The 10 principles of Security in Modern Cloud Applications

Nigel King
Fusion Functional Architecture
May 22 2014
Safe Harbor Statement

The following is intended to outline our general product direction. It is intended for information purposes only, and may not be incorporated into any contract. It is not a commitment to deliver any material, code, or functionality, and should not be relied upon in making purchasing decisions. The development, release, and timing of any features or functionality described for Oracle’s products remains at the sole discretion of Oracle.
Program Agenda

- Security in Fusion Applications
- The 10 Principles
- Demonstration: Hire an Employee
- Q&A
Functional Footprint – Role Based Access Control

- Fusion Financials
- Fusion Human Capital Management
- Fusion Procurement
- Fusion Sales & Marketing
- Fusion Governance, Risk & Compliance
- Fusion Project Portfolio Management
- Fusion Supply Chain Management
Fusion Procurement

Functional Footprint – Role Based Access Control

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

- Applications
- Middleware
- Database
- Operating System
- Virtual Machine
- Servers
- Storage

Development Tools

- User Experience
- Content Management
- Business Intelligence
- SOA & Process Management
- Data Integration
- Application Grid

Identity Management

Enterprise Management
Common Security Services

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

Authentication | Authorization | Credentials Store Framework | User & Role

Transaction DB

Access/SSO
- Functional Permissions
- Data Permissions

Desktop Integration ADFdi

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

Clean Access Model
Seamless Transition to IDM

Faster On boarding
SSO
Management Approval Workflows
Easier Regulatory Compliance

Clean Access Model
Seamless Transition to IDM

Faster On boarding
SSO
Management Approval Workflows
Easier Regulatory Compliance

Benefits of Fusion Security

Usability
Productivity

Risk
Administrative Costs

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

• Role Provisioning
• Transparent Policies
• Standards Based

ORACLE
Program Agenda

- Security in Fusion Applications
- The 10 Principles
- Demonstration: Hire an Employee
- Q&A
10 Principles

1. RBAC
   - Business Users
   - SOD Policy
   - Check Violations
   - Approvals

2. Workflows/Approvals
   - Corporate LDAP
   - 2. Workflows/Approvals
   - Approvals

3. Secure Across Tools
   - 3. Secure Across Tools
   - Privacy protections are respected

4. Pervasive Privacy
   - 4. Pervasive Privacy
   - Data in motion
   - Test

5. GRC Integration
   - 5. GRC Integration
   - 5. GRC Integration

6. Transparent Security Policies
   - 6. Transparent Security Policies
   - Who has access to what?

7. Security Audit
   - 7. Security Audit
   - Privacy protections are respected

8. Secure Across Info Lifecycle
   - 8. Secure Across Info Lifecycle
   - Data in rest
   - Exports
   - Disk
   - Backups

9. Coexistence
   - 9. Coexistence
   - Please ensure my TaxPayer ID is confidential!

10. Reference Implementation
    - 10. Reference Implementation

---

Auditors

Administrators

Please ensure my TaxPayer ID is confidential!
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

<table>
<thead>
<tr>
<th>Job Role</th>
<th>Data Role</th>
<th>Duty Role</th>
<th>Entitlement</th>
<th>Permission</th>
</tr>
</thead>
</table>

E-Business Suite
Top Level Menu
Responsibility
Sub Menu
Form Function
Executable

PeopleSoft
Top Level Menu
Employee ID + Role
Role(s)
Permission Lists
Executable
A Role is a Job Description

A Duty is what you do in that Role.
Once a New Employee is inducted, You grant them a Role

**Employee Joins As**

Purchasing Manager of 
Vision Germany

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
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

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

ORACLE Fusion Applications

Plan Events
- Manage Benefit Life Events

Task Events
- Manage Benefit Plans and Programs
  - Manage Program/Plan Years
  - Manage Plan Types
  - Manage Benefit Options
  - Manage Benefit Plan Details
  - Manage Benefit Program Details

Manage Rates and Coverages
- Manage Benefit Plan Coverage
- Manage Benefit Rates
- Manage Coverage Across Plan Types

Define Enrollment Display
- Manage Plan Grouping
- Manage Enrollment Authorizations

- Workforce Management
  - Extract Maintenance
  - New Person
  - Person Management
  - Workforce Structures

