

U.S. Department of Commerce
NOAA



Privacy Impact Assessment
for the
National Weather Service (NWS) Western Region General Support
System (GSS) (NOAA8885)

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08/17/2020

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Date

**U.S. Department of Commerce Privacy Impact Assessment
NOAA/National Weather Service (NWS) Western Region
General Support System (NOAA8885)**

Unique Project Identifier: 006-48-02-00-01-0511-00

Introduction: System Description

The NOAA8885 System is a General Support System (GSS) which is designed and used to collect, process, and disseminate supplemental weather data that supports warning and forecast products for the protection of life, property, and the enhancement of the national economy. NOAA8885 data and products assist in the formation of a national information database and infrastructure which can be used by other governmental agencies, the private sector, the public, and the global community. NOAA8885 also provides administrative functions as well as scientific & technical research support for the NWS Western Region Headquarters (WRHQ) and all offices within the NWS Western Region (WR) boundary.

(a) Whether it is a general support system, major application, or other type of system

General Support System (GSS)

(b) System location

The NOAA8885 system is distributed over eight states and provides computing resources and networks for personnel at the following offices: NWS Western Region Headquarters (WRH), 24 Weather Forecast Offices (WFOs), four Central Weather Service Units (CWSUs), three River Forecast Centers (RFCs), and three Port Meteorological Offices (PMOs):

NWS Western Region Headquarters (WRHQ) Salt Lake City, UT

Weather Forecast Offices (WFOs)

- WFO BOI Boise, ID
- WFO BYZ Billings, MT
- WFO EKA Eureka, CA
- WFO FGZ Bellemont, AZ
- WFO GGW Glasgow, MT
- WFO HNX Hanford, CA
- WFO LKN Elko, NV
- WFO LOX Oxnard, CA
- WFO MFR Medford, OR
- WFO MSO Missoula, MT
- WFO MTR Monterey, CA
- WFO OTX Spokane, WA
- WFO PDT Pendleton, OR
- WFO PIH Pocatello, ID
- WFO PQR Portland, OR
- WFO PSR Phoenix, AZ

- WFO REV Reno, NV
- WFO SEW Seattle, WA
- WFO SGX San Diego, CA
- WFO SLC Salt Lake City, UT
- WFO STO Sacramento, CA
- WFO TFX Great Falls, MT
- WFO TWC Tucson, AZ
- WFO VEF Las Vegas, NV

River Forecast Centers (RFCs)

- RFC PTR NWRFC Portland, OR
- RFC RSA CNRFC Sacramento, CA
- RFC STR CBRFC Salt Lake City, UT

Central Weather Service Units (CWSUs)

- CWSU ZLA Palmdale, CA
- CWSU ZLC Salt Lake City, UT
- CWSU ZOA Fremont, CA
- CWSU ZSE Auburn, WA

Port Meteorological Officer (PMO)

- PMO Long Beach, CA
- PMO Oakland, CA
- PMO Seattle, WA

(c) Whether it is a standalone system or interconnects with other systems (identifying and describing any other systems to which it interconnects)

Although there are a variety of hardware and operating systems, several of the activities are interconnected. NOAA8885 provides direct and indirect mission support for the NWS as a Government agency. NOAA8885 primarily interconnects with federal and state governmental agencies:

- NOAA8106 Upper Air Observing System - The UAOS provides the NWS with environmental sounding measurements from balloon borne radiosondes launched twice daily.
- NOAA8104 Weather Surveillance Radar 88D (WSR-88D - Facilitates the transfer of WSR-88D data to the NWS Level II Collection and Dissemination System which is collected at Western Region Weather Forecast Offices (WFOs).
- NOAA8107 Advanced Weather Interactive Processing System (AWIPS) - AWIPS is an interactive system that integrates meteorological, hydrological, satellite, and radar data that enables the forecaster to prepare and issue forecasts and warnings.
- NOAA8860 Weather and Climate Computing Infrastructure Services (WCCIS) - Wide Area Network (WAN) services for interconnecting WRH, all WFOs, and RFCs.
- NOAA0100 NOAA Cyber Security Center - The NOAA Cyber Security Center (NCSC) is a functional body of technologies, processes, and practices designed to support the NCSC mission to protect NOAA networks, computers, programs, and data from cyber-attack, damage, and unauthorized access.

