used by CompensationDescription

content choice

occurrence required (default)

source

```
<!--A brief description of the salary or rate of pay provided by
the job/position. -->
<!ELEMENT Pay ( (RatePerHour | RatePerDay | SalaryAnnual |
SalaryMonthly )+ | SummaryText )>
```

Element **BenefitsDescription**

diagram
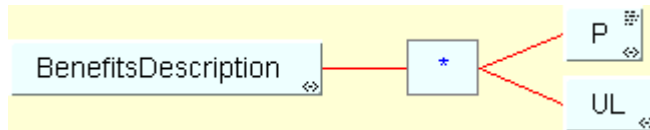
description A brief description of any employee benefits program offered with the job/position.

attributes

uses P UL

used by CompensationDescription

content choice

occurrence ZeroOrMore

source

```
<!--A brief description of any employee benefits program offered
with the job/position. -->
<!ELEMENT BenefitsDescription (P | UL )*>
```

Element **RatePerHour**

diagram

description The rate of pay per hour.

attributes currency
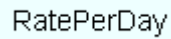
uses

used by Pay

content character data

occurrence

Attribute	Datatype	Required	Values	Default
currency	Enumeration	Yes	ATS AUD BEF BRL CHF DEM DKK ESP EUR FIM FRF GBP GRD IEP ILS ITL JOD JPY LUF MXN MYR NLG NOK NZD PTE RUR SAR SEK SGD TRL USD ZAR	

source
```
<!--The rate of pay per hour.-->
<!ELEMENT RatePerHour (#PCDATA )>
<!ATTLIST RatePerHour currency (ATS | AUD | BEF | BRL | CHF | DEM
| DKK | ESP | EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD
| JPY | LUF | MXN | MYR | NLG | NOK | NZD | PTE | RUR | SAR | SEK
| SGD | TRL | USD | ZAR ) #REQUIRED >
```

Element **RatePerDay**

diagram   RatePerDay

description The rate of pay per day.

attributes currency

uses

used by Pay

content character data

occurrence

Attribute	Datatype	Required	Values	Default
currency	Enumeration	Yes	ATS AUD BEF BRL CHF DEM DKK ESP EUR FIM FRF GBP GRD IEP ILS ITL JOD JPY LUF MXN MYR NLG NOK NZD PTE RUR SAR SEK SGD TRL USD ZAR	

source
```
<!--The rate of pay per day.-->
<!ELEMENT RatePerDay (#PCDATA )>
<!ATTLIST RatePerDay currency (ATS | AUD | BEF | BRL | CHF | DEM |
DKK | ESP | EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD |
JPY | LUF | MXN | MYR | NLG | NOK | NZD | PTE | RUR | SAR | SEK |
SGD | TRL | USD | ZAR ) #REQUIRED >
```

Element **SalaryAnnual**

diagram   SalaryAnnual

description An annual salary.

attributes currency

uses

used by Pay

content character data

occurrence

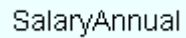| Attribute	Datatype	Required	Values	Default
currency	Enumeration	Yes	ATS AUD BEF BRL CHF DEM DKK ESP EUR FIM FRF GBP GRD IEP ILS ITL JOD JPY LUF MXN MYR NLG NOK NZD PTE RUR SAR SEK SGD TRL USD ZAR	

                                    SGD   TRL   USD   ZAR

> **source**
> ```
> <!--An annual salary.-->
> <!ELEMENT SalaryAnnual (#PCDATA )>
> <!ATTLIST SalaryAnnual currency (ATS | AUD | BEF | BRL | CHF | DEM
> | DKK | ESP | EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD
> | JPY | LUF | MXN | MYR | NLG | NOK | NZD | PTE | RUR | SAR | SEK
> | SGD | TRL | USD | ZAR ) #REQUIRED >
> ```

Element **SalaryMonthly**

diagram

SalaryMonthly

description A monthly salary.

attributes currency

uses

used by Pay

content character data

occurrence

Attribute	Datatype	Required	Values	Default
currency	Enumeration	Yes	ATS AUD BEF BRL CHF DEM DKK ESP EUR FIM FRF GBP GRD IEP ILS ITL JOD JPY LUF MXN MYR NLG NOK NZD PTE RUR SAR SEK SGD TRL USD ZAR	

> **source**
> ```
> <!--A monthly salary.-->
> <!ELEMENT SalaryMonthly (#PCDATA )>
> <!ATTLIST SalaryMonthly currency (ATS | AUD | BEF | BRL | CHF |
> DEM | DKK | ESP | EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL |
> JOD | JPY | LUF | MXN | MYR | NLG | NOK | NZD | PTE | RUR | SAR |
> SEK | SGD | TRL | USD | ZAR ) #REQUIRED >
> ```

Element **PostDetail**

diagram

PostDetail — StartDate / EndDate? / PostedBy?
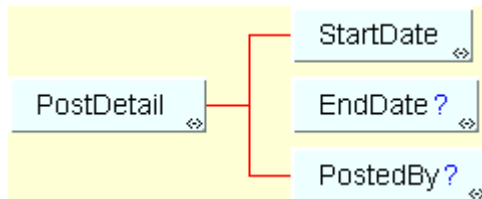
description Contains the contact information for the person who posted the resume or job/position posting and the effective date of the posting.

attributes

uses StartDate   EndDate   PostedBy

used by JobPositionPosting

content a sequence of elements

occurrence required (default)

```
<!--Contains the contact information for the person who posted the
resume or job/position posting and the effective date of the
posting. -->
<!ELEMENT PostDetail (StartDate , EndDate? , PostedBy? )>
```

Element **PostedBy**

diagram

description Contact information for the person who posted the resume or job/position posting.

attributes

uses Contact

used by PostDetail

content a sequence of elements

occurrence required (default)

source
```
<!--Contact information for the person who posted the resume or
job/position posting. -->
<!ELEMENT PostedBy (Contact )>
```

Element **PersonName**

diagram
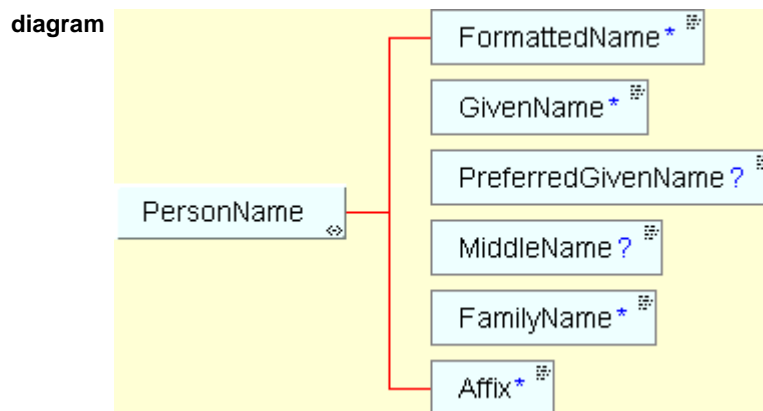
description CPO PersonName Module – The name of a person.

attributes

uses FormattedName   GivenName   PreferredGivenName   MiddleName
FamilyName   Affix

used by ByEmail   ByFax   ByPhone   ByWeb   Contact   InPerson   Recipient

content a sequence of elements

occurrence required (default)

source
```
<!-- CPO PersonName Module - The name of a person. -->
<!ELEMENT PersonName (FormattedName* , GivenName* ,
PreferredGivenName? , MiddleName? , FamilyName* , Affix* )>
```

Element **FormattedName**

diagram	FormattedName
attributes	type
uses	
used by	PersonName
content	character data
occurrence	

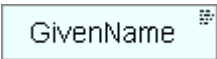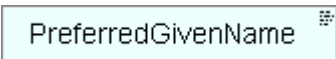| Attribute	Datatype	Required	Values		Default
type	Enumeration	no (default)	presentation legal sortOrder		presentation

source

```
<!ELEMENT FormattedName (#PCDATA )>
<!ATTLIST FormattedName type (presentation | legal | sortOrder )
'presentation' >
```
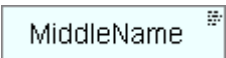
Element **GivenName**

diagram	GivenName
attributes	
uses	
used by	PersonName
content	character data
occurrence	

source
```
<!ELEMENT GivenName (#PCDATA )>
```
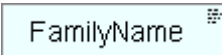
Element **PreferredGivenName**

diagram	PreferredGivenName
attributes	
uses	
used by	PersonName
content	character data
occurrence	

source
```
<!ELEMENT PreferredGivenName (#PCDATA )>
```

Element **MiddleName**

diagram	MiddleName
attributes	
uses	
used by	PersonName
content	character data
occurrence	

source
```
<!ELEMENT MiddleName (#PCDATA )>
```

Element **FamilyName**

diagram	FamilyName
attributes	primary
uses	
used by	PersonName
content	character data
occurrence	

