1.0 INTRODUCTION AND OVERVIEW

1.1 Slide 2, Course Welcome

Welcome to AcqDemo 101. This introductory course is designed to familiarize you with the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project, or AcqDemo for short, and is the foundation for understanding other available AcqDemo courses.
1.2 Slide 3, Course Objectives

After completing the course, you will have a better understanding of:

- The purpose and history of AcqDemo
- Factors, Descriptors and Discriminators
- Classification and Staffing
- CCAS, the AcqDemo Contribution-based Compensation and Appraisal System
- CAS2Net
- AcqDemo support and additional training opportunities
1.3 Slide 4, Purpose of Program

AcqDemo was created to provide a flexible and responsive personnel system for DoD’s Acquisition community—one that will continue to enhance the Department’s ability to attract, retain, and motivate a high-quality acquisition workforce.

Federal employees who are familiar with the General Schedule, Title 5, and the Merit System Principles established in the Civil Service Reform Act of 1978, will find that many of the fundamental benefits of DoD employment remain unchanged. Among those things NOT affected by AcqDemo are benefits, merit system principles, and anti-discrimination laws.

Among the major goals of AcqDemo is to provide a system that retains, recognizes and rewards employees for their contribution, and also supports their personal and professional growth.

The phrase “rewards employees for their contribution” is really the key element that separates AcqDemo from other systems. AcqDemo focuses on the impact of contributions an employee makes to the mission of an organization. We will discuss this unique concept further in this course, as well as other AcqDemo courses.
The National Defense Authorization Act (NDAA) of 1996 encouraged DoD to conduct a personnel demonstration project within the civilian acquisition workforce. A Process Action Team was chartered by the Secretary of Defense under the sponsorship of the Under Secretary of Defense for Acquisition and Technology, with representatives from each of the Services and DoD agencies along with civilian personnel experts.

More recently, the most extensive changes to AcqDemo since its implementation were made official with the formal publication of a completely re-written Federal Register Notice on 9 November 2017.
The Process Action Team developed initiatives that, together, represented sweeping changes to the entire spectrum of Human Resource management for the DoD Acquisition Workforce. Several initiatives were designed to assist DoD Acquisition activities in hiring and placing the best people to fulfill mission requirements. Others focused on developing, motivating, and equitably compensating employees based on their contribution to the mission. Initiatives to maintain organizational excellence were also developed.

These initiatives were endorsed and accepted in total by acquisition leadership.
1.6 Slide 7, The Factors

As an AcqDemo employee, it’s important you understand the common criteria for both classifying a position and evaluating your contribution and quality of performance at the end of the cycle. These common criteria are called Factors.

**Factor Definitions**

In AcqDemo, there are three Factors. These Factors cover the tasks performed within a typical acquisition business environment. Each of the three Factors apply to all employees and are standard across all AcqDemo organizations. The three factors are:

**Job Achievement and/or Innovation** – includes qualifications, critical thinking, calculated risks, problem solving, leadership, supervision, and personal accountability

**Communication and/or Teamwork** – focus is on communication, both verbal and written; interactions with customers, coworkers, and groups; and assignments crossing functional boundaries

**Mission Support** – the understanding and execution of organizational goals and priorities; working with customers to develop a mutual understanding of their requirements; monitoring and influencing cost parameters or work, tasks, and projects; and establishing priorities that reflect mission and organizational goals.
1.7 Slide 8, Descriptors and Discriminators

Descriptors

Every Factor contains Descriptors for each respective broadband level within each career path. The Descriptors state what is important to the mission of the organization and describe employees’ contributions at different broadband levels. Descriptors are developed at the top of the broadband level to foster employee growth within each broadband level.

Discriminators

The discriminators refine the descriptors to help define the type and complexity of work; degree of responsibility; and scope of contributions that need to be ultimately accomplished to reach the highest basic pay potential within a broadband level for an employee’s position and contributions. They are the same for all levels of contribution.

Uses in Classification

Under the demonstration project’s classification system, a position requirements document, or PRD, combines position information; staffing requirements; factors, descriptors, and discriminators; expected contribution criteria for the assigned broadband level; and position evaluation statement into a single document. Classification factors are the broadband level controlling information on the PRD, as they determine the appropriate broadband level for the classification.

