

## 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:**

MIRS - MEPCOM Integrated Resource System

**2. DOD COMPONENT NAME:**

United States Army

**3. PIA APPROVAL DATE:**

01/10/2025

United States Military Entrance Processing Command (USMEPCOM)

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

**a. The PII is:** (Check one. Note: Federal contractors, military family members, and foreign nationals are included in general public.)

- ☐ From members of the general public ☐ From Federal employees
- ☒ from both members of the general public and Federal employees ☐ Not Collected (if checked proceed to Section 4)

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

- ☐ New DoD Information System ☐ New Electronic Collection
- ☐ Existing DoD Information System ☐ Existing Electronic Collection
- ☒ 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.**

MEPCOM Integrated Resource System (MIRS) enables USMEPCOM to fulfill its military manpower accession mission for the Armed Services during peacetime, mobilization, and wartime by providing essential automation and communication capabilities. MIRS integrates with recruiting systems across all Armed Services, enabling electronic data sharing between USMEPCOM and recruiting commands.

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

**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)

To determine eligibility for enlistment, including identification and authentication, verify enlistment and placement scores, check retest eligibility, and provide aptitude test scores for career guidance to participants in the Department of Defense (DoD) Student Testing Program. The data is also utilized for research, marketing evaluation, assessment of manpower trends and characteristics, and related statistical studies and reports.

Mission-related: USMEPCOM is the sole DoD organization legally authorized to collect civilian, medical, and testing data for processing enlistment applicants into the military. USMRIS is the only operational DoD Joint support system used to enforce congressional, DoD, and Armed Forces qualification criteria for enlistment. It serves as the official system for reporting timely enlistment accession data to DMDC. Additionally, the information collected is shared with the Selective Service System (SSS) to update its registrant database and may also be disclosed to local and state government agencies to comply with laws and regulations governing the control of communicable diseases.

**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.

The individual must provide the information to validate requirements for military enlistment. Failure to provide the requested information will disqualify the individual from consideration as an applicant. Forms requesting privacy information contain an applicable privacy statement.

**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.

The individual cannot give or withhold consent to the specific uses of collected PII because the information is required for the applicant's recruitment processing into one of the Armed Services. Failure to provide the requested information will disqualify the individual from consideration as an applicant.

**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

Authority: 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; 10 U.S.C. 504-520, Enlistments; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 8013, Secretary of the Air Force; 10 U.S.C. 5013, Secretary of the Navy; 32 C.F.R. 66.6 Enlistment, Appointment, and Induction Criteria; DoD Directive 1145.02E, United States Military Entrance Processing Command (USMEPCOM), Ch 1 Effective May 22, 2018; DoD Directive 1304.12E, DoD Military Personnel Accession Testing Programs, dated September 20, 2005; DoD Directive 1304.26, Qualification Standards for Enlistment, Appointment and Induction, dated October 26, 2018 (Change 3); DoD Instruction 4000.19, Interservice and Intragovernmental Support, dated December 16, 2020; DoD Instruction 6130.3, Medical Standards for Appointment, Enlistment, or Induction in the Military Services, dated April 30, 2021 (Change 2); Army Regulation (AR) 601-210, Regular Army and Reserve Components Enlistment Program; USMEPCOM Regulation 601-23, Personnel Procurement Enlistment Processing dated November 6, 2020; USMEPCOM Regulation 680-3, Personnel Information Systems Entrance Processing and Reporting System Management, dated October 24, 2018; Executive Order 9397, as amended, Relating to Federal Agency Use of Social Security Numbers. and Executive Order 9397 (SSN), as amended.

Principal Purpose(s): The information collected will be used to determine the qualifications of applicants for the Armed Forces of the United States through aptitude testing, medical examination, identity verification, background screening, and administrative processing. Records will also be used to determine patterns and trends in the military population, and for statistical analyses. See System of Records Notice: A0601-270 (United States Military Entrance Processing Command (USMEPCOM) Integrated Resource System (USMIRS)), <https://www.federalregister.gov/documents/2021/04/21/2021-08286/privacy-act-of-1974-system-of-records>

Routine Use(s): The information may be disclosed to other Federal agencies, state and local government agencies, and civilian organizations as necessary to verify eligibility, conduct background checks, and for other lawful purposes. It may also be disclosed to contractors, grantees, experts, consultants, and others performing or working on contracts, service, grants, cooperative agreements, or other assignments for the Federal Government when necessary to accomplish an agency function related to this system of records.

Disclosure: Voluntary; however, failure to provide the requested information may result in an inability to process your application for enlistment or appointment in the Armed Forces.

**h. With whom will the PII be shared through data/system exchange, both within your DoD Component and outside your Component?**

(Check all that apply)

☒ Within the DoD Component

Specify.

U.S. Army National Guard, U.S. Army Reserve, Army Research Institute (ARI), United States Army Recruiting Command (USAREC), United States Army Accessions Command (USAAC), United States Army Cadet Command (USACC), United States Training and Doctrine Command (TRADOC), United States Army Deputy Chief of Staff for Personnel (G-1), Army Medical Surveillance Activity (AMSA) - USACHPPM, U.S. Army Medical Command (MEDCOM)

☒ Other DoD Components (i.e. Army, Navy, Air Force)

Specify.