Attribute	Datatype	Required	Values	Default
primary	Enumeration	no (default)	true false undefined	undefined

source
```
<!ELEMENT FamilyName (#PCDATA )>
<!ATTLIST FamilyName primary (true | false | undefined )
'undefined' >
```

Element **Affix**

diagram	Affix
attributes	type
uses	
used by	PersonName
content	character data
occurrence	

Attribute	Datatype	Required	Values	Default
type	Enumeration	Yes	academicGrade aristocraticPrefix aristocraticTitle familyNamePrefix familyNameSuffix formOfAddress generation	

source
```
<!ELEMENT Affix (#PCDATA )>
<!ATTLIST Affix type (academicGrade | aristocraticPrefix |
aristocraticTitle | familyNamePrefix | familyNameSuffix |
formOfAddress | generation ) #REQUIRED >
```

Element **Contact**

diagram
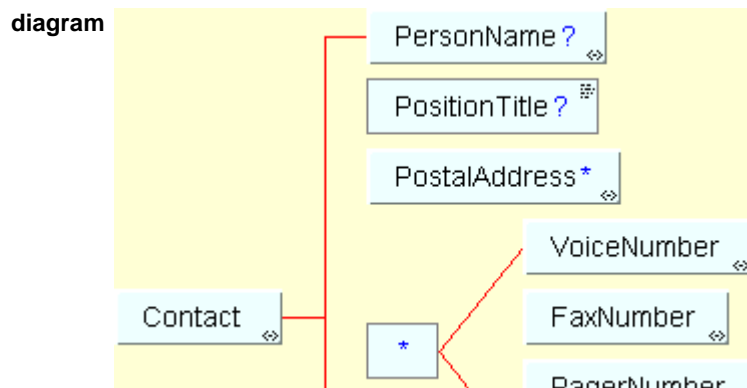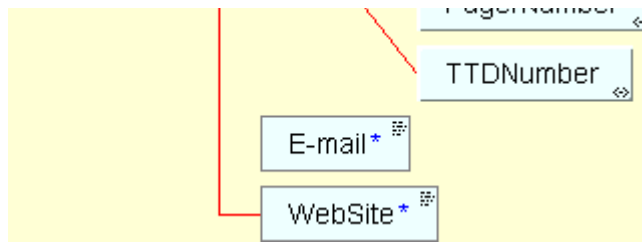
description The name of a person and sufficient information to contact him or her.

attributes type

uses PersonName   PositionTitle   PostalAddress   VoiceNumber   FaxNumber
PagerNumber   TTDNumber   E-mail   WebSite

used by HiringOrg   PostedBy

content a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values	Default
type	string (default)	no (default)		

source
```
<!--The name of a person and sufficient information to contact him
or her. -->
<!ELEMENT Contact (PersonName? , PositionTitle? , PostalAddress* ,
(VoiceNumber | FaxNumber | PagerNumber | TTDNumber )* , E-mail* ,
WebSite* )>
<!ATTLIST Contact type CDATA #IMPLIED >
```

Element **E-mail**

diagram

description An e-mail address.

attributes

uses

used by ByEmail   Contact

content character data

occurrence

source
```
<!--An e-mail address.-->
<!ELEMENT E-mail (#PCDATA )>
```

Element **WebSite**

diagram

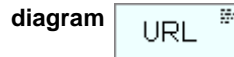**description** An URL for a web site.

attributes

uses

used by Contact   HiringOrg

content character data

occurrence

source
```
<!--An URL for a web site.-->
<!ELEMENT WebSite (#PCDATA )>
```

Element **URL**

diagram

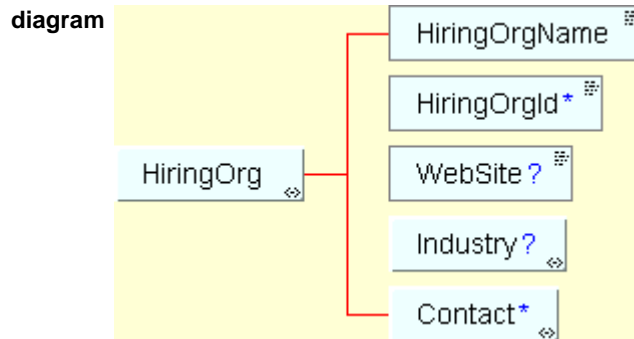**description** An URL for a web site.

attributes

uses

used by ByWeb

content character data

occurrence

source
```
<!--An URL for a web site. -->
<!ELEMENT URL (#PCDATA )>
```

Element **HiringOrg**

diagram

description Information about the "hiring organization". A "type" attribute can be used to specify whether the hiring organization is a "principal" (for example, an employer advertizing a direct hire position) or an agent (for example, a recruiter working for an employer to find suitable candidates for an open position).

attributes type

uses HiringOrgName   HiringOrgId   WebSite   Industry   Contact

used by JobPositionPosting

content a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	agent principal unspecified	unspecified

source
```
<!--Information about the "hiring organization". A "type"
attribute can be used to specify whether the hiring organization
is a "principal" (for example, an employer advertizing a direct
hire position) or an agent (for example, a recruiter working for
an employer to find suitable candidates for an open position).-->
<!ELEMENT HiringOrg (HiringOrgName , HiringOrgId* , WebSite? ,
Industry? , Contact* )>
<!ATTLIST HiringOrg type (agent | principal | unspecified )
'unspecified' >
```

Element **HiringOrgName**

diagram
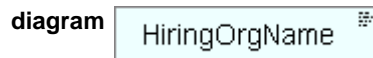
HiringOrgName

description The name of organization staffing the open position

attributes

uses

used by HiringOrg

content character data

occurrence

source
```
<!--The name of organization staffing the open position-->
<!ELEMENT HiringOrgName (#PCDATA )>
```

Element **HiringOrgId**

diagram

HiringOrgId

description A code identifying the hiring organization. An "idOwner" attribute can be used to identify the "owner" of the id. For instance idOwner="DUNS" might be used to indicate that the id code is a Dun

attributes idOwner

uses

used by HiringOrg

content character data

occurrence

Attribute	Datatype	Required	Values	Default
idOwner	string (default)	no (default)		

source
```
<!--A code identifying the hiring organization. An "idOwner"
attribute can be used to identify the "owner" of the id. For
instance idOwner="DUNS" might be used to indicate that the id code
is a Dun & Bradstreet "DUNS number".-->
<!ELEMENT HiringOrgId (#PCDATA )>
<!ATTLIST HiringOrgId idOwner CDATA #IMPLIED >
```

Element **NAICS**

diagram

NAICS
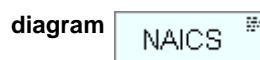
description North American Industry Classification System code.

attributes primaryIndicator

uses

used by Industry

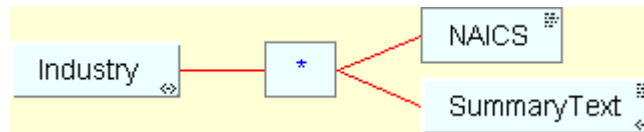**content** character data

occurrence

Attribute	Datatype	Required	Values	Default
primaryIndicator	Enumeration	no (default)	primary secondary unknown	primary

source

```
<!--North American Industry Classification System code.-->
<!ELEMENT NAICS (#PCDATA )>
<!ATTLIST NAICS primaryIndicator (primary | secondary | unknown )
'primary' >
```

Element **Industry**

diagram

description Identifies an industry by Standard Industrial
Classification (sic) Code or in summary text.

attributes

uses NAICS   SummaryText

used by HiringOrg

content choice

occurrence ZeroOrMore

source

```
<!--Identifies an industry by Standard Industrial Classification
(sic) Code or in summary text. -->
<!ELEMENT Industry (NAICS | SummaryText )*>
```

Element **JobPositionInformation**

diagram
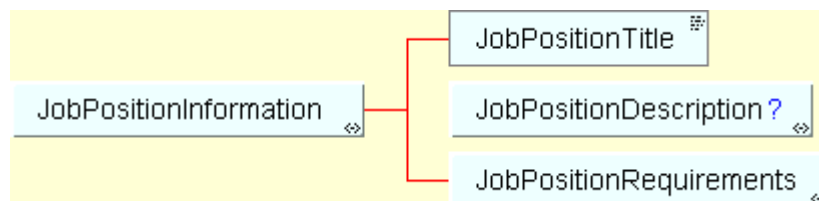
description Contains a title, requirements, and optionally a
description of the job/position.

attributes

uses JobPositionTitle   JobPositionDescription   JobPositionRequirements

used by JobPositionPosting

content a sequence of elements

occurrence required (default)

source

```
<!--Contains a title, requirements, and optionally a description
of the job/position.-->
<!ELEMENT JobPositionInformation (JobPositionTitle ,
JobPositionDescription? , JobPositionRequirements )>
```

