

EYES ONLY

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board
SUBJECT : Recommendation for Promotion to GS-17 -
 Mr. Tennent H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SG Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers **under both official and non-official cover.** Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

/s/

John L. Hart
Chief
European Division

13 August 1970

Acting Chief, EUR Division, confirmed this nomination for the Fall 1970 Review.

Robert W. Sheay

Robert W. Sheay
Secretary, Clandestine Service
Career Service Bd

Not Promoted by
CSCS Board
Aug 70

EYES ONLY

SECRET

~~SECRET~~
~~INFO ONLY~~

27 October 1964

MEMORANDUM FOR: Mr. Robert W. Sheay
Secretary
Clandestine Services
Career Service Board

SUBJECT: Tennent H. Bagley
Promotion to GS-16

1. Mr. Bagley is without question among the best qualified of the senior officers in SR Division and is also one of the most competent counterespionage officers in the Clandestine Services as a whole. Few have had his preparation or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned to the Vienna Station where for five years he worked directly on operations against the Soviet intelligence elements concentrated there. When he returned to Headquarters, he supervised the CE Section of the Polish Branch, EE Division when a combination of defectors and penetrations of the Polish services made this job one of the most demanding of any in the Clandestine Services. In his next overseas assignment in Switzerland, he evolved techniques of operational analysis of Soviet intelligence residencies which form the backbone of the system we are using today. While in this post he participated in an operation involving a major penetration of the Polish intelligence service which also had enormous significance for our efforts against the Soviets. Just prior to his departure from Switzerland, he handled one of the most complex and challenging Soviet CE operations ever encountered by our service.

2. In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr. Bagley's marvelous combination of CS experience, substantive knowledge and enthusiasm, the SR/CI Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage of the Soviet intelligence services throughout the world. At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of

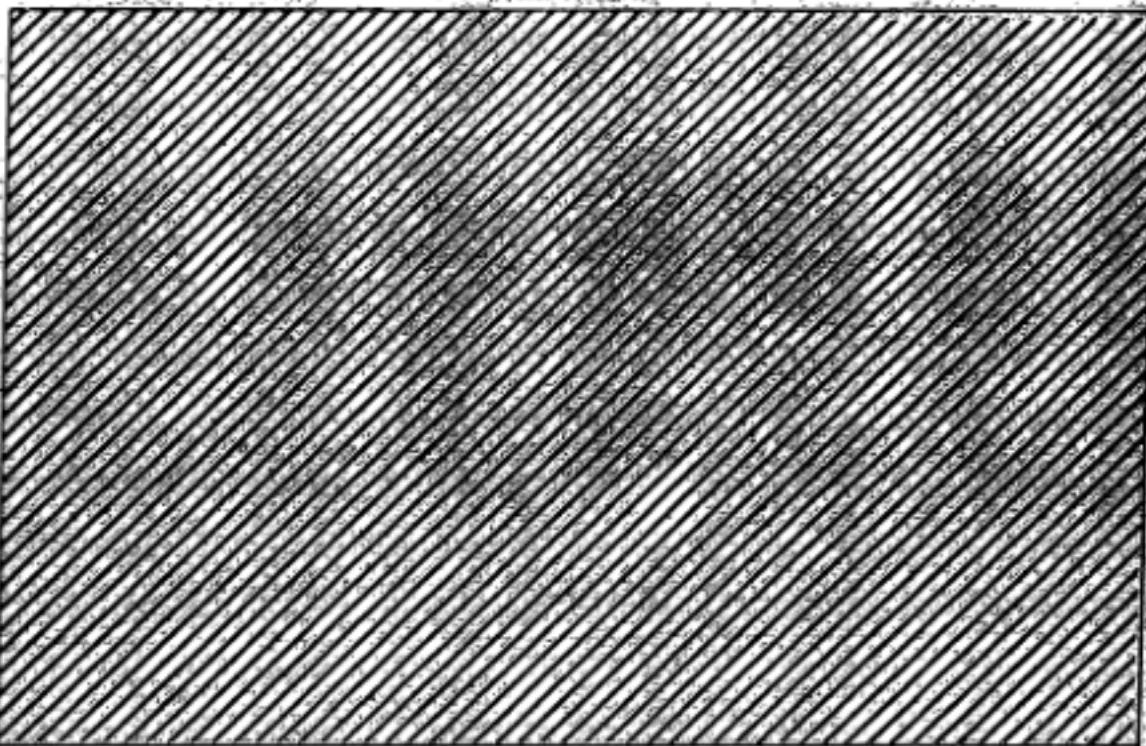
~~SECRET~~
~~INFO ONLY~~

SECRET
(When filled in)

NAME OF EMPLOYEE (LAST-FIRST-MIDDLE)		NAME AND RELATIONSHIP OF DEPENDENT	CLAIM NUMBER
B. S. J. [redacted]		Dinner [redacted]	63-77-6
<p>There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on [redacted]. [redacted], etc.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>			
DATE OF NOTICE 27MAR	SIGNATURE OF REPRESENTATIVE G. DePalma		
NOTICE OF OFFICIAL DISABILITY CLAIM FILE			

SECRET

(This page is redacted)



NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT	CLAIM NUMBER
Bagley, Forrest E.	Maria, wife	63-116

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim. File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 10 March 1961. flu, etc.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE	SIGNATURE OF OSD REPRESENTATIVE
13 February 1963	

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

DODS 63-397

10 October 1963

MEMORANDUM FOR: Mr. Tennent H. Bagley
Chief, CI Branch, SR Division

SUBJECT: DODS-Sponsored Orientation Program
for Contact Division Field Officers

I wish to express my appreciation for your participation in our training program at Warrenton from 23-27 September 1963. On balance, this program, which was designed to familiarize OO/CD personnel with the general mission of the Clandestine Services and the particular problems of DODS, went very well.

Your presentation stood out as one of the highlights of the program and received unanimous commendation from the OO/CD officer-trainees. Your able exposition on a most important subject contributed heavily to the success of the program and is indeed much appreciated.

C Tracy Barnes
C. TRACY BARNES
Chief, DODS

SECRET

26/8/88

S E C R E T

MEMORANDUM FOR: Director of Personnel

SUBJECT : BAGEL, Tennent H.
Foreign Service Cover Promotion

According to information received from the Department of State,
Subject has been promoted from PSR-6 \$8,675, to
PSR-5 \$8,755, effective 5 February 1981.

Joseph M. Adams
JOSEPH M. ADAMS
Chief,
2000block of Connecticut Avenue, N.W.
Official Cover Branch, COG

cc: Compensation & Tax Accounts Branch
2000block of Connecticut Avenue, N.W.

S E C R E T

VIA:

(SPECIFY HOW OR BY WHOM)

ATCH NO. EAVA-7068

SECRET

CLASSIFICATION

TO : Chief, EE
 Attn: Kenneth E. Wilbanks
 FROM : Chief of Mission, Austria *SE*
 SUBJECT: GENERAL— Administrative
 SUBJECT: PERSONAL— Recommendation for Promotion - *SECRET*

DATE: 12 May 1953

KAPONE

1. Subject joined EUDARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at WOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espionage Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a GS-9, was promoted to GS-11 on 26 April 1953.

2. Subject was given a rather long apprenticeship in Vienna before he was called upon to set up the CE Section. During this orientation period he was exposed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation, the handling of two American deep cover agents, the training and mounting of an Hungarian border cracker, and the direction of an Austrian double agent. As Chief of the Counter Espionage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for namechecking, carding, file research, and the maintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.

3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming thoroughly familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, giving each of his cases a maximum amount of planning, and demonstrating an unusual grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence background. Subject has a good working knowledge of German, which he has learned from scratch here, and he has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at WOB. His staff guidance in certain double agent cases has increased considerably their value to this Mission. Written reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature appearance,

SECRET

CLASSIFICATION

JUN 1953 51-28A

Classification
Control

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prof.	5. Sex	6. GS - EOD
	BAGLEY, Thomas H.	Mo. Da. Yr. 11 25 25	None-D Code 10 P-2 /	M	Mo. Da. Yr.
7. SCD	8. CSC Rating	9. CSC Or Other Legal Authority	10. Agent Affidav.	11. LCD	12. CSC LGA
No. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.	Yes - 1 Code No - 2		No. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.	No. Da. Yr. Mo. Da. Yr. Mo. Da. Yr.	Yes - 1 Code No - 2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code		
DDP/EE Switzerland Station Office of the Chief		Bern, Switzerland			
16. Degr.- Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series	
Dept - Code Offic - X	Area Ops Officer	1585	GS	0136.01	
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSL Due	26. Appropriation Number
13 - I	8990	01	Mo. Da. Yr. 11 01 58	Mo. Da. Yr. 11 01 58	8-3160-55-065

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Date
Integration Department of State	56	Mo. Da. Yr. 2 21 58	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code		
	5288	Bern, Switzerland	69007		
33. Degr.- Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series	
Dept - Code Offic - X	Pol. Attach Officer, 2nd Sector (Aben)	1585	(FSR)	0136.01	
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSL Due	43. Appropriation Number
6 -	87100	21	Mo. Da. Yr. 11 01 58	Mo. Da. Yr. 11 01 58	8-3160-55-065

SOURCE OF REQUEST

A. Requested By (Name And Title)	C. Request Approved By (Signature And Title)
FJ/GPS/CCB/OKL	<i>B. Eggleston</i> Cover Officer
B. For Additional Information Call (Name & Telephone Ext.)	
B. Eggleston x8104	

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Comm. Board			D. Placement		
B. Per. Control	<i>DR</i>	11/1/58	E.		
C. Classification			F. Approved By		

Remarks

Other Obj w/c

Standard Remarks

H. L. Wittfeld

SECRET

Chief of Operations, DCI/P

25 May 1955

Director of Security

BAGLEY, Forrest Harrington - #38638

1. Reference is made to your memorandum of 7 April recommending to the Director of Central Intelligence approval of the request made by Mr. Bagley for permission to remain in the employ of the Agency following his marriage to **Miss Maria Loxyay**.

2. This is to report that the Deputy Director of Central Intelligence has approved Mr. Bagley's request subject to the conditions contained in a **MORATORIUM FOR THE RECORD** dated 18 May 1955, a copy of which is attached.

