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11 September 1951

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TO: Chior, CID

VIA: ADMIN/Personnel.

PROM: Chief, Staff C/030

SUBJECT: Change in T/O

It is requested that Lee A. Migren be moved from Slot 117, Clork, International Communican Branch, to Slot 106, Clerk, Soviet Intelligence Branch.

ENIC W. TIMM

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FORH #0. 97-75 DEC 1949

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CONFIDENTIAL

SIGNATURE OF PERSONN'L OFFICER

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. C. CLIMESCALE

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31 March 1951

The Honorable Richard P. Wigglesworth U. S. House of Representatives Washington 25, D. C.

Doar Hr. Wigglesworth:

This is in reference to your interest in the application of Mr. Les Wigren for employment with this Agency.

I am glad to inform you that Mr. Migren entered on duty with us on 19 March 1951.

We appreciate both your interest in the Central Intelligence Agency and your recommendation of Hr. Wigron.

Sincerely yours,

Welter L. Florsheimer Legislative Counsel

Central Records
Personnel
Stayback - 2

TO:

Medical Divi. .on

FROM:

Transactions & Records

SUBJECT:

Lee il. Wigren

Request that above named subject be given a physical examination.

POSITION: Clerk

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FORM NO. MAY 1950

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Official Description of March 12 to 100 to

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CENTRAL INTELLIGENCE AGENCY 2450 E STREET NW. WASHINGTON 25, D. C.

1 March 1951 In reply refer to: ED-4

Mr. Leo M. Wigren 213 Melmont Avenue Brockton, Massachusetts

Door Mr. Migren:

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would advise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

H.C. CLIBKECALE Personnel Division The Honorable Richard B. Vigglesworth U. S. House of Representatives Washington 25, D. C.

Dear Mr. Wigglesworth:

This will acknowledge receipt of your letter of 10 February 1951, in behalf of Mr. Lee Wigren, who has applied for a position with this Agency.

We are seriously considering Mr. Wigren for employment; however, security clearance necessary for this sency is of such a detailed nature that considerable time is necessary before the checks are completed. On the information available to me I would say that it will take approximately three more weeks before the necessary checks will have been completed in Mr. Wigren's case.

Thanking you for your continued interest in the Central Intelligence Agency, I am

Eincerely yours,

Walter i. Pforzheimer Legislative Counsel

WLPforzheimer:blc Central Records Personnel W/basic U Stayback - 2

Congress of the United States Louse of Representatives Washington, D. C.

February 10, 1951.

Mr. Walter L. Pforsheimer, Legislative Counsel, Central Intelligence Agency, Washington, D. C.

Dear Mr. Pforzheimer:

Referring to my letter of November 27, 1950, I should greatly appreciate it if you would advise me what action, if any, has been taken on the application for employment with the Central Intelligence Agency filed by my constituent, Mr. Lee Wigren of 218 Selmont Avenue, Brockton, Massachusetts.

Sincerely yours,

1

218 Belmont Avenue Brockton, Massachusetts January 15, 19**51**

Mr. D.V. Mulcahy 2430 E Street, NW Washington, D.C. attn. Miss Limbocker

Dear Mr. Mulcahy:

It has been some time since I have had any word regarding my application for a position with the C.I.A. At the time of my interview last fall, I understood that I would probably hear about it by the first of the year.

I should greatly appreciate a word as to the progress in processing of my application, and, if possible, the protable date on which I shall have to report to Washington. Such information would help me greatly in planning my course of action in the coming weeks.

If you should desire any additional information for my application, please let me know.

Lee H. Wigren

Congress of the United States House of Representatives Washington, D. C.

November 27, 1950.

Mr. Donald V. Mulcuhy, Chie: of Procurement, Central Intelligence Agency, Washington, D. C.

Dear Mulcahy:

I have been asked to write you on behalf of a constituent of mine, Mr. Lee Wigren of 218 Belmont Avenue, Brockton, Massachusetts, who is most anxious to secure an appointment with the Contral Intelligence Agency.

You no doubt are familiar with Mr. Wigren's experience and qualifications as I understand that he has filed an application for employment with your office and that he was recently interviewed by your.

I have known his father personally for many years and should be happy for his son's sake if his experience and qualifications fit him for some position in your organization.