Uses in Appraisal

For compensation and appraisal purposes, these three Factors are used to set expectations during the contribution planning process and later used to assess the level of contribution at the end of the cycle.

<table>
<thead>
<tr>
<th>LEVEL</th>
<th>DESCRIPTORS</th>
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<tr>
<td>Level</td>
<td>Descriptors</td>
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<tr>
<td>Level 1</td>
<td>Defines, integrates, and implements strategic direction for vital programs with long-term impact on large numbers of people. Initiates actions to resolve major organizational issues. Promotes innovative solutions and methodologies. Assesses and promotes fiscal, and other factors affecting customer and program/project needs. Works with customer at management levels to resolve problems affecting programs/projects (e.g., problems that evolve determining priorities and resolving conflicts among customer’s requirements). Formulates organizational strategies, tactics, and budget/action plan to acquire and allocate resources. Optimizes, controls, and manages all resources across projects/programs. Develops and integrates innovative approaches to attain goals and minimize expenditures.</td>
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<tr>
<td>Level 2</td>
<td>Anticipates problems, develops sound solutions and action plans to ensure program/mission accomplishment. Establishes customer alliances, anticipates and fulfills customer needs, and translates customer needs to programs/projects. Identifies and optimizes resources to accomplish multiple projects/programs’ goals. Effectively accomplishes multiple projects/programs’ goals within established guidelines.</td>
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<td>Level 3</td>
<td>Independence Customer Needs Planning/Budgeting Execution/Efficiency</td>
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<td>Level 4</td>
<td>Independence Customer Needs Planning/Budgeting Execution/Efficiency</td>
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There are key differences between the classification structure of the General Schedule (GS) and AcqDemo.

The GS structure is comprised of 15 grades (GS-1 thru GS-15). Each grade then has a base salary assigned for each of 10 steps (Step 1 thru Step 10). The higher the grade and step, the more responsibility a position encompasses and the higher the compensation.

AcqDemo positions are first grouped into 3 Career Paths defined by the characteristics of the work performed:

1) NH - Business Management and Technical Management Professional,
2) NJ - Technical Management Support, and
3) NK - Administrative Support

Each Career Path then has a pay plan designator associated directly with it, and each pay plan designator is further delineated by the use of three or four broadband levels.
2.2 Slide 10, AcqDemo Classification

The following will typically be performed by your Human Resources office with input from the hiring officials.

There are three basic steps to classify a position in AcqDemo:

- First, identify the title and series from the Office of Personnel Management (OPM) Classification Standards (i.e., Contracting Specialist, 1102 or General Engineer, 0801)
- Next, determine the applicable career path based on Chapter 3, Appendix B of the AcqDemo Operating Guide. During this step, your position will be grouped into one of three separate and distinct career paths:
  - NH – Business Management and Technical Management Professional
  - NJ – Technical Management Support
  - NK – Administrative Support
- Finally, identify the appropriate broadband level by applying the broadband level descriptors to the duties and responsibilities of the position and the qualifications necessary to perform those duties and responsibilities to determine the correct broadband level classification.
AcqDemo broadbands represent natural breaks in professional growth which are typical of acquisition business environments:

- Level I = entry level positions
- Level II = journeyman level positions
- Level III = professional or master level positions
- Level IV = senior management or master level positions, as well as experts within a particular functional specialty

This structure is designed to facilitate pay progression and internal assignment of duties, and to allow for more competitive recruiting of quality candidates at differing pay rates.

It is important to understand how broadbanding works, as professional growth and compensation relate directly to broadbanding. Advancement within broadband levels is contingent upon contribution to the mission. Advancement to a higher broadband level requires a promotion.

The AcqDemo design does not vary from the GS grade equivalent pay structure as the minimums and maximums of each broadband level match the limits of the GS grades included.
2.4 Slide 12, Position Requirements Documents (PRD)

Under AcqDemo’s classification system, a new Position Requirements Document (PRD) will replace the current agency-developed Position Description (PD) form.

The PRD combines the position information; staffing requirements; factors, descriptors, and discriminators; expected contribution criteria for the assigned broadband level; and position evaluation statement into a single document.

PRD’s are written at the top of the broadband to provide more flexibility in work assignments and to encourage employee growth and development within each broadband.
2.5 Slide 13, Maximum Broadband Level

Each position under the demonstration project will have a designated maximum broadband level. This maximum broadband level will be identified as the top broadband level within a career path for a particular position and the broadband level to which an incumbent, selected competitively or through merit promotion for a lower broadband level, may be advanced without further competition. Maximum broadband levels may vary based upon occupation or career path.

