

SAS 70 Type II

Strengthening our commitment to strategic partnerships

Overview

In December of 2009, Bullhorn obtained SAS 70 Type II certification for its production operations. The scope of this extends well beyond the norm of our competitive landscape, where a vendor is overachieving if they can even tout a SAS 70 compliant data center. Bullhorn's investment in the intensive requirements to satisfy SAS 70 is yet another example of our commitment to the strategic partnership we share with our clients.

What is SAS 70?

The SAS 70 certification is a standard developed by the American Institute of Certified Public Accountants (AICPA) that is internationally recognized as a designation of rigorous internal controls. SAS 70 Type I certification reports on a company's controls in operation, while Type II certification also tests an organization's operating effectiveness over a period of time to demonstrate consistent compliance with the controls. In other words, Type I says "yes, we see that you have thorough documentation and controls", while Type II says "yes, we see that the documentation and controls are actually effective."

Independent auditors tested the controls of Bullhorn's production operations for a 6 month period, which included intensive on-site visits. These controls are in place to preserve data confidentiality, integrity, and availability.

The Sanctity of Data

Bullhorn is committed to the significant and on-going investment in SAS 70 Type II compliance because we recognize the importance of our clients' data. Staffing data is clearly sensitive, as it includes home addresses, social security numbers, salary, etc. This is why it's not enough to simply slide under the umbrella of a data center's Type II certification. It is important to understand that the data center's certification only covers the dimensions of power, external network connections, cooling, and physical security. In achieving certification of our production operations, Bullhorn has demonstrated best

practices in service delivery including backing up and restoring data, updating data, managing servers, and deploying code.

Why would any software provider to the staffing & recruiting industry not attain SAS 70 Type II certification of their production operations? They most likely do not have the scale to invest the resources or the sophistication to create and manage the necessary controls and procedures.

Is SaaS Safer than On-Premise?

One of the fears traditional on-premise software vendors have promoted since the onset of SaaS is concern regarding data security. Bullhorn's SAS 70 Type II certification of all data-related operations ensures that our clients' data is at least, if not more, secure than on-premise solutions. The level of physical and logical security required by SAS 70 meets or exceeds that of a typical on-premise environment. In addition, like any good risk management strategy, Bullhorn's SaaS solution spreads your concentration of assets.

The New Standard in Data Security

The stakes are simply too high to skimp on data security when it comes to protecting candidate data in the staffing & recruiting industry. While some competitors might make a valiant effort in re-creating some of Bullhorn's product functionality, they simply cannot duplicate our infrastructure, and organizational strength. In achieving SAS 70 Type II Certification, Bullhorn has set the new standard for any SaaS provider who is serious about security.



SAS 70 – Bullhorn’s Type II Certification

In 2009, Bullhorn underwent an intensive 6 month audit of its production operations to achieve SAS 70 Type II Certification. This entails having the highest levels of controls in place regarding data confidentiality, integrity, and availability.

Dimension	Sample Controls
Data Backup	<ul style="list-style-type: none"> Client data is backed up daily and monitored by reports to ensure success All backups are encrypted
Logical Access	<ul style="list-style-type: none"> Access removal for terminated employees is documented and approved by production systems owner All access points to datacenter are firewalled.
Physical Access	<ul style="list-style-type: none"> Access to local onsite data room is limited via authorized secure entry Limited employee access to 3rd party data center
Change Management	<ul style="list-style-type: none"> All changes to application code and system configuration are tested in non-production environment by QA team before release to production environment Only authorized account contacts can request data updates and code changes

The Power of Bullhorn

Bullhorn integrates email, calendaring, candidate sourcing, applicant tracking, customer relationship management and job management. With Bullhorn, recruiting, sales, and management experience the power of working together with 360° visibility into every activity, from job order to placement, at anytime and from any place.



About Bullhorn, Inc.

Bullhorn is the global leader in On Demand, front office staffing and recruiting software, providing the only completely integrated front office solution for staffing and recruiting firms. Bullhorn’s customers achieve the highest placement rates in the industry. By enabling recruiting, sales and management to live and work together, Bullhorn synchronizes sales and recruiting to generate, source and fill job orders in real-time, at anytime and from anyplace. Delivered through software as a service, Bullhorn continually meets the evolving business needs of its customers. More than 1,400 firms and 14,000 users worldwide, including some of the largest global staffing firms, partner with Bullhorn to meet the employment demands of the global economy. For more information, visit www.bullhorn.com or call +1(888)GoLive8.

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