14-00000
104-10222-10038
2025 RELEASE UNDER THE PRESIDENT JOHN F. KENNEDY ASSASSINATION RECORDS ACT OF 1992
diff-jfk: record 104-10222-10038 - Page 1 - (diff between 2025 and 2023)
Highlighted changes between 2025/104-10222-10038.pdf and 2023/104-10222-10038.pdf

MATERIAL REVIEWED AT CIA HEADQUARTERS BY
HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

SECRET

FILE TITLE/NUMBER/VOLUME: BAGLEY, Tennent H. "PETE"

INCLUSIVE DATES: 29 AUG 1949 - 21 June 1972

CUSTODIAL UNIT/LOCATION: Office of Personnel

ROOM: 5E13

DELETIONS, IF ANY:

DATE RECEIVED	DATE RETURNED	REVIEWED BY (PRINT NAME)	SIGNATURE OF REVIEWING OFFICIAL

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

BAGLEY, TENNENT H.

14-00000

SECRET
(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 14 JUNE 72

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: RETIREMENT - CIARS INVOLUNTARY + Conversion from FSR Status
4. EFFECTIVE DATE REQUESTED: MONTH 06 DAY 30 YEAR 72
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V; V TO CF; CF TO V; CF TO CF; XX
7. FINANCIAL ANALYSIS NO. CHARGEABLE: 2136-1187
8. LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643 Sec 235(a)
9. ORGANIZATIONAL DESIGNATIONS: DDP/EUR DIVISION / FOREIGN FIELD / BENELUX AREA / BRUSSELS STATION
10. LOCATION OF OFFICIAL STATION: BRUSSELS, BELGIUM
11. POSITION TITLE: CHIEF OF STATION (16)
12. POSITION NUMBER: 0296
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, I.B. etc.): GS
15. OCCUPATIONAL SERIES: 0136.05
16. GRADE AND STEP: 16 B6
17. SALARY OR RATE: ~~XXXXX 33634~~ $ 34623
18. REMARKS: 1 cc PAYROLL

18A. SIGNATURE OF REQUESTING OFFICIAL: WILLIAM C. COOLEY C/E/PERS — DATE SIGNED: 6/15/72
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED: 6/16

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 45
20. EMPLOY. CODE: 10
21. OFFICE CODING (NUMERIC / ALPHABETIC)
22. STATION CODE
23. INTEGREE CODE
24. HONORS CODE: 3
25. DATE OF BIRTH: MO. 11 DA. 11 YR. 25
26. DATE OF GRADE
27. DATE OF LEI
28. NTE EXPIRES
29. SPECIAL REFERENCE
30. RETIREMENT DATA: 1—CSC 2—OTHER 3—FICA 4—NONE; CODE: 0,60,00,0,0.
31. SEPARATION DATA CODE
32. CORRECTION CANCELLATION DATA: TYPE
EOD DATA
33. SECURITY REQ. NO.
34. SEX
35. VET PREFERENCE: CODE 0—NONE 1—5 PT. 2—10 PT.
36. SERV COMP DATE
37. LONG COMP. DATE
38. CAREER CATEGORY: TAR/DISP PROV/TEMP.; CODE
39. REGT/HEALTH INSURANCE: CODE; 0—WAIVER 1—REG 2—REG/OPT 3—INELIGIBLE; HEALTH INS. CODE
40. SOCIAL SECURITY NO
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE: CODE 0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS)
42. LEAVE CAT. CODE
43. FEDERAL TAX DATA: FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS
44. STATE TAX DATA: FORM EXECUTED 1—YES 2—NO; CODE; NO TAX EXEMP.; STATE CODE
45. POSITION CONTROL CERTIFICATION: 6 JUN 1972
46. C/P APPROVAL: Harry B. Fisher — DATE APPROVED: 28 June 72

FORM 9-70 1152 USE PRE-PRINTED EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

14-00000

Executive Registry
72-3646

28 JUN 1972

Mr. Tennent H. Bagley
2721 Glenwick Place
LaJolla, California 92037

Dear Pete:

As you reach the end of your active career of Government service, I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting pride to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincerely,

/s/ Richard Helms

Richard Helms
Director

Distribution:
0 - Addressee
1 - DDCI
1 - ER
1 - D/Pers
1 - OPF
1 - ROB Soft File
1 - ROB Reader

Originator: /s/Harry E. Fisher
26 JUN 1972
Director of Personnel

OP/RAD/ROB/PJSeidel:jat/3257 (21 June 1972)

14-00000

30 June 1972

MEMORANDUM FOR THE RECORD

SUBJECT : Retirement - Tennent H. Bagley

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Ronald Gage
Ronald Gage
Chief
Retirement Affairs Division

14-00000

SECRET

DCI 72-2155

12 MAY 1972

MEMORANDUM FOR : Tennent H. Bagley

SUBJECT : Involuntary Retirement Under the CIA Retirement and Disability System

1. This will confirm a previous discussion with you concerning the problem of a surplus in your career service of on-duty strength in relation to new reduced ceiling and the consequent need to effect a reduction in personnel. At that time you indicated your willingness to assist your career service in reaching its reduced personnel ceiling by accepting involuntary retirement.

2. Accordingly, and in order to establish the necessary conditions for involuntary retirement under CIARDS, I have determined that you are surplus to the needs of your career service and will recommend your retirement to the Director, effective 30 June 1972.

3. I urge you to contact the Retirement Affairs Division, Office of Personnel, where every effort will be made to provide whatever information and assistance you may need in preparing for your proposed retirement.

Cord Meyer (for)
Thomas H. Karamessines
Deputy Director for Plans

NOTED: 19 June 1972

Tennent H. Bagley
Employee Signature

SECRET

CONFIDENTIAL

Executive Registry
72-3506

CIA RETIREMENT AND DISABILITY SYSTEM
Request for Retirement

I. Name of Applicant : Tennent H. Bagley DOB : 11 November 1925
Grade : GS-16 Position : Chief of Station, Brussels
Office/Division : European Division
Career Service : Clandestine Service

II. Date Requested for Retirement : 30 June 1972 (Involuntary)
Age at that Date : 46
Years of Creditable Service : 25
Years of Agency Service : 21
Years of Qualifying Service : 13

III. Applicant's Career Service
Recommends : X Approval ___ Disapproval
Reasons for recommending disapproval _____

IV. Retirement Board
Recommends : X Approval ___ Disapproval
Reasons for recommending disapproval _____

V. Director of Personnel
Recommends : X Approval ___ Disapproval
Reasons for recommending disapproval _____

/s/Harry B. Fisher — 30 JUN 1972
Director of Personnel — Date

VI. Action by Director of Central Intelligence :
✓ Approved ___ Disapproved

Director of Central Intelligence — Date

CONFIDENTIAL

diff-jfk: record 104-10222-10038 - Page 7 - (diff between 2025 and 2023)
Highlighted changes between 2025/104-10222-10038.pdf and 2023/104-10222-10038.pdf

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.

/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
Secretary, Clandestine Service
Career Service Bd

Not Promoted by CSCS Board Sep 70

EYES ONLY

SECRET

14-00000

SECRET
(If Not Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 10 AUG 67

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE REQUESTED: MONTH 08 DAY 27 YEAR 67
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V / V TO CF / CF TO V / XX / CF TO CF
7. FINANCIAL ANALYSIS NO CHARGEABLE: 8136 1187
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP/EUR / FOREIGN FIELD / NORTHERN REGION / BRUSSELS STATION
10. LOCATION OF OFFICIAL STATION: BRUSSELS, BELGIUM
11. POSITION TITLE: ATTACHE / CHIEF OF STATION
12. POSITION NUMBER: 0296
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR / GS
15. OCCUPATIONAL SERIES: 0136.05
16. GRADE AND STEP: 03 2 / 16 3
17. SALARY OR RATE: 16,391 / $ 21,415
18. REMARKS:

FROM DDP/SB #0002

SB CONCURS PER E.C. Johnson (phone 8-10-67)

X Wash, D.C.

DCI Approval 27 Jan 67

18A. SIGNATURE OF REQUESTING OFFICIAL: WILFORD C. TAYLOR, C/E/PERS — DATE SIGNED: 8/14/67

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [illegible] — DATE SIGNED: 8/16/67

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. [illegible] CODE	24. HOURS CODE	25. DATE OF BIRTH (MO. DA. YR.)	26. DATE OF GRADE (MO. DA. YR.)	27. DATE OF LEI (MO. DA. YR.)
37	10	44550 / EUR	C6543	5	3	11 11 25		

28. NTE EXPIRES (MO. DA. YR.)	29. SPECIAL PREFERENCE	30. RETIREMENT DATA (1-CSR 3-FICA 5-NONE) / CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA: TYPE / MO. DA. YR.	EOD DATA	33. SECURITY REQ NO	34. SEX

35. VET PREFERENCE: CODE / 0-NONE 1-5 PT 2-10 PT	36. SERV COMP DATE (MO. DA. YR.)	37. LONG. COMP. DATE (MO. DA. YR.)	38. CAREER CATEGORY: CAR TRAN FROM TRANS / CODE	39. RETIREMENT/HEALTH INSURANCE: CODE / 0-WAIVER 1-YES / HEALTH INS CODE	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE: CODE / 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA: FORM EXECUTED (1-YES 2-NO) / CODE / NO. TAX EXEMPTIONS	44. STATE TAX DATA: FORM EXECUTED (1-YES 2-NO) / CODE / NO TAX EXEMP / STATE CODE

45. POSITION CONTROL CERTIFICATION: Form SB: 8-18-67 — 46. O P APPROVAL: Arw / B.H. Bond — DATE APPROVED: 11/67

FORM 2-60 1152 USE PREVIOUS EDITION

P SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

14-00000

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE
BAGLEY, Tennent H.	Nov. 11 1925	GS-16
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)	**5. PRESENT POSITION**	**6. EMPLOYEE EXTENSION**
DDP/SB	DC/SB	7438
7. PROPOSED STATION	**8. PROPOSED POSITION (Title, Number, Grade)**	
Brussels	COS 0296	
9. TYPE OF COVER AT NEW STATION	**10. ESTIMATED DATE OF DEPARTURE**	**11. NO. OF DEPENDENTS TO ACCOMPANY**
Integree	25 Aug 67	four

12. COMMENTS

89's attached to OMS copies 259 a forwarded direct. Subject on TDY standby until November 1967. Request evaluation for above PCS.

13. DATE OF REQUEST	14. SIGNATURE OF REQUESTING OFFICIAL	15. ROOM NUMBER AND BUILDING	16. EXTENSION
28 July 1967	Marge Grostephan	4B-01 Hqs.	6913

17. OFFICE OF MEDICAL SERVICES DISPOSITION

18. OFFICE OF SECURITY DISPOSITION

19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

QUALIFIED FOR PROJECTED ASSIGNMENT OVERSEAS

7 Aug 67

Chairman, Overseas Candidate Review Panel

REQUEST FOR PCS OVERSEAS EVALUATION

FORM 259a USE PREVIOUS EDITIONS

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

SECRET

CD/P

19 JAN 1967

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Deputy Director for Plans

SUBJECT : Appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium

1. The appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium, effective on or about 15 June 1967, is recommended. Mr. Bagley would replace Mr. William D. O'Ryan.

2. Mr. Bagley has been an employee of the Agency since July 1950, and is presently assigned as an Operations Officer, Deputy Chief, Soviet Bloc Division, GS-16. A biographic profile, including information regarding his Agency experience and training, is attached.

Rolfe Kingsley
Chief
European Division

1 Attachment
Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans — Date 25 Jan 67

The recommendation in paragraph 1 is APPROVED:

Director of Central Intelligence — Date 27 JAN 1967

SECRET

GROUP 1
Excluded from auto downgrading and declassification

14-00000

SECRET

3 October 1966

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

SUBJECT: Mr. Tennent H. Bagley
Promotion to GS-17

1. Mr. Bagley was promoted to GS-16 on 6 June 1965. At that time he was Chief, CI Group, SR Division. On 1 September 1965 he was appointed Deputy Division Chief, SR Division. As his fitness reports attest, his performance in that position was outstanding and when in May 1966 the Soviet Bloc Division was created he was named Deputy Division Chief of the new Division.

2. There is little that need be added to previous fitness reports in my evaluation of Mr. Bagley's current performance. It continues to be that of a dedicated and gifted officer whose energies and extensive substantive knowledge make a vital contribution to one of the top priority programs of the Clandestine Services. Much more important, in considering Mr. Bagley for promotion to the next level of the supergrades, is his potential for additional growth and responsibility. He would be capable now of taking charge of a field station, particularly one with special opportunities for work against the Soviet Bloc and the Chinese targets. With time (he is forty-one) he will be capable of assuming the senior position in any division or staff in the CS. He is clearly one of the outstanding officers in our service.

David E. Murphy
Chief, Soviet Bloc Division

Not Approved by
JSCS Board

SECRET

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 27 December 1966

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE REQUESTED: MONTH 12 DAY | YEAR 66
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: ✓ 10 ✓ | ✓ 10 ✓ | ✓ 10 ✓ | XXX | ✓ 10 ✓
7. FINANCIAL ANALYSIS NO CHARGEABLE: 7134 0573 0000
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP SB DIVISION OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.
11. POSITION TITLE: POL OFFICER 2ND SEC OPS OFFICER - D DIV CH (SG)
12. POSITION NUMBER: 0002
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SUMMARY (GS, W.B., etc.): FSS GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 01 1 / 16 2
17. SALARY OR RATE: 15,841 / $ 20,745
18. REMARKS:

18A. SIGNATURE OF PERSONNEL OFFICIAL: E.C. JOHNSON, C/SB/PERS — DATE SIGNED: 12/27/66

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED:

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 SERVICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTERFUND CODE	24 HOURS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEO MO DA YR
37	10	1 2 4 0 5 6 / 5 C 1 3			1	11 11 25		

28 NTE EXPIRES MO DA YR	29 SPECIAL ASSIGNMENT	30 RETIREMENT DATA (1-CSC 2-FICA 3-NONE)	CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE	MO DA YR	EOD DATA	33 SECURITY 912 BI	34 SEX

35 VET PREFERENCE CODE (1-5 PT, 2-10 PT)	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY (TAX DATA FROM TEMP)	CODE	39 FEGLI HEALTH INSURANCE CODE	(0-WAIVER 1-YES)	HEALTH INS CODE	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (1-MIL PREVIOUS SERVICE; 2-NO PREVIOUS SERVICE; 3-PREVIOUS SERVICE LESS THAN 3 YEARS; 4-PREVIOUS SERVICE MORE THAN 3 YEARS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA: FORM EXECUTED (1-YES 2-NO)	CODE	NO. TAX EXEMPTIONS	44 STATE TAX DATA: FORM EXECUTED (1-YES 2-NO)	CODE	NO TAX EXEMP	STATE CODE

45. POSITION SCHEDULE CERTIFICATION: 12-27-66 US

46. OPM APPROVAL: [signature] — DATE APPROVED: 30 DEC 1966

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

(4)

14-00000

D 48

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 15 June 1966

1 SERIAL NUMBER: 056043

2 NAME (Last-First-Middle): BAGLEY, TENNENT H.

3 NATURE OF PERSONNEL ACTION: DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM

4 EFFECTIVE DATE REQUESTED: MONTH 07 | DAY 03 | YEAR 66

5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: V TO V | V TO CF | CF TO V | X CF TO CF

7 COST CENTER NO CHARGEABLE: 6134-0573

8 LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643 Sect. 203

9. ORGANIZATIONAL DESIGNATIONS: DDP/SR

10. LOCATION OF OFFICIAL STATION: WASHINGTON, D. C.

11 POSITION TITLE:

12 POSITION NUMBER:

13 CAREER SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, I H, etc.):

15 OCCUPATIONAL SERIES:

16 GRADE AND STEP: 16

17 SALARY OR RATE: 3

18. REMARKS

EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.

18A SIGNATURE OF REQUESTING OFFICIAL: | DATE SIGNED:

18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: | DATE SIGNED:

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING (NUMERIC / ALPHABETIC) | 22 STATION CODE | 23 INTERCEPT CODE | 24 MONITOR CODE | 25 DATE OF BIRTH (MO. DA. YR) | 26 DATE OF GRADE (MO. DA. YR) | 27 DATE OF LEO (MO. DA. YR)

28 NTE DATES (MO. DA. YR) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1—CSR, 3—FICA, 5—NONE) CODE 2 | 31 SEPARATION DATA CODE | 32 CORRECTION CANCELLATION DATA (TYPE, MO. DA. YR) | ECD DATA | 33 SECURITY CLR NO. | 34 SSN

35 VET PREFERENCE (CODE, 0—NONE, 1—5 PT, 2—10 PT) | 36 SERV. COMP DATE (MO. DA. YR) | 37 LONG COMP DATE (MO. DA. YR) | 38 CAREER CATEGORY (CAR RESV PROG ITEM, CODE) | 39 FEGLI/HEALTH INSURANCE (CODE, 0—NONE, 1—YES) | HEALTH INS CODE | 40 NATIONAL SECURITY 43

41 PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMPTIONS, STATE CODE)

45 POSITION CONTROL CERTIFICATION: 4/2/66

46 O P APPROVAL: See memo signed by Director dated 17 June 1966 | DATE APPROVED

FORM 6-63 1152 USE PREVIOUS EDITION

OPA 2 1-66

SECRET

Three

14-00000

DD/P 6-1089

16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT : Appointment of a Clandestine Services Career Trainee Selection Board

1. A Clandestine Services Career Trainee Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

Robert Anderson	-	Member
Tennant Bagley	-	Member
Bruce Cheever	-	Chairman
Lewis Lapham	-	Member
Edward Ryan	-	Member

2. The Board will review all files and assessments of CTs who have finished the Operational Familiarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will preclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.

3. In interviewing the CT candidate The Board will:

a. Attempt to determine the CT's motivation and suitability for service in the CS.

b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.

c. Review the CT's assessment by the A & E Staff.

d. Attempt to determine the following:

(1) The CT's willingness to serve overseas as directed by the CS.

(2) The mobility and suitability of the CT's family, if any, ~~for~~ overseas service.

(3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.

(4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.

(5) Such other items as The Board may consider relevant in the interview of specific candidates.

e. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.

4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.

5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.

6. CSPS will provide administrative support to The Board, and will ensure that CT's now attached to the Staffs and Divisions are present for the interview and

that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

Desmond FitzGerald
Deputy Director for Plans

Distribution:
2 - each Staff & Division Chief
1 - each DDP Training Officer
1 - each DDP Senior Training Officer
1 - DC/FI (Mr. Anderson)
1 - DC/SR (Mr. Bagley)
1 - C/SOD (Mr. Cheever)
1 - DC/CA (Mr. Lapham)
1 - DC/WE (Mr. Ryan)
5 - C/CSPS (for file)
1 - Director of Training
1 - Deputy Director of Training
1 - Chief, Career Trainee Program
1 - COS/Isolation

14-00000

S E C R E T
(When Filled In)

14 July 1966

MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Head of CS Career Service

SUBJECT : Notification of Designation as a Participant in the CIA Retirement and Disability System

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 3 July 1966.

Emmett D. Echols
Director of Personnel

S E C R E T

GROUP 1
E[illegible]ded from automatic
downgrading and declassification

SECRET
(when filled in)

REQUEST FOR PERSONNACTION

DATE PREPARED: 1 SEPTEMBER 1965

1. SERIAL NUMBER: 056043
2. NAME (Last–First–Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE REQUESTED: MONTH 09 DAY YEAR
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V / V TO CF / CF TO V / XX CF TO CF
7. COST CENTER NO CHARGEABLE: 6134-0373
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP SR DIVISION OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.
11. POSITION TITLE: POL OFFICER 2nd SEC OPS OFFICER -D DIV CH
12. POSITION NUMBER: 0002
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR / GS
15. OCCUPATIONAL SERI: 0136.01
16. GRADE AND STEP: 04 2 / 16 1
17. SALARY OR RATE: 12,495 / $18,935

18. REMARKS

REPLACING MR. SIDNEY A. STEIN who is transferring to WE/Ottawa.

FROM: SR, COUNTERINTELLIGENCE GROUP
OFFICE OF THE CHIEF POSITION NO. 0985

Received [illegible]

18A. SIGNATURE OF REQUESTING OFFICIAL: E C JOHNSON C/SR/PERS — DATE SIGNED: 9/1/65
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL: [illegible] — DATE SIGNED: 9/2/65

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING (NUMERIC / ALPHABETIC) | 22 STATION CODE | 23 INTERIM CODE | 24 NOQTRS CODE 1 | 25 DATE OF WGI 11 1 25 | 26 DATE OF GRADE | 27 DATE OF LEI

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1–CSC 3–FICA 5–NONE) CODE | 31 SEPARATION DAM CODE | 32 CORRECTION/CANCELLATION DATA TYPE | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE CODE (0–NONE 1–5 PT 2–10 PT) | 36 SERV. COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY (CAR FOR PROV TEMP) | 39 FEGLI HEALTH INSURANCE (CODE / 0–WAIVER 1–YES) HEALTH INS CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA (0–NO PREVIOUS SERVICE 1–NO BREAK IN SERVICE 2–BREAK IN SERVICE (LESS THAN 3 YEARS) 3–BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1–YES 2–NO / CODE / NO TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1–YES 2–NO / CODE / NO TAX EXEMP / STATE CODE)

45 POSITION CONTROL CERTIFICATION: [illegible] 9/8/65

46 O.P. APPROVAL: Bishop for [illegible] — DATE APPROVED: 7 Sept

FORM 1152 6-63 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 16 March 1965

1 SERIAL NUMBER: 056043

2 NAME (Last-First-Middle): BAGLEY, Tennent H.

3 NATURE OF PERSONNEL ACTION: PROMOTION

4 EFFECTIVE DATE REQUESTED: MONTH 6 DAY 6 YEAR 65

5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: V TO V | V TO CP | CP TO V | X | CP TO CP

7 COST CENTER NO CHARGEABLE: 5134-0573-6000

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS:
DDP SR DIVISION
~~SR-CI-CR~~ COUNTERINTELLIGENCE GROUP
OFFICE OF THE CHIEF

10 LOCATION OF OFFICIAL STATION: WASH., D.C.

11 POSITION TITLE: Pol Officer and Sec
OPS OFFICER ~~DR~~ CH

12 POSITION NUMBER: 0905

13 CAREER SERVICE DESIGNATION: D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR GS

15 OCCUPATIONAL SERIES: 0136.01

16 GRADE AND STEP: 04 2 / 16 1

17 SALARY OR RATE: 15 495 / $18,935

18 REMARKS:
cc: Payroll

18A SIGNATURE OF REQUESTING OFFICIAL

DATE SIGNED

18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: Robert W. Sheary, Sec CSCS Bd.

DATE SIGNED: 17 Mar 1965

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE	25 DATE OF BIRTH (MO. DA. YR.)	26 DATE OF GRADE (MO. DA. YR.)	27 DATE OF LEI (MO. DA. YR.)
					1	11 11 25		

28 NTE EXPIRES (MO. DA. YR.)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1-CSC 3-FICA 5-NONE)	CODE	31 SEPARATION DATA CODE	32 CORRECTION-CANCELLATION DATA (TYPE / MO. DA. YR.)	EOD DATA	33 SECURITY REQ NO	34 SEX

35 VET. PREFERENCE (CODE: 0-NONE 1-5 PT 2-10 PT)	36 SERV COMP DATE (MO. DA. YR.)	37 LONG COMP. DATE (MO. DA. YR.)	38 CAREER CATEGORY	39 REGIS/HEALTH INSURANCE (CODE / CODE: 0-NEITHER 1-YES / HEALTH INS CODE)	40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO / CODE / NO. TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1-YES 2-NO / CODE / NO. TAX EXEMP. / STATE CODE)

45 POSITION CONTROL CERTIFICATION

46 OK FOR APPROVAL: [signature]

DATE APPROVED: 1 Jun 65

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14

SECRET
EYES 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
EYES ONLY

SR/CI to absorb this workload stems not only from Mr. Bagley's capacity for professional guidance but his effectiveness in leading and inspiring those under him.

3. Mr. Bagley's record to date reveals a high degree of specialization in counterespionage yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of Soviet operations have been invaluable particularly in the way in which he has suggested new techniques for attacking the Soviet target abroad.

4. I consider Mr. Bagley an outstanding officer to whom the Clandestine Services will turn for the exercise of still greater responsibilities in the future. He is fully qualified for promotion to GS-16. I urge that he be promoted now in recognition of the work he has done so far and the potential he possesses for a productive career at the top level of Clandestine Services officers.

David E. Murphy
Chief, SR Division

SECRET
EYES ONLY

SECRET
(When Filled In)

NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT	CLAIM NUMBER
Bailey, James N	[redacted] wife	63-n.6

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 [illegible].

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 AUTHORIZED REPRESENTATIVE
27 MAR 1963	B. DeFelice

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

Form 1076 (Previous Edition)

SECRET

SECRET

NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
Bagley, Tommunt 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

FORM 10-58 1076 USE PREVIOUS EDITION.

SECRET

10-21-58

SECRET
(When Filled In)

NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
Jenaks, David	Sarah - daughter	63-119

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 ~~8 January 1963~~. Tonsillectomy.

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 BSD REPRESENTATIVE
13 February 1963	

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

FORM 10-59 1076 USE PREVIOUS EDITION. SECRET (4-21-55)

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

SECRET
(When Filled-In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 5 October 1962

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, TENNENT H.
3. NATURE OF PERSONNEL ACTION: Reassignment
4. EFFECTIVE DATE REQUESTED: MONTH 10 DAY 1 YEAR 62
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: V TO V / V TO CP / CP TO V / X CP TO CP
7. COST CENTER NO. CHARGEABLE: 3134 1000 1000
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATION: DDP/SR, Chief, Operations and Plans, Counterintelligence Branch, Office of the Chief
10. LOCATION OF OFFICIAL STATION: Washington, D. C.
11. POSITION TITLE: Pol Officer 2nd Sec, Ops Officer (Br Ch)
12. POSITION NUMBER: 578
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR / GS 15
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: GS 15 / 0 / 1
17. SALARY OR RATE: $ ~~9055~~ 9620 / ~~13730~~ 14,565
18. REMARKS: From DDP/EE/Switzerland Sta/slot 1586.

Copy to Office of Security.

Due to report to SR Sta 10/22/62.

Recorded by CSPD

Concur Richard J. Walsh
Ex Pers

18A. SIGNATURE OF REQUESTING OFFICIAL: ANDREW L. BUSBY, C/SR/PERSONNEL — DATE SIGNED:
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: — DATE SIGNED: 29 Oct 62

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 37
20. EMPLOY. CODE: 10
21. OFFICE CODE: NUMERIC 10 / ALPHABETIC SR
22. STATION CODE: 75013
23. INTERFACE CODE:
24. NOTICE CODE: 1
25. DATE OF BIRTH: 11 11 25
26. DATE OF GRADE:
27. DATE OF LEO:
28. DATE EXPIRES:
29. SPECIAL REFERENCE:
30. RETIREMENT DATA: 1 - CSC, 3 - FICA, 5 - NONE
31. SEPARATION DATA CODE:
32. CORRECTION/CANCELLATION DATA: TYPE
EOD DATA
33. SECURITY REQ. NO.
34. SEX:
35. VET. PREFERENCE: CODE 0 - NONE, 1 - 5 PT., 2 - 10 PT.
36. SERV. COMP. DATE:
37. LONG. COMP. DATE:
38. CAREER CATEGORY: CAR/RESV PROV/TEMP.
39. FEGLI / HEALTH INSURANCE: 0 - WAIVER, 1 - YES
HEALTH INS. CODE
40. SOCIAL SECURITY NO.
41. PREVIOUS GOVERNMENT SERVICE DATA: CODE 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS)
LEAVE CAT. CODE
42. FEDERAL TAX DATA: FORM EXECUTED 1 - YES, 2 - NO; CODE; NO. TAX EXEMPTIONS
43. STATE TAX DATA: FORM EXECUTED 1 - YES, 2 - NO; CODE; NO. TAX EXEMP.; STATE CODE
45. POSITION CONTROL CERTIFICATION: MPO 10-31-62
46. O.P. APPROVAL: Mcdiarmid
DATE APPROVED: 29 Oct 62

FORM 1-62 1152 OBSOLETE PREVIOUS EDITION AND FORM 1152a.

SECRET

(4)

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 13 SEPTEMBER 1962

1. SERIAL NUMBER: 056043
2. NAME (Last-First-Middle): BAGLEY, Tennent H.
3. NATURE OF PERSONNEL ACTION: Promotion
4. EFFECTIVE DATE REQUESTED: MONTH 09 DAY 16 YEAR 62
5. CATEGORY OF EMPLOYMENT: Regular
6. FUNDS: V TO V [ ] V TO CF [ ] CF TO V [ ] CF TO CF [X]
7. COST CENTER NO. CHARGEABLE: 3139 5600 1065
8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS:
DDP/EE
Switzerland Station
Office of the Chief
10. LOCATION OF OFFICIAL STATION: Bern, Switzerland
11. POSITION TITLE: Pol Officer (2nd Secty) OPS Officer (D)
12. POSITION NUMBER: 1586
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR GS (16)
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 05 C 15 1
17. SALARY OR RATE: $ 9055 13730
18. REMARKS:
PRA - 20-21 - C (1) in order to complete a tour
year tour of duty

Recorded by CSPD

18A. SIGNATURE OF REQUESTING OFFICIAL: Margaret E. McKenney, C/PE/PERS — DATE SIGNED: 9-13-62
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER — DATE SIGNED: 9/14/62

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE: 22
20. EMPL. CLASS. CODE: 1C
21. OFFICE CODING: NUMERIC 54600 ALPHABETIC EE
22. STATION CODE: 69007
23. INTEROFF. CODE:
24. HOURS CODE: 3
25. DATE EFF. GRADE: MO. 11 DA. 11 YR. 25
26. DATE OF LEG.
27. DATE OF LEG.
28. DATE EXPIRES
29. SPECIAL REFERENCE: 80
30. RETIREMENT DATA: 1 = CSC 3 = FICA 5 = NONE
31. SEPARATION DATA CODE
32. CORRECTION/CHANGE
EOD DATA
33. SECURITY REQ. NO.
34. SEX
35. RET. PREFERENCE
36. SERV. COMP. DATE
37. LONG. COMP. DATE
38. CAREER CATEGORY
39. CAR/RESV PROV/TEMP
40. HEALTH INSURANCE
41. SOCIAL SECURITY NO.
42. PREVIOUS GOVERNMENT SERVICE DATA: 0 = NO PREVIOUS SERVICE 1 = NO BREAK IN SERVICE 2 = BREAK IN SERVICE (LESS THAN 3 YRS) 3 = BREAK IN SERVICE (MORE THAN 3 YRS)
43. LEAVE CAT. CODE: 11 15
44. FEDERAL TAX DATA: FORM EXECUTED 1 = YES 2 = NO
45. STATE TAX DATA: FORM EXECUTED 1 = YES 2 = NO
45. POSITION CONTROL CERTIFICATION
46. O.P. APPROVAL — DATE APPROVED: 9/14/62

FORM 1152 6-62 OBSOLETE PREVIOUS EDITIONS AND FORM 1152A.

SECRET

(6)

28 FEB 1961

SECRET

MEMORANDUM FOR: Director of Personnel

SUBJECT : BAGLEY, Tennent H.
Foreign Service Cover Promotion

According to information received from the Department of State, Subject has been promoted from FSR-6, $8,655, to FSR-5, $8,755, effective 5 February 1961.

Joseph M. Adams
JOSEPH M. ADAMS
Chief,
~~Official Cover & Liaison, CCS~~
Official Cover Branch, CCS

cc: Compensation & Tax Accounts Branch
~~PSD Files, Curtis Falk~~

SECRET

VIA: _____ (SPECIFY AIR OR SEA PEARIER)

L ATCH NO. EAVA-7068

SECRET
CLASSIFICATION

TO : Chief, KE
Attn: Kenneth K. Wilbanks

DATE: 12 May 1954

FROM : Chief of Mission, Austria

KAPOK

SUBJECT: GENERAL— Administrative

TRANSMITTAL OF DOCUMENTS

SPECIFIC— Recommendation for Promotion - [redacted]

1. Subject joined KUBARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB 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 crosser, 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 VOB. 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

FORM NO. 51-28A

14-00000

4. A mature appearance, an especially mature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended unanimously that he be promoted to GS-12 at a recent meeting of the Promotion Board.

Horton A. Woolley

John H. Paley

John H. Paley

Distribution
3 - EE
1 - OCM
1 - Admin
1 - File

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth Mo.	Da.	Yr.	4. Vet. Pref. None-0 5-Pt-1 10-Pt-2	Code	5. Sex	6. CS-EOD Mo.	Da.	Yr.
556043	BAGLEY TENNENT H	11	11	25		1	M 1	07	24	50

7. SCD Mo.	Da.	Yr.	8. CSC Reinst. Yes-1 No-2	Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. Mo.	Da.	Yr.	11. FEGLI Yes-1 No-2	Code	12. LCD Mo.	Da.	Yr.	13. [illegible] Yes-1 No-2	Code
04	08	57		1	50 USCA 403						07	24	50		2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DOP EE SWITZERLAND STATION OFFICE OF THE CHIEF	5288	BERN, SWITZERLAND	69007

16. Dept. - Field Dept - USfld - Frgn	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
	5	POL OFF 2ND SECTY AREA OPS OFF	1585 D	FSR GS	0136.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade Mo. Da. Yr.	25. PSI Due Mo. Da. Yr.	26. Appropriation Number
06 13 ~~#2~~	$ 7100 ~~8990~~ 9205	D1	11 04 56	05 04 58	8 3160 55 065

ACTION

27. Nature Of Action	Code	28. T.H. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	6 1 58	REGULAR	0	OPM

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
	5288		

33. Dept. - Field Dept - USfld - Frgn	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade Mo. Da. Yr.	42. PSI Due Mo. Da. Yr.	43. Appropriation Number
14 1	$ 10,320		6 1 58	1 31 59	

SOURCE OF REQUEST

A. Requested By (Name And Title)
C/EE/PER

B. For Additional Information Call (Name & Telephone Ext.)
L. Palmer x388

C. Request Approved By (Signature And Title)

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	Ronald Gage	JUN 1958	D. Placement		
B. Pos. Control			E.		
C. Classification			F. Approved By		13 1958

Remarks

FORM NO. 1152
1 MAR 57

(4)

Classify According To Content.

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Pref.	5. Sex	6. CS - EOD
	BAGLEY, Tennant H.	Mo 11 Da 11 Yr 25	None-0 Code /	M	Mo Da Yr

7. SCD	8. CSC Retire	9. CSC Or Other Legal Authority	10. Appt. Affidav.	11. FEGLI	12. LCD	13. Prev. LCD
Mo Da Yr	Yes - 1 No - 2 Code		Mo Da Yr	Yes - 1 No - 2 Code	Mo Da Yr	Yes - 1 No - 2 Code

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDP/EE Switzerland Station Office of the Chief		Bern, Switzerland	

16. Dept.-Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
Dept - Uniffd - Fmg - X Code	Area Ops. Officer	1585	GS	0136.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
13 - 1	$8990	01	Mo Da Yr	Mo Da Yr	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	58	Mo 2 Da 21 Yr 58	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
	5288	Bern, Switzerland	69067

33. Dept.-Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
Dept - Uniffd - Fmg - X Code 5	(Political Officer, 2nd Sector (Iran))	1585	(FSR)	0136.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
6 -	($7100)	01	Mo 11 Da 04 Yr 56	Mo 05 Da 04 Yr 58	8-3160-55-065

SOURCE OF REQUEST

A. Requested By (Name And Title)	C. Request Approved By (Signature And Title)
FI/OPS/CCD/OCL	B. Eggleston Cover Officer
B. For Additional Information Call (Name & Telephone Ext.) B. Eggleston x8104	

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement		
B. Pos. Control		3/6/58	E.		
C. Classification			F. Approved By		

Remarks

Standard Remarks

Also signed

11:11 AM

W. E. Witfelt

FORM 1152a
3-57

14-00000

Form DS-1027
Department of State
Bureau of the Budget
Bloc Text

DEPARTMENT OF STATE
WASHINGTON 25, D. C.

