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opencv.org

This file highlights **differences**
between the 2025 release, and previous releases.

Red: Newly revealed in 2025.
Blue: Present in earlier releases, but not in 2025.
Black: Unchanged between versions.

For Original Documents visit:
archives.gov/research/jfk/release-2025

Notes:

Black text on a blue background indicates content
that was previously redacted using black ink.

I did my best to be accurate in revealing what is new,
but please confirm with the original sources
where accuracy is essential.

Created by: x.com/hlywdufo

JFKdiffs.com

SECRET
(If Not Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 056043				2. NAME (Last-First-Middle) BAGLEY, TENNENT H.	
3. NATURE OF PERSONNEL ACTION RETIREMENT - CIARD INVOLUNTARY <i>Conversion from F&B Status</i>			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 30 72		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V XX CF TO CF			7. FINANCIAL ANALYSIS NO. CHARGEABLE 2136-1187		8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sec 235(a) <i>PLS</i>
9. ORGANIZATIONAL DESIGNATIONS DDP/EUR DIVISION FOREIGN FIELD BENELUX AREA BRUSSELS STATION			10. LOCATION OF OFFICIAL STATION BRUSSELS, BELGIUM		
11. POSITION TITLE CHIEF OF STATION (16)			12. POSITION NUMBER 0296		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES 0136.05		16. GRADE AND STEP 16 56	
17. SALARY OR RATE XXXXX 33634- 37625 ✓					
18. REMARKS 1 cc PAYROLL					
18A. SIGNATURE OF REQUESTING OFFICIAL WILLIAM C. COOLEY C/E/PERS			DATE SIGNED 6/15/72		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>
DATE SIGNED 6/16					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRAL CODE	24. MONTHS CODE 3
25. DATE OF BIRTH MO. DA. YR. 11 11 25		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LSI MO. DA. YR.	
28. SITE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE	30. RETIREMENT DATA 1-TSC 2-OTSM 3-FICA 4-NONE	31. SEPARATION DATA CODE 0, 60, 00, 0, 0	32. CANCELLATION CANCELLATION DATA TYPE MO. DA. YR.
33. VET PREFERENCE CODE 0-BONE 1-3 PT 2-10 PT		34. SERV COMP DATE MO. DA. YR.	35. LONG COMP DATE MO. DA. YR.	36. CAREER CATEGORY TAR/BSF PROV/TEMP	37. FEES/HEALTH INSURANCE CODE CODE 1-REG 2-REG/COPI 3-UNINSURABLE
38. SOCIAL SECURITY NO.		39. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		40. LEAVE CAT. CODE	41. FEDERAL TAX DATA FORM EXECUTED CODE MO. TAX EXEMPTIONS
42. STATE TAX DATA FORM EXECUTED CODE MO. TAX EXEMPTIONS		43. STATE TAX DATA FORM EXECUTED CODE MO. TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED CODE MO. TAX EXEMPTIONS	
45. POSITION CONTROL CERTIFICATION 6.28.72 <i>[Signature]</i>					
46. APPROVAL <i>[Signature]</i> Harry B. Fisher					DATE APPROVED 28 June 72

NORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

1-100000
Executive Registry
22-3646

28 JUN 1972

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

Dear Pete:

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

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

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

Sincerely,

for Richard Helms

Richard Helms
Director

Distribution:

0 - Addressee

1 - DDCI

1 - ER

1 - D/Pers

1 - OPF

1 - ROB Soft File

1 - ROB Reader

Originator:

/s/Harry E. Fisher

26 JUN 1972

Director of Personnel

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

ADMINISTRATIVE - INTERNAL USE ONLY

30 June 1972

MEMORANDUM FOR THE RECORD

SUBJECT : Retirement - Tennent H. Bagley

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

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

Ronald Gage
Ronald Gage

Chief
Retirement Affairs Division

ADMINISTRATIVE - INTERNAL USE ONLY

SECRET

CONFIDENTIAL

12 MAY 1972

MEMORANDUM FOR : Tennent H. Bagley

SUBJECT : Involuntary Retirement Under the CIA Retirement
and Disability System

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

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

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

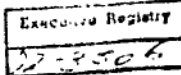
Carl Meyer (for)
Thomas H. Karamezian
Deputy Director for Plans

NOTED: 19 June 1972

Tennent H. Bagley
Employee Signature

SECRET

CONFIDENTIAL



CIA RETIREMENT AND DISABILITY SYSTEM
Request for Retirement

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

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

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

IV. Retirement Board
Recommends : ☒ Approval ☐ Disapproval
Reasons for recommending disapproval _____

V. Director of Personnel
Recommends : ☒ Approval ☐ Disapproval
Reasons for recommending disapproval _____

Director of Personnel

20 JUN 1972

Date

VI. Action by Director of Central Intelligence :

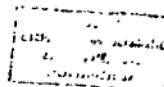
☒ Approved

☐ Disapproved

Director of Central Intelligence

Date

CONFIDENTIAL



EYES ONLY

5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

SUBJECT : Recommendation for Promotion to GS-17 -
Mr. Tennant H. Bagley

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

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

/s/

John L. Hart
Chief
European Division

13 August 1970

Acting Chief, EUR Division, confirmed this nomination for the

Fall 1970 Review.

Robert W. Sheay

Robert W. Sheay
Secretary, Clandestine Service
Career Service Bd

*Not Promoted by
CSCS Board
Apr 70*

EYES ONLY

SECRET

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1 SERIAL NUMBER 056013										2 NAME (Last-First-Middle) BAGLEY, TENNENT H	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT						4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 27 67		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS V TO V CF TO V		V TO CF XX CF TO CF		7 FINANCIAL ANALYSIS NO CHARGEABLE 8136 1187		8 LEGAL AUTHORITY (Completed by Office of Personnel)					
9 ORGANIZATIONAL DESIGNATIONS DDP/EUR FOREIGN FIELD NORTHERN REGION BRUSSELS STATION						10 LOCATION OF OFFICIAL STATION BRUSSELS, BELGIUM					
11 POSITION TITLE ATTACHE CHIEF OF STATION						12 POSITION NUMBER 0296		13 CAREER SERVICE DESIGNATION D			
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS				15 OCCUPATIONAL SERIES 0136.05		16 GRADE AND STEP 03 2 16 3		17 SALARY OR RATE 16,391 \$ 21,115			
18 REMARKS FROM DDP/SB #0002 SB CONCURS PER <u>E.C. Johnson (phone 8-10-67)</u> <u>X Wash, D.C.</u> <u>DCI Approval 27 Jan 67</u>											
19A. SIGNATURE OF REQUESTING OFFICIAL WILFORD C. TAYLOR, CTE/PERS				DATE SIGNED 1/14/67		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER B. H. Bond				DATE SIGNED 8/16/67	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37		20 EMP. CT CODE 10		21 OFFICE CODING NUMERIC ALPHABETIC 44550 EUR		22 STATION CODE 16543		23 MESSAGE CODE 5		24 HOURS CODE 3	
25 DATE OF BIRTH MO DA YR 11 11 25		26 DATE OF GRADE MO DA YR		27 DATE OF LEI MO DA YR		28 NTE EXPIRES MO DA YR		29 SPECIAL REFERENCE 1-ESA 2-11CA 3-NONE		30 RETIREMENT DATA CODE	
31 VET PREFERENCE CODE 0-NONE 1-5 PT 2-10 PT		32 SERV COMP DATE MO DA YR		33 LONG. COMP. DATE MO DA YR		34 TAXES CATEGORY CODE 1-YES 2-NO		35 FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		36 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO	
37 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		38 LEAVE CAT CODE		39 FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		40 STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		41 SOCIAL SECURITY NO		42 SECURITY REQ NO	
43 POSITION CONTROL CERTIFICATION Plan: SB!						44 DDP APPROVAL 8-18-67 Am W B.H.-Bond			45 DATE APPROVED 11/6/67		

FORM 1152 USE PREVIOUS EDITION

P SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

(4)

SECRET

1. NAME (Last, First, Middle) BAGLEY, Tennent H.		2. DATE OF BIRTH Nov. 11 1925		3. GRADE GS-16	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover (if lateral assignment)) DDP/SB		5. PRESENT POSITION DC/SB		6. EMPLOYEE EXTENSION 7438	
7. PROPOSED STATION Brussels		8. PROPOSED POSITION (Title, Number, Grade) COM 0296			
9. TYPE OF COVER AT NEW STATION Integree		10. ESTIMATED DATE OF DEPARTURE 25 Aug 67		11. NO. OF DEPENDENTS TO ACCOMPANY four	
12. COMMENTS 89's attached to OMS copies 259 a forwarded direct. Subject on TDY standby until November 1967. Request evaluation for above PCS.					
13. DATE OF REQUEST 28 July 1967		14. SIGNATURE OF REQUESTING OFFICIAL <i>Marge Grostephan</i> Marge Grostephan		15. ROOM NUMBER AND BUILDING 4B-01 Hqs.	
				16. EXTENSION 6913	
17. OFFICE OF MEDICAL SERVICES DISPOSITION					
18. OFFICE OF SECURITY DISPOSITION					
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS FELT Chairman, Overseas Candidate Review Panel					
REQUEST FOR PCS OVERSEAS EVALUATION					

SECRET

CD, P. 1576

19 JAN 1967

MEMORANDUM FOR: Director of Central Intelligence
THROUGH : Deputy Director for Plans
SUBJECT : Appointment of Mr. Tennent H. ~~Bagley~~
as Chief of Station, Brussels, Belgium

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

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

Rolfe Kingsley
Rolfe Kingsley
Chief
European Division

1 Attachment
Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

[Signature]
Deputy Director for Plans

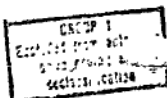
25 Jan 67
Date

The recommendation in paragraph 1 is APPROVED:

[Signature]
Director of Central Intelligence

27 JAN 1967
Date

SECRET



SECRET

3 October 1966

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

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

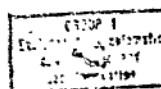
1. Mr. Bagley was promoted to GS-16 on 6 June 1965. At that time he was Chief, CI Group, SR Division. On 1 September 1965 he was appointed Deputy Division Chief, SR Division. As his fitness reports attest, his performance in that position was outstanding and when in May 1966 the Soviet Bloc Division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

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

David E. Murphy
David E. Murphy
Chief, Soviet Bloc Division

*Not Approved by
CSCS Board*

SECRET



SECRET

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
				27 December 1966	
1. SERIAL NUMBER 056043 BAGLEY, TENNENT H.					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 12 1 66		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V C TO V XXX C TO C			7. FINANCIAL ANALYSIS NO CHARGEABLE 7134 0573 0000		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP SB DIVISION OFFICE OF THE CHIEF			10. LOCATION OF OFFICIAL STATION WASHINGTON D.C.		
11. POSITION TITLE POL OFFICER 2ND SEC OPS OFFICER - D DIV CH (SG)			12. POSITION NUMBER 0002		13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SYMBOLS (See I.D. 11.1) FSS GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 01 1 16 2		17. SALARY OR RATE 15,841 \$ 20,745
18. REMARKS					
19A. SIGNATURE OF REQUESTING OFFICIAL E.C. SCHNEIDER, C/SP/PERS					
DATE SIGNED 12/27/66		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Rushmore		DATE SIGNED	
SPACE ALLOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37	20. EMP. SA. CODE 10	21. DATE CODING 12/10/66	22. STATION CODE 56	23. INTER. CODE 5013	24. HOSTS CODE 1
25. DATE OF BIRTH 11/11/05	26. DATE OF GRADE NO DA. YR.	27. DATE OF LEI NO DA. YR.	28. SECURITY 912 NO	29. SEX M	
30. NET EXPENSE MO. DA. YR.	31. SPECIAL RESPONSE 1-NO 2-YES 3-NONE	32. RETIREMENT DATA CODE	33. SEPARATION DATA CODE TYPE	34. CORRECTION/CANCELLATION DATA MO DA YR.	EOD DATA
35. VET PREFERENCE CODE	36. SERV. / EMP. DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CODE	39. REG. HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA CODE	44. STATE TAX DATA CODE	45. DATE APPROVED 30 DEC 1966	

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND
DECLASSIFICATION

D 48

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED	
1. SERIAL NUMBER 056043										15 June 1966	
2. NAME (Last-First-Middle) BAGLEY, TERENCE H.											
3. NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 03 66		5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS		V TO V OF TO V		V TO OF OF TO OF		7. COST CENTER NO. CHARGE ABLE 6134-0573		8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-643 Sect. 203			
9. ORGANIZATIONAL DESIGNATIONS DDP/SR						10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, FS, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP 16		17. SALARY OR RATE 5			
18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.											
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL				DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE		23. INTEGREE CODE		24. ACQUISITION CODE	
25. DATE OF BIRTH MO. DA. YR.		26. DATE OF GRAD MO. DA. YR.		27. DATE OF LEI MO. DA. YR.		28. SPECIAL REFERENCE		29. RETIREMENT DATA 1-CSE 2-TILA 3-NONE		30. SEPARATION DATA CODE	
31. YRS. PREFERENCE		32. SERV. COMP. DATE MO. DA. YR.		33. LONG COMP. DATE MO. DA. YR.		34. CAREER CATEGORY CAP. RES. PROJ. TEMP.		35. CORRECTION CANCELLATION DATA MO. DA. YR.		36. SECURITY OR. NO.	
37. PREVIOUS GOVERNMENT SERVICE DATA CODE 1-NO PREVIOUS SERVICE 2-NO GOV. SERVICE 3-BEHALF OF SERVICE (SEE PARA 3.1) 4-BEHALF OF SERVICE (MORE THAN 3 YEARS)		38. LEAVE CAT. CODE		39. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO		40. NO. TAX EXEMPTIONS		41. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO		42. NO. TAX STATE CODE	
43. POSITION CONTROL CERTIFICATION						44. APPROVAL DATE APPROVED					

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1-64

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

DD/P 6-1089

16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT : Appointment of a Clandestine Services
Career Trainee Selection Board

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

Robert Anderson	-	Member
<u>Tennant Bagley</u>	-	Member
Bruce Cheever	-	Chairman
Lewis Lapham	-	Member
Edward Ryan	-	Member

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

3. In interviewing the CT candidate The Board will:

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

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

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

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S E C R E T

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d. Attempt to determine the following:

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

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

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

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

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

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

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

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

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

S E C R E T

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

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


Desmond FitzGerald
Deputy Director for Plans

Distribution:

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

SECRET

SECRET
(When Filled In)

14 July 1966

MEMORANDUM FOR: Mr. Tennent H. Bagley
THROUGH : Head of CS Career Service
SUBJECT : Notification of Designation as a Participant in
the CIA Retirement and Disability System

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


Emmett D. Echols
Director of Personnel

SECRET

GROUP 1
Excluded from automatic
downgrading and declassification

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1 SERIAL NUMBER 056043				2 NAME (Last-First-Middle) BAGLEY, TENNENT H.	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 01 65		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS V TO V CF TO V XX CF TO CF			7 COST CENTER NO. CHARGEABLE 6134-0573		8 LEGAL AUTHORITY (Completed by Office of Personnel)
9 ORGANIZATIONAL DESIGNATIONS DDP SR DIVISION OFFICE OF THE CHIEF			10 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11 POSITION TITLE POL OFFICER 2nd SEC OPS OFFICER -D DIV CH			12 POSITION NUMBER 0002		13 CAREER SERVICE DESIGNATION D
14 CLASSIFICATION SCHEDULE (GS, LS, etc.) FSR GS		15 OCCUPATIONAL SER. 0136.01		16 GRADE AND STEP 04 2 16 1	
17 SALARY OR RATE 12,495 - \$18,935 -					
18 REMARKS REPLACING MR. SIDNEY A. STEIN <i>who is transferring to WE/Ottawa.</i> FROM: SR, COUNTERINTELLIGENCE GROUP OFFICE OF THE CHIEF POSITION NO. 0985					
Received 23 6000					
18A. SIGNATURE OF REQUESTING OFFICIAL E C JOHNSON C/SR/PERS		DATE SIGNED 9/1/65		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL DATE SIGNED 9/2/65	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC	22 STATION CODE	23 INTERIE CODE	24 HQ/IES CODE
25 DATE OF BIRTH MO. DA. YR. 11 11 25	26 DATE OF GRADE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.	28 DATE OF RET. MO. DA. YR.	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-ESA 2-FICA 3-NONE
31 VET PREFERENCE CODE 3-NONE 1-5 PT 2-10 PT	32 SER. COMP DATE MO. DA. YR.	33 LONG COMP DATE MO. DA. YR.	34 CAREER CATEGORY CODE EAG FSY PRO TEMP	35 FEEDBACK INSURANCE CODE 3-BRIVER 1-YES	36 SOCIAL SECURITY NO.
37 PREVIOUS GOVERNMENT SERVICE DATA CODE 1-NO PREVIOUS SERVICE 2-NO REPEAT IN SERVICE 3-REPEAT IN SERVICE (LESS THAN 3 YEARS) 4-REPEAT IN SERVICE (MORE THAN 3 YEARS)	38 LEAVE CAT CODE	39 FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	40 STATE TAX DATA FORM EXECUTED 1-YES 2-NO	41 NO TAX STATE CONC. 1-YES 2-NO	42 NO TAX STATE CONC. 1-YES 2-NO
43 POSITION CONTROL CERTIFICATION			44 OP APPROVAL DATE APPROVED		

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

(U.S. Form 101)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 16 March 1965	
1. SERIAL NUMBER 056043		2. NAME (Last-First-Middle) BAGLEY, Tennent H.									
3. NATURE OF PERSONNEL ACTION PROMOTION					4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 6 6 65			5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS		V TO V CF TO V		V TO CF CF TO CF		7. COST CENTER NO. CHARGE 5134-0573-6100		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP SR DIVISION SR-02 OR COUNTERINTELLIGENCE GROUP OFFICE OF THE CHIEF					10. LOCATION OF OFFICIAL STATION WASH., D.C.						
11. POSITION TITLE Pol Officer And Sec OPS OFFICER DC CH					12. POSITION NUMBER 0905		13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (G.S., F.R., etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 0-1 2 16 1		17. SALARY OR RATE 12,445 \$ 12,935					
18. REMARKS cc: Payroll											
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE OFFICER Robert W. Stearns SAC CSCS Bld.		DATE SIGNED 17 March 1965			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LST MO. DA. YR.		
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1- CSC 2- FICA 3- NONE		31. SEPARATION DATA CODE	32. CORRECTION-CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY DEU NO		34. SEN			
35. VET. PREFERENCE CODE 0- NONE 1- 5 YR 2- 10 YR	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.		38. CAREER CATEGORY CODE	39. REG. HEALTH IMP. REAS. CODE	40. SOCIAL SECURITY NO					
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0- NO PREVIOUS SERVICE 1- NO BREAK IN SERVICE 2- BREAK IN SERVICE (LESS THAN 3 YEARS) 3- BREAK IN SERVICE (MORE THAN 3 YEARS)				42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1- YES 2- NO	44. STATE TAX DATA CODE 1- YES 2- NO		45. STATE TAX DATA CODE 1- YES 2- NO			
46. POSITION CONTROL CERTIFICATION					47. APPROVAL <i>[Signature]</i>			DATE APPROVED 1 June 65			

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET
EYES ONLY

27 October 1964

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

SUBJECT: Tennent H. Bagley
Promotion to GS-16

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

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

SECRET
EYES ONLY

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

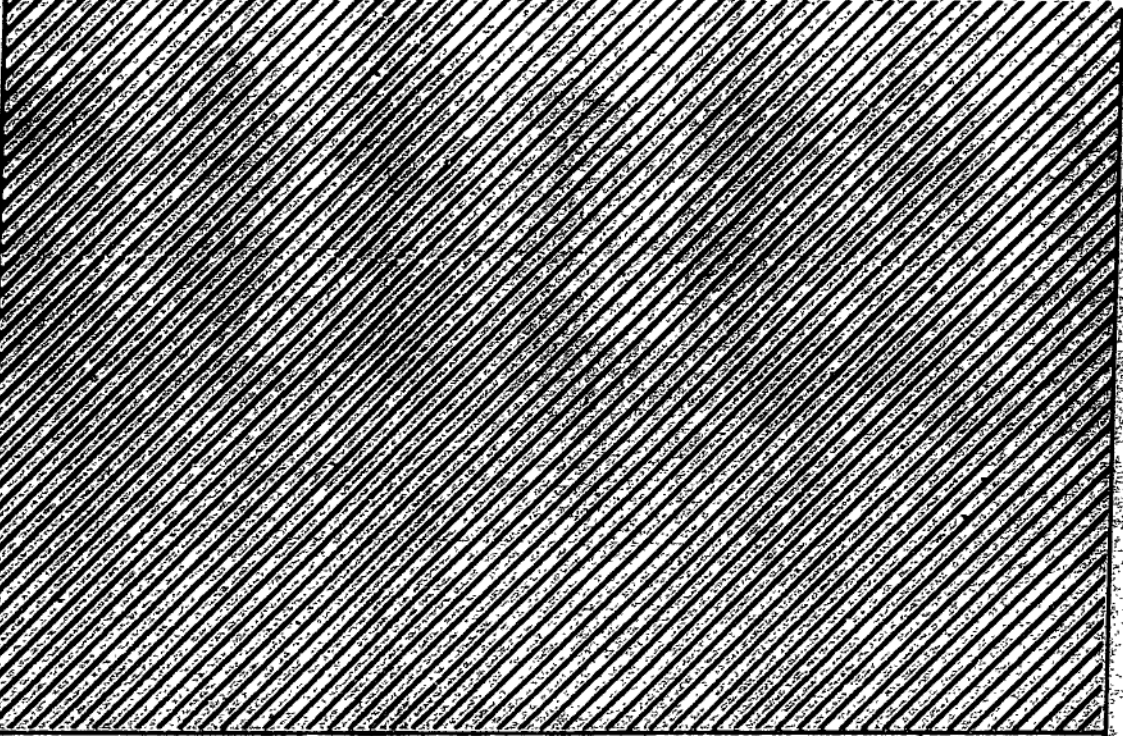
3. Mr. Bagley's record to date reveals a high degree of specialization in counterespionage yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of Soviet operations have been invaluable particularly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

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

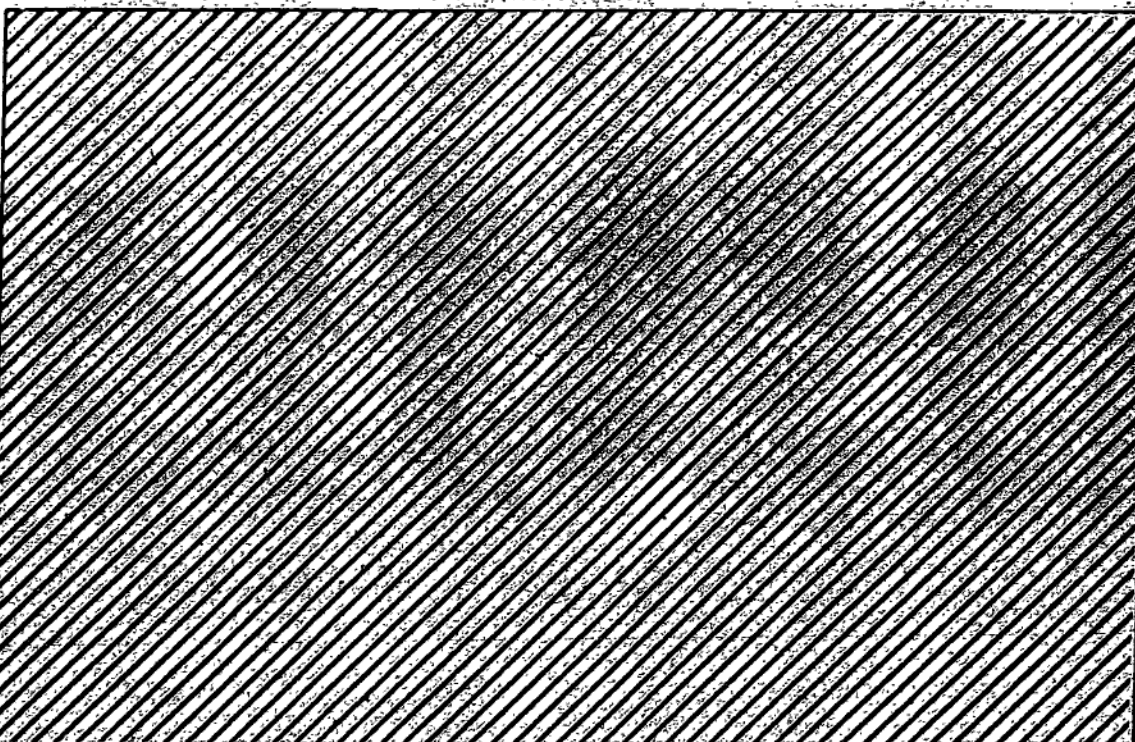
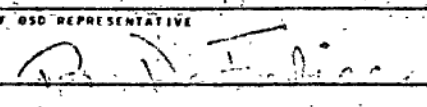
David E. Murphy
David E. Murphy
Chief, SR Division

SECRET
EYES ONLY

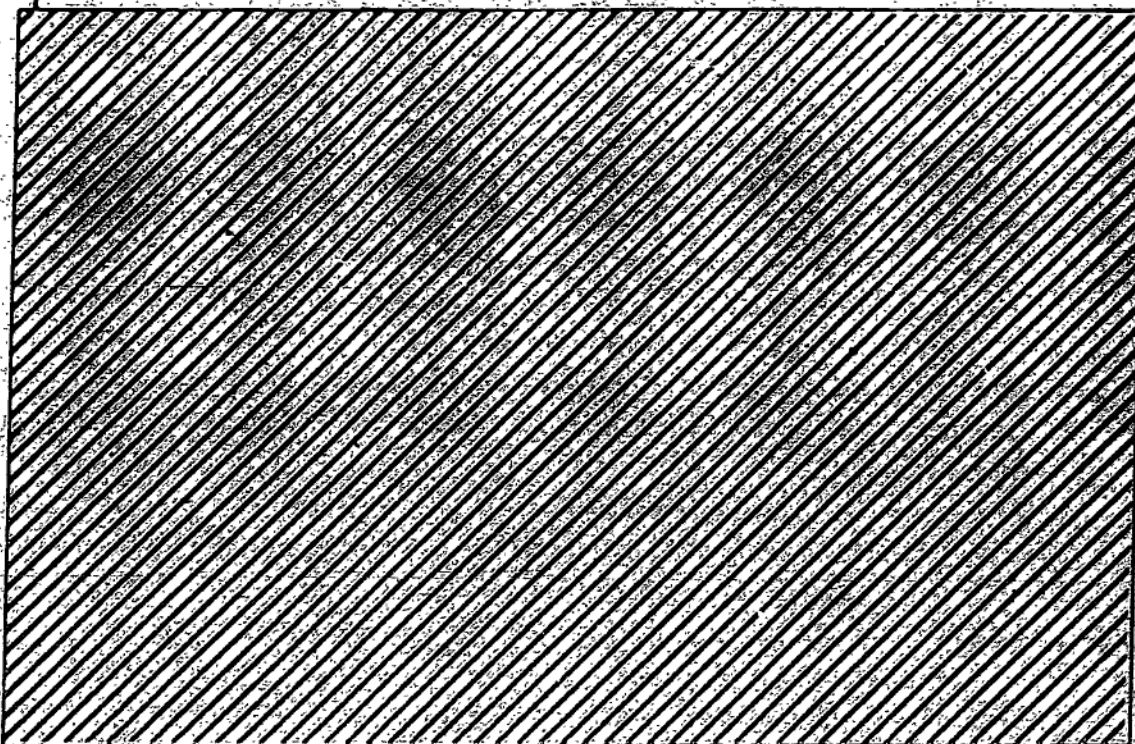
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NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT	CLAIM NUMBER
Bailey, James H.	<u>James H. Bailey</u> , wife	63-11-6
There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>as a result of</u>. <u>him, etc.</u> This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.		
DATE OF NOTICE	SIGNATURE OF AGENT REPRESENTATIVE	
MAR 1964	<u>B. Detamore</u>	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		

SECRET
(When Filled In)

		
NAME OF EMPLOYEE (Last-First-Middle) Bagley, Thomas E.	NAME AND RELATIONSHIP OF DEPENDENT Maria, wife	CLAIM NUMBER 63-116
There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on <u>10 March 1961</u> Fln, etc. This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.		
DATE OF NOTICE 13 February 1963	SIGNATURE OF OSD REPRESENTATIVE 	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		

SECRET
(When Filled In)



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

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 2 January 1963. Tonsillotomy.

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

DATE OF NOTICE

SIGNATURE OF BSO REPRESENTATIVE

13 February 1963

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

DODS 63-397

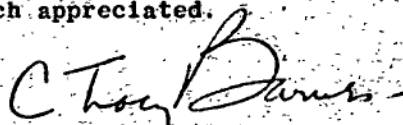
10 October 1963

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

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

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

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


C. TRACY BARNES
Chief, DODS

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(When Filled In)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED 5 October 1962	
1. SERIAL NUMBER 056013		2. NAME (Last-First-Middle) BAGLEY, TENNENT H.									
3. NATURE OF PERSONNEL ACTION Reassignment					4. EFFECTIVE DATE REQUESTED MONTH 10 DAY 1 YEAR 1962		5. CATEGORY OF EMPLOYMENT Regular				
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE 3134 1000 1000		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
CF TO V		☒ CF TO CF									
9. ORGANIZATIONAL DESIGNATIONS DDP/SR Chief, Operations and Plans Counterintelligence Branch Office of the Chief					10. LOCATION OF OFFICIAL STATION Washington, D. C.						
11. POSITION TITLE Pol Officer 2nd Sec Ops Officer (Br Ch)					12. POSITION NUMBER 578		13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) FSR GS		15. OCCUPATIONAL SERIES 15 0136.01		16. GRADE AND STEP GS 15		17. SALARY OR RATE 9620 13730 14,565					
18. REMARKS From DDP/EE/Switzerland Sta/slot 1586. Copy to Office of Security. Due to report to SR of 10/22/62. Recorded by CSPD <i>DM</i> Concur <i>Pickard & Wain</i> <i>EE PERS</i>											
19a. SIGNATURE OF REQUESTING OFFICIAL <i>[Signature]</i> ANDREW L. BUSBY, C/SR/PERSONNEL				DATE SIGNED 29 Oct 62		19b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>[Signature]</i>					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 37 10		20. OFFICE CODE 1080 SR		21. STATION CODE 75013		22. INTEREST CODE 1		23. DATE OF BIRTH 11/11/25			
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569. DATE OF DEATH		570. DATE OF DEATH		571. DATE OF DEATH		572. DATE OF DEATH		573. DATE OF DEATH			
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609. DATE OF DEATH		610. DATE OF DEATH		611. DATE OF DEATH		612. DATE OF DEATH		613. DATE OF DEATH			
614. DATE OF DEATH		615. DATE OF DEATH		616. DATE OF DEATH		617. DATE OF DEATH		618. DATE OF DEATH			
619. DATE OF DEATH		620. DATE OF DEATH		621. DATE OF DEATH		622. DATE OF DEATH		623. DATE OF DEATH			
624. DATE OF DEATH		625. DATE OF DEATH		626. DATE OF DEATH		627. DATE OF DEATH		628. DATE OF DEATH			
629. DATE OF DEATH		630. DATE OF DEATH		631. DATE OF DEATH		632. DATE OF DEATH		633. DATE OF DEATH			
634. DATE											

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)		13 SEPTEMBER 1962	
056043		BAGLEY, Tennent H.			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT
Promotion			MONTHS DAY YEAR 09 16 62		Regular
6. FUNDS			7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)
☒ V TO V ☐ V TO CP ☐ CP TO V ☐ CP TO CP			3139 \$500 1065		
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP/EE Switzerland Station Office of the Chief			Bern, Switzerland		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
Ops Officer (2nd Secty)			1586		D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP
FSR GS (16)			0136.01		05 0 15 1
17. SALARY OR RATE			9055 13730		
18. REMARKS					
PRA - 20-21-C (1) in order to complete a tour year tour of duty					
Recorded by CSPD JH					
19. SIGNATURE OF REQUESTING OFFICIAL		DATE SIGNED		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICIAL	
Margaret E. McKenney, C/PA/ERS		9-13-62		9/14/62	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE		21. OFFICE CODING		22. STATION CODE	
22 IC		54600 EE		69007	
23. SPECIAL REFERENCE		24. RETIREMENT DATA		25. SEPARATION DATA	
80		1 - CSC 2 - FICA 3 - NONE		32. CORRECTION/CHANGE	
26. SERV. COMP. DATE		27. LONG. COMP. DATE		28. CAREER CATEGORY	
29. SERV. COMP. DATE		30. LONG. COMP. DATE		31. HEALTH INSURANCE	
32. SOCIAL SECURITY NO.		33. SOCIAL SECURITY NO.		34. SOCIAL SECURITY NO.	
35. PREVIOUS SERVICE DATA		36. LEAVE, EXT. CODE		37. FEDERAL TAX DATA	
38. LEAVE, EXT. CODE		39. FEDERAL TAX DATA		40. STATE TAX DATA	
41. POSITION CONTROL CERTIFICATION		42. O.P. APPROVAL		DATE APPROVED	
43. POSITION CONTROL CERTIFICATION		44. O.P. APPROVAL		9/14/62	

25 FEB 1961

S E C R E T

MEMORANDUM FOR: Director of Personnel

SUBJECT : BAGLEY, Tennent H.
Foreign Service Cover Promotion

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

Joseph M. Adams
JOSEPH M. ADAMS
Chief,

~~Official Cover & Liaison, CCG~~
Official Cover Branch, CCG

cc: Compensation & Tax Accounts Branch
~~ASD, Office of the Chief of Staff~~

S E C R E T

VIA: _____
(SPECIFY AIR OR SEA ROUTE)

ATTACH NO. EAVA-7068

SECRET

CLASSIFICATION

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

DATE: 12 May 1953

KAPOK

SUBJECT: GENERAL— Administrative

TEMPERATURE H. 88167

SPECIFIC— Recommendation for Promotion - ~~SECRET~~

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

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

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

4. A mature appearance,

SECRET

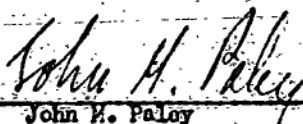
CLASSIFICATION

SECRET

EAVA-7068
page 2

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


Horton A. Woolley


John H. Paloy

Distribution

3 - EE
1 - OCH
1 - Admin
1 - File

SECRET

REQUEST FOR PERSONNEL ACTION															
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS - LOD		
556043		BAGLEY TENNENT M				Mo. Da. Yr. 11 11 25			Non-0 Code 5-Pr 10-Pr 1		M 1		Mo. Da. Yr. 07 24 50		
7. SED		8. CSC Reim.		9. CSC Or Other Legal Authority		10. Appt. Affidav.			11. FEGLI		12. LOD		13. F. No.		
Mo. Da. Yr. 04 08 17		Yes-1 Code No-2 1		50 USCA 403		Mo. Da. Yr. 04 08 17			Yes-1 Code No-2 1		Mo. Da. Yr. 07 24 50		Yes-1 Code No-2 2		

PREVIOUS ASSIGNMENT											
14. Organizational Designations					Code		15. Location Of Official Station			Station Code	
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF					5288		BERN, SWITZERLAND			69007	
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept. USStd. Frgh Code 5		POL OFF 2ND SECTY AREA OPS OFF				1585 D		FSR GS		0136.01	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 13 # 2		\$ 7100 8990		DI		Mo. Da. Yr. 11 04 156		Mo. Da. Yr. 05 04 158		8-3160 55 065	

ACTION											
27. Nature Of Action		Code		28. FH. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo. Da. Yr. 6 15 158		REGULAR		OPM			

PRESENT ASSIGNMENT											
31. Organizational Designations					Code		32. Location Of Official Station			Station Code	
					5288						
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. USStd. Frgh Code											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
14 1		\$ 10,320				Mo. Da. Yr. 6 15 158		12 1 31 57			

SOURCE OF REQUEST			
A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
C/EE/PER			
B. For Additional Information Call (Name & Telephone Ext.)			
L. Palmer #388			
CLEARANCES			
Clearance		Signature	
A. Career Board		Ronald Gage	
B. Pos. Control		Date JUN 1958	
C. Classification		D. Placement	
		E.	
		F. Approved By	
		13 1958	
Remarks			

Classify According
To Control

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle) BAGLEY, Tennent H.	3. Date Of Birth Mo Da Yr 11 11 25	4. Var. Pref. None 0 Code 10 Pt 2 /	5. Sex M	6. GS - EOD Mo Da Yr
7. SCD Mo Da Yr	8. CSC Refr Yes 1 Code No 2	9. CSC Or Other Legal Authority	10. Appt. Affidav Mo Da Yr	11. FEGLI Yes 1 Code No 2	12. LCO Mo Da Yr
					13. E-1 Yes 1 Code No 2

PREVIOUS ASSIGNMENT

14. Organizational Designations DOP/EE Switzerland Station Office of the Chief	Code	15. Location Of Official Station Bern, Switzerland	Station Code
16. Dept. Field Dept. Code Unfld. Code Frans. X	17. Position Title Area Ops. Officer	18. Position No. 1585	19. Serv. 20. Occup. Series GS 0136.01
21. Grade & Step 13 - 1	22. Salary Or Rate \$8990	23. SD 01	24. Date Of Grade Mo Da Yr 11 04 58
			25. PSL Due Mo Da Yr 05 04 58
			26. Appropriation Number 8-3160-55-065

ACTION

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

31. Organizational Designations	Code 5288	32. Location Of Official Station Bern, Switzerland	Station Code 69007
33. Dept. Field Dept. Code Unfld. Code Frans. X	34. Position Title Police Officer, 2nd Secty (When)	35. Position No. 1585	36. Serv. 37. Occup. Series FSR 0136.01
38. Grade & Step 6 -	39. Salary Or Rate \$7100	40. SD 01	41. Date Of Grade Mo Da Yr 11 04 58
			42. PSL Due Mo Da Yr 05 04 58
			43. Appropriation Number 8-3160-55-065
SOURCE OF REQUEST			
A. Requested By (Name And Title) F1/OPS/OGB/OCL		C. Request Approved By (Signature And Title) B. Eggertson Cover Officer	
B. For Additional Information Call (Name & Telephone Ext.) B. Eggertson x8104			
CLEARANCES			
Clearance	Signature	Date	Clearance
A. Career Board			D. Placement
B. Pos. Control			E.
C. Classification			F. Approved By
Remarks Standard Remarks			

U. S. J. 1957-1961

SEC 31

Classify According
To Content.