FOR THE DIRECTOR OF SECURITY:

Ernal P. Geiss
Chief, Personnel Security Division

Attachment:
DCI Memo dated 18 May 1955

cc: Director of Personnel

SECRET

SECRET*Open*

REF ID: A65492
RECORDED FOR: Director of Central Intelligence 1-3701
TO WHOM: Director of Personnel
 Director of Security

SUBJECT: **EAGLEY, Thomas R. (#3433), Area Operations Officer, GS-11, GS Division, Request for Permission to remain in the employ of the Agency after marriage to an Alien.**

1. It is recommended that Mr. Eagley's request to remain in the employ of the Agency after his marriage to **Maria Lanner**, an Austrian citizen, be approved.

2. This recommendation is based on the following factors after consideration of this request by the Clandestine Services Career Service Panel:

a. Mr. Eagley has served effectively with the Agency since July 1950. He has demonstrated unusual ability in his field assignments and is regarded as an extremely valuable career officer.

b. The limitation which this proposed marriage would place on Mr. Eagley's use in his current assignment would be minimal since his normal tour of duty in Austria will expire in September of this year.

c. The security aspects of this proposed marriage have been deferred to the Office of Security for its separate recommendation.

RECORDED FOR:
 RICHARD H. SPURGEON,
 Chief of Operations, GS/P

C. D. C. : HHS:

Signed 11 APR 1955

Carroll G. McVay III
 Director of Personnel

SECRET

SECRET

EATA-7068

Chief, EC
Attn: Kenneth E. Wilbanks
Chief of Mission, Austria

12 May 1958

E A P O K

Administrative

Service: N. Bagley

Recommendation for Promotion - [REDACTED]

1. Subject joined EUMARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at WOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espionage Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a GS-9, was promoted to CL-11 on 26 April 1953.

2. Subject was given a rather long apprenticeship in Vienna before he was called upon to set up the CE Section. During this orientation period he was exposed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation; the handling of two American deep cover agents, the training and mounting of an Hungarian border crossover, and the direction of an Austrian double agent. As Chief of the Counter Espionage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting-up of procedures for namechecking, carding, file research, and the maintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.

3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming thoroughly familiar with the CE problems in Austria. He has done exceptionally well on a variety of operations, giving much time and effort to planning, and demonstrating an unusual grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence background. Subject has a good working knowledge of German, which he has learned from scratch here, and he has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at WOB. His staff guidance in certain double agent cases has increased considerably their value to this Mission. Written reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature appearance,

SECRET

VIA: Air
(Priority Air Order Pouch)DISP: 4 NO. EAVA- 1937
ADM 3511

SECRET
SECURITY INFORMATION
CLASSIFICATION

TO : Chief, EE
ATTN: Thomas D. Nullally
FROM : Chief of Mission, Austria
SUBJECT: GENERAL - Administrative

DATE: 27 February 1953

Leave	
To Advance Pay	
Service	<u>4</u>
No Commision Due	
For Pay	
For Advance	
For Commision	

GROOVY/GROUNCE*BAGLEY, TENNENT +*

1. [REDACTED] joined KUBARK in July 1950 and arrived at this Mission on the 15th of June 1951 as a GS-9.

2. Since his arrival [REDACTED] has continually showed himself as a great asset to the Mission. After a period of technical work and agent handling, [REDACTED] was made chief of the Counter Espionage Section for the Mission in November 1952. He has done an excellent job in organizing this section and in handling and training the four persons whom he supervises.

3. Upon his arrival in Vienna, [REDACTED] knew little German. He has now mastered the language to such a degree that he can handle German speaking agents. His handling of Grabsyn 1 and Leland D. Slaughter has been outstanding in that by carefully training these agents he increased considerably their value to this Mission. In addition, [REDACTED] has an excellent grasp of basic tradecraft which enables him to perform his functions with great efficiency and to teach these tradecrafts to the junior members of his section. [REDACTED] is one of the regular instructors in the Vienna Operations Base tradecraft seminars. [REDACTED] has shown an unusual social ability in Vienna, a quality which has done much to help him move freely in the local scene. His duties frequently call for large quantities of written work, and he has proven himself able to handle this speedily and with clarity of expression.

4. [REDACTED] is a very promising case officer, and at a meeting of the Mission Promotion Board was unanimously recommended for promotion to GS-11. It is with great confidence that I submit his name to Headquarters for this action.

Morton C. Wooley
Morton C. Wooley

Henry F. Dagenham
Recommended and Approved
Henry F. Dagenham

Attachment - Job Descrip.

Distribution: 2 EE - 1 Cover
1 GRATIS
1 MM 51-28A 1 Admin - 1 File

SECRET
SECURITY INFORMATION
CLASSIFICATION

SECRET

v-7-2-8-1951

MEMORANDUM FOR THE SECRETARY OF STATE

ATTACHMENT: Mr. W. Park Armstrong, Jr.

**Subject: Request for Appointment in the
Foreign Service as Vice Consul
at Vienna for Mr. Tammott
Beverington Bagley.**

Enclosures: a. Form 057-34
b. Standard Forms 20 and 29
c. Proposed Biography

**1. It is requested that Mr. Tammott H. Bagley be
appointed in the Foreign Service with the title of Vice
Consul, Vienna, U.S. \$70,00, for duty in the American Legation
at Vienna, Austria.**

2. Mr. Bagley received his A.B. degree from the University of Southern California and his M.A. and Ph.D. degrees from the University of Geneva. He has had nearly a year's experience as an intelligence officer in Government service and it is believed, possesses the professional qualifications necessary for his duties as well as the qualifications expected of an American official serving abroad. He will receive from CIA a basic salary of U.S.\$60,000 per annum.

**3. Mr. Bagley will replace Mr. Jack J. Fieldhouse who
will be reassigned shortly after Mr. Bagley's arrival.**

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

**V. G. VITALE
Assistant Director**

*cc - 600/PMK
6/26*

SECRET

5 March 1951

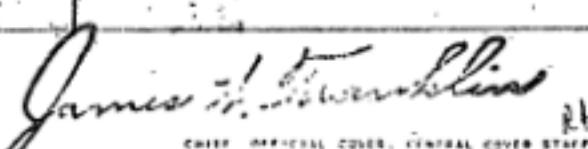
TO: Mr. Harold Pfeifer
FROM: FIM
SUBJECT: Request for Designation - Mr. Tennent H. Bagley

It is requested that necessary steps be taken to obtain
a Foreign Service designation for the following employee:

- a. Name: Tennent H. Bagley
- b. Station of Assignment: Vienna, Austria
- c. Foreign Service title requested: Vice Consul
- d. Employee is not a replacement.
- e. Availability date for departure: 15 March 1951

E.C. Dunleavy
Elizabeth C. Dunleavy
For: Chief, FIM

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		DATE	FILE NO.
TO: (check)	<input checked="" type="checkbox"/> CHIEF, CONTROL DIVISION	21 June 1972	970
	<input type="checkbox"/> CHIEF, CONTRACT PERSONNEL DIVISION	SS NUMBER 570-38-7705	EMPLOYEE NUMBER 056043
	<input checked="" type="checkbox"/> CHIEF, OPERATING COMPONENT (For action)	EUR XX	ID CARD NUMBER
ATTN:	Chief Support Staff	OFFICIAL COVER	ESTABLISHED
REF:	Retirement Debriefing		DISCONTINUED
SUBJECT	BAGLEY, Tennent H.		
		UNIT	Department of State
KEEP ON TOP OF FILE WHILE COVER IN EFFECT			
<input checked="" type="checkbox"/> ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS <input checked="" type="checkbox"/> BASIC COVER PROVIDED _____ <input type="checkbox"/> EFFECTIVE DATE EOD <input type="checkbox"/> OPERATIONAL COVER PROVIDED FOR TOY OTHER (Specify) <input checked="" type="checkbox"/> SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. ENR 20-72		CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS EFFECTIVE DATE: <input type="checkbox"/> SUBMIT FORM 3254 W-2 TO BE ISSUED. (ENR 20-73) <input type="checkbox"/> SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (ENR 20-73) <input type="checkbox"/> EAA: CATEGORY I CATEGORY II <input type="checkbox"/> RETURN ALL OFFICIAL DOCUMENTATION TO CCS <input type="checkbox"/> SUBMIT FORM 2688 FOR HOSPITALIZATION CARD DO NOT WRITE IN THIS BLOCK	
<input checked="" type="checkbox"/> SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (ENR 240-2*) <input checked="" type="checkbox"/> SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (ENR 240-2*)			
<input type="checkbox"/> EAA: CATEGORY I CATEGORY II <input type="checkbox"/> SUBMIT FORM 2688 FOR HOSPITALIZATION CARD REVERSE AND FILE COVER HISTORY Subject will be denied for entire period of employment except for US Government employment applications. Forwarding address: 56, Chemin du Gros Tienno, 1328-Ohain, Belgium. Subject will be self-employed			
DISTRIBUTION: COPY 1 - CS COPY 2 - OPERATING COMPONENT COPY 3 - EPOB COPY 4 - ENR/CCS COPY 5 - EAA COPY 6 - EDS - FILE		RF:ss  James J. Tammie <small>CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF</small>	

SECRET
*(When filled in)**OFF*RECOMMENDATION FOR HONOR OR MERIT AWARD
(Submit in triplicate - see NR 20-37)

SECTION A PERSONAL DATA					
1. EMP. SER. NO.	2. NAME OF PERSON RECOMMENDED (Last, First, Middle)	3. POSITION TITLE	4. GRADE	5. SD	
056043	Bagley, Tonnent Harrington	Chief of Station GS-16 D			
6. OFFICE OF ASSIGNMENT	7. OFFICE EST. (If New)	8. STATION			
DDP/EUR		HEADQUARTERS X FILE (Specify location) Brussels			
9. HOME ADDRESS (No., St., City, State, ZIP Code)	10. HOME PHONE	11. CITIZENSHIP AND HOW ACQUIRED			
80, Chausée d'Alsemberg, Linkebeek, Belgium		U.S. by birth			
12. RECOMMENDED AWARD	13. IF RETIRING, DATE OF RETIREMENT	14. POSTHUMOUS			
Intelligence Medal of Merit	30 June 1972	X			
15. NAME OF WIFE OR KIN	16. RELATIONSHIP	17. HOME ADDRESS (No., St., City, State, ZIP Code)	18. HOME PHONE		
Maria L. Bagley	Wife	Same as Number Nine (9)			
SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD					
19. WERE YOU AN EYEWITNESS TO THE ACT?	20.	21.	22.	23.	24.
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:					
25. FULL NAME	26. GRADE/TITLE	27. GRADE	28. OFFICE OF ASSIGNMENT		
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:					
29. FULL NAME	30. AWARD RECOMMENDED				
CONDITIONS UNDER WHICH ACT WAS PERFORMED:					
31. LOCATION	32. INCLUSIVE DATES	33. TIME OF DAY			
34. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED					
35. DATES FOR WHICH AWARD RECOMMENDED	36. ASSIGNMENT COMPLETED	37. HOW IN SAME OR RELATED ASSIGNMENT			
	X YES	X YES			
SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE					
38. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE	X YES	NO			
39. OFFICIAL ASSESSMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE					
Chief of Station					
40. COMPONENT OR STATION (Designation and Location)					
DDP/European Division/Brussels, Belgium Station					
41. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION					
Direct supervision of the Brussels Station consisting of 18 Staff personnel and nine Contract personnel.					
42. INCLUSIVE DATES FOR WHICH RECOMMENDED	43. ASSIGNMENT COMPLETED	44. HOW IN SAME OR RELATED ASSIGNMENT			
July 1952 to June 1972	X YES	X YES			
PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE					
45. FULL NAME	46. GRADE/TITLE	47. GRADE	48. OFFICE OF ASSIGNMENT		
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE					
49. FULL NAME	50. TYPE OF AWARD				

