# Compass HRM Data Security

*Second to None Safeguards you Can Be Sure of*

compass
human resource management

# SECURITY & PRIVACY BEYOND STATUS QUO

"Organizations must dive in with their eyes wide open, take a proactive approach, and understand where data is stored, how it's stored and how it all relates to security and privacy issues. It's about knowing what protections the cloud provider offers and what you need to do internally, and then building an infrastructure that minimizes risks." - Gary Loveland,  principal at PwC.

When evaluating a Workforce Management System for your business, we here at Compass HRM feel that you need to understand our approach to service delivery, infrastructure, policies, and procedures.  You also need our assurance that we can deliver 24/7 service with high performance and availability.

Our applications are built on infrastructure that provides security, performance, and reliability typically found only in the most sophisticated IT departments.  Our Software-as-a-Service (SaaS) model allows for companies of all shapes and sizes to leverage our infrastructure, which would otherwise be out of reach for most.  The following information will help provide clarity into the security protocols of our SaaS model:

## Data Infrastructure Security

Compass HRM's facilities are built with brick walls and cinder block construction, feature electronic security access, and are monitored 24/7/365 . We have backup redundancies in place for electrical failure, fire detection and suppression system as well as network redundancies across multiple states — all to ensure against the unpredictable.

## Managed Firewall

Compass Workforce Management System is controlled by a high performance, next generation firewall. There is also a second firewall in place for backup redundancies.  These firewalls provide continuous communication, feedback, advanced intrusion protection, anti-malware, content filtering and anti-spam.

## Back-ups

Data backup is managed by industry leading, award-winning data protection technology that unifies backup, replication and recovery in a single solution. Our back-up solution offers the ability to restore gigabytes and even terabytes of data and restore entire servers in a near-instant.

## Server Infrastructure

Compass Workforce Management System uses a combination of Dell, HP and Supermicro equipment to provide the infrastructure necessary to support our customers. These providers are market leaders with extensive service organizations and easy access to replacement components.

## Internal Security Procedures

Compass HRM is focused on our responsibility for the confidentiality, integrity, and availability of data entrusted to us by our customers. We continuously implement and audit internal controls addressing business continuity, control and access of information, personal security, physical and environmental security, communications, operations management, and regulatory compliance.

## SAS 70

Compass Workforce Management System operates on a SAS 70 type 2 certified platform — the highest level of SAS 70 validations. SAS 70 is a widely recognized auditing standard for organizations to demonstrate that they have systematic operational controls and processes in place.

## Monitoring

Compass Workforce Management System is monitored on a 24/7/365 basis. If any system fails, a tier-level escalation procedure assures prompt attention by the correct personnel and expedited resolution of all issues.

## About Compass HRM™

Compass HRM, Inc. is a steadfast provider of fully integrated cloud-based Human Resource Management technology, developed specifically for the end user. The company's highly responsive Software-as-a-Service platform, the Compass Workforce Management System, combines advanced methodologies and user-friendly tools with functionality and flexibility to help businesses effectively supply, manage and maintain their "people assets" throughout the complete employment lifecycle. Compass HRM's transformative solutions are designed to empower companies of all sizes to maximize their potential and sustain a competitive advantage in today's ever-changing marketplace. To learn more about Compass HRM, please visit www.compasshrm.com.

**compass**
human resource management