Element **JobPositionDescription**

diagram

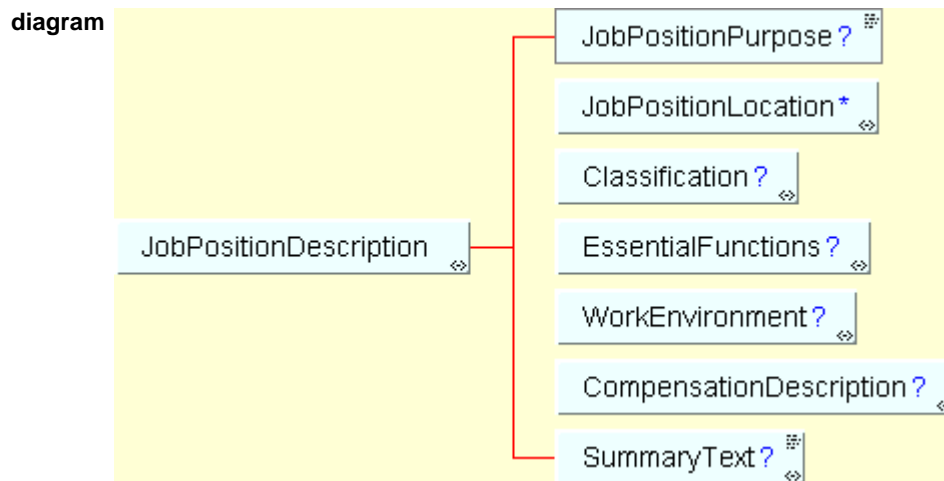**description** Contains information about the job/position being advertised other than specific job/position requirements. For instance, the description may contain information such as the location, purpose and essential functions.

attributes

uses JobPositionPurpose   JobPositionLocation   Classification   EssentialFunctions WorkEnvironment   CompensationDescription   SummaryText

used by JobPositionInformation

content a sequence of elements

occurrence required (default)

source
```
<!--Contains information about the job/position being advertised
other than specific job/position requirements. For instance, the
description may contain information such as the location, purpose
and essential functions. -->
<!ELEMENT JobPositionDescription (JobPositionPurpose? ,
JobPositionLocation* , Classification? , EssentialFunctions? ,
WorkEnvironment? , CompensationDescription? , SummaryText? )>
```

Element **JobPositionRequirements**

diagram

description Contains information about the qualifications and other requirements for the advertised job/position.

attributes

uses QualificationsRequired   QualificationsPreferred   TravelRequired WorkEligibilityStatus   SummaryText

used by JobPositionInformation
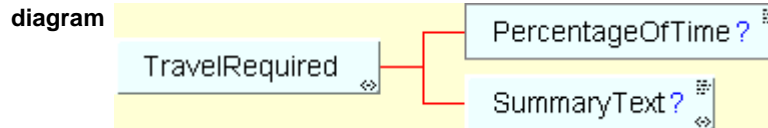
content a sequence of elements

occurrence required (default)

source
```
<!--Contains information about the qualifications and other
requirements for the advertised job/position. -->
<!ELEMENT JobPositionRequirements (QualificationsRequired? ,
QualificationsPreferred? , TravelRequired? ,
WorkEligibilityStatus? , SummaryText? )>
```

Element **TravelRequired**

diagram

description Describes whether travel is required for the job/position and the extent of any travel requirements.

attributes

uses PercentageOfTime   SummaryText

used by JobPositionRequirements

content a sequence of elements

occurrence required (default)

source
```
<!--Describes whether travel is required for the job/position and
the extent of any travel requirements. -->
<!ELEMENT TravelRequired (PercentageOfTime? , SummaryText? )>
```

Element **JobPositionPurpose**

diagram
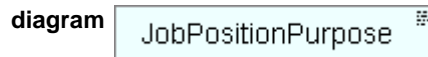
description A brief discription of the primary purpose or objective.

attributes

uses

used by JobPositionDescription

content character data

occurrence

source
```
<!--A brief discription of the primary purpose or objective.-->
<!ELEMENT JobPositionPurpose (#PCDATA )>
```

Element **WorkEnvironment**

diagram

description Information about the job/position's "work environment". For example, a job/position may require a person to work outside in potentially harsh weather conditions.

attributes

uses P   UL   Qualification

used by JobPositionDescription

content choice

occurrence OneOrMore

source
```
<!--Information about the job/position's "work environment". For
example, a job/position may require a person to work outside in
potentially harsh weather conditions. -->
<!ELEMENT WorkEnvironment (P | UL | Qualification )+>
```
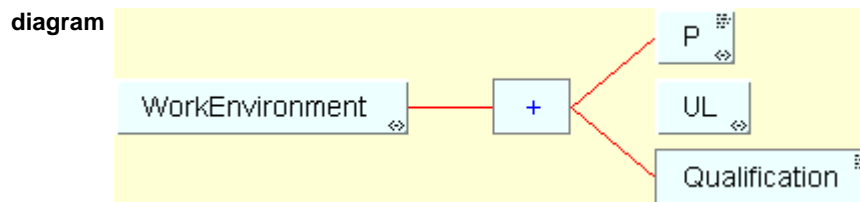
Element **QualificationsPreferred**

diagram
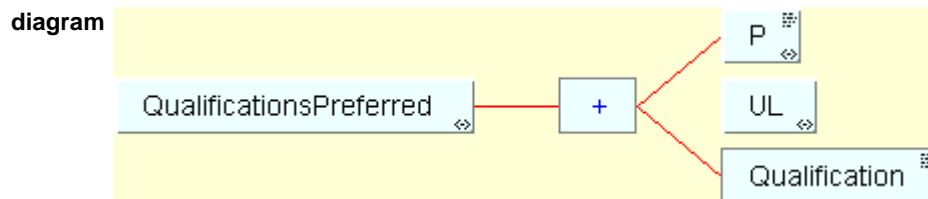
description Skills or qualifications that are "preferred," but which may not be an absolute requirement for a job/position.

attributes

uses P   UL   Qualification

used by JobPositionRequirements

content choice

occurrence OneOrMore

source
```
<!--Skills or qualifications that are "preferred," but which may
not be an absolute requirement for a job/position. -->
<!ELEMENT QualificationsPreferred (P | UL | Qualification )+>
```

Element **EssentialFunctions**

diagram

description The essential (non-marginal) functions associated with a job/position.

attributes

attributes

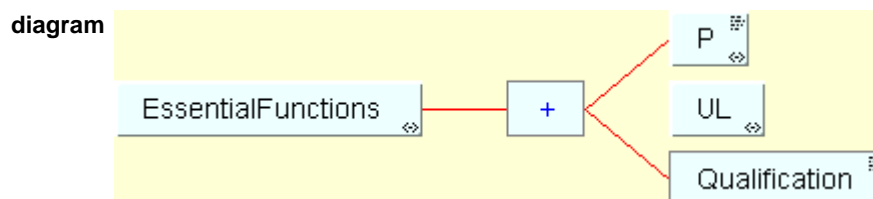|	
uses	P UL Qualification
used by	JobPositionDescription
content	choice
occurrence	OneOrMore

source
```
<!--The essential (non-marginal) functions associated with a
job/position. -->
<!ELEMENT EssentialFunctions (P | UL | Qualification )+>
```

Element **QualificationsRequired**

diagram
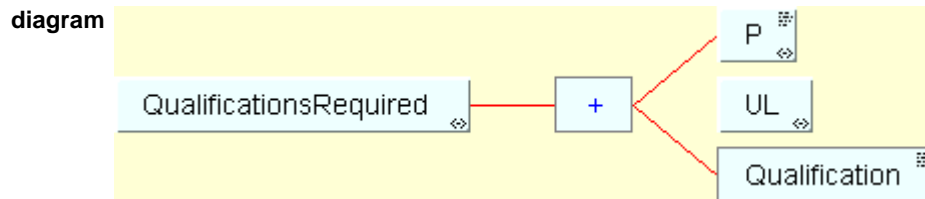
description Qualifications required for a job/position.

attributes

uses	P UL Qualification
used by	JobPositionRequirements
content	choice
occurrence	OneOrMore

source
```
<!--Qualifications required for a job/position. -->
<!ELEMENT QualificationsRequired (P | UL | Qualification )+>
```

Element **WorkEligibilityStatus**

diagram

description Provides details on visa, citizenship, or other
requirements related to legal eligibility to hold
the job/position.

attributes

uses	
used by	JobPositionRequirements
content	character data
occurrence	

source
```
<!--Provides details on visa, citizenship, or other requirements
related to legal eligibility to hold the job/position. -->
<!ELEMENT WorkEligibilityStatus (#PCDATA )>
```