SECRET

(When filled in)

SECTION D RECOMMENDATION		
<p>Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. If type, why, and how. If on aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. If acts results of the act. Enclose unclassified citations.</p> <p>Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and rank.) What did the individual do that merits the award? Why was this outstanding when compared to others of the grade and experience in similar positions or circumstances? If appropriate, include production, records and assistance rendered by other persons or units. What objectives were accomplished or attained? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation. Enclose unclassified citations.</p>		
<p>Mr. Tennent H. Bagley, currently Chief of Station, Brussels, is recommended for the Intelligence Medal of Merit in recognition of his outstanding service of 22 years as a Clandestine Services officer.</p> <p>For personal reasons Mr. Bagley has elected to retire effective June 1972.</p> <p>From the beginning of his CS career, Mr. Bagley's exceptional abilities were clearly recognized and he received assignments of ever-increasing responsibility in the Soviet operations field. Following a highly successful tour as a senior operations officer in Switzerland, Mr. Bagley was assigned to Headquarters as Chief of the Counter Intelligence Branch of the SR Division. In this key and demanding post, Mr. Bagley showed managerial skill combined with knowledge in depth of the complexities of counter intelligence work. His outstanding performance resulted in his promotion to GS-16 in June 1965 and his subsequent appointment as Deputy Chief of SR Division in September 1965 at the comparatively young age of 39.</p> <p>In addition to the full duties as Deputy Chief of an active division, Mr. Bagley continued to carry heavy responsibilities throughout this period in the field of counter intelligence. He was one of</p>		
X CONTINUED ON ATTACHED SHEET		
<p>48. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EVIDENCEE OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EVIDENCEE OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.</p> <p>1. PROPOSED CITATION</p> <p>2.</p> <p>3.</p>		
<p>47. RECOMMENDATION INITIATED BY Archibald B. Roosevelt, Jr. Chief European Division</p>		<p>48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION</p> <p><i>A. Roosevelt</i></p>
<p>49. DATE 15 May 72</p>		
SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION		
50.	TITLE AND SIGNATURE	DATE
HEAD OF D CAREER SERVICE (CAREER SERVICE OF ADDRESSEE)	See Item 52	
51.	TITLE AND SIGNATURE	DATE
DEPUTY DIRECTOR OF CAREER SERVICE	See Item 52	
52.	TITLE AND SIGNATURE	DATE
DEPUTY DIRECTOR OF OPERATING COMPONENT	<i>C. W. Meyer</i> Deputy Director for Plans	26 May 72

SECRET

- 2 -

the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

In recognition of his excellent service as Deputy Chief SR, Mr. Bagley in March 1967 was assigned as Chief of Station, Brussels, a major target area of Soviet espionage due to the presence of NATO and European Community Headquarters.

In the past five years as Chief of Station, Brussels, Mr. Bagley has been an effective Station Chief who has been particularly successful in the field of liaison. He established a unique relationship with the Chief of the Belgian Internal Security Service which has greatly facilitated the over-all operational activities of the Brussels Station. This relationship successfully underwent its strongest test at the time of the defection of a GRU officer in Brussels in October 1971 and the subsequent worldwide propaganda exploitation of his disclosures.

Under Mr. Bagley's direction Brussels Station has concentrated heavily on the Soviet target and has been a major test area for the non-official cover concept for operations.

Mr. Bagley's entire career has been characterized by the consistent excellence of his performance in each assignment of increasing responsibilities that he has undertaken. He is recognized as one of the top Soviet operations specialists in the Clandestine Service and has spent the bulk of his twenty-two year career working in the most sensitive and complex areas of intelligence work. We regret his decision to retire for personal reasons and the loss of his experience and expertise to the Clandestine Service. It is strongly recommended that in recognition of his outstanding service to the Clandestine Service in positions of critical and demanding responsibility Mr. Tennent H. Bagley be awarded the Intelligence Medal of Merit.

Roosevelt
Archibald B. Roosevelt, Jr.
Chief
European Division

SECRET

(When Filled-In)

NOTIFICATION OF PERSONNEL ACTION

ARE: 7 MAR 1958

1. Serial No.	2. Name (Last-Fore-Middle)	3. Date Of Birth	4. Natl. Ind.	5. Sex	6. CS-EOD
556043	BAGLEY TENNENT H	Mo. Da. Yr. 11 11 25	Name Code S-802 10-56-1	M 1	Mo. Da. Yr. 07 24 50
7. SCD	8. CSC Exem.	9. CSC Or Other Legal Authority	10. Apart. Allow.	11. PCS	12. LCD
Mo. Da. Yr. 04 08 47	Yes - 1 No - 2	Code 1 50 USCA 403 a	Mo. Da. Yr. 11 11 25	Mo. Da. Yr. 07 24 50	Mo. Da. Yr. Yes - 1 No - 2

PREVIOUS ASSIGNMENT

14. Organizational Designation	Code	15. Location Of Official Station	Station Code		
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF	5288	BERN, SWITZERLAND	69007		
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series	
Dept - 1 USGd - 3 Frgn - 5	Code AREA OPS OFF	1505	GS	0136.01	
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. P.M. Due	26. Assignment Number
13 1	\$ 8990	DI	Mo. Da. Yr. 11 04 56	Mo. Da. Yr. 05 04 58	8 3160 55 065

ACTION

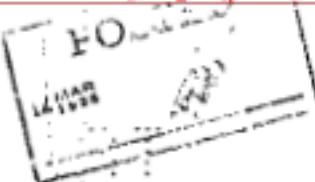
27. Nature Of Action	Code	28. Err. Date	29. Type Of Employee	Code	30. Separation Date
INTEGRATION DEPARTMENT OF STATE	50	02 21 58	REGULAR	0H	

PRESENT ASSIGNMENT

31. Organizational Designation	Code	32. Location Of Official Station	Station Code		
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF	5288	BERN, SWITZERLAND	69007		
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series	
Dept - 1 USGd - 3 Frgn - 5	Code POL OFF 2ND SECTY AREA OPS OFF	1505	GS	0136.01	
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. P.M. Due	43. Assignment Number
12 1	\$ 7100 8990	DI	Mo. Da. Yr. 11 04 56	Mo. Da. Yr. 05 04 58	8 3160 55 065

44. Remarks

SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$8990 AND FSR SALARY OF \$7100 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH.
SICK AND ANNUAL LEAVE ARE TO BE HELD IN ESCROW UNTIL SUBJECT REVERTS TO GS STATUS.



F-100
E-100
MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW : 1 April 1970 - 31 March 1971

MONTHS UNDER MY SUPERVISION: 42 months

OVER-ALL RATING : Strong

1. As Mr. Bagley completes approximately 42 months as Chief of Station, Brussels, progress in Brussels remains uneven.

An aggressive attack against the Soviet target has been undertaken by a portion of the Station. Liaison has been exploited to a degree unparalleled in other European Stations. However, there has been a rather frustrating lack of major progress on the part of the NOC component of the Station. While a number of factors have contributed to these results, Mr. Bagley's style of leadership has undoubtedly been a major one.

2. Mr. Bagley has few peers in his ability to investigate and define a Soviet target, and to design mechanisms capable of assaulting this target. The research of this target under his close supervision has been impressive, and the mechanisms designed to support contemplated operations and to keep the target under constant review have been functionally designed. Some impressive achievements have resulted from these efforts but, at the same time, overall progress has been disappointing:

A. The non-official cover component of Brussels Station, consisting of 10 operations officers, 2 support officers and 4 other personnel, is only now taking a form which would permit its effective deployment, but its gains in organizational readiness are threatened by the possible loss of leadership which, in turn, stems at least in part from failure of Mr. Bagley clearly to delegate both responsibility and authority to the key individuals involved in this unit.

SECRET IN/OUT

ATTACHMENT TO ORBT 5300

27 April 1971

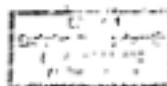
COMMENTS on Fitness Report on Tennent H. Bagley
1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the impression of a general failing in two specific areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been

repeatedly praised by Division management: 1) the level of operational activity at this Station ("his capability to translate his concepts into productive human endeavor has been less impressive") and 2) the development of a NOC facility ("frustrating lack of major progress on the part of the NOC component").

The report could usefully have made more precise its implication that I have not created a satisfactory amount of productive human endeavor by my concepts and plans. When I took over this Station I inherited about 10 valid unilateral assets. We have since added at least 80 new ones, of whom about 40 remain particularly productive and promising and at least 25 more continue to be useful, sometimes necessary, informants or action types. Most if not all of these new assets were spotted and recruited in direct response to my planning and concepts. I have thus more than quintupled the Station's assets and its capability to respond to the varied directives and requests it receives. The high rate of acquisition of new assets has remained generally constant throughout the period since the preceding fitness report. Perhaps the current fitness report questions the "productivity" of those assets; this is of course debatable, but can be properly judged only in terms of our designated objectives. We were directed to establish contact with Soviets and assess them, with a view to their eventual recruitment. When I took over, this Station had access of one sort or another to perhaps four Soviet officials; we have built to the point where we now have contact and are providing assessments through unilateral assets alone on nearly 40 Soviets currently here (more, I would suspect, than any other station in the world) not to mention some 20 other Soviets covered by liaison

SECRET IN/OUT



SECRET/EYES**COMMENTS continued****Page 2**

operations at least partly stimulated by us, and not counting the many who have left PCS during this period. Going beyond assessment, we have taken concrete steps toward recruitment of a number of Soviet and Bloc officials (offers, hints, pressures, etc., directed through our assets), we have recruited several employees of Soviet installations in Brussels and Antwerp, and we have made at least one significant Bloc recruitment.

