

CASE STUDY:

HR Tech Company Works with Cyral to Transform How Companies Accelerate Talent Performance



Fast growing SaaS HR Tech Company Uses Cyral to Build Trust and Keep Customer Data Secure

Cyral provides production data security for one of the YC top 100 fastest growing software companies in the country. They offer an innovative cloud-native HR Platform that helps more than 2500 customers drive more engagement with employees resulting in a measurable impact on performance and culture.

The people performance management industry is built on transparency and trust. The Company helps customers manage highly sensitive customer data which not only creates huge risk but also means there are security compliance requirements to be met.

Having a strong security program ultimately helps enable their business and they needed help to quickly meet their goals. With rapid customer growth, becoming more agile to deliver the best customer experience and having better visibility and controls in place to keep their customers' data secure was a priority.

Their Challenge

For the founders, security has been top of mind from the start. They understood that security protects the company from known and unknown future risk. With access to sensitive customer data, one breach or even a curious employee browsing performance data could be very costly for their reputation and client safety. Ultimately, strong security keeps them in business as they grow. The IT and Security team had three challenges:



Unsustainable use of credentials

(local user management in DB)



Sensitive data at risk of insider abuse



Enforcing security controls that don't slow down engineering

Industry: HR Tech

Location: Global

Size: 300+ employees

Customers: 2500+

THE RESULTS

- Eliminated Insecure Database Access
- Achieved SOC 2 Compliance
- Protected Sensitive Compensation Data

Eliminating Sleepless Nights About Shared Accounts

As the company scaled their engineering team, getting visibility and controlling access to customer data and providing data assurance for customers was a top priority. Managing SQL credentials was becoming a manual and unscalable process —giving the security and compliance teams many sleepless nights. While there were some controls in place to know who had access to what customer data, it was becoming increasingly difficult to control and manage access.

With Cyral they added secure access controls to their production PostgreSQL database. Data is safer and they can prevent data exfiltration from insider threats. They eliminated the use of shared credentials and standing privileged access, as well as implemented a dynamic, least privilege based access model. Now if someone needs access to their production database for troubleshooting, there is a simple access request process to grant access for a set period of time.

“By implementing Cyral, we fully automated authentication and authorization to our databases using an IDP and SAML 2.0.”

- Head of IT and Security

Protecting the Crown Jewels

For this Company, compensation data is considered the holy grail and an internal business policy prohibits access to it. This data is of great interest to many people and there is risk of insiders poking around out of curiosity. It was a requirement to be able to block access from internal employees to prevent exporting and viewing sensitive data. They implemented Cyral's field level authorization policies—based on attributes such as data sets, subject, and action type—to ensure compensation data is protected and access is blocked enabling security, governance, and compliance with their customers.

Meeting Compliance Enables the Business

With a growing number of enterprise customers, there are strict compliance requirements to meet. Without a SOC 2 report addressing Data Loss Prevention, it would negatively impact customer acquisition. With granular visibility and data activity monitoring, now the team can see exactly who is doing what and they can more easily and confidently audit all data access. With the ability to restrict access and implement least privilege they now have controls in place to help meet GDPR and SOC 2 requirements. The auditors are happy knowing they now have compensating controls with Data Loss Prevention because of Cyral.

An Agile Solution with Improved Alerts

In selecting Cyral, they were able to strike the right balance. Engineers get more access with a good user experience but without compromising on security policy. Cyral easily fit into their developer and DevOps workflows and was quickly deployed with low effort as security as code. It solved a huge problem they had in controlling database access and they gained seamless visibility. A simple integration with Splunk allows them to continue leveraging that for alerting and managing incidents.

About Cyral

Cyral simplifies security and governance for databases and data lakes. The cloud-native service is built on a stateless interception technology that enables consistent visibility, access control and authorization. Cyral enables DevOps and Security teams to automate their data security management workflows and prevent data theft.