Element **PercentageOfTime**

diagram	PercentageOfTime
description	The percentage of total working time. For instance, the percentage of working time spent traveling.
attributes	
uses	
used by	TravelRequired
content	character data
occurrence	

source

```
<!--The percentage of total working time. For instance, the
percentage of working time spent traveling.-->
<!ELEMENT PercentageOfTime (#PCDATA )>
```

Element **Classification**

diagram	

description	Contains information about how the job/position is classified.
attributes	distribute
uses	DirectHireOrContract Schedule Duration OTStatus
used by	JobPositionDescription
content	a sequence of elements
occurrence	required (default)
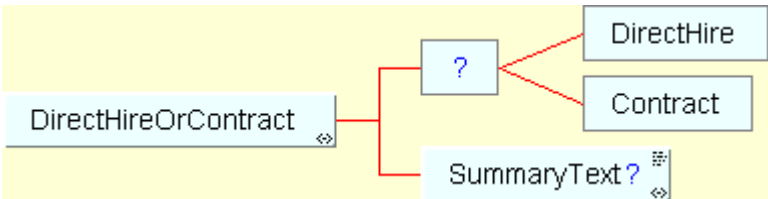
Attribute	Datatype	Required	Values		Default
distribute	Enumeration	no (default)	external	internal	external

source

```
<!--Contains information about how the job/position is
classified.-->
<!ELEMENT Classification (DirectHireOrContract? , Schedule? ,
Duration? , OTStatus? )>
<!ATTLIST Classification distribute (external | internal )
'external' >
```

Element **DirectHireOrContract**

diagram	

description	Indicates whether the position is a direct hire or a contract position.
attributes	

uses DirectHire   Contract   SummaryText

used by Classification

content a sequence of elements

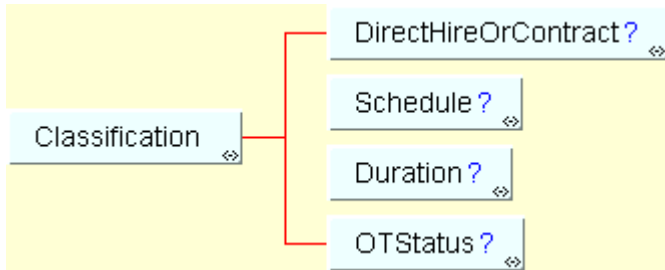**occurrence** required (default)

source
```
<!--Indicates whether the position is a direct hire or a contract
position. -->
<!ELEMENT DirectHireOrContract ( (DirectHire | Contract )? ,
SummaryText? )>
```

Element **OTStatus**
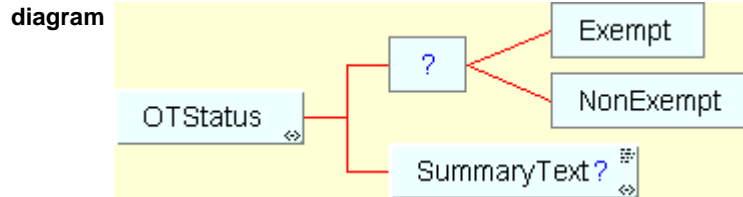
diagram

description Contains information on whether the job/position is eligible for overtime compensation.

attributes

uses Exempt   NonExempt   SummaryText

used by Classification

content a sequence of elements

occurrence required (default)

source
```
<!--Contains information on whether the job/position is eligible
for overtime compensation. -->
<!ELEMENT OTStatus ( (Exempt | NonExempt )? , SummaryText? )>
```

Element **Schedule**
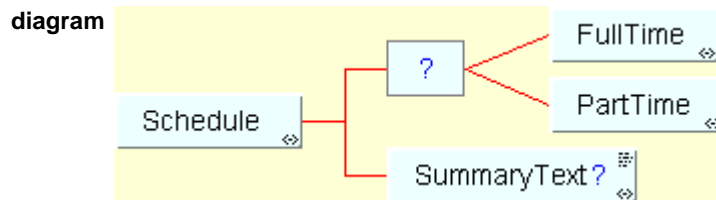
diagram

description Information about whether the position is part-time or full-time and possibly the number of scheduled hours each week.

attributes

uses FullTime   PartTime   SummaryText

used by Classification

content a sequence of elements

occurrence required (default)

source
```
<!--Information about whether the position is part-time or full-
time and possibly the number of scheduled hours each week. -->
<!ELEMENT Schedule ( (FullTime | PartTime )? , SummaryText? )>
```
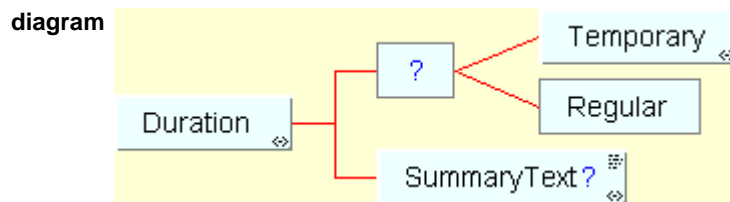
Element **Duration**

diagram	
description	Contains information on whether the job/position is "temporary" or "regular".
attributes	
uses	Temporary Regular SummaryText
used by	Classification
content	a sequence of elements
occurrence	required (default)
source	`<!--Contains information on whether the job/position is "temporary" or "regular". -->` `<!ELEMENT Duration ( (Temporary | Regular )? , SummaryText? )>`

Element **Exempt**
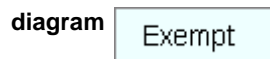
diagram	Exempt
description	Indicates that the position is exempt from overtime requirements under applicable wage-hour law.
attributes	
uses	
used by	OTStatus
content	empty
occurrence	
source	`<!--Indicates that the position is exempt from overtime requirements under applicable wage-hour law.-->` `<!ELEMENT Exempt EMPTY>`

Element **NonExempt**
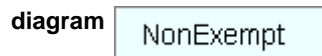
diagram	NonExempt
description	Indicates that the job/position is not exempt from overtime requirements under applicable wage-hour law.
attributes	
uses	
used by	OTStatus
content	empty
occurrence	
source	`<!--Indicates that the job/position is not exempt from overtime requirements under applicable wage-hour law.-->` `<!ELEMENT NonExempt EMPTY>`

Element **DirectHire**
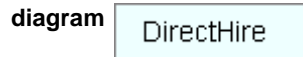
diagram	DirectHire
description	Indicates that the job/position is a "direct hire", rather than a contract position.
attributes	
uses	
used by	DirectHireOrContract
content	empty
occurrence	
source	`<!--Indicates that the job/position is a "direct hire", rather than a contract position.-->` `<!ELEMENT DirectHire EMPTY>`

Element **Contract**
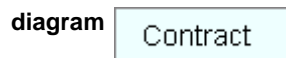
diagram	Contract
description	Indicates that the position is a direct hire, rather than a contract position.
attributes	
uses	
used by	DirectHireOrContract
content	empty
occurrence	
source	`<!--Indicates that the position is a direct hire, rather than a contract position.-->` `<!ELEMENT Contract EMPTY>`

Element **FullTime**
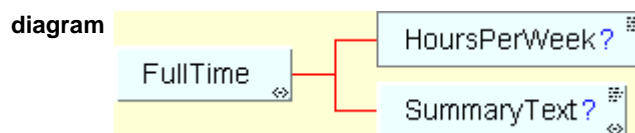
diagram	FullTime — HoursPerWeek? / SummaryText?
description	Indicates that the job/position is "full-time". Can contain information on the job/position's scheduled hours per week.
attributes	
uses	HoursPerWeek SummaryText
used by	Schedule
content	a sequence of elements
occurrence	required (default)
source	`<!--Indicates that the job/position is "full-time". Can contain information on the job/position's scheduled hours per week. -->` `<!ELEMENT FullTime (HoursPerWeek? , SummaryText? )>`

Element **PartTime**

diagram

description Contains information regarding the job/position's "part-time" status, such as the number of hours per week required by the job/position.

attributes

uses HoursPerWeek   SummaryText

used by Schedule

content a sequence of elements

occurrence required (default)

source
```
<!--Contains information regarding the job/position's "part-time"
status, such as the number of hours per week required by the
job/position. -->
<!ELEMENT PartTime (HoursPerWeek? , SummaryText? )>
```

Element **HoursPerWeek**

diagram
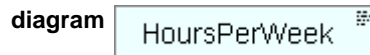
description The number of scheduled or regular hours per week required by the job/position.

attributes

uses

used by FullTime   PartTime

content character data

occurrence

source
```
<!--The number of scheduled or regular hours per week required by
the job/position.-->
<!ELEMENT HoursPerWeek (#PCDATA )>
```