- My Information
  - My Portrait
  - Benefits
  - Total Compensation Statement...
  - Career...
  - Expenses

- Tools
  - Reports and Analytics

- Person Gallery
Buttons, Regions and Actions
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
<table>
<thead>
<tr>
<th>RESPONSIBILITY_NAME</th>
<th>MENU_NAME</th>
<th>MAIN_MENU</th>
<th>SUB_MENU</th>
<th>CHILD_SUB_MENU</th>
</tr>
</thead>
<tbody>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Import</td>
<td>Run</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Generate</td>
<td>Recurring</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Schedule</td>
<td>Allocation</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Schedule</td>
<td>Recurring</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Reconciliation</td>
<td>Reconcile</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Reconciliation</td>
<td>Reverse</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Budgets</td>
<td>Enter</td>
<td>Journals</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Row Set</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Column Set</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Content Set</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Order</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Report</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Request</td>
<td>Financial</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Display</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Define</td>
<td>Report Set</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Request</td>
<td>Standard</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Other</td>
<td>Report</td>
<td>Set</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Other</td>
<td>Report</td>
<td>View</td>
</tr>
<tr>
<td>XXXX GL Supervisor - Industrial</td>
<td>XXXX GL Supervisor Menu</td>
<td>Other</td>
<td>Report</td>
<td>Run</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Import</td>
<td>Run</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Define</td>
<td>Recurring</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Generate</td>
<td>Allocation</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Reconciliation</td>
<td>Reconcile</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Schedule</td>
<td>Allocation</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Schedule</td>
<td>Recurring</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Reconciliation</td>
<td>Reconcile</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Journals</td>
<td>Generate</td>
<td>Recurring</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Budgets</td>
<td>Enter</td>
<td>Amounts</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Budgets</td>
<td>Enter</td>
<td>Journals</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Budgets</td>
<td>Enter</td>
<td>Upload</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Budgets</td>
<td>Enter</td>
<td>Transfer</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Request</td>
<td>Financial</td>
</tr>
<tr>
<td>XXXX GL Supervisor - LECD</td>
<td>XXXX GL Supervisor Menu</td>
<td>Reports</td>
<td>Request</td>
<td>Standard</td>
</tr>
</tbody>
</table>

Manual Process - No Auto Provisioning
Account and Role Provisioning Events & Workflows

- Manage Approval Rules: Hire an Employee
  - Approvers: Line manager, Human resources representative, Project manager, Regional manager

- Manage Approval Rules: Promote
  - Approvers: Line manager, Human resources representative, Approval Group

- Manage Approval Rules: Terminate
  - Approvers: Line manager, Human resources representative, Regional manager, Union representative
Secure Out of the Box

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

Defined once..

Used in UI

Application UI (ADF)

Bypasses UI and gets direct access to database

Used in VPD policy

Table
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
Manage Access & Segregation of Duties

Solution

- Preventive AND Detective Access Controls
- Simulation for Role Design
- Preventive Provisioning
- Pre-built Content and Reports
Preventive Provisioning

Incidents By Control

<table>
<thead>
<tr>
<th>Control Name</th>
<th>Control Type</th>
<th>Number of Incidents</th>
<th>Last_Run_Date</th>
<th>Control Owner</th>
</tr>
</thead>
<tbody>
<tr>
<td>Control Budgets and Create Invoices</td>
<td>Access</td>
<td>76</td>
<td>01-APR-2011</td>
<td>KBROWN</td>
</tr>
<tr>
<td>Create Customer and Release Sales Order</td>
<td>Access</td>
<td>0</td>
<td>01-APR-2011</td>
<td>ASMITH</td>
</tr>
<tr>
<td>Create Items and Cycle Counting</td>
<td>Access</td>
<td>512</td>
<td>01-MAR-2011</td>
<td>ASMITH</td>
</tr>
</tbody>
</table>
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
Transparent Security Policies

Accounts Payable Manager

Manages Accounts Payable department and personnel. Overrides exceptions, analyzes Oracle Fusion Payables balances, and submits income tax and withholding reports to meet regulatory requirements.

Mapping For: Accounts Payable 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.

