

## PRIVACY IMPACT ASSESSMENT (PIA)

**PRESCRIBING AUTHORITY:** DoD Instruction 5400.16, "DoD Privacy Impact Assessment (PIA) Guidance". Complete this form for Department of Defense (DoD) information systems or electronic collections of information (referred to as an "electronic collection" for the purpose of this form) that collect, maintain, use, and/or disseminate personally identifiable information (PII) about members of the public, Federal employees, contractors, or foreign nationals employed at U.S. military facilities internationally. In the case where no PII is collected, the PIA will serve as a conclusive determination that privacy requirements do not apply to system.

**1. DOD INFORMATION SYSTEM/ELECTRONIC COLLECTION NAME:**

Personalized Recruiting for Immediate and Delayed Enlistment Modernization (PRIDE MOD)

**2. DOD COMPONENT NAME:**

Department of the Navy

**3. PIA APPROVAL DATE:**

07/29/21

Navy Education and Training Command (NETC) / Navy Recruiting Command (NRC)

### SECTION 1: PII DESCRIPTION SUMMARY (FOR PUBLIC RELEASE)

**a. The PII is:** (Check one. Note: foreign nationals are included in general public.)

- |  |  |
|--|--|
| <input type="checkbox"/> From members of the general public  | <input type="checkbox"/> From Federal employees and/or Federal contractors |
| <input checked="" type="checkbox"/> From both members of the general public and Federal employees and/or Federal contractors | <input type="checkbox"/> Not Collected (if checked proceed to Section 4)   |

**b. The PII is in a:** (Check one)

- |  |   |
|--|---|
| <input type="checkbox"/> New DoD Information System                    | <input type="checkbox"/> New Electronic Collection      |
| <input checked="" type="checkbox"/> Existing DoD Information System    | <input type="checkbox"/> Existing Electronic Collection |
| <input type="checkbox"/> Significantly Modified DoD Information System |   |

**c. Describe the purpose of this DoD information system or electronic collection and describe the types of personal information about individuals collected in the system.**

Personal Recruiting for Immediate and Delayed Enlistment Modernization (PRIDE MOD) supports the Navy Recruiting Command's officer and enlisted, active and reserve accessions process providing applicants designation, classification and allocation of training resources. PRIDE MOD captures officer and enlisted applicant qualifications data , e.g. aptitude, test scores, education color perception, etc. and determines what officer designator, enlisted ratings, and other programs an applicant is qualified for. PRIDE MOD is also used to process incentives, waivers as required, and make Class A school reservations.

The functional owner of PRIDE MOD is Commander, Navy Recruiting Command. PRIDE Mod II is a web services application hosted at the SPAWAR Atlantic Data Center, New Orleans, LA. NOLA provides system backup, recovery, and fail-over services.

PII Collection: Biometrics, Birth Date, Child Information, Citizenship, Disability Information, DoD ID Number, Driver's License, Education Information, Emergency Contact, Employment Information, Financial Information, Gender/Gender Identification, Home/Cell Phone, Law Enforcement Information, Legal Status, Mailing/Home Address, Marital Status, Medical Information, Military Records, Mother's Middle/Maiden Name, Names(s), Other ID Number, Personal E-mail Address, Place of Birth, Race/Ethnicity, Religious Preference, Security Information, Social Security Number (SSN), Other.

**d. Why is the PII collected and/or what is the intended use of the PII?** (e.g., verification, identification, authentication, data matching, mission-related use, administrative use)

The data is collected for verification of applicant's eligibility for Enlistment, Accession and Commission into the U.S. Navy.

**e. Do individuals have the opportunity to object to the collection of their PII?**  Yes  No

(1) If "Yes," describe the method by which individuals can object to the collection of PII.

(2) If "No," state the reason why individuals cannot object to the collection of PII.

Applicants are informed of the purpose for gathering this personal information and of the protection afforded them under the Privacy Act of 1974. At this point, they can object to the collection, and recruitment process will end.

**f. Do individuals have the opportunity to consent to the specific uses of their PII?**  Yes  No

(1) If "Yes," describe the method by which individuals can give or withhold their consent.

(2) If "No," state the reason why individuals cannot give or withhold their consent.

By providing PII, consent is assumed.

**g. When an individual is asked to provide PII, a Privacy Act Statement (PAS) and/or a Privacy Advisory must be provided. (Check as appropriate and provide the actual wording.)**

Privacy Act Statement

Privacy Advisory

Not Applicable

Required Privacy Act disclaimer is displayed throughout the NRC system. The DoD required Privacy and Monitoring Advisory is available at login. Applicants are also required to read and sign the Privacy Act Statement on the DD Form 1966/1, Record of Military Processing - Armed Forces of the United States.