REQUEST FOR PERSONNEL ACTION												VOUCHERED to UNVOUCHERED 18 October 1957			
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref.		5. Sex		6. E9: EDD		
		BAGLEY, TENNENT H.				Mo Da Yr 11 11 25			None-0 5 Pt-1 10 Pt-2		M		Mo Da Yr		
7. SCD		8. ESC Refrm		9. ESC Or Other Legal Authority		10. Agmt Affidav			11. FEGLI		12. LCD		13. Willing to Relinquish		
Mo Da Yr		Yes-1 No-2				Mo Da Yr			Yes-1 No-2		Mo Da Yr		Yes-1 No-2		

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/EE Poland Branch FI Operations Section						Washington, D.C.					
16. Dept. Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
DDP-EE Usfld- Frans-		I.O. (FI)		118		GS		0136.51			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
13 1		\$ 8990.00		DI		Mo Da Yr		Mo Da Yr		8-3100-20	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Date	
REASSIGNMENT * <i>V to UV</i>				12/15/57		REGULAR					

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/EE Switzerland Station Office of the Chief				5277		Bern, Switzerland				69007	
33. Dept. Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
DDP-EE Usfld- Frans-xx		Area Ops Off.		1585 * 14 12		GS		0136.01			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
13 1		\$				11/04/56		05/04/58		8-3160-55-065	

SOURCE OF REQUEST

A. Requested By (Name And Title)		C. Request Approved By (Signature And Title)	
C/EE/PER <i>Carl D. [Signature]</i>		[Signature] 23 OCTOBER 1957	
B. For Additional Information Call (Name & Telephone Ext.)			
E. MacLure, 3884			

CLEARANCES

Clearance	Signature	Date	By Clearance	Signature	Date
A. Career Board			D. Placement	<i>[Signature]</i>	
B. Pos. Control	<i>[Signature]</i>	12/19/57	E.		
C. Classification			F. Requested By	Robert W. Shoay	5/10/57

Remarks: Transfer from VOUCHERED to UNVOUCHERED. W-1 & D-1-a forms attached.
Two copies of action sent to Security.
* New established position.

See Com by [Signature] 10/28/57

SECRET

~~SECRET~~

TO: Registrar, Office of Training

I certify that I completed the Cable Writing Refresher No. 4
on MAY 2 1956.

T. H. BAGLEY ✓
Name (Please Print)

EE
Staff or Division

~~SECRET~~

REQUEST FOR OFFICIAL PERSONNEL FOLDER
(SEPARATED EMPLOYEE)

1. DATE OF REQUEST

7/17/57

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

SECTION I—TO BE COMPLETED BY REQUESTING OFFICE

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

2. NAME (Last, first, middle)

BAGLEY, TERENCE H.

3. NAME UNDER WHICH FORMERLY EMPLOYED FEDERALLY
(If other than item 2)

4. DATE OF BIRTH

11/11/28

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

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

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

6. PERSONNEL FOLDER ACTION (Check appropriate box)

☒ a. CURRENTLY EMPLOYED: REQUEST TRANSMISSION OF FOLDER COVERING PREVIOUS FEDERAL EMPLOYMENT FOR PERMANENT RETENTION

☐ b. REQUEST TRANSMISSION OF FOLDER FOR TEMPORARY USE

☐ c. CONSOLIDATE ATTACHED PAPERS WITH OFFICIAL PERSONNEL FOLDER PREVIOUSLY FORWARDED

7. REMARKS

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

a. ☐ a. CONSOLIDATE ATTACHED PAPERS WITH FOLDER PREVIOUSLY FORWARDED

☐ b. FOLDER ENCLOSED

☐ c. FOLDER NOT LOCATED

☐ d. FLAGGED, FOLDER TO BE FORWARDED WHEN LOCATED

☐ e. FOLDER PREVIOUSLY REQUESTED IS ENCLOSED

☐ f. FOLDER FORWARDED ON A LOAN BASIS IN LIEU OF INFORMATION REQUESTED. IF EMPLOYEE IS REHIRED, FOLDER SHOULD BE RETAINED BY YOUR AGENCY

9. REMARKS

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

TO:
ADDRESS:

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

ATTN:

SECRET

1. AND FORM 52 PREP. & DATED BY THE 2. CIVIL SERVICE COMMISSION APPOINTING OFFICE - FEDERAL, POST OFFICE, MARINE, DISTRICT, ETC.		REQUEST FOR PERSONNEL ACTION		VOUCHERED	
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.					
1. NAME (Mr., Miss, Mrs. - One given name, initial(s) and surname) MR. TERENCE H. BAGLEY		2. DATE OF BIRTH 11 Nov 1925		3. REQUEST NO.	
4. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT		5. EFFECTIVE DATE & PROPOSED:		6. DATE OF REQUEST 26 Apr 57	
7. POSITION (Specify whether establish, change grade or title, etc.)		8. APPROVED:		9. C. S. OR OTHER LEGAL AUTHORITY	
FROM - I.O. (CI) BO-216 GS-0136-53-13 \$8990.00 DDP/EE Poland Branch CE Section Washington, D.C.		10. POSITION TITLE AND NUMBER 11. SERVICE GRADE AND SALARY 12. ORGANIZATIONAL DESIGNATIONS 62730 13. HEADQUARTERS		TO - I.O. (FI) BO-118-13 GS-0136-51-13 \$8990.00 DDP/EE Poland Branch FI Operations Section Washington, D.C.	
☐ FIELD ☒ DEPARTMENTAL		☐ FIELD ☒ DEPARTMENTAL		14. FIELD OR DEPARTMENTAL	
A. REMARKS (Use reverse if necessary) Vice Norbert A. Shepanek being reassigned.					
B. REQUESTED BY (Name and title) <i>E. MacLure/3884</i>		C. REQUEST APPROVED BY <i>RW Adams</i> Signature: <i>es/cso</i> Title:		D. REQUEST APPROVED BY <i>RW Adams</i> Signature: <i>es/cso</i> Title:	
15. VETERAN PREFERENCE NONE WWII OTHER S. PT. 10 POINT CREAB OTHER ☒					
16. POSITION CLASSIFICATION ACTION NEW VICE I. A. REAL SD-DI					
17. SEX FROM 7-3100-20 M W TO Same		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes		19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSION UNIT) ☐ CLAIMED ☐ PROVED STATE:	
20. STANDARD FORM 50 REMARKS					
21. CLEARANCES A. B. CEIL. OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL. E.		INITIAL OR SIGNATURE <i>Max C. Wier</i> <i>RW</i>		DATE 5/2/57 1 May	
REMARKS: Max C. Wier SECRET RW Adams 1 May 57					

SECRET

SECRET

CUMULATIVE TRAINING RECORD					DATE 2 Oct 56	
NAME Mr. Tennant H. Bagley			PROJECTED PERSONNEL ACTION			
			PROMOTION		REASSIGNMENT	
			OTHER (Explain)			
FROM: I.O. 08-12, EE, Washington			TO: I.O. 08-13, EE, Washington		AOS.	
N	COURSE	DATE TAKEN	X	OTHER TRAINING COURSES	DATE TAKEN	REMARKS
	BIG(CSI), ALSO	8-1-50				1. CONSTRUCTIVE CREDIT (CC) HAS BEEN AUTHORIZED FOR COURSES SO MARKED BASED UPON SUBJECT'S PREVIOUS ☐ BACKGROUND ☐ EXPERIENCE ☐ TRAINING.
	BIC, BIC, BIC, BIC					
	BTP AND BIC					2. SUBJECT HAS COMPLETED TRAINING OR RECEIVED CONSTRUCTIVE CREDIT AS SHOWN AT THE LEFT.
	BTP II, ALSO CC	11-30				
	BTP III, ALSO					STAFF TRAINING OFFICER COMMENTS: ☐ A. THIS ☒ DOES ☐ DOES NOT MEET MINIMUM TRAINING STANDARDS RE QUALIFICATION FOR THE PROJECTED ACTION. ☐ B. SUBJECT IS CURRENTLY ENROLLED IN COURSES MARKED WITH AN S, THE COMPLETION OF WHICH WILL SATISFY MINIMUM STANDARDS. ☐ C. UNLESS SUBJECT HAS HAD PREVIOUS HQ OR FIELD EXPERIENCE, WHICH CAN BE ACCEPTED IN LIEU OF TRAINING, SUBJECT SHOULD BE REQUIRED TO TAKE ☐ QUALIFYING ☐ REFRESHER TRAINING AS CHECKED AT THE LEFT.
	AIC, AIC, AIC AND CBI	10-1-50				
	PD, ALSO PM I					5. SUBJECT'S CURRENT TRAINING IS NOT SUFFICIENT TO QUALIFY FOR THE PROJECTED ACTION. SUBJECT SHOULD BE REQUIRED TO TAKE ☐ QUALIFYING ☐ REFRESHER TRAINING AS CHECKED AT THE LEFT.
	II, III AND RAFT					
	ITC ALSO CI					SIGNATURE OF STAFF TRAINING OFFICER <i>[Signature]</i>
	TECH					
	ADMIN					The above projected personnel action has been ☒ approved ☐ disapproved by the Career Service Board. Additional training as indicated above has been recommended by the Training Officer to satisfy requirements of the proposed personnel action. Please schedule these courses as soon as possible through your Division Training Officer who will coordinate with the Senior Staff Training Officer.
	SIC					
	SUP					DATE <i>2 OCT 56</i>
	STA					
	RPT					SIGNATURE OF CAREER MANAGEMENT OFFICER <i>[Signature]</i>
	DB					
	OSC (CSI)					FORM NO. 59-77 1 JAN 54
	E & E					
	CPW					PREVIOUS EDITION 59-77 AUG 1953 WHICH MAY BE USED
	WPSOC					
	CPO					SECRET
	STA					
	CEW					(2-4-55)
	IT					
	GW					
	SAG					
	AO					
	MO					
	SUR					
	REFOT					
	BOC					
	LOGAS					
	S/W					
	F & S					
	SAF					

TO: Personnel Officer,

O. Danish

FROM: Career Management Officer

ROBERT A. SHELLEY

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

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

DATE

SIGNATURE OF CAREER MANAGEMENT OFFICER

STANDARD FORM 52
PROPERTY OF THE
U. S. GOVERNMENT
REPRODUCTION
PROHIBITED
EXCEPT BY
WRITTEN AUTHORITY

REQUEST FOR PERSONNEL ACTION

SECRET

VOICED

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

1. NAME (Mr., Mrs., Miss - One given name, initials, and surname) MR. TENNETT H. BAGLEY	2. DATE OF BIRTH 11 Nov. 1925	3. REQUEST NO.	4. DATE OF REQUEST 11 Nov. 56
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify: new appointment, promotion, separation, etc.) PROMOTION & NAME CHANGE		6. EFFECTIVE DATE A. PROPOSED ASAP	7. U.S. OFFICE LEGAL AUTHORITY
8. POSITION (Specify: whether vacation, change grade or title, etc.)		9. APPROVED:	

FROM— I.O. (CI) OS-0136.53-12 BD-216-12 \$7785.00 DDP/EE Poland Branch CE Section Washington, D.C.	TO— I.O. (CI) OS-0136.53-13 BD-216 \$8990.00 DDP/EE Poland Branch CE Section Washington, D.C.		
10. POSITION TITLE AND NUMBER	11. SERVICE GRADE AND SALARY	12. ORGANIZATIONAL DESIGNATION	13. HEADQUARTERS
14. FIELD OR DEPARTMENTAL		15. FIELD OR DEPARTMENTAL (02)	

A. REMARKS (Use reverse if necessary):
* Subject has been receiving his checks under the ~~xx~~ ^{given} ~~xxxxx~~ name of Tennett. Please change to the corrected spelling, as shown above.

9. REQUESTED BY (Name and title) John A. Bagley C/EE	D. REQUEST APPROVED BY Signature: [Signature] Title: 230456
10. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) 5884/Ca Danish	

13. VETERAN PREFERENCE NONE WWII OTHER 5 PT. 10 POINT CISAB OTHER X	14. POSITION CLASSIFICATION ACTION NEW VICE I A. REL. SD-01			
15. SEX M	16. APPROPRIATION FROM 7-3100-20 TO S:310	17. SUBJECT TO C.S. RETIREMENT ACT (YES-NA) Yes	18. DATE OF APPOINTMENT ESTABLISHED (YES-NA) ASAP	19. LEGAL RESIDENCE STATE: CA

20. STANDARD FORM 50 REMARKS			
------------------------------	--	--	--

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL	[Signature]	10/1/56	
C. CLASSIFICATION			
D. PLACEMENT OR ENPL.			
E.			

22. APPROVED BY [Signature]	23. SECRET	24. FOR 751-1111, p. 2602432
---------------------------------------	------------	------------------------------

SECRET

5 August 1956

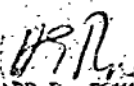
MEMORANDUM FOR: EE/Personnel

SUBJECT: Promotion Recommendation - Tennant H. Bagley

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

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

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


HOWARD E. RYAN
Chief, EE/P

SECRET

SECRET

TRANSFER FROM UNVOUCHERED TO
VOUCHERED FUNDS

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr - Miss - Mrs - One given name, initials, and surname) MR. TENNETT H. BAILEY	2. DATE OF BIRTH 11 Nov. 1925	3. REQUEST NO.	4. DATE OF REQUEST 27 Apr. 56
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Resignation, transfer, appointment, promotion, separation, etc.) REASSIGNMENT		6. EFFECTIVE DATE A. PROPOSED ASAP	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED 20 MAY 1956	

FROM— Area Ops. Off. OS-0136.01-12 DUP/ES Austrian Station Operations Staff Vienna, Austria	BO(F)-657 87570-00 7715	10. POSITION TITLE AND NUMBER 11. SERVICE GRADE AND SALARY 12. ORGANIZATIONAL DESIGNATION 13. HEADQUARTERS 551350	TO— I.O. (CI) OS-0136.53-12 DUP/ES Poland Branch CE Section Washington, D.C.	BO-216-12 87570-00 7715
☒ FIELD	☐ DEPARTMENTAL	☐ FIELD OR DEPARTMENTAL	☐ FIELD	☒ DEPARTMENTAL (DI)

14. REMARKS (Use reverse if necessary)

TRANSFER FROM UNVOUCHERED TO VOUCHERED FUNDS

15. REQUESTED BY (Name and title) <i>Carl F. Taylor</i> ES/Per.		16. REQUEST APPROVED BY Signature: <i>Robert A. Shultz (WMA)</i> Title: <i>Asst. Dir.</i> 4 May 56	
17. FOR ADDITIONAL INFORMATION, CALL (Name and telephone extension) 3881/C. Danish		18. POSITION CLASSIFICATION ACTION NEW VICE I.A. REAL 80-DI	
19. VETERAN PREFERENCE NONE WWN OTHER 5 PT 10 POINT DISAD NOTICE ☒	20. DATE OF APPOINTMENT AFFIDAVIT (Accessions only) 5/1/56		
21. SEX RACE M W	22. APPROPRIATION FROM: 6-3110-55-016 TO: 6-3100-20	23. SUBJECT TO C. S. RETIREMENT ACT. (YES-NO) YES	24. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE: Calif.

25. STANDARD FORM 50 REMARKS

26. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. CIVIL OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E			

F. APPROVED BY

SECRET

Shultz 5/1/56

SECRET

Chief of Operations, DD/P

25 May 1955

Director of Security

BAGLEY, Tennant Harrington - #38638

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

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

FOR THE DIRECTOR OF SECURITY:

Ernest P. Geiss
Chief, Personnel Security Division

Attachment:
DICI Memo dated 18 May 1955

cc: Director of Personnel

SECRET

COPI SECRET

18 May 1955

MEMORANDUM FOR THE RECORD

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

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

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

/s/

C. P. CABELL
Lieutenant General, USAF
Deputy Director

C
O
P
Y

SECRET

SECRET

O/Pers

MEMORANDUM FOR: Director of Central Intelligence

1-5801

THROUGH: : Director of Personnel
: Director of Security

SUBJECT: : BAGLEY, Kenneth A. (#33637), Area Operations Officer,
OS-13, SS Division, Request for Permission to Remain
in the Employ of the Agency After Marriage to an
Alien

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

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

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

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

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

RICHARD HENRY
Chief of Operations, OS/P

C. T. HENRY:

SIGNED

11 APR 1955

Lawrence G. Campbell
Director of Personnel

SECRET

AIR

SECRET

FAVA-8235

2 September 1954

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

Administrative/Personnel

Promotion Recommendations

K A P O E

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

(EAVA-6376, 19 March 1954) - ED Grainger
(EAVA-6661, 15 April 1954) - Julian Sackett
(EAVA-7068, 11 May 1954) - Kenneth Bage

Hector A. Fairfield

Distribution

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

SECRET

231
SECRET

APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chief, KUBARK

Sir

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

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

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

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

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

FOR THE CHIEF, KUBARK:
EXECUTIVE DIRECTOR
KUBARK SELECTION BOARD

Richard B. Butler

Tennett H. Bagley

5-52

(Signature)

19 Nov 54
(Date)

JAN 4 1955

SECRET

SECRET

EAVA-7058

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

12 May 1953

K A P O K

Administrative

Recommendation for Promotion - ~~XXXXXXXXXX~~

KENNETH F. WILBANKS

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

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

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

4. A mature appearance,

SECRET

SECRET

EAVA-7068
page 2

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

Horton A. Woolley

John W. Paley

Distribution

3 - IB
1 - OCH
1 - Admin
1 - File

SECRET

NOV 1951 35-85

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

SECRET
SECURITY INFORMATION

IN 18933

ROUTING

TO: DIRECTOR, CIA

FROM: SN REP VIENNA

ACTION: EE 6

ROUTINE

1557Z 16 SEP 53

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

VIEN 0858

TO: DIR

CITE: SVIEN

ADMIN

Tennant H. Bagley

APPROVED 15 SEPTEMBER 53.

END OF MESSAGE

SEP 21 1953
GEORGE E. BALL

*JS
Bess*

SECURITY INFORMATION

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

(44)

FORM NO : 35
NOV 1951

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16-SEP 53.

SECRET
SECURITY INFORMATION

IN 18935

ROUTING

TO: DIRECTOR, CIA

FROM: SN REP VIENNA

ACTION: EE 6

ROUTINE

1557Z 16 SEP 53

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

VIEN 0858

TO: DIR

ADMIN

CITE: SVIEN

Approved H. Bagley
APPROVED 15 SEPTEMBER 53.

END OF MESSAGE

SECURITY INFORMATION

COPY NO.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

(44)

SECRET

Security Information

Date: 2 Sept 53

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

Gentlemen:

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

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

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

2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

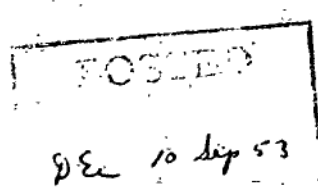
James H. Brown

Tennant H. Bagley

SECRET
Security Information

SECRET

SECURITY INFORMATION

RECORD OF TRANSPORTATION FURNISHED				DATE 20 August 1953
NAME Sennett E. Bagley		DIVISION IS		TRAVEL ORDER NO. EE-870/53
DEPARTURE DATE 3 September 1953	☒ PCS ☐ TOY	EXCESS COST, IF ANY \$ None	☐ PAID BY EMPLOYEE ☐ CHARGE TO EMPLOYEE	
TICKET NO.	COST	HOW PURCHASED	ROUTE & CARRIER	
8-9-53	\$ 373.00	STN	Payee: United States Lines U.S. United States - from New York Room 8-31 to Havre	
REMARKS: (Dependent's name with age and sex for children, indicate concurrent travel) It is requested that a carriers check be rendered.				
 8 Ec 10 Sep 53 Jay E. Henson Passenger traffic officer				
I CERTIFY that the services represented by this form constitute the lowest first class transportation available at the time the reservation was made. (If foreign ship has been reserved, the appropriate certification has been affixed to the invoice.) Date Authorized approving officer				
I CERTIFY that this voucher has been examined by me; that receipts or other substantiating data have been furnished me, or a satisfactory explanation made for the failure to furnish same; that it appears from such data that the itemized materials, services and/or expenditures were for necessary official purposes, reimbursement or payment for which is allowable under existing regulations; and that such expenditures are properly chargeable to available appropriations as indicated below.				
Date	Appropriation	Allotment	Authorized certifying officer	

NAME Tennant H. Bayly DATE 13 Aug 53

ORDERS:

TDY ✓

ICS

MODE OF TRAVEL Air

RETURNED FROM Vietnam

DATE DEPARTED 19 June 53

DATE ARRIVED U. S. 20 June 53

DATE REPORTED WASH 18 Aug 53

FUTURE PLANS See TDY & turn to post

VIA Air
(SPECIFY AIR OR SEA POUCH)

DISPATCH NO. FAVA-1939
AIN/2517

SECRET
SECURITY INFORMATION
CLASSIFICATION

TO : Chief, EE
ATTN: Thomas D. Mallally
FROM : Chief of Mission, Austria

DATE: 27 February 1953

SUBJECT: GENERAL— Administrative

SPECIFIC— Promotion for [REDACTED]

GROOVY/GRBOUNCE

BAGLEY, TENNENT H.

In [REDACTED]	
In Action [REDACTED]	
See [REDACTED] 4	✓
In [REDACTED]	
See [REDACTED]	
In [REDACTED]	
For [REDACTED]	

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

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

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

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

Morton A. Woolley
Morton A. Woolley

Henry P. Dagenham
Recommended and Approved
Henry P. Dagenham

Attachment - Job Descrip.

Distribution: 2 EE - 1 Cover
1 Grattis
FORM NO. 51-28A 1 Admin - 1 File
MAR. 1949

SECRET
SECURITY INFORMATION
CLASSIFICATION

VIA: _____
SPECIFY AIR OR SEA POUCH

DISPATCH NO. 1628

SECRET

CLASSIFICATION

TO : Chief, EE
Attn: Thomas D. Mullally
FROM : Chief of Mission, Austria SBH/MPD

DATE: 30 January 1953

SUBJECT: GENERAL: Administrative
SPECIFIC: Transferred leave - Terment M. Bagley

CRUCIAL

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

2. Subject had no break in service.

Stephen B. Hearn
Stephen B. Hearn

Attachment as noted

Distribution:

2 EE
1 Crower
1 Chatlas
1 Admin
1 File 201

CLASSIFICATION

INCOMING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

PAGE No.

FROM: VIENNA ROUTINE
TO: SPECIAL OPERATIONS 19 JUN 51
ACTION: FDM (1-2-3) IN 48599
INFORMATION: IID (4), AD/CD (5), ADMIN (6), PDC (7), CFD (8-9-10),
S/O (11-12-13)

Paraphrase Not Required. Handle as SECRET. Correspondence per Para. 51 (1) CIA AR 100-5

VIEN 5632

TO: WASHF CITE: VIENF

  ARRIVED VIENNA PCS 15 JUNE 51.

Jennett H. Bagley

TOR:

1257Z 19 JUN 51

SECRET

COPY No.

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

file

May 25, 1951

28

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

F33

INDEFINITE APPOINTMENT EO 10180

5-25-51

5-25-51

Political Officer

Assistant Attache

Vienna

FSS-9 \$4290.00

LAL-2092120

VA-138-a

INDEF

X

Sec. Sec.

X

X

X
USA

Male

Single

California

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

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

Standard Forms 84 and 87 5-25-51

Social Security No. 570 38 7705

Officer *File*

SECRET

21 May 1951

TO: Personnel Director, CIA
 VIA: ADMIN and PDC
 FROM: FIM
 SUBJECT: Tenant H. Bagley

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

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

A) Selective Service:

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

Classification: 4-A

Selective Service Number: 49 1 25 488

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

B) Marine Reserve:

Rank and Serial Number: First Lieutenant - 047506

Marine Reserve Unit: 11th Marine Corps Reserve District

3. Subject has been in the Agency since 24 July 1950 and is unusually well qualified for intelligence work in Austria. If the above permissions are granted, subject will be sent immediately to his assignment.

4 June 51
 Permission received from
 Major General & Reserve
 APPROVED
 Picked up by E. Hunsley

Hugh T. Cunningham
 Acting Chief, FIM

For the Assistant Director, Special Operations

1347
Form No. 20-2
(Rev. 1945)

OUTGOING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

Page No.

To: VIENNA
From: SPECIAL OPERATIONS

ROUTINE

15 MAY 51

CONFIRMATION: PDC (1)

OUT 51984

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

Paraphrase Not Required. Handle as SECRET Correspondence per Para. 11 (f) GSA AR-349-4

WASH 41779

TO: VIENNA

CITE: WASHF

RE: MAY-W 3292

SUBJECT OF REFERENCE IS MR. TENNETT H. BAGLEY.

H. LITTLE
RELEASING OFFICER

JSR
ORIGINATING AND COORDINATING OFFICERS

B. TWEEDY
AUTHENTICATING OFFICER

TOD:

SECRET

Copy No. /

1951Z 15 MAY 51 IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

SECRET

APR 28 1951

MEMORANDUM FOR THE SECRETARY OF STATE

ATTENTION: Mr. W. Park Armstrong, Jr.

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

Enclosure: a. Forms DES-34

b. Standard Forms 28 and 39

c. Proposed biography

1. It is requested that Mr. Tennett H. Bagley be appointed in the Foreign Service with the title of Vice Consul, DES-9, \$4,670.00, for duty in the American Legation at Vienna, Austria.

2. Mr. Bagley received his A.B. Degree from the University of Southern California and his M.A. and Ph.D. Degrees from the University of Geneva. He has had nearly a year's experience as an intelligence officer in Government service and it is believed, possesses the professional qualifications necessary for his duties as well as the qualifications expected of an American official serving abroad. He will receive from CIA a basic salary of \$4,600.00 per annum.

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

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

W. C. WINTER
Assistant Director

cc - OUP/PCV
CUM

SECRET

SECRET

TENNETT HARRINGTON BAGLEY

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

SECRET

PROPOSED BIOGRAPHY

BACLET, Tennett Harrington.--b. Annapolis, Md.,

Nov. 11, 1925; Princeton U., 1942-43; U. of S. Calif.,

A.B. 1947; U. of Geneva, M.A. and Ph.D. 1950; single.

5 March 1951

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

It is requested that necessary steps be taken to obtain

a Foreign Service designation for the following employee:

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

E. C. Dunlevy
Elizabeth C. Dunlevy
For: Chief, FDM

FORM 100-1 (Rev. 1-1-50)

No. #970 Grade 30M (ADD)
 Name Bagley, Kenneth H. S. Officer Ken Bagley Sponsor
 Title Chief, Office (Ops) Grade & Salary GS-9 \$4600.00

Request for Title from

Division

Title Requested Opel ConsulReplacement for FD-9 #4470-00Request to DIES 19 March 1951Memo to LBS 16 Feb 51 F 3638Dispatch sent 19 March 1951Trans-Memo Cable sent 12 May

Physical (State)

Clinical 23 May 51Lentils 25 May

Rest Attack (Public)

Report to Miss Cullen

Misc.

Physical & Inoculations 88-89⁰ rec'd.R. & D Report 0.1K

Contract signed

Form DSP-34 to individual

Form DSP-34 received 5 March 51

Misc.

Form 30-1 prepared

Drafting

International Certificate

Drafting Info.

Form PS-124

Application Form Info. (PS-34)

Form PS-319 Info.

Finance Division

Budget Picked up

STATE CLEARING

FOR

DATE

FILED IN

STATE FILED ORDERS

Dependents

STATE CLEARING

STATE FILED IN

SECRET

Enclosure
2/16

5 March 1951

TO: CPD
FROM: FDM
SUBJECT: Transfer of Terment H. Bagley

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

E. C. Dunlevy
Elizabeth C. Dunlevy
For: Chief, FDM

SECRET

OFFICE MEMORANDUM

TO: Chief, IAS Staff
FROM: Overseas Branch, CPD
SUBJECT: Tennant Bagley #38638

DATE: 16 February 1951

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

JOSEPH S. POFF

SECRET

(5)

File
m.d.

6 February 1951

TO: Overseas Branch
FROM: PDM
SUBJECT: Cancellation of Transportation - Tenant E.
Bagley

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

Elizabeth C. Dunlevy
For: Chief, PDM

RECEIVED
FEB 11 11 35 AM '51
OVERSEAS BRANCH

22 January 1951

TO: Overseas Branch, MD
VIA: Assistant Director, Special Operations
FROM: FIM
SUBJECT: Foreign Travel Request

1. It is requested that appropriate travel orders be issued for Mr. Tennant H. Bagley to proceed to Karlsruhe, Germany on PCS.
2. The following information is submitted for the preparation of the Foreign Travel Order:
 - a. Justification: Mr. Bagley is being sent to Germany as an Intelligence Officer, GS-9, against PCS/DAD Slot No. 53.
 - b. Availability date to commence travel: 14 March 1951.
 - c. Mode of travel: Sea
 - d. Requested deviation from most direct route and justification therefor: Subject has requested and the Division has no objection, six (6) days' annual leave in Switzerland enroute to Station.
 - e. Dependents to be authorized to travel: No
 - f. Household effects to be authorized: Yes
 - g. Shipment of personal automobile to be authorized: Yes
 - h. Special provisions: None.
 - i. Travel advance of \$100.00 is requested.

Elizabeth C. Dunlevy
For: Chief, FIM

APPROVED:

For the Assistant Director, SO

REF ID: A66666

1. Name: BAILEY, Tennant H.

Station: Karlsruhe

YTH

GROUP

X2438

Title: Intelligence Officer

Grade & Pay: GS-9 \$4600.

Eff. Trans. Date: _____

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

2. Availability Date: 13 March 1951 Type of Transfer: _____

Mode of Travel: Sea

Stoppers, Inquiries, & Remarks: _____

Dependents: _____

Effects & Baggage: _____

Travel Advance: _____

Special Provisions: _____

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

Automobile Agreement: _____

Clearance Date: 22 January 1951

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

Passport Letter: _____

Date Passport Obtained: _____

PT No.: _____

Type: _____

Date of Issue: _____

Visas: _____

Physical Requested: 22 Jan. 51 Med. Cert. Recd.: _____ Inoculations: _____

TCA Requested: _____

Cable No.: _____

TCA Rec'd: _____

Cable No.: _____

Military or Naval Orders Requested: _____

Copies Rec'd: _____

AGC Card Requested: _____

AGC Card Received: _____

Director's Appointment Scheduled for: _____

Appointment Completed: _____

Departure Notice: _____

Departure Cable: _____

Baggage Cable: _____

Authorization of effects sent: _____

Once Effects Shipped: _____

to arrive: _____

SECRET

PERSONNEL TRANSFER LETTER
(THIS IS NOT A TRAVEL ORDER)

6 January 1951

TO: Mr. Tennett W. Bagley

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

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

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

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

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

J. C. Clark
CHIEF, EMPLOYEES DIVISION

SECRET

721
0000

①

24 November 1950

TO: Employees Division
 VIA: EDO
 FROM: FDI
 SUBJECT: Tennant H. Bagley

Mr. Bagley has been recalled to active duty as a First Lieutenant in the Marine Corps with effective date 11 December 1950. The order is by letter MC-1243761 of Headquarters U. S. Marine Corps, Washington, D. C., dated 3 November 1950 and addressed to his home in La Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

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

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

Richard Hales
 Chief, FDI

Attachment

APPROVED

EDU/

6 November 1950

TO: SSD
FROM: FDM
SUBJECT: Transfer of Mr. Tennent H. Bagley

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

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

Elizabeth C. Dunlevy
Elizabeth C. Dunlevy
For: Chief, FDM

Attachment

CONFIDENTIAL

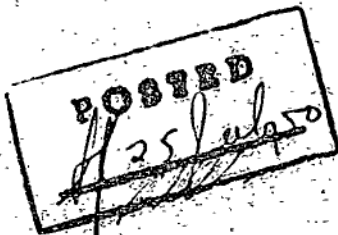
24 July 1950
(date)

I, Tennent Harrington Bagley, hereby certify the information
appearing on my Personal History Statement dated 11 May 1950
is still accurate and correct, except as follows: Terminated residence
in Ferney-Voltaire (in), France, 15 July 1940. Present address
2163 Florida Ave. NW, Washington, D.C.

