



# IT Security, Privacy & Compliance

**Data protection is essential for your organization.  
Here's how Cornerstone can help.**

Cornerstone is committed to ensuring that our Unified Talent Management system is reliable and secure. We maintain a state-of-the-art multi-tenant, multi-database architecture with the highest compliance and uptime standards. Our infrastructure is designed with clustered servers for redundancy and reliability to ensure there is no single point of failure.

We also make the confidentiality, integrity and availability of your data a priority. For the highest level of security and scalability, we do not co-mingle data. We apply a multi-layer approach and constantly scan and monitor our system to guarantee your sensitive workforce data is safe.

At Cornerstone, we know how critical security, privacy and reliability are to both our business and yours. Have peace of mind knowing that Cornerstone has taken the security and compliance needs of our global clients seriously and support the specific requirements of many industries across the world.



**“It’s all about making the data as secure as possible.”**

**Mark Goldin**

CTO of Cornerstone OnDemand

## Comprehensive Security, Privacy & Compliance Program

Cornerstone maintains a comprehensive security, privacy and compliance program to manage risks for our clients through ongoing oversight and monitoring.



### Comprehensive Security & Compliance

Our infrastructure has been audited and/or certified to meet the most stringent requirements globally. Below are our key audit report, frameworks and certifications:

- ISO/IEC 27001:2013
- SSAE16 SOC 1 Type II
- SOC 2 Type II
- ISAE 3402 Type II
- FDA 21 CFR Part 11 Compliance Support
- Skyhigh Enterprise-Ready
- PCI Level 4 SAQ D
- FedRAMP Authorized



### Global IT Security, Privacy & Compliance Team

Cornerstone’s culture of continuous process improvement ensures that our infrastructure is based on the latest technology that is developed and maintained by our dedicated, world-class IT Security, Privacy and Compliance team.

Our global team is highly accomplished – many of our team members hold professional security or compliance certifications from a variety of industry associations and organizations.



### Advanced Data Protection & Data Privacy

Cornerstone takes data protection and data privacy regulations very seriously and works with legal advice locally to be up to date with trends on data privacy.

Cornerstone works closely with its clients’ HR, Legal and Data Protection departments to ensure compliance with Data Privacy regulations.

Cornerstone meets all US privacy laws to which it is subject. Cornerstone also meets EU protection laws regarding the collection, use and retention of data from the European Economic Area (EEA) and has successfully deployed EU Model Clauses with many clients.

# Unified Secure Architecture

Cornerstone multi-tenant, multi-database SaaS architecture is designed to provide the highest security, privacy and compliance for our clients.



## Access Control & Physical Security

- Our infrastructure is hosted in four secure data centers: two in North America and two in Europe.
- Every data center has 24-hour manned security, and access is restricted to select personnel with appropriate identification.
- Servers are stored in secured cage areas that can only be accessed through biometric hand scanners.
- Video surveillance, motion detectors and alarms are located throughout each facility.
- Non-Cornerstone visitors must be escorted at all times.



## Application Security

- The Cornerstone application is secured with 256-bit TLS, which encrypts all data in transit and ensures it is secure.
- Unique usernames and passwords are required to access the Cornerstone application.
- The application supports Single Sign-On (SSO), which requires clients to be authenticated via their identity provider with SAML assertions.
- The application is entirely rights and role-driven. Users only see what they have been given permission to see.



## Network Protection

- Cornerstone achieves infrastructure security through the use of firewalls, port filtering and network address translation via multiple load balancers.
- A DMZ protects the system's production suite.
- Internal firewalls segregate traffic between the application and database tiers.
- A third-party service provider monitors the network and sends alerts for unusual usage and equipment failure.



## Backup & Disaster Recovery

- Cornerstone takes daily backups of full client databases.
- Hourly transactional backups are sent to separate hot disks.
- All backups are encrypted with AES-256 before being written to tape.
- Tapes are collected weekly and transported in locked boxes to secure vaults.
- Two days of hot backups are stored on the local SAN disk for immediate recovery.
- Disaster recovery tests are performed semi-annually.

If your organization requires more in-depth information, a copy of an audit report or certification, please contact your sales representative for next steps.



Cornerstone OnDemand is a global talent management software provider that is pioneering solutions to help organizations realize the potential of a modern workforce. [csod.com](http://csod.com)