Oracle Sales Cloud Security Reference for Incentive Compensation

Release 13 (update 18C)
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Contents

Preface ...................................................................................................................... 6
Introduction ............................................................................................................. 8
What's New ........................................................................................................... 11
Abstract Role: Contingent Worker ................................................................. 12
  Role Hierarchy .................................................................................................... 12
  Duties .................................................................................................................. 14
  Aggregate Privileges .......................................................................................... 15
  Privileges ........................................................................................................... 18
  Data Security Policies ........................................................................................ 25
  Privacy ............................................................................................................... 40
Abstract Role: Employee .................................................................................. 41
  Role Hierarchy .................................................................................................... 41
  Duties .................................................................................................................. 43
  Aggregate Privileges .......................................................................................... 45
  Privileges ........................................................................................................... 48
  Data Security Policies ........................................................................................ 55
  Privacy ............................................................................................................... 77
Job Role: Incentive Compensation Analyst ................................................. 79
  Role Hierarchy .................................................................................................... 79
  Duties .................................................................................................................. 79
  Privileges ........................................................................................................... 80
  Data Security Policies ........................................................................................ 86
Job Role: Incentive Compensation Application Administrator .................. 94
  Role Hierarchy .................................................................................................... 94
  Duties .................................................................................................................. 94
  Privileges ........................................................................................................... 94
  Data Security Policies ........................................................................................ 96
Job Role: Incentive Compensation Integration Specialist ......................... 101
  Role Hierarchy ................................................................................................... 101
  Duties .................................................................................................................. 101
  Privileges ........................................................................................................... 101
Job Role: Incentive Compensation Manager ............................................. 103
  Role Hierarchy ................................................................................................... 103
  Duties .................................................................................................................. 103
  Privileges ........................................................................................................... 104
  Data Security Policies ....................................................................................... 111
Abstract Role: Incentive Compensation Participant ................................... 120
  Role Hierarchy ................................................................................................... 120
  Duties .................................................................................................................. 120
  Privileges ........................................................................................................... 120
Abstract Role: Incentive Compensation Participant Manager

125
Role Hierarchy ........................................................................................................... 125
Duties .............................................................................................................................. 125
Privileges ....................................................................................................................... 125
Data Security Policies .................................................................................................. 127

Job Role: Incentive Compensation Plan Administrator ........................................................................ 135
Role Hierarchy ........................................................................................................... 135
Duties .............................................................................................................................. 135
Privileges ....................................................................................................................... 135
Data Security Policies .................................................................................................. 140

Abstract Role: Line Manager .......................................................................................... 146
Role Hierarchy ........................................................................................................... 146
Duties .............................................................................................................................. 148
Aggregate Privileges .................................................................................................. 149
Privileges ....................................................................................................................... 152
Data Security Policies .................................................................................................. 157
Preface
This preface introduces information sources that can help you use the application.

Using Oracle Applications
Using Applications Help

Use Help icons ? to access help in the application. If you don't see any help icons on your page, click your user image or name in the global header and select Show Help Icons. Not all pages have help icons. You can also access Oracle Applications Help.

Watch: This video tutorial shows you how to find help and use help features.
You can also read Using Applications Help.

Additional Resources

- **Community**: Use Oracle Cloud Customer Connect to get information from experts at Oracle, the partner community, and other users.
- **Guides and Videos**: Go to the Oracle Help Center to find guides and videos.
- **Training**: Take courses on Oracle Cloud from Oracle University.

Conventions
The following table explains the text conventions used in this guide.

<table>
<thead>
<tr>
<th>Convention</th>
<th>Meaning</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>boldface</strong></td>
<td>Boldface type indicates user interface elements, navigation paths, or values you enter or select.</td>
</tr>
<tr>
<td><strong>monospace</strong></td>
<td>Monospace type indicates file, folder, and directory names, code examples, commands, and URLs.</td>
</tr>
<tr>
<td>&gt;</td>
<td>Greater than symbol separates elements in a navigation path.</td>
</tr>
</tbody>
</table>

Documentation Accessibility

For information about Oracle's commitment to accessibility, visit the Oracle Accessibility Program website.

Videos included in this guide are provided as a media alternative for text-based topics also available in this guide.

Contacting Oracle

Access to Oracle Support
Oracle customers that have purchased support have access to electronic support through My Oracle Support. For information, visit My Oracle Support or visit Accessible Oracle Support if you are hearing impaired.

Comments and Suggestions
Please give us feedback about Oracle Applications Help and guides! You can send an e-
mail to: oracle_fusion_applications_help_ww_grp@oracle.com.
Introduction

Security Reference Guides describe the Oracle Fusion Applications security reference implementation. This guide includes descriptions of all the predefined data that is included in the security reference implementation for an offering. The reference implementation can be configured to fit divergent enterprise requirements.

Security Reference Implementation

The Oracle Fusion Applications security approach supports a reference implementation that addresses common business security needs and consists of roles and policies.

Oracle Fusion Applications Security Reference Guides present the following information about the predefined security reference implementation.

- The abstract and job roles for an offering
- Duty roles and the role hierarchy for each job role and abstract role
- Privileges required to perform each duty defined by a duty role
- Data security policies for each job role, or abstract role
- Policies that protect personally identifiable information
- Data security policies on fact and dimension to ensure enforcement across tools and access methods

For an overview and detailed information about the Oracle Fusion Applications security approach, including an explanation of role types, enforcement, and how to implement and administer security for your deployment, see your product security guide.

How to Use this Security Reference Guide

Enterprises address needs specific to their organization by changing or extending the role definitions, role hierarchies, and data security policies of the reference implementation. You may also be subject to specific legal, regulatory, and industry requirements. You are solely responsible for your adherence to these requirements when assigning roles, privileges and granting access for your enterprise.

For each job or abstract role, review the duties, role hierarchy, and policies that it carries so you understand which users should be provisioned with the role, or which adjustments your enterprise requires before the role can be provisioned.

Note:

All information presented in this guide can be accessed in the various user interface pages of Oracle Fusion Applications provided for security setup, implementation changes, and administration. The advantage of reviewing the
security reference implementation as it is presented in this guide is that you can more easily compare and plan your configurations.

💡 **Tip:**
From the entitlement of a role as expressed by privileges, you can deduce the function security enforced by a role. If your enterprise needs certain functions removed from access by certain roles, a copy must be made to configure the data security policies or duties carried by the role.

Review the data security policies conferred on job roles by their inherited duty roles.

Review the privacy in effect for a job or abstract role based on its data security policies. Privacy is additionally protected by security components, as described in your product security guide.

⚠️ **Caution:**
It's important that as you make changes to the security reference implementation for an Oracle Fusion Applications deployment, the predefined implementation as delivered remains available. Upgrade and maintenance patches to the security reference implementation preserve your changes to the implementation.
Offering: Incentive Compensation

Configure how you manage incentive compensation, including incentive plans, performance monitoring, credit and rollup rules, earnings calculations, and payment determination.

This guide describes the security reference implementation for the Incentive Compensation offering.

There is a set of common roles that are required to set up and administer an offering. For information about these common roles, see the Oracle Fusion Applications Common Security Reference Guide.
What's New

This release of the offering includes new Job and Abstract roles, Duties, Aggregate Privileges and Privileges.
Abstract Role: Contingent Worker

Identifies the person as a contingent worker.

Role Hierarchy

This table lists the roles inherited directly and indirectly by the abstract role Contingent Worker.

Contingent Worker

Access Family and Emergency Contacts by Worker
Access Person Contact Information by Worker
Access Person Gallery
Access Person Identification Information by Worker
Access Personal Details by Worker
Access Portrait Payslip
Access Portrait Personal Payment Method
Attachments User
    CRM Stage Write
Business Intelligence Consumer
Change Person Address
Change Person Marital Status
Compare HCM Information
Edit Person Career Planning
Edit Person Skills and Qualifications
Employee Enrollment
Expense Entry
    Business Intelligence Consumer
Payee Bank Account Management
    FSCM Load Interface Administration
Transaction Entry with Budgetary Control
    Business Intelligence Consumer
Maintain Absence Records
Manage Availability Patterns
Manage Development Goal by Worker
Manage My Account
Manage Onboarding by Worker
Manage Performance Goal by Worker
Manage Person Citizenship
Manage Person Disability by Worker
Manage Person Documentation by Worker
Manage Person Driver License
Manage Person Ethnicity
Manage Person Image
Manage Person Legislative
Manage Person Name
Manage Person National Identifier
Manage Person Passport
Manage Person Religion
Manage Person Visa or Permit
Manage Personal Compensation
Manage Worker Information Sharing
Performance Management Worker
  Create Anytime Performance Document
  Manage Check-In Document
  Request Feedback
  View Performance Summary
  View Requested Feedback
Person Communication Methods Management
Person Communication Methods View
Portrait Benefits
Portrait Current and Completed Tasks
Print Worker Portrait
Procurement Requester
  Business Intelligence Applications Worker
  Payables Invoice Inquiry
  Receiving Management Requester
    Item Inquiry
  Requisition Self Service User
  Requisition Viewing
    Payables Invoice Inquiry
  Transaction Entry with Budgetary Control
    Business Intelligence Consumer
Project Time Entry Mobile
  Use REST Service - Time Record Events
  Use REST Service - Time Record Groups Read Only
  Use REST Service - Time Records Read Only
Share Personal Data Access
Share Personal Information
Social Connection Worker
Submit Resignation
Time and Labor Worker
  Worker Time Card Entry
Use REST Service - HCM Countries List of Values
Use REST Service - HR Document Types List of Values
Use User Details Service
View Accrual Type Absence Plan Balance
View Compensation Details for Worker
View Development Goal by Worker
View Eligible Jobs
View Employment Information Summary
View Person Address
View Person Citizenship
View Person Driver License
View Person Ethnicity
View Person Legislative
### Duties

This table lists the duties assigned directly and indirectly to the abstract role **Contingent Worker**.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attachments User</td>
<td>UCM application role for access to attachments using the integrated user interface or the standalone product.</td>
</tr>
<tr>
<td>Business Intelligence Authoring</td>
<td>An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Business Intelligence Consumer</td>
<td>A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.</td>
</tr>
<tr>
<td>CRM Stage Write</td>
<td>Allows uploading CRM content to stage area on content server.</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
</tr>
<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
</tr>
<tr>
<td>Payables Invoice Inquiry</td>
<td>Views Oracle Fusion Payables invoices.</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
</tr>
<tr>
<td>Person Communication Methods Management</td>
<td>Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.</td>
</tr>
<tr>
<td>Person Communication</td>
<td>Grants access to the employee, contingent worker and</td>
</tr>
</tbody>
</table>
### Duty Role

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Methods View</td>
<td>Human Resource Specialist to view the phones, emails and other communication methods in the portrait.</td>
</tr>
<tr>
<td>Portrait Current and Completed</td>
<td>Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.</td>
</tr>
<tr>
<td>Tasks</td>
<td></td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
</tr>
<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
</tr>
<tr>
<td>Requisition Viewing</td>
<td></td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
</tr>
<tr>
<td>Transaction Entry with</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
</tr>
<tr>
<td>Budgetary Control</td>
<td></td>
</tr>
<tr>
<td>Use REST Service - HR Document</td>
<td>Delivers data security policies for use with the HR Document Types list of values REST service.</td>
</tr>
<tr>
<td>Types List of Values</td>
<td></td>
</tr>
<tr>
<td>View Secured Help Content</td>
<td>Views help content that was added or edited, containing the security lookup value Secured.</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
</tr>
<tr>
<td>Workers List of Values REST Service</td>
<td>Delivers data security policies for use with the Workers list of values REST service.</td>
</tr>
<tr>
<td>Data Security Policies</td>
<td></td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
</tr>
</tbody>
</table>

### Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the abstract role **Contingent Worker**.

<table>
<thead>
<tr>
<th>Aggregate Privilege</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access Family and Emergency Contacts by Worker</td>
<td>Grants access to persons to view their own contacts.</td>
</tr>
<tr>
<td>Access Person Contact Information by Worker</td>
<td>Allows access to Person contact information such as phones, emails, other communication accounts, and addresses.</td>
</tr>
<tr>
<td>Access Person Gallery</td>
<td>Searches worker deferred data and views the portrait page.</td>
</tr>
<tr>
<td>Access Person Identification Information by Worker</td>
<td>Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses.</td>
</tr>
<tr>
<td>Access Personal Details by Worker</td>
<td>Allows access to Person Information such as such as name, national identifier, biographical, demographic, and disability information.</td>
</tr>
<tr>
<td>Access Portrait Payslip</td>
<td>Grants access to a person's own payslip in the portrait.</td>
</tr>
<tr>
<td>Access Portrait Personal Payment Method</td>
<td>Grants access to a person's payment methods.</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>in the portrait.</td>
</tr>
<tr>
<td>Change Person Address</td>
<td>Grants access to persons to manage their own address data.</td>
</tr>
<tr>
<td>Change Person Marital Status</td>
<td>Grants access to a person to manage their own marital status and related data.</td>
</tr>
<tr>
<td>Compare HCM Information</td>
<td>Compares workers, jobs, positions, and any combinations of these objects.</td>
</tr>
<tr>
<td>Create Anytime Performance Document</td>
<td>Allows creation of anytime performance documents</td>
</tr>
<tr>
<td>Edit Person Career Planning</td>
<td>Allows editing the Person Career Planning.</td>
</tr>
<tr>
<td>Edit Person Skills and Qualifications</td>
<td>Allows editing the Person Skills and Qualifications.</td>
</tr>
<tr>
<td>Maintain Absence Records</td>
<td>Allows workers to enter, update and delete their absence records.</td>
</tr>
<tr>
<td>Manage Availability Patterns</td>
<td>Allows users to create, delete, and update availability patterns.</td>
</tr>
<tr>
<td>Manage Check-In Document</td>
<td>Allows to create, view, edit and delete check-in document.</td>
</tr>
<tr>
<td>Manage Development Goal by Worker</td>
<td>Manages worker's own development goals.</td>
</tr>
<tr>
<td>Manage My Account</td>
<td>Manages worker roles.</td>
</tr>
<tr>
<td>Manage Onboarding by Worker</td>
<td>Allows worker to complete the onboarding tasks.</td>
</tr>
<tr>
<td>Manage Performance Goal by Worker</td>
<td>Manages worker's own performance goals.</td>
</tr>
<tr>
<td>Manage Person Citizenship</td>
<td>Grants access to persons to manage their own citizenship.</td>
</tr>
<tr>
<td>Manage Person Disability by Worker</td>
<td>Allows worker to manage their own disability information.</td>
</tr>
<tr>
<td>Manage Person Documentation by Worker</td>
<td>Grants access to persons to manage their own document data.</td>
</tr>
<tr>
<td>Manage Person Driver License</td>
<td>Grants access to persons to manage their own driver licenses.</td>
</tr>
<tr>
<td>Manage Person Ethnicity</td>
<td>Grants access to persons to manage their own ethnicity.</td>
</tr>
<tr>
<td>Manage Person Image</td>
<td>Manages Person Image</td>
</tr>
<tr>
<td>Manage Person Legislative</td>
<td>Grants access to persons to manage their own legislative information.</td>
</tr>
<tr>
<td>Manage Person Name</td>
<td>Maintains persons’ name related attributes.</td>
</tr>
<tr>
<td>Manage Person National Identifier</td>
<td>Grants access to persons to manage their own national identifier.</td>
</tr>
<tr>
<td>Manage Person Passport</td>
<td>Grants access to persons to manage their own passports.</td>
</tr>
<tr>
<td>Manage Person Religion</td>
<td>Grants access to persons to manage their own religion.</td>
</tr>
<tr>
<td>Manage Person Visa or Permit</td>
<td>Grants access to persons to manage their own visas and permits.</td>
</tr>
<tr>
<td>Manage Personal Compensation</td>
<td>Manages contributions made toward savings and contribution type plans.</td>
</tr>
<tr>
<td>Manage Worker Information Sharing</td>
<td>Allows sharing of person information with internal and external recipients. Used in the non-responsive UI.</td>
</tr>
<tr>
<td>Portrait Benefits</td>
<td>Views benefits data for a worker in the portrait.</td>
</tr>
<tr>
<td>Print Worker Portrait</td>
<td>Grants access to the portrait maintenance duties for the portrait cards.</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>---------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Request Feedback</td>
<td>Allows to request feedback</td>
</tr>
<tr>
<td>Share Personal Data Access</td>
<td>Allows sharing of access to personal data.</td>
</tr>
<tr>
<td>Share Personal Information</td>
<td>Allows sharing of personal information.</td>
</tr>
<tr>
<td>Submit Resignation</td>
<td>Allows worker to submit their own resignation.</td>
</tr>
<tr>
<td>Use REST Service - HCM Countries List of Values</td>
<td>Allows the user to call the GET method associated with the HCM Countries list of values REST Service.</td>
</tr>
<tr>
<td>Use REST Service - Time Record Events</td>
<td>Allows users to call all methods on time record events associated with the time records REST service.</td>
</tr>
<tr>
<td>Use REST Service - Time Record Groups Read Only</td>
<td>Allows users to call the GET method on time record groups associated with the time record REST service.</td>
</tr>
<tr>
<td>Use REST Service - Time Records Read Only</td>
<td>Allows users to call the GET method on time records associated with the time records REST service.</td>
</tr>
<tr>
<td>Use User Details Service</td>
<td>Creates or updates users during person synchronizations.</td>
</tr>
<tr>
<td>View Accrual Type Absence Plan Balance</td>
<td>Allows workers to view balances of the accrual type absence plans.</td>
</tr>
<tr>
<td>View Compensation Details for Worker</td>
<td>Views compensation data for a worker.</td>
</tr>
<tr>
<td>View Development Goal by Worker</td>
<td>View worker's own development goals.</td>
</tr>
<tr>
<td>View Eligible Jobs</td>
<td>Allows viewing of eligible jobs for relief in higher class.</td>
</tr>
<tr>
<td>View Employment Information Summary</td>
<td>Grants access to view a worker's employment information summary.</td>
</tr>
<tr>
<td>View Performance Summary</td>
<td>Allows viewing of workers performance summary information.</td>
</tr>
<tr>
<td>View Person Address</td>
<td>Grants access to persons to view their own address data.</td>
</tr>
<tr>
<td>View Person Citizenship</td>
<td>Grants access to persons to view their own citizenship.</td>
</tr>
<tr>
<td>View Person Driver License</td>
<td>Grants access to persons to view their own driver licenses.</td>
</tr>
<tr>
<td>View Person Ethnicity</td>
<td>Grants access to persons to view their own ethnicity.</td>
</tr>
<tr>
<td>View Person Legislative</td>
<td>Grants access to persons to view their own legislative information.</td>
</tr>
<tr>
<td>View Person Name</td>
<td>Views persons' name related attributes.</td>
</tr>
<tr>
<td>View Person National Identifier</td>
<td>Grants access to persons to view national identifier.</td>
</tr>
<tr>
<td>View Person Passport</td>
<td>Grants access to persons to view their own passports.</td>
</tr>
<tr>
<td>View Person Religion</td>
<td>Grants access to persons to view their own religion.</td>
</tr>
<tr>
<td>View Person Visa or Permit</td>
<td>Grants access to persons to view their own visas and permits.</td>
</tr>
<tr>
<td>View Portrait Availability Card</td>
<td>Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.</td>
</tr>
<tr>
<td>View Portrait Contact Card</td>
<td>Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>View Portrait Personal Information Card</td>
<td>Grants access to a person's own personal and employment information in the portrait.</td>
</tr>
<tr>
<td>View Portrait User Account Details Card</td>
<td>Views the User Account Details card in the Person Gallery.</td>
</tr>
<tr>
<td>View Requested Feedback</td>
<td>Allows workers and line managers to view requested feedback</td>
</tr>
<tr>
<td>View Total Compensation Statements</td>
<td>Views generated total compensation statements for individuals within their security profile.</td>
</tr>
<tr>
<td>View Worker Assignment History Details</td>
<td>Allows viewing of worker's assignment history details.</td>
</tr>
<tr>
<td>View Worker Contract</td>
<td>Allows viewing of worker contracts.</td>
</tr>
</tbody>
</table>

**Privileges**

This table lists privileges granted to duties of the abstract role **Contingent Worker**.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Absence Entry Using Calendar</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access Competition Page</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access FUSE Directory Page</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access FUSE Performance and Career Planning Page</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access FUSE Personal Information Page</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access HCM Common Components</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access Internal Candidate Experience</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access Knowledge from HCM</td>
</tr>
<tr>
<td>Contingent Worker</td>
<td>Identifies the person as a contingent worker.</td>
<td>Access My Career and Performance</td>
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<td>Access My Pay</td>
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<td>Access Quick Actions</td>
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<td>Approve Transactions</td>
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<td>Create Service Request from HCM</td>
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<td>Launch Oracle Social Network</td>
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<td>Manage Development Goal</td>
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<td>Manage Favorite Colleagues</td>
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<td>Manage Goal</td>
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<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
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<td>Management Notifications</td>
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<td>Manage Mentorship</td>
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<td>Identifies the person as a contingent worker.</td>
<td>Manage My Portrait Work Area</td>
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<td>Manage Performance Goal</td>
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<td>Identifies the person as a contingent worker.</td>
<td>Manage Person Allocated Checklist by Worker</td>
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<td>Manage Reputation Overview</td>
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<td>Manage Social Roles</td>
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<td>Report Time by Web Clock</td>
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<td>Run Talent Profile Summary Report</td>
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<td>Use REST Service - Content Items List of Values</td>
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<td>Use REST Service - Model Profiles List of Values</td>
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<td>Use REST Service - Time Card Lists of Values</td>
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<td>Use REST Service - Users and Roles Lists of Values</td>
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<td>Validate Project Time and Labor Time Card</td>
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<td>View Calendar by Worker</td>
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<td>View Notification Details</td>
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<td>View Performance Goal</td>
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<td>Identifies the person as a contingent worker.</td>
<td>View Team Schedule by Worker</td>
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<td>View Time by Calendar</td>
</tr>
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<td>Workforce Reputation Subscription User</td>
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<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Define Benefit Participant Enrollment Result</td>
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<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Elect Benefits</td>
</tr>
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<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Maintain Plan Beneficiary Designation</td>
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<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Maintain Primary Care Provider</td>
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<td>Granted Role Description</td>
<td>Privilege</td>
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<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Review Benefit Participant Enrollment Result</td>
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<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
<td>Manage Bank Account for Expense Reimbursement</td>
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<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
<td>Manage Expense Report</td>
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<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
<td>Review Expense Reimbursement</td>
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<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Access FSCM Integration Rest Service</td>
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<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Load File to Interface</td>
</tr>
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<td>Manages load interface file for import</td>
<td>Load Interface File for Import</td>
</tr>
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<td>Manage File Import and Export</td>
</tr>
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<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Transfer File</td>
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<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Create Trading Partner</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Item Attachment</td>
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<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Item Catalog</td>
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<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Item Global Search</td>
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<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Trading Partner Item Reference</td>
</tr>
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<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>View Item</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>View Item Organization Association</td>
</tr>
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<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>View Item Relationship</td>
</tr>
<tr>
<td>Payables Invoice Inquiry</td>
<td>Views Oracle Fusion Payables invoices.</td>
<td>Manage Payables Invoices</td>
</tr>
<tr>
<td>Payables Invoice Inquiry</td>
<td>Views Oracle Fusion Payables invoices.</td>
<td>View Payables Invoice</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Import Supplier Bank Accounts</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Manage External Payee Payment Details</td>
</tr>
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<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Manage Payment Instrument Assignment</td>
</tr>
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<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Manage Third Party Bank Account</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>View Third Party Bank Account</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Create Performance Document by Worker</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Print Performance Document</td>
</tr>
<tr>
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<td>Granted Role Description</td>
<td>Privilege</td>
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<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Provide Performance Evaluation Feedback</td>
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<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Select Feedback Participants</td>
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<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Track Participant Feedback Status</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>View Performance Information on Worker Dashboard</td>
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<tr>
<td>Procurement Requester</td>
<td>Prepares requisitions for themselves.</td>
<td>Cancel Purchase Order as Procurement Requester</td>
</tr>
<tr>
<td>Procurement Requester</td>
<td>Prepares requisitions for themselves.</td>
<td>Change Purchase Order as Procurement Requester</td>
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<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
<td>Report Time for Project Tasks</td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
<td>View Project Expenditure Types Service</td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
<td>View Project Financial Tasks Service</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Correct Self-Service Receiving Receipt</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Create Self-Service Receiving Receipt</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Manage Inventory Transfer Order</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Manage Self-Service Receiving Receipt Return</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Monitor Self-Service Receiving Receipt Work Area</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Review Inbound Shipment Details</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Review Receiving Receipt Summary</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Review Self-Service Receiving Receipt</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>View Purchase Order</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>View Receiving Receipt Notification</td>
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<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>View Requisition</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
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<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition for Internal Material Transfers</td>
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<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition with Changes to Deliver-to Location</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition with Noncatalog Requests</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition with One Time Location</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Get Internal Transfer Requesting Organization Price</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Manage Inventory Transfer Order</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Manage Requisition</td>
</tr>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Submit Requisition with One Click</td>
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<td>Granted Role</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>View Requisition</td>
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<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>View Requisition</td>
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<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>Review Inbound Shipment Details</td>
</tr>
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<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>Review Receiving Transaction History</td>
</tr>
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<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>View Purchase Order as Procurement Requester</td>
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<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>View Requisition</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Add Someone to Social Group</td>
</tr>
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<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Create Social Group</td>
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<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Invite Social Connection</td>
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<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Invite Someone to Social Group</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Link Social Group</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Kudos</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Message Board</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Bookmarks</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Connections</td>
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<td>Manage Social Group</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Self-descriptive Information</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Unlink Social Group</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>View Activity Stream</td>
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<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>View Related Social Groups</td>
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<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>Access Time Work Area</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>Report Time by Calendar</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>View Calendar by Worker</td>
</tr>
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<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>View Team Schedule by Worker</td>
</tr>
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<td>Reports time as a worker.</td>
<td>View Time by Calendar</td>
</tr>
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<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Check Funds</td>
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<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Reserve Funds</td>
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<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Review Budget Impact</td>
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<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Review Budget Period Statuses</td>
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<td>Transaction Entry with Budgetary Control</td>
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<td>Review Budgetary Control Balances</td>
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<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Review Budgetary Control Transactions</td>
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<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Transfer Budget Balances to Budget Cubes</td>
</tr>
<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Continuously</td>
</tr>
<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>View Funds Available Balances</td>
</tr>
<tr>
<td>Use REST Service - HR Document Types List of Values</td>
<td>Delivers data security policies for use with the HR Document Types list of values REST service.</td>
<td>Use REST Service - HR Document Types List of Values</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
<td>Create Time Card</td>
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<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
<td>Manage Time Cards by Worker</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
<td>Search Time Cards</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Define Talent Profile</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Define Talent Profile Item</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Manage Person Talent Profile</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Manage Talent Profile Interest List</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Match Talent Profile</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Update Talent Profile Item</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>View Talent Profile</td>
</tr>
</tbody>
</table>
# Data Security Policies

This table lists data security policies and their enforcement across analytics application for the abstract role **Contingent Worker**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Application Attachment   | A Contingent Worker can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | **Role**: Procurement Requester  
**Privilege**: Delete Application Attachment  
**Resource**: Application Attachment |
| Application Attachment   | A Contingent Worker can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier | **Role**: Procurement Requester  
**Privilege**: Read Application Attachment  
**Resource**: Application Attachment |
| Application Attachment   | A Contingent Worker can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | **Role**: Procurement Requester  
**Privilege**: Read Application Attachment  
**Resource**: Application Attachment |
| Application Attachment   | A Contingent Worker can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables | **Role**: Procurement Requester  
**Privilege**: Update Application Attachment  
**Resource**: Application Attachment |
| Application Reference Territory | A Contingent Worker can choose application reference territory for countries in their country security profile | **Role**: Change Person Marital Status  
**Privilege**: Choose Application Reference Territory (Data)  
**Resource**: Application Reference Territory |
| Application Reference Territory | A Contingent Worker can choose application reference territory for countries in their country security profile | **Role**: Use REST Service - HCM Countries List of Values  
**Privilege**: Choose Application Reference Territory (Data)  
**Resource**: Application Reference Territory |
| Beneficiary Organization | A Contingent Worker can view worker benefits portrait card for themselves | **Role**: Portrait Benefits  
**Privilege**: View Worker Benefits Portrait Card (Data)  
**Resource**: Beneficiary Organization |
| Benefit Covered          | A Contingent Worker can view worker benefits portrait card for themselves | **Role**: Portrait Benefits |

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>an employee or contingent worker.</td>
<td></td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>------------------------------</td>
<td>-------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
</tr>
<tr>
<td>Dependent</td>
<td>view worker benefits portrait card for themselves</td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Benefit Covered Dependent</td>
</tr>
<tr>
<td>Benefit Participant</td>
<td>A Contingent Worker can view worker benefits portrait</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td>Enrollment Action</td>
<td>card for themselves</td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Benefit Participant Enrollment Action</td>
</tr>
<tr>
<td>Benefit Participant</td>
<td>A Contingent Worker can review benefit participant</td>
<td><strong>Role:</strong> Employee Enrollment</td>
</tr>
<tr>
<td>Enrollment Result</td>
<td>enrollment result for themselves</td>
<td><strong>Privilege:</strong> Review Benefit Participant Enrollment Result (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Benefit Participant Enrollment Result</td>
</tr>
<tr>
<td>Benefit Participant</td>
<td>A Contingent Worker can view worker benefits portrait</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td>Rate</td>
<td>card for themselves</td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Benefit Participant Rate</td>
</tr>
<tr>
<td>Benefit Relation</td>
<td>A Contingent Worker can manage benefit relation for</td>
<td><strong>Role:</strong> Employee Enrollment</td>
</tr>
<tr>
<td></td>
<td>themselves</td>
<td><strong>Privilege:</strong> Manage Benefit Relation (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Benefit Relation</td>
</tr>
<tr>
<td>Cash Advance Approval Note</td>
<td>A Contingent Worker can manage expense report</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td></td>
<td>approval note for themselves</td>
<td><strong>Privilege:</strong> Manage Expense Report Approval Note (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Cash Advance Approval Note</td>
</tr>
<tr>
<td>Corporate Card Transaction</td>
<td>A Contingent Worker can manage expense for themselves</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td>Dispute Note</td>
<td></td>
<td><strong>Privilege:</strong> Manage Expense (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Corporate Card Transaction Dispute Note</td>
</tr>
<tr>
<td>Employment Contract</td>
<td>A Contingent Worker can view worker contract for</td>
<td><strong>Role:</strong> View Worker Contract</td>
</tr>
<tr>
<td></td>
<td>themselves</td>
<td><strong>Privilege:</strong> View Worker Contract (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Employment Contract</td>
</tr>
<tr>
<td>Expense</td>
<td>A Contingent Worker can manage expense for themselves</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Manage Expense (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Expense</td>
</tr>
<tr>
<td>Expense Report</td>
<td>A Contingent Worker can manage expense report for</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td></td>
<td>themselves</td>
<td><strong>Privilege:</strong> Manage Expense Report (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Expense Report</td>
</tr>
<tr>
<td>Expense Report Approval Note</td>
<td>A Contingent Worker can manage expense report</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td></td>
<td>approval note for themselves</td>
<td><strong>Privilege:</strong> Manage Expense Report Approval Note (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Expense Report Approval Note</td>
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<td>HR Job</td>
<td>A Contingent Worker can choose hr job for all jobs in</td>
<td><strong>Role:</strong> Contingent Worker</td>
</tr>
<tr>
<td></td>
<td>the enterprise</td>
<td><strong>Privilege:</strong> Choose HR Job (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> HR Job</td>
</tr>
<tr>
<td>Help Topic</td>
<td>A Contingent Worker can view secured help content</td>
<td><strong>Role:</strong> View Secured Help Content</td>
</tr>
<tr>
<td></td>
<td>for all secured help content</td>
<td><strong>Privilege:</strong> View Secured Help Content</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Help Topic</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
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<td>---------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Idea</td>
<td>A Contingent Worker can manage idea where they are a member of the idea team</td>
<td>Role: Contingent Worker&lt;br&gt;Privilege: Manage Product Idea (Data)&lt;br&gt;Resource: Idea</td>
</tr>
<tr>
<td>Idea</td>
<td>A Contingent Worker can review idea where they are a member of the idea team</td>
<td>Role: Contingent Worker&lt;br&gt;Privilege: Review Product Idea (Data)&lt;br&gt;Resource: Idea</td>
</tr>
<tr>
<td>Payment Card</td>
<td>A Contingent Worker can view employee credit card for any employee corporate cards in the enterprise</td>
<td>Role: Payee Bank Account Management&lt;br&gt;Privilege: View Employee Credit Card (Data)&lt;br&gt;Resource: Payment Card</td>
</tr>
<tr>
<td>Performance Document</td>
<td>A Contingent Worker can view performance summary for themselves</td>
<td>Role: View Performance Summary&lt;br&gt;Privilege: View Performance Summary (Data)&lt;br&gt;Resource: Performance Document</td>
</tr>
<tr>
<td>Performance Feedback Request</td>
<td>A Contingent Worker can request feedback for themselves</td>
<td>Role: Request Feedback&lt;br&gt;Privilege: Request Feedback (Data)&lt;br&gt;Resource: Performance Feedback Request</td>
</tr>
<tr>
<td>Performance Feedback Request</td>
<td>A Contingent Worker can view requested feedback for people for whom feedback was requested by you or was shared with you</td>
<td>Role: View Requested Feedback&lt;br&gt;Privilege: View Requested Feedback (Data)&lt;br&gt;Resource: Performance Feedback Request</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>A Contingent Worker can manage performance goal by worker for themselves</td>
<td>Role: Manage Performance Goal by Worker&lt;br&gt;Privilege: Manage Performance Goal by Worker (Data)&lt;br&gt;Resource: Performance Goal</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>A Contingent Worker can view development goal by worker for themselves</td>
<td>Role: Manage Performance Goal by Worker&lt;br&gt;Privilege: Manage Performance Goal by Worker (Data)&lt;br&gt;Resource: Performance Goal</td>
</tr>
<tr>
<td>Person</td>
<td>A Contingent Worker can change person address for themselves</td>
<td>Role: Change Person Address&lt;br&gt;Privilege: Change Person Address (Data)&lt;br&gt;Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Contingent Worker can change person marital status for themselves</td>
<td>Role: Change Person Marital Status&lt;br&gt;Privilege: Change Person Marital Status (Data)&lt;br&gt;Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Contingent Worker can compare person for themselves</td>
<td>Role: Compare HCM Information&lt;br&gt;Privilege: Compare Person (Data)&lt;br&gt;Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Contingent Worker can view portrait personal information card</td>
<td>Role: View Portrait Personal Information Card&lt;br&gt;Privilege: Manage Worker Public Portrait (Data)&lt;br&gt;Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Contingent Worker can print worker portrait for themselves</td>
<td>Role: Print Worker Portrait&lt;br&gt;Privilege: Print Worker Portrait (Data)&lt;br&gt;Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Contingent Worker can report person for themselves</td>
<td>Role: Contingent Worker&lt;br&gt;Privilege: Report Person (Data)</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>---------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Person                    | A Contingent Worker can share worker information for themselves                                                                                      | Role: Manage Worker Information Sharing  
Privilege: Share Worker Information (Data)  
Resource: Person |
| Person                    | A Contingent Worker can view worker availability portrait card for themselves                                                                          | Role: View Portrait Availability Card  
Privilege: View Worker Availability Portrait Card (Data)  
Resource: Person |
| Person                    | A Contingent Worker can view worker current and completed tasks portrait card for persons and assignments in their person and assignment security profile | Role: Portrait Current and Completed Tasks  
Privilege: View Worker Current and Completed Tasks Portrait Card (Data)  
Resource: Person |
| Person                    | A Contingent Worker can view worker personal and employment portrait card for themselves                                                             | Role: View Portrait Personal Information Card  
Privilege: View Worker Personal and Employment Portrait Card (Data)  
Resource: Person |
| Person Absence Entry      | A Contingent Worker can maintain self service absence record for people and assignments in their person and assignment security profile                   | Role: Maintain Absence Records  
Privilege: Maintain Self Service Absence Record (Data)  
Resource: Person Absence Entry |
| Person Absence Entry      | A Contingent Worker can maintain self service absence record for themselves                                                                             | Role: Maintain Absence Records  
Privilege: Maintain Self Service Absence Record (Data)  
Resource: Person Absence Entry |
| Person Address            | A Contingent Worker can manage person private address details for themselves                                                                          | Role: View Portrait Personal Information Card  
Privilege: Manage Person Private Address Details (Data)  
Resource: Person Address |
| Person Address            | A Contingent Worker can view person address for themselves                                                                                            | Role: View Person Address  
Privilege: View Person Address (Data)  
Resource: Person Address |
| Person Address            | A Contingent Worker can view person address for themselves                                                                                            | Role: View Portrait Personal Information Card  
Privilege: View Person Address (Data)  
Resource: Person Address |
| Person Assignment         | A Contingent Worker can choose person assignment for persons and assignments in their person and assignment security profile                           | Role: Contingent Worker  
Privilege: View Person Assignment (Data)  
Resource: Person Assignment |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Person Assignment         | A Contingent Worker can view eligible jobs for themselves                          | **Role**: View Eligible Jobs  
**Privilege**: View Eligible Jobs (Data)  
**Resource**: Person Assignment |
| Person Assignment         | A Contingent Worker can view worker assignment history details for themselves      | **Role**: View Worker Assignment History Details  
**Privilege**: View Worker Assignment History Details (Data)  
**Resource**: Person Assignment |
| Person Availability Patterns | A Contingent Worker can manage availability patterns for themselves                | **Role**: Manage Availability Patterns  
**Privilege**: Manage Availability Patterns (Data)  
**Resource**: Person Availability Patterns |
| Person Checklist           | A Contingent Worker can manage onboarding by worker for themselves                  | **Role**: Manage Onboarding by Worker  
**Privilege**: Manage Onboarding by Worker (Data)  
**Resource**: Person Checklist |
| Person Citizenship         | A Contingent Worker can manage person citizenship for themselves                   | **Role**: Manage Person Citizenship  
**Privilege**: Manage Person Citizenship (Data)  
**Resource**: Person Citizenship |
| Person Citizenship         | A Contingent Worker can view person citizenship for themselves                     | **Role**: Manage Person Citizenship  
**Privilege**: View Person Citizenship (Data)  
**Resource**: Person Citizenship |
| Person Communication Method | A Contingent Worker can manage person communication method for themselves         | **Role**: Manage Person Communication Methods Management  
**Privilege**: Manage Person Communication Method (Data)  
**Resource**: Person Communication Method |
| Person Communication Method | A Contingent Worker can view person communication method for private communication methods granted to the user for persons in their person and assignment security profile | **Role**: Manage Person Communication Methods View  
**Privilege**: Manage Person Communication Method (Data)  
**Resource**: Person Communication Method |
| Person Communication Method | A Contingent Worker can view person communication method for themselves         | **Role**: Manage Person Communication Methods Management  
**Privilege**: Manage Person Communication Method (Data)  
**Resource**: Person Communication Method |
| Person Contact Relationship | A Contingent Worker can manage person contact details for themselves              | **Role**: View Portrait Personal Information Card  
**Privilege**: Manage Person Contact Details (Data)  
**Resource**: Person Contact Relationship |
| Person Contact Relationship | A Contingent Worker can manage person private contact details for                  | **Role**: View Portrait Personal Information Card  
**Privilege**: Manage Person Private |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Person Contact Relationship     | A Contingent Worker can view person contact details for themselves                  | Role: Access Family and Emergency Contacts by Worker  
Privilege: View Person Contact Details (Data)  
Resource: Person Contact Relationship       |
| Person Contact Relationship     | A Contingent Worker can view person contact details for themselves                  | Role: View Portrait Personal Information Card  
Privilege: View Person Contact Details (Data)  
Resource: Person Contact Relationship       |
| Person Detail                   | A Contingent Worker can access person contact information for themselves            | Role: Access Person Contact Information by Worker  
Privilege: Access Person Contact Information (Data)  
Resource: Person Detail               |
| Person Detail                   | A Contingent Worker can access person identification information for themselves    | Role: Access Person Identification Information by Worker  
Privilege: Access Person Identification Information (Data)  
Resource: Person Detail               |
| Person Detail                   | A Contingent Worker can access personal details for themselves                     | Role: Access Personal Details by Worker  
Privilege: Access Personal Details (Data)  
Resource: Person Detail               |
| Person Detail                   | A Contingent Worker can choose person for persons and assignments in their person and assignment security profile | Role: Workers List of Values REST Service Data Security Policies  
Privilege: Choose Person (Data)  
Resource: Person Detail               |
| Person Detail                   | A Contingent Worker can share personal data access for themselves                  | Role: Share Personal Data Access  
Privilege: Share Personal Data Access (Data)  
Resource: Person Detail               |
| Person Detail                   | A Contingent Worker can share personal information for themselves                  | Role: Share Personal Information  
Privilege: Share Personal Information (Data)  
Resource: Person Detail               |
| Person Disability               | A Contingent Worker can manage person disability for themselves                    | Role: Manage Person Disability by Worker  
Privilege: Manage Person Disability (Data)  
Resource: Person Disability             |
| Person Documentation            | A Contingent Worker can manage person documentation for document types in their document types security profile for themselves | Role: Manage Person Documentation by Worker  
Privilege: Manage Person Documentation (Data)  
Resource: Person Documentation             |
| Person Documentation            | A Contingent Worker can manage person documentation for document types in their document | Role: Use REST Service - HR Document Types List of Values  
Privilege: Manage Person Documentation (Data) |
<table>
<thead>
<tr>
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<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Person Documentation            | A Contingent Worker can view person documentation for document types in their document types security profile for themselves                                                                                           | **Role**: Use REST Service - HR Document Types List of Values  
**Privilege**: View Person Documentation (Data)  
**Resource**: Person Documentation |
| Person Driver License           | A Contingent Worker can manage person driver license for themselves                                                                                                                                                 | **Role**: Manage Person Driver License  
**Privilege**: Manage Person Driver License (Data)  
**Resource**: Person Driver License |
| Person Driver License           | A Contingent Worker can view person driver license for themselves                                                                                                                                                 | **Role**: Manage Person Driver License  
**Privilege**: Manage Person Driver License (Data)  
**Resource**: Person Driver License |
| Person Driver License           | A Contingent Worker can view person driver license for themselves                                                                                                                                                 | **Role**: View Person Driver License  
**Privilege**: View Person Driver License (Data)  
**Resource**: Person Driver License |
| Person Email                    | A Contingent Worker can manage person email for themselves                                                                                                                                                           | **Role**: Person Communication Methods Management  
**Privilege**: Manage Person Email (Data)  
**Resource**: Person Email |
| Person Email                    | A Contingent Worker can view person email for themselves                                                                                                                                                              | **Role**: Person Communication Methods Management  
**Privilege**: View Person Email (Data)  
**Resource**: Person Email |
| Person Email                    | A Contingent Worker can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile                                                | **Role**: Person Communication Methods Management  
**Privilege**: View Person Email (Data)  
**Resource**: Person Email |
| Person Ethnicity                | A Contingent Worker can manage person ethnicity for themselves                                                                                                                                                     | **Role**: Manage Person Ethnicity  
**Privilege**: Manage Person Ethnicity (Data)  
**Resource**: Person Ethnicity |
| Person Ethnicity                | A Contingent Worker can view person ethnicity for themselves                                                                                                                                                         | **Role**: Manage Person Ethnicity  
**Privilege**: View Person Ethnicity (Data)  
**Resource**: Person Ethnicity |
| Person Ethnicity                | A Contingent Worker can view person ethnicity for themselves                                                                                                                                                         | **Role**: View Person Ethnicity  
**Privilege**: View Person Ethnicity (Data)  
**Resource**: Person Ethnicity |
| Person Image                    | A Contingent Worker can manage person image for themselves                                                                                                                                                           | **Role**: Manage Person Image  
**Privilege**: Manage Person Image (Data)  
**Resource**: Person Image |
| Person Image                    | A Contingent Worker can view person image for themselves                                                                                                                                                              | **Role**: Manage Person Image  
**Privilege**: View Person Image (Data)  
**Resource**: Person Image |
| Person Legislative Data         | A Contingent Worker can manage person legislative for themselves                                                                                                                                                   | **Role**: Manage Person Legislative  
**Privilege**: Manage Person Legislative (Data) |