An employee’s basic pay will be capped at the maximum rate for the designated broadband level until the employee has been promoted into the next higher broadband.
If unsatisfied with the position’s classification, the employee may formally appeal the occupational series, title, or broadband level of their own position at any time. The employee must first raise the areas of concern to their supervisor. If dissatisfied with the supervisory response, then the appeal may be elevated to the Component or Agency level in accordance with instructions. If still dissatisfied with the Component or Agency decision, the employee may appeal to the DoD appellate level. Appellate decisions rendered by DoD are final.

An employee may not appeal the accuracy of the position requirements document, the demonstration project classification criteria, the pay-setting criteria, the propriety of a salary schedule, or matters grievable under an administrative or negotiated grievance procedure or an alternative dispute resolution procedure.

Check your local policy for specific process timeline details.
2.7 Slide 15, Types of Appointments

Under its Appointment Authority, AcqDemo provides three methods for expanding and contracting the workforce as needed. They are:

**Permanent Appointments**

Employees who are serving on permanent appointments. This matches the existing Career or Career-Conditional options under GS.

**Temporary Appointments**

AcqDemo temporary appointments match the existing GS authority for temporary appointments which is "not-to-exceed-one-year". Temporary appointments are for 1 year only, with an option for two 1-year extensions for a maximum total of 3 years of service. Employees who convert to AcqDemo during a temporary appointment will maintain their original “not-to-exceed date.” Extensions of the temporary appointment after conversion not-to-exceed a total of 3 years may be granted.

**Modified Term**

The modified term is an appointment authority that is based on the existing term appointment but may extend up to five years with a one-year locally approved extension (maximum six years). The one-year extension must be approved by the commander or his designated representative. Reasons for making a modified term appointment include, but are not limited to, carrying out special projects, staffing new or existing programs of limited duration, filling a position in activities undergoing review for reduction or closure, and replacing permanent employees who have been temporarily assigned to another position, are on extended leave, have entered military service, or hiring college students for the Acquisition Student Intern Program.
2.8.1 Slide 16, Accelerated Compensation for Developmental Positions (ACDP)

Accelerated Compensation for Developmental Positions, or ACDP for short, allows for more frequent basic pay increases for developmental positions than would normally occur with just the annual CCAS pay pool payout.

It recognizes employees in DAWIA-coded positions, and those in non-AWF positions requiring 51% or more of time in direct support of acquisition positions,

in an acquisition career field classified to Broadband Levels I, II, and III of the Business Management and Technical Management Professional (NH) Career Path who:

- Are participating in formal training programs, internships, or other developmental capacities;
- Have demonstrated successful or better growth and development in the attainment of job-related competencies; and
- Have demonstrated effective accomplishment of a level of work higher than that represented by an AcqDemo employee’s current rate of basic pay.

The term Career Ladder Position is typically used for these types of appointments.
Standards by which ACDP increases will be provided and development criteria by which additional basic pay increases may be given will be established in combination with the CCAS and documented in internal business rules, policies, and procedures of each participating organization. Check your local policy for additional information.

The amount of the ACDP increase may not cause the employee’s basic pay to exceed the top of the employee’s broadband level, the target pay for the employee’s maximum broadband level, or compensation strategy set by internal business rules, policies, or procedures for both the position’s value and employee contributions.
2.9 Slide 18, Internal Placement Action

Change in Assignment

Today’s working environment mandates organizations have maximum flexibility to assign individuals to the highest priority work. Broadbanding enables the organization to assign an employee work within broad descriptions, consistent with the needs of the organization and the individual’s qualifications. Assignments may be accomplished as realignments and do not constitute a position change, nor a change to their rate of basic pay. For instance, a technical expert can be assigned to any project, task, or function requiring similar technical expertise. Likewise, a manager could be assigned to manage any similar function or organization consistent with that individual’s qualifications. This flexibility allows broader latitude in assignments and further streamlines the administrative process and system.

Promotion

A promotion within AcqDemo is considered to be to either a higher broadband level within the existing career path or to a different career path with a higher maximum basic pay potential.

