Subject:	Re: BrightMove SSO
Date:	Friday, July 18, 2025 at 10:36:09 AM Eastern Daylight Time
From:	Karen Millard
To:	Jimmy Hurff, Eugene Chang, David T. Webb, Kaysie McCormick, Ashok Vcrothimaswamypandian
CC:	Jaune Little, Jalyn Noel, Kevin Dietzel, Joseph Cooper, Vinay Menasinakai, Andrea Walter, John Schlotfeldt, Martha Vera, Maria Davidson, Dane Woodall
Attachments:	image001.png, image002.png, image003.png, image004.png, image005.png, image006.png, image007.png, image008.png, image009.png, image010.png, image011.png, image012.png, image013.png, image014.png, image015.png, image016.png, image018.png, image019.png, image020.png, image021.png, image022.png, image017.png, Outlook-jtphygrx.png, Outlook-0oxc0puv.png

Good morning, Jimmy,

Looking into this now. I'll follow up shortly.

Karen Millard
Product Manager, Strategic Development

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HR that Makes a Difference®

Book time to meet with me
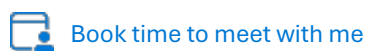
From: Jimmy Hurff <jimmy@brightmove.com>
Sent: Thursday, July 17, 2025 3:08 PM
To: Eugene Chang <eugene.chang@workday.com>; David T. Webb <david.webb@brightmove.com>; Kaysie McCormick <Kaysie.Mccormick@insperity.com>; Ashok Vcrothimaswamypandian <Ashok.Vcrothimaswamypandian@insperity.com>
Cc: Jaune Little <Jaune.Little@insperity.com>; Jalyn Noel <Jalyn.Noel@insperity.com>; Kevin Dietzel <Kevin.Dietzel@insperity.com>; Joseph Cooper <Joseph.Cooper@insperity.com>; Vinay Menasinakai <Vinay.Menasinakai@insperity.com>; Andrea Walter <andrea.walter@workday.com>; John Schlotfeldt <j.schlotfeldt@workday.com>; Martha Vera <Martha.Vera@insperity.com>; Maria Davidson <Maria.Davidson@insperity.com>; Dane Woodall <dane.woodall@brightmove.com>; Karen Millard <Karen.Millard@insperity.com>
Subject: Re: BrightMove SSO

> **CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hey Karen, can you help us coordinate a meeting to discuss with the Workday team on these open issues? We need to get to ground on closing the gap on two items:

- What is approved key encryption (our assumption is that Insperity wishes to use the same type/level of encryption with Workday as is in place with Premier today)?
- How will Insperity/Workday map Workday-based Employee ID to BrightMove userGk (currently Insperity SSO sends userGk and companyGk in the SSO request)?

I believe these items to be blockers to SSO enablement from Workday into BrightMove.

Jimmy Hurff
Co-Founder & Head of Customer Success
O: 305-602-8998

320 High Tide Dr., Suite 201
Saint Augustine Beach, FL 32080

From: Eugene Chang <eugene.chang@workday.com>
Date: Monday, July 14, 2025 at 4:10 PM
To: David T. Webb <david.webb@brightmove.com>, Kaysie McCormick <Kaysie.Mccormick@insperity.com>, Ashok Vcrothimaswamypandian <ashok.vcrothimaswamypandian@insperity.com>
Cc: Jimmy Hurff <jimmy@brightmove.com>, Jaune Little <Jaune.Little@insperity.com>, Jalyn Noel <Jalyn.Noel@insperity.com>, Kevin Dietzel <Kevin.Dietzel@insperity.com>, Joseph Cooper <Joseph.Cooper@insperity.com>, Vinay Menasinakai <Vinay.Menasinakai@insperity.com>, Andrea Walter <andrea.walter@workday.com>, John Schlotfeldt <j.schlotfeldt@workday.com>, Martha Vera <Martha.Vera@insperity.com>, Maria Davidson <Maria.Davidson@insperity.com>, Dane Woodall

<dane.woodall@brightmove.com>
Subject: RE: BrightMove SSO

Hi David,

FYI, Insperity has several SSO links from WD to other vendors and they all do not have PGP encryption.

Thanks,
Eugene

From: David T. Webb <david.webb@brightmove.com>
Sent: Monday, July 14, 2025 1:07 PM
To: Eugene Chang <eugene.chang@workday.com>; Kaysie McCormick <Kaysie.Mccormick@insperity.com>; Ashok Vcrothimaswamypandian <ashok.vcrothimaswamypandian@insperity.com>
Cc: Jimmy Hurff <jimmy@brightmove.com>; Jaune Little <Jaune.Little@insperity.com>; Jalyn Noel <Jalyn.Noel@insperity.com>; Kevin Dietzel <Kevin.Dietzel@insperity.com>; Joseph Cooper <Joseph.Cooper@insperity.com>; Vinay Menasinakai <Vinay.Menasinakai@insperity.com>; Andrea Walter <andrea.walter@workday.com>; John Schlotfeldt <j.schlotfeldt@workday.com>; Martha Vera <Martha.Vera@insperity.com>; Maria Davidson <Maria.Davidson@insperity.com>; Dane Woodall <dane.woodall@brightmove.com>
Subject: Re: BrightMove SSO

Hi Eugene.