31
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Person Legislative Data</strong></td>
<td>A Contingent Worker can view person legislative for themselves</td>
<td><strong>Role</strong>: Manage Person Legislative&lt;br&gt;<strong>Privilege</strong>: View Person Legislative (Data)&lt;br&gt;<strong>Resource</strong>: Person Legislative Data</td>
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<tr>
<td><strong>Person Legislative Data</strong></td>
<td>A Contingent Worker can view person legislative for themselves</td>
<td><strong>Role</strong>: View Person Legislative&lt;br&gt;<strong>Privilege</strong>: View Person Legislative (Data)&lt;br&gt;<strong>Resource</strong>: Person Legislative Data</td>
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<tr>
<td><strong>Person Life Event</strong></td>
<td>A Contingent Worker can manage person life event for themselves</td>
<td><strong>Role</strong>: Employee Enrollment&lt;br&gt;<strong>Privilege</strong>: Manage Person Life Event (Data)&lt;br&gt;<strong>Resource</strong>: Person Life Event</td>
</tr>
<tr>
<td><strong>Person Name</strong></td>
<td>A Contingent Worker can change person name for themselves</td>
<td><strong>Role</strong>: Manage Person Name&lt;br&gt;<strong>Privilege</strong>: Change Person Name (Data)&lt;br&gt;<strong>Resource</strong>: Person Name</td>
</tr>
<tr>
<td><strong>Person Name</strong></td>
<td>A Contingent Worker can view person name for themselves</td>
<td><strong>Role</strong>: Manage Person Name&lt;br&gt;<strong>Privilege</strong>: View Person Name (Data)&lt;br&gt;<strong>Resource</strong>: Person Name</td>
</tr>
<tr>
<td><strong>Person Name</strong></td>
<td>A Contingent Worker can view person name for themselves</td>
<td><strong>Role</strong>: Manage Person Name&lt;br&gt;<strong>Privilege</strong>: View Person Name (Data)&lt;br&gt;<strong>Resource</strong>: Person Name</td>
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<tr>
<td><strong>Person National Identifier</strong></td>
<td>A Contingent Worker can manage person national identifier for themselves</td>
<td><strong>Role</strong>: Manage Person National Identifier&lt;br&gt;<strong>Privilege</strong>: Manage Person National Identifier (Data)&lt;br&gt;<strong>Resource</strong>: Person National Identifier</td>
</tr>
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<td><strong>Person National Identifier</strong></td>
<td>A Contingent Worker can view person national identifier for themselves</td>
<td><strong>Role</strong>: Manage Person National Identifier&lt;br&gt;<strong>Privilege</strong>: View Person National Identifier (Data)&lt;br&gt;<strong>Resource</strong>: Person National Identifier</td>
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<tr>
<td><strong>Person National Identifier</strong></td>
<td>A Contingent Worker can view person national identifier for themselves</td>
<td><strong>Role</strong>: Manage Person National Identifier&lt;br&gt;<strong>Privilege</strong>: View Person National Identifier (Data)&lt;br&gt;<strong>Resource</strong>: Person National Identifier</td>
</tr>
<tr>
<td><strong>Person Passport</strong></td>
<td>A Contingent Worker can manage person passport for themselves</td>
<td><strong>Role</strong>: Manage Person Passport&lt;br&gt;<strong>Privilege</strong>: Manage Person Passport (Data)&lt;br&gt;<strong>Resource</strong>: Person Passport</td>
</tr>
<tr>
<td><strong>Person Passport</strong></td>
<td>A Contingent Worker can view person passport for themselves</td>
<td><strong>Role</strong>: Manage Person Passport&lt;br&gt;<strong>Privilege</strong>: View Person Passport (Data)&lt;br&gt;<strong>Resource</strong>: Person Passport</td>
</tr>
<tr>
<td><strong>Person Passport</strong></td>
<td>A Contingent Worker can view person passport for themselves</td>
<td><strong>Role</strong>: Manage Person Passport&lt;br&gt;<strong>Privilege</strong>: View Person Passport (Data)&lt;br&gt;<strong>Resource</strong>: Person Passport</td>
</tr>
<tr>
<td><strong>Person Phone</strong></td>
<td>A Contingent Worker can manage person phone for themselves</td>
<td><strong>Role</strong>: Person Communication Methods Management&lt;br&gt;<strong>Privilege</strong>: Manage Person Phone (Data)&lt;br&gt;<strong>Resource</strong>: Person Phone</td>
</tr>
<tr>
<td><strong>Person Phone</strong></td>
<td>A Contingent Worker can view person phone for themselves</td>
<td><strong>Role</strong>: Person Communication Methods Management&lt;br&gt;<strong>Privilege</strong>: View Person Phone (Data)&lt;br&gt;<strong>Resource</strong>: Person Phone</td>
</tr>
<tr>
<td><strong>Person Phone</strong></td>
<td>A Contingent Worker can view person phone for work phone numbers and private</td>
<td><strong>Role</strong>: Person Communication Methods View</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>----------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Business Object      | phone numbers granted to the user for persons in their person and assignment security profile | Privilege: View Person Phone (Data)  
Resource: Person Phone                                           |
| Person Plan Accrual  | A Contingent Worker can view accrual plan balance for people and assignments in their person and assignment security profile | Role: View Accrual Type Absence Plan Balance  
Privilege: View Accrual Plan Balance (Data)  
Resource: Person Plan Accrual |
| Person Plan Accrual  | A Contingent Worker can view accrual plan balance for themselves                    | Role: View Accrual Type Absence Plan Balance  
Privilege: View Accrual Plan Balance (Data)  
Resource: Person Plan Accrual |
| Person Religion      | A Contingent Worker can manage person religion for themselves                      | Role: Manage Person Religion  
Privilege: Manage Person Religion (Data)  
Resource: Person Religion |
| Person Religion      | A Contingent Worker can view person religion for themselves                         | Role: Manage Person Religion  
Privilege: View Person Religion (Data)  
Resource: Person Religion |
| Person Religion      | A Contingent Worker can view person religion for themselves                         | Role: View Person Religion  
Privilege: View Person Religion (Data)  
Resource: Person Religion |
| Person Visa          | A Contingent Worker can manage person visa or permit for themselves                 | Role: Manage Person Visa or Permit  
Privilege: Manage Person Visa or Permit (Data)  
Resource: Person Visa |
| Person Visa          | A Contingent Worker can view person visa for themselves                              | Role: Manage Person Visa or Permit  
Privilege: View Person Visa (Data)  
Resource: Person Visa |
| Person Visa          | A Contingent Worker can view person visa for themselves                              | Role: View Person Visa or Permit  
Privilege: View Person Visa (Data)  
Resource: Person Visa |
| Plan Beneficiary     | A Contingent Worker can view worker benefits portrait card for themselves            | Role: Portrait Benefits  
Privilege: View Worker Benefits Portrait Card (Data)  
Resource: Plan Beneficiary Designation |
| Portrait Private Note| A Contingent Worker can manage portrait private note for themselves                 | Role: Contingent Worker  
Privilege: Manage Portrait Private Note (Data)  
Resource: Portrait Private Note |
| Position             | A Contingent Worker can choose position for positions in their position security profile | Role: Compare HCM Information  
Privilege: Choose Position (Data)  
Resource: Position |
| Position             | A Contingent Worker can choose position for positions in their position security profile | Role: Contingent Worker  
Privilege: Choose Position (Data)  
Resource: Position |
| Primary Care Provider| A Contingent Worker can define plan primary care provider for themselves             | Role: Employee Enrollment  
Privilege: Define Plan Primary Care Provider (Data)  
Resource: Primary Care Provider |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can choose public person for all workers in the enterprise</td>
<td>Role: Procurement Requester&lt;br&gt;Privilege: Choose Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can choose public person for persons and assignments in their person and assignment security profile</td>
<td>Role: Contingent Worker&lt;br&gt;Privilege: Choose Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can choose public person for persons and assignments in their public person and assignment security profile</td>
<td>Role: Workers List of Values REST Service Data Security Policies&lt;br&gt;Privilege: Choose Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can compare hcm information for themselves</td>
<td>Role: Compare HCM Information&lt;br&gt;Privilege: Compare HCM Information (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can search person deferred for persons and assignments in their person and assignment security profile</td>
<td>Role: Access Person Gallery&lt;br&gt;Privilege: Search Person Deferred (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can view person deferred for persons and assignments in their person and assignment security profile</td>
<td>Role: Use User Details Service&lt;br&gt;Privilege: View Person Deferred (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Contingent Worker can view worker contact portrait card for themselves</td>
<td>Role: View Portrait Contact Card&lt;br&gt;Privilege: View Worker Contact Portrait Card (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Requisition</td>
<td>A Contingent Worker can manage requisition for themselves for the business units for which they are authorized</td>
<td>Role: Procurement Requester&lt;br&gt;Privilege: Manage Requisition (Data)&lt;br&gt;Resource: Business Unit</td>
</tr>
<tr>
<td>Requisition</td>
<td>A Contingent Worker can manage requisition for themselves for the business units for which they are authorized</td>
<td>Role: Requisition Self Service User&lt;br&gt;Privilege: Manage Requisition (Data)&lt;br&gt;Resource: Business Unit</td>
</tr>
<tr>
<td>Requisition</td>
<td>A Contingent Worker can manage requisition for themselves for the financial business unit associated with their primary assignment</td>
<td>Role: Requisition Self Service User&lt;br&gt;Privilege: Manage Requisition (Data)&lt;br&gt;Resource: Business Unit</td>
</tr>
<tr>
<td>Salary</td>
<td>A Contingent Worker can view worker compensation portrait card for themselves</td>
<td>Role: View Compensation Details for Worker&lt;br&gt;Privilege: View Worker Compensation Portrait Card (Data)&lt;br&gt;Resource: Salary</td>
</tr>
<tr>
<td>Talent Profile</td>
<td>A Contingent Worker can edit person career planning</td>
<td>Role: Edit Person Career Planning&lt;br&gt;Privilege: Edit Person Career Planning</td>
</tr>
</tbody>
</table>


<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talent Profile</td>
<td>for themselves</td>
<td>(Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Talent Profile</td>
</tr>
<tr>
<td>Talent Profile</td>
<td>A Contingent Worker can edit person skills and qualifications for themselves</td>
<td><strong>Role:</strong> Edit Person Skills and Qualifications&lt;br&gt;<strong>Privilege:</strong> Edit Person Skills and Qualifications (Data)&lt;br&gt;<strong>Resource:</strong> Talent Profile</td>
</tr>
<tr>
<td>Talent Profile</td>
<td>A Contingent Worker can match talent profile person for themselves</td>
<td><strong>Role:</strong> Workforce Profile Worker&lt;br&gt;<strong>Privilege:</strong> Match Talent Profile Person (Data)&lt;br&gt;<strong>Resource:</strong> Talent Profile</td>
</tr>
<tr>
<td>Talent Profile</td>
<td>A Contingent Worker can view talent profile model for jobs in their job security profile</td>
<td><strong>Role:</strong> Workforce Profile Worker&lt;br&gt;<strong>Privilege:</strong> View Talent Profile Model (Data)&lt;br&gt;<strong>Resource:</strong> Talent Profile</td>
</tr>
<tr>
<td>Talent Profile</td>
<td>A Contingent Worker can view talent profile person for themselves</td>
<td><strong>Role:</strong> Workforce Profile Worker&lt;br&gt;<strong>Privilege:</strong> View Talent Profile Person (Data)&lt;br&gt;<strong>Resource:</strong> Talent Profile</td>
</tr>
<tr>
<td>Talent Profile Item</td>
<td>A Contingent Worker can view talent profile item worker for themselves</td>
<td><strong>Role:</strong> Workforce Profile Worker&lt;br&gt;<strong>Privilege:</strong> View Talent Profile Item Worker (Data)&lt;br&gt;<strong>Resource:</strong> Talent Profile Item</td>
</tr>
<tr>
<td>Time Record</td>
<td>A Contingent Worker can manage time records for persons and assignments in their person and assignment security profile</td>
<td><strong>Role:</strong> Use REST Service - Time Records Read Only&lt;br&gt;<strong>Privilege:</strong> Manage Time Records (Data)&lt;br&gt;<strong>Resource:</strong> Time Record</td>
</tr>
<tr>
<td>Time Record Event</td>
<td>A Contingent Worker can manage time record events for persons and assignments in their person and assignment security profile</td>
<td><strong>Role:</strong> Use REST Service - Time Record Events&lt;br&gt;<strong>Privilege:</strong> Manage Time Record Events (Data)&lt;br&gt;<strong>Resource:</strong> Time Record Event</td>
</tr>
<tr>
<td>Time Record Group</td>
<td>A Contingent Worker can manage time record groups for persons and assignments in their person and assignment security profile</td>
<td><strong>Role:</strong> Use REST Service - Time Record Groups Read Only&lt;br&gt;<strong>Privilege:</strong> Manage Time Record Groups (Data)&lt;br&gt;<strong>Resource:</strong> Time Record Group</td>
</tr>
<tr>
<td>Time Record Group Summary</td>
<td>A Contingent Worker can manage time cards for themselves</td>
<td><strong>Role:</strong> Worker Time Card Entry&lt;br&gt;<strong>Privilege:</strong> Manage Time Cards (Data)&lt;br&gt;<strong>Resource:</strong> Time Record Group Summary</td>
</tr>
<tr>
<td>Total Compensation Statement</td>
<td>A Contingent Worker can view total compensation statement already generated for themselves</td>
<td><strong>Role:</strong> View Total Compensation Statements&lt;br&gt;<strong>Privilege:</strong> View Total Compensation Statement Already Generated (Data)&lt;br&gt;<strong>Resource:</strong> Total Compensation Statement</td>
</tr>
<tr>
<td>Trading Community Org Address Email Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role:</strong> Expense Entry&lt;br&gt;<strong>Privilege:</strong> Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;<strong>Resource:</strong> Trading Community Org Address Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community</td>
<td>A Contingent Worker can</td>
<td><strong>Role:</strong> Requisition Self Service User</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
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<td>---------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Org Address Email Contact Preference</td>
<td>manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Org Address Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Org Address Phone Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Expense Entry</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Org Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Org Address Phone Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Requisition Self Service User</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Org Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Organization Address Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Expense Entry</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Organization Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Organization Address Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Requisition Self Service User</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Organization Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Organization Email Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Expense Entry</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Organization Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Organization Email Contact Preference</td>
<td>A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Requisition Self Service User</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Organization Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Organization Party</td>
<td>A Contingent Worker can view trading community organization for all organizations in the enterprise</td>
<td><strong>Role</strong>: Expense Entry</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: View Trading Community Organization (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Organization Party</td>
</tr>
<tr>
<td>Trading Community Organization Party</td>
<td>A Contingent Worker can view trading community organization for all organizations in the enterprise</td>
<td><strong>Role</strong>: Payables Invoice Inquiry</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: View Trading Community Organization (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Trading Community Organization Party</td>
</tr>
<tr>
<td>Trading Community Organization Party</td>
<td>A Contingent Worker can view trading community organization for all organizations in the enterprise</td>
<td><strong>Role</strong>: Payee Bank Account Management</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: View Trading Community Organization (Data)</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Trading Community Organization Party   | A Contingent Worker can view trading community organization for all organizations in the enterprise | **Role:** Procurement Requester  
**Privilege:** View Trading Community Organization (Data)  
**Resource:** Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role:** Expense Entry  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Organization Phone Contact Preference |
| Trading Community Organization Phone Contact Preference | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role:** Requisition Self Service User  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Organization Phone Contact Preference |
| Trading Community Party                | A Contingent Worker can view trading community contact for all trading community persons in the enterprise except contacts created by partners. | **Role:** Procurement Requester  
**Privilege:** View Trading Community Contact (Data)  
**Resource:** Trading Community Party |
| Trading Community Party                | A Contingent Worker can view trading community person for all people in the enterprise | **Role:** Expense Entry  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
| Trading Community Party                | A Contingent Worker can view trading community person for all people in the enterprise | **Role:** Payables Invoice Inquiry  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
| Trading Community Party                | A Contingent Worker can view trading community person for all people in the enterprise | **Role:** Payee Bank Account Management  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
| Trading Community Party                | A Contingent Worker can view trading community person for all people in the enterprise | **Role:** Procurement Requester  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
| Trading Community Party                | A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | **Role:** Expense Entry  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
| Trading Community Party                | A Contingent Worker can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | **Role:** Procurement Requester  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Trading Community Party             | A Contingent Worker can view trading community person for all resources in the enterprise                                                          | Role: Expense Entry  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| Trading Community Party             | A Contingent Worker can view trading community person for all resources in the enterprise                                                            | Role: Procurement Requester  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| Trading Community Person Address    | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Expense Entry  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address    | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address    | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Expense Entry  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Address    | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Address Contact Preference |
| Trading Community Person Email      | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Expense Entry  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Email      | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Email Contact Preference |
| Trading Community Person Phone      | A Contingent Worker can manage trading community legal contact preference for all trading community contact preferences not of type legal.       | Role: Expense Entry  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Phone Contact Preference |
| Trading Community Person Phone      | A Contingent Worker can manage trading community legal contact preference for all trading community                                               | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Phone Contact Preference |
| Trading Community Person Phone      | A Contingent Worker can manage trading community legal contact preference for all trading community                                               | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Phone Contact Preference |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Trading Community Relationship        | A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise | **Role:** Procurement Requester  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
| Trading Community Relationship        | A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | **Role:** Procurement Requester  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
| Trading Community Relationship        | A Contingent Worker can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | **Role:** Requisition Self Service User  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
| User Role                             | A Contingent Worker can self request roles for themselves                            | **Role:** Manage My Account  
**Privilege:** Self Request Roles (Data)  
**Resource:** User Role |
| User Role                             | A Contingent Worker can view own account details for themselves                      | **Role:** Manage My Account  
**Privilege:** View Own Account Details (Data)  
**Resource:** User Role |
| Variable Compensation Allocation      | A Contingent Worker can manage variable compensation allocation by worker for themselves | **Role:** Manage Personal Compensation  
**Privilege:** Manage Variable Compensation Allocation by Worker (Data)  
**Resource:** Variable Compensation Allocation |
| Work Relationship                     | A Contingent Worker can submit resignation for themselves                            | **Role:** Submit Resignation  
**Privilege:** Submit Resignation (Data)  
**Resource:** Work Relationship |
| Work Relationship                     | A Contingent Worker can view employment information summary for themselves           | **Role:** View Employment Information Summary  
**Privilege:** View Employment Information Summary (Data)  
**Resource:** Work Relationship |
| Worker                                | A Contingent Worker can choose worker for people and assignments in their person and assignment security profile | **Role:** Contingent Worker  
**Privilege:** Choose Worker (Data)  
**Resource:** Worker |
| Worker                                | A Contingent Worker can compare worker employment information for themselves         | **Role:** Compare HCM Information  
**Privilege:** Compare Worker Employment Information (Data)  
**Resource:** Worker |
Privacy

This table lists data security policies for Privacy for the abstract role **Contingent Worker**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker</td>
<td>A Contingent Worker can review worker availability for themselves</td>
<td>Role: View Portrait Availability Card</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Review Worker Availability</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Worker</td>
</tr>
<tr>
<td>Trading Community Person Phone</td>
<td>A Contingent Worker can view trading community person mobile phone number for all trading community person mobile phone numbers</td>
<td>Role: Procurement Requester</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Trading Community Person Mobile Phone Number</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Trading Community Person Phone</td>
</tr>
</tbody>
</table>
Abstract Role: Employee
Identifies the person as an employee.

Role Hierarchy
This table lists the roles inherited directly and indirectly by the abstract role Employee.

Employee
Access Family and Emergency Contacts by Worker
Access Learning Common Components
Access Person Contact Information by Worker
Access Person Gallery
Access Person Identification Information by Worker
Access Personal Details by Worker
Access Portrait Payslip
Access Portrait Personal Payment Method
Attachments User
   CRM Stage Write
Business Intelligence Consumer
Canadian Employee
Change Person Address
Change Person Marital Status
Compare HCM Information
Edit Person Career Planning
Edit Person Skills and Qualifications
Employee Enrollment
Expense Entry
   Business Intelligence Consumer
   Payee Bank Account Management
   FSCM Load Interface Administration
   Transaction Entry with Budgetary Control
   Business Intelligence Consumer
Hide HCM Person Public Note
Indian Employee Portrait Gallery
Maintain Absence Records
Manage Availability Patterns
Manage Development Goal by Worker
Manage HCM Non-Person Note
Manage HCM Person Note
Manage Learning Communities
Manage Learning Self-Service Tutorials
Manage Learning Self-Service Videos
Manage My Account
Manage My Voluntary Learning
Manage Onboarding by Worker
Manage Performance Goal by Worker
Manage Person Citizenship
Manage Person Disability by Worker
Manage Person Documentation by Worker
Manage Person Driver License
Manage Person Ethnicity
Manage Person Image
Manage Person Legislative
Manage Person Name
Manage Person National Identifier
Manage Person Passport
Manage Person Religion
Manage Person Visa or Permit
Manage Personal Compensation
Manage Personal Payment Method
Manage Recommended Learning
Manage Worker Information Sharing
Payee Bank Account Management
  FSCM Load Interface Administration
Performance Management Worker
  Create Anytime Performance Document
  Manage Check-In Document
  Request Feedback
  View Performance Summary
  View Requested Feedback
Person Communication Methods Management
Person Communication Methods View
Portrait Benefits
Portrait Current and Completed Tasks
Print Worker Portrait
Procurement Requester
  Business Intelligence Applications Worker
  Payables Invoice Inquiry
  Receiving Management Requester
    Item Inquiry
  Requisition Self Service User
  Requisition Viewing
    Payables Invoice Inquiry
  Transaction Entry with Budgetary Control
    Business Intelligence Consumer
Project Time Entry Mobile
  Use REST Service - Time Record Events
  Use REST Service - Time Record Groups Read Only
  Use REST Service - Time Records Read Only
Share Personal Data Access
Share Personal Information
Social Connection Worker
Submit Resignation
Time and Labor Worker
  Worker Time Card Entry
Duties
This table lists the duties assigned directly and indirectly to the abstract role Employee.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attachments User</td>
<td>UCM application role for access to attachments using the</td>
</tr>
</tbody>
</table>

43
<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Intelligence Authoring</td>
<td>Integrated user interface or the standalone product. An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Business Intelligence Consumer</td>
<td>A role required to allow reporting from Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office. This role allow you to run reports from the web catalog but it will not allow a report to be authored from a subject area.</td>
</tr>
<tr>
<td>CRM Stage Write</td>
<td>Allows uploading CRM content to stage area on content server</td>
</tr>
<tr>
<td>Canadian Employee</td>
<td>Allows an employee within a CA legal employer to access CA specific tasks.</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
</tr>
<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
</tr>
<tr>
<td>Payables Invoice Inquiry</td>
<td>Views Oracle Fusion Payables invoices.</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
</tr>
<tr>
<td>Person Communication Methods Management</td>
<td>Grants access to the employee, contingent worker and Human Resource Specialist to manage the phones, emails and other communication methods in the portrait.</td>
</tr>
<tr>
<td>Person Communication Methods View</td>
<td>Grants access to the employee, contingent worker and Human Resource Specialist to view the phones, emails and other communication methods in the portrait.</td>
</tr>
<tr>
<td>Portrait Current and Completed Tasks</td>
<td>Grants access to the current and completed tasks card in the portrait, which includes HCM worklist tasks and user provisioning requests.</td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
</tr>
<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
</tr>
<tr>
<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
</tr>
<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
</tr>
<tr>
<td>US Employee Portrait Gallery</td>
<td>Allows an employee within a US legal employer to access US specific tasks.</td>
</tr>
<tr>
<td>Use REST Service - HR</td>
<td>Delivers data security policies for use with the HR Document</td>
</tr>
<tr>
<td>Duty Role</td>
<td>Description</td>
</tr>
<tr>
<td>-----------</td>
<td>-------------</td>
</tr>
<tr>
<td>Document Types List of Values</td>
<td>Types list of values REST service.</td>
</tr>
<tr>
<td>View Secured Help Content</td>
<td>Views help content that was added or edited, containing the security lookup value Secured.</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
</tr>
<tr>
<td>Workers List of Values REST Service Data Security Policies</td>
<td>Delivers data security policies for use with the Workers list of values REST service.</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
</tr>
</tbody>
</table>

### Aggregate Privileges

This table lists aggregate privileges assigned directly and indirectly to the abstract role Employee.

<table>
<thead>
<tr>
<th>Aggregate Privilege</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access Family and Emergency Contacts by Worker</td>
<td>Grants access to persons to view their own contacts.</td>
</tr>
<tr>
<td>Access Learning Common Components</td>
<td>Access common learning components.</td>
</tr>
<tr>
<td>Access Person Contact Information by Worker</td>
<td>Allows access to Person contact information such as phones, emails, other communication accounts, and addresses.</td>
</tr>
<tr>
<td>Access Person Gallery</td>
<td>Searches worker deferred data and views the portrait page.</td>
</tr>
<tr>
<td>Access Person Identification Information by Worker</td>
<td>Allows access to Person documents such as citizenship, passport, visa and permits, and driver licenses.</td>
</tr>
<tr>
<td>Access Personal Details by Worker</td>
<td>Allows access to Person Information such as name, national identifier, biographical, demographic, and disability information.</td>
</tr>
<tr>
<td>Access Portrait Payslip</td>
<td>Grants access to a person's own payslip in the portrait.</td>
</tr>
<tr>
<td>Access Portrait Personal Payment Method</td>
<td>Grants access to a person's payment methods in the portrait.</td>
</tr>
<tr>
<td>Change Person Address</td>
<td>Grants access to persons to manage their own address data.</td>
</tr>
<tr>
<td>Change Person Marital Status</td>
<td>Grants access to a person to manage their own marital status and related data.</td>
</tr>
<tr>
<td>Compare HCM Information</td>
<td>Compares workers, jobs, positions, and any combinations of these objects.</td>
</tr>
<tr>
<td>Create Anytime Performance Document</td>
<td>Allows creation of anytime performance documents.</td>
</tr>
<tr>
<td>Edit Person Career Planning</td>
<td>Allows editing the Person Career Planning.</td>
</tr>
<tr>
<td>Edit Person Skills and Qualifications</td>
<td>Allows editing the Person Skills and Qualifications.</td>
</tr>
<tr>
<td>Hide HCM Person Public Note</td>
<td>Allows hiding or not hiding HCM public person notes.</td>
</tr>
<tr>
<td>Indian Employee Portrait Gallery</td>
<td>Allows an employee within an Indian legal employer to submit their tax investment declaration.</td>
</tr>
<tr>
<td>Maintain Absence Records</td>
<td>Allows workers to enter, update and delete their absence records.</td>
</tr>
<tr>
<td>Manage Availability Patterns</td>
<td>Allows users to create, delete, and update</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Manage Check-In Document</td>
<td>Allows to create, view, edit and delete check-in document.</td>
</tr>
<tr>
<td>Manage Development Goal by Worker</td>
<td>Manages worker's own development goals.</td>
</tr>
<tr>
<td>Manage HCM Non-Person Note</td>
<td>Views and manages HCM notes that are not person notes.</td>
</tr>
<tr>
<td>Manage HCM Person Note</td>
<td>Views and manages all types of HCM person notes.</td>
</tr>
<tr>
<td>Manage Learning Communities</td>
<td>Allows users to create learning communities.</td>
</tr>
<tr>
<td>Manage Learning Self-Service Tutorials</td>
<td>Allows users to author tutorials.</td>
</tr>
<tr>
<td>Manage Learning Self-Service Videos</td>
<td>Allows users to publish and edit videos.</td>
</tr>
<tr>
<td>Manage My Account</td>
<td>Manages worker roles.</td>
</tr>
<tr>
<td>Manage My Voluntary Learning</td>
<td>Allows users join and manage their voluntary learning assignments.</td>
</tr>
<tr>
<td>Manage Onboarding by Worker</td>
<td>Allows worker to complete the onboarding tasks.</td>
</tr>
<tr>
<td>Manage Performance Goal by Worker</td>
<td>Manages worker's own performance goals.</td>
</tr>
<tr>
<td>Manage Person Citizenship</td>
<td>Grants access to persons to manage their own citizenship.</td>
</tr>
<tr>
<td>Manage Person Disability by Worker</td>
<td>Allows worker to manage their own disability information.</td>
</tr>
<tr>
<td>Manage Person Documentation by Worker</td>
<td>Grants access to persons to manage their own document data.</td>
</tr>
<tr>
<td>Manage Person Driver License</td>
<td>Grants access to persons to manage their own driver licenses.</td>
</tr>
<tr>
<td>Manage Person Ethnicity</td>
<td>Grants access to persons to manage their own ethnicity.</td>
</tr>
<tr>
<td>Manage Person Image</td>
<td>Manages Person Image</td>
</tr>
<tr>
<td>Manage Person Legislative</td>
<td>Grants access to persons to manage their own legislative information.</td>
</tr>
<tr>
<td>Manage Person Name</td>
<td>Maintains persons' name related attributes.</td>
</tr>
<tr>
<td>Manage Person National Identifier</td>
<td>Grants access to persons to manage their own national identifier.</td>
</tr>
<tr>
<td>Manage Person Passport</td>
<td>Grants access to persons to manage their own passports.</td>
</tr>
<tr>
<td>Manage Person Religion</td>
<td>Grants access to persons to manage their own religion.</td>
</tr>
<tr>
<td>Manage Person Visa or Permit</td>
<td>Grants access to persons to manage their own visas and permits.</td>
</tr>
<tr>
<td>Manage Personal Compensation</td>
<td>Manages contributions made toward savings and contribution type plans.</td>
</tr>
<tr>
<td>Manage Personal Payment Method</td>
<td>Manages payment methods used to pay a person and defines how the payments are split if multiple payment methods are specified.</td>
</tr>
<tr>
<td>Manage Recommended Learning</td>
<td>Allows users to recommend learning and view recommendations received.</td>
</tr>
<tr>
<td>Manage Worker Information Sharing</td>
<td>Allows sharing of person information with internal and external recipients. Used in the non-responsive UI.</td>
</tr>
<tr>
<td>Portrait Benefits</td>
<td>Views benefits data for a worker in the portrait.</td>
</tr>
<tr>
<td>Print Worker Portrait</td>
<td>Grants access to the portrait maintenance duties for the portrait cards.</td>
</tr>
<tr>
<td>Request Feedback</td>
<td>Allows to request feedback</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Share Personal Data Access</td>
<td>Allows sharing of access to personal data.</td>
</tr>
<tr>
<td>Share Personal Information</td>
<td>Allows sharing of personal information.</td>
</tr>
<tr>
<td>Submit Resignation</td>
<td>Allows worker to submit their own resignation.</td>
</tr>
<tr>
<td>UK New Starter Declaration</td>
<td>Allows UK employees to enter their new starter declaration.</td>
</tr>
<tr>
<td>Use REST Service - HCM Countries List of Values</td>
<td>Allows the user to call the GET method associated with the HCM Countries list of values REST Service.</td>
</tr>
<tr>
<td>Use REST Service - Time Record Events</td>
<td>Allows users to call all methods on time record events associated with the time records REST service.</td>
</tr>
<tr>
<td>Use REST Service - Time Record Groups Read Only</td>
<td>Allows users to call the GET method on time record groups associated with the time records REST service.</td>
</tr>
<tr>
<td>Use REST Service - Time Records Read Only</td>
<td>Allows users to call the GET method on time records associated with the time records REST service.</td>
</tr>
<tr>
<td>Use User Details Service</td>
<td>Creates or updates users during person synchronizations.</td>
</tr>
<tr>
<td>View Accrual Type Absence Plan Balance</td>
<td>Allows workers to view balances of the accrual type absence plans.</td>
</tr>
<tr>
<td>View Chinese Accounts</td>
<td>Allows an employee within a Chinese legal employer to view their PHF and social insurance account numbers.</td>
</tr>
<tr>
<td>View Compensation Change Statement</td>
<td>Allows workers to view compensation change statements after the workforce compensation cycle.</td>
</tr>
<tr>
<td>View Compensation Details for Worker</td>
<td>Views compensation data for a worker.</td>
</tr>
<tr>
<td>View Development Goal by Worker</td>
<td>View worker's own development goals.</td>
</tr>
<tr>
<td>View Eligible Jobs</td>
<td>Allows viewing of eligible jobs for relief in higher class.</td>
</tr>
<tr>
<td>View Employment Information Summary</td>
<td>Grants access to view a worker's employment information summary.</td>
</tr>
<tr>
<td>View HCM Person Note</td>
<td>Views HCM person notes</td>
</tr>
<tr>
<td>View Learner Contributions</td>
<td>Allows users to view a person's learning contributions.</td>
</tr>
<tr>
<td>View Learning Communities</td>
<td>Allows users to view learning communities they are members of.</td>
</tr>
<tr>
<td>View My Recommended Learning</td>
<td>Allows users to view learning items recommended to them.</td>
</tr>
<tr>
<td>View My Required Learning</td>
<td>Allows users to view their required learning assignments.</td>
</tr>
<tr>
<td>View Payslip</td>
<td>Views payslips.</td>
</tr>
<tr>
<td>View Performance Summary</td>
<td>Allows viewing of workers performance summary information.</td>
</tr>
<tr>
<td>View Person Address</td>
<td>Grants access to persons to view their own address data.</td>
</tr>
<tr>
<td>View Person Citizenship</td>
<td>Grants access to persons to view their own citizenship.</td>
</tr>
<tr>
<td>View Person Driver License</td>
<td>Grants access to persons to view their own driver licenses.</td>
</tr>
<tr>
<td>View Person Ethnicity</td>
<td>Grants access to persons to view their own ethnicity.</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>View Person Legislative</td>
<td>Grants access to persons to view their own legislative information.</td>
</tr>
<tr>
<td>View Person Name</td>
<td>Views persons' name related attributes.</td>
</tr>
<tr>
<td>View Person National Identifier</td>
<td>Grants access to persons to view national identifier.</td>
</tr>
<tr>
<td>View Person Passport</td>
<td>Grants access to persons to view their own passports.</td>
</tr>
<tr>
<td>View Person Religion</td>
<td>Grants access to persons to view their own religion.</td>
</tr>
<tr>
<td>View Person Visa or Permit</td>
<td>Grants access to persons to view their own visas and permits.</td>
</tr>
<tr>
<td>View Portrait Availability Card</td>
<td>Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.</td>
</tr>
<tr>
<td>View Portrait Contact Card</td>
<td>Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.</td>
</tr>
<tr>
<td>View Portrait Personal Information Card</td>
<td>Grants access to a person's own personal and employment information in the portrait.</td>
</tr>
<tr>
<td>View Portrait User Account Details Card</td>
<td>Views the User Account Details card in the Person Gallery.</td>
</tr>
<tr>
<td>View Public Learning Communities</td>
<td>Allows users to view the learning communities a person is a member of.</td>
</tr>
<tr>
<td>View Requested Feedback</td>
<td>Allows workers and line managers to view requested feedback</td>
</tr>
<tr>
<td>View Seniority Dates</td>
<td>Allows viewing of seniority dates.</td>
</tr>
<tr>
<td>View Total Compensation Statements</td>
<td>Views generated total compensation statements for individuals within their security profile.</td>
</tr>
<tr>
<td>View Worker Assignment History Details</td>
<td>Allows viewing of worker's assignment history details.</td>
</tr>
<tr>
<td>View Worker Contract</td>
<td>Allows viewing of worker contracts.</td>
</tr>
<tr>
<td>View Year-End Documents</td>
<td>Allows users to view year-end documents for current or prior tax years.</td>
</tr>
</tbody>
</table>