- NOAA8850 Enterprise Mission Enabling System - EMES operates a group of servers throughout the National Weather Service (NWS) that include Active Directory (AD) domain controllers, Enterprise Continuous Monitoring Operations (ECMO) relays, and McAfee ePolicy Orchestrator (McAfee ePO) servers.
- NOAA0550 NOAA Science Network - N-Wave is a general-purpose shared network consisting of a private carrier class network backbone that supports NOAA's scientific mission by providing high speed networking services to NOAA customer sites, programs, line offices, and research facilities.
- California Dept. Of Water Resources – Enables the collection, analysis and display of meteorological data collected throughout the Western United States.

(d) The way the system operates to achieve the purpose(s) identified in Section 4

NOAA8885 employs an information security architecture that promotes segmentation, redundancy, and the elimination of single points of failure to the fullest extent possible, which enables NOAA8885 to more effectively manage risk. In addition, NOAA8885 takes into consideration its mission/business programs and applications when considering new processes or services to help determine areas where shared resources can be leveraged or implemented. NOAA8885 strives to implement security commensurate with the risk and the magnitude of harm resulting from the loss, misuse, or unauthorized access to or modification of information. This includes assuring that systems and applications used by the agency operate effectively and provide appropriate confidentiality, integrity, and availability through the use of cost-effective management, personnel, operational, and technical controls.

(e) How information in the system is retrieved by the user

Publicly available information is retrieved using standard techniques and protocols (i.e. https). Access to and retrieval of internal information is controlled by the use of account permissions, firewall access lists, and two-factor authentication. Access is based on “need to have” and the least privilege principle.

(f) How information is transmitted to and from the system

NOAA8885 implements managed interfaces for all devices through the uses of intelligent network devices that use access groups and access control lists which limits access to only the essential functions and services. As noted above, much of the information transmitted is public information and utilizes standard techniques and protocols. Information deemed not to be public (i.e. internal), is transmitted using the underlying operating system and device capabilities which afford a level of protection commensurate with the information sensitivity.

(g) Any information sharing conducted by the system

Collaborative information sharing of public information such as weather information, observations, hydrologic data, and other weather related information occurs on a regular basis and is an essential element of the NWS mission. PII/BII information outline in the PIA such as employee, contractor, or volunteer data is not shared with any third parties or unauthorized personnel. The information is not available to the general public, other NWS Regions, or other NOAA components.

(h) The specific programmatic authorities (statutes or Executive Orders) for collecting, maintaining, using, and disseminating the information

The statutory authority for collection of information addressed in this privacy impact analysis is 5 U.S.C. § 301 authorizes the operations of an executive agency, including the creation,

custodianship, maintenance and distribution of records. Additionally, 15 U.S.C. § 1512 is an Organic Law which confers general powers and duties authority to executive agencies, vesting jurisdiction and control of departments, bureaus, offices and branches. *See also* U.S. Department of Commerce and NOAA official Privacy Act system of records NOAA-11, “Contact Information for Members of the Public Requesting or Providing Information Related to NOAA’s Mission” and DEPT-18, “Employees Personnel Files Not Covered by Notices of Other Agencies”.

(i) *The Federal Information Processing Standards (FIPS) 199 security impact category for the system*

NOAA8885 has been categorized as a moderate impact system in accordance with the Federal Information Processing Standard (FIPS) Publication 199, Standards for Security Categorization of Federal Information and Information Systems.