Sincerely yours,

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W CETTETA PROBECCES PHY

in. lee H. Wilton 213 belient Avenue Trockton, Haunachmette

Door Fr. Rigrons

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

The attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

ROBERT F. J. HOPKING Chief, Employees Division

Enclosure

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REPORT OF INTERVIEW

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William : Mr. Damerson

FROM: : Employees Division

ELTIJOT : WETTER Lon Hovert

Attached howeth are Personal Mistary Etablements in duplicate submitted by subject in applied Libra for a position with 180 Carol Insell Off V Enghisters, N. C.

Please initiate security investigation of soon as possible and notify this office of the results.

Atch: 2 000

S. R. J. RESTERN

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PROPARED

TO:

SED

FB.)":

Chief, Staff C

SUBJECT: Lee W. WINE

I. It is requested that the above-maned applicant be processed with a view toward appointing him to the position of Intelligence Officer, GS-6, in Staff C/CM. Inasmuch as he is presently unemployed, it would be appreciated if this could be handled as soon as possible.

- 2. It is noted that, although it appears in subject's file that he was on limited service in the Army, this was caused as a result of polio at an early are, and he has since suffered no ill effects. It is also noted that upon interview he readily agreed to overseas service if necessary, although he prefers service in eashington, at least for the time being.
- 3. In the event it is not contemplated that the applicant will be informed within the next week or ten days that his application is receiving favorable consideration, please let us know and we will write to him directly.

Dw Timm

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Mr. Penald V. Huleshy Chief, Procurement & Flucement Employees Division Central Intelligence Agency Washington 15, D.C.

Dear Fr. Euleahy:

Thank you for your letter (ED -2), dated 13 October 1950, which infermed me that interest had been expressed in my qualifications.

I have completed the three copies of Form #28-1, and am returning them to you under separate over by registered sull.

I shall plan to be in Washington en Wednesday and Thursday, November 2 and November 9, 1980 for the interviews which you suggested. I shall plan to report to Temporary L Building on the south side of the reflecting pool adjacent to the Lincoln Momerial at 9:30 A.M. of Wednesday, Povember 8,1980.

If it should be impossible for no to have interviews on Povember E and P, please notify me by letter or telegram. I shall leave Brockton for machington at about 9:45 A.C. on Tuesday, Povember 7.

Lee H. Wigner
Lee V. Wigner

fougleted resilence prominent for Ph. To in History.

Room A

1 E O P

23 October 1950 In reply please refer to ID -3

Mr. Lee H. Wigren 213 Belmont Avonue Brockton, Massachusetta

Dear Fr. Wigmont

Reference is made to your application for employment with this agency.

This is to advise you test interest has been expressed in your qualifications. However, before my commitment can be made, it will be necessary for you to appear for personal interviews in washington. If you are interested in pursuing this mater, please arrange to be in washington for two full days. It would be approciated if you would complete and return the enclosed forms prior to your arrival.

It is requested that you report to Temporary L Building which is located on the south side of the Reflecting Pool adjacent to the Lincoln Memorial.

This is not to be construed as an offer of employment nor as an invitation to come to washington at Government expense.

Very truly yours,

MONALD V. NULCARX
Chief, Procurement & Placement
Exployees Division

Encl.: 3 Porms 38 - 1

AdG/taz

Mr. Lee H. Wigren 218 Belmont Avenue Brockton, Massachusetts

Dear Mr. Wigren:

Reference is made to your correspondence regarding possible employment with this organization.

If you will complete the enclosed forms, and return them to this office at your earliest convenience, we will be able to review your experience and education for consideration for any possible employment opportunity. Upon completion of this process, we will communicate with you regarding the decision reached in your case.

Your interest in our organization is appreciated.

Vory truly yours,

173 A. P. FLYNN Chief, Procurement & Placement Personnel Division

Encl: 2 Forms 57

ros

kla Belmont Avenue Prockton, Paunachusetts Deptember 11, 1980-

Central Intelligence Agency Mational Security Council 2430 E Street IN Washington, D.C.

Dear Sir:

I wish to inquire about openings with the Central Intelligence Agency for a man of my qualifications.

I am a graduate of Yale University (A.B., 1947), and have an M.A. degree from Harvard University (1948). In addition, I have completed two years of work toward a degree of Ph.D. at Harvard.

My major studies have been in history, government, and related subjects, with concentration is United States history. Part of my work at Yale was done under the wartime Army Specialized Training Program in Russian area and larguage studies. The graduate work which I have done has included research and writing in seminars as well as class study.

