

Extraction Report: 04__employment__policy

Property	Value
Domain	Policy
Format	.md
Text length	1,316 chars
Sentences	13

Entities

Spacy NER: 34 entities (199ms)

Entity	Label	Score
1.1	CARDINAL	
90 days	DATE	
3 days	DATE	
1.2	CARDINAL	
at least 5	CARDINAL	
1.3	CARDINAL	
1.4	CARDINAL	
Meets Expectations	WORK_OF_ART	
Section 2: Paid Time Off		
2.1 Employees	LAW	
PTO	ORG	
at least 14	CARDINAL	
2.2	CARDINAL	
5	CARDINAL	
more consecutive days	DATE	
2.3	CARDINAL	
Unused	NORP	
March 31	DATE	
the following year	DATE	
2.4	CARDINAL	
annual	DATE	
December 1-15	DATE	
2.5	CARDINAL	
two	CARDINAL	
Section 3: Consequences	LAW	
first	ORDINAL	
3.2	CARDINAL	

Gliner NER: 40 entities (202ms)

Entity	Label	Score
Remote Work	constraint	0.74
Time Off	constraint	0.68
full-time employees	role	0.79
probationary period	requirement	0.72
Managers	role	0.89
remote work schedules	requirement	0.69
Employees	role	0.34
client-facing roles	role	0.97

Entity	Label	Score
scheduled client meetings.	event_type	0.41
performance rating	metric	0.44
Meets Expectations	metric	0.77
remote work privileges	constraint	0.58
review cycle	event_type	0.53
Paid Time Off	requirement	0.72
PTO requests	action	0.52
at least 14 calendar days	constraint	0.38
requested start date	constraint	0.38
requests	action	0.45
director-level approval	constraint	0.76
PTO	constraint	0.42
not carry over	constraint	0.34
prohibited	constraint	0.69
PTO	requirement	0.54
annual audit period	event_type	0.46
employees	role	0.73
team	role	0.64
request	action	0.59
PTO	protocol	0.50

Stanza NER: 34 entities (634ms)

Entity	Label	Score
1	CARDINAL	
90 days	DATE	
3 days	DATE	
1.2	CARDINAL	
at least 5	CARDINAL	
business days	DATE	
1.3	CARDINAL	
1.4	CARDINAL	
Meets Expectations”	WORK_OF_ART	
2	CARDINAL	
2.1	CARDINAL	
PTO	ORG	
at least 14 calendar days	DATE	
2.2	CARDINAL	
5	CARDINAL	
more consecutive days	DATE	
2.3	CARDINAL	
March 31 of the following year	DATE	
2.4	CARDINAL	
December 1-15	DATE	
2.5	CARDINAL	
two	CARDINAL	
3	CARDINAL	
3.1	CARDINAL	
first	ORDINAL	
3.2	CARDINAL	

Flair NER: 3 entities (81ms)

Entity	Label	Score
PTO	ORG	0.94
PTO	MISC	0.99

Relations (SRL)

16 SRL frames (47ms)

Verb	Agent	Patient	Other
complete	who	their probationary period (90 days)	
permit	Remote Work and Time Off		

Section 1 : | to work remotely up to 3 days per week | | work | | up to 3 days per week | | approve | 1.2 Managers | remote work schedules | ARGM-MOD=must, ARGM-LOC=in advance | | work | 1.3 Employees in client - facing roles | 1.4 | ARGM-MOD=shall, ARGM-NEG=not, ARGM-TMP=d | | fall | employee 's performance rating | | ARG2=below Meets Expectations | | revoke | remote work privileges | | ARGM-ADV=If an employee 's performance r | | submit | 2.1 Employees | PTO requests | ARGM-MOD=must, ARGM-TMP=before the reque | | require | 2.2 PTO requests of 5 or more consecutiv | director - level approval | | carry | 2.3 Unused PTO | | ARGM-MOD=shall, ARGM-NEG=not, ARG2=beyon | | prohibit | 2.4 Employees | | | take | | PTO | ARGM-TMP=during the annual audit period | | overlap | | PTO | | | take | earlier request | priority | | | treat | 3.3 Unauthorized absence | | ARG2=as unpaid leave | | trigger | | disciplinary review | |

