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The 10 principles of Security in Modern Cloud Applications

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Fusion Functional Architecture
May 22 2014

Safe Harbor Statement

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Program Agenda

§ Security in Fusion Applications

§ The 10 Principles

§ Demonstration: Hire an Employee

§ Q&A

The Enterprise

HR Generalist
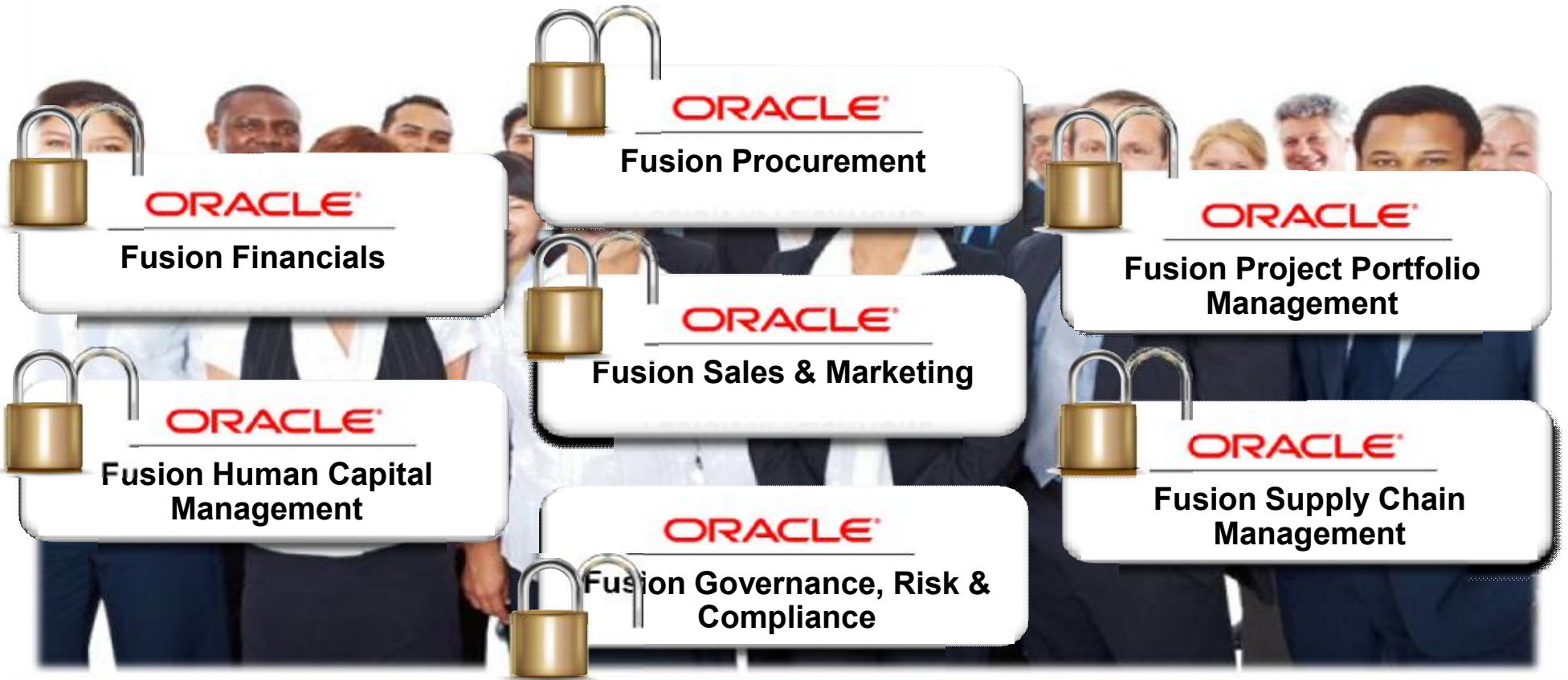
CFO

Payables Supervisor

Marketing Manager

VP of Sales

Procurement Manager

Applications Admin

Engineer

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Functional Footprint – Role Based Access Control

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Fusion Procurement

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Fusion Financials

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Fusion Project Portfolio Management

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Fusion Sales & Marketing

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Fusion Human Capital Management

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Fusion Supply Chain Management

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Fusion Governance, Risk & Compliance

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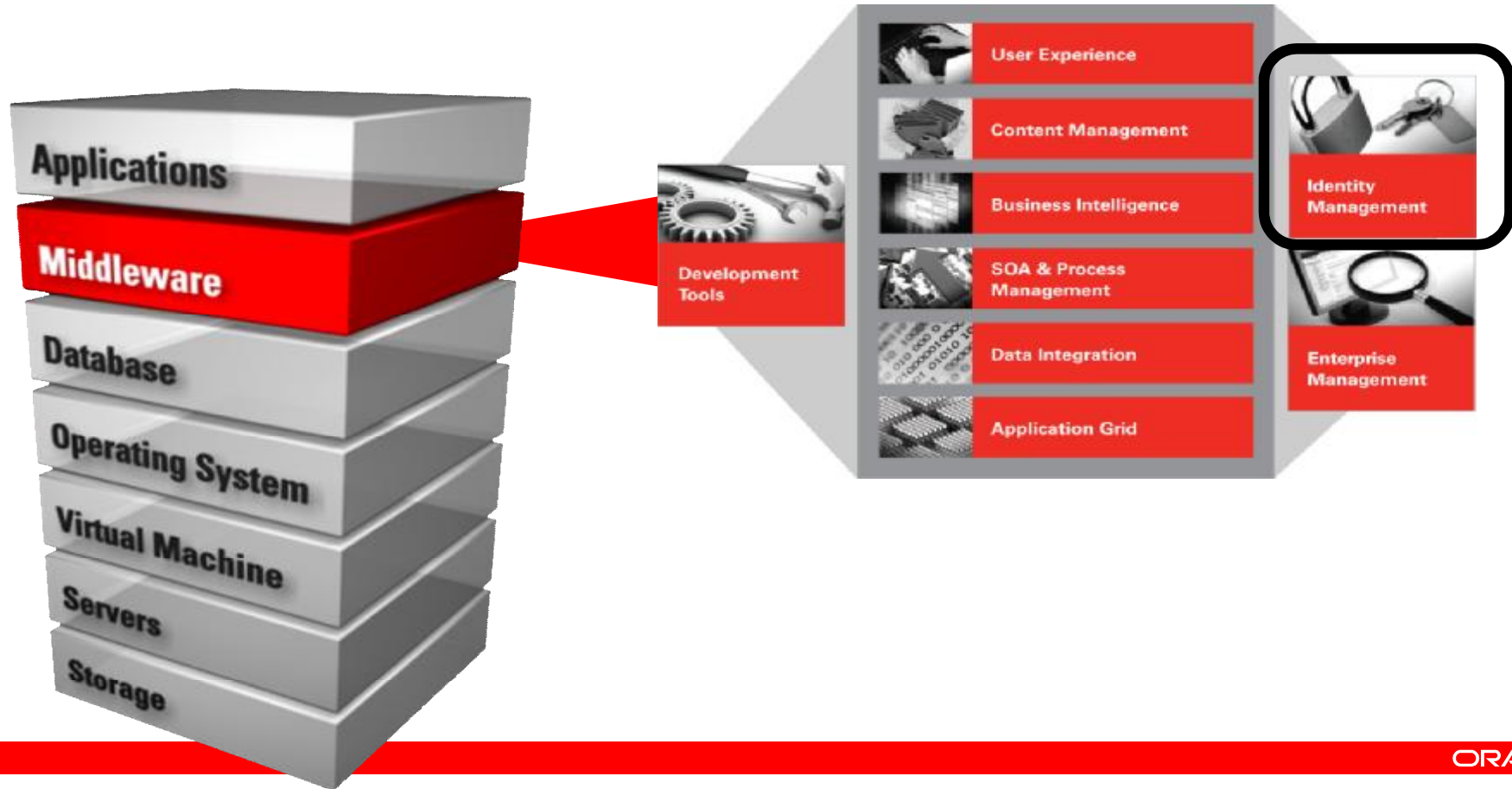# Functional Footprint – Role Based Access Control

Fusion Procurement

INTERNAL USERS

- Buyer
- Category Manager
- Procurement Manager

- Procurement Contracts Administrator
- Procurement Catalog Administrator
- Procurement Applications Administrator
- Supplier Administrator

- Sourcing Project Collaborator

EXTERNAL USERS

- Supplier Bidder
- Supplier Accounts Receivable Specialist
- Supplier Customer Service Representative
- Supplier Demand Planner
- Supplier Sales Representative
- Supplier Self Service Administrator
- Supplier Self Service Clerk

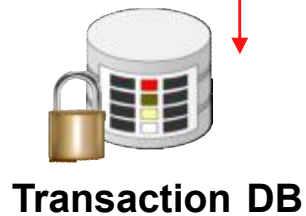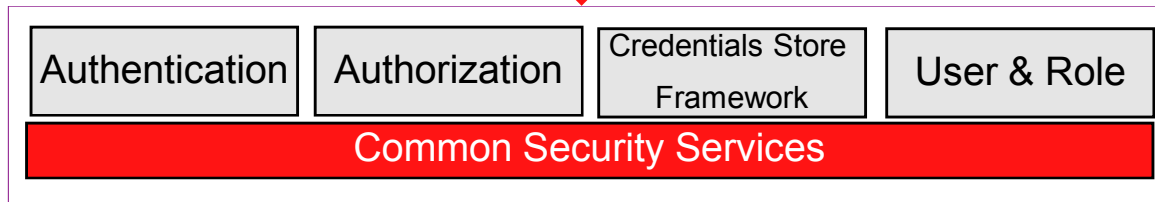**190 Seeded Job Roles across over 83 Applications**

The Foundation – Fusion Middleware

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Common Security Services

Application UI (ADF)   **BI Dashboards**   **Other UIs**   **Webservices**   **UCM**   **BPEL/BPM**   **ADFdi**