**Privileges**

This table lists privileges granted to duties of the abstract role **Employee**.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canadian Employee</td>
<td>Allows an employee within a CA legal employer to access CA specific tasks.</td>
<td>Manage Canadian Personal Tax Credits</td>
</tr>
<tr>
<td>Canadian Employee</td>
<td>Allows an employee within a CA legal employer to access CA specific tasks.</td>
<td>View Canadian End of Year Tax Form</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Absence Entry Using Calendar</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Competition Page</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access FUSE Directory Page</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access FUSE Performance and Career Planning Page</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>---------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access FUSE Personal Information Page</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access HCM Common Components</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Internal Candidate Experience</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Knowledge from HCM</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Learner Self-Service Work Area</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access My Career and Performance</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access My Pay</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Oracle Taleo Recruiting Cloud Service</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Quick Actions</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access Tap Application</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Access What to Learn</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Approve Transactions</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Create Non-Catalog Learning Requests by Learner</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Create Service Request from HCM</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Launch Oracle Social Network</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Development Goal</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Favorite Colleagues</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Goal Management Notifications</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Mentorship</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage My Contact Information Mobile</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage My Documents Mobile</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage My Personal Information Mobile</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage My Portrait Work Area</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage My Wellness</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage My Wellness Team</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Performance Goal</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Person Allocated Checklist by Worker</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Reputation Overview</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Reputation Scores</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Social Roles</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------</td>
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<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Manage Volunteering</td>
</tr>
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<td>Identifies the person as an employee.</td>
<td>Record and View Issue</td>
</tr>
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<td>Identifies the person as an employee.</td>
<td>Report Time by Web Clock</td>
</tr>
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<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Run Talent Profile Summary Report</td>
</tr>
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<td>Identifies the person as an employee.</td>
<td>Use REST Service - Content Items List of Values</td>
</tr>
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<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Use REST Service - Model Profiles List of Values</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Use REST Service - Time Card Lists of Values</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Use REST Service - Users and Roles Lists of Values</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Use REST Service - Workers List of Values</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Validate Project Time and Labor Time Card</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>View Calendar by Worker</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>View Notification Details</td>
</tr>
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<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>View Performance Goal</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>View Team Schedule by Worker</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>View Time by Calendar</td>
</tr>
<tr>
<td>Employee</td>
<td>Identifies the person as an employee.</td>
<td>Workforce Reputation Subscription User</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Define Benefit Participant Enrollment Result</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Elect Benefits</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Maintain Plan Beneficiary Designation</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Maintain Primary Care Provider</td>
</tr>
<tr>
<td>Employee Enrollment</td>
<td>Manages employee enrollments.</td>
<td>Review Benefit Participant Enrollment Result</td>
</tr>
<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
<td>Manage Bank Account for Expense Reimbursement</td>
</tr>
<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
<td>Manage Expense Report</td>
</tr>
<tr>
<td>Expense Entry</td>
<td>Creates and updates expense items and expense reports.</td>
<td>Review Expense Reimbursement</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Access FSCM Integration Rest Service</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Load File to Interface</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Load Interface File for Import</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import</td>
<td>Manage File Import and Export</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>FSCM Load Interface Administration</td>
<td>Manages load interface file for import Transfer File</td>
<td></td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Create Trading Partner</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Item Attachment</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Item Catalog</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Item Global Search</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>Manage Trading Partner Item Reference</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>View Item</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>View Item Organization Association</td>
</tr>
<tr>
<td>Item Inquiry</td>
<td>Queries and views items in the enterprise.</td>
<td>View Item Relationship</td>
</tr>
<tr>
<td>Payables Invoice Inquiry</td>
<td>Views Oracle Fusion Payables invoices.</td>
<td>Manage Payables Invoices</td>
</tr>
<tr>
<td>Payables Invoice Inquiry</td>
<td>Views Oracle Fusion Payables invoices.</td>
<td>View Payables Invoice</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Import Supplier Bank Accounts</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Manage External Payee Payment Details</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Manage Payment Instrument Assignment</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>Manage Third Party Bank Account</td>
</tr>
<tr>
<td>Payee Bank Account Management</td>
<td>Manages supplier bank accounts and other payment details.</td>
<td>View Third Party Bank Account</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Create Performance Document by Worker</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Print Performance Document</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Provide Performance Evaluation Feedback</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Select Feedback Participants</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>Track Participant Feedback Status</td>
</tr>
<tr>
<td>Performance Management Worker</td>
<td>Adds content to rate to performance document and evaluates self.</td>
<td>View Performance Information on Worker Dashboard</td>
</tr>
<tr>
<td>Procurement Requester</td>
<td>Prepares requisitions for themselves.</td>
<td>Cancel Purchase Order as Procurement Requester</td>
</tr>
<tr>
<td>Procurement Requester</td>
<td>Prepares requisitions for themselves.</td>
<td>Change Purchase Order as Procurement Requester</td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
<td>Report Time for Project Tasks</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------</td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
<td>View Project Time Entry Mobile</td>
</tr>
<tr>
<td>Project Time Entry Mobile</td>
<td>Allows the user to report time and manage time cards on mobile device.</td>
<td>View Project Financial Tasks Service</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Correct Self-Service Receiving Receipt</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Create Self-Service Receiving Receipt</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Manage Inventory Transfer Order</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Manage Self-Service Receiving Receipt Return</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Monitor Self-Service Receiving Receipt Work Area</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Review Inbound Shipment Details</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Review Receiving Receipt Summary</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>Review Self-Service Receiving Receipt</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>View Purchase Order</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>View Receiving Receipt Notification</td>
</tr>
<tr>
<td>Receiving Management Requester</td>
<td>Allows a requester in Oracle Fusion iProcurement to receive items, correct receipts, and return receipts.</td>
<td>View Requisition</td>
</tr>
<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition for Internal Material Transfers</td>
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<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition with Changes to Deliver-to Location</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition with Noncatalog Requests</td>
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<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
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<tr>
<td>Granted Role Description</td>
<td>requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
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<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Create Requisition with One Time Location</td>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Get Internal Transfer Requesting Organization Price</td>
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<td>Requisition Self Service User</td>
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<td>Manage Inventory Transfer Order</td>
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<td>Requisition Self Service User</td>
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<td>Manage Requisition</td>
</tr>
<tr>
<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>Submit Requisition with One Click</td>
</tr>
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<td>Requisition Self Service User</td>
<td>Manages requisitions including creating, searching, and viewing requisitions, creating noncatalog requests, creating requisitions with one-time locations, and changing deliver-to locations on requisition lines.</td>
<td>View Requisition</td>
</tr>
<tr>
<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>Review Inbound Shipment Details</td>
</tr>
<tr>
<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>Review Receiving Transaction History</td>
</tr>
<tr>
<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>View Purchase Order as Procurement Requester</td>
</tr>
<tr>
<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>View Requisition</td>
</tr>
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<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------</td>
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<tr>
<td>Requisition Viewing</td>
<td>View requisition and associated documents.</td>
<td>View Supplier Negotiation</td>
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<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Add Someone to Social Group</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Create Social Group</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Invite Social Connection</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Invite Someone to Social Group</td>
</tr>
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<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Link Social Group</td>
</tr>
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<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Kudos</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Message Board</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Bookmarks</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Connections</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Group</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Manage Social Self-descriptive Information</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>Unlink Social Group</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>View Activity Stream</td>
</tr>
<tr>
<td>Social Connection Worker</td>
<td>Performs all Oracle Fusion Social Connection employee duties.</td>
<td>View Related Social Groups</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>Access Time Work Area</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>Report Time by Calendar</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>View Calendar by Worker</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>View Team Schedule by Worker</td>
</tr>
<tr>
<td>Time and Labor Worker</td>
<td>Reports time as a worker.</td>
<td>View Time by Calendar</td>
</tr>
<tr>
<td>Transaction Entry with</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject</td>
<td>Check Funds</td>
</tr>
<tr>
<td>Budgetary Control</td>
<td>to budgetary control, such as accounts payable manager.</td>
<td></td>
</tr>
<tr>
<td>Transaction Entry with</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject</td>
<td>Reserve Funds</td>
</tr>
<tr>
<td>Budgetary Control</td>
<td>to budgetary control, such as accounts payable manager.</td>
<td></td>
</tr>
<tr>
<td>Transaction Entry with</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject</td>
<td>Review Budget Impact</td>
</tr>
<tr>
<td>Budgetary Control</td>
<td>to budgetary control, such as accounts payable manager.</td>
<td></td>
</tr>
<tr>
<td>Transaction Entry with</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject</td>
<td>Review Budget Period Statuses</td>
</tr>
<tr>
<td>Budgetary Control</td>
<td>to budgetary control, such as accounts payable manager.</td>
<td></td>
</tr>
<tr>
<td>Transaction Entry with</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject</td>
<td>Review Budgetary</td>
</tr>
<tr>
<td></td>
<td>to budgetary control, such as accounts payable manager.</td>
<td></td>
</tr>
</tbody>
</table>
### Data Security Policies

This table lists data security policies and their enforcement across analytics application for the abstract role **Employee**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Attachment</td>
<td>A Employee can delete</td>
<td><strong>Role</strong>: Employee</td>
</tr>
</tbody>
</table>

---

### Granted Role

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budgetary Control</td>
<td>by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Control Balances</td>
</tr>
<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Review Budgetary Control Transactions</td>
</tr>
<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>Transfer Budget Balances to Budget Cubes Continuously</td>
</tr>
<tr>
<td>Transaction Entry with Budgetary Control</td>
<td>Manages the budgetary control tasks by job roles who perform transactions that are subject to budgetary control, such as accounts payable manager.</td>
<td>View Funds Available Balances</td>
</tr>
<tr>
<td>US Employee Portrait Gallery</td>
<td>Allows an employee within a US legal employer to access US specific tasks.</td>
<td>Update US W-4</td>
</tr>
<tr>
<td>US Employee Portrait Gallery</td>
<td>Allows an employee within a US legal employer to access US specific tasks.</td>
<td>View US End of Year Tax Form</td>
</tr>
<tr>
<td>US Employee Portrait Gallery</td>
<td>Allows an employee within a US legal employer to access US specific tasks.</td>
<td>View US End-of-Year 1095-C Form</td>
</tr>
<tr>
<td>Use REST Service - HR Document Types List of Values</td>
<td>Delivers data security policies for use with the HR Document Types list of values REST service.</td>
<td>Use REST Service - HR Document Types List of Values</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
<td>Create Time Card</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
<td>Manage Time Cards by Worker</td>
</tr>
<tr>
<td>Worker Time Card Entry</td>
<td>Reports time by time card, as a worker.</td>
<td>Search Time Cards</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Define Talent Profile</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Define Talent Profile Item</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Manage Person Talent Profile</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Manage Talent Profile Interest List</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Match Talent Profile</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>Update Talent Profile Item</td>
</tr>
<tr>
<td>Workforce Profile Worker</td>
<td>Performs workforce profile duties as an employee or contingent worker.</td>
<td>View Talent Profile</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>Application Attachment</td>
<td>A Employee can maintain application attachment for items, item revisions, catalogs, categories, and trading partner items that use attachments.</td>
<td>Role: Employee&lt;br&gt;Privilege: Update Application Attachment&lt;br&gt;Resource: Application Attachment</td>
</tr>
<tr>
<td>Application Attachment</td>
<td>A Employee can view application attachment for items, item revisions, catalogs, categories, and trading partner items that use attachments.</td>
<td>Role: Employee&lt;br&gt;Privilege: Read Application Attachment&lt;br&gt;Resource: Application Attachment</td>
</tr>
<tr>
<td>Application Attachment</td>
<td>An Employee can delete application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables</td>
<td>Role: Procurement Requester&lt;br&gt;Privilege: Delete Application Attachment&lt;br&gt;Resource: Application Attachment</td>
</tr>
<tr>
<td>Application Attachment</td>
<td>An Employee can read application attachment for the negotiation categories including miscellaneous, to approver, to buyer, to payables, to receiver, and to supplier</td>
<td>Role: Procurement Requester&lt;br&gt;Privilege: Read Application Attachment&lt;br&gt;Resource: Application Attachment</td>
</tr>
<tr>
<td>Application Attachment</td>
<td>An Employee can read application attachment for the purchase order categories including document, miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables</td>
<td>Role: Procurement Requester&lt;br&gt;Privilege: Read Application Attachment&lt;br&gt;Resource: Application Attachment</td>
</tr>
<tr>
<td>Application Attachment</td>
<td>An Employee can update application attachment for the purchase order categories including miscellaneous, to supplier, to buyer, to receiver, to approver, and to payables</td>
<td>Role: Procurement Requester&lt;br&gt;Privilege: Update Application Attachment&lt;br&gt;Resource: Application Attachment</td>
</tr>
<tr>
<td>Application Reference Territory</td>
<td>An Employee can choose application reference territory for countries in their country security profile</td>
<td>Role: Change Person Marital Status&lt;br&gt;Privilege: Choose Application Reference Territory (Data)&lt;br&gt;Resource: Application Reference Territory</td>
</tr>
<tr>
<td>Application Reference Territory</td>
<td>An Employee can choose application reference territory for countries in their</td>
<td>Role: Use REST Service - HCM Countries List of Values&lt;br&gt;Privilege: Choose Application Reference Territory</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>------------------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td></td>
<td>country security profile</td>
<td>Territory (Data)</td>
</tr>
<tr>
<td></td>
<td><strong>Resource:</strong> Application Reference Territory</td>
<td></td>
</tr>
<tr>
<td>Beneficiary Organization</td>
<td>An Employee can view worker benefits portrait card for themselves</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
<td><strong>Resource:</strong> Beneficiary Organization</td>
</tr>
<tr>
<td>Benefit Covered Dependent</td>
<td>An Employee can view worker benefits portrait card for themselves</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
<td><strong>Resource:</strong> Benefit Covered Dependent</td>
</tr>
<tr>
<td>Benefit Participant</td>
<td>An Employee can view worker benefits portrait card for themselves</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td>Enrollment Action</td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
<td><strong>Resource:</strong> Benefit Participant Enrollment Action</td>
</tr>
<tr>
<td>Benefit Participant</td>
<td>An Employee can review benefit participant enrollment result for themselves</td>
<td><strong>Role:</strong> Employee Enrollment</td>
</tr>
<tr>
<td>Enrollment Result</td>
<td><strong>Privilege:</strong> Review Benefit Participant Enrollment Result (Data)</td>
<td><strong>Resource:</strong> Benefit Participant Enrollment Result</td>
</tr>
<tr>
<td>Benefit Participant</td>
<td>An Employee can view worker benefits portrait card for themselves</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td>Enrollment Result</td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
<td><strong>Resource:</strong> Benefit Participant Enrollment Result</td>
</tr>
<tr>
<td>Benefit Participant Rate</td>
<td>An Employee can view worker benefits portrait card for themselves</td>
<td><strong>Role:</strong> Portrait Benefits</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> View Worker Benefits Portrait Card (Data)</td>
<td><strong>Resource:</strong> Benefit Participant Rate</td>
</tr>
<tr>
<td>Benefit Relation</td>
<td>An Employee can manage benefit relation for themselves</td>
<td><strong>Role:</strong> Employee Enrollment</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> Manage Benefit Relation (Data)</td>
<td><strong>Resource:</strong> Benefit Relation</td>
</tr>
<tr>
<td>Cash Advance</td>
<td>An Employee can manage expense report approval note for themselves</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td>Approval Note</td>
<td><strong>Privilege:</strong> Manage Expense Report Approval Note (Data)</td>
<td><strong>Resource:</strong> Cash Advance Approval Note</td>
</tr>
<tr>
<td>Check In Document</td>
<td>An Employee can manage check-in document for themselves</td>
<td><strong>Role:</strong> Manage Check-In Document</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> Manage Check-In Document (Data)</td>
<td><strong>Resource:</strong> Check In Document</td>
</tr>
<tr>
<td>Compensation Allocation</td>
<td>An Employee can view compensation change statement for themselves</td>
<td><strong>Role:</strong> View Compensation Change Statement</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> View Compensation Change Statement (Data)</td>
<td><strong>Resource:</strong> Compensation Allocation</td>
</tr>
<tr>
<td>Corporate Card Transaction</td>
<td>An Employee can manage expense for themselves</td>
<td><strong>Role:</strong> Expense Entry</td>
</tr>
<tr>
<td>Dispute Note</td>
<td><strong>Privilege:</strong> Manage Expense (Data)</td>
<td><strong>Resource:</strong> Corporate Card Transaction Dispute Note</td>
</tr>
<tr>
<td>Employment Contract</td>
<td>An Employee can view worker contract for themselves</td>
<td><strong>Role:</strong> View Worker Contract</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege:</strong> View Worker Contract (Data)</td>
<td><strong>Resource:</strong> Employment Contract</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-------------------------</td>
<td>--------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Expense</td>
<td>An Employee can manage expense for themselves</td>
<td>Role: Expense Entry&lt;br&gt;Privilege: Manage Expense (Data)&lt;br&gt;Resource: Expense</td>
</tr>
<tr>
<td>Expense Report</td>
<td>An Employee can manage expense report for themselves</td>
<td>Role: Expense Entry&lt;br&gt;Privilege: Manage Expense Report (Data)&lt;br&gt;Resource: Expense Report</td>
</tr>
<tr>
<td>Expense Report Approval Note</td>
<td>An Employee can manage expense report approval note for themselves</td>
<td>Role: Expense Entry&lt;br&gt;Privilege: Manage Expense Report Approval Note (Data)&lt;br&gt;Resource: Expense Report Approval Note</td>
</tr>
<tr>
<td>HCM Non-Person Note</td>
<td>An Employee can manage hcm non-person note for non-person notes that they created</td>
<td>Role: Manage HCM Non-Person Note&lt;br&gt;Privilege: Manage HCM Non-Person Note (Data)&lt;br&gt;Resource: HCM Non-Person Note</td>
</tr>
<tr>
<td>HCM Person Note</td>
<td>An Employee can manage hcm person note for all types of person notes that they created</td>
<td>Role: Manage HCM Person Note&lt;br&gt;Privilege: Manage HCM Person Note (Data)&lt;br&gt;Resource: HCM Person Note</td>
</tr>
<tr>
<td>HCM Person Note</td>
<td>An Employee can view hcm person note for all types of person notes that they created</td>
<td>Role: View HCM Person Note&lt;br&gt;Privilege: View HCM Person Note (Data)&lt;br&gt;Resource: HCM Person Note</td>
</tr>
<tr>
<td>HCM Person Public Note</td>
<td>An Employee can hide hcm person public note for public notes that are about themselves</td>
<td>Role: Hide HCM Person Public Note&lt;br&gt;Privilege: Hide HCM Person Public Note (Data)&lt;br&gt;Resource: HCM Person Public Note</td>
</tr>
<tr>
<td>HCM Person Public Note</td>
<td>An Employee can view hcm person public note for public person notes that are about people in their public person security profile</td>
<td>Role: View HCM Person Note&lt;br&gt;Privilege: View HCM Person Public Note (Data)&lt;br&gt;Resource: HCM Person Public Note</td>
</tr>
<tr>
<td>HCM Person Shared Note</td>
<td>An Employee can view hcm person shared note for shared person notes that are about themselves and that have been shared with them</td>
<td>Role: View HCM Person Note&lt;br&gt;Privilege: View HCM Person Shared Note (Data)&lt;br&gt;Resource: HCM Person Shared Note</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Employee can choose hr job for all jobs in the enterprise</td>
<td>Role: Employee&lt;br&gt;Privilege: Choose HR Job (Data)&lt;br&gt;Resource: HR Job</td>
</tr>
<tr>
<td>Help Topic</td>
<td>An Employee can view secured help content for all secured help content they are authorized</td>
<td>Role: View Secured Help Content&lt;br&gt;Privilege: View Secured Help Content&lt;br&gt;Resource: Help Topic</td>
</tr>
<tr>
<td>Idea</td>
<td>A Employee can manage idea where they are a member of the idea team</td>
<td>Role: Employee&lt;br&gt;Privilege: Manage Product Idea (Data)&lt;br&gt;Resource: Idea</td>
</tr>
<tr>
<td>Idea</td>
<td>A Employee can review idea where they are a member of the idea team</td>
<td>Role: Employee&lt;br&gt;Privilege: Review Product Idea (Data)&lt;br&gt;Resource: Idea</td>
</tr>
<tr>
<td>Item</td>
<td>A Employee can maintain item for the items they have access to in item and</td>
<td>Role: Employee&lt;br&gt;Privilege: Maintain Item Asset&lt;br&gt;Resource: Maintenance Group (Data)</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------</td>
<td>-----------------------------</td>
</tr>
</tbody>
</table>
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Attribute (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Basic (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Costing Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item General Planning Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Inventory Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Invoicing Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Lead Times Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item MRP and MPS Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Order Management Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Pack (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item People (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Physical Group (Data)  
**Resource**: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | **Role**: Employee  
**Privilege**: Maintain Item Primary Group (Data)  
**Resource**: Item |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Process  
Manufacturing Group (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Purchasing Group (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Receiving Group (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Revision (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Structure Group (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Service Group (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Web Option Group (Data)  
Resource: Item |
| Item            | A Employee can maintain item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: Maintain Item Work in Process Group (Data)  
Resource: Item |
| Item            | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: View Item Attribute (Data)  
Resource: Item |
| Item            | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: View Item Basic (Data)  
Resource: Item |
| Item            | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: View Item Pack (Data)  
Resource: Item |
| Item            | A Employee can view item for the items they have access to in item and inventory organizations | Role: Employee  
Privilege: View Item Structure (Data)  
Resource: Item |
| Item Catalog    | A Employee can                                                             | Role: Employee |

60
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Item Catalog</td>
<td>A Employee can maintain item catalog for the catalogs they have access to</td>
<td>Role: Employee, Privilege: Maintain Catalog (Data), Resource: Item Catalog</td>
</tr>
<tr>
<td>Item Catalog</td>
<td>A Employee can view item catalog for the catalogs they have access to</td>
<td>Role: Employee, Privilege: View Catalog (Data), Resource: Item Catalog</td>
</tr>
<tr>
<td>Item Category</td>
<td>A Employee can maintain item category for the categories they have access to</td>
<td>Role: Employee, Privilege: Maintain Category (Data), Resource: Item Category</td>
</tr>
<tr>
<td>Item Category</td>
<td>A Employee can view item category for the categories they have access to</td>
<td>Role: Employee, Privilege: View Parent Category (Data), Resource: Item Category</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>An Employee can manage voluntary learning for voluntary learning assignments they have received</td>
<td>Role: Manage My Voluntary Learning, Privilege: Manage Voluntary Learning (Data), Resource: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>An Employee can view recommended learning for recommendations they have received</td>
<td>Role: View My Recommended Learning, Privilege: View Recommended Learning (Data), Resource: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>An Employee can view required learning for required learning assignments they have received</td>
<td>Role: View My Required Learning, Privilege: View Required Learning (Data), Resource: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment Event</td>
<td>An Employee can manage recommended learning for recommendations they made</td>
<td>Role: Manage Recommended Learning, Privilege: Manage Recommended Learning (Data), Resource: Learning Assignment Event</td>
</tr>
<tr>
<td>Learning Assignment Event</td>
<td>An Employee can view recommended learning public person for recommendations made by persons in their public person security profile</td>
<td>Role: View My Recommended Learning, Privilege: View Recommended Learning Public Person (Data), Resource: Learning Assignment Event</td>
</tr>
<tr>
<td>Learning Item</td>
<td>An Employee can manage learning communities for self-service communities they created</td>
<td>Role: Manage Learning Communities, Privilege: Manage Learning Communities (Data), Resource: Learning Item</td>
</tr>
<tr>
<td>Learning Item</td>
<td>An Employee can manage learning self-service tutorials for self-service tutorials they created</td>
<td>Role: Manage Learning Self-Service Tutorials, Privilege: Manage Learning Self-Service Tutorials (Data), Resource: Learning Item</td>
</tr>
<tr>
<td>Learning Item</td>
<td>An Employee can manage learning self-service tutorials</td>
<td>Role: Manage Learning Self-Service Tutorials, Privilege: Manage Learning Self-Service Tutorials (Data), Resource: Learning Item</td>
</tr>
</tbody>
</table>