NOTIFICATION OF PERSONNEL ACTION

SERVICE: X FS ☐ DFTL

1. NAME (Mr. Mrs. Miss first given name, initial and surname)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Tennant H. Dagley	11-11-25	PSA 1	2-13-58

This is a notification of the following action affecting your employment:

5. NATURE OF ACTION (Use standard terminology)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Limited Appointment	2/21/58	Section 522.1 PL 724 79th As Amended

FROM: | TO:

	8. POSITION TITLE (Diplomatic or Consular Title)	Political Officer
	9. SCHEDULE, SERIES NO., GRADE, SALARY	FSR-6 $7100
	10. ORGANIZATIONAL DESIGNATIONS: Post	Bern
	11. HEADQUARTERS	
☐ FIELD ☐ DEPARTMENTAL ☐ Regular ☐ Resident ☐ Non-US	12. DS CATEGORY (FS Category)	☐ FIELD ☐ DEPARTMENTAL ☒ Regular ☐ Resident ☐ Non-US

13. VETERAN'S PREFERENCE: NONE	5 PT	10 POINT Disab	10 POINT Other	14. POSITION CLASSIFICATION ACTION: NEW	VICE	C.X.	REAL	
	X			X				1-1011-093

15. SEX	16. APPROPRIATION FROM / TO	17. RETIREMENT COV.	18. DATE OF APPOINTMENT AFFIDAVITS (Appointees Only)	19. LEGAL RESIDENCE
M	8A-8012	X CSRS ☐ FS ☐ FICA ☐ NONE	2/21/58	☐ CLAIMED ☐ PROVED STATE Calif.

20. This action is subject to all applicable laws, rules and regulations and may be subject to investigation and approval by the United States Civil Service Commission or the Department.

Execute SF-61a.

Marital Status - Married - One

Reserve Status - U.S.M.C.R., 5th Marine Corps Reserve District, Serial No. 047506

Re Reserve Status - Resigned effective 10/31/57

ENTRANCE PERFORMANCE RATING

21. SIGNATURE OR OTHER AUTHENTICATION

EMPLOYEE COPY

S-O-J 1957-490155

SEC

Classify According To Content.

REQUEST FOR PERSONNEL ACTION

VOUCHERED to UNVOUCHERED 18 October 1957

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth Mo	Da	Yr	4. Vet. Pref. None-0 5 Pt-1 10 Pt-2	Code	5. Sex	6. ES - EOD Mo	Da	Yr
	BAGLEY, TENNENT H.	11	11	25		1	M			

7. SCD Mo	Da	Yr	8. CSC Retm Yes - 1 No - 2	Code	9. CSC Or Other Legal Authority	10. Appm Affidav Mo	Da	Yr	11. FEGLI Yes - 1 No - 2	Code	12. LCD Mo	Da	Yr	13. Ret. Cont. FED Yes - 1 No - 2	Code
				/						/					

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDP/EE Poland Branch FI Operations Section		Washington, D.C.	

16. Dept. - Field Dept - XX Usild Fran -	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
		I.O. (FI)	118	GS	0136.51

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade Mo Da Yr	25. PSI Due Mo Da Yr	26. Appropriation Number
13 1	$ 8990.00	DI			8-3100-20

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo Da Yr	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT * V to UV		12 15 57	REGULAR		

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDP/EE Switzerland Station Office of the Chief	5217	Bern, Switzerland	69007

33. Dept. - Field Dept - Usild Fran - XX	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
		Area Ops Off.	1585 * 14 12	GS	0136.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade Mo Da Yr	42. PSI Due Mo Da Yr	43. Appropriation Number
22	$		11 04 56	05 04 58	8-3160-55-065

SOURCE OF REQUEST

A. Requested By (Name And Title)
C/EE/PER

B. For Additional Information Call (Name & Telephone Ext.)
E. MacLure, 3884

C. Request Approved By (Signature And Title)

Approved by CS Career Service Board
8 NOV 1957

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement		
B. Pos. Control		12 1957	E.		
C. Classification			F. Approved By	Robert W. Shoay	

Remarks # Transfer from VOUCHERED to UNVOUCHERED. W-4 & D-1-2 Forms attached.
Two copies of action sent to Security.
* New established position.
See Conc by Knott 10/28/57

FORM 1152a 8-57

SECRET

14-00000

S-E-C-R-E-T

TO: Registrar, Office of Training

I certify that I completed the Cable Writing Refresher No. 4

on MAY 2 1956.

T. H. BAGLEY EE

Name (Please Print) Staff or Division

S-E-C-R-E-T

14-00000

STANDARD FORM 127
APRIL 1951
PRESCRIBED BY GENERAL SERVICES ADMINISTRATION
REG. 3 FR 107.

REQUEST FOR OFFICIAL PERSONNEL FOLDER
(SEPARATED EMPLOYEE)

1. DATE OF REQUEST: 7/27/57

Submit in duplicate to the Federal Records Center, St. Louis, Mo.

SECTION I—TO BE COMPLETED BY REQUESTING OFFICE

General Services Administration
Records Management Service, Region 6
Federal Records Center
1724 Locust Street
St. Louis 3, Mo.

2. NAME (Last, first, middle)	3. NAME UNDER WHICH FORMERLY EMPLOYED FEDERALLY (If other than item 2)	4. DATE OF BIRTH
BAGLEY, TERRENT H.		11/11/25

5. FORMER FEDERAL EMPLOYING OFFICE (Agency, bureau or equivalent, address, and dates of employment)

Dept. of State 1/15/48 to 11/30/48

(If formerly employed by agencies in addition to above, list under item 7).

6. PERSONNEL FOLDER ACTION (Check appropriate box)

- [X] a. CURRENTLY EMPLOYED. REQUEST TRANSMISSION OF FOLDER COVERING PREVIOUS FEDERAL EMPLOYMENT FOR PERMANENT RETENTION.
- [ ] b. REQUEST TRANSMISSION OF FOLDER FOR TEMPORARY USE
- [ ] c. CONSOLIDATE ATTACHED PAPERS WITH OFFICIAL PERSONNEL FOLDER PREVIOUSLY FORWARDED

7. REMARKS

SECTION II—FOR USE BY FEDERAL RECORDS CENTER, ST. LOUIS, MO.

8.

- [ ] a. CONSOLIDATE ATTACHED PAPERS WITH FOLDER PREVIOUSLY FORWARDED
- [ ] b. FOLDER ENCLOSED
- [ ] c. FOLDER NOT LOCATED
- [ ] d. FLAGGED. FOLDER TO BE FORWARDED WHEN LOCATED
- [ ] e. FOLDER PREVIOUSLY REQUESTED IS ENCLOSED
- [ ] f. FOLDER FORWARDED ON A LOAN BASIS IN LIEU OF INFORMATION REQUESTED. IF EMPLOYEE IS REHIRED, FOLDER SHOULD BE RETAINED BY YOUR AGENCY

9. REMARKS

NOTE.—Original will be used as charge-out by Federal Records Center. Duplicate will be returned as transmittal sheet when appropriate.

TO:

ADDRESS:

Requesting agency will type name and address of office submitting request in address box. To be used to mail folder or reply.

ATTN:

U. S. GOVERNMENT PRINTING OFFICE 16—[illegible]-1

14-00000

SECRET

1 ARD FORM 52
PROMULGATED BY THE
U. S. CIVIL SERVICE COMMISSION
JANUARY 1954 — FEDERAL PERSONNEL
MANUAL, CHAPTER 291

REQUEST FOR PERSONNEL ACTION

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D *except 6B and 7* unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. TENNENT H. BAGLEY	11 Nov 1925		26 Apr 57

5. NATURE OF ACTION REQUESTED
A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)
REASSIGNMENT
B. POSITION (Specify whether establish, change grade or title, etc.)

6. EFFECTIVE DATE A. PROPOSED:
B. APPROVED:
7. C. S. OR OTHER LEGAL AUTHORITY

FROM—		8. POSITION TITLE AND NUMBER	TO—	
I.O. (CI)	BO-216		I.O. (FI)	BO-118-13
GS-0136.53-13	$8990.00	9. SERVICE, GRADE, AND SALARY	GS-0136.51-13	$8990.00
DDP/EE Poland Branch CE Section Washington, D.C.		10. ORGANIZATIONAL DESIGNATIONS 52310 11. HEADQUARTERS	DDP/EE Poland Branch FI Operations Section Washington, D.C.	
[ ] FIELD [XX] DEPARTMENTAL		12. FIELD OR DEPARTMENTAL	[ ] FIELD [XX] DEPARTMENTAL	14 (DI)

A. REMARKS (Use reverse if necessary)
Vice Norbert A.Shepanek being reassigned.

B. REQUESTED BY (Name and title) Carl W Taylor EE/PER
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) E. MacLure/3884
D. REQUEST APPROVED BY Signature: RVW Adams
Title: CS/CAO

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER
			X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I.A.	REAL.	
				SD-DI

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
M W	FROM 7-3100-20 TO Same	Yes		[ ] CLAIMED [ ] PROVED STATE:

20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	WW	2/2/57	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	RWP	1 May	
E.			

F. APPROVED BY
Max C. Weiss — RVW Adams 1 May 57

SECRET

16—[illegible]137-8

SECRET

CUMULATIVE TRAINING RECORD

DATE: 2 Oct 56

NAME: Mr. Tennent H. Bagley

PROJECTED PERSONNEL ACTION: [X] PROMOTION [ ] REASSIGNMENT [ ] OTHER (Explain) [ ] ROTATION [ ] TRAVEL

FROM: I.O. GS-12, EE, Washington

TO: I.O. GS-13, EE, Washington

AOS

X	COURSE	DATE TAKEN	X	OTHER TRAINING COURSES	DATE TAKEN
	BIC(CB), ALSO BIC, BITC, ADO	8/30			
	BTP AND BOC				
	BTP II, ALSO OC	11/30			
	BTP III, ALSO AIC, AITC, ADO AND CAI	10/30			
	PO, ALSO PM I, II, III AND RAFT				
	ITC ALSO CI				
	TECH				
	ADMIN				
	SIC				
	SUP				
	CFA				
	RPTS				
	OB				
	OSC (CS)				
	E & E				
	CPW				
	WPSOC				
	CPO				
	STR				
	CEN				
	IT				
	GW				
	SAO				
	AO				
	MO				
	SUR				
	BFOT				
	DOC				
	LOCKS				
	S/W				
	F & S				
	SAF				

REMARKS:

1. CONSTRUCTIVE CREDIT (CL) HAS BEEN AUTHORIZED FOR COURSES SO MARKED BASED UPON SUBJECT'S PREVIOUS [ ] BACKGROUND [ ] EXPERIENCE [ ] TRAINING.
2. SUBJECT HAS COMPLETED TRAINING OR RECEIVED CONSTRUCTIVE CREDIT AS SHOWN AT THE LEFT.

STAFF TRAINING OFFICE COMMENTS:

[ ] A. THIS [ ] DOES [ ] DOES NOT MEET MINIMUM TRAINING STANDARDS RE QUALIFICATION FOR THE PROJECTED ACTION.

[ ] B. SUBJECT IS CURRENTLY ENROLLED IN COURSES MARKED WITH AN S, THE COMPLETION OF WHICH WILL SATISFY MINIMUM STANDARDS.

[ ] C. UNLESS SUBJECT HAS HAD PREVIOUS HQ. OR FIELD EXPERIENCE, WHICH CAN BE ACCEPTED IN LIEU OF TRAINING, SUBJECT SHOULD BE REQUIRED TO TAKE [ ] QUALIFYING [ ] REFRESHER TRAINING AS CHECKED AT THE LEFT.

SIGNATURE OF STAFF TRAINING OFFICER

TO: Personnel Officer, O. Danich

FROM: Career Management Officer ROBERT A. SIGELS

The above projected personnel action has been [✓] approved [ ] disapproved by the Career Service Board. Additional training as indicated above has been recommended by the Training Officer to satisfy requirements of the proposed personnel action.

Please schedule these courses as soon as possible through your Division Training Officer who will coordinate with the Senior Staff Training Officer.

DATE: 2 Oct 56

SIGNATURE OF CAREER MANAGEMENT OFFICER: Robert A. Sigels

FORM NO. 59-77 1 JAN 54 PREVIOUS EDITION MAY BE USED REPLACES FORM NO. 59-112 AUG 1953 WHICH MAY BE USED

SECRET (2-4-45)

STANDARD FORM 52
PRESCRIBED BY THE U.S. CIVIL SERVICE COMMISSION
AND/OR THE FEDERAL PERSONNEL MANUAL CHAPTER 31

REQUEST FOR PERSONNEL ACTION

SECRET

VOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr. - Miss - Mrs. - One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REGISTRY NO.	4. DATE OF REQUEST
MR. TENNENT H. BAGLEY	11 Nov. 1925		11 Dec. 56

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE: A. PROPOSED:	7. CS OR OTHER LEGAL AUTHORITY
PROMOTION & NAME CHANGE #	ASAP	
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED:	

FROM—	8. POSITION TITLE AND NUMBER	TO—
I.O.(CI) BG-216-12		I.O.(CI) BG-216
GS-0136.53-12 $7785.00	9. SERVICE, GRADE, AND SALARY	GS-0136.53-13 $8990.00
DDP/EE	10. ORGANIZATIONAL DESIGNATIONS	DDP/EE
Poland Branch		Poland Branch
CE Section		CE Section
Washington, D.C.	11. HEADQUARTERS	Washington, D.C.
[ ] FIELD [X] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD [X] DEPARTMENTAL (D-2)

A. REMARKS (Use reverse if necessary)

Subject has been receiving his checks under the ~~ex~~ ~~[illegible]~~ given name of Tennett. Please change to the corrected spelling as shown above.

R. C. Steele
Sec/Cxx

9. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY
C/EE	Signature:
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 3884/C. Danish	Title: 23 Dec 56

13. VETERAN PREFERENCE					14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER	NEW	VICE	I.A.	REAL.	SD-DI
			X						

15. SEX	16. APPROPRIATION	17. SUBJECT TO C.S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
M	FROM: 7-3100-20 TO: S:3n0	Yes		[ ] CLAIMED [ ] PROVED STATE: Calif.

20. STANDARD FORM 50 REMARKS

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL		3 Dec 56	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.		19 Dec 56	
E.			

SECRET

E. APPROVED BY

per 751 [illegible] 26 Dec 56

14-00000

SECRET

5 August 1956

MEMORANDUM FOR: EE/Personnel

SUBJECT: Promotion Recommendation - Tennent H. Bagley

1. We recommend herewith that Tennent H. Bagley, incumbent of slot BG-216 on the T/O of EE/P be promoted from GS-12 to GS-13.

2. Mr. Bagley is one of the best all around operations officers the undersigned has ever worked with, and evinces in all matters he has been concerned with a deep and mature understanding of intelligence operations and a deep sense of responsibility and integrity. He has, since joining EE/P, been Chief of the CE Section, supervising the work of a staff of five, some of whom are of equal rank with Subject and have been concerned with Agency Polish matters for many years. Mr. Bagley organized his section in a most efficient and tactful manner and succeeded in turning the work of his subordinates into channels of real value to the Branch, a job requiring no mean diplomacy and patience.

3. As a supervisor and as an operations officer Mr. Bagley has distinguished himself while at this Branch in a manner which clearly calls for his advancement to a grade which would only be commensurate with the extent of his responsibilities and his singular abilities to carry them out.

HOWARD E. ROMAN
Chief, EE/P

SECRET

STANDARD FORM 52
PRESCRIBED BY THE U.S. CIVIL SERVICE COMMISSION
COMPLIANCE WITH "PERSONNEL MANUAL" PERSONNEL INSTRUCTIONS, CHAPTER 10

SECRET

REQUEST FOR PERSONNEL ACTION

TRANSFER FROM UNVOUCHERED TO VOUCHERED FUNDS

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—Give given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. TANNETT H. BAGLEY	11 Nov. 1925		27 Apr. 56

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE: A. PROPOSED	7. C.S. OR OTHER LEGAL AUTHORITY
REASSIGNMENT 01	ASAP	
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED 20 MAY 1956	

FROM—	8. POSITION TITLE AND NUMBER	TO—
Area Ops. Off. BG(F)-657 GS-0136.01-12 $7570.00- DUP/EE 7715 Austrian Station Operations Staff Vienna, Austria	9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 5243 20 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	I.O.(CI) BG-216-12 GS-0136.53-12 $7570.00- DUP/EE 7715 Poland Branch CE Section Washington, D.C.
[X] FIELD [ ] DEPARTMENTAL		[ ] FIELD [X] DEPARTMENTAL (DI)

A. REMARKS (Use reverse if necessary)

TRANSFER FROM UNVOUCHERED TO VOUCHERED FUNDS

B. REQUESTED BY (Name and title) Carl A. Taylor EE/Per.

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 3884/C.Danish

D. REQUEST APPROVED BY Signature: Robert A. Shulo (WMN) Title: Exec. 4 May 56

13. VETERAN PREFERENCE

HONE	WWII	OTHER	5 PT	10 POINT DISAB	10 POINT OTHER
			X		

14. POSITION CLASSIFICATION ACTION

REV	UPGR	T.A.	REAL

SU-DI

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C.S. RETIREMENT ACT. (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM 6-3110-55-016 TO 6-3100-20	Yes		[ ] CLAIMED [ ] PROVED STATE: Calif.

21. STANDARD FORM 50 REMARKS

NOIW

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.		5/7/56	
E.			

F. APPROVED BY SECRET Kleedy 5/7/56

50—57710-B

SECRET

Chief of Operations, DD/P 25 May 1955

Director of Security

BAGLEY, Tennent 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 Marie Louvay.

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 MEMORANDUM FOR THE RECORD dated 18 May 1955, a copy of which is attached.

FOR THE DIRECTOR OF SECURITY:

Ernal P. Ocias
Chief, Personnel Security Division

Attachment:
. DCI Memo dated 18 May 1955

cc: Director of Personnel

SECRET

14-00000

COPY SECRET

18 May 1955

MEMORANDUM FOR THE RECORD

The request of Tennent Harrington Bagley for permission to remain employed by this Agency after marriage is approved subject to the following:

1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the marriage will have in impairing what otherwise appears to be an outstanding career with this Agency. Subject, although young, has demonstrated exceptional ability and great promise and has been promoted well ahead of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters as well. Certain clearances required of high level employees of the Agency will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not enhance his career development.

2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently arrange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

/s/

C. P. CABELL
Lieutenant General, USAF
Deputy Director

COPY

SECRET

SECRET

D/Pers

MEMORANDUM FOR: Director of Central Intelligence

THROUGH : Director of Personnel
Director of Security

SUBJECT : BAGLEY, Tennett R. (#3663), Area Operations Officer, GS-13, [illegible] Division, Request for Permission to Remain in the Employ of the Agency After Marriage to an Alien

1. It is recommended that Mr. Bagley's request to remain in the employ of the Agency after his marriage to Maria Lanyar, 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. Bagley 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. Bagley's use in his current assignment would be minimal since his normal tour of duty in Austria will expire in September of this year.

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

[illegible]

RICHARD HELMS
Chief of Operations, DCS/P

CONCURRENCE:

[illegible] 11 APR 1955

[illegible]
Director of Personnel

SECRET

AIR SECRET FAVA-8235

Chief, EE
Attn: Norman R. Paterpill
Chief of Mission, Austria

2 September 1954

Administrative/Personnel

Promotion Recommendations

KAPOK

Kindly advise us of the status of the following recommendations for promotion submitted by this Mission:

[redacted] (Fava-6376, 19 March 1954) - ED Grainger
[redacted] (FAVA-6661, 15 April 1954) Julian Snook
[redacted] (FAVA-7068, 14 May 1954) Kenneth Bagley

Hector A. Fairfield

Distribution
3 - EE
1 - OCM
1 - Admin
1 - File

SECRET

14-00000

231

SECRET

APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chief, KUBARK

Sir:

I submit herewith my application for membership in the Career Staff defined below:

"The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

Tennett H. Bagley 5-52
(Signature)

19 Nov 54
(Date)

MEMBERSHIP IN THE CAREER STAFF
APPROVED, TO TAKE EFFECT 1 JUL 1954

FOR THE CHIEF, KUBARK:
EXECUTIVE DIRECTOR
KUBARK SELECTION BOARD

Richard Bissell

JAN 4 1955

SECRET

SECRET

EAVA-7368

Chief, FE
Attn: Kenneth M. Wilbanks
Chief of Mission, Austria

12 May 1954

KAPOK

Administrative

Recommendation for Promotion - [redacted]

1. Subject joined KUBARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB 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 crosser, 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, [illegible] 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 technique of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at VOB. 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

14-00000

4. A mature appearance, an especially mature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended unanimously that he be promoted to GS-12 at a recent meeting of the Promotion Board.

Horton A. Woolley

John M. Paley

Distribution
3 - PE
1 - OCH
1 - Admin
1 - File

14-00000

FORM NO. 35-85
NOV 1951

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

SECRET
SECURITY INFORMATION

IN 18333

ROUTING	
1	
2	
3	
4	
5	
6	
7	
8	

TO: DIRECTOR, CIA

FROM: SO REP VIENNA

ROUTINE

ACTION: EE 6

15572 16 SEP 53

INFORMATION: FI/ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2, PERS 2, FI/RI 2

VIEN 0858

TO: DIR

CITE: SVIEN

ADMIN

Tennant H. Bagley

[redacted] APPIVED 15 SEPTEMBER 53.

END OF MESSAGE

SEP 21 1953

GEORGE E. BALL

52

Pers

SECRET
SECURITY INFORMATION

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

(44)

GPO 17—[illegible]

14-00000

FORM NO. 35
NOV 1951

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

SECRET
SECURITY INFORMATION

IN 18935

POINTING
1
2
3
4
5
6
7
8

TO: DIRECTOR, CIA

FROM: SR REP VIENNA

ROUTINE

ACTION: EE 6

1557Z 16 SEP 53

INFORMATION: FI/ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2, PERS 2, FI/RI 2

VIEN 0858

TO: DIR

CITE: SVIEN

ADMIN

Stewart H. Bagley
[redacted] APPROVED 15 SEPTEMBER 53.

END OF MESSAGE

SECURITY INFORMATION

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

(44)

GPO 16—63503-1.

14-00000

file

SECRET

Security Information

Date: 2 Sept 53

Central Intelligence Agency
2430 E Street, N. W.
Washington, D. C.

Gentlemen:

1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:

(a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.

(b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.

2. Part (a) above 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) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Tennent H. Bagley

Witness:

Jeanette Brown

SECRET
Security Information

14-00000

SECRET
SECURITY INFORMATION

RECORD OF TRANSPORTATION FURNISHED

DATE: 20 August 1953

NAME: Tennent H. Bagley

DIVISION: EE

TRAVEL ORDER NO.: EE-870/53

DEPARTURE DATE: 3 September 1953

[X] PCS [ ] TDY

EXCESS COST, IF ANY: $ None

[ ] PAID BY EMPLOYEE [ ] CHARGE TO EMPLOYEE

TICKET NO.	COST	HOW PURCHASED	ROUTE & CARRIER
			Payment United States Lines
B-36162	$ 373.00	SHCR	S.S. United States - From New York to Havre Room S-31

REMARKS: (Dependent's name with age and sex for children, indicate concurrent travel)

It is requested that a cashiers check be rendered.

POSTED

DEc 10 Sep 53

Jay R. Bonesch
Passenger traffic officer

I CERTIFY that the services represented by this form constitute the lowest first class transportation available at the time the reservation was made. (If foreign ship has been reserved, the appropriate certification has been affixed to the invoice.)

Date | Authorized approving officer

I CERTIFY that this voucher has been examined by me; that receipts or other substantiating data have been furnished me, or a satisfactory explanation made for the failure to furnish same; that it appears from such data that the itemized materials, services and/or expenditures were for necessary official purposes, reimbursement or payment for which is allowable under existing regulations; and that such expenditures are properly chargeable to available appropriations as indicated below.

Date | Appropriation | Allotment | Authorized certifying officer

FORM NO. 36-154
MAR 1953

SECRET

(46)

NAME Ernest H. Bagby DATE 13 Aug 53

ORDERS:

TDY ✓

TCS

MODE OF TRAVEL Air

RETURNED FROM Vienna

DATE DEPARTED 19 June 53

DATE ARRIVED U. S. 20 June 53

DATE REPORTED WASH 18 Aug 53

FUTURE PLANS Ca, TDY & return to post

VIA: Air (SPECIFY AIR OR DIPLOMATIC POUCH)

DISP. & NO. KAVA-1939 ADM/3519

SECRET
SECURITY INFORMATION
CLASSIFICATION

TO : Chief, EE
ATTN: Thomas D. Mullally

DATE: 27 February 1953

FROM : Chief of Mission, Austria

SUBJECT: GENERAL— Administrative

SPECIFIC— Promotion for [redacted]

GROCVY/GRPOUNCE

BAGLEY, TENNENT H.

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 Grabysm 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.

Merton A. Woolley

Merton A. Woolley

Henry P. Dagenham

Recommended and Approved
Henry P. Dagenham

Attachment - Job Descrip.

Distribution: 2 EE - 1 Owner
1 Gratis
1 Admin - 1 File

SECRET
SECURITY INFORMATION
CLASSIFICATION

FORM NO. 51-28A
MAR. 1949

14-00000

VIA: _____ DISPATCH NO. 1628
SPECIFY AIR OR SEA POUCH

SECRET
CLASSIFICATION

TO : Chief, EE DATE: 30 January 1953
Attn: Thomas D. Mullally

FROM : Chief of Mission, Austria SBH/HPD

SUBJECT: GENERAL: Administrative
SPECIFIC: Transferred Leave - Ternent H. Bagley

GROUP

1. Form 1150 concerning subject was forwarded [redacted] for action. It is forwarded to Headquarters for appropriate action.

2. Subject had no break in service.

Stephen B. Heacock
Stephen B. Heacock

Attachment as noted

Distribution:
2 EE
1 Grower
1 Gratlas
1 Admin
1 File 201

CLASSIFICATION

FORM NO. 51-29A
MAR 1949

14-00000

Form No. 50-5
April 1950

INCOMING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

PAGE No.

FROM: VIENNA ROUTINE

TO: SPECIAL OPERATIONS 19 JUN 51

ACTION: FDM (1-2-3) IN 48599

INFORMATION: IID (4), AD/SO (5), ADMIN (6), PDC (7), CFD (8-9-10), S/C (11-12-13)

Paraphrase Not Required. Handle as SECRET Correspondence per Para. 51 (f) OGA 48-500-5

VIEN 5632

TO: WASHF CITE: VIENF

[redacted] ARRIVED VIENNA PCS 15 JUNE 51.

Tennent H. Bagley

TOR: 1257Z 19 JUN 51

SECRET

COPY No.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

U. S. GOVERNMENT PRINTING OFFICE 16—62332-3

14-00000

file

May 25, 1951

28

BAGLEY, Tennent Harrington Nov. 1, 1925 PL 724 79th

FSS

INDEFINITE APPOINTMENT EO 10180 5-25-51 5-25-51

Political Officer

Assistant Attache

Vienna

FSS-9 $4290.00

IAL-2092120

VA-138-a

INDEF X

Sec. Sec. X X

X
USA

Male Single California

Items a, b, c, d, i, (61)

Inactive US Marine Corps Reserves, 1st. Lt., 047506

Standard Forms 84 and 87 5-25-51

Social Security No. 570 38 7705

14-00000

Pfister File

SECRET

21 May 1951

TO: Personnel Director, CIA

VIA: ADMIN and PDC

FROM: FDM

SUBJECT: Tennant H. Bagley

1. It is requested that permission be procured from the Marine Corps and the Selective Service for subject to leave the country on a two-year assignment with this Agency in Austria.

2. Below is the information on subject's draft and reserve unit:

A) Selective Service:

Board: Local Board No. 1
1729 New York Avenue, N. W.
Washington 25, D. C.

Classification: 4-A

Selective Service Number: 49 1 25 488

Home Address: 2168 Florida Avenue, N.W., Washington, D. C.

B) Marine Reserve:

Rank and Serial Number: First Lieutenant - 047506

Marine Reserve Unit: 11th Marine Corps Reserve District

3. Subject has been in the Agency since 21 July 1950 and is unusually well qualified for intelligence work in Austria. If the above permissions are granted, subject will be sent immediately to his assignment.

4 June 51
Permission received from Chief Board & Reserve.
Picked up by E. Hunter

Hugh T. Cunningham
Acting Chief, FDM

APPROVED:

For the Assistant Director, Special Operations

14-00000

Bagley

Form No. 39-6
(Dec. 1945)

OUTGOING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

PAGE No.

To: VIENNA

From: SPECIAL OPERATIONS

Confirmation: DOC (1)

Information: AD/SO (2), FDM (3), S/C (4-5-6), DDP (7)

ROUTINE

15 MAY 51

OUT 51984

Paraphrase Not Required. Handle as SECRET Correspondence per Para. 51 (1) OPA AR-380-4

WASH 41779

TO: VIENF CITE: WASHF

RE: MAV-W 3292

SUBJECT OF REFERENCE IS MR. TENNETT H. BAGLEY.

True

H. LITTLE
RELEASING OFFICER

JSR
ORIGINATING AND COORDINATING OFFICERS

B. TWEEDY
AUTHENTICATING OFFICER

TOD: 1954Z 15 MAY 51

SECRET

Copy No. 1

IT IS PROHIBITED TO MAKE A COPY OF THIS MESSAGE

SECRET

2 8 1951

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. W. Park Armstrong, Jr.

Subject : Request for Appointment in the Foreign Service as Vice Consul at Vienna for Mr. Tennett Errington Bagley.

Enclosures: a. Form OSP-34

b. Standard Forms 88 and 89

c. Proposed Biography

1. It is requested that Mr. Tennett E. Bagley be appointed in the Foreign Service with the title of Vice Consul, FSS-9, $4,470.00, 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 $4,600.00 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:

W. G. WEAVER
Assistant Director

SECRET

14-00000

SECRET

TENNETT HARRINGTON BAGLEY

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Central Intelligence Agency, Washington, D. C.

SECRET

14-00000

PROPOSED BIOGRAPHY

BACLIX, Tennett Harrington.--b. Annapolis, Md., Nov. 11, 1925; Princeton U., 1942-43; U. of S. Calif., A.B. 1947; U. of Geneva, M.A. and Ph.D. 1950; single.

5 March 1951

TO: Mr. Harold Pfeifer

FROM: FDM

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. Dunley

Elizabeth C. Dunley
For: Chief, FDM

1

(5)

LOOK [illegible] BOOK [illegible]

No. #970 Project 70m (AAD)

Name Bagley, Jennett H. St. Cir Lima Sponsor

Title Social Officer (Ops) Grade & Salary GS-9 $4600.00

Request for Title from Division

Title Requested Vice Consul FS-9 $4470.00

Replacement for

Request to BIOS 19 March 1951

Memo to BIS 16 Feb 51 #3638

Dispatch sent 19 March 1951

Trans Memo Cable sent 12 May

Physical & Inoculations 88-89 rec'd

R. & D Report 6.K

Contract signed

Form OSP-34 to Individual

Form OSP-34 received 5 March 51

Misc.

Physical (State)

Clearal 23 May 51

Entrd on duty 25 May

Post Attache (Political)

Report to Miss Carlile

Misc.

Form 3761 prepared

Briefing International Conference

Briefing Info.

Form FS-123

Application Form Info. (OSP-34)

Form FS-319 Info.

Finance Division

Badge Picked up

STATE CLEARANCE

FOR

DATE

[illegible] BY TIME

[illegible] & OFFICE Dependents

[illegible] Clearance

[illegible] IN U. S.

SECRET

14-00000

2/16

5 March 1951

TO: CPD

FROM: FDM

SUBJECT: Transfer of Tennent H. Bagley

It is requested that subject be transferred from the German T/O to Slot No. 6 of the External Section "A" (Vienna). This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

E. C. Dunlevy

Elizabeth C. Dunlevy
For: Chief, FDM

14-00000

SECRET

OFFICE MEMORANDUM

TO: Chief, IAS Staff DATE: 16 February 1951

FROM: Overseas Branch, CPD

SUBJECT: Tennent Bailey #38638

For the convenience of the Department of State, it is requested that the appropriate security certification be prepared and forwarded to the Department of State as soon as possible. The subject is to be assigned to Vienna, Austria.

JOSEPH S. PUFF

SECRET

14-00000

(5)

File
MN

6 February 1951

TO: Overseas Branch

FROM: PER

SUBJECT: Cancellation of Transportation - Tennent H. Bagley

It is requested that all travel arrangements on Mr. Bagley be cancelled. The Division is changing his assignment and he will not be sent to Karlsruhe, Germany.

Elizabeth C. Dunlevy
For: Chief, PER

TRANSPORTATION BRANCH
FEB 1 11 35 AM '51
RECEIVED

14-00000

SE

22 January 1951

TO: Overseas Branch, ND

VIA: Assistant Director, Special Operations

FROM: FDM

SUBJECT: Foreign Travel Request

1. It is requested that appropriate travel orders be issued for Mr. Tennant H. Bagley to proceed to Karlsruhe, Germany on POS.

2. The following information is submitted for the preparation of the Foreign Travel Order:

a. Justification: Mr. Bagley is being sent to Germany as an Intelligence Officer, GS-9, against POS/DAD Slot No. 53.

b. Availability date to commence travel: 14 March 1951.

c. Mode of travel: Sea

d. Requested deviation from most direct route and justification therefor: Subject has requested and the Division has no objection, six (6) days' annual leave in Switzerland enroute to Station.

e. Dependents to be authorized to travel: No

f. Household effects to be authorized: Yes

g. Shipment of personal automobile to be authorized: Yes

h. Special provisions: None.

i. Travel advance of $200.00 is requested.

Elizabeth C. Dunlevy
For: Chief, FDM

APPROVED:

For the Assistant Director, SO

SECRET

14-00000

DIP [illegible] CHECK

1. Name BAGLEY, Tennent H. Station Karlsruhe Supervisor Rimberg FDM X2438

Title Intelligence Officer Grade & Salary GS-9 $4600. Eff. Trans. Date

Washington, D. C. to Karlsruhe, Germany for PCS.

2. Availability Date ~~15~~ 12 March 1951 Type of Transfer

Mode of Travel Sea

Stopovers, Journeys, & Purposes

Dependents

Effects & Baggage

Travel Advance Special Provisions

3. Contract 31 Jan. 51 Residence & Dependency Report OK

Automobile Agreement Clearance Sheet 22 January 1951

Reserve Release Letter 1st. Lt. 647506 papers either in Los Angeles or Wash. UCMCR

Passport Letter Date Passport Obtained

PP No. Type Date of Issue

Visas

Physical Requested 22 Jan. 51 Med. Certs. Rec'd. Inoculations

TCA Requested Cable No. TCA Rec'd. Cable No.

Military or Naval Orders Requested Orders Rec'd.

AGO Card Requested AGO Card Received

Directors Appointment Scheduled for Appointment Completed

Departure Notice Departure Cable

Baggage Cable Authorization or effects sent to NFS

Date Effects Shipped Location [illegible] Effects

PERSONNEL TRANSFER LETTER

(THIS IS NOT A TRAVEL ORDER)

6 January 1951

TO: Mr. Tarnett W. Bagley

1. Pursuant to authority vested in me, your official station is hereby established as Karlsruhe, Germany, effective 7 January 1951. Upon receipt of proper Travel Orders you will proceed from Washington, D. C. to such station, xxx

2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or benefit, or at your request, but in the best interests of the Government.

3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed ninety days, within the prescribed weight allowance, is authorized:

4. Subject to the availability of funds, the movement of your immediate family at Government expense is authorized in accordance with agency regulations.