The assessments provided by our numerous assets on a large proportion of the local Soviets have permitted us to find and to focus more realistically (i.e., with some degree of hope) on the few promising targets. We have so focussed, although, as the report says, in this there have been differences with Headquarters on method and emphasis. But these differences were largely a matter of semantics, and they have not impaired operational progress; I cannot think, nor have I been told at any time, of a single specific thing left undone against any target Soviet because of the Station's method and emphasis.

In addition to our steady progress in the Soviet field, we have so built up our local capabilities that we can and do respond (to what I am told is an unusual degree) to requests of other components of the CS, and in doing so we are using largely agents recruited during my tenure and according to my plans. We provide and backstop cover for FE operations in the Far East; we recruit participants for LCPI/PIT organizations; we provide live addresses for other divisions' operations; we actively support, by action and propaganda, worldwide psych programs; we send agents, sometimes in response to book-cable requests, to fulfill organization missions in (for example) Biafra, Saigon, the South Sudan, Paris and Tokyo; we recruit support agents for the use of other stations in their areas; we handle agents in other areas on behalf of other stations; we use our assets to spot and introduce people useful for other stations. We do this without diminishing the rate of acquisition of new assets directed at our primary objectives. This human endeavor does not seem unproductive.

The second general area in which the fitness report leaves the impression of general inadequacy concerns our NOC activity. The NOC structure I created (and whose strengths,

SECRET/EYES

SECRET RYBAT**COMMENTS continued****Page 3**

like the shortcomings referred to in the report, are due largely to my "style") has repeatedly been called an innovative ground-breaking experiment. During the past year the Division has sent COS's and officers from other stations to Brussels to study and, presumably, to emulate applicable parts of it. This structure was created since the preceding fitness report, but the present one mentions only a "lack of progress" (which is moreover not defined and is not clear even to me: What is "progress on the part of a NOC component"?). If progress or lack of it is represented by the number of cases turned over to NOC handling, then it is worth noting that this Station works on the principle, not accepted everywhere, that all cases will be handled by NOC officers unless there are overriding reasons to the contrary. So far we have turned over some 35, another 15 turnovers are imminent, and others are delayed only because turnover to NOC now would be premature and potentially damaging. Since we have had to spot and recruit every source which could be turned over to NOC handling, it might be forgiven that we have not yet provided full case loads to ten active NOC officers, most of whom arrived at about the same time a year and a half ago. We are trying hard to produce new sources, while at the same time reducing the excessive number of NOC officers. If "lack of progress" means that our experimentation with different modes of communication, command, and administration of NOC units has not yet developed a final form or doctrine, the comment is valid, but our very active experimentation continues to identify false avenues as well as to reveal promising perspectives; in this we have been encouraged by the Division. We have, also, managed to keep our NOC officers' morale quite high (more so than elsewhere, I am told by LPGLOBE people), have kept them busy and productive, and have integrated them into the Station, without loss of security, to a degree I think unmatched elsewhere. Among the ways we have done this are by grouping them together and delegating authority to a NOC unit chief (although the report says that I have failed to delegate authority properly), and by assigning them their own areas of operational responsibility and having them do the Station's operational planning in those areas. This has been productive: it has identified promising areas of possible action which have led to recruitments, and has eliminated less promising areas, thereby avoiding waste motion on the part of the Station as a whole.

The last six lines of paragraph 2A of the fitness report are unclear to me. If the "possible loss of leadership" of the NOC component refers to the impending retirement of its chief, this is manifestly not due to any failure to delegate

SECRET RYBAT


SECRET RYBAT

COMMENTS continued

Page .4

to him responsibility and authority; he never in his long career had nearly as much of either as he did during my tenure here; he retired because he reached the age of 50, beset by family problems and facing a change in his cover job; and this in the face of repeated and recent failures to be promoted despite having spent more than 10 years in grade.

The report states 1), that physical divisions within the official Station made close teamwork difficult; 2), that I could and should have corrected them. This is erroneous on both counts. The Station, under my direction and that of fifteen years of my predecessors, had to occupy this allotted space, divided because there were two different cover organizations and not enough space in the Embassy. I am not aware that this division has significantly affected the performance of any Station officers or programs as long as I have been here. As to what space assignments would best promote teamwork (i.e., who should sit where), I have given thought to this since my first week at this Station, and am convinced (despite musings about this or that alternative) that we have had no choice better than the present arrangement. Most recently, however, I have approved our part of a general shifting of Embassy space allocations which will finally reunify the Station after its long separation.

/s/ Tennent H. Bagley

SECRET RYBAT

SAC/21

5 May 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Tenant H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW : 1 April 1969 - 31 March 1970

MONTHS UNDER MY SUPERVISION: 24

OVERALL RATING : Outstanding

1. For this reporting period Mr. Bagley must be rated as Outstanding for the achievements of his Station, achievements in very considerable measure due to his personal vision of how to mount a broad attack against the Soviet target. This vision is an unconventional one, not duplicated anywhere else in Europe, but it is undeniably producing results in terms of an understanding in depth of the activities of the Soviet representation in Belgium and of the character of a number of its individual members.

2. Mr. Bagley has developed a relationship with the chief of the principal liaison service in Belgium of such nature that this service is for practical purposes an arm of Brussels Station. Through this relationship, the Station is able to exercise a large measure of control over that service's requirements, selection of targets and mode of operation. Needless to say, this has been of very great help in pursuing Agency's goals in Belgium.

3. Although Mr. Bagley has not yet been completely successful in the organization of his complement of non-official cover personnel, his innovative approach has resulted in enormous progress over the past year, and I have good reason to believe that, with the implementation of certain measures which he and I recently discussed, he will be getting much more out of his NOC people than any other station chief in Europe.

4. I was also impressed on my most recent visit, during the last part of April 1970, with what seemed to be an improved

SAC/21

13 May 1970
P

SECRET

- 2 -

communication between Mr. Bagley and his subordinates, both inside and outside of the ~~official cover~~ installation. Pete Bagley's intellectual capabilities tend to outstrip those of most of his colleagues, but it does seem to me that he has dealt with this problem well and has thus been able to engender loyalty and cohesion among the members of his Station.

John L. Hart

John L. Hart
Chief
European Division

REVIEWING OFFICER'S COMMENTS:

Concur -

Date: 5 May '70

Carl Meyer
Assistant Deputy Director for Plans

SECRET

SECRET

EYES ONLY

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board
SUBJECT : Recommendation for Promotion to GS-17 -
Mr. Tennent H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

JLH
John L. Hart
Chief
European Division

EYES ONLY

SECRET

SECRET

U.S. GOVERNMENT OFFICIAL EDITION - GOVERNMENT PRINTING OFFICE

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Please submit original and one copy directly to appropriate committee chair(s) or committee manager.)

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE (Mission submits original and one copy directly to appropriate agency; retains one copy.)			
OFFICER BEING RATED <i>J. B. Bailey</i>		POST Brussels, Belgium	
POSITION Chief CAS	GRADE --	AGENCY	
RATING PERIOD November 15, 1967-Nov. 15, 1968	DATE OF REPORT February 24, 1969		
SIGNATURE OF REPORTING OFFICER	TITLE <i>Rickey Wright</i> Rickey B. Wright Ambassador		
SIGNATURE OF REVIEWING OFFICER	TITLE		
EVALUATION OF PERFORMANCE			
<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Satisfactory <input type="checkbox"/> Unsatisfactory			
III. Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (If no, explain in detail below.)			
Has he seen this report? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
NARRATIVE COMMENTS			
(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)			
<p>I cannot of course comment on the professional aspects of the Chief CAS's performance because of the highly specialized nature of his responsibilities.</p> <p>However as a member of the Country Team I give him the highest marks for his cooperative spirit, courtesy and willingness to contribute to the success of our common efforts and undertakings.</p> <p>Likewise I am satisfied that he maintains exceptionally close and effective relations with the appropriate Belgian officials.</p> <p>Endowed with an unusually frank and attractive personality, the Chief CAS is a respected and well liked member of our official American group in Belgium, both in American and local circles, where his fluent and excellent French is much appreciated.</p> <p>His wife is a refined, quiet and attractive lady of Austrian birth. Both have gone through an agonizingly long and grave health problem with a young son of theirs and deserve extraordinary credit for the courage and dignity which they constantly displayed during their ordeal.</p> <p>In every respect, I consider him to be an outstanding CAS Station Chief.</p> <p style="text-align: right;"><i>J. B. Bailey</i> J. B. Bailey Rickey B. Wright Ambassador</p>			

FOURTH
S - 55 P 5-372

X. ALBANTE EXPLOITS HIS FINEST WORKS

SECRET

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT : Tennent H. Bagley, GS-16, Employee
Serial Number 056043; DOB: November 11, 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW : 10 March 1968 - 31 March 1969

MONTHS UNDER MY SUPERVISION: 12

OVERALL RATING : Strong

1. Mr. Bagley assumed his duties as Chief of Station on 13 September 1967. It is too early to assess the results of his stewardship; he established in advance a timetable for building up a structure **of unilateral agent assets**, and it is not yet clear to what extent these assets are going to be productive against major targets. However, there is no doubt that Bagley has tackled his job with originality, energy, and enthusiasm. A good indication of these qualities is that, alone among our European Chiefs of Station, Bagley has himself **recruited at least half a dozen new agent assets** in less than two years.

2. Bagley's accomplishments must be measured in light of the fact that he has had a weak Deputy Chief of Station, and that several of the officers in his small Station have been of quite modest calibre. The restaffing of the Station which is taking place this summer should result in a considerable leap forward.

3. On the personal side, Bagley has all the qualities which we could ask for in a Chief of Station. He is totally dedicated, incisive and articulate, a pleasant companion and a gracious host. I rate his overall performance as Strong.