WEB SERVICE

Desktop Integration ADFdi

| Authentication | Authorization | Credentials Store Framework | User & Role |

Common Security Services

Transaction DB

Access/SSO

Functional Permissions

Data Permissions

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BENEFITS OF FUSION SECURITY

USABILITY

- Clean Access Model
- Seamless Transition to IDM

PRODUCTIVITY

- Faster On boarding
- SSO
- Management Approval Workflows
- Easier Regulatory Compliance

RISK

- Secure Out of The Box
- Across Tools
- Across the Info Lifecycle
- SOD

ADMINISTRATIVE COSTS

- Role Provisioning
- Transparent Policies
- Standards Based
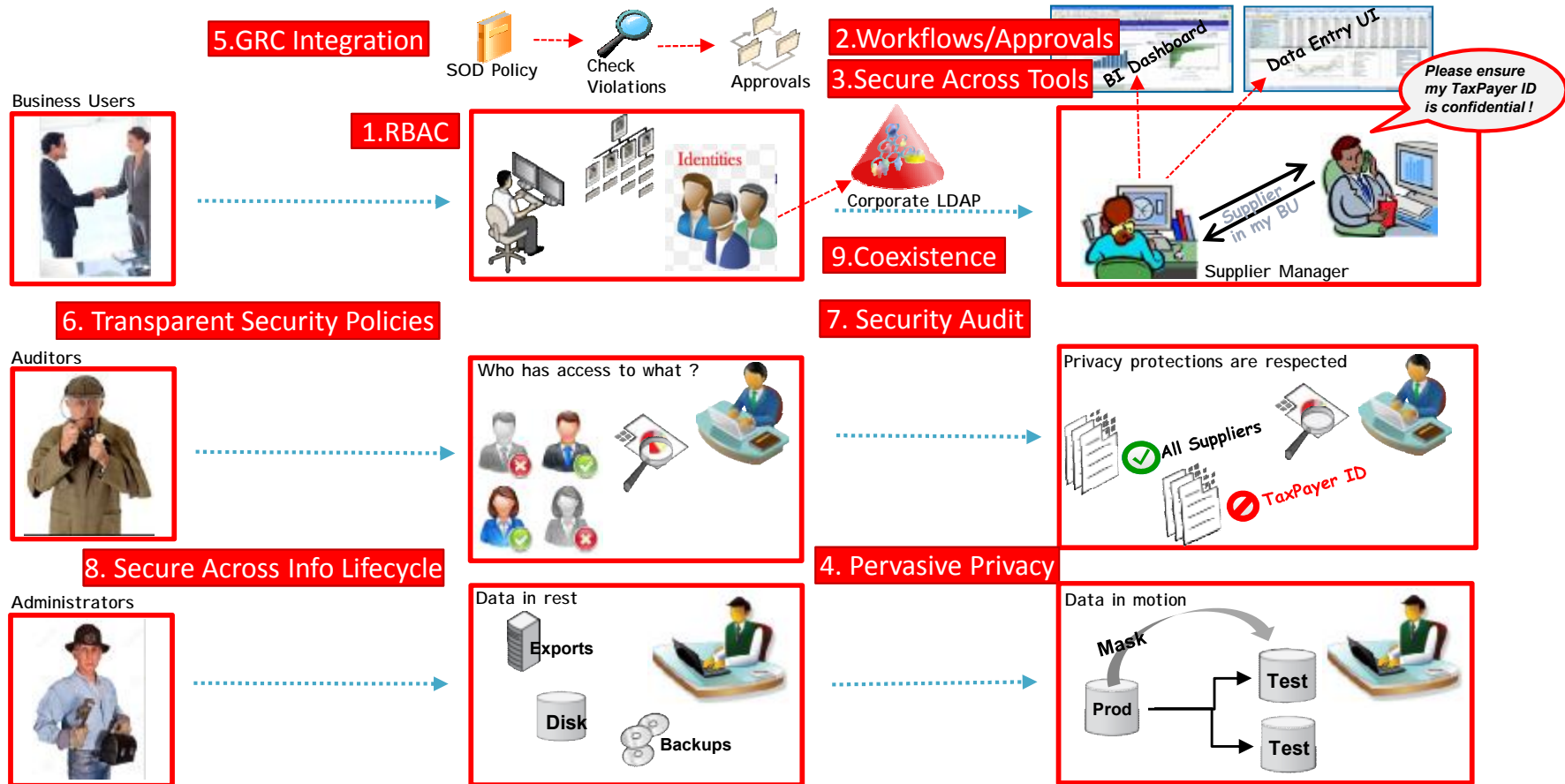
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10 Principles

5.GRC Integration

SOD Policy → Check Violations → Approvals

2.Workflows/Approvals

3.Secure Across Tools

BI Dashboard

Data Entry UI

Please ensure my TaxPayer ID is confidential !

Business Users

1.RBAC

Identities

Corporate LDAP

9.Coexistence

Supplier in my BU

Supplier Manager

6. Transparent Security Policies

7. Security Audit

Auditors

Who has access to what ?

Privacy protections are respected

All Suppliers

TaxPayer ID

8. Secure Across Info Lifecycle

4. Pervasive Privacy

Administrators

Data in rest

Exports

Disk

Backups

Data in motion

Mask

Prod

Test

Test

10. Reference Implementation

Fusion Applications Security

1. Role Based Access

2. Account and Role Provisioning Events & Workflows

3. Enforcement Across Tools and Transformations

4. Pervasive Privacy Protections

5. Integration with Governance Risk and Compliance

6. Transparent Security Policies

7. Complete Audit of Security Changes

8. Secure Across the Information Lifecycle

9. Co-existing with your current Security Infrastructure

10. Comprehensive Extensible Reference Implementation

Fusion Applications Security

	E-Business Suite	PeopleSoft
Job Role →	Top Level Menu	Top Level Menu
Data Role →	Responsibility	Employee ID + Role
Duty Role →	Sub Menu	Role(s)
Entitlement →	Form Function	Permission Lists
Permission →	Executable	Executable

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A Role is a Job Description

Procurement Manager

Procurement professional responsible managing a group of buyers in an organization.

| General | External Role Hierarchy | **Application Role Mapping** |

Mapping For: Procurement Manager

Each application in the table below can be expanded to see the corresponding Application Roles within their hierarchy.
Select an Application Role below and click the Open button to launch a view details in a new tab.

Actions ▾   View ▾   Map   Remove Roles   Open Role   Find Policies
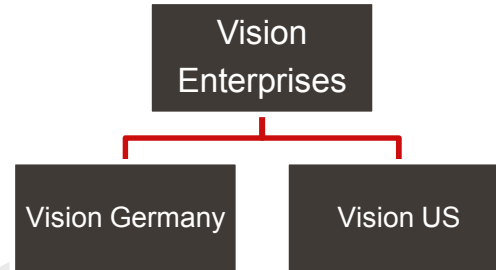
Display Name	Description
▷ obi	
▽ fscm	
▷ Approved Supplier List Entry Management Duty	Perform approved supplier list management tasks including creating, changing, and ...
▷ Buyer Management Duty	Reassign purchasing transactions from one agent to another.
▷ Contract Terms and Conditions Override Controls Duty	... protected clauses, and deletes mandatory clauses and sections in addition to au...
▷ Negotiation Analysis Viewing Duty	View negotiation data from a business intelligence perspective as an agent.
▷ Procurement Dashboard Duty	Access the Procurement Dashboard page. The dashboard provides quick access to spe...
▷ Purchase Document Analysis as Procurement Manager Duty	... purchase order and purchase agreement Business Intelligence Applications &...

A Duty is what you do in that Role.

Procurement Manager   Apply now »

Date: Apr 26, 2012
Location: London, ENG, GB

Responsibilities

The purpose of the Regional Procurement Manager is

- To coordinate a team of buyers and logistic specialists to manage the project spend, NPR spend, implement sourcing strategies and realize pipeline savings.
- To create and implement project procurement strategies and plans.
- To manage material requirements, send requests for quotes;
- To negotiate with suppliers.
- To place purchase orders
- To manage logistics.
- To perform order management according to contract/project requirements and BT processes, rules and directives.
- To ensure slim, fast and efficient processes by continuously improving internal processes and tools towards world class standards, ensure people development using best practices, and manage cross-functional and external relations.
- To optimize and manage the supply chain and ensure flawless execution with focus on delivery, quality, performance, flexibility, responsiveness, and spend- and price development.
- To represent Procurement in Management Meetings MOR / QPR and bring its competence in global supply chains.

Key accountabilities include

- Ensure the competence and performance of procurement project team
- Support tender/bidding process
- Roll-out divisional sourcing strategy and implement project procurement strategy and plan
- Manage purchase contracts for the project & operations in scope
- Manage supply base and improve supplier performance (delivery & quality)
- Manage Material Cost Performance

Qualifications

Degree level or equivalent in a relevant discipline.
Significant experience, preferably within an industrial environment and within a demanding safety critical environment. Ideally you will have experience within railway signalling
Able to develop effective relationships and have proven negotiation skills with the supply chain.
Ability to communicate simply and effectively at all levels and in particular across regions.
Presentable, enthusiastic and trustworthy.
Flexible and able to work accurately to deadlines
Ability to work in multi cultural environment

Once a New Employee is inducted, You grant them a Role

Vision Enterprises

Vision Germany   Vision US

Employee Joins As
Purchasing Manager of
Vision Germany

Procurement Manager - Vision Germany

| General | External Role Hierarchy | Application Role Mapping |

Procurement Manager - Vision Germany inherits permissions from the following roles.

Actions ▾   View ▾   📂 Open Role   🔒 Find Global Policies

Display Name	Name	D
▷ 🔧 Procurement Manager	PO_PROCUREMENT_MANAGER_JOB	P

🖼 **Data Security Policies for:** 🔧 Procurement Manager - Vision Germany
Select a Policy and click the edit button to open the individual policy in a new tab.

