



ENTERPRISE SUITE

Industrial / Personnel Security

Insider Threat Defense

Investigation Management

Continuous Adaptive Risk Evaluation



Enterprise Industrial / Personnel Security

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Gartner

SUMMARY

Countless organizations today are struggling with Human Capital Management (HCM) including recruiting, hiring, retention and processing of the cleared candidates. To facilitate, centralize, advance and simplify security processing across Defense Industrial Base (DIB) there is a key necessity for an integrated and automated solution to improve candidate experience, reduce manual touchpoints, use predictive analytics to drive automation and reduce onboarding timelines.

Candidates going through a structured and applicant-centric onboarding process are likely to stay for 3+ years. Thus, any integrated Human Resource and Security solution deemed successful, must leverage the interdependencies and overlap between internal teams which are part of the onboarding process without sacrificing compliance.

INDUSTRIAL SECURITY SCORES			
Factor	Indicator	2019 Score	Change, 2017 – 2019
Threats to IP Rights	New FBI intellectual property rights violation investigations	100	● +0
Overall Threats to IP Rights		100	● +0
Threats to Information Security	Average annual newly reported common IT vulnerabilities	33	● -27
	Severity of newly reported common IT vulnerabilities	17	● +1
Overall Threats to Information Security		27	● -14
Overall Industrial Security Score		63	● -6

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Industrial security scored the lowest among the eight dimensions with a 63 for 2019. Security clearance process indicators also contributed to the low overall composite score for production inputs as backlogs shrink but persist. Onboarding new personnel in the defense industry often requires navigating the security clearance process. Defense contractors face a security clearance management process that became more complicated from 2017 to 2019.

Source:

[NDIA Vital Signs 2020 Report](#)

INDUSTRIAL SECURITY CAPABILITY

The **business impact** of shortening candidate onboarding process means mission delivery and contract success sooner. Fresh Haystack Enterprise Industrial Security (EIS) achieves this through reduced errors in clearance package submittals, quicker turnaround times in case handling, applicant and employee Prescreening, real-time case monitoring, cost forecasting, accountability of all case processes and the prescriptive analytics for calculating estimated start/billing date using previous cases in the system for the specific contracts and workflows.

EIS enables automating security processes and compliance, provides the transparency, speed, accuracy and accountability required for NISPOM and ICD 704 compliant security clearance processing. Our tool implements industry best practice workflows, facilitated with Service Level Agreements (SLA), metrics, audit, automation, escalations and notifications; these are

enabled for any actions to be taken by an employee or contractor during any workflow step in the system and combined with triggered notifications and escalations as timelines are approached and breached. Currently the most critical and notable system features are:

- Prescreen Questionnaire and Workflow
- Applicant Portal
- Suitability & Public Trust Workflows
- Collateral & Sensitive Compartmentalized Information (SCI) Security Workflows
- Outgoing/Incoming Visit Requests (OVR/ IVR)
- Document Control
- Forms Automation
- Personnel Management
- Contracts Management
- Facilities Management
- Canned, Scheduled & Ad-hoc Reporting
- Role-based Dashboards
- Shared Security Services Center enablement
- JPAS/DISS Data Management

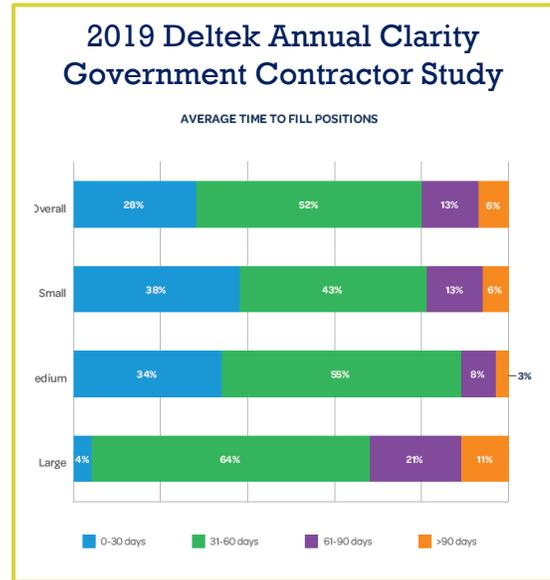


Onboarding & Prescreen for Cleared Workforce

80% of candidates say onboarding directly influences their view of the employer:

- ❖ 64% share negative experience with family & friends
- ❖ 27% actively discourage that employer
- ❖ 60% say more communication is necessary

The key element of successful onboarding are candidate status updates, measurement and tracking of the effort for each business unit - HR/Recruiting, Security and Project Management office. There is a cost per various use case to be considered so system capabilities need to align with challenges in evaluating job position requirements, clearance information and supporting datasets to achieve best possible onboarding timeline with the highest degree of confidence.



