



JET Payment File Specification Version 1.3

JET File Technical Specification Appendix H

Department of Industrial Relations
Electronic Adjudication Management System

December 2013



EAMS Application
Development and Maintenance



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Summary

Trading Partners will submit lien files with payment details to the State. The State has engaged Payment Services to provide payment processing services for new and existing liens. Trading Partners should note the following:

- Liens created by the State are assigned a Lien Reservation Number. This identifier is used to track liens through their lifecycle. Liens already in the system were assigned a Lien Reservation Number at cutover.
- The lien schema will be extended with new elements. **External Transaction ID** and **Exempt Indicator** have already been implemented. **Lien Activation**, **Lien Payment**, and **Reason for Exempt Section** have been added. Their use is described later in this document.
- The lien schema will be modified to reflect changes in the Reason for Lien Section. The changes are described later in this document.
- Trading Partners will send lien files to Payment Services. The same payment details schema will be used for new liens and lien activations. Rules for the population of these schemas are described later in this document.
- Payment Services will process payments and include the results in the lien file to the State. The State will apply payments to new lien requests or existing liens, and will create or activate the lien record. Payment results will also be made available to Trading Partners, through a file described later in the document.
- All interaction with Trading Partners will use PGP encrypted XML files over SFTP. Files are sent by Trading Partners to Payment Services designated locations, or retrieved by Trading Partners from Payment Services designated locations. Payment Services does not send files to Trading Partner locations.

Scope

The scope of this document is limited to identifying the JET payment technical file specifications for paying for new liens as well as activating existing liens.

The subsequent sections will define the lien payment input and expected output file formats. This document is intended for JET Lien filers. The use of the following files is described in this document. All of these will be XML documents.

Lien Payment Details

The lien payment details format is the same for new liens and lien activations. Trading Partners should create a unique transaction ID (XIE) for each lien payment transaction, and the same XIE should appear in the lien file with the payment details. The XIE shall be included for both new lien payments and lien activation payments. In addition, for lien activations, the lien reservation number generated by the State, and available on the Public Search website, will need to be included. Trading Partners will send the lien file over SFTP to the Payment Services location (URL), provided separately.

Lien Payment Response File

Payment Services will provide a response file for each payment file that states the result of each transaction submitted. Where a file cannot be processed because the XML is malformed, a “malformed file” response will be generated. Trading Partners will get this file over SFTP from the Payment Services location provided separately.

Lien Payment Elements

A lien file contains one or more ‘NoticeandRequestofLien’ elements. There will be a ‘NoticeandRequestofLien’ element for each new lien or activation of existing lien. The payment details for a filing fee for a new lien or an activation fee for an existing lien are specified in the ‘LienPayment’ element, which is part of the ‘NoticeandRequestofLien’ element.

The tables below specify the rules for populating the XML elements for credit card payments and ACH payments.

For credit card payments:

Tag			Description	Occurrence	Required?	Data type	Value	Size	Mapping
TRX			Transaction	1..1	Required				
	XIE		External transaction ID	1..1	Required	String	Alphanumeric	1-20	External transaction ID
	SVC		Service, transaction type	1..1	Required	String		1-20	"CardAuthCap"
	PRJ		Project code	1..1	Required	String	Alphanumeric	1-10	"CADIR"
	CTY		Country	1..1	Required	String	ISO 3166-1 alpha-2	2	"US"
	COM		Consent medium	1..1	Required	String		1-10	"Internet"
	ORD		Lien Reservation number	0..1	Conditional	String	Alphanumeric+	1-20	LIENRESVNO
	ODT		Order date	0..1	Optional	Date	yyyy-mm-dd		Payment date
	INV		Case Reference Number	1..1	Required	String	Alphanumeric+	1-20	CASEREFNO
	CUR		Currency	1..1	Required	String	ISO 4217 alpha-3	3	"USD"
	NET		Net amount	1..1	Required	Decimal	>= 0 Max 18 integer digits and 3 fractional digits		Amount (Net amount and Gross amount will be equal)
	TAX		Tax amount	1..1	Required	Decimal	>= 0 Max 18 integer digits and 3 fractional		"0"

