9 October 1967

MEMORANDUM FOR: Insurance Branch

PROH

14-00000

: C/WH/CONTRACTS

BUBJECT

: Applications for Health Insurance

The Employee Payroll numbers for the attached are as follows:

DOUGLAS J. FREADANE -----131890 JEREMY K. BEMARUM ----058895 DAVID M. WILSTED -----915249

Re the above HMMT-8282 dated 18 Sept. 1967, which transmitted the attached applications, states: "All of the above Personnel have requested that their Dependents, as listed under their current contract employee type Health Insurance, be covered under the new Health Insurance for which they are applying."

Wm. Ronohan

DDP/WH/Contracts/WSRenchan: jt (9 October 1967)

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Dear in Buradin

Officer of this organization, hereby contracts with you, as a scattered Career Agent maginges under the terms and conditions set forth below:

- 1. New Benefits. By virtue of your employment relationship under this agreement you are:
  - (a) Covered under the Civil Service Retirement Act in conformance with rules and regulations applicable to appointed employees of this organization. From the basic compensation paid you hereunder there small be deducted the appropriate rate percentage (presently 6-1/2\$) for deposit and eventual crediting to the Civil Service Retirement Pund. Social Security deductions required by virtue of your cover activities will not be reimbursed you by this organization.
  - (b) Covered under the Federal Employees Group Life Insurance Act in conformance with rules and regulations applicable to appointed employees of this organization unless you execute a written vaiver of such coverage. The Government is presently authorized to bear a portion of the premius-cost; you will bear the remainder.
  - (c) Rligible for coverage under the federal Employees Health Benefits Act in conformance with rules and regulations applicable to appointed employees of this organization. The Government is presently authorized to bear a portion of the presidua cost, you will bear the remainder. Because of your sligibility under this Act (whether or not you choose to earbl), your doverage under the contract employees health program shall cease, thirty-one (31) days after the effective date of this agreement.
- 2. Your previous contract with the thited States Government, effective in named took less thereto.
- 3. All provisions of said previous contract not in conflict with this agreement are incorporated by reference into and made a part of this agreement.

and shall continue thereafter for an Leafterite period unless conner terminated as set forth in your previous contract. If this agreement becomes effective during an overness assignment nothing contained hereic shall be construed as extending that assignment beyond its originally contemplated duration or invalidating your entitlement to return travel expenses (if applicable) upon completion of that assignment.

UNITED STATES COVERNMENT

BY /// Contracting Officer

ACCEPTED:

Jam Karadin

ALTEENS:

APPROVED:

REVIEWED:

/s/ Dow H. Luetscher

- Special Can acting Officer

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MENORAHIUM FOR: Jeresty K. BENADIM (D)

EUBJECT:

Pederal Tax Ubligation - Letter of Instruction

- 1. Daned on the tax briefing held on 16 February 1966 by a representative of the Organization's Tax Committee, the Committee approved a flat rate assessment of your covert Federal tax obligation. This assessment has been developed in two stages: The first stage applies to tax year 1965 and is based on your taxable compensation of \$18,303.20. The second stage relates to your future year tax position and is based on an average of your annual Organizational increes of \$19,305.60 developed from a two-year projection of your carnings, beginning with tax year 1966. Under this procedure you will not be required to file a covert tax return, beginning with tax year 1965.
- 3. Effective 20 December 1964, the beginning of tax year 1965, the Organization has applied a tax percentage of thirty (30.0) per cent to the gross taxable compensation paid by the Organization in 1965. Effective 19 December 1965, the beginning of tax year 1965, this percentage will be decreased to twenty-three and four-tenths (23.4) per cent.
- 3. The application of the percentage assessment to tax year 1965 results in a tax liability of \$5,490.96 (30% of \$18,303.20). After applying the tax withheld of \$2,562.49, an additional payment of \$2,928.47 is required. However, future changes in your income or tax status may justify a future revision of the assessment rate. In this event, this agreement would be exceeded accordingly.
- 4. The Tax Committee has granted you a basic \$250.00 tax credit in computing the percentage rate. This credit is granted to give reasonable assurance that you will not pay higher tax than you would under ordinary reporting procedures. The computations of these percentage rates are attached.
- 5. The retreactive satisfaction of this assessment from 19 December 1965 will be made by attending the Federal tax withholdings available in your pay account. You will be advised as to the effect of this payroll account adjustment. You must file a tax return directly with Internal Revenue consistent with your evert tax status and provide the Tax Committee with a certified true copy. It is extremely important for you to exercise care and accuracy in preparing this return. Provided below are specific criteria to assist you:

You will continue to file a tex return directly with Internal Revenue, reporting other income (interest, dividende, rental, etc.) and computing tex thereon. Any earnings received from a communical

source are reported on the Form 2555 (Statement to Support Exclusion of Income Extract Abroad) and excluded under the bona fide residence exclusion.

Any tex liability resulting from overt filing will be not by you separately from the covert tax assessment funds collected by the Organization.

- 6. You have recourse to the Organization for reinforcement of bona fide foreign income or related taxes paid on income received from or guaranteed by the Organization, in accordance with FHB 30-1, paragraph 45, (a) and (b).
- 7. Please schooledge the original of this letter and return to Head-quarters, attention: Covert Tax Committee.
- 8. The Tax Committee appreciates your cooperation in establishing this systemized method of satisfying your Federal tax liability on Organisational income.

THOMAS P. YEATHERMAX

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Chief, WH Division  SECRET  Chief, WH Division  Chief of Station, Nexico City  Performance Report Jeremy K. BENADUM, Career Agent  I. Jeremy K. BENADUM is a GS-15 Career Agent who has been employed by the Station in Mexico since 25 November 1960.  2. BENADUM is responsible for management of an outside operational activity exploying six Mexican paid agents and twenty-six unpaid agents, all with access to or employed by the Mexican Government. The current budget for this project is \$61,000. Us per year. The project (LITEMPO) provides the Station with both high-level and low-level penetrations of the Security and policy making branches of the Nexican Government. It also provides for a semi-official liaison arrangement between the Station and highest Mexican Government officials.  3. BENADUM for the past year has also directed the activities of a Station surveillance asset of six men. This team was placed under BENADUM when its existence became known to a high ranking security official airceady covered in the LITEMPO complex. Two members of the team were arrested by this service and BENADUM assisted in obtaining their release.  4. Prior to employment by the Station, BENADUM had been employed for twenty years by LNERGO. Ne has fluent Spanish; has adapted to living outsice an official instellation in a cover devised independently; has extensive experience in investigative and training activities. He has performed in a most valuable manner in the management of the above described projects and in the development of close working relationships with Mexican Government officials. Through these contacts, established over the years.  COS Mexico and high-ranking Meadquarters officials are able to meet covertly with the top officials of the Nexican Government.		•	•	
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Mr. Jeremy K. Benadum

Mr. Benadum

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REPRODUCTION OTHER THAN THE ISSUING OFFICE IS PROHIBITED.

Chief of Station, Mexico City

XX

Chief, WID

Training for Jeremy K. BERADUE

- 1 the property

PRIORITY

REPELENCE: HMMA 24477

Action Required: Cable Reply to paragraph 3

- 1. Reference is made to paragraph 3 of HEEV 12349, 28 February 1964, which suggested that EURAGK training for HENAISUM might be beneficial, and to page 8 paragraph j of HEMA 24477, the LITEMPO Project Renewal Request, which also indicated that a two-week intensive field training course would be valuable for HENADUM.
- 2. Rendquarters has discussed this possibility with KUROAR, and they are prepared to send a trainer to Mexico City for two weeks beginning 18 January 1965. Readquarters has suggested that the trainer be prepared to cover positive intelligence and operational reporting, requirements, and elicitation from his contacts and agents.
- 3. Please cable whether the dates  $18\sim29$  January are convenient and whether the subjects to be covered are those envisioned by the Station.
- 4. Beadquarters added to the Project Renewal request \$748.95 to cover the per diem and travel of the TDY trainer.