Action ▾   View ▾   📝 New   ✏ Edit

Actions	Condition
Manage Requisition	For a Business Unit

Roles not tied to Job but
to Employee, such as
• Employee (ERs)
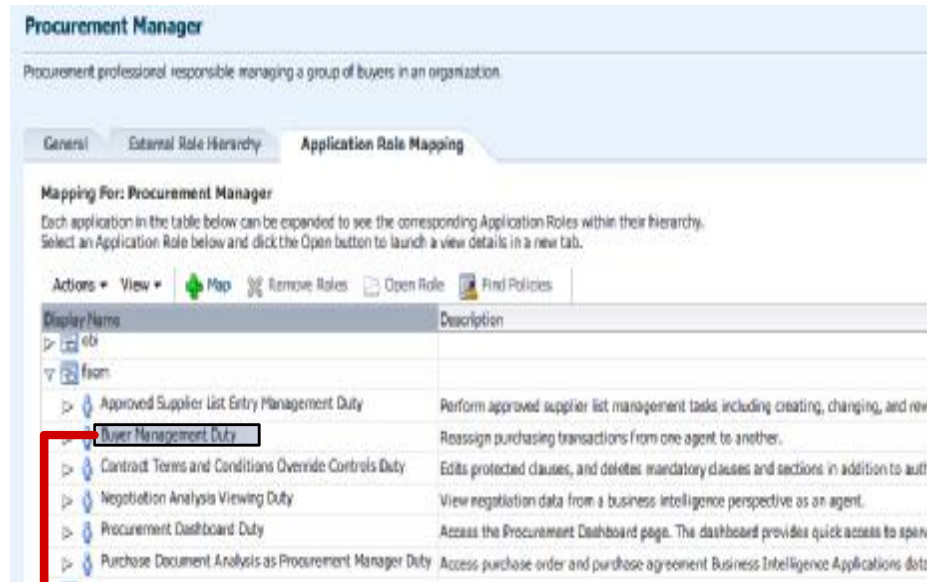• Purchase Requisitioner

We call these roles:
Abstract Roles

Employee is Granted
the Purchasing Manager Role with Data Secured by
Vision Germany. We call these roles: Data Roles

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What can the new Employee Do and View ?

Based on their Role assignment the Employee has duties.

Each of these duties provides access to functionality in Fusion Apps.

This Access to Functionality is what we call Entitlements

Now the New Employee Starts Using the System

Policies for: Buyer Management Duty

Functional Policies | Data Security

Actions ▾ | View ▾ | ➕ New | ✏ Open | ✖ Remove

	Name	Description	Targets
1	Policy for Buyer Managemen...		⚙ Reassign Purchasing Document ⚙ Manage Procurement Agent

When the Employee
starts using Fusion Apps
She will be able to
access the Menu Tasks
she is entitled to.

Home Navigator ▾ Recent Items ▾ Favorites ▾

Purchasing

Tasks
- Import Contract Agreements
- Launch Retroactive Price Update
- Generate Approved Supplier List Entries

Deliverables
- Manage Deliverables

Supply Base
- Search Suppliers
- Manage Suppliers
- Manage Approved Supplier List Entries

Administration
- Communicate Purchasing Documents
- Reassign Purchasing Documents
- Purge Processed Open Interface

Reassign Purchasing Documents

Process Options | Advanced | Submit | Cancel

Name Reassign Purchasing Documents

Description Reassigns purchasing documents including purchase orders, purchase agreements, and cont...

Schedule As soon as possible

☐ Print output

☐ Notify me when this process ends

Parameters

* Document Type Purchase Orders

* Procurement BU Vision Operations

* Old Buyer

* New Buyer

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Menu Items

Tasks

Buttons, Regions and Actions

Fusion Applications Security

1. Role Based Access

2. Account and Role Provisioning Events & Workflows

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Manual Process
-No Auto Provisioning

Count: 3617

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Account and Role Provisioning Events & Workflows

Secure Out of the Box

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Secure OOTB: Enforcement Across Tools

Secure OOTB: Enforcement Across Tools

Defined Once. Used Everywhere !

- ADF

- Enterprise Search

- Business Intelligence

- Reporting

- Mobile

- Web Services

- Content Management

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Secure OOTB: Pervasive Privacy Protections

- Fusion Applications protect personally identifiable information (PII)
- PII = any piece of information which can potentially be used to uniquely identify, contact, or locate a single person.
  - Social Security Number (SSN)
  - Driver's license number
  - State or National Identifier (Identification Card number)
  - Passport Number
  - Account number, credit card number (CCN) or debit card number
  - Home or Physical address (e.g street address)
  - Email address
  - Telephone number
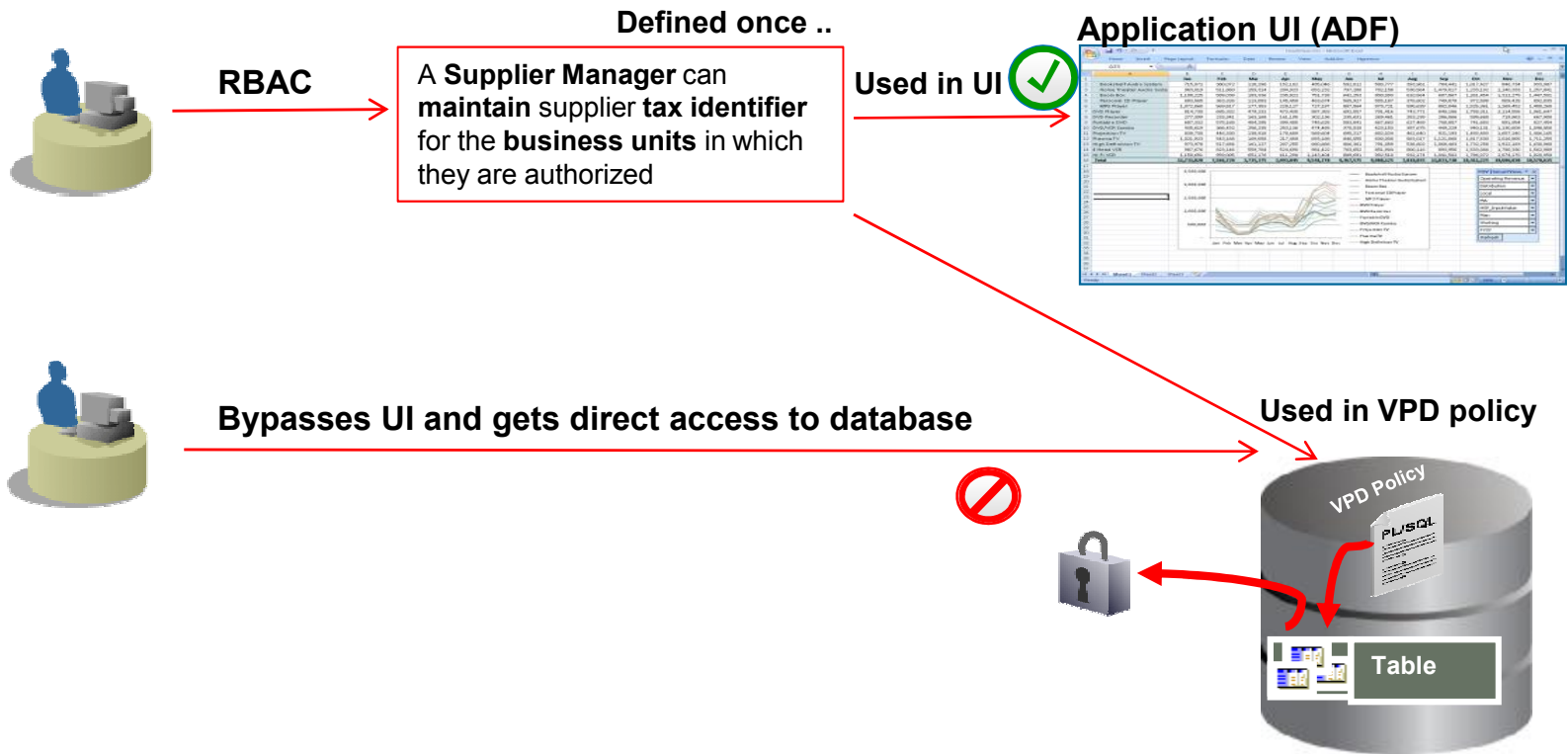
Secure OOTB: Pervasive Privacy Protections

Defined once ..

Application UI (ADF)

RBAC

A **Supplier Manager** can **maintain** supplier **tax identifier** for the **business units** in which they are authorized

Used in UI ✓

Bypasses UI and gets direct access to database

Used in VPD policy

VPD Policy

PL/SQL

Table

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Manage Access & Segregation of Duties

Solution

§ Preventive AND Detective Access Controls

§ Simulation for Role Design

§ Preventive Provisioning

§ Pre-built Content and Reports

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Preventive Provisioning

Incidents By Control

Incidents By Control

Legend:
- Control Budgets and Create Invoices
- Create Customer and Release Sales Order
- Create Items and Cycle Counting
- Create Suppliers and Create Invoices
- Delete Receipts and Create Sales Orders
- Duplicate Invoice Amounts
- Duplicate Payments
- Enter Journal Entry and Physical Inventory
- Invoices without a Purchase Order
- Item Costing and Create Items
- Payment Amount Greater than 100,000
- Payments made to Blocked Suppliers
- Physical Inventory and Receive Goods
- Post Journal Entry and Mass Transactions
- Post Journal and Enter Invoices
- Purchases without Payment Card
- Remittances and Create Sales Order
- Remittances and Ship Customer Goods
- Supplier with no Taxpayer ID

cement
ype

Required

Control_Name	Control_Type	Number_of_Incidents	Last_Run_Date	Control_Owner
Control Budgets and Create Invoices	Access	76	01-APR-2011	KBROWN
Create Customer and Release Sales Order	Access	0	01-APR-2011	ASMITH
Create Items and Cycle Counting	Access	512	01-MAR-2011	ASMITH

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Transparent Security Policies

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Audit of Security Changes

Who made what changes, and when

Manage Audit Policies

Configure the audit level for individual products, and for Oracle Fusion Applications, which business object attributes to audit.

Save | Save and Close | Cancel

Oracle Fusion Applications (APPS)
Fusion Applications Business Objects.