Element **Temporary**
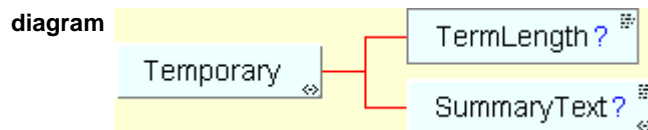
diagram

description Indicates that the job/position is temporary. Possibly contains the duration of the job/position.
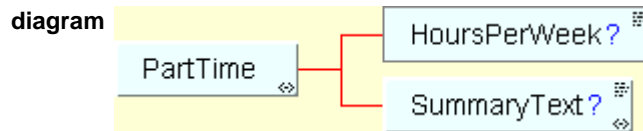
attributes

uses TermLength   SummaryText

used by Duration

content a sequence of elements

occurrence required (default)

source
```
<!--Indicates that the job/position is temporary. Possibly
contains the duration of the job/position. -->
<!ELEMENT Temporary (TermLength? , SummaryText? )>
```

Element **TermLength**

diagram
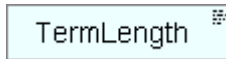
TermLength

description The length of a temporary assignment or job/position.

attributes

uses

used by Temporary

content character data

occurrence

source
```
<!--The length of a temporary assignment or job/position.-->
<!ELEMENT TermLength (#PCDATA )>
```

Element **Regular**

diagram
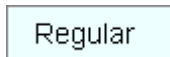
Regular

description Indicates that the job/position is a "regular" versus "temporary" status.

attributes

uses

used by Duration

content empty

occurrence

source
```
<!--Indicates that the job/position is a "regular" versus
"temporary" status. -->
<!ELEMENT Regular EMPTY>
```

Element **VoiceNumber**

diagram

VoiceNumber — IntlCode? / AreaCode? / TelNumber / Extension?
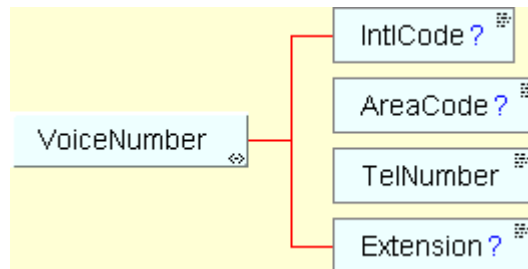
description A telephone number for voice communications (versus fax, pager, etc).

attributes type   label

uses IntlCode   AreaCode   TelNumber   Extension

used by	ByPhone Contact InPerson			
content	a sequence of elements			
occurrence	required (default)			

Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	primary secondary	
label	string (default)	no (default)		

source

```
<!--A telephone number for voice communications (versus fax,
pager, etc). -->
<!ELEMENT VoiceNumber (IntlCode? , AreaCode? , TelNumber ,
Extension? )>
<!ATTLIST VoiceNumber type (primary | secondary ) #IMPLIED label
CDATA #IMPLIED >
```

Element **FaxNumber**

diagram

description A telephone number for facsimile or "fax" transmissions.

attributes type   label

uses IntlCode   AreaCode   TelNumber   Extension

used by ByFax   Contact

content a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	primary secondary	
label	string (default)	no (default)		

source

```
<!--A telephone number for facsimile or "fax" transmissions. -->
<!ELEMENT FaxNumber (IntlCode? , AreaCode? , TelNumber ,
Extension? )>
<!ATTLIST FaxNumber type (primary | secondary ) #IMPLIED label
CDATA #IMPLIED >
```

Element **PagerNumber**

diagram

description A telephone number for pager.

attributes type   label

uses IntlCode   AreaCode   TelNumber   Extension

used by Contact

content a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	primary secondary	
label	string (default)	no (default)		

source
```
<!--A telephone number for pager. -->
<!ELEMENT PagerNumber (IntlCode? , AreaCode? , TelNumber ,
Extension? )>
<!ATTLIST PagerNumber type (primary | secondary ) #IMPLIED label
CDATA #IMPLIED >
```

Element **TTDNumber**

diagram
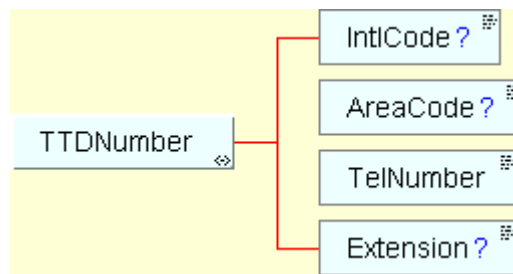
description A telephone number for teletype devices, which may be used by the hearing impaired.

attributes type   label

uses IntlCode   AreaCode   TelNumber   Extension

used by ByPhone   Contact   InPerson

content a sequence of elements

occurrence required (default)

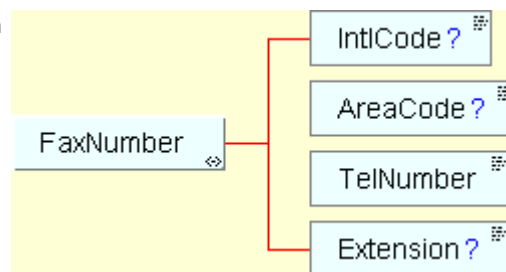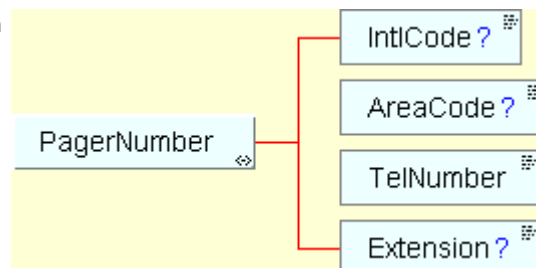| Attribute	Datatype	Required	Values	Default
type	Enumeration	no (default)	primary secondary	
label	string (default)	no (default)		

source
```
<!--A telephone number for teletype devices, which may be used by
the hearing impaired. -->
<!ELEMENT TTDNumber (IntlCode? , AreaCode? , TelNumber ,
Extension? )>
<!ATTLIST TTDNumber type (primary | secondary ) #IMPLIED label
CDATA #IMPLIED >
```

Element **IntlCode**

diagram
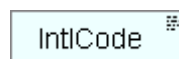
description The "country code" that must be dialed to place an international call.

attributes

uses

used by FaxNumber   PagerNumber   TTDNumber   VoiceNumber
content character data
occurrence
source
        <!--The "country code" that must be dialed to place an
        international call.-->
        <!ELEMENT IntlCode (#PCDATA)>

Element **AreaCode**

diagram
```
AreaCode
```
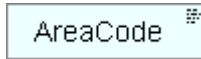
description A location prefix for a telephone number.

attributes
    uses
used by FaxNumber   PagerNumber   TTDNumber   VoiceNumber
content character data
occurrence
source
        <!--A location prefix for a telephone number.-->
        <!ELEMENT AreaCode (#PCDATA)>

Element **TelNumber**

diagram
```
TelNumber
```
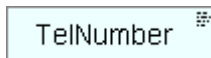
description A telephone number, not including a country code
          or area code.

attributes
    uses
used by FaxNumber   PagerNumber   TTDNumber   VoiceNumber
content character data
occurrence
source
        <!--A telephone number, not including a country code or area
        code.-->
        <!ELEMENT TelNumber (#PCDATA)>

Element **Extension**

diagram
```
Extension
```
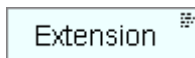
description A telephone extension.

attributes
    uses
used by FaxNumber   PagerNumber   TTDNumber   VoiceNumber
content character data
occurrence
source
        <!--A telephone extension.-->
        <!ELEMENT Extension (#PCDATA)>

Element **HowToApply**

diagram	
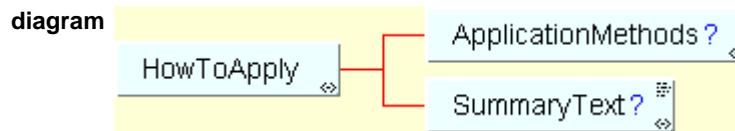
description Information about how to apply for an open job/position.

attributes distribute

uses ApplicationMethods   SummaryText

used by JobPositionPosting

content a sequence of elements

occurrence required (default)

Attribute	Datatype	Required	Values		Default
distribute	Enumeration	no (default)	external	internal	external

source
```
<!--Information about how to apply for an open job/position. -->
<!ELEMENT HowToApply (ApplicationMethods? , SummaryText?)>
<!ATTLIST HowToApply distribute (external | internal) 'external'
>
```