Chester D. DAINOLD

Distribution:
Orig & i - COS, Mexico City

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HAME 13153

30 November 1964

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Carpor Agents - Legislative P	Pay Adjustments		

ACTION REQUIRED: Information

1. During Enbert L. EASBY's recent TDY at Headquarters, he informed Howard D. MYNAMO that the last Logislative Pay Adjustment had not been granted to the following named Careor Agents at the Station. He was advised that follow-up action would be taken and information forwarded to the Station.

Verest K. EZNADUM
Douglas J. FREAPARE
Victor W. OBOID
Wallace C. PIKON
Donald Z. VELAZQUES
David F. WILSTED

- 2. The contract for each of the above named individuals except VELAIGUEZ contains the provision he shall receive any Legislative Pay Adjustment adopted by KUBARK. As the provision is a contractual item, the individual will automatically receive the increase without any requirement for a specific request or justification. Although not on the above list, the same information also partains to Leo C. EMALICH. VELAIGUEZ, a Contract Employee, was authorized the increase (Phase II) by an exendment effective 11 October 1962 as his contract does not provide for extensitic sutilement.
- 3. The Payroll Branch advised that except for RENADUH, the increase was reflected in the pay poriod ending 18 James 1964 as indicated in the earnings statement provided each individual. HOSE-35th, 28 May, was sent to the Station by Payroll to increase RENADUM(s field allotment in accordance with the pay adjustment.

Chester D. DAIMOLD

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MEMORANDUM FOR: DDP/WH Personnel Officer
SUBJECT s Within Grade Increase for Career Agents

L. The following Career Agents assigned to your office will become eligible for a Within Grade Increase during the month of APRIL 1964

Name (P)	Old Salary Rate	New Salary Rate	Date Due
Benadum, Jeremy K.	\$16,695	\$17, 210	26 Apr 1964

Ful - C/10+-3

Ful - C/10+-3

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Grade Increase for-

Z. Fisses return the signed Within Grade Increase form to Je Ann Varaey Room 5 E 69.

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MEMORAMUTH IN .. DDP/WH Personnel Officer

SUBJECT

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I. The following Carner Agents assigned to your office will become eligible for a Within Grade Increase during the month of APRIL 1963

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Benadum, Jeremy K.

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2. TO DEPART MEXICO CITY ABOUT 6 DEC FOR SAN FRANCISCO (HOME LEAVE POINT) VIA AIR, RETURN TO MEXICO CITY AFTER HOME LEAVE.

END OF MESSAGE

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Copy No.

Date 20 Avgrot 1942

## Career Agent Biographic Data

a. Pseudonym of agent: ENDUM Jeremy K. Staff or Division: WED

- b. Date and place of birth: 23 August 1913, Conta, Estatuta
- c. Marital status: Marital
- d. Relationship and years of birth of dependents: Visa, hose \$1 Ion 1917, Son Pression, California-des bers 17 Sopt 1989, Ion Matter, California bors 6 Har 1979, Son Matter, California bors 10 Iul 1951, Son Francisco, California born 16 Ang 1957, Maximo, D.7.—den born 19 Sopt 1950, Maximo, D.7.—den born Creches 1961, Maximo, D.7.—den born Creches 1961, Maximo, D.7.
- c. Citizenship of agent: (1) If naturalized, when?
  - (2) If naturalized, where?
- g. Non-CIA education to include name and location of college, degrees, dates, and major:

  \*\*Constant Callege, Carrent, California, A.S. 1933, Political Science

  Stanford Calv Les School, LL.S. 1939, Les

  Fil Academy, August, Separator 1980
- h. Military service Testing Ast Training, Policy School, Oct 1619-July 1900
  - (2) Branch of service and rank:
- i. Non-CIA employment: kinds of business or profession, positions, salaries, locations, and dates.

  FBI Ang 1900-Copt 1900, 65-10, \$11,650/poor stem control.

  Assistant Legal Attache, & Change, Line, 1901-61

  Legal Attache some part, 1904-67

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Not Cat Bay

100001

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## S-E-C-R-E-T

# (Career Agent Biographic Data p. 2)

j. Dates of psychological assessment, professional and language aptitude tests, if applicable:

#### Get applicable

14-00000

k. Languages, including English, using the following terms: Elementary, Intermediate, High, Native

Language  Special  Bagilab  German	Reading bliph mative interesticae	Writing  bigh  essive  consi	Speaking high eatirs intermediate elemnary
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1. Agency training:

Subject Covered

ect applicable

Duration of Course

Years Taken

- m. Alias or pseudonym used for psychological assessment, testing or training, if applicable:
  - not applicable
- n. Security clearance number: CSA, 22 Possedor 1969 2-11493
- o. Date of last LCFLUTTER: 500
- p. Contract provisions: (Underline One)

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123	Provision for legislative pay increases	مصف	No No
(3)	Provision for total offset of cover income	ففض	No.
(4)	Provinces for civil service retirement	المليك	1417
(5)	Any unusual provisions (please specify)		

(Career Agent Biographic Data p. 3)

q. Date of beginning of current tour: 39 Cetober 1989

r: Previous CIA employment: Years Type of Cover C CIA Duties

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SUBJECT : Authority to Make Payroll Deductions	
I hereby authorize you to deduct the zo	e os P12.00 (0.5)
per pay period from my salary starting with the pay p	
14 Apr. 1962- Thece deductions	are to continue
	my 1. Benedum
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ELANCH THRU APPECPRIATA	KOMINISTRATIVE CHARACTE
ACCEPTABLISATION APPLICATION	DO NOT WRITE IN THIS BLOOK.
(CCLOSTACT PLAN)	
*NAMA CE	POLICY NO. 759
DICY.	SFFSCTIVL
(LIFE) (MICH CLOS)	DATE 6/25/61
	Cid
DATE OF BIRTH 2h auc. 1915	COD - 902
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	Churlotte 2. Sector-ibila
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TOLE TIME LAIPLOY LA IX / YES	
7 / NC	(DIVIDION) (EXT.)
J.C. CITIESK EY RESIDENT ALIEN /	.l
	1015 Perton dall
SUVERBUEY PROCESS 110-UP PLAN	(ICCIV. NO.) (ILDG.)
11 723 37 10	DATE OF EMPLOYMENT AS CON-
	TRACT EMPLOYER 31 No 1940
*PLEACE NOTE: "hand of en'ployee	-M.PLCY SAIC PAYROLL NO.
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foster children provided owen children ar for support and maintenance.)	re dependent upon the protected person
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# Office Memorandum . United states government

TO the Steel Compactage of

DATE: 16 Jul 61

PROM 1 CHARTETT IN INTERPOLATION NORTH AND

SUBJECT: Service And Company

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Although writer as a wend a purit the and secounts to H.S., he feels then for security recurs to so it we is us prefer the has die all aeleny phymeista, des la machaire des metatrement, laude : inverses, withholding for trainers, with, Place of the sea as

Mexico, D.F. 19 March, 1961 -

### CERTIFICATION

The undersigned hereby certifies that helps received no compensation, allowances or benefits in kind from writer's cover activities during the period: October 30, 1960 to date.