An increase in basic pay, resulting from a promotion, will not exceed more than 20% of the employee’s existing basic pay, unless 20% would not place the employee at the minimum basic pay of the higher broadband level to which he or she is being promoted. In this case a higher percentage may be applied so that the employee’s basic pay is at least at the minimum basic pay of the higher broadband level.
3.0 CONTRIBUTION-BASED COMPENSATION AND APPRAISAL SYSTEM (CCAS)

3.1.1 Slide 19, CCAS Design Overview

CCAS is short for Contribution-based Compensation and Appraisal System. It is another approach to performance management with two key differences:

First, it is designed to focus employees on creating impact

➢ Acquisition is a knowledge-based business—we depend on people to use their knowledge to advance mission performance;

➢ Discussing employee expectations will focus on contribution planning vs. performance objectives; and

➢ It shapes the professional acquisition workforce by using three standard factors to score employee contributions.
3.1.2 Slide 20, CCAS Design Overview

Second, it is designed to align compensation with individual levels of contribution.

- Basic pay level translates to an expected contribution level;
- The assessed contribution level is compared to the expected contribution level to determine compensation eligibility; and
- AcqDemo software applications facilitate equitable distribution of pay pool funds.
3.2 Slide 21, The CCAS Cycle

The CCAS appraisal period follows the government fiscal year, beginning on 1 October and ending on 30 September of the following year, with an effective date of the payout the beginning of the first full pay period in January after the end of the appraisal period.

To be eligible for a CCAS appraisal and a compensation payout, an employee must be under CCAS on 30 September and have served in an AcqDemo position under CCAS for 90 calendar days or more immediately preceding 30 September.
This chart shows the different score ranges for each AcqDemo broadband level.

At the beginning of the appraisal cycle each employee receives an Expected Overall Contribution Score (EOCS) which is calculated using their current basic pay. This becomes the expected target at which employees should aim to contribute.

At the end of the performance cycle, Supervisors and Pay Pool Panels will rate the employee’s level of contribution to the mission for each of the three factors. The rounded average of the three factor scores will create an Overall Contribution Score (OCS). The OCS is then compared with the Expected OCS to determine if and how much of a change in compensation is appropriate.

The goal of CCAS is to make basic pay consistent with employees’ contributions to the mission of the organization.
3.4 Slide 23, Expected Contribution Range Calculator

Not all positions can be valued at the highest level of the broadband as not all positions are paid at the top end of a broadband. Your Expected Overall Contribution Score is the score that equates to your current basic pay. The Expected Contribution Range identifies the minimum and maximum score range appropriate for your pay and corresponds to the expected levels of contributions you are to make during the appraisal period. Receiving an Overall Contribution Score anywhere in this range means you are being appropriately compensated for the level of contributions you achieved during the appraisal period.

Employees may determine their Expected Overall Contribution Score and Expected Contribution Range at any time by using the online OCS Calculator. The OCS Calculator provides the employee’s expected score in the Standard Pay Line column, as well as the upper and lower ranges for appropriate contribution aligned with that basic pay.

The Expected Contribution Range Calculator can be found on-line at: http://acqdemo.hci.mil/tools.
3.5 Slide 24, New Cycle Contribution Planning

The New Cycle Discussion is the first of three annual formal conversations that must be held between supervisors and employees and is focused on contribution planning for the new appraisal cycle. It should be held within 30 days of the start of each appraisal cycle.

It is imperative supervisors understand the mission, and more importantly the annual organizational goals, and convey that information to employees. This information is the driver for contribution planning purposes.

It is expected that not all work assignments will be known at the beginning of the appraisal cycle. Therefore, the contribution planning that takes place in October will likely need to be adjusted throughout the appraisal cycle as new contribution expectations materialize.

Ensure that all three factors are addressed in the Contribution Plan at a level appropriate to the employee’s classification and pay, as all three factors must be scored at the conclusion of the appraisal period.

Check local policy for the format to be used to document the contribution planning results.
3.6 Slide 25, Mid-Point Review Discussion

The second required conversation during the appraisal cycle occurs in the March-April timeframe and is called the Mid-Point Review.