John L. Hart
John L. Hart
Chief,
European Division

13 MAY 1969
[Signature]

SECRET



SECRET

(This Field Is)

OFFICE OF PERSONNEL

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for personnel placement on foreign language competence, if required for current position. Amplify or explain ratings given in Section B as previously basis for determining future personnel action. General performance of managerial or supervisory duties must be described if applicable. Although I have known and worked closely with Mr. Bagley many times over the past ten years, this is the first time he has served directly under me. This experience has confirmed my belief that he is without question one of the most gifted counterintelligence-officers in the Clandestine Services. The past several months have seen many changes in the organization of the SR Division and in its operational responsibilities. It should be noted that Mr. Bagley perhaps more than any other officer in the division contributed heavily to the broad concepts and ideas which took final form in the new organization and the operating instructions which were accepted in the Clandestine Services as a basis for an expanded effort against the overall Soviet target. At the same time he produced a number of specific plans and directives pertaining to the conduct of our operations against the Soviet intelligence services. These directives are representative of the depth of his experience in this field for they cover problems ranging from the often neglected but absolutely essential problem of collecting and recording data on Soviet intelligence officers to a highly imaginative program for increasing our level of contacts with such officers. In whatever he has undertaken in this regard, the quality of imagination is probably the most outstanding but his work would not be as effective as it is were it not for his amazing fund of knowledge concerning the Soviet intelligence services, their personnel, organization and operations, and just as important, awareness of the level and nature of the western counter intelligence effort.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE:

21 Apr 64

SIGNATURE OF EMPLOYEE

Leonard E. Bagley

2.

BY SUPERVISOR

EMPLOYEE HAS BEEN

UNDER MY SUPERVISION

8

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

21 Apr 64

OFFICIAL TITLE OF SUPERVISOR

Chief, SR Division

TYPE OR PRINTED NAME AND SIGNATURE

David E. Murphy

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur heartily

(P)

DATE
30 April 64OFFICIAL TITLE OF REVIEWING OFFICIAL
ADDPTYPE OR PRINTED NAME AND SIGNATURE
TH Karanessine
Thomas J. Karanessine

SECRET

25 AUGUST 1962

25 August 1962

MEMORANDUM

TO: Chief, EB

ATTN: David E. Murphy

FROM: Chief of Station, Bern

SUBJECT: Memorandum in Lieu of Final Fitness Report on

Tennient Baigley

1. _____ will be leaving Bern Station permanently, with reassignment to Headquarters on 5 September 1962. During his four and a half years here his performance has been highly professional and consistently outstanding. His absence will be keenly felt by the Station.

2. Endowed with a high degree of intelligence, judgment, imagination and operational skill, and with fluent French, German and useful Russian, he has worked in every aspect of Station endeavor, ranging from the proper organization of Station records and the planning of operations to the assessing and successful recruiting and running of agents.

3. In his primary responsibility as Station CI and Sovsat referent, has made unique contributions to KUBARK's approach to and knowledge of the field of Soviet and Polish CI, including the detection and monitoring of KGB illegal networks, and he has played a significant role in almost every major operation conducted by the Station over the last four years. His work has been repeatedly commended by Headquarters.

4. Though _____' natural bent is in the field of CI, in which he excels, he has acquitted himself equally well in other areas of Station activity. He is particularly adroit at the analysis, planning and management of operations and, from time to time, has supervised all Station operational activity with superior executive ability. His contribution to the development of Station liaison, through inquiries, follow-ups and special studies prepared to stimulate the local service to action in KUBARK's behalf, has been indispensable and unquestionably an important factor in the growth of Swiss-KUBARK liaison.

SECRET

(When Filled In)

2 M 12 1961

FITNESS REPORT				EMPLOYEE SERIAL NUMBER						
SECTION A GENERAL										
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE					
BAGLEY, Tennent		Nov. 11, 1925		M	GS-14					
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE		7. OFF/DIVISION OF ASSIGNMENT						
FI		Ops Officer		DDP/EE/BERN						
8. CAREER STAFF STATUS			9. TYPE OF REPORT							
NOT ELIGIBLE	X MEMBER	DEFERRED	INITIAL	REASSIGNMENT/SUPERVISOR						
PENDING	DECLINED	UNNED	ANNUAL	REASSIGNMENT/EMPLOYEE						
10. DATE REPORT DUE IN D.P.		11. REPORTING PERIOD		12. SPECIAL (Specify)						
1 June 1960		From 4/11/59 - 12/1/60								
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES										
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
1 - Unsatisfactory	2 -勉强 adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior					
SPECIFIC DUTY NO. 1		RATING NO.	SPECIFIC DUTY NO. 4		RATING NO.					
Plans and supervises certain positive and CE ops; Sovsat referent for Sta.		6	Researches and supports liaison (Bern and Paris)		7					
SPECIFIC DUTY NO. 2		RATING NO.	SPECIFIC DUTY NO. 5		RATING NO.					
Spots, recruits and handles agents.		6	Organizes files, collates and analyses info.		7					
SPECIFIC DUTY NO. 3		RATING NO.	SPECIFIC DUTY NO. 6		RATING NO.					
Plans, directs and carries out operations (not necessarily connected with agent handling)		6	Cultivates and develops own contacts for KUBARK purposes		5					
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION										
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.										
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.										
RATING NO. 6										
SECTION D DESCRIPTION OF THE EMPLOYEE										
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee										
1 - Lowest possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree						
CHARACTERISTICS				NOT APPL-CABLE	NOT OBS-SERVED	RATING				
						1	2	3	4	5
GETS THINGS DONE										X
RESOURCEFUL										X
ACCEPTS RESPONSIBILITIES										X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X
DOES HIS JOB WITHOUT STRONG SUPPORT										X
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X
WRITES EFFECTIVELY										X
SECURITY CONSCIOUS										X
THINKS CLEARLY										X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DEPOSING OF RECORDS										X
OTHER (Specify):										
SEE SECTION "E" ON REVERSE SIDE										

SECRET

(When Filled In)

SECTION E**NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D as provide the best basis for determining future personnel actions.

Subject is a thoroughly professional intelligence officer endowed with a high degree of intelligence and ability to concentrate. He is imaginative and skilled. A rapid, accurate and purposeful worker, he is a good writer and a articulate speaker. Though his natural bent is in the CE field, in which he excels, he has also demonstrated ability and accomplishments in other areas of Station activity. He is particularly adroit at the analysis, planning and management of his operations. His contribution to the Station liaison take (through inquiries, follow-up and special studies he has prepared to stimulate liaison to action in KUBARK's behalf) has been outstanding and has been a vital factor in stepping up the pace of Swiss-KUBARK liaison.

Subject tends at times to avoid necessary but unpromising Station chores and at times is intolerant of those who do not meet the very high standards he sets for himself. These are minor flaws in an otherwise superior officer with outstanding potential.

SECTION F**CERTIFICATION AND COMMENTS**

1.

BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

9 December 1960

SIGNATURE OF EMPLOYEE

/s/ Tennent BAGLEY

2.

BY SUPERVISORMONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify)

DATE

OFFICIAL TITLE OF SUPERVISOR**TYPED OR PRINTED NAME AND SIGNATURE**

9 December 1960

/s/ Philo DIBBLE

3.

BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

I concur completely in the supervisor's estimate and would state that Subject is the most outstanding all around officer in the Station. Further, he is ideally suited to the peculiar requirements and operational situation of Switzerland. In my opinion he has been performing consistently at a level above his present grade and all members of the Station, including myself, have learned much from him professionally.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL**TYPED OR PRINTED NAME AND SIGNATURE**

9 December 1960

/s/ Burton R. LIFSCHULTZ

SECRET

SECRET

(Authoritative copy)

SECTION E**NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Sef 10 11 12 13 14 15

1. Subject is an exceptionally strong Case Officer in terms of initiative, imagination and skill. His greatest assets are a thorough understanding of intelligence techniques, native intelligence and the ability to apply both to operational situations. He is a rapid, accurate and purposeful worker with unusual powers of concentration, a good writer and articulate speaker. Although reasonably versatile, he has become a specialist in the CE field, for which he seems particularly well suited by natural talent and personality. Most of his work in his current position has required analysis, coordination and "desk" management of operations rather than actual agent handling and his performance in dealing with some fairly complex operational situations has been superior in every respect. He has used his cover intelligently.
State Dept
2. By virtue of his intellectual capacity and intense interest in his work, Subject's potential for further development must be rated high. However, he should attempt to bring more flexibility and understanding into his relations with others. His views tend to be very positive and sometimes are argued with more vigor than tact. These are minor weaknesses in an otherwise exceptionally promising officer.

SECTION F**CERTIFICATION AND COMMENTS**

1.

BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

SIGNATURE OF EMPLOYEE

30 April 1959

/s/ THOMAS H. BAGLEY

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN

UNDERR MY SUPERVISION

12 months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR**TYPED OR PRINTED NAME AND SIGNATURE**

28 Apr. 6

Operations Officer

/s/ JOHN GOESER

3.

BY REVIEWING OFFICIAL

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL**TYPED OR PRINTED NAME AND SIGNATURE**

30 April 1959

Chief of Station, Bern

/s/ BURTON R. LIPSCHULTZ

SECRET

SECRET
(When Filled In)

FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Complete current field administrative instructions regarding the initiation and transmission of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor, observe, direct and review the work of the individual. You have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisor to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way you know where he stands.

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I

LEAVE BLANK FOR HEADQUARTERS USE ONLY <i>Tennant, Bragin</i>		I. DATE OF BIRTH 11 Nov 1925	II. SEX M	III. SERVICE DESIGNATION Rafire
A. GRADE GS-12	B. STATION DESIGNATION (Current) Vienna, Austria			
C. DATE OF THIS REPORT 10 November 1954	D. PERIOD COVERED BY THIS REPORT (Inclusive dates) 1 July through 15 November 1954			

SECTION II (To be completed by field supervisor)

I. CURRENT POSITION Rafire Case Officer/Soviet Branch	II. DATE ASSUMED RESPONSIBILITY FOR POSITION 11 June 1951
III. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)	
Case officer in the Soviet Branch. Responsible for the developmental activity, general guidance and directing, reporting and administering, and the file research of Rafire projects Directed against the Soviet targets in Austria. Plans especially CR operational activity against the RIS. Maintains liaison with CIC. Referent for CR matters.	

