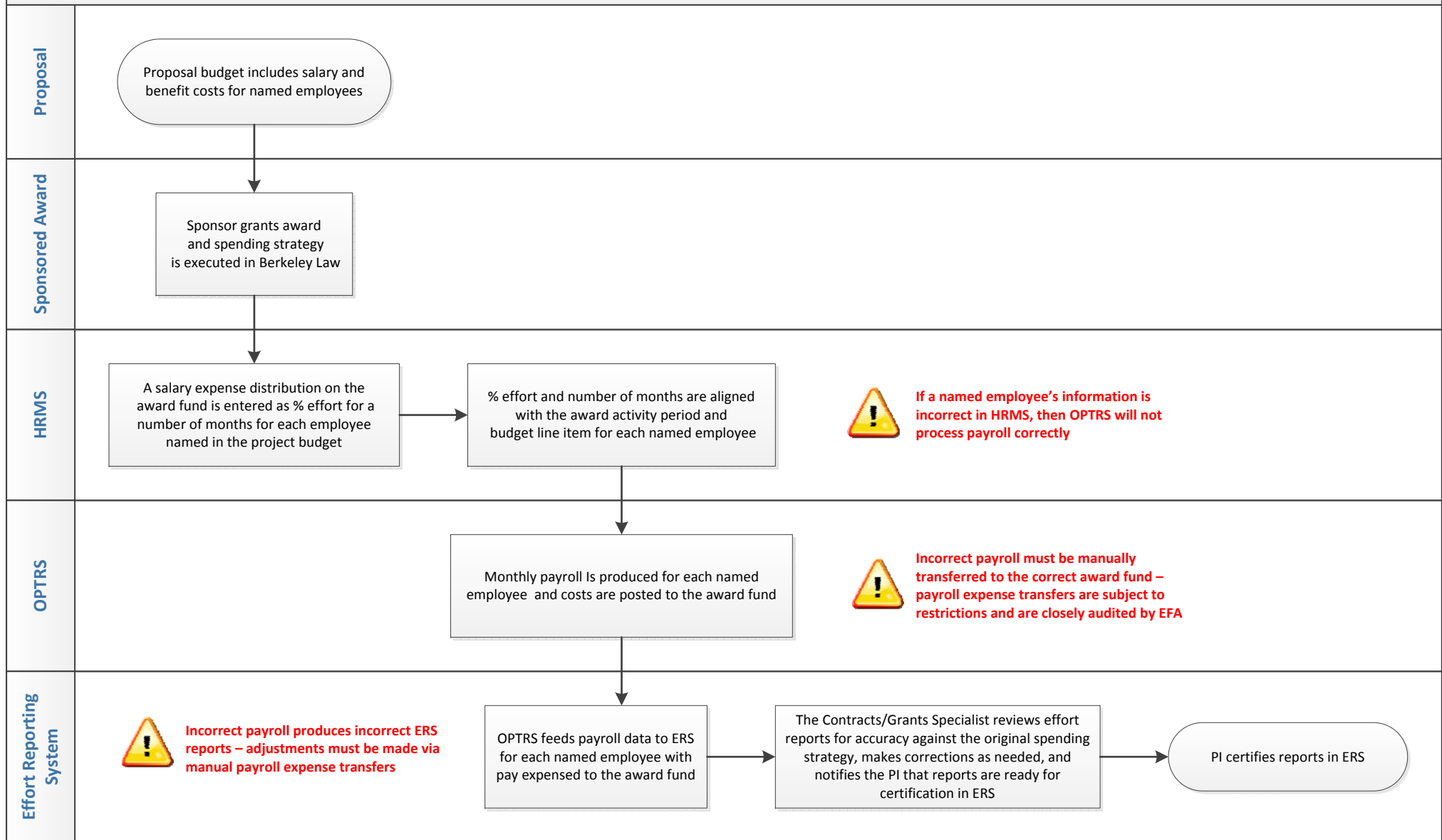


Connecting the Effort Reporting Certification Dots

Effective March 30, 2015



HRMS – Human Resources Management System

OPTRS – Online Pay and Time Reporting System

Text in **red** represents avoidable rework