

DEPARTMENT OF DEFENSE

BILLING CODE:

Department of the Navy

Docket ID:

Privacy Act of 1974; System of Records

AGENCY: Department of the Navy (Marine Corps), Department of Defense

ACTION: Notice of a New System of Records.

SUMMARY: The Department of the Navy (DON) is proposing to establish a new system of records. Marine Corps Community Services (MCCS) Human Resource Management System (HRMS) is an official repository of the personnel records, reports of personnel actions, and the documentation required in connection with these actions affected during an employee's MCCS service. It provides Human Resource information and system support for MCCS applicants, employees, retirees, and contingent workers. In addition, MCCS HRMS maintains information relating to suitability checks and investigations, background checks, and security clearances. The intended end result is successful management and administration of MCCS's Human Resources.

DATES: Comments will be accepted on or before [, 2018]. This proposed action will be effective the day following the end of the comment period unless comments are received which result in a contrary determination.

ADDRESSES: You may submit comments, identified by docket number and title, by any of the following methods:

**Federal Rulemaking Portal: <http://www.regulations.gov>. Follow the instructions for submitting comments.*

**Mail:* Department of Defense, Office of the Deputy Chief Management Officer, Directorate of Oversight and Compliance, Regulatory and Advisory Committee Division, 4800 Mark Center Drive, Mailbox #24, Suite 08D09B, Alexandria, VA 22350-1700.

Instructions: All submissions received must include the agency name and docket number for this Federal Register document. The general policy for comments and other submissions from members of the public is to make these submissions available for public viewing on the Internet at <http://www.regulations.gov> as they are received without change, including any personal identifiers or contact information.

FOR FURTHER INFORMATION CONTACT: Sally A. Hughes, Head, FOIA/PA Programs (ARSF), Headquarters, U.S. Marine Corps, 3000 Marine Corps Pentagon, Washington, DC 20350-3000, telephone (703) 614-3685.

SUPPLEMENTARY INFORMATION: This system was previously under system of records notices: NM07010-1, “DON Non-Appropriated Funds Standard Payroll System;” NM07421-1, “Time and Attendance Feeder Records;” and N12293-1, “Human Resources Civilian Portfolio.” Due to a different system location and additional categories of individuals covered and categories of records in the system, the intent of this proposal is to establish a new Marine Corps system of records.

The Department of the Navy notices for systems of records subject to the Privacy Act of 1974, as amended, have been published in the Federal Register and are available from the address in FOR FURTHER INFORMATION CONTACT or from the Defense Privacy and Civil Liberties Division Web site at <http://defense.gov/privacy>.

The proposed system report, as required by the Privacy Act of 1974, as amended, was submitted on [], to the House Committee on Oversight and Government Reform, the Senate Committee

on Governmental Affairs, and the Office of Management and Budget (OMB) pursuant to paragraph 7 of OMB Circular No. A-108, “Federal Agency Responsibilities for Review, Reporting, and Publication under the Privacy Act,” revised December 23, 2016 (December 23, 2016 81 FR 94424).

Dated: .

Aaron Siegel,

Alternate OSD Federal Register Liaison Officer, Department of Defense

SYSTEM NAME AND NUMBER: Marine Corps Community Services Human Resource Management System (MCCS HRMS) M12293-2.

SECURITY CLASSIFICATION: Unclassified

SYSTEM LOCATION:

Primary: The Marine Corps Community Services (MCCS) data center at the Experis Data Center, 8209 Valley Pike, Middletown, VA 22645-1941.

Secondary: Commandant of the Marine Corps, Headquarters, U.S. Marine Corps, Marine Corps Community Services, 3044 Catlin Avenue, Quantico VA 22134-5003.

SYSTEM MANAGER(S): Human Resource Management System Program Manager, Business and Support Services Division (MRG), Headquarters, United States Marine Corps, 3044 Catlin Avenue, Quantico, VA 22134-5003.

Record Holder: Directors of Marine Corps Community Services (MCCS) offices.

Official mailing addresses are published on the MCCS website at

<http://www.usmc-mccs.org/downloads/mccsdir.pdf>.