61
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Learning Item         | An Employee can view learning self-service videos for self-service videos they created | Role: Access Learning Common Components  
Privilege: View Learning Communities (Data)  
Resource: Learning Item |
| Learning Item         | An Employee can view catalog learning items in self-service for catalog items visible to them in learning self-service | Role: Access Learning Common Components  
Privilege: View Catalog Learning Items in Self-Service (Data)  
Resource: Learning Item |
| Learning Item         | An Employee can view learning communities for communities they are a member or manager of | Role: View Learning Communities  
Privilege: View Learning Communities (Data)  
Resource: Learning Item |
| Learning Item         | An Employee can view self-service learning items for self-service videos published by communities visible to them | Role: Access Learning Common Components  
Privilege: View Self-Service Learning Items (Data)  
Resource: Learning Item |
| Learning Item         | An Employee can view self-service learning items for self-service communities visible to them | Role: Access Learning Common Components  
Privilege: View Self-Service Learning Items (Data)  
Resource: Learning Item |
| Learning Item         | An Employee can view self-service learning items for self-service tutorials published by communities visible to them | Role: Access Learning Common Components  
Privilege: View Self-Service Learning Items (Data)  
Resource: Learning Item |
| Payment Card          | An Employee can view employee credit card for any employee corporate cards in the enterprise | Role: Payee Bank Account Management  
Privilege: View Employee Credit Card (Data)  
Resource: Payment Card |
| Payroll Archive       | An Employee can view worker payslip portrait card for themselves                    | Role: Access Portrait Payslip  
Privilege: View Worker Payslip Portrait Card (Data)  
Resource: Payroll Archive Information |
| Payroll Personal Deduction | An Employee can enter uk new starter declaration for themselves if they are employed by a uk legal employer | Role: UK New Starter Declaration  
Privilege: Enter UK New Starter Declaration (Data)  
Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can manage canadian personal tax credits for themselves if they are employed by a ca legal employer | Role: Canadian Employee  
Privilege: Manage Canadian Personal Tax Credits (Data)  
Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can update US W-4 for themselves if they are employed by a US legal employer | Role: US Employee Portrait Gallery  
Privilege: Update US W-4 (Data)  
Resource: Payroll Personal Deduction |
| Payroll Personal Deduction | An Employee can view canadian end of year tax form for themselves if they          | Role: Canadian Employee  
Privilege: View Canadian End of Year Tax Form (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Payroll Personal Deduction    | An Employee can view chinese accounts for themselves if they are employed by a chinese legal employer                                                                                                             | Role: View Chinese Accounts  
Privilege: View Chinese Accounts (Data)  
Resource: Payroll Personal Deduction                                                                 |
| Payroll Personal Deduction    | An Employee can view indian tax investment declaration for themselves if they are employed by an indian legal employer                                                                                           | Role: Indian Employee Portrait Gallery  
Privilege: View Indian Tax Investment Declaration  
Resource: Payroll Personal Deduction                                                                 |
| Payroll Personal Deduction    | An Employee can view us end of year tax form for themselves if they are employed by a us legal employer                                                                                                       | Role: US Employee Portrait Gallery  
Privilege: View US End of Year Tax Form (Data)  
Resource: Payroll Personal Deduction                                                                 |
| Payroll Relationship          | An Employee can manage payroll person process results for themselves                                                                                                                                              | Role: View Payslip  
Privilege: Manage Payroll Person Process Results (Data)  
Resource: Payroll Relationship                                                                 |
| Payroll Relationship          | An Employee can manage payroll relationship for themselves                                                                                                                                                         | Role: Manage Personal Payment Method  
Privilege: Manage Payroll Relationship (Data)  
Resource: Payroll Relationship                                                                 |
| Payroll Relationship          | An Employee can view payroll relationship for themselves                                                                                                                                                           | Role: Manage Personal Payment Method  
Privilege: View Payroll Relationship (Data)  
Resource: Payroll Relationship                                                                 |
| Payroll Relationship          | An Employee can view person payroll process results for legislative data groups in their legislative data group security profile and people and assignments in person and assignment security profile and for payroll statutory units in their organization security profile | Role: View Payslip  
Privilege: View Person Payroll Process Results (Data)  
Resource: Payroll Relationship                                                                 |
| Payroll Relationship          | An Employee can view year-end documents for themselves                                                                                                                                                           | Role: View Year-End Documents  
Privilege: View Year-End Documents (Data)  
Resource: Payroll Relationship                                                                 |
| Performance Document          | An Employee can create anytime performance document for themselves                                                                                                                                               | Role: Create Anytime Performance Document  
Privilege: Create Anytime Performance Document (Data)  
Resource: Performance Document                                                                 |
| Performance Document          | An Employee can view performance summary for themselves                                                                                                                                                           | Role: View Performance Summary  
Privilege: View Performance Summary (Data)  
Resource: Performance Document                                                                 |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feedback Request</td>
<td>feedback for themselves</td>
<td><strong>Privilege:</strong> Request Feedback (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Performance Feedback Request</td>
</tr>
<tr>
<td>Performance Feedback</td>
<td>An Employee can view requested feedback for people for whom feedback was requested by you or was shared with you</td>
<td><strong>Role:</strong> View Requested Feedback</td>
</tr>
<tr>
<td>Request</td>
<td></td>
<td><strong>Privilege:</strong> View Requested Feedback (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Performance Feedback Request</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>An Employee can manage development goal by worker for themselves</td>
<td><strong>Role:</strong> Manage Development Goal by Worker</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Manage Development Goal by Worker (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Performance Goal</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>An Employee can manage performance goal by worker for themselves</td>
<td><strong>Role:</strong> Manage Performance Goal by Worker</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Manage Performance Goal by Worker (Data)</td>
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<td></td>
<td></td>
<td><strong>Resource:</strong> Performance Goal</td>
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<td>Performance Goal</td>
<td>An Employee can view development goal by worker for themselves</td>
<td><strong>Role:</strong> View Development Goal by Worker</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> View Development Goal by Worker (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Performance Goal</td>
</tr>
<tr>
<td>Person</td>
<td>A Employee can report person for themselves</td>
<td><strong>Role:</strong> Employee</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Report Person (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can change person address for themselves</td>
<td><strong>Role:</strong> Change Person Address</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Change Person Address (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can change person marital status for themselves</td>
<td><strong>Role:</strong> Change Person Marital Status</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Change Person Marital Status (Data)</td>
</tr>
<tr>
<td></td>
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<td><strong>Resource:</strong> Person</td>
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<tr>
<td>Person</td>
<td>An Employee can compare person for themselves</td>
<td><strong>Role:</strong> Compare HCM Information</td>
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<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Compare Person (Data)</td>
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<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can manage worker public portrait for themselves</td>
<td><strong>Role:</strong> View Portrait Personal Information Card</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Manage Worker Public Portrait (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can print worker portrait for themselves</td>
<td><strong>Role:</strong> Print Worker Portrait</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Print Worker Portrait (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can share worker information for themselves</td>
<td><strong>Role:</strong> Manage Worker Information Sharing</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> Share Worker Information (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can view us end-of-year 1095-c form for themselves if they are employed by a us legal employer</td>
<td><strong>Role:</strong> US Employee Portrait Gallery</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege:</strong> View US End-of-Year 1095-C Form (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource:</strong> Person</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
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</tr>
<tr>
<td>Person</td>
<td>An Employee can view worker availability portrait card for themselves</td>
<td>Role: View Portrait Availability Card</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Worker Availability Portrait Card (Data)</td>
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<td></td>
<td></td>
<td>Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>An Employee can view worker current and completed tasks portrait card for themselves</td>
<td>Role: Portrait Current and Completed Tasks</td>
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<td></td>
<td></td>
<td>Privilege: View Worker Current and Completed Tasks Portrait Card (Data)</td>
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<td>Resource: Person</td>
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<tr>
<td>Person</td>
<td>An Employee can view worker current and completed tasks portrait card for themselves</td>
<td>Role: Portrait Current and Completed Tasks</td>
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<td>Privilege: View Worker Current and Completed Tasks Portrait Card (Data)</td>
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<tr>
<td></td>
<td></td>
<td>Resource: Person</td>
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<tr>
<td>Person</td>
<td>An Employee can view worker personal and employment portrait card for themselves</td>
<td>Role: View Portrait Personal Information Card</td>
</tr>
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<td></td>
<td></td>
<td>Privilege: View Worker Personal and Employment Portrait Card (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Person</td>
</tr>
<tr>
<td>Person Absence Entry</td>
<td>An Employee can maintain self service absence record for people and assignments</td>
<td>Role: Maintain Absence Records</td>
</tr>
<tr>
<td></td>
<td>in their person and assignment security profile</td>
<td>Privilege: Maintain Self Service Absence Record (Data)</td>
</tr>
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<td></td>
<td></td>
<td>Resource: Person Absence Entry</td>
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<tr>
<td>Person Absence Entry</td>
<td>An Employee can maintain self service absence record for themselves</td>
<td>Role: Maintain Absence Records</td>
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<td>Privilege: Maintain Self Service Absence Record (Data)</td>
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<td></td>
<td></td>
<td>Resource: Person Absence Entry</td>
</tr>
<tr>
<td>Person Address</td>
<td>An Employee can manage person private address details for themselves</td>
<td>Role: View Portrait Personal Information Card</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Person Private Address Details (Data)</td>
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<tr>
<td></td>
<td></td>
<td>Resource: Person Address</td>
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<tr>
<td>Person Address</td>
<td>An Employee can view person address for themselves</td>
<td>Role: View Person Address</td>
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<tr>
<td></td>
<td></td>
<td>Privilege: View Person Address (Data)</td>
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<td></td>
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<td>Resource: Person Address</td>
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<tr>
<td>Person Address</td>
<td>An Employee can view person address for themselves</td>
<td>Role: View Portrait Personal Information Card</td>
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<td></td>
<td></td>
<td>Privilege: View Person Address (Data)</td>
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<tr>
<td></td>
<td></td>
<td>Resource: Person Address</td>
</tr>
<tr>
<td>Person Assignment</td>
<td>A Employee can choose person assignment for persons and assignments in their person</td>
<td>Role: Employee</td>
</tr>
<tr>
<td></td>
<td>and assignment security profile</td>
<td>Privilege: View Person Assignment (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Person Assignment</td>
</tr>
<tr>
<td>Person Assignment</td>
<td>An Employee can view eligible jobs for themselves</td>
<td>Role: View Eligible Jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Eligible Jobs (Data)</td>
</tr>
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<td></td>
<td></td>
<td>Resource: Person Assignment</td>
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<tr>
<td>Person Assignment</td>
<td>An Employee can view seniority dates for themselves</td>
<td>Role: View Seniority Dates</td>
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<td>Privilege: View Seniority Dates (Data)</td>
</tr>
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<td>Resource: Person Assignment</td>
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<tr>
<td>Person Assignment</td>
<td>An Employee can view worker assignment history for themselves</td>
<td>Role: View Worker Assignment History</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
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<td>-------------------------------------------------------------------------------------</td>
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<tr>
<td>Person Availability Patterns</td>
<td>An Employee can manage availability patterns for themselves</td>
<td>Role: Manage Availability Patterns</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Availability Patterns (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Person Availability Patterns</td>
</tr>
<tr>
<td>Person Checklist</td>
<td>An Employee can manage onboarding by worker for themselves</td>
<td>Role: Manage Onboarding by Worker</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Onboarding by Worker (Data)</td>
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<tr>
<td></td>
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<td>Resource: Person Checklist</td>
</tr>
<tr>
<td>Person Citizenship</td>
<td>An Employee can manage person citizenship for themselves</td>
<td>Role: Manage Person Citizenship</td>
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<tr>
<td></td>
<td></td>
<td>Privilege: Manage Person Citizenship (Data)</td>
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<td>Resource: Person Citizenship</td>
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<td>Person Citizenship</td>
<td>An Employee can view person citizenship for themselves</td>
<td>Role: View Person Citizenship</td>
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<td>Privilege: View Person Citizenship (Data)</td>
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<td>Resource: Person Citizenship</td>
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<tr>
<td>Person Communication Method</td>
<td>An Employee can manage person communication method for themselves</td>
<td>Role: Person Communication Methods Management</td>
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<td></td>
<td></td>
<td>Privilege: Manage Person Communication Method (Data)</td>
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<td>Resource: Person Communication Method</td>
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<tr>
<td>Person Communication Method</td>
<td>An Employee can view person communication method for private communication methods</td>
<td>Role: Person Communication Methods View</td>
</tr>
<tr>
<td></td>
<td>granted to the user for persons in their person and assignment security profile</td>
<td>Privilege: View Person Communication Method (Data)</td>
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<tr>
<td></td>
<td></td>
<td>Resource: Person Communication Method</td>
</tr>
<tr>
<td>Person Contact Relationship</td>
<td>An Employee can manage person contact details for themselves</td>
<td>Role: View Portrait Personal Information Card</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Person Contact Details (Data)</td>
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<tr>
<td></td>
<td></td>
<td>Resource: Person Contact Relationship</td>
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<tr>
<td>Person Contact Relationship</td>
<td>An Employee can manage person private contact details for themselves</td>
<td>Role: View Portrait Personal Information Card</td>
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<td></td>
<td></td>
<td>Privilege: Manage Person Private Contact Details (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Person Contact Relationship</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
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</tr>
</tbody>
</table>
| **Person Contact Relationship** | An Employee can view person contact details for themselves | **Role:** View Person Contact Details (Data)  
**Privilege:** View Person Contact Relationship |
| **Person Detail** | An Employee can access person contact information for themselves | **Role:** Access Person Contact Information by Worker  
**Privilege:** Access Person Contact Information (Data)  
**Resource:** Person Detail |
| **Person Detail** | An Employee can access person identification information for themselves | **Role:** Access Person Identification Information by Worker  
**Privilege:** Access Person Identification Information (Data)  
**Resource:** Person Detail |
| **Person Detail** | An Employee can access personal details for themselves | **Role:** Access Personal Details by Worker  
**Privilege:** Access Personal Details (Data)  
**Resource:** Person Detail |
| **Person Detail** | An Employee can choose person for persons and assignments in their person and assignment security profile | **Role:** Workers List of Values REST Service Data Security Policies  
**Privilege:** Choose Person (Data)  
**Resource:** Person Detail |
| **Person Detail** | An Employee can share personal data access for themselves | **Role:** Share Personal Data Access  
**Privilege:** Share Personal Data Access (Data)  
**Resource:** Person Detail |
| **Person Detail** | An Employee can share personal information for themselves | **Role:** Share Personal Information  
**Privilege:** Share Personal Information (Data)  
**Resource:** Person Detail |
| **Person Disability** | An Employee can manage person disability for themselves | **Role:** Manage Person Disability by Worker  
**Privilege:** Manage Person Disability (Data)  
**Resource:** Person Detail |
| **Person Documentation** | An Employee can manage person documentation for document types in their document types security profile for themselves | **Role:** Manage Person Documentation by Worker  
**Privilege:** Manage Person Documentation (Data)  
**Resource:** Person Documentation |
| **Person Documentation** | An Employee can manage person documentation for document types in their document types security profile for themselves | **Role:** Use REST Service - HR Document Types List of Values  
**Privilege:** Manage Person Documentation (Data)  
**Resource:** Person Documentation |
| **Person Documentation** | An Employee can view person documentation for document types in their document types security | **Role:** Use REST Service - HR Document Types List of Values  
**Privilege:** View Person Documentation (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Person Driver License | An Employee can manage person driver license for themselves | **Role**: Manage Person Driver License  
**Privilege**: Manage Person Driver License (Data)  
**Resource**: Person Driver License |
| Person Driver License | An Employee can view person driver license for themselves | **Role**: Manage Person Driver License  
**Privilege**: View Person Driver License (Data)  
**Resource**: Person Driver License |
| Person Driver License | An Employee can view person driver license for themselves | **Role**: View Person Driver License  
**Privilege**: View Person Driver License (Data)  
**Resource**: Person Driver License |
| Person Email | An Employee can manage person email for themselves | **Role**: Person Communication Methods Management  
**Privilege**: Manage Person Email (Data)  
**Resource**: Person Email |
| Person Email | An Employee can view person email for themselves | **Role**: Person Communication Methods Management  
**Privilege**: View Person Email (Data)  
**Resource**: Person Email |
| Person Email | An Employee can view person email for work e-mail addresses and private e-mail addresses granted to the user for persons in their person and assignment security profile | **Role**: Person Communication Methods View  
**Privilege**: View Person Email (Data)  
**Resource**: Person Email |
| Person Ethnicity | An Employee can manage person ethnicity for themselves | **Role**: Manage Person Ethnicity  
**Privilege**: Manage Person Ethnicity (Data)  
**Resource**: Person Ethnicity |
| Person Ethnicity | An Employee can view person ethnicity for themselves | **Role**: Manage Person Ethnicity  
**Privilege**: View Person Ethnicity (Data)  
**Resource**: Person Ethnicity |
| Person Ethnicity | An Employee can view person ethnicity for themselves | **Role**: View Person Ethnicity  
**Privilege**: View Person Ethnicity (Data)  
**Resource**: Person Ethnicity |
| Person Image | An Employee can manage person image for themselves | **Role**: Manage Person Image  
**Privilege**: Manage Person Image (Data)  
**Resource**: Person Image |
| Person Image | An Employee can view person image for themselves | **Role**: Manage Person Image  
**Privilege**: View Person Image (Data)  
**Resource**: Person Image |
| Person Legislative Data | An Employee can manage person legislative for themselves | **Role**: Manage Person Legislative Data  
**Privilege**: Manage Person Legislative Data (Data)  
**Resource**: Person Legislative Data |
| Person Legislative Data | An Employee can view person legislative for themselves | **Role**: Manage Person Legislative Data  
**Privilege**: View Person Legislative Data (Data)  
**Resource**: Person Legislative Data |
| Person Legislative Data | An Employee can view person legislative for themselves | **Role**: View Person Legislative Data  
**Privilege**: View Person Legislative Data (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person Life Event</td>
<td>An Employee can manage person life event for themselves</td>
<td><strong>Role:</strong> Employee Enrollment&lt;br&gt;<strong>Privilege:</strong> Manage Person Life Event (Data)&lt;br&gt;<strong>Resource:</strong> Person Life Event</td>
</tr>
<tr>
<td>Person Name</td>
<td>An Employee can change person name for themselves</td>
<td><strong>Role:</strong> Manage Person Name&lt;br&gt;<strong>Privilege:</strong> Change Person Name (Data)&lt;br&gt;<strong>Resource:</strong> Person Name</td>
</tr>
<tr>
<td>Person Name</td>
<td>An Employee can view person name for themselves</td>
<td><strong>Role:</strong> Manage Person Name&lt;br&gt;<strong>Privilege:</strong> View Person Name (Data)&lt;br&gt;<strong>Resource:</strong> Person Name</td>
</tr>
<tr>
<td>Person Name</td>
<td>An Employee can view person name for themselves</td>
<td><strong>Role:</strong> View Person Name&lt;br&gt;<strong>Privilege:</strong> View Person Name (Data)&lt;br&gt;<strong>Resource:</strong> Person Name</td>
</tr>
<tr>
<td>Person National Identifier</td>
<td>An Employee can manage person national identifier for themselves</td>
<td><strong>Role:</strong> Manage Person National Identifier&lt;br&gt;<strong>Privilege:</strong> Manage Person National Identifier (Data)&lt;br&gt;<strong>Resource:</strong> Person National Identifier</td>
</tr>
<tr>
<td>Person National Identifier</td>
<td>An Employee can view person national identifier for themselves</td>
<td><strong>Role:</strong> Manage Person National Identifier&lt;br&gt;<strong>Privilege:</strong> View Person National Identifier (Data)&lt;br&gt;<strong>Resource:</strong> Person National Identifier</td>
</tr>
<tr>
<td>Person National Identifier</td>
<td>An Employee can view person national identifier for themselves</td>
<td><strong>Role:</strong> View Person National Identifier&lt;br&gt;<strong>Privilege:</strong> View Person National Identifier (Data)&lt;br&gt;<strong>Resource:</strong> Person National Identifier</td>
</tr>
<tr>
<td>Person Passport</td>
<td>An Employee can manage person passport for themselves</td>
<td><strong>Role:</strong> Manage Person Passport&lt;br&gt;<strong>Privilege:</strong> Manage Person Passport (Data)&lt;br&gt;<strong>Resource:</strong> Person Passport</td>
</tr>
<tr>
<td>Person Passport</td>
<td>An Employee can view person passport for themselves</td>
<td><strong>Role:</strong> Manage Person Passport&lt;br&gt;<strong>Privilege:</strong> View Person Passport (Data)&lt;br&gt;<strong>Resource:</strong> Person Passport</td>
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<tr>
<td>Person Passport</td>
<td>An Employee can view person passport for themselves</td>
<td><strong>Role:</strong> View Person Passport&lt;br&gt;<strong>Privilege:</strong> View Person Passport (Data)&lt;br&gt;<strong>Resource:</strong> Person Passport</td>
</tr>
<tr>
<td>Person Phone</td>
<td>An Employee can manage person phone for themselves</td>
<td><strong>Role:</strong> Person Communication Methods Management&lt;br&gt;<strong>Privilege:</strong> Manage Person Phone (Data)&lt;br&gt;<strong>Resource:</strong> Person Phone</td>
</tr>
<tr>
<td>Person Phone</td>
<td>An Employee can view person phone for themselves</td>
<td><strong>Role:</strong> Person Communication Methods Management&lt;br&gt;<strong>Privilege:</strong> View Person Phone (Data)&lt;br&gt;<strong>Resource:</strong> Person Phone</td>
</tr>
<tr>
<td>Person Phone</td>
<td>An Employee can view person phone for work phone numbers and private phone numbers granted to the user for persons in their person and assignment security profile</td>
<td><strong>Role:</strong> Person Communication Methods View&lt;br&gt;<strong>Privilege:</strong> View Person Phone (Data)&lt;br&gt;<strong>Resource:</strong> Person Phone</td>
</tr>
<tr>
<td>Person Plan Accrual</td>
<td>An Employee can view accrual plan balance for</td>
<td><strong>Role:</strong> View Accrual Type Absence Plan Balance</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
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</tr>
</tbody>
</table>
| Person Plan Accrual          | An Employee can view accrual plan balance for themselves                             | **Role**: View Accrual Type Absence Plan Balance  
**Privilege**: View Accrual Plan Balance (Data)  
**Resource**: Person Plan Accrual |
| Person Religion               | An Employee can manage person religion for themselves                                | **Role**: Manage Person Religion  
**Privilege**: Manage Person Religion (Data)  
**Resource**: Person Religion         |
| Person Visa                   | An Employee can manage person visa or permit for themselves                          | **Role**: Manage Person Visa or Permit  
**Privilege**: Manage Person Visa or Permit (Data)  
**Resource**: Person Visa            |
| Personal Payment Method       | An Employee can manage personal payment method for themselves                       | **Role**: Manage Personal Payment Method  
**Privilege**: Manage Payroll Relationship (Data)  
**Resource**: Personal Payment Method |
| Plan Beneficiary Designation  | An Employee can view worker benefits portrait card for themselves                    | **Role**: Portrait Benefits  
**Privilege**: View Worker Benefits Portrait Card (Data)  
**Resource**: Plan Beneficiary Designation |
| Portrait Private Note         | A Employee can manage portrait private note for themselves                           | **Role**: Employee  
**Privilege**: Manage Portrait Private Note (Data) |
|                               | people and assignments in their person and assignment security profile               | **Privilege**: View Accrual Plan Balance (Data)  
**Resource**: Person Plan Accrual         |

People and assignments in their person and assignment security profile.
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Position                | A Employee can choose position for positions in their position security profile       | Role: Employee  
Privilege: Choose Position (Data)  
Resource: Position |
| Position                | An Employee can choose position for positions in their position security profile      | Role: Compare HCM Information  
Privilege: Choose Position (Data)  
Resource: Position |
| Primary Care Provider   | An Employee can define plan primary care provider for themselves                     | Role: Employee Enrollment  
Privilege: Define Plan Primary Care Provider (Data)  
Resource: Primary Care Provider |
| Public Learning Item    | An Employee can view self-service learning items for communities persons in their    | Role: View Public Learning Communities  
Privilege: View Self-Service Learning Items (Data)  
Resource: Public Learning Item |
| Public Learning Item    | Public Person An Employee can choose public person for persons and assignments in     | Role: Access Learning Common Components  
Privilege: View Self-Service Learning Items (Data)  
Resource: Public Learning Item |
| Public Learning Item    | An Employee can view self-service learning items for self-service tutorials published | Role: Access Learning Common Components  
Privilege: View Self-Service Learning Items (Data)  
Resource: Public Learning Item |
| Public Learning Item    | An Employee can view self-service learning items for self-service videos published    | Role: View Learner Contributions  
Privilege: View Self-Service Learning Items (Data)  
Resource: Public Learning Item |
| Public Person           | A Employee can choose public person for persons and assignments in their person and    | Role: Employee  
Privilege: Choose Public Person (Data)  
Resource: Public Person |
| Public Person           | An Employee can choose public person for all workers in the enterprise                | Role: Procurement Requester  
Privilege: Choose Public Person (Data)  
Resource: Public Person |
| Public Person           | An Employee can choose public person for persons and assignments in their public      | Role: Workers List of Values REST Service Data Security Policies  
Privilege: Choose Public Person (Data)  
Resource: Public Person |
| Public Person           | An Employee can choose public person for persons in their public person security     | Role: Access Learning Common Components  
Privilege: Choose Public Person (Data)  
Resource: Public Person |
| Public Person           | An Employee can compare hcm information for themselves                               | Role: Compare HCM Information  
Privilege: Compare HCM Information (Data)  
Resource: Public Person |
<p>| Public Person           | An Employee can search                                                                | Role: Access Person Gallery   |</p>
<table>
<thead>
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<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
|                  | person deferred for persons and assignments in their person and assignment security profile | Privilege: Search Person Deferred (Data)  
|                  |                                                                                   | Resource: Public Person                                            |
| Public Person    | An Employee can view person deferred for persons and assignments in their person and assignment security profile | Role: Use User Details Service  
|                  |                                                                                   | Privilege: View Person Deferred (Data)  
|                  |                                                                                   | Resource: Public Person                                            |
| Public Person    | An Employee can view worker contact portrait card for themselves                    | Role: View Portrait Contact Card  
|                  |                                                                                   | Privilege: View Worker Contact Portrait Card (Data)  
|                  |                                                                                   | Resource: Public Person                                            |
| Requisition      | An Employee can manage requisition for themselves for the business units for which they are authorized | Role: Procurement Requester  
|                  |                                                                                   | Privilege: Manage Requisition (Data)  
|                  |                                                                                   | Resource: Business Unit                                             |
| Requisition      | An Employee can manage requisition for themselves for the business units for which they are authorized | Role: Requisition Self Service User  
|                  |                                                                                   | Privilege: Manage Requisition (Data)  
|                  |                                                                                   | Resource: Business Unit                                             |
| Requisition      | An Employee can manage requisition for themselves for the financial business unit associated with their primary assignment | Role: Requisition Self Service User  
|                  |                                                                                   | Privilege: Manage Requisition (Data)  
|                  |                                                                                   | Resource: Business Unit                                             |
| Salary           | An Employee can view worker compensation portrait card for themselves               | Role: View Compensation Details for Worker  
|                  |                                                                                   | Privilege: View Worker Compensation Portrait Card (Data)  
|                  |                                                                                   | Resource: Salary                                                    |
| Talent Profile   | An Employee can edit person career planning for themselves                          | Role: Edit Person Career Planning  
|                  |                                                                                   | Privilege: Edit Person Career Planning (Data)  
|                  |                                                                                   | Resource: Talent Profile                                             |
| Talent Profile   | An Employee can edit person skills and qualifications for themselves                | Role: Edit Person Skills and Qualifications  
|                  |                                                                                   | Privilege: Edit Person Skills and Qualifications (Data)  
|                  |                                                                                   | Resource: Talent Profile                                             |
| Talent Profile   | An Employee can match talent profile person for themselves                           | Role: Workforce Profile Worker  
|                  |                                                                                   | Privilege: Match Talent Profile Person (Data)  
|                  |                                                                                   | Resource: Talent Profile                                             |
| Talent Profile   | An Employee can view talent profile model for jobs in their job security profile    | Role: Workforce Profile Worker  
|                  |                                                                                   | Privilege: View Talent Profile Model (Data)  
|                  |                                                                                   | Resource: Talent Profile                                             |
| Talent Profile   | An Employee can view talent profile person for themselves                           | Role: Workforce Profile Worker  
|                  |                                                                                   | Privilege: View Talent Profile Person (Data)  
|                  |                                                                                   | Resource: Talent Profile                                             |
| Talent Profile Item | An Employee can view talent profile item worker for                                | Role: Workforce Profile Worker  
|                  |                                                                                   | Privilege: View Talent Profile Item Worker  
<p>| | |
|                  |                                                                                   |</p>
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Time Record</strong></td>
<td>An Employee can manage time records for persons and assignments in their person and assignment security profile</td>
<td><strong>Role</strong>: Use REST Service - Time Records&lt;br&gt;<strong>Privilege</strong>: Manage Time Records (Data)&lt;br&gt;<strong>Resource</strong>: Time Record</td>
</tr>
<tr>
<td><strong>Time Record Event</strong></td>
<td>An Employee can manage time record events for persons and assignments in their person and assignment security profile</td>
<td><strong>Role</strong>: Use REST Service - Time Record Events&lt;br&gt;<strong>Privilege</strong>: Manage Time Record Events (Data)&lt;br&gt;<strong>Resource</strong>: Time Record Event</td>
</tr>
<tr>
<td><strong>Time Record Group</strong></td>
<td>An Employee can manage time record groups for persons and assignments in their person and assignment security profile</td>
<td><strong>Role</strong>: Use REST Service - Time Record Groups Read Only&lt;br&gt;<strong>Privilege</strong>: Manage Time Record Groups (Data)&lt;br&gt;<strong>Resource</strong>: Time Record Group</td>
</tr>
<tr>
<td><strong>Time Record Group Summary</strong></td>
<td>An Employee can manage time cards for themselves</td>
<td><strong>Role</strong>: Worker Time Card Entry&lt;br&gt;<strong>Privilege</strong>: Manage Time Cards (Data)&lt;br&gt;<strong>Resource</strong>: Time Record Group Summary</td>
</tr>
<tr>
<td><strong>Total Compensation Statement</strong></td>
<td>An Employee can view total compensation statement already generated for themselves</td>
<td><strong>Role</strong>: View Total Compensation Statements&lt;br&gt;<strong>Privilege</strong>: View Total Compensation Statement Already Generated (Data)&lt;br&gt;<strong>Resource</strong>: Total Compensation Statement</td>
</tr>
<tr>
<td><strong>Trading Community Org Address Email Contact Preference</strong></td>
<td>An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Expense Entry&lt;br&gt;<strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;<strong>Resource</strong>: Trading Community Org Address Email Contact Preference</td>
</tr>
<tr>
<td><strong>Trading Community Org Address Email Contact Preference</strong></td>
<td>An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Requisition Self Service User&lt;br&gt;<strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;<strong>Resource</strong>: Trading Community Org Address Email Contact Preference</td>
</tr>
<tr>
<td><strong>Trading Community Org Address Phone Contact Preference</strong></td>
<td>An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Expense Entry&lt;br&gt;<strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;<strong>Resource</strong>: Trading Community Org Address Phone Contact Preference</td>
</tr>
<tr>
<td><strong>Trading Community Org Address Phone Contact Preference</strong></td>
<td>An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role</strong>: Requisition Self Service User&lt;br&gt;<strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;<strong>Resource</strong>: Trading Community Org Address Phone Contact Preference</td>
</tr>
<tr>
<td><strong>Trading Community Organization Address Contact Preference</strong></td>
<td>An Employee can manage trading community legal contact preference for all trading community contact</td>
<td><strong>Role</strong>: Expense Entry&lt;br&gt;<strong>Privilege</strong>: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;<strong>Resource</strong>: Trading Community</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Trading Community Organization Address Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Expense Entry  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Payables Invoice Inquiry  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Payee Bank Account Management  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Trading Community Organization Party | An Employee can view trading community organization for all organizations in the enterprise | Role: Procurement Requester  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Entry  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Organization Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Requisition Self Service User  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Party | An Employee can view trading community contact | Role:Procurement Requester  
Privilege: View Trading Community Organization Party |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>for all trading community persons in the enterprise except contacts created by partners.</td>
<td>Contact (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all people in the enterprise</td>
<td>Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all people in the enterprise</td>
<td>Role: Payables Invoice Inquiry Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all people in the enterprise</td>
<td>Role: Payee Bank Account Management Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all people in the enterprise</td>
<td>Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects.</td>
<td>Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all people in the enterprise other than sales accounts and sales prospects.</td>
<td>Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all resources in the enterprise</td>
<td>Role: Expense Entry Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Employee can view trading community person for all resources in the enterprise</td>
<td>Role: Procurement Requester Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Person Address Contact Preference</td>
<td>An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Expense Entry Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Contact Preference</td>
<td>An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Requisition Self Service User Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community</td>
<td>An Employee can manage</td>
<td>Role: Expense Entry</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------</td>
<td>-----------------------------</td>
</tr>
</tbody>
</table>
| Person Address  | trading community legal contact preference for all trading community contact preferences not of type legal. | **Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Address Phone Contact Preference |
| Phone Contact Preference | | |
| Trading Community Person Address | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role:** Requisition Self Service User  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Address Phone Contact Preference |
| Phone Contact Preference | | |
| Preference | | |
| Trading Community Person Email Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role:** Expense Entry  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role:** Requisition Self Service User  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Phone Contact Preference |
| Preference | | |
| Trading Community Person Phone Contact Preference | An Employee can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role:** Expense Entry  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Phone Contact Preference |
| Preference | | |
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise | **Role:** Procurement Requester  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or relationships created by partners | **Role:** Procurement Requester  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
| Trading Community Relationship | An Employee can view trading community relationship for all trading community relationships in the enterprise except partner contact relationships, or | **Role:** Requisition Self Service User  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Trading Partner Item        | A Employee can administrator trading partner item for the trading partner item they have access to | Role: Employee  
Privilege: Administrate Trading Partner Item (Data)  
Resource: Trading Partner Item |
| Trading Partner Item        | A Employee can maintain trading partner item for the trading partner item they have access to | Role: Employee  
Privilege: Maintain Trading Partner Item (Data)  
Resource: Trading Partner Item |
| Trading Partner Item        | A Employee can view trading partner item for the trading partner item they have access to | Role: Employee  
Privilege: View Trading Partner Item (Data)  
Resource: Trading Partner Item |
| User Role                   | An Employee can self request roles for themselves                                   | Role: Manage My Account  
Privilege: Self Request Roles (Data)  
Resource: User Role |
| User Role                   | An Employee can view own account details for themselves                             | Role: Manage My Account  
Privilege: View Own Account Details (Data)  
Resource: User Role |
| Variable Compensation Allocation | An Employee can manage variable compensation allocation by worker for themselves | Role: Manage Personal Compensation  
Privilege: Manage Variable Compensation Allocation by Worker (Data)  
Resource: Variable Compensation Allocation |
| Work Relationship           | An Employee can submit resignation for themselves                                   | Role: Submit Resignation  
Privilege: Submit Resignation (Data)  
Resource: Work Relationship |
| Work Relationship           | An Employee can view employment information summary for themselves                  | Role: View Employment Information Summary  
Privilege: View Employment Information Summary (Data)  
Resource: Work Relationship |
| Worker                      | A Employee can choose worker for people and assignments in their person and assignment security profile | Role: Employee  
Privilege: Choose Worker (Data)  
Resource: Worker |
| Worker                      | An Employee can compare worker employment information for themselves                 | Role: Compare HCM Information  
Privilege: Compare Worker Employment Information (Data)  
Resource: Worker |
| Worker                      | An Employee can review worker availability for themselves                             | Role: View Portrait Availability Card  
Privilege: Review Worker Availability (Data)  
Resource: Worker |

Privacy

This table lists data security policies for Privacy for the abstract role **Employee**.
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trading Community Person Phone</td>
<td>An Employee can view trading community person mobile phone number for all trading community person mobile phone numbers</td>
<td>Role: Procurement Requester</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Trading Community Person Mobile Phone Number</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Trading Community Person Phone</td>
</tr>
</tbody>
</table>
Job Role: Incentive Compensation Analyst

Manage participant data, exceptions, and reports

Role Hierarchy

This table lists the roles inherited directly and indirectly by the job role Incentive Compensation Analyst.

<table>
<thead>
<tr>
<th>Incentive Compensation Analyst</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
</tr>
<tr>
<td>Business Intelligence Authoring</td>
</tr>
<tr>
<td>Transactional Business Intelligence Worker</td>
</tr>
<tr>
<td>Transactional Analysis</td>
</tr>
</tbody>
</table>

Duties

This table lists the duties assigned directly and indirectly to the job role Incentive Compensation Analyst.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Intelligence Authoring</td>
<td>An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups.</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
<td>Analyzes Incentive Compensation transactional information</td>
</tr>
<tr>
<td>Transactional Analysis</td>
<td>This duty is used for various generic OTBI security and</td>
</tr>
</tbody>
</table>
Privileges
This table lists privileges granted to duties of the job role Incentive Compensation Analyst.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Analyst</td>
<td>Manage participant data, exceptions, and reports</td>
<td>Manage Sales Resource Quota Notification</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Import Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Maintain Incentive Compensation Classification Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Maintain Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Calculation Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Credit and Earnings Processes</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Credit and Rollup Group Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Logged Change Event</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>requests to calculate the incentive compensation for a set of participants.</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Submit Incentive Compensation Calculation Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Assign Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Create Incentive Compensation Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Create Incentive Compensation Team</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Import Incentive Compensation Participant Goals</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Individualize Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage File Import and Export</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Analyst Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Calendar Period</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Credit Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Credit Rule</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation File Import</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Participant Assignment Rule</td>
</tr>
<tr>
<td></td>
<td>to compensation and payment plans as well as pay groups</td>
<td></td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Participant Detail</td>
</tr>
<tr>
<td></td>
<td>to compensation and payment plans as well as pay groups</td>
<td></td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Pay Group</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Payment Plan</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Plan Assignment</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Processes and Workload</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Rollup Group</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Manage Incentive Compensation Team</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Perform Incentive Compensation Pay Group Assignment to Role</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles</td>
<td>Perform Incentive Compensation Payment Plan Assignment to Role</td>
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<td>to compensation and payment plans as well as pay groups</td>
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<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
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<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Plan Assignment to Role</td>
</tr>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Register Incentive Compensation Participant</td>
</tr>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Expression</td>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Measure</td>
</tr>
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<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Participant Plan for Assignment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Process Log Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Rate Dimension</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Rate Table</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Set Up File Import Object and Mapping</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Approve Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
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<tr>
<td>Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Create Incentive Compensation Dispute for Participant</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Goal</td>
</tr>
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<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Pay Group Assignment</td>
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<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Participant Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Participant Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Payment Transaction</td>
</tr>
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<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Manage Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Manage Sales Resource Quota Notification</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Expression</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Measure</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
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<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Rate Dimension</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Rate</td>
</tr>
<tr>
<td>Granted Role</td>
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<tr>
<td>Management</td>
<td>Table</td>
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<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Participant Earnings and Attainment Report</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Create Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Create Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Delete Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Delete Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Import Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Maintain Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Manage Incentive Compensation Calendar Period</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Manage Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Manage Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Pay Group</td>
</tr>
</tbody>
</table>
### Granted Role

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
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<tbody>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Paysheet</td>
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<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Submit Incentive Compensation Paysheet for Approval</td>
</tr>
</tbody>
</table>

### Data Security Policies

This table lists data security policies and their enforcement across analytics application for the job role **Incentive Compensation Analyst**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Application Attachment Category | A Incentive Compensation Analyst can delete application attachment category for all miscellaneous category attachments data | Role: Incentive Compensation Analyst  
Privilege: Delete Application Attachment Category |
| Application Attachment Category | A Incentive Compensation Analyst can update application attachment category for all miscellaneous category attachments data | Role: Incentive Compensation Analyst  
Privilege: Update Application Attachment Category |
| Application Attachment Category | A Incentive Compensation Analyst can view application attachment category for all miscellaneous category attachments data | Role: Incentive Compensation Analyst  
Privilege: Read Application Attachment Category |
| Application Attachment Category | An Incentive Compensation Analyst can delete application attachment for all miscellaneous category | Role: Incentive Compensation Credits and Earnings  
Privilege: Delete Application Attachment Category |

86
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Application Attachment Category| An Incentive Compensation Analyst can read application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Read Application Attachment  
**Resource**: Application Attachment Category |
| Application Attachment Category| An Incentive Compensation Analyst can update application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Update Application Attachment  
**Resource**: Application Attachment Category |
| Incentive Compensation Analyst Group | An Incentive Compensation Analyst can manage incentive compensation analyst group for the business units for which they are authorized | **Role**: Incentive Compensation Participant Assignments  
**Privilege**: Manage Incentive Compensation Analyst Group (Data)  
**Resource**: Business Unit |
| Incentive Compensation Calculation Batch | An Incentive Compensation Analyst can manage incentive compensation calculation batch for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Manage Incentive Compensation Calculation Batch (Data)  
**Resource**: Business Unit |
| Incentive Compensation Calculation Process Audit Line | An Incentive Compensation Analyst can review incentive compensation process log detail for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Review Incentive Compensation Process Log Detail (Data)  
**Resource**: Business Unit |
| Incentive Compensation Credit Batch | An Incentive Compensation Analyst can manage incentive compensation credit batch for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Manage Incentive Compensation Credit Batch (Data)  
**Resource**: Business Unit |
| Incentive Compensation Credit Rule | An Incentive Compensation Analyst can manage incentive compensation credit rule for the business units for which they are authorized | **Role**: Incentive Compensation Participant Assignments  
**Privilege**: Manage Incentive Compensation Credit Rule (Data)  
**Resource**: Business Unit |
| Incentive Compensation Credit Rule Participant | An Incentive Compensation Analyst can manage incentive compensation credit rule participant for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy | **Role**: Incentive Compensation Analyst  
**Privilege**: Assign Incentive Compensation Credit Rule (Data)  
**Resource**: Business Unit |
| Incentive Compensation Currency Exchange Rate | An Incentive Compensation Analyst can manage incentive compensation currency exchange rate for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Manage Incentive Compensation Currency Exchange Rate (Data)  
**Resource**: Incentive Compensation |
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<tr>
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</tr>
</thead>
</table>
| Incentive Compensation Goal              | An Incentive Compensation Analyst can manage incentive compensation goal for the business units for which they are authorized | Role: Incentive Compensation Participant  
Privilege: Manage Incentive Compensation Goal (Data)  
Resource: Business Unit |
| Incentive Compensation Logged Change Event| An Incentive Compensation Analyst can manage incentive compensation logged change event for the business units for which they are authorized | Role: Incentive Compensation Credits and Earnings  
Privilege: Manage Incentive Compensation Logged Change Event (Data)  
Resource: Business Unit |
| Incentive Compensation Measure           | An Incentive Compensation Analyst can review incentive compensation measure for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Measure (Data)  
Resource: Business Unit |
| Incentive Compensation Measure           | An Incentive Compensation Analyst can review incentive compensation measure for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Measure (Data)  
Resource: Business Unit |
| Incentive Compensation Participant       | A Incentive Compensation Analyst can manage incentive compensation participant for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Participant  
Privilege: Manage Incentive Compensation Participant Detail (Data)  
Resource: Business Unit |
| Incentive Compensation Participant       | A Incentive Compensation Analyst can review incentive compensation participant for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Participant (Data)  
Resource: Business Unit |
| Incentive Compensation Participant       | An Incentive Compensation Analyst can register incentive compensation participant for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Register Incentive Compensation Participant (Data)  
Resource: Business Unit |
| Incentive Compensation Participant       | An Incentive Compensation Analyst can manage incentive compensation participant assignment rule for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Participant Assignment Rule (Data)  
Resource: Business Unit |
| Incentive Compensation Participant       | A Incentive Compensation Analyst can review incentive compensation participant attainment balance for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Analyst  
Privilege: Review Incentive Compensation Participant Attainment Balance (Data)  
Resource: Business Unit |
<p>| Incentive Compensation Participant       | An Incentive Compensation Analyst can view incentive compensation participant | Role: Incentive Compensation Participant Assignments |</p>
<table>
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</table>
| Compensation Plan File Import Activity | plan file import activity for all participant compensation plan file import activities in the enterprise | **Privilege**: View Incentive Compensation Participant Plan File Import Activity (Data)  
**Resource**: Incentive Compensation Participant Compensation Plan File Import Activity |
| Incentive Compensation Participant Compensation Plan File Import Mapping | An Incentive Compensation Analyst can view incentive compensation participant plan file import mapping for all participant compensation plan import mappings in the enterprise | **Role**: Incentive Compensation Participant Assignments  
**Privilege**: View Incentive Compensation Participant Plan File Import Mapping (Data)  
**Resource**: Incentive Compensation Participant Compensation Plan File Import Mapping |
| Incentive Compensation Participant Compensation Plan File Import Object | An Incentive Compensation Analyst can view incentive compensation participant plan file import object for all participant compensation plan file import objects in the enterprise | **Role**: Incentive Compensation Participant Assignments  
**Privilege**: View Incentive Compensation Participant Plan File Import Object (Data)  
**Resource**: Incentive Compensation Participant Compensation Plan File Import Object |
| Incentive Compensation Participant Earning Balance | A Incentive Compensation Analyst can review incentive compensation participant earning balance for the participants assigned to them directly, or indirectly | **Role**: Incentive Compensation Analyst  
**Privilege**: Review Incentive Compensation Participant Earning Balance (Data)  
**Resource**: Business Unit |
| Incentive Compensation Participant Subledger | A Incentive Compensation Analyst can review incentive compensation participant subledger for the participants assigned to them directly, or indirectly | **Role**: Incentive Compensation Analyst  
**Privilege**: Review Incentive Compensation Participant Subledger (Data)  
**Resource**: Business Unit |
| Incentive Compensation Pay Group | An Incentive Compensation Analyst can manage incentive compensation pay group for the business units for which they are authorized | **Role**: Incentive Compensation Participants Assignments  
**Privilege**: Manage Incentive Compensation Pay Group (Data)  
**Resource**: Business Unit |
| Incentive Compensation Pay Group | An Incentive Compensation Analyst can manage incentive compensation payment batch for the business units for which they are authorized | **Role**: Incentive Compensation Payments  
**Privilege**: Manage Incentive Compensation Payment Batch (Data)  
**Resource**: Business Unit |
| Incentive Compensation Payment Batch | An Incentive Compensation Analyst can create incentive compensation payment batch for the business units for which they are authorized | **Role**: Incentive Compensation Payments  
**Privilege**: Create Incentive Compensation Payment Batch (Data)  
**Resource**: Business Unit |
| Incentive Compensation Payment Batch | An Incentive Compensation Analyst can manage incentive compensation payment batch for the business units for which they are authorized | **Role**: Incentive Compensation Payments  
**Privilege**: Manage Incentive Compensation Payment Batch (Data)  
**Resource**: Business Unit |
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<tr>
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</table>
| Incentive Compensation Payment Plan | An Incentive Compensation Analyst can manage incentive compensation payment plan for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Payment Plan (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Plan | An Incentive Compensation Analyst can review incentive compensation payment plan for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Payment Plan (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Transaction | A Incentive Compensation Analyst can review incentive compensation payment transaction for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Analyst  
Privilege: Review Incentive Compensation Payment Transaction (Data)  
Resource: Business Unit |
| Incentive Compensation Paysheet | A Incentive Compensation Analyst can maintain incentive compensation paysheet for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Analyst  
Privilege: Maintain Incentive Compensation Participant Paysheet (Data)  
Resource: Business Unit |
| Incentive Compensation Paysheet | A Incentive Compensation Analyst can manage incentive compensation paysheet for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Analyst  
Privilege: Manage Incentive Compensation Paysheet (Data)  
Resource: Business Unit |
| Incentive Compensation Paysheet | A Incentive Compensation Analyst can review incentive compensation paysheet for the participants assigned to them directly, or indirectly | Role: Incentive Compensation Analyst  
Privilege: Review Incentive Compensation Paysheet (Data)  
Resource: Business Unit |
| Incentive Compensation Paysheet Note | An Incentive Compensation Analyst can manage incentive compensation paysheet note where they are the author of the note or the note is not a private note | Role: Incentive Compensation Payments  
Privilege: Manage Incentive Compensation Paysheet Note (Data)  
Resource: Incentive Compensation Paysheet Note |
| Incentive Compensation Plan | An Incentive Compensation Analyst can review incentive compensation plan for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Plan (Data)  
Resource: Business Unit |
| Incentive Compensation Plan | An Incentive Compensation Analyst can review incentive compensation plan for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Plan (Data)  
Resource: Business Unit |
| Incentive Compensation Plan Component | An Incentive Compensation Analyst can review incentive compensation plan component for the business | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Plan Component (Data) |
<table>
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<tr>
<th>Business Object</th>
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</table>
| Incentive Compensation Plan Component | An Incentive Compensation Analyst can review incentive compensation plan component for the business units for which they are authorized                                                                                     | Role: Incentive Compensation Participant Snapshot Management  
Privilege: Review Incentive Compensation Plan Component (Data)  
Resource: Business Unit |
| Incentive Compensation Rollup Group | An Incentive Compensation Analyst can manage incentive compensation rollup group for the business units for which they are authorized                                                                                       | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Rollup Group (Data)  
Resource: Business Unit |
| Incentive Compensation Rollup Group Participant | A Incentive Compensation Analyst can manage incentive compensation rollup group participant for the participants assigned to them directly, or indirectly, in the compensation analyst hierarchy | Role: Incentive Compensation Analyst  
Privilege: Assign Incentive Compensation Rollup Group (Data)  
Resource: Business Unit |
| Incentive Compensation Staged Transaction File Import Activity | An Incentive Compensation Analyst can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise | Role: Incentive Compensation Credits and Earnings  
Privilege: View Incentive Compensation Staged Transaction File Import Activity (Data)  
Resource: Incentive Compensation Staged Transaction File Import Activity |
| Incentive Compensation Staged Transaction File Import Mapping | An Incentive Compensation Analyst can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise | Role: Incentive Compensation Credits and Earnings  
Privilege: View Incentive Compensation Staged Transaction File Import Mapping (Data)  
Resource: Incentive Compensation Staged Transaction File Import Mapping |
| Incentive Compensation Staged Transaction File Import Object | An Incentive Compensation Analyst can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise | Role: Incentive Compensation Credits and Earnings  
Privilege: View Incentive Compensation Staged Transaction File Import Object (Data)  
Resource: Incentive Compensation Staged Transaction File Import Object |
| Incentive Compensation Team | An Incentive Compensation Analyst can manage incentive compensation team for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Team (Data)  
Resource: Business Unit |
| Incentive Compensation Transaction | A Incentive Compensation Analyst can manage incentive compensation transaction for the business units for which they are authorized | Role: Incentive Compensation Analyst  
Privilege: Manage Incentive Compensation Participant Transaction (Data)  
Resource: Business Unit |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Comp. Transaction | An Incentive Compensation Analyst can maintain incentive compensation transaction for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Maintain Incentive Compensation Transaction (Data)  
**Resource**: Business Unit |
| Incentive Comp. Transaction | An Incentive Compensation Analyst can review incentive compensation transaction for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Review Incentive Compensation Transaction (Data)  
**Resource**: Business Unit |
| Incentive Comp. Transaction Collection Batch | An Incentive Compensation Analyst can manage incentive compensation transaction collection batch for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Manage Incentive Compensation Transaction Collection Batch (Data)  
**Resource**: Business Unit |
| Sales Resource Quota | An Incentive Compensation Analyst can view sales resource quota for all resource quota records in the enterprise | **Role**: Incentive Compensation Participant Snapshot Management  
**Privilege**: View Sales Resource Quota (Data)  
**Resource**: Sales Resource Quota |
| Trading Community Org Address Email Contact Preference | A Incentive Compensation Analyst can manage trading community org address email contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Analyst  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Incentive Compensation Analyst can manage trading community org address phone contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Analyst  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Org Address Phone Contact Preference |
| Trading Community Organization Address Contact Preference | A Incentive Compensation Analyst can manage trading community organization address contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Analyst  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | A Incentive Compensation Analyst can manage trading community organization email contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Analyst  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | A Incentive Compensation Analyst can view trading community organization party for all organizations in | **Role**: Incentive Compensation Analyst  
**Privilege**: View Trading Community Organization (Data)  
**Resource**: Trading Community Organization Party |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trading Community Organization Phone Contact Preference</td>
<td>A Incentive Compensation Analyst can manage trading community organization phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Analyst can view trading community party for all people in the enterprise</td>
<td>Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Analyst can view trading community party for all people in the enterprise other than sales accounts and sales prospects.</td>
<td>Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Analyst can view trading community party for all resources in the enterprise</td>
<td>Role: Incentive Compensation Analyst Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Person Address Contact Preference</td>
<td>A Incentive Compensation Analyst can manage trading community person address contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Phone Contact Preference</td>
<td>A Incentive Compensation Analyst can manage trading community person address phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Email Contact Preference</td>
<td>A Incentive Compensation Analyst can manage trading community person email contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Phone Contact Preference</td>
<td>A Incentive Compensation Analyst can manage trading community person phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Analyst Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference</td>
</tr>
</tbody>
</table>
Job Role: Incentive Compensation Application Administrator

Set up incentive compensation application

Role Hierarchy

This table lists the roles inherited directly and indirectly by the job role Incentive Compensation Application Administrator.