<table>
<thead>
<tr>
<th>Display Name</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mass Asset Additions Creation Duty</td>
<td>Submits the mass additions creations program for Oracle Fusion Assets users.</td>
</tr>
<tr>
<td>Payables Balance Analysis Duty</td>
<td>Analyzes Oracle Fusion Payables balances.</td>
</tr>
<tr>
<td>Payables Business Intelligence Management Duty</td>
<td>Manages access to Payables OBA Dashboard</td>
</tr>
<tr>
<td>Payables Invoice Hold Resolution Duty</td>
<td>Resolves conditions causing invoice holds that did not result from data entry errors.</td>
</tr>
<tr>
<td>Payables Invoice Inquiry Duty</td>
<td>Views Oracle Fusion Payables invoices.</td>
</tr>
<tr>
<td>Payables Invoice Management Duty</td>
<td>Views invoices and related documents along with installments, holds, and approval history information.</td>
</tr>
<tr>
<td>Payables Invoice Processing Duty</td>
<td>Views invoices and related documents and takes action, such as approving and resolving holds.</td>
</tr>
<tr>
<td>Payables Payment Processing Duty</td>
<td>Manages Oracle Fusion Payables payments.</td>
</tr>
<tr>
<td>Payables Payment Request Inquiry Duty</td>
<td>Views Oracle Fusion Payables payment requests.</td>
</tr>
<tr>
<td>Payables Period Close Duty</td>
<td>Oversees all aspects of Oracle Fusion Payables period close that involve running period close reports.</td>
</tr>
</tbody>
</table>

Data Security Policies for: AP_ACCOUNTS_PAYABLE_MANAGER_FUSION_CORP_USA_DATA

Select a Policy and click the edit button to open the individual policy in a new tab.
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
Audit of Security Changes

Who made what changes, and when

- 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
IT Audit - Security

Show User and Roles from Oracle Identity Manager (OIM)
IT Audit - Security

Show User and Role Change Reporting
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
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

<table>
<thead>
<tr>
<th>Database Vault</th>
<th>Operational DBA</th>
<th>Data DBA / Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>Select SALARY from users;</td>
<td>X</td>
<td>-</td>
</tr>
<tr>
<td>Alter system.</td>
<td>-</td>
<td>X</td>
</tr>
<tr>
<td>Alter table...</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Example roles and privs

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

<table>
<thead>
<tr>
<th>LNAME</th>
<th>SSN</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>KING</td>
<td>A 0 d $ Gb ) c f @e M</td>
<td>$53,700</td>
</tr>
<tr>
<td>SCOTT</td>
<td>A 0 d u b L v c G &amp; @e P</td>
<td>$229,500</td>
</tr>
<tr>
<td>SMITH</td>
<td>% 5 # ROB - ! 9 D $ Kf X a</td>
<td>$125,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LNAME</th>
<th>SSN</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>KING</td>
<td>111–11–1111</td>
<td>$77,000</td>
</tr>
<tr>
<td>SCOTT</td>
<td>222–22–2222</td>
<td>$888,000</td>
</tr>
<tr>
<td>SMITH</td>
<td>333–33–3333</td>
<td>$77,000</td>
</tr>
</tbody>
</table>

Oracle
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
Secure OOTB: Co-existing with your current Security Infrastructure

- Allows a user to log in once & access all applications...

- OID Federation Enabled

- Custom Applications

- Service Providers

- Applications Unlimited

- Existing Identity Management Infrastructure

- Identity Provider

- Service access

- authentication
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
Secure OOTB: Reference Implementation

- OOTB roles you will recognize as jobs
- hierarchy of duties
- data security policies
- SOD Policies
- Provisioning Events

APM to extend
- Authorization Policy Manager
  - new jobs
  - 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
“Most business groups have their sales reps do forecasting, but I know of one where the sales managers do that, not the sales reps. What should I do?”
Configuration Flexibility

Remove a Duty Role

Job Role: Sales Representative

Duty Role: Sales Forecasting Duty
Configuration Flexibility

Remove Duty Role and Add Custom Duty Role

Job Role: Sales Representative

Duty Role:
- Sales Representative Duty
- Opportunity Sales Representative Duty
- Custom Opportunity Read Only Duty