Tennent H. Bagley
(signature)

CONFIDENTIAL

RESTRICTED

ENTRANCE ON DUTY RECORD		DATE 24 July 1950	
TO: Advisory Council		BUILDING South	ROOM 132
FROM: PERSONNEL OFFICER		EOD-DATE 24 July 1950	
NAME OF EMPLOYEE BAGLEY, Tennent Harrington			
POSITION TITLE Intelligence Officer		GRADE GS-9	SALARY \$4600.00 per annum
PAYROLL unvouchered funds		DUTY STATION Washington, D. C.	
DATE SECURITY CLEARED 29 August 49 Extended 28 May 1950		DATE DATA OF OFFICE ADMINISTERED 24 July 1950	
DATE PERMANENT IDENTIFICATION REQUESTED 24 July 1950		DATE FINGERPRINTED 24 July 1950	
DATE BRIEFED BY SECURITY 24 July 1950		DATE OF PHYSICAL EXAMINATION 24 July 1950	
DATE 24 MONTH AGREEMENT SIGNED Not Applicable			
EMPLOYEE'S EMERGENCY ADDRESS:		Mrs. David W. Bagley (Mother) 2006 Soledad Ave. La Jolla, California	
EMPLOYEE'S LOCAL ADDRESS:		2188 Florida Ave., N. W. Washington, D. C.	
REMARKS:			
			
SIGNATURE OF PERSONNEL OFFICER		ROBERT HATTLES	

~~SECRET~~

CONFIDENTIAL

Mr. Bannerman

17 February 1950

Employees Division

Tennent Harrington Bagley - 38638

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

ROBERT S. WATTLES

STANDARD FORM NO. 64

CONFIDENTIAL

Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Employees Division, Special Support Staff DATE: 23 February 1950
FROM : Chief, Personnel Security Branch
SUBJECT: BAGLEY, Tennent Harrington - 38638

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

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

Adv. Council
4:00 p.m. 27 Feb.
C.H.

Ernest P. Geisse
ERNEST P. GEISSE

CONFIDENTIAL

SECRET

24 August 1949

TO : IAS
ATT : Mr. Westrell
FROM : CPA
SUBJECT: Bagley, Tennent H.
Frank, John J.

1. The above-named subjects were being processed for employment with the Advisory Council on Vouchered Funds. These positions are not on unvouchered funds. The security clearances should be granted on this basis and should be forwarded to this office.

FRANK G. JARZNA

STANDARD FORM NO. 64

SECRET

Office Memorandum • UNITED STATES GOVERNMENT *file*

TO : Deputy Personnel Officer
FROM : Chief, Personnel Security Division
SUBJECT: BAGLEY, Tennent H.

DATE: 15 September 1949

38638

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

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

[Signature]
ERROL P. GEISS

SECRET

PERSONNEL ACTION REQUEST

415

also 5-17

NAME: BAGLEY, T. N. HARRINGTON		CLASSIFICATION VICE ☒ 1A ☐ VP ☐ NEW ☐ QUALIFICATION		INITIALS DMS	DATE 7-18-49
NATURE OF ACTION <i>Completed</i> Appointment to fill vacancy caused by transfer of Lawrence A. Olson, Jr.		REVIEW DATE 7-25-49		<i>Re # 1785</i> <i>CS # 1694</i> <i>12-22-47</i> <i>can. 2</i>	
EFFECTIVE DATE: As soon as possible		<i>210-911</i> <i>14-10</i> <i>6.11.64</i> <i>Ray 7-27-49</i>			
FOR SEPARATIONS, TRANSFERS OUT, AND RESIGNATIONS LAST WORKING DAY:		APPROVED:			
FOR RESIGNATIONS FROM FEDERAL SERVICE ONLY SIGNATURE OF EMPLOYEE:		SIGNATURE, EXECUTIVE DIRECTOR:			
		SIGNATURE, EXECUTIVE FOR ARMY:			
		SIGNATURE, CHIEF, PERSONNEL BRANCH:			
TITLE		FROM TO Research Analyst P-3 Intelligence Officer, []			
GRADE AND SALARY		P-3 <i>4479.60</i>			
OFFICE		Advisory Council			
BRANCH					
DIVISION					
SECTION					
OFFICIAL STATION		Washington, D. C.			
DEPT. OR FIELD		Dept. 130			
REMARKS: <i>Searched 10/25/49</i> <i>MS 14</i> <i>See reg-61</i>					
RECOMMENDED: OFFICE CHIEF, BRANCH CHIEF, OR ADMINISTRATIVE OFFICER <i>Harold M.</i> Admin. Asst., Advisory Council				DATE -2 May 1949	

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		21 June 1972	FILE NO. 970
TO: (Check)	☒ CHIEF, CONTROL DIVISION	SS NUMBER 570-38-7705	
	☐ CHIEF, CONTRACT PERSONNEL DIVISION	EMPLOYEE NUMBER 056043	
	☒ CHIEF, OPERATING COMPONENT (For action)	EUR KH	ID CARD NUMBER
ATTN:	Chief Support Staff	OFFICIAL COVER	☒ ESTABLISHED ☐ DISCONTINUED
REF:	Retirement Debriefing		
SUBJECT	BAGLEY, Tennent H.	UNIT Department of State	
KEEP ON TOP OF FILE WHILE COVER IN EFFECT			
☒ ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS	☐ CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS EFFECTIVE DATE:		
☒ BASIC COVER PROVIDED EFFECTIVE DATE EOD	SUBMIT FORM 3254 W-2 TO BE ISSUED. (NHB 20-11)		
☐ OPERATIONAL COVER PROVIDED FOR TOY OTHER (Specify)	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (NHB 20-7)		
☒ SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (NHB 20-7)	EAA: CATEGORY I CATEGORY II		
☒ SUBMIT FORM 3254 State W-2 TO BE ISSUED. (NHB 20-11)	RETURN ALL OFFICIAL DOCUMENTATION TO CCS		
☒ SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (NR 240-24)	SUBMIT FORM 2688 FOR HOSPITALIZATION CARD.		
☒ SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (NR 240-24)	DO NOT WRITE IN THIS BLOCK		
NA EAA: CATEGORY I CATEGORY II			
NA SUBMIT FORM 2688 FOR HOSPITALIZATION CARD			
REMARKS AND/OR COVER HISTORY: Subject will be denied for entire period of employment except for US Government employment applications. Forwarding address: 56, Chemin du Gros Tienne 1328-Ohain, Belgium Subject will be self-employed			
DISTRIBUTION: COPY 1 - CC COPY 2 - OPERATING COMPONENT COPY 3 - D/OS COPY 4 - CL/ISSUE COPY 5 - OF COPY 6 - CCS - FILE		RF:SS James H. Franklin CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF	

FORM 1551 USE PREVIOUS EDITION

SECRET

11-20-431

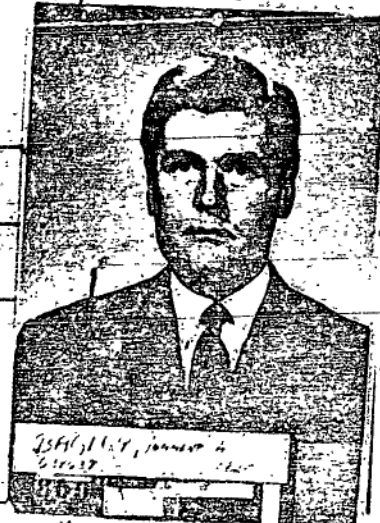
ES: 28 JUN 72

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DEF

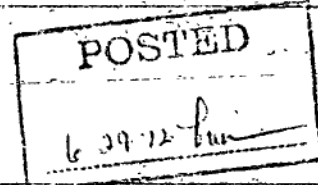
1. SERIAL NUMBER 056043		2. NAME - LAST FIRST-MIDDLE BAGLEY TENNETT H	
3. NATURE OF PERSONNEL ACTION CONV FROM FSR STATUS & RETIREMENT-INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM		4. EFFECTIVE DATE MO: 06 DA: 30 YR: 72	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X	V TO CF CF TO CF	7. Financial Analysis No Chargeable 2136 1187 (XXX)	8. CSC OR OTHER LEGAL AUTHORITY PL 86-643 SEC 235A
9. ORGANIZATIONAL DESIGNATIONS DUP/EUR DIVISION FOREIGN FIELD BENELUX AREA BRUSSELS STATION		10. LOCATION OF OFFICIAL STATION BRUSSELS, BELGIUM	
11. POSITION TITLE CHIEF OF STATION		12. POSITION NUMBER 0296	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS	15. OCCUPATIONAL SERIES 0136.05	16. GRADE AND STEP 16 6	17. SALARY OR RATE 34623
18. REMARKS			



SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. AG/OF CODE 45	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. INTEGRITY CODE	24. HONORARY CODE	25. DATE OF BIRTH MO: 11 DA: 11 YR: 25	26. DATE OF GRADE MO: DA: YR:	27. DATE OF LEI MO: DA: YR:
28. NTE EXPIRES MO: DA: YR:	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CAC 2. CIA 3. RCR 4. NONE	31. SEPARATION DATA CODE CGU(XXX)	32. CORRECTION - CANCELLATION DATA TYPE: MO: DA: YR:	33. SECURITY REQ. NO.		34. SER	
35. VET. PREFERENCE CCOR: 0 NONE 1 5 PT 2 10 PT	36. SERV COMP DATE MO: DA: YR:	37. LONG COMP DATE MO: DA: YR:	38. CAREER CATEGORY SAR: RESV PROV. TEMP.	39. PROGI/HEALTH INSURANCE CODE: CODE: 1-YES HEALTH INS. COV	40. SOCIAL SECURITY NO.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE: 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED: CODE: NO. TAX EXEMPTIONS		44. STATE TAX DATA FORM EXECUTED: CODE: NO. TAX EXEMPTIONS				

SIGNATURE OR OTHER AUTHENTICATION



FORM 566

1150
MAY 11 71

Use Previous Edition

SECRET

MLH

EXCLUDED FROM AUTOMATIC
DOWNGRADING AND
DECLASSIFICATION

(When Filled In)

1. LAST NAME FIRST NAME INITIAL(S)		2. APPOINTMENT DATA		3. TOTAL SERVICE FOR LEAVE	
BAGLEY, ROBERT		Entered on duty 7/1/71		Last of date of separation	
4. DATE AND NATURE OF SEPARATION		Subject to Sec. 203(d), 1951 Leave Act		Years Months Days	
Retirement COR EFF 6/30/72		Yes ☐ No ☐		Cesed to be subject to Sec. 203(d)	
		on Annual Leave Bal		☐ More than 15 years	
SUMMARY OF ANNUAL AND SICK LEAVE			SUMMARY OF HOME LEAVE		
(HOURS)			(DAYS)		
5. Balance from prior leave year ended 1/72			14. Date arrival abroad for HL purposes		
10 72			15. Current balance as of 6/30 19 72 59 Days		
6. Current leave year accrual through 6/21			16. 12 month accrual rate		
19 72			17. Dates leave used, prior 24 months		
7. Total			18. Monthly accrual date		
8. Reduction in credits, if any (current year)			19. Calendar days credit for next accrual date 13 Days		
9. Total leave taken			20. Date basic service period completed		
10. Balance			MILITARY LEAVE		
11. Total hours paid in lump sum 360 hrs & 2 1/2			21. Dates during current calendar yr		
12. Salary rate(s) 314.623.00			22. Dates during preceding calendar yr		
13. Lump sum leave dates			ABSENCE WITHOUT PAY		
From 7/1/72 to 9/5/72 1700			LWOP or AWOL or Purlough Suspension (Hours)		
26. Certified correct by Robert Bagley 7-14-72			23. During leave year in which separated		
(Signature) (Date)			24. During step increase waiting period which began on		
For Chief Payroll			25. During 12 month HL accrual period (dates)		
(Title) (Telephone)					

Standard Form 1150 November 1965 (15a-106)

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-11 AND 990-2

1. LAST NAME FIRST NAME INITIAL(S)		2. APPOINTMENT DATA		3. TOTAL SERVICE FOR LEAVE	
Bagley, Robert R		Entered on duty 7/1/71		Last of date of separation	
4. DATE AND NATURE OF SEPARATION		Subject to Sec. 203(d), 1951 Leave Act		Years Months Days	
Retirement COR EFF 6/30/72		Yes ☐ No ☐		Cesed to be subject to Sec. 203(d)	
		on Annual Leave Bal		☐ More than 15 years	
SUMMARY OF ANNUAL AND SICK LEAVE			SUMMARY OF HOME LEAVE		
(HOURS)			(DAYS)		
5. Balance from prior leave year ended 1/72			14. Date arrival abroad for HL purposes		
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(Signature) (Date)			24. During step increase waiting period which began on		
For Chief Payroll			25. During 12 month HL accrual period (dates)		
(Title) (Telephone)					

Standard Form 1150 November 1965 (15a-106)

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-11 AND 990-2

SECRET

COVER CONTROL OF RETIREMENT PROCESSING										FILE	
TO: Retirement Operations Branch Office of Personnel										DATE	
RETIREE					CATEGORY OF EMPLOYMENT						
On the basis of a review of the records of the Central Cover Staff, the following action is to be taken on processing retirement documentation for the person named above.											
TYPE RETIREMENT			CIVIL SERVICE			CIARDS			DATE		
COVER		OVERT ROUTINE		COVERT (OFFICIAL COVER) LOCK-UP		COVERT (NDC) SPECIAL		RETENTION OF AWARDS		YES	NO
CORRESPONDENCE			OVERT			COVERT			THRU CCS		
FINANCES											
ANNUITY PAYMENTS SHOULD BE					U.S. GOV'T. CHECK					OTHER (Payment instructions follow)	
TAX DOCUMENTATION SHOULD BE					C1A					CSC	
REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION					YES					NO	
INTERNAL TRANSFER											
INSURANCE											
FEGLI			OVERT			COVERT			MAINTAIN RECORDS INTERNALLY ONLY		
TYPE OF HOSPITALIZATION CARD:											
AUTHORIZATION TO CONVERT INSURANCE					YES					CONVERSION MUST BE APPROVED BY CCS	
RESERVE											
MEMBER OF CIVILIAN RESERVE					YES					NO	
					OVERT					COVERT	
REMARKS											
CHIEF, COVER SUPPORT BRANCH, CENTRAL COVER STAFF											
THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY											
NO SECURITY OBJECTIONS TO ABOVE.											
OTHER INSTRUCTIONS AS FOLLOWS:											
CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY											

6 30 12

CONFIDENTIAL

OPF

26 JUN 1972

MEMORANDUM FOR: Mr. Tennent H. Bagley
THROUGH : Deputy Director for Plans
THROUGH : Chief, EUR
SUBJECT : Intelligence Medal of Merit

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

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

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

/s/ R. L. Austin, Jr.

R. L. Austin, Jr.

Recorder

Honor and Merit Awards Board

Att

Distribution;

O - Addressee

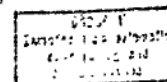
1 - C/EUR

1 - D/Pers -- OPF w/forms 382 & 600

1 - Exec Sec/HMAB

1 - Recorder/HMAB

CONFIDENTIAL



OFF

REPORT OF HONOR AND MERIT AWARDS BOARD				Executive Justify		DATE	
				02-7412		6 June 1972	
The Honor and Merit Awards Board having considered a recommendation that:							
OFFICIAL OR ID NO.	NAME (Last-First-Middle)	BIRTHYEAR	SEX	TYPE EMPLOYEE			
056043	BAGLEY, Tennent H.	1925	M	Staff			
OFFICE OF ASSIGNMENT	SO	SCHEDULE	GRADE	STATION			
CS/EUR	D	GS	16				
BE AWARDED							
Intelligence Medal of Merit							
☐ FOR HEROIC ACTION ON							
☒ FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD July 1950 - June 1972							
☒ RECOMMENDS APPROVAL							
☐ DOES NOT RECOMMEND APPROVAL							
☐ RECOMMENDS AWARD OF							
UNCLASSIFIED CITATION							
Mr. Tennent H. Bagley is hereby awarded the Intelligence Medal of Merit in recognition of his especially meritorious service throughout his Agency career. Since 1950, he has served with distinction in increasingly responsible operational assignments both at home and abroad. His skill and expertise in accomplishing a variety of delicate and vital tasks attest to his versatility and professionalism. Mr. Bagley's outstanding contributions to the mission of the Agency reflect great credit on him and the Federal Service.							
REMARKS							
(Recommendation approved by ADD/P on 26 May 1972)							
APPROVED				SIGNATURE			
Richard Helms DIRECTOR OF CENTRAL INTELLIGENCE 22 JUN 1972 DATE				/s/Harry B. Fisher			
				TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD			
				Harry B. Fisher			
				SIGNATURE			
				Signed Original			
				TYPED NAME OF RECORDER			
				R. L. Austin, Jr.			

SECRET
(When Filled In)

OPF

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

SECRET

(When Filled In)

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

SECRET

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

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

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

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

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

A. Roosevelt

Archibald B. Roosevelt, Jr.
Chief
European Division

A 9

retired 6/30/72

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
036043		BAGLEY TENNENT H		44 620		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 16	5	\$33,634	05/31/70	GS 16	6	\$34,623	05/28/72		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>E. J. Patterson</i>						DATE <i>20 May 72</i>			
☐ NO EXCESS LWOP ☐ IN PAY STATUS AT END OF WAITING PERIOD ☐ LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>RECEIVED</i>						REVIEWED BY <i>[Signature]</i>			
FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION									

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR+STEP	NEW SALARY
BAGLEY TENNENT H	036043	44	620	CF GS 16 5	\$33,634

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME SERIAL ORGN, FUNDS GR-STEP NEW SALARY
BAGLEY TENNENT H 056043 44 575 CF GS 16 5 \$31,841

179

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
056043	BAGLEY TENNENT H		44 575 CF	
6. OLD SALARY RATE		7. NEW SALARY RATE		8. TYPE ACTION
Grade	Step	Grade	Step	
GS 16	4	GS 16	5	
22002		30087		
06/02/68		05/31/70		
CERTIFICATION AND AUTHENTICATION				
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.				
SIGNATURE			DATE	
<i>[Signature]</i>			27/1/71	
☐ NO EXCESS LWOP ☐ IN PAY STATUS AT END OF WAITING PERIOD ☐ LWOP STATUS AT END OF WAITING PERIOD				
CLERKS INITIALS		APPROVED BY		
[Initials]		[Signature]		
FORM 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)				

NOT A REPRODUCTION

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 26 DECEMBER 1969

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

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-701 AND
 DCI MEMORANDUM DATED 1 AUGUST 1954, SALARY IS ADJUSTED AS FOLLOWS:
 EFFECTIVE 10 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-STEP	OLD SALARY	NEW GR-STEP	NEW SALARY
BADLEY TENNENT H	056043	54600	CF 13 1	\$13730	15 1	\$14565	

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1959

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

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
BADLEY TENNENT H	056043	44 550	CF	GS 16 4	\$23,079	\$23,110

A-9

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP MOVES	
056043		BAGLEY TENNENT M		44 550		CF			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. PL ACTION	
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	SI	ADJ
GS 16	3	\$22,380	06/04/67	GS 16	4	\$23,079	06/02/68		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>[Signature]</i> DUFJR						DATE 25 May 1968			
☐ NO EXCESS LWOP ☐ IN PAY STATUS AT END OF WAITING PERIOD ☐ LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS <i>[Initials]</i>						AUDITED BY			
FORM 7-66 560-E <i>[Stamp]</i> PAY CHANGE NOTIFICATION									

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

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

SECRET
(When Filled In)

SF: 30 AUG. 67

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
056043		BAGLEY TENNENT H									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						08 27 67		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. Financial Analysis No. Chargeable		10. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		8136 1187 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATION						10. LOCATION OF OFFICIAL STATION					
DDP/EUR FOREIGN FIELD NORTHERN REGION BURSSELS STATION						BURSSELS, BELGIUM					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
ATTACHE CHIEF OF STATION						0296		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS				0136.05		03 2 16 3		16391 21415			
18. REMARKS											
WASH., D.C.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE		24. HOURS CODE	
37		10		NUMERIC ALPHABETIC 114550 EUR		06543		S		3	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LET		28. HIG EXPIRES		29. SPECIAL REFERENCE		30. RESIGNMENT DATA	
11 11 25						NO DA YR		NO DA YR		NO DA YR	
31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.		34. SEX		35. VET. PREFERENCE		36. SERV. COMP. DATE	
EOD DATA								CODE		NO DA YR	
37. FEGLI / HEALTH INSURANCE		38. SOCIAL SECURITY NO.		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.		41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CAT. CODE	
CODE		NO DA YR		CODE		NO DA YR		CODE		NO DA YR	
43. FEDERAL TAX DATA		44. STATE TAX DATA		45. FEDERAL TAX DATA		46. STATE TAX DATA		47. FEDERAL TAX DATA		48. STATE TAX DATA	
FORM EXECUTED CODE		NO TAX EXEMPTIONS		FORM EXECUTED CODE		NO TAX EXEMPTIONS		FORM EXECUTED CODE		NO TAX EXEMPTIONS	
1. YES 2. NO				1. YES 2. NO				1. YES 2. NO			
SIGNATURE OR OTHER AUTHENTICATION											
FROM: SB											
POSTED 9-5-67 ml											

SF

1150

Use Previous Edition

SECRET

SF

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

1. Serial No.	2. Name	3. Civil Control Number	4. LWOP Hours
056043	BAGLEY TENNENT H	48 040 CF	
5. OLD SALARY RATE		6. NEW SALARY RATE	
Grade	Step	Salary	Effective Date
GS 16	2	\$20,745	06/05/66
GS 16	3	\$21,415	06/04/67
7. TYPE ACTION			
PU	SP	ADJ	
8. Remarks and Authorization			
NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY			
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.			
SIGNATURE: <i>[Signature]</i>		DATE 13/4/67	
PAY CHANGE NOTIFICATION			

SECRET
(When Filled In)

RZF: 3 JAN 67

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)							
056043		BAGLEY TENNENT H							
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT				12-30-66		REGULAR			
6. FUNDS		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY					
V TO V CF TO V X CF TO CF		7134 0573 0000		50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION					
DDP/SB DIVISION OFFICE OF THE CHIEF				WASH., D.C.					
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
POL OFFICER 2nd SEC OPS OFFICER D DIV CH				0002		D			
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSS GS		0136.01		01 1 16 2		15841 20745			
18. REMARKS WASH., D.C.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. INTEREST CODE	24. ADJUST CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI	
37	10	46040 5B	75013	1	1	11 11 25			
28. RET. EXP. YES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA			33. SECURITY REQ. NO.	34. SEX	
				EOD DATA					
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. PERS. HEALTH INSURANCE			40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE			42. LEAVE CAT CODE	43. FEDERAL TAX DATA			44. STATE TAX DATA		
NO PREVIOUS SERVICE NO APPEAR IN SERVICE BREAK IN SERVICE (LESS THAN 3 YRS) BREAK IN SERVICE (MORE THAN 3 YRS)				FEDERAL TAX DATA NO TAX DATA NO TAX DATA			STATE TAX DATA NO TAX DATA NO TAX DATA		
SIGNATURE OR OTHER AUTHENTICATION									
POSTED 1-4-67 MS									

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

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

SECRET
 (When Filled In)

RZF: 11 JUL 66

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 056043		2. NAME (LAST-FIRST-MIDDLE) BAGLEY TENNENT H	
3. NATURE OF PERSONNEL ACTION DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM		4. EFFECTIVE DATE MO. DA. YR. 07 10 66	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS V TO V CF TO V X	7. COST CENTER NO. CHARGEABLE 7134 0573 0000	8. CSC OR OTHER LEGAL AUTHORITY PL 88-643 SECT. 203	
9. ORGANIZATIONAL DESIGNATIONS DOP/SR		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LO, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP 16	17. SALARY OR RATE
18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE
23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.
27. DATE OF LEI MO. DA. YR.	28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1. CSC 2. PICA 3. NONE 2	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ NO.	
34. VET PREFERENCE CODE 0. NONE 1. 5 PT. 2. 10 PT.	35. SERV COMP. DATE MO. DA. YR.	36. LONG COMP. DATE MO. DA. YR.	37. CAREER CATEGORY CIV. SERV. CODE PROV. TEMP.
38. FEGLI / HEALTH INSURANCE CODE 0. WAIVER 1. YES	39. SOCIAL SECURITY NO.	40. STATE TAX DATA FORM EXECUTED 1. YES 2. NO	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE 1. YES 2. NO	44. STATE TAX DATA FORM EXECUTED 1. YES 2. NO
SIGNATURE OR OTHER AUTHENTICATION			
POSTED <i>ALL T.P. 66</i>			

OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION		
Grade	Step	Salary	Low HI Date	Grade	Step	Salary	Effective Date	PP	LS	ADJ
GS 16	1	319.619	06/06/65	GS 16	2	320.277	06/05/66			

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

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

SIGNATURE: *[Signature]* DATE: *12 Apr 66*

PAY CHANGE NOTIFICATION

9 SEPT 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)	
156043		BAGLEY TENNENT H	
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	
REASSIGNMENT		09 09 65	
5. CATEGORY OF EMPLOYMENT		REGULAR	
6. FUNDS		7. COST CENTER NO. CHARGEABLE	
V TO V CF TO V		6134 0573 0000	
8. CSC OR OTHER LEGAL AUTHORITY		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
DDP/SR DIVISION OFFICE OF THE CHIEF		WASH., D.C.	
11. POSITION TITLE		12. POSITION NUMBER	
POL OFFICER 2ND SEC OPS OFFICER D DIV CH		0002	
13. SERVICE DESIGNATION		D	
14. CLASSIFICATION SCHEDULE (GS, LR, etc.)		15. OCCUPATIONAL SERIES	
FSR GS		0136.01	
16. GRADE AND STEP		17. SALARY OR RATE	
04 2 16 1		12495 18935	
18. REMARKS WASH., D.C.			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE
37	10	48040 SR	75013
23. INTEGRITY CODE	24. HONORARY CODE	25. DATE OF BIRTH	26. DATE OF GRADE
1	1	11 11 25	
27. DATE OF LEI	28. DATE OF BIRTH	29. SPECIAL REFERENCE	30. RETIREMENT DATA
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	33. SECURITY REQ NO.	34. SEX
35. VLT. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY
39. FEDERAL TAX DATA	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE
43. FEDERAL TAX DATA	44. STATE TAX DATA	45. FORM EXECUTED CODE	46. NO TAX EXEMPT

SIGNATURE OR OTHER AUTHENTICATION

POSTED

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 49-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

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

SECRET
(When Filled In)

5 JUN65

NOTIFICATION OF PERSONNEL ACTION

1. NUMBER 6043		2. NAME (LAST-FIRST-MIDDLE) BAGLEY TENNENT H	
3. NATURE OF PERSONNEL ACTION PROMOTION - CORRECTION		4. EFFECTIVE DATE 06 06 65	
5. CATEGORY OF EMPLOYMENT REGULAR		6. COST CENTER NO. CHARGEABLE 5134 0573 0000	
7. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J		8. FUND V TO V CF TO V X CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS DDP/SR COUNTERINTELLIGENCE GROUP OFFICE OF THE CHIEF		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE POL OFFICER 2ND SEC OPS OFFICER CH		12. POSITION NUMBER 0985	
13. SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, LO, etc.) FSR GS	
15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 04 2 16. 1	
17. SALARY OR RATE 12495 18935		18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE 06/06/65 AS FOLLOWS: TO ADD INTEGRATED INFORMATION. ITEM #11 WHICH READ OPS OFFICER BR CH TO READ OPS OFFICER CH.	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE
23. INTERSEE CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR 11 11 25	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CAS 2 - FICA 3 - NONE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ. NO	34. SEX
35. VET. PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG COMP. DATE MO DA YR	38. CAREER CATEGORY CAR 05% P450 15 MP
39. FEGLI / HEALTH INSURANCE CODE 0 - MAINT 1 - YES	40. SOCIAL SECURITY NO.	41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	42. LEAVE CAT CODE
43. FEDERAL TAX DATA FORM EXECUTED 1 - YES 2 - NO	44. STATE TAX DATA FORM EXECUTED 1 - YES 2 - NO	45. SIGNATURE OR OTHER AUTHENTICATION 10-TED JRD/10/65	

RZR: 20 MAY 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
056043		BAGLEY TENNENT M									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION						06 06 65		REGULAR			
6. FUNDS		7. V TO V		8. V TO CF		9. CF TO V		10. X		11. CF TO CF	
12. ORGANIZATIONAL DESIGNATIONS						13. LOCATION OF OFFICIAL STATION					
DDP/SR COUNTERINTELLIGENCE GROUP OFFICE OF THE CHIEF						WASH., D.C.					
14. POSITION/TITLE						15. POSITION NUMBER		16. SERVICE DESIGNATION			
OPS OFFICER BR CH						0985		0			
17. CLASSIFICATION SCHEDULE (GS, LB, etc.)				18. OCCUPATIONAL SERIES		19. GRADE AND STEP		20. SALARY OR RATE			
GS				0135.01		16 1		18935			
21. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
22. ACTION CODE	23. EMPLOY CODE	24. OFFICE CODING		25. STATION CODE	26. INTEGRITY CODE	27. HQ/US Code	28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEL
22	10	48200 SR		75013		1	11 11 25		06 06 65		06 06 65
31. HTE EXPIRES		32. SPECIAL REFERENCE		33. RETIREMENT DATA		34. SEPARATION DATA CODE		35. CORRECTION/CANCELLATION DATA		36. SECURITY REQ NO.	
NO DA YR				1 - CSC 2 - FICA 3 - NONE		DATA CODE		TYPE NO. DA YR		37. SEC	
								EOD DATA			
38. VET. PREFERENCE		39. SERV. COMP. DATE		40. LONG COMP. DATE		41. CAREER CATEGORY		42. FEGLI / HEALTH INSURANCE		43. SOCIAL SECURITY NO.	
CODE 0 - NONE 1 - 5 PT 2 - 10 PT		MO DA YR		MO DA YR		CAR HESV PROV TEMP		CODE CODE 0 - WAIVER 1 - YES		44. HEALTH INS CODE	
45. PREVIOUS GOVERNMENT SERVICE DATA				46. LEAVE CAT		47. FEDERAL TAX DATA		48. STATE TAX DATA			
CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 1 YRS) 3 - BREAK IN SERVICE (MORE THAN 1 YRS)				49. LEAVE CAT		50. FEDERAL TAX DATA		51. STATE TAX DATA			
				52. LEAVE CAT		53. FEDERAL TAX DATA		54. STATE TAX DATA			
				55. LEAVE CAT		56. FEDERAL TAX DATA		57. STATE TAX DATA			
				58. LEAVE CAT		59. FEDERAL TAX DATA		60. STATE TAX DATA			
				61. LEAVE CAT		62. FEDERAL TAX DATA		63. STATE TAX DATA			
				64. LEAVE CAT		65. FEDERAL TAX DATA		66. STATE TAX DATA			
				67. LEAVE CAT		68. FEDERAL TAX DATA		69. STATE TAX DATA			
				70. LEAVE CAT		71. FEDERAL TAX DATA		72. STATE TAX DATA			
				73. LEAVE CAT		74. FEDERAL TAX DATA		75. STATE TAX DATA			
				76. LEAVE CAT		77. FEDERAL TAX DATA		78. STATE TAX DATA			
				79. LEAVE CAT		80. FEDERAL TAX DATA		81. STATE TAX DATA			
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				499. LEAVE CAT		500. FEDERAL TAX DATA		499. STATE TAX DATA			

FORM 1150
11-62Use Previous
Edition

SECRET

14-511
Excludes Civil Servants
Appointed and
Promoted

(When Filled In)

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

[illegible]

096043		HAGLEY, TENNENT M		48 200		CF				
1 OLD SALARY RATE				2 NEW SALARY RATE				3 TYPE ACTION		
Grade	Step	Salary	Expire Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 15	2	11030	09/15/63	GS 15	3	11606	09/13/64			
4 Remarks and Authorization / / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY EAT										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE: [Signature]							DATE 15/7/64			
PAY CHANGE NOTIFICATION										

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
ADPD 04/23/64									
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
056043		BAGLEY TENNENT M.							
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT					MO DA YR 04 12 64				
A. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY	
		CF TO V		X CF TO CF		4134 1000 1000			
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
DDP/SR DIVISION DDP SR C! GR OFF OF THE CH					WASH., D.C.				
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION		
OPS OFFICER BR CH					0985		D		
14. CLASSIFICATION SCHEDULE (GS, IB, WH)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
SS			0136.01		15				
18. REMARKS									
SIGNATURE OR OTHER AUTHENTICATION									