AUTHORITY FOR MAINTENANCE OF THE SYSTEM: 10 U.S.C. 5013, Department of the Navy; 10 U.S.C. 5042, Headquarters, Marine Corps: general duties; 5 U.S.C. Chapter 11, Office of Personnel Management; 5 U.S.C. Chapter 13, Special Authority; 5 U.S.C. Chapter 29, Commissions, Oaths, and Records; 5 U.S.C. Chapter 31, Authority for Employment; 5 U.S.C. Chapter 33, Examination, Selection, and Placement; 5 U.S.C. Chapter 41, Training; 5 U.S.C. Chapter 43, Performance Appraisal; 5 U.S.C. Chapter 51, Classification; 5 U.S.C. Chapter 53, Pay Rates and Systems; 5 U.S.C. Chapter 55, Pay Administration; 5 U.S.C. Chapter 61, Hours of Work; 5 U.S.C. Chapter 63, Leave; 5 U.S.C. Chapter 71, Labor Management Relations; 5 U.S.C. Chapter 72, Antidiscrimination, Right to Petition Congress; 5 U.S.C. Chapter 75, Adverse

Actions; 5 U.S.C. Chapter 83, Retirement; 5 U.S.C. Chapter 99, Department of Defense National Security Personnel System; 5 U.S.C. 7201, Antidiscrimination Policy; 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; E.O. 9830, Amending the Civil Service Rules and Providing for Federal Personnel Administration, as amended; 29 CFR 1614.601, EEO Group Statistics; 10 U.S.C. 1588, Authority to Accept Certain Voluntary Services; DoDD 1400.25, DoD Civilian Personnel Management System; DoDI 1400.25, DoD Civilian Personnel Management System; SECNAVINST 12250.6A, Civilian Human Resources Management In The Department Of The Navy; MCO P12000.11A, as amended, Marine Corps NAF Personnel Policy Manual; MCO 1710.30, Marine Corps Child and Youth Programs; MCO 5380.2, Marine Corps Volunteer Services Management; and E.O. 9397 (SSN), as amended.

PURPOSE(S) OF THE SYSTEM: To manage and administer personnel information for all Marine Corps Community Services (MCCS) applicants, personnel, retirees, and contingent workers. MCCS HRMS is the official repository of personnel records, reports of personnel actions, and the documentation required in connection with these actions. Information is maintained to: manage personal, employment, and job-related functions pertaining to recruiting and human resources management; track job announcements, applicants and recruiting actions, manpower, grades, and personnel actions; maintain and extract Equal Employment Opportunity (EEO) reportable data; determine status, eligibility, and employee rights and benefits; administer benefit plan enrollments; project and disburse pension plan funds to retirees; manage and monitor time and attendance and labor distribution; compute employees' pay entitlements and deductions and issue payroll checks for amounts due; review earnings records; withhold amounts due for Federal, state, and city taxes, remit withholdings to the taxing authorities, and report earnings and tax collections; maintain current applicable suitability, background check(s), and

security clearance completion information; track attendance at training courses; and provide authorized personnel services.

CATEGORIES OF INDIVIDUALS COVERED BY THE SYSTEM: Civilian MCCA applicants, employees, retirees, and contingent workers. MCCA contingent workers are not MCCA workers; however, are affiliated or assigned to an MCCA department (appropriated fund (APF) employees, contractors, active duty enlisted and officers, volunteers, and Government of Japan indirect hire agreements and master labor contracts).

CATEGORIES OF RECORDS IN THE SYSTEM: Full name to include suffix and other name(s) used; personal identifiers to include National ID number, Social Security Number (SSN), Common Access Card (CAC) number and expiration, DoD ID number, employee ID number, and biometric finger scan; date and place of birth; date of death; current status and effective dates; gender; ethnicity; marital status; mailing and home address; personal and cell phone number(s); personal e-mail address; work location, phone number, and e-mail address; MCCA HRMS user name, password, and password recovery responses; citizenship; emergency contact information; profile type to include description as an applicant, employee, contingent worker, or retiree and respective status; employment eligibility; suitability check, background check, and security clearance information; applicant prequalification answers; employment application package; employment preferences; priority/preference value; military information to include uniformed service, grade, separation and discharge status, start and end dates, and copy of DD 214; employment and education information including historical information; position description, information, and performance elements; contract number, type, and related information; official personnel folder; labor and union information; time and attendance data to include leave accrual and balances; benefits and compensation data to include selection,

processing, participation, effective dates, and dependent and beneficiary information; job training; payroll records to include status of payment, payment and compensation amount and history, pay and leave records, authorized deductions, banking information for payroll processing, and information for tax reporting purposes; certificates and licenses; skills, abilities, and competencies; disability information; personnel actions to include type, reason, correspondence and evaluations, decisions made, performance plans, interim appraisals, final appraisals, closeouts, and ratings; honors and awards; separation and retirement data; and correspondence.

