



## PRIVACY IMPACT ASSESSMENT (PIA)

For the

Web Recruiting Tools (WebRTools)

Department of Navy, - BUPERS NRC

### SECTION 1: IS A PIA REQUIRED?

a. Will this Department of Defense (DoD) information system or electronic collection of information (referred to as an "electronic collection" for the purpose of this form) collect, maintain, use, and/or disseminate PII about members of the public, Federal personnel, contractors or foreign nationals employed at U.S. military facilities internationally? Choose one option from the choices below. (Choose (3) for foreign nationals).

- (1) Yes, from members of the general public.
- (2) Yes, from Federal personnel\* and/or Federal contractors.
- (3) Yes, from both members of the general public and Federal personnel and/or Federal contractors.
- (4) No

\* "Federal personnel" are referred to in the DoD IT Portfolio Repository (DITPR) as "Federal employees."

b. If "No," ensure that DITPR or the authoritative database that updates DITPR is annotated for the reason(s) why a PIA is not required. If the DoD information system or electronic collection is not in DITPR, ensure that the reason(s) are recorded in appropriate documentation.

c. If "Yes," then a PIA is required. Proceed to Section 2.

**SECTION 2: PIA SUMMARY INFORMATION**

a. Why is this PIA being created or updated? Choose one:

- New DoD Information System
- Existing DoD Information System
- Significantly Modified DoD Information System
- New Electronic Collection
- Existing Electronic Collection

b. Is this DoD information system registered in the DITPR or the DoD Secret Internet Protocol Router Network (SIPRNET) IT Registry?

- Yes, DITPR      Enter DITPR System Identification Number
- Yes, SIPRNET      Enter SIPRNET Identification Number
- No

c. Does this DoD information system have an IT investment Unique Project Identifier (UPI), required by section 53 of Office of Management and Budget (OMB) Circular A-11?

- Yes
- No

If "Yes," enter UPI

If unsure, consult the Component IT Budget Point of Contact to obtain the UPI.

d. 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 should be consistent.

- Yes
- No

If "Yes," enter Privacy Act SORN Identifier

DoD Component-assigned designator, not the Federal Register number.  
Consult the Component Privacy Office for additional information or  
access DoD Privacy Act SORNs at: <http://www.defenselink.mil/privacy/notices/>

or

Date of submission for approval to Defense Privacy Office

Consult the Component Privacy Office for this date.

**e. Does this DoD information system or electronic collection have an 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**

**Enter OMB Control Number**

**Enter Expiration Date**

**No**

**f. Authority to collect information. A Federal law, Executive Order of the President (EO), or DoD requirement must authorize the collection and maintenance of a system of records.**

(1) If this system has a Privacy Act SORN, the authorities in this PIA and the existing Privacy Act SORN should be the same.

(2) 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) Whenever possible, cite the specific provisions of the statute and/or EO that authorizes the operation of the system and the collection of PII.

(b) If a specific statute or EO does not exist, determine if an indirect statutory authority can be cited. An indirect 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) 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 should be identified.

10 USC - Subtitle A- General Military Law, Part II - Personnel, Chapter 31 Enlistments  
10 USC - Sec. 5013 - (Section covers Armed Forces)  
10 US - Sec. 5013 - (Section covers Armed Forces)  
EO 9397 (SSN)

**g. Summary of DoD information system or electronic collection. Answers to these questions should be consistent with security guidelines for release of information to the public.**

(1) Describe the purpose of this DoD information system or electronic collection and briefly describe the types of personal information about individuals collected in the system.

WebRTools is a web contact management application supporting field recruiters pursuing active duty applications for Navy positions. WebRTools provides a way to process leads, capture applicant data, track sales activities, and report the status of pending contracts. WebRTools provides role based access for field Recruiters, LPO/LCPO, DIVO/DLCPO, Chief Recruiters, and Headquarters Operational Management personnel. The applications is owned and operated by NRC; sustainment is provided by HP under a CLIN 5000. The WebRTools applications resides on Web application servers and is supported by a centralized database that is virtualized and is housed in an approved Navy hosting facility. Real-time access to the application is provided from a Web browser on NMCI work stations or Mobile Recruiter devices provided by NMCI. WebRTools receives leads data through a secure Web-services interface with the National Leads and Tracking System NALTS.

(2) Briefly describe the privacy risks associated with the PII collected and how these risks are addressed to safeguard privacy.

The perceived threats are primarily computer hackers, disgruntled employees, state sponsored information warfare, and acts of nature (e.g. fire, flood, etc...)

The following controls are used to mitigate the risks:

a) Access controls. Access controls limit access to the application and/or specific functional areas of the application. These controls consist of privileges, general access, password control and discretionary access control. Each roles provides some combination of privileges to a subset of the application tables. Users are granted only those privileges that are necessary for their job requirements. The same roles that protect the database tables also determine which buttons and menu items are enabled for the user currently logged on.

b) Confidentiality. This ensure that data is not made available or disclosed to unauthorized individuals, entities, or processes.

c) Integrity. This ensures that data has not been altered or destroyed in an unauthorized manner.

d) Audits. This includes review and examination of records, activities, and system parameters, to assess the adequacy of maintaining, managing and controlling events that may degrade the security posture of the applications. Transactions are logged based on user evaluation of the information.

e) Training. Security training is provided on a continuous basis to keep users alert to the security requirements.

f) Physical Security. This consists of placing servers that contain privileged information in a secure and protected location, and to limit access to this location to individuals who have a need to access the servers. Since the server and data reside within a DON establishment, the strict security measures set by the establishment are always followed.

**h. With whom will the PII be shared through data exchange, both within your DoD Component and outside your Component (e.g., other DoD Components, Federal Agencies)? Indicate all that apply.**

**Within the DoD Component.**

Specify.

**Other DoD Components.**

Specify.

**Other Federal Agencies.**

Specify.

**State and Local Agencies.**

Specify.

**Contractor** (Enter name and describe the language in the contract that safeguards PII.)

Specify.

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

Specify.

**i. Do individuals have the opportunity to object to the collection of their PII?**

**Yes**  **No**

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

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

(2) If "No," state the reason why individuals cannot object.

**j. 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.

[Empty rectangular box]

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

All information collected from individuals is required for processing the applicant into the Navy. Withholding of consent for specific uses would stop the processing of that individual. All systems, WebRTools, PRIDE Modernization and US MEPCOM's eSOA, require the PII data for processing and evaluation with outside personal data verification sources.

**k. What information is provided to an individual when asked to provide PII data?** Indicate all that apply.

- Privacy Act Statement**
- Privacy Advisory**
- Other**
- None**

Describe each applicable format.

Required Privacy Act disclaimer is displayed throughout the system site. The DoD required Privacy and Monitoring Advisory is available at login. A copy of the Privacy Act Statement is also on the DD Form 1966/1. Every applicant must sign this form.

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**NOTE:**

**Sections 1 and 2 above are to be posted to the Component's Web site. Posting of these Sections indicates that the PIA has been reviewed to ensure that appropriate safeguards are in place to protect privacy.**

**A Component may restrict the publication of Sections 1 and/or 2 if they contain information that would reveal sensitive information or raise security concerns.**

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