Enriched Extraction (batch-enrich)

Single GPU call: 40 entities, 13 roles, 16 SRL frames (398ms)

Latency Comparison

Method	Latency
Separate (GLiNER 202ms + GLiClass 171ms + SRL 47ms)	420ms
batch-enrich (unified)	398ms
Speedup	1.1x

Per-Sentence Enriched Results (sample)

Sentence	Entities	Role	SRL Frames
COMPANY POLICY: Remote Work and Time Off			

Section 1: Remote | 5 | Permission (0.87) | 3 | | 1.2 Managers must approve remote work schedules at least 5 b | 2 | Permission (0.57) | 1 | | 1.3 Employees in client-facing roles shall not work remotely | 3 | Obligation (0.33) | 1 | | If an employee's performance rating falls below "Meets Expec | 4 | Penalty (0.57) | 2 | | Section 2: Paid Time Off 2.1 Employees must submit PTO reque | 5 | Time Condition (0.49) | 1 | | 2.2 PTO requests of 5 or more consecutive days require direc | 2 | Permission (0.80) | 1 | | 2.3 Unused PTO shall not carry over beyond March 31 of the f | 2 | Condition (0.37) | 1 | | 2.4 Employees are prohibited from taking PTO during the annu | 3 | Prohibition (0.76) | 2 | | 2.5 | 0 | Condition (0.17) | 0 | | If two employees in the same team request overlapping PTO, t | 5 | Condition (0.51) | 2 | | Section 3: Consequences 3.1 Violation of remote work policie | 4 | Penalty (0.39) | 0 | | 3.2 A second violation within 12 months results in suspensio | 2 | Penalty (0.82) | 0 | | 3.3 Unauthorized absence is treated as unpaid leave and trig | 3 | Trigger Rule (0.56) | 2 |

Entity Type Distribution (enriched)

Label	Count
constraint	13
action	10
role	7
requirement	4
event_type	3
metric	2
protocol	1

Role Distribution (enriched)

Role	Count
Permission (Normative)	3
Penalty (Normative)	3
Condition (State)	3
Obligation (Normative)	1
Time Condition (Other)	1
Prohibition (Normative)	1
Trigger Rule (Other)	1

QLang Sentences

Gliclass: 13 classifications (171ms)

Normative (8)

- [Permission] (0.87) COMPANY POLICY: Remote Work and Time Off

Section 1: Remote Work Eligibility 1.1...

- [Permission] (0.57) 1.2 Managers must approve remote work schedules at least 5 business days in adva...
- [Obligation] (0.33) 1.3 Employees in client-facing roles shall not work remotely during scheduled cl...
- [Penalty] (0.57) If an employee's performance rating falls below "Meets Expectations", remote wor...
- [Permission] (0.80) 2.2 PTO requests of 5 or more consecutive days require director-level approval...
- [Prohibition] (0.76) 2.4 Employees are prohibited from taking PTO during the annual audit period (Dec...
- [Penalty] (0.39) Section 3: Consequences 3.1 Violation of remote work policies results in a writt...
- [Penalty] (0.82) 3.2 A second violation within 12 months results in suspension of remote work pri...

Other (2)

- [Time Condition] (0.49) Section 2: Paid Time Off 2.1 Employees must submit PTO requests at least 14 cale...
- [Trigger Rule] (0.56) 3.3 Unauthorized absence is treated as unpaid leave and triggers a disciplinary ...

State (3)

- [Condition] (0.37) 2.3 Unused PTO shall not carry over beyond March 31 of the following year....
- [Condition] (0.17) 2.5...
- [Condition] (0.51) If two employees in the same team request overlapping PTO, the earlier request t...

