



## Automated Data Masking in Non-Production with Solix EDMS Knowledge Base for PeopleSoft HCMS



### Meeting Data Privacy Requirements

Privacy has many definitions; the UK uses the following definition: the right of an individual to be protected against intrusion into his personal life or affairs by direct physical means or by publication of information. Data privacy is covered under several regulations. The two categories of privacy laws are comprehensive and sectoral.

Comprehensive Laws are general laws that govern the collection, use and dissemination of personal information by public and private sectors. Comprehensive laws are written and enforced by a country's government. The UK, Canada and Australia have comprehensive laws. United States did not adopt a comprehensive privacy law, instead have a patchwork of federal and state laws that cover specific categories of personal information ie. financial reports, credit reports, video rentals, etc.

An example of a US sectoral law is illustrated in the Privacy Act of 2003.

1. Criminalizes the misuse, purchase, sale or disclosure of an individual's social security number without individuals permission
2. Attempts to preempt identity theft and other types of theft by prohibiting the display and usage of social security numbers and their derivatives on federal documents also, by putting the responsibility on the commercial entities
3. Provides legal recourse for FTC on behalf of individuals for misuse, trafficking of personal identifiable information in between commercial entities and nonaffiliated third parties.

When data travels between countries with different regulations – sectoral and comprehensive – there is a potential for conflict. The Safe Harbor Act was negotiated between the US and the European Union to define a set of regulations for when data and information travels across borders with different levels of privacy regulation. However, because the Act depends on self-regulation, much could be done to improve governance of compliance when data travels across borders. Because each country has a different set of definitions for what should be protected and how, it is difficult to define a set of policies for companies to follow that will guarantee that they comply.

This document reviews the most common types of data that should be masked based on a general understanding of what sensitive data is. This document is not a guideline nor does it guarantee that a company would be compliant with these alone; it is recommended to consult a legal counsel who can review the regulations that apply to a particular country and industry and assist in the interpretation of what needs to be deployed along with a company's own data security and privacy policies.

### Oracle Data Masking Pack with Solix EDMS for PeopleSoft HCM

With Oracle Data Masking Pack, Solix EDMS for PeopleSoft HCM effectively scrambles, encrypts, or masks sensitive data from PeopleSoft HCM to depersonalize the data while ensuring the data format remains valid for testing purposes. For example, data relational integrity and formats are accurate to account for proper vacation accrual; or pension benefits calculations and credit card formatting is consistent with the Visa or Mastercard system identifiers. With Oracle Data Masking Pack, the Solix EDMS for PeopleSoft HCM pre-packages the specific algorithms to handle the formats required for creating a valid test environment for PeopleSoft HCM while ensuring privacy.

Companies that are storing employee, consumer, or company information should have concerns about the privacy controls in their organizations and take steps to secure it. The integrated solution of Oracle Data Masking and Solix EDMS for PeopleSoft HCM is a low cost, rapidly deployable solution for ensuring privacy in your test and development environment.

### Path to Data Privacy

The integrated solution of Oracle Data Masking Pack and Solix EDMS for PeopleSoft HCM is the fast path to ensuring non-production databases are not the source of data leaks. With pre-configured tables, routines and implementations templates, data privacy in non-production is ensured.

The integrated solution provides administrators the ability to define policies for obfuscating sensitive data that resides in a relational database to protect from unauthorized access. The solution required tables and columns to be identified for masking, assigning a masking algorithm to be run on the predefined tables and columns, and provide a way to run the masking process as part of a broader process to create a copy of a production database for test and development use. Solix EDMS has been prepackaged to support applications such as PeopleSoft HCM and Financials, where there are several tables that contain data that could fall into the “sensitive data” category.

Solix EDMS for PeopleSoft HCM and Financials ships prepackaged with pre-populated metadata and masking algorithms. Any additional sensitive data stored in custom table/columns can be included to the pre-populated metadata stored in Solix EDMS repository. Partial list of tables that have been identified to contain sensitive data have been mapped and are listed in the table below.

These tables are a starting point for deploying a data privacy solution on PeopleSoft HCM.

For Financials, tables are included in applications such as General Ledger, Accounts Payables, Accounts Receivables, Order Entry, Order Management, and additional extensions that port these applications to an internet portal. Algorithms have been identified to obfuscate data but can be modified or changed based on a company’s specific requirements for data masking.

For more information and details on the integrated solution of Oracle Data Masking Pack and Solix EDMS for PeopleSoft Applications contact Solix at +1.888.GO.SOLIX [www.solix.com](http://www.solix.com), or at [info@solix.com](mailto:info@solix.com).



S.No	Table name	Column Name
1	PS_ADDRESSES	ADDRESS1
2	PS_ADDRESSES	ADDRESS2
3	PS_AUDIT_PERSONAL	SSN
4	PS_BN_SNAP_PER	BIRTHDATE
5	PS_BN_SNAP_PER	NATIONAL_ID
6	PS_CC_CARD_DATA_EX	CRDMEM_ACCT_NBR
7	PS_DEP_BENEF_NID	NATIONAL_ID
8	PS_DIR_DEP_DISTRIB	ACCOUNT_NUM
9	PS_EMERGENCY_CNTCT	ADDRESS1
10	PS_EMERGENCY_CNTCT	ADDRESS2
11	PS_EMPLOYEES	ADDRESS1
12	PS_EMPLOYEES	ADDRESS2
13	PS_EMPLOYEES	BIRTHDATE
14	PS_EMPLOYEES	NATIONAL_ID
15	PS_JOB	ANNUAL_RT
16	PS_JOB	DAILY_RT
17	PS_JOB	HOURLY_RT
18	PS_JOB	MONTHLY_RT
19	PS_NAMES	FIRST_NAME
20	PS_NAMES	LAST_NAME
21	PS_NAMES	NAME
22	PS_PAY_CHECK	NET_PAY
23	PS_PAY_CHECK	SSN
24	PS_PAY_CHECK	TOTAL_GROSS
25	PS_PAY_DISTRIBUTN	ACCOUNT_NUM
26	PS_PERS_NID	NATIONAL_ID
27	PS_PERSON	BIRTHDATE
28	PS_PERSONAL_DATA	ADDRESS1
29	PS_PERSONAL_DATA	ADDRESS2
30	PS_PYE_BANKACCT	ACCOUNT_EC_ID
31	PS_W2_DATA	ADDRESS1
32	PS_W2_DATA	ADDRESS2
33	PS_W2_DATA	SSN
34	PS_W2C_AMOUNTS	PRV_SSN
35	PS_W2C_DATA	ADDRESS1
36	PS_W2C_DATA	ADDRESS2
37	PS_W2C_DATA	PRV_ADDRESS1
38	PS_W2C_DATA	PRV_ADDRESS2
39	PS_W2C_DATA	PRV_SSN
40	PS_W2C_DATA	W2C_SSN