Mexico, D.F. 15 March, 1961

Jeremy K. benadum

## CERTIFICATION

The undersigned hereby septifies that his previous employment by the U.S. Government terminated October 29, 1960, and that final solary payment for this employment covered the period October 16 through October 29, 1960.

Maran, 1961

Jeremy K. Banadus

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TRUTTE Jerust N. WWAT

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。16年2月1日 日本中野日

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- 1. The following information ant/or documents are submitted in mapliaren ville reference dispulate
  - a. Original form Wh eigned in pseudonym.
  - s. Signed statement concorning tacking traincretons stersia Surject requests that all payments to made invally in pason,
  - o. Since Subject wants his optime not pay ped ! locally, it is requested that Headquarters compute the just well as rise Station of the net pay which will represent his local field allotsent.
  - d. Subject will be manbarmed actual quarters expenses locally, in accordance with FR 45-1050.
  - e. IRMARUM desires the despitalization contract. Meanitelization application (Contrast Plan) is forwarded herewith in duplicate.
  - 1. Is to requested that Bondquerters compute SCHALLER'S pay I roa No Cotaber 1960 through the present pay paried, Upon advice of the met amount doe Subject, Station will collect any prorpayments (or 167 enderpayments) and 1/4 the our root ascent to Headquarters, from segmently, his not pay will be considered field altotaunts and execute paid will be T/A'd to Basequarture,
  - g. Cartification of EMMINE's stok and a small (societies will) leave and the amount paid in a lump sum by his forest employer for "accroed annual leave are could forwarded in a separate dispaced.
  - b. BERADIN has been advised by the Cos to the affect that he must advise KULLEN before he applies for Chilly retirement.
  - i. Original algred contract to returned to resulth. Copy of two contract has been withing for Station files.
  - 1. Parearded beceatth is signed contification by ESAINH concertified listone from his cover sollvity as required by fara. I, "Offost", of his contracta
  - k. Attached are Report of Hadical Mistory and certification from the manufact physician in accordance with fare. 16(5) of Selject's au site and .
  - ?. The Station withes to make the following additional observations:
  - a. Before contract nor transmitta, actor histograd the agreat of "Cost of Living" Allowance Subject will receive, in accommune with Peru, b, b) of his contract. It is presume that this semulation will be recolved with his jay congulation.

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Merchanna Little Line

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b. Sobjectie contract does but provide for "man official cover provides pay" as originally requested by Station. Planes advise.

o. Since him all several as provided in Pare. I(z) of Cobjects contract will be accounted for and paid locally, if ibedges two has no objections.

Willard C. Cintis

14 April 1961

Attendants:

Distributions

- 3 Headquarters watt
- ) F1155

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DISPATCH	Containment		PROCESSING	
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Chief of Station, Marico City			DETTY PURE BUT CTREAM	
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Chief, wi Division			Ah: I RACT	
THERE		Sex 1 15	BICKALI M	
Jerony E. BENADUM				
PALITY BY RELYCIOUS AND THE PROPERTY OF THE PARTY OF THE				

ACTION REQUIRED: See paragraphs 2 and 3

RATERENCES

- A. 10977-1802, 25 January 1961
- B. MELL-6643, 2 December 1960
- 1. Attached is a Beadquarters contract for Subject effective 30 October 1960, thus giving Subject continuity in his Coverment corvice and eligibility to continue his Coverment retirement. The contract is for the salary of a
- 2. The Station should comply with the following administrative requirements at its carliest convenience.
  - a. Submit a K-L or a Form 313.
  - b. Forward benking instructions.
  - e. Inform Meadquarters whother BZHADUM domires a field allotment, the amount, and the effective date.
  - d. Inform Headquarters whether the Station plans to give BEHADIN a quarters allowance under PR h5-1050. If not, please submit a quarters application.
  - e. Does BEHADUM want hospitalisation per paragraph 8 (e) of his contract? If so, pleans have him fill out the attached application. The presdume will be deducted from his calary. Information on the policy is also attached for BEHADUM's information. (Please refer to Book Dispatch 2220 dated 11 Cotober 1960.)
  - f. With regard to the eral agreement, decaquisters could not approve it cines it was for \$15,000 per year and not for the first step of a

Attachmenta: (IPPMCTI)	CONTIBU	<u>"n</u>
Contract (cristes) and 1)	(वार राज्याः	LIMIT COPPINED
Distribution:  2 - Malco City, w/site.	28 Febr. 1961 Covator press verices	
- Wil/3/Nex/Chrono	201-287227	

14-00000

03-15, 113,730. The Station has two choices. It can noticet all mories paid to BLEADIN under his arti agreement, wheregoen kendquarters can effect payment of solary and allowages effective in actober 1760. A en alternative method would be for the Station to notify meadquarters of a breakdown of what has been paid STATEM. On the basis of which headquarters would start payrelling STATEM, deducting any overpayment of solary from not palaries due. Please edvice Headquarters which method the Station and BERADUM profer.

- g. In order to establish RENADUM'S leave record with RUBARK, BERKIDUM should furnish any final pay alip he might have received, which would reflect the amount of annual and sick leave he had so of his date of resignation and sice, his colary rate at the time of resignation. If DEMADUM has no such alip, a contified statement of the above is required. If noe statement's contract is effective 30 october 1960, the day after the end of his annual leave for 1960, BEMADUM must return to author the gross amount he received from CHENNY for his accrued correctors of 633 hours.
- h. BEHADUM should be told that he must advise KWARI, should be still be in our employ, before he applies for CDYNE retirement for which he will be eligible than he becomes 50 years of age because of his CDENVI service.
- 3. The Station should return to Bradquarters the original signed copy of the attached contract. The copy may be retained by the Station.

END OF DISPATCH

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CHE DIR

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SOCALM

REF: DEAR-1233 (IE 45643)\* TAIZ-0179 (IE 47450)\*\*

- 1. BUSGEST HYBRIN MART AND BRIEF THETOCK BEIN FRIOR 15 MARCH. DWAR ADVIOR PIEDOM VIA CATH BEIN BYA TILETOCK AND COSTACT PLAN.
- 2. KUBARK CONTRACT FOR T POUCHED IMAH FOR SIGNATURE. COVER CONTRACT STRAILD RE IN BRID EXPORM 15 MARCH.

EYD OF MUSSAIE

\* THE TOOK STA 15 MARCH ESTBUT TO BIGH ICA COSTRACT. 90 THEOM PLANS TO BE IS USDAM DETIL 15 MARCH.

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BECUBT

REPRODUCTION BY OTHER THAM THE ISSUING OFFICE IS PROHIBITED

Copy No

Chief of Station, Assistant City

Chief, W. Division

Server J. Station

OYOTTY L. BREVINS

ACTION REQUIRED: See personated 2 and 3

14-00000

- l A BAT-1888, BY James 1942 B. BEL-6841, 8 December 1948
- 1. Attended is a Benduerters section for Subject offsetion of Seteboral 1960, thus giving Subject continuity to his downward service and alightlity to continue his forcement religions. The contract is for the salary of a 62-15 step eas.
- 7. To skill exply all to following evaluate the region.
  - a feed a se a fee Al
  - t. In and harring instructions.
  - 6. Experient shows billion below a field allessed, the exect, set the effective data.
  - d. Lifer lackeriers thather the Beiles place to give Ringer a question allocates sales FS 65-1050. If soi, places saled a question application.
  - e. Does Hillis well hospitalization per paragraph I (a) of his contract! If as, places have him fill out the attached spoileration. The president will be deducted from his salary. Let evention as the policy is also stimulated for Distribute Information. (Places rather to how Distributed SIRO detect II traces 1962.)
  - 1. It is need to the crul corrected, because only and appears to the the the the the course of a

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62-15, 113,731. The Steller has the chainer. It was collect all perfec poid to be dieff while the was appearant, wherether Seafferniers con arrord named of their and discounted extension at Origina 1900. Or en alternation wither to exist to take as biver bushes or commission on of a brackdom of whi him bown puts believe, on the basis of which back-Questore would store presching account, describe any orthogonal of ealery five and calcrice from Places of the heavy-ware much wither the should and because motor.