5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

A. C. Clenbacker

CHIEF, EMPLOYEES DIVISION

FORM NO. 37-110
FEB 1950

14-00000

File
HRS

(1)

14 November 1950

TO: Employees Division

VIA: EXO

FROM: FDM

SUBJECT: Tennant H. Bagley

Mr. Bagley has been recalled to active duty as a First Lieutenant in the Marine Corps with effective date 11 December 1950. The order is by letter MC-124376l of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 November 1950 and addressed to his home in La Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

Mr. Bagley was employed by this Agency on 24 July 1950 as a Research Analyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as an Intelligence Officer in Germany, and the papers are now in requesting his transfer to FDM for that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training Courses has shown him to be unusually well qualified for intelligence work in Germany and that men of his caliber and background are still badly needed by the German Station. If this deferment can be arranged, he will be sent to Germany as a GS-9 Intelligence Officer at the earliest opportunity.

Richard Helms
Chief, FDM

Attachment

APPROVED _____
EXO

14-00000

6 November 1950

TO: SSD

FROM: FDM

SUBJECT: Transfer of Mr. Tennent H. Bagley

As indicated in the attached memorandum from Mr. Horace S. Craig, Jr., Chief, Advisory Council, Mr. Bagley is released for transfer to this Division. At the present time, Mr. Bagley is a student in the Advanced Operations Course. It is planned to have him report to FDM upon completion of the above-mentioned Course which will be 1 December 1950.

It is requested that action be initiated to have him transferred to FDM as soon as possible: Intelligence Officer, GS-9, FOS/DAD Slot No. 53.

Elizabeth C. Dunlevy
For: Chief, FDM

Attachment

CONFIDENTIAL

24 July 1950
(Date)

I, Tennent Harrington Bagley, hereby certify the information appearing on my Personal History Statement dated 11 May 1950 is still accurate and correct, except as follows: Terminated residence in Ferney-Voltaire (Ain), France, 15 July 1950. Present address 2165 Florida Ave. NW, Washington, D.C.

Tennent H Bagley
(Signature)

CONFIDENTIAL

SECRET CONFIDENTIAL RESTRICTED

ENTRANCE ON DUTY RECORD

DATE: 24 July 1950

TO: Advisory Council

BUILDING: South

ROOM: 132

FROM: PERSONNEL OFFICER

EOD DATE: 24 July 1950

NAME OF EMPLOYEE: PAGLEY, Tennent Harrington

POSITION TITLE: Intelligence Officer

GRADE: CS-9

SALARY: $4600.00 per annum

PAYROLL: unvouchered funds

DUTY STATION: Washington, D. C.

DATE SECURITY CLEARED: 29 August 49 Extended 28 May 1950

DATE OATH OF OFFICE ADMINISTERED: 24 July 1950

DATE PERMANENT IDENTIFICATION REQUESTED: 24 July 1950

DATE FINGERPRINTED: 24 July 1950

DATE BRIEFED BY SECURITY: 24 July 1950

DATE OF PHYSICAL EXAMINATION: 24 July 1950

DATE 24 MONTH AGREEMENT SIGNED: Not Applicable

EMPLOYEE'S EMERGENCY ADDRESS: Mrs. David W. Pagley (Mother)
2006 Soledad Ave.
La Jolla, California

EMPLOYEE'S LOCAL ADDRESS: 2168 Florida Ave., N. W.
Washington, D. C.

REMARKS:

POSTED
25 July 50

SIGNATURE OF PERSONNEL OFFICER: ROBERT W. HATTLES

FORM NO. 37-73
DEC 1949

RESTRICTED CONFIDENTIAL SECRET

CONFIDENTIAL

Mr. Bannerman

17 February 1950

Employees Division

Tennent Harrington Bagley - 38638

Attached is a copy of letter from subject which was written to Capt. Finnegan. It is requested that the security clearance effective 29 August 1949 be extended. It is hoped that subject will enter on duty on or about 12 March 1950.

ROBERT S. WATTLES

STANDARD FORM NO. 64

CONFIDENTIAL

Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Employees Division, Special Support Staff DATE: 23 February 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGLEY, Tennent Harrington - 38638

3-AE

Reference is made to your memorandum dated 17 February 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

Abr. Council notified 27 Feb. 4:00 p.m. C.H.

ERMAL P. GEISS

CONFIDENTIAL

SECRET

24 August 1949

TO : I&S

ATT : Mr. Testrell

FROM : CPD

SUBJECT: Bagley, Tennent H.
Frank, John J.

1. The above-named subjects were being processed for employment with the Advisory Council on Vouchered funds. Those positions are now on unvouchered funds. The security clearances should be granted on this basis and should be forwarded to this office.

FRANK G. JARVIS

STANDARD FORM NO. 64

SECRET

Office Memorandum • UNITED STATES GOVERNMENT

file

TO : Deputy Personnel Officer

FROM : Chief, Personnel Security Division

DATE: 15 September 1949

SUBJECT: BAGLEY, Tennent H.
38638

Reference is made to your memorandum dated 24 August 1949 relative to Subject.

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.

EMIL P. GEISS

SECRET

Olson 5-17

PERSONNEL ACTION REQUEST

4-5

NAME: BAGLEY, TENNENT HARRINGTON	CLASSIFICATION	INITIAL JHS	DATE 7-18-49
	VICE ✓ / IA / VV / NEW	Bu # 1785 CS # 1694 12-22-47	conc.
NATURE OF ACTION: Completed Appointment ~~to fill vacancy caused by transfer of Lawrence A. Olson, Jr.~~	QUALIFICATION REVIEW	INITIAL	DATE 7-25-49
EFFECTIVE DATE: As soon as possible	210 S 7 14 - 1	Sch 6.1164 Aug 7-27-49	
FOR SEPARATIONS, TRANSFERS OUT, AND RESIGNATIONS LAST WORKING DAY:	APPROVED:		
FOR RESIGNATIONS FROM FEDERAL SERVICE ONLY SIGNATURE OF EMPLOYEE:	SIGNATURE (EXECUTIVE DIRECTOR)		
	SIGNATURE (EXECUTIVE FOR ADM) 7/26/49		
	SIGNATURE (CHIEF, PERSONNEL BRANCH)		

	FROM	TO
TITLE		Research Analyst P-3 ~~Intelligence Officer,~~ [redacted]
GRADE AND SALARY		P-3 ~~[redacted]~~ $4479.60
OFFICE		Advisory Council
BRANCH		
DIVISION		
SECTION		
OFFICIAL STATION		Washington, D. C.
DEPT. OR FIELD		Dept. 130

REMARKS:

Launched 10-15-49
BS MRS
See reg-6

RECOMMENDED: OFFICE CHIEF, BRANCH CHIEF, OR ADMINISTRATIVE OFFICER: Admin. Asst., Advisory Council	DATE: 7 May 1949

FORM NO. 37-3
OCT 1945

(1514)

SECRET

NOTIFICATION ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP	21 June 1972	FILE NO. 970

TO: (Check)			
	x	CHIEF, CONTROL DIVISION	SS NUMBER 570-38-7705
		CHIEF, CONTRACT PERSONNEL DIVISION	EMPLOYEE NUMBER 056043
	x	CHIEF, OPERATING COMPONENT (For action) EUR XX	ID CARD NUMBER

ATTN: Chief Support Staff

REF: Retirement Debriefing

SUBJECT: BAGLEY, Tennent H.

OFFICIAL COVER: x ESTABLISHED / DISCONTINUED

UNIT: Department of State

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

x	ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS		CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS. EFFECTIVE DATE:
	x BASIC COVER PROVIDED EFFECTIVE DATE EOD; OPERATIONAL COVER PROVIDED FOR ____ TOY ____ OTHER (Specify)		SUBMIT FORM 3254 ____ W-2 TO BE ISSUED. (NNB 20-11)
			SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (NNB 20-7)
x	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (NNB 20-7)		EAA: CATEGORY I ___ CATEGORY II ___
			RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
x	SUBMIT FORM 3254 State W-2 TO BE ISSUED. (NNB 20-11)		SUBMIT FORM 2668 FOR ____ HOSPITALIZATION CARD.
x	SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (NR 240-24)		DO NOT WRITE IN THIS BLOCK
x	SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (NR 240-24)		
NA	EAA. CATEGORY I ___ CATEGORY II ___		
NA	SUBMIT FORM 2668 FOR ____ HOSPITALIZATION CARD		

REMARKS AND/OR COVER HISTORY

Subject will be denied for entire period of employment except for US Government employment applications.
Forwarding address: 56, Chemin du Cros Tienne
1328-Ohain,
Belgium

Subject will be self-employed

DISTRIBUTION: COPY 1 - 201
COPY 2 - OPERATING COMPONENT
COPY 3 - [illegible]
COPY 4 - [illegible]
COPY 5 - [illegible]
COPY 6 - CCS - FILE

RF:ss

James H. Franklin
CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

FORM 1551 USE PREVIOUS EDITION

SECRET

14-00000

ES: 28 JUN 72

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DEF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
056043	EAGLEY TENNENT H

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO CODE YR)	5. CATEGORY OF EMPLOYMENT
CONV FROM FSR STATUS & RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM	06 30 72	REGULAR

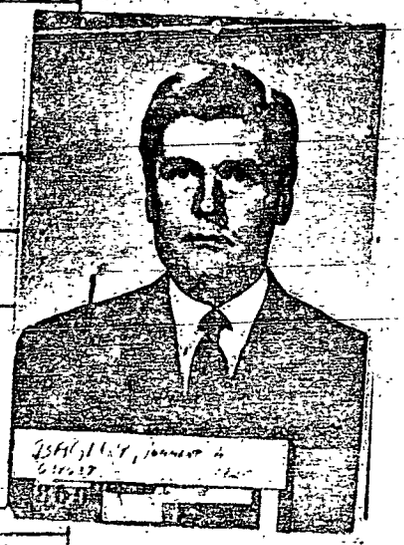
6. FUNDS	V TO V		V TO CF	7. Personnel Analysis No Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X	CF TO CF	2136 1187 0000	PL 88-643 SEC 235A

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/EUR DIVISION FOREIGN FIELD BENELUX AREA BRUSSELS STATION	BRUSSELS, BELGIUM

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
CHIEF OF STATION	0296	D

14. CLASSIFICATION SCHEDULE (GS, LB, WG)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.05	16 6	34623

18. REMARKS



SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. Action Code	20. Employ Code	21. Office Coding (Numeric / Alphabetic)	22. Station Code	23. Integree Code	24. Hdqtrs Code	25. Date of Birth (MO DA YR)	26. Date of Grade (MO DA YR)	27. Date of LEI (MO DA YR)
45	10					11 11 25		

28. NTE Expires (MO DA YR)	29. Special Reference	30. Retirement Data (1 CSC 2 CIA 3 FICA 4 NONE)	Code	31. Separation Data Code	32. Correction - Cancellation Data (Type / MO DA YR)	EOD DATA	33. Security Req. No.	34. Sex
				0GU0000				

35. Vet. Preference (Code: 0 None, 1 5 Pt, 2 10 Pt)	36. Serv Comp Date (MO DA YR)	37. Long-Comp Date (MO DA YR)	38. Career Category (CAR RESV PROV TEMP)	39. FEGLI / Health Insurance (Code / Code: 0 Waiver, 1 Yes / Health Ins. Code)	40. Social Security No

41. Previous Civilian Government Service (Code: 0 No previous service, 1 No break in service, 2 Break in service (less than 3 yrs), 3 Break in service (more than 3 yrs))	42. Leave Cat. Code	43. Federal Tax Data (Form Executed: 1 Yes, 2 No / Code / No. Tax Exemptions)	44. State Tax Data (Form Executed: 1 Yes, 2 No / Code / No. Tax Exemp / State Code)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
6 29 72

SECRET

POSM 5 66 1150 Mfg 11 71 Use Previous Edition

(When Filled In)

14-00000

1. LAST NAME — FIRST NAME — INITIAL(S): BARLOW, [illegible]

2. APPOINTMENT DATA — Entered on duty: Y/T P/T

Subject to Sec. 203(d), 1951 Leave Act: Yes ☐ No ☐

Ceased to be subject to Sec. 203(d) on _____ Annual Leave Bal

3. TOTAL SERVICE FOR LEAVE (As of date of separation): Years | Months | Days ☐ More than 15 years

4. DATE AND NATURE OF SEPARATION: RETIREMENT COB Eff 6/30/72

SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)	Annual	Sick
5. Balance from prior leave year ended 1/8 19 72	360	1297
6. Current leave year accrual through 6/24 19 72	96	48
7. Total	456	1339
8. Reduction in credits, if any (current year)	40	–
9. Total leave taken	56	72
10. Balance	360	1267

11. Total hours paid in lump sum 360 hrs @ 2 Pollars

12. Salary rate(s) $34,623.00

13. Lump sum leave dates: From 7/1/72 to 9/5/72 1700 (Hours)

26. Certified correct by George Barker (Signature) 9-14-72 (Date)

For Chief Payroll (Title) _____ (Telephone)

SUMMARY OF HOME LEAVE (DAYS)

14. Date arrival abroad for HL purposes _____

15. Current balance as of 6/30 19 72 59 Days

16. 12 month accrual rate _____

17. Dates leave used, prior 24 months _____

18. Monthly accrual date _____

19. Calendar days credit for next accrual date 13 Days

20. Date basic service period completed _____

MILITARY LEAVE

21. Dates during current calendar yr _____ to _____

22. Dates during preceding calendar yr _____ to _____

ABSENCE WITHOUT PAY

	LWOP or Furlough (Hours)	AWOL or Suspension (Hours)
23. During leave year in which separated	–	
24. During step increase waiting period which began on _____	–	
25. During 12-month HL accrual period (dates) _____		

REMARKS: 1267 S/L Sent to CIAD

Standard Form 1150 November 1965 1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION FPM SUPPLEMENTS 296-31 AND 990-2

---

1. LAST NAME — FIRST NAME — INITIAL(S): Barlow, Bernard H

2. APPOINTMENT DATA — Entered on duty: Y/T P/T

Subject to Sec. 203(d), 1951 Leave Act: Yes ☐ No ☐

Ceased to be subject to Sec. 203(d) on _____ Annual Leave Bal

3. TOTAL SERVICE FOR LEAVE (As of date of separation): Years | Months | Days ☐ More than 15 years

4. DATE AND NATURE OF SEPARATION: Retirement COB Eff 6/30/72

SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)	Annual	Sick
5. Balance from prior leave year ended 1/8 19 72	360	1297
6. Current leave year accrual through 6/24 19 72	96	48
7. Total	456	1339
8. Reduction in credits, if any (current year)	40	–
9. Total leave taken	56	72
10. Balance	360	1267

11. Total hours paid in lump sum 360 hrs @ 2 Pollars

12. Salary rate(s) $34,623.00

13. Lump sum leave dates: From 7/1/72 to 9/5/72 1700 (Hours)

26. Certified correct by [illegible] (Signature) 9-14-72 (Date)

For Chief Payroll (Title) _____ (Telephone)

SUMMARY OF HOME LEAVE (DAYS)

14. Date arrival abroad for HL purposes _____

15. Current balance as of 6/30 19 72 59 Days

16. 12 month accrual rate _____

17. Dates leave used, prior 24 months _____

18. Monthly accrual date _____

19. Calendar days credit for next accrual date 13 Days

20. Date basic service period completed _____

MILITARY LEAVE

21. Dates during current calendar yr _____ to _____

22. Dates during preceding calendar yr _____ to _____

ABSENCE WITHOUT PAY

	LWOP or Furlough (Hours)	AWOL or Suspension (Hours)
23. During leave year in which separated	–	
24. During step increase waiting period which began on _____	–	
25. During 12-month HL accrual period (dates) _____		

REMARKS: #1267 S/L Sent to CIAD

Standard Form 1150 November 1965 1150-106

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION FPM SUPPLEMENTS 296-31 AND 990-2

SECRET

COVER CONTROL OF RETIREMENT PROCESSING	FILE
TO: Retirement Operations Branch Office of Personnel	DATE
RETIREE	CATEGORY OF EMPLOYMENT

On the basis of a review of the records of the Central Cover Staff, the following action is to be taken on processing retirement documentation for the person named above.

TYPE RETIREMENT		CIVIL SERVICE		CIARDS	DATE						
COVER		OVERT ROUTINE		COVERT (OFFICIAL COVER) LOCK-UP		COVERT (NOC) SPECIAL	RETENTION OF AWARDS		YES		NO
CORRESPONDENCE		OVERT		COVERT		THRU CCS					

FINANCES						
ANNUITY PAYMENTS SHOULD BE		U.S. GOV'T. CHECK				OTHER (Payment instructions follow)
TAX DOCUMENTATION SHOULD BE		CIA		CSC		OTHER (MEMO FOLLOWS)
REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION		YES		NO		INTERNAL TRANSFER

INSURANCE						
FEGLI		OVERT		COVERT		MAINTAIN RECORDS INTERNALLY ONLY
TYPE OF HOSPITALIZATION CARD:						
AUTHORIZATION TO CONVERT INSURANCE		YES		CONVERSION MUST BE APPROVED BY CCS		

RESERVE								
MEMBER OF CIVILIAN RESERVE		YES		NO		OVERT		COVERT

REMARKS

CHIEF, COVER SUPPORT BRANCH, CENTRAL COVER STAFF

THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY

_____ NO SECURITY OBJECTIONS TO ABOVE.

OTHER INSTRUCTIONS AS FOLLOWS:

CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY

FORM 4-72 3429 OBSOLETE PREVIOUS EDITIONS

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(4-9-13)

7 - ~~OFF. PERS. FILE ROOM~~

6 30 72 form CONFIDENTIAL OPF

26 JUN 1972

MEMORANDUM FOR: **Mr. Tennent H. Bagley**

THROUGH : **Deputy Director for Plans**

THROUGH : **Chief, EUR**

SUBJECT : **Intelligence Medal of Merit**

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/s/ R. L. Austin, Jr.
R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

Att

Distribution;
0 - Addressee
1 - C/EUR
1 - D/Pers -- OPF w/forms 382 & 600
1 - Exec Sec/HMAB
1 - Recorder/HMAB

CONFIDENTIAL

14-00000

OPF

REPORT OF HONOR AND MERIT AWARDS BOARD

Executive Justice 22 3412

DATE 6 June 1972

The Honor and Merit Awards Board having considered a recommendation that:

SERIAL OR ID NO.	NAME (Last-First-Middle)	BIRTHYEAR	SEX	TYPE EMPLOYEE
056043	BAGLEY, Tennent H.	1925	M	Staff

OFFICE OF ASSIGNMENT	SO	SCHEDULE	GRADE	STATION
CS/EUR	D	GS	16	

BE AWARDED

Intelligence Medal of Merit

☐ FOR HEROIC ACTION ON

☒ FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD July 1950 - June 1972

☒ RECOMMENDS APPROVAL ☐ DOES NOT RECOMMEND APPROVAL

☐ RECOMMENDS AWARD OF

UNCLASSIFIED CITATION

Mr. Tennent H. Bagley is hereby awarded the Intelligence Medal of Merit in recognition of his especially meritorious service throughout his Agency career. Since 1950, he has served with distinction in increasingly responsible operational assignments both at home and abroad. His skill and expertise in accomplishing a variety of delicate and vital tasks attest to his versatility and professionalism. Mr. Bagley's outstanding contributions to the mission of the Agency reflect great credit on him and the Federal Service.

REMARKS

(Recommendation approved by ADD/P on 26 May 1972)

APPROVED

Richard Helms

DIRECTOR OF CENTRAL INTELLIGENCE

22 JUN 1972

DATE

SIGNATURE /s/Harry B. Fisher

TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD

Harry B. Fisher

SIGNATURE

Signed Original

TYPED NAME OF RECORDER

R. L. Austin, Jr.

FORM 8-69 382 OBSOLETE PREVIOUS EDITIONS

(4)

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(When Filled In)

off

RECOMMENDATION FOR HONOR OR MERIT AWARD

(Submit in triplicate - see HR 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, Tonnont Harrington	Chief of Station	GS-16	D

6. OFFICE OF ASSIGNMENT	7. OFFICE EXT. (If Not)	8. STATION: HEADQUARTERS	X	FIELD (Specify location)
DDP/EUR				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: YES	NO X
Intelligence Medal of Merit	30 June 1972		

15. NAME OF NEXT OF 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: YES ___ NO ___

PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD:

20. FULL NAME	21. ORGN. TITLE	22. GRADE	23. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT:

24. FULL NAME	25. AWARD RECOMMENDED

CONDITIONS UNDER WHICH ACT WAS PERFORMED:

26. LOCATION	27. INCLUSIVE DATES	28. TIME OF DAY

29. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED

30. DATES FOR WHICH AWARD RECOMMENDED	31. ASSIGNMENT COMPLETED: YES ___ NO ___	32. NOW IN SAME OR RELATED ASSIGNMENT: YES ___ NO ___

SECTION C — RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE

33. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE: YES X NO ___

34. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE

Chief of Station

35. COMPONENT OR STATION (Designation and location)

DDP/European Division/Brussels, Belgium Station

36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION

Direct supervision of the Brussels Station consisting of 18 Staff personnel and nine Contract personnel.

37. INCLUSIVE DATES FOR WHICH RECOMMENDED	38. ASSIGNMENT COMPLETED: YES	NO	39. NOW IN SAME OR RELATED ASSIGNMENT: YES	NO
July 1952 to June 1972	X		X	

PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE SERVICE OR PERFORMANCE

40. FULL NAME	41. ORGN. TITLE	42. GRADE	43. OFFICE OF ASSIGNMENT

LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE

44. FULL NAME	45. TYPE OF AWARD

FORM 800 USE PREVIOUS EDITION 9-58

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143

SECRET
(when filled in)

SECTION G. NARRATIVE DESCRIPTION

Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Include results of the act. Enclose unclassified citation.

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 relief.) 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 obstacles were encountered or overcome? 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 citation.

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.

For personal reasons Mr. Bagley has elected to retire effective June 1972.

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 the comparatively young age of 39.

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

XX CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION
2.
3.

47. RECOMMENDATION INITIATED BY	48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION	49. DATE
Archibald B. Roosevelt, Jr. Chief European Division	A. Roosevelt	15 May 72

SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

50. HEAD OF D CAREER SERVICE (Career service of nominee)	TITLE AND SIGNATURE See Item 52	DATE
51. DEPUTY DIRECTOR OF CAREER SERVICE	TITLE AND SIGNATURE See Item 52	DATE
52. DEPUTY DIRECTOR OF OPERATING COMPONENT	TITLE AND SIGNATURE Carl Hayden Deputy Director for Plans	DATE 26 May 72

SECRET

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

A 9

Retained 6/30/72

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
056043	BAGLEY TENNENT H	44 620	CF	

6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 16	5	$33,634	05/31/70	GS 16	6	$34,623	05/28/72		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE E. M. Wm-Patterson DATE 20 Mar 72

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

1/36
603

CLERKS INITIALS

AUDITED BY

FORM 560 E 7-66 Use previous editions

PAY CHANGE NOTIFICATION

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
BAGLEY TENNENT H	056043	44 620	CF	GS 16 5	$33,634

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN, FUNDS	GR-STEP	NEW SALARY
BAGLEY TENNENT H	056043	44 575 CF	GS 16 5	$31,881

A9

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
056043	BAGLEY TENNENT H	44 575	CF	

6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	SI	ADJ.
GS 16	4	29202 [redacted]	06/02/68	GS 16	5	30087 [redacted]	05/31/70		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature] DATE 27/4/70

- [ ] NO EXCESS LWOP
- [ ] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS AUTHORIZED BY

FORM 7-60 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN, FUNDS	GR-STEP	NEW SALARY
BAGLEY TENNENT H	056043	44 575 CF	GS 16 4	$29,202

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND DCI MEMORANDUM DATED 1 AUGUST 1954, SALARY IS ADJUSTED AS FOLLOWS: EFFECTIVE 16 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
BADLEY TENNENT H	056043	54600	CF	15 1	$13730	15 1	$14565

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
BADLEY TENNENT H	056043	44 550	CF	GS 16 4	$27,549

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
BADLEY TENNENT H	056043	44 550	CF	GS 16 4	$23,079	$23,118

A-9

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
056043	BAGLEY TENNENT H	44 550	CF	

6. OLD SALARY RATE						7. NEW SALARY RATE			8. TYPE ACTION	
Grade	Step	Salary	Last L.P. Date	Grade	Step	Salary	EFFECTIVE DATE		BI	ADJ
GS 16	3	$ 322,380	06/04/67	GS 16	4	$23,079	06/02/68			

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature] DCI/OR — DATE 25 May 1968

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

1

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CLERKS INITIALS — AUDITED BY

FORM 560 E — PAY CHANGE NOTIFICATION

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
BAGLEY TENNENT H	056043	44 550	CF	GS-16 3	$21,415	$22,380

14-00000

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(When Filled In)

SF: 30 AUG. 67

ODF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MI/SUFFIX)
056043	BAGLEY TENNENT H

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	08 27 67	REGULAR

6. FUNDS					7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
	V TO V		V TO CF		8136 1187 0000	50 USC 403 J
	CF TO V	X	CF TO CF			

9. ORGANIZATIONAL DESIGNATION	10. LOCATION OF OFFICIAL STATION
DDP/EUR FOREIGN FIELD NORTHERN REGION BURSSELS STATION	BURSSELS, BELGIUM

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
ATTACHE CHIEF OF STATION	0296	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR GS	0136.05	03 2 16 3	16391 21415

18. REMARKS
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEO (MO DA YR)
37	10	44550 / EUR	06543	S	3	11 11 25		

28. HTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30 RETIREMENT DATA (1 - CSC, 2 - CIA, 3 - FSRS, 4 - NONE) / CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.)	EOD DATA	33 SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT., 2 - 10 PT.)	36. SERV. COMP. DATE (MO DA YR)	37. LONG COMP DATE (MO DA YR)	38. CAREER CATEGORY (CAR, PROV, DEVP, SEMP) / CODE	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES) / HEALTH INS CODE	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

FROM: SB

POSTED
9-5-67 [illegible]

SF 1150 Use Previous Edition

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(When Filled In)

14-00000

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
056043	BAGLEY TENNENT H	48 040 CF	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Eff. Date	Grade	Step	Salary	Effective Date	PN	LN	ADJ
GS 16	2	20,745	06/05/66	GS 16	3	21,415	06/04/67			

8. Remarks and Authentication

NO EXCESS LWOP
IN PAY STATUS AT END OF WAITING PERIOD
LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [illegible] DATE 13 Apr 67

PAY CHANGE NOTIFICATION

SECRET
(When Filled In)

RZF: 3 JAN 67

ODF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
056043	BAGLEY TENNENT H

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	12 30 66	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
			X		7134 0573 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/SB DIVISION OFFICE OF THE CHIEF	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
POL OFFICER 2ND SEC OPS OFFICER D DIV CH	0002	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSS		01 1	15841
GS	0136.01	16 2	20745

18. REMARKS
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Adjrs Code	25. DATE OF BIRTH (MO DY YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
37	10	48040 SB	75013	1	1	11 11 25		

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 2 - CIA, 3 - FICA, 5 - NONE)	CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE	MO DA YR	EOD DATA	33. SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE (CODE; 0 - NONE, 2 - 5 PT, 8 - 10 PT)	36. SERV. COMP DATE (MO YR YR)	37. LONG COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR PROF, BESS TEMP)	CODE	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE; 0 - NO PREVIOUS SERVICE, 2 - NO BREAK IN SERVICE, 4 - BREAK IN SERVICE PASS THAN 3 YRS, 8 - BREAK IN SERVICE OVER THAN 3 YRS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM WT-4 FILED; 1 - YES, 2 - NO)	CODE	NO TAX EXEMPTIONS	FORM EXECUTED (1 - YES, 4 - NO)	44. STATE TAX DATA CODE	NO TAX EXEMP	STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED
4-4-67 MS

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
BAGLEY TENNENT H	056043	48 040	CF	GS 16 2	$20,297	$20,745

RZF: 11 JUL 66

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER: 056043	2. NAME (LAST-FIRST-MIDDLE): BAGLEY TENNENT H
3. NATURE OF PERSONNEL ACTION: DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM	4. EFFECTIVE DATE (MO. DA. YR.): 07 03 66
5. CATEGORY OF EMPLOYMENT: REGULAR	
6. FUNDS: V TO V / V TO CF / CF TO V / X / CF TO CF	7. COST CENTER NO. CHARGEABLE: 7134 0573 0000
8. CSC OR OTHER LEGAL AUTHORITY: PL 88-643 SECT. 203	
9. ORGANIZATIONAL DESIGNATIONS: DDP/SR	10. LOCATION OF OFFICIAL STATION: WASH., D.C.
11. POSITION TITLE	12. POSITION NUMBER
13. SERVICE DESIGNATION: D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES
16. GRADE AND STEP: 16	17. SALARY OR RATE

18. REMARKS

EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION .

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20. Employ. Code	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24 Hegtn. Code	25. DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO. DA. YR.)	27 DATE OF LEI (MO DA YR)

28 NTE EXPIRES (MO DA YR)	29 SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 8 - NONE)	CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR)	EOD DATA	33 SECURITY REQ NO.	34. SEX.
			2					

35 VET PREFERENCE (CODE; 0 - NONE, 1 - 5 PT., 2 - 10 PT.)	36. SERV COMP. DATE (MO DA YR)	37 LONG COMP. DATE (MO DA YR)	38 CAREER CATEGORY (CAR, PROV, SERV, TEMP)	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES)	HEALTH INS CODE	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED

FORM 11 62 1150 Use Previous Edition

SECRET

COPY 1 (Original File Copy)

(When Filled In)

14-00000

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Low EH Date	Grade	Step	Salary	Effective Date	Pay	LU	ADJ
GS 16	1	$19,619	06/06/65	GS 16	2	$20,277	06/05/66			

8. Remarks and Authentication

NO EXCESS LWOP
IN PAY STATUS AT END OF WAITING PERIOD
LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [illegible] DATE 12 Apr 66

PAY CHANGE NOTIFICATION

9 SEPT 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
056043	BAGLEY TENNENT H

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	09 09 65	REGULAR

6. FUNDS					7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
		V TO V		V TO CF	6134 0573 0000	50 USC 403 J
		CF TO V	X	CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/SR DIVISION OFFICE OF THE CHIEF	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
POL OFFICER 2ND SEC OPS OFFICER D DIV CH	0002	D

14. CLASSIFICATION SCHEDULE (GS, LR, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR		04 2	12495
GS	0136.01	16 1	18935

18. REMARKS
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC / ALPHANUMERIC)	22. STATION CODE	23. INTEGREE CODE	24. Health Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
37	10	48040 / SR	75013	1	1	11 11 25		

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE) / CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR)	EOD DATA	33. SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV COMP. DATE (MO DA YR)	37. LONG COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR, PROV, DESIG, TEMP; CODE)	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES, 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
22 Sept 1965

FORM 1150 Use Previous Edition

SECRET

DA 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
BAGLEY TENNENT H	056043	48 040	CF	GS 16 1	$18,935	$19,619

5 JUN65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. NUMBER: 6043
2. NAME (LAST-FIRST-MIDDLE): BAGLEY TENNENT H

NATURE OF PERSONNEL ACTION: PROMOTION - CORRECTION

4. EFFECTIVE DATE (MO. DA. YR.): 06 06 65

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V; CF TO V; V TO CF; X CF TO CF

7. COST CENTER NO. CHARGEABLE: 5134 0573 0000

8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS:
DDP/SR
COUNTERINTELLIGENCE GROUP
OFFICE OF THE CHIEF

10. LOCATION OF OFFICIAL STATION: WASH., D.C.

11. POSITION TITLE: POL OFFICER 2ND SEC
OPS OFFICER CH

12. POSITION NUMBER: 0985

13. SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR
GS

15. OCCUPATIONAL SERIES: 0136.01

16. GRADE AND STEP: 04 2
16 1

17. SALARY OR RATE: 12495
18935

18. REMARKS
THIS ACTION CORRECTS FORM 1150 EFFECTIVE 06/06/65 AS FOLLOWS:
TO ADD INTEGRATED INFORMATION.
ITEM #11 WHICH READ OPS OFFICER BR CH TO READ OPS OFFICER CH.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE
29. Employ. Code
21. OFFICE CODING (NUMERIC, ALPHABETIC)
22. STATION CODE
23. INTEGREE CODE
24. Hqtrs. Code
25. DATE OF BIRTH: 11 11 25
26. DATE OF GRADE
27. DATE OF LEI
28. NTE EXPIRES
29. SPECIAL REFERENCE
30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE) CODE
31. SEPARATION DATA CODE
32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.)
EOD DATA
33. SECURITY REQ. NO
34. SEX
35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT)
36. SERV. COMP. DATE
37. LONG COMP. DATE
38. CAREER CATEGORY (CAR, PROV, RESS, TEMP) CODE
39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVER, 1 - YES; HEALTH INS CODE)
40. SOCIAL SECURITY NO.
41. PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))
42. LEAVE CAT CODE
43. FEDERAL TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS)
44. STATE TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMP.; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

I.O. TED

FORM 1150 11-62 Use Previous Edition

SECRET

(When Filled In)

14-00000

R-ZR: 28 MAY 65

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
056043	BAGLEY TENNENT H

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
PROMOTION	06 06 65	REGULAR

6. FUNDS					7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
		V TO V		V TO CF	5134 0573 0000	50 USC 403 J
		CF TO V	X	CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/SR COUNTERINTELLIGENCE GROUP OFFICE OF THE CHIEF	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
OPS OFFICER BR CH	0985	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0135.01	16 1	18935

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO. DA. YR.)	26. DATE OF GRADE (MO. DA. YR.)	27. DATE OF LEI (MO. DA. YR.)
22	10	48200 / SR	75013		1	11 11 25	05 05 65	06 06 65

28. NTE EXPIRES (MO. DA. YR.)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 6 - NONE)	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO. DA. YR.)	ROD DATA	33. SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE (CODE: 0 - NONE, 5 - 5 PT, 10 - 10 PT)	36. SERV. COMP. DATE (MO. DA. YR.)	37. LONG COMP. DATE (MO. DA. YR.)	38. CAREER CATEGORY (CAR, NEW, PROV, TEMP)	39. FEGLI / HEALTH INSURANCE (CODE; CODE; 0 - WAIVED, 1 - YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. RETIR CAT (CSC)	43. FEDERAL TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED: 1 - YES, 2 - NO; CODE; NO TAX EXEMP.; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
6/9/65

FORM 1150 11-62 Use Previous Edition

SECRET

(When Filled In)

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES
Federal Employees Salary Act of 1964

GRADE	*Per Annum Rates and Steps*									
	1	2	3	4	5	6	7	8	9	10
GS- 1	$3,385	$3,500	$3,615	$3,730	$3,845	$3,960	$4,075	$4,190	$4,305	$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	.....
GS-17	21,445	22,195	22,945	23,695	24,445	.....	.....	.....	.....	.....
GS-18	24,500	.....	.....	.....	.....	.....	.....	.....	.....	.....