During World War II, I had approximately two years of administrative and teaching experience with the Information and Education
Branch of the Army. After serving as a lecturer, I was sent to the
School for Persennel Services, Washington and Lee University,
Lexington, Virginia, and was predeted to Administrative NonCommiscioned Officer in the Information and Education Office, Camp
Pickett, Virginia. For one and one-balf years in that position, I
aided in the development of an education program for all permanent
personnel at that camp. I was in direct charge of the program of
weekly classes and discussion groups or history and current events.
These classes covered such topics as: the progress of the war,
the U.S. and its allies, and information about the enemy. My
duties included supervising and inspecting classes, training instructors, doing research and preparation of class material,
lecturing, planning displays, develoring news dissemination media,
and doing educational counselling. This work necessitated close
cooperation with the Intelligence and Security officers of the camp.

I am twenty-six years of age and unmarried. I am a veteran of world war II, but not a member of any reserve.

I should prefer a position involving historical research or some related field, but would be interested in any opportunity that might be available. If there should be an opening for which

my education and experience would qualify me, I should appreciate being considered for it. My academic records, personal and academic recommendations, or further details concerning my military work will be supplied if desired.

Sincerely,
Lee H. Wigren
Lee H. Wigren

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"SAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF JULE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DERECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: 12 OCTOBER 1975

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EFFECTIVE DATE OF DESIGNATION: OF MAY 1974.

WIGREN LEE H

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UPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE CABER TIBLE PURSUANT TO AUTHORITY OF DOLES PROVICED IN THE CIA ACT OF 1549, AS AMENDED, AND DOL DIRECTIVE DATED OR OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 CCTCREF 1974

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NEW SALARY

WIGHT LEE H

006198 31 500 CF GS 13 8

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EFFECTIVE GATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

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NEW SALARY

WIGREN LEE H

006198 31 500 CF GS 13 7

\$24,811

"PAY ADJUSTMENT IN ACCURDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949; AS AMENDED, AND DCI DIRECTIVE CATED OF GCICRER 1962."

EFFECTIVE DATE UP PAY ADJUSTMENT: OF JANUARY 1973

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SERIAL ORGN. FUNDS GR-STEP

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006198 31 500 CF GS 13 7

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EFFECTIVE DATE OF PAY ADJUSTMENTE & JANUARY 1972

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NEW SALARY

WIGREN LEE H

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EFFECTIVE DATE DF PAY ADJUSTMENT! 10 JANUARY 1971

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*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 - PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

NAME

OLD NEW SERIAL ORGN, FUNDS GRESTEP SALARY SALAR

WIGHEN LEE H

006198 17 500 V GS 13 4 813,815 \$14,217

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

EFFECTIVE DATE OF PAY ADJUSTMENTS & OCTOBER 1967

NAME SERIAL ORGN. FUNDS GRASTEP

OLU NEW SALARY SALARY

WIGREN LEE H 006198 17 500 CF GS 13 5 \$14,665 \$15.

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 POFSUANT TO AUTHORITY OF ECT AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND 4-OCT DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 14 JULY 1958

NAME

SERIAL DROM, FUNDS GR-STEP

ara NEW SALLRY

WIGREN LEE H

Occ198 31 500 CF GS 13 5 \$15,307 \$16,329

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

EFFECTIVE DATE OF PAY ADJUSTMENT: B OCTOBER 1967

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EFFECTIVE DATE OF PRY ADJUSTMENTS 10 OCT MARK 1965

NAME

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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 A	nnum	Rates	s and	Steps	· · · · · · · · · · · · · · · · · · ·		
GIGIOB	1	2	3	4	5	6	7	8	9	10
	Y-,	\$3,500		\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	84,420
GS- 2	3,680	,		4,055	4,180			4,555		4.205
GS- 3	4,005		4,275	4,410		4,680	4,815	4.950		
GS- 4	4,480		4,780	4,930	5,080	5,230	5,380	5,530	5.680	
GS- 5	5,000		5,330	5,495	5,660	5,825	5,990	6,155	6.320	6.425
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	
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8.390	
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445		8,935	9.180	9,425
GS-10	7,900	8,170		8,710	8,980	9,250	9,520		10,060	
GS-11	8,650	8,945	9,240	9,535	9,830	10.125	10.420	10.715	11.010	11.205
.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	12,4 95:	12,915	13.335	13.755	14.175	14.595	15.015	15.435	15,255
GS-14	14,170	14.660	15.150	15.640	16.130	16.620	17.110	17.600	18.090	12.520
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	,								