8. Is your to establish actives into recent with finish. Activities starli franch may final pay ship to might born received, which small reflect the exceed of second and old; here he dad no of his form of the edenation and also, the salary rate of the time of studentian. If Platfor has no made alig, a surfithed offences of the open in vertibles. Elem Records or affect to effective of their land, the day affect the end of his mount learn for 1500, minima and return to severa the severa canal to mented from Chill for his tensories years of the bound

d. Estimated to teld that he work assist making about to still to in our apply, below to explice for Gold positioned for other to et li de cresse op de cress of cresse et man aldigite et lite et

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				in 10827	

PRITY DIR CITE MEXI 6843

RYBAT

14-00000

PUGH FROM CURTIS

REF A MEXI 6677 (1138281)

D. DIR 13219 (out 95542)

1. JEREMY K. BENADUM'S CHARENT ANNUAL LEAVE TERMINATED 29

OCTOBER PERIOD COVERED BY ACCUMULATED ANNUAL LEAVE ENDS 14 FEBRUARY

1961. BENADUM RECEIVED LUMP SUM CHACK FOR ACCUMULATED ANNUAL LEAVE
WHICH HE WILL ENDORSE AND SEND TO KUBARK.

2. SUBJECT KNOWN BY ODONLY TO BE INDEPENDENT FINACIALLY AND CAN MAITAIN COVER OF RETIREMENT SITHOUT DIFFICULTY INSOFAR AS EXPLAINING SOURCE OF INCOME AND CONTINUED RESIDENCE MENT. COS HAS

RITHOGOGETION AT OTHER THAN THE DESIGNO OTHER IS PROMISED.

Capy No.

SEEN STATEMENT FROM CALIFORNIA BANK SAYING BENABUM HAS OVER 100,600 CASH ACCOUNT. CERTIFIED STATEMENT TO THIS EFFECT BEING USED TO GET "RENTISTA" STATUS WITH MEXICAN GOVERNMENT. IN ADDITION HE AND WIFE HAVE VALUABLE CALIFORNIA PROPERTIES.

- RELATIONSHIP OF BENADUM WITH KTCV LONG SUCH SE WEIGHED PRIOR TO TAKING ANY ACTION:
  - A. STATION CONCURS IT IMPERATIVE BEHADUM/KUBARK TRUE RELATION-SHIP BE KEPT ON NEED TO KNOW BASIS.
- B. BENADUM ADVISES CURRENT ODENVY CHIEF MEXI WAS JEALOUS AND HIGHLY CRITICAL OF BENADUM'S CLOSE AND FRIENDLY RELATIONS WITH MEMBERS OF MEXI STATION MONTHS PRIOR TO HIS RESIGNATION.
- C. SHOULD ODENVY CHIEF MEXT BECOME AWARE BENADUM FULL TIME
  EMPLOYEE OF KUBARK HE CAN BE EXPECTED TAKE ACTION TO HINDER OR
  IMPEDE HIS EFFECTIVENESS AS DEEP COVER AGENT FOR KUBARK. BENADUM
  NOT CONCERNED MEXT ODENVY CHIEF'S ASILITY TO SARCTAGE HIT WORK BUT

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REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED

CHET

FUELS THAT THIS IS SITUATION THAT BEST BE AVOIDED.

- D. AGREE BENADUM HAS RIGHT TO RESIGN AND KUBARN HAS RIGHT TO HIRE BUT STATION ALSO OF OPINION THAT IN SITUATION SUCH AS PRESENT CASE KUBARK HAS RIGHT TO HIRE AND PROTECT THE IDENTITY OF ANY DEEP COVER AGENT. FROM LEGAL POINT OF VIEW BENADUM RELATIONSHIP WITH ODENVY HAS TERMINATED AND HE NOT DIFFERENT NOW FROM ANY OTHER PBPRIMER THAT KUBARK WOULD HIRE ABROAD TO DO DEEP COVER WORK. STATION FEELS AND BENADUM CONCURS THAT ODENVY AWARENESS OF DETAILS OF THIS CASE COULD DEFINITELY DESTROY DEEP COVER EFFECTIVENESS.
  - E. FROM OPERATIONAL SECURITY POINT OF VIEW STATICH OPPOSED

ODENVY BECOME KNOWLEDGYABLE OF KUBARK CONTACT WITH LITEMPO/2

JUST THE SAME AS STATION WOULD MOST ENERGETICALLY PROTEST THEIR

AWARENESS OF KUBARK CONTACT WITH LITENSOR, LIERGO, LIELECANT, OR

LIENVOY TECH UNIT.

F. CHIEF ODENVY MEXI VERY DESIROUS HAVE CONTACT WITH LITEMPO/2
WHICH WAS POSSIBLE IN PAST ONLY THROUGH BENADUM/LITEMPO/1 FRIENDSHIP.

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REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED

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- G. STATION OF OPINION THAT IN CASE BENADUM WAS BEING CONSIDERED FOR EMPLOYMENT AS REGULAR KUBARK STAFF THAT NORMAL HIRING PROCEDURE WOULD APPLY BUT CONSIDER IT IMPRUDENT TO ADVISE ODENVY OF WHAT PROMISES TO BE AN EXCELLENT DEEP COVER OPERATION.
- 4. STATION OF OPINION THAT BEST WAY AVOID SITUATION WITH ODENTY WITHOUT REVEALING THE MORE IMPORTANT FACTS IS FOLLOWING PROCEDURE:
- A. IF ODENVY HAS TO KNOW OF OFFICIAL BENADUM/KUBARK RELATIONSHIP ADVISE ODENVY THROUGH LIAISON CHANNELS THAT KUBARK DESIRES
  SECURITY CLEARANCE FOR DISCUSSION CLASSIFIED MATERIAL WITH BENADUM
  AS "CONFIDENTIAL CONTACT OF CURTIS"
- B. ODENVY WILL BE PLACED ON NOTICE THAT STATION IN CONTACT
  WITH BENADUM BUT WOULD NOT REVEAL FULL DETAILS OF TRUE KUBARK/
  BENADUM RELATIONSHIP.
- C. PROCESSING OF THIS INFORMATION THROUGH LIAISON CHANNELS
  RATHER THAN KUSODA WOULD TEND DISPEL IMPRESSION BENADUM EMPLOYED
  FULL TIME BY KUBARK.

SECRET

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED

- D. TO TELL ODENLY ONLY PART OF ST 1/ WOULD BE EMBUGHT BASIS
  TO REFUTE ANY ARGUMENTS IN CASE ODENLY DECIDES MAKE ISSUE OF
  MATTER. BUT STATION UNABLE UNDERSTAND WHAT RIGHT ODENLY HAS TO MAKE.
  ISSUE OF KUBARK HIRING OF FREE AND UNEMPLOYED PERRIME CITIZEN.
- 5. IF HQS CONSIDERES IT IMPERATIVE THAT ODENVY BE ADVISED THIS MATTER IMMEDIATELY STATION REQUESTS THAT CONSIDERATION BE GIVEN EXPIRATION DATE OF BENADUM'S ACCUMULATED ANNUAL LEAVE MENTIONED IN PARA 1 AND THAT ODENVY BE ADVISED AFTER 14 FEB OF INTENTION USE BENADUM AS STATION (COS) CONTACT.
- 6. RE SAM PAPICH INQUIRIES, BENADUM ADVISES THAT PAPICH IS FREED OF LONG STANDING WHOSE INQUIRIES HAVE BEEN PERSONAL RATHER THAT.