14-00000

096043	BAGLEY TENNENT H	48 200	CF

5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last EH Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 15	2	11630 ~~$10,280~~	09/15/63	GS 15	3	11600 ~~$10,695~~	09/13/64			

8 Remarks and Authentication

01

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

000

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: DATE 15/7/64

PAY CHANGE NOTIFICATION

Form 6-6n Obsolete Previous 18 Sept (4-51)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ADPD 04/23/64

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
096043	BAGLEY TENNENT H

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO. DA. YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	04 12 64	

6 FUNDS		V TO V		V TO CF	7 COST CENTER NO CHARGEABLE	8 CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X	CF TO CF	4134 1000 1000	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/SR DIVISION DDP SR CI GR OFF OF THE CH	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
OPS OFFICER BR CH	0985	D

14 CLASSIFICATION SCHEDULE (GS, LB, etc)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	15	

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

POSTED
27 APR

11508 Use Previous Edition
7 MFG 1 63

SECRET 27 APR 1964

(4-51)

14-00000

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCI MEMORANDUM DATED 1 AUGUST 1956; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
BAGLEY TENNENT H	056043	48 080	CF	GS 15 2	$15,045	$16,180

LLG: 31 OCT. 62

SECRET
(When Filled In)

ODF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	056043
2. NAME (LAST-FIRST-MIDDLE)	BAGLEY TENNENT H
3. NATURE OF PERSONNEL ACTION	REASSIGNMENT
4. EFFECTIVE DATE (MO. DA. YR)	10 31 62
5. CATEGORY OF EMPLOYMENT	REGULAR
6. FUNDS	V TO V; V TO CF; CF TO V; X CF TO CF
7. COST CENTER NO. CHARGEABLE	3134 1000 1000
8. CSC OR OTHER LEGAL AUTHORITY	50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS	DDP SR CHIEF, OPERATIONS AND PLANS COUNTERINTELLIGENCE BRANCH OFFICE OF THE CHIEF
10. LOCATION OF OFFICIAL STATION	WASH., D.C.
11. POSITION TITLE	POL OFFICER 2ND SEC OPS OFFICER BR CH
12. POSITION NUMBER	0578
13. CAREER SERVICE DESIGNATION	D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	FSR GS
15. OCCUPATIONAL SERIES	0136.01
16. GRADE AND STEP	05 0 15 1
17. SALARY OR RATE	9620 14565
18. REMARKS	SWITZERLAND

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Eligibility Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO. DA. YR.)	27. DATE OF LEI (MO. DA YR)
37	10	60080	SR	75013	1	1	11 11 25		

28. NTE EXPIRES (MO. DA. YR.)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 3 - FICA, 5 - NONE)	CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE)	(MO. DA. YR)	EOD DATA	33. SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE (CODE)	(0 - NONE, 2 - 5 PT, 3 - 10 PT)	36. SERV. COMP. DATE (MO DA YR)	37. LONG COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR, PROV, RES, TEMP)	CODE	39. FEGLI / HEALTH INSURANCE (CODE)	(0 - WAIVER, 1 - YES)	HEALTH INS CODE	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE)	(0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA: FORM EXECUTED (1 - YES, 2 - NO)	CODE	NO TAX EXEMPTIONS	44. STATE TAX DATA: FORM EXECUTED (1 - YES, 2 - NO)	CODE	NO TAX EXEMP.	STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED
MO 11-7-62

FORM 4-62 1150 Use Previous Edition 10/31/62

SECRET
(When Filled In)

056043 BAGLEY TENNENT H 60 080 CF

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last EI Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 15	1	$14,905	09/10/62	GS 15	2	$15,045	09/15/63			

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD 00 0
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

9/14/63

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: DATE 7/18/63

PAY CHANGE NOTIFICATION

MAH

Form 560 Obsolete Previous Edition

SECRET (When Filled In)

ABM: 14 SEPT 62

ODF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
056043	BAGLEY TENNENT H

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
PROMOTION	09 16 62	REGULAR

6. FUNDS					7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
		V TO V		V TO CF	3139 9600 1065	50 USC 403 J
		CF TO V	X	CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF	BERN, SWITZERLAND

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
POL OFFICER 2ND SEC OPS OFFICER	1586	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR		05 0	9055
GS	0136.01	15 1	13730

18. REMARKS
BERN, SWITZERLAND.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqrs Code	25. DATE OF BIRTH (MO. DA. YR.)	26. DATE OF GRADE (MO. DA. YR.)	27. DATE OF LEI (MO. DA. YR.)
22	10	54600	EE	69007	1	3	11 11 25	09 16 62	09 16 62

28. NTE EXPIRES (MO. DA. YR.)	29. SPECIAL REFERENCE	30. RETIREMENT DATA	CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE	MO. DA. YR.	EOD DATA	33. SECURITY REQ. NO	34. SEX
	80								

35. VET. PREFERENCE CODE	0 - NONE 1 - 5 PT 2 - 10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG. COMP. DATE MO DA YR	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE CODE	0 - WAIVER 1 - YES	HEALTH INS CODE	40. SOCIAL SECURITY NO.
				CAR PROV / RESS TEMP				

41. PREVIOUS GOVERNMENT SERVICE DATA CODE	0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1 - YES 2 - NO	CODE	NO TAX EXEMPTIONS	44. STATE TAX DATA FORM EXECUTED 1 - YES 2 - NO	CODE	NO TAX EXEMP	STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

Bar 9/18/62

20 SEP 1962

Form 1150 Use Previous Edition

SECRET

(When Filled In)

556043	BAGLEY TENNENT H	DDP/EE 52	UV	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 14	2	$12,470	12/13/59	14	3	$12,730	06/11/61			

8. Remarks and Authentication

/ / NO EXCESS LWOP

/ / IN PAY STATUS AT END OF WAITING PERIOD

/ / IN LWOP STATUS AT END OF WAITING PERIOD

SECRET

PAY CHANGE NOTIFICATION

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
DI	BAGLEY TENNENT H	556043	52 27	GS-14 2	$11,595	$12,470

/S/ EMMETT D. ECHOLS

DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT
556043	BAGLEY TENNENT H	DDP/EE 22	UV	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 14	1	~~$11,355~~	06	15	58	GS 14	2	$11,595	12	13	59

TO BE COMPLETED BY THE OFFICE OF COMPTROLLER

8. CHECK ONE ☐ NO EXCESS LWOP ☐ EXCESS LWOP

IF EXCESS LWOP, CHECK FOLLOWING:

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ IN LWOP STATUS AT END OF WAITING PERIOD

9. NUMBER OF HOURS LWOP

10. INITIALS OF CLERK

11. AUDITED BY

TO BE COMPLETED BY THE OFFICE OF PERSONNEL

12. TYPE OF ACTION

☐ P.S.I. ☐ L.S.I. ☐ PAY ADJUSTMENT

13. REMARKS

14. AUTHENTICATION

SECRET

PAY CHANGE NOTIFICATION

FORM 560 OBSOLETE PREVIOUS EDITION

SECRET

IN LIEU OF FORM 1150 THIS NOTIFICATION EFFECTS RESLOTTING RESULTING FROM R-20-250

SER #	NAME	SD	OLD SLOT	NEW SLOT	DATE
556043	BAGLEY TENNENT H	DI	1585	1586	05/01/59

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
BAGLEY TENNENT H	556043	GS-14-1	$10,320	$11,355

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

S E C R E T

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

MCM 13 JUNE 58

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth Mo.	Da.	Yr.	4. Vet. Pref. None-0 5 Pt-1 10 Pt-2	Code	5. Sex	6. CS-EOD Mo.	Da.	Yr.
556043	BAGLEY TENNENT H	11	11	25		1	M 1	07	24	50

7. SCD Mo.	Da.	Yr.	8. CSC Retat. Yes-1 No-2	Code	9. CSC Or Other Legal Authority	10. Apmt. Affidav. Mo.	Da.	Yr.	11. FEGLI Yes-1 No-2	Code	12. LCD Mo.	Da.	Yr.	13. [illegible] Yes-1 No-2	Code
04	08	47		1	50 USCA 403 d						07	24	50		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. Dept. - Field Dept - 1 USfld - 3 Frgn - 5	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
	5	POL OFF 2ND SECTY AREA OPS OFF	1585	FSR GS	0136.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade Mo. Da. Yr.	25. PSI Due Mo. Da. Yr.	26. Appropriation Number
06 13 2	$ 7100 9205	D1			8 3160 55 065

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
PROMOTION	30	06 15 58	REGULAR	OM	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF	5288	BERN, SWITZERLAND	6900T

33. Dept. - Field Dept - 1 USfld - 3 Frgn - 5	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
	5	POL OFF 2ND SECTY AREA OPS OFF	1585	FSR GS	0136.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade Mo. Da. Yr.	42. PSI Due Mo. Da. Yr.	43. Appropriation Number
06 14 1	$ 7100 10320	D1	06 15 58	12 13 59	8 3160 55 065

44. Remarks

FO 3 5
24 JUN 1958
20

FORM NO. 1150a
1 MAR 57

SECRET

(4)

5128

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN	4. FUNDS	5. ALLOTMENT
556043	BAGLEY TENNENT H	DDP/EE 22	UV	

6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA	YR				MO	DA	YR.
GS 13	1	$ 8,990				GS 13	2	$ 9,205	05	04	58

REMARKS

CERTIFICATION

I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.

TYPED OR PRINTED NAME OF SUPERVISOR	DATE	SIGNATURE OF SUPERVISOR
P. HEIMANN CHIEF/R	10 Ap 58	P. Heimann

PERIODIC STEP INCREASE - CERTIFICATION

FORM NO. 560 1 MAR. 56 SECRET PERSONNEL FOLDER (4)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ARE: 7 MAR 1958

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Pref.	5. Sex	6. CS-EOD
556043	BAGLEY TENNENT H	Mo. 11 Da. 11 Yr. 25	Name 5 Pts 10 Pts Code 1	M 1	Mo. 07 Da. 24 Yr. 50

7. SCD	8. CSC Exec.	9. CSC Or Other Legal Authority	10. Apmt. Affidav.	11. [illegible]	12. LCD	13. [illegible]
Mo. 04 Da. 08 Yr. 47	Yes - 1 No - 2 Code 1	50 USCA 403 d	Mo. Da. Yr.	Yes - 1 No - 2 Code	Mo. 07 Da. 24 Yr. 50	Yes - 1 No - 2 Code 2

PREVIOUS ASSIGNMENT

14. Organizational Designations	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 USFld - 3 Frgn - 5 Code 5	AREA OPS OFF	1585	GS	0136.01

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PR Due	26. Appropriation Number
13 1	$ 8990	DI	Mo. 11 Da. 04 Yr. 56	Mo. 05 Da. 04 Yr. 58	8-3160 55 065

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Data
INTEGRATION DEPARTMENT OF STATE	50	02 21 58	REGULAR	OH	

PRESENT ASSIGNMENT

31. Organizational Designations	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 USFld - 3 Frgn - 5 Code 5	POL OFF 2ND SECTY AREA OPS OFF	1585	FSR GS	0136.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PR Due	43. Appropriation Number
06 13 1	$ 7100 8990	DI	Mo. 11 Da. 04 Yr. 56	Mo. 05 Da. 04 Yr. 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.

FORM NO. 1 MAR 57 1150a

SECRET

(4)

NOTIFICATION OF PERSONNEL ACTION

MCO

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth Mo.	Da.	Yr.	4. Vet. Pref. None-0 5 Pt-1 10 Pt-2	Code	5. Sex	6. CS-EOD Mo.	Da.	Yr.
556043	BAGLEY TENNENT H	11	11	25		1	M 1	07	24	50

7. SCD Mo.	Da.	Yr.	8. CSC Retmt. Yes-1 No-2	Code	9. CSC Or Other Legal Authority	10. Appt. Affidav. Mo.	Da.	Yr.	11. FEGLI Yes-1 No-2	Code	12. LCD Mo.	Da.	Yr.	13. [illegible] Yes-1 No-2	Code
04	08	47		1	50 USCA 403 d					1	07	24	50		2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDP EE POLAND BRANCH FI OPERATIONS SECTION		WASH. D. C.	

16. Dept. - Field Dept - 1 USfld - 3 Frgn - 5	Code	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series
	2	I.O. (FI)	0118	GS	0136.51

21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade Mo. Da. Yr.	25. PSI Due Mo. Da. Yr.	26. Appropriation Number
13 1	$ 8990	01			8 3100 20

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT (TRANSFER TO UNVOUCHERED FUNDS)	05	12 15 57	REGULAR	01	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF	5288	BERN, SWITZERLAND	69007

33. Dept. - Field Dept - 1 USfld - 3 Frgn - 5	Code	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series
	5	AREA OPS OFF	1585	GS	0136.01

38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade Mo. Da. Yr.	42. PSI Due Mo. Da. Yr.	43. Appropriation Number
13 1	$ 8990	01	11 04 58	05 04 58	8 3160 55 065

44. Remarks

SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

POSTED
26 DEC 1957

FORM NO. 1150a
1 MAR 57

STANDARD FORM 50 (8 PART)
REV. APRIL 1954
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER 10 FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

are

1. NAME (MR.—MISS—MRS.—ONE GIVEN NAME, INITIAL(S) AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. TERRENCE H. BAGLEY 156043	11 Nov 1925		10 May 1957

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
REASSIGNMENT 56	5 May 1957	50 USCA 403 j

FROM		TO
I.O. (CI) BO-216	8. POSITION TITLE	I.O. (FI) BO-118-13
GS-0136.53-13 $8990.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-0136.51-13 $8990.00 per annum
CE Section	10. ORGANIZATIONAL DESIGNATIONS	DDP/EE Poland Branch FI Operations Section
	527310	
	11. HEADQUARTERS	
	2	Washington, D. C.
[ ] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPT'L	[ ] FIELD [X] DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT	10 POINT		NEW	VICE	I. A.	REAL	
1			X							SD-DI

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
1 M	FROM: 7-3100-20 TO: Same 750-13	Yes		[ ] CLAIMED [ ] PROVED STATE:

20. REMARKS:

3 EOD 07/24/50

POSTED 5/13/57 WM

ENTRANCE PERFORMANCE RATING:

Director of Personnel

31. SIGNATURE OR OTHER AUTHENTICATION

4. PERSONNEL FOLDER COPY

☆ U. S. GOVERNMENT PRINTING OFFICE: 1956-393849

MJ 5/10/57

STANDARD FORM 50 (8 PART)
REV APRIL 1954
PROMULGATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER 930, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

ORG

1. NAME (MR.-MISS-MRS.-GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. TERRETT H. BAGLEY 156043	11 Nov 1925		2 November 56

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
PROMOTION 30	4 Nov 1956	50 USCA 403 j

FROM		TO
BG-216-12	8. POSITION TITLE	I. O. (CI) BG-216
GS-0136.53-12 $7705.00 per annum	9. SERVICE, GRADE, AND SALARY	GS-0136.53-13 $8990.00 per annum
	10. ORGANIZATIONAL DESIGNATION	DDP/EE Poland Branch CE Section
	11. HEADQUARTERS	Washington, D. C.
[ ] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPT.	[ ] FIELD [X] DEPARTMENTAL

13. VETERAN'S PREFERENCE					14. POSITION CLASSIFICATION ACTION
NONE	WWII	OTHER	5-PT	10 POINT (SERV / COMP)	CLAS / TITLE / F. A. / REAL
			X		GD-DI

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT	18. DATE OF APPOINTMENT (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
M	FROM: 7-3100-20 750-13 TO: Same	Yes		[ ] CLAIMED [ ] PROVED STATE:

20. REMARKS.

This also corrects Item #1, First Name, on 57-52 effective 28 Feb 1954 and 57-52 effective 26 Sep 1954; also, 57-50 effective 20 May 1956 which read "Tennett" to read "Terrett."

3 ZID 07/24/50

ENTRANCE PERFORMANCE RATING:

Director of Personnel

AUTHENTICATION

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1956-373069

MJ 11/7/56

STANDARD FORM 52 (8 PART)
REV APRIL 1951
PROMULGATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 31, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

CONFIDENTIAL

NOTIFICATION OF PERSONNEL ACTION

1v1

1. NAME (NO MIDDLE NAME - ONE GIVEN NAME, INITIAL(S) AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. Tennett H. Dagley	11 Nov 1925		11 May 1956

This is to notify you of the following action affecting your employment:

5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
Reassignment 01	BOB 20 May 1956	50 USCA 403 j

FROM		TO
Area Ops. Off. BGF-857	8. POSITION TITLE	I. O. (CI) BG-216-12
GS-0136.01-12 $7785.00 per annum	9. SERVICE, SERIES, GRADE, SALARY	GS-0136.53-12 $7785.00 per annum
DDP/KE Austrian Station Operations Staff	10. ORGANIZATIONAL DESIGNATIONS	DDP/KE Poland Branch CK Section
	527320	
Vienna, Austria	11. HEADQUARTERS	Washington, D. C.
	2	
X FIELD ☐ DEPARTMENTAL	12 FIELD OR DEPT'L	☐ FIELD X DEPARTMENTAL

13. VETERAN'S PREFERENCE						14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5-PT	10-POINT DISAB	10-POINT OTHER	NEW	VICE	I. A.	REAL.	
1			X							SD/DI

15. SEX	16. APPROPRIATION	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE
1 M	FROM: 6-3110-55-016 TO: 6-3100-20 750-13	Yes		☐ CLAIMED ☐ PROVED STATE: Calif.

20 REMARKS:

Time 16 mos 16

3 EOD

"Transfer TO Vouchered funds FROM Unvouchered funds."

CONFIDENTIAL

ENTRANCE PERFORMANCE RATING:

Director of Personnel

21 SIGNATURE OR OTHER AUTHENTICATION

☆ U. S. GOVERNMENT PRINTING OFFICE: 1955 - 350009

4. PERSONNEL FOLDER COPY

Rm 5/14/56

14-00000

PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL
(When filled in)

U. S. GOVERNMENT PRINTING OFFICE: 1954-320080

1. Agency and organizational designations	2. Payroll period	3. Stock No.	4. Slip No.
		UV	

5. Employee's name (Last name, first name, middle initial or initials)	6. Grade and salary
DAGLEY, TENDETT HARRINGTON	GS- 12 $7570.00

PAYROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.			NET PAY
7. Previous normal													
8. New normal													
9. Pay this period													

10. Remarks	11. Appropriation(s)	12. Prepared by	13. Audited by
	ER/AS 3	JJJ 6 FEB 56	

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Employee's service and conduct are satisfactory (Signature or other authentication)
25MAR56	26 SEP 54	$7570.00	$7785.00	XXXXXXXXXXXXXXXXXXXXXXXX SERVICE AND CONDUCT ARE SATISFACTORY

19. LWOP date (Fill in appropriate spaces covering LWOP during following periods)
Period(s)

☐ No excess LWOP. Total excess LWOP

(Check applicable box in case of excess LWOP)
☐ In pay status at end of waiting period.
☐ In LWOP status at end of waiting period.

Initials of Clerk

STANDARD FORM NO. 1126b—Revised
Form prescribed by Comp. Gen., U. S.
October 25, 1954, General Regulations No. 102

PAYROLL CHANGE SLIP — PERSONNEL COPY

14-00000

STANDARD FORM 52
PRICING DATED BY THE U. S. CIVIL SERVICE COMMISSION
(FEBRUARY 1955 — FEDERAL PERSONNEL MANUAL, CHAPTER 10)

REQUEST FOR PERSONNEL ACTION

SECRET

UNVOUCHERED

9/21/54

REQUESTING OFFICE: Fill in items 1 through 12 and A through D *except 6B and 7 unless otherwise instructed.* If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (*Mr.—Miss—Mrs.—One given name, initial(s), and surname*)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Tennett H. Bagley	11 Nov 1925		19 Aug 54

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (*Specify whether appointment, promotion, separation, etc.*)	6. EFFECTIVE DATE A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY
Promotion	ASAP	
B. POSITION (*Specify whether establish, change grade or title, etc.*)	B. APPROVED: SEP 26 1954.	

FROM—	9. POSITION TITLE AND NUMBER	TO—
Ops Off.(CE) BG(F) 869-11 GS-0136.52-11 $5940.00 DDP/EE Austria Mission Counter Espionage Staff Vienna, Austria	9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS	Area Ops. Off. BG(F) 857 GS-0136.01-12 $7040.00 DDP/EE Austrian Mission Operations Staff Vienna, Austria
[X] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[X] FIELD [ ] DEPARTMENTAL

A. REMARKS (*Use reverse if necessary*)

PURSUANT TO DCI DIRECTIVE
EFFECTIVE 10 MAR. 1955
SALARY APPROVED 7570

PERIODIC STEP INCREASE DUE 24 Oct 54
TO SALARY $ 6140

B. REQUESTED BY (*Name and title*) EE/Per.

C. FOR ADDITIONAL INFORMATION CALL (*Name and telephone extension*) 3884/C.Danish

D. REQUEST APPROVED BY
Signature: J P Humphreys
Title: FI/CMD

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10 POINT DISAB.	10 POINT OTHER
			X		

14. POSITION CLASSIFICATION ACTION

NEW	VICE	L.A.	REAL.

FI/SD

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C.S. RETIREMENT ACT (FTS-2KO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 5-3110-55-016 TO: Same	Yes		[ ] CLAIMED [ ] PROVED STATE: Calif.

21. STANDARD FORM 50 REMARKS

APPROVED BY
FI CAREER SERVICE BOARD
DATE:

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS.
A.			
B. CEIL. OR POS. CONTROL	RLE	9/14	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	C Taylor	16 Sept 54	
E.			

POSTED 9/21/54 PA

F. APPROVED BY Joseph L. Rocca SECRET C Taylor 16 Sept 54

14—27329-4

14-00000

AM 52
THE
CS CONFERENCE
FEDERAL PERSONNEL
FOR 56

SECRET

UNVOUCHERED

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Tennett H. Bagley	11 Nov. 1925		25 Feb. 54

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE: A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY
Reassignment	28 Feb; 1954	
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED: FEB 28 1954	

FROM—	8. POSITION TITLE AND NUMBER	TO—
Intelligence Off.(CI) BC(F)86-11		Ops Officer (CE) BC(F) 869-11
GS-132-11 $5940.00	9. SERVICE, GRADE, AND SALARY	GS-0136.52-11 $5940.00
DDP/EE	10. ORGANIZATIONAL DESIGNATIONS	DDP/EE
Austrian Mission		Austria Mission
CE Section		Counter Espionage Staff
Vienna, Austria	11. HEADQUARTERS	Vienna, Austria
[XX] FIELD [ ] DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[XX] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Signature and title) CE/PER

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 3883 Ext 16

D. REQUEST APPROVED BY

Signature:

Title:

13. VETERAN PREFERENCE					
NONE	WWII	OTHER	5-PT.	10-POINT	
			X	DISAB.	OTHER

14. POSITION CLASSIFICATION ACTION				
NEW	VICE	I. A.	REAL	CD-FI

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C.S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
M	W	FROM: 4-3110-55-016 TO: 4-3110-55-016			[ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 57 REMARKS

POSTED

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			
F. APPROVED BY			

10—47339-B

14-00000

STANDARD FORM 52
PRESCRIBED BY THE U. S. CIVIL SERVICE COMMISSION
PURSUANT TO—FEDERAL PERSONNEL MANUAL CHAPTER 13

REQUEST FOR PERSONNEL ACTION

UNTOUCHED

4/24/52

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D *except 6B and 7 unless otherwise instructed.* If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REGISTER NO.	4. DATE OF REQUEST
PAGLEY, Tennant H.			3/19/53

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE A. PROPOSED:	7. C.S. OR OTHER LEGAL AUTHORITY
Promotion		
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED: APR 26 1953	

FROM—		TO—
Intelligence Officer GS-132-9 ~~$[illegible]~~ 5310 DDP EE Operations Section Vienna, Austria	8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	Intelligence Off-(Counterintel) LG (F) C6-11 GS-132-11 $5940 p/a DDP/EE Austrian Mission CE Section Vienna, Austria
[ ] FIELD [ ] DEPARTMENTAL		[ ] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title): [signature] EE/PER

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)

D. REQUEST APPROVED BY
Signature: David B. Powell
Title: F/PD.

13. VETERAN PREFERENCE

MORE	WWII	OTHER	5-PT.	10-POINT	
				DISAB.	OTHER

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL.

15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE
		FROM: 3100-[illegible]-016 TO: 3100-[illegible]-016			[ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

POSTED
4/25/53

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY
[signature] 4/21/53

Security Information

10—67829-6

14-00000

STANDARD FORM 52
PRESCRIBED BY THE U. S. CIVIL SERVICE COMMISSION
JANUARY 1955 — FEDERAL PERSONNEL MANUAL, CHAPTER 31

REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs. Give given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
BAGLEY, Tennent H.	11 Nov. 1925		6 Dec. 1952

5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)	6. EFFECTIVE DATE: A. PROPOSED	7. C. S. OR OTHER LEGAL AUTHORITY
Conversion	608 6 Dec. 52	
B. POSITION (Specify whether establish, change grade or title, etc.)	B. APPROVED: [illegible]	

FROM—		TO—
Assistant Attache Intell. Officer (Ops.) [redacted] FSS-9 $4290 p/a GS-9 [redacted] $5310. OSO FIM Operations Section Vienna, Austria [X] FIELD [ ] DEPARTMENTAL	8. POSITION TITLE AND NUMBER 9. SERVICE, GRADE AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	Intelligence Officer [redacted] GS-9 [redacted] $5310. [redacted] DDP [redacted] FE Operations Section Vienna, Austria [X] FIELD [ ] DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)	D. REQUEST APPROVED BY
[illegible] EE/PER	Signature: Davis B. Powell
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	Title: FI/Ps.

13. VETERAN PREFERENCE

NONE	WWII	OTHER	5 PT.	10-POINT DISAB.	10-POINT OTHER

14. POSITION CLASSIFICATION ACTION:

NEW	MOD.	L. A.	REAL.

15. SEX	16. RACE	17. APPROPRIATION FROM: TO:	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE [ ] CLAIMED [ ] PROVED STATE:

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CERT. OR POS. CONTROL			
C. CLASSIFICATION	[illegible]	[illegible]	
D. PLACEMENT OR EMPL.			
E.			

F. APPROVED BY: [illegible] 1/10/53

JOHN W. COPPS

10—47320-2

14-00000

1. Agency and organizational designations: CENTRAL INTELLIGENCE AGENCY

2. Pay roll

3. Block No.: 07

5. Employee's name (and social security account number when appropriate): BAGLEY, Tennant I.

6. Grade and salary: GS-9 $5135

PAY ROLL CHANGE DATA

	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.			NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											

10. Remarks

11. Appropriation(s): 37

12. Prepared by

13. Audited by

☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase

14. Effective date	15. Date last equivalent	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.
3 Aug 52	4 Aug 51	$5135	$5310	(Signature or other authentication)

19. LWOP data (Fill in appropriate spaces covering LWOP during following period(s)

Period(s)

☐ No excess LWOP. Total excess LWOP

(Check applicable box in case of LWOP)

☐ Pay status at end of calendar month

Initials Clerk

COPY IN PAYROLL FILES

CONFIDENTIAL FUNDS BRANCH

STANDARD FORM NO. 1126d-a

Form prescribed by Comp. Gen., U. S.

Nov. 6, 1930; General Regulation No. 103

PAY ROLL CHANGE SLIP—PERSONNEL COPY

16—61111-3a U. S. GOVERNMENT PRINTING OFFICE

14-00000

SECRET

SECURITY INFORMATION

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: Tennent H. Bagley	DATE: 12 December 1951
NATURE OF ACTION: Reassignment	EFFECTIVE DATE: 23 December 1951

	FROM	TO
TITLE	Asst Attache (Political Off) Intell. Officer	Asst. Attache Intell. Officer (Ops)
GRADE AND SALARY	FSS-9 $4290. GS-9, ~~$4165.~~ ~~$4325.~~ $5185	FSS-9 $4290. GS-9, $5185.
OFFICE	OSO	OSO
DIVISION	FIN	FIN
BRANCH	External Section "A"	Operations Section ~~Exp. Buckingham~~
OFFICIAL STATION	Vienna, Austria	Vienna, Austria (3110-00)

QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR: Grace L. Grames	EXECUTIVE
CLASSIFICATION: F-594	PERSONNEL OFFICER: D Munleady 13 1951	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS — YES [ ] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____

SECURITY CLEARED ON _____

OVERSEAS AGREEMENT SIGNED _____

ENTERED ON DUTY _____

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

From Slot No. 9 to Slot No. 8 replacing Young

182

CONFIDENTIAL FUNDS BRANCH

SECURITY INFORMATION

FORM NO. 37-1
NOV 1948

SECRET

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: BAGIZY, Tennent H.

DATE: 22 August 1951

NATURE OF ACTION: Periodic Pay Increase

EFFECTIVE DATE: 5 & August 1951

	FROM	TO
TITLE	Asst. Attache (Political Off) Intelligence Officer	Asst. Attache (Politicaloff) Intelligence Officer
GRADE AND SALARY	FSS-9 $4290.00 GS-9 $4000.00	FSS-9 $4290.00 GS-9 $4725.00
OFFICE	OSO	OSO
DIVISION	FDM	FDM
BRANCH	External Section "A"	External Section "A"
OFFICIAL STATION	Vienna	Vienna

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON

SECURITY CLEARED ON

OVERSEAS AGREEMENT SIGNED

ENTERED ON DUTY

(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS:

L.S.I. 24 July 1950

PURSUANT TO DCI DIRECTIVE
EFFECTIVE 24 OCT. 1951
SALARY ADJUSTED TO $ 5185.00

This is to certify that the conduct and services of the employee during this period have been satisfactory in all respects.

Difference between Dept of State salary and CIA salary to be paid by CIA.

COPY IN PAYROLL FILES
CONFIDENTIAL FUNDS BRANC

Division Chief

FORM NO. 37-1
NOV 1949

SECRET

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: BAGLEY, Tennent H.	DATE: 23 May 1951
NATURE OF ACTION: Integration	EFFECTIVE DATE: 25 May 1951

	FROM	TO
TITLE	Intelligence Officer (Ops) GS-9	Asst. Attache (Political Off.) FSS-9
GRADE AND SALARY	GS-9 $4,600.00	FSS-9 $4,290.00*
OFFICE	OSO	OSO
DIVISION	FDM	FDM
BRANCH	External Section "A"	External Section "A"
OFFICIAL STATION	Vienna	Vienna

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER: Charles W. Pearson	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON

SECURITY CLEARED ON

OVERSEAS AGREEMENT SIGNED

ENTERED ON DUTY

(SIGNATURE OF AUTHENTICATING OFFICER)

REMARKS:

* Subject integrated into the Department of State as FSS-9, with a salary of $4,290.00. Subject is to be paid the difference between CIA salary of $4,600.00 and salary of $4,290.00 to be paid by the Department of State and allowances in accordance therewith.

Subject is due a lump sum payment for annual leave to be paid up to 24 May 1951.

POSTED

25 May

COPY IN PAYROLL FILES
CONFIDENTIAL FUNDS BRANCH

FORM NO. 37-1
NOV 1949

SECRET

GPO 16—62248-1 (2)

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: BAGLEY, Tennett H.	DATE: 4 April 1951
NATURE OF ACTION: Transfer	EFFECTIVE DATE: 15 April 1951

	FROM	TO
TITLE	Intelligence Officer (Ops) GS-9	Intelligence Off. (Ops) GS-9
GRADE AND SALARY	GS-9 $4600.00	GS-9 $4600.00
OFFICE	OSO	OSO
DIVISION	FDM/BAD	FDM
BRANCH	I.O. Branch - FOS	External Section "A"
OFFICIAL STATION	Karlsruhe	Vienna

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
	[signature]	
CLASSIFICATION: F-594 [signature]	PERSONNEL OFFICER: 4/9/51 [signature]	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____

SECURITY CLEARED ON _____

OVERSEAS AGREEMENT SIGNED _____

ENTERED ON DUTY _____

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

Slot 6.

Concurrence Date
11 April 1951
W. A. Osborne/hdt

130

OK 5 Apr 5

FORM NO. 37-1 NOV 1948

GPO 83-900339

14-00000

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME: BAGLEY, Tennett H.	DATE: 13 December 1950
NATURE OF ACTION: Intra Agency Transfer	EFFECTIVE DATE: 7 January 1951

	FROM	TO
TITLE	Intell. Officer GS-9	Intell. Officer (Ops) GS-9
GRADE AND SALARY	GS-9 $4600.00	GS-9 $4600.00
OFFICE	Advisory Council	OSO
DIVISION	Office of Chief	FDD/DAD
BRANCH		Intell. Operations Branch FOS
OFFICIAL STATION	Washington, D.C.	Karlsruhe

QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR	EXECUTIVE
F G Lavena	B M Vandenburg	
CLASSIFICATION 19 Dec 50 F.S. 44	PERSONNEL OFFICER	
Austin J Thomas/jw	H. C. Chilcote 21 Dec 50	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____

SECURITY CLEARED ON _____

OVERSEAS AGREEMENT SIGNED _____

ENTERED ON DUTY _____

CONFIDENTIAL FUNDS BRANCH

INITIALS

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

S-53

Employee is replacement for Raymond Downing.

Concurrence date 12/26/50
W. R. Osborne/[illegible]

[illegible] 12/15/78

FORM NO. 37-1
NOV 1949

GPO DSO 50-233

SECRET

14-00000

SECRET

File

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME EAGLEY [illegible]	DATE 15 November 1950
NATURE OF ACTION [illegible]	EFFECTIVE DATE

	FROM	TO
TITLE		Intelligence Officer (Ops)
GRADE AND SALARY		CA-9 $11,000.00
OFFICE		OCO
DIVISION		[illegible]/MAD
BRANCH		I O Branch - F. O. S.
OFFICIAL STATION		[illegible]

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [ ] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____

SECURITY CLEARED ON _____

OVERSEAS AGREEMENT SIGNED _____

ENTERED ON DUTY _____

SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

Cat - 3

Please transfer leave from V Corps. Replacement for Domin., Bangkok.

This party prior to departure will report to the Advisory Group for debriefing

DATE Dec 6-50

CONCUR FOR THE CHIEF OF INSPECTION AND SECURITY STAFF [signature]

GEORGE P. LOKER, JR.
CHIEF, SPECIAL SECURITY BRANCH

FORM NO. 97-2
NOV 1949

GPO 83-500339

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME		DATE: 26 August 1949
NATURE: Bagley, Tennent Harrington Appointment		EFFECTIVE DATE: 24 July 1950
	FROM	TO
TITLE		Intelligence Officer GS-9
GRADE AND SALARY		GS-9 $4600.00 ~~P-3, $4470.60~~
OFFICE		Advisory Council
BRANCH		O/C
DIVISION		
OFFICIAL STATION		Washington, D. C.

APPROVAL

QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION Cu #1785	PERSONNEL OFFICER	

POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES [X] NO [ ]

OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 24 July 1950

SECURITY CLEARED ON 29 August 49 Extended 29 May 1950

OVERSEAS AGREEMENT SIGNED Not Applicable

ENTERED ON DUTY 24 July 1950

Frank G. Jarema
SIGNATURE OF AUTHENTICATING OFFICER

REMARKS:

DOG-04/26/53
CSEOD-07/24/50
LCD-07/24/50

Please transfer accrued leave from Vouchered Funds.
Security concurrence requested 24 August 1949.

Frank P. Scheri
Authorized Certifying Officer

FORM NO. 37-1 PREVIOUS EDITIONS ARE NOT TO BE USED.
AUG 1949

SECRET

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.

B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected.

C. Mr. Bagley has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -- indeed, the duty -- to hold independent views and to express them with integrity (as Mr. Bagley has done), but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonious.

3. To sum up, Mr. Bagley's abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less impressive. In spite of his considerable social and diplomatic skills, Mr. Bagley is essentially a reserved person who finds some difficulty in communicating with his subordinates.

4. In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, Brussels Station has made good progress during this period and Mr. Bagley's performance has been STRONG.

John L. Hart
Chief,
European Division

REVIEWING OFFICER'S COMMENTS: Concur

Date: 11 May 71

Assistant Deputy Director for
Plans

14-00000

ATTACHMENT TO OBIS 3697

ATTACHMENT TO OBIT 5300

TO : Tennent H. Bagley

SUBJECT: Annual Fitness Report

1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief or Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief' CS for review.

2. It should be borne in mind that this fitness report has been prepared in accordance with the EUR Division policy for such reporting as established in Field Notice 41.

3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 1 April 70 - 31 March 71, and have attached my comments for the record.

/s/ Tennent H. Bagley
SIGNATURE

27 April 1971
DATE

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

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 LCPIPIT 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,

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

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

5 May 1970

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 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

SECRET

13 May 1970

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
Chief
European Division

REVIEWING OFFICER'S COMMENTS: Concur -

Date: 5 May '70

Assistant Deputy Director for Plans

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.

John L. Hart
Chief
European Division

EYES ONLY

SECRET

14-00000

SECRET

SECRET-[redacted]

9 May 1969

TO : BAGLEY, Tennent H. Chief of Station, Brussels

SUBJECT: Annual Fitness Report

1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.

2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969.

Tennent H. Bagley /s/ — SIGNATURE

21 May 1969 — DATE

SECRET-[redacted]

SECRET

LIMITED OFFICIAL USE (When Completed)

Rec'd 6/30/72

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

75-89
B-3

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

I.