Security Prescreening

Fresh Haystack helps security departments craft narrowly tailored “clearability” questionnaire for use in conducting Security PreScreening of candidates for positions involving National Security and/or positions of Public Trust. Such a questionnaire is based on the Federal Adjudicative Guidelines and includes issues such as criminal conviction resulting in incarceration for one year or more; unwillingness to surrender a foreign passport; mental incompetence, as determined by a DOD-approved psychiatrist; discharge from the Armed Forces under dishonorable conditions; or, current unlawful use of or addiction to a controlled substance can trigger an automatic denials. This may also include specific guidance provided by government clients involving their suitability standards such as US citizenship requirement that can trigger automatic denials. Lastly, this process also allows an applicant to self-select themselves out of the process and not opt in to moving forward which saves time and resources. *Trusted Information Provider (TIP)* program when established will allow our customers clearly meet a rigorous set of security standards, and fairly easily integrate, conduct and share their own background investigation work with respective agencies.

Contract Onboarding

Fresh Haystack provides tools for the Program Managers to assist with contract onboarding which delivers a self-service capability for contract document completion, submission, and approval. Typical documents required for Entry on Duty (EOD) may include government wide forms like the OF306, agency specific forms such as DHS 11000-25, contract and/or badge specific forms as well. Our candidate portal helps applicants fill out, sign and submit these forms for PM approval and then assists the PM in assembling the packets necessary to submit to the government POCs for EOD, saving countless hours of managing paper forms, emails and fax machines. Each of these is retained for audit purposes and the data can be used to resubmit updated forms when renewals are necessary, thus eliminating the redundant yearly fire drill.

Integrations & Business Intelligence

EIS workflow-driven metrics and internal/external systems integrations drive unique and meaningful results for our customers without compromising compliance. Our integration with HRIS (i.e. Workday, PeopleSoft) for Prescreens and Clearance cases creates a significant improvement in visibility, transparency and onboarding cycle times for various levels of security clearances. Our numerous integrations with Data Warehouse, Contracts and Timesheets combined with Fresh Haystack Artificial Intelligence (AI) Decision Services provide metrics such as exact cost analysis, contract assignments and closeout requirements, enhanced mobility for Insider Threat and Counterintelligence programs; predictive analytics deliver valuable impact analysis for Executives and Business Intelligence for all lines-of-business – HR/Recruiting/Hiring, Security and Project Management.

Personnel Security as a Service (PSaaS)

CANDA Solutions Enterprise Risk Center is well versed with the Fresh Haystack platform and is ready to assist you with outsourced Security process functions while reducing cost and improving compliance. This allows DIB contractors to onboard candidates faster, increase billable revenue while cutting operational costs without compliance compromise. Crucially important is that our customers can dedicate more time to their mission and growing security needs rather than submitting necessary paperwork to the government.

Our PSaaS service is flexible, brings savings to our customers and exceeds customer satisfaction because we offer access to modern technology with superior expertise and the latest innovation, trends and policy changes. Dedicated team of experienced security professionals will help you with any function, from DD254 to training, inspections and compliance. Our mission says it all, we exist to *Empower Enterprise Risk Management*. We are the company that you hire not only to handle your security related tasks but also stay up to date with the latest innovations in everything related to the Personnel/Industrial Security from Foreign Travel and Insider Threat Defense to Trusted Workforce 2.0 and Continuous Vetting. Most importantly, it is our dedicated support team that offers Customer Service, Training and mobile tools for staying connected with us.

CONCLUSION

Fresh Haystack's modular ecosystem enables the realization of Security and HR integration system that was previously limited by technology. We believe our solution bridges this gap by converging the security requirements for candidate/employee for Security, Recruiting/Hiring and Project Management offices by orchestrating process and activity for any size corporation to enhance the candidate experience via consistent intelligent data-driven decisions that access, track and capture needed information while continuously delivering time and cost savings plus increasing billable revenue for any size Enterprise.