							digits		
	GRS		Gross amount	1..1	Required	Decimal	>= 0 Max 18 integer digits and 3 fractional digits		(Net amount and Gross amount will be equal)
	MCM		Merchant country must match	0..1	Optional	Boolean			"true"
	CUS		Customer	0..1	Optional				
		CTP	Customer type	0..1	Optional	String	UTF-8	1-100	"Business" or "Private"
		FNM	First name	0..1	Optional	String	UTF-8	1-100	First name
		LNМ	Last name	0..1	Optional	String	UTF-8	1-100	Last name
		CNM	Company name	0..1	Optional	String	UTF-8	1-100	Company name
		AD1	Address line 1	0..1	Optional	String	UTF-8	1-50	Address line 1
		AD2	Address line 2	0..1	Optional	String	UTF-8	1-50	Address line 2
		AD3	Address line 3	0..1	Optional	String	UTF-8	1-50	Address line 3
		AD4	Address line 4	0..1	Optional	String	UTF-8	1-50	Address line 4
		CIT	City	0..1	Optional	String	UTF-8	1-50	City
		ZIP	ZIP code	0..1	Optional	String	UTF-8	1-20	ZIP code
		STA	State	0..1	Optional	String	ISO 3166-2 alpha 3	1-3	State
		CTY	Country	0..1	Optional	String	ISO 3166-1 alpha-2	2	Country
		TEL	Phone	0..1	Optional	String	UTF-8	1-30	Phone

		EMA	Email*	0..1	Optional	String	UTF-8	5-254	Email
	CRD		Card	1..1	Mandatory				
		PAN	Card number	1..1	Required	String	Numeric	8-19	Card number
		EXP	Expiration date	1..1	Required	String	MMYY	4	Expiration date

*To receive payment results you must provide DWC with a valid email address in the EMA tag.

For ACH payments:

Tag		Description	Occurrence	Required?	Data type	Value	Size	Mapping
TRX		Transaction	1..1	Required				
	XIE	External transaction ID	1..1	Required	String	Alphanumeric	1-20	External transaction ID
	SVC	Service, transaction type	1..1	Required	String		1-20	"ACHVerCap "
	PRJ	Project code	1..1	Required	String	Alphanumeric	1-10	"CADIR"
	CTY	Country	1..1	Required	String	ISO 3166-1 alpha-2	2	"US"
	COM	Consent medium	1..1	Required	String		1-10	"Internet"
	ORD	Order number	0..1	Conditional	String	Alphanumeric+	1-20	LIENRESVNO
	ODT	Order date	0..1	Optional	Date	yyyy-mm-dd		Payment date
	INV	Invoice number	1..1	Required	String	Alphanumeric+	1-20	CASEREFNO

	CUR		Currency	1..1	Required	String	ISO 4217 alpha-3	3	"USD"
	NET		Net amount	1..1	Required	Decimal	>= 0 Max 18 integer digits and 3 fractional digits		Amount
	TAX		Tax amount	1..1	Required	Decimal	>= 0 Max 18 integer digits and 3 fractional digits		0
	GRS		Gross amount	1..1	Required	Decimal	>= 0 Max 18 integer digits and 3 fractional digits		Amount
	CUS		Customer	1..1	Mandatory				
		CTP	Customer type	1..1	Mandatory	String	UTF-8	1-100	"Business" or "Private"
		FNM	First name	0..1	Conditional (*)	String	UTF-8	1-100	First name
		LNM	Last name	0..1	Conditional (*)	String	UTF-8	1-100	Last name
		CNM	Company name	0..1	Conditional (*)	String	UTF-8	1-50	Company name
		AD1	Address line 1	0..1	Optional	String	UTF-8	1-50	Address line 1
		AD2	Address line 2	0..1	Optional	String	UTF-8	1-50	Address line 2
		AD3	Address line 3	0..1	Optional	String	UTF-8	1-50	Address line 3
		AD4	Address line 4	0..1	Optional	String	UTF-8	1-50	Address line 4
		CIT	City	0..1	Optional	String	UTF-8	1-20	City

		ZIP	ZIP code	0..1	Optional	String	UTF-8	1-20	ZIP code
		STA	State	0..1	Optional	String	ISO 3166-2 alpha 3	1-3	State
		CTY	Country	0..1	Optional	String	ISO 3166-1 alpha-2	2	Country
		TEL	Phone	0..1	Optional	String	UTF-8	1-30	Phone
		EMA	Email	0..1	Optional	String	UTF-8	5-254	Email
	BAC		Bank account	1..1	Mandatory				
		ACN	Account number	1..1	Mandatory	String	Alphanumeric	1-30	Account number
		RTN	Routing number	1..1	Mandatory	String	Alphanumeric	1-20	Routing number
		ATP	Account type	1..1	Mandatory	String	UTF-8	1-20	"Checking", "MoneyMarket", "Savings"