OFFICE & BEING RATED: Chief of Station	POST: BRUSSELS
POSITION:	GRADE: / AGENCY:
RATING PERIOD: May 13, 1969 - Dec. 29, 1969	DATE OF REPORT: December 29, 1969
SIGNATURE OF REPORTING OFFICER: John S D Eisenhower	TITLE: Ambassador
SIGNATURE OF REVIEWING OFFICER:	TITLE:

II. EVALUATION OF PERFORMANCE

[X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [ ] Yes [ ] No

III. NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.

This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.

FORM 4-65 FS-572

LIMITED OFFICIAL USE (When Completed)

SECRET

LIMITED OFFICIAL USE

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency; retains one copy.)

I.

OFFICER BEING RATED	POST	
J. Bagley	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: Ridgway B. Knight Ambassador	
SIGNATURE OF REVIEWING OFFICER	TITLE	

II. EVALUATION OF PERFORMANCE

[X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [X] Yes [ ] No

III. NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

I cannot of course comment on the professional aspects of the Chief CAS's performance because of the highly specialized nature of his responsibilities.

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.

Likewise I am satisfied that he maintains exceptionally close and effective relations with the appropriate Belgian officials.

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.

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.

In every respect, I consider him to be an outstanding CAS Station Chief.

Incl. in memo to DCI dated Nov. 1969.

FORM 1-55 FS-572

LIMITED OFFICIAL USE

SECRET

LIMITED OFFICIAL USE (When Completed)

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

I.

OFFICER BEING RATED: Chief of Station	POST: Brussels
POSITION:	GRADE: / AGENCY:
RATING PERIOD: December 30, 1969 - November 4, 1970	DATE OF REPORT: November 4, 1970
SIGNATURE OF REPORTING OFFICER: John S D Eisenhower	TITLE: Ambassador
SIGNATURE OF REVIEWING OFFICER:	TITLE:

II. EVALUATION OF PERFORMANCE

[X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [ ] Yes [X] No

III. NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.

This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.

FORM 4-65 FS-572

LIMITED OFFICIAL USE (When Completed)

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

OFFICER BEING RATED: Chief of Station	POST: Brussels	
POSITION	GRADE	AGENCY
RATING PERIOD: November 4, 1970 - September 22, 1971	DATE OF REPORT: September 22, 1971	
SIGNATURE OF REPORTING OFFICER: John S. D. Eisenhower	TITLE: Ambassador	
SIGNATURE OF REVIEWING OFFICER	TITLE	

I.

EVALUATION OF PERFORMANCE

II.

[X] Outstanding [ ] Satisfactory [ ] Unsatisfactory

Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? [X] Yes [ ] No (If no, explain in detail below.)

Has he seen this report? [ ] Yes [X] No

NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

III.

This officer is one of the few who was already here upon my arrival at this post. From careful observation over nearly two and one half years, with contacts several times a week, I am confirmed in my opinion of his extremely high professional competence. Quite naturally, I avoid delving into the details of his day-to-day operations. However, in the area with which I am most concerned--that of his political discretion--I have absolute confidence.

This officer is presentable, tactful, and enthusiastic. He fits in harmoniously with the other members of the mission, therefore constituting an outstanding asset thereto.

FORM 4-65 FS-572

END OF DOCUMENT (When Completed)

CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

(Mission submits original and one copy directly to appropriate agency, retains one copy.)

OFFICER BEING RATED: Jennent Rigby	POST: Brussels, Belgium	
POSITION: Chief CAS	GRADE: -	AGENCY: -
RATING PERIOD: (see III below)	DATE OF REPORT: November 15, 1967	
SIGNATURE OF REPORTING OFFICER: Ridgway B. Knight	TITLE: Ambassador	
SIGNATURE OF REVIEWING OFFICER:	TITLE:	

I.

EVALUATION OF PERFORMANCE

☐ Outstanding ☒ Satisfactory ☐ Unsatisfactory X (see III below)

II. Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? ☒ Yes ☐ No (If no, explain in detail below.)

Has he seen this report? ☒ Yes ☐ No

NARRATIVE COMMENTS

(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)

III. Since the Chief CAS reported to post in September of this year, sufficient time has not elapsed to make a definite evaluation of his performance. A performance evaluation covering his full period at post will be made at the time of the next annual assessment period on November 1, 1968. Having said this, I might add that his approach to his job and performance to date in addition to his obvious ability and experience have confirmed my earlier, most favorable impressions of him.

FORM 4-65 FS-572

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
Chief,
European Division

13 MAY 1969

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REVIEWING OFFICER'S COMMENTS

Concur

Cord Meyer Jr.

Cord Meyer, Jr.
Assistant Deputy Director for Plans

30 April '69

SECRET

S-E-C-R-E-T

TRAINING REPORT

Chiefs of Station Seminar No. 11 — 19 - 30 June 1967
80 hours, full time

Participant	: BAGLEY, Tennent H.	Office	: DDP/EUR
Year of Birth:	1925	Service Designation:	D
Grade	: GS-16	No. of Students	: 12
EOD Date	: July 1950		

COURSE OBJECTIVES, CONTENT AND METHODS

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

ACHIEVEMENT RECORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Charles B. Wheeler — 19 July 1967
Charles B. Wheeler — Date
Acting Chief,
Operations School

S-E-C-R-E-T

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SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 056043

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
BAGLEY, Tennent H	11/11/25	M	GS-16	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer D Div Ch	DDP/SB	Headquarters

9. CHECK (X) TYPE OF APPOINTMENT: CAREER; RESERVE; TEMPORARY; CAREER-PROVISIONAL (See instructions - Section C); SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: INITIAL; X ANNUAL; REASSIGNMENT SUPERVISOR; REASSIGNMENT EMPLOYEE; SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.: 30 April 1967

12. REPORTING PERIOD (From- to-): 1 April 1966 - 31 March 1967

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter 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).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

9 MAY 1967

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 4-68 45 USE PREVIOUS EDITIONS

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25 April 1967

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1966 - 31 March 1967

SUBJECT: BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

Mr. Bagley's performance over the period continued to be outstanding. This was his first full year as general deputy during which he still retained responsibility for a major, sensitive counterintelligence complex. Nevertheless, during my frequent absences, Mr. Bagley was called upon to act for me and he did so most effectively. Those aspects of his work involving decisions on expenditures of both funds and manpower show him to be sufficiently cost conscious yet this is tempered by a better than average awareness of the operational value to the Agency (or lack thereof) of such expenditures. Mr. Bagley has been selected to become COS of a large European station with excellent potential for Soviet Bloc operations. In my view, this appointment is additional testimony of the high regard in which he is held by his professional colleagues. In recognition of his outstanding work in SB Division, Mr. Bagley has been recommended for promotion to GS-17.

David E. Murphy
Chief, Soviet Bloc Division

Tennent H. Bagley

Date 2 May 1967

Reviewing Official:

Assistant Deputy Director for Plans

Date 2 May 67

SECRET

14-00000

8 July 1966

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1965 - 31 March 1966

SUBJECT: BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

From the beginning of the reporting period until 9 September 1965, Mr. Bagley continued as Chief, Counterintelligence Group, SR Division. Mr. Bagley was then appointed Deputy Chief, SR Division and has remained in that position. He has served as Acting Division Chief on several occasions including a period of two months in 1965 when I made an extensive visit to FE Division stations.

In Mr. Bagley's previous position as Chief, Counterintelligence Group, he completed the establishment of this group as an effective mechanism for providing support and direction to CS operations against the Soviet Intelligence Services. His imprint can be seen in the functional organization of the various branches of the group which now enables us to concentrate on those aspects of KGB and GRU operations which are essential to the comprehensive and aggressive program we have underway to penetrate these key Soviet targets. I have been particularly impressed by Mr. Bagley's ability to relate the goals of these operational programs to the capabilities of his subordinates. In fact, his appreciation of their strengths and weaknesses enabled him to place the very best of his officers in key positions in the CI Group where for the most part they remain today. Their performance is still characterized by the high sense of discipline and professionalism imbued in them by Mr. Bagley during his service as their chief. I have also been struck by the spirit of loyalty permeating this group even though Mr. Bagley's associates were often driven at a pace which would have severely tested the supervisor/subordinate relationship in most other units. At the same time, he afforded the senior officers of the CI Group every opportunity for the exercise of initiative and imaginative leadership at their own levels. On the

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other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he shouldhave to do his job properly or if he has the background to use it effectively in his work.

Moving into the responsibilities of deputy division chief, Mr. Bagley has demonstrated to my satisfaction that he was the best possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities.

Mr. Bagley's performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the Soviet target and our methods of operating against it. Mr. Bagley continues to be sensitive to costs whether one is speaking of funds or man-hours. He does not lightly undertake the expenditure of either. My very positive evaluation of Mr. Bagley's potential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity.

David E. Murphy
Chief, Soviet Bloc Division

Tennent H. Bagley

Date 8 July 1966

22 JUL 1966

Reviewing Official:

W. Lloyd George
Acting Assistant Deputy Director
for Plans

Date 8 JUL 1966

12 March 1965

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1964 - 31 March 1965

SUBJECT: BAGLEY, Tennent H. 056043
Operations Officer
Branch Chief
DDP/SR/CI
DOB 11-11-25, GS-15, SD:D

Mr. Bagley still occupies the position described in his last fitness report of 30 April 1964. The quality of his performance continues to be outstanding in all respects including cost consciousness. He has been recommended for promotion to GS-16. This recommendation should receive early consideration. There are certainly very few officers in the GS-15 level who are more deserving in terms of their executive potential and their contributions to the mission of the Clandestine Services.

David E. Murphy
Chief, SR Division

Tennent H. Bagley

Date

Reviewing Official:

Thomas H. Karamessines
Assistant Deputy Director for Plans

20 March 1965
Date

26 MAR 1965

SECRET

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SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 056043

SECTION A — GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
BAGLEY	Tennent	H.	11-11-25	M	GS-15	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer - Chief	DDP/SR/CI	Hqs

9. CHECK (X) TYPE OF APPOINTMENT: [ ] CAREER [ ] RESERVE [ ] TEMPORARY [ ] CAREER-PROVISIONAL (See Instructions - Section C) [ ] SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: [ ] INITIAL [ ] REASSIGNMENT SUPERVISOR [X] ANNUAL [ ] REASSIGNMENT EMPLOYEE [ ] SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.: 30 April 1964

12. REPORTING PERIOD (From- to-): 1 April 1963 - 31 March 1964

SECTION B — PERFORMANCE EVALUATION

W - Weak — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient — Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong — Performance is characterized by exceptional proficiency.

O - Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter 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).

SPECIFIC DUTY NO.		RATING LETTER
1	Advise the Chief, SR Division on all matters pertaining to the Soviet intelligence services and their activities.	O
2	Direct the operational program of the SR Division against the Soviet intelligence services to include the development of operational policy, goals and targets.	O
3	Establish procedures within the SR Division Counterintelligence Group, the division as a whole and with regard to other area divisions for carrying out the operational program against the Soviet intelligence services.	O
4	Supervise the personnel and activities of the Counterintelligence Group, SR Division	S
5	Conduct personally the analysis and direction of certain sensitive counterintelligence operations.	O
6		

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: O

24 APR 1964

SECRET
(When Filled In)

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 training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide the basis for determining future personnel action. Manner of 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	SIGNATURE OF EMPLOYEE
21 Apr 64	Clement H. Bagley

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
8	

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
21 Apr 64	Chief, SR Division	David E. Murphy

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur heartily.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
22 April 64	ADDP	Thomas H. Karamessine

SECRET

BAGLEY, Tennent H.

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, Mr. Bagley distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 53 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position Mr. Bagley also handles certain sensitive operations directly. All of the qualities of imagination, penetrating insight, energy and professional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of *elan* work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 056043

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
BAGLEY, Tennent H.	11 Nov 1925	M	GS-15	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer - Branch Chief	DDP/SR/CI Branch	Hqs

9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
	CAREER		RESERVE		TEMPORARY		INITIAL		REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See Instructions - Section C)			X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):				SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1963	31 October 1962 - 31 March 1963

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter 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).

SPECIFIC DUTY NO.		RATING LETTER
1	Supervises SR Division CE activities including both research and operations.	P
2	Organizes and manages Branch consisting of 58 people.	P
3	Recommends Division policy on CE matters.	S
4	Represents SR Division to other elements of the Agency on CE matters.	S
5	Briefs foreign intelligence service officers on CE and RIS matters.	O
6		

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S-

19 APR 1963

FORM 45 4-52 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET

(When Filled In)

SECTION C — **NARRATIVE COMMENTS** APR 1?

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 training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Bagley is an exceptionally skilled officer in the CE field. His knowledge of the Soviet intelligence services is almost unique in the Agency. After accomplishing the assigned task of reorganizing his Branch into a streamlined and operationally active unit, Mr. Bagley is now in the process of actively directing the planning and implementation of an aggressive effort on a world-wide basis against the Soviet intelligence services. Although in his present position only four months he has shown considerable imagination and initiative. He carries out his managerial duties in a proficient manner. He does however tend to avoid necessary but perhaps unpromising tasks. Inclined to be intolerant of those who do not meet the high standards he sets for himself, Mr. Bagley can be uncompromising in professional matters to the detriment of his relationships with others.

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

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

DATE	SIGNATURE OF EMPLOYEE
10 APR 1963	Tennent H. Bagley

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
4 Months	

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
10 APR 1963	Chief, Operations and Plans SR Division	Edward D. Goloway

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This employee is a dedicated and hard-driving operational specialist whose performance in the field on his last tour is well known and respected in the highest Clandestine Services levels. His services were sought after by this Division as Chief of its CI Branch. He was instructed to reorganize and redirect the Division's CI effort and to reorganize the Branch into an aggressive operational unit. He has tackled this with his characteristic aggressiveness and competence and has done extremely well in this undertaking. He has perhaps not paid as much attention to "channels and chains of command" as he should but I believe he understands the importance of a little more tolerance along these

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
10 April 1963	Chief, SR Division	Howard J. Osborn

SECRET

FR - Tennent H. Bagley
SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

Mail

25 August 1962

MEMORANDUM

TO: Chief, EE

ATTN: David E. Murphy

FROM: Chief of Station, Bern

SUBJECT: Memorandum in Lieu of Final Fitness Report on

Tennent Bagley

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 Soviet referent, has made unique contributions to KUBARK's approach to and knowledge of the field of Soviet and Polish CE, 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 CE, 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.

14-00000

Bagle.1

5. Ideally suited to the particular requirements and operational climate of Switzerland, is highly regarded and respected by his ~~XUBAX~~ and ODACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 October 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

/s/ Burton Lifschultz

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
BAGLEY, Tennent H.	11 Nov 1925	M	GS-14

5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT
D	Operations Officer	DDP/EE/Bern, Switz.

8. CAREER STAFF STATUS				9. TYPE OF REPORT	
NOT ELIGIBLE	MEMBER	DEFERRED		INITIAL	REASSIGNMENT/SUPERVISOR
PENDING	DECLINED	DENIED		ANNUAL	REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD From To	SPECIAL (Specify)
	2 Dec 60 - 13 Sept 61	

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 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

SPECIFIC DUTY NO. 1	RATING NO.	SPECIFIC DUTY NO. 4	RATING NO.
Plans, supervises and carries out certain positive and CE ops: SovSat referent for Station	6	Organizes files, collates and analyses information	7
SPECIFIC DUTY NO. 2	**RATING NO.**	**SPECIFIC DUTY NO. 5**	**RATING NO.**
Spots, recruits and handles agents	6	In the absence of DCOS, supervises Station operational activity	6
SPECIFIC DUTY NO. 3	**RATING NO.**	**SPECIFIC DUTY NO. 6**	**RATING NO.**
Researches and supports liaison activity	7		

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 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	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 DISPOSING OF RECORDS							X
OTHER (Specify):							

SEE SECTION "E" ON REVERSE SIDE

SECRET
(When Filled In)

2 [illegible] 196[illegible]

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/DIV/BR 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		UNAIRD		ANNUAL		REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD From To	SPECIAL (Specify)
1 June 1960	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 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

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 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	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 DISPOSING 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 so 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 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	SIGNATURE OF EMPLOYEE
9 December 1960	/s/ Tennent BAGLEY

2. BY SUPERVISOR

MONTHS 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

X	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
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 034790

SECTION A — GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
BAGLEY	TENNENT	H.	11 Nov. 1925	M	GS-14

5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT
FI	Area Ops Officer	DD/P - EE - Bern

8. CAREER STAFF STATUS						9. TYPE OF REPORT			
	NOT ELIGIBLE	X	MEMBER		DEFERRED	X	INITIAL		REASSIGNMENT/SUPERVISOR
	PENDING		DECLINED		DENIED		ANNUAL		REASSIGNMENT/EMPLOYEE

10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD	SPECIAL (Specify)
31 May 1959	From 3/10/58 - 3/31/59 To	

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 - Barely adequate | 3 - Acceptable | 4 - Competent | 5 - Excellent | 6 - Superior | 7 - Outstanding

SPECIFIC DUTY NO. 1	RATING NO.	SPECIFIC DUTY NO. 4	RATING NO.
Target Research(Soviet,Polish)	6		
SPECIFIC DUTY NO. 2	**RATING NO.**	**SPECIFIC DUTY NO. 5**	**RATING NO.**
Case Officer (Soviet, Polish)	6		
SPECIFIC DUTY NO. 3	**RATING NO.**	**SPECIFIC DUTY NO. 6**	**RATING NO.**

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. 5

SECTION D — DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee

1 - Least possible degree | 2 - Limited degree | 3 - Normal degree | 4 - Above average degree | 5 - Outstanding degree

CHARACTERISTICS	NOT APPLICABLE	NOT OBSERVED	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 DISPOSING 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 to provide the best basis for determining future personnel actions.

SEP 10 11 32 AM '59

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 [redacted] 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/ TERRENT H. BAGLEY

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
12 months	

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
26 April	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 applications 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: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews 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 supervisors 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 he knows 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	1. DATE OF BIRTH	2. SEX	3. SERVICE DESIGNATION
Kenneth Bagley	11 Nov 1925	M	Rufire

4. GRADE	5. STATION DESIGNATION (Current)
GS-12	Vienna, Austria

6. DUE DATE OF THIS REPORT	7. PERIOD COVERED BY THIS REPORT (Inclusive dates)
30 November 1954	1 July through 15 November 1954

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Rufire Case Officer/Soviet Branch	14 June 1951

3. 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 Rufire projects directed against the Soviet targets in Austria. Plans especially CE operational activity against the MIS. 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

1. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
William Wood	Bronson Tweedy

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

4. DATE REPORT AUTHENTICATED AT HQ	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE OTHER CHARTS AND SIGNATURES
DEC 23 1954	Albert Elder

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

FORM NO. 1 JUN 54 45a

SECRET

141

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS	CATEGORIES: NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE			APPLIES TO A REASONABLE DEGREE			APPLIES TO AN ABOVE AVERAGE DEGREE			APPLIES TO AN OUTSTANDING DEGREE		
SAMPLES														
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X											
B. PRACTICAL.										X				
1. A GOOD REPORTER OF EVENTS.												X		
2. CAN MADE DECISIONS ON HIS OWN WHEN NEED ARISES.											X			
3. CAUTIOUS IN ACTION.										X				
4. HAS INITIATIVE.												X		
5. UNEMOTIONAL.								X						
6. ANALYTIC IN HIS THINKING.													X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.													X	
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.							X							
9. HAS SENSE OF HUMOR.									X					
10. KNOWS WHEN TO SEEK ASSISTANCE.										X				
11. CALM.										X				
12. CAN GET ALONG WITH PEOPLE.									X					
13. MEMORY FOR FACTS.												X		
14. GETS THINGS DONE.												X		
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.											X			
16. CAN COPE WITH EMERGENCIES.											X			
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.													X	
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.										X				
19. HAS WIDE RANGE OF INFORMATION.												X		
20. SHOWS ORIGINALITY.												X		
21. ACCEPTS RESPONSIBILITIES.								X						
22. ADMITS HIS ERRORS.								X						
23. RESPONDS WELL TO SUPERVISION.										X				
24. EVEN DISPOSITION.								X						
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.										X				

26. CAN THINK ON HIS FEET.											X			
27. COMES UP WITH SOLUTIONS TO PROBLEMS.												X		
28. STIMULATING TO ASSOCIATES; A "SPARK PLUG".											X			
29. TOUGH MINDED.											X			
30. OBSERVANT.											X			
31. CAPABLE.												X		
32. CLEAR THINKING.												X		
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.											X			
34. EVALUATES SELF REALISTICALLY.										X				
35. WELL INFORMED ABOUT CURRENT EVENTS.											X			
36. DELIBERATE.										X				
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.											X			
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.	X													
39. THOUGHTFUL OF OTHERS.								X						
40. WORKS WELL UNDER PRESSURE.										X				
41 DISPLAYS JUDGEMENT.											X			
42. GIVES CREDIT WHERE CREDIT IS DUE.	X													
43. HAS DRIVE.												X		
44. IS SECURITY CONSCIOUS.									X					
45. VERSATILE.											X			
46. HIS CRITICISM IS CONSTRUCTIVE.											X			
47. ABLE TO INFLUENCE OTHERS.											X			
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.											X			
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.											X			
50. A GOOD SUPERVISOR.									X					

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS? Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations--relationships with other agencies, etc--to much greater degree than others his grade and experience.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES? Subj accepts responsibility, but sometimes fails to carry on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

Mental ability, motivation, enthusiasm, experience, far outweigh all other considerations which would not have been remarked in an officer of less outstanding ability.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [ ] NO [ ] YES. IF YES, WHY?

Only that in the sense that an outstanding employee should be exposed to good supervision at all times to see that his career develops as fully as can be expected.

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Any advanced operations training which he may not have had.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

Subject is an outstanding young officer.

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. DIRECTIONS: *Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

[ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
[ ] 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
[ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
[ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
[X] 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
[ ] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

B. DIRECTIONS: *Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

[ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
[ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
[ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
[ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
[ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
[X] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

C. DIRECTIONS: *Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

[ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
[ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
[ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
[ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
[ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
[X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
[ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

D. DIRECTIONS: *Consider everything you know about this person in making your rating, skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

[ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
[ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
[ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
[ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
[ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
[ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
[X] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

14-00000

5

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR. This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item B. of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
BAGLEY Tennet Barrington	11 November 1925	M	DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/EE/Poland	I.O. (FI)

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-13	24 July 1957	July 1956 - July 1957

10. TYPE OF REPORT (Check one)					
		INITIAL		READJUSTMENT-SUPERVISOR	SPECIAL (Specify)
	X	ANNUAL		READJUSTMENT-EMPLOYEE	

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
16 Aug 57	Peter K. Heimann	Chief, EE/P

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

Posted Pos. Control BY DATE 9 AUG 1957

[ ] CONTINUED ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
17 Aug 57	Howard E. Roush	ACOP/EE

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

6 — INSERT RATING NUMBER

1 - DOES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS

a. 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 minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate all supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing that duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. 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.

DESCRIPTIVE RATING NUMBER

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Supervises conduct of Branch operations.	6	Acts as deputy to Branch Chief.	5
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Provides over-all operational guidance to field stations.	5		
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Performs function of senior Branch CE officer.	7		

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

The high ratings given Mr. Bagley are given in full consciousness of their uniqueness in this Division. Mr. Bagley's all-around competence, his professional integrity, devotion to duty, his thorough grasp of clandestine operations and particularly his comprehension of CE matters and Soviet and Satellite intelligence services are of the highest order and, in my opinion, therefore deserve this type of recognition.

Mr. Bagley can be impatient with the less gifted, intolerant of bureaucratic necessities, or uncompromising in professional matters. These traits are listed here not to detract from his professional competence or personal qualities, but to indicate that his supervisory talents are not yet fully developed. Mr. Bagley speaks fluent French and German.

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.

7

RATING NUMBER

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED 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
(when Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
BAGLEY	Tennet	Harrington	11 November 1925	M	DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/EE/Poland	I.O. (FI)

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-13	24 July 1957	July 1956 - July 1957

10. TYPE OF REPORT (Check one)							
		INITIAL		REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)
	X	ANNUAL		REASSIGNMENT-EMPLOYEE		

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
16 Jul 57	Peter K. Heimann	Chief, EE/P

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
17 Jul 57	Howard E. Roman	ACOP/EE

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 6

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? [X] Yes [ ] No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER:
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
3		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	2	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (Specify)

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SECRET

(when filled in) OFFICE OF PERSONNEL

AUG 2 12 31 PM '57

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS [illegible] SION

Ten

AUG 2 12 31 PM '57

4. COMMENTS CONCERNING POTENTIAL

Mr. Bagley's potential as a Clandestine Services operations officer is limited only by his relative youth and symptoms such as occasional impatience and doggedness. His intellectual gifts and professional competence are beyond question and qualify him for any operational job within DD/P in due course.

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mr. Bagley would probably profit from a short exposure to high-level staff work by increasing his knowledge of the U.S. intelligence community.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

None.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
5	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item B, of Section "A" below.

SECTION A. GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
BAGLEY Tennent H.	11 Nov 1923	M	DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/EE/P	I.O.(CI)

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-12	24 July 1956	October 1955 - 24 July 1956

10. TYPE OF REPORT (Check one)					SPECIAL (Specify)
		INITIAL		REASSIGNMENT-SUPERVISOR	
		ANNUAL		REASSIGNMENT-EMPLOYEE	

SECTION B. CERTIFICATION

1. FOR THE RATER: THIS REPORT [X] HAS [ ] HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.		IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
X	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
6 Aug 56	Howard E. Roman *Howard E. Roman*	Chief, EE/P

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

	BY	DATE
Posted Pos. Control	*[illegible]*	*[illegible]*
Reviewed by PUD	[ ]	*[illegible]*

ON ATTACHED SHEET

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
29 Aug 56	William Hood *W. Hood*	EE/COP

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

INSERT RATING NUMBER
6

1 - DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
2 - BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

a. 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 minor or unimportant duties.
b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
e. Two individuals with the same job title may be performing different duties and so, rate them on different duties.
f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. 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.

DESCRIPTIVE RATING NUMBER

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY
3 - PERFORMS THIS DUTY ACCEPTABLY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB
6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Chief of CE Section, Supervisor	5		
SPECIFIC DUTY NO. 2	**RATING NUMBER**	**SPECIFIC DUTY NO. 5**	**RATING NUMBER**
Conducts CE operations and analysis	6		
SPECIFIC DUTY NO. 3	**RATING NUMBER**	**SPECIFIC DUTY NO. 6**	**RATING NUMBER**
Prepares historical CE Study	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.

1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3 - A BARELY ACCEPTABLE EMPLOYEE...DOWN AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT NON-SEPARATION
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

RATING NUMBER: 6

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

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(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
BAGLEY	Tennent	H.	11 Nov 1923	M	DI

5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE
DDP/EE/P	I.O. (CI)

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-12	24 July 1956	October 1955 - 24 July 1956

10. TYPE OF REPORT (Check one)		INITIAL		REASSIGNMENT-SUPERVISOR		SPECIAL (Specify)
	X	ANNUAL		REASSIGNMENT-EMPLOYEE		

SECTION F. CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
6 Aug 1956	Howard E. Roman *Howard E. Roman*	Chief, EE/P

2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED AN DIFFERENCE OF OPINION IN ATTACHED MEMO.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
29 Aug 56	William Hood *W Hood*	EE/COP

SECTION G. ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER: 5

1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☐ Yes ☐ No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER:
0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3		A GROUP DOING THE BASIC JOB (*truck drivers, stenographers, technicians or professional specialists of various kinds*) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (*First line supervisor*)
	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (*Second line supervisors*)
	0	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (*Executive level*)
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	2	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
		OTHER (*Specify*)

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(when filled in)

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3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION: 20

4. COMMENTS CONCERNING POTENTIAL

While Subject in his present job has shown excellent supervisory abilities, it may be that his own personal inclinations would tend to make him feel happier in a more active operational function in his next assignment, rather than in a widening of his supervisory responsibilities.

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

Foreign born wife [redacted]

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

CATEGORY NUMBER
- X - HAVE NOT OBSERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
- 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
- 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
- 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
- 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIGH GRADE WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	-	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

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(When Filled In)

FIELD FITNESS REPORT

Quest [illegible]

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 aid to the effective utilization of personnel.

1955 OCT 21 AM 10:23

CODED

INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administration instructions regarding the initiation and transmittal 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 reviews 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 [illegible]. If this individual has been under your [illegible] for less than 30 days, you will collaborate, if practicable, with his previous supervisors 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 good and way he knows where he stands.

F. & Pers. Control

DATE 20 OCT 1955

File

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED. [illegible] 21 OCT 55

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY	1. DATE OF BIRTH	2. SEX	3. SERVICE DESIGNATION
Ernest Bagley	11 Nov 1925	M	[redacted] DI

4. GRADE	5. STATION DESIGNATION (Current)
GS-12	Vienna Operations Base

6. DUE DATE OF THIS REPORT	7. PERIOD COVERED BY THIS REPORT (Inclusive dates)
16 Aug 55 (final VOB)	16 November 1954 thru 15 August 1955

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Case Officer/Soviet Branch	14 June 1951

3. 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 ~~[illegible]~~ 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

1. NAME OF RATER (Type)	2. NAME OF REVIEWING OFFICIAL IN FIELD (Type)
Peter Hermann	Thomas Tweedy

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

4. DATE REPORT AUTHENTICATED AT HQS.	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE REPORT AND SIGNATURES
SEP 29 1955	W Taylor

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SECTION IV

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This section is provided as an aid in describing the individual. Your description may be favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply to some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you wish. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion as to whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE			APPLIES TO A REASONABLE DEGREE			APPLIES TO AN ABOVE AVERAGE DEGREE			APPLIES TO AN OUTSTANDING DEGREE		
SAMPLES														
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X											
B. PRACTICAL.										X				
1. A GOOD REPORTER OF EVENTS.													X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.											X			
3. CAUTIOUS IN ACTION.										X				
4. HAS INITIATIVE.													X	
5. UNEMOTIONAL.										X				
6. ANALYTIC IN HIS THINKING.												X		
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.											X			
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.								X						
9. HAS SENSE OF HUMOR.										X				
10. KNOWS WHEN TO SEEK ASSISTANCE.											X			
11. CALM.											X			
12. CAN GET ALONG WITH PEOPLE.								X						
13. MEMORY FOR FACTS.													X	
14. GETS THINGS DONE.												X		
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.												X		
16. CAN COPE WITH EMERGENCIES.										X				
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.													X	
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.												X		
19. HAS WIDE RANGE OF INFORMATION.												X		
20. SHOWS ORIGINALITY.											X			
21. ACCEPTS RESPONSIBILITIES.											X			
22. ADMITS HIS ERRORS.										X				
23. RESPONDS WELL TO SUPERVISION.									X					
24. EVEN DISPOSITION									X					
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.												X		

26. CAN THINK ON HIS FEET.												X		
27. COMES UP WITH SOLUTIONS TO PROBLEMS.											X			
28. STIMULATING TO ASSOCIATES: A "SPARK PLUG".									X					
29. TOUGH MINDED.											X			
30. OBSERVANT.												X		
31. CAPABLE.													X	
32. CLEAR THINKING.												X		
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.											X			
34. EVALUATES SELF REALISTICALLY.											X			
35. WELL INFORMED ABOUT CURRENT EVENTS.													X	
36. DELIBERATE.									X					
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.											X			
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.								X						
39. THOUGHTFUL OF OTHERS.								X						
40. WORKS WELL UNDER PRESSURE.											X			
41 DISPLAYS JUDGEMENT.										X				
42. GIVES CREDIT WHERE CREDIT IS DUE.									X					
43. HAS DRIVE.											X			
44. IS SECURITY CONSCIOUS.											X			
45. VERSATILE.											X			
46. HIS CRITICISM IS CONSTRUCTIVE.										X				
47. ABLE TO INFLUENCE OTHERS.									X					
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.											X			
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.												X		
50. A GOOD SUPERVISOR.								X						

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS? A brilliant young man, devoted to his work. A superior reporter with outstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable charm and social presence. Speaks very useful German and fluent French.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES? Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsibility. These weaknesses add up to a certain intellectual and social snobbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliance but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, minor tho they may be, should regularly be brought

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS.

An exceptionally bright person whose strengths outweigh by far his weaknesses. With greater maturity, should outgrow his weaknesses.

OFFICE OF PERSONNEL
OCT 12 2 26 PM '55
MAIL ROOM

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [X] NO [ ] YES. IF YES, WHY?

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

General desk and Headquarters training.

F. OTHER COMMENTS *(Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):*

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. *DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

- [ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPETENT.
- [ ] 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- [ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- [ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- [ ] 5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- [X] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

B. *DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

- [ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- [ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- [ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- [ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- [ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- [X] 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

C. *DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

- [ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- [ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- [ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
- [ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- [ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- [X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- [ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

D. *DIRECTIONS: Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

- [ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- [ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- [ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- [ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- [ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- [ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- [X] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

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CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

15 JUL 1955

MEMORANDUM FOR: Tennent H. Bagley

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:
T. H. Bagley
Date: 8 Dec 1955

Career Service Staff
Office of Personnel

3 JAN 1956

SECRET

FORM NO. 511, 1 APR 55

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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 (true)	DATE (from Item 4-3)	NAME OF SUPERVISOR (true)	DATE (from Item 4-3)
Begley, Tannent	1 Mar 55	Tweedy, Bronson	

NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW: DATE

DO NOT COMPLETE

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE
11 November 1925	GS-12	Area Operations Officer

4. SERVICE DESIGNATION (If known)	5. CURRENT STATION OR FIELD BASE
Rufire	Vienna Operations Base

6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR	7. EXPECTED DATE OF DEPARTURE
None	15 September 1955

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:

A. 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.

B. 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

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

[3] RETURN TO MY CURRENT STATION [1] BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY

[2] BE ASSIGNED TO ANOTHER FIELD STATION

WITH RESPECT TO A POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE YOUR 1ST, 2ND AND 3RD CHOICE FOR GEOGRAPHIC AREA OR SPECIFIC STATION:

1ST CHOICE: Southern Europe

2ND CHOICE: Western Europe

3RD CHOICE: Japan

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?

INDICATE NUMBER OF WORK DAYS 30

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:

None

12. SIGNATURE: COMPLETE ITEM NO. 3-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.

TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

This Mission concurs strongly in Subject's request for assignment in Washington. Subject is an outstanding young case officer, an excellent career prospect who we feel will advance rapidly in the organization. He is extremely intelligent, very well motivated, ambitious and determined. Despite his comparative youth, he is already an experienced intelligence officer. Careful attention should be given to his career planning.

14. SIGNATURE: COMPLETE ITEM NO. 3-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.

TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE DIVISION TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:

16. NAME OF SUPERVISOR	SIGNATURE:
TITLE:	DATE:

17. REMARKS (additional comment)

E E will be able to place subject on his return. CC/Re — J — 7/7/55

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: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the notice form before attempting to complete any item. As the supervisor who assigns, directs and reviews 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 supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current [redacted] be assured that, throughout the period his subordinate has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work so that in a general way he knows where he stands.

5

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT [redacted]

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY	1. DATE OF BIRTH	2. SEX	3. SERVICE DESIGNATION
Kenneth Bagley	11 May 1925	M	Kufire F1

4. GRADE	5. STATION DESIGNATION (Current)
GS-12	Vienna, Austria

6. DUE DATE OF THIS REPORT	7. PERIOD COVERED BY THIS REPORT (Inclusive dates)
30 November 1954	1 July through 15 November 1954

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Area Off Off Kufire Case Officer/Soviet Branch 0136.01	14 June 1951

3. 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 Kufire projects directed against the Soviet targets in Austria. Plans especially CE operational activity against the RIS. 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

1. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
William Hood	Bronson Tweedy

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

4. DATE REPORT AUTHENTICATED AT HQS.	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES
DEC 20 1954	Robert Elliot

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

FORM NO. 85a
1 JUL 54

SECRET

(4)

SECRET
(When Filled In)

OFFICE OF PERSONNEL
JAN 13 4 07 PM '55
MAIL ROOM

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at each statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no information on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have a definite opinion that the description is not at all suited to the individual.