## Element **ApplicationMethods**
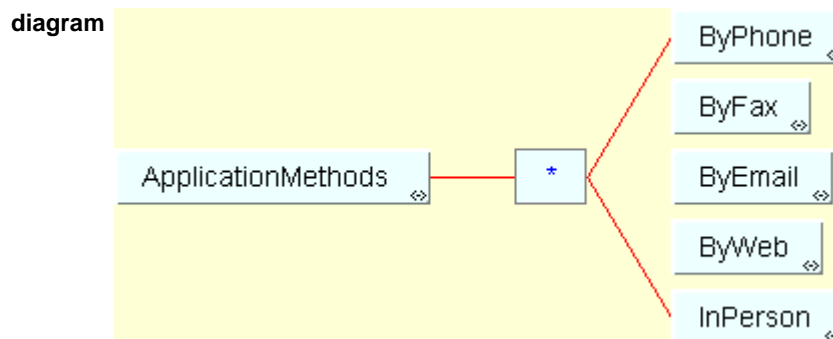
| | |
|---|---|
| **diagram** |  |

**description** Contains information on the prescribed ways to apply for the job/position.

**attributes**

**uses** ByPhone   ByFax   ByEmail   ByWeb   InPerson

**used by** HowToApply

**content** choice

**occurrence** ZeroOrMore

**source**
```
<!--Contains information on the prescribed ways to apply for the
job/position. -->
<!ELEMENT ApplicationMethods (ByPhone | ByFax | ByEmail | ByWeb |
InPerson)*>
```

## Element **ByPhone**

**diagram**
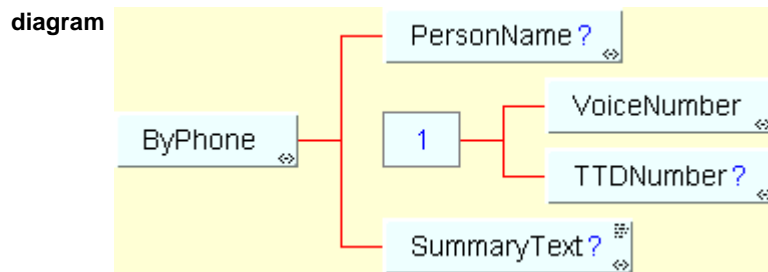


**description** Information necessary to apply for the job/position via voice telephone.

**attributes**

**uses** PersonName   VoiceNumber   TTDNumber   SummaryText

**used by** ApplicationMethods

**content** a sequence of elements

**occurrence** required (default)

**source**
```
<!--Information necessary to apply for the job/position via voice
telephone. -->
<!ELEMENT ByPhone (PersonName? , (VoiceNumber , TTDNumber?) ,
SummaryText?)>
```

## Element **ByFax**

**diagram**



**description** Information necessary to apply for the job/position via fax.

**attributes**

**uses** PersonName   FaxNumber   SummaryText

**used by** ApplicationMethods

**content** a sequence of elements

**occurrence** required (default)

**source**
```
<!--Information necessary to apply for the job/position via fax. -
->
<!ELEMENT ByFax (PersonName? , (FaxNumber?) , SummaryText?)>
```

## Element **ByEmail**

**diagram**
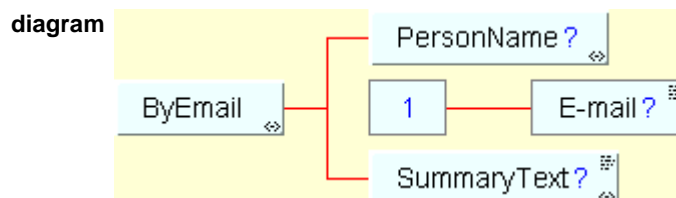


**description** Information necessary to apply for the job/position via e-mail.

**attributes**

**uses** PersonName   E-mail   SummaryText

| | |
|---|---|
| **uses** | PersonName   E-mail   SummaryText |
| **used by** | ApplicationMethods |
| **content** | a sequence of elements |
| **occurrence** | required (default) |

**source**

```
<!--Information necessary to apply for the job/position via e-
mail. -->
<!ELEMENT ByEmail (PersonName? , (E-mail? ) , SummaryText? )>
```

Element **ByWeb**

diagram
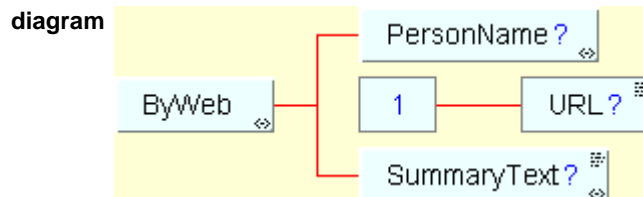
description Information necessary to apply for the job/position over the web.

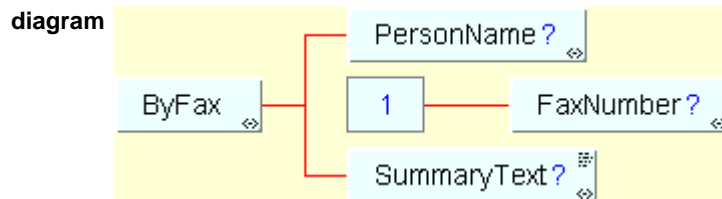|	
attributes	
uses	PersonName URL SummaryText
used by	ApplicationMethods
content	a sequence of elements
occurrence	required (default)

source

```
<!--Information necessary to apply for the job/position over the
web. -->
<!ELEMENT ByWeb (PersonName? , (URL? ) , SummaryText? )>
```

Element **InPerson**

diagram
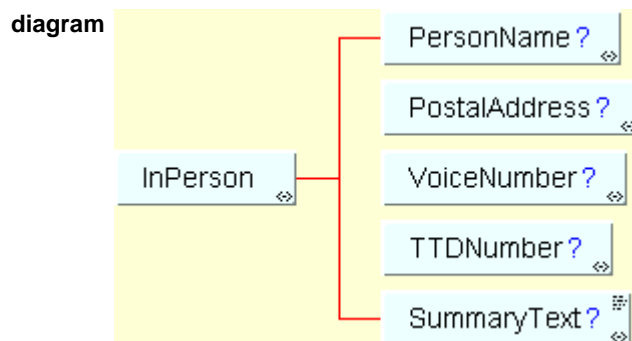
description Information necessary to apply for the job/position in person.

attributes	
uses	PersonName PostalAddress VoiceNumber TTDNumber SummaryText
used by	ApplicationMethods
content	a sequence of elements
occurrence	required (default)

source

```
<!--Information necessary to apply for the job/position in person.
-->
<!ELEMENT InPerson (PersonName? , PostalAddress? , VoiceNumber? ,
TTDNumber? , SummaryText? )>
```

Element **JobPositionPostingId**

diagram

JobPositionPostingId

description A code to identify the job/position posting. An "idOwner" attribute can be used to identify the owner of the id.

attributes idOwner

uses

used by JobPositionPosting

content character data

occurrence

Attribute	Datatype	Required	Values	Default
idOwner	string (default)	no (default)		

source
```
<!--A code to identify the job/position posting. An "idOwner"
attribute can be used to identify the owner of the id.-->
<!ELEMENT JobPositionPostingId (#PCDATA )>
<!ATTLIST JobPositionPostingId idOwner CDATA #IMPLIED >
```

Element **EEOStatement**

diagram

EEOStatement

description An equal employment opportunity statement.

attributes

uses

used by JobPositionPosting

content character data

occurrence

source
```
<!--An equal employment opportunity statement.-->
<!ELEMENT EEOStatement (#PCDATA )>
```