Audit Level | No Auditing ▾

Configure Business Object Attributes

Oracle Business Intelligence Enterprise Edition (OBIEE)
Analysis and Dashboard access, Creating/Updating/Deleting Web Catalog objects.

Audit Level | No Auditing ▾

Oracle Business Intelligence Publisher (BIP)
User sessions, report requests, report executions.

Audit Level | No Auditing ▾

Oracle Data Integrator (ODI)
Metadata changes of ODI.

Oracle Enterprise Scheduling Service (ESS)
ESS metadata changes, ESS request operations, Administrative operations to ESS request processor and dispatcher.

Oracle Metadata Services (MDS)
Metadata changes like sandbox publish, import.

Pages and Business Objects Extensibility (ADF)
Extensibility changes via composers to pages and business objects.

Oracle Platform Security Services
Security authorization, user authentication and assertion, credential store and key store services.

Oracle Web Service Manager (OWSM)
Audit events fall into two broad categories: a) Auditing of OWSM Policy Enforcement like authentication, authorization, etc on a per request basis. b) Administrative operations th
Policies, GPA, Assertion Templates. Also any changes to OWSM Local/Direct Policy attachments.

Oracle SOA Suite (SOA)
SOA Metadata customizations.

- Audit of Changes in the definition of a role
- Audit of Changes to the roles assigned to a user
- Audit of the logins of highly privileged accounts
  - *Implementation Consultant*
  - *Security Manager*
  - *Payroll Administrator*
- Audit of the use of a highly privileged function
  - *Voiding of a Check*

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IT Audit - Security

Show User and Roles from Oracle Identity Manager (OIM)

IT Audit - Security

Show User and Role Change Reporting

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Secure OOTB: Secure Across Info Lifecycle

- Sensitive data in file system and backups (data-at-rest) protected using Transparent Data Encryption

- Sensitive data in cloned, non-production databases protected using Oracle Data Masking

- Sensitive data protected from database administrators and other privileged users using Oracle Database Vault
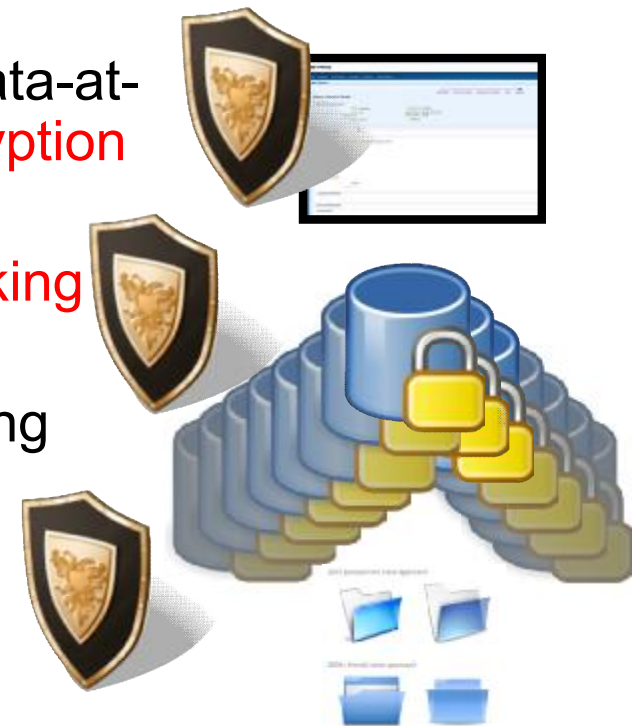
Secure OOTB: Secure Across Info Lifecycle

Protect Data
in Motion with
Network
Encryption using
*Advanced Security
Option*

Protect Data from
View and Alteration
as well as Insider
Threat using
Database Vault

Database Vault	Operational DBA	Data DBA / Manager
Select SALARY from users;	X	ü
Alter system. Alter table..	ü	X

* Example roles and privs
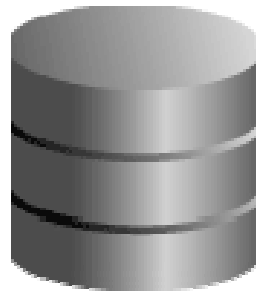
Alter table …

Operational DBA

Select SALARY from USERS;

Sensitive Data in cloned instance
protected by *Data Masking*

Protect User and Sensitive Data
at Rest by Encrypting Database
Columns using
Transparent Data Encryption

LNAME	SSN	SALARY
KING	A0d $ Gb) c	(f @ e M
SCOTT	AOdubLvc	Gf &@e P
SMITH	%5 #R0B- ! 9 (	D$Kf Xa

LNAME	SSN	SALARY
KING	111-11-1111	$99,000
SCOTT	222-22-2222	$888,000
SMITH	333-33-3333	$77,000

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Secure OOTB: Co-existing with your current Security Infrastructure

Allows a user to log in once & access all applications…

authentication

Existing Identity Management Infrastructure
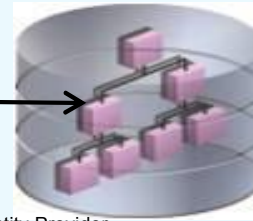
Identity Provider

Service access

Custom Applications

OID Federation Enabled

ORACLE FUSION APPLICATIONS 11^g
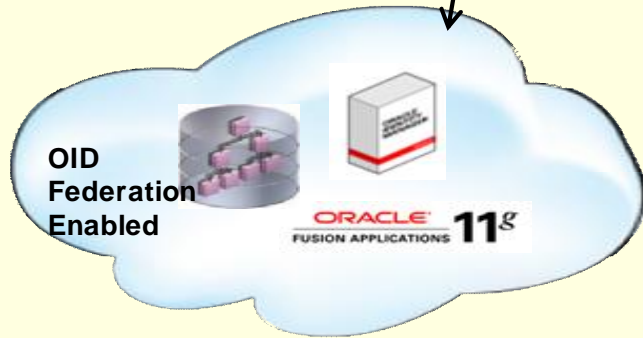
Service Providers
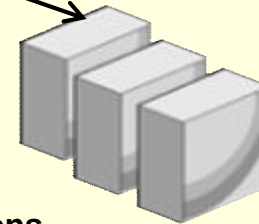
Applications Unlimited

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Secure OOTB: Reference Implementation

OOTB

ü roles you will recognize as jobs

ü hierarchy of duties

ü data security policies

APM to extend

ü SOD Policies

ü Provisioning Events   Authorization Policy Manager

ü new jobs

ü new duties

Configuration Flexibility

"What if I want to expand what reports the channel directors can see?"

Configuration Flexibility

Add a Duty Role

Job Role

Channel Director
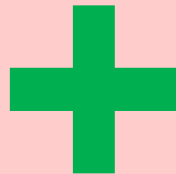
Duty Role ➕ Sales Transaction Analysis Duty

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Configuration Flexibility

"Most business groups have their sales reps do forecasting, but <u>I know of one</u> where the sales managers do that, not the sales reps. What should I do?"

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Configuration Flexibility

Remove a Duty Role

| Job Role | Sales Representative |

X Sales Forecasting Duty

Duty Role

Configuration Flexibility

Remove Duty Role and Add Custom Duty Role

Job Role

Sales Representative

Duty Role

Sales Representative Duty

Opportunity Sales Representative Duty **X**

Custom Opportunity Read Only Duty **+**

Policies

Security Policies

ADD POLICIES WITH VIEW PRIVILEGES ONLY →

Security Policies

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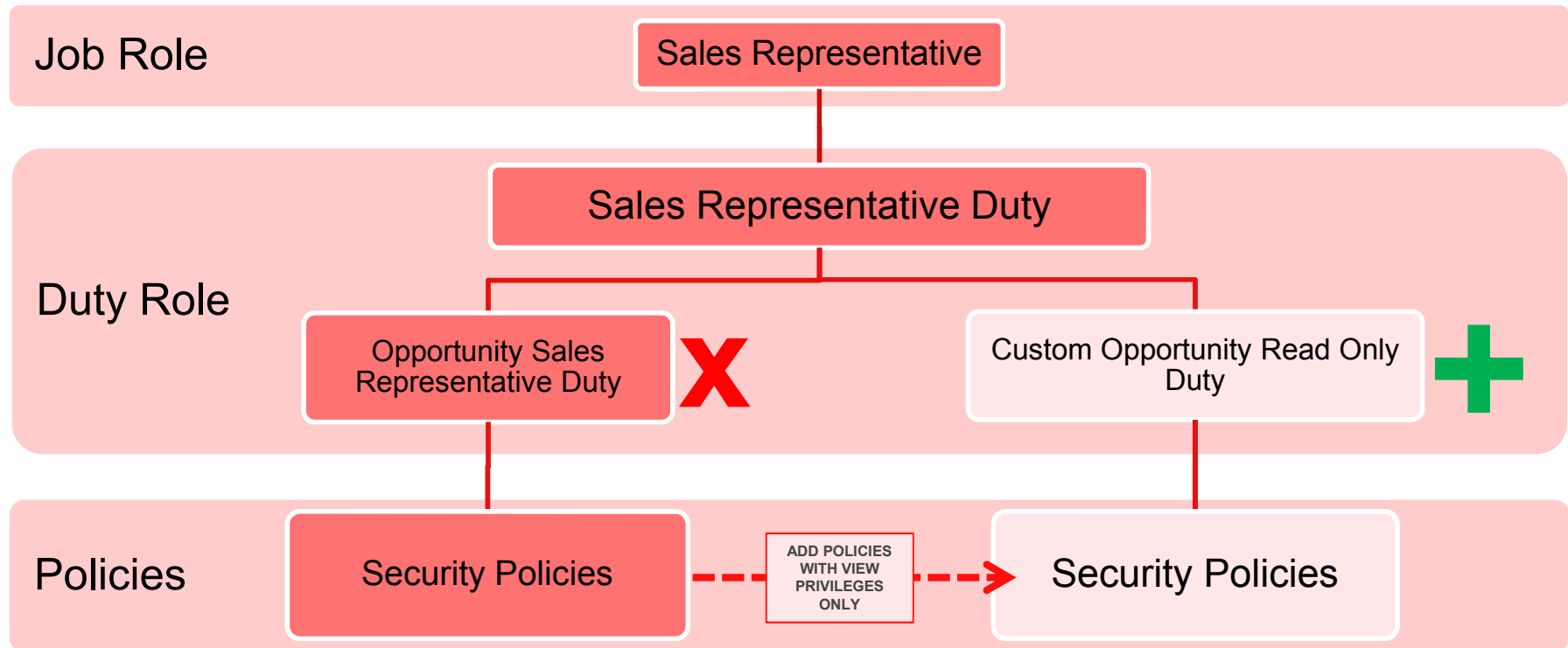
Customization Considerations

Customization	Ease of Use Rank (1 = easiest)
New Job role with Existing Duty role	1
New Job with New Duty role	2
New Policy with Existing Privilege	3
New Data Policy with Existing Condition	3
New Privilege for custom objects	4
New Condition	4 – 7 (For Advanced Implementers)

§ Custom Objects can be secured with an easy to use wizard and standard data security privileges. When custom objects appear in APM, the associated data security can be further customized.