006198 HIGPEN LEE H 48 080 OLD SALARY BATE NEW SALARY BATE TYPE ACTION Last Eff. Done Grede Effective Date 79 US ADJ. GS 13 2 \$12,110 05/12/63 GS 13 3 \$12,495 05/10/64 / NO EXCESS LWOP
/ IN PAY STATUS AT END OF WAITING PERIOD
/ LWOP STATUS AT END OF WAITING PERIOD AUDITED BY CLERKS INITIALS I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. 800 80 800 80 80 80 80 80 00 DATE SIGNATURE: PAY CHANGE NOTIFICATION 9 61 560 (451)

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1 Penn afreite	Z NAME (LAST FIRST-MIDDLE)			
004198	WIGREN LEE	н .	•	
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TN ACCORDANCE ANTER THE REC ISTOMS OF FUBLIC LA PARTICIPA AND CONTROL OF THE PROPERTY IS ALMOSTED AS FOLLOWS.

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SERING CROM 115.19 GREST SALARY

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008198 60080

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Serial No 006198 HIGREN LEE H IWOP, Hours 60 080 OLD SALARY RATE NEW SALARY RATE last EH. Date Grade TYPE ACTION GS 13 1 | \$11,150 05/13/62 GS 13 2 |\$11,515 ISI . ADI. 05/12/63 / NO EXCESS LHUP IN PAY STATUS AT END OF WAITING PERIOD

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AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE 19 OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE PAY CHANGE NOTIFICATION o∞ DATE 931 350

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 870793 AND DCI MEMORANDUM DATED 1 AUGUST 1996; SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

4. J

NAME

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OLD NEW SALARY

006198

WIGREN LEE H

GS 13 2

SECRET
(When Filled In)

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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.

SERIAL ORGN GR-ST OLD SALARY NEW SALARY
DI WIGREN LEE H 106198 48 24 GS-12 2 \$ 8,570 \$ 9,215

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

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... . sup. 112111 NO. ASSIGNED OPGAN. S. ALLOTHENT 105198 WIGREN LEE H DDPZSR OLD SALARY RATE NEW SALARY RATE GRAGE " LAST EFFECTIVE DATE 81EP BALARY GS 12 \$ 8.330 04 50 05 12 3 8,570 10 18 59 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER EXCESS LWOP IF EIGHES LEOP, CHECK FOLLOWING: : 10 FET STATUS AT END OF WAITING PERIOD TO 1809 STATUS AT END OF WAITING PERIOD II. AUDITED DY TO BE COMPLETED BY THE OFFICE OF PERSONNEL 18. TIPE OF ACTION D P.S.S. D S.S.1. D PAY ADJUSTMENT M. AUTHENTICATION Jan 2011; 21 209 PAY CHANGE NOTIFICATION 560 OBSOLETE PREVIOUS EDITION REPLACES FORM BOOK, AND BOOK. SECRET

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	UOUGT #	NOTIFICA	ATION OF PE	ERSONNEL AC	TION		
BS 21 Al	UGUST 59 2. Name (Last-F)						
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MCM 17 APRIL 59 X X	NOTIFICATION	OF PERSONNE	EL ACTION		
1. Sorial No. 2. Nume (Last-Fir	nt-Middle)	3. Date O	Birth 4. Vot. Prof.	5. Sex	lo. CS · EOD
106198 . WIGREN LEE		12 01			Mo. Da. Yr. 03 19 51
Mo. Da. Yr. Yes. 1 Godo	. CSC Or Other Legal Au	thority 10, April A	Alfiday 11, ILGIT		13. 800 1/co
03 24 43 No - 9 1 1	50 USCA 403 J	JS ASSIGNMENT		03 19	51 No. 2 2
14. Organizational Designations					
DOP FI STAFF		Code 15. Locatio	on Of Official Station		Station Code
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Doret - 2 Code USIId - 4 Code Frgn - 6 2 BIOGRAPHIC		;	0712	GS GS	0132.31
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	PRESENT	ASSIGNMENT			· · · · · · · · · · · · · · · · · · ·
31. Organizational Designations DDP SR	j	_ 1	Of Official Station		Station Code
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RESEARCH & SUPPORT SECTION 33. Dopt Field 34. Position Title	ON 482	1			75013
Dept - 9 Code	•	3	5. Position No.	6. Serv. 37.	Occup. Sories
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NOTIFICATION OF PERSONNEL ACTION