STATEMENTS	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE			APPLIES TO A REASONABLE DEGREE			APPLIES TO AN ABOVE AVERAGE DEGREE			APPLIES TO AN OUTSTANDING DEGREE		
SAMPLES														
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X											
B. PRACTICAL.										X				
1. A GOOD REPORTER OF EVENTS.												X		
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.											X			
3. CAUTIOUS IN ACTION.										X				
4. HAS INITIATIVE.												X		
5. UNEMOTIONAL.								X						
6. ANALYTIC IN HIS THINKING.													X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.													X	
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.							X							
9. HAS SENSE OF HUMOR.									X					
10. KNOWS WHEN TO SEEK ASSISTANCE.										X				
11. CALM.										X				
12. CAN GET ALONG WITH PEOPLE.									X					
13. MEMORY FOR FACTS.												X		
14. GETS THINGS DONE.												X		
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.											X			
16. CAN COPE WITH EMERGENCIES.											X			
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.													X	
18. HAS STAMINA: CAN KEEP GOING A LONG TIME.										X				
19. HAS WIDE RANGE OF INFORMATION.												X		
20. SHOWS ORIGINALITY.												X		
21. ACCEPTS RESPONSIBILITIES.								X						
22. ADMITS HIS ERRORS.								X						
23. RESPONDS WELL TO SUPERVISION.										X				
24. EVEN DISPOSITION.								X						
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.										X				

SECRET

26. CAN THINK ON HIS FEET.											X			
27. COMES UP WITH SOLUTIONS TO PROBLEMS.												X		
28. STIMULATING TO ASSOCIATES. A "SPARK PLUG".											X			
29. TOUGH MINDED.											X			
30. OBSERVANT.											X			
31. CAPABLE.												X		
32. CLEAR THINKING.												X		
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.											X			
34. EVALUATES SELF REALISTICALLY.										X				
35. WELL INFORMED ABOUT CURRENT EVENTS.											X			
36. DELIBERATE.										X				
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.											X			
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.	X													
39. THOUGHTFUL OF OTHERS.								X						
40. WORKS WELL UNDER PRESSURE.										X				
41. DISPLAYS JUDGEMENT.											X			
42. GIVES CREDIT WHERE CREDIT IS DUE.	X													
43. HAS DRIVE.												X		
44. IS SECURITY CONSCIOUS.									X					
45. VERSATILE.											X			
46. HIS CRITICISM IS CONSTRUCTIVE.											X			
47. ABLE TO INFLUENCE OTHERS.											X			
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.											X			
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.											X			
50. A GOOD SUPERVISOR.									X					

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS? Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations--relationships with other agencies, etc--to much greater degree than others his grade and experience.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES? Subj accepts responsibility, but sometimes fails to carry on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

OFFICE OF PERSONNEL

C. INDICATE IN ONE THING THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:

Mental ability, motivation, enthusiasm, experience, [illegible] all other considerations which would not have been remarked in an officer of less outstanding ability.

JAN 4 07 PM '55

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? [ ] NO [ ] YES. IF YES, WHY?

Only that in the sense that an outstanding employee should be expected to need good supervision at all times to see that his career develops as fully as can be expected.

E. WHAT TRAININGS DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Any advanced operations training which he may not have had.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

Subject is an outstanding young officer.

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. DIRECTIONS: *Consider only the skill with which the person has performed the duties of his job and rate him accordingly.*

- [ ] 1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPETENT.
- [ ] 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- [ ] 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- [ ] 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- [X] 5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- [ ] 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? [X] NO [ ] YES. IF YES, WHAT?

B. DIRECTIONS: *Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.*

- [ ] 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- [ ] 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- [ ] 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- [ ] 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- [ ] 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- [X] 6. AN EXCEPTIONAL PERSON AND IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

C. DIRECTIONS: *Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.*

- [ ] 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY ..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- [ ] 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- [ ] 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOTHERED BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
- [ ] 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- [ ] 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- [X] 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- [ ] 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

D. DIRECTIONS: *Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.*

- [ ] 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- [ ] 2. OF DOUBTFUL SUITABILITY..WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- [ ] 3. A BARELY ACCEPTABLE EMPLOYEE..DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- [ ] 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- [ ] 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- [ ] 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- [X] 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

14-00000

(250)

STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

Kenneth Bagley

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE — TYPEWRITER WILL BE USED IF POSSIBLE

NAME (PRINTED) LAST	FIRST	MIDDLE	CAF. RATING	SALARY	DATE OF ASSIGNMENT TO PRESENT DUTY
[redacted]			GS-11		15 June 1951

DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT (LIST MOST RECENT FIRST. BE BRIEF, CONCISE BUT FULL)

Chief of CE section, planning, coordinating and directing activity of VOR under chief of operations. Case officer, handling primary CE cases.

IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED none.

PROFICIENCY IN FOREIGN LANG.	READING EXC.	READING GOOD	READING FAIR	SPEAKING EXC.	SPEAKING GOOD	SPEAKING FAIR	UNDERSTANDING EXC.	UNDERSTANDING GOOD	UNDERSTANDING FAIR
French	X			X			X		
German	X				X		X		
Italian		X				X		X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN US-SO STATE)

TYPE OF DUTY	LOCATION
Intelligence officer	U.S.
"	Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS	NUMBER OF DEPENDENTS	EMERGENCY ADDRESSEE	LEGAL ADDRESS
X NO	X NO	X NO	X NO

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

27 May 1954
DATE

[redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

PERIOD COVERED BY THIS REPORT: DATE FROM 1/7/53 — DATE TO 30/4/54

OCCASION FOR REPORT: ANNUAL [X] — REASSIGNMENT OF REPORTING OFFICER [ ] — PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] — COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? [X] YES [ ] NO — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [ ] YES [X] NO — IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? [X] YES [ ] NO. IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? [X] YES [ ] NO — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [X] YES [ ] NO — IF SO, TO WHAT GRADE AND FOR WHAT POSITION? See EAVA-7068

FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON 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 INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY							X
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION							X
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT					X		
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA					X		

INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

ENTER HERE ANY DESIRED REMARKS PERTAINING TO HAVING OUR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

1. Subject is a brilliant young intelligence officer. He is unusually intelligent, quick and perceptive. He writes forcefully, organizes his material well and has an excellent manner and presence. He is vitally interested in his work and has made a systematic study of it, particularly of the counter espionage aspect. He is well read and has an unusually good grasp of politics and has an excellent background in history. He has travelled in Europe considerably and has lived abroad (on his own hook) much of his adult life. In Vienna, he has learned German well.

(IF ADDITIONAL SPACE IS NEEDED AT ATTACH EXTRA SHEET)

1 July 1954
DATE

Norton C. Woolley
SIGNATURE OF REPORTING OFFICER

John R. Paley
SIGNATURE OF REVIEWING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

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

CONFIDENTIAL

Printed by F. SAILER Wash DC, Washington 13

2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forma fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.

3. Subject comes from a service environment and was himself a Marine officer when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.

4. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.

5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

STATUS AND EFFICIENCY REPORT

BAGLEY TENNETT H (INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE.

1. NAME (PRINTED) LAST	FIRST	MIDDLE	CAF RATING	SALARY	DATE OF ASSIGNMENT TO PRESENT DUTY
[redacted]	[redacted]		CS-11	3910.00	12 June 1951

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)
CE officer for Vienna Operations Base. Chief of CE Section. Case officer handling CE cases. Supervision and training of personnel of CE section, carrying out functions of CE analysis, namechecking, carding and maintenance of CE files.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED none

4. PROFICIENCY IN FOREIGN LANG

	READING			SPEAKING			UNDERSTANDING		
	EXC	GOOD	FAIR	EXC	Good	FAIR	EXC	GOOD	FAIR
French	X			X			X		
German	X				X		X		
Italian		X				X		X	

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN U.S.-SO STATE)

TYPE OF DUTY	LOCATION
Intell.Off.	USA
	Western Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS [ ] YES [X] NO — NUMBER OF DEPENDENTS [ ] YES [X] NO — EMERGENCY ADDRESSEE [ ] YES [X] NO — LEGAL ADDRESS [ ] YES [X] NO

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

17 September 1953
DATE

Tennett H Bagley
[redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM June 52 DATE TO June 53

OCCASION FOR REPORT: ANNUAL [X] REASSIGNMENT OF REPORTING OFFICER [ ] PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? [X] YES [ ] NO — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [X] YES [ ] NO — IF SO, WHAT DUTY OR DUTIES

DO YOU CONCOUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 2? [X] YES [ ] NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? [X] YES [ ] NO — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [X] YES [ ] NO — IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON 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 INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY							X
F. JUDGMENT AND COMMON SENSE							X
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION						X	
I. INITIATIVE							X
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT							X
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

COMMENT ATTACHED

(IF ADDITIONAL SPACE IS NEEDED ATACH EXTRA SHEET)

8 Sept 53
DATE

Morton C Woolley
SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

[illegible]
SIGNATURE OF REVIEWING OFFICER

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

CONFIDENTIAL

Druck: F. SAILER, Wien IX, Porzellangasse 43

SECRET

Attachment to EAVA-4351

KAPOK

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 L/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. Wobley

SECRET

FORM NO. 39-2
APR 1947

CONFIDENTIAL
STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 4 WILL BE COMPLETED BY EMPLOYEE. DO NOT WRITE IN THIS SPACE

1. NAME (PRINTED) LAST FIRST MIDDLE	CAP RATING	SALARY	DATE OF ASSIGNMENT TO PRESENT DUTY
[redacted]	GS-9	$ 5185.	June 1951

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. LIST MOST RECENT FIRST. DESCRIBE CURRENTLY BUT BRIEFLY.
(1) Handling agents in operations involving illegal border crossing, penetration of Satellites and Satellite Installations in Vienna, and courier of East-West trade. (2) Special reports and analyses as requested by the Chief of Operations. (3) Liaison with other American offices (LCN and LCPOR). (4) Technical support (technical surveillance, photography, S/A, documentation).

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED Kong

4. PROFICIENCY IN FOREIGN LANG	READING EXC	GOOD	FAIR	SPEAKING EXC	GOOD	FAIR	UNDERSTANDING EXC	GOOD	FAIR
French	X			X			X		
German		X				X		X	
Italian			X			X			X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS, IF IN UNITED STATES:

TYPE OF DUTY	LOCATION
Case Officer	Vienna/Western Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS [ ] YES [X] NO — NUMBER OF DEPENDENTS [ ] YES [X] NO — EMERGENCY ADDRESSEE [ ] YES [X] NO — LEGAL ALIAS [ ] YES [X] NO

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

BAGLEY, TENNENT H.

5 June 1952
DATE

[redacted]
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT: DATE FROM June '51 — DATE TO June '52

OCCASION FOR REPORT: ANNUAL [X] — REASSIGNMENT OF REPORTING OFFICER [ ] — PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] — COVERING INITIAL 90 DAYS OF EMPLOYMENT [ ]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? [X] YES [ ] NO — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [ ] YES [X] NO — IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? [X] YES [ ] NO — IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE SERVED FOR PROFESSIONAL IMPROVEMENT? [X] YES [ ] NO — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [X] YES [ ] NO — IF NO, TO WHAT GRADE AND FOR WHAT POSITION? GS-11

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOM PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON 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 ORGANIZE ORDERLINESS AND PLANS						X	
F. ATTENTION TO DUTY							X
G. JUDGMENT AND COMMON SENSE							X
H. ABILITY TO ORGANIZE MYSELF AND GET THINGS DONE							X
I. DISCRETION						X	
J. INITIATIVE							X
K. ABILITY TO DIRECT AND DIRECT PEOPLE						X	
L. PERFORMANCE OF PRESENT DUTIES (ITEM 8)							X
M. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
N. TACT						X	
O. SECRECY (INDISCRETIBILITY)						X	
P. LEADERSHIP						X	
Q. PHYSICAL STAMINA						X	
R. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIABILITIES SHOULD BE STATED AND REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN 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 fax 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 4 year.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

11 June '52
DATE

Martin A. Woolley
SIGNATURE OF REPORTING OFFICER

IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF.

H. P. Fuche
SIGNATURE OF REVIEWING OFFICER

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

CONFIDENTIAL

Dock: F. SAUER, Wien IV, Fleischmarkt 41

FORM NO. 38-2
APR 1947

CONFIDENTIAL
STATUS AND EFFICIENCY REPORT

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE — TYPEWRITER WILL BE USED IF POSSIBLE

1. NAME (PRINTED) LAST	FIRST	MIDDLE	CAF RATING	SALARY	DATE OF ASSIGNMENT TO PRESENT DUTY
MOIR	Douglas	M.	GS-9	$4600.	15 June 1951

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Case officer; general operational functions; photography, reproduction, S/V, and technical surveillance; document intelligence.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED None.

4. PROFICIENCY IN FOREIGN LANGUAGE

	READING EXC	GOOD	FAIR	SPEAKING EXC	GOOD	FAIR	UNDERSTANDING EXC	GOOD	FAIR
French	X			X			X		
German			X			X			X
Italian			X			X			X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN USSO STATE)

TYPE OF DUTY	LOCATION
Case officer.	Vienna

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS [ ] YES [X] NO — NUMBER OF DEPENDENTS [ ] YES [X] NO — EMERGENCY ADDRESSEE [ ] YES [X] NO — LEGAL ADDRESS [ ] YES [X] NO

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

17 September 1951
DATE

Douglas M. Moir
SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT — DATE FROM 16 Jun '51 — DATE TO 18 Sept '51

OCCASION FOR REPORT: ANNUAL [ ] — REASSIGNMENT OF REPORTING OFFICER [ ] — PROPOSED REASSIGNMENT OF EMPLOYEE REPORTED ON [ ] — COVERING INITIAL 90 DAYS OF EMPLOYMENT [X]

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? [X] YES [ ] NO — IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? [ ] YES [X] NO — IF SO, WHAT DUTY OR DUTIES Time could be better used as an ops analyst than doing routine photo work. This will be taken care of when T/O filled.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? [X] YES [ ] NO IF NO EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? [X] YES [ ] NO — DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? [X] YES [ ] NO — IF SO TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON 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 INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION						X	
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)					X		
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION					X		
M. TACT						X	
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP	X						
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA	X						

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU: DEFINITELY NOT WANT HIM? [ ] PREFER NOT TO HAVE HIM? [ ] BE SATISFIED TO HAVE HIM? [ ] BE PLEASED TO HAVE HIM? [ ] PARTICULARLY DESIRE HIM? [X]

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Subject appears to be an excellent prospect for operational work. He is intelligent, quick to learn, and hard working. He approaches problems systematically and with forethought. He has an excellent background in history and is well up on current events. The lack of fluency in German is the only liability noted in his first 90 days here. At present subject is working hard on German.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

18 September 1951
DATE

Morton A. Worthington
SIGNATURE OF REPORTING OFFICER

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

[illegible]
SIGNATURE OF REVIEWING OFFICER

10/4/51

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

CONFIDENTIAL

Dick F. Sailer, West 14 Pwd Lagrow 43

14-00000

FILE COPY OF STANDARD FORM 56

"AGENCY CERTIFICATION OF INSURANCE STATUS—

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,

Office of Personnel (x3257).

14-00000

1-6-72

United States Marine Corps

Certificate of Honorable and Satisfactory Service in World War II

This is to Certify that

Tennent Harrington Parker

has satisfactorily completed active service and is this date

Discharged

Entered the United States Marine Corps

11 March 43

Began Active Service

11 March 43

Upon relief from Active Duty held Rank of

Second Lieutenant

given at HQ, Washington, D. C.

dated 26 June, 1946

Signature

ROBERT H. SEDGWICK, Capt., USMCR

Rank

14-00000

U. S. MARINE CORPS REPORT OF SEPARATION

PAY ACCT. NO. SS# - - -

1. LAST NAME	FIRST NAME	MIDDLE NAME	2. RANK	3. PAY GRADE	4. SERIAL NUMBER
BAILEY	Tennent	Harrington	P1 Sgt	3rd	549453

5. PERMANENT ADDRESS FOR MAILING PURPOSES	6. RACE	7. SEX	8. CITIZEN YES	8. CITIZEN NO	9. DATE OF BIRTH
2129 Florida Ave., N.W., Washington, D. C.	W	M	X		11Nov23

10. ADDRESS FROM WHICH PERSON WILL SEEK EMPLOYMENT	11. MARRIED YES	11. MARRIED NO	12. NO. OF DEP.	13. PLACE OF BIRTH
2129 Florida Ave., N.W., Washington, D. C.		X	none	Annapolis, Md.

RECORD OF MARINE CORPS SERVICE

SELECTIVE SERVICE DATA	14. REGISTERED YES	14. REGISTERED NO	15. ADDRESS AT TIME OF ENTRY INTO SERVICE	16. SEL. SER. BD. NO.	17. COUNTY & STATE
		X	Washington, D. C.	- - - - - -	- - - - - -

18. MEANS OF ENTRY: ENLISTED	INDUCTED	REENLISTMENT	19. PLACE OF ENTRY INTO ACTIVE SERVICE	20. DATE OF ENTRY	21. COMPONENT: REG.	RES.
1		2	Los Angeles, California	1Jul43		111-b

22. PENSION CLAIM FILED YES	NO	23. PLACE OF SEPARATION FROM ACTIVE SERVICE	24. DATE OF SEPARATION	25. SER. AT SEPARATION
	X	MB, Washington, D.C.	26Jun46	E-6Dot

26. TYPE OF DISCHARGE CERT.	27. LENGTH OF FOREIGN AND/OR SEA SERVICE	YEARS	MOS.	DAYS
Honorable		- - -	7	- - -

28. MILITARY SPECIALTIES

Sea Duty Officer (1950)

29. SERVICE SCHOOLS ATTENDED	COURSES	WEEKS
PCS, Quantico, Va.	PCS Oc S -	16
Sea School, San Diego, Cal.	Sea School	5

30. PRINCIPAL MILITARY DUTY

Sea Duty Officer (1950)

EMPLOYMENT AND NON-SERVICE EDUCATIONAL DATA

31. CIVILIAN OCCUPATION (TITLE)	D.O.T. NUMBER	NO. YRS.	LAST EMPLOYED
Student	O-X	- - -	- - - - -

JOB SUMMARY

Majored in International Relations and Foreign Trade

32. SECONDARY OCCUPATION (TITLE)	D.O.T. NUMBER	NO. YRS.	LAST EMPLOYED
- - - - - - -	- - - -	- - -	- - - - -

33. LAST EMPLOYER BEFORE ENTRY INTO SERVICE	DATE LEFT	34. JOB DIFFICULTY YES	34. JOB DIFFICULTY NO
- - - - - - - -	- - - -	X	

35. EDUCATION IN YEARS: GRAMMAR	HIGH SCHOOL	COLLEGE	DEGREE	36. MAJOR COURSES
8	4	3	0	International Relations and Foreign Trade

37. TRADE COURSES	38. COURSES OF GREATEST INTEREST	39. LAST SCHOOL ATTENDED
None	International Relations	Princeton University, Princeton, N. J.

PREFERENCES

40. PREFERENCE FOR ADDITIONAL TRAINING

Going back to school

41. JOB PREFERENCE	REASON
Foreign Trade	Will be trained for

42. LOCALITY PREFERENCE	REASON
Undecided	- - - - - - -

I certify that all information on this form pertaining to the Naval service of the above named individual is in accordance with the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.

43. [signature]
SIGNATURE OF C.O. OR PERS. O.

ROBERT R. SERVISON, Capt., USMCR
TYPE IN NAME OF OFFICER

[signature] 7-1-46
SIGNATURE OF DISCHARGEE DATE

MARINE'S COPY

14-00000

Philadelphia Dental Society

Presents the

United States Marine Corps

This Certificate that

_____ *is* _____

Honorably Discharged *from the*

_____ *and from the United States Marine Corps*

this _____ *day of* _____

Washington's birthday celebrated by Philadelphia Dentistry

Chairman

Secretary

14-00000

14-00000

SECRET

	ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM	IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) (first) (middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
BAGLEY, Tennent H. 056043	Nov. 11, 1925	570 35 7705
EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)	

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance ☐ (A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance ☒ (B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance ☐ (C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.

SIGNATURE (do not print): Tennent H. Bagley

DATE: 20 February 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

MAR 15 10 20 AM '68

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-T
JANUARY 1953
(for use only until April 14, 1968)
176-101

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME (Print) LAST	FIRST	MIDDLE
1-6 056043	BAGLEY	7-24 TENNENT	N.

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH (25-26)	DAY (27-28)	YEAR (29-30)	DEPARTURE O/S MONTH (31-32)	DAY (33-34)	YEAR (35-36)	TYPE OF DATA	CODE (37)	O/P USE ONLY (38-39)	COUNTRY	CODE (40-42)
09	12	67				1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	1		BELGIUM	065

TDY DATES OF SERVICE

ARRIVAL O/S MONTH (25-26)	DAY (27-28)	YEAR (29-30)	DEPARTURE O/S MONTH (31-32)	DAY (33-34)	YEAR (35-36)	TYPE OF DATA	CODE (37)	O/P USE ONLY (38-39)	AREA(S)	CODE (40-42)
						2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION				

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

	TRAVEL VOUCHER		DISPATCH
X	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
51115	9/13/67

REMARKS

PREPARED BY			
	DCO	X REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	C & L DIVISION, CTGO.	DATE 9/15/67	SIGNATURE D. Zurich
X	C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 3-67 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 7 July 1965

2. NAME (Last, First, Middle): BAGLEY, Tennent H.

3. POSITION TITLE: Ops Off Ch

4. GRADE: GS-16

5. OFFICE, DIVISION, BRANCH: DDP/SR

6. EMPLOYEE'S EXT.: 4496

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [XX] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED	

- [ ] RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP.'S	

(PRESENT TDY STANDBY EXPIRES SEP 65)

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [XX] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Lorenz E. Eurbeck

ROOM NO. & BUILDING: 5B204

EXT.: 5923

10. COMMENTS

QUALIFIED FOR TDY STA
UNTIL

11. REPORT OF EVALUATION

JOE N. CLINE

DATE: 7 29 65

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-59 259 USE PREVIOUS EDITIONS.

SECRET

(24)

14-00000

RECORD OF OVERSEAS SERVICE

FORM 1451

BAGLEY TENNENT H — NAME OF EMPLOYEE

56043 — EMPLOYEE SERIAL NO.

COMPLETED BY EMPLOYEE: YES / NO

TELEPHONE EXT.

52FB

SECRET (WHEN FILLED IN)

DO NOT FOLD, STAPLE, SPINDLE, OR MUTILATE

INSTRUCTIONS

THIS FORM MUST BE RETURNED WHETHER YOU HAVE HAD OVERSEAS SERVICE OR NOT.

PLEASE READ CAREFULLY INSTRUCTIONS ON ACCOMPANYING CARD; THEN FILL OUT THIS FORM AS ACCURATELY AS POSSIBLE.

DO NOT WRITE IN COLUMN 29-31	WHERE SERVICE WAS PERFORMED	POS. 1 TDY - 2 (ENTER NO.) 32	DATES FROM MO 33-35 YR 36-38	DATES TO MO 39-41 YR 42-44	SERVICE AS CIVILIAN - 1 MILITARY - 2 (ENTER NO.) 45	RESPONSIBLE U.S. GOVT. DEPT. OR AGENCY	DO NOT WRITE IN COLUMN 46-50
050	AUSTRIA	1	[illegible]	[illegible]	1	CIA	100
801	EUROPE	2	[illegible]	03 56	1	"	100
801	EUROPE	2	[illegible]	06 56	1	"	100
805	[illegible]	2	12 57	12 57	1	"	100
690	SWITZERLAND	1	[illegible]	06 58	1	"	100
807	[illegible]	1	[illegible]	[illegible]	2	U.S. NAVY	620

IF ADDITIONAL SPACE IS NEEDED CHECK HERE [ ] AND ASK YOUR ADMINISTRATIVE OFFICER FOR SUPPLEMENTAL CARDS

SECRET

14-00000

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(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Tennent H Bagley
Signature
TENNENT BAGLEY

24 Oct 62
Date

CONFIDENTIAL

SECRET
(When Filled In)

CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

SECTION A. GENERAL

1. NAME OF EMPLOYEE (Last-First-Middle)	2. DATE OF BIRTH	3. SERVICE DESIGNATION	4. GRADE
BAGLEY, Tennent H.	11 Nov 1925	DI	GS-13

5. ORGANIZATIONAL TITLE	6. POSITION TITLE	7. OCCUPATIONAL CODE	8. OFFICE OF ASSIGNMENT
	Intelligence Officer (CI)		EE/Poland

SECTION B. CAREER INTERESTS

9. GENERAL TYPE OF ACTIVITY

FI Operations (including planning and supervision)

10. SPECIFIC TYPE OF ACTIVITY (Including assignments)

A. IMMEDIATE (Within next 1 to 2 years)

Remain in EE Division plus training and rotation in order to prepare for field assignment.
Overseas tour - EE area - FI Operations

B. LONG-RANGE (Within next 3 to 5 years)

Return to field station, followed by PCS, Headquarters, EE Division

SECTION C. TRAINING

11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING

A. IMMEDIATE (Within next 1 to 2 years)

Clandestine Services Review, O.10
Audio Surveillance Management, C.24
Communist Party Organization and Operations, C.2

B. LONG-RANGE (Within next 3 to 5 years)

12. ADDITIONAL COMMENTS

I RECOGNIZE THAT THE IMPLEMENTATION OF MY CAREER PREFERENCES MUST DEPEND UPON THE NEEDS OF THE ORGANIZATION. I UNDERSTAND THAT MY PERFORMANCE, CAPABILITIES AND INTERESTS WILL BE GIVEN DUE CONSIDERATION.	13. DATE COMPLETED	14. SIGNATURE OF EMPLOYEE
	7 Feb 57	See Item 21

SECRET
(When Filled In)

SECTION D. COMMENTS BY SUPERVISOR

15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE

See Item 21

16. RELATIVE TO TRAINING FOR EMPLOYEE

17. TYPED OR PRINTED NAME OF SUPERVISOR	18. SIGNATURE
19. TITLE	20. DATE

SECTION E. FOR USE OF CAREER SERVICE

21. COMMENTS

Detailed Individual Career Plan approved by FI Panel
on file in FI Career Management Office, 2048 L

22. TYPED OR PRINTED NAME	23. SIGNATURE
Robert A. Skeels	Robert A. Skeels
24. TITLE FI Career Management Officer	25. DATE 21 FEB 1957

LEAVE BLANK

SECRET

14-00000

T&R

CONFIDENTIAL
(When Filled In)

1. NAME (Last)	(First)	(Middle)	2. TODAY DATE
Bagley	Tennent	H.	1 June 56

3. THE FOLLOWING AGENCY SPONSORED INSURANCE PROGRAMS HAVE BEEN EXPLAINED TO ME

- [ ] BAR AGENCIES EMPLOYEES PROTECTIVE ASSOCIATION (BAEPA)
- [ ] GROUP HOSPITALIZATION INCORPORATED (GHI)
- [ ] MUTUAL BENEFIT OF OMAHA - HOSPITALIZATION
- [ ] UNITED LIFE INSURANCE (ULIC)
- [ ] AIR TRIP INSURANCE
- [ ] DREAD DISEASES *
- [ ] INCOME REPLACEMENT *

Del. Ins.

* CASH PAYMENT OF PREMIUMS AT THE TIME EMPLOYEE APPLIES FOR INSURANCE MUST COVER THE PERIOD OF TIME HE WILL BE AWAY FROM HEADQUARTERS.

4. ITINERARY (To be completed only for individuals making application for Air Trip Insurance)

5. I AM NOW PARTICIPATING, OR WOULD LIKE TO PARTICIPATE IN THE INSURANCE PROGRAMS LISTED BELOW.

SIGNATURE OF EMPLOYEE: Tennent H. Bagley

TYPE OF POLICY	DESIRED	NOW HAVE	POLICY NUMBER	DEDUCTIONS AUTHORIZED EACH PAY PERIOD	CASH PAID
Del Ins. Mutual		✓		Already being deducted	

6. I DO NOT ELECT TO PARTICIPATE IN ANY OF THE STATED INSURANCE PROGRAMS

SIGNATURE OF EMPLOYEE:

7. EMPLOYEE INTERVIEWED BY: CPB (Signature): H Armstrong; ICD (Signature):

8. REMARKS

When completed, the original of this form should be forwarded to T&RB for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.

INSURANCE QUESTIONNAIRE

FORM NO. 797 REPLACES FORM 37-180 WHICH IS OBSOLETE.
1 SEP 55

CONFIDENTIAL

(4)

14-00000

1 | R

CONFIDENTIAL
(When Filled In)

1. NAME (Last)	(First)	(Middle)	2. THIS DATE
Bagley	Tennant	H	21 Mar 56

3. THE FOLLOWING AGENCY SPONSORED INSURANCE PROGRAMS HAVE BEEN EXPLAINED TO ME

- [✓] NAB AGENCIES EMPLOYEES PROTECTIVE ASSOCIATION (NAEPA)
- [✓] GROUP HOSPITALIZATION INCORPORATED (GHI)
- [✓] MUTUAL BENEFIT OF OMAHA - HOSPITALIZATION
- [✓] UNITED LIFE INSURANCE (ULIC)
- [✓] AIR TRIP INSURANCE
- [✓] DREAD DISEASES *
- [✓] INCOME REPLACEMENT *

* CASH PAYMENT OF PREMIUMS AT THE TIME EMPLOYEE APPLIES FOR INSURANCE MUST COVER THE PERIOD OF TIME HE WILL BE AWAY FROM HEADQUARTERS.

4. ITINERARY (To be completed only for individuals making application for Air Trip Insurance)

5. I AM NOW PARTICIPATING, OR WOULD LIKE TO PARTICIPATE IN THE INSURANCE PROGRAMS LISTED BELOW.

SIGNATURE OF EMPLOYEE: Tennant H Bagley

TYPE OF POLICY	DESIRED	NOW HAVE	POLICY NUMBER	DEDUCTIONS AUTHORIZED EACH PAY PERIOD	CASH PAID
G H I.		✓		prepd	
Self Empl L		✓			

6. I DO NOT ELECT TO PARTICIPATE IN ANY OF THE STATED INSURANCE PROGRAMS

SIGNATURE OF EMPLOYEE

7. EMPLOYEE INTERVIEWED BY	CPB (Signature)	ICO (Signature)
	E. Jones	

8. REMARKS

When completed, the original of this form should be forwarded to T&RB for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.

INSURANCE QUESTIONNAIRE

FORM NO. 797 REPLACES FORM 37-190 WHICH IS OBSOLETE.
1 SEP 55

CONFIDENTIAL

(4)

14-00000

UV

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE

OFFICE | DIVISION
BRANCH | SECTION

I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

AGENCY	LOCATION	FROM DA.	FROM MO.	FROM YR.	TO DA.	TO MO.	TO YR.	TOTAL SERVICE DA.	TOTAL SERVICE MO.	TOTAL SERVICE YR.
Organization		24	7	1950	31	12	51	8	5	1
Department of State	Geneva, Switzerld							29	3	
	(part time; see									
	remarks, below)									
	4/8/47									
S.E.D.	4/31/51									
verified by Gibbs										
							Total Civilian Service	2	9	1

II MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)

BRANCH OF SERVICE	FROM DA.	FROM MO.	FROM YR.	TO DA.	TO MO.	TO YR.	TOTAL SERVICE DA.	TOTAL SERVICE MO.	TOTAL SERVICE YR.
Marine Corps	11	3	1943	26	6	1946	16	3	3
" " NC	10	1	1949	21	1	1949	12	—	—
" " NC	25	8	1949	26	8	1949	12		
						Total Military Service	10	4	3

III CERTIFICATION

Lennonte H. Gagley

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

28 February 1952
DATE

SIGNATURE OF EMPLOYEE

IV REMARKS: (CONCERNING ABOVE SERVICE)

Part-time work (four hours per day) for Department of State, Geneva, Switzerland: 15 April 1948-30 November 1948.

as of 31 Dec 51

MAY BE CONTINUED ON NON-DETACHABLE REVERSE SIDE

V FOR PERSONNEL OFFICE USE ONLY

TOTAL CREDITABLE SERVICE		
DAYS	MONTHS	YEARS
12	1	5

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 Tennent 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 Employee 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 express approval of the ADSO. 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

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 ADSO or his designee with the consent of the Chiefs of the Foreign Service establishment involved. TDY travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.

(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 ADSO 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.

4. 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 ADSO 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) ADSO
(e) Director of CIA.

2. All travel shall be directed by the ADSO 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:

(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 incurred 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 ADSO, 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 ADSO, 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 B 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. 9837, 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.

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 7 September 1916, 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 $4,290.00 [illegible] per year in accordance with Section 415 of the Foreign Service Act of 1946. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 682 of the Foreign Service Act of 1946. Other changes in status will be made only as specifically authorized by the ADCO.

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", "Beleaguered", or "Besieged" 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 prescribed in the Missing Persons Act of 1942 (50 U.S.C.A. App 1001-1015, 7 March 1942).

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 ASCO. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles of manuscripts on nonpolitical or noncontroversial subjects shall be submitted to the ASCO 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 ASCO, 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. 31 and 32, 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.

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 hereto.

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 ADCO, this contract will be deemed to have been amended to the extent of such change.

SECRET

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 1957. Sick leave is to be held in escrow until such time as subject reverts back to GS-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. Claxton
Assistant Chief, Personnel Division, C.

Tennent H. Bagley
Employee

WITNESS:

Harold H. Phillips
Chief, Overseas Branch

FORM OSP-34
9-1-48
FORMERLY FS-372

DEPARTMENT OF STATE

APPLICATION FOR EMPLOYMENT IN THE FOREIGN SERVICE OF THE UNITED STATES

BUREAU NO. 47-R071.1
APPROVAL EXPIRES AUGUST 31, 1950

THIS SPACE FOR OFFICE USE ONLY

INSTRUCTIONS—Answers to all questions must be typed or printed. All questions must be answered fully. If sufficient space has not been provided for your answer to any question, complete your answer under item # 37.

PREVIOUS ____ CARDED ____ ACKNOWLEDGED ____
INDEXED ____ INVESTIGATED ____ ACTION ____
CODE ____ OTHER ____

DATE OF APPLICATION

Social Security No. 570-[illegible]-7705

POSITION APPLIED FOR

THIS SPACE FOR OFFICE USE ONLY

1. NAME (Last) (First) (Middle) (Maiden, if any)
BAGLEY, Tennent Barrington

2. HAVE YOU EVER BEEN KNOWN BY ANY OTHER NAME? ☐ YES ☒ NO
IF ANSWER IS "YES", GIVE FULL DETAILS UNDER ITEM #37.

3a. PERMANENT ADDRESS (Place from which transportation will be authorized if appointed, Street number and name)
2005 Soledad Avenue
3b. CITY, POSTAL ZONE, STATE
La Jolla, California

4. STATE OF WHICH YOU ARE A LEGAL RESIDENT
California

5. PRESENT ADDRESS IF DIFFERENT FROM ABOVE
2168 Florida Avenue, N. W.
Washington, D. C.

PRESENT BUSINESS PHONE

PRESENT HOME PHONE
Adams 7619

6. DATE OF BIRTH (month, day, year)
11 November 1925

7. PLACE OF BIRTH (City, state, or country)
Annapolis, Maryland

8a. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED?

8b. IF A NATURALIZED CITIZEN, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE

9. SEX ☒ MALE ☐ FEMALE

10. HEIGHT 5 FT. 11½ IN.

11. WEIGHT 170 LBS.

12. MARITAL STATUS ☒ SINGLE ☐ MARRIED ☐ WIDOWED ☐ DIVORCED ☐ SEPARATED

13. WHAT IS THE LOWEST BASE SALARY, EXCLUSIVE OF ALLOWANCES YOU WILL ACCEPT? $ PER ANNUM

14. WHAT RESTRICTIONS ARE THERE IF ANY ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD?
None

15. FULL NAME OF HUSBAND/WIFE (If wife, maiden name)

b. DATE OF BIRTH

c. PLACE OF BIRTH (City, state, or country)

d. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED?

e. IF NATURALIZED, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE.