Original Schema Source

```
<!--8/17/2000 Included PersonName module -->
<!--8/17/2000 Removed DT4DTD syntax per TSC decision -->
<!--8/17/2000 Changed WrkEnvironment to WorkEnvironment forreadability -->
<!--9/05/2000 1. Made Changes With Respect to Job/Position Dependencies:JobPosting to
JobPositionPosting jobPostingId to jobPositionPostingId JobInformation to
JobPositionInformation JobDescription to JobPositionDescription JobLocation to
JobPositionLocation jobTitle to jobPositionTitle jobPurpose to jobPositionPurpose
JobRequirements to JobPositionRequirements2. Per decision at 8/24/2000 workgroup
meetings* Changed content model of JobPositionLocation to: Address | LocationSummary |
summaryText * Create following content model for "LocationSummary":city? ,
countyDistrictRegion? , stateProvince? , country?, postalCode? 3. Inserted PersonName
Module in-place, removed parameter entity4. Fixed typo. Changed locationDecription to
locationDescription -->
<!--9/06/2000 Removed tech-specific enumerations from type attribute of Qualification
tag...Was:skill | experience | software | prgmLang | education | license |certification |
hardware | equipment | operatingSystem | otherChanged to:skill | experience | education |
license | certification | equipment | other-->
<!--9/08/2000 added status attribute to JobPositionPosting-->
<!--9/29/2000 added category attribute to qualification element-->
<!--10/26/2000 Added approved CPO PostalAddress and PersonName v01 modules -->
<!--11/05/2000 Changed all elements to UpperCamelCase-->
<!---->
<!--Contains a single "posting" or notification of a job/position to be filled. -->
<!ELEMENT JobPositionPosting (JobPositionPostingId* , HiringOrg+ , PostDetail? ,
JobPositionInformation , HowToApply+ , EEOStatement? )>
<!ATTLIST JobPositionPosting status (active | inactive ) 'active' >
<!--A descriptive field.-->
<!ELEMENT SummaryText (#PCDATA | Link )*>
<!--A paragraph.-->
<!ELEMENT P (#PCDATA | Link | Qualification | Img )*>
<!--An unordered list. -->
<!ELEMENT UL (LI+ )>
<!--A list item.-->
<!ELEMENT LI (#PCDATA | Link | Qualification )*>
<!--A hyperlink to an URL or a e-mail.-->
<!ELEMENT Link (#PCDATA )>
<!ATTLIST Link linkEnd CDATA #IMPLIED mailTo CDATA #IMPLIED idRef IDREF
#IMPLIED >
<!--An image, such as a .gif -->
<!ELEMENT Img EMPTY>
```

```
<!ATTLIST Img src CDATA #REQUIRED width CDATA #IMPLIED height CDATA
#IMPLIED alt CDATA #IMPLIED mediaType CDATA #IMPLIED >
<!--Information about where a job/position is located or location-related requirements. -->
<!ELEMENT JobPositionLocation (PostalAddress | LocationSummary | SummaryText )>
<!--Information on where an employer or job/position was located. This information
typically would include a city and state name.-->
<!ELEMENT LocationSummary (Municipality? , Region* , CountryCode? , PostalCode? )
>
<!--An employment qualification.The "type" attribute describes the
qualification."description" is used to provide qualifying metadata when the type attribute
has a value of "other.""yearsOfExperience" can be used to specify the job/position seeker's
years experience with regard to the qualification."level" is used to specify the job/position
seeker's degree of expertise with respect to the qualification. This expertise is expressed on
a scale of "1" to "5". "5" represents the highest level of expertise and "1" represents the
lowest level."interest" is used to specify the job/position seeker's interest with respect to the
qualification. The level of interest is expressed on a scale of "1" to "5". "5" represents the
highest level of interest and "1" represents the lowest level."yearLastUsed" is used to
specify the year the job/position seeker last used the qualification. -->
<!ELEMENT Qualification (#PCDATA )>
<!ATTLIST Qualification type (skill | experience | education | license | certification |
equipment | other ) #IMPLIED description CDATA #IMPLIED yearsOfExperience
CDATA #IMPLIED level (1 | 2 | 3 | 4 | 5 ) #IMPLIED interest (1 | 2 | 3 | 4 | 5 ) #IMPLIED
yearLastUsed CDATA #IMPLIED source CDATA #IMPLIED category CDATA
#IMPLIED >
<!--A date. Dates are represented in accordance with ISO 8601. For instance: Date: YYYY-
MM-DD: Time: HH:MM:SS: International Time : HH:MM:SSZ: UTC (Universal
Coordinated Time): Time zone: HH:MM:SS-HHMM: Includes addition/subtraction to
bring the time to UTC.: Combined date/time: YYYY-MM-DDTHH:MM:SS: -->
<!ELEMENT Date (#PCDATA )>
<!--A start date, such as the date an individual began employment at a particular employer. -
->
<!ELEMENT StartDate (Date )>
<!--An end date. For instance, the date marking the end of a period during which a
job/position should be advertise or the end of a period of employment for a particular
employer.-->
<!ELEMENT EndDate ( (Date | CurrentFlag ) , SummaryText? )>
<!--An empty element within an end date that indicates "current status". For example, a
job/position that is currently held.-->
<!ELEMENT CurrentFlag EMPTY>
<!--CPO PostalAddress Module. -->
<!--The extended addressType attribute describes the type of an address. For example,
"home", "work" and "temporary" are possible values for addressType.-->
<!ELEMENT PostalAddress (CountryCode , PostalCode? , Region* , Municipality? ,
DeliveryAddress? , Recipient* )>
<!ATTLIST PostalAddress type (postOfficeBoxAddress | streetAddress | undefined )
'undefined' addressType CDATA #IMPLIED >
<!ELEMENT PostalCode (#PCDATA )>
<!ELEMENT CountryCode (#PCDATA )>
<!ELEMENT Region (#PCDATA )>
```

```
<!ELEMENT Municipality (#PCDATA )>
<!ELEMENT DeliveryAddress (AddressLine* )>
<!ELEMENT AddressLine (#PCDATA )>
<!ELEMENT Recipient (PersonName? , AdditionalText* , Organization? )>
<!ELEMENT AdditionalText (#PCDATA )>
<!ELEMENT Organization (#PCDATA )>
<!--The title of a position.-->
<!ELEMENT PositionTitle (#PCDATA )>
<!--The title of a job/position.-->
<!ELEMENT JobPositionTitle (#PCDATA )>
<!--A description of the compensation provided with the job/position. -->
<!ELEMENT CompensationDescription (Pay? , BenefitsDescription? , SummaryText? )>
<!--A brief description of the salary or rate of pay provided by the job/position. -->
<!ELEMENT Pay ( (RatePerHour | RatePerDay | SalaryAnnual | SalaryMonthly )+ |
SummaryText )>
<!--A brief description of any employee benefits program offered with the job/position. -->
<!ELEMENT BenefitsDescription (P | UL )*>
<!--The rate of pay per hour.-->
<!ELEMENT RatePerHour (#PCDATA )>
<!ATTLIST RatePerHour currency (ATS | AUD | BEF | BRL | CHF | DEM | DKK | ESP |
EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD | JPY | LUF | MXN | MYR | NLG |
NOK | NZD | PTE | RUR | SAR | SEK | SGD | TRL | USD | ZAR ) #REQUIRED >
<!--The rate of pay per day.-->
<!ELEMENT RatePerDay (#PCDATA )>
<!ATTLIST RatePerDay currency (ATS | AUD | BEF | BRL | CHF | DEM | DKK | ESP |
EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD | JPY | LUF | MXN | MYR | NLG |
NOK | NZD | PTE | RUR | SAR | SEK | SGD | TRL | USD | ZAR ) #REQUIRED >
<!--An annual salary.-->
<!ELEMENT SalaryAnnual (#PCDATA )>
<!ATTLIST SalaryAnnual currency (ATS | AUD | BEF | BRL | CHF | DEM | DKK | ESP |
EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD | JPY | LUF | MXN | MYR | NLG |
NOK | NZD | PTE | RUR | SAR | SEK | SGD | TRL | USD | ZAR ) #REQUIRED >
<!--A monthly salary.-->
<!ELEMENT SalaryMonthly (#PCDATA )>
<!ATTLIST SalaryMonthly currency (ATS | AUD | BEF | BRL | CHF | DEM | DKK | ESP |
EUR | FIM | FRF | GBP | GRD | IEP | ILS | ITL | JOD | JPY | LUF | MXN | MYR | NLG |
NOK | NZD | PTE | RUR | SAR | SEK | SGD | TRL | USD | ZAR ) #REQUIRED >
<!--Contains the contact information for the person who posted the resume or job/position
posting and the effective date of the posting. -->
<!ELEMENT PostDetail (StartDate , EndDate? , PostedBy? )>
<!--Contact information for the person who posted the resume or job/position posting. -->
<!ELEMENT PostedBy (Contact )>
<!-- CPO PersonName Module - The name of a person. -->
<!ELEMENT PersonName (FormattedName* , GivenName* , PreferredGivenName? ,
MiddleName? , FamilyName* , Affix* )>
<!ELEMENT FormattedName (#PCDATA )>
<!ATTLIST FormattedName type (presentation | legal | sortOrder ) 'presentation' >
<!ELEMENT GivenName (#PCDATA )>
<!ELEMENT PreferredGivenName (#PCDATA )>
<!ELEMENT MiddleName (#PCDATA )>
```