MCM 18 APR	11.58 ¹	NOTIFICAT	ION OF PE	KSONNE	L ACII	ON			
1. Serial No.	2. Name (Last-First-	Middle)		3. Date Of		Vot. Prof.		6. CS - EO	
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DED SELLTY TOTAL SALARY

WIGREN LEE H

106198 GS-12-1

\$ 7,570

\$ 8,330

ANA DISECTOR OF PERSONNEL

	SECRET (When Filled In)	<i>5</i>
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STANDARD FORM 50 (8 PART)

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CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION 177

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CENTRAL INTELLIGENCE AGENCY

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In August 1976 Mr. Wigren agreed to be responsible for establishing and managing a counterintelligence production element for the CI Staff. He has continued in that capacity up to the present time, in addition to serving as the nominal focal point for one of our more important CI defectors. Although he took the publication assignment with some reservations, he has done an excellent job of sponsoring, processing and publishing a variety of important counterintelligence documents for use with foreign and domestic intelligence and security services. He is well aware of the widespread respect and admiration for his achievements in this position, both in the processing of written studies and presentations which he makes based on his extensive counterintelligence background and knowledge. While he might find better acceptance with some operational background, there are also special advantages and strengths which derive from the depth of headquarters staff experience which constitutes his career. He is a very cooperative and responsive officer and is now felt to be the best candidate to take over counterintelligence training for the Agency, which he will phase in to in the near future.

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SECTION E REVIEWING COMMENTS (continued)

Lee II. Wigren

use in dealing with senior echelons of the Agency and other government components. He is a fine officer, whom I expect to rely upon heavily in the counterintelligence training program. The latter I rank among the most important responsibilities of the Staff.

[[....]]

9 1559

MEMORANDUM FOR: Lee H. Wigren

FROM

b

Leonard McCoy Chief, CI/REA

SUBJECT

Letter of Instructions

- 1. The following letter of instructions is provided to outline your functions as Special Assistant to the Chief, CI Staff Research and Analysis Group.
 - 2. The objectives of CI/REA are:
 - a. To provide current and relevant counterintelligence support to operations being conducted by CI Staff and the operating divisions in the interests of furthering intelligence collection and preventing the frustration of our operations by adversary intelligence services.
 - b. To conduct research and analyze information to facilitate the detection of the efforts of adversary intelligence services to penetrate the US and friendly foreign governments.
- 3. Your functions as Special Assistant to Chief, CI Staff Research and Analysis Group are as follows:
 - a. Select information and research and analysis products of CIA, other agencies, and liaison services for publication by the CI Staff as CI guidance and references.
 - b. Initiate and supervise the conduct of CI research and analysis by assigned personnel for publication by the CI Staff.
 - c. Establish and implement publication procedures, including editing, rewriting, organizing, sanitizing, classifying, setting up dissemination channels and

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controls, and menitoring prilating processes for CI Staff publications.

of CI Staff publications as appropriate within the Agency, to other US government agencies, and to links on services.

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- c. Maintain a record of CL Staff publications, including recipients, dates of distribution, responses and comments, related correspondence, and other pertinent information.
- F. Conduct limison with other government agencies and foreign intelligence services to promote the collection and dissemination of CI information.
- g. Collect and maintain a library of past and present classified CI publications available from all sources for ready reference and consultation.

Leonard McCoy

I have read and understand this letter of instructions.

Lee II. Wigren

9 Teleman 1577

Distribution: V

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2 - CI/Personnel

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NARRATIVE COMMENTS

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Mr. Wigren received a well-deserved prometion during this reporting period and moved in August to become the Staff Publications Officer. He made solid progress in the early part of the reporting period in making the transition from the narrow sphere he occupied in the previous Staff organization to the much more varied and challenging duties of the External Branch. By the time he left that position he had mastered its peculiar problems and proven his capability to manage its unusual personnel effectively and productively. He has retained responsibility for exploitation of the most useful asset in that branch and recently conducted the asset on a series of liaison visits which has resulted in a significant advance of our CI relations with the services concerned.