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

NAME SERIAL ORGN FUNDS GR-ST OLD SALARY NEW SALARY
BAGLEY TENNENT M 056043 48 080 CF GS 13 2 \$15,045 \$16,180

LLG: 31 OCT. 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
056043		BAGLEY TENNENT M									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
REASSIGNMENT				10 31 62		REGULAR					
6. FUNDS		7. TO V		8. TO CF		9. COST CENTER NO: CHARGEABLE		10. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		3134 1000 1000		50 USC 403 J			
11. ORGANIZATIONAL DESIGNATIONS						12. LOCATION OF OFFICIAL STATION					
DDP SR CHIEF, OPERATIONS AND PLANS COUNTERINTELLIGENCE BRANCH OFFICE OF THE CHIEF						WASH., D.C.					
13. POSITION TITLE						14. POSITION NUMBER		15. CAREER SERVICE DESIGNATION			
POL OFFICER 2ND SEC OPS OFFICER BR CH						0578		D			
16. CLASSIFICATION SCHEDULE (GS, LO, etc.)			17. OCCUPATIONAL SERIES			18. GRADE AND STEP		19. SALARY OR RATE			
FSR GS			0136.01			05 0 15 1		9620 14565			
20. REMARKS											
SWITZERLAND											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION CODE	22. EMPLOY CODE	23. OFFICE CODING		24. STATION CODE	25. INTERGRADE CODE	26. MOBILE CODE	27. DATE OF BIRTH	28. DATE OF GRADE	29. DATE OF LEI		
37	10	60080	SR	75013	1	1	11 11 25				
30. NTE EXPIRES		31. SPECIAL REFERENCE		32. RETIREMENT DATA		33. SEPARATION DATA CODE		34. CORRECTION/CANCELLATION DATA		35. SECURITY REQ NO.	
MO. DA. YR.		1 - CSC 2 - PICA 3 - NONE		CODE		TYPE		MO. DA. YR.		36. SEN	
										EOD DATA	
37. VET. PREFERENCE		38. SERV. COMP. DATE		39. LONG COMP. DATE		40. CAREER CATEGORY		41. FEGLI / HEALTH INSURANCE		42. SOCIAL SECURITY NO.	
CODE		MO. DA. YR.		MO. DA. YR.		CODE		CODE		CODE	
1 - NONE 2 - 5 PY 3 - 10 PY						1 - YES 2 - NO		1 - YES 2 - NO			
43. PREVIOUS GOVERNMENT SERVICE DATA				44. LEAVE CAT.		45. FEDERAL TAX DATA		46. STATE TAX DATA			
CODE				CODE		FORM EXECUTED		FORM EXECUTED			
1 - NO PREVIOUS SERVICE 2 - NO BREAK IN SERVICE 3 - BREAK IN SERVICE (LESS THAN 3 YRS) 4 - BREAK IN SERVICE (MORE THAN 3 YRS)				1 - YES 2 - NO		NO TAX EXEMPTIONS		1 - YES 2 - NO			
SIGNATURE OR OTHER AUTHENTICATION											
POSTED M.O. 11-7-62											

OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION		
Grade	Step	Salary	Last 20 Date	Grade	Step	Salary	Effective Date	PS	LS	AD
GS 15	1	314,965	09/10/67	GS 15	2	315,045	09/15/67			

Remarks and Authorization

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

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

SIGNATURE: *[Signature]* DATE: 9/14/67

PAY CHANGE NOTIFICATION

Form 560 Obsolete Previous Edition

ARM: 14 SEPT 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
056043		BAGLEY TENNENT H									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION						09 16 62		REGULAR			
6. FUNDS		7. TO V		8. TO C		9. COST CENTER NO. CHARGEABLE		10. CSC OR OTHER LEGAL AUTHORITY			
		CF TO V		X		CF TO C		3139 9600 1065		50 USC 403 J	
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF						BERN, SWITZERLAND					
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION					
POL OFFICER 2ND SEC OPS OFFICER				1586		D					
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
FSR GS		0136.01		05 0 15 1		9055 13730					
18. REMARKS BERN, SWITZERLAND.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODES	22. STATUS CODE	23. INTEREST CODE	24. HOURS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI			
22	10	54600 EE	69007	1	3	11 11 25	09 16 62	09 16 62			
28. HYE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	33. SECURITY REG. NO.			34. SEX			
	80				EOD DATA						
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.						
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT.	43. FEDERAL TAX DATA	44. STATE TAX DATA								
SIGNATURE OR OTHER AUTHENTICATION											

Form 1150

Use Previous Edition

SECRET

SECRET
(When Filled In)

(4-01)

556043		BAGLEY TENNENT H		DDP/EE 32 UV	
OLD SALARY RATE				NEW SALARY RATE	
Grade	Step	Salary	Last Eff. Date	Grade	Step
GS-14	2	\$12,470	12/13/59	14	3
			Effective Date		
			06/11/61		
7. TYPE ACTION					
PSI LSI ADJ.					
8. REMARKS AND AUTHENTICATION					
/ / NO EXCESS LWOP					
/ / IN PAY STATUS AT END OF WAITING PERIOD					
/ / IN LWOP STATUS AT END OF WAITING PERIOD					
EMMETT D. ECHOLS PAY CHANGE NOTIFICATION					

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

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

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGN.		4. FUNDS		5. ALLOTMENT	
556043		BAGLEY TENNENT H		DDP/EE 32		UV			
6. OLD SALARY RATE					7. NEW SALARY RATE				
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE
GS-14	1	\$11,355	MO.	DA.	YR.	GS-14	2	\$11,595	MO. DA. YR.
			06	15	59				12 13 59
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER									
8. CHECK ONE ☐ NO EXCESS LWOP ☐ EXCESS LWOP					9. NUMBER OF HOURS LWOP				
IF EXCESS LWOP, CHECK FOLLOWING: ☐ IN PAY STATUS AT END OF WAITING PERIOD ☐ IN LWOP STATUS AT END OF WAITING PERIOD					10. INITIALS OF CLERK				
					11. AUDITED BY				
TO BE COMPLETED BY THE OFFICE OF PERSONNEL									
12. TYPE OF ACTION ☐ P.S.I. ☐ L.S.I. ☐ PAY ADJUSTMENT					13. REMARKS 161				
14. AUTHENTICATION									
C. M. STEWART PAY CHANGE NOTIFICATION									

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

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

S E C R E T

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

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

GORDON H. STEWART
/S/ DIRECTOR OF PERSONNEL

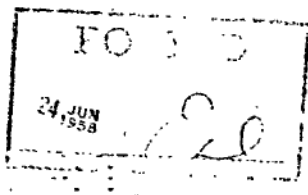
S E C R E T

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
MCM 13 JUNE 58											
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth		4. Vet. Prof.		5. Sex	
556043		BAGLEY TENNENT H				Mo. Da. Yr. 11 11 25		None-0 5 Pt-1 10 Pt-2		Code M 1	
7. SCD		8. CSC Retest		9. CSC Or Other Legal Authority		10. Appt. Affidav.		11. FEGLI		12. LCD	
Mo. Da. Yr. 04 08 47		Yes-1 No-2		Code 1		50 USCA 403		Mo. Da. Yr. 07 24 50		Yes-1 No-2	

PREVIOUS ASSIGNMENT											
14. Organizational Designations						Code		15. Location Of Official Station			
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF								BERN, SWITZERLAND			
16. Dept. - Field		Code		17. Position Title				18. Position No.		19. Serv.	
Dept - 1 USfld - 3 Frqn - 5		5		POL OFF 2ND SECTY AREA OPS OFF				1585		FSR GS	
20. Occas. Series		0136.01									
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. Pay Due		26. Appropriation Number	
06 13 2		\$ 7100 9205		DI		Mo. Da. Yr.		Mo. Da. Yr.		8 3160 55 065	

ACTION											
27. Nature Of Action				Code		28. Eff. Date		29. Type Of Employee		Code	
PROMOTION				30		06 15 58		REGULAR		OM	

PRESENT ASSIGNMENT											
31. Organizational Designations						Code		32. Location Of Official Station			
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF						5288		BERN, SWITZERLAND			
33. Dept. - Field		Code		34. Position Title				35. Position No.		36. Serv.	
Dept - 1 USfld - 3 Frqn - 5		5		POL OFF 2ND SECTY AREA OPS OFF				1585		FSR GS	
37. Occas. Series		0136.01									
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. Pay Due		43. Appropriation Number	
06 14 1		\$ 7100 10320		DI		Mo. Da. Yr. 06 15 58		Mo. Da. Yr. 12 13 59		8 3160 55 065	
44. Remarks											
											

SECRET
(WHEN FILLED IN)

5128

1 EMP. SERIAL NO. 556043		2. NAME RAGLEY TENNENT M			3. ASSIGNED ORGAN DDP/EE 22		4. FUNDS UV		5. ALLOTMENT		
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 13	1	\$ 8,990				GS 13	2	\$ 9,205	05	04	58
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
P. HEIMANN C/EE			10 Apr '58		<i>[Signature]</i>						
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 58

SECRET

PERSONNEL FOLDER (4)

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ARE: 7 MAR 1958

1. Serial No		2. Name (Last-First-Middle)		3. Date Of Birth		4. Vac. Pref.		5. Sex		6. CS - EOD	
556043		BAGLEY TENNENT H		Mo. Da. Yr. 11 11 25		None Code 5 10 10 10 10 10		M 1		Mo. Da. Yr. 07 24 50	
7. SCB		8. CSC Recd.		9. CSC Or Other Legal Authority		10. Appt. Affidav.		11. FSL		12. LCD	
Mo. Da. Yr. 04 08 47		Yes-1 No-2 1		50 USCA 403 J		Mo. Da. Yr. 11 11 25		Yes-1 No-2 1		Mo. Da. Yr. 07 24 50	

PREVIOUS ASSIGNMENT

14. Organizational Designation		Code		15. Location Of Official Station		Station Code	
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF		5288		BERN, SWITZERLAND		69007	
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.	
Dept. - 1 USld - 3 Frgn - 5		Code 5 AREA OPS OFF		1585		GS	
20. Occur. Series		21. Grade & Step		22. Salary Or Rate		23. SD	
0136.01		13 1		\$ 8990		DI	
24. Date Of Grade		25. Pst Due		26. Appropriation Number			
Mo. Da. Yr. 11 04 56		Mo. Da. Yr. 05 04 58		8 3160 55 065			

ACTION

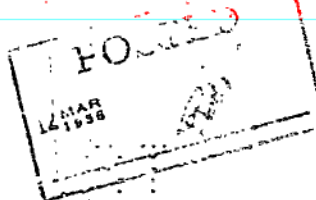
27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
INTEGRATION DEPARTMENT OF STATE		58		02 21 58		REGULAR		OM			

PRESENT ASSIGNMENT

31. Organizational Designation		Code		32. Location Of Official Station		Station Code	
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF		5288		BERN, SWITZERLAND		69007	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.	
Dept. - 1 USld - 3 Frgn - 5		Code 5 POL OFF 2ND SECTY AREA OPS OFF		1585		FSR GS	
37. Occur. Series		38. Grade & Step		39. Salary Or Rate		40. SD	
0136.01		06		\$ 7100		DI	
41. Date Of Grade		42. Pst Due		43. Appropriation Number			
Mo. Da. Yr. 11 04 56		Mo. Da. Yr. 05 04 58		8 3160 55 065			

44. Remarks

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



SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

MCO													
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth		4. Vet. Prof.		5. Sex		6. CS - EOD	
556043		BAGLEY TENNENT H				11 11 25		None-0 5 Pt-1 10 Pt-2		1 M 1		07 24 50	
7. SCB		8. CSC Retmt.		9. CSC Or Other Legal Authority		10. Appt. Affiliat.		11. FEGLI		12. LCD		13. Sick	
Mo. Da. Yr.		Yes-1 No-2		Code		Mo. Da. Yr.		Yes-1 No-2		Code		Mo. Da. Yr.	
04 08 47		1		50 USCA 403 J		Mo. Da. Yr.		1		07 24 50		2	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP EE POLAND BRANCH FI OPERATIONS SECTION						WASH. D. C.					
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept - 1 USIld - 3 Frgh - 5		Code		1.0. (FI)		0118		GS		0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
13 1		\$ 8990		01		Mo. Da. Yr.		Mo. Da. Yr.		8 3100 20	

ACTION

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

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP EE SWITZERLAND STATION OFFICE OF THE CHIEF				5288		BERN, SWITZERLAND				69007	
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept - 1 USIld - 3 Frgh - 5		5 AREA OPS OFF		1505		GS		0136.01			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
13 1		\$ 8990		01		11 10 56		05 10 56		8 3160 55 065	

44. Remarks

SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.

POSTED

26 DEC
1957

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

670

1. NAME (MR - MISS - MRS - ONE GIVEN NAME, INITIALS AND SURNAME) MR. THOMAS E. BAGLEY 156043		2. DATE OF BIRTH 11 Nov 1925	3. JOURNAL OR ACTION NO.	4. DATE 10 May 1957
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) REASSIGNMENT 56		6. EFFECTIVE DATE 5 May 1957	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 j	
FROM		TO		
I.O. (CI) EO-216 GS-0136-53-13 \$8990.00 per annum CE Section		I.O. (FI) EO-118-13 GS-0136-51-13 \$8990.00 per annum DDP/EE Poland Branch FI Operations Section Washington, D. C.		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS 527310		11. HEADQUARTERS 2		
12. FIELD OR DEPT'L ☐ FIELD ☒ DEPARTMENTAL		12. FIELD OR DEPT'L ☐ FIELD ☒ DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE ☐ WWII ☐ OTHER ☒ 5 PT ☐ 10 POINT ☐		14. POSITION CLASSIFICATION ACTION NEW ☐ VICE ☐ I. A. ☐ REAL ☐ 8D-DI		
15. APPROPRIATION FROM: 7-3100-20 TO: 750-13 Some		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes		18. DATE OF APPOINT. RENT AFFIDAVITS (EXCLUSIONS ONLY)
19. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:				
20. REMARKS: 3 EOD 07/24/50 POSTED 5/17/57 WYN				

ENTRANCE PERFORMANCE RATING:

Director of Personnel

4. PERSONNEL FOLDER COPY

77 5/10/57

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

ARO

1. NAME (MR - MISS - MRS - ORS GIVEN NAME, INITIALS, AND SURNAME) MR. THOMAS H. BAGLEY 136043		2. DATE OF BIRTH 11 Nov 1925	3. JOURNAL OR ACTION NO.	4. DATE 2 November 56
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) PROMOTION		6. EFFECTIVE DATE 4 Nov 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USC 403 J	
FROM DD-216-12 GS-0136.53-12 \$7705.00 per annum		TO I, O. (CI) DD-216 GS-0136.53-13 \$8990.00 per annum		
8. POSITION TITLE		9. SERVICE CLASS, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS 52130		11. HEADQUARTERS 2		
12. FIELD OR DEPT L ☐ FIELD ☐ DEPARTMENTAL		13. POSITION CLASSIFICATION ACTION DD-DI		
14. VETERAN'S PREFERENCE NONE ☐ WWI ☐ OTHER ☒ 5-PT ☐ 10-POINT ☐		15. DATE OF APPOINTMENT 7-3100-20		
16. APPROPRIATION FROM: 7-3100-20 TO: Same		17. DATE OF APPOINTMENT 750-13		
18. LEGAL RESIDENCY ☐ CLAIMED ☐ PROVED STATE:		19. DATE OF APPOINTMENT Yes		
20. REMARKS This also corrects Item #1, First Name, on SF-52 effective 28 Feb 1954 and SF-52 effective 20 Sep 1954; also, SF-50 effective 20 May 1956 which read "Tennett" to read "Tennett." 3 BOD 07/24/50 RECEIVED Apr 7 1956				
ENTRANCE PERFORMANCE RATING: Director of Personnel				

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION 1v1

1. NAME (MR - MISS - MRS - CMT GIVEN NAME, INITIALS AND SURNAME) Mr. Tennett H. Bagley		2. DATE OF BIRTH 11 Nov 1925	3. JOURNAL OR ACTION NO.	4. DATE 11 May 1956
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Reassignment		6. EFFECTIVE DATE 20 May 1956	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY 50 USCA 403 j	
FROM		TO		
Area Ops. Off. BGF-857 OS-0136.01-12 \$7785.00 per annum DDP/ES Austrian Station Operations Staff Vienna, Austria		8. POSITION TITLE 9. SERVICE, SERIES, GRADE, SALARY 10. ORGANIZATIONAL DESIGNATIONS 227320 11. HEADQUARTERS 2 12. FIELD OR DEPTL I. O. (CI) BO-216-12 OS-0136.53-12 \$7785.00 per annum DDP/ES Poland Branch CS Section Washington, D. C.		
☒ FIELD ☐ DEPARTMENTAL		☐ FIELD ☒ DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE ☐ WWI ☐ OTHER ☐ 5-PT ☐ 10-POINT 1 ☐ 2 ☐ 3 ☐ 4 ☒ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10		14. POSITION CLASSIFICATION ACTION NEW ☐ VEC ☐ I. A. ☐ REAL ☐ SD/DI		
15. SEX M		16. APPROPRIATION FROM: 6-3110-55-016 TO: 6-3100-20 750-13		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes
18. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		19. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE: Calif.		
20. REMARKS: This is to notify you of the following action affecting your employment: Reassignment 20 May 1956 50 USCA 403 j 3 EOD "Transfer TO Vouchered funds FROM Unvouchered funds." CONFIDENTIAL ENTRANCE PERFORMANCE RATING: Director of Personnel				

4. PERSONNEL FOLDER COPY

Rm 5/14/56

PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL
(When Filled In)

U. S. GOVERNMENT PRINTING OFFICE: 1954-220089

1. Agency and organizational designations					2. Payroll period		3. Stock No.		4. Slip No.		
3. Employee's name (last, first, middle initial, and grade or position)					6. Grade and salary		UV				
BAGLEY, TENNETT HARRINGTON					GS- 12		\$7570.00				
PAYROLL CHANGE DATA											
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.	NET PA.
7. Previous normal											
8. New normal											
9. Pay file period											
10. Remarks					11. Appropriations			12. Prepared by			
					ER/AS 3			JFJ 6 FEB 56			
								13. Audited by			
								JFJ 20 FEB 56			
☒ Periodic step-increase ☐ Pay adjustment ☐ Other step-increase											
14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. XXXXXXXXXXXXXXXXXXXX SERVICE AND CONDUCT ARE SATISFACTORY (Signature or other authentication) <i>JFJ</i>							
25 MAR 56	26 SEP 54	\$7570.00	\$7785.00								
19. LWOP data (fill in appropriate spaces covering LWOP during following periods) ☐ No excess LWOP. Total excess LWOP _____											
(Check applicable box in case of excess LWOP) ☐ In pay status at end of waiting period. ☐ In LWOP status at end of waiting period.											
STANDARD FORM NO. 1126d—Revised Form prescribed by Comp. Gen., U. S. October 25, 1954, General Regulations No. 102											
PAYROLL CHANGE SLIP — PERSONNEL COPY											

STANDARD FORM 52
PROVIDED BY THE
U. S. CIVIL SERVICE COMMISSION
GENERAL INFORMATION - FEDERAL PERSONNEL
MANUAL CHAPTER 10

SECRET

UNVOUCHERED

744 778
9/21/54
Sam

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs., One given name, initial(s), and surname) Mr. Tennett H. Bagley	2. DATE OF BIRTH 11 Nov 1925	3. REQUEST NO.	4. DATE OF REQUEST 19 Aug 54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Promotion		6. EFFECTIVE DATE A. PROPOSED: ASAP	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED: SEP 26 1954	

FROM— Ops Off. (CE) BG(F) 869-11 OS-0136.52-11 \$5940.00 DDP/EE Austria Mission Counter Espionage Staff Vienna, Austria	10. POSITION TITLE AND NUMBER 11. SERVICE GRADE AND SALARY 12. ORGANIZATIONAL DESIGNATION 13. HEADQUARTERS	TO— Area Ops. Off. BG(F) 857 OS-0136.01-12 \$7040.00 DDP/EE Austrian Mission Operations Staff Vienna, Austria
☒ FIELD ☐ DEPARTMENTAL	☐ FIELD ☐ DEPARTMENTAL	☒ FIELD ☐ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)
**PURSUANT TO GCI DIRECTIVE
EFFECTIVE 10 MAR. 1955
SALARY ADJUSTMENT
PERIODIC STEP INCREASE DUE 24 Oct 54
TO SALARY \$ 6140**

B. REQUESTED BY (Name and title) EE/Per. 3884/C. Danish	C. REQUEST APPROVED BY Signature: <i>J. P. Humphrey</i> Title: <i>FL/SD</i>
---	---

13. VETERAN PREFERENCE NONE ☐ WWI ☐ OTHER ☐ 5 PT. ☐ 10 POINT ☐ DISAB. OTHER ☒	14. POSITION CLASSIFICATION ACTION NEW ☐ VICE ☐ L.A. ☐ REAL ☐ FL/SD
--	--

15. SEX M	16. RACE W	17. APPROPRIATION FROM: 5-3110-55-016 TO: Same	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) Yes	19. DATE OF APPOINT- MENT AFFIDAVIT (ACCESSION ONLY)	20. LEGAL RESIDENCE ☐ CLAIMED ☒ PROVED STATE: Calif.
---------------------	----------------------	--	--	--	--

21. STANDARD FORM 50 REMARKS

**APPROVED BY
FIT CAREER SERVICE BOARD
DATE: _____**

22. CLEARANCES A. B. CEIL OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL. E.	INITIAL OR SIGNATURE RR 9/1/54 16 Sept 54	DATE 16 Sept 54	REMARKS POSTED 9/21/54 PRA
F. APPROVED BY <i>Ralph S. Packer</i> SECRET <i>16 Sept 54</i>			

AM 52
ONE
OF
THE
COMMISSION
OFFICIAL PERSONNEL
FOR IS

SECRET

UNFOUNDED

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs.—One given name, initials, and surname) Mr. Tennett H. Bagley	2. DATE OF BIRTH 11 Nov. 1925	3. REQUEST NO.	4. DATE OF REQUEST 25 Feb. 54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Reassignment		6. EFFECTIVE DATE: A. PROPOSED: 28 Feb; 1954	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: FEB 28 1954	

FROM— Intelligence Off. (CI) BG(F)SG-11 GS-132-11 5940.00 DDP/EE Austrian Mission C2 Section Vienna, Austria	9. POSITION TITLE AND NUMBER 10. SERVICE GRADE AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS	TO— Ops Officer (CE) BG(F)SG-11 GS-0136.52-11 5940.00 DDP/EE Austria Mission Counter Espionage Staff Vienna, Austria
☒ FIELD ☐ DEPARTMENTAL	☐ FIELD ☐ DEPARTMENTAL	☒ FIELD ☐ DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title)
ES/PER
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
3882 416

D. REQUEST APPROVED BY

Signature:

Title:

13. VETERAN PREFERENCE

NONE	WWII	OTHER: 5-PT.	10-POINT
		☒	☐
		DEAD, OTHER	

14. POSITION CLASSIFICATION ACTION

NEW	VICE	I. A.	REAL
☐	☐	☐	☐

CD-FI

15. SEX
W

16. RACE
W

17. APPLICATION
FROM: **4-3110-55-016**
TO: **4-3110-55-016**

18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)

19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSORIES ONLY)

20. LEGAL RESIDENCE

☐ CLAIMED ☐ PROVED
STATE:

21. STANDARD FORM 50 REMARKS

POSTED

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

STANDARD FORM 52
FORM 52-1
U. S. CIVIL SERVICE COMMISSION
JANUARY 1953 EDITION
REVISION, CHAPTER II

REQUEST FOR PERSONNEL ACTION

UNFOUCHERED

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

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) MAGLEY, Tennant H.	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST 3/19/53
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Promotion		6. EFFECTIVE DATE A. PROPOSED:	7. C-5 OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED: APR 26 1953	

FROM— Intelligence Officer GS-132-9 \$ 8,000 5570 DDP EE Operations Section Vienna, Austria	10. POSITION, TITLE AND NUMBER 11. SERVICE GRADE AND SALARY 12. ORGANIZATIONAL DESIGNATIONS 13. HEADQUARTERS 14. FIELD OR DEPARTMENTAL	TO— Intelligence Off-(Counterintel) ID (F) CG-11 GS-132-11 \$ 9,040 p/a DDP/EE Austrian Mission CE Section Vienna, Austria	15. FIELD 16. DEPARTMENTAL
---	--	--	-------------------------------

17. REMARKS (Use reverse if necessary)

18. REQUESTED BY (Name and title) Harold Phillips EE/PER	19. REQUEST APPROVED BY Signature: Robert B. Powell Title: F1/PO
--	--

20. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	21. VETERAN PREFERENCE MORE: ☐ WWI ☐ OTHER ☐ 5-PT. ☐ 10-POINT DISAB: ☐ OTHER	22. POSITION CLASSIFICATION ACTION NEW: ☐ VICE: ☐ L.A.: ☐ REAL: ☐
--	---	--

23. SEX: ☐ M ☐ F	24. RACE: ☐ W ☐ N	25. APPROPRIATION FROM: 3100-55-016 TO: 3100-55-026	26. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	27. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	28. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:
--	---	---	--	--	---

29. STANDARD FORM 50 REMARKS

POSTED
4/25/53

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

31. APPROVED BY
Officer 4/26/53

STANDARD FORM 52
PREPARED BY THE
U. S. CIVIL SERVICE COMMISSION
ANNOUNCING NO. 100-1000000
BUREAU OF PERSONNEL

UNVOUCHERED

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Mrs., Miss, One given name, initials, and surname) BAGLEY, Tennent H.	2. DATE OF BIRTH 11 Nov. 1925	3. REQUEST NO.	4. DATE OF REQUEST 6 Dec. 1952
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Conversion		6. EFFECTIVE DATE A. PROPOSED 608 6 Dec. 52	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED <i>[Signature]</i>	

FROM— Assistant Attache Intell. Officer (Ops.) FSS-9 \$4290 p/a OS-9 \$5310. OSO FIM Operations Section Vienna, Austria	A. POSITION NAME AND NUMBER B. SERVICE CODE AND SALARY C. ORGANIZATIONAL DESIGNATION D. HEADQUARTERS E. FIELD OR DEPARTMENTAL	TO— Intelligence Officer GS-9 \$5310. DDP FE Operations Section Vienna, Austria	F. FIELD OR DEPARTMENTAL
---	---	---	--------------------------

9. REMARKS (Use reverse if necessary)

10. REQUESTED BY (Name and title) <i>[Signature]</i> EE/PR	11. REQUEST APPROVED BY Signature: <i>[Signature]</i> Title: FI/PS
12. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	

13. VETERAN PREFERENCE NONE WWII OTHER SPT. 10 PERCENT DISAB. OTHER	14. POSITION CLASSIFICATION ACTION: NEW ACS L.A. REAL
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15. SEX	16. RACE	17. APPROPRIATE FROM: TO:	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSORS ONLY)	20. LEGAL RESIDENCE ☐ CLAIMED ☐ PROVED STATE:
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21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEIL. OR POS. CONTROL			
C. CLASSIFICATION	<i>[Signature]</i>	<i>[Date]</i>	
D. PLACEMENT OR ENPL.			
E.			
F. APPROVED BY <i>[Signature]</i> 1/10/53			

1. Agency and organizational designations CENTRAL INTELLIGENCE AGENCY				2. Pay roll		3. Block No. 07	
5. Employee's name (and social security account number when appropriate) BAILEY, Tammert II.				6. Grade and salary GS-9 8505			
PAY ROLL CHANGE DATA							
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	NET PAY
7. Previous normal							
8. New normal							
9. Pay this period							
10. Remarks				11. Appropriation(s)		12. Prepared by	
						12. Audited by	
☒ Periodic step increase ☐ Pay adjustment ☐ Other step increase							
14. Effective date 3 Aug 52	15. Date last equivalent 1 MAR 51	16. Old salary rate 8505	17. New salary rate 8510	18. Performance rating is satisfactory or better			
				(Signature or other authentication)			
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): ☐ No excess LWOP. Total excess LWOP _____							
(Check applicable box in case of LWOP) ☐ In pay status at end of reporting period ☐ Not in pay status at end of reporting period							
STANDARD FORM NO. 11260-1 Form prescribed by Comp. Gen. U. S. Nov. 6, 1950; General Regulation No. 103							

COPY IN PAYROLL FILES
CONFIDENTIAL FUNDS BRANCH

PAY ROLL CHANGE SLIP - PERSONNEL COPY

SECRET

SECURITY INFORMATION

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME Terment E. Pagley		DATE 12 December 1951
NATURE OF ACTION Reassignment		EFFECTIVE DATE 23 December 1951
TITLE	FROM <i>Asst. Attache (Political Off.)</i> Intell. Officer	TO <i>Asst. Attache</i> Intell. Officer (Ops) Slot-9
GRADE AND SALARY	GS-9, \$4290 GS-9, \$4290	GS-9, \$4290 GS-9, \$4290
OFFICE	OSO	OSO
DIVISION	FIN	FIN
BRANCH	External Section "A"	Operations Section External Section "A"
OFFICIAL STATION	Vienna, Austria	Vienna, Austria (3110-00)
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR <i>Grace L. Hughes</i>	EXECUTIVE
CLASSIFICATION <i>F-594</i> <i>18 Nov</i>	PERSONNEL OFFICER <i>D. M. Leach</i> 13 1951	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES ☐ NO ☐
BATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
REMARKS: From Slot No. 9 to Slot No. 8 replacing Young		SIGNATURE OF AUTHENTICATING OFFICER <i>182</i>

CONFIDENTIAL FUNDS BRANCH

SECURITY INFORMATION

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CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME BAGIZY, Tennent H.		DATE 22 August 1951
NATURE OF ACTION Periodic Pay Increase		EFFECTIVE DATE 5 & August 1951
	FROM	TO
TITLE	Asst. Attache (Political Off) Intelligence Officer	Asst. Attache (Political Off) Intelligence Officer
GRADE AND SALARY	FS9-9 \$4290.00 GS-9 \$4600.00	FS9-9 \$4290.00 GS-9 \$4725.00
OFFICE	OSO	OSO
DIVISION	FIN	FIN
BRANCH	External Section "A"	External Section "A"
OFFICIAL STATION	Vienna	Vienna
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS ☐ YES ☐ NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS: L.S.I. 24 July 1950 PURSUANT TO DCI DIRECTIVE EFFECTIVE 24 OCT. 1951 SALARY ADJUSTED TO \$ 5185.00 This is to certify that the conduct and services of the employee during this period have been satisfactory in all respects. Difference between Dept of State salary and CIA salary to be paid by CIA. COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH <i>[Signature]</i> Division Chief		

FORM NO. 37-1
NOV 1949

SECRET

GPO 16-52250-1

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CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME BAGLEY, Torment H.		DATE 23 May 1951
NATURE OF ACTION Integration		EFFECTIVE DATE 25 May 1951
	FROM	TO
TITLE	Intelligence Officer (Ops) GS-9	FSS-9 Asst. Attache (Political Off.)
GRADE AND SALARY	GS-9 \$4,600.00	FSS-9 \$4,290.00
OFFICE	OSO	OSO
DIVISION	FIN	FIN
BRANCH	External Section "A"	External Section "A"
OFFICIAL STATION	Vienna	Vienna
APPROVAL		
CLASSIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER <i>Charles W. Crason</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS ☐ YES ☐ NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER) _____		
REMARKS:		
* Subject integrated into the Department of State as FSS-9, with a salary of \$4,290.00. Subject is to be paid the difference between CIA salary of \$4,600.00 and salary of \$4,290.00 to be paid by the Department of State and allowances in accordance therewith. Subject is due a lump sum payment for annual leave to be paid up to 24 May 1951.		
POSTED <i>Jim 25 May</i>		COPY IN PAINHILL FILES CONFIDENTIAL FUNDS BRANCH

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME BAGLEY, Tennett H.		DATE 4 April 1951
NATURE OF ACTION Transfer		EFFECTIVE DATE 15 April 1951
	FROM	TO
TITLE	Intelligence Officer (Ops) GS-9	Intelligence Off. (Ops) GS-9
GRADE AND SALARY	GS-9 \$1400.00	GS-9 \$1400.00
OFFICE	OSO	OSO
DIVISION	FIH/BAD	FIH
BRANCH	I.O. Branch - FOS	External Section "A"
OFFICIAL STATION	Karlsruhe	Vienna
QUALIFICATIONS	APPROVAL	
	FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE
CLASSIFICATION 100-0 F-594	PERSONNEL OFFICER <i>[Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES ☐ NO ☐		
DATA OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER <i>[Signature]</i>		
REMARKS: Slot 6. Concurrence date 11 April 1951 W.F. Osborne / hdt 130 OK wr 5 Apr 51		

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CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME BAGLEY, Tennett H.		DATE 13 December 1950
NATURE OF ACTION Intra Agency Transfer		EFFECTIVE DATE 7 January 1951
	FROM	TO
TITLE	Intell. Officer GS-9	Intell. Officer (Ops) GS-9
GRADE AND SALARY	GS-9 \$4600.00	GS-9 \$4600.00
OFFICE	Advisory Council	OSO
DIVISION	Office of Chief	FDE/DAD
BRANCH		Intell. Operations Branch
OFFICIAL STATION	Washington, D.C.	Karlsruhe
QUALIFICATIONS	APPROVAL	
<i>F. G. Lauma</i>	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION 19 Dec 50	PERSONNEL OFFICER	
<i>Austin J. Thompson</i>	<i>S. C. Richards</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES ☐ NO ☐
PATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
		CONFIDENTIAL FUNDS BRANCH INITIALS <i>2a</i>
		SIGNATURE OF AUTHENTICATING OFFICER
REMARKS: S-53 Employee is replacement for Raymond Downing. <i>Concurrence date 12/26/50</i> <i>W. P. Osborne</i> <i>13/1/51</i>		

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CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME GALLEY		DATE 15 November 1950
NATURE OF ACTION		EFFECTIVE DATE
	FROM	TO
TITLE		Intelligence Officer (ops)
GRADE AND SALARY		GS-9 \$1400.00
OFFICE		OSO
DIVISION		7-1/1AD
BRANCH		I O Branch - P. O. S.
OFFICIAL STATION		Ext 1
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES ☐ NO ☐
BATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS		
Plot - 53 Please transfer leave from V funds. Replacement for Domin, Raymond. This party prior to departure must report to the Advisory Council for debriefing DATE Dec 6-50 CONCUR FOR THE CHIEF OF INSPECTION AND SECURITY STAFF <i>[Signature]</i> GEORGE P. LOCKER, JR. CHIEF, SPECIAL SECURITY BRANCH <i>[Signature]</i>		

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CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME		DATE	
BAGLEY, Tennent Harrington		24 August 1949	
NATURE <u>Appointment</u>		EFFECTIVE DATE 24 July 1950	
FROM		TO	
TITLE	Intelligence Officer GS-9		
GRADE AND SALARY	GS-9 \$4600.00 on off		
OFFICE	P-3, 24400-60		
BRANCH	Advisory Council		
DIVISION	O/C		
OFFICIAL STATION	Washington, D. C.		
QUALIFICATIONS	APPROVAL		
	FOR ASSISTANT DIRECTOR	EXECUTIVE	
CLASSIFICATION <u>Conf #1785</u>	PERSONNEL OFFICER		
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS: YES ☒ NO ☐			
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON <u>24 July 1950</u>			
SECURITY CLEARED ON <u>29 August 49 Extended 29 May 1950</u>			
OVERSEAS AGREEMENT SIGNED <u>Not Applicable</u>			
ENTERED ON DUTY <u>24 July 1950</u>			
SIGNATURE OF AUTHENTICATING OFFICER <u>Frank G. Jarema</u>			
REMARKS:			
<u>D06-04/26/53</u> <u>CSE00-07/24/50</u> Please transfer accrued leave from Vouchered Funds. <u>LCD-07/24/50</u> Security concurrence requested 24 August 1949.			
Frank P. Cherl Authorized Certifying Officer			

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

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT

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

PERIOD UNDER REVIEW : 1 April 1970 - 31 March 1971

MONTHS UNDER MY SUPERVISION: 42 months

OVER-ALL RATING : Strong

1. As Mr. Bagley completes approximately 42 months as Chief of Station, Brussels, progress in Brussels remains uneven. An aggressive attack against the Soviet target has been undertaken by a portion of the Station. Liaison has been exploited to a degree unparalleled in other European Stations. However, there has been a rather frustrating lack of major progress on the part of the NOC component of the Station. While a number of factors have contributed to these results, Mr. Bagley's style of leadership has undoubtedly been a major one.