  DIRECTED BY ODENVY.
- 7. IN FINAL ANALYSIS OF WHOLE PROBLEM HQS HAS ULTIMATE DECISION THIS PROBLEM BUT STATION OF OPINION THAT JUDGING FROM ODENVY CHIEF MEXI ATTITUDE TOWARD KUBARK IN PAST AND PRESENT THAT NOT MUCH WOULD BE GAINED AND A GREAT DEAL LOST BY REVEALING ALL THE FACTS TO ODENVY IN THIS CASE.

END OF MESSAGE



DIR CITE MEXI 6677

RYEAT

REF DIR 80217 ( out 87521) &

- 1. SUBJ WISHES CAREER AGENT STATUS WITH FOLLOWING:
- A. ZUBARK RETIREMENT WITH ANY LEGAL ADJUSTMENTS FOR FUTURE; .
- B. TERMINAL LEAVE EMDED 29 OCT EXCEPT FOR "ACCRUED CARRY-OVER"
  OF 633 HOURS. SUBJ WINNES CIVE AMOUNT RECEIVED FOR THIS TO KUBARK AND
  BAVE THIS 633 CARRIED OVER.
- C. REQUEST BEGIN ON MUJARK PAYROLL ON 1 NOV. AS KNOWN TO URQUHART, EUBJ HAS BEEN WORKING FOR SEVERAL WEEKS FOR KUBARK WITHOUT PAY.
- D. COVER IS RECUESTA. SUBJ HAS NOTARIZED STATEMENT FROM BANK IN CALIFORNIA THAT HE HAS "GVER \$122,022" ON DEPOSIT. IN ADDITION INCOME FROM PERSONALLY OWNED PROPERTY IN CALIFORNIA SUFFICIENT TO TAKE CARE FINANCES NEEDS SUBJ AND FAMILY.
- E. FORWARDING COPIES OF LETTER FROM HEAD ODERLY CONCRATULATING LUBY OF COMPLETION TWENTY YEARS SERVICE, SUBJ'S LETTER OF RESIGNATION AND LETTER OF ACCEPTANCE. COS CAN PERSONALLY ASSURE CHIEF, KUSODA THAT SUBJ WAS IN GOOD STANDING WITH COERTY AT TIME OF REDIGNATION.
- 2. COU STRONGLY URGED THAT NO REPEAT NO
  CHECK BE MADE WITH ODENVY

  ON SUBJECT OF ON LITEMPOSI. ANY CHECK, DISCREET OF OTHERWISE, WILL

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED.

Cass Na

when which, or not child notified although

EMPLOYED BY HUVARD. THIS DUILD ENDANGED CLOURS. THE LITTURE OPERATION, HOULD PREJUDICE LITEURS : AND LITEUROSE COERTY HAS "LIAISON," ON CHELINAL HATTERS" WITH LITTURES.

- 3. COU AGREES THAT AFTER & TIME A CHECK COULD BE MADE WITH ODENVY BUT AT PREDERIT SUCH CHECK WOULT MAKE IT OBVIOUS THAT INSTEAD OF RESIGNING FOR PERSONAL REASONS SUBJ RESIGNED CAND TOOK LITEMPOX1 WITH HIM) TO COME TO KUBARK.
- 4. APPRECIATE REF CABLE AND REQUEST ADVICE ON ANY ACTIONS STATION CAN TAKE TO FACILITATE AND SPEED APPROVAL OF PROJECT AND HIRING OF MUCH.

## END OF MESSAGE

C/S COMMENT: \*SUGGESTED STATION SECONSIDER AND USE CAREER OR CONTRACT STATUS. IF STILL PREFERRED STAFF AGENT STATUS, SUBMIT DETAILED JUSTIFICATION CHOICE.

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Mr. Jeremy K. Benadum

Dear Mr. Benadum:

The United States Government, as represented by the Contracting Officer, hereby contracts with you for your services as a Career Agent under the following terms and conditions:

- 1. Status. Your status is that of a Government employee under contract and, as such, your rights and benefits are governed by the provisions of this agreement. It is specifically understood that you are not entitled to rights and benefits pertaining to appointed staff status, except as provided herein.
- 2. Cover. In the performance of your services hereunder, you will act under cover suitable to conceal your relationship with the Government. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 3. Compensation and Taxes. For your services as a Career Agent, you will be compensated at a basic salary of \$13,730 per annum, the equivalent of a G5-15. You will be entitled to within grade promotions and legislative pay adjustments in substantial conformance with rules and regulations applicable to Government appointed personnel. Payments will be made as requested by you in writing in a manner acceptable to the Government. Monies paid you directly or guaranteed by the Government under this paragraph constitute income for Federal tax purposes. You will be advised as to the method to be followed in reporting and paying such taxes. The method as well as the procedures used by this organization to implement its tax reporting responsibilities will be based primarily upon cover and security requirements. Unless precluded by such requirements, taxes will be withheld therefrom and submitted by this organization.
- 4. Allowances. You will be entitled to: (a) living quarters allowances in conformance with applicable Government regulations. You may be provided quarters by your cover facility or the Government and, in such event, you will not be entitled to the living quarters allowances berein indicated.

(b) Cost of living allowances in tonformance with applicable Government regulations including, but not limited to, an education allowance.

5. Travel. You will be advanced or reimbursed funds for authorized operational travel. In addition, upon the completion of each two (2) years of successful overseas service under this contract, you may be authorized home leave travel expenses for you and your dependents from your permanent post of duly everseas to your piace of recorded residence in the United States and return travel expenses to your permanent post of our cuty may easy provided, however, that you have fulfilled any other requirements relating to home leave which are applicable to Coverament appointed employees. You may be entitled to per

diem in lieu of subsistence in the course of all travel pursuant hereunder and, when authorized, for you alone while on temporary duty away from your permanent post of assignment. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with applicable Government regulations or those of your cover facility, whichever is directed by the Government.

- 6. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information, as specifically approved by the Government. Such funds will be subject to accounting in compliance with Government regulations or those of your cover facility, whichever is directed by the Government.
- 7. Repayment. It is recognized that your failure to account for or refund any monies advanced you be reunder shall entitle the Government or your cover facility to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 8. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees' Compensation Act, as amended. Claims by you, your neirs, or legal representatives under this paragraph will be processed by this organization in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to the continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S. C.A., App. 1991-1915).
- (c) You will be entitled to sick and annual leave equal to and subject to the same rules and regulations applicable to Government employees. Annual leave may only be taken at times and places approved in advance by appropriate Government representatives.
- (d) Your Civil Service retirement status is preserved by virtue of the fact that you have transferred without a break in service from a position subject to Civil Service retirement deductions to your present status as an employee of the Government under contract. Contributions to the Civil Service Retirement Fund will be deducted by the Government from the basic compensation due you hereunder, i.e., presently \$13,730 per annum. In the event circumstances of your cover warrant or require contributions to social security, such contributions will be at your expense and you will not be reimbursed therefor by the Government.
- (e) (1) This organization is authorized to pay the cost of necessary hospitalization and related travel expenses for illness or injury incurred by a United States citizen full-time Career Agent in the line of duty while permanently assigned abroad.
- (2) This organisation may pay certain necessary costs of hospitalization and related travel expenses for illness or lajury incurred by

the dependents of a United States citizen full-time Career Agent permanently assigned abroad, while they are located abroad.

