ADP Field Name	ADP Technical Field	Required
Reason for Hire	/eventReasonCode	No
Template	/templateNameCode	No
Tax ID	/applicant/person/governmentIDs/idValue	No
Tax ID Type	/applicant/person/governmentIDs/nameCode	No
National Identifier	/applicant/person/governmentIDs/countryCode	No
Tax ID Status	/applicant/person/governmentIDs/statusCode	No
First Name	**/applicant/person/legalName/givenName**	**Yes**
Middle Name	/applicant/person/legalName/middleName	No
Last Name	**/applicant/person/legalName/familyName1**	**Yes**
Salutation	/applicant/person/legalName/preferredSalutations/salutationCode	No
Preferred Name	/applicant/person/legalName/nickName	No
Generation Suffix	/applicant/person/legalName/generationAffixCode	No
Professional Suffix	/applicant/person/legalName/qualificationAffixCode	No
Legal Address - Line 1	/applicant/person/legalAddress/lineOne	No
Legal Address - Line 2	/applicant/person/legalAddress/lineTwo	No
Legal Address - Line 3	/applicant/person/legalAddress/lineThree	No
Legal Address - City	/applicant/person/legalAddress/cityName	No
Legal Address - State	/applicant/person/legalAddress/countrySubdivisionLevel1	No
Legal Address - Country	/applicant/person/legalAddress/countryCode	No
Legal Address - Zip Code	/applicant/person/legalAddress/postalCode	No
Legal Address - County	/applicant/person/legalAddress/countrySubdivisionLevel2	No
Home Phone - Country Code	/applicant/person/communication/landlines/countryDialing	No
Home Phone - Area Code	/applicant/person/communication/landlines/areaDialing	No

Home Phone - Dial Number	/applicant/person/communication/landlines/dialNumber	No
Home Phone - National Prefix	/applicant/person/communication/landlines/access	No
Personal Cell - Country Code	/applicant/person/communication/mobiles/countryDialing	No
Personal Cell - Area Code	/applicant/person/communication/mobiles/areaDialing	No
Personal Cell - Dial Number	/applicant/person/communication/mobiles/dialNumber	No
Personal Cell - National Prefix	/applicant/person/communication/mobiles/access	No
Personal Email	**/applicant/person/communication/emails/emailUri**	**Yes**
Home Fax - Country Code	/applicant/person/communication/faxes/countryDialing	No
Home Fax - Area Code	/applicant/person/communication/faxes/areaDialing	No
Home Fax - Dial Number	/applicant/person/communication/faxes/dialNumber	No
Home Fax - National Prefix	/applicant/person/communication/faxes/access	No
Personal Pager - Country Code	/applicant/person/communication/pagers/countryDialing	No
Personal Pager - Area Code	/applicant/person/communication/pagers/areaDialing	No
Personal Pager - Dial Number	/applicant/person/communication/pagers/dialNumber	No
Personal Pager - Extension	/applicant/person/communication/pagers/extension	No
Personal Pager - National Prefix	/applicant/person/communication/pagers/access	No
Birth Date	/applicant/person/birthDate	No
Gender	/applicant/person/genderCode	No
Marital Status	/applicant/person/maritalStatusCode	No
Marital Status - Effective Date	/applicant/person/maritalStatusCode/effectiveDate	No
Tobacco User	/applicant/person/tobaccoUserIndicator	No
Secondary Address - Line 1	/applicant/person/otherPersonalAddresses/lineOne	No
Secondary Address - Line 2	/applicant/person/otherPersonalAddresses/lineTwo	No
Secondary Address - Line 3	/applicant/person/otherPersonalAddresses/lineThree	No
Secondary Address - City	/applicant/person/otherPersonalAddresses/cityName	No
Secondary Address - State	/applicant/person/otherPersonalAddresses/countrySubdivisionLevel1	No
Secondary Address - Country	/applicant/person/otherPersonalAddresses/countryCode	No
Secondary Address - Zip Code	/applicant/person/otherPersonalAddresses/postalCode	No
Secondary Address - County	/applicant/person/otherPersonalAddresses/countrySubdivisionLevel2	No
Ethnicity / Race ID Method	/applicant/person/raceCode	No

Race	/applicant/person/raceCode/identificationMethodCode	No
Hire Date	**/jobOffer/offerTerms/expectedStartDate**	**Yes**
Pay Frequency	/jobOffer/offerTerms/compensation/payCycleCode	No
Regular Pay Rate (Hourly) Type	/jobOffer/offerTerms/compensation/baseRemuneration/hourlyRateAmount/nameCode	No
Regular Pay Rate (Hourly)	/jobOffer/offerTerms/compensation/baseRemuneration/hourlyRateAmount/amountValue	No
Regular Pay Rate (Hourly) Currency	/jobOffer/offerTerms/compensation/baseRemuneration/hourlyRateAmount/currencyCode	No
Regular Pay Rate (Daily) Type	/jobOffer/offerTerms/compensation/baseRemuneration/dailyRateAmount/nameCode	No
Regular Pay Rate (Daily)	/jobOffer/offerTerms/compensation/baseRemuneration/dailyRateAmount/amountValue	No
Regular Pay Rate (Daily) Currency	/jobOffer/offerTerms/compensation/baseRemuneration/dailyRateAmount/currencyCode	No
Regular Pay Rate (Salary) Type	/jobOffer/offerTerms/compensation/baseRemuneration/payPeriodRateAmount/nameCode	No
Regular Pay Rate (Salary)	/jobOffer/offerTerms/compensation/baseRemuneration/payPeriodRateAmount/amountValue	No
Regular Pay Rate (Salary) Currency	/jobOffer/offerTerms/compensation/baseRemuneration/payPeriodRateAmount/currencyCode	No
Additional Remuneration Amount	/jobOffer/offerTerms/compensation/additionalRemunerations/rate/amountValue	No
Provide correct message for the key - Currency Code	/jobOffer/offerTerms/compensation/additionalRemunerations/rate/currencyCode	No
Position ID	/jobOffer/offerAssignment/positionID	No
Job Title	/jobOffer/offerAssignment/jobCode	No
Company Code	/jobOffer/offerAssignment/payrollGroupCode	No
Manager Position	/jobOffer/offerAssignment/jobLevelCode	No
Pay Grade Code	/jobOffer/offerAssignment/payGradeCode	No
Employee Type	/jobOffer/offerAssignment/workerTypeCode	No
Occupational Classification	/jobOffer/offerAssignment/occupationalClassifications/classificationCode	No
FLSA	/jobOffer/offerAssignment/wageLawCoverage/wageLawNameCode	No