(* If Customer type, CTP, is 'Private', then FNM + LNM will be used as the account holder name in the ACH transaction.
If CTP is 'Business, then CNM will be used as account holder name

Lien File Samples

New lien – credit card payment with two new attachments

<http://www.dir.ca.gov/dwc/EAMS/PresentTermSolution/Schemas/FormSchemaSample/Lien.xml>

New liens - exempt from payment

http://www.dir.ca.gov/dwc/EAMS/PresentTermSolution/Schemas/FormSchemaSample/NoticeAndRequestOFLien_Exempt.xml

Activation of existing liens

http://www.dir.ca.gov/dwc/EAMS/PresentTermSolution/Schemas/FormSchemaSample/NoticeAndRequestOFLien_Lien_Activation.xml

Lien Payment Response File

A consolidated payment response file will be prepared containing the payment results for a submitted lien file. The file will contain results for each transaction or errors for the file or transaction. No response file will be generated if the lien file contains no payment details – e.g. if all liens are exempt from payment.

Tag		Description	Occurrence	Required?
BAT		Batch	1..1	Required
	SRC	Source	1..1	Required

Tag		Description	Occurrence	Required?
	SEQ	Sequence number	1..1	Required
	BST	Batch status	1..1	Required
	CNT	Count	1..1	Required
	RTM	Receipt timestamp	1..1	Required
	STM	Start timestamp	0..1	Optional
	ETM	End timestamp	0..1	Optional
	TRX or ERR	Transaction result ¹	1..n	Multiple

Note:

1. For TRX, see the **Transaction Level <TRX> Elements** table. For ERR, see **Transaction Level <ERR> Elements** table.

Transaction Level <TRX> Elements

Tag			Description	Datatype	Value	Size
TRX			Transaction	Complex		
	XID		Payment Transaction ID XID is assigned by the Payment Service.	String	Alphanumeric	13
	XIE		External transaction ID	String	Alphanumeric+	1-20
	MPY		Payment method	String		1-10
	CRD		Card	Complex		
		CLV	Card level	String	"1", "2", "3"	
		SCN	Scrambled card number	String	Alphanumeric	8-19
		EXP	Expiration date	String	MMYY	4
	BAC		Bank account	Complex		
		RTN	Routing number	String	Alphanumeric	1-20
		SAN	Scrambled account number	String	Alphanumeric	1-30
	RES		Result	Complex		
		RCD	Return code	Integer		1-5
		MSG	Message	String	UTF-8	1-80
		STM	Start time	dateTime		
		ETM	End time	dateTime		

Tag			Description	Datatype	Value	Size
		PRC	Processor	String	Alphanumeric	1-20
		TEL	Contact phone	String	UTF-8	1-30
		BRC	Bank response code Unique bank response code	String	Alphanumeric	1-3
		CVR	CVC response code Unique CVC response code.	String	Alphanumeric	1-3
		AVR	AVS response code Unique AVS response code.	String	Alphanumeric	1-3
	AUT		Authorization	Complex		
		MID	Merchant ID	String	Alphanumeric+	1-40
		AUC	Authorization code	String	Alphanumeric	1-6

Notes:

- When an error response file is returned, it is because the payment details in the lien file are malformed - and no transactions were executed. (See Top Level <ERR> element)
- For well-formed lien files, where some of the individual transactions fail, a normal response file will be returned, and there will be an ERR element or TRX element in the response file for each TRX element in the lien file. (See Transaction Level <ERR> Elements). Not all types of errors will result in an ERR element. Instead, the error information may be available in the TRX/RES element of the response, where the return code, RCD <> 0 will indicate an error. See section on Return Codes where the column 'RES/ERR' indicates whether the error information is included in an ERR element or in the TRX/RES element.

Example: A lien file has three payment transactions (TRX). Two of them fail, and one is successful. The response file may as an example contain one TRX element with RCD=0, one TRX element with RCD<>0, and one ERR element.