RECORD SOURCE CATEGORIES: Individual; PeopleSoft (Existing Department of Defense (DoD) system); official personnel folder; Time Collection Device; MCCA contracted benefit vendors; and MCCA Internal Forefront Identity Management System.

ROUTINE USES OF RECORDS MAINTAINED IN THE SYSTEM, INCLUDING

CATEGORIES OF USERS AND PURPOSES OF SUCH USES: In addition to those disclosures generally permitted under 5 U.S.C. 552a (b) of the Privacy Act of 1974, as amended, these records contained therein may be disclosed outside the DoD as a routine use pursuant to 5 U.S.C. 552a (b) (3) as follows:

- a. To contractors, grantees, experts, consultants, students, and others performing or working on a contract, service, grant, cooperative agreement, or other assignment for the federal government when necessary to accomplish an agency function related to this system of records.
- b. To designated officers and employees of Federal, State, local, territorial or tribal, international, or foreign agencies maintaining civil, criminal, enforcement, or other pertinent information, such as current licenses, if necessary to obtain information relevant and necessary to

a DoD Component decision concerning the hiring or retention of an employee, the issuance of a security clearance, the letting of a contract, or the issuance of a license, grant, or other benefit.

c. To designated officers and employees of Federal, State, local, territorial, tribal, international, or foreign agencies in connection with the hiring or retention of an employee, the conduct of a suitability or security investigation, the letting of a contract, or the issuance of a license, grant or other benefit by the requesting agency, to the extent that the information is relevant and necessary to the requesting agency's decision on the matter and the Department deems appropriate.

d. To contractors whose employees require suitability determinations, security clearances, and/or access to classified national security information, for the purpose of ensuring that the employer is appropriately informed about information that relates to and/or may impact a particular employee or employee applicant's suitability or eligibility to be granted a security clearance and/or access to classified national security information.

e. To foreign or international law enforcement, security, or investigatory authorities to comply with requirements imposed by, or to claim rights conferred in, international agreements and arrangements, including those regulating the stationing and status in foreign countries of DoD military and civilian personnel.

f. To appropriate Federal, State, local, tribal, foreign or international agencies for compliance with local laws and regulations governing control of communicable diseases, preventive medicine and safety, child abuse, and other public health and welfare programs. Notification of any identified health threat or risk will be provided to the appropriate entity.

g. To appropriate Federal, State, local, territorial, tribal, foreign, or international agencies for the purpose of counterintelligence activities authorized by U.S. law or Executive Order, or for the

purpose of executing or enforcing laws designed to protect the national security or homeland security of the United States, including those relating to the sharing of records or information concerning terrorism, homeland security, or law enforcement.

h. To any person, organization or governmental entity (e.g., local governments, first responders, American Red Cross, etc.), in order to notify them of or respond to a serious and imminent terrorist or homeland security threat or natural or manmade disaster as is necessary and relevant for the purpose of guarding against or responding to such threat or disaster.

i. To complainants and/or victims to the extent necessary to provide such persons with information and explanations concerning the progress and/or results of an investigation or case arising from the matters of which they complained and/or of which they were a victim.

j. To such recipients and under such circumstances and procedures as are mandated by federal statute or treaty.

k. To the news media and the public unless it is determined that release of the specific information in the context of a particular case would constitute an unwarranted invasion of personal privacy.

l. To unions recognized as exclusive bargaining representatives under the Civil Service Reform Act of 1978, 5 U.S.C. §§ 7111 and 7114, arbitrators, the Federal Labor Relations Authority, and other parties responsible for the administration of the Federal labor-management program for the purpose of processing any corrective actions, or grievances, or conducting administrative hearings or appeals.

m. To the Office of Personnel Management (OPM) and Defense Civilian Personnel Advisory Service (DCPAS) for the purpose of addressing civilian pay and leave, benefits, retirement

deduction, and any other information necessary for the OPM and the DCPAS to carry out its legally authorized government-wide personnel management functions and studies.