Incentive Compensation Application Administrator
  Business Process Human Taskflow Administration Duty
  Business Process Engineering Human Taskflow Administration
  Functional Setups

Duties

This table lists the duties assigned directly and indirectly to the job role Incentive Compensation Application Administrator.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Process Engineering Human Taskflow Administration</td>
<td>This role grants a user the privilege to perform administrative actions in the workflow functionality via the worklist UI. A user in this role will be able to view all tasks in the system, recover errored (incorrectly assigned) tasks, create approval groups and edit task configuration / rules DT@RT UI (both AMX functionality) This is a business administrator type role. This role is granted to SOAAdmin.</td>
</tr>
<tr>
<td>Functional Setups</td>
<td>Uses the functional user overview, and assigned tasks, and task lists.</td>
</tr>
</tbody>
</table>

Privileges

This table lists privileges granted to duties of the job role Incentive Compensation Application Administrator.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Functional Setups</td>
<td>Uses the functional user overview, and assigned tasks, and task lists.</td>
<td>Execute Setup Tasks</td>
</tr>
<tr>
<td>Functional Setups</td>
<td>Uses the functional user overview, and assigned tasks, and task lists.</td>
<td>Review Applications Offering</td>
</tr>
<tr>
<td>Functional Setups</td>
<td>Uses the functional user overview, and assigned tasks, and task lists.</td>
<td>Review Setups Functional User Overview</td>
</tr>
<tr>
<td>Functional Setups</td>
<td>Uses the functional user overview, and assigned tasks, and task lists.</td>
<td>Setup and Maintain Applications</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Add Participant Plan Document Template</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>------------------------------------------</td>
<td>----------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Configure Incentive Compensation Tables and Columns</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Configure Incentive Compensation UI</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Maintain Reports and Analytics Region</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage All Application Profile Values</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Common Lookup</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Descriptive Flexfield</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Extensible Flexfield</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Flexfield Value Set</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Profile Option</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Set-Enabled Lookup</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Application Standard Lookup</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Data Access for Users</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Help Content</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Bulk Export Jobs</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Bulk Export Objects</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Calendar</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Calendar Period</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Currency Conversion Rate Type</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Currency Conversions</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Earning Types</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation File Import Activities</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation File Import Jobs</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>--------------------------------------------------</td>
<td>----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Intervals</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Participant Import Mappings</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Participant Selection Rules</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Participant Subledger</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage Incentive Compensation Rule Qualifier and Lookups</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Manage My Application Profile Values</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Populate Incentive Compensation Rules Report Tables</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Purge Incentive Compensation Data</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Register Incentive Compensation Participant</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Run CRM Export Process</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Set Up CRM Objects for Export</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Set Up File Import Object and Mapping</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Set Up Incentive Compensation Parameters</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Set Watchlist Options</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>Submit Incentive Compensation Table Statistics Process</td>
</tr>
<tr>
<td>Incentive Compensation Application Administrator</td>
<td>Set up incentive compensation application</td>
<td>View Administration Link</td>
</tr>
</tbody>
</table>

### Data Security Policies

This table lists data security policies and their enforcement across analytics application for the job role **Incentive Compensation Application Administrator**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Attachment Category</td>
<td>A Incentive Compensation Application Administrator</td>
<td><strong>Role:</strong> Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>----------------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Application Attachment Category | A Incentive Compensation Application Administrator can delete application attachment category for all miscellaneous category attachments data | **Privilege:** Delete Application Attachment Category  
**Resource:** Application Attachment Category |
| Application Attachment Category | A Incentive Compensation Application Administrator can update application attachment category for all miscellaneous category attachments data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Update Application Attachment Category  
**Resource:** Application Attachment Category |
| Application Attachment Category | A Incentive Compensation Application Administrator can view application attachment category for all miscellaneous category attachments data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Read Application Attachment Category  
**Resource:** Application Attachment Category |
| Application Descriptive Flexfield | A Incentive Compensation Application Administrator can manage application descriptive flexfield for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Manage Application Descriptive Flexfield (Data)  
**Resource:** Application Descriptive Flexfield |
| Application Flexfield Value Set | A Incentive Compensation Application Administrator can manage application flexfield value set for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Manage Application Flexfield Value Set (Data)  
**Resource:** Application Flexfield Value Set |
| Application Lookup Type | A Incentive Compensation Application Administrator can delete application lookup type for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Delete Application Lookup Types (Data)  
**Resource:** Application Lookup Type |
| Application Lookup Type | A Incentive Compensation Application Administrator can update application lookup type for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Update Application Lookup Types (Data)  
**Resource:** Application Lookup Type |
| Application Profile Option | A Incentive Compensation Application Administrator can delete application profile option for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Delete Application Profile Option (Data)  
**Resource:** Application Profile Option |
| Application Profile Option | A Incentive Compensation Application Administrator can update application profile option for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Update Application Profile Option (Data)  
**Resource:** Application Profile Option |
| Application Profile Value | A Incentive Compensation Application Administrator can delete application profile value for all ic applications data | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Delete Application Profile Value (Data)  
**Resource:** Application Profile Value |
| Application Profile | A Incentive Compensation Application Administrator can update application profile | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Update Application Profile (Data)  
**Resource:** Application Profile |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Value           | Application Administrator can update application profile value for all incentive compensation applications data | Administrator  
**Privilege:** Update Application Profile Value (Data)  
**Resource:** Application Profile Value |
| File Export Batch | A Incentive Compensation Application Administrator can view file export batch for all export batches | **Role:** Incentive Compensation Application Administrator  
**Privilege:** View File Export Batch (Data)  
**Resource:** File Export Batch |
| File Export Object | A Incentive Compensation Application Administrator can manage file export object for all export unit test objects | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Manage Export Unit Test (Data)  
**Resource:** File Export Object |
| Incentive Compensation Currency Exchange Rate | A Incentive Compensation Application Administrator can manage incentive compensation currency exchange rate for all incentive compensation currencies | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Manage Incentive Compensation Currency Exchange Rate (Data)  
**Resource:** Incentive Compensation Currency Exchange Rate |
| Incentive Compensation Earnings Type | A Incentive Compensation Application Administrator can manage incentive compensation earnings type for the business units for which they are authorized | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Manage Incentive Compensation Earning Types (Data)  
**Resource:** Business Unit |
| Incentive Compensation Participant | A Incentive Compensation Application Administrator can manage incentive compensation participant for the business units for which they are authorized | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Manage Incentive Compensation Participant (Data)  
**Resource:** Business Unit |
| Incentive Compensation Participant | A Incentive Compensation Application Administrator can register incentive compensation participant for the business units for which they are authorized | **Role:** Incentive Compensation Application Administrator  
**Privilege:** Register Incentive Compensation Participant (Data)  
**Resource:** Business Unit |
| Incentive Compensation Payment Transaction Export Object | A Incentive Compensation Application Administrator can view incentive compensation payment transaction export object for the incentive compensation payment transaction export object in the enterprise | **Role:** Incentive Compensation Application Administrator  
**Privilege:** View Incentive Compensation Payment Transaction Export Object (Data)  
**Resource:** Incentive Compensation Payment Transaction Export Object |
| Incentive Compensation Staged Transaction File Import Activity | A Incentive Compensation Application Administrator can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise | **Role:** Incentive Compensation Application Administrator  
**Privilege:** View Incentive Compensation Staged Transaction File Import Activity (Data)  
**Resource:** Incentive Compensation Staged Transaction File Import Activity |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive</td>
<td>A Incentive</td>
<td>Role: Incentive Compensation Administrator</td>
</tr>
<tr>
<td>Compensation</td>
<td>Compensation</td>
<td>Privilege: View Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td>Staged Transaction File Import Mapping</td>
<td>can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise</td>
<td>Privilege: View Incentive Compensation Staged Transaction File Import Mapping (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Incentive Compensation Staged Transaction File Import Mapping</td>
</tr>
<tr>
<td>Incentive</td>
<td>A Incentive</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td>Compensation</td>
<td>Compensation</td>
<td>Privilege: View Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td>Staged Transaction File Import Object</td>
<td>can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise</td>
<td>Privilege: View Incentive Compensation Staged Transaction File Import Object (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Incentive Compensation Staged Transaction File Import Object</td>
</tr>
<tr>
<td>Incentive</td>
<td>A Incentive</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td>Compensation</td>
<td>Compensation</td>
<td>Privilege: Set Up Incentive Compensation System Parameter (Data)</td>
</tr>
<tr>
<td>System Parameter</td>
<td>application</td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td></td>
<td>can manage incentive compensation system parameter for the business units for which they are authorized</td>
<td></td>
</tr>
<tr>
<td>Incentive</td>
<td>A Incentive</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td>Compensation</td>
<td>Compensation</td>
<td>Privilege: Configure Incentive Compensation Tables and Columns (Data)</td>
</tr>
<tr>
<td>Tables and</td>
<td>Application</td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Columns Setup</td>
<td>Administrator can manage incentive compensation tables and columns setup for the business units for which they are authorized</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trading Community Organization Party</td>
<td>A Incentive Compensation Application Administrator can view trading community organization party for all organizations in the enterprise</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Trading Community Organization Party (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Trading Community Organization Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Application Administrator can view trading community party for all people in the enterprise</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Trading Community Person (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Application Administrator can view trading community party for all people in the enterprise other than sales accounts and sales prospects.</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Trading Community Person (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Application Administrator can view trading community party for all resources in the enterprise</td>
<td>Role: Incentive Compensation Application Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: View Trading Community Person (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Trading Community Party</td>
</tr>
</tbody>
</table>
Job Role: Incentive Compensation Integration Specialist

Individual responsible for planning, coordinating, and supervising all activities related to the integration of incentive compensation information systems.

Role Hierarchy

This table lists the roles inherited directly and indirectly by the job role Incentive Compensation Integration Specialist.

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Integration Specialist</td>
<td>Upload data for Incentive Compensation Currency Exchange Rates</td>
</tr>
<tr>
<td></td>
<td>Upload data for Incentive Compensation Participant Compensation Import</td>
</tr>
<tr>
<td></td>
<td>Upload data for Incentive Compensation Participant Goal Import</td>
</tr>
<tr>
<td></td>
<td>Upload data for Incentive Compensation Participant Import</td>
</tr>
<tr>
<td></td>
<td>Upload data for Incentive Compensation Transaction Import</td>
</tr>
</tbody>
</table>

Duties

This table lists the duties assigned directly and indirectly to the job role Incentive Compensation Integration Specialist.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upload data for Incentive Compensation Currency Exchange Rates</td>
<td>Allows to upload data file to import incentive compensation currency exchange rates.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Participant Compensation Import</td>
<td>Allows upload of data file to import and update incentive compensation participant, and their compensation plans.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Participant Goal Import</td>
<td>Allows upload of data file to import and update incentive compensation participant goals.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Participant Import</td>
<td>Allows upload of data file to import and update incentive compensation participant, and participant detail lines.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Transaction Import</td>
<td>Allows to upload data file to import incentive compensation transactions.</td>
</tr>
</tbody>
</table>

Privileges

This table lists privileges granted to duties of the job role Incentive Compensation Integration Specialist.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation</td>
<td>Individual responsible for planning,</td>
<td>Manage File Import and</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Integration Specialist</td>
<td>coordinating, and supervising all activities related to the integration of incentive compensation information systems.</td>
<td>Export</td>
</tr>
</tbody>
</table>
Job Role: Incentive Compensation Manager

Manage processes and workloads, assignments, and payments

Role Hierarchy

This table lists the roles inherited directly and indirectly by the job role Incentive Compensation Manager.

- Incentive Compensation Manager
  - Incentive Compensation Credits and Earnings
  - Incentive Compensation Participant Assignments
  - Incentive Compensation Participant Snapshot Management
  - Incentive Compensation Payment Control
  - Incentive Compensation Payments
  - Incentive Compensation Transaction Analysis
    - Business Intelligence Authoring
  - Transactional Business Intelligence Worker
    - Transactional Analysis
  - Upload data for Incentive Compensation Currency Exchange Rates
  - Upload data for Incentive Compensation Participant Compensation Import
  - Upload data for Incentive Compensation Participant Goal Import
  - Upload data for Incentive Compensation Participant Import

Duties

This table lists the duties assigned directly and indirectly to the job role Incentive Compensation Manager.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Intelligence Authoring</td>
<td>An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Review payment batches, paysheets, payment transactions,</td>
</tr>
<tr>
<td>Duty Role</td>
<td>Description</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Payment Control</td>
<td>payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
<td>Analyzes Incentive Compensation transactional information</td>
</tr>
<tr>
<td>Transactional Analysis</td>
<td>This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Currency Exchange Rates</td>
<td>Allows to upload data file to import incentive compensation currency exchange rates.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Participant Compensation Import</td>
<td>Allows upload of data file to import and update incentive compensation participant, and their compensation plans.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Participant Goal Import</td>
<td>Allows upload of data file to import and update incentive compensation participant goals.</td>
</tr>
<tr>
<td>Upload data for Incentive Compensation Participant Import</td>
<td>Allows upload of data file to import and update incentive compensation participant, and participant detail lines.</td>
</tr>
</tbody>
</table>

**Privileges**

This table lists privileges granted to duties of the job role Incentive Compensation Manager.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Import Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Maintain Incentive Compensation Classification Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Maintain Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Calculation Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Credit and Earnings Processes</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>-----------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Credit and Rollup Group Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Logged Change Event</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Submit Incentive Compensation Calculation Batch</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Complete Incentive Compensation Objectives Assessment</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Manage Incentive Compensation Bulk Export Jobs</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Manage Sales Resource Quota Notification</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Run CRM Export Process</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Set Up CRM Objects for Export</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Submit Incentive Compensation Assessment Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Manager</td>
<td>Manage processes and workloads, assignments, and payments</td>
<td>Submit Incentive Compensation Table Statistics Process</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Assign Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation</td>
<td>Create and maintain the assignments</td>
<td>Create Incentive</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Compensation Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Create Incentive Compensation Team</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Import Incentive Compensation Participant Goals</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Individualize Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage File Import and Export</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Analyst Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Calendar Period</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Credit Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Credit Rule</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation File Import Jobs</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Participant Assignment Rule</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Participant Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Pay Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------</td>
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</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Plan Assignment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Plan Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Plan Terms and Conditions</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Processes and Workload</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Rollup Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Team</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Pay Group Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Payment Plan Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Plan Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Register Incentive Compensation Participant</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Expression</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Measure</td>
</tr>
<tr>
<td>Incentive Compensation</td>
<td>Create and maintain the assignments</td>
<td>Review Incentive</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------</td>
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</tr>
<tr>
<td>Participant Assignments</td>
<td>of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Compensation Participant Plan for Assignment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan Process Log Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Rate Dimension</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Rate Table</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Set Up File Import Object and Mapping</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Approve Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Create Incentive Compensation Dispute for Participant</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Goal</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Pay Group Assignment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Individualize Incentive Compensation Participant Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation</td>
<td>Assign and maintain incentive plans</td>
<td>Maintain Incentive</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>--------------------------------------------------------------------</td>
<td>-----------------------------------------------------</td>
</tr>
<tr>
<td>Participant Snapshot Management</td>
<td>and transactions for participants</td>
<td>Compensation Participant Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Participant Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Maintain Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Manage Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Manage Sales Resource Quota Notification</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Expression</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Measure</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Rate Dimension</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Incentive Compensation Rate Table</td>
</tr>
<tr>
<td>Incentive Compensation Participant Snapshot Management</td>
<td>Assign and maintain incentive plans and transactions for participants</td>
<td>Review Participant Earnings and Attainment Report</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Approve Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Pay Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Review Incentive Compensation Pay Group</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Review Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Review Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Review Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payment Control</td>
<td>Review payment batches, paysheets, payment transactions, payment plans, and payment groups. Approve paysheets. Pay incentive compensation payment batches.</td>
<td>Review Incentive Compensation Payment Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Create Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Create Incentive Compensation Payment Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Delete Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Delete Incentive Compensation Payment Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Import Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Maintain Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Manage Incentive Compensation Calendar</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td></td>
<td>compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Period</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Manage Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Manage Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Pay Group</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Batch</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Review Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Payments</td>
<td>Create and maintain payment batches. Adjust incentive compensation paysheets and payment transactions. Submit paysheets for approval.</td>
<td>Submit Incentive Compensation Paysheet for Approval</td>
</tr>
</tbody>
</table>

**Data Security Policies**

This table lists data security policies and their enforcement across analytics application for the job role **Incentive Compensation Manager**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Application Attachment Category | A Incentive Compensation Manager can delete application attachment | **Role:** Incentive Compensation Manager  
**Privilege:** Delete Application Attachment  
**Resource:** Application Attachment |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Application Attachment Category | A Incentive Compensation Manager can update application attachment category for all miscellaneous category attachments data | **Role**: Incentive Compensation Manager  
**Privilege**: Update Application Attachment Category  
**Resource**: Application Attachment Category |
| Application Attachment Category | A Incentive Compensation Manager can view application attachment category for all miscellaneous category attachments data | **Role**: Incentive Compensation Manager  
**Privilege**: Read Application Attachment Category  
**Resource**: Application Attachment Category |
| Application Attachment Category | A Incentive Compensation Manager can delete application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Delete Application Attachment Category  
**Resource**: Application Attachment Category |
| Application Attachment Category | An Incentive Compensation Manager can read application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Read Application Attachment Category  
**Resource**: Application Attachment Category |
| Application Attachment Category | An Incentive Compensation Manager can update application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Update Application Attachment Category  
**Resource**: Application Attachment Category |
| File Export Batch | A Incentive Compensation Manager can view file export batch for all export batches | **Role**: Incentive Compensation Manager  
**Privilege**: View File Export Batch (Data)  
**Resource**: File Export Batch |
| File Export Object | A Incentive Compensation Manager can manage file export object for all export unit test objects | **Role**: Incentive Compensation Manager  
**Privilege**: Manage Export Unit Test (Data)  
**Resource**: File Export Object |
| Incentive Compensation Analyst Group | An Incentive Compensation Manager can manage incentive compensation analyst group for the business units for which they are authorized | **Role**: Incentive Compensation Participant Assignments  
**Privilege**: Manage Incentive Compensation Analyst Group (Data)  
**Resource**: Business Unit |
| Incentive Compensation Calculation Batch | An Incentive Compensation Manager can manage incentive compensation calculation batch for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Manage Incentive Compensation Calculation Batch (Data)  
**Resource**: Business Unit |
| Incentive Compensation Calculation Process Audit Line | An Incentive Compensation Manager can review incentive compensation process log detail for the business units for which they are authorized | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Review Incentive Compensation Process Log Detail (Data)  
**Resource**: Business Unit |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Credit Batch | An Incentive Compensation Manager can manage incentive compensation credit batch for the business units for which they are authorized                                                                              | Role: Incentive Compensation Credits and Earnings  
Privilege: Manage Incentive Compensation Credit Batch (Data)  
Resource: Business Unit |
| Incentive Compensation Credit Rule  | An Incentive Compensation Manager can manage incentive compensation credit rule for the business units for which they are authorized                                                                                 | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Credit Rule (Data)  
Resource: Business Unit |
| Incentive Compensation Currency Exchange Rate | An Incentive Compensation Manager can manage incentive compensation currency exchange rate for the business units for which they are authorized                                  | Role: Incentive Compensation Credits and Earnings  
Privilege: Manage Incentive Compensation Currency Exchange Rate (Data)  
Resource: Incentive Compensation Currency Exchange Rate |
| Incentive Compensation Goal         | An Incentive Compensation Manager can manage incentive compensation goal for the business units for which they are authorized                                                                                  | Role: Incentive Compensation Participant Snapshot Management  
Privilege: Manage Incentive Compensation Goal (Data)  
Resource: Business Unit |
| Incentive Compensation Logged Change Event | An Incentive Compensation Manager can manage incentive compensation logged change event for the business units for which they are authorized                                                                              | Role: Incentive Compensation Credits and Earnings  
Privilege: Manage Incentive Compensation Logged Change Event (Data)  
Resource: Business Unit |
| Incentive Compensation Measure      | An Incentive Compensation Manager can review incentive compensation measure for the business units for which they are authorized                                                                              | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Measure (Data)  
Resource: Business Unit |
| Incentive Compensation Measure      | An Incentive Compensation Manager can review incentive compensation measure for the business units for which they are authorized                                                                              | Role: Incentive Compensation Participant Snapshot Management  
Privilege: Review Incentive Compensation Measure (Data)  
Resource: Business Unit |
| Incentive Compensation Participant  | A Incentive Compensation Manager can manage incentive compensation participant for the business units for which they are authorized                                                                              | Role: Incentive Compensation Manager  
Privilege: Manage Incentive Compensation Participant Detail (Data)  
Resource: Business Unit |
| Incentive Compensation Participant  | A Incentive Compensation Manager can review incentive compensation participant for the business units for which they are authorized                                                                              | Role: Incentive Compensation Manager  
Privilege: Review Incentive Compensation Participant (Data)  
Resource: Business Unit |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Participant                | An Incentive Compensation Manager can register incentive compensation participant for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Register Incentive Compensation Participant (Data)  
Resource: Business Unit |
| Incentive Compensation Participant Assignment Rule | An Incentive Compensation Manager can manage incentive compensation participant assignment rule for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Participant Assignment Rule (Data)  
Resource: Business Unit |
| Incentive Compensation Participant Attainment Balance | A Incentive Compensation Manager can review incentive compensation participant attainment balance for the business units for which they are authorized | Role: Incentive Compensation Manager  
Privilege: Review Incentive Compensation Participant Attainment Balance (Data)  
Resource: Business Unit |
| Incentive Compensation Participant Compensation Plan File Import Activity | An Incentive Compensation Manager can view incentive compensation participant plan file import activity for all participant compensation plan file import activities in the enterprise | Role: Incentive Compensation Participant Assignments  
Privilege: View Incentive Compensation Participant Plan File Import Activity (Data)  
Resource: Incentive Compensation Participant Compensation Plan File Import Activity |
| Incentive Compensation Participant Compensation Plan File Import Mapping | An Incentive Compensation Manager can view incentive compensation participant plan file import mapping for all participant compensation plan import mappings in the enterprise | Role: Incentive Compensation Participant Assignments  
Privilege: View Incentive Compensation Participant Plan File Import Mapping (Data)  
Resource: Incentive Compensation Participant Compensation Plan File Import Mapping |
| Incentive Compensation Participant Compensation Plan File Import Object | An Incentive Compensation Manager can view incentive compensation participant plan file import object for all participant compensation plan file import objects in the enterprise | Role: Incentive Compensation Participant Assignments  
Privilege: View Incentive Compensation Participant Plan File Import Object (Data)  
Resource: Incentive Compensation Participant Compensation Plan File Import Object |
| Incentive Compensation Participant Earning Balance  | A Incentive Compensation Manager can review incentive compensation participant earning balance for the business units for which they are authorized | Role: Incentive Compensation Manager  
Privilege: Review Incentive Compensation Participant Earning Balance (Data)  
Resource: Business Unit |
| Incentive Compensation Participant Subledger        | A Incentive Compensation Manager can review incentive compensation participant subledger for the business units for which they are authorized | Role: Incentive Compensation Manager  
Privilege: Review Incentive Compensation Participant Subledger (Data)  
Resource: Business Unit |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Pay Group      | An Incentive Compensation Manager can manage incentive compensation pay group for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Pay Group (Data)  
Resource: Business Unit |
| Incentive Compensation Pay Group      | An Incentive Compensation Manager can manage incentive compensation payment batch for the business units for which they are authorized | Role: Incentive Compensation Payments  
Privilege: Manage Incentive Compensation Payment Batch (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Batch  | An Incentive Compensation Manager can create incentive compensation payment batch for the business units for which they are authorized | Role: Incentive Compensation Payments  
Privilege: Create Incentive Compensation Payment Batch (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Batch  | An Incentive Compensation Manager can manage incentive compensation payment batch for the business units for which they are authorized | Role: Incentive Compensation Payments  
Privilege: Manage Incentive Compensation Payment Batch (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Batch  | An Incentive Compensation Manager can pay incentive compensation payment batch for the business units for which they are authorized | Role: Incentive Compensation Payment Control  
Privilege: Pay Incentive Compensation Payment Batch (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Plan   | An Incentive Compensation Manager can manage incentive compensation payment plan for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Payment Plan (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Plan   | An Incentive Compensation Manager can review incentive compensation payment plan for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Payment Plan (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Transaction | A Incentive Compensation Manager can review incentive compensation payment transaction for the business units for which they are authorized | Role: Incentive Compensation Manager  
Privilege: Review Incentive Compensation Payment Transaction (Data)  
Resource: Business Unit |
| Incentive Compensation Payment Transaction Export Object | A Incentive Compensation Manager can view incentive compensation payment transaction export object for the incentive compensation payment transaction export object in the enterprise | Role: Incentive Compensation Manager  
Privilege: View Incentive Compensation Payment Transaction Export Object (Data)  
Resource: Incentive Compensation Payment Transaction Export Object |
| Incentive                              | A Incentive Compensation Manager                                                  | Role: Incentive Compensation Manager |

115
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Compensation Paysheet           | Manager can maintain incentive compensation paysheet for the business units for which they are authorized | **Privilege:** Maintain Incentive Compensation Participant Paysheet (Data)  
**Resource:** Business Unit |
| Incentive Compensation Paysheet | A Incentive Compensation Manager can manage incentive compensation paysheet for the business units for which they are authorized | **Role:** Incentive Compensation Manager  
**Privilege:** Manage Incentive Compensation Paysheet (Data)  
**Resource:** Business Unit |
| Incentive Compensation Paysheet | A Incentive Compensation Manager can review incentive compensation paysheet for the business units for which they are authorized | **Role:** Incentive Compensation Manager  
**Privilege:** Review Incentive Compensation Paysheet (Data)  
**Resource:** Business Unit |
| Incentive Compensation Paysheet Note | An Incentive Compensation Manager can manage incentive compensation paysheet note where they are the author of the note or the note is not a private note | **Role:** Incentive Compensation Payments  
**Privilege:** Manage Incentive Compensation Paysheet Note (Data)  
**Resource:** Incentive Compensation Paysheet Note |
| Incentive Compensation Plan     | An Incentive Compensation Manager can review incentive compensation plan for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Review Incentive Compensation Plan (Data)  
**Resource:** Business Unit |
| Incentive Compensation Plan     | An Incentive Compensation Manager can review incentive compensation plan for the business units for which they are authorized | **Role:** Incentive Compensation Participant Snapshot Management  
**Privilege:** Review Incentive Compensation Plan (Data)  
**Resource:** Business Unit |
| Incentive Compensation Plan Component | An Incentive Compensation Manager can review incentive compensation plan component for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Review Incentive Compensation Plan Component (Data)  
**Resource:** Business Unit |
| Incentive Compensation Plan Component | An Incentive Compensation Manager can review incentive compensation plan component for the business units for which they are authorized | **Role:** Incentive Compensation Participant Snapshot Management  
**Privilege:** Review Incentive Compensation Plan Component (Data)  
**Resource:** Business Unit |
| Incentive Compensation Rollup Group | An Incentive Compensation Manager can manage incentive compensation rollup group for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Manage Incentive Compensation Rollup Group (Data)  
**Resource:** Business Unit |
| Incentive Compensation Staged Transaction File Import | An Incentive Compensation Manager can view incentive compensation staged | **Role:** Incentive Compensation Credits and Earnings  
**Privilege:** View Incentive Compensation |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Activity        | transaction file import activity for all staged transaction file import activities in the enterprise | Staged Transaction File Import Activity (Data)  
**Resource**: Incentive Compensation Staged Transaction File Import Activity |
| Incentive Compensation Staged Transaction File Import Mapping | An Incentive Compensation Manager can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise |  
**Role**: Incentive Compensation Credits and Earnings  
**Privilege**: View Incentive Compensation Staged Transaction File Import Mapping (Data)  
**Resource**: Incentive Compensation Staged Transaction File Import Mapping |
| Incentive Compensation Staged Transaction File Import Object | An Incentive Compensation Manager can view incentive compensation staged transaction file import object for all staged transaction file import objects in the enterprise |  
**Role**: Incentive Compensation Credits and Earnings  
**Privilege**: View Incentive Compensation Staged Transaction File Import Object (Data)  
**Resource**: Incentive Compensation Staged Transaction File Import Object |
| Incentive Compensation Team | An Incentive Compensation Manager can manage incentive compensation team for the business units for which they are authorized |  
**Role**: Incentive Compensation Participant Assignments  
**Privilege**: Manage Incentive Compensation Team (Data)  
**Resource**: Business Unit |
| Incentive Compensation Transaction | A Incentive Compensation Manager can manage incentive compensation transaction for the business units for which they are authorized |  
**Role**: Incentive Compensation Manager  
**Privilege**: Manage Incentive Compensation Participant Transaction (Data)  
**Resource**: Business Unit |
| Incentive Compensation Transaction | An Incentive Compensation Manager can maintain incentive compensation transaction for the business units for which they are authorized |  
**Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Maintain Incentive Compensation Transaction (Data)  
**Resource**: Business Unit |
| Incentive Compensation Transaction | An Incentive Compensation Manager can review incentive compensation transaction for the business units for which they are authorized |  
**Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Review Incentive Compensation Transaction (Data)  
**Resource**: Business Unit |
| Incentive Compensation Transaction Collection Batch | An Incentive Compensation Manager can manage incentive compensation transaction collection batch for the business units for which they are authorized |  
**Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Manage Incentive Compensation Transaction Collection Batch (Data)  
**Resource**: Business Unit |
| Sales Resource Quota | An Incentive Compensation Manager can view sales resource quota for all resource quota records in the enterprise |  
**Role**: Incentive Compensation Participant Snapshot Management  
**Privilege**: View Sales Resource Quota (Data)  
**Resource**: Sales Resource Quota |
| Trading Community Org Address Email | A Incentive Compensation Manager can manage |  
**Role**: Incentive Compensation Manager  
**Privilege**: Manage Trading Community |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Contact Preference                    | trading community org address email contact preference for all trading community contact preferences not of type legal.                                                                                                                                                                                                                           | Legal Contact Preference (Data)  
**Resource:** Trading Community Org Address Email Contact Preference                                                                                                    |
| Trading Community Org Address Phone   | A Incentive Compensation Manager can manage trading community org address phone contact preference for all trading community contact preferences not of type legal.                                                                                                                                                                                  | Role: Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Org Address Phone Contact Preference                                                                                      |
| Contact Preference                    |                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                        |
| Trading Community Organization Address Contact Preference | A Incentive Compensation Manager can manage trading community organization address contact preference for all trading community contact preferences not of type legal.                                                                                                                                                                                                                     | Role: Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Organization Address Contact Preference                                                                                      |
| Trading Community Organization Email  | A Incentive Compensation Manager can manage trading community organization email contact preference for all trading community contact preferences not of type legal.                                                                                                                                                                                                                       | Role: Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Organization Email Contact Preference                                                                                      |
| Contact Preference                    |                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                        |
| Trading Community Organization Party  | A Incentive Compensation Manager can view trading community organization party for all organizations in the enterprise                                                                                                                                                                                                                          | Role: Incentive Compensation Manager  
**Privilege:** View Trading Community Organization (Data)  
**Resource:** Trading Community Organization Party                                                                                                                |
| Trading Community Organization Phone  | A Incentive Compensation Manager can manage trading community organization phone contact preference for all trading community contact preferences not of type legal.                                                                                                                                                                               | Role: Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Organization Phone Contact Preference                                                                                           |
| Contact Preference                    |                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                        |
| Trading Community Party               | A Incentive Compensation Manager can view trading community party for all people in the enterprise                                                                                                                                                                                                                                          | Role: Incentive Compensation Manager  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party                                                                                                                             |
| Trading Community Party               | A Incentive Compensation Manager can view trading community particle for all people in the enterprise other than sales accounts and sales prospects.                                                                                                                                                                                                                                      | Role: Incentive Compensation Manager  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party                                                                                                                             |
| Trading Community Party               | A Incentive Compensation Manager can view trading community particle for all people in the enterprise other than sales accounts and sales prospects.                                                                                                                                                                                                                                      | Role: Incentive Compensation Manager  
**Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party                                                                                                                             |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Party                              | Manager can view trading community party for all resources in the enterprise        | **Privilege:** View Trading Community Person (Data)  
**Resource:** Trading Community Party |
| Trading Community Person Address Contact Preference | A Incentive Compensation Manager can manage trading community person address contact preference for all trading community contact preferences not of type legal. | **Role:** Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Address Contact Preference |
| Trading Community Person Address Phone Contact Preference | A Incentive Compensation Manager can manage trading community person address phone contact preference for all trading community contact preferences not of type legal. | **Role:** Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Address Phone Contact Preference |
| Trading Community Person Email Contact Preference | A Incentive Compensation Manager can manage trading community person email contact preference for all trading community contact preferences not of type legal. | **Role:** Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | A Incentive Compensation Manager can manage trading community person phone contact preference for all trading community contact preferences not of type legal. | **Role:** Incentive Compensation Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Phone Contact Preference |
Abstract Role: Incentive Compensation Participant
Receive incentive compensation computed by the application and review reports

Role Hierarchy
This table lists the roles inherited directly and indirectly by the abstract role Incentive Compensation Participant.