He has moved vigorously into the function of Publications Officer, which is one of the most important activities in the Staff. He was selected for this assignment because of his deep CI experience, writing ability, and his mature judgment in selecting and preparing CI information appropriate to various audiences. Cost-effective influences which he faces by participation in local government are also applied in his Agency work. He deals confidently with senior officers of the Staff and other components and gets the best effort out of his subordinates. His present assignment is tailor-made for him, and he exhibits no significant weakness in performing it.

SECTION E CERTIFICATION AND COMMENTS								
	1. BY SU	PERVISOR	•					
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Supervises the work of three Soviet intelligence defectors and their six	LETTER
contract employees.	Р
SPECIFIC DUTY NO. 3	RATING LETTER
Acts as secretariat for an international research and analysis complex	s
SPECIFIC DUTY NO. 4	RATING
arecific bott no. 4	LETTER
Conducts counterintelligence research and analysis	ρ
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OVERALL DEDECOMANICE IN CURRENT POCITION	ᆜ
OVERALL PERFORMANCE IN CURRENT POSITION	RATING
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Mr. Wigren is doing; a quite satisfactory job of running the R&A External Research Branch. When the Group was reorganized he was almost fully committed to Duty No. 3 above. While maintaining that function at a commendable level of performance, he has accepted the assignment of running a new branch which is an amalgamation of components of several previous R&A branches. Comprising, as it does, the disparate elements of defector, contract, and staff officers, Mr. Wigren has done a very good job of assigning work and getting it done by this branch. He gets along well with the personnel and seems well-suited to the kind of bread-and-butter research and analysis which the branch carries out. He is very serious and purposeful in his approach and can be relied on to carry out assignments effectively and on time. His long experience in CI matters and his knowledge of past activities and events in the Staff are a valuable adjunct to the branch chief function which he now fulfills: He is one of very few officers of the former Staff who have been selected to participate in the reorganization and reorientation of the CI effort. He has shown by his performance and attitude a quite acceptable capability to adjust to the present Staff requirements in terms of methodology and intellectual approach. He is conscientious and enthusiastic, and is still feeling his way to some extent organizationally and functionally in his new position.

He reflects genuine consideration for the costs of performing his functions.

SECTION E		CERTIFICATION AND C	CHALLENT	Y.C	
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Fitness Report - Wigren, Lee H. # 006198

Reviewing Official Comments (continued)

impression which is also important to the Λ gency. In sum, I regard him as a competent officer who is performing well in his present assignment.

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FITNESS REPORT							
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			other basic data				
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Conducts, from time to time, counterintelligence source debriefings. Records, analyzes, and distributes the resulting data.							
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NARRATIVE COMMERTS

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Although Subject has only been under my supervision for some four months, I can but agree with earlier comments on his performance. Subject has an encyclopedic knowledge of the organization, function and history of the various Soviet intelligence and security organs. He is 4 highly skilled researcher and a gifted writer. His work in preparing classified studies on the various aspects of the Soviet intelligence services and operations has been consistently impressive.

Subject has not had the field experience usually associated with his age and grade, but the lack of this has not been a drawback in his chosen research duties. In the future Subject will profit from seeking out opportunities for further activity rather than, as at present, waiting until assignments are given to him.

In addition to his research abilities, Subject is a highly effective a lecturer, much sought after by other agencies who are conducting training in the CI field.

Subject has encountered some slight problems with his staff during the reporting period, but these are essentially minor. In my opinion Subject is in the forefront of research personnel at his grade level.

SECTION E		CERTIFICATION AND CO	DMMENTS
SECTION C		1 BY SUPERVISE	OR
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I endorse Mr. Hood's Section D evaluation. I have found Mr. Wigren to be a wary dependable and resourceful individual in undertaking the extensive research commitments that the staff has undertaken in meeting very heavy obligations of sensitive liaison exchanges over the past year. Mr. Wigren is above all a gentleman in his attitude toward and treatment of others. I would say in the long run his works to his disadvantage because his contribution and his modesty tend to be overridden by the pretentions and bluster of others. Mr. Wigren has what has now become a most precious commodity to the DDO in counterintelligence and that is a grasp on many of the aspects of the collegial memory. He is therefore in a grasp on many of the aspects of the collegial memory. He is therefore in a sessition not only to contribute useful ideas for new projects, but to correct, mend, and modify suggestions and courses of action put up by others who do not income and modify suggestions and courses of action put up by others who do not appropriate the facts. In other words, this is a man whose continued utility and appropriate are considerable in my judgment.