n. To State and local taxing authorities with which the Secretary of the Treasury has entered into agreements under 5 U.S.C. §§ 5516, 5517, or 5520 and only to those state and local taxing authorities for which an employee or military member is or was subject to tax, regardless of whether tax is or was withheld. The information to be disclosed is information normally contained in Internal Revenue Service (IRS) Form W-2.

o. To the Internal Revenue Service to record wages earned, tax withheld and Social Security information and 1094/1095C information to meet Federal and Internal Revenue Service regulations.

p. To a former DoD employee for the purpose of responding to an official inquiry by a Federal, State, local, territorial or tribal entity or professional licensing authority, in accordance with applicable DoD regulations; or for the purpose of facilitating communications with a former employee that may be necessary for personnel-related or other official purposes where the DoD requires information and/or consultation assistance from the former employee regarding a matter within that person's former area of responsibility.

q. To a public or professional licensing organization when such information indicates, either by itself or in combination with other information, a violation or potential violation of professional standards, or reflects on the moral, educational, or professional qualifications of an individual who is licensed or who is seeking to become licensed.

r. To disclose information to the Department of Labor, Department of Veterans Affairs, Social Security Administration, DoD, OPM, and/or any other Federal agencies that have special civilian employee retirement programs; or to a national, State, county, municipal, or other publicly

recognized charitable or income security administration agency (e.g., State unemployment compensation agencies), when necessary to adjudicate a claim under the retirement, insurance, unemployment, or health benefits programs of the organization or any agency cited above, or to an agency to conduct an analytical study or audit of benefits being paid under such programs.

s. To disclose information necessary to the OPM, the Federal Employee Retirement System plans and the Thrift Savings Board, and NAF Sister Services for verification of benefit elections, changes, and designation of beneficiary.

t. To Thrift Savings Plan for the purpose of processing employee deductions for Thrift Savings Plan employees.

u. To benefit carriers contracting with the organization to provide benefit plans under the MCCS Benefits Program, information necessary to identify enrollment in a plan, to verify eligibility for payment of a claim for benefits, to process deductions, or to carry out the coordination or audit of benefit provisions of such contracts.

v. To disclose information to a Federal, State, or local agency for determination of an individual's entitlement to benefits in connection with Federal Housing Administration programs.

w. To disclose information to officials of labor organizations recognized under 5 U.S.C. chapter 71 when relevant and necessary to their duties of exclusive representation concerning personnel policies, practices, and matters affecting working conditions.

x. To locate individuals for personnel research or survey response, and in the production of summary descriptive statistics and analytical studies in support of the function for which the records are collected and maintained, or for related workforce studies. While published statistics and studies do not contain individual identifiers, in some instances, the selection of elements of

data included in the study may be structured in such a way as to make the data individually identifiable by inference.

y. To provide an official of another Federal agency information needed in the performance of official duties related to reconciling or reconstructing data files, in support of the functions for which the records were collected and maintained.

z. To provide information in the individual's record to any person who is responsible for the care of the individual, to the extent necessary to assure payment of benefits to which the individual is entitled, including Workers Compensation Benefits, when an individual to whom a record pertains is mentally incompetent or under other legal disability.

aa. To disclose to the agency-appointed representative of an employee all notices, determinations, decisions, or other written communications issued to the employee in connection with an examination ordered by the agency under fitness-for-duty examination procedures.

bb. To disclose to a requesting agency, organization, or individual the home address and other relevant information on those individuals who it reasonably believed might have contracted an illness or might have been exposed to or suffered from a health hazard while employed in the Federal workforce.

cc. To disclose information to the DoD, National Oceanic and Atmospheric Administration, U.S. Public Health Service, Department of Veterans Affairs, and the U.S. Coast Guard needed to effect any adjustments in retired or retained pay required by the dual compensation provisions of section 5532 of title 5, United States Code.

dd. To disclose information to the Equal Employment Opportunity Commission when requested in connection with investigations of alleged or possible discrimination practices in the Federal sector, examination of Federal affirmative employment programs, compliance by Federal

agencies with the Uniform Guidelines on Employee Selection Procedures, or other functions vested in the Commission.

ee. To disclose information to the Federal Labor Relations Authority (including its General Counsel) when requested in connection with investigation and resolution of allegations of unfair labor practices, in connection with the resolution of exceptions to arbitrator's awards when a question of material fact is raised, to investigate representation petitions and to conduct or supervise representation elections, and in connection with matters before the Federal Service Impasses Panel.