<table>
<thead>
<tr>
<th>Role Hierarchy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Participant</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
</tr>
<tr>
<td>Business Intelligence Authoring</td>
</tr>
<tr>
<td>Transactional Business Intelligence Worker</td>
</tr>
<tr>
<td>Transactional Analysis</td>
</tr>
</tbody>
</table>

Duties
This table lists the duties assigned directly and indirectly to the abstract role Incentive Compensation Participant.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Intelligence Authoring</td>
<td>An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
<td>Analyzes Incentive Compensation transactional information</td>
</tr>
<tr>
<td>Transactional Analysis</td>
<td>This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users.</td>
</tr>
</tbody>
</table>

Privileges
This table lists privileges granted to duties of the abstract role Incentive Compensation Participant.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Accept Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Accept Incentive Compensation Plan Document</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Complete Incentive Compensation Objectives Assessment</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Create Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Dispute Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Project Incentive Compensation Commission Line</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Review Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Review Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Submit Incentive Compensation Assessment Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Verify Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Verify Participant Earnings and Attainment Report</td>
</tr>
</tbody>
</table>

Data Security Policies

This table lists data security policies and their enforcement across analytics application for the abstract role Incentive Compensation Participant.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Measure                       | A Incentive Compensation Participant can review incentive compensation measure for themselves | Role: Incentive Compensation Participant  
Privilege: Review Incentive Compensation Measure (Data)  
Resource: Incentive Compensation Measure |
| Incentive Compensation Participant                   | A Incentive Compensation Participant can review incentive compensation participant for themselves | Role: Incentive Compensation Participant  
Privilege: Review Incentive Compensation Participant (Data)  
Resource: Incentive Compensation Participant |
| Incentive Compensation Participant Attainment Balance | A Incentive Compensation Participant can review incentive compensation participant attainment balance for themselves and the period enabled for reporting | Role: Incentive Compensation Participant  
Privilege: Review Incentive Compensation Participant Attainment Balance (Data)  
Resource: Incentive Compensation Participant Attainment Balance |
| Incentive Compensation Participant Earning           | A Incentive Compensation Participant can review incentive compensation | Role: Incentive Compensation Participant  
Privilege: Review Incentive Compensation Participant Earning |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Balance        | participant earning balance for themselves and the period enabled for reporting | Balance (Data)  
**Resource**: Incentive Compensation Participant Earning Balance |
| Incentive Compensation Participant Subledger | A Incentive Compensation Participant can review incentive compensation participant subledger for themselves and the period enabled for reporting | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Participant Subledger (Data)  
**Resource**: Incentive Compensation Participant Subledger |
| Incentive Compensation Payment Plan | A Incentive Compensation Participant can review incentive compensation payment plan for themselves | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Payment Plan (Data)  
**Resource**: Incentive Compensation Payment Plan |
| Incentive Compensation Payment Transaction | A Incentive Compensation Participant can review incentive compensation payment transaction for themselves and the paysheet that is at least submitted | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Payment Transaction (Data)  
**Resource**: Incentive Compensation Payment Transaction |
| Incentive Compensation Paysheet | A Incentive Compensation Participant can review incentive compensation paysheet for themselves and the paysheet that is at least submitted | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Paysheet (Data)  
**Resource**: Incentive Compensation Paysheet |
| Incentive Compensation Plan | A Incentive Compensation Participant can review incentive compensation plan for themselves | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Plan (Data)  
**Resource**: Incentive Compensation Plan |
| Incentive Compensation Plan Component | A Incentive Compensation Participant can review incentive compensation plan component for themselves | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Plan Component (Data)  
**Resource**: Incentive Compensation Plan Component |
| Incentive Compensation Transaction | A Incentive Compensation Participant can review incentive compensation transaction for themselves and the period enabled for reporting | **Role**: Incentive Compensation Participant  
**Privilege**: Review Incentive Compensation Transaction (Data)  
**Resource**: Incentive Compensation Transaction |
| Trading Community Org Address Email Contact Preference | A Incentive Compensation Participant can manage trading community org address email contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Participant  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Incentive Compensation Participant can manage trading community org address phone contact | **Role**: Incentive Compensation Participant  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Org Address Phone Contact Preference |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>preference for all trading community contact preferences not of type legal.</td>
<td>Address Phone Contact Preference</td>
</tr>
</tbody>
</table>
| Trading Community Organization Address Contact Preference | A Incentive Compensation Participant can manage trading community organization address contact preference for all trading community contact preferences not of type legal.                                                                                                             | Role: Incentive Compensation Participant  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Address Contact Preference |
|                | trading community organization address contact preference for all trading community organization contact preferences not of type legal.                                                                                                                                                                    | Role: Incentive Compensation Participant  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | A Incentive Compensation Participant can manage trading community organization email contact preference for all trading community contact preferences not of type legal.                                                                                                               | Role: Incentive Compensation Participant  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Email Contact Preference |
|                | trading community organization email contact preference for all trading community organization contact preferences not of type legal.                                                                                                                                                                    | Role: Incentive Compensation Participant  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | A Incentive Compensation Participant can view trading community organization party for a trading community organization that is a partner and the user is a member of the partner organization.                                                                                                         | Role: Incentive Compensation Participant  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
|                | trading community organization party for a trading community organization that is a partner and the user is a member of the partner organization.                                                                                                                                                      | Role: Incentive Compensation Participant  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Trading Community Organization Party | A Incentive Compensation Participant can view trading community organization party for all organizations in the enterprise.                                                                                                                                                                                       | Role: Incentive Compensation Participant  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
|                | trading community organization party for all organizations in the enterprise.                                                                                                                                                                                                                       | Role: Incentive Compensation Participant  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | A Incentive Compensation Participant can manage trading community organization phone contact preference for all trading community contact preferences not of type legal.                                                                                                                | Role: Incentive Compensation Participant  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Phone Contact Preference |
|                | trading community organization phone contact preference for all trading community contact preferences not of type legal.                                                                                                                                                                                    | Role: Incentive Compensation Participant  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Phone Contact Preference |
| Trading Community Party | A Incentive Compensation Participant can view trading community party for all people in the enterprise.                                                                                                                                                                                             | Role: Incentive Compensation Participant  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
|                | trading community party for all people in the enterprise.                                                                                                                                                                                                                                                                                                   | Role: Incentive Compensation Participant  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| Trading Community Party | A Incentive Compensation Participant can view trading community party for all people in the enterprise other than sales accounts and sales prospects.                                                                                                                                                  | Role: Incentive Compensation Participant  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
|                | trading community party for all people in the enterprise other than sales accounts and sales prospects.                                                                                                                                                                                        | Role: Incentive Compensation Participant  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| Trading Community Party | A Incentive Compensation Participant can view trading community party for all people in the enterprise other than sales accounts and sales prospects.                                                                                                                                                  | Role: Incentive Compensation Participant  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant can view trading community party for all resources in the enterprise</td>
<td>Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant can view trading community party for all trading community resources.</td>
<td>Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant can view trading community party for their trading community person record</td>
<td>Role: Incentive Compensation Participant Privilege: View Trading Community Person (Data) Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Person Address Contact Preference</td>
<td>A Incentive Compensation Participant can manage trading community person address contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Phone Contact Preference</td>
<td>A Incentive Compensation Participant can manage trading community person address phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Email Contact Preference</td>
<td>A Incentive Compensation Participant can manage trading community person email contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Phone Contact Preference</td>
<td>A Incentive Compensation Participant can manage trading community person phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Person Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Relationship</td>
<td>A Incentive Compensation Participant can view trading community relationship for trading community partner contact relationships with their company</td>
<td>Role: Incentive Compensation Participant Privilege: View Trading Community Relationship (Data) Resource: Trading Community Relationship</td>
</tr>
</tbody>
</table>
Abstract Role: Incentive Compensation Participant Manager

Manage participants who receive incentive compensation and review reports

Role Hierarchy
This table lists the roles inherited directly and indirectly by the abstract role Incentive Compensation Participant Manager.

<table>
<thead>
<tr>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Participant Manager</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
</tr>
<tr>
<td>Business Intelligence Authoring</td>
</tr>
<tr>
<td>Transactional Business Intelligence Worker</td>
</tr>
<tr>
<td>Transactional Analysis</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
</tr>
<tr>
<td>Business Intelligence Authoring</td>
</tr>
<tr>
<td>Transactional Business Intelligence Worker</td>
</tr>
<tr>
<td>Transactional Analysis</td>
</tr>
</tbody>
</table>

Duties
This table lists the duties assigned directly and indirectly to the abstract role Incentive Compensation Participant Manager.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Intelligence Authoring</td>
<td>An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Incentive Compensation Transaction Analysis</td>
<td>Analyzes Incentive Compensation transactional information</td>
</tr>
<tr>
<td>Transactional Analysis</td>
<td>This duty is used for various generic OTBI security and filtering purposes and is therefore required for all OTBI users.</td>
</tr>
</tbody>
</table>

Privileges
This table lists privileges granted to duties of the abstract role Incentive Compensation Participant Manager.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation</td>
<td>Receive incentive compensation</td>
<td>Accept Incentive</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Participant</td>
<td>computed by the application and review reports</td>
<td>Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Accept Incentive Compensation Plan Document</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Complete Incentive Compensation Objectives Assessment</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Create Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Dispute Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Project Incentive Compensation Commission Line</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Review Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Review Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Submit Incentive Compensation Assessment Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Verify Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant</td>
<td>Receive incentive compensation computed by the application and review reports</td>
<td>Verify Participant Earnings and Attainment Report</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Accept Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Approve Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Approve and Monitor Compensation Plan Documents</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Complete Incentive Compensation Objectives Assessment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Create Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Create Incentive Compensation Dispute for Participant</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Dispute Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>------------------------------------------</td>
<td>------------------------------------------------------------------------------------------</td>
<td>------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Manage Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Project Incentive Compensation Comission Line</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Review Incentive Compensation Dispute</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Review Incentive Compensation Team Attainment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Review Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Submit Incentive Compensation Assessment Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Verify Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Participant Manager</td>
<td>Manage participants who receive incentive compensation and review reports</td>
<td>Verify Participant Earnings and Attainment Report</td>
</tr>
</tbody>
</table>

**Data Security Policies**

This table lists data security policies and their enforcement across analytics application for the abstract role **Incentive Compensation Participant Manager**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Measure| A Incentive Compensation Participant Manager can review incentive compensation measure for subordinates in their person and assignment security profile | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Review Incentive Compensation Measure (Data)  
**Resource**: Incentive Compensation Measure |
| Incentive Compensation Measure| An Incentive Compensation Participant Manager can review incentive compensation measure for themselves | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Review Incentive Compensation Measure (Data)  
**Resource**: Incentive Compensation Measure |
| Incentive Compensation Participant| A Incentive Compensation Participant Manager can review incentive compensation participant for subordinates in their person and assignment security profile | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Review Incentive Compensation Participant (Data)  
**Resource**: Incentive Compensation Participant |
| Incentive Compensation Measure| An Incentive Compensation Participant Manager can review incentive compensation measure | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Review Incentive Compensation Measure (Data)  
**Resource**: Incentive Compensation Measure |
| Incentive Compensation Measure| An Incentive Compensation Participant Manager can review incentive compensation measure for subordinates in their person and assignment security profile | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Review Incentive Compensation Measure (Data)  
**Resource**: Incentive Compensation Measure |
| Incentive Compensation Measure| An Incentive Compensation Participant Manager can review incentive compensation measure for subordinates in their person and assignment security profile | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Review Incentive Compensation Measure (Data)  
**Resource**: Incentive Compensation Measure |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>review incentive compensation participant for themselves</td>
<td>Compensation Participant (Data)</td>
</tr>
<tr>
<td></td>
<td><strong>Resource</strong>: Incentive Compensation Participant</td>
<td><strong>Role</strong>: Incentive Compensation Participant Manager</td>
</tr>
<tr>
<td><strong>Privilege</strong>: Review Incentive</td>
<td><strong>Privilege</strong>: Review Incentive Compensation Participant Attainment Balance (Data)</td>
<td><strong>Resource</strong>: Incentive Compensation Participant Attainment Balance</td>
</tr>
<tr>
<td><strong>Resource</strong>: Incentive Compensation Participant Attainment Balance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incentive Compensation Participant Earning Balance</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation participant attainment balance for themselves and the period enabled for reporting</td>
<td><strong>Role</strong>: Incentive Compensation Participant Manager</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege</strong>: Review Incentive Compensation Participant Attainment Balance (Data)</td>
<td><strong>Resource</strong>: Incentive Compensation Participant Attainment Balance</td>
</tr>
<tr>
<td><strong>Resource</strong>: Incentive Compensation Participant Earning Balance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incentive Compensation Participant Subledger</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation participant subledger for subordinates in their person and assignment security profile</td>
<td><strong>Role</strong>: Incentive Compensation Participant Manager</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege</strong>: Review Incentive Compensation Participant Subledger (Data)</td>
<td><strong>Resource</strong>: Incentive Compensation Participant Subledger</td>
</tr>
<tr>
<td><strong>Resource</strong>: Incentive Compensation Participant Subledger</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Incentive Compensation Payment Plan</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation payment plan for subordinates in their person and assignment security profile</td>
<td><strong>Role</strong>: Incentive Compensation Participant Manager</td>
</tr>
<tr>
<td></td>
<td><strong>Privilege</strong>: Review Incentive Compensation Payment Plan (Data)</td>
<td><strong>Resource</strong>: Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Payment Plan</td>
<td>An Incentive Compensation Participant Manager can review incentive compensation payment plan for themselves</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Payment Plan (Data)&lt;br&gt;Resource: Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Payment Transaction</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation payment transaction for subordinates in their person and assignment security profile</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Payment Transaction (Data)&lt;br&gt;Resource: Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Payment Transaction</td>
<td>An Incentive Compensation Participant Manager can review incentive compensation payment transaction for themselves and the paysheet that is at least submitted</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Payment Transaction (Data)&lt;br&gt;Resource: Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Paysheet</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation paysheet for subordinates in their person and assignment security profile</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Paysheet (Data)&lt;br&gt;Resource: Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Paysheet</td>
<td>An Incentive Compensation Participant Manager can review incentive compensation paysheet for themselves and the paysheet that is at least submitted</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Paysheet (Data)&lt;br&gt;Resource: Incentive Compensation Paysheet</td>
</tr>
<tr>
<td>Incentive Compensation Plan</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation plan for subordinates in their person and assignment security profile</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Plan (Data)&lt;br&gt;Resource: Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Plan</td>
<td>An Incentive Compensation Participant Manager can review incentive compensation plan for themselves</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Plan (Data)&lt;br&gt;Resource: Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Plan Component</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation plan component for subordinates in their person and assignment security profile</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Plan Component (Data)&lt;br&gt;Resource: Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Plan</td>
<td>An Incentive Compensation Participant Manager can</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Review Incentive Compensation Plan</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Component</td>
<td>review incentive compensation plan component for themselves</td>
<td>Compensation Plan Component (Data) Resource: Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Transaction</td>
<td>A Incentive Compensation Participant Manager can review incentive compensation transaction for subordinates in their person and assignment security profile</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Transaction (Data) Resource: Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Transaction</td>
<td>An Incentive Compensation Participant Manager can review incentive compensation transaction for themselves and the period enabled for reporting</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Review Incentive Compensation Transaction (Data) Resource: Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Trading Community Org Address Email Contact Preference</td>
<td>A Incentive Compensation Participant Manager can manage trading community org address email contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Org Address Email Contact Preference</td>
<td>An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Org Address Phone Contact Preference</td>
<td>A Incentive Compensation Participant Manager can manage trading community org address phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Org Address Phone Contact Preference</td>
<td>An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Org Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Organization Address Contact Preference</td>
<td>A Incentive Compensation Participant Manager can manage trading community organization address contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Manager Privilege: Manage Trading Community Legal Contact Preference (Data) Resource: Trading Community Organization Address Contact Preference</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------</td>
<td>----------------------------</td>
</tr>
</tbody>
</table>
| Trading Community Organization Address Contact Preference | An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Organization Address Contact Preference |
| Trading Community Organization Email Contact Preference | A Incentive Compensation Participant Manager can manage trading community organization email contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Organization Email Contact Preference |
| Trading Community Organization Email Contact Preference | A Incentive Compensation Participant Manager can manage trading community organization email contact preference for all trading community contact preferences not of type legal. | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Manage Trading Community Legal Contact Preference (Data)  
**Resource**: Trading Community Organization Email Contact Preference |
| Trading Community Organization Party | A Incentive Compensation Participant Manager can view trading community organization party for a trading community organization that is a partner and the user is a member of the partner organization | **Role**: Incentive Compensation Participant Manager  
**Privilege**: View Trading Community Organization (Data)  
**Resource**: Trading Community Organization Party |
| Trading Community Organization Party | A Incentive Compensation Participant Manager can view trading community organization party for all organizations in the enterprise | **Role**: Incentive Compensation Participant Manager  
**Privilege**: View Trading Community Organization (Data)  
**Resource**: Trading Community Organization Party |
| Trading Community Organization Party | A Incentive Compensation Participant Manager can view trading community organization for a trading community organization that is a partner and the user is a member of the partner organization | **Role**: Incentive Compensation Participant Manager  
**Privilege**: View Trading Community Organization (Data)  
**Resource**: Trading Community Organization Party |
| Trading Community Organization Party | A Incentive Compensation Participant Manager can view trading community organization for all organizations in the enterprise | **Role**: Incentive Compensation Participant Manager  
**Privilege**: View Trading Community Organization (Data)  
**Resource**: Trading Community Organization Party |
| Trading Community Organization Phone Contact Preference | A Incentive Compensation Participant Manager can manage trading community organization phone contact | **Role**: Incentive Compensation Participant Manager  
**Privilege**: Manage Trading Community Legal Contact Preference (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trading Community Organization Phone Contact Preference</td>
<td>Preference for all trading community contact preferences not of type legal.</td>
<td>Resource: Trading Community Organization Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Organization Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant Manager can view trading community party for all people in the enterprise.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant Manager can view trading community party for all people in the enterprise other than sales accounts and sales prospects.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant Manager can view trading community party for all persons who are a member of their partner organization.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant Manager can view trading community party for all resources in the enterprise.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Resource (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant Manager can view trading community party for all trading community resources.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>A Incentive Compensation Participant Manager can view trading community party for their trading community person record.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can view trading community person for all people in the enterprise.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can view trading community person for all people in the enterprise other than sales.</td>
<td>Role: Incentive Compensation Participant Manager&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
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<td>------------------------------</td>
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</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can view trading community person for all persons who are a member of their partner organization.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can view trading community person for all resources in the enterprise.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can view trading community person for their trading community person record.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: View Trading Community Person (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Party</td>
<td>An Incentive Compensation Participant Manager can view trading community resource for all trading community resources.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: View Trading Community Resource (Data)&lt;br&gt;Resource: Trading Community Party</td>
</tr>
<tr>
<td>Trading Community Person Address Contact Preference</td>
<td>A Incentive Compensation Participant Manager can manage trading community person address contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Person Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Contact Preference</td>
<td>An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Person Address Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Phone Contact Preference</td>
<td>A Incentive Compensation Participant Manager can manage trading community person address phone contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Person Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Phone Contact Preference</td>
<td>An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Person Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Address Phone Contact Preference</td>
<td>A Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td>Role: Incentive Compensation Participant&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Person Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community</td>
<td>A Incentive Compensation Participant&lt;br&gt;Privilege: Manage Trading Community Legal Contact Preference (Data)&lt;br&gt;Resource: Trading Community Person Address Phone Contact Preference</td>
<td>Role: Incentive Compensation Participant</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Person Email Contact Preference              | Participant Manager can manage trading community person email contact preference for all trading community contact preferences not of type legal. | Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Email Contact Preference |
| Trading Community Person Email Contact Preference | An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Incentive Compensation Participant Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Email Contact Preference |
| Trading Community Person Phone Contact Preference | A Incentive Compensation Participant Manager can manage trading community person phone contact preference for all trading community contact preferences not of type legal. | Role: Incentive Compensation Participant Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Phone Contact Preference |
| Trading Community Person Phone Contact Preference | An Incentive Compensation Participant Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Incentive Compensation Participant Manager  
**Privilege:** Manage Trading Community Legal Contact Preference (Data)  
**Resource:** Trading Community Person Phone Contact Preference |
| Trading Community Relationship                | A Incentive Compensation Participant Manager can view trading community relationship for trading community partner contact relationships with their company | Role: Incentive Compensation Participant Manager  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
| Trading Community Relationship                | A Incentive Compensation Participant Manager can view trading community relationship for trading community partner contact relationships with their company | Role: Incentive Compensation Participant Manager  
**Privilege:** View Trading Community Relationship (Data)  
**Resource:** Trading Community Relationship |
Job Role: Incentive Compensation Plan Administrator
Configure and manage incentive plans, plan components, and classification rules

Role Hierarchy
This table lists the roles inherited directly and indirectly by the job role Incentive Compensation Plan Administrator.

Incentive Compensation Plan Administrator
Incentive Compensation Credits and Earnings
Incentive Compensation Participant Assignments

Duties
This table lists the duties assigned directly and indirectly to the job role Incentive Compensation Plan Administrator.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
</tr>
</tbody>
</table>

Privileges
This table lists privileges granted to duties of the job role Incentive Compensation Plan Administrator.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Import Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Maintain Incentive Compensation Classification Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage</td>
<td>Maintain Incentive Compensation Transaction</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
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</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Calculation Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Credit and Earnings Processes</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Credit and Rollup Group Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Logged Change Event</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Manage Incentive Compensation Transaction Collection Batch</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Credits and Earnings</td>
<td>Create, review, and adjust incentive compensation transactions, credits and earnings. Create and manage requests to calculate the incentive compensation for a set of participants.</td>
<td>Submit Incentive Compensation Calculation Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Assign Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Create Incentive Compensation Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Create Incentive Compensation Team</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------</td>
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<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Import Incentive Compensation Participant Goals</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Individualize Incentive Compensation Participant Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage File Import and Export</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Analyst Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Calendar Period</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Credit Batch</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Credit Rule</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation File Import Jobs</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Participant Assignment Rule</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Participant Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Pay Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Payment Plan</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Plan Assignment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Plan</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
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</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation and Roles to Compensation and Payment Plans as well as Pay Groups</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Process and Workload</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Rollup Group</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Manage Incentive Compensation Team</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Pay Group Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Payment Plan Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Perform Incentive Compensation Plan Assignment to Role</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Register Incentive Compensation Participant</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Expression</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Measure</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Participant Plan for Assignment</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
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</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Process Log Detail</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Review Incentive Compensation Rate Dimension</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Run File Import Scheduler</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Set Up File Import Activity</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Set Up File Import Object and Mapping</td>
</tr>
<tr>
<td>Incentive Compensation Participant Assignments</td>
<td>Create and maintain the assignments of analyst to participant, participants and roles to compensation and payment plans as well as pay groups</td>
<td>Add Participant Plan Document Template</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Import Incentive Compensation Payment Transaction</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Classification Rule Hierarchy</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Credit Category</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Earning Types</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Expression</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Goal</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Measure</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>Plan Administrator</td>
<td>plans, plan components, and classification rules</td>
<td>Compensation Objectives Template</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Plan</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Plan Component</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Plan Import and Export</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Rate Dimension</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>Manage Incentive Compensation Rate Table</td>
</tr>
<tr>
<td>Incentive Compensation Plan Administrator</td>
<td>Configure and manage incentive plans, plan components, and classification rules</td>
<td>View Administration Link</td>
</tr>
</tbody>
</table>

**Data Security Policies**

This table lists data security policies and their enforcement across analytics application for the job role **Incentive Compensation Plan Administrator**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Application Attachment Category | An Incentive Compensation Plan Administrator can delete application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Delete Application Attachment  
**Resource**: Application Attachment Category |
| Application Attachment Category | An Incentive Compensation Plan Administrator can read application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Read Application Attachment  
**Resource**: Application Attachment Category |
| Application Attachment Category | An Incentive Compensation Plan Administrator can update application attachment for all miscellaneous category attachments data | **Role**: Incentive Compensation Credits and Earnings  
**Privilege**: Update Application Attachment  
**Resource**: Application Attachment Category |
| Incentive Compensation Analyst Group | An Incentive Compensation Plan Administrator can manage incentive compensation analyst group for the business units for which they are authorized | **Role**: Incentive Compensation Participant Assignments  
**Privilege**: Manage Incentive Compensation Analyst Group (Data)  
**Resource**: Business Unit |
| Incentive Compensation Calculation Batch | A Incentive Compensation Plan Administrator can review incentive | **Role**: Incentive Compensation Plan Administrator  
**Privilege**: Review Incentive |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Incentive Compensation Calculation Batch</td>
<td>compensation calculation batch for the business units for which they are authorized</td>
<td>Compensation Calculation Batch (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Calculation Process Audit Line</td>
<td>An Incentive Compensation Plan Administrator can manage incentive compensation calculation batch for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Credits and Earnings</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Calculation Batch (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Classification Rule</td>
<td>A Incentive Compensation Plan Administrator can manage incentive compensation classification rule for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Plan Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Classification Rule Hierarchy (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Credit Batch</td>
<td>An Incentive Compensation Plan Administrator can manage incentive compensation credit batch for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Credits and Earnings</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Credit Batch (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Credit Category</td>
<td>A Incentive Compensation Plan Administrator can maintain incentive compensation credit category for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Plan Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Credit Category Hierarchy (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Credit Category</td>
<td>A Incentive Compensation Plan Administrator can manage incentive compensation credit category for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Plan Administrator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Credit Category (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Credit Rule</td>
<td>An Incentive Compensation Plan Administrator can manage incentive compensation credit rule for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Participant Assignments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Credit Rule (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Business Unit</td>
</tr>
<tr>
<td>Incentive Compensation Currency Exchange Rate</td>
<td>An Incentive Compensation Plan Administrator can manage incentive compensation currency exchange rate for the business units for which they are authorized</td>
<td>Role: Incentive Compensation Credits and Earnings</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Privilege: Manage Incentive Compensation Currency Exchange Rate (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resource: Incentive Compensation Currency Exchange Rate</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Incentive Compensation Earnings Type  | A Incentive Compensation Plan Administrator can manage incentive compensation earnings type for the business units for which they are authorized | Role: Incentive Compensation Plan Administrator  
Privilege: Manage Incentive Compensation Earning Types (Data)  
Resource: Business Unit |
| Incentive Compensation Goal           | A Incentive Compensation Plan Administrator can manage incentive compensation goal for the business units for which they are authorized | Role: Incentive Compensation Plan Administrator  
Privilege: Manage Incentive Compensation Goal (Data)  
Resource: Business Unit |
| Incentive Compensation Logged Change Event | An Incentive Compensation Plan Administrator can manage incentive compensation logged change event for the business units for which they are authorized | Role: Incentive Compensation Credits and Earnings  
Privilege: Manage Incentive Compensation Logged Change Event (Data)  
Resource: Business Unit |
| Incentive Compensation Measure        | A Incentive Compensation Plan Administrator can manage incentive compensation measure for the business units for which they are authorized | Role: Incentive Compensation Plan Administrator  
Privilege: Manage Incentive Compensation Measure (Data)  
Resource: Business Unit |
| Incentive Compensation Measure        | An Incentive Compensation Plan Administrator can review incentive compensation measure for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Review Incentive Compensation Measure (Data)  
Resource: Business Unit |
| Incentive Compensation Participant    | A Incentive Compensation Plan Administrator can manage incentive compensation participant for the business units for which they are authorized | Role: Incentive Compensation Plan Administrator  
Privilege: Manage Incentive Compensation Participant Detail (Data)  
Resource: Business Unit |
| Incentive Compensation Participant    | A Incentive Compensation Plan Administrator can review incentive compensation participant for the business units for which they are authorized | Role: Incentive Compensation Plan Administrator  
Privilege: Review Incentive Compensation Participant (Data)  
Resource: Business Unit |
| Incentive Compensation Participant    | An Incentive Compensation Plan Administrator can register incentive compensation participant for the business units for which they are authorized | Role: Incentive Compensation Participant Assignments  
Privilege: Register Incentive Compensation Participant (Data)  
Resource: Business Unit |
| Incentive Compensation Participant Assignment Rule | An Incentive Compensation Plan Administrator can manage incentive compensation participant assignment rule for the | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Participant Assignment Rule (Data)  
Resource: Business Unit |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Object</td>
<td>business units for which they are authorized</td>
<td><strong>Resource:</strong> Business Unit</td>
</tr>
</tbody>
</table>
| Incentive Compensation Participant Compensation Plan File Import Activity | An Incentive Compensation Plan Administrator can view incentive compensation participant plan file import activity for all participant compensation plan file import activities in the enterprise | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** View Incentive Compensation Participant Plan File Import Activity (Data)  
**Resource:** Incentive Compensation Participant Compensation Plan File Import Activity |
| Incentive Compensation Participant Compensation Plan File Import Mapping | An Incentive Compensation Plan Administrator can view incentive compensation participant plan file import mapping for all participant compensation plan import mappings in the enterprise | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** View Incentive Compensation Participant Plan File Import Mapping (Data)  
**Resource:** Incentive Compensation Participant Compensation Plan File Import Mapping |
| Incentive Compensation Participant Compensation Plan File Import Object | An Incentive Compensation Plan Administrator can view incentive compensation participant plan file import object for all participant compensation plan file import objects in the enterprise | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** View Incentive Compensation Participant Plan File Import Object (Data)  
**Resource:** Incentive Compensation Participant Compensation Plan File Import Object |
| Incentive Compensation Pay Group | An Incentive Compensation Plan Administrator can manage incentive compensation pay group for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Manage Incentive Compensation Pay Group (Data)  
**Resource:** Business Unit |
| Incentive Compensation Payment Plan | An Incentive Compensation Plan Administrator can manage incentive compensation payment plan for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Manage Incentive Compensation Payment Plan (Data)  
**Resource:** Business Unit |
| Incentive Compensation Payment Plan | An Incentive Compensation Plan Administrator can review incentive compensation payment plan for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Review Incentive Compensation Payment Plan (Data)  
**Resource:** Business Unit |
| Incentive Compensation Plan | A Incentive Compensation Plan Administrator can manage incentive compensation plan for the business units for which they are authorized | **Role:** Incentive Compensation Plan Administrator  
**Privilege:** Manage Incentive Compensation Plan (Data)  
**Resource:** Business Unit |
| Incentive Compensation Plan | An Incentive Compensation Plan Administrator can review incentive compensation plan for the | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Review Incentive Compensation Plan (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Plan Component  | A Incentive Compensation Plan Administrator can manage incentive compensation plan component for the business units for which they are authorized | **Role:** Incentive Compensation Plan Administrator  
**Privilege:** Manage Incentive Compensation Plan Component (Data)  
**Resource:** Business Unit |
| Incentive Compensation Plan Component  | An Incentive Compensation Plan Administrator can review incentive compensation plan component for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Review Incentive Compensation Plan Component (Data)  
**Resource:** Business Unit |
| Incentive Compensation Rate Dimension   | A Incentive Compensation Plan Administrator can manage incentive compensation rate dimension for the business units for which they are authorized | **Role:** Incentive Compensation Plan Administrator  
**Privilege:** Manage Incentive Compensation Rate Dimension (Data)  
**Resource:** Business Unit |
| Incentive Compensation Rate Table       | A Incentive Compensation Plan Administrator can manage incentive compensation rate table for the business units for which they are authorized | **Role:** Incentive Compensation Plan Administrator  
**Privilege:** Manage Incentive Compensation Rate Table (Data)  
**Resource:** Business Unit |
| Incentive Compensation Rollup Group     | An Incentive Compensation Plan Administrator can manage incentive compensation rollup group for the business units for which they are authorized | **Role:** Incentive Compensation Participant Assignments  
**Privilege:** Manage Incentive Compensation Rollup Group (Data)  
**Resource:** Business Unit |
| Incentive Compensation Staged Transaction File Import Activity | An Incentive Compensation Plan Administrator can view incentive compensation staged transaction file import activity for all staged transaction file import activities in the enterprise | **Role:** Incentive Compensation Credits and Earnings  
**Privilege:** View Incentive Compensation Staged Transaction File Import Activity (Data)  
**Resource:** Incentive Compensation Staged Transaction File Import Activity |
| Incentive Compensation Staged Transaction File Import Mapping | An Incentive Compensation Plan Administrator can view incentive compensation staged transaction file import mapping for all staged transaction file import mappings in the enterprise | **Role:** Incentive Compensation Credits and Earnings  
**Privilege:** View Incentive Compensation Staged Transaction File Import Mapping (Data)  
**Resource:** Incentive Compensation Staged Transaction File Import Mapping |
| Incentive Compensation Staged Transaction File Import Object | An Incentive Compensation Plan Administrator can view incentive compensation staged transaction file import object for all staged | **Role:** Incentive Compensation Credits and Earnings  
**Privilege:** View Incentive Compensation Staged Transaction File Import Object (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Incentive Compensation Tables and Columns Setup | A Incentive Compensation Plan Administrator can manage incentive compensation tables and columns setup for the business units for which they are authorized. | Role: Incentive Compensation Plan Administrator  
Privilege: Configure Incentive Compensation Tables and Columns (Data)  
Resource: Business Unit |
| Incentive Compensation Team        | An Incentive Compensation Plan Administrator can manage incentive compensation team for the business units for which they are authorized. | Role: Incentive Compensation Participant Assignments  
Privilege: Manage Incentive Compensation Team (Data)  
Resource: Business Unit |
| Incentive Compensation Transaction | An Incentive Compensation Plan Administrator can maintain incentive compensation transaction for the business units for which they are authorized. | Role: Incentive Compensation Credits and Earnings  
Privilege: Maintain Incentive Compensation Transaction (Data)  
Resource: Business Unit |
| Incentive Compensation Transaction | An Incentive Compensation Plan Administrator can review incentive compensation transaction for the business units for which they are authorized. | Role: Incentive Compensation Credits and Earnings  
Privilege: Review Incentive Compensation Transaction (Data)  
Resource: Business Unit |
| Incentive Compensation Transaction Collection Batch | An Incentive Compensation Plan Administrator can manage incentive compensation transaction collection batch for the business units for which they are authorized. | Role: Incentive Compensation Credits and Earnings  
Privilege: Manage Incentive Compensation Transaction Collection Batch (Data)  
Resource: Business Unit |
Abstract Role: Line Manager

Identifies the person as a line manager.

Role Hierarchy

This table lists the roles inherited directly and indirectly by the abstract role Line Manager.

Line Manager

- Absence Management Transaction Analysis
- Business Intelligence Authoring
- Access Learning Common Components
- Access Person Gallery
- Add Worker Assignment
- Business Intelligence Applications Worker
- Career Development Transaction Analysis
- Change Worker Legal Employer
- Change Worker Location
- Change Worker Manager
- Change Worker Working Hour
- Compare HCM Information
- Compensation Transaction Analysis
  - Business Intelligence Authoring
- Contingent Worker Addition
- Create Non-Catalog Learning Request by Learner Manager
- Create Succession Plan for Worker
- Create Work Relationship
- Documents of Record Transaction Analysis
- Edit Person Career Planning
- Edit Person Skills and Qualifications
- Edit Succession Plan and Manage Candidates
- Employee Hire
- Expense Approval
- Goal Management Line Manager
- Goal Management Transaction Analysis
  - Business Intelligence Authoring
- Line Manager Workforce Compensation Management
- Link User Name to Person
- Maintain Absence Records
- Manage Availability Patterns
- Manage Development Goal by Manager
- Manage Direct Report
- Manage Eligible Jobs
- Manage Individual Compensation
- Manage Learning Communities
- Manage Learning Community Required Members
Manage Learning Self-Service Tutorials
Manage Learning Self-Service Videos
Manage Onboarding by Manager
Manage Performance Goal by Manager
Manage Person Documentation
Manage Person Identifiers for External Applications
Manage Recommended Learning
Manage Required Learning by Learner Manager
Manage Salaries
Manage Schedules and Exceptions Assignment
Manage User Account
  Link User Name to Person
Manage Vacancy
Manage Voluntary Learning by Learner Manager
Manage Worker Checklist
Manage Worker Contract
Manage Worker Information Sharing
Manage Workforce Compensation Budgets by Line Manager
Moderate User Generated Learning
Nonworker Addition
Pending Worker Addition and Hire
Performance Management Line Manager
  Create Anytime Performance Document
  Manage Check-In Document
  Request Feedback
  View Performance Summary
  View Requested Feedback
Performance Management Transaction Analysis
  Business Intelligence Authoring
Print Worker Portrait
Promote Worker
Report Manager Transaction Dashboard
Share Personal Data Access
Share Personal Information
Submit a Payroll Flow
Terminate Work Relationship
Time and Labor Transaction Analysis
Transfer Worker
Use REST Service - HR Document Types List of Values
Use REST Service - Person Reference Data Lists of Values
Use REST Service - Succession Management Lists of Values
Use REST Service - Workforce Structure List of Values
Vacancy Transaction Analysis
View Accrual Type Absence Plan Balance
View Compensation Details for Worker
View Compensation History
View Development Goal by Manager
View Employment Information Summary
View HCM Person Note
Duties
This table lists the duties assigned directly and indirectly to the abstract role Line Manager.