As part of the Mid-Point Review, a self-assessment is optional but highly encouraged, subject to local policy. Written by an employee, it is meant to portray a complete, concise picture of their contributions, and communicate the impact made to the organization’s strategic goals through this part of the contribution cycle. It is an opportunity to see if the expected contributions identified during the contribution planning phase are on track to be met or if any course corrections need to be made.
At the end of appraisal cycle, an Annual Appraisal Self-Assessment is optional but highly encouraged, subject to Component or local policy. Written by an employee, it is meant to portray a complete, concise picture of the employee’s contributions, and communicate the impact made to the organization’s strategic goals.

**Supervisory Annual Appraisal**

A supervisor’s annual appraisal does not need to document every one of an employee’s contributions. Rather, the purpose is to highlight those contributions that had the largest impact on accomplishing the goals of your organization.

Before beginning to write an appraisal, supervisors should obtain a copy of the factors for the broadband level to which the employee is assigned, as well as the levels immediately above and below. Seldom will an employee perfectly match all of the descriptors in the set for a particular level, and it is not necessary to write something to match every descriptor. Using the factor descriptors and discriminators, supervisors can write statements that describe how and what the employee has contributed that relates to the mission.

Along with the written appraisal, the supervisor also recommends scoring for each of the factors and submits this information to the pay pool for consideration.
At the end of the appraisal cycle, the pay pool process begins.

Using assessment and recommended scoring information provided by the supervisor, and the employee’s self-assessment as well if provided, the pay pool considers the context of the contributions of each member of the pay pool. Based on the value of the contributions made to the mission of the organization, numerical scores are then assigned to each of the three factors for each employee, and those scores are averaged and rounded to the nearest whole number to produce a preliminary Overall Contribution Score (OCS).

After considering each preliminary OCS for equity and consistency, the pay pool manager approves a final OCS for each employee.
3.9 Slide 28, Quality of Performance

AcqDemo also has a Quality of Performance assessment in order to meet requirements mandated by Congress in the Fiscal Year 2017 National Defense Authorization Act (NDAA) that requires all reduction-in-force decisions to be based primarily on performance.

The Quality of Performance rating may be used for the selection of employees for assignments, training, awards, promotions, and RIF purposes.

To appropriately capture performance, AcqDemo incorporates a performance assessment. The performance level assigned to each factor should reflect an employee’s level of performance during the appraisal cycle as compared to the factor “Expected Contribution Criteria” language. A participating organization may supplement the generic criteria with additional standards that identify milestones, production, due dates, or other measurable aspects of success contributing to the organization’s mission and are achievable during the appraisal cycle.
A preliminary performance appraisal level of either Level 5 – Outstanding, Level 3 – Fully Successful, or Level 1 – Unacceptable will be assigned by the rating official to each of the three contribution factors. To ensure fairness and consistency across the entire pay pool, the Pay Pool Panel will make final decisions on the level scores.
The three performance appraisal levels are then averaged to calculate the annual rating of record. The resulting quotient will be rounded to the nearest tenth of a decimal point.
Based on the scoring results, the pay pool manager, in consultation with the pay pool panel, determines the potential salary adjustment and contribution award for each employee. Overall, there are three pots of money available to the pay pool for distribution at the end of each appraisal cycle:

The amount of money available within the pay pool for salary increases, here called a Contribution Rating Increase (or CRI), is determined by the money that traditionally would have been available in GS for quality and within-grade step increases, and career promotions. The CRI pool of money will be set at no less than 2% of the activity’s total basic pay budget (without locality). Components may optionally set higher amounts within their budgetary limits, unless a ceiling amount is directed by the AcqDemo Program Office, OPM, and/or OMB within any given year.

The General Pay Increase (or GPI) is an optional annual increase recommended by the President of the United States and approved by Congress.

The Contribution Award (or CA) pot includes what were formerly performance awards under the General Schedule. This money will be used for awards given under the CCAS process. The fund will be set at no less than 1% of the activity’s total adjusted basic pay budget (with locality). This fund will not exceed 90% of the total awards budget, so as to allow for other awards not related to the CCAS process, e.g., on the spot awards and group awards to be given throughout the year.

The dollar amounts to be included in the pay pool will be computed based on the total of the basic pay of all employees in the pay pool as of 30 September each year.
At the conclusion of the CCAS cycle once all pay pool decisions have been made final, an End-of-Cycle Discussion is held between each employee and their supervisor. The purpose is to discuss the employee’s appraisal, Performance Appraisal Quality Level, OCS, and the pay pool payout decision.