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

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

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1971

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

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

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

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

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

REVIEWING OFFICER'S COMMENTS:

Concur

Date: *11 May 71*

Carl Meyer
Assistant Deputy Director for
Plans

RYBAT

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ATTACHMENT TO ORBIT 3007

ATTACHMENT TO ORBIT 5300

TO : Tennent H. Bagley
SUBJECT: Annual Fitness Report

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

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

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

/s/ John L. Hart

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

/s/ Tennent H. Bagley
SIGNATURE

27 April 1971
DATE

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SECRET RYBAT

ATTACHMENT TO OBBT 5300

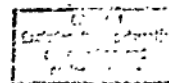
27 April 1971

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

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the impression of a general failing in two specific areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been repeatedly praised by Division management: 1) the level of operational activity at this Station ("his capability to translate his concepts into productive human endeavor has been less impressive") and 2) the development of a NOC facility ("frustrating lack of major progress on the part of the NOC component").

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

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COMMENTS continued

Page 2

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

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

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

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

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COMMENTS continued

Page 3

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

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

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COMMENTS continued

Page 4

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

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

/s/ Tennent H. Bagley

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5 May 1970

MEMORANDUM IN LIEU OF FITNESS REPORT

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

PERIOD UNDER REVIEW : 1 April 1969 - 31 March 1970

MONTHS UNDER MY SUPERVISION: 24

OVERALL RATING : Outstanding

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

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

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

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

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

John L. Hart
John L. Hart
Chief
European Division

REVIEWING OFFICER'S COMMENTS:

Concur -

Date: 5 May '70

Carl W. Meyer
Assistant Deputy Director for Plans

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SECRET

EYES ONLY

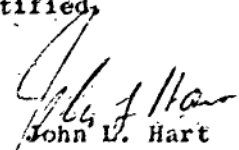
5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

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

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

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


John L. Hart
Chief
European Division

EYES ONLY

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9 May 1969

TO : EAGLEY, Tennent H. Chief of Station, Brussels
SUBJECT: Annual Fitness Report

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

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

/s/ John L. Hart

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

Tennent H. Bagley /s/
SIGNATURE

21 May 1969
DATE

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SECRET

LIMITED OFFICIAL USE (When Completed)

Ref 6/30/72



CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

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

75-89
B-3

OFFICER BEING RATED Chief of Station		POST BRUSSELS	
POSITION		GRADE	AGENCY
RATING PERIOD May 13, 1969 - Dec. 29, 1969		DATE OF REPORT December 29, 1969	
SIGNATURE OF REPORTING OFFICER <i>John S. Eisenhauer</i>		TITLE Ambassador	
SIGNATURE OF REVIEWING OFFICER		TITLE	

EVALUATION OF PERFORMANCE

☒ Outstanding ☐ Satisfactory ☐ Unsatisfactory

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

Has he seen this report? ☐ Yes ☐ No

NARRATIVE COMMENTS

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

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

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

III.

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X-UNITED OFFICIAL USE ONLY-CONFIDENTIAL



CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

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

OFFICER BEING RATED <i>J. B. Kelly</i>		POST Brussels, Belgium	
POSITION Chief CAS		GRADE --	AGENCY
RATING PERIOD November 15, 1967-Nov. 15, 1968		DATE OF REPORT February 24, 1969	
SIGNATURE OF REPORTING OFFICER		TITLE <i>R. B. Knight</i> Ambassador	
SIGNATURE OF REVIEWING OFFICER		TITLE	

EVALUATION OF PERFORMANCE	
☒ Outstanding ☐ Satisfactory ☐ Unsatisfactory	
II. Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? ☒ Yes ☐ No (If no, explain in detail below.)	
Has he seen this report? ☒ Yes ☐ No	

NARRATIVE COMMENTS	
(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)	
I cannot of course comment on the professional aspects of the Chief CAS's performance because of the highly specialized nature of his responsibilities. However as a member of the Country Team I give him the highest marks for his cooperative spirit, courtesy and willingness to contribute to the success of our common efforts and undertakings. Likewise I am satisfied that he maintains exceptionally close and effective relations <u>with the appropriate Belgian officials.</u> III. Endowed with an unusually frank and attractive personality, the Chief CAS is a respected and well liked member of our official American group in Belgium, both in American and local circles, where his fluent and excellent French is much appreciated. His wife is a refined, quiet and attractive lady of Austrian birth. Both have gone through an agonizingly long and grave health problem with a young son of theirs and deserve extraordinary credit for the courage and dignity which they constantly displayed during their ordeal. In every respect, I consider him to be an outstanding CAS Station Chief.	

*Ind. in memo to
DEI done
14 Mar 1969.*

LIMITED OFFICIAL USE (When Completed)



CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

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

OFFICER BEING RATED Chief of Station <i>J. P. [Signature]</i>		POST Brussels	
POSITION		GRADE	AGENCY
RATING PERIOD I. December 30, 1969 - November 4, 1970		DATE OF REPORT November 4, 1970	
SIGNATURE OF REPORTING OFFICER <i>John S. Eisenhauer</i>		TITLE Ambassador	
SIGNATURE OF REVIEWING OFFICER		TITLE	
EVALUATION OF PERFORMANCE			
☒ Outstanding ☐ Satisfactory ☐ Unsatisfactory			
II. Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? ☒ Yes ☐ No (If no, explain in detail below.)			
Has he seen this report? ☐ Yes ☒ No			
NARRATIVE COMMENTS			
(Attach additional sheets, if necessary for this section or for reviewing officer's comments.)			
This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.			
This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.			
III.			



CHIEF OF MISSION'S EVALUATION OF PERFORMANCE

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

OFFICER BEING RATED Chief of Station	POST Brussels	
POSITION	GRADE	AGENCY
RATING PERIOD November 4, 1979 - September 22, 1971	DATE OF REPORT September 22, 1971	
SIGNATURE OF REPORTING OFFICER <i>John S. Eisenhower</i>	TITLE Ambassador	
SIGNATURE OF REVIEWING OFFICER	TITLE	

EVALUATION OF PERFORMANCE

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

NARRATIVE COMMENTS

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

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

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



SECRET
CHIEF OF MISSION'S EVALUATION OF PERFORMANCE
(Mission submits original and one copy directly to appropriate agency, retains one copy.)

OFFICER BEING RATED <i>- Jernst Rief</i>		POST Brussels, Belgium	
POSITION Chief CAS		GRADE -	AGENCY -
RATING PERIOD (see III below)		DATE OF REPORT November 15, 1967	
SIGNATURE OF REPORTING OFFICER <i>Ridgway B. Knight</i>		TITLE Ambassador	
SIGNATURE OF REVIEWING OFFICER		TITLE	
EVALUATION OF PERFORMANCE			
☐ Outstanding ☒ Satisfactory ☐ Unsatisfactory X (see III below) II. Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presidential directives? ☒ Yes ☐ No (If no, explain in detail below.) Has he seen this report? ☒ Yes ☐ No			
NARRATIVE COMMENTS (Attach additional sheets, if necessary for this section or for reviewing officer's comments.)			
Since the Chief CAS reported to post in September of this year, sufficient time has not elapsed to make a definite evaluation of his performance. A performance evaluation covering his full period at post will be made at the time of the next annual assessment period on November 1, 1968. Having said this, I might add that his approach to his job and performance to date in addition to his obvious ability and experience have confirmed my earlier, most favorable impressions of him.			

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

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

PERIOD UNDER REVIEW : 10 March 1968 - 31 March 1969

MONTHS UNDER MY SUPERVISION: 12

OVERALL RATING : Strong

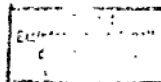
1. Mr. Bagley assumed his duties as Chief of Station on 13 September 1967. It is too early to assess the results of his stewardship; he established in advance a timetable for building up a structure of unilateral agent assets, and it is not yet clear to what extent these assets are going to be productive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

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

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

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

13 MAY 1969
John



SECRET

- 2 -

REVIEWING OFFICER'S COMMENTS

Concur

Cord Meyer, Jr.
Cord Meyer, Jr.
Assistant Deputy Director for Plans

30 April 69

SECRET

S-E-C-R-E-T

TRAINING REPORT

Chiefs of Station Seminar No. 11
80 hours, full time

19 - 30 June 1967

Participant : BAGLEY, Tennent H.

Office : DDP/EUR

Year of Birth: 1925

Service Designation: D

Grade : GS-16

No. of Students : 12

EOD Date : July 1950

COURSE OBJECTIVES, CONTENT AND METHODS

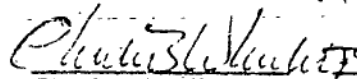
The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case studies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

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:


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

S-E-C-R-E-T

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				056043			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX	4. GRADE	5. GD
BAGLEY, Tennent H			11/11/25		M	GS-16	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
Ops Officer D Div Ch			DDP/SB		Headquarters		
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT				
☐ CAREER ☐ RESERVE ☐ TEMPORARY			☐ INITIAL ☐ REASSIGNMENT SUPERVISOR				
☒ CAREER-PROVISIONAL (See Instructions - Section C)			☒ ANNUAL ☐ REASSIGNMENT EMPLOYEE				
SPECIAL (Specify):			SPECIAL (Specify):				
11. DATE REPORT DUE IN G.P.				12. REPORTING PERIOD (From - to)			
30 April 1967				1 April 1966 - 31 March 1967			
SECTION B PERFORMANCE EVALUATION							
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional proficiency. O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							RATING LETTER
SPECIFIC DUTY NO. 1							
SPECIFIC DUTY NO. 2							
SPECIFIC DUTY NO. 3							
SPECIFIC DUTY NO. 4							
SPECIFIC DUTY NO. 5							
SPECIFIC DUTY NO. 6							
OVERALL PERFORMANCE IN CURRENT POSITION							RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							

SECRET

25 April 1967

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

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

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

David E. Murphy
David E. Murphy
Chief, Soviet Bloc Division

Tennent H. Bagley
Tennent H. Bagley

Date 2 March 1967

Reviewing Official:

T.M. Karam
Assistant Deputy Director for Plans

Date 2 May 67

SECRET

8 July 1966

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

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

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

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

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- 2 -

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

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

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

David E. Murphy
David E. Murphy

Chief, Soviet Bloc Division

Tennent H. Bagley
Tennent H. Bagley

Date 8 July 1966

Reviewing Official:

W. Lloyd George
W. Lloyd George
Acting Assistant Deputy Director
for Plans

Date 8 JUL 1966

82 JUL 1966

12 March 1965

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

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

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

David E. Murphy
David E. Murphy
Chief, SR Division

Tennent H. Bagley
Tennent H. Bagley
11 March 1965
Date

Reviewing Official:

Thomas H. Karamessing
Thomas H. Karamessing
Assistant Deputy Director for Plans
20 March 1965
Date

26 MAR 1965

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				056043	
SECTION A GENERAL					
1. NAME (Last) BAGLEY (First) Tennent (Middle) II		2. DATE OF BIRTH 11-11-25	3. SEX M	4. GRADE GS-15	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer - Chief		7. OFF/DIV/BR OF ASSIGNMENT DDP/SR/GI		8. CURRENT STATION Hqs	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
☐ CAREER ☐ RESERVE ☐ TEMPORARY ☐ CAREER-PROVISIONAL (See Instructions - Section C) ☐ SPECIAL (Specify):		☒ INITIAL ☒ ANNUAL ☐ REASSIGNMENT SUPERVISOR ☐ REASSIGNMENT EMPLOYEE ☐ SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. 30 April 1964		12. REPORTING PERIOD (From - to) 1 April 1963 - 31 March 1964			
SECTION B PERFORMANCE EVALUATION					
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional proficiency. O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Advise the Chief, SR Division on all matters pertaining to the Soviet intelligence services and their activities.					RATING LETTER O
SPECIFIC DUTY NO. 2 Direct the operational program of the SR Division against the Soviet intelligence services to include the development of operational policy, goals and targets.					RATING LETTER O
SPECIFIC DUTY NO. 3 Establish procedures within the SR Division Counter-intelligence Group, the division as a whole and with regard to other area divisions for carrying out the operational program against the Soviet intelligence services.					RATING LETTER O
SPECIFIC DUTY NO. 4 Supervise the personnel and activities of the Counter-intelligence Group, SR Division					RATING LETTER S
SPECIFIC DUTY NO. 5 Conduct personally the analysis and direction of certain sensitive counterintelligence operations.					RATING LETTER O
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER O

SECRET

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION C		NARRATIVE COMMENTS	
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective the relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable. Although I have known and worked closely with Mr. Bagley many times over the past ten years, this is the first time he has served directly under me. This experience has confirmed my belief that he is without question one of the most gifted counterintelligence officers in the Clandestine Services. The past several months have seen many changes in the organization of the SR Division and in its operational responsibilities. It should be noted that Mr. Bagley perhaps more than any other officer in the division contributed heavily to the broad concepts and ideas which took final form in the new organization and the operating instructions which were accepted in the Clandestine Services as a basis for an expanded effort against the overall Soviet target. At the same time he produced a number of specific plans and directives pertaining to the conduct of our operations against the Soviet intelligence services. These directives are representative of the depth of his experience in this field for they cover problems ranging from the often neglected but absolutely essential problem of collecting and recording data on Soviet intelligence officers to a highly imaginative program for increasing our level of contacts with such officers. In whatever he has undertaken in this regard, the quality of imagination is probably the most outstanding but his work would not be as effective as it is were it not for his amazing fund of knowledge concerning the Soviet intelligence services, their personnel, organization and operations, and just as important, awareness of the level and nature of the western counter intelligence effort.			
SECTION D			
CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
21 Apr 64	Kenneth A. Bagley		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
8			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
21 Apr 64	Chief, SR Division	David E. Murphy	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
Concurs heartily. (Signature)			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
22 April 64	ADDP	Thomas H. Karamessine	

SECRET

BAGLEY, Tennent H.

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, Mr. Bagley distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 53 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position Mr. Bagley also handles certain sensitive operations directly. All of the qualities of imagination, penetrating insight, energy and professional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of elan work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				056043	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) BAGLEY, Tennent H.			2. DATE OF BIRTH 11 Nov 1925	3. SEX M	4. GRADE GS-15
5. OFFICIAL POSITION TITLE Ops Officer - Branch Chief			7. OFF/DIV/BR OF ASSIGNMENT DDP/SR/CI Branch	8. CURRENT STATION Hqs	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
☐ CAREER ☐ RESERVE ☐ TEMPORARY ☒ CAREER-PROVISIONAL (See Instructions - Section C) ☐ SPECIAL (Specify):			☐ INITIAL ☐ REASSIGNMENT SUPERVISOR ☒ ANNUAL ☐ REASSIGNMENT EMPLOYEE ☐ SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 30 April 1963			12. REPORTING PERIOD (From - to) 31 October 1962 - 31 March 1963		
SECTION B PERFORMANCE EVALUATION					
W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence. P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner. S - Strong Performance is characterized by exceptional proficiency. O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					RATING LETTER
SPECIFIC DUTY NO. 1 Supervises SR Division CE activities including both research and operations.					P
SPECIFIC DUTY NO. 2 Organizes and manages Branch consisting of 58 people.					P
SPECIFIC DUTY NO. 3 Recommends Division policy on CE matters.					S
SPECIFIC DUTY NO. 4 Represents SR Division to other elements of the Agency on CE matters.					S
SPECIFIC DUTY NO. 5 Briefs foreign intelligence service officers on CE and RIS matters.					O
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S-
10 APR 1963					

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS <i>APR 12</i>	
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u>			
Mr. Bagley is an exceptionally skilled officer in the CE field. His knowledge of the Soviet intelligence services is almost unique in the Agency. After accomplishing the assigned task of reorganizing his Branch into a streamlined and operationally active unit, Mr. Bagley is now in the process of actively directing the planning and implementation of an aggressive effort on a world-wide basis against the Soviet intelligence services. Although in his present position only four months he has shown considerable imagination and initiative. He carries out his managerial duties in a proficient manner. He does however tend to avoid necessary but perhaps unpromising tasks. Inclined to be intolerant of those who do not meet the high standards he sets for himself, Mr. Bagley can be uncompromising in professional matters to the detriment of his relationships with others.			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
10 APR 1963	<i>Tennant H. Bagley</i> Tennant H. Bagley		
BY SUPERVISOR			
2. MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 Months			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
10 APR 1963	Chief, Operations and Plans SR Division	<i>Edward D. Goloway</i> Edward D. Goloway	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
This employee is a dedicated and hard-driving operational specialist whose performance in the field on his last tour is well known and respected in the highest Clandestine Services levels. His services were sought after by this Division as Chief of its CI Branch. He was instructed to reorganize and redirect the Division's CI effort and to reorganize the Branch into an aggressive operational unit. He has tackled this with his characteristic aggressiveness and competence and has done extremely well in this undertaking. He has perhaps not paid as much attention to "channels and chains of command" as he should but I believe he understands the importance of a little more tolerance along these			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
10 April 1963	Chief, SR Division	<i>Howard J. Osborn</i> Howard J. Osborn	

SECRET

FR - Tennent H. Bagley
SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

CONFIDENTIAL

28 August 1962

MEMORANDUM

TO: Chief, EB

ATTN: David E. Murphy

FROM: Chief of Station, Bern

SUBJECT: Memorandum in Lieu of Final Fitness Report on

Tennent Bagley

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

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

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

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

RYBAT/SECRET

- 2 -

Boyle.

5. Ideally suited to the particular requirements and operational climate of Switzerland, is highly regarded and respected by his KUBARK and ODACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 October 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

151 Burton Lifschultz

RYBAT/SECRET

SECRET
(When Filled In)

200-61
6587-2752

FITNESS REPORT						EMPLOYEE SERIAL NUMBER					
SECTION A GENERAL											
1. NAME (Last) (First) (Middle) BAGLEY, Tennent H.			2. DATE OF BIRTH 11 Nov 1925		3. SEX M		4. GRADE GS-14				
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Operations Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/EE/Bern, Switz.						
8. CAREER STAFF STATUS				9. TYPE OF REPORT							
☐ NOT ELIGIBLE		☐ MEMBER		☐ DEFERRED		☐ INITIAL					
☐ PENDING		☐ DECLINED		☐ DENIED		☐ REASSIGNMENT/SUPERVISOR					
☐ ANNUAL		☐ REASSIGNMENT/EMPLOYEE									
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD From 2 Dec 60 To 13 Sept 61		SPECIAL (Specify)							
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
1 - Unsatisfactory		2 - Barely adequate		3 - Acceptable		4 - Competent					
5 - Excellent		6 - Superior		7 - Outstanding							
SPECIFIC DUTY NO. 1 Plans, supervises and carries out certain positive and CE ops: SovSat reference for Station			RATING NO. 6		SPECIFIC DUTY NO. 4 Organizes files, collates and analyses information			RATING NO. 7			
SPECIFIC DUTY NO. 2 Spots, recruits and handles agents			RATING NO. 6		SPECIFIC DUTY NO. 5 In the absence of DCOS, supervises Station operational activity			RATING NO. 6			
SPECIFIC DUTY NO. 3 Researches and supports liaison activity			RATING NO. 7		SPECIFIC DUTY NO. 6			RATING NO.			
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects falls to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.							RATING NO. 6				
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPLICABLE	NOT OBSERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE										X	
RESOURCEFUL											X
ACCEPTS RESPONSIBILITIES									X		
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X	
DOES HIS JOB WITHOUT STRONG SUPPORT										X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X		
WRITES EFFECTIVELY											X
SECURITY CONSCIOUS											X
THINKS CLEARLY											X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS											X
OTHER (Specify):											

SEE SECTION "E" ON REVERSE SIDE

SECRET
(When Filled In)

2 MAR 1961

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

SECRET

(When Filled in)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject is a thoroughly professional intelligence officer endowed with a high degree of intelligence and ability to concentrate. He is imaginative and skilled. A rapid, accurate and purposeful worker, he is a good writer and an articulate speaker. Though his natural bent is in the CE field, in which he excels, he has also demonstrated ability and accomplishments in other areas of Station activity. He is particularly adroit at the analysis, planning and management of his operations. His contribution to the Station liaison take (through inquiries, follow-up and special studies he has prepared to stimulate liaison to action in KUBARK's behalf) has been outstanding and has been a vital factor in stepping up the pace of Swiss-KUBARK liaison. Subject tends at times to avoid necessary but unpromising Station chores and at times is intolerant of those who do not meet the very high standards he sets for himself. These are minor flaws in an otherwise superior officer with outstanding potential.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE
9 December 1960

SIGNATURE OF EMPLOYEE
/s/ Tennent BAGLEY

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE
9 December 1960

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

/s/ Philo DIBBLE

3. BY REVIEWING OFFICIAL

☒ I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

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

COMMENTS OF REVIEWING OFFICIAL

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

DATE
9 December 1960

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

/s/ Burton R. LIPSCHULTZ

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 034790							
SECTION A GENERAL											
1. NAME (Last) BAGLEY (First) TENNENT (Middle) H.		2. DATE OF BIRTH 11 Nov. 1925		3. SEX M	4. GRADE GS-14						
5. SERVICE DESIGNATION FI		6. OFFICIAL POSITION TITLE Area Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DD/P - EE - Bern							
8. CAREER STAFF STATUS			9. TYPE OF REPORT								
☐ NOT ELIGIBLE ☒ MEMBER ☐ DEFERRED ☐ PENDING ☐ DECLINED ☐ DENIED			☒ INITIAL REASSIGNMENT/SUPERVISOR ☐ ANNUAL REASSIGNMENT/EMPLOYEE								
10. DATE REPORT DUE IN O.P. 31 May 1959		11. REPORTING PERIOD 3/10/58 - 3/31/59		12. SPECIAL (Specify)							
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding											
SPECIFIC DUTY NO. 1 Target Research(Soviet, Polish)		RATING NO. 6	SPECIFIC DUTY NO. 4		RATING NO.						
SPECIFIC DUTY NO. 2 Case Officer (Soviet, Polish)		RATING NO. 6	SPECIFIC DUTY NO. 5		RATING NO.						
SPECIFIC DUTY NO. 3		RATING NO.	SPECIFIC DUTY NO. 6		RATING NO.						
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5						
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Least possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS					NOT APPLICABLE	NOT OBSERVED	RATING				
							1	2	3	4	5
GETS THINGS DONE										X	
RESOURCEFUL											X
ACCEPTS RESPONSIBILITIES								X			
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES											X
DOES HIS JOB WITHOUT STRONG SUPPORT									X		
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X		
WRITES EFFECTIVELY									X		
SECURITY CONSCIOUS											X
THINKS CLEARLY									X		
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X		
OTHER (Specify):											

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

SEP 10 11 42 AM '59

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

SECTION F

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 30 April 1959	SIGNATURE OF EMPLOYEE /s/ TENNENT H. BAGLEY	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE 26 April	OFFICIAL TITLE OF SUPERVISOR Operations Officer	TYPED OR PRINTED NAME AND SIGNATURE /s/ JOHN GOKSER
3. BY REVIEWING OFFICIAL		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 30 April 1959	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station, Bern	TYPED OR PRINTED NAME AND SIGNATURE /s/ BURTON R. LIPSCHULTZ

SECRET

SECRET
(When Filled In)

FIELD FITNESS REPORT

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

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

INSTRUCTIONS

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

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

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

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

SECTION I

LEAVE BLANK FOR HEADQUARTERS USE ONLY

Tenneth Bagley
4. GRADE GS-12 5. STATION DESIGNATION (Current) Vienna, Austria

1. DATE OF BIRTH 11 Nov 1925 2. SEX M 3. SERVICE DESIGNATION Kufire

6. DUE DATE OF THIS REPORT 30 November 1954 7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 1 July through 15 November 1954

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Kufire Case Officer/Soviet Branch 2. DATE ASSUMED RESPONSIBILITY FOR POSITION 11 June 1951

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

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

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True) <u>William Wood</u>	2. NAME OF REVIEWING OFFICIAL IN FIELD (True) <u>Bramson Tweedy</u>
3. THIS REPORT ☐ WAS ☒ WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHEN- TICATED <u>DEC 29 1954</u>	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE THIS REPORT AND SIGNATURES <u>[Signature]</u>

DO NOT COMPLETE - - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS		CATEGORIES					
		NOT OB- SERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.	SAMPLES			X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.							X
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.							X
5. UNEMOTIONAL.					X		
6. ANALYTIC IN HIS THINKING.							X
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.							X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X		
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.						X	
12. CAN GET ALONG WITH PEOPLE.					X		
13. MEMORY FOR FACTS.							X
14. GETS THINGS DONE.							X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X	
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.							X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.						X	
19. HAS WIDE RANGE OF INFORMATION.							X
20. SHOWS ORIGINALITY.							X
21. ACCEPTS RESPONSIBILITIES.					X		
22. ADMITS HIS ERRORS.					X		
23. RESPONDS WELL TO SUPERVISION.						X	
24. EVEN DISPOSITION.					X		
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.						X	

SECRET

SECRET
(when Filled In)

	(When Filled In)									
26. CAN THINK ON HIS FEET.							X			
27. COMES UP WITH SOLUTIONS TO PROBLEMS.								X		
28. STIMULATING TO ASSOCIATES; A "SPARK PLUG".							X			
29. TOUGH MINDED.							X			
30. OBSERVANT.							X			
31. CAPABLE.								X		
32. CLEAR THINKING.								X		
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.							X			
34. EVALUATES SELF REALISTICALLY.							X			
35. WELL INFORMED ABOUT CURRENT EVENTS.								X		
36. DELIBERATE.							X			
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.								X		
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.	X									
39. THOUGHTFUL OF OTHERS.					X					
40. WORKS WELL UNDER PRESSURE.							X			
41. DISPLAYS JUDGEMENT.								X		
42. GIVES CREDIT WHERE CREDIT IS DUE.	X								X	
43. HAS DRIVE.										
44. IS SECURITY CONSCIOUS.							X			
45. VERSATILE.								X		
46. HIS CRITICISM IS CONSTRUCTIVE.								X		
47. ABLE TO INFLUENCE OTHERS.								X		
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.								X		
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.								X		
50. A GOOD SUPERVISOR.							X			

SECTION V

SECTION 1
A. WHAT ARE HIS OUTSTANDING STRENGTHS? Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, aggressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations--relationships with other agencies, etc--to much greater degree than others his grade and experience.

8. WHAT ARE HIS OUTSTANDING WEAKNESSES? Subj accepts responsibility, but sometimes fails to carry on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments affected by personal relations. Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

SECRET

SECRET
(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS:
Mental ability, motivation, enthusiasm, experience, far outweigh all other considerations which would not have been remarked in an officer of less outstanding ability.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☐ NO ☐ YES. IF YES, WHY?

Only that in the sense that an outstanding employee should be exposed to good supervision at all times to see that his career develops as fully as can be expected.

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Any advanced operations training which he may not have had.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

Subject is an outstanding young officer.

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A,B,C,&D

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- ☐ 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- ☐ 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- ☒ 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- ☐ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? ☒ NO ☐ YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.

- ☐ 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- ☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRKED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- ☐ 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
- ☐ 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- ☐ 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- ☒ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... HAVING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- ☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☐ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- ☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- ☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- ☒ 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating, skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- ☐ 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- ☐ 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- ☐ 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- ☐ 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- ☐ 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- ☐ 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- ☒ 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 29-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section "A" below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle) BAGLEY Tennet Harrington	2. DATE OF BIRTH 11 November 1925	3. GRADE M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/EE/Poland		6. OFFICIAL POSITION TITLE I.O. (VI)	
7. GRADE GS-13	8. DATE REPORT DUE IN OF 24 July 1957	9. PERIOD COVERED BY THIS REPORT (inclusive dates) July 1956 - July 1957	
10. TYPE OF REPORT (Check one) ☒ INITIAL ☒ ANNUAL		11. REASSIGNMENT-SUPERVISOR ☐ REASSIGNMENT-EMPLOYEE ☐ SPECIAL (Specify)	

SECTION B.

CERTIFICATION

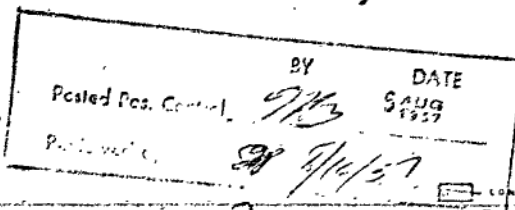
1. FOR THE RATER: THIS REPORT ☒ HAS ☐ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT:

A. CHECK (X) APPROPRIATE STATEMENTS:

☒ THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
☐ THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW TO EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
☐ I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE **16 July 57** C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR **Peter K. Heirann** D. SUPERVISOR'S OFFICIAL TITLE **Chief, EE/P**

2. FOR THE DISSENTING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.



I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE **1 July 57** B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL **Howard E. Routh** C. OFFICIAL TITLE OF REVIEWING OFFICIAL **ACCP/EE**

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES:

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 6
- 1 - DOES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPETENT.
 - 2 - BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
 - 3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
 - 4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
 - 5 - A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
 - 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

Performance

(4)

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS

- State in the spaces below up to six of the more important SPECIFIC duties performed during this period. Place the most important first. Do not include minor or unimportant duties.
- Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (do not supervise those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING

GIVING LECTURES

CONDUCTING SEMINARS

WRITING TECHNICAL REPORTS

CONDUCTING EXTERNAL LIAISON

TYPING

TAKING DICTATION

SUPERVISING

WAS AND USES AREA KNOWLEDGE

DEVELOPS NEW PROGRAMS

ANALYZES INDUSTRIAL REPORTS

MANAGES FILES

OPERATES RADIO

COORDINATES WITH OTHER OFFICES

WRITES REGULATIONS

PREPARES CORRESPONDENCE

CONDUCTS INTERROGATIONS

PREPARES SUMMARIES

TRANSLATES GERMAN

DEBRIEFING SOURCES

KEEPS BOOKS

DRIVES TRUCK

MAINTAINS AIR CONDITIONING

EVALUATES SIGNIFICANCE OF DATA

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

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
	3 - PERFORMS THIS DUTY ACCEPTABLY	
	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	

SPECIFIC DUTY NO. 1 Supervises conduct of Branch operations.	RATING NUMBER 6	SPECIFIC DUTY NO. 4 Acts as deputy to Branch Chief.	RATING NUMBER 5
SPECIFIC DUTY NO. 2 Provides over-all operational guidance to field stations.	RATING NUMBER 5	SPECIFIC DUTY NO. 3	RATING NUMBER
SPECIFIC DUTY NO. 3 Performs function of senior Branch CE officer.	RATING NUMBER 7	SPECIFIC DUTY NO. 6	RATING NUMBER

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS

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

The high ratings given Mr. Bagley are given in full consciousness of their uniqueness in this Division. Mr. Bagley's all-around competence, his professional integrity, devotion to duty, his thorough grasp of clandestine operations and particularly his comprehension of CE matters and Soviet and Satellite intelligence services are of the highest order and, in my opinion, therefore deserve this type of recognition.

Mr. Bagley can be impatient with the less gifted, intolerant of bureaucratic necessities, or uncompromising in professional matters. These traits are listed here not to detract from his professional competence or personal qualities, but to indicate that his supervisory talents are not yet fully developed. Mr. Bagley speaks fluent French and German.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN AHEAD, I KNOW NOW
- A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FWR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CE no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
BAGLEY Tennet Harrington	11 November 1925	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
DDP/EE/Poland	I.O. (FI)		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-13	24 July 1957	July 1956 - July 1957	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	☒ ANNUAL	REASSIGNMENT-EMPLOYEE	

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	C. SUPERVISOR'S OFFICIAL TITLE
16 Jul 57	Peter K. Holmann	Chief, EE/P
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
17 Jul 57	Howard E. Roman	ACOF/EE

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

6 RATING NUMBER	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☒ Yes ☐ No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
3		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds), whose contact with immediate subordinates is frequent (First line supervisor)		
3		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
	2	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
	0	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
3		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
3		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		OTHER (Specify)		

SECRET
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN IN THE POSITION Ten					
4. COMMENTS CONCERNING POTENTIAL Mr. Bagley's potential as a Clandestine Services operations officer is limited only by his relative youth and symptoms such as occasional impatience and doggedness. His intellectual gifts and professional competence are beyond question and qualify him for any operational job within DD/P in due course.					
SECTION II. FUTURE PLANS					
1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Mr. Bagley would probably profit from a short exposure to high-level staff work by increasing his knowledge of the U.S. intelligence community.					
2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS None.					
SECTION I. DESCRIPTION OF INDIVIDUAL					
DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.					
X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL CATEGORY NUMBER 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE					
CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSING WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	5	18. IS CASERTANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
5	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) - PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 8, of Section A below.

SECTION A.

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
BAGLEY Terment H.	11 Nov 1923	M	DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT	6. OFFICIAL POSITION TITLE		
DDP/EE/P	I.O.(GI)		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-12	24 July 1956	October 1955 - 24 July 1956	
10. TYPE OF REPORT (Check one)	11. SPECIAL (Specify)		
☐ INITIAL	☐ REASSIGNMENT - SUPERVISOR		
☐ ANNUAL	☐ REASSIGNMENT - EMPLOYEE		

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT ☒ HAS ☐ HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY NOT.