<table>
<thead>
<tr>
<th>Duty Role</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Absence Management Transaction Analysis</td>
<td>Analyzes Workforce absences transactional information</td>
</tr>
<tr>
<td>Business Intelligence Authoring</td>
<td>An author of Business Intelligence reports as presented in the web catalog. The role allows authoring within Business Intelligence Applications, Business Intelligence Publisher, Real Time Decisions, Enterprise Performance Management and Business Intelligence Office.</td>
</tr>
<tr>
<td>Career Development Transaction Analysis</td>
<td>HCM Career Development Transaction Analysis Duty Role</td>
</tr>
<tr>
<td>Compensation Transaction Analysis</td>
<td>Analyzes Compensation transactional information</td>
</tr>
<tr>
<td>Contingent Worker Addition</td>
<td>Adds contingent workers.</td>
</tr>
<tr>
<td>Documents of Record Transaction Analysis</td>
<td>Analyzes Documents of Records transactional information</td>
</tr>
<tr>
<td>Employee Hire</td>
<td>Hires employees.</td>
</tr>
<tr>
<td>Expense Approval</td>
<td>Approves expense reports of Oracle Fusion Expenses users.</td>
</tr>
<tr>
<td>Goal Management Line</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
</tr>
<tr>
<td>Duty Role</td>
<td>Description</td>
</tr>
<tr>
<td>-----------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Manager</td>
<td></td>
</tr>
<tr>
<td>Goal Management Transaction Analysis</td>
<td>Analyzes Workforce Goals transactional information</td>
</tr>
<tr>
<td>Line Manager Workforce Compensation Management</td>
<td>Manages workforce compensation by allocating compensation, rating performance, and promoting workers on a periodic basis.</td>
</tr>
<tr>
<td>Link User Name to Person</td>
<td>Creates a new user name or links an existing user name for a person.</td>
</tr>
<tr>
<td>Manage User Account</td>
<td>Manages user roles.</td>
</tr>
<tr>
<td>Nonworker Addition</td>
<td>Adds nonworkers.</td>
</tr>
<tr>
<td>Pending Worker Addition and Hire</td>
<td>Adds and hires pending workers.</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
</tr>
<tr>
<td>Performance Management Transaction Analysis</td>
<td>Analyzes Workforce Performance Management transactional information</td>
</tr>
<tr>
<td>Time and Labor Transaction Analysis</td>
<td>HCM Time and Labor Transaction Analysis Duty Role</td>
</tr>
<tr>
<td>Use REST Service - HR Document Types List of Values</td>
<td>Delivers data security policies for use with the HR Document Types list of values REST service.</td>
</tr>
<tr>
<td>Vacancy Transaction Analysis</td>
<td>HCM Vacancy Transaction Analysis Duty Role</td>
</tr>
<tr>
<td>Workers List of Values REST Service Data Security Policies</td>
<td>Delivers data security policies for use with the Workers list of values REST service.</td>
</tr>
<tr>
<td>Workforce Model Plan Line Manager</td>
<td>Manages workforce model plans, including creating and editing the plans.</td>
</tr>
<tr>
<td>Workforce Modeling Transaction Analysis</td>
<td>Analyzes Workforce Modeling transactional information</td>
</tr>
<tr>
<td>Workforce Profile Line Manager</td>
<td>Performs workforce profile duties as a line manager.</td>
</tr>
<tr>
<td>Workforce Profile Transaction Analysis</td>
<td>Analyzes Workforce Profile transactional information.</td>
</tr>
<tr>
<td>Workforce Scheduling Transaction Analysis</td>
<td>Analyses workforce scheduling transactional information</td>
</tr>
<tr>
<td>Workforce Transaction Analysis</td>
<td>Analyzes Workforce transactional information.</td>
</tr>
</tbody>
</table>

**Aggregate Privileges**

This table lists aggregate privileges assigned directly and indirectly to the abstract role **Line Manager**.

<table>
<thead>
<tr>
<th>Aggregate Privilege</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access Learning Common Components</td>
<td>Access common learning components.</td>
</tr>
<tr>
<td>Access Person Gallery</td>
<td>Searches worker deferred data and views the portrait page.</td>
</tr>
<tr>
<td>Add Worker Assignment</td>
<td>Allows adding of a worker assignment.</td>
</tr>
<tr>
<td>Change Worker Legal Employer</td>
<td>Allows changes to be made to a worker’s legal employer.</td>
</tr>
<tr>
<td>Change Worker Location</td>
<td>Changes persons’ locations.</td>
</tr>
<tr>
<td>Change Worker Manager</td>
<td>Changes persons’ managers.</td>
</tr>
<tr>
<td>Change Worker Working Hour</td>
<td>Changes the working hours of persons.</td>
</tr>
<tr>
<td>Compare HCM Information</td>
<td>Compares workers, jobs, positions, and any combinations of these objects.</td>
</tr>
<tr>
<td>Create Anytime Performance Document</td>
<td>Allows creation of anytime performance</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Create Non-Catalog Learning Request by Learner Manager</td>
<td>Documents</td>
</tr>
<tr>
<td>Create Succession Plan for Worker</td>
<td>Create succession plans.</td>
</tr>
<tr>
<td>Create Work Relationship</td>
<td>Adds work relationships to persons.</td>
</tr>
<tr>
<td>Edit Person Career Planning</td>
<td>Allows editing the Person Career Planning.</td>
</tr>
<tr>
<td>Edit Person Skills and Qualifications</td>
<td>Allows editing the Person Skills and Qualifications.</td>
</tr>
<tr>
<td>Edit Succession Plan and Manage Candidates</td>
<td>Manages succession plan candidates.</td>
</tr>
<tr>
<td>Maintain Absence Records</td>
<td>Allows workers to enter, update and delete their absence records.</td>
</tr>
<tr>
<td>Manage Availability Patterns</td>
<td>Allows users to create, delete, and update availability patterns.</td>
</tr>
<tr>
<td>Manage Check-In Document</td>
<td>Allows to create, view, edit and delete check-in document.</td>
</tr>
<tr>
<td>Manage Development Goal by Manager</td>
<td>Manages development goals of subordinates.</td>
</tr>
<tr>
<td>Manage Direct Report</td>
<td>Manages direct reports.</td>
</tr>
<tr>
<td>Manage Eligible Jobs</td>
<td>Allows managing of eligible jobs for relief in higher class.</td>
</tr>
<tr>
<td>Manage Individual Compensation</td>
<td>Privilege to manage individual compensation awards for workers within the user's security profile.</td>
</tr>
<tr>
<td>Manage Learning Communities</td>
<td>Allows users to create learning communities.</td>
</tr>
<tr>
<td>Manage Learning Community Required Members</td>
<td>Allows adding required members to a community.</td>
</tr>
<tr>
<td>Manage Learning Self-Service Tutorials</td>
<td>Allows users to author tutorials.</td>
</tr>
<tr>
<td>Manage Learning Self-Service Videos</td>
<td>Allows users to publish and edit videos.</td>
</tr>
<tr>
<td>Manage Onboarding by Manager</td>
<td>Allows manager to manage the onboarding tasks.</td>
</tr>
<tr>
<td>Manage Performance Goal by Manager</td>
<td>Manages performance goals of subordinates.</td>
</tr>
<tr>
<td>Manage Person Documentation</td>
<td>Manages documents.</td>
</tr>
<tr>
<td>Manage Person Identifiers for External Applications</td>
<td>Manages person identifiers for external applications.</td>
</tr>
<tr>
<td>Manage Recommended Learning</td>
<td>Allows users to recommend learning and view recommendations received.</td>
</tr>
<tr>
<td>Manage Required Learning by Learner Manager</td>
<td>Allows managers to create and manage required assignments.</td>
</tr>
<tr>
<td>Manage Salaries</td>
<td>Privilege to manage off-cycle salary adjustments as a stand alone transaction or as part of a larger business process such as a promotion or transfer.</td>
</tr>
<tr>
<td>Manage Schedules and Exceptions Assignment</td>
<td>Manages the association of schedules to an assignment. This role is associated with the line manager or HR specialist.</td>
</tr>
<tr>
<td>Manage Vacancy</td>
<td>Allows management of vacancies.</td>
</tr>
<tr>
<td>Manage Voluntary Learning by Learner Manager</td>
<td>Allows managers to create and manage voluntary assignments.</td>
</tr>
<tr>
<td>Manage Worker Checklist</td>
<td>Manages checklist definitions.</td>
</tr>
<tr>
<td>Manage Worker Contract</td>
<td>Allows management of worker contracts.</td>
</tr>
<tr>
<td>Manage Worker Information Sharing</td>
<td>Allows sharing of person information with internal and external recipients. Used in the non-responsive UI.</td>
</tr>
<tr>
<td>Manage Workforce Compensation Budgets by</td>
<td>Manages compensation budgets by distributing</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Line Manager</td>
<td>and publishing budgets to lower manager.</td>
</tr>
<tr>
<td>Moderate User Generated Learning</td>
<td>Allows access to moderate and approve self-service learning items.</td>
</tr>
<tr>
<td>Print Worker Portrait</td>
<td>Grants access to the portrait maintenance duties for the portrait cards.</td>
</tr>
<tr>
<td>Promote Worker</td>
<td>Promotes persons.</td>
</tr>
<tr>
<td>Report Manager Transaction Dashboard</td>
<td>Reports Manager Transaction Dashboard</td>
</tr>
<tr>
<td>Request Feedback</td>
<td>Allows to request feedback</td>
</tr>
<tr>
<td>Share Personal Data Access</td>
<td>Allows sharing of access to personal data.</td>
</tr>
<tr>
<td>Share Personal Information</td>
<td>Allows sharing of personal information.</td>
</tr>
<tr>
<td>Submit a Payroll Flow</td>
<td>Submits new payroll flows.</td>
</tr>
<tr>
<td>Terminate Work Relationship</td>
<td>Terminates work relationships.</td>
</tr>
<tr>
<td>Transfer Worker</td>
<td>Transfers persons.</td>
</tr>
<tr>
<td>Use REST Service - Person Reference Data Lists of Values</td>
<td>Allows the user to call the GET method associated with the person reference data lists of values REST services.</td>
</tr>
<tr>
<td>Use REST Service - Succession Management Lists of Values</td>
<td>Allows the user to call the GET method associated with the Succession Management list of values REST Services.</td>
</tr>
<tr>
<td>Use REST Service - Workforce Structure List of Values</td>
<td>Allows the user to call the GET method associated with the Workforce Structure list of values REST Services.</td>
</tr>
<tr>
<td>View Accrual Type Absence Plan Balance</td>
<td>Allows workers to view balances of the accrual type absence plans.</td>
</tr>
<tr>
<td>View Compensation Details for Worker</td>
<td>Views compensation data for a worker.</td>
</tr>
<tr>
<td>View Compensation History</td>
<td>Provides access to view compensation history for workers within the users security profile.</td>
</tr>
<tr>
<td>View Development Goal by Manager</td>
<td>View development goals of subordinates.</td>
</tr>
<tr>
<td>View Employment Information Summary</td>
<td>Grants access to view a worker's employment information summary.</td>
</tr>
<tr>
<td>View HCM Person Note</td>
<td>Views HCM person notes</td>
</tr>
<tr>
<td>View Learner Contributions</td>
<td>Allows users to view a person's learning contributions.</td>
</tr>
<tr>
<td>View Learning Communities</td>
<td>Allows users to view learning communities they are members of.</td>
</tr>
<tr>
<td>View Performance Summary</td>
<td>Allows viewing of workers performance summary information.</td>
</tr>
<tr>
<td>View Portrait Availability Card</td>
<td>Grants access to the availability card in the portrait, which includes schedule, absence, and accrual information.</td>
</tr>
<tr>
<td>View Portrait Contact Card</td>
<td>Grants access to view the contact card in the portrait, which includes phone number, e-mail, other communication methods, work location information, manager, directs and peers.</td>
</tr>
<tr>
<td>View Portrait Employment Information Card</td>
<td>Grants access to view the employment card in the Portrait, which includes assignment and contract information. This role is associated with the line manager and HR specialist.</td>
</tr>
<tr>
<td>View Portrait User Account Details Card</td>
<td>Views the User Account Details card in the Person Gallery.</td>
</tr>
<tr>
<td>View Public Learning Communities</td>
<td>Allows users to view the learning communities a person is a member of.</td>
</tr>
<tr>
<td>View Recommended Learning by Learner</td>
<td>Allows managers to view recommendations</td>
</tr>
<tr>
<td>Aggregate Privilege</td>
<td>Description</td>
</tr>
<tr>
<td>---------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Manager</td>
<td>received by people in their person security profile, and learning items recommended for people in their public person security profile.</td>
</tr>
<tr>
<td>View Requested Feedback</td>
<td>Allows workers and line managers to view requested feedback.</td>
</tr>
<tr>
<td>View Required Learning by Learner Manager</td>
<td>Allows managers to view required learning assignments assigned to people in their person security profile.</td>
</tr>
<tr>
<td>View Salary Data Only</td>
<td>Views salary data embedded or used in non-compensation product pages or processes.</td>
</tr>
<tr>
<td>View Seniority Dates</td>
<td>Allows viewing of seniority dates.</td>
</tr>
<tr>
<td>View Succession Plan</td>
<td>Views succession plans.</td>
</tr>
<tr>
<td>View Talent Ratings</td>
<td>Grants access to view the talent ratings.</td>
</tr>
<tr>
<td>View Voluntary Learning by Learner Manager</td>
<td>Allows managers to view voluntary learning assignments assigned to people in their person security profile.</td>
</tr>
<tr>
<td>View Worker Assignment History Details</td>
<td>Allows viewing of worker's assignment history details.</td>
</tr>
<tr>
<td>View Worker Contract</td>
<td>Allows viewing of worker contracts.</td>
</tr>
<tr>
<td>View Workforce Predictions as Line Manager</td>
<td>Allows Line Manager to view worker predictions.</td>
</tr>
</tbody>
</table>

### Privileges

This table lists privileges granted to duties of the abstract role **Line Manager**.

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contingent Worker Addition</td>
<td>Adds contingent workers.</td>
<td>Add Contingent Worker</td>
</tr>
<tr>
<td>Contingent Worker Addition</td>
<td>Adds contingent workers.</td>
<td>Create User</td>
</tr>
<tr>
<td>Contingent Worker Addition</td>
<td>Adds contingent workers.</td>
<td>Renew Placement</td>
</tr>
<tr>
<td>Employee Hire</td>
<td>Hires employees.</td>
<td>Hire Employee</td>
</tr>
<tr>
<td>Employee Hire</td>
<td>Hires employees.</td>
<td>Rehire Employee</td>
</tr>
<tr>
<td>Expense Approval</td>
<td>Approves expense reports of Oracle Fusion Expenses users.</td>
<td>Approve Expense Report</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>Assign Development Goal to Groups of Workers</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>Manage Development Goal</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>Manage Development Goal in Goal Library</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>Manage Development Goal of Other Workers</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>Manage Performance Goal</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>Manage Performance Goals of Others</td>
</tr>
<tr>
<td>Goal Management Line Manager</td>
<td>Goal Management Line Manager - inherited by Line Manager</td>
<td>View Development Goal</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------</td>
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<td>-----------</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Absence Entry Using Calendar</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access FUSE Hiring Page</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access FUSE My Team Page</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access FUSE Team Talent Page</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access Learner Manager Self-Service Work Area</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access Oracle Taleo Recruiting Cloud Service</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access Tap Application</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Access Time Work Area</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Analytical view of team's compliance violations</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Analyze Team Compensation</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Approve Individual Compensation Award</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Approve Salary Updates</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Assign Performance Goal to Groups of Workers</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Assign Workers Goals Mass Process</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Change Manager Mobile</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Create and Update Competition</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Goal Management Notifications</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Learning Community Members using OTBI</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Learning Community Required Learning</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Outstanding Corporate Card Transaction</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Performance Goal</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Questionnaires</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Questions</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Salary Mobile</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Social Network Connections</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------</td>
<td>-------------------------------------------------------------------</td>
<td>-----------------------------------------------------</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Talent Review Content</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Team Compensation</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Team Compliance Violations List View</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Team Reputation Scores List View</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manage Team Reputation Tasks</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manager Suggest Mentorship Relationships</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manager's View of Employee's Reputation Scores</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Manager's View of Employee's Social Roles</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>New Person Work Area As Line Manager</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Perform Performance Evaluations Mobile</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Promote Worker Mobile</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Run Talent Profile Summary Report</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Search and Review Skills</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use Assignment Status Type Service</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use Position lookup Service</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use REST Service - Collective Agreements List of Values</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use REST Service - Content Items List of Values</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use REST Service - Model Profiles List of Values</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use REST Service - Salary Bases List of Values</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>Use REST Service - Users and Roles Lists of Values</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Calendar by Line Manager</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Career Overview by Manager</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>---------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Employee Social Connections</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Performance Overview by Manager</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Team Compliance Outlier Reports</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Team Reputation Outlier Reports</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Team Reputation Scores Analytic View</td>
</tr>
<tr>
<td>Line Manager</td>
<td>Identifies the person as a line manager.</td>
<td>View Team Schedule by Line Manager</td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Allocate Compensation Person Rate by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Approve and Submit Compensation Allocation by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Assign Compensation Performance Rating by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Award Compensation Promotion by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Create Compensation Distribution Model for Allocation by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Export Compensation Allocation Details to Spreadsheet by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Generate Compensation Allocation Statements by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Print Performance Document</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>Run Group Compensation Line Manager Reports by Line Manager</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Line Manager Workforce Compensation</td>
<td>Manages workforce compensation by allocating compensation, rating</td>
<td>View Worker Performance Management Document</td>
</tr>
<tr>
<td>Management</td>
<td>performance, and promoting workers on a periodic basis.</td>
<td></td>
</tr>
<tr>
<td>Link User Name to Person</td>
<td>Creates a new user name or links an existing user name for a person.</td>
<td>Create User Name</td>
</tr>
<tr>
<td>Granted Role</td>
<td>Granted Role Description</td>
<td>Privilege</td>
</tr>
<tr>
<td>------------------------------------</td>
<td>-----------------------------------------------------------------------------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>Link User Name to Person</td>
<td>Creates a new user name or links an existing user name for a person.</td>
<td>Link User Account</td>
</tr>
<tr>
<td>Link User Name to Person</td>
<td>Creates a new user name or links an existing user name for a person.</td>
<td>Send User Name Request to LDAP</td>
</tr>
<tr>
<td>Manage User Account</td>
<td>Manages user roles.</td>
<td>Copy Personal Data to LDAP</td>
</tr>
<tr>
<td>Nonworker Addition</td>
<td>Adds nonworkers.</td>
<td>Create Person Nonworker</td>
</tr>
<tr>
<td>Nonworker Addition</td>
<td>Adds nonworkers.</td>
<td>Create User</td>
</tr>
<tr>
<td>Pending Worker Addition and Hire</td>
<td>Adds and hires pending workers.</td>
<td>Add Worker Pending Hire</td>
</tr>
<tr>
<td>Pending Worker Addition and Hire</td>
<td>Adds and hires pending workers.</td>
<td>Correct Oracle Taleo Recruiting Candidate Import Errors</td>
</tr>
<tr>
<td>Pending Worker Addition and Hire</td>
<td>Adds and hires pending workers.</td>
<td>Edit Pending Worker</td>
</tr>
<tr>
<td>Pending Worker Addition and Hire</td>
<td>Adds and hires pending workers.</td>
<td>Hire Pending Worker</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Approve Worker Performance Document</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Cancel Worker Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Change Participant Due Date by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Complete Worker Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Create Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Delete Worker Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Print Performance Document</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Reopen Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Reset Worker Performance Evaluation Status by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Restore Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Select Feedback Participants</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Track Participant Feedback Status</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>Transfer Performance Document by Manager</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>View Performance Information on Manager Dashboard</td>
</tr>
<tr>
<td>Performance Management Line Manager</td>
<td>Views performance documents from line manager dashboard.</td>
<td>View Performance Information on Worker Dashboard</td>
</tr>
</tbody>
</table>

156
## Granted Role

<table>
<thead>
<tr>
<th>Granted Role</th>
<th>Granted Role Description</th>
<th>Privilege</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Performance Management Line Manager</strong></td>
<td>Views performance documents from line manager dashboard.</td>
<td>View Performance and Potential</td>
</tr>
<tr>
<td><strong>Use REST Service - HR Document Types List of Values</strong></td>
<td>Delivers data security policies for use with the HR Document Types list of values REST service.</td>
<td>Use REST Service - HR Document Types List of Values</td>
</tr>
<tr>
<td><strong>Workforce Model Plan Line Manager</strong></td>
<td>Manages workforce model plans, including creating and editing the plans.</td>
<td>Manage Workforce Model Plan as Line Manager</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>Define Talent Profile</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>Define Talent Profile Item</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>Manage Person Talent Profile</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>Manage Talent Profile Interest List</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>Match Talent Profile</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>Update Talent Profile Item</td>
</tr>
<tr>
<td><strong>Workforce Profile Line Manager</strong></td>
<td>Performs workforce profile duties as a line manager.</td>
<td>View Talent Profile</td>
</tr>
</tbody>
</table>

## Data Security Policies

This table lists data security policies and their enforcement across analytics application for the abstract role **Line Manager**.

<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| **Application Reference Territory** | A Line Manager can choose application reference territory for countries in their country security profile | **Role:** Line Manager  
**Privilege:** Choose Application Reference Territory (Data)  
**Resource:** Application Reference Territory |
| **Applied Cash Advance** | A Line Manager can view applied cash advance for the employees for whom they are responsible | **Role:** Line Manager  
**Privilege:** View Employee Expense (Data)  
**Resource:** Applied Cash Advance |
| **Assignment Grade** | A Line Manager can choose assignment grade for all grades in the enterprise | **Role:** Line Manager  
**Privilege:** Choose Assignment Grade (Data)  
**Resource:** Assignment Grade |
| **Assignment Grade** | A Line Manager can choose assignment grade for all grades in the enterprise | **Role:** Use REST Service - Workforce Structure List of Values  
**Privilege:** Choose Assignment Grade (Data)  
**Resource:** Assignment Grade |
| **Assignment Grade** | A Line Manager can report assignment grade for all grades in the enterprise | **Role:** Absence Management Transaction Analysis  
**Privilege:** Report Assignment Grade (Data)  
**Resource:** Assignment Grade |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Assignment Grade   | A Line Manager can report assignment grade for all grades in the enterprise         | **Role**: Career Development Transaction Analysis  
**Privilege**: Report Assignment Grade (Data)  
**Resource**: Assignment Grade |
| Assignment Grade   | A Line Manager can report assignment grade for all grades in the enterprise         | **Role**: Compensation Transaction Analysis  
**Privilege**: Report Assignment Grade (Data)  
**Resource**: Assignment Grade |
| Assignment Grade   | A Line Manager can report assignment grade for all grades in the enterprise         | **Role**: Goal Management Transaction Analysis  
**Privilege**: Report Assignment Grade (Data)  
**Resource**: Assignment Grade |
| Assignment Grade   | A Line Manager can report assignment grade for all grades in the enterprise         | **Role**: Time and Labor Transaction Analysis  
**Privilege**: Report Assignment Grade (Data)  
**Resource**: Assignment Grade |
| Assignment Grade   | A Line Manager can report assignment grade for all grades in the enterprise         | **Role**: Vacancy Transaction Analysis  
**Privilege**: Report Assignment Grade (Data)  
**Resource**: Assignment Grade |
| Assignment Grade   | A Line Manager can report assignment grade for all grades in the enterprise         | **Role**: Workforce Transaction Analysis  
**Privilege**: Report Assignment Grade (Data)  
**Resource**: Assignment Grade |
| Assignment Grade Ladder  | A Line Manager can report assignment grade ladder for all grades in the enterprise | **Role**: Absence Management Transaction Analysis  
**Privilege**: Report Assignment Grade Ladder (Data)  
**Resource**: Assignment Grade Ladder |
| Assignment Grade Ladder  | A Line Manager can report assignment grade ladder for all grades in the enterprise | **Role**: Compensation Transaction Analysis  
**Privilege**: Report Assignment Grade Ladder (Data)  
**Resource**: Assignment Grade Ladder |
| Assignment Grade Ladder  | A Line Manager can report assignment grade ladder for all grades in the enterprise | **Role**: Vacancy Transaction Analysis  
**Privilege**: Report Assignment Grade Ladder (Data)  
**Resource**: Assignment Grade Ladder |
| Assignment Grade Ladder  | A Line Manager can report assignment grade ladder for all grades in the enterprise | **Role**: Workforce Transaction Analysis  
**Privilege**: Report Assignment Grade Ladder (Data)  
**Resource**: Assignment Grade Ladder |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise   | **Role**: Absence Management Transaction Analysis  
**Privilege**: Report Assignment Grade Rate (Data)  
**Resource**: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise   | **Role**: Compensation Transaction Analysis  
**Privilege**: Report Assignment Grade Rate (Data)  
**Resource**: Assignment Grade Rate |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise    | **Role**: Vacancy Transaction Analysis  
**Privilege**: Report Assignment Grade Rate (Data)  
**Resource**: Assignment Grade Rate |
| Assignment Grade Rate | A Line Manager can report assignment grade rate for all grades in the enterprise    | **Role**: Workforce Transaction Analysis  
**Privilege**: Report Assignment Grade Rate (Data)  
**Resource**: Assignment Grade Rate |
| Business Unit         | A Line Manager can choose business unit for business units in their organization security profile | **Role**: Line Manager  
**Privilege**: Choose Business Unit Organization (Data)  
**Resource**: Business Unit |
| Business Unit         | A Line Manager can choose business unit organization for business units in their organization security profile | **Role**: Use REST Service - Workforce Structure List of Values  
**Privilege**: Choose Business Unit Organization (Data)  
**Resource**: Business Unit |
| Cash Advance          | A Line Manager can view cash advance for the employees for whom they are responsible | **Role**: Line Manager  
**Privilege**: View Employee Expense (Data)  
**Resource**: Cash Advance |
| Check In Document     | A Line Manager can manage check-in document for subordinates in their person and assignment security profile | **Role**: Manage Check-In Document  
**Privilege**: Manage Check-In Document (Data)  
**Resource**: Check In Document |
| Check In Document     | A Line Manager can report check-in document for people and assignments in their person and assignment security profile | **Role**: Performance Management Transaction Analysis  
**Privilege**: Report Check-In Document (Data)  
**Resource**: Check In Document |
| Compensation Allocation | A Line Manager can allocate compensation person rate by line manager for subordinates in their person and assignment security profile | **Role**: Line Manager Workforce Compensation Management  
**Privilege**: Allocate Compensation Person Rate by Line Manager (Data)  
**Resource**: Compensation Allocation |
| Compensation Allocation | A Line Manager can approve and submit compensation allocation by line manager for subordinates in their person and assignment security profile | **Role**: Line Manager Workforce Compensation Management  
**Privilege**: Approve and Submit Compensation Allocation by Line Manager (Data)  
**Resource**: Compensation Allocation |
| Compensation Allocation | A Line Manager can report compensation allocation for subordinates in their person and assignment security profile | **Role**: Compensation Transaction Analysis  
**Privilege**: Report Compensation Allocation (Data)  
**Resource**: Compensation Allocation |
| Compensation History  | A Line Manager can view compensation history for subordinates in their person and assignment security profile | **Role**: View Compensation History  
**Privilege**: View Compensation History (Data)  
**Resource**: Compensation History |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Compensation Note | A Line Manager can manage compensation note for public compensation notes for subordinates in their person and assignment security profile and for private compensation notes that they own | **Role**: Line Manager Workforce Compensation Management  
**Privilege**: Manage Compensation Note (Data)  
**Resource**: Compensation Note |
| Compensation Promotion | A Line Manager can award compensation promotion by line manager for subordinates in their person and assignment security profile | **Role**: Line Manager Workforce Compensation Management  
**Privilege**: Award Compensation Promotion by Line Manager (Data)  
**Resource**: Compensation Promotion |
| Compensation Stock Grant | A Line Manager can report compensation stock grant for subordinates in their person and assignment security profile | **Role**: Compensation Transaction Analysis  
**Privilege**: Report Compensation Stock Grant (Data)  
**Resource**: Compensation Stock Grant |
| Compensation Stock Grant | A Line Manager can view compensation stock grant by line manager for subordinates in their person and assignment security profile | **Role**: Line Manager Workforce Compensation Management  
**Privilege**: View Compensation Stock Grant by Line Manager (Data)  
**Resource**: Compensation Stock Grant |
| Corporate Card Transaction | A Line Manager can view corporate card transaction for the employees for whom they are responsible | **Role**: Line Manager  
**Privilege**: Manage Outstanding Corporate Card Transaction (Data)  
**Resource**: Corporate Card Transaction |
| Department | A Line Manager can choose department for departments in their organization security profile | **Role**: Line Manager  
**Privilege**: Choose Department (Data)  
**Resource**: Department |
| Department | A Line Manager can choose department for departments in their organization security profile | **Role**: Use REST Service - Workforce Structure List of Values  
**Privilege**: Choose Department (Data)  
**Resource**: Department |
| Department | A Line Manager can report department for departments in their organization security profile | **Role**: Absence Management Transaction Analysis  
**Privilege**: Report Department (Data)  
**Resource**: Department |
| Department | A Line Manager can report department for departments in their organization security profile | **Role**: Career Development Transaction Analysis  
**Privilege**: Report Department (Data)  
**Resource**: Department |
| Department | A Line Manager can report department for departments in their organization security profile | **Role**: Compensation Transaction Analysis  
**Privilege**: Report Department (Data)  
**Resource**: Department |
| Department | A Line Manager can report department for departments in their organization security profile | **Role**: Goal Management Transaction Analysis  
**Privilege**: Report Department (Data)  
**Resource**: Department |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Department           | A Line Manager can report department for departments in their organization security profile | Role: Time and Labor Transaction Analysis  
Privilege: Report Department (Data)  
Resource: Department |
| Department           | A Line Manager can report department for departments in their organization security profile | Role: Vacancy Transaction Analysis  
Privilege: Report Department (Data)  
Resource: Department |
| Department           | A Line Manager can report department for departments in their organization security profile | Role: Workforce Transaction Analysis  
Privilege: Report Department (Data)  
Resource: Department |
| Employment Contract  | A Line Manager can manage worker contract for subordinates in their person and assignment security profile | Role: Manage Worker Contract  
Privilege: Manage Worker Contract (Data)  
Resource: Employment Contract |
| Employment Contract  | A Line Manager can view worker contract for subordinates in their person and assignment security profile | Role: View Worker Contract  
Privilege: View Worker Contract (Data)  
Resource: Employment Contract |
| Expense              | A Line Manager can view expense for the employees for whom they are responsible      | Role: Line Manager  
Privilege: View Employee Expense (Data)  
Resource: Expense |
| Expense Report       | A Line Manager can view expense report for the employees for whom they are responsible | Role: Line Manager  
Privilege: View Employee Expense (Data)  
Resource: Expense Report |
| Expense Report       | A Line Manager can manage expense report approval note for the employees for whom they are responsible | Role: Expense Approval  
Privilege: Manage Expense Report Approval Note (Data)  
Resource: Expense Report Approval Note |
| HCM Person Shared Note | A Line Manager can view hcm person shared note for shared person notes that are about subordinates in their person security profile | Role: View HCM Person Note  
Privilege: View HCM Person Shared Note (Data)  
Resource: HCM Person Shared Note |
| HR Document Type     | A Line Manager can report document type for document types in their document type security profile | Role: Documents of Record Transaction Analysis  
Privilege: Report Document Type (Data)  
Resource: HR Document Type |
| HR Job               | A Line Manager can choose hr job for all jobs in the enterprise                      | Role: Line Manager  
Privilege: Choose HR Job (Data)  
Resource: HR Job |
| HR Job               | A Line Manager can choose hr job for all jobs in the enterprise                      | Role: Use REST Service - Workforce Structure List of Values  
Privilege: Choose HR Job (Data)  
Resource: HR Job |
| HR Job               | A Line Manager can report hr job for all jobs in the                                 | Role: Absence Management Transaction Analysis |