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Oracle Confidential

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Security Flow

§ Set up security profile

§ Create data role

§ Create role provisioning rule

§ Create employee

Welcome - Oracle Applications - Windows Internet Explorer

https://fap0386-fs.oracleads.com/homePage/faces/AtkHomePageWelcome?_afrLoop=656261523015582&webApp=HomePage&fndHomePageViewId=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256&_afr

Favorites | Get more Add-ons ▾ | eXpressSR

Welcome - Oracle Applications

🏠 ▾ 🔊 ▾ 🖶 ▾ Page ▾ Safety ▾ Tools ▾ 🔞 ▾

INFUSION

Accessibility   Personalization ▾   Administration ▾   Help ▾   Sign Out   Curtis Feitty

Home Navigator ▾ Recent Items ▾ Favorites ▾ Watchlist ▾ Tags Spaces

🔔 (0) Search All

Welcome   Human Resources   My Portrait   Payroll   WebCenter Services

Welcome, Curtis Feitty!

Welcome to Your
Business Dashboard

Customize your welcome page the way **YOU** like it.

Person Management   New Person   Ben Service Center   Ben Plan Design   Compensation Workarea   Workforce Structures

Pay for Performance - Detailed Report

Pay for Performance - Detailed Report

Table Prompts

Sections

Department	Rating Level	Rating Level Name	Country	Number of Employees	Annual Salary Costs	Salary Increase	Total Shares	Unvested Shares	Exercisable Shares
Benefits UK	1	Unsatisfactory	United Kingdom	2	107,643.00	380.43			
	2	Inconsistently meets expectations	United Kingdom	2	185,973.00	1,556.37			
	3	Meets expectations	United Kingdom	14	2,254,226.00	23,894.27			
	4	Exceeds expectations	United Kingdom	3	386,817.00	4,412.66			
	5	Outstanding	United Kingdom	5	402,028.00	5,386.53			
Benefits US	1	Unsatisfactory	United States	3	113,486.36	894.40	2,750	2,063	688
	2	Inconsistently meets expectations	United States	2	264,600.00	3,313.80	3,000	2,250	750
	3	Meets expectations	United States	21	3,395,709.08	53,203.85	77,500	58,125	19,375
	4	Exceeds expectations	United States	3	738,100.00	12,688.90	39,250	29,438	9,813
	5	Outstanding	United States	4	740,950.00	13,751.35	2,750	2,063	688
Compensation UK	1	Unsatisfactory	United Kingdom	1	90,450.00	603.00			

Worklist: Notifications and Approvals

Actions ▾ View ▾ | | ‹ ›

☐	Title		State	Assigned
	Task Health and Safety Briefing Allocated for Paul Keir, 300000006454614 Was Assigned To Union			

People Connection

Invite / Manage Connections

Find Connection

https://fap0386-fs.oracleads.com/homePage/faces/AtkHomePageWelcome?_afrLoop=656261523015582&webApp=HomePage&fndHomePageViewId=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256&_afr

Favorites | Get more Add-ons ▾ | eXpressSR

Welcome - Oracle Applications

Page ▾ Safety ▾ Tools ▾

INFUSION

Accessibility | Personalization ▾ | Administration ▾ | Help ▾ | Sign Out | Curtis Feitty

Home | Navigator ▾ | Recent Items ▾ | Favorites ▾ | Watchlist ▾ | Tags | Spaces

(0) Search All

Cash Management
Bank Statements and Reconci...
Workforce Management
Human Resources Dashboard
Data Exchange
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Workforce Processes
Payroll
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Person Gallery

Person Management | New Person | Ben Service Center | Ben Plan Design | Compensation Workarea | Workforce Structures

Pay for Performance - Detailed Report

Pay for Performance - Detailed Report

Table Prompts

Sections

Department	Rating Level	Rating Level Name	Country	Number of Employees	Annual Salary Costs	Salary Increase	Total Shares	Unvested Shares	Exercisable Shares
Benefits UK	1	Unsatisfactory	United Kingdom	2	107,643.00	380.43			
	2	Inconsistently meets expectations	United Kingdom	2	185,973.00	1,556.37			
	3	Meets expectations	United Kingdom	14	2,254,226.00	23,894.27			
	4	Exceeds expectations	United Kingdom	3	386,817.00	4,412.66			
	5	Outstanding	United Kingdom	5	402,028.00	5,386.53			
Benefits US	1	Unsatisfactory	United States	3	113,486.36	894.40	2,750	2,063	688
	2	Inconsistently meets expectations	United States	2	264,600.00	3,313.80	3,000	2,250	750
	3	Meets expectations	United States	21	3,395,709.08	53,203.85	77,500	58,125	19,375
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Compensation UK	1	Unsatisfactory	United Kingdom	1	90,450.00	603.00			

Worklist: Notifications and Approvals

Actions ▾ | View ▾

	Title	State	Assigned
	Task Health and Safety Briefing Allocated for Paul Kerr, 300000026454614 Was Assigned To Unon		

People Connection

Invite / Manage Connections

Find Connection

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Setup and Maintenance

☑ Tasks

Implementations
- Getting Started

☑ Search: Tasks

Name

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Overview

| Assigned Implementation Tasks | All Tasks |

Actions ▼ View ▼ Format ▼ | Freeze Detach Wrap | Edit Status

Task [ ] Due Date: All ▼ Status: All open ▼ Project: All ▼ →

Due Date	Task List	Task	Help	Go to Task	Permitted	Authorized Roles	Predecessor Tasks ?	Status	Project	Notes
8/8/12	Define Reference Data Sharing	Manage Reference Data Sets			✓				HCM2 Test	0
8/8/12	Define Business Units for Hu...	Manage Business Unit	?		✗				HCM2 Test	0
8/8/12	Define Geographies for Huma...	Manage Geography Lookups			✓				HCM2 Test	0
8/8/12	Define Elements, Balances an...	Manage Consolidation Groups	?		✓				HCM2 Test	0
8/8/12	Define Talent Profile Settings	Manage Workforce Profile Lookups	?		✓				HCM2 Test	0
8/8/12	Define Approval Management...	Manage Task Configurations for Human Capital Management	?		♀				HCM2 Test	0
8/8/12	Define Application Taxonomy	Manage Taxonomy Hierarchy			✗				HCM2 Test	0
8/8/12	Define Reference Data Sharing	Manage Reference Data Sets			✓				HCM2 Test	0
8/8/12	Define Lookups	Manage Standard Lookups			✓				HCM2 Test	0
8/8/12	Define ISO Reference Data	Manage Currencies	?		✓				HCM2 Test	0
8/8/12	Define Document Sequences	Manage Document Sequence Categories			✗				HCM2 Test	0
8/8/12	Define Trees	Manage Tree Structures			✓				HCM2 Test	0
8/8/12	Define Flexfields	Register Descriptive Flexfields			✓				Flexfields	0
8/8/12	Define Attachments	Manage Attachment Entities			✓				HCM2 Test	0
8/8/12	Define Extracts	Manage HCM Extract Lookups	?		✓				HCM2 Test	0
8/8/12	Define Payroll Legislations	Configure Payroll Legislations	?		✓				Payroll	0
8/8/12	Define Initial Configuration	Manage Enterprise Configuration			✓				HCM2 Test	0
8/8/12	Define WebLogic Communicat...	Deploy WebLogic Communication Services			♀				HCM2 Test	0
8/8/12	Define Subledger Application ...	Manage Subledger Application			✓				HCM2 Test	0
8/8/12	Set Up Banks, Branches, and...	Manage Banks			✓				HCM2 Test	0
8/8/12	Define WebLogic Communicat...	Integrate WebLogic Communication Services with Telephony Network			♀				HCM2 Test	0
8/8/12	Define WebLogic Communicat...	Register URL for the telephony gateway or soft switch for SIP domain			✗				HCM2 Test	0
8/8/12	Define WebLogic Communicat...	Register URL for the WebLogic Third Party Call Control web service			♀				HCM2 Test	0
8/8/12	Define WebLogic Communicat...	Enable Click to Dial			✓				HCM2 Test	0
8/8/12	Define General Absence	Manage Absence Lookups	?		✓				HCM2 Test	0
8/8/12	Define Reference Data Sharing	Manage Set Assignments for Set Determinant Type	?		✓				HCM2 Test	0

https://fap0386-fs.oracleads.com/setup/faces/TaskListManager/Top?_afrLoop=4846061754804S&webApp=HomePage&fndHomePageViewId=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256&_afrWindow ▼ 🔒 ✦ ✗ 🔎 Google

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Setup and Maintenance

☑ Tasks

Overview

Implementations
- Getting Started

Assigned Implementation Tasks	**All Tasks**

☑ Search   Basic   Saved Search All Task Lists and Tasks ▾

Search Results

View ▾ Format ▾   ▥ Freeze 🖾 Detach   ☰ ☰ ⛶ ⬚⬚ Wrap

Name	Business Objects	Help	Go to Task	Permitted	Authorized Roles	Predecessor Tasks
▷ 📁 Define Data Security for Human Capital Management		🔋				
▷ 📁 Define Security for Human Capital Management						0
▷ 📁 Define Security for Human Capital Management for Coexistence		🔋				0