Section 1: Status of the Information System

1.1 Indicate whether the information system is a new or existing system.

- This is a new information system.
- This is an existing information system with changes that create new privacy risks. *(Check all that apply.)*

Changes That Create New Privacy Risks (CTCNPR)					
a. Conversions		d. Significant Merging		g. New Interagency Uses	
b. Anonymous to Non-Anonymous		e. New Public Access		h. Internal Flow or Collection	
c. Significant System Management Changes		f. Commercial Sources		i. Alteration in Character of Data	
j. Other changes that create new privacy risks (specify):					

- This is an existing information system in which changes do not create new privacy risks, and there is not a SAOP approved Privacy Impact Assessment.
- This is an existing information system in which changes do not create new privacy risks, and there is a SAOP approved Privacy Impact Assessment (version 01-2015).
- This is an existing information system in which changes do not create new privacy risks, and there is a SAOP approved Privacy Impact Assessment (version 01-2017 or later).

Section 2: Information in the System

2.1 Indicate what personally identifiable information (PII)/business identifiable information (BII) is collected, maintained, or disseminated. *(Check all that apply.)*

Identifying Numbers (IN)					
a. Social Security*		f. Driver's License		j. Financial Account	
b. Taxpayer ID		g. Passport		k. Financial Transaction	
c. Employer ID		h. Alien Registration		l. Vehicle Identifier	
d. Employee ID		i. Credit Card		m. Medical Record	
e. File/Case ID					
n. Other identifying numbers (specify):					
*Explanation for the business need to collect, maintain, or disseminate the Social Security number, including truncated form:					

General Personal Data (GPD)					
a. Name	X	h. Date of Birth		o. Financial Information	
b. Maiden Name		i. Place of Birth		p. Medical Information	
c. Alias		j. Home Address	X	q. Military Service	
d. Gender		k. Telephone Number	X	r. Criminal Record	
e. Age		l. Email Address	X	s. Physical Characteristics	
f. Race/Ethnicity		m. Education		t. Mother's Maiden Name	
g. Citizenship		n. Religion			
u. Other general personal data (specify): For volunteers: County, spotter ID, elevation, what hours can be contacted for severe weather reports, do they have a rain gauge, anemometer, thermometer, snow stick, or weather station, radio call sign, twitter account, facebook account, last time attended spotter class, latitude/longitude.					

Work-Related Data (WRD)					
a. Occupation	X	e. Work Email Address	X	i. Business Associates	
b. Job Title	X	f. Salary	X	j. Proprietary or Business Information	
c. Work Address	X	g. Work History	X		
d. Work Telephone Number	X	h. Employment performance Ratings or other Performance Information	X		
k. Other work-related data (specify): GS level series, position, division/organization name, regional office location, optional text field with current/relevant personnel issues.					

Distinguishing Features/Biometrics (DFB)					
a. Fingerprints		d. Photographs		g. DNA Profiles	
b. Palm Prints		e. Scars, Marks, Tattoos		h. Retina/Iris Scans	
c. Voice Recording/Signatures		f. Vascular Scan		i. Dental Profile	
j. Other distinguishing features/biometrics (specify):					

System Administration/Audit Data (SAAD)					
a. User ID	X	c. Date/Time of Access	X	e. ID Files Accessed	
b. IP Address	X	d. Queries Run		f. Contents of Files	
g. Other system administration/audit data (specify):					

Other Information (specify)					

2.2 Indicate sources of the PII/BII in the system. *(Check all that apply.)*

Directly from Individual about Whom the Information Pertains				
In Person	<input checked="" type="checkbox"/>	Hard Copy: Mail/Fax		Online
Telephone	<input checked="" type="checkbox"/>	Email		
Other (specify):				

Government Sources				
Within the Bureau	<input checked="" type="checkbox"/>	Other DOC Bureaus		Other Federal Agencies
State, Local, Tribal		Foreign		
Other (specify):				

Non-government Sources				
Public Organizations		Private Sector		Commercial Data Brokers
Third Party Website or Application				
Other (specify):				

2.3 Describe how the accuracy of the information in the system is ensured.

Information accuracy is ensured by utilizing proper handling techniques and storage methods as well as employing access control mechanisms that restrict access to only approved individuals. Access controls enable data consistency, accuracy, and trustworthiness. In person and telephone information is obtained directly from the person the information pertains to and is provided voluntarily. Government specific information is obtained from existing sources from which the individual has the opportunity to request to be updated through their supervisor.