Policies:
- Security Policies

ADD POLICIES WITH VIEW PRIVILEGES ONLY

Security Policies
## Customization Considerations

<table>
<thead>
<tr>
<th>Customization</th>
<th>Ease of Use Rank (1 = easiest)</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Job role with Existing Duty role</td>
<td>1</td>
</tr>
<tr>
<td>New Job with New Duty role</td>
<td>2</td>
</tr>
<tr>
<td>New Policy with Existing Privilege</td>
<td>3</td>
</tr>
<tr>
<td>New Data Policy with Existing Condition</td>
<td>3</td>
</tr>
<tr>
<td>New Privilege for custom objects</td>
<td>4</td>
</tr>
<tr>
<td>New Condition</td>
<td>4 – 7 (For Advanced Implementers)</td>
</tr>
</tbody>
</table>

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.
Program Agenda

- Security in Fusion Applications
- The 10 Principles
- Demonstration: Hire an Employee
- Q&A
Security Flow

- Set up security profile
- Create data role
- Create role provisioning rule
- Create employee
### Pay for Performance - Detailed Report

#### Table Prompt

<table>
<thead>
<tr>
<th>Department</th>
<th>Rating Level</th>
<th>Rating Level Name</th>
<th>Country</th>
<th>Number of Employees</th>
<th>Annual Salary Costs</th>
<th>Salary Increase</th>
<th>Total Shares</th>
<th>Unvested Shares</th>
<th>Exercisable Shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits UK</td>
<td>1</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td>2</td>
<td>307,643.00</td>
<td>380.43</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Inconsistently needs expectations</td>
<td>United Kingdom</td>
<td>2</td>
<td>385,973.00</td>
<td>1,596.37</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Meets expectations</td>
<td>United States</td>
<td>1</td>
<td>2,254,926.00</td>
<td>23,004.37</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Exceeds expectations</td>
<td>United States</td>
<td>3</td>
<td>386,217.00</td>
<td>4,412.66</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Outstanding</td>
<td>United States</td>
<td>5</td>
<td>402,028.00</td>
<td>5,366.53</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits US</td>
<td>1</td>
<td>Unsatisfactory</td>
<td>United States</td>
<td>3</td>
<td>112,486.36</td>
<td>894.40</td>
<td>2,790</td>
<td>2,063</td>
<td>688</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Inconsistently needs expectations</td>
<td>United States</td>
<td>2</td>
<td>28,500.00</td>
<td>3,213.80</td>
<td>2,930</td>
<td>2,256</td>
<td>770</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Meets expectations</td>
<td>United States</td>
<td>21</td>
<td>3,795,709.08</td>
<td>53,203.85</td>
<td>77,500</td>
<td>58,125</td>
<td>19,375</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Exceeds expectations</td>
<td>United States</td>
<td>3</td>
<td>736,100.00</td>
<td>12,688.90</td>
<td>39,226</td>
<td>29,438</td>
<td>9,812</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Outstanding</td>
<td>United States</td>
<td>4</td>
<td>740,050.00</td>
<td>13,711.35</td>
<td>2,790</td>
<td>2,063</td>
<td>688</td>
</tr>
<tr>
<td>Compensation UK</td>
<td>1</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td>1</td>
<td>93,402.00</td>
<td>891.20</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Worklist: Notifications and Approvals

<table>
<thead>
<tr>
<th>Actions</th>
<th>View</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Manage Organization Security Profiles

#### Search

- **Name**: [Input Field]

**Advanced**

**Saved Search**

- **All Organization Security Profiles**: [Dropdown]

**Required**

#### Search Results

<table>
<thead>
<tr>
<th>Name</th>
<th>Enabled</th>
<th>View All</th>
<th>Secure by Organization Hierarchy</th>
<th>Secure by Organization Classification</th>
<th>Secure by Organization List</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations US + US Marketing - OC1</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
<td>✔️</td>
</tr>
</tbody>
</table>
### Organization Security Profile: Operations US + US Marketing - 001

#### Basic Details
- **Name**: Operations US + US Marketing - 001
- **Enabled**: Yes

#### Organization Hierarchy
- 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**

#### Organizations
- **Secure by Organization List**
  - **Organization**
    - **Operations US**: Include or Exclude
    - **US Marketing**: Include
Security Flow

- Set up security profile
- Create data role
- Create role provisioning rule
- Create Employee
### Pay for Performance - Detailed Report