☑ Search: Tasks

Name

Security%Human%	➡

Advanced

Columns Hidden   1

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Setup and Maintenance

☑ Tasks

Implementations
- Getting Started

Overview

Assigned Implementation Tasks	**All Tasks**							

▷ Search   Basic   Saved Search All Task Lists and Tasks ▼

Search Results

View ▼ Format ▼ | ⫴ Freeze ⊞ Detach | ⯆ ⯅ ⯊ | ↵ Wrap

Name	Business Objects	Help	Go to Task	Permitted	Authorized Roles	Predecessor Tasks
▽ 📁 Define Data Security for Human Capital Management		❓				0
Manage Role Templates		❓	📄	❗		0
Manage Data Role and Security Profiles	HCM Data Role	❓	📄	✅	▦	0
Manage Legislative Data Group Security Profile	Legislative Data Group Security Profile	❓	📄	✅	▦	0
Manage Organization Security Profile	Organization Security Profile	❓	📄	✅	▦	0
Manage Person Security Profile	Person Security Profile	❓	📄	✅	▦	0
Manage Country Security Profile	Country Security Profile	❓	📄	✅	▦	0
Manage Position Security Profile	Position Security Profile	❓	📄	✅	▦	0
Manage Document Type Security Profile	HR Document Type Security Profile	❓	📄	✅	▦	0
▷ 📁 Define Security for Human Capital Management						0
▷ 📁 Define Security for Human Capital Management for Coexistence		❓				0

☑ Search: Tasks

Name

Security%Human%   ➡

Advanced

Columns Hidden   1

https://fap0386-fs.oracleads.com/setup/faces/TaskListManager/Top?_afrLoop=4866061754004580webApp=HomePage&fndHomePageViewId=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256&_afrWindow ▾ 🔒 ↔ ✕ 🔎 Google

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Setup and Maintenance

☑ Tasks

Implementations

- Getting Started

Manage Organization Security Profiles ⑦

Done

☑ Search

Advanced Saved Search All Organization Security Profiles ▾

* Required

* Name [_____]

Search Reset Save...

☑ Search Results

View ▾ Format ▾ 🔳 ✏

Name	Enabled	View All	Secure by Organization Hierarchy	Secure by Organization Classification	Secure by Organization List	
No search conducted.						
Columns Frozen 1						

☑ **Search: Tasks**

Name

[Security%Human%] →

Advanced

https://fap0386-fs.oracleads.com/setup/faces/TaskListManager/Top?_afrLoop=486061754004560webApp=HomePage6fndHomePageViewId=%2FAtkHomePageWelcome&fnd=%38%38%38%38false%38256&_afrWindow ▼ 🔒 ✦ ✗ 🔎 Google

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Setup and Maintenance

☑ Tasks	**Manage Organization Security Profiles** ⑦ [Done]
Implementations	
• Getting Started	

☑ Search	[Advanced] Saved Search All Organization Security Profiles ▼
	* Required
* Name O	
	[Search] [Reset] [Save...]

☑ **Search Results**

View ▼ Format ▼ 🔍 ✏️

Name	Enabled	View All	Secure by Organization Hierarchy	Secure by Organization Classification	Secure by Organization List
Operations US » US Marketing – 001	✔				✔
Columns Frozen 1					

☑ **Search: Tasks**
Name
Security%Human% ➜
Advanced

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Setup and Maintenance

☑ **Tasks**

Implementations

• Getting Started

Organization Security Profile: Operations US + US Marketing - 001 ⑦

Edit | Cancel

☑ **Basic Details** ⑦

        Name Operations US + US Marketing - 001

☑ Enabled
☐ View All

☑ **Organization Hierarchy** ⑦

☐ Secure by Organization Hierarchy

    Tree Structure Generic organization hierarchy

    Top Organization Selection Specify organization

Organization Tree

Organization
☐ Include Top Organization

☑ **Organization Classification**

☐ Secure by Organization Classification

View ▾ Format ▾   ➕ ✂

Classification Name
No data to display.

☑ **Search: Tasks**

Name

Security%Human%   ➡

Advanced

☑ **Organizations** ⑦

☑ Secure by Organization List

View ▾ Format ▾   ➕ ✂

Organization	Include or Exclude
Operations US	Include
US Marketing	Include

Security Flow

§ Set up security profile

§ Create data role

§ Create role provisioning rule

§ Create Employee

Welcome - Oracle Applications - Windows Internet Explorer

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Welcome   Human Resources   My Portrait   Payroll   WebCenter Services

Welcome, Curtis Feitty!

Welcome to Your
Business Dashboard

Customize your welcome page the way YOU like it.

Person Management   New Person   Ben Service Center   Ben Plan Design   Compensation Workarea   Workforce Structures

Pay for Performance - Detailed Report

Department	Rating Level	Rating Level Name	Country	Number of Employees	Annual Salary Costs	Salary Increase	Total Shares	Unvested Shares	Exercisable Shares
Benefits UK	1	Unsatisfactory	United Kingdom	2	107,643.00	380.43			
	2	Inconsistently meets expectations	United Kingdom	2	185,973.00	1,556.37			
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	4	Exceeds expectations	United Kingdom	3	386,817.00	4,412.66			
	5	Outstanding	United Kingdom	5	402,028.00	5,386.53			
Benefits US	1	Unsatisfactory	United States	3	113,486.36	894.40	2,750	2,063	688
	2	Inconsistently meets expectations	United States	2	264,600.00	3,313.80	3,000	2,250	750
	3	Meets expectations	United States	21	3,395,709.08	53,203.85	77,500	58,125	19,375
	4	Exceeds expectations	United States	3	738,100.00	12,688.90	39,250	29,438	9,813
	5	Outstanding	United States	4	740,980.00	13,751.35	2,750	2,063	688
Compensation UK	1	Unsatisfactory	United Kingdom	1	90,450.00	603.00			
	2	Inconsistently meets expectations	United Kingdom	2	305,680.00	2,628.43			
	3	Meets expectations	United Kingdom	6	1,201,124.00	13,016.36			
	4	Exceeds expectations	United Kingdom	3	402,937.00	4,249.38			
	5	Outstanding	United Kingdom	2	85,434.00	1,993.46			

Worklist: Notifications and Approvals

Actions ▾ View ▾

	Title		State	Assigned

No tasks are available

People Connection

Invite / Manage Connections   Find Connection

INFUSION

Accessibility   Personalization ▼   Administration ▼   Help ▼   Sign Out   Curtis Feitty

Home   Navigator ▼   Recent Items ▼   Favorites ▼   Watchlist ▼   Tags   Spaces   🔔 (0)   Search All

Cash Management	Career	My Information
Bank Statements and Reconci...	Goals	My Account
Workforce Management	Performance	My Portrait
Human Resources Dashboard	Profiles	Benefits
Data Exchange	Talent Review	Total Compensation Statemen...
New Person	**Compensation**	Workforce Processes
Person Management	**Benefits**	Career ▼
Document Records	Enrollment	Expenses
Mass Updates	Plan Configuration	Procurement ▼
Workforce Structures	Evaluation and Reporting	**Tools**
Workforce Processes	**Manager Resources**	Reports and Analytics
Payroll	Manage Users	Scheduled Processes
Payroll Dashboard	New Person	Setup and Maintenance
Checklists	Document Records	Download Desktop Integratio...
Payroll Calculations	Workforce Compensation	Download ADF Desktop Integr...
Payment Distribution	Workforce Processes	**Person Gallery**
Accounting Distribution	Career ▼	
Regulatory and Tax Reportin...		
Administration		

Person Management   New Person   Ben Service Center   Ben Plan Design   Compensation Workarea   Workforce Structures

Pay for Performance - Detailed Report

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Worklist: Notifications and Approvals

Actions ▼   View ▼   ◀ ▶ ❓

☑ Title	State	Assigned
No tasks are available		

People Connection

Invite / Manage Connections   Find Connection

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Cash Management	Career	My Information
Bank Statements and Reconci...	Goals	My Account
Workforce Management	Performance	My Portrait
Human Resources Dashboard	Profiles	Benefits
Data Exchange	Talent Review	Total Compensation Statemen...
New Person	**Compensation**	Workforce Processes
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Document Records	Enrollment	Expenses
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Workforce Structures	Evaluation and Reporting	Tools
Workforce Processes	**Manager Resources**	Reports and Analytics
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Payment Distribution	Workforce Processes	**Person Gallery**
Accounting Distribution	Career	
Regulatory and Tax Reportin...		
Administration		

Person Management   New Person   Ben Service Center   Ben Plan Design   Compensation Workarea   Workforce Structures

Pay for Performance - Detailed Report

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	5	Outstanding	United Kingdom	2	85,434.00	1,993.46			

Worklist: Notifications and Approvals

Actions   View

Title	State	Assigned
No tasks are available

People Connection

Invite / Manage Connections

Find Connection

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Setup and Maintenance

☑ **Tasks**

Implementations

• Getting Started

Manage Data Roles and Security Profiles ?

Done

☑ **Search**

Saved Search All HCM Data Roles ▾

** At least one is required

** Role [_____]   ** Inherited Job Role [_____]

Search   Reset   Save...

☑ **Search Results** ?

View ▾ Format ▾   📷   Assign

Role ⬧	Status	Inherited Job Role ⬧	Security Profiles ⬧
No data to display.			
Columns Hidden 4			

☑ **Search: Tasks**

Name

Manage Data Role and Security Pro ➡

Advanced

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Setup and Maintenance

Tasks

Implementations
- Getting Started

| Data Role | Security Criteria | Security Profiles | Review |

Create Data Role: Select Role ?