2.4 Is the information covered by the Paperwork Reduction Act?

	Yes, the information is covered by the Paperwork Reduction Act. Provide the OMB control number and the agency number for the collection.
<input checked="" type="checkbox"/>	No, the information is not covered by the Paperwork Reduction Act.

2.5 Indicate the technologies used that contain PII/BII in ways that have not been previously deployed. *(Check all that apply.)*

Technologies Used Containing PII/BII Not Previously Deployed (TUCPBNPD)			
Smart Cards		Biometrics	
Caller-ID		Personal Identity Verification (PIV) Cards	
Other (specify):			

<input checked="" type="checkbox"/>	There are not any technologies used that contain PII/BII in ways that have not been previously deployed.
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Section 3: System Supported Activities

3.1 Indicate IT system supported activities which raise privacy risks/concerns. (*Check all that apply.*)

Activities			
Audio recordings		Building entry readers	
Video surveillance		Electronic purchase transactions	
Other (specify):			

X	There are not any IT system supported activities which raise privacy risks/concerns.		
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Section 4: Purpose of the System

4.1 Indicate why the PII/BII in the IT system is being collected, maintained, or disseminated. (*Check all that apply.*)

Purpose			
For a Computer Matching Program		For administering human resources programs	X
For administrative matters	X	To promote information sharing initiatives	X
For litigation		For criminal law enforcement activities	
For civil enforcement activities		For intelligence activities	
To improve Federal services online		For employee or customer satisfaction	
For web measurement and customization technologies (single-session)		For web measurement and customization technologies (multi-session)	
Other (specify): Information on volunteers that is utilized to determine suitability for the program and to provide reports pertaining to local weather conditions.			

Section 5: Use of the Information

5.1 In the context of functional areas (business processes, missions, operations, etc.) supported by the IT system, describe how the PII/BII that is collected, maintained, or disseminated will be used. Indicate if the PII/BII identified in Section 2.1 of this document is in reference to a federal employee/contractor, member of the public, foreign national, visitor or other (specify).

<p>The NWS Western Region Headquarters Workforce Database maintains information concerning federal employees and contractors in the Western Region workforce. This information is managed by the NWS Western Region Headquarters Administration Personnel.</p> <p>The information maintained includes:</p> <ul style="list-style-type: none"> • Name • Position • GS Level/Series • Division/Organization Name • Regional Office Location
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- Optional text field with current/relevant personnel issues.

This information is maintained to aid in tracking job vacancies, maintenance of organization structures, and other administrative related activities. The information is used by Western Region Headquarters Administration staff to supplement managing employee records, providing statistical data, etc. The information is not shared with any third parties or unauthorized personnel. The information is not available to the general public, other NWS Regions, or other NOAA components. General information is only available to members of the NWS Western Region. Specific information about individual personnel is only available to authorized NWS Western Region Headquarters Administration Staff.

There are also local databases at the local Weather Forecast Office (WFO) and the River Forecast Center (RFC) that maintain information on volunteers who provide weather reports to staff. The WFO/RFC database information is collected to contact volunteers when severe weather information is needed. The database holds the following information on these volunteers:

- First and last name
- Mailing address
- County
- Phone (home/cell)
- Spotter ID
- Elevation
- Email address
- What hours they can be contacted for severe weather reports
- Do they have a rain gauge, anemometer, thermometer, snow stick, or weather station
- Radio Call sign
- Twitter account
- Facebook account
- Last time attended spotter class
- Latitude / Longitude

Information in this database is provided on a voluntary basis; volunteers sign up and provide the information during spotter talks the NWS provides in preparation for the severe weather season. Volunteers have the opportunity to decline providing their information, if they do not want to participate in the future. This database information is accessible to forecast staff so they can contact volunteers for severe weather information.