A. CHECK (X) APPROPRIATE STATEMENTS:

☒ THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "I" IN C1 OR D, A WARNING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
☐ THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	
☒ I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	
I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):	

B. THIS DATE	C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	D. SUPERVISOR'S OFFICIAL TITLE
6 Aug 56	Howard E. Roman	Chief, EE/P

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY	DATE
Posted Post. Control	Handed 7/1/56
Reviewed by FUD	☐ Attached Sheet

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	C. OFFICIAL TITLE OF REVIEWING OFFICIAL
29 Aug 56	William Hood	EE/COP

SECTION C. JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- | | |
|---------------------------------|---|
| 6
INSERT
RATING
NUMBER | 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT. |
| | 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES. |
| | 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS. |
| | 4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER. |
| | 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. |
| | 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR. |

COMMENTS:

SECRET

(When Filled In)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties, so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

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

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
---------------------------------	--	--

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
Chief of CE Section, Supervisor	5		
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Conducts CE operations and analysis	6		
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Prepares historical CE Study	6		

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- A BARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the (T) no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

1. NAME (Last) BAGLEY (First) Tennent (Middle) H.	2. DATE OF BIRTH 11 Nov 1923	3. SEX M	4. SERVICE DESIGNATION DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/EE/P		6. OFFICIAL POSITION TITLE I.O. (CI)	
7. GRADE GS-12	8. DATE REPORT DUE IN OP 24 July 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) October 1955 - 24 July 1956	
10. TYPE OF REPORT (Check one) ☒ ANNUAL ☐ INITIAL ☐ REASSIGNMENT-SUPERVISOR ☐ REASSIGNMENT-Employee	SPECIAL (Specify)		

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED		
A. THIS DATE 6 Aug 1956	B. TYPED OR PRINTED NAME AND SIGNATURE OF RATER Howard E. Roman	C. SUPERVISOR'S OFFICIAL TITLE Chief, EE/P
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 29 Aug 56	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL William Hood W. Hood	C. OFFICIAL TITLE OF REVIEWING OFFICIAL EE/COP

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER	1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
	2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
5	3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
	4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
6	5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
	6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7	7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? ☐ Yes ☐ No. If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION		
3		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)		
	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)		
	0	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)		
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT		
	2	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION		
	3	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX		
		OTHER (Specify)		

SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION
 10

4. COMMENTS CONCERNING POTENTIAL

While Subject in his present job has shown excellent supervisory ability, it may be that his own personal inclinations would tend to make him feel happier in a more active operational function in his next assignment, rather than in a widening of his supervisory responsibilities.

OFFICE OF PERSONNEL
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 MAIL ROOM

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

Foreign born wife

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL

CATEGORY NUMBER

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	18. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN HAVE EXPERIENCE OR KNOWLEDGE WHEN NEED ARISES	4	19. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
4	3. HAS INITIATIVE	5	20. ACCEPTS RESPONSIBILITIES	4	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	16. ADMITS HIS ERRORS	4	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. ASKS OTHERS TO GIVE ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS AMBIVALENT
5	8. HAS MEMORY FOR FACTS	4	18. IS CASUALTY	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	5	19. THINKS CLEARLY	4	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	-	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

SECRET

SECRET
(When Filled In)

FIELD FITNESS REPORT

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

1955 OCT 21 AM 10:25

INSTRUCTIONS

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

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

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

CODED

DATE
20 OCT 1955

FILE

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

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY		1. DATE OF BIRTH	2. SEX	3. SERVICE DESIGNATION
<i>James Bayley</i>		11 Nov 1925	M	DI
4. GRADE	5. STATION DESIGNATION (Current)			
GS-12	Vienna Operations Base			
6. DUE DATE OF THIS REPORT		7. PERIOD COVERED BY THIS REPORT (Inclusive dates)		
16 Aug 55 (final VOB)		16 November 1954 thru 15 August 1955		

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
<i>Case Officer, Soviet Branch</i>	14 June 1951
3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)	

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

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES	
1. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
<i>Peter Newman</i>	<i>Brown Jweedy</i>
3. THIS REPORT ☐ WAS ☒ WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHENTICATED AT HQS.	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE REPORT AND SIGNATURES
SEP 29 1955	<i>Uttaylor</i>

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply to most people. On the right hand side of the page are four major categories of descriptions. Each category is divided into three small blocks; this is to allow you to make finer distinctions if you wish. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion as to whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

OFFICE OF PERSONNEL
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MAIL ROOM

STATEMENTS		CATEGORIES					
		NOT OB- SERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.	SAMPLES			X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.							X
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.						X	
4. HAD INITIATIVE.							X
5. UNEMOTIONAL.						X	
6. ANALYTIC IN HIS THINKING.							X
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X	
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X		
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.						X	
12. CAN GET ALONG WITH PEOPLE.					X		
13. MEMORY FOR FACTS.							X
14. GETS THINGS DONE.							X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.							X
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.							X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.							X
19. HAS WIDE RANGE OF INFORMATION.							X
20. SHOWS ORIGINALITY.						X	
21. ACCEPTS RESPONSIBILITIES.						X	
22. ADMITS HIS ERRORS.						X	
23. RESPONDS WELL TO SUPERVISION.					X		
24. EVEN DISPOSITION					X		
25. ABLE TO DO HIS JOB WITHOUT "STRONG SUPPORT."							X

SECRET

SECTION V

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

SECRET

SECRET
(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER WEAKNESSES.
An exceptionally bright person whose strengths outweigh by far his weaknesses with greater maturity, should outgrow his weaknesses.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☒ NO ☐ YES. IF YES, WHY?

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MAIL ROOM

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?
General desk and Headquarters training.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D.

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- ☐ 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- ☐ 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- ☐ 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- ☒ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? ☒ NO ☐ YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.

- ☐ 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- ☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRKED BY RESTRICTIONS... REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- ☐ 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... DOUBTERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
- ☐ 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- ☐ 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- ☒ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- ☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion?

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☐ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- ☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- ☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- ☒ 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- ☐ 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- ☐ 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- ☐ 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- ☐ 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- ☐ 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- ☐ 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- ☒ 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECRET



CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

15 JUL 1955

MEMORANDUM FOR: Tennett H. Bagley

SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

A handwritten signature in dark ink, appearing to read "Harrison G. Reynolds".

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

A handwritten signature in dark ink, appearing to read "Tennett H. Bagley".
Date: 8 Dec 1955

Career Service Staff
Office of Personnel

3 JAN 1956

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SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY			
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (true)	DATE (from item 1)	NAME OF SUPERVISOR (true)	DATE (from item 2)
Bayley, Tennent	1 Mar 55	Tweedy, Bronson	
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		DATE	
		20 Mar 1955	
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
11 November 1925	GS-12	Area Operations Officer	
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE		
Rufire	Vienna Operations Base		
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7. EXPECTED DATE OF DEPARTURE
None			15 September 1955
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
Establishment and direction, under the Chief of Operations, of counterespionage effort of VOB, initially against all opposition services and subsequently Soviet intelligence only. This included organization and maintenance of files, establishment of necessary procedures (namechecking, carding, filing, reporting) and the supervision and handling of CE operations; double agents against Soviet and Hungarian IS; surveillance operations; interrogations and debriefings of personalities of CE interest (including staff officer defectors from RIS and HIS); planning and execution of recruitment/defection approaches to Soviet officials; collation and exploitation of CE information obtained from VOB operations, Hqs, and other station correspondence and from liaison with other U. S. agencies. Personal handling of agents operating against following targets: double agents against Soviet and Hungarian services, penetration of Soviet element in Austria; Austrian government, economic intelligence, Satellite installations in Vienna and legal and illegal border crossing into Satellites. Maintenance of liaison with other U. S. agencies in Vienna. Technical functions including photography and audio surveillance.			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 5, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
Headquarters or United States field assignment in the counterespionage field.			
B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):			
Advanced Counterespionage Course			

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)	
C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (1st, 2nd and 3rd choice) IN THE BOXES BELOW:	
☒ 1 RETURN TO MY CURRENT STATION	☐ 2 BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY
☒ 3 BE ASSIGNED TO ANOTHER FIELD STATION <i>4/10/55</i>	
WITH RESPECT TO A POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE YOUR 1ST, 2ND AND 3RD CHOICE FOR GEOGRAPHIC AREA OR SPECIFIC STATION:	
1ST CHOICE:	<u>Southern Europe</u> <i>4/10/55</i>
2ND CHOICE:	<u>Western Europe</u>
3RD CHOICE:	<u>Japan</u>
10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?	
INDICATE NUMBER OF WORK DAYS <u>30</u>	
11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:	
None	
12. SIGNATURE: COMPLETE ITEM NO. 8-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.	
TO BE COMPLETED BY SUPERVISOR AT FIELD STATION	
13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:	
This Mission concurs strongly in Subject's request for assignment in Washington. Subject is an outstanding young case officer, an excellent career prospect who we feel will advance rapidly in the organization. He is extremely intelligent, very well motivated, ambitious and determined. Despite his comparative youth, he is already an experienced intelligence officer. Careful attention should be given to his career planning.	
14. SIGNATURE: COMPLETE ITEM NO. 8-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.	
TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT HEADQUARTERS	
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE DIVISION TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:	
16. NAME OF SUPERVISOR TITLE: 17. REMARKS (additional comment) <i>He will be able to place subject on his return. CC/Rev - 7/7/55</i>	
SIGNATURE:	
DATE:	

SECRET

SECRET
(When Filled In)

FIELD FITNESS REPORT

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

INSTRUCTIONS

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

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

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

5 IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE INDIVIDUAL BEING RATED.

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

Tenneth Bagley

1. DATE OF BIRTH

11 Nov 1925

2. SEX

M

3. SERVICE DESIGNATION

Kufiro FI

4. GRADE

GS-12

5. STATION DESIGNATION (Current)

Vienna, Austria

6. DUE DATE OF THIS REPORT

30 November 1954

7. PERIOD COVERED BY THIS REPORT (Inclusive dates)

1 July through 15 November 1954

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION Area Ops Officer

Kufiro Case Officer/Soviet Branch 0136.01

2. DATE ASSUMED RESPONSIBILITY FOR POSITION

24 June 1954

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

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

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True) William H. Hord	2. NAME OF REVIEWING OFFICIAL IN FIELD (True) Bronson Tweedy
3. THIS REPORT ☐ WAS ☒ WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHENTICATED AT HQS. DEC 29 1954	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED FOR AUTHENTICATION OF FITNESS REPORT AND SIGNATURES [Signature]

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET
(When Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have a definite opinion that the description is not at all suited to the individual.

OFFICE OF PERSONNEL
JAN 13 4 07 PM '55
MAIL ROOM

STATEMENTS	SAMPLES	CATEGORIES					
		NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ASSE TO SEE ANOTHER'S POINT OF VIEW.				X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.							X
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.							X
5. UNEMOTIONAL.					X		
6. ANALYTIC IN HIS THINKING.							X
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.							X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.				X			
9. HAS SENSE OF HUMOR.					X		
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.						X	
12. CAN GET ALONG WITH PEOPLE.					X		
13. MINDFUL FOR FACTS.							X
14. GETS THINGS DONE.							X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X	
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.							X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.					X		
19. HAS WIDE RANGE OF INFORMATION.							X
20. SHOWS ORIGINALITY.							X
21. ACCEPTS RESPONSIBILITIES.					X		
22. ADMITS HIS ERRORS.					X		
23. RESPONDS WELL TO SUPERVISION.						X	
24. EVEN DISPOSITION.					X		
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.						X	

SECRET

26. CAN THINK ON HIS FEET.
27. COMES UP WITH SOLUTIONS TO PROBLEMS.
28. STIMULATING TO ASSOCIATES. A "SPARK PLUG".
29. TOUGH MINDED.
30. OBSERVANT.
31. CAPABLE.
32. CLEAR THINKING.
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.
34. EVALUATES SELF REALISTICALLY.
35. WELL INFORMED ABOUT CURRENT EVENTS.
36. DELIBERATE.
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.
39. THOUGHTFUL OF OTHERS.
40. WORKS WELL UNDER PRESSURE.
41. DISPLAYS JUDGEMENT.
42. GIVES CREDIT WHERE CREDIT IS DUE.
43. HAS DRIVE.
44. IS SECURITY CONSCIOUS.
45. VERSATILE.
46. HIS CRITICISM IS CONSTRUCTIVE.
47. ABLE TO INFLUENCE OTHERS.
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.
50. A GOOD SUPERVISOR.

SECTION V

4. WHAT ARE HIS OUTSTANDING STRENGTHS? Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social poise, experience, aggressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations--relationships with other agencies, etc.--to much greater degree than others his grade and experience.

2. WHAT ARE HIS OUTSTANDING WEAKNESSES? Subj accepts responsibility, but sometimes fails to carry on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments effected by personal relations. Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

SECRET
(When Filled In)

OFFICE OF PERSONNEL
407 PM '55

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS ALL OTHER CONSIDERATIONS.
Mental ability, motivation, enthusiasm, experience, etc. *mental ability.* other considerations which would not have been remarked in an officer of less ability.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? ☐ NO ☐ YES. IF YES, WHY?
Only that in the sense that an outstanding employee should be expected to need supervision at all times to see that his career develops as fully as can be expected.

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?
Any advanced operations training which he may not have had.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):
Subject is an outstanding young officer.

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D.

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- ☐ 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- ☐ 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS NO SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- ☐ 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- ☐ 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- ☒ 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- ☐ 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? ☒ NO ☐ YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.

- ☐ 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- ☐ 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRKED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- ☐ 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
- ☐ 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- ☐ 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- ☒ 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- ☐ 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities than normally indicated by promotion.

- ☐ 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- ☐ 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- ☐ 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- ☐ 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- ☐ 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- ☒ 6. AN EXCEPTIONAL PERSON AND IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- ☐ 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- ☐ 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- ☐ 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- ☐ 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- ☐ 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- ☐ 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- ☒ 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

STATUS AND EFFICIENCY REPORT

(105)

SECTION 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE. SECTION 7 THROUGH 11 WILL BE COMPLETED BY IMMEDIATE SUPERVISOR.

NAME: Tenneth Bailey LAST: BAILEY FIRST: TENNETH MIDDLE:

CAT. RATING: G-11 SALARY: DATE OF ASSIGNMENT: 15 June 1951

DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT: (LIST MOST RECENT FIRST, IN BRIEF CONCISE BUT FULLY)

chief of CF section, planning, coordinating and directing activity of VPC under chief of operations. case officer, handling primary CF cases.

IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. None.

PROFICIENCY IN FOREIGN LANGUAGE	READING	HEARING	SPEAKING	UNDERSTANDING
EAC. GOOD FAIR	EAC. GOOD FAIR	EAC. GOOD FAIR	EAC. GOOD FAIR	EAC. GOOD FAIR
French	X		X	X
German	X		X	X
Italian		X		X

3. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN U.S. STATE) LOCATION

intelligence officer U.S.

" Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS: ☒ YES ☒ NO NUMBER OF DEPENDENTS: ☒ YES ☒ NO EMERGENCY ADDRESSEE: ☒ YES ☒ NO LEGAL ADDRESS: ☒ YES ☒ NO

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

27 May 1954

DATE

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

PERIOD COVERED BY THIS REPORT: DATE FROM 1/1/53 DATE TO 30/4/54

OCCASION FOR REPORT: ANNUAL ☒ REASSIGNMENT OF ☐ PROPOSED REASSIGNMENT OF ☐ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐

IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☒ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☒ NO IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11

HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION? See EAVA-7058

FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					X		
B. INTEREST AND ENTHUSIASM IN WORK							X
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	X
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION						X	X
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. FACT					X		
N. SAGACITY (NON-CURLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA					X		

INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION WOULD YOU: DEFINITELY ☐ PREFER NOT TO HAVE HIM? ☐ BE SATISFIED ☐ BE PLEASED ☐ PARTICULARLY ☐ NOT WANT HIM? ☐ HAVE HIM? ☐ TO HAVE HIM? ☐ DESIRE HIM? ☒

ENTER HERE ANY DESIRED REMARKS PERTAINING TO EMPLOYEE'S QUALIFICATIONS OR LACK THEREOF, WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO. REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IN APPROPRIATE PLACES IN REPORT.

1. Subject is a brilliant young intelligence officer. He is unusually intelligent, quick and perceptive. He writes forcefully, organizes his material well and has an excellent manner and presence. He is vitally interested in his work and has made a systematic study of it, particularly of the counter espionage aspect. He is well read and has an unusually good grasp of politics and has an excellent background in history. He has travelled in Europe considerably and has lived abroad (on his own hook) much of his adult life. In Vienna, he has learned German well.

(IF ADDITIONAL SPACE IS NEEDED AT ATTACH EXTRA SHEET)

1 July 1954

DATE

IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF.

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

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2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forma fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.

3. Subject comes from a service environment and was himself a Marine officer when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.

4. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.

5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

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STATUS AND EFFICIENCY REPORT

SECTION 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE.

1. NAME (PRINTED) LAST FIRST MIDDLE CAC RATING SALARY DATE OF ASSIGNMENT
 2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)
 Chief of Vienna Operations Base. Chief of CE Section. Case officer handling CE cases. Supervision and training of personnel of CE section, carrying out functions of CE analysis, namechecking, casing and maintenance of CE files.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. NONE

4. PROFICIENCY IN FOREIGN LANGUAGE

	READING	EXC:GOOD	FAIR	SPKING	EXC:GOOD	FAIR	UNDERSTANDING	EXC:GOOD	FAIR
French	X			X			X		
German	X			X			X		
Italian		X			X		X		

5. MY PREFERENCE FOR NEXT (6-12) MONTHS AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US/STATE) TYPE OF DUTY LOCATION
 Intell. Off. USA
 Western Europe

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS ☒ YES ☒ NO NUMBER OF DEPENDENTS ☒ YES ☒ NO EMERGENCY ADDRESSEE ☒ YES ☒ NO LEGAL ADDRESS ☒ YES ☒ NO

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

17 September 1953
 DATE

SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT
 DATE FROM DATE TO ANNUAL ☒ REASSIGNMENT OF REPORTING OFFICER ☐ PROMOTED REASSIGNMENT OF EMPLOYEE REPORTED ON ☐ COVERING INITIAL 90 DAYS OF EMPLOYMENT ☐
 June 52 June 53

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☒ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☒ NO IF SO, WHAT DUTY OR DUTIES

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO, EXPLAIN IN SECTION 11
 HAS EMPLOYEE STRIVEN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE							X
B. INTEREST AND ENTHUSIASM IN WORK							X
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY							X
F. JUDGMENT AND COMMON SENSE							X
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION						X	
I. INITIATIVE							X
J. ABILITY TO HANDLE AND DIRECT PEOPLE						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT							X
N. SAGACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION WOULD YOU
 DEFINITELY ☐ PREFER NOT ☐ BE SATISFIED ☐ BE PLEASED ☐ DESIRE HIM? ☒ DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS DEFICIENCIES SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

COMMENT-ATTACHED

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

8 Sept 53
 DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

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

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Attachment to EAVA-4351

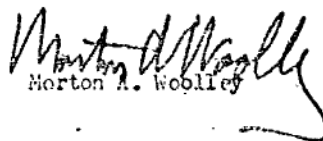
K A P O K

23 September 1953

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

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

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


Morton A. Woolley

SECRET

CONFIDENTIAL **STATUS AND EFFICIENCY REPORT**

(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTIONS 1 THROUGH 6 WILL BE COMPLETED BY EMPLOYEE. TYPEWRITER WILL BE USED IF POSSIBLE.

1. NAME (PRINTED)	LAST	FIRST	MIDDLE	CAT. RATING	SALARY	DATE OF ASSIGNMENT TO PRESENT DUTY
	NOIR	Douglas	M.	GS-9	\$4600.	15 June 1951

2. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)

Case officer; general operational functions; photography, reproduction, S/V, and technical surveillance; document intelligence.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED. None.

4. PROFICIENCY IN FOREIGN LANG.	READING		SPEAKING		UNDERSTANDING	
	EXC (GOOD)	FAIR	EXC (GOOD)	FAIR	EXC (GOOD)	FAIR
French	X		X		X	
German		X		X		X
Italian		X		X		X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS (IF IN USPO STATE) LOCATION

Case officer. Vienna

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

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

MARITAL STATUS	YES	NUMBER OF DEPENDENTS	YES	EMERGENCY ADDRESSEE	YES	LEGAL ADDRESS	YES
	X NO		X NO		X NO		X NO

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

17 September 1951

DATE

Douglas M. Noir
 SIGNATURE OF EMPLOYEE

SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT

DATE FROM	DATE TO	ANNUAL	REASSIGNMENT OF REPORTING OFFICER	PROPOSED REASSIGNMENT OF EMPLOYEE REASSIGNMENT	COVERING INITIAL 90 DAYS OF EMPLOYMENT
16 Jun '51	18 Sep '51				X

8. IS THIS EMPLOYEE QUALIFIED TO PERFORM ALL PRESENT DUTIES? ☒ YES ☐ NO IS EMPLOYEE BETTER QUALIFIED FOR OTHER DUTIES? ☒ YES ☐ NO IF SO, WHAT DUTY OR DUTIES

ops analyst than doing routine photo work. This will be taken care of when T/O filled.

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2? ☒ YES ☐ NO IF NO EXPLAIN IN SECTION 11

HAS EMPLOYEE SHOWN FOR PROFESSIONAL IMPROVEMENT? ☒ YES ☐ NO DO YOU RECOMMEND EMPLOYEE FOR PROMOTION? ☒ YES ☐ NO IF SO, TO WHAT GRADE AND FOR WHAT POSITION?

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK NOT OBSERVED ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSERVED	UNSATISFACTORY	FAIR	GOOD	VERY GOOD	EXCELLENT	OUTSTANDING
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						X	
B. INITIATIVE AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DEPENDIBILITY						X	
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)					X		
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION					X		
M. TACT						X	
N. SAGACITY (JUDGMENTABILITY)						X	
O. LEADERSHIP	X						
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA	X						

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU DESIRE HIM? ☐ YES ☐ NO ☐ IF PLEASED ☐ IF PLEASED ☒ IF PLEASED

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Subject appears to be an excellent prospect for operational work. He is intelligent, quick to learn and hard working. He approaches problems systematically and with forethought. He has an excellent background in history and is well up on current events. The lack of fluency in German is the only liability noted in his first 90 days here. At present subject is working hard on German.

(IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET)

18 September 1951

DATE

(IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF)

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

CONFIDENTIAL

FILE COPY OF STANDARD FORM 56

**"AGENCY CERTIFICATION OF INSURANCE STATUS—
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"**

on file with the Retirement Operations Branch,

Office of Personnel (x3257).

1-6-72



United States Marine Corps

Certificate of
Honorably Satisfactory Service
in World War II

This is to Certify that

Lieutenant Harrington, Earl

has satisfactorily completed active service and is this date

Discharged

Entered the United States Marine Corps

11 March 43

Began Active Service

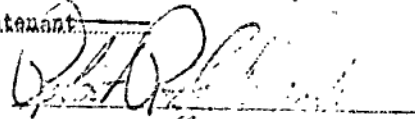
11 March 43

Upon relief from Active Duty held Rank of

Second Lieutenant

given at MB, Washington, D. C.

dated 26 June, 1946



Signature

ROBERT R. SEDOWICK, Capt., USMC

Rank

U. S. MARINE CORPS REPORT OF SEPARATION

FALL 1972

SS# - - -

1. LAST NAME DALEY		FIRST NAME Tonnont		MIDDLE NAME Harrington		3. RANK P1 Sgt	5. PAY GRADE 3rd	6. SERIAL NUMBER 540423
2. PERMANENT ADDRESS FOR MAILING PURPOSES 2129 Florida Ave., N.W., Washington, D. C.						8. RACE W	9. CITIZEN X	4. DATE OF BIRTH 11 Nov 23
10. ADDRESS FROM WHICH PERSON WILL BE EMPLOYED 2129 Florida Ave., N.W., Washington, D. C.						11. MARRIED X	12. NO. OF DEP. none	13. PLACE OF BIRTH Annapolis, MD.
RECORD OF MARINE CORPS SERVICE								
14. SELECTIVE SERVICE DATA YES		15. REGISTERED YES		16. ADDRESS AT TIME OF ENTRY INTO SERVICE Washington, D. C.		18. DEL. GEN. SER. NO. - - - - -		17. COUNTY & STATE - - - - -
19. MEANS OF ENTRY 1. INLISTED		20. INDUCED 2		21. PLACE OF ENTRY INTO ACTIVE SERVICE Los Angeles, California		22. DATE OF ENTRY 1 Jul 43		23. COMPONENT 111-b
24. PENSION CLAIM FILED X		25. YES NO		26. PLACE OF SEPARATION FROM ACTIVE SERVICE MB, Washington, D.C.		27. DATE OF SEPARATION 26 Jun 46		28. END OF SEPARATION ExDot
29. TYPE OF DISCHARGE CERT. Honorable						30. LENGTH OF SERVICE YEARS		31. MONTHS 7
32. MILITARY SPECIALTIES								
Sea Duty Officer (1950)								
33. SERVICE SCHOOLS ATTENDED						34. COURSES		35. WEEKS
PCS, Quantico, Va.						PCS OCS -		16
Sea School, San Diego, Cal.						Sea School		5
36. PRINCIPAL MILITARY DUTY								
Sea Duty Officer (1950)								
EMPLOYMENT AND NON-EMPLOYMENT EDUCATIONAL DATA								
37. CIVILIAN OCCUPATION (TITLE)		38. D.O.T. NUMBER		39. NO. YRS.		40. LAST EMPLOYED		
Student		O-X		- - -		- - - - -		
41. JOB SUMMARY								
Majored in International Relations and Foreign Trade								
42. SECONDARY OCCUPATION (TITLE)		43. D.O.T. NUMBER		44. NO. YRS.		45. LAST EMPLOYED		
- - - - -		- - - - -		- - - - -		- - - - -		
46. LAST EMPLOYER BEFORE ENTRY INTO SERVICE						47. DATE LEFT		48. REASON FOR LEAVING X
49. EDUCATION IN YEARS						50. PAPER COURSES		
GRAMMAR 8		HIGH SCHOOL 4		COLLEGE 3		DEGREE 0		
International Relations and Foreign Trade								
51. TRADE COURSES			52. COURSES OF GREATEST INTEREST			53. LAST SCHOOL ATTENDED		
None			International Relations			Princeton University, Princeton, N. J.		
40. PREFERENCE FOR ADDITIONAL TRAINING								
Going back to school								
41. JOB PREFERENCE				REASON				
Foreign Trade				Will be trained for				
42. LOCALITY PREFERENCE				REASON				
Undecided				- - - - -				
I certify that all information on this form pertaining to the Naval Service of the above named individual is in accordance with the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.								
SIGNATURE OF C.O. OR PERS. O. Robert N. Shennick						TYPE IN NAME OF OFF. HAND Robert N. Shennick		
SIGNATURE OF DISCHARGE Robert N. Shennick						DATE 11/13		

MARINE'S COPY

THE UNIVERSITY OF CHICAGO



PIÙ BELLA CENITA MERCI

Index

United States Marine Corps

This is exactly what

Humorally Discharged

and from the United States Marine Corps

Woodstock, Vermont, Boston, March 1. 1844.
 Dear Sir: - 10

Am. Inst. 10

[illegible]

1940

SECRET

**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE**
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) (first) (middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
BAGLEY, Tennent H.	Nov. 11, 1925	570 35 7705
EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)	

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance

☐
(A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance

☒
(B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here
if you
WANT NEITHER
regular nor
optional
insurance

☐
(C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

4

**SIGN AND DATE. IF YOU MARKED BOX "A" OR "C",
COMPLETE THE "STATISTICAL STUB," THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

Tennent H. Bagley

DATE

20 February 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

RECEIVED
OFFICE
PERSONNEL
MAR 15 10 20 AM '68

See Table of Effective Dates on back of Original

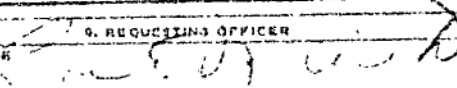
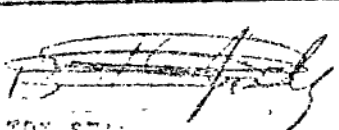
ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-7
JANUARY 1953
(for use only until April 14, 1964;
176-101)

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD												
TO: Office of Personnel, Transactions and Records Branch, Status Section												
SERIAL NO.		NAME										
		LAST		FIRST				MIDDLE				
1-6		(Print)		7-24								
056043		BAGLEY		TENNENT				N.				
INSTRUCTIONS												
USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.												
PCS DATES OF SERVICE												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE			
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION			27	38	39	
09	12	67							1			
										BELGIUM 065		
TDY DATES OF SERVICE												
ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA			O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				CODE			
25-26	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION			27	38	39	
OFFICE OF PERSONNEL USE ONLY - PUNCH AREA												
SOURCE DOCUMENT AND CERTIFICATION												
TRAVEL VOUCHER						DISPATCH						
CABLE						DUTY STATUS OR TIME AND ATTENDANCE REPORT						
OTHER (Specify)												
DOCUMENT IDENTIFICATION NO.						DOCUMENT DATE/PERIOD						
51115						9/13/67						
REMARKS												
PREPARED BY			REPORT ANNOTATED ON CONTROL DOCUMENT			ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED						
DCO			DATE			SIGNATURE						
C & L DIVISION, CTR.			9/15/67			W. Zureick						
C & L DIVISION												
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER												

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 7 July 1965	
2. NAME (Last, First, Middle) BAOLRY, Tennant H.		3. POSITION TITLE Ops Off Ch	4. GRADE GS-16
5. OFFICE, DIVISION, BRANCH IDP/GR		6. EMPLOYEE'S EXT. 4496	
7. PURPOSE OF EVALUATION			
☐ PRE-EMPLOYMENT ☐ ENTRANCE ON DUTY ☒ TDY STANDBY ☐ SPECIAL TRAINING ☐ ANNUAL ☐ RETURN TO DUTY ☐ FITNESS FOR DUTY ☐ MEDICAL RETIREMENT		☐ HQS/TDY ☐ OVERSEAS ASSIGNMENT ETD STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SP 89) ATTACHED ☐ RETURN FROM OVERSEAS ETA STATION NO. OF DEP.'S (PURCHASE TDY STANDBY EXPIRES SEP 65)	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER	
☒ YES ☐ NO		SIGNATURE  Lorenz E. Harbeck ROOM NO. & BUILDING 53A004	
		EXT. 3923	
10. COMMENTS			
			
QUALIFIED FOR TDY STA UNTIL			
11. REPORT OF EVALUATION			
JOE E. CLINE			
DATE 17 29 65		SIGNATURE FOR CHIEF OF MEDICAL STAFF	

NAME OF EMPLOYEE		EMPLOYEE SERIAL NO.		COMPLETED BY EMPLOYEE		TELEPHONE EXT.		5254	
				YES	NO			SECRET (WITH FILLED IN)	
DO NOT FOLD, STAPLE, SPINDLE, OR MUTILATE									
INSTRUCTIONS		DO NOT WRITE IN COLUMN	WHERE SERVICE WAS PERFORMED	DATE - 1 TYPE - 2 (ENTER MONTH)	DATES		SERVICE AS CIVILIAN - 1 MILITARY - 2 (ENTER MONTH)	RESPONSIBLE U.S. GOVT. DEPT. OR AGENCY	DO NOT WRITE IN COLUMN
					FROM	TO			
					MO	YR	MO	YR	
THIS FORM MUST BE RETURNED									
WHETHER YOU HAVE HAD OVER-									
SEAS SERVICE OR NOT.		050	AUSTRIA	1	05	10	05	1	100
PLEASE READ CAREFULLY IN-		801	EUROPE	2	03	03	06	1	100
STRUCTIONS ON ACCOMPANYING		801	EUROPE	2	01	06	15	1	100
CARD; THEN FILL OUT THIS FORM		805	EUROPE	2	12	15	12	1	100
AS ACCURATELY AS POSSIBLE.		840	EUROPE	1	03	05	06	1	100
		807	EUROPE	2	01	06	15	2	620

IF ADDITIONAL SPACE IS NEEDED CHECK HERE

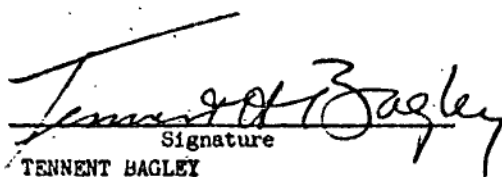
AND ASK YOUR ADMINISTRATIVE OFFICER FOR SUPPLEMENTAL CARDS

SECRET

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents
of Handbook 20-4, Employee Conduct, dated 29 August 1961.


Signature
TENNENT BAGLEY

24 Oct 62
Date

CONFIDENTIAL

SECRET
(When Filled In)

CAREER PREFERENCE OUTLINE			
This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization. - CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -			
SECTION A.		GENERAL	
1. NAME OF EMPLOYEE (Last-First-Middle)	2. DATE OF BIRTH	3. SERVICE DESIGNATION	4. GRADE
BAGLEY, Tennent H.	11 Nov 1925	DI	GS-13
5. ORGANIZATIONAL TITLE	6. POSITION TITLE	7. OCCUPATIONAL CODE	8. OFFICE OF ASSIGNMENT
	Intelligence Officer (CI)		EE/Poland
SECTION B.		CAREER INTERESTS	
9. GENERAL TYPE OF ACTIVITY			
FI Operations (including planning and supervision)			
10. SPECIFIC TYPE OF ACTIVITY (including assignments)			
A. IMMEDIATE (Within next 1 to 3 years)			
Remain in EE Division plus training and rotation in order to prepare for field assignment.			
Overseas tour - EE area - FI Operations			
B. LONG-RANGE (Within next 3 to 5 years)			
Return to field station, followed by PCS, Headquarters, EE Division			
SECTION C.		TRAINING	
11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING			
A. IMMEDIATE (Within next 1 to 3 years)			
Clandestine Services Review, C.10			
Audio Surveillance Management, C.24			
Communist Party Organization and Operations, C.2			
B. LONG-RANGE (Within next 3 to 5 years)			
12. ADDITIONAL COMMENTS			
1. I recognize that the implementation of my career preferences must depend upon the needs of the organization. I understand that my performance, capabilities and interests will be given due consideration.		13. DATE COMPLETED	14. SIGNATURE OF EMPLOYEE
		7 Feb 57	See Item 21

FORM NO. 1030
1 AUG 56

SECRET

Career Outline

(4)

SECRET
(When Filled In)

SECTION D.		COMMENTS BY SUPERVISOR	
15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE			
16. RELATIVE TO TRAINING FOR EMPLOYEE			
17. TYPED OR PRINTED NAME OF SUPERVISOR		18. SIGNATURE	
19. TITLE		20. DATE	
SECTION E.		FOR USE OF CAREER SERVICE	
21. COMMENTS			
Detailed Individual Career Plan approved by FI Panel on file in FI Career Management Office, 2048 L			
22. TYPED OR PRINTED NAME		23. SIGNATURE	
24. TITLE		25. DATE	
LEAVE BLANK			

SECRET

Ty R

1. NAME (Last) Bagley (First) Tennant H. (Middle)		2. THIS DATE 1 June 56	
3. THE FOLLOWING AGENCY SPONSORED INSURANCE PROGRAMS HAVE BEEN EXPLAINED TO ME			
☐ BAR AGENCY EMPLOYEES PROTECTIVE ASSOCIATION (BAEPA) ☒ GROUP HOSPITALIZATION INCORPORATED (GHI) ☐ MUTUAL BENEFIT OF OMAMA - HOSPITALIZATION ☒ UNITED LIFE INSURANCE (ULIC) ☒ AIR TRIP INSURANCE		☒ DREAD DISEASES ☒ INCOME REPLACEMENT * CASH PAYMENT OF PREMIUMS AT THE TIME EMPLOYEE APPLIES FOR INSURANCE MUST COVER THE PERIOD OF TIME HE WILL BE AWAY FROM HEADQUARTERS.	
4. ITINERARY (To be completed only for individuals making application for Air Trip Insurance)			
5. I AM NOW PARTICIPATING, OR WOULD LIKE TO PARTICIPATE IN THE INSURANCE PROGRAMS LISTED BELOW.			SIGNATURE OF EMPLOYEE Tennant H. Bagley
TYPE OF POLICY	DESIRED	NOW HAVE	POLICY NUMBER
Red Cross Mutual		/	
6. I DO NOT ELECT TO PARTICIPATE IN ANY OF THE STATED INSURANCE PROGRAMS			SIGNATURE OF EMPLOYEE
7. EMPLOYEE INTERVIEWED BY			ICD (Signature)
CPB (Signature) H. Armstrong			
8. REMARKS			
When completed, the original of this form should be forwarded to TARR for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.			
INSURANCE QUESTIONNAIRE			

CONFIDENTIAL
(When Filled In)

1. NAME (Last) *Bagley* (First) *Tennant* (Middle) *H* 2. THIS DATE *21 May 56*

3. THE FOLLOWING AGENCY SPONSORED INSURANCE PROGRAMS HAVE BEEN EXPLAINED TO ME

☒ PAR AGENCY EMPLOYEES PROTECTIVE ASSOCIATION (PAEPA)	☒ DEATH DISEASES *
☒ GROUP HOSPITALIZATION INCORPORATED (GHI)	☒ INCOME REPLACEMENT *
☒ MUTUAL BENEFIT OF OHAMA - HOSPITALIZATION	
☒ UNITED LIFE INSURANCE (ULIC)	
☒ AIR TRIP INSURANCE	

* CASH PAYMENT OF PREMIUMS AT THE TIME EMPLOYEE APPLIES FOR INSURANCE MUST COVER THE PERIOD OF TIME HE WILL BE AWAY FROM HEADQUARTERS.

