

| Field Key                  | Label Name (If Labeled)        | Description   | Required | What should I enter into this field?  | Example  | What happens if I leave this field blank?   | Additional Notes |
|----------------------------|--------------------------------|---|----------|---|--|---|------------------|
| email                      | Email                          | The user's email address.   | Yes      | Enter a valid email address.  | morgan.oconnor@acme.com  | This field can never be left blank. Doing so will always return an error. All profile data is anchored to this data point.                                      | NA               |
| compensation_raise         | Compensation Raise             | The amount by which the user's compensation is increasing.                        | No       | Enter a positive number.  | 1000   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| compensation_raise_percent | Compensation Raise Percent     | The percentage by which the user's compensation is increasing.                    | No       | Enter a positive number.  | 10   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| desired_geographies        | Desired Geographies            | The locations in which the user would like to work.                               | No       | Enter ASCII and/or UTF-8 characters. This includes letters, numbers, and various symbols.   | Indiana, Wisconsin   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| loss_impact                | Impact of Loss                 | The impact of the user's loss to the organization.                                | No       | Enter one of the following values:<br>• low<br>• medium<br>• high<br>Alternatively, you can create your own rating scale of 2-7 options.  | medium   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| loss_impact_reason         | Impact of Loss Reason          | The reason for the user's impact of loss value.                                   | No       | Enter ASCII and/or UTF-8 characters. This includes letters, numbers, and various symbols.   | This employee's knowledge of the system is valuable and their loss would put some processes at risk. | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| loss_risk                  | Risk of Loss                   | The risk of the user's loss to the organization.                                  | No       | Enter one of the following values:<br>• low<br>• medium<br>• high<br>Alternatively, you can create your own rating scale of 2-7 options.  | medium   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| loss_risk_reason           | Risk of Loss Reason            | The reason for the user's risk of loss value.                                     | No       | Enter ASCII and/or UTF-8 characters. This includes letters, numbers, and various symbols.   | Work anniversary   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| loss_risk_retention_timing | Risk of Loss Retention Timing  | When the user's loss is expected.   | No       | Enter a valid date (YYYY-MM-DD format).   | 2028-01-01   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| nominate_internal_mobility | Nominate for Internal Mobility | Whether or not a user is nominated for internal mobility within the organization. | No       | Enter the one of the following values:<br>• true<br>• false   | true   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| nominate_mentor            | Nominate as a Mentor           | Whether or not a user is nominated to be a mentor to other users.                 | No       | Enter the one of the following values:<br>• true<br>• false   | true   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| nominate_special_program   | Nominate for a Special Program | Whether or not a user is nominated to a special program.                          | No       | Enter the one of the following values:<br>• true<br>• false   | true   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| open_to_fellowships        | Open to Fellowships            | Whether or not a user is open to fellowships.                                     | No       | Enter the one of the following values:<br>• true<br>• false   | true   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| open_to_relocate           | Open to Relocate               | Whether or not a user is open to relocating.                                      | No       | Enter the one of the following values:<br>• true<br>• false   | true   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| promotion_position         | Promotion Position             | Which position a user should be promoted into.                                    | No       | Enter ASCII and/or UTF-8 characters. This includes letters, numbers, and various symbols.   | Digital Marketing Lead   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| promotion_promote          | Promote                        | Whether or not a user is being promoted into another position.                    | No       | Enter the one of the following values:<br>• true<br>• false   | true   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| promotion_rationale        | Promotion Rationale            | The reason for the user's promotion.  | No       | Enter ASCII and/or UTF-8 characters. This includes letters, numbers, and various symbols.   | This employee should be promoted because they exceed all promotion position requirements.            | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| rating_performance_self    | Employee Performance Rating    | Performance rating the user has given themselves.                                 | No       | Enter one of the following values:<br>• unsatisfactory<br>• needs improvement<br>• meets expectations<br>• exceeds expectations<br>• excellent<br>Alternatively, you can create your own rating scale of 2-7 options. | meets expectations   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| rating_performance         | Performance Rating             | Performance rating given to the user.   | No       | Enter one of the following values:<br>• unsatisfactory<br>• needs improvement<br>• meets expectations<br>• exceeds expectations<br>• excellent<br>Alternatively, you can create your own rating scale of 2-7 options. | exceeds expectations   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| rating_potential           | Potential Rating               | Potential rating given to the user.   | No       | Enter one of the following values:<br>• unsatisfactory<br>• needs improvement<br>• meets expectations<br>• exceeds expectations<br>• excellent<br>Alternatively, you can create your own rating scale of 2-7 options. | exceeds expectations   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |
| travel_percentage          | Travel Percentage              | The percentage that the user is willing to travel.                                | No       | Enter a positive number that is equal to or less than 100.  | 25   | You do not need to enter a value in this field. However, once a value has been provided to the Betterworks application, to clear the value 'null' must be sent. | NA               |