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Brian Contos: Welcome to the Imperva Security Podcast. I am Brian Contos, Chief Security Strategist for Imperva.

Luiz Eduardo: Welcome to the Imperva Security Podcast. My name is Luiz Eduardo Dos Santos, Senior Systems Engineer for Imperva in Latin America, and, I am here today for Brian Contos, Chief Security Strategist for Imperva.

Here today with us, in the second Portuguese speaking episode of the Imperva Marcelo Ribeiro, CTO of Catho Online.

Catho Online is the largest job-search website in South America, and one of the top 15 in the world. It is the market leader in its segment. With the slogan “your success is our business”, the company’s main objective is to facilitate hiring processes, being responsible for liaising those looking for new challenges with hiring companies.

In order to make this process quick and efficient, Catho Online offers a series of tools, both for candidates and recruiters, like, Services for Career Assistance (Analysis and Resume Building, Preparation for Interviews, Virtual Consultant, etc), Online and on-site Courses, Conferences, Online Tests, Salary Research, Organizational Research, amongst others.

Today, Catho online has 700 direct contributors and has 22 franchise offices throughout Brazil. These offices offer headhunting services (recruiting and screening), outplacement services (consulting on executive relocation), and BPO (HR outsourcing services), on top of offering Catho Online services directly to companies.

Numbers show Catho Online results:

- 3 million unique users/ month;
- 60 million pages viewed/month;
- Over 90 thousand companies posted jobs for free in 2009
- Absolute leader in the online job search and resumes in Brazil and South America, according to IBOPE Net Ratings and Alexa
- Amongst the top 100 most visited websites in Brazil, according to Alexa.

Hello Marcelo, how’s it going? Also, please take the chance to talk a bit about your role at Catho.

Marcelo Ribeiro: I am good. Welcome all, my name is Marcelo Roberto Ribeiro, CTO at Catho Online, and I’ve been with the company since 2007. My main objective is to turn Catho’s network and security infrastructure into a high-availability, cutting-edge technology environment, meant to work like the major internet providers, focused on availability, performance, integrity, security and professionalism.

I have over 25 years of experience in IT, majored in Information Technology and Business Administration, having worked in different industries, like: Internet Service Provider, Telecom Operator, Pulp and Paper, Oil, and others.

Luiz Eduardo: Great. So, Marcelo, once again, thank you very much for joining us here today at the podcast. And, are you ready to chat about infosec, Catho and Imperva?

Marcelo Ribeiro: Absolutely, that's why I am here for.

Luiz Eduardo: Excellent. I promise I will take it easy on the questions. Well, let's get started then, with the harder question. The most challenging one comes first. When we talk about Infosec and Catho, the relationship of these two really important topics: company and infosec: what usually keeps you up at night?

Marcelo Ribeiro: What keeps me up at night is to make sure all it's been done the right way, in order to provide security and integrity of our customers' data.

Luiz Eduardo: And, since we're at it, why is data security is something so important for Catho?

Marcelo Ribeiro: Because we're an internet service, and all of all customers, both individuals and companies, rely on our site to post either the information about job openings or professional/career related information. That way, it is our job to guarantee the security and integrity of this data.

Luiz Eduardo: So, how about the history between Catho and Imperva. Tell me a little bit about the objective of the project, how Imperva joined Catho's story, what are the main objectives you were looking for in the project the Imperva solution has been used at.

Marcelo Ribeiro: Despite all efforts in information security to protect the customers' data, we needed a solution to reassure all the processes were in place and we had the best protection available. That way, Imperva was an option to help us accomplish this, causing minimum impact, also allowing us to track attacks and break-in attempts.

Luiz Eduardo: Excellent. With regards to the Imperva product, what was the major driver to purchasing this solution? Auditing, attack attempts, attacks? It would be great if you could comment on it.

Marcelo Ribeiro: Both reasons. Catho goes through an external audit process, and, we aim to comply with all external auditing recommendations. This is our 3rd year working with KPMG. On top of being compliant with the audit recommendations, for our customers, I had to ensure the website's security against possible attacks. And, these application attacks, on the internet world, they evolve, day after day, and I need to keep up with this evolution. There is nothing better than a product that has been specifically designed to allow me to accomplish this.

