**NFC Insight**

**Redacted Privacy Impact Assessment (PIA)**

***Insight*** is an enterprise human capital web based reporting solution, with a consolidated data warehouse and business intelligence toolset.  It provides NFC’s customers with workforce information with metrics and attributes to allow human resource (HR) personnel to analyze staffing and productivity. ***Insight*** contains HR sensitive data from NFC’s Payroll/Personnel and EmpowHR systems. The data includes name, date of birth, place of birth, address, employment history, salary, health benefit deduction, health benefits, social security number, financial data, and bank account information. A typical transaction would be a client requiring a report on how many employees are in a specific location. The client would log into ***Insight*** with access to only information for which he has been authorized. The report would show the number of employees within the specified location.

***Insight’s***associated modules include:

* Extract Transform and Load (ETL) Tier – Processing of data/files from legacy source systems through Oracle Data Integrator
* Database (DB) Tier – Storage of ***Insight***data in an Oracle Relational Database Management System (RDBMS)
* Application Server Tier – Consists of Web Logic Server based Oracle Business Intelligence Enterprise Edition (OBIEE) middleware software reporting components and Java applications to administer, configure, and manage enterprise user OBIEE and Lightweight Directory Access Protocol (LDAP) security models, software reporting applications, and solution deployment for run time access
* Web Tier – Provides secure Oracle HTTPS Server (OHS) based web access to the Business Intelligence Tier

There is a current PIA on file at NFC. To request a full version of the ***Insight*** PIA, please contact:

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