The userGK is the BrightMove Unique ID, but I do not think it will be the same as the WD EmployeeID. Currently, Insperity maps userGK to the used of their ITC system so that would need to be done on the WD side as well.

RE: The assertion encryption - That is a change that we will discuss with Insperity in our next call with them. I am not sure of their security requirements and we can discuss their options with them.

Thanks,
Dave

David Webb
CEO
O: 904.861.2396

From: Eugene Chang <eugene.chang@workday.com>
Date: Monday, July 7, 2025 at 12:44 PM
To: David T. Webb <david.webb@brightmove.com>, Kaysie McCormick <Kaysie.Mccormick@insperity.com>, Ashok Vcrothimaswamypandian <ashok.vcrothimaswamypandian@insperity.com>
Cc: Jimmy Hurff <jimmy@brightmove.com>, Jaune Little <Jaune.Little@insperity.com>, Jalyn Noel <Jalyn.Noel@insperity.com>, Kevin Dietzel <Kevin.Dietzel@insperity.com>, Joseph Cooper <Joseph.Cooper@insperity.com>, Vinay Menasinakai <Vinay.Menasinakai@insperity.com>, Andrea Walter <andrea.walter@workday.com>, John Schlotfeldt <j.schlotfeldt@workday.com>, Martha Vera <Martha.Vera@insperity.com>, Maria Davidson <Maria.Davidson@insperity.com>, Dane Woodall <dane.woodall@brightmove.com>
Subject: RE: BrightMove SSO

Hi David,

Thank you for the information below. I have setup the BrightMove SAML SSO Link per the info provided from the WD insperitypeo2 E2E test tenant.

For the "userGK" assertion that is the unique ID of the recruiter or hiring manager in BrightMove, would we be able to assume this would be the same as the employee ID of the user that is clicking on the SSO link from WD? We would need to have this assumption since we would not be able to dynamically determine the recruiter/hiring manager ID if that is different from the employee ID who is clicking on the SSO link from WD.

Also, WD does not currently have the ability to PGP encrypt the SSO link assertion.

@Ashok Vcrothimaswamypandian – I have placed a "BrightMove_SSO_x509_public_peo2_250705.txt" x509 public key out on the /outgoing/Integrations/Transfers/BrightMove folder on the WD SFTP. Can you retrieve this public key and send to technicians@brightmove.com?

Thanks,
Eugene

From: David T. Webb <david.webb@brightmove.com>

Sent: Thursday, June 26, 2025 12:11 PM
To: Kaysie McCormick <Kaysie.Mccormick@insperity.com>
Cc: Jimmy Hurff <jimmy@brightmove.com>; Jaune Little <Jaune.Little@insperity.com>; Jalyn Noel <Jalyn.Noel@insperity.com>; Kevin Dietzel <Kevin.Dietzel@insperity.com>; Joseph Cooper <Joseph.Cooper@insperity.com>; Vinay Menasinakai <Vinay.Menasinakai@insperity.com>; Andrea Walter <andrea.walter@workday.com>; Eugene Chang <eugene.chang@workday.com>; John Schlotfeldt <j.schlotfeldt@workday.com>; Martha Vera <Martha.Vera@insperity.com>; Maria Davidson <Maria.Davidson@insperity.com>; Dane Woodall <dane.woodall@brightmove.com>
Subject: Re: BrightMove SSO

Hi Kaysie and Team,

Here are the answers you requested regarding BrightMove's SAML SSO endpoint and configuration:

What is the Assertion Consumer Service and Recipient URL we should specify?

Endpoints which require POST of the SAML Response Message:
1. QA - http://app-qa.brightmove.com/ATS/app/auth/saml
2. Prod - http://app.brightmove.com/ATS/app/auth/saml

WD will send Employee ID as the Name Identifier (unique value). Is it OK if WD does not send CompanyId, GKID and APIKey?

The Issuer must be the Insperity Company API Key: C2BEFA19-2088-7795-E040-007F01003E6A

```
<saml:Issuer>C2BEFA19-2088-7795-E040-007F01003E6A</saml:Issuer>
```

If Employee ID is the Insperity AIMS ID, then that is one of the required assertions.