4. BY EMPLOYEE

GIGNATURE OF EMPLOYEE

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NARRATIVE COMMENTS

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In the past six months the compartmented nature of Mr. Wigren's work has brought him more directly into the DC/CIOPS cognizance rather than the Chief of the R&A component as has previously been the case.

I think Mr. Wigren's strengths and weaknesses have been winnowed thoroughly in previous reporting. He is a recognized expert in his topic and as such he represents a considerable capital investment by the Agency in that kind of expertise. He can write and he can speak with unusual fluency on his specialty and in consequence is a key man in the ongoing research and study of sensitive Soviet intelligence and security organization and operations, particularly penetrations and disinformation. This statement is backed up by the production, in the form of briefing papers, memoranda, and other production, which goes outside the Agency. I have found his work to be extremely satisfactory, and more particularly, it is if he is given the time and specifications which are ingredients of his meticulous and thoroughgoing approach to his work. Mr. Wigren could carry on in his specialty at a very high level of competence in any other part of the Agency, or for that matter anywhere in Government where there is any interest in Soviet intelligence and security. I am firm in the view that he merits the overal SECTION E CERTIFICATION AND COMMENTS grading of "Strong."

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HARRATIVE COMMENTS

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As was noted in the preceding fitness report, Mr. Wigren has a solid and broad knowledge of the USSR; its history, government, and intelligence services. He also has a useful working knowledge of Russian. Consequently he serves in C1/R&A as senior referent on the RIS, against which target most of the group's work is directed.

A key responsibility in R&A is to serve/the Staff's repository and memory for essential elements of information about the RIS. Mr. Wigren has organized this abundance of material effectively, has ensured its retrievability, and continues to update it.

Mr. Wigren consistently shows sound and dispassionate judgment. He does not jump to conclusions but digs out the pertinent facts and brings them into proper focus. He is skeptical without being negative. He accepts tasks and responsibilities without quibbling, and he carries out these assignments successfully without needing further consultation or guidance.

He is a quiet person who keeps a low profile; but when a significant issue is at stake, he is firm, even tenacious, when persuaded that the facts are on his side.

(continued)

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SECTION D	CERTIFICATION AND CO	JMMENTS	
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SECTION B (Cont.) SPECIFIC DUTIES

Lee H. WIGREN

SPECIFIC DUTY NO. 1

intelligence targets, especially the intelligence services of the non-Communist world.

SPECIFIC DUTY NO. 3

provided to other Agency components, to other U.S. departments and agencies (principally the FBI), and to selected liaison services as appropriate.

SPECIFIC DUTY NO. 5

opments in the USSR, and Communist subversion.

SECTION C - NARRATIVE COMMENTS - (Continued)
Lee H. WIGREN

His supervisory responsibility is limited to providing guidance to one secretary whom he shares with others. I should not hesitate, however, to assign other employees to his supervision if our T/O permitted. His past record and his current performance (which demonstrates an ability to look ahead, to grasp essentials, to get along with others, and to be both fair and firm) show that he can handle a manager's role very well.

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Mr. Wigren's responsibilities have broadened during the reporting period and will continue to grow. In part this change has resulted from the assignment of Mr. Edward Knowles to CI/OPS, but in equal or greater measure it is the product of Mr. Wigren's demonstrated ability to carry added responsibility with equanimity and resourcefulness.

Mr. Wigren has a very sound knowledge of the Soviet Union: its history, government, intelligence services, etc. He reads widely to keep his knowledge current. He maintains an excellent balance between a respect for the importance of facts and a creative faculty. Recently he has been increasingly concerned with ways to ensure a more regular, orderly flow of essential counterintelligence into this office and with restructuring the organization of this information to make it more readily responsive to our needs. His approach has been both imaginative and sound.

His work shows a very high level of organizational ability. This is reflected in his structuring of a report or speech, in the lucidity of his expression, and in his grasp of the inter-relatedness of the functions of this group. He is thoughtful and temperate; he does not jump to conclusions, show

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SPECIFIC DUTY NO. 1 - (Continued)

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SPECIFIC DUTY No. 5 - (Continued)

opments in the USSR, and Communist subversion.

Section C - Narrative Comments - (Continued)

bias, or push pet theories. He is flexible, broad-gauged, and genuinely interested in his work. He reads Russian and uses this facility in his work.

