

Percent Pledge Overview: HRIS Integration

Percent Pledge has built a new API integration that allows us to establish a secure and compliant connection with HRIS & payroll systems – ADP, UKG, Workday, plus nearly 200 more! Percent Pledge uses the Finch API for this.

This allows Percent Pledge to securely sync data from your system to ours, so we can make it zero manual work for you!

Data Sharing

Percent Pledge reads minimal employee data required to provide our service, only:

- first name,
- last name,
- work email,
- employment status
- unique ID

Percent Pledge does not read any employee data outside the scope of our service (e.g., SSN, role, employee address, office, salary, etc.).

Note: Finch's API may require sharing additional employee data in order to authorize the initial connection. But Percent Pledge does not read or store any additional data than the items provided in the above bullet point list.

Set-up Process

1. Notify your Percent Pledge Customer Success Manager of your HRIS administrator who has access to enter HRIS credentials.
2. HRIS administrator receives an email notifying them to visit the Percent Pledge Admin Dashboard in your workplace giving platform.
3. Click "Link HRIS".
4. Securely input your HRIS credentials to approve the connection.*
5. Within 2 business days, the first sync will occur. Welcome emails inviting employees to your new Platform will be automatically sent at this time.

*If you are integrating Workday, find additional instructions to connect Finch with Workday [here](#).

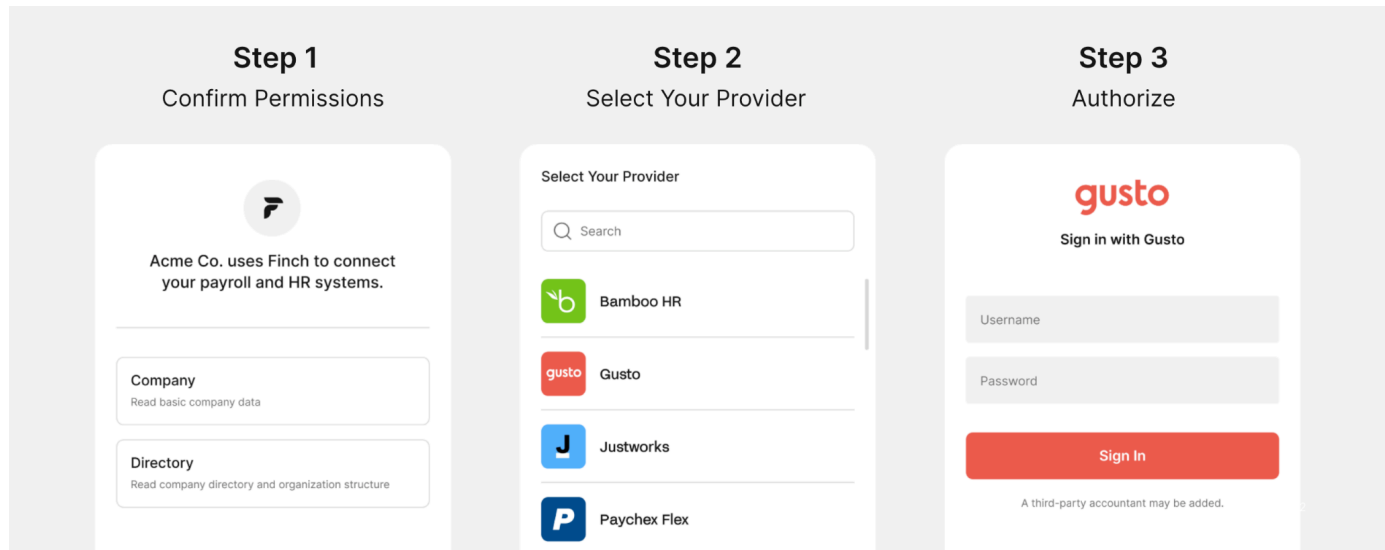
Please email your Social Impact Manager to learn more about HRIS or engineering@percentpledge.org for HRIS integration related questions.

Why Percent Pledge Uses Finch

[Finch](#) is a 3rd-party technology platform that partners with HRIS and payroll providers to build secure integrations. Percent Pledge uses Finch to power our integration with your system of record.

Finch Powers HRIS & Payroll Integrations

Your HRIS or payroll administrator will use Finch Connect to enable this integration. They will be asked to confirm data sharing permissions, and authenticate. *Note: Percent Pledge pre-selects your provider to save you time.*



Secure by Design

Finch uses best-in-class security controls to keep your data safe.

Best-in-Class Encryption Protocols

Finch's infrastructure enforces the use of TLS 1.2 to encrypt data in transit between your application and Finch. All data is encrypted at rest using AES 256 bit encryption.

24/7 Continuous Security Monitoring

Finch's infrastructure is continuously monitored using intrusion detection systems. Their 24/7 on-call team ensures all alerts are acted on immediately so your data is secure.

Secure Cloud infrastructure

Finch is hosted on industry-leading cloud infrastructure leveraging years of safety enhancements to maximize performance, resilience, and speed of deployment.

Global Data & Security Compliance

Finch is SOC 2, CCPA, GDPR and HIPAA compliant. You can download Finch's third-party compliance reports in their [Trust Center](#).