4. ITINERARY (To be completed only for individuals making application for Air Trip Insurance)

5. I AM NOW PARTICIPATING, OR WOULD LIKE TO PARTICIPATE IN THE INSURANCE PROGRAMS LISTED BELOW.

TYPE OF POLICY	DESIRED	NOW HAVE	POLICY NUMBER	REDUCTIONS AUTHORIZED EACH PAY PERIOD	CASH PAID
<i>D.H.I.</i>		☒		<i>propd</i>	
<i>Red Empl</i>		☒			

6. I DO NOT ELECT TO PARTICIPATE IN ANY OF THE STATED INSURANCE PROGRAMS

7. EMPLOYEE INTERVIEWED BY *E. J. Jaki* CPB (Signature) *ICU (Signature)*

8. REMARKS

When completed, the original of this form should be forwarded to T&RD for incorporation in the employee's official personnel folder. The copy should be forwarded to CPB for retention in CPB files.

INSURANCE QUESTIONNAIRE

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE

Choice

01815195-

ESAYEN

SECTION

1 FEDERAL CIVILIAN SERVICE, BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)

[illegible]

11 MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)

BRANCH OF SERVICE	FROM			TO			TOTAL SERVICE		
	DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
Marine Corps	11	3	1943	26	6	1946	16	3	3
" "	NO	10	1	1949	21	1	1949	12	-
" "	NO	25	8	1943	26	8	1949	12	
Total Military Service							10	4	3

III CERTIFICATION

I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.

28 February 1952

PAYE

SIGNATURE OF PILOT

IV REMARKS: (CONCERNING ABOVE SERVICE)

Part-time work (four hours per day) for Department
of State, Geneva, Switzerland: 15 April 1948-
30 November 1948.

V FOR PERSONNEL OFFICE USE ONLY

TOTAL CREDITABLE SERVICE

DAYS	MONTHS	YEARS
12	1	5

WAF AF CONTINUED ON NON-DETACHABLE REVERSE SIDE

SECRET

AGREEMENT

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

RECITALS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5. If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such Agency, may be transferred, if appropriate, in accordance with E.O. 9837, 27 March 1947 issued pursuant to Section 935 of the Foreign Service Act of 1946.

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

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

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

1. In the event of the death or disability of the Employee, the Employee or his dependents shall be afforded the benefits of the United States Employees' Compensation Act of 7 September 1916, or amended.

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

ARTICLE IX. Salary. The Employee shall receive a basic salary of ~~\$1,200.00 per year~~ per year in accordance with Section 115 of the Foreign Service Act of 1946. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 642 of the Foreign Service Act of 1946. Other changes in status will be made only as specifically authorized by the ADSO.

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

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

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

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

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

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

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

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

ARTICLE XII. Security. This contract contains information affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C. 31 and 32, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate disciplinary action, which may include suspension or separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

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

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

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

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

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

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

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

A lump sum payment for annual leave is to be paid up to 24 May 1957.
Sick leave is to be held in escrow until such time as subject reverts back to GS-status, at which time, accrued sick leave will be credited.

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

UNITED STATES OF AMERICA

BY: Charles W. Clayer
Assistant Chief, Personnel Division, C.

Tennant D. Bagley
Employee

WITNESS:

Harold J. Pfeiffer
Chief, Overseas Branch

FORM DSP-34 9-1-68 FORMERLY PS-372 DEPARTMENT STATE APPLICATION FOR EMPLOYMENT IN THE FOREIGN SERVICE OF THE UNITED STATES		DE BUREAU NO. 47-2071.1 APPL. L. EXPIRES AUGUST 31, 1980 THIS SPACE FOR OFFICE USE ONLY	
INSTRUCTIONS—Answers to all questions must be typed or printed. All questions must be answered fully. If sufficient space has not been provided for your answer to any question, complete your answer under item # 27.		PREVIOUS _____ CARGED _____ ACKNOWLEDGED _____ INDEXED _____ INVESTIGATED _____ ACTION _____ CODE _____ OTHER _____	
DATE OF APPLICATION Social Security No. <u>570-06-7745</u>		POSITION APPLIED FOR	
THIS SPACE FOR OFFICE USE ONLY		1. NAME (Last) (First) (Middle) (Maiden, if any) BAGLEY, Terment Harrington	
3a. PERMANENT ADDRESS (Place from which transportation will be authorized if appointed. Street number and name) 2005 Soledad Avenue 3d. CITY, POSTAL ZONE, STATE La Jolla, California		2. HAVE YOU EVER BEEN KNOWN BY ANY OTHER NAME? ☐ YES ☒ NO IF ANSWER IS "YES", GIVE FULL DETAILS UNDER ITEM #37.	
5. PRESENT ADDRESS IF DIFFERENT FROM ABOVE 2168 Florida Avenue, N. W. Washington, D. C.		4. STATE OF WHICH YOU ARE A LEGAL RESIDENT California	
6. DATE OF BIRTH (month, day, year) 11 November 1925		7. PLACE OF BIRTH (City, state, or country) Annapolis, Maryland	
8a. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED?		8b. IF A NATURALIZED CITIZEN, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE	
9. SEX ☒ MALE ☐ FEMALE	10. HEIGHT 5 FT. 11 IN.	11. WEIGHT 170 LBS.	12. MARITAL STATUS ☒ SINGLE ☐ MARRIED ☐ WIDOWED ☐ DIVORCED ☐ SEPARATED
13. WHAT IS THE LOWEST BASE SALARY, EXCLUSIVE OF ALLOWANCES YOU WILL ACCEPT? \$ _____ PER ANNUM			
14. WHAT RESTRICTIONS ARE THERE IF ANY ON YOUR IMMEDIATE AVAILABILITY FOR DUTY IN ANY PART OF THE WORLD? None			
15. FULL NAME OF HUSBAND/WIFE (If wife, maiden name)		b. DATE OF BIRTH	c. PLACE OF BIRTH (City, state, or country)
d. IF BORN OUTSIDE U.S. HOW WAS CITIZENSHIP ACQUIRED?		e. IF NATURALIZED, PLACE, DATE, AND NUMBER OF NATURALIZATION CERTIFICATE.	
16. DEPENDENTS			
NAME		RELATIONSHIP	DATE OF BIRTH
None			
17. WHICH DEPENDENTS WOULD YOU WISH TO ACCOMPANY YOU: AEROA07			
18a. FATHER'S NAME David Worth Bagley		b. PLACE OF BIRTH Raleigh, North Carolina	c. OCCUPATION Retired
d. PRESENT ADDRESS 2005 Soledad Avenue, La Jolla, California		e. IF BORN OUTSIDE U.S. DID FATHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO	
19a. MOTHER'S MAIDEN NAME Marie Louise Harrington		b. PLACE OF BIRTH Colusa, California	c. OCCUPATION IF ANY None
d. PRESENT ADDRESS 2005 Soledad Avenue, La Jolla, California		e. IF BORN OUTSIDE U.S. DID MOTHER EVER OBTAIN U.S. CITIZENSHIP? ☐ YES ☐ NO	
20a. CAN YOU TAKE DICTATION? ☐ YES ☒ NO	b. ARE YOU A STENOGRAPHER? ☐ YES ☒ NO	c. CAN YOU TYPE BY TOUCH SYSTEM? ☒ YES ☐ NO	d. NAME OTHER OFFICE MACHINES YOU OPERATE None
W.P.M.	W.P.M.	10 W.P.M.	

21. MILITARY STATUS						
a. IF YOU HAVE BEEN IN THE ARMED FORCES OR IN THE MERCHANT MARINE IN WHAT SERVICE AND BRANCH DID YOU SERVE? (e.g. U.S. Army, Field Artillery)		b. SERVICE OR SERIAL NUMBER				
U. S. Marine Corps		047506				
c. DATE OF ENTRY ON ACTIVE DUTY	d. RATE OR RANK AT TIME OF ENTRY	e. DATE OF HONORABLE DISCHARGE OR SEPARATION				
1 July 1943	Private	26 June 1946				
f. RATE OR RANK AT TIME OF DISCHARGE OR SEPARATION		g. PRESENT RATE OR RANK IF ON ACTIVE DUTY				
Second Lieutenant		First Lieutenant, USMC, inactive				
22a. WHAT PERTINENT FEDERAL CIVIL SERVICE EXAMINATIONS HAVE YOU TAKEN? (Give year, title, and grade received)						
None						
d. DO YOU HAVE A PERMANENT CIVIL SERVICE STATUS IN THE FEDERAL GOVERNMENT? ☐ YES ☒ NO		e. IF NOW EMPLOYED IN THE FEDERAL GOVERNMENT GIVE PRESENT GRADE AND DATE OF LAST CHANGE IN GRADE				
23. HAVE YOU EVER APPLIED FOR A POSITION UNDER THE DEPARTMENT OF STATE OR TAKEN AN EXAMINATION FOR A POSITION UNDER THE DEPARTMENT OF STATE? ☐ YES ☒ NO IF ANSWER IS "YES" GIVE PARTICULARS UNDER ITEM #37.						
24. HAVE YOU EVER HELD A POSITION UNDER A FOREIGN GOVERNMENT? (Including service in the Armed Services of a Foreign power) ☐ YES ☒ NO IF ANSWER IS "YES" GIVE DETAILS UNDER ITEM #37.						
25. OUTLINE YOUR TRAVEL OR RESIDENCE ABROAD GIVING DATES, PURPOSE, AND PLACES. (If not while in the Armed Forces give number, date, and place of issuance of American passport.)						
1945 - 1946 - U. S. Marine Corps overseas						
July 1947 - July 1950 - studies in Geneva, Switzerland; tourist in France, Switzerland, England, Belgium, and Italy.						
26. FOREIGN LANGUAGES (Name and indicate the extent of your competence, i.e. Excellent, Good, Fair).						
a. LANGUAGE	b. READ	c. WRITE	d. SPEAK	e. UNDERSTAND		
French	Excellent	Excellent	Excellent	Excellent		
German	Fair	Fair	Fair	Fair		
27. EDUCATION						
a. GRADE SCHOOL — CIRCLE HIGHEST GRADE COMPLETED 1 2 3 4 5 6 7 8						
	NAME AND ADDRESS	DATES ATTENDED	YEARS COMPLETED	DEGREES CONFERRED	MAJOR SUBJECTS	SEMESTER HOURS CREDIT
d. HIGH SCHOOLS OR PREPARATORY SCHOOLS	Menlo School Menlo Park California	Graduated June 1942				
e. COLLEGES OR UNIVERSITIES	Princeton University, N. J. U. of So. California, L.A.	Sept. 42 - June 43 June 43 - Oct 44 Sept. 46 - June 47	1 3	AB	Int. Rel.	
f. OTHER EDUCATIONAL INSTITUTIONS OR TRAINING SCHOOLS	University of Geneva Switzerland	July 47 - July 50	2 1/2	MA PhD	B B	
28. EMPLOYMENT						
INSTRUCTIONS. (In the space provided below describe every position which you have held since you first began to work. Start with present position and work back to the first position which you held. Account for all periods of unemployment and state reasons of any unemployment indicated). Use continuation sheet if more space is required.						
PRESENT POSITION						
DATES OF EMPLOYMENT (Month, year) FROM: July 1950 TO: Present		EXACT TITLE OF YOUR PRESENT POSITION		SALARY OR EARNINGS		
PLACE OF EMPLOYMENT (City, state)				STARTING \$ PER YR. PRESENT \$ PER YR.		
NAME AND ADDRESS OF EMPLOYER		DESCRIPTION OF YOUR WORK				
		Unemployed				
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU						
NAME AND TITLE OF YOUR IMMEDIATE SUPERVISOR						
REASON FOR DESIRING TO CHANGE EMPLOYMENT		IF CURRENTLY EMPLOYED, DO YOU APPROACH PRESENT EMPLOYER? ☐ YES ☒ NO				

DATES OF EMPLOYMENT (Month, year) FROM: _____ TO: _____ PLACE OF EMPLOYMENT (City, state) NAME AND ADDRESS OF EMPLOYER NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU NAME AND TITLE OF IMMEDIATE SUPERVISOR REASON FOR LEAVING		EXACT TITLE OF YOUR POSITION SALARY OR EARNINGS STARTING \$ _____ PER YR. FINAL \$ _____ PER YR. DESCRIPTION OF YOUR WORK	
DATES OF EMPLOYMENT (Month, year) FROM: _____ TO: _____ PLACE OF EMPLOYMENT (City, state) NAME AND ADDRESS OF EMPLOYER NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU NAME AND TITLE OF IMMEDIATE SUPERVISOR REASON FOR LEAVING		EXACT TITLE OF YOUR POSITION SALARY OR EARNINGS STARTING \$ _____ PER YR. FINAL \$ _____ PER YR. DESCRIPTION OF YOUR WORK	
DATES OF EMPLOYMENT (Month, year) FROM: _____ TO: _____ PLACE OF EMPLOYMENT (City, state) NAME AND ADDRESS OF EMPLOYER NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU NAME AND TITLE OF IMMEDIATE SUPERVISOR REASON FOR LEAVING		EXACT TITLE OF YOUR POSITION SALARY OR EARNINGS STARTING \$ _____ PER YR. FINAL \$ _____ PER YR. DESCRIPTION OF YOUR WORK	

29. OTHER POSITIONS HELD FOR LESS THAN THREE MONTHS AND PERIODS OF UNEMPLOYMENT. (List - Beginning with most recent)				
DURATION	POSITION	NAME AND ADDRESS OF EMPLOYER OR REASON FOR UNEMPLOYMENT	STARTING AND FINAL SALARY PER ANNUM	
July 1948 - Dec. 1948	Administrative Ass't.	U.S. Delegation, International Admin. Aeronaut. Radio Conference	Part time	Approx. \$1 hr.
June 1948 - July 1948	Administrative Ass't.	U. S. Delegation, Int. Telecom. Union, Admin. Council, Geneva	"	"
Apr. 1948 - June 1948	Administrative Ass't.	U.S. Delegation, Provisional Frequency Board, Geneva	"	"

30. HAVE YOU EVER BEEN DISCHARGED OR FORCED TO RESIGN FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? ☐ YES ☒ NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.	
31. HAVE YOU NOW OR HAVE YOU EVER HAD ANY PHYSICAL DEFECTS OR DISABILITIES WHATSOEVER? ☐ YES ☒ NO	32. HAVE YOU EVER BEEN UNDER TREATMENT FOR A MENTAL OR EMOTIONAL DISORDER? ☐ YES ☒ NO
33. WITHIN THE PAST TWELVE MONTHS, HAVE YOU FREQUENTLY USED INTOXICATING BEVERAGES TO EXCESS? ☐ YES ☒ NO	34. HAVE YOU EVER HAD TUBERCULOSIS? ☐ YES ☒ NO
35. WERE YOU EVER MEDICALLY DISCHARGED FROM THE ARMED FORCES? ☐ YES ☒ NO	
IF ANY OF YOUR ANSWERS TO ANY OF THE ABOVE IS "YES" GIVE FULL PARTICULARS UNDER ITEM #37.	

32. DO YOU HAVE ANY FINANCIAL POSITION PERMIT DISCHARGE OF ALL DEBTS IN FULL? IF ANSWER IS "NO" STATE UNDER ITEM 33 THE NAMES OF CREDITORS, AMOUNTS DUE TO EACH, AND DATES ON WHICH THE OBLIGATIONS WERE CONTRACTED.

33. IF NOW RESIDING ABROAD HAVE YOU EVER PAID A U.S. INCOME TAX? IF ANSWER IS "YES" GIVE YEAR AND OFFICE OF LAST PAYMENT.

34. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF ANY POLITICAL PARTY OR ORGANIZATION THAT ADVOCATES THE OVERTHROW OF THE GOVERNMENT OF THE UNITED STATES BY FORCE OR VIOLENCE?

☐ YES ☒ NO IF ANSWER IS "YES" GIVE FULL DETAILS UNDER ITEM #37.

35. HAVE YOU EVER BEEN ARRESTED OR DETAINED BY CIVIL OR MILITARY AUTHORITIES IN THE UNITED STATES OR IN ANY OTHER COUNTRY (other than for minor traffic violations where the fine did not exceed \$25)? ☐ YES ☒ NO

IF SO, STATE UNDER ITEM #37 THE NAME AND LOCATION OF THE COURT, DATES AND DETAILS OF PROCEEDINGS, AND DISPOSITION.

36. LIST THREE COMPETENT AND RESPONSIBLE PERSONS IN THE UNITED STATES NOT RELATED TO YOU BY BLOOD OR MARRIAGE WHO ARE PARTICULARLY QUALIFIED TO SUPPLY DEFINITE INFORMATION REGARDING YOUR CHARACTER AND ABILITY (do not give names of supervisors listed in answer to questions no. 28 or 29).

NAME	ADDRESS	OCCUPATION
Paul T. Torien	Marine Corps Recruit Depot San Diego, California	Major, U.S.M.C.
Ernest V. Summers	U. S. Motors Los Angeles, California	Engineer
Louis A. Hopkins	Hopkins Pharmacy Long Beach, California	Druggist

37. MENTION HERE ANY SPECIAL QUALIFICATIONS OR ACHIEVEMENTS NOT COVERED ELSEWHERE IN THIS APPLICATION. INCLUDE SUCH ITEMS AS ANY BOOKS OR ARTICLES YOU HAVE WRITTEN, SPECIAL RESEARCH WORK, TECHNICAL SKILLS, HONORARY OR PROFESSIONAL SOCIETY MEMBERSHIPS, AND ANY OTHER INFORMATION YOU CONSIDER PERTINENT. YOU MAY INCLUDE ANY PERTINENT RELIGIOUS, CIVIC, WELFARE, OR ORGANIZATIONAL ACTIVITY WHICH YOU HAVE PERFORMED EITHER WITH OR WITHOUT COMPENSATION, SHOWING THE NUMBER OF HOURS PER WEEK AND NUMBER OF WEEKS PER YEAR IN WHICH YOU WERE ENGAGED IN SUCH ACTIVITY.

38. USE THIS SPACE FOR COMPLETING ANSWERS TO ANY OF THE FOREGOING QUESTIONS, NUMBERING ANSWER TO CORRESPOND WITH QUESTIONS. USE EXTRA SHEETS OF PAPER IF NECESSARY.

Reserve status: U. S. Marine Corps Reserve, inactive (1st Lt., 047506)

Draft Classification: 1-A (Local Board #1, Washington, D. C.)

Presently serving under the provisions of the Civil Service Retirement Act.

CERTIFICATION

False Statement on this Application is Cause for Dismissal.

I DO SOLEMNLY AFFIRM THAT THE INFORMATION CONTAINED HEREIN IS CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF.

27 February 1957

DATE

NAME AS USUALLY WRITTEN AND WILL BE USED AS OFFICIAL SIGNATURE

SECRET

TRAINING EVALUATION

1. The official to whom this report is entrusted is personally responsible for it. Although he may within his discretion show it to other members of his staff, the report should never be shown to the student whom it concerns.

2. The report summarizes the findings, observations, and opinions of the various instructors during the course listed only, with no reference to other facts or findings about the student. More complete data is available in the files of the Training Division and may be examined after contacting the Records and Scheduling Officer.

STUDENT'S NAME Tennent Harrington ParleyDATE OF REPORT 8 December 1950TRAINING COURSE Advanced Operations - XIDIVISION OSO/FDMAge 25GRADE GS-9TRAINING PERIOD 30 October - 1 December 1950PROJECTED ASSIGNMENT Intelligence Officer
Germany

1. **PERFORMANCE RECORD.** The following grades show the achievement of the student in class problems and examinations. The total possible score is broken down to indicate the relative weighting of various factors. The overall adjectival rating is based on the following scale: 0 to 59% unsatisfactory; 60 to 79% satisfactory; 80 to 89% excellent; 90 to 100% superior.

	Possible Score	Achieved Score
FACTS (1) Comprehension of mission of OSO	100	36
(2) Comprehension of mission of OPC	100	36
(3) Comprehension of operational procedures	125	22
(4) Comprehension of operational policy	125	24
(5) USSR and Communism (clandestine aspects)	120	18
SKILLS (6) Evaluation of operational data	130	27
(7) Operational planning	130	26
(8) Operational mechanics	130	28
(9) Personality analysis	130	27
(10) Personality manipulation	130	29
TOTAL	1320	273

Overall adjectival rating Superior (91%)

2. **TRAIT CHARACTERISTICS RECORD.** The following indicates the various personality traits as observed by the instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A scale of 0 to 10 is used, 0 indicating that the trait has not been observed, the lower numbers indicating below average, and the higher indicating above average.

	Rating
(1) Ability to get along and work with people	9
(2) Ability to grasp instructions	9
(3) Enthusiasm and interest in work	9
(4) Industriousness	10
(5) Practical intelligence	8
(6) Astuteness	7
(7) Adaptability	7
(8) Effectiveness	9
(9) Stability	8
(10) Initiative	9
(11) Imagination	8
(12) Ability to handle and direct people	8

3. **COMMENT:** (To be used only in cases of outstanding strengths or weaknesses)

(See back of page)

APPROVED.

CHIEF, STD

REVIEWED.

CHIEF, XXX RES

Dist:

ADSO

Chief, FDM

STB

CAN

Files

SECRET

COMMENT:

It is worthy of note that Mr. Bagley is the third student to be rated Superior since the initiation of the AOC.

SECRET

12 December 1950

MEMORANDUM TO: Chief, FDM**FROM : Chief, TRD****SUBJECT : Mr. Tennent Harrington Bagley**

1. It is with pleasure that the instructors and staff of TRD commend Mr. Tennent Harrington Bagley on his outstanding performance throughout the period of his training.

2. It is felt by the above mentioned officers that he is the type of individual which can contribute greatly to the mission of CIA.

W. R. PEERS
Chief, TRD

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CIA

(Department or agency)

ADVISORY COUNCIL

(Bureau or division)

WASHINGTON, D. C.

(Place of employment)

I, Tennant Harrington Bagley, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers contained in my Application for Federal Employment, Form No. SF-57, dated 11 May 1960, 19 , filed with the above-named department or agency, which I have reviewed, are true and correct as of this date with the exceptions noted in the Declaration of Appointee on the reverse of this form. (If no exceptions, write "None" on the Declaration of Appointee.)

Tennant H. Bagley
(Signature of appointee)

Subscribed and sworn before me this 24th day of July, A. D. 1960.

at Washington, D. C.
(City) (State)

[SEAL]

Frank C. Lawrence
(Signature of officer)

(Title)

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State) 2167 FLORIDA AVE. NW, WASHINGTON, D. C.				
2. (a) DATE OF BIRTH		(b) PLACE OF BIRTH (city or town and State or country)		
3. (a) IN CASE OF EMERGENCY PLEASE NOTIFY MRS. David W. Bayley		(b) RELATIONSHIP mother	(c) STREET AND NUMBER, CITY AND STATE 2005 SOLEDAD AVE LA JOLLA, CALIFORNIA	(d) TELEPHONE NO. GREENOJC 5- 4423
4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☒ NO If no, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.				
NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARRIED (Check one)
		1.		
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		3.		
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INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment.

This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) **Identity of appointee.**—The appointee's signature and handwriting are to be compared with the application and the original photograph. The physical appearance may be checked against the medical certificate. The appointee may also be questioned as to his personal history for agreement with his previous statements.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship.**—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) **Members of Family.**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appointing office of the Civil Service Commission for decision.

CENTRAL INTELLIGENCE AGENCY

2430 E STREET, NW.

WASHINGTON 25, D. C.

Date 24 July 1950

Dear Mr. Tennent H. Bagley:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective. 24 July 1950.

Position: Intelligence Officer GS-9

Base Salary: GS-9,, \$4600.00 per annum

2. You will be:

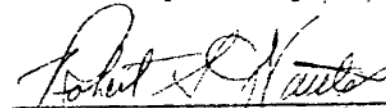
a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

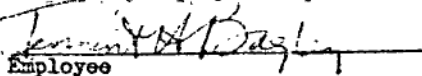
3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.



Official authorized to sign letters of appointment

I accept the above agreement as a condition of my employment by CIA.


Employee

24 July 1950
Date

Form No. 51-105
June 1948

030

REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

20 July 1950

194

BATTLE, Tennent H.

WAS GIVEN A PHYSICAL

EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR
#1 & New Employee☒ FULL DUTY OVERSEAS☐ LIMITED DUTY OVERSEAS☐ DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY)

☐ ☐ ☐ ☐ ☐ ☐

DEFECTS NOTED:

None

JOHN R. TIETJEN, M.D.

FORM NO. 37-82
DEC 1948

REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

090

26 Jan 51

194

Bagley, Tennent

WAS GIVEN A PHYSICAL

EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR

#1 Overseas

☒ FULL DUTY OVERSEAS☐ LIMITED DUTY OVERSEAS☐ DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY)

☐ ☐ ☐ ☐ ☐ ☐

DEFECTS NOTED:

None

JOHN R. TIETJEN, M.D.

FORM NO. 37-82
DEC 1948

SECRET

(WHEN FILLED IN)

CERTIFICATION OF LANGUAGE PROFICIENCY																	
1. EMPLOYEE NO.		2. NAME (LAST-FIRST-MIDDLE)					3. TYPE CHANGE		4. LANGUAGE DATA PRIOR TO TEST								
		BAGLEY, TENNENT H.					AWARD CHANGE DELETE		CODE	LAN. CODE	R	W	P	S	U	I/T	YEAR
5. LANGUAGE DATA AFTER TEST					6. DATE TESTED		7. DATE OF BIRTH		8. GRADE		9. OFFICE OR DIVISION						
LAN. CODE R W P S U I/T YEAR					09/22/66		11/11/25		16		SB						
NOTICE TO PERSON TESTED																	
10. ON THE DATE SHOWN IN ITEM 6 ABOVE, YOU WERE TESTED IN <u>ITALIAN (TUSCAN)</u> BK87 AND YOUR TEST SCORES ARE AS FOLLOWS: (NAME OF LANGUAGE)																	
READING		WRITING		PRONUNCIATION		SPEAKING		UNDERSTANDING		TEST RATINGS							
I		r		I		GOOD		I		0 = ZERO 1 = INTERMEDIATE 3 = BLIGHT H = HIGH 5 = ELEMENTARY N = NATIVE							
11. REMARKS										12. SIGNATURE							
FOR QUALIFICATIONS DATE <u>21 OCT</u>										KLo 13. LD NUMBER 12622							

FORM
11-64

1273

OBSOLETE PREVIOUS
EDITIONS

(10-45)

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

1 - OP/QAB

SECRET

(When Filled In)

LANGUAGE PROFICIENCY AND AWARDS DATA											
1. PERSONNEL SERIAL NO. (1-8)		2. L.D. NO.									
156043		6046									
3. NAME (7-24)				4. COMPONENT		5. GRADE		6. DATE OF BIRTH			
Tennent, Tennent H.				MS		16		Nov. 11, 1925			
7. LANGUAGE				8. CODE (25-27)		9. DATE OF TEST		10. ANNIVERSARY DATE (28-33)			
French				305		June 16, 1960		June 17, 1961			
11. TEST PURPOSE		12. TEST SCORES									
AWARD		READING (34)		WRITING (35)		PRONUNCIATION (36)		SPEAKING (37)		UNDERSTANDING (38)	
SKILL		I		I		H		H		N	
14. I CERTIFY THIS EMPLOYEE FOR AWARD						15. TYPE OF AWARD					
SIGNATURE						A - M					
DATE						E - I - N					
						C					
						R - W - B					
						D - V					
16. AMOUNT OF AWARD						17. I CERTIFY THAT FUNDS ARE AVAILABLE					
\$ 300.00						OBLIGATION REF. NO.					
18. FEDERAL TAX DEDUCTION						SIGNATURE					
\$											
19. STATE/DC TAX DEDUCTION						20. CHARGE ALLOTMENT NO.					
\$						DATE					
21. NET AMOUNT OF AWARD						22. EMPLOYEE PAYROLL NO.					
\$											
23. FORWARD CHECK TO						24. ALLOTMENT OF ASSIGNMENT					
						25. CHECK NO.					
						DATE					

FORM

4-58 1273 USE PREVIOUS EDITIONS

SECRET

(10-45) MRD COPY

SECRET

(When Filled In)

1. PERSONNEL SERIAL NO. (1-6) 15604		LANGUAGE PROFICIENCY AND AWARDS DATA			2. LD NO. 6070	
3. NAME (7-24) Ragley, Tennant H.		4. COMPONENT ES		5. GRADE 14		6. DATE OF BIRTH Nov. 11, 1925
7. LANGUAGE German		8. CODE (23-27) 674		9. DATE OF TEST June 17, 1960		10. ANNIVERSARY DATE (28-29) June 17, 1961
11. TEST PURPOSE AWARD		12. TEST SCORES				13. ELIGIBILITY (39)
READING (34) 7		WRITING (35) 7		PRONUNCIATION (36) 7		AWARDABLE A
SPEAKING (37) 7		UNDERSTANDING (38) 7				NOT AWARDABLE M
14. I CERTIFY THIS EMPLOYEE FOR AWARD				15. TYPE OF AWARD		
SIGNATURE		DATE		A-M A		
				E-I-H C-I		
				C C		
				R-W-B B		
				D-V V		
16. AMOUNT OF AWARD		\$ 200.00		17. I CERTIFY THAT FUNDS ARE AVAILABLE		
18. FEDERAL TAX DEDUCTION		\$		OBLIGATION REF. NO.		
19. STATE/DC TAX DEDUCTION		\$		SIGNATURE		
20. NET AMOUNT OF AWARD		\$		20. CHARGE ASSIGNMENT NO.		
21. FORWARD CHECK TO				DATE		
				22. EMPLOYEE PAYROLL NO.		
				24. ALLOTMENT OF ASSIGNMENT		
				25. CHECK NO.		
				DATE		

FORM 1273 USE PREVIOUS EDITIONS
4-55

SECRET

(10-48) MRD COPY

SECRET

(When Filled In)

1. PERSONNEL SERIAL NO. (1-6) 15604		LANGUAGE PROFICIENCY AND AWARDS DATA			2. LD NO. 6027	
3. NAME (7-24) Ragley, Tennant H.		4. COMPONENT ES		5. GRADE 14		6. DATE OF BIRTH Nov. 11, 1925
7. LANGUAGE German		8. CODE (23-27) 674		9. DATE OF TEST June 15, 1960		10. ANNIVERSARY DATE (28-29) June 17, 1961
11. TEST PURPOSE AWARD		12. TEST SCORES				13. ELIGIBILITY (39)
READING (34) 7		WRITING (35) 7		PRONUNCIATION (36) 7		AWARDABLE A
SPEAKING (37) 7		UNDERSTANDING (38) 7				NOT AWARDABLE M
14. I CERTIFY THIS EMPLOYEE FOR AWARD				15. TYPE OF AWARD		
SIGNATURE		DATE		A-M A		
				E-I-H C-I		
				C C		
				R-W-B B		
				D-V V		
16. AMOUNT OF AWARD		\$ 200.00		17. I CERTIFY THAT FUNDS ARE AVAILABLE		
18. FEDERAL TAX DEDUCTION		\$		OBLIGATION REF. NO.		
19. STATE/DC TAX DEDUCTION		\$		SIGNATURE		
20. NET AMOUNT OF AWARD		\$		20. CHARGE ASSIGNMENT NO.		
21. FORWARD CHECK TO				DATE		
				22. EMPLOYEE PAYROLL NO.		
				24. ALLOTMENT OF ASSIGNMENT		
				25. CHECK NO.		
				DATE		

FORM 1273 USE PREVIOUS EDITIONS
4-55

SECRET

(10-48) MRD COPY

SECRET

(When Filled In)

PERIODIC SUPPLEMENT

PERSONAL HISTORY STATEMENT

THIS DATE

30 July 1957

INSTRUCTIONS

This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.

SECTION I

GENERAL

1. FULL NAME (Last-First-Middle)

BAGLEY, Tennant Harrington

18 SEP 1957

2. CURRENT ADDRESS (No., Street, City, Zone, State)

Route 4, Box 365, Vienna, Virginia

3. PERMANENT ADDRESS (No., Street, City, Zone, State)

2721 Glenwick Place, La Jolla, California

4. HOME TELEPHONE NUMBER

Dunkirk 5-9713

5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE

Virginia

SECTION II

PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S.