Mr. Wigren does not need close supervision. He carries out tasks without seeking additional guidance or support when he encounters the usual difficulties. He relates well to others, and his creative abilities are frequently sparked by discourse and an exchange of views. He is exceptionally considerate and tactful in his dealings with other Agency employees.

At present he does not have supervisory responsibilities. Both his past record and his present performance show, however, that he is fully capable of quiet, competent leadership.

He has shown no deficiencies of any sort in respect to security or economy.

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Reviewed by the School, B

SECTION C

NARRATIVE COMMENTS

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Mr. Wigren continues to Milarwill the high quality of performance noted in his preceding fitness report.

His analytic work is didrictbrized chiefly by his ability to view a case in perspective. He brings extensive experience to bear upon current undertakings and thus looks at a given RIS operation or project not as a picture in a frame but rather as one part of the history of Soviet intelligence.

His work is further characterized by flexibility, thoroughness, and sound judgement. He has a knack for getting at facts; he does not jump to conclusions. He organizes material well and writes with lucidity.

Mr. Wigren is also genuinely interested in his field. He reads and studies publications about the USSR during off-duty hours. He is able to read-Russian and uses this language skill in his work.

Although he does not need close supervision, he is very responsive to guidance. He is also a congenial person whose relationships with his colleagues are uniformly cordial. Although he has no present supervisory responsibilities, both his past record (continued)

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	CERTIFICATION AND C	OMMENTS
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1	CERTIFY THAT I HAVE SEEN SECTIONS A,"	B. AND C OF THIS REPORT
4 December 1970	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERYISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
2.4		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
4 December 1970	Chief, CI/REA	Donovan E. Pratt
3.	BY REVIEWING OFFICE	IAL
COMMENTS OF REVIEWING OFFICIA	N.L.	

I concur with the high evaluation given Subject by his supervisor, Mr. Pratt. Mr. Wigren handles extremely sensitive operations in a competent, thoroughly professional manner. He relates well with his co-workers and is respected by them. I too believe he is performing his duties in an exceptionally proficient manner,

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OF BRINTED	_
11 March 1971	Deputy Chief. CI Staff Raymond G. Rocco	
	SECRET Raymond G. Rocch	

Section C - Narrative Comments (continued)

and his present performance demonstrate the he is able to direct the work of others effectively. He has shown no deficiencies of any kind in respect to economy or security.

Reviewed by OB COMMAND

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SECTION C

NARRATIVE COMMENTS

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Mr. Wigren joined CI/RAA on 14 July 1968, so that this fitness report is his first in his present assignment. Consequently a significant part of his time has been used, during the period of this report, in familiarizing himself with his job and its potential. His performance, nonetheless, has been consistently strong.

He brings to his assignment an excellent background, both academically and in terms of Agency experience. He shows consistently sound judgement and equanimity, an ability to sort out facts and to reach decisions on a factual basis. He seeks and welcomes guidance but is also fully capable of acting independently within his limits of responsibility.

Mr. Wigren has an excellent potential in the area of research and analysis. He has no present supervisory responsibilities. He is consistently aware of the significance of the cost factor.

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Section B - Specific Duty #3

these summaries, which are compiled by another element of C1/R&A; the principal purpose is to carry out analyses designed to ensure that the relevance of the material to a broad R&A program is made fully explicit.

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SECTION C

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Mr. Wigner and one of the instructors who were the subjects of a highly complementary letter from the Director of the South African service to the DCI resulting from a training TDI in that country.

Subject -- in his surcrisory enguelty on chief instructor of Introduction to Communica is efficient and each conscious in the use of personnel and equipment.

I strongly urge that him stated desire to transfor inco a freining career atotus be given feverable considerables.

SECTION D	CERTIFICATION AND COM	MENTS
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Section C, attach a separate sheet of paper.

Mr. Wigren has made a significant contribution to MAR' An program during this reporting period -- his first complete one with this staff. I telieve that my comment of last January that he "has excellent potential for further development as a senior instructor" has been validated. He has greatly broadened his scope, has participated actively in external programs, and, although he has not been assigned any to date, is ready to assume course supervisory responsibility. I strongly recommend this his request for an extension of his tour in OTR be accepted.

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23 January 1967	Chief, SIC/OTA	1	JOHN W. MORRISON
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