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE -- FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

I. NAME OF RATER (Type) <i>William Hood</i>	II. NAME OF REVIEWING OFFICIAL IN FIELD (Type) <i>B. Ransom, Jr., USA</i>
III. THIS REPORT <input type="checkbox"/> WAS <input checked="" type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
IV. DATE REPORT AUTHENTICATED AT DLC 25 1954	V. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO SIGN INDIVIDUAL'S REPORT AND SIGNATURES <i>Albert E. Scott</i>

DO NOT COMPLETE -- FOR HEADQUARTERS USE ONLY

SECRET

(When Filled In)

Ac

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important **SPECIFIC** duties performed during the rating period. Place the most important first. Do not include plant or unimportant duties.
- Rate performance on each specific duty considering HOW EFFECTIVENESS IN PERFORMANCE OF THIS SPECIFIC DUTY.
- The supervisor's ability to supervise will always be rated as a specific duty (do not rate as supervisor those who supervise a secondary duty).
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

DEAL BRIEFING	HAD AND USES GREAT KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURE	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MARSHALS FILES	INTERVIEWING SOURCES
CONDUCTING EXTERNAL LEADERSHIP	OPERATES RADIO	KEEPS SCORES
TEPPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES TELEGRAMS	MAINTAINS AIR CONDITIONING
DRAFTING	PREPARES CONFERENCES	MAINTAINS SIGNIFICANCE OF DATA

- For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

SPECIFIC DUTY NO. 1 Chief of CE Section, Supervisor	RATING NUMBER 5	SPECIFIC DUTY NO. 2 Conducts CE operations and analysis	RATING NUMBER 6	SPECIFIC DUTY NO. 3 Prepares historical CE Study	RATING NUMBER 6

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

Outstanding intelligence, insight and personal stability combined with devotion to the job make subject an exceptional officer who would probably perform with distinction in almost any area of the Agency. However, the specific professional knowledge which he acquired as a field case officer in Eastern European operations equips him most appropriately for his present specialization with EE/P.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- DEFINITELY UNFITABLE - HE SHOULD BE SEPARATED
- OR DOUBTFUL SUITABILITY...SHOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN THAT I KNEW NOW
- A BARELY ACCEPTABLE EMPLOYEE...ABOUT AVERAGE BUT WITH NO FEATURES SUFFICIENTLY OUTSTANDING TO ENTITLE HIS SEPARATION
- OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- P-EXCELS BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO. IF YES, EXPLAIN FULLY:

SECRET

SECRET

(When Filled In)

FIELD FITNESS REPORT

OCT 30 1955

- The Fitness Report is an important factor in administrative personnel management. It seeks to prevent:
 1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
 2. A periodic review of job performance and to the effective utilization of personnel.

1955 OCT 21 AM 10:23

INSTRUCTIONS

CODED

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the preparation and transmission of this report to Headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any step. As the supervisor who assigns, directs and oversees the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

assessed by his day-to-day performance. If the individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisor to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that it is a DATE and way he stands.

20 OCT 1955

F-12 Pct. Control

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

Ref 200A55

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

Jereat Bagley

1. DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION

11 May 1925 M DI

4. GRADE

5. STATION DESIGNATION (Current)

GS-12

Vienna Operations Base

6. OUR DATE OF THIS REPORT

16 Aug 55 (final VOB)

7. PERIOD COVERED BY THIS REPORT (Inclusive dates)

16 November 1954 thru 15 August 1955

SECTION II (To be completed by field supervisor)

8. CURRENT POSITION

Case Officer/Soviet Branch

9. DATE ASSUMED RESPONSIBILITY FOR POSITION

0136A 14 June 1951

10. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

Case officer in the Soviet Branch. Responsible for the developmental activity, general guidance and directing, reporting and administering, and the file research of [redacted] projects [directed against the Soviet target in Austria]. Plans especially CE operational activity [against the KGB]. Maintains liaison with CIC. Referent for CE matters.

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

11. NAME OF RATER (Type)

Peter Neumann

12. NAME OF REVIEWING OFFICIAL IN FIELD (Type)

Howard Sweedy

13. THIS REPORT WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

14. DATE REPORT AUTHENTICATED AT HQS.

SLP 29 1955

15. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE THIS REPORT AND SIGNATURES

Ullaylor

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (TYPE)	DATE (From Item 1)	NAME OF SUPERVISOR (TYPE)	DATE (From Item 1)
<i>Bogley, Tannen</i>	<i>1 Mar 55</i>	<i>Teddy J. Bransen</i>	<i>1 Mar 55</i>
LAW AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NO. 1 THROUGH 7, BELOW:			
<i>[Signature]</i>			

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH <i>11 November 1925</i>	2. GRADE <i>E-12</i>	3. CURRENT POSITION/TITLE <i>Area Operations Officer</i>
4. SERVICE DESIGNATION (IF known) <i>Rufire</i>	5. CURRENT STATION OR FIELD BASE <i>Vienna Operations Base</i>	6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR <i>None</i>
		7. EXPECTED DATE OF DEPARTURE <i>15 September 1955</i>

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Establishment and direction, under the Chief of Operations, of counterespionage effort of VOB, initially against all opposition services and subsequently Soviet intelligence only. This included organization and maintenance of files, establishment of necessary procedures (namechecking, carding, filing, reporting) and the supervision and handling of CE operations; double agents against Soviet and Hungarian IS; surveillance operations; interrogations and debriefings of personalities of CE interest (including staff officer defectors from RIS and HIS); planning and execution of recruitment/defection approaches to Soviet officials; collation and exploitation of CE information obtained from VOB operations, Hqs., and other station correspondence and from liaison with other U. S. agencies. Personal handling of agents operating against following targets: double agents against Soviet and Hungarian services, penetration of Soviet element in Austria-Austrian government, economic intelligence, Satellite installations in Vienna and legal and illegal border crossing into Satellites. Maintenance of liaison with other U. S. agencies in Vienna. Technical functions including photography and audio surveillance.

9. PREFERENCE FOR NEXT ASSIGNMENT:

10. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Headquarters or United States field assignment in the counterespionage field.

11. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

Advanced Counterespionage Course

SECRET
(This Field)

FIELD FITNESS REPORT

COPIED

- The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
 2. A periodic record of job performance as an aid to the effective utilization of personnel.

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revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisor to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period he supervised has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work so that in general no surprise may be encountered.

B7 2-7-55

5

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT

IS TO BE COMPLETED. D/JR 2/11/55

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

Tennille, Bradley	1. DATE OF BIRTH	2. SEX	3. SERVICE DESIGNATION
-------------------	------------------	--------	------------------------

4. GRADE 5. STATION DESIGNATION (Current)

GS-12 Vienna, Austria

6. DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPORT (Exclusive dates)

30 November 1954 1 July through 15 November 1954

SECTION II (To be completed by field supervisor)

8. CURRENT POSITION Area Ops Cpt

Kufiro Case Officer/Soviet Branch 036, 01 9. DATE ASSIGNED RESPONSIBILITY FOR POSITION

10. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

Case officer in the Soviet Branch. Responsible for the developmental activity, general guidance and direction, reporting and administering, and the file research of Kufiro projects directed against the Soviet targets in Austria. Plans especially CE operational activity against the RIS. Maintains liaison with CIC. Refers for CE matters.

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True) 2. NAME OF REVIEWING OFFICIAL IN FIELD (True)

William Hoad

Beonca Treadway

3. THIS REPORT WAS WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

4. DATE REPORT AUTHENTICATED AT HQRS: 5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO SIGN THIS FITNESS REPORT AND SIGNATURES

Dec 20 1954

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET, SOURCE UNKNOWN

Attachment to EAVA-4351

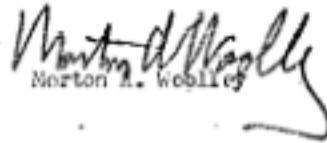
K A P O K

23 September 1953

1. Subject has completed a two-year tour at VOB and after home leave has returned here for another two years. Initially assigned to VOB under Embassy cover, Subject has now transferred to I/A civilian cover. Since his arrival in Vienna, Subject has come through a rather long apprenticeship wherein he was exposed to a variety of intelligence problems, including the organization of counter-intelligence files, the handling of two American deep cover agents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. At this time, Subject is head of the Mission CE section. He has organized that section efficiently and has arranged the expeditious handling of routine CI problems. He is now prepared to undertake more creative CE work.

2. Subject has a notably orderly mind, unusual intelligence, and a remarkable interest in his work. He is able to handle a variety of tasks at one time. Although Subject has had a variety of agent-handling experience, unfortunately, he has not had the opportunity to handle many agents. We intend to correct this in the next few months by having him handle a series of operations during the developmental stages. We believe this will give him the experience and depth necessary to support his already good theoretical knowledge. Subject is extremely well disciplined personally. Unfortunately and unrealistically, he sometimes expects other persons to have similar self-discipline. He also tends in other ways to disregard the human elements ever present in intelligence operations. However, there is no question in my mind but that additional experience will cure both of these very minor faults.

3. I have every reason to believe that Subject will be ready for important operational assignments either in Washington or in the field after another two years of field experience.


Morton A. Webber

SECRET, SOURCE UNKNOWN

CONFIDENTIAL

APR 1947

STATUS AND EFFICIENCY REPORT

(See Instructions on Reverse Side)

SECTION 1. THIS FORM IS TO BE COMPLETED BY SUPERVISOR. INFORMATION WILL BE USED IF PROMISED.

1. NAME OF EMPLOYEE	DATE	GRADE	2. PAY RATING	3. SALARY	4. DATE OF APPROVAL
			G3-9	\$ 5155.	June 1951

5. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT - LAST MOST RECENT DUTY DESCRIBED ANNUALLY, BUT REVIEWED.

(1) Handling agents in operations involving illegal border crossing, penetration of satellites and satellite installations in Vienna, and coverage of East-West trade.
 (2) Special reports and analyses as requested by the Chief of Operations. (3) Liaison with other American offices (U.S.A. and U.S.O.). (4) Technical support (technical surveillance, telegrapher, etc., communications).

6. IF OTHERS OR INSTRUCTIONS WERE COMPLETED DURING PERIOD OF THIS REVIEW, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

None

7. PREFERRED LANGUAGE		READS	SPAKING	UNDERSTANDING	8. MY PREFERENCE FOR NEXT DUTY AFTER APPROVAL OF CURRENT ASSIGNMENT, OR IN U.S. STATE
		EXC	GOOD	FAIR	EXC GOOD FAIR
French	X	X	X	X	Case Officer
German	X		X	X	Vienna/Western Europe
Italian	X	X	X	X	

9. LIST ONE OR MORE IN ORDER OF PREFERENCE

10. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

11. MARITAL STATUS YES **NUMBER OF CHILDREN** YES **EMERGENCY ADDRESSEE** YES **LEGAL ADDRESS** YES
 NO NO NO NO

12. IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HEREON. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPouse, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHER-IN-LAW AND SISTERS-IN-LAW.

BASLEY, TENNENT H.