The comprehensive list required assertions are:
1. EmployeeId – The AIMS ID of the Insperity user.
2. userGK – The unique ID of the recruiter or hiring manager in BrightMove
3. APIKey – The Company API Key for the company that the user belongs to.
4. keyVersion – This should be "2" for the payloads coming from WorkDay

```
<saml:Assertion>
    <saml:AttributeStatement>
        <saml:Attribute Name="EmployeeId">
            <saml:AttributeValue>9876543</saml:AttributeValue>
        </saml:Attribute>
```

```
        <saml:Attribute Name="userGK">
            <saml:AttributeValue>12345</saml:AttributeValue>
        </saml:Attribute>
        <saml:Attribute Name="APIKey">
            <saml:AttributeValue>company-guid-
here</saml:AttributeValue>
        </saml:Attribute>
        <saml:Attribute Name="keyVersion">
            <saml:AttributeValue>2</saml:AttributeValue>
        </saml:Attribute>
    </saml:AttributeStatement>
  </saml:Assertion>
```

Do we sign the message, assertion or both on the SAML request?

Both, you will encrypt the assertions with the BrightMove public key and you will sign the payload with your private key.

Assuming we will use SSH authentication, who should we send the x509 public key to?

Please send the X509 Cert to technicians@brightmove.com – Once we receive the certs we will send you the BrightMove Public key for encrypting assertions.

Thanks and please let us know if you have any other questions.

David Webb
CEO
O: 904.861.2396

320 High Tide Dr., Suite 201
Saint Augustine Beach, FL 32080

From: Jimmy Hurff <jimmy@brightmove.com>
Date: Tuesday, June 24, 2025 at 10:29 AM
To: Kaysie McCormick <Kaysie.Mccormick@insperity.com>
Cc: Jaune Little <Jaune.Little@insperity.com>, Jalyn Noel <Jalyn.Noel@insperity.com>,
Kevin Dietzel <Kevin.Dietzel@insperity.com>, Joseph Cooper
<Joseph.Cooper@insperity.com>, Vinay Menasinakai
<Vinay.Menasinakai@insperity.com>, Andrea Walter <andrea.walter@workday.com>,
Eugene Chang <eugene.chang@workday.com>, John Schlotfeldt
<j.schlotfeldt@workday.com>, Martha Vera <Martha.Vera@insperity.com>, Maria Davidson
<Maria.Davidson@insperity.com>, David T. Webb <david.webb@brightmove.com>
Subject: Re: BrightMove SSO

Good Morning Kaysie and team.

I'm acknowledging receipt and will get a comprehensive response back to your questions.

One thing I wanted to reiterate that we shared with Insperity in previous conversations
around SSO is we believe the current SSO configuration should work without any changes
and coexist within the WD platform as well. We recently shared the original SSO
implementation guide that we co-authored with Insperity support in 2014. We
implemented to the specs within based on Insperity's request and there have been no
substantive changes since then. While testing of our theory should be performed, we
believe Insperity could use the same keys & endpoints it has in place today, for connecting
to BrightMove through WD.

Have you received the guide with those specifications and do you have access to the PKI
assets that are live in production today?

I am sharing two emails from earlier this year for background, and will confirm your
questions below.

Jimmy Hurff
Co-Founder & Head of Customer Success

O: 305-602-8998

320 High Tide Dr., Suite 201
Saint Augustine Beach, FL 32080

From: Kaysie McCormick <Kaysie.Mccormick@insperity.com>
Date: Tuesday, June 24, 2025 at 10:15 AM
To: Jimmy Hurff <jimmy@brightmove.com>
Cc: Jaune Little <Jaune.Little@insperity.com>, Jalyn Noel <Jalyn.Noel@insperity.com>, Kevin Dietzel <Kevin.Dietzel@insperity.com>, Joseph Cooper <Joseph.Cooper@insperity.com>, Vinay Menasinakai <Vinay.Menasinakai@insperity.com>, Andrea Walter <andrea.walter@workday.com>, Eugene Chang <eugene.chang@workday.com>, John Schlotfeldt <j.schlotfeldt@workday.com>, Martha Vera <Martha.Vera@insperity.com>, Maria Davidson <Maria.Davidson@insperity.com>
Subject: BrightMove SSO

Good morning Jimmy,

The BrightMove document you shared outlines the parameters for the SSO set up with AIMS. The implementation of WD SSO will be completely different. Can you clarify a few WD SSO items:

- What is the Assertion Consumer Service and Receipient URL we should specify?
- WD will send Employee ID as the Name Identifier (unique value). Is it OK if WD does not send CompanyId, GKID and APIKey?
- Do we sign the message, assertion or both on the SAML request?
- Assuming we will use SSH authentication, who should we send the x509 public key to?

I've included the WD team in case there are additional questions.

Thank you,
Kaysie McCormick, CSM
Agile PM, Enterprise Project Management
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OFFICE: 281-348-3237 | MOBILE: 336-995-4311