It is understood and agreed that the eligibility and extent of the participation by you and your dependents in the above medical programs will be in conformance with the rules, regulations and policies of this organization in effect at the time an illness or injury is incurred, that all claims will be submitted only to this organization and that adjudication of such claims by this organization shall be final and conclusive.

- (f) You are herein authorized to apply for enrollment in a health insurance program for certain selected Career Agents of this organization, subject to all the terms and conditions of that program. If accepted, this organisation is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- (g) You will be entitled to claim reimbursement for loss of personal property pursuant to Government regulations pertaining thereto.
- 9. Offset. Any and all compensation, allowances or other benefits fincluding benefits in kind) received from or through your cover activities will be used to offset amounts due you under this contract and will reduce accordingly the Government's direct payment obligation hereunder. Sums so offset are payment by the Government under this contract and for purposes of Federal income taxation. You will report every six (6) months during the term of this agreement all benefits received from or through your cover activities and, if such benefits exceed those due you under this centract, the report will be accompanied by said excess amount, which you hereby agree is the sole property of the Government. Failure to submit timely reports and, as appropriate, excess payments, may result in suspension of any payments due you hersunder. As an alternative to the above, the Government may at any time exercise its basic right to require payment over to it of the emoluments received by you from or through your cover activities which would otherwise be offset as described above. In such cases the Government will pay directly to you the emoluments called for by this contract.
- 10. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatscever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- II. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof funless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

12. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.

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- 13. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.
- 14. Term. This contract is effective as of 30 October 1960, and shall continue thereafter for an indefinite period unless sooner terminated either:
  - (a) Upon thirty (30) days' actual notice by either party hereto, or
  - (b) Upon actual notice to you in the event the results of an initially required medical examination are determined by this organization to be unsatisfactory, or
  - (c) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

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Son - Born 8/16/57				
Daughter - Born 9/19/59				
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- A. APPRECIATE REP CABLE THE RESULEST ABVICE ON ANY ACTIONS STATION OF TAKE TO PACILITATE AND SPIND HAPLOADS OF TROUBOT AND LIKING TOP DUTY.

## END OF HESSAGE

C/S COMMENT: \*SUGGESTED STATION RECONSIDER AND USE CAREER OR CONTRACT STATUS, IF STILL PREFERRED STAFF AGENT STATUS, SUBMIT DETAILED GOSTIFICATION CHOICE.

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OPIG :	CHARLUITE L. ZEURUM.	CLASSIFIED MESSAGE				

- 1. CHOICE STAFF AGENT STATUS RATHER THAN CARESR OR COMTRACT AGENT STATUS FOR SUBJ MUST BE JUSTIFIED IN DETAIL TO KUDOVE AGENT PANEL WHICH IN PAST KNOWN TO FAVOR CAREER AGENT STATUS FOR THIS TYPE INDIVIDUAL. IF PANEL APPROVES STAFF STATUS THEY SUBHIT CASE TO CHIEF KUDOVE WHO HUST APPROVE EXCEPTION TO KUDOVE POLICY OF NO HIRING OF STAFF TYPE PROFESSIONAL EXPLOYESS AT HIGH GRADES.
- 2. SUGGEST STATION RECONSIDER AND USE CAREER OR CONTRACT STATUS. IP STILL PREFER STAFF AGENT STATUS SUBMIT DETAILED JUSTIFICATION CHOICE.
- 3. Does subj want kubark retirement benefits? Under career/status may have retirement or social security.
- L. UNDER STATE OR CAREER/STATUS CANNOT PICK UP SUBJ UNTIL END OF PAID TERMINAL LEAVE PERIOD HOWEVER SUBJ HAY ATTEST TO ANNUAL AND SICK LEAVE ACCRUED AS OF END EMPLOYMENT ODENNY AND REIMBURSE KUBARK FOR ALL UNUSED ANNUAL LEAVE WHICH CAN BE CREDITED TO HIM UNDER KUBARK. ADVISE DATES TERMINAL LEAVE PERIOD AND CHOICE.

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED.

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- 5. POUCH DETAILS COVER. STATION HAY WISH CONSIDER CONTRACT AGENT STATUS
  IF OFFSET CLAUSE APPLICABLE.
- 6. FORWARD HQS COPY ODENVY RESIGNATION ACTION SUBJ AND REASONS SUBJS RESIGNATION.
- 7. KUSCHA DEEMS DISCREET CHECK ODENVY RECORDS NECESSARY TO COMPLY WITH BASIC SECURITY PRACTICES. BELIEVE FAILURE INDICATE TO CDENVY ON CONFIDENTIAL BASIS POSSIBLE OP INTEREST IN SUBJ MAY HARM RELATIONS BETWEEN ODENVY AND KUBARK AT BOTH MAS AND FIELD LEVEL IF KUBARK USE OF SUBJ EVER DETECTED. IF SUBJS COVERT ACTIVITIES EVER UNCOVERED IT WOULD BE ASSUMED HIS WORK BEING DONE ON BEHALF ODENVY WHICH COULD PROVE EMBARRASSING KUBARK. IN VIEW EXTIREMENT SUBJ HAS DOES NOT SEE HOW INFORMING ODENVY COULD JEOPARDIZE LITEMPO CP. STATICH COMPENTS ON ABOVE REQUESTED. IF STATION STILL FIRM ON STAND NO ODYCKE CHECKS AND HAS CONSIDERATIONS OVERRIDING POINTS CITED ABOVE, PLS CABLE DETAILS FOR CONSIDERATION CF CASE BY CHIEF KUSCHA. LOFLUTTER REQUIRED FOR STAFF STATUS.

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12 January 1978

MEMORANDUM FOR: Lee H. Wigren

VIA : Head of Career Service

FROM : B. DeFelice

Acting Director of Personnel

SUBJECT : Retirement Planning

1. In order to assist employees in planning for their eventual retirement, it is the practice of the Agency to inform each employee, well in advance of retirement, of the services the Agency provides for retirement planning.

2. The prospect of retirement deserves serious thought and careful planning so that you may make the transition to the next phase of life with purpose and confidence. To assist you in this regard, the Agency offers various resources which are attuned to the needs of prospective retirees. You an individual pre-retirement counseling session, or more than one if you wish. This phase of retirement planning will be tailored solely to your own particular situation and circumstances and will be within the context of the retirement system under which you will retire. The individual counseling on such matters as estimates of your annuity, survivor benefits, life and health-insurance, Social Security, taxes, and assistance in obtaining other employment. In addition, you that will be offered in the autumn of 1978.

3. Experience has amply demonstrated that advance preparation eases the transition to retirement. I recommend, strongly, that you avail yourself of the services the Agency offers you in planning your own retirement.

R. Defelice

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2 1 NOV 1975

MEMORANDUM FOR:

John P. O'Reilly

Lee II. Wigren

SUBJECT !

: Letter of Commendation

No have just completed a high level, sensitive conference of considerable importance to both this Directorate and the Agency. You had the responsibility for virtually every aspect of its organization and administration. The planning and execution had to be done with comprehensive attention to detail without losing sight of our overall objectives. For weeks in advance and, particularly, during the conference itself you carried out your duties with energy, skill and competence which have reflected very creditably upon the Agency. You showed considerable tact and alertness in anticipating problems before they could arise. The close and cooperative relationship you established with the command and support personnel at the meeting site, and your obvious rapport with our various guests, also contributed to the efficient yet cerdial environment in which the conference was conducted. You faced demanding and often complex responsibilities, and I commend you for your excellent performance in meeting them.

