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From "Terms and Conditions," May 22, 2002

## Jim Farmer

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**From:** Chuck Allen - HR-XML [chucka@hr-xml.org]  
**Sent:** Tuesday, April 01, 2003 12:05 AM  
**To:** jxf@immagic.com  
**Cc:** Mark Jones; leaders@lists.hr-xml.org  
**Subject:** RE: Permission to Use HR-XML Standards

Jim,

Thanks for your many compliments.

I am pleased to grant you permission to redistribute a "convenience" copy of our specifications on the CD-ROM(s) you plan to publish. I'd suggest that you use language on your index page such as "Distributed with permission of the HR-XML Consortium. Please check <http://www.hr-xml.org> for possible updates and changes to these specifications."

I would be very interested in learning more about the "ePortfolio" project. We are currently building out some additional modules we intend to include in Resume. See:  
[http://schemas.hr-xml.org/xs/canon/2\\_1/HR-XML-2\\_1/SEP/ResumeEnhancements.doc](http://schemas.hr-xml.org/xs/canon/2_1/HR-XML-2_1/SEP/ResumeEnhancements.doc)  
I imagine that new items such as "PublicationHistory," etc. would be of interest to the ePortfolio project. These enhancements are very much on the fast track for review and approval - so we'd very much appreciate comment from interested constituencies such as the Postsecondary Electronic Standards Council.

Best Regards,

Chuck Allen  
Director, HR-XML Consortium, Inc.

-----Original Message-----

From: Jim Farmer [mailto:jxf@immagic.com]  
Sent: Saturday, March 29, 2003 4:35 PM  
To: Allen Chuck  
Cc: Mark Jones  
Subject: Permission to Use HR-XML Standards

The JA-SIG Collaborative ([www.JA-SIG.org](http://www.JA-SIG.org)) has become a community of several hundred software developers in colleges and universities working on a number of open source projects. We have encouraged the use of open standards. I have been following the HR-XML specification developments for several years and find a number of these are applicable to our work. For example, in February at the XML Forum meeting of the Postsecondary Electronic Standards Council we suggested that HR-XML Contact Name, Person Name, and Postal Address be incorporated into their data exchange standards. This is especially important since many of the colleges and universities have PeopleSoft and SAP ERP systems and because I expect federal agencies to adopt HR-XML as well.

An open source ePortfolio project is underway. In addition to supporting a student's academic program and certification, some have suggested this be used as a portfolio when students seek employment. I believe ePortfolio should support the HR-XML education history, military history and resume documents.

To encourage standards-based development, we have provided a fully indexed CD-ROM with current relevant standards. I would like to include the applicable HR-XML standards in the next distribution. Although the HR-XML Consortium Website permits downloading specification to registered users,

the copyright statement in each specification appears to forbid download and any subsequent distribution unless there is written permission.

I would like to get permission to redistribute these documents to developers. Could you tell me the process we should follow to obtain written permission?

I appreciate your assistance.

Incidentally I have seen your name frequently in the HR-XML Consortium PDFs as author. Your documents and the bookmarks are the best I have seen in the standards efforts. We appreciate your extra effort.

I have also been working with Mark Jones at the National Student Clearinghouse. We expect to provide software that will link the colleges and universities with NSC in real-time using the HR-XML standards.

Jim farmer  
uPortal Project Administrator  
JA-SIG Collaborative