- 5.2 Describe any potential threats to privacy, such as insider threat, as a result of the bureau's/operating unit's use of the information, and controls that the bureau/operating unit has put into place to ensure that the information is handled, retained, and disposed appropriately. (For example: mandatory training for system users regarding appropriate handling of information, automatic purging of information in accordance with the retention schedule, etc.)

Potential threats to privacy information is primarily the inadvertent disclosure of the information due to unauthorized access to the system or unintentional disclosure. Mitigations include the use of system security controls (i.e. AC, IA, AU) which limits access to the information as well as monitors the access to the information system. Access to information is granted on a "need to have" basis and the least privilege principle.

Users undergo annual mandatory security awareness and privacy training with includes the proper handling of information. Users acknowledge the rules of behavior to ensure they understand their responsibilities.

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Section 6: Information Sharing and Access

6.1 Indicate with whom the bureau intends to share the PII/BII in the IT system and how the PII/BII will be shared. *(Check all that apply.)*

Recipient	How Information will be Shared		
	Case-by-Case	Bulk Transfer	Direct Access
Within the bureau			
DOC bureaus	X		
Federal agencies	X		
State, local, tribal gov't agencies			
Public			
Private sector			
Foreign governments			
Foreign entities			
Other (specify):			

	The PII/BII in the system will not be shared.
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6.2 Indicate whether the IT system connects with or receives information from any other IT systems authorized to process PII and/or BII.

	Yes, this IT system connects with or receives information from another IT system(s) authorized to process PII and/or BII. Provide the name of the IT system and describe the technical controls which prevent PII/BII leakage:
X	No, this IT system does not connect with or receive information from another IT system(s) authorized to process PII and/or BII.

6.3 Identify the class of users who will have access to the IT system and the PII/BII. *(Check all that apply.)*

Class of Users			
General Public		Government Employees	X
Contractors			
Other (specify):			

Section 7: Notice and Consent

7.1 Indicate whether individuals will be notified if their PII/BII is collected, maintained, or disseminated by the system. *(Check all that apply.)*

X	Yes, notice is provided pursuant to a system of records notice published in the Federal Register and discussed in Section 9.	
X	Yes, notice is provided by a Privacy Act statement and/or privacy policy. The Privacy Act statement and/or privacy policy can be found at: https://www.weather.gov/privacy .	
X	Yes, notice is provided by other means.	Specify how: For the volunteer database, information is provided on a voluntary basis and users are notified by a statement on the volunteer and emergency planning forms. For the workforce database, individuals are notified at the time of employment that the collection of this information is mandatory as a condition of employment.
	No, notice is not provided.	Specify why not:

7.2 Indicate whether and how individuals have an opportunity to decline to provide PII/BII.

X	Yes, individuals have an opportunity to decline to provide PII/BII.	Specify how: For the volunteer database, the information is provided on a purely volunteer basis and users are not required to provide information. For the workforce database, individuals (federal employees) may decline, in writing to their supervisor, not to have their information added to the database with the understanding that it may affect their employment.
	No, individuals do not have an opportunity to decline to provide PII/BII.	Specify why not:

7.3 Indicate whether and how individuals have an opportunity to consent to particular uses of their PII/BII.

X	Yes, individuals have an opportunity to consent to particular uses of their PII/BII.	Specify how: For the volunteer data, the information is provided on a purely volunteer basis and users provide the information to participate in the program which constitutes consent to use the information for the stated purpose. See the "Consent to Voluntary Information Collection and Sharing" section within NOAA Web site privacy policy. For the workforce data, employees and contractors are required to provide the information as a condition of employment, but may consent to only particular uses, in writing, to their supervisors, with the understanding that it may affect their employment.
	No, individuals do not have an opportunity to consent to particular uses of their PII/BII.	Specify why not:

7.4 Indicate whether and how individuals have an opportunity to review/update PII/BII pertaining to them.

X	Yes, individuals have an opportunity to review/update PII/BII pertaining to them.	Specify how: For the volunteer data, users may request their data from, and send updates, if needed, to their local station manager. For the workforce data, information is routinely updated as an employee's role or position changes. Employees cannot review the information, but may request their information, and ask that it be updated, through their supervisor. Updates are made by the following authorized individuals: the Workforce Program Manager, the Travel Program and Workforce Support Assistant, and the Administrative Management Division (AMD) Chief.
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	No, individuals do not have an opportunity to review/update PII/BII pertaining to them.	Specify why not:
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Section 8: Administrative and Technological Controls

8.1 Indicate the administrative and technological controls for the system. (*Check all that apply.*)

	All users signed a confidentiality agreement or non-disclosure agreement.
X	All users are subject to a Code of Conduct that includes the requirement for confidentiality.
X	Staff (employees and contractors) received training on privacy and confidentiality policies and practices.
X	Access to the PII/BII is restricted to authorized personnel only.
X	Access to the PII/BII is being monitored, tracked, or recorded. Explanation: Standard system audit logs
X	The information is secured in accordance with the Federal Information Security Modernization Act (FISMA) requirements. Provide date of most recent Assessment and Authorization (A&A): <u>8/31/2019</u> <input type="checkbox"/> This is a new system. The A&A date will be provided when the A&A package is approved.
X	The Federal Information Processing Standard (FIPS) 199 security impact category for this system is a moderate or higher.
X	NIST Special Publication (SP) 800-122 and NIST SP 800-53 Revision 4 Appendix J recommended security controls for protecting PII/BII are in place and functioning as intended; or have an approved Plan of Action and Milestones (POA&M).
X	A security assessment report has been reviewed for the information system and it has been determined that there are no additional privacy risks.
N/A	Contractors that have access to the system are subject to information security provisions in their contracts required by DOC policy.
	Contracts with customers establish DOC ownership rights over data including PII/BII.
	Acceptance of liability for exposure of PII/BII is clearly defined in agreements with customers.
	Other (specify):

8.2 Provide a general description of the technologies used to protect PII/BII on the IT system. (*Include data encryption in transit and/or at rest, if applicable.*)

Access to data is controlled by the use of account permissions, firewall access lists, and two-factor authentication. Active Directory group memberships and assigned permissions are employed to manage control of the access to folders, files and shares. Access is based on a “need to have” and the least privilege principle. Only authorized individuals have access to information.

Section 9: Privacy Act

9.1 Is the PII/BII searchable by a personal identifier (e.g, name or Social Security number)?

 √ Yes, the PII/BII is searchable by a personal identifier.

_____ No, the PII/BII is not searchable by a personal identifier.

9.2 Indicate whether a system of records is being created under the Privacy Act, 5 U.S.C. § 552a. (A new system of records notice (SORN) is required if the system is not covered by an existing SORN).

As per the Privacy Act of 1974, "the term 'system of records' means a group of any records under the control of any agency from which information is retrieved by the name of the individual or by some identifying number, symbol, or other identifying particular assigned to the individual."

X	Yes, this system is covered by an existing system of records notice (SORN). Provide the SORN name, number, and link. (list all that apply): NOAA-11 , Contact Information for Members of the Public Requesting or Providing Information Related to NOAA's Mission. DEPT-18 , Employees Personnel Files Not Covered by Notices of Other Agencies
	Yes, a SORN has been submitted to the Department for approval on (date).
	No, this system is not a system of records and a SORN is not applicable.