<!ELEMENT FamilyName (#PCDATA)>
<!ATTLIST FamilyName primary (true | false | undefined) 'undefined' >
<!ELEMENT Affix (#PCDATA)>
<!ATTLIST Affix type (academicGrade | aristocraticPrefix | aristocraticTitle |
familyNamePrefix | familyNameSuffix | formOfAddress | generation) #REQUIRED >
<!--The name of a person and sufficient information to contact him or her. -->
<!ELEMENT Contact (PersonName? , PositionTitle? , PostalAddress* , (VoiceNumber |
FaxNumber | PagerNumber | TTDNumber)* , E-mail* , WebSite*)>
<!ATTLIST Contact type CDATA #IMPLIED >
<!--An e-mail address.-->
<!ELEMENT E-mail (#PCDATA)>
<!--An URL for a web site.-->
<!ELEMENT WebSite (#PCDATA)>
<!--An URL for a web site. -->
<!ELEMENT URL (#PCDATA)>
<!--Information about the "hiring organization". A "type" attribute can be used to specify
whether the hiring organization is a "principal" (for example, an employer advertizing a
direct hire position) or an agent (for example, a recruiter working for an employer to find
suitable candidates for an open position).-->
<!ELEMENT HiringOrg (HiringOrgName , HiringOrgId* , WebSite? , Industry? ,
Contact*)>
<!ATTLIST HiringOrg type (agent | principal | unspecified) 'unspecified' >
<!--The name of organization staffing the open position-->
<!ELEMENT HiringOrgName (#PCDATA)>
<!--A code identifying the hiring organization. An "idOwner" attribute can be used to
identify the "owner" of the id. For instance idOwner="DUNS" might be used to indicate
that the id code is a Dun & Bradstreet "DUNS number".-->
<!ELEMENT HiringOrgId (#PCDATA)>
<!ATTLIST HiringOrgId idOwner CDATA #IMPLIED >
<!--North American Industry Classification System code.-->
<!ELEMENT NAICS (#PCDATA)>
<!ATTLIST NAICS primaryIndicator (primary | secondary | unknown) 'primary' >
<!--Identifies an industry by Standard Industrial Classification (sic) Code or in summary
text. -->
<!ELEMENT Industry (NAICS | SummaryText)*>
<!--Contains a title, requirements, and optionally a description of the job/position.-->
<!ELEMENT JobPositionInformation (JobPositionTitle , JobPositionDescription? ,
JobPositionRequirements)>
<!--Contains information about the job/position being advertised other than specific
job/position requirements. For instance, the description may contain information such as the
location, purpose and essential functions. -->
<!ELEMENT JobPositionDescription (JobPositionPurpose? , JobPositionLocation* ,
Classification? , EssentialFunctions? , WorkEnvironment? , CompensationDescription? ,
SummaryText?)>
<!--Contains information about the qualifications and other requirements for the advertised
job/position. -->
<!ELEMENT JobPositionRequirements (QualificationsRequired? ,
QualificationsPreferred? , TravelRequired? , WorkEligibilityStatus? , SummaryText?)>
<!--Describes whether travel is required for the job/position and the extent of any travel

requirements. -->
<!ELEMENT TravelRequired (PercentageOfTime? , SummaryText?)>
<!--A brief discription of the primary purpose or objective.-->
<!ELEMENT JobPositionPurpose (#PCDATA)>
<!--Information about the job/position's "work environment". For example, a job/position
may require a person to work outside in potentially harsh weather conditions. -->
<!ELEMENT WorkEnvironment (P | UL | Qualification)+>
<!--Skills or qualifications that are "preferred," but which may not be an absolute
requirement for a job/position. -->
<!ELEMENT QualificationsPreferred (P | UL | Qualification)+>
<!--The essential (non-marginal) functions associated with a job/position. -->
<!ELEMENT EssentialFunctions (P | UL | Qualification)+>
<!--Qualifications required for a job/position. -->
<!ELEMENT QualificationsRequired (P | UL | Qualification)+>
<!--Provides details on visa, citizenship, or other requirements related to legal eligibility to
hold the job/position. -->
<!ELEMENT WorkEligibilityStatus (#PCDATA)>
<!--The percentage of total working time. For instance, the percentage of working time
spent traveling.-->
<!ELEMENT PercentageOfTime (#PCDATA)>
<!--Contains information about how the job/position is classified.-->
<!ELEMENT Classification (DirectHireOrContract? , Schedule? , Duration? , OTStatus?)>
<!ATTLIST Classification distribute (external | internal) 'external' >
<!--Indicates whether the position is a direct hire or a contract position. -->
<!ELEMENT DirectHireOrContract ((DirectHire | Contract)? , SummaryText?)>
<!--Contains information on whether the job/position is eligible for overtime compensation.
-->
<!ELEMENT OTStatus ((Exempt | NonExempt)? , SummaryText?)>
<!--Information about whether the position is part-time or full-time and possibly the
number of scheduled hours each week. -->
<!ELEMENT Schedule ((FullTime | PartTime)? , SummaryText?)>
<!--Contains information on whether the job/position is "temporary" or "regular". -->
<!ELEMENT Duration ((Temporary | Regular)? , SummaryText?)>
<!--Indicates that the position is exempt from overtime requirements under applicable
wage-hour law.-->
<!ELEMENT Exempt EMPTY>
<!--Indicates that the job/position is not exempt from overtime requirements under
applicable wage-hour law.-->
<!ELEMENT NonExempt EMPTY>
<!--Indicates that the job/position is a "direct hire", rather than a contract position.-->
<!ELEMENT DirectHire EMPTY>
<!--Indicates that the position is a direct hire, rather than a contract position.-->
<!ELEMENT Contract EMPTY>
<!--Indicates that the job/position is "full-time". Can contain information on the
job/position's scheduled hours per week. -->
<!ELEMENT FullTime (HoursPerWeek? , SummaryText?)>
<!--Contains information regarding the job/position's "part-time" status, such as the number
of hours per week required by the job/position. -->
<!ELEMENT PartTime (HoursPerWeek? , SummaryText?)>
<!--The number of scheduled or regular hours per week required by the job/position.-->

```
<!ELEMENT HoursPerWeek (#PCDATA )>
```
<!--Indicates that the job/position is temporary. Possibly contains the duration of the job/position. -->
```
<!ELEMENT Temporary (TermLength? , SummaryText? )>
```
<!--The length of a temporary assignment or job/position.-->
```
<!ELEMENT TermLength (#PCDATA )>
```
<!--Indicates that the job/position is a "regular" versus "temporary" status. -->
```
<!ELEMENT Regular EMPTY>
```
<!--A telephone number for voice communications (versus fax, pager, etc). -->
```
<!ELEMENT VoiceNumber (IntlCode? , AreaCode? , TelNumber , Extension? )>
<!ATTLIST VoiceNumber type (primary | secondary ) #IMPLIED label CDATA
#IMPLIED >
```
<!--A telephone number for facsimile or "fax" transmissions. -->
```
<!ELEMENT FaxNumber (IntlCode? , AreaCode? , TelNumber , Extension? )>
<!ATTLIST FaxNumber type (primary | secondary ) #IMPLIED label CDATA #IMPLIED
>
```
<!--A telephone number for pager. -->
```
<!ELEMENT PagerNumber (IntlCode? , AreaCode? , TelNumber , Extension? )>
<!ATTLIST PagerNumber type (primary | secondary ) #IMPLIED label CDATA
#IMPLIED >
```
<!--A telephone number for teletype devices, which may be used by the hearing impaired. -->
```
<!ELEMENT TTDNumber (IntlCode? , AreaCode? , TelNumber , Extension? )>
<!ATTLIST TTDNumber type (primary | secondary ) #IMPLIED label CDATA #IMPLIED
>
```
<!--The "country code" that must be dialed to place an international call.-->
```
<!ELEMENT IntlCode (#PCDATA )>
```
<!--A location prefix for a telephone number.-->
```
<!ELEMENT AreaCode (#PCDATA )>
```
<!--A telephone number, not including a country code or area code.-->
```
<!ELEMENT TelNumber (#PCDATA )>
```
<!--A telephone extension.-->
```
<!ELEMENT Extension (#PCDATA )>
```
<!--Information about how to apply for an open job/position. -->
```
<!ELEMENT HowToApply (ApplicationMethods? , SummaryText? )>
<!ATTLIST HowToApply distribute (external | internal ) 'external' >
```
<!--Contains information on the prescribed ways to apply for the job/position. -->
```
<!ELEMENT ApplicationMethods (ByPhone | ByFax | ByEmail | ByWeb | InPerson )*>
```
<!--Information necessary to apply for the job/position via voice telephone. -->
```
<!ELEMENT ByPhone (PersonName? , (VoiceNumber , TTDNumber? ) , SummaryText? )
>
```
<!--Information necessary to apply for the job/position via fax. -->
```
<!ELEMENT ByFax (PersonName? , (FaxNumber? ) , SummaryText? )>
```
<!--Information necessary to apply for the job/position via e-mail. -->
```
<!ELEMENT ByEmail (PersonName? , (E-mail? ) , SummaryText? )>
```
<!--Information necessary to apply for the job/position over the web. -->
```
<!ELEMENT ByWeb (PersonName? , (URL? ) , SummaryText? )>
```
<!--Information necessary to apply for the job/position in person. -->
```
<!ELEMENT InPerson (PersonName? , PostalAddress? , VoiceNumber? , TTDNumber? ,
```

SummaryText?)>
<!--A code to identify the job/position posting. An "idOwner" attribute can be used to identify the owner of the id.-->
<!ELEMENT JobPositionPostingId (#PCDATA)>
<!ATTLIST JobPositionPostingId idOwner CDATA #IMPLIED >
<!--An equal employment opportunity statement.-->
<!ELEMENT EEOStatement (#PCDATA)>