Transaction Level <ERR> Elements

If a payment transaction in the lien file fails, depending on the type of error an ERR element may be included in the payment response file for the transaction in question.

Tag		Description	Occurrence	Required?
ERR		Error	1..1	Required
	XID	Unique ID (assigned by Payment Services)	1..1	Required
	XIE	External transaction ID	1..1	Conditional
	RCD	Reason Code	1..1	Optional
	MSG	Message	1..1	Optional
	STM	Start timestamp	1..1	Optional
	ETM	End timestamp	1..1	Optional

It's important to note that an ERR element is not returned for all types of errors. Depending on the type of error, the error information from an unsuccessful transaction will either be returned in an ERR element or in the TRX/RES element (see section on Return Codes).

Top Level <ERR> element

If the lien file is malformed, the response file will contain only one ERR element, which will be the top element.

Payment Responses

Notes:

- The <XIE> element will be returned in the response. This element shall be sent in on the input payment details to link back to the response on the return.
- The <XID> element will be autogenerated and assigned to each transaction.
- For lien activations, the lien reservation number shall be supplied in the <ORD> element. The external transaction ID <XIE> is required for both new lien payments and lien activation payments.
- There is no <ORD> element in the response file schema and it will not be included in the response file - even if it is included in the payment details in the lien file.
- If the payment file is well-formed, the response file will contain the SRC and XIEs from the payment file - even if there are failing transactions downstream.
- If the lien file has malformed payment details, so that the payments cannot be processed, the response file will contain one ERR element and no XIE/ORD/SRC.
- Even if there are no XIE/ORD/SRC elements in the response file, the response file can be correlated with the lien file via the file names.

Example: "Error_dir-pts-ud123467_IN1_123467-20121116-1" would be the name of the error response file for the payment file " dir-pts-ud123467_IN1_123467-20121116-1.pgp".

Sample for Successful Lien Submission

```
<BAT>
  <SRC>EXAMPLE</SRC>
  <SEQ>100</SEQ>
  <BST>Completed</BAT>
  <CNT>2</CNT>
  <RTM>2010-10-04T15:00:42.847738Z</RTM>
  <STM>2010-10-04T15:05:26.936301Z</STM>
  <ETM>2010-10-04T15:07:57.439344Z</ETM>
  <TRX>
    <XID>1X5RPMGP82IBM</XID>
    <XIE>ExtRef123</XIE>
    <MPY>ACH</MPY>
    <BAC>
      <SAN>****7890</SAN>
      <RTN>123123123</RTN>
    </BAC>
    <RES>
      <RCD>0</RCD>
      <MSG>Service succeeded</MSG>
      <STM>2010-10-04T15:08:41.806957Z</STM>
      <ETM>2010-10-04T15:08:42.889870Z</ETM>
      <PRC>EXBANK</PRC>
      <TEL>999999999</TEL>
      <BRC>A00</BRC>
    </RES>
  </TRX>
</BAT>
```

```
<TRX>
  <XID>HSH68VKM18IBM</XID>
  <XIE>ExtRef234</XIE>
  <MPY>VISA</MPY>
  <CRD>
    <SCN>****5515</SCN>
    <EXP>1219</EXP>
    <CLV>1</CLV>
  </CRD>
  <RES>
    <RCD>0</RCD>
    <MSG>Service succeeded</MSG>
    <STM>2010-10-04T15:11:14.391484Z</STM>
    <ETM>2010-10-04T15:11:15.466771Z</ETM>
    <PRC>EXBANK</PRC>
    <TEL>999999999</TEL>
    <BRC>000</BRC>
    <CVR>NOP</CVR>
    <AVR>NOP</AVR>
  </RES>
  <AUT>
    <MID>471147124713</MID>
    <AUC>443599</AUC>
  </AUT>
</TRX>
</BAT>
```

Sample for Malformed Lien Submission

<ERR>

<XID>9XXLCQS78KIBM</XID> <RCD>20001</RCD>

<MSG>Syntax error in XML</MSG>

<STM>2010-10-04T15:00:42.847738Z</STM>

<ETM>2010-10-04T15:00:42.847876Z</ETM>

</ERR>

File Naming

Notes:

- The file naming shall be based on the current JET naming standard with the exception of the extension which will reflect that the file is encrypted.