Back Next Review | Submit Cancel

Role Names

* Data Role [   ]

* Job Role [▼]

Search: Tasks

Name

Manage Data Role and Security Pro →

Advanced

https://fap0386-fs-external.oracleads.com/setup/faces/TaskListManagerTop?forcePageRefresh=true&_afrLoop=2855750896380128fnd=%3B%3B%3B%3Bfalse%3B256&pageParams=forcePageRefresh%3Dtrue&_adf.ctrl-stat ▾ 🔒 ✦ ✕ 🔎 Google

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Setup and Maintenance

☑ Tasks

Implementations

• Getting Started

Data Role   Security Criteria   Security Profiles   Review

Create Data Role: Select Role ❓

Back Next Review | Submit Cancel

☑ **Role Names**

* Data Role [   ]

* Job Role [   ] ▾

| Accounts Payable Manager |
| Accounts Payable Specialist |
| Accounts Payable Supervisor |
| Accounts Receivable Manager |
| Accounts Receivable Specialist |
| Application Administrator |
| Application Developer |
| Application Diagnostics Administrator |
| Application Diagnostics Advanced User |
| Search... |

Search and Select: Job Role

☑ **Search: Tasks**

Name

Manage Data Role and Security Pro ➡

Advanced

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Setup and Maintenance

☑ Tasks

Implementations

• Getting Started

Data Role   Security Criteria   Security Profiles   Review

Create Data Role: Select Role [?]

Back Next Review | Submit Cancel

☑ Role Names

Enter a name that is unique among job, abstract, and data roles in the enterprise

* Data Role [   ]

* Job Role [Benefits Administrator   ▼]

☑ Search: Tasks

Name

[Manage Data Role and Security Pro] →

Advanced

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Setup and Maintenance

▾ Tasks

Implementations

• Getting Started

Data Role   Security Criteria   Security Profiles   Review

Create Data Role: Select Role ❓

Back Next Review | Submit Cancel

Enter a name that is unique among job, abstract, and data
roles in the enterprise

▾ **Role Names**

* Data Role Benefits Admin - Operations US + Marketing 001

* Job Role Benefits Administrator ▾

▾ **Search: Tasks**

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* Organization Security Profile [▼]

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Search and Select: Organization Security Profile

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* Position Security Profile [▼]   Secure by Position
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[ ] Secure by Position Hierarchy   Secure by Global Name Range
[ ] Secure by Department   Secure by Custom Criteria
[ ] Secure by Business Unit   Secure by Payroll
[ ] Secure by Position List

Countries ?   Document Type ?

* Country Security Profile [▼]   * Document Type Security Profile [▼]

Legislative Data Group ?   Payroll ?

* LDG Security Profile [▼]   * Payroll Security Profile [▼]

Person ?   Payroll Flow ?

* Person Security Profile [▼]   * Flow Pattern Security Profile [▼]

[ ] Include Related Contacts
[ ] Secure by Person Type
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☐ Secure by Organization Classification
☑ Secure by Organization List

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View All Positions ☐ Search and Select: Position Security Profile

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* Person Security Profile [▼]

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☐ Secure by Person Type
☐ Secure by Manager Hierarchy

☑ **Public Person** ?

* Person Security Profile [▼]

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* Document Type Security Profile [▼]

☑ **Payroll** ⁇

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* Payroll Security Profile [▼]

☑ **Payroll Flow** ⁇

* Flow Pattern Security Profile [▼]

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View All Workers
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View Operations US + US Marketing - MTM
View Operations US + US Marketing 001
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Search and Select: Person Security Profile

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| View All Workers |
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☑ Person ❓

* Person Security Profile [View Operations US + US ▼]

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☐ Secure by Person Type
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☑ Public Person ❓

* Person Security Profile [View Operations US + US ▼]

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  ☑ Basic Details ⓘ

             Name Operations US + US Marketing - 001   ☑ Enabled
                                                                                   ☐ View All

  ☑ Organization Hierarchy ⓘ
    ☐ Secure by Organization Hierarchy

             Tree Structure Generic organization hierarchy   Organization Tree
             Top Organization Selection Specify organization   Organization
                                                                       ☐ Include Top Organization

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    ☐ Secure by Organization Classification

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  ☑ Organizations ⓘ
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US Marketing	Include

Position

Basic Details [?]

Name View All Positions   ☑ Enabled
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Position Hierarchy [?]

☐ Secure by Position Hierarchy

Tree Structure Position Tree Structure   Position Tree

Top Position Selection Specify top position   Position
                                                               ☑ Include Top Position

Workforce Structures [?]

☐ Secure by Department   ☐ Secure by Business Unit

Positions [?]

Search: Tasks

Name

Manage Data Role and Security Pro →

Advanced

Security Flow

§ Set up security profile

§ Create data role

§ Create role provisioning rule

§ Create Employee

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Setup and Maintenance

☑ Tasks

Implementations

• Getting Started

Overview

Assigned Implementation Tasks	**All Tasks**

◢ Search   Basic   Saved Search All Task Lists and Tasks ▼

Search Results

View ▼ Format ▼ | ⊞ Freeze 📄 Detach | ⬒ ⬓ ⬔ | ▫ Wrap

Name	Business Objects	Help	Go to Task	Permitted	Authorized Roles	Predecessor Tasks
▽ 📁 Define Data Security for Human Capital Management		?				0
Manage Role Templates		?	📄	♟		0
Manage Data Role and Security Profiles	HCM Data Role	?	📄	✅	▢	0
Manage Legislative Data Group Security Profile	Legislative Data Group Security Profile	?	📄	✅	▢	0
Manage Organization Security Profile	Organization Security Profile	?	📄	✅	▢	0
Manage Person Security Profile	Person Security Profile	?	📄	✅	▢	0
Manage Country Security Profile	Country Security Profile	?	📄	✅	▢	0
Manage Position Security Profile	Position Security Profile	?	📄	✅	▢	0
Manage Document Type Security Profile	HR Document Type Security Profile	?	📄	✅	▢	0
▽ 📁 Define Security for Human Capital Management						0
Revoke Data Role from Implementation Users			📄	♟		0
Manage Job Roles		?	📄	♟		0
Manage Duties		?	📄	♟		0
▷ 📁 Define Data Security for Human Capital Management		?				0
▽ 📁 Define Users for Human Capital Management						0
Manage HCM LDAP User Account Options	Application Profile Value	?	📄	✅	▢	0
Manage HCM Role Provisioning Rules	HCM Data Role	?	📄	✅	▢	0
Import Worker Users	User		📄	✅	▢	0
Manage Users	User		📄	✅	▢	0
▷ 📁 Define Security for Human Capital Management for Coexistence		?				0

Columns Hidden   1

☑ Search: Tasks

Name

Security%Human%   ➡

Advanced

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Setup and Maintenance

⌄ Tasks

Implementations
- Getting Started

Manage Role Mappings ⍰   Done

⌄ Search   Advanced   Saved Search   ▼

** At least one is required

** Mapping Name	0	
** Business Unit	▼	
** Legal Employer	▼	
** Department	▼	
** Job	▼	

** Grade	▼
** Location	▼
** Role Name	▼
** Resource Role	▼
** Party Type Usage	▼

Search   Reset   Save...

⌄ Search Results ⍰

Actions ▼ View ▼ Format ▼   🗋 ✏ ✖ 🖼   ▤ Freeze ▦ Detach   ⬚ Wrap

Mapping Name	Role Name	Legal Employer	Job	Grade	Location	Position	Business Unit	Department	User Person Type	Syst
001 Mapping Set	Benefits Admin - Operations ...		Human Resources Administra...					Operations US		

⌄ Search: Tasks

Name

Security%Human%   ➡

Advanced

INFUSION

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Setup and Maintenance

Tasks

Implementations

- Getting Started

Edit Role Mapping: 001 Mapping Set ?

Apply Autoprovisioning | Save | Save and Close | Cancel

| * Mapping Name | 001 Mapping Set |
| * From Date | 9/21/12 | To Date | |

Conditions ?

Business Unit		System Person Type	
Legal Employer		User Person Type	
Department	Operations US	Assignment Type	
Job	Human Resources Administrator	Assignment Status	
Position		Resource Role	
Grade		Party Type Usage	
Location		Manager with Reports	

Associated Roles ?

View ▾ Format ▾ ➕ ✖ | Freeze Detach | Wrap

Role Name	Requestable ?	Self-requestable ?	Autoprovision ?
Benefits Admin - Operations US - US Marketing	☑	☐	☑

Search: Tasks

Name

Security%Human%   ➔

Advanced

Security Flow

- § Set up security profile
- § Create data role
- § Create role provisioning rule
- § Create Employee

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(0) Search All

Welcome   Human Resources   My Portrait   Payroll   WebCenter Services

Welcome, Curtis Feitty!

Welcome to Your
Business Dashboard

Customize your welcome page the way **YOU** like it.

Person Management   New Person   Ben Service Center   Ben Plan Design   Compensation Workarea   Workforce Structures

Pay for Performance - Detailed Report

Pay for Performance - Detailed Report

Table Prompts

Sections

Department	Rating Level	Rating Level Name	Country	Number of Employees	Annual Salary Costs	Salary Increase	Total Shares	Unvested Shares	Exercisable Shares
Benefits UK	1	Unsatisfactory	United Kingdom	2	107,643.00	380.43			
	2	Inconsistently meets expectations	United Kingdom	2	185,973.00	1,556.37			
	3	Meets expectations	United Kingdom	14	2,254,226.00	23,894.27			
	4	Exceeds expectations	United Kingdom	3	386,817.00	4,412.66			
	5	Outstanding	United Kingdom	5	402,028.00	5,386.53			
Benefits US	1	Unsatisfactory	United States	3	113,486.36	894.40	2,750	2,063	688
	2	Inconsistently meets expectations	United States	2	264,600.00	3,313.80	3,000	2,250	750
	3	Meets expectations	United States	21	3,395,709.08	53,203.85	77,500	58,125	19,375
	4	Exceeds expectations	United States	3	738,100.00	12,688.90	39,250	29,438	9,813
	5	Outstanding	United States	4	740,950.00	13,751.35	2,750	2,063	688
Compensation UK	1	Unsatisfactory	United Kingdom	1	90,450.00	603.00			

Worklist: Notifications and Approvals

Error Message :

People Connection

Invite / Manage Connections

Find Connection

https://fap0386-fs.oracleads.com/homePage/faces/AtkHomePageWelcome7_afrLoop=6556014786915828fnd=%3B%3B%3B%3Bfalse%3B256&_afrWindowMode=0&_adf.ctrl-state=w59ffapkm_4

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Welcome - Oracle Applications

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Welcome Human Resources My Portrait Payroll WebCenter Services

Welcome, Curtis Feitty!