ff. To disclose to prospective non-Federal employers, the following information about a specifically identified current or former Federal employee:

1. Tenure of employment;
2. Employment status;
3. Length of service in the agency and the Government; and
4. When separated, the date and nature of action as shown on the Notification of Personnel

Action--Standard Form 50 (or authorized exception).

gg. To disclose information to any member of an agency's Performance Review Board, Executive Resources Board, or other panel when the member is not an official of the employing agency; information would then be used for approving or recommending selection of candidates for executive development or SES candidate programs, issuing a performance rating of record, issuing performance awards, nominating for meritorious or distinguished executive ranks, or removal, reduction-in-grade, or other personnel actions based on performance.

- hh. To disclose information to a Federal, State, or local governmental entity or agency (or its agent) when necessary to locate individuals who are owed money or property either by a Federal, State, or local agency, or by a financial or similar institution.
- ii. To disclose information to the Office of Child Support Enforcement, Administration for Children and Families, Department of Health and Human Services, Federal Parent Locator System, or Federal Offset System for use in locating individuals, verifying Social Security numbers, or identifying their incomes sources to establish paternity, establish, or modify orders of support and for enforcement action.
- jj. To disclose information to the Centers for Medicare and Medicaid to assist in determining whether individuals are eligible for programs under the Patient Protection and Affordable Care Act.
- kk. To banking institutions to process bank deposits for the purpose of issuing direct deposits for payroll and notifying the bank of employee checks issued for payroll purposes.
- ll. To the appropriate Federal, State, local, territorial, tribal, foreign, or international law enforcement authority or other appropriate entity where a record, either alone or in conjunction with other information, indicates a violation or potential violation of law, whether criminal, civil, or regulatory in nature.
- mm. To any component of the Department of Justice for the purpose of representing the DoD, or its components, officers, employees, or members in pending or potential litigation to which the record is pertinent.
- nn. In an appropriate proceeding before a court, grand jury, or administrative or adjudicative body or official, when the DoD or other Agency representing the DoD determines that the records are relevant and necessary to the proceeding; or in an appropriate proceeding before an

administrative or adjudicative body when the adjudicator determines the records to be relevant to the proceeding.

oo. To the National Archives and Records Administration for the purpose of records management inspections conducted under the authority of 44 U.S.C. §§ 2904 and 2906.

pp. To the General Services Administration for the purpose of records management inspections conducted under authority of 44 U.S.C. 2904 and 2906.

qq. To a Member of Congress or staff acting upon the Member's behalf when the Member or staff requests the information on behalf of, and at the request of, the individual who is the subject of the record.

rr. To appropriate agencies, entities, and persons when (1) the DoD suspects or has confirmed that there has been a breach of the system of records; (2) the DoD has determined that as a result of the suspected or confirmed breach there is a risk of harm to individuals, the DoD (including its information systems, programs, and operations), the Federal Government, or national security; and (3) the disclosure made to such agencies, entities, and persons is reasonably necessary to assist in connection with the DoD's efforts to respond to the suspected or confirmed breach or to prevent, minimize, or remedy such harm.

ss. To another Federal agency or Federal entity, when the DoD determines that information from this system of records is reasonably necessary to assist the recipient agency or entity in (1) responding to a suspected or confirmed breach or (2) preventing, minimizing, or remedying the risk of harm to individuals, the recipient agency or entity (including its information systems, programs and operations), the Federal Government, or national security, resulting from a suspected or confirmed breach.

POLICIES AND PRACTICES FOR STORAGE OF RECORDS: Records are maintained in paper records in file folders and on electronic storage media, in accordance with the safeguards mentioned below.

POLICIES AND PRACTICES FOR RETRIEVAL OF RECORDS: The records are retrieved primarily by name, SSN and/or employee ID number.

POLICIES AND PRACTICES FOR RETENTION AND DISPOSAL OF RECORDS:

Electronic MCCA personnel data is maintained as follows: Temporary. Destroy inactive personnel records when 25 years old.

Job vacancy case files are destroyed 2 years after selection certificate is closed or final settlement of any associated litigation; whichever is later. (GRS 2.1).

Official Personnel File (OPF) – Transferred Employees. See Chapter 7 of the Office of Personnel Management (OPM) Guide to Personnel Recordkeeping for instructions relating to folders of employees transferred to another agency. (SSIC Record Schedule 12000-16).