5 June 1952

DATE

REVIEWED AND APPROVED

SECTION 2. THIS FORM IS TO BE COMPLETED BY IMMEDIATE SUPERVISOR

13. PERIOD COVERED BY THIS REPORT		OCASION FOR REPORT			
June 1951	June 1952	ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT OF REVIEWING OFFICER <input type="checkbox"/> PROMOTION OR TRANSFER OF EMPLOYEE REPORTED ON <input type="checkbox"/> PASS OF EMPLOYMENT			

14. IS THIS EMPLOYEE QUALIFIED TO <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	15. IS EMPLOYEE BETTER QUALIFIED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	16. IF NO, WHAT DUTY OR DUTIES <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
TO PERFORM ALL DIRECTED DUTIES		

17. DO YOU CONCERN IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? YES NO IF NO EXPLAIN IN SECTION 18.

18. HAS EMPLOYEE SERVED FOR YES NO IN COMBINED SERVICE YES NO IN WHAT GRADE AND TIME SPENT

19. PROFESSIONAL PROFESSION? GS-11

20. FOR EACH FACTOR DESIGNATED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION. WHERE INDIVIDUAL DIFFERENCES ARE KNOWN TO THE PERSONALITY, DO NOT LIGHT THIS COMPARES. IF THE OUTHERS NOW UNDER THEIR SUPERVISION ARE NOT PLENTY, TO MARK NOT COMPARED OR ANY QUALITY WHEN APPROPRIATE

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						X	
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP UNDERTAKINGS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. DISCIPLINE AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION						X	
I. INITIATIVE						X	
J. ABILITY TO PERSUADE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. FAITH						X	
N. SECURITY DISCHARGEABILITY						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

21. INDICATE YOUR ATTITUDE TOWARD HAVING THE EMPLOYEE UNDER YOUR SUPERVISION OR IN A POSITION EQUAL TO YOURS.

DEFINITELY PROBABLY NO MAYBE PROBABLY YES DEFINITELY YES

22. ENTER HERE ANY FINISHED REMARKS PERTAINING TO PRESENT LINE SITUATIONS OR TASKS THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. SUGGESTIONS AND CRITICISMS WHICH SHOULD BE MADE AND REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE CITED IF APPROPRIATE TO THIS REPORT.

At the close of one year in the field, Subj has shown every indication of becoming an outstanding case officer. Subj gives each of his operations a maximum amount of fixx-planning and pays unusual attention to details. If Subj continues to develop as he has in the past, and after additional experience in agent handling, he will be ready for increased executive responsibilities, along the line of Deputy Operations chief, within a year.

23. ADDITIONAL SPACE IS SECURED ON BACK SIDE.

11 June '52

DATE

24. REVIEWING OFFICER OR CHIEF OF STATION DOES NOT SIGN OR WRITE HIS NAME, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREBY.

Merton A. Woolley

SIGNATURE OF REVIEWING OFFICER

H. P. Gandy

SIGNATURE OF REVIEWING OFFICER

UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON.

CONFIDENTIAL

SECRET

AGREEMENT

AGREEMENT made this 24th day of May, 19⁵¹, effective the 25th day of May, 19⁵¹, by and between the United States of America (hereinafter referred to as the Government), as represented by the Central Intelligence Agency, and Teniente H. Bagley (hereinafter referred to as the Employee).

RECITALS

A. The Government desires the services of the Employee for CIA under circumstances requiring the Employee to receive a Foreign Service Staff Corps designation from the Department of State and proposes to send the Employee overseas to Vienna, Austria for operations in the general area of _____.

B. The Employee desires as an employee of the Government to serve CIA abroad under the supervision and control of the Assistant Director for Special Operations, CIA, (ADSO) and is willing to accept a designation in the Foreign Service Staff Corps with the obligations thereof.

In consideration of the premises, the mutual covenants and promises herein contained, and for other good and valuable considerations, the parties hereto agree as follows:

ARTICLE I. Relationship of Personnel to the Department of State. The Employee, in so far as possible, shall abide by all the rules, regulations, and customs of the Foreign Service of the United States which affect personnel of the Foreign Service Staff Corps in order to appear as a normal member of the Foreign Service establishment.

1. The Employee shall rigidly comply with the provisions of Title X, Part A of the Foreign Service Act of 1946, prohibiting officers and employees of the Foreign Service from:

- (a) Wearing uniforms;
- (b) Accepting presents from foreign governments;
- (c) Engaging in business abroad;
- (d) Correspondence on affairs of foreign governments;
- (e) Political, racial, religious, or color discrimination.

2. The Chief of the Foreign Service establishment and certain other key members of his staff will know about the Employee's status and relationship under the terms of the TOP SECRET agreement between the Department of State and CIA. Other personnel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Nevertheless, the Employee shall not divulge his relationship to CIA except with the expressed approval of the ASDO. While serving abroad, he shall for normal administration be under the control of the Chief of the Foreign Service establishment to which he is attached, but for operations, including travel as specified below, he shall be under the control of CIA.

SECRET

SECRET

3. The travel of the Employee shall be governed as follows:

(a) For temporary duty outside the continental limits of the United States within or beyond the Employee's stipulated area, he shall perform CIA operational travel as directed by the ADSSO or his designee with the consent of the Chief of the Foreign Service establishment involved. IDY travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSSO.

(b) For any travel to the United States, either temporary duty or permanent change of station, the Employee shall travel only at the direction of the ADSSO after clearance has been arranged through the State Department in Washington.

(c) All travel will be directed and performed in accordance with Foreign Service rules and regulations.

b. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other pertinent information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract.

5. All payments to be made under this contract, including reimbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTICLE II, Section 4.

ARTICLE II. Relationship of Employee to CIA. Although for all intents and purposes it will appear as though the Employee is employed by the Department of State as indicated in ARTICLE I above, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesies of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the field between the Department of State and CIA, the matter shall be referred to the ADSSO for resolution.

1. The line of authority for the Employee shall be as follows:

- (a) Senior Representative of OSO at Foreign Service establishment.
- (b) OSO Foreign Branch Chief in Washington.
- (c) Chief of Operations, OSO.
- (d) ADSSO
- (e) Director of CIA.

2. All travel shall be directed by the ADSSO in accordance with ARTICLE I; Section 3. The Employee shall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be responsible for arranging such clearance.

3. It is understood and agreed that the Employee's overseas assignment is to be for a minimum period of two years from the date of his arrival at his overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall prevail:

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(a) If the Employee resigns in less than twelve months from the date of his arrival at his overseas post of duty, he shall reimburse CIA for all travel expenses involved in the transportation of himself, his immediate family, household goods, and personal effects to the foreign station and pay all such expenses for return to the United States. Such expenses for return to the United States and amounts expended by the Government on account of such travel and transportation shall be considered a debt due by the Employee to the United States.

(b) If the Employee desires to terminate between the twelfth and twenty-fourth month from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods, and personal effects to the United States.

4. If deemed necessary by CIA, the Employee may be reimbursed or advanced funds for operational expenses. Such amounts must be advanced or reimbursement made in accordance with CIA regulations, which require a full accounting of the amounts expended by the Employee. Therefore, the Employee will be required to account fully for any such funds advanced or reimbursed in accordance with CIA regulations.

ARTICLE III. Overseas Allowances and Transportation Expenses. When specifically authorized by the AECO, the expenses of travel and transportation of the Employee, his immediate family, household goods and effects, including personally owned automobile and other allowances, will be paid the Employee in accordance with the Foreign Service Act of 1946 and regulations issued thereunder by the Department of State. When authorized by the AECO, the Employee shall be paid a quarters allowance, cost of living allowance, or special foreign living allowance in accordance with the Foreign Service Act of 1946 and regulations issued thereunder. The amount of quarters and cost of living allowances and the special foreign living allowance is set forth in Bureau of the Budget Circular A-8, which is amended periodically to reflect adjustments in price indexes. Therefore, such allowances will be subject to change, and the amounts paid will vary according to Budget Circular A-8.

ARTICLE IV. Annual and Sick Leave. The Employee shall be permitted annual leave, sick leave, and leave of absence in accordance with Title IX, Part II of the Foreign Service Act of 1946. Under such Act, the Employee may be granted not to exceed sixty calendar days annual leave of absence with pay in each year. Annual leave which the Employee may receive and which is not used in any one year shall be accumulated for succeeding years until it totals 180 days. Sick leave with pay may be granted to the Employee at the rate of fifteen calendar days each calendar year and may be accumulated for succeeding years until it totals 120 days.

1. If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such Agency, may be transferred, if appropriate, in accordance with E.O. P-337, 27 March 1947 issued pursuant to Section 935 of the Foreign Service Act of 1946.

ARTICLE V. Return to the United States. The Employee shall be ordered to the United States on leave of absence or permanent change of station upon completion of two years continuous service abroad or as soon as possible thereafter.

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ARTICLE VI. Retirement. The Employee occupies a position within the purview of the Civil Service Retirement Act. Accordingly, deductions shall be made at the rate provided by law (presently 6%) from the Employee's basic salary and placed in the Civil Service Retirement Fund. The Employee may not avail himself of the provisions of the Foreign Service Retirement and Disability System, provided for in Title VIII of the Foreign Service Act of 1946.

ARTICLE VII. Medical Care and Hospitalization. In the event of illness or injury to the Employee requiring hospitalization not the result of vicious habits, intemperance, or misconduct on his part, and incurred in the line of duty while assigned abroad, the expenses of treatment of such illness or injury at a suitable hospital or clinic, and transportation expenses to such hospital or clinic may be paid by the Government in accordance with Title IX, Part E of the Foreign Service Act of 1946. Under appropriate regulations, a physical examination of the Employee will be made, together with necessary inoculations, or vaccinations, or the expense thereof will be paid to the Employee.

1. In the event of the death or disability of the Employee, the Employee or his dependents shall be afforded the benefits of the United States Employees' Compensation Act of 1926, as amended.

ARTICLE VIII. Equipment. The Employee may be furnished technical equipment and supplies to assist in the rendition of services hereunder, including an automobile where necessary. The Employee shall be responsible for such equipment and supplies issued to him by CIA in accordance with CIA Property Regulations. All such material shall remain the property of the Government regardless of any apparently conflicting ownership or the manner of registrations.

ARTICLE IX. Salary. The Employee shall receive a basic salary of \$1,200.00 ~~per month~~ per year in accordance with section 115 of the Foreign Service Act of 1946. In-grade promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 602 of the Foreign Service Act of 1946. Other changes in status will be made only as specifically authorized by the ADG.

ARTICLE X. Continuance of Pay and Allowances. If the Employee is determined by CIA to be absent in a status of "Missing", "Missing in Action", "Interned in a Neutral Country", "Captured by an Enemy", "Deleguerred", or "Deserted" he shall for the period he is determined to be in any such status be entitled to receive or to have credited to his account the same pay and allowances to which he was entitled at the beginning of such period of absence. Continuance of pay and allowances as specified above shall be as proscribed in the Missing Persons Act of 1912 (50 U.S.C.A. App 1001-1015, 7 March 1912).