M William E Nolman

William E. Nolson Deputy Director for Operations

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MEMORANDUM FOR: Chairman, DDO Evaluation Boards

FROM

Chief, Counterintelligence Staff

SUBJECT-

Promotion Recommendation for Lee II. Wigren

1. I recommend that Lee H. Wigren be promoted from GS-13 to GS-14. Mr. Wigren has been in grade since May 1962 and is now a GS-13, Step 8. He currently occupies a GS-15, Operations Officer, Branch Chief position.

- BA degree in Russian Studies from Yale University in 1947 and an MA degree in History from Harvard University in 1950. He entered on duty with CIA as a GS-06 clerk in March 1951. He subsequently attained professional status as an Intelligence Officer in 1952 and since that time has served variously as Intelligence Officer, Area Operations Officer, Biographics Officer, Instructor, and Operations Officer in DIV/D, Europe Division, SE Division, OTR, and since 1968 the Counterintelligence Staff.
- 3. Most of Mr. Wigren's career has involved CE and CI matters. He has been primarily concerned with various aspects of the Counterintelligence research and analysis activity of SE Division and, since 1968, the Counterintelligence Staff. In the course of his various assignments, he has developed a broad and deep substantive knowledge of the Soviet intelligence and security organs and their activities which has made him one of our more knowledgeable and effective CI analysts. He is careful and thorough in his research, he writes well, and he has an established reputation within and without CIA as an interesting and effective lecturer concerning counterintelligence matters. His career record reflects a consistently professional performance of above-average quality in his various CIA assignments. Additionally, that record is documented by several letters of appreciation from other US Government agencies and foreign liaison services for the highly professional assistance provided them by Mr. Wigren in the counterintelligence field.

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- Research Branch of the CI Research and Analysis Group. He is performing the duties and responsibilities of this GS-15 position in a satisfactory manner. He manages the complex activities of six staff officers and nine contract personnel associated with this Branch and is responsible for the several research programs in which they are involved. He strives to direct and combine the best talents of the personnel under his supervision toward the achievement of his Branch's objectives while remaining sensitive to the personal and career interests of his employees. He is especially effective in dealing with the several contract personnel (including former defectors) under his supervision who, because of their professional status and diverse ethnic backgrounds, sometimes require especially understanding treatment.
- 5. In summary, Mr. Wigren is effectively and satisfactorily performing the duties of a GS-15 Branch Chief in a position which requires specialized substantive knowledge and the ability to manage activities and supervise personnel. I believe that his demonstrated ability in this position and his sustained record of job performance at an above-average level since his last promotion clearly merit his promotion to GS-14 at this time.

George T. Kalaris Chief Counterintelligence Staff

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DEPARTMENT OF DEFENSE DEFENSE INTELLIGENCE SCHOOL NAVAL DISTRICT WASHINGTON WASHINGTON, D. 6, 2750 20374

OFFICE OF THE COMMANDANT

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Mr. William E. Nelson Deputy Director for Operations Central Intelligence Agency Washington, D.C. 20505

Dear Mr. Helson:

- (C) It is a distinct pleasure for me to express my sincere appreciation to Messrs. Raymond Rocca, William Decker, William Donnelly, John Bogart, Joseph Flaherty, Lee Wigren, Robert Thomas and Paul Johnson, all members of your staff, for their outstanding participation and support of our new "Soviet Intelligence Elective Seminar." This seminar provided an in-depth examination of the Soviet Intelligence and Security Services for twelve graduate degree candidates encolled in the School's new Masters Degree Program in Strategic Intelligence.
- (U) Each Agency participant displayed a thorough knowledge of the subject interlaced with personal experiences and analyses which made each presentation unique and extremely valuable for the seminar members. In addition to the participants' formal presentations, they also spent valuable time informally talking with individual members of the seminar and faculty. Our students and faculty were enthusiable in their praise of all aspects for the program; and they especially appreciated the candid discussions of the problems Soviet intelligence poses both for the Agency and the Intelligence Community. Please convey to each participant our sincere thanks for his outstanding presentation and his interest in the School's Graduate Program.
- (U) Your continued cooperation in assisting this School to educate students whose intelligence capabilities will be an asset to the Services and Intelligence Community is deeply appreciated.

Sincerely,

W.J. Turas

W. J. FURNAS Captain, USN Commandint

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South African Police Readquarters, Private Bag 94, Protoria.

17th March, 1967.

Mr. R. Helms, Central Intelligence Agency, WASHINGTON D.C.

Doar les Relus

During a recent conversation with one of my officers in connection with the vinit of Mr. Henry Planake and Mr. Lee Wikren, it suddenly dawned on me that although I had, at the time, requested both Mr. John Mortz and Messen. Planake and Wigren to convey my sincere thanks and good wishes to you - which I am sure they did - I had not yet written to you personally in connection with the matter.

Hank and Lee, as we affectionately remember them, proved themselves to be most worthy ambassadors of your country, as well as your service and I feel convinced that they left behind them a number of sincere new friends. They are both obviously experienced officers with a wide and thorough knowledge of their respective fields and we found their lectures highly instructive.

Portunately, circumstances permitted the majority of my senior efficers to attend the course in Pretoria and the lucid manner in which Hank and Lee delivered their loctures, brought us all under a new and deeper awareness of the vital role being played by the United States in the struggle against international communism, and for the very great need of unity and closer co-operation amongst the peoples of the free world if the communist enalogist is to be successfully withstood.

Please once again accept my sincere thanks for having made two such able and experienced officers as Hank and Lee available for the purpose of lecturing to us.

Kindest regards

Sincerely,

----- Major-General

H, J, VANDEN BERGH.

/RVZ



DEPARTMENT OF THE ARMY U.S. ARMY INTELLIGENCE SCHOOL FORT HOLABIRD MARYLAND 21219

IN REPLY REFER TO

15 March 1967

Mr. John H. Richardson Director of Training Central Intelligence Agency Langley, Virginia 20505

Dear Mr. Richardson:

It is a pleasure to express the appreciation of the Staff and Faculty of the U. S. Army Intelligence School for the presentation by Mr. Lee A./Wigren, at Fort Holabird, on 8 March 1967, to personnel attending Class 67-SO-2 of the Senior Foreign Officer Intelligence Course.

Mr. Wigren's discussion of current trends in Soviet foreign policy was factual and timely. His examples of Soviet activity in the foreign policy sphere in Vietnam, the Middle East and Africa were of definite value to this class. The talk was highly interesting and was enthusiastically received.

Thank you for your continued cooperation in our guest speaker program. Would you please convey to Mr. Wigren the appreciation of the Staff and Faculty.

Sincerely,

RICHARD S. SMITH

Colonel, AIS

Commandant

MEMORARDUM FOR:

Mr. Lee H. Wigren

8 August 1966

THROUGH

Head of C3 Career Service

SUBJECT.

Notification of Con-eligibility for Designation as a Participant in the CIA Retirement and Disability System

- 1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation. I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.
- 2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you have 15 years or more of Agency service, but have not as yet performed 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in future.
- 3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643. The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."
- 4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.