<table>
<thead>
<tr>
<th>Department</th>
<th>Rating Level</th>
<th>Rating Level Name</th>
<th>Country</th>
<th>Number of Employees</th>
<th>Annual Salary Costs</th>
<th>Salary Increase</th>
<th>Total Shares</th>
<th>Unvested Shares</th>
<th>Exercisable Shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits UK</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td></td>
<td>2</td>
<td>107,513.00</td>
<td>380.43</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inconsistently meets expectations</td>
<td>United Kingdom</td>
<td></td>
<td>2</td>
<td>855,933.00</td>
<td>1,338.37</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Meets expectations</td>
<td>United Kingdom</td>
<td></td>
<td>4</td>
<td>366,927.00</td>
<td>6,412.66</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Exceeds expectations</td>
<td>United Kingdom</td>
<td></td>
<td>5</td>
<td>402,028.00</td>
<td>5,396.53</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Outstanding</td>
<td>United Kingdom</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits US</td>
<td>Unsatisfactory</td>
<td>United States</td>
<td></td>
<td>2</td>
<td>113,493.86</td>
<td>894.40</td>
<td>2,796</td>
<td>2,062</td>
<td>688</td>
</tr>
<tr>
<td></td>
<td>Inconsistently meets expectations</td>
<td>United States</td>
<td></td>
<td>3</td>
<td>3,958,729.08</td>
<td>53,333.85</td>
<td>77,500</td>
<td>58,125</td>
<td>19,375</td>
</tr>
<tr>
<td></td>
<td>Meets expectations</td>
<td>United States</td>
<td></td>
<td>21</td>
<td>7,308,100.00</td>
<td>12,688.90</td>
<td>29,202</td>
<td>29,438</td>
<td>9,812</td>
</tr>
<tr>
<td></td>
<td>Exceeds expectations</td>
<td>United States</td>
<td></td>
<td>3</td>
<td>74,220.00</td>
<td>13,751.35</td>
<td>2,796</td>
<td>2,062</td>
<td>688</td>
</tr>
<tr>
<td></td>
<td>Outstanding</td>
<td>United States</td>
<td></td>
<td>4</td>
<td>89,000.00</td>
<td>600.00</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Compensation UK</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td></td>
<td>1</td>
<td>90,000.00</td>
<td>600.00</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inconsistently meets expectations</td>
<td>United Kingdom</td>
<td></td>
<td>2</td>
<td>303,880.00</td>
<td>2,638.43</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Meets expectations</td>
<td>United Kingdom</td>
<td></td>
<td>6</td>
<td>1,351,044.00</td>
<td>13,018.36</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Exceeds expectations</td>
<td>United Kingdom</td>
<td></td>
<td>3</td>
<td>402,037.00</td>
<td>4,249.38</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Outstanding</td>
<td>United Kingdom</td>
<td></td>
<td>2</td>
<td>854,424.00</td>
<td>3,992.46</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Setup and Maintenance

