

Payroll, InfoSec and Privacy: Things Every Payroll Pro Needs to Think About Today

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- **The basics of cyber security – and how to ensure that data remains confidential.**
- **Key elements in developing a privacy program for the payroll professional.**
- **Privacy law in employment contexts, including international.**
- **Staying ahead of the emerging tech curve.**

Tonight's Topics

- Recognize: employees are the **main threat vector**.
- **Understand social engineering**
- **Talk** to the CIO/CISO/GC.
- Ensure that your **physical security** is sufficient.
- Follow the **principle of least privilege**.
- Use **two-factor authentication**.
- **Update** software, install patches, remove non-approved software.
- **Encrypt** all data, period.
- **Segregate** differing data onto separate networks.
- Seek **Cyber-resiliency**
- **Most of all: be at the table**

Basics of Cybersecurity

- Know your Data
 - Know what you need to protect
 - Understand what law governs
 - Build a program: cybersecurity, yes.
But also, good policies
 - Build a privacy and cybersecurity
culture
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- **Most of all: be at the table**

Building a Privacy Program

- Little law in US
 - Relatively limited statutory protections for employee privacy
 - Social Security #s, employee files, HIPAA
 - Harm from breaches
- International Law much more protective of employee data
- **Most of all: be at the table**

Privacy Law

- Employee devices
- Recording
- NLRB issues

- **Most of all: be at the table**

- <https://workplacetechlaw.com/>

Emerging Tech