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Director of Personnel

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5 March 1962

HEMORANDUM POR:

Clandestine Services Career Service Board,

Socretary

SUBJECT

Promotion Recommendation for Mr. Lee H. Wigren

- In recommending most strongly Mr. Wigren's promotion from GS-12 to GS-13, I feel it is only necessary to emphasize Mr. Wigren's educational background at Yale and Harvard, where he received a B.A. and M.A. in History and Russian; his ten years of work in the Agency on Soviet intelligence in the CI Staff, FI/D, and SR Division; his ability during the past three years in SR to supervise a group of over twelve people performing a variety of research functions, ranging from major studies to operational aids, on the RIS; his appreciation of the counterintelligence role of the Agency and his furtherunce of our mission in that respect by the high standards of excellence of his production; and his vigor in assuming and carrying out the duties of a job formerly held by a GS-15.
- 2. Mr. Wigren has been in grade for almost four years. He has had responsibilities and performed duties far above his grade level for three of those years while dealing with practically all of the DD/P, other agoncies of the government, and foreign intelligence and security services. He is an acknowledged expert in his field and equalled in it by no one clse in the Agency, and possibly in the government as a whole. His fitness reports have reflected superior performance in every important respect and outstanding performance in many ways, with the highest personal characteristics possible, doing a job on a uniquely difficult subject, while using and training personnel who all too often have had little or no background for their positions.
- In my opinion, Mr. Wigren is the most qualified GS-12 in the Division for promotion to G3-13, and I bolievo that the above comments and our four previous promotion recommendations amply support me.

John To Tany

JOHN H. MAURY.

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MEMORABDEM FOR: Chief, SR/SS

HUBJECT

Promotion Request, Lee H. WICHER

- 1. It is requested that Mr. Wigren be promoted to GE-1].
- 2. Mr. Wigron received his EA from Yale in 1947, majoring in history and huselan language and area studies, and his MA from Harvard in 1948 in history. He came on duty with the Soviet Intelligence Branch of what was then Staff C in March 1951, and stayed with that branch as a research analyst on Soviet Intelligence until after its transfer to SP/CE in early 1955, when he transferred to WE Division in search of a field assignment. Such assignment having become increasingly doubtful by 1957, he transferred to FI/D where he remained until assignment to this Division in April 1959 as Chief of SR/CE/Research.
- 3. I night as well admit at the start that I have known Er. Wigren since we were in high school together and I have always beam impressed with his ability, particularly in the research field. Additionally, he has been in or close to research on Soviet Intelligence for the past 8} years. This, combined with his academic background in research methodology, bintory in general and Russian history in particular, made him my natural choice for his present job although I had never worked directly with him before. In the past five months, I have had reason to be happy about my choice. The main reed in ER/CE/Research has been for an established program of studies which we might expect to be produced in regular order; this has been a need, to my personal knowledge, since 1955. Ex. Migran has quietly set up such a schedule with realistic target dates. is in touch with each study at each joint during its production, and shows every indication of mosting his deadlines. He has a long-runge interest in counter-intelligence, knows what he is doing and way, and is able to orient his subordimntes properly and direct their efforts.
- 4. Although Mr. Wigren has been in grade only a relatively short time, since April 1958, I feel that he is doing a difficult job excellently and that his promotion is justified on the basis of academic background, Agency experience and current performance.

edward W. Knowles Sr/cop/ce

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ROUTING AND	CTION		
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
<ul> <li>9. a. Obtain two copies of CIA form 37-151.</li> <li>b. Enter data in Items 1 through 6, above, in corresponding spaces of FER forms.</li> <li>c. Attach this action form and pumphlet "Your Evaluation Report" to PER forms.</li> <li>d. Doliver forms to immediate supervisor of person to be evaluated.</li> </ul>	1 20 1	So Pars	Sold
O. a. Deliver forms to person to be evaluated, b. Offer advice and assistance.	Supervisor	21 Apr 53	RSL
<ol> <li>n. Complete Items 7 through 10.</li> <li>b. Deliver forms to supervisor.</li> </ol>	Person to be Evaluated	21 Apr 53	LHE
<ol> <li>a. Complete Items 11 through 17.</li> <li>b. Attach warning memo, if required.</li> <li>c. Deliver forms to reviewing official (supervisor next in line).</li> </ol>	Supervisor	21 April 53	856
a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in [tem 19. e. Deliver forms to supervisor.	Reviewing Official	21 apr '33	wis
a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 18. c. Deliver forms to Evaluations Officer.	Supervisor	21 Apr 53	,85 B
<ul> <li>a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division.</li> <li>b. Retain the carbon copy for use of operating office and Office Career Service Board.</li> <li>c. Detach Instruction Sheet of Form 37-151 if Item 20 (continue is unused.</li> </ul>	Syslustions Officer	ADA 2 1853	ABP
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FORM NO. 37-151A

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27. Nature Of Action Code 28. Eff. Data 22. Type Of Employee Code 30. Supergion Data
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31. Organizational Designations Code 32. Location Of Official Station Listation Code
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8. Grade & Stop 39. Salary Or Rate 40. SD 41. Date Of Grade 42. PSI Due 43. Appropriation Number
12 1 5 7570 May Day Yr. May Vol 3137 Approved by ES Live 1
SOURCE OF REQUIECT
Requested By (Name And Title) Frank B. Rowlett - C/FI/Div D  C. Request Approved By (Signature And Title)  [C. Request Approved By (Signature And Title)]
For Additional Information Call (Name & Telephone Ext.)
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(4)

14 February 1958

MEMORALEDUM FOR:

Chief, FI

VIA:

FI/Personnel

SUBJECT:

Personnel Action (Promotion)

- 1. It is recommended that Mr. Lee WIGREM be promoted from GS-11 to GS-12. Mr. Wigren has been in his present grade since 16 January 1999. Since he was assigned to Division D on 23 September 1997, he has been under my supervision. His performance during this time has been at least at a GS-12 level.
- 2. Mr. Wigren's duties warrant a GS-12. He is primarily engaged in research of a complex and tedious nature which requires a high degree of professional competence.
- 3. Sr. Wigren deserves a promotion on the basis of his job performance. Since coming under my supervision, he has consistently shown himself to be a conscientious, dilligent and capable employee; and the high quality of his reports are indicative of his intelligence, flair for research, and ability to write effectively.

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Chief, Special Activities Br., FI/D

APPROVED:

FRANK B. ROLLET, Chief, FI/Division D

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MERONALDUI R.R: Personnel Folder

SUBJECT

: Careec Development Flan - for WIGRET, Lee H.

An individual career plan has been developed on the above subject, approved on 20 November 1996 and is on file in the FI Career Management Office.

FI Career Hanagement Officer

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23 February 1955

To: Chier, We/1

BROM: GR/CA/Holbrook

SUBJECT: Transfer of Personnel

1. This is to notify you that Lee H. Wigren, currently nestimed to SR/CE, is available for release to as/1.

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## APPLICATION FOR MEMBERSHIP in the CAREER STAFF of the CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence Sir:

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

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

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, 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 Central Intelligence Agency. 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 Agency, 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 compatic ble 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 Central Intelligence Agency.

MEMBERSHIP IN THE CAREER STAFF OF THE CENTRAL INTELLIGENCE AGENCY APPROVED, TO TAKE EFFECT ! FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

EXECUTIVE DIRECTOR

THE GIA SELECTION BOARD

(Signature)

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## RESTRICTED Security Information

10 Dovember 1952

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TO: POC

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FROM: CD/PI

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SUBJECT: Change of Renoficiary.

1. It is requested that the name premently listed as beneficiary on my retirement relief be removed, and that the following name be listed as the sole benefit reggs

Ers. Alice Ellen (Enler) Wignen (wife)
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2. This charge is to be effective immediately.

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