Air Force Reserve Command (AFRC), Navy Drug Screening Lab (NDSL), Marine Corps Recruiting Command (USMCRC), Naval Education and Training, Professional Development and Technology Center (NETPDTC), Navy Drug Screening Lab, Space and Naval Warfare - Information Technology Center (SPAWAR-ITC), US Navy Recruiting Command (NRC), Defense Finance and Accounting Service, Defense Integrated Military Human Resource Command (DIMHRS), Defense Manpower Data Center, Defense Security Service (DSS), Military Surface Deployment and Distribution Command (SDDC), Department of Defense Medical Examination Review Board (DoDMERB), United States Space Force (USSF)

☒ Other Federal Agencies (i.e. Veteran's Affairs, Energy, State)

Specify.

Office of the Under Secretary of Defense for Personnel and Readiness (OUSD (P&R)), Office of the Surgeon General

<input type="checkbox"/> State and Local Agencies	Specify.	<div style="border: 1px solid black; height: 20px;"></div>
<input type="checkbox"/> 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.	<div style="border: 1px solid black; height: 40px;"></div>
<input type="checkbox"/> Other (e.g., commercial providers, colleges).	Specify.	<div style="border: 1px solid black; height: 20px;"></div>

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

<input checked="" type="checkbox"/> Individuals	<input type="checkbox"/> Databases
<input checked="" type="checkbox"/> Existing DoD Information Systems	<input type="checkbox"/> Commercial Systems
<input type="checkbox"/> Other Federal Information Systems	

RSN - Recruiting Services Network (DA05891); GLTC\_IL\_HG1\_01 - HQ USMEPCOM Enterprise Data Center (DA304796); DAN - US Military Entrance Processing Command's Defense Accession Network (DA305959); ARISS - Army Recruiting Information Support System (DA305535); AIE - Accessions Information Environment (DA309710); FTDTL-IMS - Forensic Toxicology Drug Testing Laboratory-Information Management System (IMS) (DA95878); AFRISS - Air Force Recruiting Information Support System; MCRISS - Marine Corps Recruiting Information Support System; NRAMS - Navy Recruiting Accession Management System.

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

<input type="checkbox"/> E-mail	<input checked="" type="checkbox"/> Official Form (Enter Form Number(s) in the box below)
<input checked="" type="checkbox"/> In-Person Contact	<input type="checkbox"/> Paper
<input type="checkbox"/> Fax	<input type="checkbox"/> Telephone Interview
<input checked="" type="checkbox"/> Information Sharing - System to System	<input type="checkbox"/> Website/E-Form
<input checked="" type="checkbox"/> Other (If Other, enter the information in the box below)	

1. DD Form 2807-1, Report of Medical History, OMB No. 0704-04132; 2. DD Form 2807-2, Medical Prescreen of Medical History, OMB No. 0704-04133; 3. DD Form 2008, Report of Medical Examination; 4. USMEPCOM Form 680-3A-E, Request for Examination; 5. USMEPCOM Form 601-23-E, Report of Additional Disclosures; 6. DD Form 1966/1-4, Record of Military Processing Armed Forces of the United States, OMB No. 0704-01737; 7. DD Form 4/1 & 2, Enlistment/Reenlistment document-Armed Forces of the United States; 8. DD Form 4/3, Enlistment/Reenlistment document-Armed Forces of the United States; 9. DD Form 93, Record of Emergency Data; 10. DD Form 1304-2AS, Enlistment Answer Sheets; 11. DD Form 1304-5AS, Student Answer Sheets; 12 USMEPCOM Form 611-1-20, Special Purpose Test Examination (NOTE: Data entered manually); 13 AIMS Form 1, AIM Answer Sheet; 14. DD Form 398-2, National Agency Questionnaire, OMB No.0704-0298.

**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 

A0601-270

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

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. 

DAA-AU-2015-0010

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

(3) Retention Instructions.

DAA-AU-2015-0010-0001 Destroy immediately after applicant turns 43 years old.

DAA-AU-2015-0010-0002 Destroy 99 year(s) after applicant's disqualification date.

**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.

10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; 10 U.S.C. 504-520, Enlistments; 10 U.S.C. 3013, Secretary of the Army; 10 U.S.C. 8013, Secretary of the Air Force; 10 U.S.C. 5013, Secretary of the Navy; 32 C.F.R. 66.6 Enlistment, Appointment, and Induction Criteria; DoD Directive 1145.02E, United States Military Entrance Processing Command (USMEPCOM), Ch 1 Effective May 22, 2018; DoD Directive 1304.12E, DoD Military Personnel Accession Testing Programs, dated September 20, 2005; DoD Directive 1304.26, Qualification Standards for Enlistment, Appointment and Induction, dated October 26, 2018 (Change 3); DoD Instruction 4000.19, Interservice and Intragovernmental Support, dated December 16, 2020; DoD Instruction 6130.3, Medical Standards for Appointment, Enlistment, or Induction in the Military Services, dated April 30, 2021 (Change 2); Army Regulation (AR) 601-210, Regular Army and Reserve Components Enlistment Program; USMEPCOM Regulation 601-23, Personnel Procurement Enlistment Processing dated November 6, 2020; USMEPCOM Regulation 680-3, Personnel Information Systems Entrance Processing and Reporting System Management, dated October 24, 2018; Executive Order 9397, as amended, Relating to Federal Agency Use of Social Security Numbers.

**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.

The Collection of Information from members of the public have active and approved OMB Numbers: OMB 0704-0006, Request for Request Verification of Birth, exp. date 31 August 2026. OMB 0704-0173, Record of Military Processing - Armed Forces of the United States, exp. date November 30, 2024. OMB 0704-0413, Medical Screening of Military Personnel-Medical History Report and Accession Medical History Report, exp. date October 31, 2024.