Luiz Eduardo: Great. And, the one question I need to ask. Obviously, you should have looked into solutions other than Imperva. Why did you pick Imperva?

Marcelo Ribeiro: To tell you the truth, Imperva didn't even exist in our minds. We had an eye on one of Imperva's competition, another vendor. At that time, we thought they would be able to provide us the best solution. Then, there was Imperva, "falling from the sky", dropped in our lap. Brought to us by one of your local channels and, we chose to allow you guys to join the PoC with 4 other WAF vendors. And, that's what we did.

Luiz Eduardo: Awesome. And, how about the PoC? Tell us a bit about it, not getting into much detail, obviously. Was it performed in a lab, or in the production system? Because, as you know, it's never the same way, some people like to test things in a lab, a more controlled environment. For other solutions/ customers, folks like to test things in the production environment, see what they can do, for real. How did Catho test the solutions? If you could comment on it.

Marcelo Ribeiro: I come from the internet service provider world. And, since working in a service provider, you can't perform (the right) tests in a lab. Why? Because you have high traffic loads. And, no matter how hard you try, you can't reproduce real life traffic patterns and load. So, we named our PoC a "hot test". We had all vendors' gears were put in production, obviously, in a controlled manner. We determined test would happen on part of the website, and we performed security tests, following the same criteria. Meaning: can it do it? Can't it do it? How can it do it? How do you configure it? Is it easy? Had problems? How was it solved? Support, how did it take care of the issue? We evaluated all of these points.

Luiz Eduardo: Really, a good test, not your everyday PoC, but really trial by fire. Not only the product, but, the solution, company, support, this is really important. And, Marcelo, you mentioned a few minutes ago about regulatory compliance that Catho has to be compliant to external audits, etc. Based on this, obviously, external audits are a driver. But, would you please comment on any other possible drivers for the project, or, what this external audit is looking for on Catho's web application?

Marcelo Ribeiro: Yes. The main driver is that we need to make sure we have an efficient layer of security and, that this will guarantee our customers data. Having this security layer, being efficient, and making sure the website works in the best way possible, I am meeting the company's requirements.

Luiz Eduardo: Right, so, it's really a combination of security and regulatory compliance. Not only one thing, not only compliance "checkbox", security is important for you.

Marcelo Ribeiro: Yes.

Luiz Eduardo: Another important point, obviously, we're talking here because you chose Imperva. But, is there any other technical aspect that Imperva shined compared to the other solutions you looked at?

Marcelo Ribeiro: Yes. First, what we've done in the PoC. We put down an itemized list of what the solution had to meet. And, Imperva totally met all of these requirements. Part of the eval had attacks to the web application, false-positives, and, Imperva ('s SecureSphere) outshined the other solutions. Imperva was for us the "new kid on the block" and we had our second thoughts about it. Let's say (SecureSphere) got in the PoC as the "losing horse", because it was "new". And, we saw there was no foundation for this thought. During the implementation of the solution, assured ourselves we made the right choice, because, we rarely implement a product in a quick and efficient fashion, like it was for Imperva's WAF.

Luiz Eduardo: Rest assured we're here for you.

Marcelo Ribeiro: Fantastic. We are really happy with this partnership.

Luiz Eduardo: Marcelo, once again, I would like to take the chance to thank you for being here with in our podcast. And, anytime you want to chat, and have it posted on the internet, here we are.

Catho Interview with Marcelo Ribeiro

Marcelo Ribeiro: Catho and I are available for you guys as well.

Luiz Eduardo: ok, perfect, thanks you very much

Marcelo Ribeiro: thank you

Luiz Eduardo: If you want to learn more about the topics discussed in the podcast or about Imperva, please visit our website at <http://www.imperva.com>, or our blog <http://blog.imperva.com>, and you may also follow us on twitter at twitter.com/imperva. To contact us, email blog@imperva.com

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