Example:

dir-pts-ud123467_IN1_123467-20121116-1.pgp

Payment response files format (success)

BAF_AccountName_IN1_PacketID

Example:

BAF_dir-pts- ud123467_IN1_123467-20121116-1

Payment response files format (error)

Error_AccountName_IN1_PacketID

Example:

Error_dir-pts- ud123467_IN1_123467-20121116-1

Return Codes

Notes:

- Values in the **Code** column are returned as in the <RCD> element.
- The return code in the **Description** is returned in the <MSG> element.
- The Payment File will be encrypted.

Code	Description	RES/ ERR result
0	Service succeeded	RES
10001	Authorization declined	RES
10002	Void failed	RES
10003	Declined due to Risk management	RES
10004	Refund declined	RES
10006	Capture failed	RES
10007	Declined by DPL	RES
10008	Country is embargoed	RES
10009	Request was declined b ^y 3rd party	RES
20000	Empty input	ERR
20001	Syntax error in XML	ERR
20002	Unexpected element	ERR

20003	Unexpected attribute	ERR
20004	Unexpected content	ERR
20005	Invalid element	ERR
20006	Invalid value for element	RES
20007	Duplicate value	ERR
20008	Input field value is too short	RES
20009	Input field value is too long	RES
20012	Decimal value has too many digits	RES
20013	Decimal value has too many decimals	RES
20014	Zero value is not allowed	RES
20015	Positive value is not allowed	RES
20016	Negative value is not allowed	RES
20017	Invalid input	RES
20018	Mismatch in last 4 digits of card number	RES
21001	User is not authorized for project	RES
21002	Missing value for element	RES
21003	Missing invoice or order number	RES
21004	Missing bank account data	RES
21005	Missing card data	RES

21006	Invalid combination of consent medium and card	RES
21007	Missing element	RES
21008	User not Authorized for directory	RES
21009	Duplicate directory and file identifier	RES
21010	User not authorized for file	RES
21011	User not authorized for report	RES
21012	Report subscription already exists	RES
21013	User not authorized for request	RES
21014	User is not authorized for profile	RES
22001	Value must not change	RES
22003	Item quantity * unit price <> net amount	RES
22004	Item net amount + tax amount <> gross amount	RES
22005	Sum of all item gross amount is different from total gross amount	RES
22006	Sum of all item net amount is different from total net amount	RES
22007	Total net amount + total tax amount <> total gross amount	RES
22009	Reference to a failed transaction	RES
22010	Transaction reference not found	RES
22011	Instrument reference not found	RES
22012	Profile reference not found	RES

22013	Session reference not found	RES
22014	Card expired	RES
22015	No payment methods available	RES
30001	BIN not found	RES
30002	Invalid card number	RES
30003	Routing not found	RES
30004	Routing cannot be decided	RES
30005	Invalid CVC	RES
40001	Authorization has already been used	RES
40002	Authorization has expired	RES
40003	Capture amount exceeds high limit	RES
40004	Capture amount is below low limit	RES
40005	No valid authorization found	RES
40006	No valid charge found	RES
40007	Refund amount exceeds limit	RES
40008	Charge is blocked for refund	RES
40009	Refund status cannot be changed	RES
40010	Authorization has been cancelled	RES
80404	Not found	ERR

80405	Method not allowed	ERR
80500	Internal server error	ERR
90001	Technical error	ERR
90002	Transaction timed out	
90003	Technical error	ERR
90004	Unable to decrypt	ERR

Schema Changes for Lien

The following section describes the changes to the lien schema. The following elements are new or changed in the lien schema:

Field	Tag	Data type	Length	Required	Range of Values	Default
External transaction ID	XIE	String	20	Y	None	None
Exempt indicator	EXEMPT	String	1	Y	0 = Non-exempt 1 = Exempt	0
Lien activation	LienActivation					
Lien payment	LienPayment					
Reason for Lien	ReasonType	String	4	Y	true Example: for Reason 1 value is <ReasonableAttorneyFee>>true </ReasonableAttorneyFee> see below for all reasons.	
Reason for Exempt	reasonForExempt	String	1	N	1 = Not a lien filed under Labor Code section 4903(b) and is not a claim of costs filed as a lien. 2 = Exempt per Labor Code section 4903.05(c)(7)	None

Reason for Lien

Valid Values:

