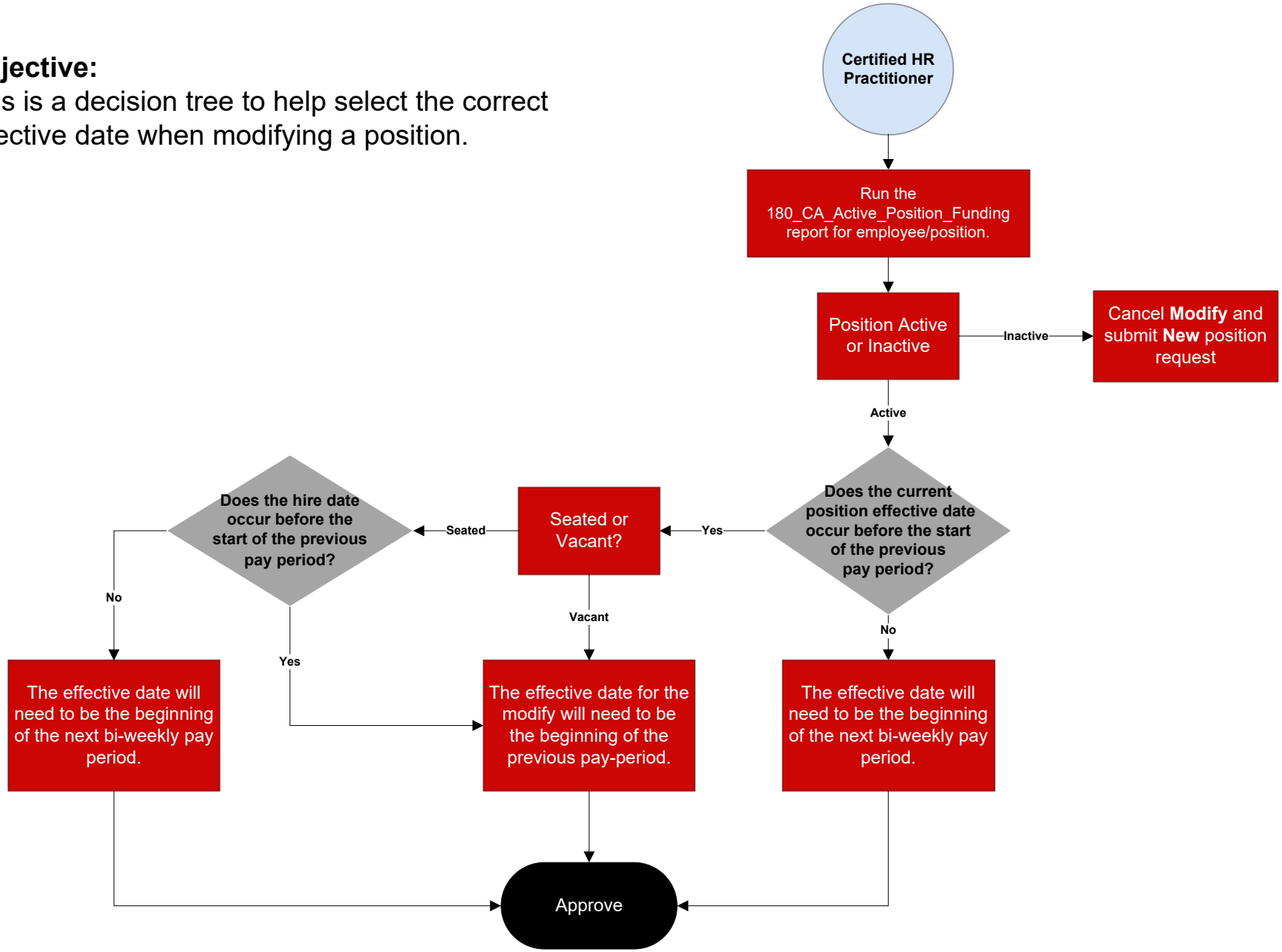
Workflow: Effective Dating Decision Tree

Objective:
This is a decision tree to help select the correct effective date when modifying a position.