### Overview

#### Assigned Implementation Tasks

<table>
<thead>
<tr>
<th>Task</th>
<th>Task List</th>
<th>Due Date</th>
<th>Status</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Define Business Units for Hu</td>
<td>Manage Business Unit</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Geographies for Hu</td>
<td>Manage Geography Lookups</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Elements, Balances &amp; Values</td>
<td>Manage Consolidation Groups</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Talent Profile Settings</td>
<td>Manage Workforce Profile Lookups</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Approval Management</td>
<td>Manage Task Configurations for Human Capital Management</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Application Taxonomy</td>
<td>Manage Taxonomy Hierarchy</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Reference Data Sharing</td>
<td>Manage Reference Data Sites</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Locksets</td>
<td>Manage Standard Lockups</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define ISO Reference Data</td>
<td>Manage Currency</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Documents</td>
<td>Manage Document Categories</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Trees</td>
<td>Manage Tree Structures</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Preferences</td>
<td>Manage Descriptive Flexfields</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Attachments</td>
<td>Manage Attachment Entities</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Extracts</td>
<td>Manage HCI Extract Lookups</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Payroll Legislation</td>
<td>Configure Payroll Legislation</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Intra Configuration</td>
<td>Manage Enterprise Configuration</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define WebLogic Communication Services</td>
<td>Deploy WebLogic Communication Services</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Subledger Application</td>
<td>Manage Subledger Application</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Set Up Banks, Branches, and Locations</td>
<td>Manage Banks</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Set Up WebLogic Communication Services</td>
<td>Integrate WebLogic Communication Services with Telephony Service</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Set Up WebLogic Communication Services</td>
<td>Configure WebLogic Communication Services</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Set Up WebLogic Communication Services</td>
<td>Configure WebLogic Communication Services for the SSO Domain</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Set Up WebLogic Communication Services</td>
<td>Enable Click-to-Dial</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define General Abnormalities</td>
<td>Manage Abnormalities Lookups</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Reference Data Sharing</td>
<td>Manage Set Assignments for Set Determinant Type</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Define Business Units for Hu</td>
<td>Manage Business Unit - Set Assignment</td>
<td>6/5/12</td>
<td>Open</td>
<td>0</td>
</tr>
<tr>
<td>Due Date</td>
<td>Task List</td>
<td>Task</td>
<td>Help</td>
<td>Go to Task</td>
</tr>
<tr>
<td>----------</td>
<td>-----------</td>
<td>----------------------------------------------------------------------</td>
<td>------</td>
<td>------------</td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Business Units for HR</td>
<td>Manage Business Units</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Geographies for HR</td>
<td>Manage Geography Lookups</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Elements, Amenities</td>
<td>Manage Elements, Amenities</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Talent Profile Settings</td>
<td>Manage Talent Profile Settings</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Approval Management</td>
<td>Manage Task Configurations for Human Capital Management</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Application Taxonomy</td>
<td>Manage Application Taxonomy</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Reference Data Smt</td>
<td>Manage Reference Data Smt</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Locksets</td>
<td>Manage Locksets</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define ISO Reference Data</td>
<td>Manage ISO Reference Data</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Documents Repertoire</td>
<td>Manage Documents Repertoire</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Trees</td>
<td>Manage Trees</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define P ledge</td>
<td>Manage P ledge</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Attachments</td>
<td>Manage Attachments</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Extracts</td>
<td>Manage Extracts</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Payroll Legislation</td>
<td>Manage Payroll Legislation</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Finance Configuration</td>
<td>Manage Finance Configuration</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define WebLogic Communication</td>
<td>Deploy WebLogic Communication</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Subledger Application</td>
<td>Manage Subledger Application</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Set Up Branches, and</td>
<td>Manage Branches, and</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define WebLogic Communication</td>
<td>Integrate WebLogic Communication Services with Telephony network</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define WebLogic Communication</td>
<td>Register URL for the telephony gateway or soft switch for SIP domain</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define WebLogic Communication</td>
<td>Enable Click to Dial</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define General-Business</td>
<td>Manage General-Business</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Reference Data Smt</td>
<td>Manage Set Assignments for Set Determinant Type</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>05/01/12</td>
<td>Define Business Units for HR</td>
<td>Manage Business Units for HR</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Note: Due to the nature of the image, some columns are not clearly visible. The table represents tasks associated with various setup and maintenance activities within an Oracle Applications environment.
Create Data Role: Select Role

**Role Names**

* Data Role

* Job Role: Benefits Administrator

Enter a name that is unique among job, abstract, and data roles in the enterprise.
Create Data Role: Select Role

- Data Role: Benefits Admin - Operations US - Marketing 001
- Job Role: Benefits Administrator

Enter a name that is unique among job, abstract, and data roles in the enterprise.
### Create Data Role: Security Criteria

**Data Role:** Benefits Admin - Operations US + Marketing 2011

**Job Title:** Benefits Administrator

#### Search Tasks

<table>
<thead>
<tr>
<th>Task</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>Manage Role and Security Profiles</td>
</tr>
</tbody>
</table>

#### Tasks

**Permissions:**

1. Organization Security Profile
2. Public Person
3. Countries
4. Legislative Data Group
5. Person

**Security Criteria:**

- **Organization Security Profile**
  - Secure by Organization Name
  - [Organizations](#)

- **Position Security Profile**
  - View All Positions
  - [Positions](#)

- **Countries**
  - Country Security Profile
    - [Countries](#)

- **Legislative Data Group**
  - LDG Security Profile
    - [Legislative Data Groups](#)

- **Person**
  - Person Security Profile
    - [Persons](#)