Supervisors and employees will review...

- The identifying information;
- Signature Lines; and
- Appraisal Details including your Overall Contribution Score, Expected Score, Expected Range, the Delta Overall Contribution Score, the Categorical Scores for each Factor and the Numeric Score for each Factor, and the Performance Appraisal Quality Level Rating (PAQL)
The Appraisal Form also includes Compensation Detail including any General Pay Increase (GPI), Contribution Rating Increase (CRI) and/or Contribution Award (CA). Your New Salary is calculated including any applicable locality pay.

If basic pay increases, the expected OCS and range for the new cycle increase.

The form shows your OCS plotted in the graph against the rails.
An employee may request reconsideration of their OCS, Quality of Performance Rating, and Supervisor Assessment.

The process is either through a Collective Bargaining Agreement or an Administrative Grievance Procedure (5CFR 771) as supplemented by local procedures:

- Employee submits reconsideration to Supervisor
- Supervisor provides recommendation to Pay Pool Panel
- Pay Pool Panel may accept recommendation or reach independent decision
- Pay pool decision is final unless employee requires reconsideration by next higher official to Pay Pool Manager
- Next higher official renders final decision

Check with your Component for specific request for reconsideration process timeline details.
4.0 CAS2Net

4.1 Slide 35, Welcome Screen

Now that you have been introduced to all of the individual components of CCAS, this section discusses the mechanism for electronically capturing CCAS-related data through AcqDemo’s CAS2Net Information Technology system.
4.2 Slide 36, CAS2Net Overview

The Contribution-based Compensation and Appraisal System Software for the Internet, or CAS2Net for short, is a DoD-sponsored application which is maintained by the DoD AcqDemo Program Office. It is the software tool that is used to capture CCAS related data necessary in the annual appraisal cycle process.
4.3 Slide 37, Logging In to CAS2Net

You can access CAS2Net on a DoD government, CAC-enabled computer or laptop. Go to the website acqdemo.hci.mil. On the top of the screen is a link to the CAS2Net Login.

➢ For initial login, CAS2Net redirects to the ALTESS single sign-on site
➢ The Usage Policy screen is shown
➢ Click the “I Agree” button to continue
➢ From there, click the “CAC Login” button to sign-in
➢ Once you have successfully logged in, the system screen appears.
4.4 Slide 38, CAS2Net Modules

CAS2Net includes modules for contribution plans, mid-point review data, employee self-assessments, supervisor annual appraisals, and any additional feedback a supervisor would like to record during the appraisal cycle.

The menu on the left-hand side of the screen is customized for each user to match their access rights to the modules available. Simply click on the name of any module to access a particular portion of the system.

If you are having any problems with the system, contact your local Pay Pool Administrator to report your issue.
5.0 COURSE CLOSING

5.1 Slide 39, Course Summary

Here are some AcqDemo program highlights:

➢ AcqDemo has been running continuously since 1999.
➢ The system simplifies the implementation of new and improved management initiatives and processes for the Acquisition Community.
➢ Pay setting flexibilities can attract highly skilled professionals.
➢ The broadbanded classification structure provides greater flexibility to adapt to changing mission requirements by streamlining personnel assignments and internal moves.
➢ Replacing pay increases based on longevity with contribution-based pay… … affords management the ability to reward individual achievements and … encourages employees with inadequate contributions to improve.
The AcqDemo Program Office provides a variety of support. These include overall program operating procedures; a website that includes reference material, tutorials, and newsletters.

The AcqDemo website also provides training on subjects including HR training, Workforce Overview, CCAS for Supervisors, Pay Pool Administration, and Pay Pool Training.

For program details, visit the AcqDemo website: acqdemo.hci.mil. For questions, contact your local AcqDemo team or email the AcqDemo Program Office at: AcqDemo.Contact@hci.mil.

The following e-Learning courses are available:

- AcqDemo 101
- Giving and Receiving Feedback
- Contribution Planning
- Writing an Annual Appraisal Self-Assessment
- CCAS for Employees
- CCAS for Supervisors
- HR Flexibilities
- Understanding the Pay Pool Process

New courses will be developed, and existing courses updated as needed. Check the AcqDemo website for the latest training information.
5.3 Slide 41, Parting Thoughts

Thank you for watching and please let us know how we can best support your continued success in AcqDemo.