Section 10: Retention of Information

10.1 Indicate whether these records are covered by an approved records control schedule and monitored for compliance. (Check all that apply.)

X	There is an approved record control schedule. Provide the name of the record control schedule: Chapter 1300 National Weather Service Records Disposition Schedule NOAA Records Control Schedule Chapter 300
	No, there is not an approved record control schedule. Provide the stage in which the project is in developing and submitting a records control schedule:
X	Yes, retention is monitored for compliance to the schedule.
	No, retention is not monitored for compliance to the schedule. Provide explanation:

10.2 Indicate the disposal method of the PII/BII. (Check all that apply.)

Disposal			
Shredding	X	Overwriting	X
Degaussing		Deleting	X
Other (specify):			

Section 11: NIST Special Publication 800-122 PII Confidentiality Impact Level

11.1 Indicate the potential impact that could result to the subject individuals and/or the organization if PII were inappropriately accessed, used, or disclosed. (The PII Confidentiality Impact Level is not the same, and does not have to be the same, as the Federal Information Processing Standards (FIPS) 199 security impact category.)

X	Low – the loss of confidentiality, integrity, or availability could be expected to have a limited adverse effect on organizational operations, organizational assets, or individuals.
	Moderate – the loss of confidentiality, integrity, or availability could be expected to have a serious adverse effect on organizational operations, organizational assets, or individuals.
	High – the loss of confidentiality, integrity, or availability could be expected to have a severe or catastrophic adverse effect on organizational operations, organizational assets, or individuals.

11.2 Indicate which factors were used to determine the above PII confidentiality impact levels.
(Check all that apply.)

X	Identifiability	Provide explanation: Although name, general location, and phone number can be used to identify individuals, this information is available via other sources. There would be low impact to the individual if information was released.
X	Quantity of PII	Provide explanation: A moderate amount of PII is collected (name, phone, number, location); however, the data is not in a sensitive context.
X	Data Field Sensitivity	Provide explanation: Data fields contain items such as name, GS Level, and phone, however there is not a sensitive context related to the data (e.g. not health information).
X	Context of Use	Provide explanation: Based on the use of the information outlined in section 5.1, the impact would be low if information was accessed.
	Obligation to Protect Confidentiality	Provide explanation:
X	Access to and Location of PII	Provide explanation: Access is limited to internal authorized federal employees. Access restrictions are in place as outlined in section 8 as well as the NOAA8885 System Security Plan (SSP).
	Other:	Provide explanation:

Section 12: Analysis

12.1 Identify and evaluate any potential threats to privacy that exist in light of the information collected or the sources from which the information is collected. Also, describe the choices that the bureau/operating unit made with regard to the type or quantity of information collected and the sources providing the information in order to prevent or mitigate threats to privacy. (For example: If a decision was made to collect less data, include a discussion of this decision; if it is necessary to obtain information from sources other than the individual, explain why.)

NOAA8885 collects only the minimum required information necessary for the purpose in which it is intended. Volunteer data is provided on a voluntary basis by users who wish to participate in the program. The workforce data is available to only authorized individuals, which include the Workforce Program Manager, the Travel Program and Workforce Support Assistant, and the Administrative Management Division (AMD) Chief. NOAA8885 undergoes annual Assessment and Authorization (A&A) activities that evaluate, test, and examine security controls to help

ensure they are implemented in a way to adequately mitigate risk to the unauthorized information disclosure.
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12.2 Indicate whether the conduct of this PIA results in any required business process changes.

	Yes, the conduct of this PIA results in required business process changes.
	Explanation:
X	No, the conduct of this PIA does not result in any required business process changes.

12.3 Indicate whether the conduct of this PIA results in any required technology changes.

	Yes, the conduct of this PIA results in required technology changes. Explanation:
X	No, the conduct of this PIA does not result in any required technology changes.