---

**Security Profiles**

- **Payroll Flow**
  - Payroll Security Profile
    - [Payroll Flows](#)

---

**Related Security Profiles**

- **Document Type**
  - Document Type Security Profile
    - [Document Types](#)

---

**Additional Security Profiles**

- **Public Person**
  - Person Security Profile
    - [Persons](#)
### Create Data Role: Security Criteria

**Organization Security Profile**
- Operations US = US Marketing - 201
  - Secure by Organization Hierarchy
  - Secure by Organization Class/Division
  - Secure by Organization List

**Position Security Profile**
- View All Positions
  - Secure by Position Hierarchy
  - Secure by Department
  - Secure by Business Unit
  - Secure by Position List

**Countries Security Profile**
- View All Countries
  - Secure by Country
  - Secure by ISO Country Code

**Legislative Data Group Security Profile**
- View All Legislative Data Groups
  - Secure by Legislative Data Group
  - Secure by Global Name Range
  - Secure by Custom Headers
  - Secure by Rollup

**Person Security Profile**
- Secure by Person Type
  - Include Related Contacts
  - Secure by Person Type
  - Secure by Department
  - Secure by Business Unit
Security Flow

- Set up security profile
- Create data role
- Create role provisioning rule
- Create Employee
<table>
<thead>
<tr>
<th>Name</th>
<th>Business Objects</th>
<th>Rep</th>
<th>Go to Task</th>
<th>Permitted</th>
<th>Authorized Roles</th>
<th>Predecessor Tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Define Data Security for Human Capital Management</td>
<td>HCM Data Role</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Role Templates</td>
<td>Legislative Data Group Security Profile</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Data Role and Security Profiles</td>
<td>Person Security Profile</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Legislative Data Group Security Profile</td>
<td>Country Security Profile</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Organization Security Profile</td>
<td>Creator Security Profile</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Person Security Profile</td>
<td>HR Document Type Security Profile</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Country Security Profile</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Document Type Security Profile</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Document Type Security Profile</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Define Security for Human Capital Management</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Revoke Data Role from Implementation Users</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Job Roles</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Duties</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Define Data Security for Human Capital Management</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Define Users for Human Capital Management</td>
<td></td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage HCM LDAP User Account Options</td>
<td>Application Profile Value</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage HCM Role Permission Rules</td>
<td>HCM Data Role</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Import/Worker Users</td>
<td>User</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
<tr>
<td>Manage Users</td>
<td>User</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

Columns Hidden: All
Security Flow

- Set up security profile
- Create data role
- Create role provisioning rule
- Create Employee
Welcome to Your Business Dashboard

Customize your welcome page the way YOU like it.
Welcome to Your Business Dashboard

Customize your welcome page the way YOU like it.

Pay for Performance - Detailed Report

<table>
<thead>
<tr>
<th>Department</th>
<th>Rating Level</th>
<th>Rating Level Name</th>
<th>Country</th>
<th>Number of Employees</th>
<th>Annual Salary Costs</th>
<th>Salary Increases</th>
<th>Total Shares</th>
<th>Unvested Shares</th>
<th>Exercisable Shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits UK</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td>2</td>
<td>307,943.00</td>
<td>380.43</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inconsistently meets expectations</td>
<td>United Kingdom</td>
<td>2</td>
<td>185,673.00</td>
<td>1,596.37</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Meets expectations</td>
<td>United Kingdom</td>
<td>4</td>
<td>2,254,239.00</td>
<td>23,004.37</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Exceeds expectations</td>
<td>United Kingdom</td>
<td>3</td>
<td>380,017.00</td>
<td>4,412.26</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Outstanding</td>
<td>United Kingdom</td>
<td>5</td>
<td>402,028.00</td>
<td>5,386.53</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits US</td>
<td>Unsatisfactory</td>
<td>United States</td>
<td>3</td>
<td>112,466.36</td>
<td>894.40</td>
<td>2,790</td>
<td>2,063</td>
<td>68</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Inconsistently meets expectations</td>
<td>United States</td>
<td>2</td>
<td>264,000.00</td>
<td>3,213.80</td>
<td>3,600</td>
<td>2,506</td>
<td>720</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Meets expectations</td>
<td>United States</td>
<td>21</td>
<td>3,995,709.08</td>
<td>53,203.85</td>
<td>77,500</td>
<td>58,125</td>
<td>19,375</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Exceeds expectations</td>
<td>United States</td>
<td>3</td>
<td>358,500.00</td>
<td>12,698.50</td>
<td>39,526</td>
<td>29,438</td>
<td>9,010</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Outstanding</td>
<td>United States</td>
<td>4</td>
<td>740,050.00</td>
<td>13,711.35</td>
<td>2,750</td>
<td>2,063</td>
<td>68</td>
<td></td>
</tr>
</tbody>
</table>