Qualtron: 3 classifications (6113ms)

Causal (1)

- [Requirement] (0.95) 2.2 PTO requests of 5 or more consecutive days require director-level approval...

Core (1)

- [Concept] (0.90) Section 3: Consequences...

Other (1)

- [Document] (0.95) COMPANY POLICY: Remote Work and Time Off...

QHG Process Models

FSM (2121ms)

Could not parse structured output

None

BPMN (1511ms)

Could not parse structured output

None

DFG (4870ms)

Could not parse structured output

None

KnowledgeState (6121ms)

Could not parse structured output

None

CNL / QNR2 Rules

8 rule patterns detected

Obligation (4)

- must approve remote work schedules at least 5 business days in advance.
- shall not work remotely during scheduled client meetings.
- must submit PTO requests at least 14 calendar days before the requested start date.
- shall not carry over beyond March 31 of the following year.

Permission (1)

- may be revoked until the next review cycle.

Prohibition (2)

- shall not work remotely during scheduled client meetings.
- shall not carry over beyond March 31 of the following year.

Requirement (1)

- require director-level approval.

Heuristic Facts & Rules

3 facts, 7 rules

Facts (sample)

- 1.1 All full-time employees who have completed their probationary period (90 days) are permitted...
- to work remotely up to 3 days per week....
- 3.2 A second violation within 12 months results in suspension of remote work privileges for 6 months....

Rules (sample)

- [obligation] 1.2 Managers must approve remote work schedules at least 5 business days in advance....
- [obligation] 1.3 Employees in client-facing roles shall not work remotely during scheduled client meetings....
- [conditional] 1.4 If an employee's performance rating falls below "Meets Expectations", remote work privileges...
- [obligation] 2.1 Employees must submit PTO requests at least 14 calendar days before the requested start date....
- [obligation] 2.3 Unused PTO shall not carry over beyond March 31 of the following year....
- [obligation] 2.4 Employees are prohibited from taking PTO during the annual audit period (December 1-15)....
- [conditional] 2.5 If two employees in the same team request overlapping PTO, the earlier request takes priority....

Topics (Gensim LDA)

- **Topic 0:** {'word': 'work', 'weight': 0.0112}, {'word': 'remote', 'weight': 0.0112}, {'word': 'results', 'weight': 0.0111}, {'word': 'months', 'weight': 0.0111}, {'word': 'violation', 'weight': 0.0111}, {'word': 'disciplinary', 'weight': 0.0111}, {'word': 'first', 'weight': 0.0111}, {'word': 'privileges', 'weight': 0.0111}
- **Topic 1:** {'word': 'work', 'weight': 0.0685}, {'word': 'remote', 'weight': 0.0498}, {'word': 'days', 'weight': 0.0312}, {'word': 'violation', 'weight': 0.0218}, {'word': 'client', 'weight': 0.0218}, {'word': 'privileges', 'weight': 0.0218}, {'word': 'employees', 'weight': 0.0218}, {'word': 'review', 'weight': 0.0218}
- **Topic 2:** {'word': 'pto', 'weight': 0.0692}, {'word': 'employees', 'weight': 0.0433}, {'word': 'days', 'weight': 0.0303}, {'word': 'request', 'weight': 0.0303}, {'word': 'requests', 'weight': 0.0303}, {'word': 'least', 'weight': 0.0173}, {'word': 'period', 'weight': 0.0173}, {'word': 'time', 'weight': 0.0173}

Summary (Sumy LexRank)

Section 1: Remote Work Eligibility 1.1 All full-time employees who have completed their probationary period (90 days) are permitted to work remotely up to 3 days per week. 1.2 Managers must approve remote work schedules at least 5 business days in advance. 1.3 Employees in client-facing roles shall not work remotely during scheduled client meetings. Section 2: Paid Time Off 2.1 Employees must submit PTO requests at least 14 calendar days before the requested start date. Section 3: Consequences 3