'1' - A reasonable attorney's fee for legal services pertaining to any claim for compensation either before the appeals board or before any of the appellate courts, and the reasonable disbursements in connection therewith. (Labor Code § 4903 (a).) Value = `<ReasonableAttorneyFee>true</ReasonableAttorneyFee>`

'2' - The reasonable expense incurred by or on behalf of the injured employee, as provided by Labor Code § 4600. (Labor Code § 4903 (b).) Value = `<ReasonableExpense>true</ReasonableExpense>`

'3' - Claims of costs. (Labor Code § 4903.05) Specify nature and statutory basis in the OtherLienText. Value = `<ClaimsOfCost>true</ClaimsOfCost>`

'4' - The reasonable value of the living expenses of an injured employee or of his or her dependents, subsequent to the injury. (Labor Code § 4903 (c).) Value = `<ReasonableLivingExpenseDep>true</ReasonableLivingExpenseDep>`

'5' - The reasonable burial expenses of the deceased employee. (Labor Code § 4903 (d).) Value = `<ReasonableBurialExpenseRequestofLien>true</ReasonableBurialExpenseRequestofLien>`

'6' - The reasonable living expenses of the spouse or minor children of the injured employee, or both, subsequent to the date of the injury, where the employee has deserted or is neglecting his or her family. (Labor Code § 4903 (e).) Value = `<ReasonableLivingExpenseSpouse>true</ReasonableLivingExpenseSpouse>`

'7' - Deprecated.

'8' - The amount of indemnification granted by the California Victims of Crime Program. (Labor Code § 4903 (i).) Value = `<IndemnificationAmount>true</IndemnificationAmount>`

'9' - Other Lien(s) or if more than one lien check box applies. Specify nature and statutory basis in the OtherLienText. Value = `<OtherLien>true</OtherLien>`

Validations

Trading partners selecting Reason 2, 3 or 9 (above), who are not exempt, will have to submit a payment. Those selecting Reason 3 or 9 will need to provide additional text in "OtherLienText" giving the nature and statutory basis for their lien. When Reason 1, 4, 5, 6 or 8 are selected, Reason for Exempt needs to contain either a 1 or 2. When Reason

2 or 3 are selected, Reason for Exempt cannot contain a 1 but may contain a 2. If any of these validations fails, Level 2 errors will be returned. If Reason 9 is selected and the lien is exempt, Reason for Exempt may contain 1 or 2. "OtherLienText" may be submitted for liens with any Reason, to provide additional lien information.

Additional Attachments

Starting on 2/1/2013, lien requests need to have a new mandatory attachment, the 4903.8 (D) Declaration. This document affirms that the lien claimant did the work described in the lien. After 2/1/2013, some lien requests will have a new optional attachment, the 4903.8 (A) (B) Assignment. To see examples of the metadata of the two new attachments, please refer to the document: NewLienWithPaymentwithNewAttachmentsExample.xml. Existing mandatory attachments (10770.5 Verification and Proof of Service) will continue to be mandatory.

New Fields

External transaction ID: This field is used to match payments to liens for JET submissions. The Trading Partner should assign EXTERNALTRANSID from a sequence or some other numbering scheme in the Trading Partner's system so that one EXTERNALTRANSID is used only once for a new lien/activation request and its payment. Please note: this field was deployed on 1/1/2013.

Exempt indicator: Indicates that the lien is exempt from payment. If a value of 1 is received, along with supporting documentation where applicable, a payment will not be expected and the lien will be created in the State system without a payment. Please note: this field was deployed on 1/1/2013.

Lien activation: The LienActivation element holds the lien reservation number for the lien to be activated.

Lien payment: The LienPayment element holds the payment details for the payment of the lien filing/activation fee.

Reason for Exempt: The reasonForExempt element holds the reason for exemption and is required if the lien is exempt. It is not present if the lien is not exempt.

Other Lien Text: Text to describe special circumstances for the lien. Text is mandatory for liens with Reason of 3 (Claims of costs) or 9 (Other). Text may be present for this element, for any lien.

Notice and Request of Lien and Payment Transaction Schemas:

NoticeandRequestofLien.xsd—updated lien schema

[link placeholder]

PaymentTransaction.xsd --PaymentTransaction schema

[link placeholder]

Revision History

Date	Version	Description	Author
1/30/13	1.2	Initial Version	IBM
8/24/2013	1.3	Added links so it can be published on the web	Nina Thayer – EAMS IT