UNITED STATES NAVY NAVY RECRUITING COMMAND AUTHORIZATION FOR THE RELEASE OF INFORMATION UNDER THE PRIVACY ACT PRIVACY ACT STATEMENT Authority: 10 U.S.C. 5014, Office of the Secretary of the Navy; 10 U.S.C. 5020, Naval Inspector General details; duties; SECNAVINST 5430.57F, Mission and Functions of the Naval Inspector General, January 15, 1993. Principle Purposes: To determine the facts and circumstances surrounding allegations or complaints against Department of the Navy personnel and/or Navy/Marine Corps activities and to present findings, conclusions and recommendations developed from investigations and other inquiries to the Secretary of the Navy, Chief of Naval Operations, Commandant of the Marine Corps, or other appropriate Commanders.

Routine Uses: In addition to those disclosures generally permitted under 5 U.S.C. 552a(b) of the Privacy Act, these records or information contained therein may specifically be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a(b)(3) as follows: The DoD 'Blanket Routine Uses' that appear at the beginning of the Navy's compilation of systems of records notices apply to this system.

Disclosure: Disclosure is voluntary; however, information that you wish to be released about you will be prohibited without it.

The U.S. Government, by providing the Authorization for the Release of Information Under the Privacy Act Form, cannot under any circumstances compel an individual to complete and submit the form. PLEASE CAREFULLY CONSIDER TO WHOM, AND WHAT INFORMATION IS BEING RELEASED.

IMPORTANT: You are not obligated to grant anyone access to information regarding you but failure to provide the information requested on this form may make it more difficult, or impossible, for the Navy Recruiting office or Navy Recruiting Command to assist you.

PRIVACY ACT STATEMENT AUTHORITY: 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; 504, Persons Not Qualified; 505, Regular components: qualifications, term grade; and 12102, Reserve Components; Qualifications; 14 U.S.C. 351, Enlistments; term, grade; and 632, Functions and powers vested in the Commandant; DoDI 1304.2, Accession Processing Data Collection Forms; DoDI 1304.26, Qualification Standards for Enlistment, Appointment, and Induction; AR 601-270, OPNAVINST 1100.4C Ch-2, AFI 36-2003\_IP, MCO 1100.75E, and COMDTINST M 1100.2E, Military Entrance Processing Station (MEPS); AR 601-210. Active and Reserve Components Enlist Program; AFPD 36-20, Accession of Air Force Military Personnel; and E.O. 9397 (SSN), as amended.

PURPOSE(S): Military recruiters use the information you provide on this form to collect additional information from the individuals, schools, and employers you list so that we can determine if you meet recruitment standards. If you do meet these standards and enlist, the information you provide on this form starts your Official Military Personnel File. During the recruiting process we use the information on this form to verify your identity. This form also contains a section where you are asked to provide your signed consent for your medical provider(s) to release your medical records to the Department of Defense.

ROUTINE USE(S): To the Selective Service System (SSS) to update the SSS registrant database; to local and state Government Agencies for compliance with laws and regulations governing control of communicable diseases. Additional routine uses are listed in the applicable system of records notices listed below.

DISCLOSURE: Voluntary. However, if you fail to provide the requested information you might not be able to enlist. Your Social Security Number is used during the recruiting process to conduct background screening (e.g., law enforcement, medical, or educational record checks, former employer checks, work status, etc.). Keep all of your records together during the enlistment process, and ensure your test results are properly recorded.

Applicable system of records notices:

Accession:

U.S. Military Entrance Processing Command:

<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570661/a0601-270-usmepcom-dod/>

Army (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570054/a0600-8-104-ahrc/>)

Navy (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570316/n01131-1/>;

<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570318/n01133-2/>)

Marine Corps (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570628/m01133-3/>)

Air Force (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/569780/f036-aetc-r/>)

Coast Guard (<http://edocket.access.gpo.gov/2008/E8-29845.htm>)

Official Military Personnel Files:

Army (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570051/a0600-8-104b-ahrc/>; <http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570052/a0600-8-104b-ahrc/>;

<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570052/a0600-8-104b-ahrc/>;

Navy (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570310/n01070-3/>)

Marine Corps (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/570626/m01070-6/>)

Air Force (<http://dpcl.d.defense.gov/Privacy/SORNsIndex/DOD-wide-SORN-Article-View/Article/569821/f036-af-pc-c/>)

Coast Guard (<https://www.govinfo.gov/app/details/FR-2008-12-19/E8-29793>)

**h. With whom will the PII be shared through data exchange, both within your DoD Component and outside your Component? (Check all that apply)**

Within the DoD Component

Specify.

NRC - Authorized Pride Mod account holders.  
NPC - Authorized Pride Mod account holders.  
NETC - Authorized Pride Mod account holders.

Other DoD Components

Specify.

Military Entrance Processing Command (MEPCOM) with USMIRS 1.1 for processing applicants through the Military Entrance Processing Stations. All users are controlled by USMEPCOM for access to MIRS 1.1 information system.

Other Federal Agencies

Specify.

State and Local Agencies

Specify.

Contractor (Name of contractor and describe the language in the contract that safeguards PII. Include whether FAR privacy clauses, i.e., 52.224-1, Privacy Act Notification, 52.224-2, Privacy Act, and FAR 39.105 are included in the contract.)

