



Adapted PRIVACY IMPACT ASSESSMENT (Adp-PIA)

Third-Party Website or Application Name:

Yello

DoD Component Name:

National Geospatial-Intelligence Agency

This Adapted PIA (Adp-PIA) Form 2930A is intended to support the management of risk to privacy. If it is likely that personally identifiable information (PII) will become available via a third-party website or application (such as Facebook and YouTube), complete this form. Complete PIA Form 2930 for all instances of electronic collection and maintenance of PII, in accordance with DoDI 5400.16, "DoD Privacy Impact Assessment (PIA) Guidance." Refer to the Appendix for the definition of third-party websites or applications.

This Adapted PIA (Adp-PIA) Form 2930A is intended to support the management of risk to privacy. If it is likely that personally identifiable information (PII) will become available via a third-party website or application, complete this form.

(1) Describe the specific purpose of the DoD Component's use of the third-party website or application.

Yello is a recruitment event management software application which offers a digital experience for job seekers, recruiters, and hiring stakeholders. Using this software would help modernize NGA processes by focusing more on candidate engagement and less on resume collection. The application provides a central event repository using the Amazon Web Services (AWS) platform to plan, schedule, advertise, and engage while capturing data to realize return on investment.

(2) Describe any personally identifiable information (PII) that is likely to become available to the DoD Component through public use of the third-party website or application.

First name, last name, phone number(s) and email address(es) of prospective applicants would be collected. Although optional, prospective applicants may also choose to provide copies of their resume/curriculum vitae which may contain additional PII. Individuals can decline to provide their information, PII or not, via Yello and opt to apply for an NGA position via another approved method.

(3) Describe the circumstances under which PII will likely become available on the third-party website or application.

Yello provides prospective NGA applicants an opportunity to enter their information directly into the software application. This includes data such as first name, last name, phone number(s) and email address(es). Although optional, prospective applicants may also choose to provide copies of their resume/curriculum vitae which may contain additional PII.

Data entry could occur before, during, or after recruitment events. If Yello is used before or after events, prospective NGA applicants may access the application by way of recruiters providing a unique URL. If Yello is

(4) With whom will the DoD Component share PII?

PII (First and last name, phone number(s) and email address(es), and any other addition PII that may reside in a voluntarily provided resume/curriculum vitae) collected by Yello Corporation will not be released or shared with individuals outside of NGA. Within NGA only recruiters and privileged users with the required need-to-know will have access to the information via a username/password.

(5) Will the DoD Component maintain PII? If yes, for how long, and under what circumstances?

Yello Corporation will maintain the data in a commercial AWS cloud. The default setting is for the data to continue being maintained with no auto-archive or auto-delete feature, however NGA will choose to auto-archive all data no later than two (2) years after entry.

(6) Describe the means and steps by which the DoD Component will secure PII that it uses or maintains.

Yello will maintain PII on their AWS platform in accordance with the Yello Privacy Policy. Per that policy, they are committed to protecting the information they receive from NGA and our data sources. Yello's privacy policy states that they follow reasonable technical and management practices to help protect the confidentiality, security, and integrity of data stored on their system, site, and mobile apps, including from loss, misuse, and unauthorized access, disclosure, alteration, and/or destruction. Furthermore, Yello's privacy policy states that the measures

(7) Describe other privacy risks that exist and how the DoD Component will mitigate those risks.

The only known privacy risk is access management. Yello and NGA will mitigate that risk by implementing user access controls. NGA recruiters and privileged users will be required to enter a username/password to access the data. NGA will consistently audit the list of NGA recruiters and privileged users to control proper accesses.

(8) Will the DoD Component's activities create or modify a "system of records" under the Privacy Act? If yes, describe.

No "system of records" will need to be created or modified in conjunction with the use of Yello.