16. DEPENDENTS

NAME	RELATIONSHIP	DATE OF BIRTH
None		

17. WHICH DEPENDENTS WOULD YOU WISH TO ACCOMPANY YOU ABROAD?

18a. FATHER'S NAME
David Worth Bagley

b. PLACE OF BIRTH
Raleigh, North Carolina

c. OCCUPATION
Retired

d. PRESENT ADDRESS
2005 Soledad Avenue, La Jolla, California

e. IF BORN OUTSIDE U.S. DID FATHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO

19a. MOTHER'S MAIDEN NAME
Marie Louise Harrington

b. PLACE OF BIRTH
Colusa, California

c. OCCUPATION IF ANY
None

d. PRESENT ADDRESS
2005 Soledad Avenue, La Jolla, California

e. IF BORN OUTSIDE U.S. DID MOTHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO

20a. CAN YOU TAKE DICTATION?
☐ YES ☒ NO W.P.M.

b. ARE YOU A STENOTYPIST?
☐ YES ☒ NO W.P.M.

c. CAN YOU TYPE BY TOUCH SYSTEM?
☒ YES ☐ NO 40 W.P.M.

d. NAME OTHER OFFICE MACHINES YOU OPERATE
None

14-00000

21. MILITARY STATUS

a. IF YOU HAVE BEEN IN THE ARMED FORCES OR IN THE MERCHANT MARINE IN WHAT SERVICE AND BRANCH DID YOU SERVE? (e.g. U.S. Army: Field Artillery) U. S. Marine Corps

b. SERVICE OR SERIAL NUMBER 047506

c. DATE OF ENTRY ON ACTIVE DUTY 1 July 1943

d. RATE OR RANK AT TIME OF ENTRY Private

e. DATE OF HONORABLE DISCHARGE OR SEPARATION 26 June 1946

f. RATE OR RANK AT TIME OF DISCHARGE OR SEPARATION Second Lieutenant

g. PRESENT RATE OR RANK IF ON ACTIVE DUTY First Lieutenant, USMCR, inactive

22a. WHAT PERTINENT FEDERAL CIVIL SERVICE EXAMINATIONS HAVE YOU TAKEN? (Give year, title, and grade received)

None

b. DO YOU HAVE A PERMANENT CIVIL SERVICE STATUS IN THE FEDERAL GOVERNMENT? ☐ YES ☒ NO

c. IF NOW EMPLOYED IN THE FEDERAL GOVERNMENT GIVE PRESENT GRADE AND DATE OF LAST CHANGE IN GRADE

23. HAVE YOU EVER APPLIED FOR A POSITION UNDER THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION UNDER THE DEPARTMENT OF STATE? ☐ YES ☒ NO IF ANSWER IS "YES" GIVE PARTICULARS UNDER ITEM #37.

24. HAVE YOU EVER HELD A POSITION UNDER A FOREIGN GOVERNMENT? (Including service in the Armed Services of a Foreign power) ☐ YES ☒ NO IF ANSWER IS "YES" GIVE DETAILS UNDER ITEM #37.

25. OUTLINE YOUR TRAVEL OR RESIDENCE ABROAD GIVING DATES, PURPOSE, AND PLACES. (If not while in the Armed Forces give number, date, and place of issuance of American passport.)

1945 - 1946 - U. S. Marine Corps overseas
July 1947 - July 1950 - studies in Geneva, Switzerland; tourist in France, Switzerland, England, Belgium, and Italy.

26. FOREIGN LANGUAGES (Name and indicate the extent of your competence, i.e. Excellent, Good, Fair).

a. LANGUAGE	b. READ	c. WRITE	d. SPEAK	e. UNDERSTAND
French	Excellent	Excellent	Excellent	Excellent
German	Fair	Fair	Fair	Fair

27. EDUCATION

a. GRADE SCHOOL — CIRCLE HIGHEST GRADE COMPLETED 1 2 3 4 5 6 7 8

	NAME AND ADDRESS	DATES ATTENDED	YEARS COMPLETED	DEGREES CONFERRED	MAJOR SUBJECTS	SEMESTER HOURS CREDIT
b. HIGH SCHOOLS OR PREPARATORY SCHOOLS	Menlo School Menlo Park California	Graduated June 1942				
c. COLLEGES OR UNIVERSITIES	Princeton University, N. J. U. of So. California, L.A.	Sept.42-June43 June43-Oct 44 Sept.46-June47	1 3	 AB	 Int. Rels.	
d. OTHER EDUCATIONAL INSTITUTIONS OR TRAINING SCHOOLS	University of Geneva Switzerland	July47-July50	2½	MA PhD	" " " "	

28. EMPLOYMENT

INSTRUCTIONS. (In the spaces provided below describe every position which you have held since you first began to work. Start with present position and work back to the first position which you held. Account for all periods of unemployment and state reasons of any unemployment indicated). Use continuation sheet if more space is required.

PRESENT POSITION

DATES OF EMPLOYMENT (Month, year) FROM: July 1950 TO: Present

EXACT TITLE OF YOUR PRESENT POSITION

SALARY OR EARNINGS STARTING $ PER YR. PRESENT $ PER YR.

PLACE OF EMPLOYMENT (City, state)

DESCRIPTION OF YOUR WORK

Unemployed

NAME AND ADDRESS OF EMPLOYER

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU

NAME AND TITLE OF YOUR IMMEDIATE SUPERVISOR

REASON FOR DESIRING TO CHANGE EMPLOYMENT

IF CURRENTLY EMPLOYED, MAY WE APPROACH PRESENT EMPLOYER? ☐ YES ☐ NO

DATES OF EMPLOYMENT (Month, year) FROM: TO: PLACE OF EMPLOYMENT (City, state) NAME AND ADDRESS OF EMPLOYER NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU NAME AND TITLE OF IMMEDIATE SUPERVISOR REASON FOR LEAVING	EXACT TITLE OF YOUR POSITION DESCRIPTION OF YOUR WORK	SALARY OR EARNINGS STARTING $ PER YR. FINAL $ PER YR.
DATES OF EMPLOYMENT (Month, year) FROM: TO: PLACE OF EMPLOYMENT (City, state) NAME AND ADDRESS OF EMPLOYER NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU NAME AND TITLE OF IMMEDIATE SUPERVISOR REASON FOR LEAVING	EXACT TITLE OF YOUR POSITION DESCRIPTION OF YOUR WORK	SALARY OR EARNINGS STARTING $ PER YR. FINAL $ PER YR.
DATES OF EMPLOYMENT (Month, year) FROM: TO: PLACE OF EMPLOYMENT (City, state) NAME AND ADDRESS OF EMPLOYER NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU NAME AND TITLE OF IMMEDIATE SUPERVISOR REASON FOR LEAVING	EXACT TITLE OF YOUR POSITION DESCRIPTION OF YOUR WORK	SALARY OR EARNINGS STARTING $ PER YR. FINAL $ PER YR.

#29. OTHER POSITIONS HELD FOR LESS THAN THREE MONTHS AND PERIODS OF UNEMPLOYMENT. (List—Beginning with most recent)

DURATION FROM	DURATION TO	POSITION	NAME AND ADDRESS OF EMPLOYER OR REASON FOR UNEMPLOYMENT	STARTING AND FINAL SALARY PER ANNUM
July 1948	Dec. 1948	Administrative Ass't.	U.S. Delegation, International Admin. Aeronaut. Radio Conference	Part time approx. $1 hr.
June 1948	July 1948	Administrative Ass't.	U. S. Delegation, Int. Telecom. Union, Admin. Council, Geneva	$ $
Apr. 1948	June 1948	Administrative Ass't.	U.S. Delegation, Provisional Frequency Board, Geneva	$ $

30. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?
☐ YES ☒ NO
IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.

31. a. HAVE YOU NOW OR HAVE YOU EVER HAD ANY PHYSICAL DEFECTS OR DISABILITIES WHATSOEVER? ☐ YES ☒ NO	b. HAVE YOU EVER BEEN UNDER TREATMENT FOR A MENTAL OR EMOTIONAL DISORDER? ☐ YES ☒ NO
c. WITHIN THE PAST TWELVE MONTHS, HAVE YOU FREQUENTLY USED INTOXICATING BEVERAGES TO EXCESS? ☐ YES ☒ NO	d. HAVE YOU EVER HAD TUBERCULOSIS? ☐ YES ☒ NO
e. WERE YOU EVER MEDICALLY DISCHARGED FROM THE ARMED FORCES? ☐ YES ☒ NO	IF ANY OF YOUR ANSWERS TO ANY OF THE ABOVE IS "YES" GIVE FULL PARTICULARS UNDER ITEM #37.

32a. DOES YOUR FINANCIAL POSITION PERMIT DISCHARGE OF ALL DEBTS INCURRED? ☒ YES ☐ NO IF ANSWER IS "NO" STATE UNDER ITEM #37 THE NAMES OF CREDITORS, AMOUNTS DUE TO EACH, AND DATES ON WHICH THE OBLIGATIONS WERE CONTRACTED.

b. IF NOW RESIDING ABROAD HAVE YOU EVER PAID A U.S. INCOME TAX? ☐ YES ☐ NO IF ANSWER IS "YES" GIVE YEAR AND OFFICE OF LAST PAYMENT.

33. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF ANY POLITICAL PARTY OR ORGANIZATION THAT ADVOCATES THE OVERTHROW OF THE GOVERNMENT OF THE UNITED STATES BY FORCE OR VIOLENCE?

☐ YES ☒ NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.

34. HAVE YOU EVER BEEN ARRESTED OR DETAINED BY CIVIL OR MILITARY AUTHORITIES IN THE UNITED STATES OR IN ANY OTHER COUNTRY *(other than for minor traffic violations where the fine did not exceed $25?)* ☐ YES ☒ NO

IF SO, STATE UNDER ITEM #37 THE NAME AND LOCATION OF THE COURT, DATES AND DETAILS OF PROCEEDINGS, AND DISPOSITION.

35. LIST THREE COMPETENT AND RESPONSIBLE PERSONS IN THE UNITED STATES NOT RELATED TO YOU BY BLOOD OR MARRIAGE WHO ARE PARTICULARLY QUALIFIED TO SUPPLY DEFINITE INFORMATION REGARDING YOUR CHARACTER AND ABILITY *(do not give names of supervisors listed in answer to questions no. 28 or 29)*.

NAME	ADDRESS	OCCUPATION
Paul T. Torian	Marine Corps Recruit Depot San Diego, California	Major, U.S.M.C.
Ernest V. Sumners	U. S. Motors Los Angeles, California	Engineer
Louis A. Hopkins	Hopkins Pharmacy Long Beach, California	Druggist

36. MENTION HERE ANY SPECIAL QUALIFICATIONS OR ACHIEVEMENTS NOT COVERED ELSEWHERE IN THIS APPLICATION. INCLUDE SUCH ITEMS AS ANY BOOKS OR ARTICLES YOU HAVE WRITTEN, SPECIAL RESEARCH WORK, TECHNICAL SKILLS, HONORARY OR PROFESSIONAL SOCIETY MEMBERSHIPS, AND ANY OTHER INFORMATION YOU CONSIDER PERTINENT. YOU MAY INCLUDE ANY PERTINENT RELIGIOUS, CIVIC, WELFARE, OR ORGANIZATIONAL ACTIVITY WHICH YOU HAVE PERFORMED EITHER WITH OR WITHOUT COMPENSATION, SHOWING THE NUMBER OF HOURS PER WEEK AND NUMBER OF WEEKS PER YEAR IN WHICH YOU WERE ENGAGED IN SUCH ACTIVITY.

37. USE THIS SPACE FOR COMPLETING ANSWERS TO ANY OF THE FOREGOING QUESTIONS, NUMBERING ANSWER TO CORRESPOND WITH QUESTIONS. USE EXTRA SHEETS OF PAPER IF NECESSARY.

Reserve status: U. S. Marine Corps Reserve, inactive (1st Lt., 047506)

Draft Classification: 4-A (Local Board #1, Washington, D. C.)

Presently serving under the provisions of the Civil Service Retirement Act.

CERTIFICATION

False Statement on this Application is Cause for Dismissal.

I DO SOLEMNLY AFFIRM THAT THE INFORMATION CONTAINED HEREIN IS CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF.

27 February 1957
DATE

[illegible]
NAME AS USUALLY WRITTEN AND WHICH WILL BE USED AS OFFICIAL SIGNATURE

GPO 850 2-288

SECRET

TRAINING EVALUATION

1. The official to whom this report is entrusted is personally responsible for it. Although he may within his discretion show it to other members of his staff, the report should never be shown to the student whom it concerns.

2. The report summarizes the findings, observations, and opinions of the various instructors during the course listed only, with no reference to other facts or findings about the student. More complete data is available in the files of the Training Division and may be examined after contacting the Records and Scheduling Officer.

STUDENT'S NAME Tennent Harrington Pacley — DATE OF REPORT 8 December 1950

TRAINING COURSE Advanced Operations - XI — DIVISION OSO/FDM — Age 25 GRADE GS-9

TRAINING PERIOD 30 October - 1 December 1950 — PROJECTED ASSIGNMENT Intelligence Officer Germany

1. PERFORMANCE RECORD. The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative weighting of various factors. The overall adjectival rating is based on the following scale: 0 to 59% unsatisfactory; 60 to 79% satisfactory; 80 to 89% excellent; 90 to 100% superior.

			Possible Score	Achieved Score
FACTS	(1)	Comprehension of mission of OSO	(40)	36
	(2)	Comprehension of mission of OPC	(40)	36
	(3)	Comprehension of operational procedures	(25)	22
	(4)	Comprehension of operational policy	(25)	24
	(5)	USSR and Communism (clandestine aspects)	(20)	18
SKILLS	(6)	Evaluation of operational data	(30)	27
	(7)	Operational planning	(30)	26
	(8)	Operational mechanics	(30)	28
	(9)	Personality analysis	(30)	27
	(10)	Personality manipulation	(30)	29
		TOTAL	(300)	273

Overall adjectival rating . . . . . Superior (91%)

2. TRAIT CHARACTERISTICS RECORD. The following indicates the various personality traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A scale of 0 to 10 is used, 0 indicating that the trait has not been observed, the lower numbers indicating below average, and the higher indicating above average.

		Rating
(1)	Ability to get along and work with people	9
(2)	Ability to grasp instructions	9
(3)	Enthusiasm and interest in work	9
(4)	Industriousness	10
(5)	Practical intelligence	8
(6)	Astuteness	7
(7)	Adaptability	7
(8)	Effectiveness	9
(9)	Stability	8
(10)	Initiative	9
(11)	Imagination	8
(12)	Ability to handle and direct people	8

3. COMMENT. (To be used only in cases of outstanding strengths or weaknesses)

(See back of page)

Wayne Anderson
CHIEF INSTRUCTOR

Dist:
ADSO
Chief, FDM
DTB
CAU
Files

APPROVED. [signature]
CHIEF, DTD

REVIEWED. [signature]
CHIEF, XXX RES

FORM NO. 51-88
JAN 1950

SECRET

14-00000

COMMENT:

It is worthy of note that Mr. Bagley is the third student to be rated Superior since the initiation of the AOC.

14-00000

SECRET

12 December 1950

MEMORANDUM TO: Chief, FDM

FROM : Chief, TRD

SUBJECT : Mr. Tennent Harrington Bagley

1. It is with pleasure that the instructors and staff of TRD commend Mr. Tennent Harrington Bagley on his outstanding performance throughout the period of his training.

2. It is felt by the above mentioned officers that he is the type of individual which can contribute greatly to the mission of CIA.

W. R. PEARS
Chief, TRD

14-00000

STANDARD FORM 61 (REVISED APRIL 1, 1948)
PROMULGATED BY CIVIL SERVICE COMMISSION
CHAPTER 16 FEDERAL PERSONNEL MANUAL

APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

CIA (Department or agency) ADVISORY COUNCIL (Bureau or division) WASHINGTON, D. C. (Place of employment)

I, Tennent Harrington Bagley, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers contained in my Application for Federal Employment, Form No. SF-57, dated 11 May 1950, 19 ..., filed with the above-named department or agency, which I have reviewed, are true and correct as of this date with the exceptions noted in the Declaration of Appointee on the reverse of this form. (If no exceptions, write "None" on the Declaration of Appointee.)

Tennent H. Bagley
(Signature of appointee)

Subscribed and sworn before me this 24th day of July, A. D. 1950,

at Washington, (City) D. C. (State)

[SEAL]

Frank G. Jarenson
(Signature of officer)

(Title)

NOTE.—*If the oath is taken before a Notary Public the date of expiration of his commission should be shown.*

16—66160-1

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. ***Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below.*** **Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.**

1. PRESENT ADDRESS (street and number, city and State)
2121 FLORIDA AVE. NW, WASHINGTON, D.C.

2. (A) DATE OF BIRTH | (B) PLACE OF BIRTH (city or town and State or country)

3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY: MRS. David W. Bayley
(B) RELATIONSHIP: mother
(C) STREET AND NUMBER, CITY AND STATE: 2005 SOLEDAD AVE LA JOLLA, CALIFORNIA
(D) TELEPHONE NO.: GLENDALE 5-4423

4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO
If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED (Check one)	SINGLE
		1. 2. 3.			
		1. 2. 3.			
		1. 2. 3.			

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5. ARE YOU A CITIZEN OF, OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X	
6. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes", give details in Item 10.*		X
7. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes", give in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating if retired from military or naval service.*		X
8. HAVE YOU EVER BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? *If your answer is "Yes", give in Item 10 the name and address of employer, date, and reason in each case.*		X
9. (SINCE YOUR 18TH BIRTHDAY) HAVE YOU EVER BEEN ARRESTED, INDICTED OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED, OR IMPRISONED, OR PLACED ON PROBATION, OR HAVE YOU EVER BEEN REQUIRED TO DEPOSIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION, OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF $20 OR LESS WAS IMPOSED)? *If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.*		X

10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS

ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY

INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—The appointee's signature and handwriting are to be compared with the application and other pertinent papers. The physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

U. S. GOVERNMENT PRINTING OFFICE 13—55169-1

14-00000

CENTRAL INTELLIGENCE AGENCY
2430 E STREET NW.
WASHINGTON 25, D. C.

Date 24 July 1950

Dear Mr. Tennent H. Bagley:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective. 24 July 1950.

Position: Intelligence Officer GS-9

Base Salary: GS-9,, $4600.00 per annum

2. You will be:

a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Robert D. Hunter
Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.

Tennent H. Bagley
Employee

24 July 1950
Date

Form No. 51-105
June 1948

FORM NO. 57-42
FEB 1949

TEST RECORD

A. EVALUATION OF TEST RESULTS

373 On basis of theat scores, subject appears well qualified for P-3 Intelligence Officer utilizing academic background and pe tinent experience. Good knowledge of French indicated by reading test.

R. F. McClellan

DATE 7-20-49

FALOGRAPH

T	L	1	2	3	4	A	6	7	8	9	H

CONFIDENTIAL - Not to be Discussed with Applicant or Employee

NAME (Last, First, Middle Initial): BAGLEY, TENNENT, H.

SERVICE, GRADE, POSITION: P-3 Research Analyst

B. PERSONAL DATA

AGE	SEX MALE	SEX FEMALE	STATUS NEW	STATUS EMPL.	ELEM.	H.SCH.	EDUCATION COLLEGE	DEGREE	MAJOR:
23	☒	☐	☒	☐	☐	☐	☐	☐	

C. RAW TEST DATA

DATE	TYPING GROSS	TYPING NET	TYPING ERRORS	SHORTHAND 1	SHORTHAND 2	SHORTHAND 3	TOT. TIME

TYPE OF TEST	RAW SCORE	PERCENTILE
DIRECTIONS		
DAT: CLERICAL		
SPELLING		
SENTENCES		
NUMERICAL AB.		
ABSTR. REAS.		
SPACE ROL.		
VERB. REAS.		
MECH. REAS.		
SUPV. TEST: FORM		

TYPE OF TEST	RAW SCORE	PERCENTILE
DIRECTIONS A	25	9
LA-4		
GEN. TEST I		
FRENCH LL 46		
FRENCH UL		
GERMAN LL		
ITALIAN LL		
SPANISH LL		
Otis-Higher A	74	99

TYPE OF TEST	RAW SCORE	PERCENTILE
AREA INFO (AFFAIRS)		
AREA INFO (PEOPLE)		
BENNETT LIBRARY INFO		
CIA CLASSIF. I		
CIA CLASSIF. II		
CORR. AND EFF. OF EXP.		
CSU TEST: FORM		
TECHNICAL READING		
WATSON-GLASER:		
GENERALIZATIONS	20	99
INFERENCES	39	93
DISC. ARGUMENTS	74	65
RECOG. ASSUMPTIONS	19	99
GEN. LOG. REAS.	25	99
CONSISTENCY	25	95
APPL. LOG. REAS.	24	98

14-00000

OSO REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

28 July 1950 194

BAGLEY, Tennent H. WAS GIVEN A PHYSICAL

EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR
#1 & New Employee

[XX] FULL DUTY OVERSEAS [ ] LIMITED DUTY OVERSEAS [ ] DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY) [ ] [ ] [ ] [ ] [ ] [ ]

DEFECTS NOTED:

None

JOHN R. TIETJEN, M. D.

FORM NO. 37-52
DEC 1948

REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

OSO

26 Jan 51 194

Bagley, Tennent WAS GIVEN A PHYSICAL

EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR

#1 Overseas
[XX] FULL DUTY OVERSEAS [ ] LIMITED DUTY OVERSEAS [ ] DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY) [ ] [ ] [ ] [ ] [ ] [ ]

DEFECTS NOTED:

None

JOHN R. TIETJEN, M.D.

FORM NO. 37-52
DEC 1948

14-00000

SECRET

(WHEN FILLED IN)

CERTIFICATION OF LANGUAGE PROFICIENCY

1. EMPLOYEE NO.	2. NAME (LAST-FIRST-MIDDLE)	3. TYPE CHANGE		4. LANGUAGE DATA PRIOR TO TEST							
	BAGLEY, TENNENT H.	A-ADD C-CHANGE D-DELETE	CODE	LAN. CODE	R	W	P	S	U	I/T	YEAR

5. LANGUAGE DATA AFTER TEST								6. DATE TESTED	7. DATE OF BIRTH	8. GRADE	9. OFFICE OR DIVISION
LAN. CODE	R	W	P	S	U	I/T	YEAR	09/22/66	11/11/25	16	SB

NOTICE TO PERSON TESTED

10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN ITALIAN (TUSCAN) BK87 (NAME OF LANGUAGE) AND YOUR TEST SCORES ARE AS FOLLOWS:

READING	WRITING	PRONUNCIATION	SPEAKING	UNDERSTANDING	TEST RATINGS
I	I	I	CODED	I	Q = ZERO I = INTERMEDIATE; S = SLIGHT H = HIGH; E = ELEMENTARY N = NATIVE

11. REMARKS

FOR QUALIFICATIONS DATE 21 OCT

12. SIGNATURE

Kla

13. LD NUMBER

12622

FORM 11-64 1273 OBSOLETE PREVIOUS EDITIONS (10-45) **SECRET** GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION 1 - OP/QAB

SECRET

(When Filled In)

LANGUAGE PROFICIENCY AND AWARDS DATA

1. PERSONNEL SERIAL NO. (1-6)	2. LD NO.
156043	6046

3. NAME (7-24)	4. COMPONENT	5. GRADE	6. DATE OF BIRTH
Bagley, Tennent H.	MS	16	Nov. 11, 1925

7. LANGUAGE	8. CODE (25-27)	9. DATE OF TEST	10. ANNIVERSARY DATE (28-33)
French	205	June 18, 1960	June 17, 1961

11. TEST PURPOSE	12. TEST SCORES					13. ELIGIBILITY (30)	
AWARD / SKILL	READING (34)	WRITING (35)	PRONUNCIATION (36)	SPEAKING (37)	UNDERSTANDING (38)	AWARDABLE (A / Y / M)	NOT AWARDABLE
	I	I	H	H	H		

14. I CERTIFY THIS EMPLOYEE FOR AWARD

SIGNATURE	DATE

15. TYPE OF AWARD

A-M	E-I-N	C	R-W-S	D-V
3 STG M	H		S	

16. AMOUNT OF AWARD	$ 300.00
18. FEDERAL TAX DEDUCTION	$
19. STATE/DC TAX DEDUCTION	$
21. NET AMOUNT OF AWARD	$

17. I CERTIFY THAT FUNDS ARE AVAILABLE

OBLIGATION REF. NO.	SIGNATURE

20. CHARGE ALLOTMENT NO.	DATE

22. EMPLOYEE PAYROLL NO.

23. FORWARD CHECK TO

24. ALLOTMENT OF ASSIGNMENT

25. CHECK NO.	DATE

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LANGUAGE PROFICIENCY AND AWARDS DATA

1. PERSONNEL SERIAL NO. (1-6)	15603
2. L D NO.	6070
3. NAME (7-24)	Bagley, Tennent H.
4. COMPONENT	25
5. GRADE	14
6. DATE OF BIRTH	Nov. 11, 1925
7. LANGUAGE	Russian
8. CODE (25-27)	654
9. DATE OF TEST	June 17, 1960
10. ANNIVERSARY DATE (28-33)	June 17, 1961
11. TEST PURPOSE	AWARD / DRILL
12. TEST SCORES: READING (34)	1
WRITING (35)	-
PRONUNCIATION (36)	1
SPEAKING (37)	1
UNDERSTANDING (38)	-
13. ELIGIBILITY (39)	AWARDABLE A / M; NOT AWARDABLE
14. I CERTIFY THIS EMPLOYEE FOR AWARD	SIGNATURE / DATE
15. TYPE OF AWARD	A-M: A; E-I-H: O-I; C: ; R-W-S: R; D-V: V
16. AMOUNT OF AWARD	$ 200.00
17. I CERTIFY THAT FUNDS ARE AVAILABLE	OBLIGATION REF. NO. / SIGNATURE
18. FEDERAL TAX DEDUCTION	$
19. STATE/DC TAX DEDUCTION	$
20. CHARGE ALLOTMENT NO.	DATE
21. NET AMOUNT OF AWARD	$
22. EMPLOYEE PAYROLL NO.	
23. FORWARD CHECK TO	
24. ALLOTMENT OF ASSIGNMENT	
25. CHECK NO.	DATE

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LANGUAGE PROFICIENCY AND AWARDS DATA

1. PERSONNEL SERIAL NO. (1-6)	15083
2. L D NO.	6027
3. NAME (7-24)	Bagley, Tennent H.
4. COMPONENT	25
5. GRADE	14
6. DATE OF BIRTH	Nov. 11, 1925
7. LANGUAGE	German
8. CODE (25-27)	281
9. DATE OF TEST	June 15, 1960
10. ANNIVERSARY DATE (28-33)	June 17, 1961
11. TEST PURPOSE	AWARD / DRILL
12. TEST SCORES: READING (34)	H
WRITING (35)	1
PRONUNCIATION (36)	H
SPEAKING (37)	H
UNDERSTANDING (38)	H
13. ELIGIBILITY (39)	AWARDABLE A / M; NOT AWARDABLE
14. I CERTIFY THIS EMPLOYEE FOR AWARD	SIGNATURE / DATE
15. TYPE OF AWARD	A-M: M; E-I-H: I; C: C; R-W-S: ; D-V:
16. AMOUNT OF AWARD	$ 300.00
17. I CERTIFY THAT FUNDS ARE AVAILABLE	OBLIGATION REF. NO. / SIGNATURE
18. FEDERAL TAX DEDUCTION	$
19. STATE/DC TAX DEDUCTION	$
20. CHARGE ALLOTMENT NO.	DATE
21. NET AMOUNT OF AWARD	$
22. EMPLOYEE PAYROLL NO.	
23. FORWARD CHECK TO	
24. ALLOTMENT OF ASSIGNMENT	
25. CHECK NO.	DATE

FORM 4-56 1273 USE PREVIOUS EDITIONS — SECRET — (10-45) MRD COPY

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PERIODIC SUPPLEMENT
PERSONAL HISTORY STATEMENT

THIS DATE: 30 July 1957

INSTRUCTIONS

This form provides the means whereby your official personnel records will be kept current. Even though it duplicates 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 XIII 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.

SECTION I — GENERAL

1. FULL NAME (Last-First-Middle): BAGLEY, Tennent 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 NOW CLAIM RESIDENCE: Virginia

SECTION II — PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S.: Maria 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 — MARITAL STATUS

1. CHECK (X) ONE: SINGLE [ ] MARRIED [X] WIDOWED [ ] SEPARATED [ ] DIVORCED [ ] 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 or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiancee.

3. NAME: (First) Maria (Middle) (Maiden) Longay (Last) BAGLEY
4. DATE OF MARRIAGE: 16 Juni 1955
5. PLACE OF MARRIAGE (City, State, Country): Vienna, Austria
6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country): Linke Wienzeile 18, Vienna VI, Austria
7. LIVING: YES [X] NO [ ]
8. DATE OF DEATH: NA
9. CAUSE OF DEATH: NA
10. CURRENT ADDRESS (Give last address, if deceased): Route 4, Box 365, Vienna, Virginia
11. DATE OF BIRTH: 4 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 1947
17. WHERE ACQUIRED (City, State, Country): Vienna, Austria
18. OCCUPATION: Housewife
19. PRESENT 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

COPY FOR QUALIFICATIONS — DATE 18 JUN 1958

SECTION III CONTINUED TO PAGE 2

SECRET

(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR
NA

22. BRANCH OF SERVICE
NA

23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED

24. 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)	2. RELATIONSHIP	3. AGE
1	LONYAY, Ernst Leopold	wife's father	59
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES: Austria, Vienna (Linke Weinzeile 18, Vienna VI, Austria)		
	5. CITIZENSHIP (Country): Austrian	6. FREQUENCY OF CONTACT: wife's letter only - weekly	7. DATE OF LAST CONTACT: July 1957
2	LONYAY, Charlotte	wife's mother	?
	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
3	LONYAY, Ludwig (Lajos)	wife's brother	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
4	LONYAY, Alexander	wife's brother	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

8. 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 ENTIRELY DEPENDENT ON YOUR SALARY? [X] YES [ ] 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? [ ] YES [X] 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? [ ] YES [X] 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

SECTION V CONTINUED FROM PAGE 2

6. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS

NAME OF INSTITUTION	ADDRESS (City, State, Country)
National Savings and Trust Company	Washington, D.C.

7. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? [ ] YES [X] NO

8. IF YOU HAVE ANSWERED "YES" TO QUESTION 7 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)

NA

SECTION VI — CITIZENSHIP

1. COUNTRY OF CURRENT CITIZENSHIP: USA

2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE: [X] BIRTH [ ] MARRIAGE [ ] OTHER (Specify):

3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? [ ] YES [X] NO

4. GIVE PARTICULARS: NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.): NA

SECTION VII — EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

[ ]	LESS THAN HIGH SCHOOL GRADUATE	[ ]	OVER TWO YEARS OF COLLEGE - NO DEGREE
[ ]	HIGH SCHOOL GRADUATE	[ ]	BACHELOR'S DEGREE
[ ]	TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	[ ]	GRADUATE STUDY LEADING TO HIGHER DEGREE
[ ]	TWO YEARS COLLEGE OR LESS	[ ]	MASTER'S DEGREE [X] DOCTOR'S DEGREE

2. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT: MAJOR	SUBJECT: MINOR	DATES ATTENDED: FROM	DATES ATTENDED: TO	DEGREE REC'D	DATE REC'D	SEM./QTR. HRS. COMPLETED (Specify)
Princeton University			1942	spr.43			2 som.
University of Southern California	Int. Rels.	Hist. PolSci	1943-44	46-47	AB	Jan 47	also 1 sem.grad
University of Genova, Switzerland (Graduate Institute of International Studies)	Pol. Sci.		1947	1948	licence as sci. pol.	Jul 48	
Same	"		1948	1950	doctorate in pol.sci.	Jul 50	

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED: FROM	DATES ATTENDED: TO	TOTAL HOURS
None				

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED: FROM	DATES ATTENDED: TO	TOTAL WEEKS
Officer Candidate School, U.S. Marine Corps, Quantico, Va. (also boot camp, other infantry training)	(Infantry)	early 45	summer 45	16
Sea School, San Diego	Sea duty, anti-aircraft artillery	Aug 45	Sept. 45	5

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE

SECRET
(When Filled In)

SECTION VIII — GEOGRAPHIC AREA KNOWLEDGE

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT OTHER THAN ORGANIZATION EXPERIENCE. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE," INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY: RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
France, Switzerland	political affairs, history, geography	1926-28, 47-50	X	X	X	
Rest of Western Europe and Central Europe	"	1947-50		X	X	

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE

Residence with family in 20's; graduate study and tourist travel in other areas, 1947-50.

3. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF ORGANIZATION ASSIGNMENT OR ACTIVITY.

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY: HQOTS ASSIGNMENT	FIELD ASSIGNMENT	TRAINING
Austria	political, economic, other	1951-55		X	
Germany, Switzerland	"	1951-56	X	X	
Poland	"	1955-57 (Hqs only)	X		
Hungary, Czechoslovakia	"	study and operational activity 1951-57	X	X	

SECTION IX — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (W.P.M.): 40
2. SHORTHAND (W.P.M.):
3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM: GREGG | SPEEDWRITING | STENOTYPE | OTHER (Specify):

4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeograph, Card Punch, etc.) None

SECTION X — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH: tennis (good), golf (fair), swimming (good), Chess (fair), skiing (fair) hunting (fair), fishing (fair)

2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK

3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.

None

4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.

No

5. FIRST LICENSE OR CERTIFICATE (Year of issue)

6. LATEST LICENSE OR CERTIFICATE (Year of issue)

SECRET

SECTION X CONTINUED FROM PAGE 6

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest non-fiction, novels, short stories, etc.)

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

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

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: 0	5. OFFICIAL POSITION TITLE: -	

6. DESCRIPTION OF DUTIES
desk case officer and undergoing training and integration into State Dept.

2

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: 4-5	5. OFFICIAL POSITION TITLE: Case Off cer 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.

3

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: about 20	5. OFFICIAL POSITION TITLE: Chief, OE-Poland 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 TRD. Organized tutorial course for EE Division.

4

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

5

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

(Use additional pages if required)

SECTION XII — CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (Including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING. ▷ 1

2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING. ▷ 0

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX M	SEX F	CITIZENSHIP	ADDRESS
Christine Bagley	daughter	1957		X	US	Rt. 4 Box 365, Vienna, Va.

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED	SIGNATURE OF EMPLOYEE

14-00000

SECRET
(When Filled In)

(1-6)	LANGUAGE DATA RECORD
156.043	

PART I—GENERAL

1. NAME (Last-First-Middle) (7-24)	2. DATE OF BIRTH (25-30) MONTH	DAY	YEAR
BAGLEY, Tennent Harrington	Nov.	11	1925

3. LANGUAGE (31-35)	4. TODAY'S DATE (36-39) MONTH	DAY	YEAR	5.
ITALIAN 373	JUNE	17	1957	[ ] I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE

PART II—LANGUAGE ELEMENTS

SECTION A. Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (*newspapers, reference materials, etc.*), USING THE DICTIONARY FREQUENTLY.
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

SECTION B. Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

SECTION C. Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

14-00000

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D. Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-1PS, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED	SIGNATURE
17 June 1959	Tennent H. Bagley

(46) C (47) E

14-00000

SECRET
(When Filled In)

(1-6) 151043

LANGUAGE DATA RECORD

PART I—GENERAL

1. NAME (Last-First-Middle) (7-24)	2. DATE OF BIRTH (25-30) MONTH	DAY	YEAR
BAGLEY, TENNENT HARRINGTON	Nov.	11	1925

3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39) MONTH	DAY	YEAR	5.
German 983	June	17	1957	[ ] I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE

PART II—LANGUAGE ELEMENTS

SECTION A. Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

SECTION B. Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

SECTION C. Pronunciation (42)

1. MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

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CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D. Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-119, PAR. 10(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED	SIGNATURE
17 June 1957	Clement H. Bagley

(46)	(47)
C	T

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SECRET
(When Filled In)

(1-6) 156043

LANGUAGE DATA RECORD

PART I-GENERAL

1. NAME (Last-First-Middle) (7-24)	2. DATE OF BIRTH (25-30)		
BAGLEY, Tennent Harrington	MONTH Nov.	DAY 11	YEAR 1925

3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39)			5.
FRENCH 265	MONTH JUNE	DAY 17	YEAR 1957	[ ] I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE

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CONTINUE ON REVERSE SIDE

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CONTINUATION OF PART II-LANGUAGE ELEMENTS

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DATE SIGNED	SIGNATURE
17 June 1957	Tennent H Bagley

(46)	(47)
C	A

36417

STANDARD FORM 57 NOV 1947
U S CIVIL SERVICE COMMISSION

PLICATION FOR FEDERAL EMPLOYI T

INSTRUCTIONS In order to prevent delay in consideration of your application, answer every question on this form clearly and completely. Type-write or print in INK. In applying for a specific United States Civil Service examination, read the examination announcement carefully and follow all directions. If you are applying for a WRITTEN examination, follow the instructions on the admission card regarding disposition of this application. If you are applying for an UNWRITTEN examination, mail this application to the office named in the announcement. Be sure to mail to the same office any other forms required by the announcement. Notify the office with which you file this application of any change in your address.