Specify.

Other (e.g., commercial providers, colleges).

Specify.

**i. Source of the PII collected is: (Check all that apply and list all information systems if applicable)**

Individuals

Databases

Existing DoD Information Systems

Commercial Systems

Other Federal Information Systems

Primary source for PII collected is the individual. However, this information can be verified by, and other information is collected from, all Federal, State and Local law enforcement agencies where applicants have lived or admit to violations from the last 7 years, the Social Security Administration, schools and colleges attended, employers, medical information, Department of Vital Statistics, and the USMEPCOM ESOA/MIRS system.

**j. How will the information be collected? (Check all that apply and list all Official Form Numbers if applicable)**

E-mail

Official Form (Enter Form Number(s) in the box below)

Face-to-Face Contact

Paper

Fax

Telephone Interview

Information Sharing - System to System

Website/E-Form

Other (If Other, enter the information in the box below)

**k. Does this DoD Information system or electronic collection require a Privacy Act System of Records Notice (SORN)?**

A Privacy Act SORN is required if the information system or electronic collection contains information about U.S. citizens or lawful permanent U.S. residents that is retrieved by name or other unique identifier. PIA and Privacy Act SORN information must be consistent.

Yes  No

If "Yes," enter SORN System Identifier

SORN Identifier, not the Federal Register (FR) Citation. Consult the DoD Component Privacy Office for additional information or <http://dpcl.d.defense.gov/> Privacy/SORNs/  
or

If a SORN has not yet been published in the Federal Register, enter date of submission for approval to Defense Privacy, Civil Liberties, and Transparency Division (DPCLTD). Consult the DoD Component Privacy Office for this date

If "No," explain why the SORN is not required in accordance with DoD Regulation 5400.11-R: Department of Defense Privacy Program.

**l. What is the National Archives and Records Administration (NARA) approved, pending or general records schedule (GRS) disposition authority for the system or for the records maintained in the system?**

(1) NARA Job Number or General Records Schedule Authority.

(2) If pending, provide the date the SF-115 was submitted to NARA.

(3) Retention Instructions.

SSIC 1000-45/ TEMPORARY. Destroy when information is entered into service record.

**m. What is the authority to collect information? A Federal law or Executive Order must authorize the collection and maintenance of a system of records. For PII not collected or maintained in a system of records, the collection or maintenance of the PII must be necessary to discharge the requirements of a statute or Executive Order.**

- (1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be similar.
- (2) If a SORN does not apply, cite the authority for this DoD information system or electronic collection to collect, use, maintain and/or disseminate PII. (If multiple authorities are cited, provide all that apply).

- (a) Cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.
- (b) If direct statutory authority or an Executive Order does not exist, indirect statutory authority may be cited if the authority requires the operation or administration of a program, the execution of which will require the collection and maintenance of a system of records.
- (c) If direct or indirect authority does not exist, DoD Components can use their general statutory grants of authority ("internal housekeeping") as the primary authority. The requirement, directive, or instruction implementing the statute within the DoD Component must be identified.

SORN N01131-1, Officer Selection and Appointment System, February 22, 1993, 58 FR 10708, authorities; 5 U.S.C. 301, Departmental Regulations, 10 U.S.C. Sections governing authority to appoint officers; 10 U.S.C. 591, 600, 716, 2107, 2122, 5579, 5600; Merchant Marine Act of 1939 (as amended); and E.O.s 9397, as amended, 10450, and 11652.

SORN N01133-1, NAME/LEAD Processing System, February 22, 1993, 58 FR 10709, authorities; 5 U.S.C. 301 and 302, Departmental Regulations; 4 U.S.C 3101, 3702; and E.O. 9397 (SSN) as amended.

SORN N01133-2, Recruiting Enlisted Selection System, April 01, 2008, 73 FR 17336, authorities; 110 U.S.C. 133, 275, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1553, 5013; and E.O. 9397 (SSN) as amended.

Primary Directives implementing above statutes:

Navy Recruiting Manual - Enlisted, COMNAVCRUITCOMINST 1130.8k

Navy Recruiting Manual - Officer, COMNAVCRUITCOMINST 1131.2G

**n. Does this DoD information system or electronic collection have an active and approved Office of Management and Budget (OMB) Control Number?**

Contact the Component Information Management Control Officer or DoD Clearance Officer for this information. This number indicates OMB approval to collect data from 10 or more members of the public in a 12-month period regardless of form or format.

Yes     No     Pending

- (1) If "Yes," list all applicable OMB Control Numbers, collection titles, and expiration dates.
- (2) If "No," explain why OMB approval is not required in accordance with DoD Manual 8910.01, Volume 2, "DoD Information Collections Manual: Procedures for DoD Public Information Collections."
- (3) If "Pending," provide the date for the 60 and/or 30 day notice and the Federal Register citation.

OMB 0703-0062. Personalized Recruiting for Immediate and Delayed Enlistment Modernization (PRIDE Mod). Exp. 2022-12-31.