161
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>enterprise</td>
<td></td>
<td><strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Line Manager can report hr job for all jobs in the enterprise</td>
<td><strong>Role</strong>: Career Development Transaction Analysis &lt;br&gt;<strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Line Manager can report hr job for all jobs in the enterprise</td>
<td><strong>Role</strong>: Compensation Transaction Analysis &lt;br&gt;<strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Line Manager can report hr job for all jobs in the enterprise</td>
<td><strong>Role</strong>: Goal Management Transaction Analysis &lt;br&gt;<strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Line Manager can report hr job for all jobs in the enterprise</td>
<td><strong>Role</strong>: Time and Labor Transaction Analysis &lt;br&gt;<strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Line Manager can report hr job for all jobs in the enterprise</td>
<td><strong>Role</strong>: Vacancy Transaction Analysis &lt;br&gt;<strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>HR Job</td>
<td>A Line Manager can report hr job for all jobs in the enterprise</td>
<td><strong>Role</strong>: Workforce Transaction Analysis &lt;br&gt;<strong>Privilege</strong>: Report HR Job (Data) &lt;br&gt;<strong>Resource</strong>: HR Job</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>A Line Manager can manage required learning for required learning assignments assigned to subordinates in their person security profile</td>
<td><strong>Role</strong>: Manage Required Learning by Learner Manager &lt;br&gt;<strong>Privilege</strong>: Manage Required Learning (Data) &lt;br&gt;<strong>Resource</strong>: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>A Line Manager can manage voluntary learning for voluntary learning assignments received by subordinates in their person security profile</td>
<td><strong>Role</strong>: Manage Voluntary Learning by Learner Manager &lt;br&gt;<strong>Privilege</strong>: Manage Voluntary Learning (Data) &lt;br&gt;<strong>Resource</strong>: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>A Line Manager can view recommended learning for recommendations received by subordinates in their person security profile</td>
<td><strong>Role</strong>: View Recommended Learning by Learner Manager &lt;br&gt;<strong>Privilege</strong>: View Recommended Learning (Data) &lt;br&gt;<strong>Resource</strong>: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>A Line Manager can view required learning for required learning assignments received by subordinates in their person security profile</td>
<td><strong>Role</strong>: View Required Learning by Learner Manager &lt;br&gt;<strong>Privilege</strong>: View Required Learning (Data) &lt;br&gt;<strong>Resource</strong>: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>A Line Manager can view voluntary learning for voluntary learning assignments received by subordinates in their person security profile</td>
<td><strong>Role</strong>: View Voluntary Learning by Learner Manager &lt;br&gt;<strong>Privilege</strong>: View Voluntary Learning (Data) &lt;br&gt;<strong>Resource</strong>: Learning Assignment</td>
</tr>
<tr>
<td>Learning Assignment</td>
<td>A Line Manager can manage required learning for required learning assignments assigned to subordinates in their person security profile</td>
<td><strong>Role</strong>: Manage Recommended Learning by Learner Manager &lt;br&gt;<strong>Privilege</strong>: Manage Required Learning (Data) &lt;br&gt;<strong>Resource</strong>: Learning Assignment</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
</tr>
<tr>
<td>Event</td>
<td>recommended learning for recommendations made by subordinates in their person</td>
<td><strong>Privilege</strong>: Manage Recommended Learning (Data)</td>
</tr>
<tr>
<td></td>
<td>security profile</td>
<td><strong>Resource</strong>: Learning Assignment Event</td>
</tr>
<tr>
<td>Learning Assignment Event</td>
<td>A Line Manager can view recommended learning public person for recommendations</td>
<td><strong>Role</strong>: View Recommended Learning by Learner Manager</td>
</tr>
<tr>
<td></td>
<td>made by persons in their public person security profile</td>
<td><strong>Privilege</strong>: View Recommended Learning Public Person (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Learning Assignment Event</td>
</tr>
<tr>
<td>Learning Item</td>
<td>A Line Manager can manage learning communities for self-service communities</td>
<td><strong>Role</strong>: Manage Learning Communities</td>
</tr>
<tr>
<td></td>
<td>owned by subordinates in their person security profile</td>
<td><strong>Privilege</strong>: Manage Learning Communities (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Learning Item</td>
</tr>
<tr>
<td>Learning Item</td>
<td>A Line Manager can manage learning self-service tutorials for self-service</td>
<td><strong>Role</strong>: Manage Learning Self-Service Tutorials</td>
</tr>
<tr>
<td></td>
<td>tutorials created by subordinates in their person security profile</td>
<td><strong>Privilege</strong>: Manage Learning Self-Service Tutorials (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Learning Item</td>
</tr>
<tr>
<td>Learning Item</td>
<td>A Line Manager can manage learning self-service videos for self-service videos</td>
<td><strong>Role</strong>: Manage Learning Self-Service Videos</td>
</tr>
<tr>
<td></td>
<td>created by subordinates in their person security profile</td>
<td><strong>Privilege</strong>: Manage Learning Self-Service Videos (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Learning Item</td>
</tr>
<tr>
<td>Learning Item</td>
<td>A Line Manager can view learning communities for communities which subordinates</td>
<td><strong>Role</strong>: View Learning Communities</td>
</tr>
<tr>
<td></td>
<td>in their person security profile are members or managers of</td>
<td><strong>Privilege</strong>: View Learning Communities (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Learning Item</td>
</tr>
<tr>
<td>Legal Employer</td>
<td>A Line Manager can choose legal employer for legal employers in their organization</td>
<td><strong>Role</strong>: Line Manager</td>
</tr>
<tr>
<td></td>
<td>security profile</td>
<td><strong>Privilege</strong>: Choose Legal Employer (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Legal Employer</td>
</tr>
<tr>
<td>Legal Employer</td>
<td>A Line Manager can choose legal employer for legal employers in their</td>
<td><strong>Role</strong>: Use REST Service - Workforce Structure List of Values</td>
</tr>
<tr>
<td></td>
<td>organization security profile</td>
<td><strong>Privilege</strong>: Choose Legal Employer (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Legal Employer</td>
</tr>
<tr>
<td>Legislative Data Group</td>
<td>A Line Manager can choose legislative data group for legislative data groups</td>
<td><strong>Role</strong>: Line Manager</td>
</tr>
<tr>
<td></td>
<td>in their legislative data group security profile</td>
<td><strong>Privilege</strong>: Choose Legislative Data Group (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Legislative Data Group</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can choose location for all locations in the enterprise</td>
<td><strong>Role</strong>: Line Manager</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Choose Location (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can choose location for all locations in the enterprise</td>
<td><strong>Role</strong>: Use REST Service - Workforce Structure List of Values</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Privilege</strong>: Choose Location (Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Absence Management Transaction Analysis</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-------------------------</td>
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<td>------------------------------------------------------------------</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Career Development Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Location (Data)&lt;br&gt;<strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Compensation Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Location (Data)&lt;br&gt;<strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Goal Management Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Location (Data)&lt;br&gt;<strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Time and Labor Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Location (Data)&lt;br&gt;<strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Vacancy Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Location (Data)&lt;br&gt;<strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Location</td>
<td>A Line Manager can report location for all locations in the enterprise</td>
<td><strong>Role</strong>: Workforce Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Location (Data)&lt;br&gt;<strong>Resource</strong>: Location</td>
</tr>
<tr>
<td>Payroll Checklist</td>
<td>A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile</td>
<td><strong>Role</strong>: Submit a Payroll Flow&lt;br&gt;<strong>Privilege</strong>: View Payroll Flow (Data)&lt;br&gt;<strong>Resource</strong>: Payroll Checklist</td>
</tr>
<tr>
<td>Payroll Checklist Annotation</td>
<td>A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile</td>
<td><strong>Role</strong>: Submit a Payroll Flow&lt;br&gt;<strong>Privilege</strong>: View Payroll Flow (Data)&lt;br&gt;<strong>Resource</strong>: Payroll Checklist Annotation</td>
</tr>
<tr>
<td>Payroll Definition</td>
<td>A Line Manager can choose payroll definition for payrolls in their payroll security profile</td>
<td><strong>Role</strong>: Line Manager&lt;br&gt;<strong>Privilege</strong>: Choose Payroll (Data)&lt;br&gt;<strong>Resource</strong>: Payroll Definition</td>
</tr>
<tr>
<td>Payroll Flow Definition</td>
<td>A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile</td>
<td><strong>Role</strong>: Submit a Payroll Flow&lt;br&gt;<strong>Privilege</strong>: View Payroll Flow (Data)&lt;br&gt;<strong>Resource</strong>: Payroll Flow Definition</td>
</tr>
<tr>
<td>Payroll Flow Definition Parameter</td>
<td>A Line Manager can view payroll flow for legislative data groups in their legislative data group security profile and payroll flows in their payroll flow security profile</td>
<td><strong>Role</strong>: Submit a Payroll Flow&lt;br&gt;<strong>Privilege</strong>: View Payroll Flow (Data)&lt;br&gt;<strong>Resource</strong>: Payroll Flow Definition Parameter</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>----------------</td>
<td>-------------------</td>
<td>-----------------------------</td>
</tr>
</tbody>
</table>
| Pending Worker Import Error | A Line Manager can correct oracle taleo recruiting candidate import errors for subordinates in their person and assignment security profile | **Role:** Pending Worker Addition and Hire  
**Privilege:** Correct Oracle Taleo Recruiting Candidate Import Errors (Data)  
**Resource:** Pending Worker Import Error |
| Performance Document | A Line Manager can create anytime performance document for subordinates in their person and assignment security profile | **Role:** Create Anytime Performance Document  
**Privilege:** Create Anytime Performance Document (Data)  
**Resource:** Performance Document |
| Performance Document | A Line Manager can create performance document for subordinates in their person and assignment security profile | **Role:** Performance Management Line Manager  
**Privilege:** Create Performance Document (Data)  
**Resource:** Performance Document |
| Performance Document | A Line Manager can manage performance document for subordinates in their person and assignment security profile | **Role:** Performance Management Line Manager  
**Privilege:** Manage Performance Document (Data)  
**Resource:** Performance Document |
| Performance Document | A Line Manager can report performance document for people and assignments in their person and assignment security profile | **Role:** Performance Management Transaction Analysis  
**Privilege:** Report Performance Document (Data)  
**Resource:** Performance Document |
| Performance Document | A Line Manager can view performance summary for subordinates in their person and assignment security profile | **Role:** View Performance Summary  
**Privilege:** View Performance Summary (Data)  
**Resource:** Performance Document |
| Performance Feedback Request | A Line Manager can request feedback for subordinates in their person and assignment security profile | **Role:** Request Feedback  
**Privilege:** Request Feedback (Data)  
**Resource:** Performance Feedback Request |
| Performance Feedback Request | A Line Manager can view requested feedback for people for whom feedback was requested by you or was shared with you | **Role:** View Requested Feedback  
**Privilege:** View Requested Feedback (Data)  
**Resource:** Performance Feedback Request |
| Performance Goal | A Line Manager can manage development goal by manager for subordinates in their person and assignment security profile | **Role:** Manage Development Goal by Manager  
**Privilege:** Manage Development Goal by Manager (Data)  
**Resource:** Performance Goal |
| Performance Goal | A Line Manager can manage development goal for subordinates in their person security profile | **Role:** Goal Management Line Manager  
**Privilege:** Manage Development Goal (Data)  
**Resource:** Performance Goal |
| Performance Goal | A Line Manager can manage performance goal by manager for subordinates in their person security profile | **Role:** Manage Performance Goal by Manager  
**Privilege:** Manage Performance Goal by Manager (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Goal</td>
<td>A Line Manager can manage performance goal for subordinates in their person and assignment security profile</td>
<td>Resource: Performance Goal</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>A Line Manager can report career development for subordinates in their person and assignment security profile</td>
<td>Role: Career Development Transaction Analysis Privilege: Report Career Development (Data) Resource: Performance Goal</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>A Line Manager can report performance goal for people and assignments in their person and assignment security profile</td>
<td>Role: Goal Management Transaction Analysis Privilege: Report Performance Goal (Data) Resource: Performance Goal</td>
</tr>
<tr>
<td>Performance Goal</td>
<td>A Line Manager can view development goal by manager for subordinates in their person and assignment security profile</td>
<td>Role: View Development Goal by Manager Privilege: View Development Goal by Manager (Data) Resource: Performance Goal</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can add pending worker for subordinates in their person and assignment security profile</td>
<td>Role: Pending Worker Addition and Hire Privilege: Add Pending Worker (Data) Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can add person for subordinates in their person and assignment security profile</td>
<td>Role: Line Manager Privilege: Add Pending Worker (Data) Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can compare person for subordinates in their person and assignment security profile</td>
<td>Role: Compare HCM Information Privilege: Compare Person (Data) Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can edit pending worker for subordinates in their person and assignment security profile</td>
<td>Role: Pending Worker Addition and Hire Privilege: Edit Pending Worker (Data) Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can hire pending worker for subordinates in their person and assignment security profile</td>
<td>Role: Pending Worker Addition and Hire Privilege: Hire Pending Worker (Data) Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can print worker portrait for subordinates in their person and assignment security profile</td>
<td>Role: Print Worker Portrait Privilege: Print Worker Portrait (Data) Resource: Person</td>
</tr>
<tr>
<td>Person</td>
<td>A Line Manager can rehire employee for subordinates in their person and assignment security profile</td>
<td>Role: Employee Hire Privilege: Rehire Employee (Data) Resource: Person</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------</td>
<td>-----------------------------</td>
</tr>
</tbody>
</table>
| Person          | A Line Manager can renew placement for subordinates in their person and assignment security profile | **Role:** Contingent Worker Addition  
**Privilege:** Renew Placement (Data)  
**Resource:** Person |
| Person          | A Line Manager can report person for persons and assignments in their person and assignment security profile | **Role:** Career Development Transaction Analysis  
**Privilege:** Report Person (Data)  
**Resource:** Person |
| Person          | A Line Manager can report person for persons and assignments in their person and assignment security profile | **Role:** Compensation Transaction Analysis  
**Privilege:** Report Person (Data)  
**Resource:** Person |
| Person          | A Line Manager can report person for persons and assignments in their person and assignment security profile | **Role:** Documents of Record Transaction Analysis  
**Privilege:** Report Person (Data)  
**Resource:** Person |
| Person          | A Line Manager can report person for persons and assignments in their person and assignment security profile | **Role:** Goal Management Transaction Analysis  
**Privilege:** Report Person (Data)  
**Resource:** Person |
| Person          | A Line Manager can report person for persons and assignments in their person and assignment security profile | **Role:** Time and Labor Transaction Analysis  
**Privilege:** Report Person (Data)  
**Resource:** Person |
| Person          | A Line Manager can report person for persons and assignments in their person and assignment security profile | **Role:** Workforce Transaction Analysis  
**Privilege:** Report Person (Data)  
**Resource:** Person |
| Person          | A Line Manager can search person for subordinates in their person and assignment security profile | **Role:** Line Manager  
**Privilege:** Search Person Live (Data)  
**Resource:** Person |
| Person          | A Line Manager can share worker information for subordinates in their person and assignment security profile | **Role:** Manage Worker Information Sharing  
**Privilege:** Share Worker Information (Data)  
**Resource:** Person |
| Person          | A Line Manager can view worker availability portrait card for subordinates in their person and assignment security profile | **Role:** View Portrait Availability Card  
**Privilege:** View Worker Availability Portrait Card (Data)  
**Resource:** Person |
| Person          | A Line Manager can view worker employment information portrait card for subordinates in their person and assignment security profile | **Role:** View Portrait Employment Information Card  
**Privilege:** View Worker Employment Information Portrait Card (Data)  
**Resource:** Person |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Person Absence Entry | A Line Manager can maintain self service absence record for people and assignments in their person and assignment security profile                                                                                       | Role: Maintain Absence Records  
Privilege: Maintain Self Service Absence Record (Data)  
Resource: Person Absence Entry                                                                                       |
| Person Absence Entry | A Line Manager can maintain self service absence record for themselves                                                                                                                                              | Role: Maintain Absence Records  
Privilege: Maintain Self Service Absence Record (Data)  
Resource: Person Absence Entry                                                                                       |
| Person Assignment    | A Line Manager can add worker assignment for subordinates in their person and assignment security profile                                                                                                        | Role: Add Worker Assignment  
Privilege: Add Worker Assignment (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can choose person assignment for persons and assignments in their person and assignment security profile                                                                                         | Role: Line Manager  
Privilege: View Person Assignment (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can manage eligible jobs for subordinates in their person and assignment security profile                                                                                                        | Role: Manage Eligible Jobs  
Privilege: Manage Eligible Jobs (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can promote worker for subordinates in their person and assignment security profile                                                                                                              | Role: Promote Worker  
Privilege: Promote Worker (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can report person assignment for persons and assignments in their person and assignment security profile                                                                                     | Role: Compensation Transaction Analysis  
Privilege: Report Person Assignment (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can report person assignment for persons and assignments in their person and assignment security profile                                                                                     | Role: Workforce Transaction Analysis  
Privilege: Report Person Assignment (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can report seniority date for subordinates in their person and assignment security profile                                                                                                   | Role: Workforce Transaction Analysis  
Privilege: Report Seniority Date (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can search worker for subordinates in their person and assignment security profile                                                                                                               | Role: Promote Worker  
Privilege: Search Worker (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can search worker for subordinates in their person and assignment security profile                                                                                                               | Role: Transfer Worker  
Privilege: Search Worker (Data)  
Resource: Person Assignment                                                                                           |
| Person Assignment    | A Line Manager can transfer worker for subordinates in                                                                                                                                                          | Role: Transfer Worker  
Privilege: Transfer Worker (Data)                                                                                      |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Person Assignment               | A Line Manager can view seniority dates for subordinates in their person and assignment security profile | Role: View Seniority Dates  
Privilege: View Seniority Dates (Data)  
Resource: Person Assignment |
| Person Assignment               | A Line Manager can view worker assignment history details for subordinates in their person and assignment security profile | Role: View Worker Assignment History Details  
Privilege: View Worker Assignment History Details (Data)  
Resource: Person Assignment |
| Person Availability Patterns    | A Line Manager can manage availability patterns for subordinates in their person and assignment security profile | Role: Manage Availability Patterns  
Privilege: Manage Availability Patterns (Data)  
Resource: Person Availability Patterns |
| Person Checklist                | A Line Manager can manage onboarding for subordinates in their person and assignment security profile | Role: Manage Onboarding by Manager  
Privilege: Manage Onboarding (Data)  
Resource: Person Checklist |
| Person Checklist                | A Line Manager can report person checklist for subordinates in their person and assignment security profile | Role: Workforce Transaction Analysis  
Privilege: Report Person Checklist (Data)  
Resource: Person Checklist |
| Person Detail                   | A Line Manager can choose learner for persons in their person security profile | Role: Create Non-Catalog Learning Request by Learner Manager  
Privilege: Choose Learner (Data)  
Resource: Person Detail |
| Person Detail                   | A Line Manager can choose learner for subordinates in their person security profile | Role: Manage Learning Community Required Members  
Privilege: Choose Learner (Data)  
Resource: Person Detail |
| Person Detail                   | A Line Manager can choose learner for subordinates in their person security profile | Role: Manage Required Learning by Learner Manager  
Privilege: Choose Learner (Data)  
Resource: Person Detail |
| Person Detail                   | A Line Manager can choose learner for subordinates in their person security profile | Role: Manage Voluntary Learning by Learner Manager  
Privilege: Choose Learner (Data)  
Resource: Person Detail |
| Person Detail                   | A Line Manager can choose person for persons and assignments in their person and assignment security profile | Role: Workers List of Values REST Service Data Security Policies  
Privilege: Choose Person (Data)  
Resource: Person Detail |
| Person Detail                   | A Line Manager can share personal data access for subordinates in their person and assignment security profile | Role: Share Personal Data Access  
Privilege: Share Personal Data Access (Data)  
Resource: Person Detail |
<p>| Person Detail                   | A Line Manager can share personal data access for subordinates in their person and assignment security profile | Role: Share Personal Information |</p>
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| **Person Document of Record**                      | A Line Manager can report worker documents of record for people and assignments in their person assignment security profile and for documents in their document types security profile. | **Role**: Documents of Record Transaction Analysis  
**Privilege**: Report Worker Documents of Record (Data)  
**Resource**: Person Document of Record                                                                                                         |
| **Person Documentation**                            | A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile. | **Role**: Manage Person Documentation  
**Privilege**: Manage Person Documentation (Data)  
**Resource**: Person Documentation                                                                                                          |
| **Person Documentation**                            | A Line Manager can manage person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile. | **Role**: Use REST Service - HR Document Types List of Values  
**Privilege**: Manage Person Documentation (Data)  
**Resource**: Person Documentation                                                                                                          |
| **Person Documentation**                            | A Line Manager can search person documentation for document types in their document types security profile belonging to persons and assignments in their person and assignment security profile. | **Role**: Manage Person Documentation  
**Privilege**: Search Person Documentation (Data)  
**Resource**: Person Documentation                                                                                                          |
| **Person Documentation**                            | A Line Manager can view person documentation for document types in their document types security profile belonging to subordinates in their person and assignment security profile. | **Role**: Use REST Service - HR Document Types List of Values  
**Privilege**: View Person Documentation (Data)  
**Resource**: Person Documentation                                                                                                          |
| **Person Identifier for External Applications**     | A Line Manager can manage person identifiers for external applications for subordinates in their person and assignment security profile.                                                                 | **Role**: Manage Person Identifiers for External Applications  
**Privilege**: Manage Person Identifiers for External Applications (Data)  
**Resource**: Person Identifier for External Applications                                                                                          |
| **Person Plan Accrual**                             | A Line Manager can view accrual plan balance for people and assignments in their person and assignment security profile.                                                                                          | **Role**: View Accrual Type Absence Plan Balance  
**Privilege**: View Accrual Plan Balance (Data)  
**Resource**: Person Plan Accrual                                                                                                           |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person Plan Accrual</td>
<td>A Line Manager can view accrual plan balance for themselves</td>
<td>Role: View Accrual Type Absence Plan Balance&lt;br&gt;Privilege: View Accrual Plan Balance (Data)&lt;br&gt;Resource: Person Plan Accrual</td>
</tr>
<tr>
<td>Person Type</td>
<td>A Line Manager can choose person type for any person type</td>
<td>Role: Manage Vacancy&lt;br&gt;Privilege: Choose Person Type (Data)&lt;br&gt;Resource: Person Type</td>
</tr>
<tr>
<td>Person Type</td>
<td>A Line Manager can choose person type for person types in their person security profile</td>
<td>Role: Use REST Service - Person Reference Data Lists of Values&lt;br&gt;Privilege: Choose Person Type (Data)&lt;br&gt;Resource: Person Type</td>
</tr>
<tr>
<td>Person Type</td>
<td>A Line Manager can choose person type for person types in their person security profile</td>
<td>Role: Contingent Worker Addition&lt;br&gt;Privilege: Choose Person Type (Data)&lt;br&gt;Resource: Person Type</td>
</tr>
<tr>
<td>Person Type</td>
<td>A Line Manager can choose person type for person types in their person security profile</td>
<td>Role: Employee Hire&lt;br&gt;Privilege: Choose Person Type (Data)&lt;br&gt;Resource: Person Type</td>
</tr>
<tr>
<td>Person Type</td>
<td>A Line Manager can choose person type for person types in their person security profile</td>
<td>Role: Nonworker Addition&lt;br&gt;Privilege: Choose Person Type (Data)&lt;br&gt;Resource: Person Type</td>
</tr>
<tr>
<td>Person Type</td>
<td>A Line Manager can choose person type for person types in their person security profile</td>
<td>Role: Pending Worker Addition and Hire&lt;br&gt;Privilege: Choose Person Type (Data)&lt;br&gt;Resource: Person Type</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can choose position for positions in their position security profile</td>
<td>Role: Compare HCM Information&lt;br&gt;Privilege: Choose Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can choose position for positions in their position security profile</td>
<td>Role: Line Manager&lt;br&gt;Privilege: Choose Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can choose position for positions in their position security profile</td>
<td>Role: Use REST Service - Workforce Structure List of Values&lt;br&gt;Privilege: Choose Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Absence Management Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Career Development Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Compensation Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Goal Management Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-----------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Time and Labor Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Vacancy Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Position</td>
<td>A Line Manager can report position for positions in their position security profile</td>
<td>Role: Workforce Transaction Analysis&lt;br&gt;Privilege: Report Position (Data)&lt;br&gt;Resource: Position</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can choose public person for persons and assignments in their person and assignment security profile</td>
<td>Role: Line Manager&lt;br&gt;Privilege: Choose Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can choose public person for persons and assignments in their person and assignment security profile</td>
<td>Role: Workforce Model Plan Line Manager&lt;br&gt;Privilege: Choose Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can choose public person for persons and assignments in their person and assignment security profile</td>
<td>Role: Workers List of Values REST Service Data Security Policies&lt;br&gt;Privilege: Choose Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can compare hcm information for subordinates in their person and assignment security profile</td>
<td>Role: Compare HCM Information&lt;br&gt;Privilege: Compare HCM Information (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can report public person for persons and assignments in their person and assignment security profile</td>
<td>Role: Compensation Transaction Analysis&lt;br&gt;Privilege: Report Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can report public person for persons and assignments in their person and assignment security profile</td>
<td>Role: Workforce Transaction Analysis&lt;br&gt;Privilege: Report Public Person (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Public Person</td>
<td>A Line Manager can view worker contact portrait card for subordinates in their person and assignment security profile</td>
<td>Role: View Portrait Contact Card&lt;br&gt;Privilege: View Worker Contact Portrait Card (Data)&lt;br&gt;Resource: Public Person</td>
</tr>
<tr>
<td>Salary</td>
<td>A Line Manager can enter salary details for subordinates in their person and assignment security profile</td>
<td>Role: Manage Salaries&lt;br&gt;Privilege: Enter Salary Details (Data)&lt;br&gt;Resource: Salary</td>
</tr>
<tr>
<td>Salary</td>
<td>A Line Manager can report salary for subordinates in their person and assignment security profile</td>
<td>Role: Compensation Transaction Analysis&lt;br&gt;Privilege: Report Salary (Data)&lt;br&gt;Resource: Salary</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------------------------</td>
</tr>
</tbody>
</table>
| Salary                        | A Line Manager can view salary details for people and assignments in their person and assignment security profile | **Role**: View Salary Data Only  
**Privilege**: View Salary Details (Data)  
**Resource**: Salary |
| Salary                        | A Line Manager can view salary details for subordinates in their person and assignment security profile | **Role**: Manage Salaries  
**Privilege**: View Salary Details (Data)  
**Resource**: Salary |
| Salary                        | A Line Manager can view worker compensation portrait card for subordinates in their person and assignment security profile | **Role**: View Compensation Details for Worker  
**Privilege**: View Worker Compensation Portrait Card (Data)  
**Resource**: Salary |
| Schedule Assignment           | A Line Manager can manage work schedule assignment for persons and assignments in their person and assignment security profile | **Role**: Manage Schedules and Exceptions Assignment  
**Privilege**: Manage Work Schedule Assignment (Data)  
**Resource**: Schedule Assignment |
| Schedule Assignment           | A Line Manager can manage work schedule assignment for subordinates in their person and assignment security profile | **Role**: Manage Schedules and Exceptions Assignment  
**Privilege**: Manage Work Schedule Assignment (Data)  
**Resource**: Schedule Assignment |
| Schedule Assignment           | A Line Manager can report work schedule assignment for subordinates in their person and assignment security profile | **Role**: Workforce Transaction Analysis  
**Privilege**: Report Work Schedule Assignment (Data)  
**Resource**: Schedule Assignment |
| Succession Plan Candidate     | A Line Manager can manage succession plan candidate for succession plans for which they are an administrator or a candidate manager | **Role**: Edit Succession Plan and Manage Candidates  
**Privilege**: Manage Succession Plan Candidate (Data)  
**Resource**: Succession Plan Candidate |
| Succession Plan Candidate     | A Line Manager can view succession plan candidate for all public succession plans  | **Role**: View Succession Plan  
**Privilege**: View Succession Plan Candidate (Data)  
**Resource**: Succession Plan Candidate |
| Succession Plan Candidate     | A Line Manager can view succession plan candidate for private succession plans for which they are an administrator or a viewer or a candidate manager | **Role**: View Succession Plan  
**Privilege**: View Succession Plan Candidate (Data)  
**Resource**: Succession Plan Candidate |
| Succession Plan Detail        | A Line Manager can add worker to succession plan for subordinates in their person and assignment security profile | **Role**: Edit Succession Plan and Manage Candidates  
**Privilege**: Add Worker to Succession Plan (Data)  
**Resource**: Succession Plan Detail |
| Succession Plan Detail        | A Line Manager can choose succession plan for people in their person and             | **Role**: Use REST Service - Succession Management Lists of Values |

173
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Assignment Security Profile and for Succession Plans for which they are an administrator or a candidate manager | **Privilege**: Choose Succession Plan (Data)  
**Resource**: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can create succession plan for worker for subordinates in their person and assignment security profile | **Role**: Create Succession Plan for Worker  
**Privilege**: Create Succession Plan for Worker (Data)  
**Resource**: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can manage succession plans for which they are an administrator | **Role**: Edit Succession Plan and Manage Candidates  
**Privilege**: Manage Succession Plan (Data)  
**Resource**: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can view succession plan for all public succession plans | **Role**: View Succession Plan  
**Privilege**: View Succession Plan (Data)  
**Resource**: Succession Plan Detail |
| Succession Plan Detail | A Line Manager can view succession plan for private succession plans for which they are an administrator or a viewer or a candidate manager | **Role**: View Succession Plan  
**Privilege**: View Succession Plan (Data)  
**Resource**: Succession Plan Detail |
| Talent Profile | A Line Manager can edit person career planning for subordinates in their person and assignment security profile | **Role**: Edit Person Career Planning  
**Privilege**: Edit Person Career Planning (Data)  
**Resource**: Talent Profile |
| Talent Profile | A Line Manager can edit person skills and qualifications for subordinates in their person and assignment security profile | **Role**: Edit Person Skills and Qualifications  
**Privilege**: Edit Person Skills and Qualifications (Data)  
**Resource**: Talent Profile |
| Talent Profile | A Line Manager can match talent profile person for subordinates in their person and assignment security profile | **Role**: Workforce Profile Line Manager  
**Privilege**: Match Talent Profile Person (Data)  
**Resource**: Talent Profile |
| Talent Profile | A Line Manager can report talent profile for people and assignments in their person and assignment security profile | **Role**: Workforce Profile Transaction Analysis  
**Privilege**: Report Talent Profile (Data)  
**Resource**: Talent Profile |
| Talent Profile | A Line Manager can view talent profile model for jobs in their job security profile | **Role**: Workforce Profile Line Manager  
**Privilege**: View Talent Profile Model (Data)  
**Resource**: Talent Profile |
| Talent Profile | A Line Manager can view talent profile person for subordinates in their person and assignment security profile | **Role**: Workforce Profile Line Manager  
**Privilege**: View Talent Profile Person (Data)  
**Resource**: Talent Profile |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Talent Profile          | A Line Manager can view talent ratings for subordinates in their person and assignment security profile | **Role:** View Talent Ratings  
**Privilege:** View Talent Ratings (Data)  
**Resource:** Talent Profile |
| Talent Profile Content Type | A Line Manager can report accomplishments content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Accomplishments Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report advancement readiness content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Advancement Readiness Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report area of studies content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Area of Studies Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report behaviors content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Behaviors Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report career potential content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Career Potential Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report career preferences content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Career Preferences Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report career statement content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Career Statement Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report competency content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Competency Content Type (Data)  
**Resource:** Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report degrees content type for persons and assignments in their person and assignment security profile | **Role:** Workforce Profile Transaction Analysis  
**Privilege:** Report Degrees Content Type (Data)  
**Resource:** Talent Profile Content Type |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Talent Profile Content Type             | A Line Manager can report education levels content type for persons and assignments in their person and assignment security profile                                                                               | Role: Workforce Profile Transaction Analysis  
Privilege: Report Education Levels Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report highest education level content type for persons and assignments in their person and assignment security profile                                                                                | Role: Workforce Profile Transaction Analysis  
Privilege: Report Highest Education Level Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report honors and awards content type for persons and assignments in their person and assignment security profile                                                                                    | Role: Workforce Profile Transaction Analysis  
Privilege: Report Honors and Awards Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report languages content type for persons and assignments in their person and assignment security profile                                                                                       | Role: Workforce Profile Transaction Analysis  
Privilege: Report Languages Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report license and certifications content type for persons and assignments in their person and assignment security profile                                                                             | Role: Workforce Profile Transaction Analysis  
Privilege: Report License and Certifications Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report memberships content type for persons and assignments in their person and assignment security profile                                                                                       | Role: Workforce Profile Transaction Analysis  
Privilege: Report Memberships Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report n box cell assignment content type for persons and assignments in their person and assignment security profile                                                                                 | Role: Workforce Profile Transaction Analysis  
Privilege: Report N Box Cell Assignment Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report performance rating content type for persons and assignments in their person and assignment security profile                                                                                  | Role: Workforce Profile Transaction Analysis  
Privilege: Report Performance Rating Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report previous employment content type for persons and assignments in their person and assignment security profile                                                                                | Role: Workforce Profile Transaction Analysis  
Privilege: Report Previous Employment Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type             | A Line Manager can report risk of loss content type for                                                                                                                                                          | Role: Workforce Profile Transaction Analysis |

176
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Talent Profile Content Type | A Line Manager can report special projects content type for persons and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis  
Privilege: Report Special Projects Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report talent score content type for persons and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis  
Privilege: Report Talent Score Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Content Type | A Line Manager can report work requirements content type for persons and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis  
Privilege: Report Work Requirements Content Type (Data)  
Resource: Talent Profile Content Type |
| Talent Profile Item | A Line Manager can report talent profile item for jobs in their job security profile | Role: Workforce Profile Transaction Analysis  
Privilege: Report Talent Profile Item (Data)  
Resource: Talent Profile Item |
| Talent Profile Item | A Line Manager can report talent profile item for people and assignments in their person and assignment security profile | Role: Workforce Profile Transaction Analysis  
Privilege: Report Talent Profile Item (Data)  
Resource: Talent Profile Item |
| Talent Profile Item | A Line Manager can view talent profile item manager for subordinates in their person and assignment security profile | Role: Workforce Profile Line Manager  
Privilege: View Talent Profile Item Manager (Data)  
Resource: Talent Profile Item |
| Time Record | A Line Manager can report time and labor for subordinates in their person and assignment security profile | Role: Time and Labor Transaction Analysis  
Privilege: Report Time and Labor (Data)  
Resource: Time Record |
| Trading Community Org Address Email Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Org Address Email Contact Preference |
| Trading Community Org Address Phone Contact Preference | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Org Address Phone Contact Preference |
| Trading Community Organization Address Contact Preference | A Line Manager can manage trading community legal contact preference for all | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
</table>
| Trading Community Organization Email  | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Email Contact Preference |
| Organization Contact Preference       |                                                                                     |                                                                                             |
| Trading Community Organization Party  | A Line Manager can view trading community organization for all organizations in the enterprise | Role: Expense Approval  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Organization Party                   |                                                                                     |                                                                                             |
| Trading Community Organization Phone  | A Line Manager can view trading community organization for all organizations in the enterprise | Role: Line Manager Workforce Compensation Management  
Privilege: View Trading Community Organization (Data)  
Resource: Trading Community Organization Party |
| Contact Preference                   |                                                                                     |                                                                                             |
| Trading Community Organization Phone  | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Organization Phone Contact Preference |
| Organization Phone Contact Preference|                                                                                     |                                                                                             |
| Trading Community Party              | A Line Manager can view trading community person for all organizations in the enterprise | Role: Line Manager Workforce Compensation Management  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| A Line Manager can view trading       |                                                                                     |                                                                                             |
| community person for all people in   |                                                                                     |                                                                                             |
| the enterprise                       |                                                                                     |                                                                                             |
| Trading Community Party              | A Line Manager can view trading community person for all people in the enterprise other than sales accounts and sales prospects. | Role: Expense Approval  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| A Line Manager can view               |                                                                                     |                                                                                             |
| trading community person for all      |                                                                                     |                                                                                             |
| resources in the enterprise          |                                                                                     |                                                                                             |
| Trading Community Party              | A Line Manager can view trading community person for all resources in the enterprise | Role: Expense Approval  
Privilege: View Trading Community Person (Data)  
Resource: Trading Community Party |
| A Line Manager can view               |                                                                                     |                                                                                             |
| trading community person for all      |                                                                                     |                                                                                             |
| resources in the enterprise          |                                                                                     |                                                                                             |
| Trading Community Person Address      | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Address Contact Preference |
| Contact Preference                   |                                                                                     |                                                                                             |
| Trading Community Person Address      | A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal. | Role: Expense Approval  
Privilege: Manage Trading Community Legal Contact Preference (Data)  
Resource: Trading Community Person Address Contact Preference |
<p>| Phone Contact                        |                                                                                     |                                                                                             |</p>
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preference</td>
<td>trading community contact preferences not of type legal.</td>
<td>Legal Contact Preference (Data) &lt;br&gt; <strong>Resource:</strong> Trading Community Person Address Phone Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Email Contact Preference</td>
<td>A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role:</strong> Expense Approval &lt;br&gt; <strong>Privilege:</strong> Manage Trading Community Legal Contact Preference (Data) &lt;br&gt; <strong>Resource:</strong> Trading Community Person Email Contact Preference</td>
</tr>
<tr>
<td>Trading Community Person Phone Contact Preference</td>
<td>A Line Manager can manage trading community legal contact preference for all trading community contact preferences not of type legal.</td>
<td><strong>Role:</strong> Expense Approval &lt;br&gt; <strong>Privilege:</strong> Manage Trading Community Legal Contact Preference (Data) &lt;br&gt; <strong>Resource:</strong> Trading Community Person Phone Contact Preference</td>
</tr>
<tr>
<td>User</td>
<td>A Line Manager can create user name for subordinates in their person security profile.</td>
<td><strong>Role:</strong> Link User Name to Person &lt;br&gt; <strong>Privilege:</strong> Create User Name (Data) &lt;br&gt; <strong>Resource:</strong> User</td>
</tr>
<tr>
<td>User</td>
<td>A Line Manager can link user account for subordinates in their person security profile.</td>
<td><strong>Role:</strong> Link User Name to Person &lt;br&gt; <strong>Privilege:</strong> Link User Account (Data) &lt;br&gt; <strong>Resource:</strong> User</td>
</tr>
<tr>
<td>User Role</td>
<td>A Line Manager can assign user roles for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> Manage User Account &lt;br&gt; <strong>Privilege:</strong> Assign User Roles (Data) &lt;br&gt; <strong>Resource:</strong> User Role</td>
</tr>
<tr>
<td>User Role</td>
<td>A Line Manager can view person account details for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> View Portrait User Account Details Card &lt;br&gt; <strong>Privilege:</strong> View Person Account Details (Data) &lt;br&gt; <strong>Resource:</strong> User Role</td>
</tr>
<tr>
<td>Vacancy Requisition</td>
<td>A Line Manager can manage vacancy for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> Manage Vacancy &lt;br&gt; <strong>Privilege:</strong> Manage Vacancy (Data) &lt;br&gt; <strong>Resource:</strong> Vacancy Requisition</td>
</tr>
<tr>
<td>Vacancy Requisition</td>
<td>A Line Manager can report vacancy for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> Vacancy Transaction Analysis &lt;br&gt; <strong>Privilege:</strong> Report Vacancy (Data) &lt;br&gt; <strong>Resource:</strong> Vacancy Requisition</td>
</tr>
<tr>
<td>Vacancy Requisition</td>
<td>A Line Manager can view vacancy for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> Manage Vacancy &lt;br&gt; <strong>Privilege:</strong> View Vacancy (Data) &lt;br&gt; <strong>Resource:</strong> Vacancy Requisition</td>
</tr>
<tr>
<td>Variable Compensation Allocation</td>
<td>A Line Manager can enter variable compensation allocation for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> Manage Individual Compensation &lt;br&gt; <strong>Privilege:</strong> Enter Variable Compensation Allocation (Data) &lt;br&gt; <strong>Resource:</strong> Variable Compensation Allocation</td>
</tr>
<tr>
<td>Work Relationship</td>
<td>A Line Manager can create work relationship for subordinates in their person and assignment security profile.</td>
<td><strong>Role:</strong> Change Worker Legal Employer &lt;br&gt; <strong>Privilege:</strong> Create Work Relationship (Data) &lt;br&gt; <strong>Resource:</strong> Work Relationship</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>----------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
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</tbody>
</table>
| Work Relationship    | A Line Manager can terminate work relationship for subordinates in their person and assignment security profile | Role: Change Worker Legal Employer  
Privilege: Terminate Work Relationship (Data)  
Resource: Work Relationship |
| Work Relationship    | A Line Manager can terminate work relationship for subordinates in their person and assignment security profile | Role: Terminate Work Relationship  
Privilege: Terminate Work Relationship (Data)  
Resource: Work Relationship |
| Work Relationship    | A Line Manager can view employment information summary for subordinates in their person and assignment security profile | Role: View Employment Information Summary  
Privilege: View Employment Information Summary (Data)  
Resource: Work Relationship |
| Work Relationship    | A Line Manager can view employment information summary for themselves              | Role: View Employment Information Summary  
Privilege: View Employment Information Summary (Data)  
Resource: Work Relationship |
| Worker               | A Line Manager can change worker legal employer for subordinates in their person and assignment security profile | Role: Change Worker Legal Employer  
Privilege: Change Worker Legal Employer (Data)  
Resource: Worker |
| Worker               | A Line Manager can change worker location for subordinates in their person and assignment security profile | Role: Change Worker Location  
Privilege: Change Worker Location (Data)  
Resource: Worker |
| Worker               | A Line Manager can change worker manager for subordinates in their person and assignment security profile | Role: Change Worker Manager  
Privilege: Change Worker Manager (Data)  
Resource: Worker |
| Worker               | A Line Manager can change worker working hour for subordinates in their person and assignment security profile | Role: Change Worker Working Hour  
Privilege: Change Worker Working Hour (Data)  
Resource: Worker |
| Worker               | A Line Manager can choose worker for people and assignments in their person and assignment security profile | Role: Line Manager  
Privilege: Choose Worker (Data)  
Resource: Worker |
| Worker               | A Line Manager can compare worker employment information for subordinates in their person and assignment security profile | Role: Compare HCM Information  
Privilege: Compare Worker Employment Information (Data)  
Resource: Worker |
| Worker               | A Line Manager can report worker for persons and assignments in their person        | Role: Absence Management Transaction Analysis  
Privilege: Report Worker (Data) |
<table>
<thead>
<tr>
<th>Business Object</th>
<th>Policy Description</th>
<th>Policy Store Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Worker</td>
<td>A Line Manager can review worker availability for subordinates in their person and assignment security profile</td>
<td>Resource: Worker &lt;br&gt; Role: Report Manager Transaction Dashboard &lt;br&gt; Privilege: Review Worker Availability (Data)</td>
</tr>
<tr>
<td>Worker</td>
<td>A Line Manager can review worker availability for subordinates in their person and assignment security profile</td>
<td>Resource: Worker &lt;br&gt; Role: View Portrait Availability Card &lt;br&gt; Privilege: Review Worker Availability (Data)</td>
</tr>
<tr>
<td>Worker</td>
<td>A Line Manager can search worker for persons and assignments in their person and assignment security profile</td>
<td>Role: Change Worker Location &lt;br&gt; Privilege: Search Worker (Data) &lt;br&gt; Resource: Worker</td>
</tr>
<tr>
<td>Worker</td>
<td>A Line Manager can search worker for subordinates in their person and assignment security profile</td>
<td>Role: Change Worker Working Hour &lt;br&gt; Privilege: Search Worker (Data) &lt;br&gt; Resource: Worker</td>
</tr>
<tr>
<td>Worker</td>
<td>A Line Manager can view manager transaction dashboard for subordinates in their person and assignment security profile</td>
<td>Role: Change Worker Location &lt;br&gt; Privilege: Search Worker (Data) &lt;br&gt; Resource: Worker</td>
</tr>
<tr>
<td>Worker</td>
<td>A Line Manager can view manager transaction dashboard for themselves</td>
<td>Role: Change Worker Location &lt;br&gt; Privilege: Search Worker (Data) &lt;br&gt; Resource: Worker</td>
</tr>
<tr>
<td>Worker Prediction</td>
<td>A Line Manager can view worker prediction for subordinates in their person and assignment security profile</td>
<td>Role: View Workforce Predictions as Line Manager &lt;br&gt; Privilege: View Worker Prediction (Data) &lt;br&gt; Resource: Worker Prediction</td>
</tr>
<tr>
<td>Worker Supervisor</td>
<td>A Line Manager can manage direct reports for persons and assignments in their person and assignment security profile</td>
<td>Role: Manage Direct Report &lt;br&gt; Privilege: Manage Direct Reports (Data) &lt;br&gt; Resource: Worker Supervisor</td>
</tr>
<tr>
<td>Workforce Model Plan</td>
<td>A Line Manager can create workforce model plan for top managers in their public person security profile</td>
<td>Role: Workforce Model Plan Line Manager &lt;br&gt; Privilege: Create Workforce Model Plan (Data) &lt;br&gt; Resource: Workforce Model Plan</td>
</tr>
<tr>
<td>Workforce Model Plan</td>
<td>A Line Manager can manage workforce model plan for plans that they own or for which they are the top</td>
<td>Role: Workforce Model Plan Line Manager &lt;br&gt; Privilege: Manage Workforce Model Plan (Data)</td>
</tr>
<tr>
<td>Business Object</td>
<td>Policy Description</td>
<td>Policy Store Implementation</td>
</tr>
<tr>
<td>-------------------------</td>
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<tr>
<td>Workforce Model Plan</td>
<td>A Line Manager can report workforce model plan for plans that they own or those owned by subordinates in their person and assignment security profile</td>
<td><strong>Role</strong>: Workforce Modeling Transaction Analysis&lt;br&gt;<strong>Privilege</strong>: Report Workforce Model Plan (Data)&lt;br&gt;<strong>Resource</strong>: Workforce Model Plan</td>
</tr>
<tr>
<td></td>
<td>manager and have been granted access</td>
<td><strong>Resource</strong>: Workforce Model Plan</td>
</tr>
</tbody>
</table>