



Bigby Havis & Associates Technology Profile

Bigby, Havis & Associates has been providing computer-based assessment and testing services since 1988. We have always been committed to providing excellent psychology through world-class technology applications. Fully staffed design and technology teams have been core to our mission since our inception.

We were among the first to migrate our systems to the Worldwide Web and to provide fully web-facilitated, on-line, real-time testing and reporting services in early 1999. As of May, 2005, our systems are used by over 3700 client companies, in 23 countries, and are available in 12 different languages.

In most cases, we provide our services via an Application Service Provider (ASP) model. All of our applications and databases are housed on our secure servers, and client users interface with these systems using web browser software and an Internet or Intranet connection.

Security

To maintain and protect our data from unauthorized access, we've deployed several physical and electronic measures. The data transmitted between BHA and our clients are encrypted using Secure Sockets Layer (SSL) technology. When the user submits information from the Internet Browser, SSL will automatically encrypt the information; this makes it virtually impossible to eavesdrop and decode the data while it travels across the Internet. Confidential data stored in the BHA database is also encrypted; if a hacker were ever able to break into the database, the data will be unreadable. The BHA network environment and servers are protected by a highly secure firewall. The firewall blocks unwanted network traffic such as port scans, viruses and hacking while allowing intended data packets to pass through. Periodically, a third party vendor performs network scans on our setup to ensure the maximum security. BHA also constantly monitors the traffic for any irregularity and possible hacking. To physically protect the application servers, the servers are located in a secured data center that provides 24-hour security. To enter the data center, you need proper identification and a correct palm scan. The access to the data center is limited to only those in our IT group that are responsible for system support. We are a subscriber to the security provisions established by the U.S. Department of Commerce Safe Harbor Act for the secure transmission and storage of confidential information within the U.S. and European Union countries.



Worldwide Services

BHA provides web-based assessment services worldwide including users in the following countries: the United States, Canada, the United Kingdom, Ireland, Portugal, Spain, the Benelux, Hungary, Germany, Austria, Switzerland, China, Korea, Indonesia, Australia and New Zealand, Mexico, Columbia, Ecuador, Argentina, Costa Rica, Brazil, and Venezuela.

Safe Harbor:

We subscribe to the US Department of Commerce Safe Harbor framework for safeguarding of privacy in the transmission of personal, human resources information between the United States and member countries of the European Union. Our participation in the Safe Harbor agreement meets the privacy requirements to provide our products to user organizations within EU member countries. (The Safe Harbor framework was ratified by the Commission of the European Communities in the Commission Decision of 26 July 2000 pursuant to Directive 95/46/EC of the European Parliament and of the Council on the adequacy of protection provided by the safe harbor privacy principles and related frequently asked questions issued by the US Department of Commerce.)

For EU countries, we submit to independent dispute resolution of privacy issues by the appropriate European Data Protection Authorities (DPAs).