

Date: 23 FEB 2018

## MEMORANDUM FOR THE RECORD

Subj: **JUSTIFICATION FOR THE USE OF THE SOCIAL SECURITY NUMBER (SSN)**

NRC Systems: **CMSA-ARS, NASIS, PRIDE Mod, WEBRTOOLS, WEBSTEAM**

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*(Form number and name or IT system name and DITPR DON ID number)*

System Name: CORE MISSION SUPPORT APPLICATIONS FOR AUTOMATED RECRUITING SUPPORT (CMSA-ARS)

DITPR-DON #20844

System Description: CMSA-ARS provides a set of mission support applications to the Navy recruiting community. These applications are web enabled and support Navy Recruiting Command's (NRC) personnel and mission. Applications are focused primarily on providing support to the Field recruiters or supporting the primary applications used by the Field Recruiters.

Operational Necessity: The SSN is required to perform agency checks on applicants such as police checks, Home Land Security, and Social Security Administration. This System provides recruiters with information concerning perspective recruits that may influence the decision to select/non-select an individual for enlistment in the U.S. Navy. In addition, the SSN is a required field on accession contract documents generated from the Personalized Recruiting for Immediate and Delayed Enlistment (PRIDE) Modernization (Mod) system.

Laws or Regulations: 10 U.S.C. 133, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1533, 5013; and E.O. 9397 (SSN)

Impact if Eliminated: The Navy would be unable to perform agency checks because the primary key is currently SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised, it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS, NES, Career Way points, and non-DoD entities, such as the Home Land Security systems that support the agency checks..

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System Name: NAVY ACCESSIONS SECURITY INVESTIGATION SYSTEM (NASIS)

DITPR-DON #: 51288

System Description: NASIS is the Navy's security clearance data collection tool and interfaces with JPAS. The NASIS application collects data from Future Sailors to initiate a personal security investigation for all officer, enlisted, active and reserve Navy personnel. The information for security clearance investigation is submitted to JPAS to initiate an investigation. All future enlisted Sailors must complete the SF86 request for security clearance and are required to have an open investigation prior to shipping to Basic Training at Recruit Training Command (boot-camp). All future officer Sailors must complete the SF86 request for security clearance and are required to have an open investigation prior to commissioning.

Operational Necessity: The SSN is required by OPM in order to conduct a personnel security investigation.

Impact if Eliminated: Without the SSN, NRC would not be able to request personnel security investigation requests. Without these investigation requests NRC is not authorized to send enlisted personnel to basic training or to commission new officers.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS, NES, Pride Mod, and non-DoD entities, such as the Home Land Security systems that support the agency checks.

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System Name: PERSONALIZED RECRUITING FOR IMMEDIATE AND DELAYED ENLISTMENT (PRIDE) MODERNIZATION

DITPR-DON # 21958

System Description: PRIDE Modernization is the Navy's system used to process all enlisted/officer, active and reserve applicant for Naval service. It functions to classify new enlisted recruits against jobs available based on their qualifications, education level, aptitude test scores, needs of the Navy, and other criteria. It is used to make reservations for Basic Training and "A" school. This system also processes all officers from initial contact through enlistment/commissioning, including Professional Recommendation Boards.

Operational Necessity: The SSN is required to perform agency checks on applicants such as police checks, Home Land Security, and Social Security Administration. This System provides recruiters with information concerning prospective recruits that may influence the decision to select/non-select an individual for enlistment/commissioning in the U.S. Navy. In addition, the SSN is a required field on accession contract documents generated from PRIDE Mod.

Impact if Eliminated: The Navy would be unable to perform agency checks because the primary key is currently SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised, it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as NSIPS, NES, Career Way points, and non-DoD entities, such as the Home Land Security systems that support the agency checks.

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System Name: WEB RECRUITING TOOLS (WEBRTOOLS)

DITPR-DON # 22073

System Description: WebRTOOLS is a contact management system developed to aid the recruiter in the effective prospecting and initial processing of potential applicants for enlistment/commissioning in the United States Navy.

Operational Necessity: The SSN is required to perform agency checks on applicants such as police checks, Home Land Security, and Social Security Administration. This System provides recruiters with information concerning prospective recruits that may influence the decision to select/non-select an individual for enlistment in the U.S. Navy. In addition, the SSN is a required field on accession contract documents generated from WEBRTOOLS.

Laws or Regulations: 10 U.S.C. 133, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1533, 5013; and E.O. 9397 (SSN)

Impact if Eliminated: The Navy would be unable to perform agency checks because the primary key is currently the SSN. This could result in fraudulent enlistments which would drive up recruiting and training costs. In addition, until the enlistment documents are revised, it would require manual input to recruiting documents and the DD Form 4 enlistment contract.

Estimated Cost if Eliminated: Unable to determine cost but would estimate millions of dollars because of the changes required to the down-stream systems such as PRIDE Mod, NSIPS, NES, Career Way points, and non-DoD entities, such as the Home Land Security systems that support the agency checks.

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System Name: WEB STANDARDIZED TERRITORY EVALUATION AND ANALYSIS FOR MANAGEMENT (WEBSTEAM)

DITPR-DON # 21946

System Description: WebSTEAM is a variation of the Standardized Territory Evaluation and Analysis for Management (STEAM) Model. This model provides NRC HQ market researchers and Navy Recruiting Districts/Navy Talent Acquisition Groups market analysts an automated tool providing the ability to perform market identification, placement of assets, Division and Station Goaling, as well as overall market analysis. This Web-based multi-purpose application allows for both marketing analysis and information delivery to field recruiters for a centralized data repository of market information. The data repository is maintained and updated by HQ market researchers at the HQ.

Operational Necessity: WEBSTEAM would not be able to properly process data inputs as the SSN is the primary key.

Laws or Regulations: 10 U.S.C. 133, 503, 504, 508, 510, 672, 1071-1087, 1168, 1169, 1475-1480, 1533, 5013; and E.O. 9397 (SSN)

Impact if Eliminated: If eliminated, NRC would be unable to properly analyze the recruiting market to properly align manpower assets (Recruiters, Stations etc.). NRC would not be able to properly allocate goals and prospect in the correct markets to assure that Navy accession goals are met.

Estimated Cost if Eliminated: Unable to determine the costs, but estimate it would be millions of dollars because of the changes required for the systems and processes for placement of recruiting assets, goaling those assets to attain recruiting's mission of supplying the Navy with active and reserve officer and enlisted to meet end strength requirements.

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Signature (*Flag, SES, or by direction*)

Deputy and Executive Director, N00B

Title and Code

Navy Recruiting Command

Command