Official Personnel File (OPF) - Separated Employees: Temporary: Transfer to National Personnel Records Center (NPRC) 30 days after latest separation. NPRC will destroy 65 years after separation from Federal service. (SSIC Record Schedule 12000-17).

Temporary Individual Employee Records – Temporary: Destroy when superseded or obsolete, or upon separation or transfer of employee, unless specifically required to be transferred with the OPF. (SSIC Record Schedule 12000-25).

ADMINISTRATIVE, TECHNICAL, AND PHYSICAL SAFEGUARDS: Safeguards are implemented at multiple levels including the facility/building, room, and computer/file cabinet(s) in which records containing PII are stored. Access to records is limited to person(s) responsible for servicing the record(s) in performance of their official duties and who are properly screened

and cleared for need-to-know. Annual PII training is required of all personnel. The risk to PII compromise or inappropriate dissemination is further mitigated by control measures and procedures in accordance with USMC and higher headquarters policy for handling and securing PII.

RECORD ACCESS PROCEDURES: Individuals seeking access to records about themselves contained in this system of records should address written inquiries to the MCCA office where they were a MCCA applicant, employee, or contingent worker. Official mailing addresses are published on the MCCA website at: <http://www.usmc-mcca.org/downloads/mccadir.pdf>.

Signed, written requests should include the individual's full name, current address and telephone number, SSN and/or employee ID number, and dates of service.

In addition, the requester must provide a notarized statement or an unsworn declaration made in accordance with 28 U.S.C. 1746, in the following format:

If executed outside the United States: "I declare (or certify, verify, or state) under penalty of perjury under the laws of the United States of America that the foregoing is true and correct. Executed on (date). (Signature)."

If executed within the United States, its territories, possessions, or commonwealths: "I declare (or certify, verify, or state) under penalty of perjury that the foregoing is true and correct. Executed on (date). (Signature)."

CONTESTING RECORD PROCEDURES: The Department of the Navy's rules for accessing records, and for contesting contents and appealing initial agency determinations are published in Secretary of the Navy Instruction 5211.5; 32 CFR part 701; or may be obtained from the system manager.

NOTIFICATION PROCEDURES: Individuals seeking to determine whether information about them is contained in this system should address written inquiries to the MCCS office where they were a MCCS applicant, employee, or contingent worker. Official mailing addresses are published on the MCCS website at: <http://www.usmc-mccs.org/downloads/mccsdir.pdf>.

Signed, written requests should include the individual's full name, current address and telephone number, SSN and/or employee ID number, and dates of service.

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Executed on (date). (Signature)."

If executed within the United States, its territories, possessions, or commonwealths: "I declare (or certify, verify, or state) under penalty of perjury that the foregoing is true and correct.

Executed on (date). (Signature)."

EXEMPTIONS PROMULGATED FOR THE SYSTEM: The Department of Navy has exempted records maintained in MCCS HRMS, M12293-2, from subsections (c)(3), (d), (e)(1), (e)(4)(G), (e)(4)(H), (e)(4)(I) and (f) of the Privacy Act pursuant to 5 U.S.C. 552a (k)(2), (k)(5), and (k)(6).

Investigatory material compiled for law enforcement purposes, other than material within the scope of subsection 5 U.S.C. 552a (j)(2), may be exempt pursuant to 5 U.S.C. 552a(k)(2). However, if an individual is denied any right, privilege, or benefit for which he would otherwise be entitled by Federal law or for which he would otherwise be eligible, as a result of the maintenance of such information, the individual will be provided access to

such information except to the extent that disclosure would reveal the identity of a confidential source.

Investigative material compiled solely for the purpose of determining suitability, eligibility, or qualifications for federal civilian employment, military service, federal contracts, or access to classified information may be exempt pursuant to 5 U.S.C. 552a(k)(5), but only to the extent that such material would reveal the identity of a confidential source.

Testing or examination material used solely to determine individual qualifications for appointment or promotion in the Federal service may be exempt pursuant to 5 U.S.C. 552a(k)(6), if the disclosure would compromise the objectivity or fairness of the test or examination process.

An exemption rule for this system has been promulgated in accordance with requirements of 5 U.S.C. 553(b)(1), (2), and (3), (c) and (e) and published in 32 CFR part 701, subpart G. For additional information, contact the system manager.

HISTORY: None