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	3	Meets expectations	United States	21	3,395,709.08	53,203.85	77,500	58,125	19,375
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Worklist: Notifications and Approvals

Error Message :

People Connection

Invite / Manage Connections   Find Connection

INFUSION

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(0)   Search   All

Cash Management	Career	My Information
Bank Statements and Reconci...	Goals	My Account
Workforce Management	Performance	My Portrait
Human Resources Dashboard	Profiles	Benefits
Data Exchange	Talent Review	Total Compensation Statemen...
New Person	**Compensation**	Workforce Processes
Person Management	**Benefits**	Career ▼
Document Records	Enrollment	Expenses
Mass Updates	Plan Configuration	Procurement ▼
Workforce Structures	Evaluation and Reporting	
Workforce Processes	**Manager Resources**	Tools
Payroll	Manage Users	Reports and Analytics
Payroll Dashboard	New Person	Scheduled Processes
Checklists	Document Records	Setup and Maintenance
Payroll Calculations	Workforce Compensation	Download Desktop Integratio...
Payment Distribution	Workforce Processes	Download ADF Desktop Integr...
Accounting Distribution	Career ▼	**Person Gallery**
Regulatory and Tax Reportin...		
Administration		

Welcome

Welcome

it.

Person Management   New Person   Ben Service Center   Ben Plan Design   Compensation Workarea   Workforce Structures

Pay for Performance - Detailed Report

Pay for Performance - Detailed Report

Table Prompts

Sections

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Compensation UK	1	Unsatisfactory	United Kingdom	1	90,450.00	603.00			

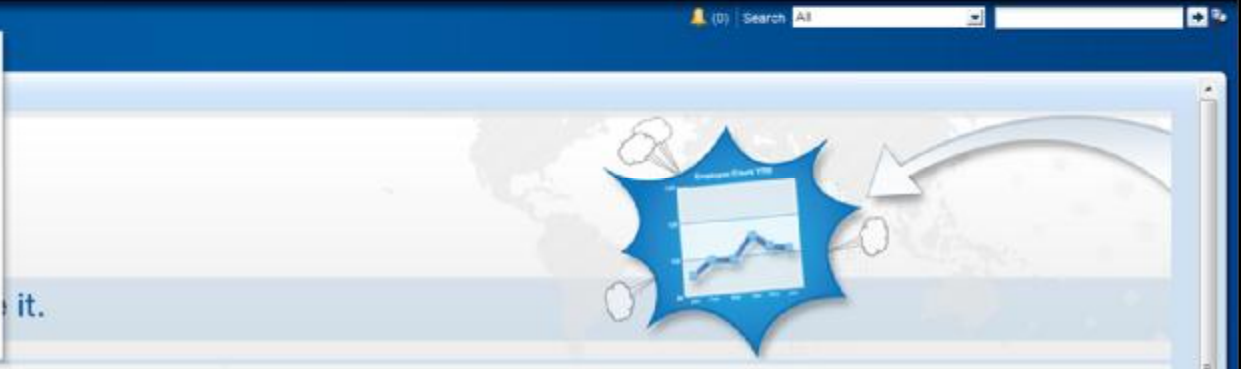### Worklist: Notifications and Approvals

Error Message :

People Connection

Invite / Manage Connections

Find Connection

https://fap0386-hcm.oracleads.com/hcmCore/faces/AddPersonUiShellMainPage?_afrLoop=655562183271134&webApp=HomePage&fndHomePageView&d=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256

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Dashboard - New Person - Oracle Applications

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New Person

Tasks

- Hire an Employee
- Add a Contingent Worker
- Add a Nonworker
- Add a Pending Worker

Overview ?

▾ New Workers to Process ?

Pending Workers

View ▾ Format ▾ | Convert | Filter By Start Date ▾ | ▾ | | Freeze | Wrap

Person	Person Number	Legal Employer	Start Date	Proposed Person Type
Barrett, Jeffrey	37418	InFusion Corp USA1	12/31/12	Employee
November, New Hi...	37485	InFusion Corp USA1	11/1/12	Employee

Columns Hidden   8

https://fap0386-hcm.oracleads.com/hcmCore/faces/AddPersonUiShellMainPage?_afrLoop=655562183271134&webApps=HomePage&fndHomePageViewId=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256

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Hire an Employee - New Person - Oracle Applicat...

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🔔 (0) Search All

New Person

Identification — Person Information — Employment Information — Roles — Review

Hire an Employee: Identification

Back | Next | Save ▾ | Submit | Cancel

▾ Basic Details ❓

⦿ * Hire Date	9/22/12
* Hire Action	Hire ▾
Hire Reason	▾
* Legal Employer	InFusion Corp USA1 ▾
Worker Number	Generated automatically
Worker Type	Employee

▾ Personal Details ❓

Person Number	Generated Automatically
Global-Name Language	American English
* Last Name	King
First Name	Nigel
Title	▾
Prefix	
Suffix	
Middle Name	
Honors	
Preferred Name	
Previous Last Name	
	☐ Enter local name
Gender	▾
Date of Birth	

▾ National Identifiers

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New Person

Identification — Person Information — Employment Information — Roles — Review

Hire an Employee: Person Information   Back Next Save ▼ Submit Cancel

▽ Hide Person Information

Name	Nigel King	Worker Type	Employee
Action	Hire	Legal Employer	InFusion Corp USA1
Action Reason		Person Number	37488
Hire Date	9/22/12	National ID	

☑ Home Address

* Country   United States
* Address 1   9 King Street
Address 2
Address 3
* City   San Mateo
* State   California
* ZIP Code   94401
Tax District
* County   San Mateo
Additional Information

☑ Phone Details

View ▼ Format ▼ ➕ ✖ ⬚ Wrap

	Primary	* Type	Country Code	Area Code	* Number
No data to display.					

☑ E-Mail Details

https://fap0386-hcm.oracleads.com/hcmCore/faces/AddPersonUiShellMainPage?_aftLoop=655562183271134&webApps=HomePage&fndHomePageViewId=%2FAtkHomePageWelcome&fndx=%3B%3B%3B%3Bfalse%3B256 ▾ 🔒 ✦ ✕ 🔎 Google

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🔊 Hire an Employee - New Person - Oracle Applicat...

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Home Navigator ▾ Recent Items ▾ Favorites ▾ Watchlist ▾ Tags Spaces

🔔 (0) Search All _____ ▾ _____ ➔

New Person

Identification ——— Person Information ——— Employment Information ——— Roles ——— Review

Hire an Employee: Employment Information

Back | Next | Save ▾ | Submit | Cancel

Next

▽ Hide Person Information

Name	Nigel King	Worker Type	Employee
Action	Hire	Legal Employer	InFusion Corp USA1
Action Reason		Person Number	37488
Hire Date	9/22/12	National ID	

⩾ Service Dates ❓

⩾ Legislative Information

⩾ Payroll Relationship Details

Assignment

❓

Assignment Number			Person Type	Employee ▾
* Business Unit	USA1 Business Unit ▾		* Assignment Status	Active - Payroll Eligible ▾

⌄ Job

Position	▾		Hourly Paid or Salaried	▾
Job	Human Resources Specialist ▾		Working Hours	40 Frequency Weekly ▾
Grade	▾ ☐		Standard Working Hours	40
Ceiling Step			FTE	1
Department	▾		Headcount	1
Reporting Establishment	▾		Start Time	08:30 AM ▾
Location	▾ 🔲		End Time	05:00 PM ▾
Working at Home	No ▾			🔲 Work Measure Details

https://fap0386-hcm.oracleads.com/hcmCore/faces/AddPersonUiShellMainPage?_afrLoop=655562183271134&webApp=HomePage&fndHomePageView&d=%2FAtkHomePageWelcome&fnd=%3B%3B%3B%3Bfalse%3B256

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🔔 (0) Search All

New Person

Identification   Person Information   Employment Information   Roles   Review

Hire an Employee: Roles

Back   **Next**   Save ▼   Submit   Cancel

▽ Hide Person Information

Name	Nigel King	Worker Type	Employee
Action	Hire	Legal Employer	InFusion Corp USA1
Action Reason		Person Number	37488
Hire Date	9/22/12	National ID	

Add Role

Role Requests ❓

View ▼   ✖

Role Name	Status	From Date	Provisioning Method
HR Specialist - View All	Add Requested	9/22/12	Automatic
Employee	Add Requested	9/22/12	Automatic
Human Resource Analyst - View All	Add Requested	9/22/12	Automatic

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New Person

Identification —— Person Information —— Employment Information —— Roles —— Review

Hire an Employee: Review

Printable Page   Back   Next   Save ▾   Submit   Cancel

▽ **Hide Person Information**

Name	Nigel King	Worker Type	Employee
Action	Hire	Legal Employer	InFusion Corp USA1
Action Reason		Person Number	37488
Hire Date	9/22/12	National ID	

Plan	Option	Start Date	End Date	Value	Units	Once or Recurring	Status
No data to display.							

✓ **Current Compensation**

Plan	Option	Start Date	End Date	Value	Units	Once or Recurring	Status
No data to display.							

✓ **Expenses Information**

Default Expense Account   Expense Check Send-to Address

✓ **Bargaining Unit**

Bargaining Unit   Union Member No

✓ **Roles**

✓ **Added Roles**

Role Name	Provisioning Method
Employee	Automatic
HR Specialist - View All	Automatic
Human Resource Analyst - View All	Automatic

✓ **Approvers**