APPLICATION NO.

1. NAME OF EXAMINATION OR KIND OF POSITION APPLIED FOR

2. OPTION(S) (if mentioned in examination announcement)

3. PLACE OF EMPLOYMENT APPLIED FOR (City and State)

4. DATE OF THIS APPLICATION: 11 May 1950

5. MR. / ~~MRS.~~ ~~MISS~~ (First name) (Middle) (Maiden, if any) (Last): TENNENT HARRINGTON BAGLEY

6. (A) STREET AND NUMBER OR R. D. NUMBER: 2005 SOLEDAD AVENUE

(B) CITY OR POST OFFICE (including postal zone) AND STATE: LA JOLLA, CALIFORNIA

ANNOUNCEMENT

7. LEGAL OR VOTING RESIDENCE (State): CALIFORNIA

8. (A) OFFICE PHONE: —

(B) HOME PHONE:

9. DATE OF BIRTH (month, day, year): Nov. 11, 1925

10. ☐ MARRIED ☒ SINGLE

11. PLACE OF BIRTH (city and State; if born outside U. S., name city and country): Annapolis, Md.

12. ☒ MALE ☐ FEMALE

13. (A) HEIGHT WITHOUT SHOES: 5 FEET 11 INCHES (B) WEIGHT: 165 POUNDS

14. (A) HAVE YOU EVER BEEN EMPLOYED BY THE FEDERAL GOVERNMENT? ☐ YES ☐ NO

(B) IF SO, GIVE LAST GRADE AND DATE OF LAST CHANGE IN GRADE:

DO NOT WRITE IN THIS BLOCK
For Use of Civil Service Commission Only

☐ APPOR. ☐ NON APPOR | MATERIAL: ☐ SUBMITTED, ☐ RETURNED | ENTERED REGISTER.

NOTATIONS. | APP. REVIEW: | APPROVED:

OPTION	GRADE	EARNED RATING	PREFERENCE	AUGM. RATING
			☐ 5 POINTS (TENT.)	
			☐ 10 POINTS	
			☐ WIFE OR WIDOW	
			☐ DISAB.	
			☐ BEING INVESTIGATED	
INITIALS AND DATE				

15. (A) WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT? $ ..... PER YEAR
You will not be considered for any position with a lower entrance salary.

(B) CHECK IF YOU WILL ACCEPT SHORT-TERM APPOINTMENT IF OFFERED, FOR:
☐ 1 TO 3 MONTHS ☐ 3 TO 6 MONTHS ☐ 6 TO 12 MONTHS

NOTE. Acceptance or refusal of a temporary short-term appointment will not affect your opportunity to obtain a probationary appointment.

(C) IF YOU ARE WILLING TO TRAVEL, SPECIFY:
☐ OCCASIONALLY ☐ FREQUENTLY ☐ CONSTANTLY

(D) CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED:
☐ IN WASHINGTON, D. C. ☐ ANYWHERE IN THE UNITED STATES
☐ OUTSIDE THE UNITED STATES

(E) IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, GIVE ACCEPTABLE LOCATIONS.

16. EXPERIENCE: It is important for you to furnish all information requested below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to give you full credit in determining your qualifications. Use a separate block for each position. Start with your present position and work back, explaining clearly the principal tasks which you performed in each position, accounting for all periods of unemployment. Experience gained more than 15 years ago which is not pertinent to the work for which you are applying may be summarized in one or more of the blocks. If your duties changed materially while working for the same employer, use a separate block to describe each position. You may include any pertinent religious, civic, welfare, or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in such activity. Military experience should be described in the space below in its proper sequence.

(a) If you were ever employed in any position under a name different from that shown in item 5 of this application, give under "Description of your work" for each position, the name used.

(b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

(1)

PRESENT POSITION

DATES OF EMPLOYMENT (month, year) FROM: TO PRESENT TIME

EXACT TITLE OF YOUR PRESENT POSITION: None in period covered — Dec. 1948 – June 1950

CLASSIFICATION GRADE (if in Federal Service)

SALARY OR EARNINGS: STARTING, $ PER; PRESENT, $ PER

PLACE OF EMPLOYMENT (city and State)

NAME AND TITLE OF IMMEDIATE SUPERVISOR

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)

KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU

REASON FOR DESIRING TO CHANGE EMPLOYMENT

DESCRIPTION OF YOUR WORK

(CONTINUED ON NEXT PAGE)

16—[illegible]

16 CONTINUED

② DATES OF EMPLOYMENT (month, year) FROM: TO	EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS: STARTING $ PER FINAL $ PER
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR	
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)	
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING	

DESCRIPTION OF YOUR WORK

③ DATES OF EMPLOYMENT (month, year) FROM: TO:	EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS: STARTING $ PER FINAL $ PER
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR	
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)	
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING	

DESCRIPTION OF YOUR WORK

④ DATES OF EMPLOYMENT (month, year) FROM: TO:	EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS: STARTING $ PER FINAL $ PER
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR	
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)	
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING	

DESCRIPTION OF YOUR WORK

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(5) DATES OF EMPLOYMENT (month, year) FROM: TO: | EXACT TITLE OF YOUR POSITION | CLASSIFICATION GRADE (if in Federal service) | SALARY OR EARNINGS STARTING $ PER FINAL $ PER

PLACE OF EMPLOYMENT (city and State) | NAME AND TITLE OF IMMEDIATE SUPERVISOR

NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division) | KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)

NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU | REASON FOR LEAVING

DESCRIPTION OF YOUR WORK

If more space is required, use a continuation sheet (Standard Form No. 58) or a sheet of paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.

17. MILITARY TRAINING. In the space below, describe any training received in the Armed Services (not already listed under Item 16) that would assist appointing officers in placing you most effectively. Indicate actual amount of training received, such as hours per week. Detailed information regarding any special service schools you attended is especially important. (Extra pages may be used to give full description.)

DATES FROM	DATES TO	LOCATION	DESCRIPTION OF TRAINING

18. EDUCATION. (Circle highest grade completed): 1 2 3 4 5 6 7 8 9 10 11 12

MARK (X) THE APPROPRIATE BOX TO INDICATE SATISFACTORY COMPLETION OF: ☐ ELEMENTARY SCHOOL ☐ JUNIOR HIGH SCHOOL ☐ SENIOR HIGH SCHOOL

(A) GIVE NAME AND LOCATION OF LAST HIGH SCHOOL ATTENDED

(B) SUBJECTS STUDIED IN HIGH SCHOOL WHICH APPLY TO POSITION DESIRED

(C) NAME AND LOCATION OF COLLEGE OR UNIVERSITY	MAJOR AND SPECIALTY	DATES ATTENDED FROM	DATES ATTENDED TO	YEARS COMPLETED DAY	YEARS COMPLETED NIGHT	DEGREES CONFERRED TITLE	DEGREES CONFERRED DATE	SEMESTER HOURS CREDIT
University of Geneva and Graduate Institute of International Studies, Geneva, Switzerland	International relations	Oct 1947	June 1950			Ph.D.	1950 (year completion)	

(D) LIST YOUR CHIEF UNDERGRADUATE COLLEGE SUBJECTS	SEMESTER HOURS	LIST YOUR CHIEF GRADUATE COLLEGE SUBJECTS	SEMESTER HOURS

(E) OTHER TRAINING SUCH AS VOCATIONAL, BUSINESS, STUDY COURSES GIVEN THROUGH THE ARMED FORCES INSTITUTE (show name and location of school) OR "IN SERVICE TRAINING" IN PUBLIC OR PRIVATE EMPLOYMENT

SUBJECTS STUDIED	DATES ATTENDED FROM	DATES ATTENDED TO	YEARS COMPLETED DAY	YEARS COMPLETED NIGHT

19. INDICATE YOUR KNOWLEDGE OF FOREIGN LANGUAGES

	READING EXC.	READING GOOD	READING FAIR	SPEAKING EXC.	SPEAKING GOOD	SPEAKING FAIR	UNDERSTANDING EXC.	UNDERSTANDING GOOD	UNDERSTANDING FAIR
French	X			X			X		
German, Italian			X			X			X

20. IF YOU HAVE TRAVELED OR RESIDED IN ANY FOREIGN COUNTRIES, INDICATE (1) NAMES OF COUNTRIES (2) DATES AND LENGTH OF TIME SPENT THERE, AND (3) REASON OR PURPOSE (e. g., military service, business, education, recreation)

France, Switzerland - Oct '49 - June 1950 - education

21. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE SUCH AS OPERATION OF SHORT WAVE RADIO, MULTILITH COMPUTOMETER, KEY-PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING ..... SHORTHAND .....

22. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (such as pilot, electrician, radio operator, teacher, lawyer, CPA, etc.)

☐ YES ☑ NO GIVE KIND OF LICENSE AND STATE:

FIRST LICENSE OR CERTIFICATE (YEAR)

LATEST LICENSE OR CERTIFICATE (YEAR)

23. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:
(A) YOUR MORE IMPORTANT PUBLICATIONS (do not submit copies unless requested)
(B) YOUR PATENTS OR INVENTIONS
(C) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
(D) MEMBERSHIP IN PROFESSIONAL OR SCIENTIFIC SOCIETIES, ETC.
(E) HONORS AND FELLOWSHIPS RECEIVED.

(A) General Principles & Problems in the International Protection of Minorities — a Political Study

16—63-40-1

14-00000

24. REFERENCES. List three persons living in the United States or Territories of the United States who are NOT related to you and who have definite knowledge of your qualifications and fitness for the position for which you are applying. Do not repeat names of supervisors listed under Item 16 (EXPERIENCE).

FULL NAME	PRESENT BUSINESS OR RESIDENCE ADDRESS (Give complete current address, including street and number)	BUSINESS OR OCCUPATION
1.		
2.		
3.		

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
25. MAY INQUIRY BE MADE OF YOUR PRESENT EMPLOYER REGARDING YOUR CHARACTER, QUALIFICATIONS, ETC.?		
26. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X	
27. ARE YOU NOW, OR HAVE YOU EVER BEEN, A MEMBER OF THE COMMUNIST PARTY, U. S. A. OR ANY COMMUNIST ORGANIZATION?		X
28. ARE YOU NOW, OR HAVE YOU EVER BEEN, A MEMBER OF A FASCIST ORGANIZATION?		X
29. ARE YOU NOW, OR HAVE YOU EVER BEEN A MEMBER OF ANY ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP, OR COMBINATION OF PERSONS WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT, OR OF AN ORGANIZATION, ASSOCIATION, MOVEMENT, GROUP, OR COMBINATION OF PERSONS WHICH HAS ADOPTED A POLICY OF ADVOCATING OR APPROVING THE COMMISSION OF ACTS OF FORCE OR VIOLENCE TO DENY OTHER PERSONS THEIR RIGHTS UNDER THE CONSTITUTION OF THE UNITED STATES OR SEEKING TO ALTER THE FORM OF GOVERNMENT OF THE UNITED STATES BY UNCONSTITUTIONAL MEANS?		X
If your answer to question 27, 28, or 29 above is "yes," state in Item 39 the names of all such organizations, associations, movements, groups, or combination of persons and dates of membership. Give complete details of your activities therein and make any explanation you desire regarding your membership or activities therein.		
30. SINCE YOUR 16TH BIRTHDAY, HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING OR CONVICTED, FINED, OR IMPRISONED OR PLACED ON PROBATION OR SAID YOU EVER BEEN ORDERED TO FORFEIT BAIL OR COLLATERAL FOR THE VIOLATION OF ANY LAW, POLICE REGULATION OR ORDINANCE (EXCLUDING MINOR TRAFFIC VIOLATIONS FOR WHICH A FINE OR FORFEITURE OF $25 OR LESS WAS IMPOSED)?		
If your answer is "Yes," list all such cases under Item 39 below. Give in each case (1) the date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.		X
31. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?		
If your answer is "Yes," give in Item 39 the name and address of employer, date, and reason in each case.		X
32. HAVE YOU EVER BEEN BARRED BY THE U. S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS?		
If your answer is "Yes," give dates of and reasons for such debarment in Item 39.		X
33. HAVE YOU ANY PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK?		
If your answer is "Yes," give complete details in Item 39 so that consideration can be given to your physical fitness for the job.		X
34. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?		
If your answer is "Yes," give complete details in Item 39.		X

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
35. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?		
If your answer is "Yes," give details in Item 39.		X
36. DOES THE UNITED STATES GOVERNMENT EMPLOY IN A CIVILIAN CAPACITY ANY RELATIVE OF YOURS (BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?		
If your answer is "Yes," show in Item 39 for EACH such relative (1) full name, (2) present address; (3) relationship; (4) Department or Agency by which employed, and (5) kind of appointment.		X

SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERENCE

A. If you are claiming preference as a PEACETIME VETERAN who has been awarded a campaign badge or service ribbon, or as a **DISABLED VETERAN**, or as the **WIFE OF A DISABLED VETERAN**, or as the **WIDOW OF A WAR OR CAMPAIGN VETERAN**, attach **Veteran Preference Claim, CSC Form 14**, together with proof specified therein.

B. If you are a WAR-TIME VETERAN not claiming disability preference, you should NOT submit your discharge with this application. Preference will be tentatively credited to you and if appointed, you will be required to submit to the appointing officer prior to entry on duty, official evidence of separation from active service in the armed forces of the United States in time of war.

	YES	NO
37. (A) WERE YOU EVER IN THE UNITED STATES MILITARY OR NAVAL SERVICE DURING TIME OF WAR?	X	
(B) IS THE WORD "HONORABLE" OR THE WORD "SATISFACTORY" USED IN YOUR DISCHARGE OR SEPARATION PAPERS TO SHOW THE TYPE OF YOUR DISCHARGE OR SEPARATION?	X	
(C) WAS SERVICE PERFORMED ON AN ACTIVE FULL TIME BASIS, WITH FULL MILITARY PAY AND ALLOWANCES?	X	

(D) DATE OF ENTRY OR ENTRIES INTO SERVICE	DATE OF SEPARATION OR SEPARATIONS
11 Mar. 1943	26 June 1946
BRANCH OF SERVICE (Army, Navy, Marine Corps, Coast Guard, etc.) Marine Corps.	SERIAL NO. (if none, give grade or rating at time of separation). 047506

	YES	NO
38. (A) IF YOU SERVED IN THE UNITED STATES MILITARY OR NAVAL SERVICE DURING PEACETIME ONLY, DID YOU PARTICIPATE IN A CAMPAIGN OR EXPEDITION AND RECEIVE A CAMPAIGN BADGE OR SERVICE RIBBON?		
(B) ARE YOU A DISABLED VETERAN?		
If so, and you have not listed your disability in answer to Item 33, explain in Item 39 below.		
(C) ARE YOU A VETERAN'S WIDOW WHO HAS NOT REMARRIED?		
(D) ARE YOU THE WIFE OF A VETERAN WHO HAS A SERVICE CONNECTED DISABILITY AND HAS NO SUPERIOR PREFERENCE FOR CIVIL SERVICE APPOINTMENT?		

THIS SPACE FOR USE OF APPOINTING OFFICER ONLY

The information contained in the answers to Question 37 above has been verified by comparison with the discharge certificate on ....., 19.....

Agency: ..... Title: .....

39. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS. (Indicate item numbers to which answers apply.)

ITEM NO.		ITEM NO.	

If more space is required, use paper the same size as this page. Write on each sheet your name, address, date of birth, and examination title. Attach to inside of this application.

Before signing this application check back over it to make sure that you have answered ALL questions correctly.

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

False statement on this application is punishable by Law (U. S. Code, Title 18, Section 80).

SIGNATURE OF APPLICANT Terrence A. Bagley

(Sign your name in INK (one given name, initial or initials, and surname). If female, prefix Miss or Mrs. and if married, your own given name as "Mrs. Mary L. Doe")

U. S. GOVERNMENT PRINTING OFFICE 16—32942-1

36447

PERSONAL HISTORY STATEMENT

Instructions:
1. Answer all questions completely. If question does not apply write "not applicable." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
2. Type, print or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? yes (Yes or No)

SEC. 1. PERSONAL BACKGROUND

Telephone:
Office: _____ Ext. _____
Home: _____

A. FULL NAME (Use No Initials) Miss / Mr. / Mrs. TENNENT (First) HARRINGTON (Middle) BAGLEY (Last)

PRESENT ADDRESS (St. & No.) - after 20 June: 2168 Florida Ave. N.W., (City) Washington, (State) D.C. (Country)
- until 20 June: Hotel de la Truite, Ferney-Voltaire (Ain) France

PERMANENT ADDRESS (St. & No) 2005 Soledad Ave, (City) La Jolla, (State) California, (Country) USA

B. NICKNAME Peter WHAT OTHER NAMES HAVE YOU USED? _____

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____

_____ (Where?) _____ (By What Authority)

C. DATE OF BIRTH 11 Nov. 1925 PLACE OF BIRTH Annapolis (City), Maryland (State), USA (Country)

D. PRESENT CITIZENSHIP U.S.A. (Country) BY BIRTH? _____ BY MARRIAGE? _____

ATION CERTIFICATE # _____ ISSUED _____ (Date) BY _____ (Court)

_____ (State) _____ (Country)

A PREVIOUS NATIONALITY? _____ (Yes or No) _____ (Country)

WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____ (Country)

ARS _____

_____

N STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS:

_____

E. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? _____

PORT OF ENTRY? _____ ON PASSPORT OF WHAT COUNTRY? _____

LAST U.S. VISA _____
Number Type Place of Issue Date of Issue

SEC. 2. PHYSICAL DESCRIPTION

AGE 24 SEX male HEIGHT 5'11" WEIGHT 165

EYES _____ HAIR _____ COMPLEXION _____ SCARS _____

BUILD _____ OTHER DISTINGUISHING FEATURES _____

SEC. 3. MARITAL STATUS

A. SINGLE ✓ MARRIED _____ DIVORCED _____ WIDOWED _____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS _____

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE — INCLUDE ANNULMENTS — USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE _____
First Middle Maiden Last

PLACE AND DATE OF MARRIAGE _____

HIS (OR HER) ADDRESS BEFORE MARRIAGE _____
St. & No. City State Country

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

OCCUPATION _____ LAST EMPLOYER _____

EMPLOYER'S OR BUSINESS ADDRESS _____
St. & No. City State Country

MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
Date Date

COUNTRY _____ DETAILS OF OTHER GOV'T. SERVICE, U.S. OR FOREIGN

_____

14-00000

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents)

1. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

2. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

3. NAME _____ RELATIONSHIP _____ AGE _____

CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME _____
First Middle Last

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR, LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

OCCUPATION _____ LAST EMPLOYER _____

EMPLOYER'S OR OWN BUSINESS ADDRESS _____
St. & No. City State Country

MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
Date Date

COUNTRY _____ DETAILS OF OTHER GOV'T SERVICE, U.S. OR FOREIGN.

_____

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME _____
First Middle Last

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

SEC. 12. EDUCATION

ELEMENTARY SCHOOL _____ ADDRESS _____ City State Country

DATES ATTENDED _____ GRADUATE? _____

HIGH SCHOOL _____ ADDRESS _____ City State Country

DATES ATTENDED _____ GRADUATE? _____

COLLEGE _____ ADDRESS _____ City State Country

DATES ATTENDED _____ DEGREE _____

COLLEGE University of Geneva and Graduate Institute of International Studies ADDRESS Geneva, Switzerland City State Country

DATES ATTENDED Oct. 1949 - June 1950 DEGREE Ph.D. (doctorat ès sciences pol.) - near completion -

SEC. 13. MILITARY, NAVAL OR OTHER GOV'T SERVICE — U.S. OR FOREIGN

Country Service Rank Dates of Service

Last Station Serial No. Type of Discharge

REMARKS: _____

SELECTIVE SERVICE BOARD NUMBER _____ ADDRESS _____

IF DEFERRED GIVE REASON _____

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS _____

SEC. 14. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST.

— no employment in period May 1949 - May 1950 —

1. FROM _____ TO _____

EMPLOYING FIRM OR AGENCY _____

ADDRESS _____ St. & No. City State Country

KIND OF BUSINESS _____ NAME OF SUPERVISOR _____

TITLE OF JOB _____ SALARY $ _____ PER _____

YOUR DUTIES _____

REASONS FOR LEAVING _____

2. FROM _____ TO _____

EMPLOYING FIRM OR AGENCY _____

14-00000

SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

		Street and Number	City	State
1.	BUS. ADD.			
	RES. ADD.			
2.	BUS. ADD.			
	RES. ADD.			
3.	BUS. ADD.			
	RES. ADD.			

SEC. 19. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? _____ IF NOT, STATE SOURCES OF OTHER INCOME _____

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS National Savings and Trust Co., Washington, D.C. - Credit Suisse, Geneva, Switzerland

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? _____ GIVE PARTICULARS, INCLUDING COURT: _____

D. GIVE THREE CREDIT REFERENCES — IN THE U.S.

1. NAME _____ ADDRESS _____ St. & No. City State
2. NAME _____ ADDRESS _____ St. & No. City State
3. NAME _____ ADDRESS _____ St. & No. City State

SEC. 20. RESIDENCES FOR THE PAST 15 YEARS

FROM Oct. 1949	TO June 1950	Hotel de la Truite,	Ferney-Voltaire (Ain)		France
		St. No.	City	State	Country
FROM May 1949	TO Oct. 1949	2168 Florida Ave. N.W.,	Washington, D.C.		USA
		St. No.	City	State	Country
FROM	TO	St. No.	City	State	Country
FROM	TO	St. No.	City	State	Country
FROM	TO	St. No.	City	State	Country
FROM	TO	St. No.	City	State	Country
FROM	TO	St. No.	City	State	Country
FROM	TO				

SEC. 21. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM Oct. 1949	TO June 1950	Ferney-Voltaire (Ain)	France	- education in Geneva, Switzerland
		City or Section	Country	Purpose
FROM	TO	City or Section	Country	Purpose
FROM	TO	City or Section	Country	Purpose

FROM _____ TO _____ City or Section _____ Country _____ Purpose _____

FROM _____ TO _____ City or Section _____ Country _____ Purpose _____

FROM _____ TO _____ City or Section _____ Country _____ Purpose _____

B. LAST U.S. PASSPORT — NUMBER, DATE, AND PLACE OF ISSUE: 55005, 2 May 1947 (renewed 12 May 1949) - Washington, D.C.

HOW MANY OTHER U.S. PASSPORTS HAVE YOU HAD? none GIVE APPROXIMATE DATES: _____

PASSPORTS OF OTHER NATIONS: none

SEC. 22. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

— none in period covered - May '49 - May '50 —

1. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

2. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

3. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

4. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

5. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

6. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

7. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____
   DATES OF MEMBERSHIP: _____

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SEC. 23. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" OR "FLUENT")

LANGUAGE French SPEAK fluent READ fluent WRITE fluent

LANGUAGE German SPEAK fair READ fair WRITE fair

LANGUAGE Italian SPEAK slight READ fair WRITE slight

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

D. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1938:

E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

SEC. 24. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?

IF "YES", EXPLAIN: No.

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? yes IF SO, TO WHAT EXTENT? moderately

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

No

SEC. 25. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Mrs. David W. Bagley RELATIONSHIP mother

ADDRESS 2005 Soledad Ave., La Jolla, California, USA
(St. & No.) (City) (State) (Country)

SEC. 26. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No.

SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Ferney-Voltaire (Ain), France (City and State) DATE 11 May 1950

Witness

Jennent of Bagley (Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

(1) DATE OF CLEARANCE

(2) DATE OF REVOCATION

SUBJECT: NOTIFICATION OF GRANTING OR OF REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (NR 90-4).

1. AN ENTRY IN ITEM (1) DENOTES THAT THE ABOVE NAMED INDIVIDUAL HAS BEEN GRANTED A STAFF CRYPTOGRAPHIC CLEARANCE. AN ENTRY IN ITEM (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOCATION, IS EFFECTIVE AS OF THE MONTH AND YEAR IMPRINTED ABOVE. SUBJECT HAS BEEN BRIEFED OR DEBRIEFED, AS APPROPRIATE, CONCERNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SIGNED A BRIEFING/DEBRIEFING STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION. UPON REVOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE FURTHER CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN ORDER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

DISTRIBUTION:
1—EMPLOYEE'S COMPONENT
1—OFFICE OF PERSONNEL

FOR THE CHIEF, COMMUNICATIONS SECURITY STAFF

Donald F. Beckett

CHIEF, DOCTRINES BRANCH, OC-S

CONFIDENTIAL

FORM 1-66 1597A OBSOLETE PREVIOUS EDITIONS

GROUP 1 Excluded from automatic downgrading and declassification

file

U. S. MARINE CORPS REPORT OF SEPARATION

SERVICE NO. SS4 - - -

1. LAST NAME	FIRST NAME	MIDDLE NAME	2. RANK	3. PAY GRADE	4. SERIAL NUMBER
BAGLEY	Tennent	Harrington	P1 Sgt	3-4	542429

5. PERMANENT ADDRESS FOR MAILING PURPOSES: 2139 Florida Ave., N.W., Washington, D. C.

6. RACE: W 7. SEX: M 8. CITIZEN: YES X NO 9. DATE OF BIRTH: 11Nov25

10. ADDRESS FROM WHICH PERSON WILL SEEK EMPLOYMENT: 2139 Florida Ave., N.W., Washington, D. C.

11. MARRIED: YES NO X 12. NO. OF DEP: None 13. PLACE OF BIRTH: Annapolis, Md.

RECORD OF MARINE CORPS SERVICE

SELECTIVE SERVICE DATA: 14. REGISTERED: YES NO X 15. ADDRESS AT TIME OF ENTRY INTO SERVICE: Washington, D. C. 16. DEL. BOARD NO. 17. COUNTY & STATE: - - - - - - - - - - - -

18. MEANS OF ENTRY: ENLISTED 1 INDUCTED 3 REENLISTED 2 19. PLACE OF ENTRY INTO ACTIVE SERVICE: Los Angeles, California 20. DATE OF ENTRY: 1Jul43 21. COMPONENT: REG. TFI-b

22. PENSION CLAIM FILED: YES NO X 23. PLACE OF SEPARATION FROM ACTIVE SERVICE: MB, Washington, D. C. 24. DATE OF SEPARATION: 26Jun46 25. BRANCH OF SERVICE: BrsDet

26. TYPE OF DISCHARGE CERT.: Honorable 27. TOTAL TIME OF PAST OR PRESENT ENLISTMENT: YEARS - - - MOS 7 DAYS - - -

28. MILITARY SPECIALTIES: Sea Duty Officer (1950)

29. SCHOOLS ATTENDED / COURSES / WEEKS

SCHOOLS ATTENDED	COURSES	WEEKS
PCS, Quantico, Va.	PCS	16
Sea School, San Diego, Cal.	Sea School	6

30. PRINCIPAL MILITARY DUTY: Sea Duty Officer (1950)

EMPLOYMENT AND POST SERVICE EDUCATIONAL DATA

31. CIVILIAN OCCUPATION (TITLE): Student D.O.T. NUMBER: O-X NO. YRS: - - - LAST EMPLOYED: - - - - -

JOB SUMMARY: Majored in International Relations and Foreign Trade

32. SECONDARY OCCUPATION (TITLE): - - - - - - - D.O.T. NUMBER: - - - - NO. YRS: - - - LAST EMPLOYED: - - - - -

33. LAST EMPLOYER BEFORE ENTRY INTO SERVICE: - - - - - - - - DATE LEFT: - - - - 34. HAS HIS PERMISSION: YES X NO

35. EDUCATION IN YEARS: GRAMMAR 8 HIGH SCHOOL 4 COLLEGE 3 DEGREE 0 36. MAJOR COURSES: International Relations and Foreign Trade

37. TRADE COURSES: None 38. COURSES OF GREATEST INTEREST: International Relations 39. LAST SCHOOL ATTENDED: Princeton University, Princeton, N. J.

PREFERENCES

40. PREFERENCE FOR ADDITIONAL TRAINING: Going back to school

41. JOB PREFERENCE: Foreign Trade REASON: Will be trained for

42. LOCALITY PREFERENCE: Undecided REASON: - - - - - - -

I certify that all information on this form pertaining to the Naval Service of the above named individual is in accordance with the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.

Robert E. Sadzewicz

SIGNATURE OF C.O. OFFICER

ROBERT E. SADZEWICZ, Capt., USMCR

TYPE OR PRINT NAME OF C.O.

Tennent H. Bagley 26Jun46

SIGNATURE OF SEPARATEE DATE

MARINE'S COPY

STANDARD FORM NO. 64

CONFIDENTIAL

Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Employees Division, Special Support Staff DATE: 29 May 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGLEY, Tennant Harrington - 38638

Reference is made to your memorandum dated 25 May 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

EMPLOYEES DIVISION

Ermal P. Oliss
ERMAL P. OKISS

CONFIDENTIAL

Case 8/23

CONFIDENTIAL

SECURITY APPROVAL

To : Personnel Officer

Date: 29 August 1949

From : Chief of Inspection and Security

Number: 38638

Subject: BAGLEY, Tennent Harrington

1. Note "X" below:

[X] Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

[ ] Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

[X] Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

2. Your memorandum dated 1 June 1949 stated Subject is an applicant for the Advisory Council.

EMMA P. GEISS

Chief, Personnel Security Division

Rec'd 8/31

CONFIDENTIAL

FORM NO. 30.101
MAY 1949

14-00000

RECORD OF

PREVIOUS GOVERNMENT

SERVICE RETURNED TO

FEDERAL RECORDS CENTER IN

ST. LOUIS, MO.

DATE Aug 1, 1974

EM

1 June 1949

MEMORANDUM FOR THE CHIEF, PERSONNEL SECURITY DIVISION

SUBJECT: Request for Security Clearance for

Tennent H. Bagley
Intelligence Officer
P-3 $4479.80
Advisory Council

1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.

2. Attached hereto are the required copies of the Personal History Statement.

3. Please notify this office in writing upon completion of the security investigation.

WILLIAM J. KELLY

Chief, Personnel Branch

Attachments: 2 Forms 38-1

Form No.
37-104
Sep 1948

14-00000

CONFIDENTIAL

Brudi 5/10

CENTRAL INTELLIGENCE AGENCY
PERSONNEL BRANCH
REFERRAL SHEET

TO: OFFICE OR BRANCH	ATTENTION	DATE
PB/A&M	Mr. Flynn	10 May 1949

APPLICANT'S NAME: BAGLEY, Tennent Harrington

[ ] FOR INTERVIEW
[ ] PAPERS ONLY

[ ] FORM 87 [ ] FORM 38-1 [ ] FILE

RECOMMENDED FOR

REQUISITION CONTROL NO. _____

LB
(SIGNATURE (FOR THE PERSONNEL OFFICER))

ACTION (FOR ROUTING WITHIN OFFICE OR BRANCH)

TO	DATE	COMMENTS
1.		
2.		
3.		
4.		
5.		

REPORT BACK (NOTE DEADLINE)

INDICATE ACCEPTABILITY OF SUBJECT BELOW AND RETURN TO THE PERSONNEL BRANCH, PROCUREMENT AND PLACEMENT DIV. ROOM NO. BUILDING, BY

[ ] ACCEPTABLE FOR (OFFICE OR BRANCH) JOB TITLE AND GRADE

SUBJECT REQUESTED TO COMPLETE [ ] FORM 87 [ ] FORMS 38-1 & FORWARD TO PERSONNEL BRANCH, PROCUREMENT & PL. DIV.

[ ] NOT ACCEPTABLE (STATE REASONS UNDER REMARKS)

REMARKS

PB/A&M Mr. Flynn 10 May 1949

Per our conversation.

G B Bumbaker
SIGNATURE

TITLE

CONFIDENTIAL

FORM NO. 37-9
SEP 1947

SECRET

Recommend approval
C. Cleff
24 May 51
Please expedite

24 May 1951

TO: Personnel Director, CIA

VIA: [redacted] and PDC

FROM: PDK

SUBJECT: Terment K. Barley

1. It is requested that permission be procured from the Marine Corps and the Selective Service for subject to leave the country on a two-year assignment with this Agency in Austria.

2. Below is the information on subject's draft and reserve unit:

A) Selective Service:

Board: Local Board [illegible]
1729 New York Avenue, N. W.
Washington 25, D. C.

Classification: 1-A

Selective Service Number: 19 25 408

Home Address: 21[illegible] Avenue, N.W., Washington, D. C.

B) Marine Reserve:

Rank and Serial Number: First Lieutenant - 21,7506

Marine Reserve Unit: 11th Marine Corps Reserve District

3. Subject has been [illegible] Agency since 24 July 1950 and is unusually well qualified for intelligence work in Austria. If the above permissions are granted, subject will be sent immediately to his assignment.

passed on to class 5/25/51 [illegible]

Ralph T. Cunningham
Acting Chief, PDK

APPROVED:

Harry W. Little Jr.
For the Assistant Director, Special Operations

From 300 letter from Marine Corps Hdqtrs 6/1/51

SECRET

14-00000

17

14 November 1950

TO: Employees Division

VIA: EXO

FROM: FDM

SUBJECT: Tennent H. Bagley

Mr. Bagley has been recalled to active duty as a First Lieutenant in the Marine Corps with effective date 11 December 1950. The order is by letter MC-1[illegible]3761 of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 November 1950 and addressed to his home in La Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

Mr. Bagley was employed by this Agency on 24 July 1950 as a Research Analyst assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as an Intelligence Officer in Germany, and the papers are now in requesting his transfer to FDM for that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training Courses has shown him to be unusually well qualified for intelligence work in Germany and that men of his caliber and background are still badly needed by the German Station. If this deferment can be arranged, he will be sent to Germany as a GS-9 Intelligence Officer at the earliest opportunity.

Richard Helms
Chief, FDM

Attachment

APPROVED [illegible]
EXO/OSO

14-00000

S E C R E T

SECURITY INFORMATION

MEMORANDUM FOR THE FILE OF: Tennent H. Bagley

FROM: Office of the Personnel Director

1. On 24 May 1951 this office arranged with U. S. Marine Corps Reserve to have the above-named subject's active duty orders cancelled. This action was taken because, due to his training and experience, it was felt that the subject would be of more service to the United States as an employee of the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject resign or otherwise be separated from CIA, please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent.

George E. Melcon

GEORGE E. MELCON
Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on _____ that the subject has resigned or otherwise been separated from CIA.

_____
(Signature)

S E C R E T

SECURITY INFORMATION

14-00000

S E C R E T

SECURITY INFORMATION

MEMORANDUM FOR THE FILE OF: Lennert H. Bagley

FROM: Office of the Personnel Director

1. On 25 May 51 this office arranged with National Headquarters of Selective Service that the above-named subject be deferred until further notice. This action was taken because it was felt that the subject would be of more service to the United States as an overseas employee with the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject be transferred to a departmental position, or should he resign or be otherwise separated from CIA, please notify this office immediately in order that his deferment may be cancelled.

George E. Meloon
GEORGE E. MELOON
Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on _____ of the following action on the subject:

___ Transfer to a departmental position within CIA
___ Resignation or other type of separation from CIA

CANCELLED PER MEMO
DATED 25 July 53.

_____
(Signature)

S E C R E T

SECURITY INFORMATION

14-00000

Handle With Care