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ARTICLE XI. General. The Employee shall comply with the following provisions, and violation thereof by the Employee shall be deemed a breach of this contract.

1. In participating in the programs and activities of any private organization, the Employee shall make it clear that the Department of State has no official connection with such organization and that it does not sponsor or sanction the viewpoints which he may express. In general, his relations with private organizations shall be governed by applicable Foreign Service Regulations.

2. Neither the Employee nor the members of his family shall act as correspondents for American or foreign newspapers, press syndicates, or associations unless special authorization has been obtained in advance from the ADG. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles or manuscripts on nonpolitical or noncontroversial subjects shall be submitted to the ADG for review and approval prior to their submission to a publisher.

3. Neither the Employee nor members of his family shall correspond privately on personnel or other official matters with members of Congress, or officers in the Department of State, CIA, or other Governmental agencies.

4. Members of the Employees' family shall not be employed in the same Foreign Service office except during grave emergencies or when special authorization has been obtained in advance of employment from both the Department of State and CIA.

5. Before contracting marriage with a person of foreign nationality, the Employee shall request and obtain permission from the appropriate officials in both the Department of State and CIA. Any such marriage with an alien without obtaining advance permission shall be deemed a breach of this contract and shall result in termination of service with the Government.

6. In the event the Employee desires to resign from the service overseas, he shall submit a written resignation addressed to the ADG, who will take appropriate steps to clear the matter with the Department of State.

ARTICLE XII. Security. This contract contains information affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C., §1 and §2, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate disciplinary action, which may include suspension separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

1. The termination of this contract will not release the Employee from the provisions of any security oaths which he may be required to take by CIA.

2. The Employee shall not publish, transmit, or divulge in any manner, information received by him as the result of his employment by the Government under this contract without specific written authority from the Director, CIA.

S E C R E T

ARTICLE XIII. Orders and Directives. Orders and Directives received by the Employee from competent authority, including instructions received in briefing and training, shall be complied with by the Employee. No promises or commitments to the Employee of any nature whatsoever, beyond and in addition to the terms hereof, shall be binding on the Government unless and until such promise or commitment is reduced to writing and approved by an authorized official of CIA, and such writing placed with this contract thereby becoming an amendment thereto.

ARTICLE XIV. Amendments. The Government may at any time amend this contract and may terminate this contract upon thirty day prior notice to the Employee. If the Government proposes to amend this contract by reducing the salary provided for in ARTICLE II (including class promotions, or other authorized increases, if any) and such reduction is unacceptable to the Employee, resignation by the Employee for such reason shall be considered as a termination of this contract for the convenience of the Government. Where the Employee is directed to proceed to a new post on a permanent change of station by the AGCO, this contract will be deemed to have been amended to the extent of such change.

S E C R E T

ARTICLE XV. Special provisions. The following special provisions shall apply to the Employee under this contract.

Part (a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, part (b) of Section 3 of ARTICLE II shall be deemed amended to read as follows: "(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States".

ARTICLE IX does not apply. The employee shall receive an annual salary of \$4,600.00 (GS-9), and, during the period of official duty overseas shall receive allowances based on such annual salary (including subsequent increases) computed in accordance with applicable Foreign Service Regulations. Initially, the sum of \$4,290.00 per annum (FSS-9) (Plus in-class or class promotions) plus appropriate allowances based on this amount will be paid to employee directly by the Department of State. The difference between the authorized CIA salary and the salary paid by the Department of State, plus the difference, if any, between allowances based on the authorized CIA salary and the allowances based on salary payments by the Department of State and paid by them, shall be paid to the employee in accordance with his written instructions.

A lump sum payment for annual leave is to be paid up to 24 May 1951. Sick leave is to be held in escrow until such time as subject reverts back to GS-9 status, at which time, accrued sick leave will be credited.

In the event any of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this Article XV, shall govern and be determinative of the rights and obligations under this contract.

UNITED STATES OF AMERICA

By: Charles W. Clayton
Assistant Chief, Personnel Division, C.I.A.
Employee

Tenant H. Bradley

WITNESS:

Harold H. Geife
Chief, Overseas Branch

SECRET

(When Filled In)

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED

PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT		THIS DATE
INSTRUCTIONS		
<p>This form provides the means whereby your official personnel records will be kept current. Even though all duplicate information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XII, only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.</p>		
SECTION I 1. FULL NAME (Last-First-Middle) BAGLEY, Tonmont Harrington 18 SEP 1957 2. CURRENT ADDRESS (No., Street, City, Zone, State) Route 4, Box 365, Vienna, Virginia 3. PERMANENT ADDRESS (No., Street, City, Zone, State) 2721 Glenwick Place, La Jolla, California 4. HOME TELEPHONE NUMBER Dunkirk 5-9713 5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU ARE CLAIM RESIDENCE Virginia SECTION II 1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S. Haria L. Bagley 2. RELATIONSHIP Wife 3. HOME ADDRESS (No., Street, City, Zone, State, Country) Route 4, Box 365, Vienna, Virginia 4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country); INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE NA 5. HOME TELEPHONE NUMBER Dunkirk 5-2713 6. BUSINESS TELEPHONE NUMBER NA 7. BUSINESS TELEPHONE EXTENSION NA 8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. NA SECTION III HABITAL STATUS 1. CHECK IF APPLICABLE <input checked="" type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> ANNULLED 2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS SPOUSE: If you have been married more than once, including annulments, use a separate sheet for former wife of husband giving date below for all previous marriages. If marriage is contemplated, provide same data for fiancee. 3. NAME (First) Maria (Middle) Lenay (Last) Bagley 4. DATE OF MARRIAGE 10 June 1956 5. PLACE OF MARRIAGE (City, State, Country) Vienna, Austria 6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country) Linko Wienzeile 18, Vienna VI, Austria 7. LIVING NA 8. DATE OF DEATH NA 9. CAUSE OF DEATH COVED 10. CURRENT ADDRESS (Give last address, if deceased) Route 4, Box 365, Vienna, Virginia 11. DATE OF BIRTH 1 September 1930 12. PLACE OF BIRTH (City, State, Country) Baden near Vienna, Austria 13. IF BORN OUTSIDE U.S.-DATE OF ENTRY 11 October 1955 14. PLACE OF ENTRY New York, N.Y. 15. CITIZENSHIP (Country) Austrian 16. DATE ACQUIRED January 1957 17. DATE ACQUIRED (City, State, Country) Vienna, Austria 18. OCCUPATION Housewife 19. PAST EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers) NA 20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) NA		
SECTION III CONTINUED TO PAGE 2		

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QUALIFICATIONS
DATE 10 JUN 1958

SECRET

(This Field Is)

SECTION III CONTINUED FROM PAGE I

II- DATES OF MILITARY SERVICE OF SPOUSE (From AND To) BY MONTH AND YEAR

NA

III- BRANCH OF SERVICE

NA

IV- COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED

V- DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN

NONE

• SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1- FULL NAME (Last-First-Middle) LONYAY, Ernst Leopold	2- RELATIONSHIP wife's father	3- AGE 59
4- ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Austria, Vienna (Linke Weinzeile 16, Vienna VI, Austria)		
5- CITIZENSHIP (Country) Austrian	6- FREQUENCY OF CONTACT wife's letter only - weekly	7- DATE OF LAST CONTACT July 1957
1- FULL NAME (Last-First-Middle) LONYAY, Charlotte	2- RELATIONSHIP wife's mother	3- AGE ?
4- ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Austria, Vienna		
5- CITIZENSHIP (Country) Austrian	6- FREQUENCY OF CONTACT wife's letter's - weekly	7- DATE OF LAST CONTACT July 1957
1- FULL NAME (Last-First-Middle) LONYAY, Ladisig (Lajos)	2- RELATIONSHIP wife's brother	3- AGE 19
4- ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Austria, Vienna		
5- CITIZENSHIP (Country) Austrian	6- FREQUENCY OF CONTACT infrequent letter contact	7- DATE OF LAST CONTACT July 1957
1- FULL NAME (Last-First-Middle) LONYAY, Alexander	2- RELATIONSHIP wife's brother	3- AGE 3
4- ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES Austria, Vienna		
5- CITIZENSHIP (Country) Austrian	6- FREQUENCY OF CONTACT None except through mother	7- DATE OF LAST CONTACT NA

• SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

There is also an uncle, an aunt, and a grandmother of my wife living respectively in Rome, Paris and Vienna. All have been reported on in the past.

• SECTION V FINANCIAL STATUS

1- ARE YOU ENTITLED TO BENEFITS ON YOUR SALARY? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
2- DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.
3- DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
4- IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.

NA

5- WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.

NA

SECTION V CONTINUED TO PAGE 3

SECRET

SECRET

(This Form Filled In)

SECTION X Confidential from Page 2

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (OR NOT AUTHOR COPIES UNLESS REQUESTED). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Book-Text book, scientific article, general interest article, press reports, short stories, etc.) and published

International Protection of National Minorities, 1950 (book written/as doctoral dissertation)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

None.

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

None.

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

None.

SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
July 1950-June 1951	GS-9	Advisory Council and FUM German and Austrian Branches
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
0		

6. DESCRIPTION OF DUTIES	desk case officer and undergoing training and Integration into State Dept.
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1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
July 1951 to September 1955	GS-12	FUM and EE Division, Austrian Station
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
4-5		Case Off cor and Chief, CE Austria

6. DESCRIPTION OF DUTIES	Handling of Agents against Soviet, Satellite and Austrian targets , organizing and supervising CE activity in Vienna; handling double agents; debriefing defectors from intelligence services; temporary work in audio and photographic support work.
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1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
November 55 to date	GS-13	Chief of Operations, Polish Branch
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	Chief, OS-Poland
about 20		EE/Polish Branch

6. DESCRIPTION OF DUTIES	Organization, planning and supervision of world-wide operational activity against the Polish target. Lecturing to CE course in TRO. Organized tutorial course for EE Division.
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1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	

6. DESCRIPTION OF DUTIES	
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1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	

6. DESCRIPTION OF DUTIES	
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(Use additional page if required)

SECRET

SECRET

CHURCHES

of whom Failed to join

34C11094 811

REFERENCES AND NOTES

- 1. NUMBER OF CHILDREN (including stepchildren and adopted children who are unmarried, under 18 years of age, and are not self-supporting.)**

2. PROVIDE THE EDUCATIONAL INFORMATION TO ALL CHILDREN AND PARENTS.

DATA CLASSIFIERS

SIGNATURE OF EMPLOYER

SECRET