Worklist: Notifications and Approvals

People Connection

Invite / Manage Connections

Find Connection
### Pay for Performance - Detailed Report

#### Table Prompts

<table>
<thead>
<tr>
<th>Department</th>
<th>Rating Level</th>
<th>Rating Level Name</th>
<th>Country</th>
<th>Number of Employees</th>
<th>Annual Salary Costs</th>
<th>Salary Increase</th>
<th>Total Shares</th>
<th>Unvested Shares</th>
<th>Exercisable Shares</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benefits UK</td>
<td>1</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td>2</td>
<td>207,943.00</td>
<td>380.43</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Inconsistently needs</td>
<td>United States</td>
<td>2</td>
<td>185,973.00</td>
<td>1,356.37</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Meets expectations</td>
<td>United States</td>
<td>5</td>
<td>2,254,026.40</td>
<td>23,084.27</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Meets expectations</td>
<td>United States</td>
<td>4</td>
<td>386,037.00</td>
<td>4,412.66</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Outstanding</td>
<td>United States</td>
<td>5</td>
<td>402,028.00</td>
<td>5,386.53</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits US</td>
<td>1</td>
<td>Unsatisfactory</td>
<td>United States</td>
<td>3</td>
<td>112,496.36</td>
<td>894.40</td>
<td>2,790</td>
<td>2,063</td>
<td>688</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>Inconsistently needs</td>
<td>United States</td>
<td>2</td>
<td>264,000.00</td>
<td>3,313.80</td>
<td>3,600</td>
<td>2,256</td>
<td>790</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>Meets expectations</td>
<td>United States</td>
<td>21</td>
<td>3,795,709.08</td>
<td>53,203.85</td>
<td>77,900</td>
<td>58,125</td>
<td>19,375</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>Meets expectations</td>
<td>United States</td>
<td>4</td>
<td>378,100.00</td>
<td>12,688.90</td>
<td>39,216</td>
<td>29,438</td>
<td>9,810</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>Outstanding</td>
<td>United States</td>
<td>4</td>
<td>740,050.00</td>
<td>15,711.35</td>
<td>2,790</td>
<td>2,063</td>
<td>688</td>
</tr>
<tr>
<td>Compensation UK</td>
<td>1</td>
<td>Unsatisfactory</td>
<td>United Kingdom</td>
<td>1</td>
<td>90,450.00</td>
<td>682.00</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Person</td>
<td>Person Number</td>
<td>Legal Employer</td>
<td>Start Date</td>
<td>Proposed Person Type</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-------------</td>
<td>---------------</td>
<td>----------------</td>
<td>------------</td>
<td>----------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barnett, Jeffrey</td>
<td>37410</td>
<td>InfusionCorp USA1</td>
<td>12/31/12</td>
<td>Employee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>November, New Hire</td>
<td>37405</td>
<td>InfusionCorp USA1</td>
<td>11/1/12</td>
<td>Employee</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Columns Hidden</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### New Person

#### Tasks
- Add a New Employee
- Add a New Event Worker
- Add a New Worker
- Add a New Worker Event

#### Overview

Pending Workers

<table>
<thead>
<tr>
<th>Name</th>
<th>Person Number</th>
<th>Legal Employer</th>
<th>Start Date</th>
<th>Proposed Person Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barnett, Jeffrey</td>
<td>37410</td>
<td>InfusionCorp USA</td>
<td>12/21/12</td>
<td>Employee</td>
</tr>
<tr>
<td>November, New Ht.</td>
<td>37405</td>
<td>InfusionCorp USA</td>
<td>1/1/12</td>
<td>Employee</td>
</tr>
</tbody>
</table>

Columns Hidden: 5
Hardware and Software

Engineered to Work Together