Wholesale Distributor Company Case Study
Data Masking & Encryption of PeopleSoft HCM, CRM and eHub Portal Modules

Client Overview

Key Issues:

- A Fortune 500 Wholesale Distributor was executing a major merger. The Board of Directors mandated that the PeopleSoft Human Capital Management be encrypted and the PII in the non-production environments be obfuscated, before the merger was executed.
- Predating the merger, the client had been unsuccessful in encrypting the PeopleSoft environment with a non-Oracle encryption product. Performance of the encrypted environment was unacceptable.
- The Project Sponsor (Director of HR/Corporate Applications) was skeptical that the highly customized PeopleSoft Human Capital Management could be masked.

How Our Consultants Helped

Data Masking and Encryption of PeopleSoft HCM, CRM & eHub Portal

- Engagement consisted of Analysis, Implementation and Post-Production phases
- Created a Data Masking template, leveraging CrossGEN's proprietary algorithms that work in tandem with Oracle's Data Masking Pack, for the heavily customized PeopleSoft modules.
- Smoke and performance testing of the masked non-production PII data in PeopleSoft was deemed successful, by the CISO and Director of HR and Corporate Applications, and CTO, within six weeks of project inception.
- Using Oracle's ASO product, an Oracle Wallet was created to store the master key for Transparent Data Encryption, and sensitive tablespaces were encrypted in the production and non-production PeopleSoft module.
- Data Sharing to enable client self-sufficiency to mask new releases

Results

- PeopleSoft HCM, CRM and eHub Portal modules performed with no errors in application logic, or adverse performance, after obfuscation of PII.
- Payroll performed *faster* after 256-bit encryption was implemented
- Project was completed *under budget* and *sooner than expected*
- Client addressed Compliance commitments for the merger, as mandated by the Board
- Feedback from Project Sponsor, upon completion of engagement: **"We didn't believe you could pull it off when you said you could encrypt (without adversely impacting performance) and mask (with all the customization) PeopleSoft... So many vendors have blown smoke at us."**

CrossGEN