Maria L. Bagley

2. RELATIONSHIP

Wife

3. HOME ADDRESS (No., Street, City, Zone, State, Country)

Route 4, Box 365, Vienna, Virginia

4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE

NA

5. HOME TELEPHONE NUMBER

Dunkirk 5-9713

6. BUSINESS TELEPHONE NUMBER

NA

7. BUSINESS TELEPHONE EXTENSION

NA

8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE.

NA

SECTION III

MARITAL STATUS

1. CHECK (X) ONE:

☐ SINGLE☒ MARRIED☐ WIDOWED☐ SEPARATED☐ DIVORCED☐ ANNULLED

2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

SPOUSE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiancé.

3. NAME

(First)

(Middle)

(Maiden)

(Last)

Maria

Longay

BAGLEY

4. DATE OF MARRIAGE

16 June 1955

5. PLACE OF MARRIAGE (City, State, Country)

Vienna, Austria

6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country)

Lanko Wionzeile 18, Vienna VI, Austria

7. LIVING

☒ YES☐ NO

8. DATE OF DEATH

NA

9. CAUSE OF DEATH

NA

10. CURRENT ADDRESS (Give last address, if deceased)

Route 4, Box 365, Vienna, Virginia

11. DATE OF BIRTH

4 September 1930

12. PLACE OF BIRTH (City, State, Country)

Baden near Vienna, Austria

13. IF BORN OUTSIDE U.S., DATE OF ENTRY

11 October 1955

14. PLACE OF ENTRY

New York, N.Y.

15. CITIZENSHIP (Country)

Austrian

16. DATE ACQUIRED

January 1947

17. WHERE ACQUIRED (City, State, Country)

Vienna, Austria

18. OCCUPATION

Housewife

19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers)

NA

20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country)

NA

SECTION III CONTINUED TO PAGE 2

FOR
QUALIFICATIONS
DATE JUN 1958

SECRET

(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR	
NA	
22. BRANCH OF SERVICE	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED
NA	
24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN	
NONE	

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

1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
LONYAY, Ernst Leopold	wife's father	59
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
Austria, Vienna (Linke Weinzeile 18, Vienna VI, Austria)		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
Austrian	wife's letter only - weekly	July 1957
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
LONYAY, Charlotte	wife's mother	?
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
Austria, Vienna		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
Austrian	wife's letter's - weekly	July 1957
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
LONYAY, Ludwig (Lajos)	wife's brother	19
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
Austria, Vienna		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
Austrian	infrequent letter contact	July 1957
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
LONYAY, Alexander	wife's brother	3
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
Austria, Vienna		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
Austrian	None except through mother	NA

5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

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

SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?	☒ YES	☐ NO
2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? ☐ YES ☒ NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.		
3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? ☐ YES ☒ NO		
4. IF YOU HAVE ANSWERED "YES" TO QUESTION 3 ABOVE, GIVE COMPLETE DETAILS.		
NA		
5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.		
NA		

SECTION V CONTINUED TO PAGE 2

SECRET

SECRET

(When Filled In)

SECTION V CONTINUED FROM PAGE 2							
6. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS							
NAME OF INSTITUTION				ADDRESS (City, State, Country)			
National Savings and Trust Company				Washington, D.C.			
7. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY?				YES ☐ NO ☒			
8. IF YOU HAVE ANSWERED "YES" TO QUESTION 7 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)							
NA							
SECTION VI CITIZENSHIP							
1. COUNTRY OF CURRENT CITIZENSHIP				2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE			
USA				☒ BIRTH ☐ MARRIAGE ☐ OTHER (Specify):			
3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? ☐ YES ☒ NO				4. GIVE PARTICULARS			
				NA			
5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)							
NA							
SECTION VII EDUCATION							
1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED							
☐ LESS THAN HIGH SCHOOL GRADUATE				☐ OVER TWO YEARS OF COLLEGE - NO DEGREE			
☐ HIGH SCHOOL GRADUATE				☐ BACHELOR'S DEGREE			
☐ TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE				☐ GRADUATE STUDY LEADING TO HIGHER DEGREE			
☐ TWO YEARS COLLEGE OR LESS				☒ MASTER'S DEGREE ☐ DOCTOR'S DEGREE			
2. COLLEGE OR UNIVERSITY STUDY							
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATE ATTENDED		DEGREE REC'D	DATE REC'D	SEM/CTR HRS. COMPLETED (Specify)
	MAJOR	MINOR	FROM	TO			
Princeton University			1942	Apr. 43			2 sem.
University of Southern California	Int. Rel.	Hist. Pol. Sci.	1943-44	46-47	AB	Jan 47	also 1 sem. grad.
University of Geneva, Switzerland (Graduate Institute of International Studies)	Pol. Sci.		1947	1948	licence as sci. pol.	Jul	48
Same	"		1948	1950	doctorate in pol. sci.	Jul 50	
3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS							
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS			
		FROM	TO				
None							
4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)							
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS			
		FROM	TO				
Officer Candidate School, U.S. Marine Corps (Infantry) (also boot camp, other infantry training)	Quantico, Va.	early 45	summer 45	16			
Sea School, San Diego	Sea duty, anti-aircraft artillery	Aug 45	Sept. 45	5			
5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE							

SECRET

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(When Filled In)

SECTION VIII GEOGRAPHIC AREA KNOWLEDGE						
1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT OTHER THAN ORGANIZATION EXPERIENCE. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE," INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY			
			RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
France, Switzerland	political affairs, history, geography	1926-28, 47-50	X	X	X	
Rest of Western Europe and Central Europe	"	1947-50		X	X	

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE

Residence with family in 20's; graduate study and tourist travel in other areas, 1947-50.

3. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF ORGANIZATION ASSIGNMENT OR ACTIVITY.					
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY		
			HQTS ASSIGNMENT	FIELD ASSIGNMENT	TRAINING
Austria	political, economic, other	1951-55		X	
Germany, Switzerland	"	1951-56	X	X	
Poland	"	1955-57 (Hqs only)	X		
Hungary, Czechoslovakia	"	study and operational activity 1951-57	X	X	

SECTION IX TYPING AND STENOGRAPHIC SKILLS				
1. TYPING (W.P.M.)	2. STENOGRAPHY (W.P.M.)	3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM		
40		☐ GREGG	☐ SHERIDAN	☐ OTHER (Specify):
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Mimeo-graph, Card Punch, etc.)				
None				

SECTION X SPECIAL QUALIFICATIONS	
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH	
tennis (good), golf (fair), swimming (good), Chess (fair), skiing (fair), hunting (fair), fishing (fair)	
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK	
3. EXCLUDING EQUIPMENT LISTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTHAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.	
None	
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF ANY.	
No	
5. FIRST LICENSE OR CERTIFICATE (Year of Issue)	6. LATEST LICENSE OR CERTIFICATE (Year of Issue)

SECRET

SECRET
(When Filled In)

SECTION X CONTINUED FROM PAGE 2

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

and published

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

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

None.

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

None.

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

None.

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

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
July 1950-June 1951	GS-9	Advisory Council and FDM German and Austrian Branches.
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
0		
6. DESCRIPTION OF DUTIES		
desk case officer and undergoing training and <u>integration into State Dept.</u>		
1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
July 1951 to September 1955	GS-12	FDM and EE Division, Austrian Station
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
4-5	Case Officer and Chief, CE Austria	
6. DESCRIPTION OF DUTIES		
Handling of Agents <u>against Soviet, Satellite and Austrian targets</u> ; organizing and supervising CE activity <u>in Vienna</u> ; <u>handling double agents</u> ; <u>debriefing defectors from intelligence services</u> ; temporary work in audio and photographic support work.		
1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
November 55 to date	GS-13	Chief of Operations, Polish Branch
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
about 20	Chief, CE Poland EE/Polish Branch	
6. DESCRIPTION OF DUTIES		
Organization, planning and supervision of world-wide operational activity against the Polish target. Lecturing to CE course in TRD. Organized tutorial course for EE Division.		
1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
6. DESCRIPTION OF DUTIES		
1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
6. DESCRIPTION OF DUTIES		

(Use additional pages if required)

SECRET
5

SECRET
(When Filled In)

SECTION XII

CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.

1

2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.

6

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

[illegible]

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED

SIGNATURE OF EMPLOYEE

SECRET

SECRET
(When Filled In)

(1-8)		LANGUAGE DATA RECORD	
156.043			
PART I-GENERAL			
1. NAME (Last-First-Middle) (19-24)		2. DATE OF BIRTH (25-30)	
BAGLEY, Tennent Harrington		MONTH DAY YEAR Nov. 11 1925	
3. LANGUAGE (31-33)		4. TODAY'S DATE (34-39)	
ITALIAN 373		MONTH DAY YEAR JUNE 17 1957	
		☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II-LANGUAGE ELEMENTS			
SECTION A. Reading (40)			
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.			
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.			
(3) I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.			
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.			
5. I HAVE NO READING ABILITY IN THE LANGUAGE.			
SECTION B. Writing (41)			
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.			
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.			
(4) I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.			
5. I CANNOT WRITE IN THE LANGUAGE.			
SECTION C. Pronunciation (42)			
1. MY PRONUNCIATION IS NATIVE.			
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.			
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.			
(4) MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.			
5. I HAVE NO SKILL IN PRONUNCIATION.			
CONTINUE ON REVERSE SIDE			

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
- ☒ 4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
- ☐ 5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
- ☒ 4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
- ☒ 4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 10(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

17 June 1957

SIGNATURE

Tennent H. Bagley

(46)

(47)

SECRET
(When Filled In)

(11-6)		LANGUAGE DATA RECORD			
156043					
PART I-GENERAL					
1. NAME (Last-First-Middle) (17-24)			2. DATE OF BIRTH (25-36)		
BAGLEY, TENNENT HARRINGTON			MONTH Nov.	DAY 11	YEAR 1925
3. LANGUAGE (37-39)		4. TODAY'S DATE (34-39)		5.	
German 283		MONTH June	DAY 17	YEAR 1957	☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
PART II-LANGUAGE ELEMENTS					
SECTION A. Reading (40)					
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.					
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.					
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.					
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3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANINGS, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, ANNOUNCED STYLE, USING THE DICTIONARY OCCASIONALLY.					
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANINGS, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ANNOUNCED STYLE, USING THE DICTIONARY FREQUENTLY.					
5. I CANNOT WRITE IN THE LANGUAGE.					
SECTION C. Pronunciation (42)					
1. MY PRONUNCIATION IS NATIVE.					
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.					
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4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.					
5. I HAVE NO SKILL IN PRONUNCIATION.					
CONTINUE ON REVERSE SIDE					

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
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5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED

17 June 1954

SIGNATURE

Levent & Bagley

(46)

C

(47)

T

SECRET
(When Filled In)

(11-01)		LANGUAGE DATA RECORD	
156043			
PART I-GENERAL			
1. NAME (Last-First-Middle) (17-24)		2. DATE OF BIRTH (175-201)	
BAGLEY, Tennent Harrington		MONTH DAY YEAR Nov. 11 1925	
3. LANGUAGE (21-23)	4. TODAY'S DATE (24-28)	5.	
FRENCH 265	MONTH DAY YEAR JUNE 17 1957	☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II-LANGUAGE ELEMENTS			
SECTION A. Reading (40)			
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.			
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5. I HAVE NO SKILL IN PRONUNCIATION.			
CONTINUE ON REVERSE SIDE			

CONTINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D. Speaking (43)	
1	I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2	I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3	I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4	I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5	I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E. Understanding (44)	
1	I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
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4	I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5	I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.
BEFORE CONTINUING-- CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.	
PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
1	I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2	I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3	BOTH OF THE ABOVE STATEMENTS APPLY.
4	NONE OF THE ABOVE STATEMENTS APPLY.
PART IV-CERTIFICATION	
I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.	
DATE SIGNED	SIGNATURE
17 June 1957	Tennant & Bagley
(46) C	(47) A

36447

STANDARD FORM 57 NOV 1947
U. S. CIVIL SERVICE COMMISSION

APPLICATION FOR FEDERAL EMPLOYMENT

INSTRUCTIONS: In order to prevent delay in consideration of your application, answer every question on this form clearly and completely. Write with a point in INK. In applying for a specific United States Civil Service examination, read the examination announcement carefully and follow all directions. If you are applying for a WRITTEN examination, follow the instructions on the admission card regarding disposition of this application. If you are applying for an UNWRITTEN examination, read this application to the office named in the announcement. Be sure to mail to the same office any other forms required by the announcement. Notify the office with which you file this application of any change in your address.

APPLICATION NO.	1. NAME OF EXAMINATION OR KIND OF POSITION APPLIED FOR 2. OPTION(S) (if mentioned in examination announcement) 3. PLACE OF EMPLOYMENT APPLIED FOR (City and State) 4. DATE OF THIS APPLICATION 11 May 1950 5. MR. (First name) (Middle) (Maiden, if any) (Last) MR. TENNENT HARRINGTON BAGLEY 6. (A) STREET AND NUMBER OR R. D. NUMBER 2005 SOLEDAD AVENUE (B) CITY OR POST OFFICE (including postal zone) AND STATE LA JOLIA, CALIFORNIA 7. LEGAL OR VOTING RESIDENCE (State) (A) OFFICE PHONE (B) HOME PHONE CALIFORNIA 8. DATE OF BIRTH (month, day, year) Nov. 11, 1925 9. PLACE OF BIRTH (city and State; if born outside U. S., name city and country) Annapolis, Md. 10. ☐ MARRIED ☒ SINGLE 11. ☒ MALE ☐ FEMALE 12. (A) HEIGHT WITHOUT SHOES: 5 FEET 11 INCHES (B) WEIGHT: 165 POUNDS 13. (A) HAVE YOU EVER BEEN EMPLOYED BY THE FEDERAL GOVERNMENT? ☐ YES ☒ NO (B) IF DO: GIVE LAST GRADE AND DATE OF LAST CHANGE IN GRADE.	DO NOT WRITE IN THIS BLOCK For Use of Civil Service Commission Only <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">☐ APPROVED</td> <td style="width: 33%;">☐ MATERIAL SUBMITTED</td> <td style="width: 33%;">☐ ENTERED REGISTER</td> </tr> <tr> <td>☐ NON APPROVED</td> <td>☐ RETURNED</td> <td></td> </tr> </table> NOTATIONS: APP. REVIEW: APPROVED: <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>OPTION</th> <th>GRADE</th> <th>EARNED RATING</th> <th>PREFERENCE</th> <th>AUGM. RATING</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td>☐ 9 POINTS (CENT.)</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td>☐ 10 POINTS</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td>☐ WIFE OR WIDOW</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td>☐ DYAL</td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td>☐ BEING INVESTIGATED</td> <td></td> </tr> </tbody> </table> INITIALS AND DATE	☐ APPROVED	☐ MATERIAL SUBMITTED	☐ ENTERED REGISTER	☐ NON APPROVED	☐ RETURNED		OPTION	GRADE	EARNED RATING	PREFERENCE	AUGM. RATING				☐ 9 POINTS (CENT.)					☐ 10 POINTS					☐ WIFE OR WIDOW					☐ DYAL					☐ BEING INVESTIGATED	
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			☐ BEING INVESTIGATED																																			

14. (A) WHAT IS THE LOWEST ENTRANCE SALARY YOU WILL ACCEPT? **1750 YEAR**
You will not be considered for any position with a lower entrance salary.

(B) CHECK IF YOU WILL ACCEPT SHORT-TERM APPOINTMENT IF OFFERED, FOR:
☐ 1 TO 3 MONTHS ☐ 3 TO 6 MONTHS ☐ 6 TO 12 MONTHS

NOTE: Acceptance or refusal of a temporary short-term appointment will not affect your opportunity to obtain a professional appointment.

(C) IF YOU ARE WILLING TO TRAVEL, SPECIFY:
☐ OCCASIONALLY ☐ FREQUENTLY ☐ CONSTANTLY

15. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED:
☐ IN WASHINGTON, D. C. ☐ ANYWHERE IN THE UNITED STATES
☐ OUTSIDE THE UNITED STATES

16. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, GIVE ACCEPTABLE LOCATIONS.

16. EXPERIENCE: It is important for you to furnish all information requested below in sufficient detail to enable the Civil Service Commission and the appointing officers of agencies to give you full credit in determining your qualifications. Use a separate block for each position. Start with your present position and work back, explaining clearly the general tasks which you performed in each position, accounting for all periods of unemployment. Experience gained more than 15 years ago which is not pertinent to the work for which you are applying may be summarized in one or more of the blocks. If your duties changed materially while working for the same employer, use a separate block to describe each position. You may include any pertinent religious, civic, military, or organizational activity which you have performed, either with or without compensation, showing the number of hours per week and weeks per year in which you were engaged in such activity. Military experience should be described in the space below in its proper sequence.

(a) If you were ever employed in any position under a name different from that shown in item 5 of this application, give under "Description of your work" the name used.

(b) If you have never been employed or are now unemployed, indicate that fact in the space provided below for "Present Position."

1. PRESENT POSITION			
DATES OF EMPLOYMENT (month, year)	EXACT TITLE OF YOUR PRESENT POSITION	CLASSIFICATION GRADE (if in Federal Service)	SALARY OR EARNINGS: STARTING, \$ PER MONTH; \$ PER YEAR
FROM: TO PRESENT TIME	None in period covered - Dec 1948 - June 1950		
PLACE OF EMPLOYMENT (city and State)	NAME AND TITLE OF IMMEDIATE SUPERVISOR		
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)	KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)		
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU	REASON FOR DESIRING TO CHANGE EMPLOYMENT		
DESCRIPTION OF YOUR WORK			

(CONTINUED ON NEXT PAGE)

16-5211-1

16 CONTINUED

② DATES OF EMPLOYMENT (month, year)		EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS STARTING \$ FINAL \$	PER PER
FROM TO PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING			
DESCRIPTION OF YOUR WORK					

③	DATES OF EMPLOYMENT (month, year)	EXAC : TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS: STARTING \$ FINAL \$	PER PER
	FROM: TO:				
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR			
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment; and division)		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale silk, insurance agency, manufacture of locks, etc.)			
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING			
DESCRIPTION OF YOUR WORK					

④	DATES OF EMPLOYMENT (month, year)	EXACT TITLE OF YOUR POSITION	CLASSIFICATION GRADE (if in Federal service)	SALARY OR EARNINGS		
	FROM: TO:			STARTING \$	PER	PER
PLACE OF EMPLOYMENT (city and State)		NAME AND TITLE OF IMMEDIATE SUPERVISOR				
NAME AND ADDRESS OF EMPLOYER (firm, organization, or person; if Federal, name department, bureau or establishment, and division)		KIND OF BUSINESS OR ORGANIZATION (e. g., wholesale sale, insurance agency, manufacture of locks, etc.)				
NUMBER AND KIND OF EMPLOYEES SUPERVISED BY YOU		REASON FOR LEAVING				
DESCRIPTION OF YOUR WORK						

[illegible]

DOI: 10.1002/for

36447

PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question does not apply write "not applicable." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
2. Type, print or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? yes
Yes or No

SEC. 1. PERSONAL BACKGROUND

Telephone: _____

A. FULL NAME Mr. TENNENT HARRINGTON BAGLEY Office: _____
 (Use No. Initials) Mr. TENNENT HARRINGTON BAGLEY Ext. _____
 First Middle Last

Home: _____
 - after 20 June: 2168 Florida Ave. N.W., Washington, D.C.
 PRESENT ADDRESS - until 20 June: Hotel de la Truite, Ferney-Voltaire (ain) France
 St. & No. City State Country

PERMANENT ADDRESS 2005 Soledad Ave, La Jolla, California, USA
 St. & No. City State Country

B. NICKNAME Peter WHAT OTHER NAMES HAVE YOU USED? _____

_____ UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? _____

HOW LONG? _____ IF A LEGAL CHANGE, GIVE PARTICULARS _____

Where? By What Authority

C. DATE OF BIRTH 11 Nov. 1925 PLACE OF BIRTH Annapolis, Maryland, USA
 City State Country

D. PRESENT CITIZENSHIP U.S.A. BY BIRTH? _____ BY MARRIAGE? _____
 Country

NATIONALITY CERTIFICATE # _____ ISSUED _____ BY _____
 Date Court

State Country

A PREVIOUS NATIONALITY? _____
 Yes or No Country

WHAT DATES? _____ TO _____ ANY OTHER NATIONALITY? _____
 Country

ARS _____

IN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS: _____



E. IF BORN OUTSIDE U.S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? _____

PORT OF ENTRY? _____ ON PASSPORT OF WHAT COUNTRY? _____

LAST U.S. VISA _____
Number Type Place of Issue Date of Issue

SEC. 2. PHYSICAL DESCRIPTION

AGE 24 SEX male HEIGHT 5'11" WEIGHT 165

EYES _____ HAIR _____ COMPLEXION _____ SCARS _____

BUILD _____ OTHER DISTINGUISHING FEATURES _____

SEC. 3. MARITAL STATUS

A. SINGLE ☒ MARRIED _____ DIVORCED _____ WIDOWED _____

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS _____

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE — INCLUDE ANNUL-
 MENTS — USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND
 GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE _____
First Middle Maiden Last

PLACE AND DATE OF MARRIAGE _____

HIS (OR HER) ADDRESS BEFORE MARRIAGE _____
St. & No. City State Country

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

OCCUPATION _____ LAST EMPLOYER _____

EMPLOYER'S OR BUSINESS ADDRESS _____
St. & No. City State Country

MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
Date Date

COUNTRY _____ DETAILS OF OTHER GOV'T. SERVICE, U.S. OR FOREIGN _____

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents)

1. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

2. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

3. NAME _____ RELATIONSHIP _____ AGE _____
CITIZENSHIP _____ ADDRESS _____
St. & No. City State Country

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME _____
First Middle Last

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR, LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

OCCUPATION _____ LAST EMPLOYER _____

EMPLOYER'S OR OWN BUSINESS ADDRESS _____
St. & No. City State Country

MILITARY SERVICE FROM _____ TO _____ BRANCH OF SERVICE _____
Date Date

COUNTRY _____ DETAILS OF OTHER GOV'T SERVICE, U.S. OR FOREIGN.

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME _____
First Middle Last

LIVING OR DECEASED _____ DATE OF DECEASE _____ CAUSE _____

PRESENT, OR LAST, ADDRESS _____
St. & No. City State Country

DATE OF BIRTH _____ PLACE OF BIRTH _____
City State Country

CITIZENSHIP _____ WHEN ACQUIRED? _____ WHERE? _____
City State Country

IF BORN OUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY _____

SEC. 12. EDUCATION

ELEMENTARY SCHOOL _____ ADDRESS _____
City State Country
 DATES ATTENDED _____ GRADUATE? _____
 HIGH SCHOOL _____ ADDRESS _____
City State Country
 DATES ATTENDED _____ GRADUATE? _____
 COLLEGE _____ ADDRESS _____
City State Country
 DATES ATTENDED _____ DEGREE _____
 COLLEGE *University of Geneva and Graduate Institute & International Studies* ADDRESS *Geneva, Switzerland*
City State Country
 DATES ATTENDED *Oct. 1949 - June 1950* DEGREE *Ph.D. (doctorate in sciences - near completion - Political Sci.)*

SEC. 13. MILITARY, NAVAL OR OTHER GOVT SERVICE — U.S. OR FOREIGN

Country	Service	Rank	Dates of Service
Last Station	Serial No.	Type of Discharge	

REMARKS: _____
 SELECTIVE SERVICE BOARD NUMBER _____ ADDRESS _____
 IF DEFERRED GIVE REASON _____
 INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS _____

SEC. 14. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST.

— no employment in period May 1949 - May 1950 —
 1. FROM _____ TO _____

EMPLOYING FIRM OR AGENCY _____
 ADDRESS _____
St. & No. City State Country
 KIND OF BUSINESS _____ NAME OF SUPERVISOR _____
 TITLE OF JOB _____ SALARY \$ _____ PER _____
 YOUR DUTIES _____
 REASONS FOR LEAVING _____

2. FROM _____ TO _____

EMPLOYING FIRM OR AGENCY _____

SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

	Street and Number	City	State
1. _____	BUS. ADD. _____	_____	_____
	RES. ADD. _____	_____	_____
2. _____	BUS. ADD. _____	_____	_____
	RES. ADD. _____	_____	_____
3. _____	BUS. ADD. _____	_____	_____
	RES. ADD. _____	_____	_____

SEC. 19. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? _____ IF NOT, STATE SOURCES OF OTHER INCOME _____

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS _____
National Savings and Trust Co., Washington, D.C. - Credit Suisse, Geneva, Switzerland

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? _____
 GIVE PARTICULARS, INCLUDING COURT: _____

D. GIVE THREE CREDIT REFERENCES — IN THE U.S.

1. NAME	ADDRESS	St. & No.	City	State
2. NAME	ADDRESS	St. & No.	City	State
3. NAME	ADDRESS	St. & No.	City	State

SEC. 20. RESIDENCES FOR THE PAST 15 YEARS

FROM	TO	St. No.	City	State	Country
FROM <u>Oct. 1949</u>	TO <u>June 1950</u>		<u>Hotel de la Trinite, Ferney-Voltaire (ain)</u>		<u>France</u>
FROM <u>May 1949</u>	TO <u>Oct. 1949</u>		<u>2168 Florida Ave. N.W., Washington, D.C.</u>		<u>USA</u>
FROM _____	TO _____	St. No.	City	State	Country
FROM _____	TO _____	St. No.	City	State	Country
FROM _____	TO _____	St. No.	City	State	Country
FROM _____	TO _____	St. No.	City	State	Country
FROM _____	TO _____	St. No.	City	State	Country
FROM _____	TO _____	St. No.	City	State	Country

SEC. 21. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM Oct. 1949 TO June 1950 Ferney-Voltaire (ain) France — education in Geneva, Switzerland

FROM	TO	City or Section	Country	Purpose
FROM _____	TO _____	City or Section	Country	Purpose
FROM _____	TO _____	City or Section	Country	Purpose

FROM _____	TO _____	City or Section _____	Country _____	Purpose _____
FROM _____	TO _____	City or Section _____	Country _____	Purpose _____
FROM _____	TO _____	City or Section _____	Country _____	Purpose _____

B. LAST U.S. PASSPORT — NUMBER, DATE, AND PLACE OF ISSUE: _____

53005, 2 May 1947 (renewed 12 May 1949) - Washington, D.C.

HOW MANY OTHER U.S. PASSPORTS HAVE YOU HAD? none GIVE APPROXIMATE

DATES: _____

PASSPORTS OF OTHER NATIONS: none

SEC. 22. CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

— none in period covered — May '49 — May '50 —

1. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

2. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

3. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

4. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

5. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

6. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

7. Name and Chapter _____ St. & No. _____ City _____ State _____ Country _____

DATES OF MEMBERSHIP: _____

SEC. 23. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT" "FAIR" OR "FLUENT")

LANGUAGE French SPEAK fluent READ fluent WRITE fluent

LANGUAGE German SPEAK fair READ fair WRITE fair

LANGUAGE Italian SPEAK slight READ fair WRITE slight

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU. INDICATE DEGREE OF PROFICIENCY IN EACH:

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

D. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1933:

E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

SEC. 24. MISCELLANEOUS

- A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?

IF "YES", EXPLAIN:

No.

- B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? yes IF SO, TO WHAT EXTENT? moderately

- C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

- D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

No

SEC. 25. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Mrs. David W. Bagley RELATIONSHIP mother

ADDRESS 2005 Soledad Ave., La Jolla, California, USA
St. & No. City State Country

SEC. 26. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No.

SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Ferney-Voltaire (Ain), France DATE 11 May 1950
City and State

Witness

Tennant A. Bagley
Signature of Applicant

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

(1)
DATE OF
CLEARANCE(2)
DATE OF
REVOCATION

SUBJECT: NOTIFICATION OF GRANTING OR REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (HR 98-4)

1. AN ENTRY IN ITEM (1) DENOTES THAT THE ABOVE NAMED INDIVIDUAL HAS BEEN GRANTED A STAFF CRYPTOGRAPHIC CLEARANCE. AN ENTRY IN ITEM (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE OR REVOCATION IS EFFECTIVE AS OF THE MONTH AND YEAR INDICATED ABOVE. SUBJECT HAS BEEN BRIEFED OR DEBRIEFED, AS APPROPRIATE, CONCERNING CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MATTERS AND HAS SIGNED A BRIEFING/DEBRIEFING STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION. UPON REVOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE FURTHER CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN ORDER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNICATIONS SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

DISTRIBUTION:

- 1-EMPLOYEE'S COMPONENT
1-OFFICE OF PERSONNEL

FOR THE CHIEF, COMMUNICATIONS SECURITY STAFF

Donald F. Sackett

CHIEF, DOCTRINES BRANCH, OC-S

CONFIDENTIAL

FORM 1597A OBSOLETE PREVIOUS EDITIONS

GROUP 1
Excluded from automatic
downgrading and
declassification

U. S. MARINE CORPS REPORT OF SEPARATION									
NAVED FORM 10-60 SS# ---									
1. LAST NAME		FIRST NAME		MIDDLE NAME		3. GRADE		4. PAY GRADE	
BAGLEY		Tennent		Harrington		Plt Sgt		3rd	
5. PERMANENT ADDRESS FOR MAILING PURPOSES						6. DATE OF BIRTH		7. SOCIAL NUMBER	
2129 Florida Ave., N.W., Washington, D. C.						11 Nov 25		542429	
10. ADDRESS FROM WHICH PERSON WILL BE EMPLOYED						11. MARIED		12. PLACE OF BIRTH	
2129 Florida Ave., N.W., Washington, D. C.						YES		Annapolis, Md.	
RECORD OF MARINE CORPS SERVICE									
13. SELECTIVE SERVICE DATA		14. ADDRESS AT TIME OF ENTRY INTO SERVICE		15. DEL. SER. NO.		16. COUNTY & STATE		17. DATE OF ENTRY	
YES		Washington, D. C.		---		---		1 Jul 43	
18. REASON OF ENTRY		19. PLACE OF ENTRY INTO ACTIVE SERVICE		20. DATE OF ENTRY		21. COMPONENT		22. DATE OF SEPARATION	
EMPLOYED		Los Angeles, California		1 Jul 43		171-b		26 Jun 46	
23. PERSON CLAIM FILED		24. PLACE OF SEPARATION FROM ACTIVE SERVICE		25. DATE OF SEPARATION		26. DATE OF SEPARATION		27. DATE OF SEPARATION	
YES		MD, Washington, D. C.		26 Jun 46		26 Jun 46		26 Jun 46	
28. TYPE OF DISCHARGE CERT.				29. STATE OF DISCHARGE		30. YEARS		31. DAYS	
Honorable				---		7		---	
32. MILITARY SPECIALTIES									
Sea Duty Officer (1950)									
33. SERVICE OF MILITARY ATTACHED									
PCS, Quantico, Va.					PCS, San Diego, Cal.				
34. PRINCIPAL MILITARY DUTY									
Sea Duty Officer (1950)									
35. CIVILIAN OCCUPATION (TITLE)									
Student									
36. D O T NUMBER									
O-X									
37. LAST EMPLOYED									

38. JOB SUMMARY									
Major in International Relations and Foreign Trade									
39. SECONDARY OCCUPATION (TITLE)									

40. D O T NUMBER									

41. LAST EMPLOYED BEFORE ENTRY INTO SERVICE									

42. DATE LEFT									

43. NO. 1-1000									
YES									
44. NO. 1-1000									
YES									
45. EDUCATION IN YEARS									
8									
46. MAJOR COURSES									
International Relations and Foreign Trade									
47. TRADE COURSES									
Home									
48. COURSES OF SPEAKING INTEREST									
International Relations									
49. LAST SCHOOL ATTENDED									
Princeton University, Princeton, N. J.									
50. PREFERENCE FOR ADDITIONAL TRAINING									
Going back to school									
51. JOB PREFERENCE									
Foreign Trade									
52. REASON									
Will be trained for									
53. UNDECIDED									
54. REASON									
Undecided									
55. I certify that all information on this form pertaining to the service of the above named individual, as it concerns the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.									
56. SIGNATURE OF C. O. OR HEAD OF									
ROBERT E. SACKETT, Capt., USMC									
57. TYPE IN NAME OF OFF									
Tennent H. Bagley									
58. DATE									
25 Jun 46									

MARINE'S COPY

CONFIDENTIAL**Office Memorandum • UNITED STATES GOVERNMENT**

TO : Chief, Employees Division, Special Support Staff DATE: 29 May 1950
FROM : Chief, Personnel Security Branch
SUBJECT: BAGLEY, Tennent Harrington - 38638

Reference is made to your memorandum dated 25 May 1950 requesting an extension of the security approval granted for subject.

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

FEBRUARY 1950

CONFIDENTIAL*Emil P. Griss*
EMIL P. GRISS

Case 8/23
CONFIDENTIAL

SECURITY APPROVAL

To : Personnel Officer
From : Chief of Inspection and Security
Subject: BAGLEY, Tennent Harrington

Date: 29 August 1949

Number: 38638

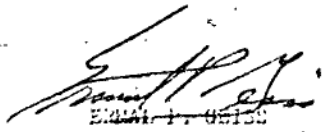
1. Note "X" below:

☒ Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

☐ Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

☒ Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

2. Your memorandum dated 1 June 1949 stated Subject is an applicant for the Advisory Council.


EDWARD P. WEISS
Chief, Personnel Security Division

CONFIDENTIAL

1488.
Bis

RECORD OF
PREVIOUS GOVERNMENT
SERVICE RETURNED TO
FEDERAL RECORDS CENTER IN
ST. LOUIS, MO.

DATE

Aug 1, 1974
DML

1 June 1948

MEMORANDUM FOR THE CHIEF, PERSONNEL SECURITY DIVISION

SUBJECT: Request for Security Clearance for

Tennent H. Bagley
Intelligence Officer
P-S #4479-60
Advisory Council

1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
2. Attached hereto are the required copies of the Personal History Statement.
3. Please notify this office in writing upon completion of the security investigation.

WILLIAM J. KELLY

Chief, Personnel Branch

Attachments: 2 Forms 38-1

Form No.

Sep 1948

37-104

CONFIDENTIAL

CENTRAL INTELLIGENCE AGENCY PERSONNEL BRANCH REFERRAL SHEET

TO: OFFICE OR BRANCH PR/AS ATTENTION Mr. Flynn DATE 10 May 1949
 APPLICANT'S NAME BAGLEY, Tennant Harrington ☐ FOR INTERVIEW
☐ PAPERS ONLY

RECOMMENDED FOR ☐ FORM 87 ☐ FORM 30-1 ☐ FILE

REQUISITION CONTROL NO. _____

LB

(SIGNATURE FOR THE PERSONNEL OFFICER)

ACTION (FOR ROUTING WITHIN OFFICE OR BRANCH)

TO	DATE	COMMENTS
1.		
2.		
3.		
4.		
5.		

REPORT BACK (NOTE DATES)

INDICATE ACCEPTABILITY OF SUBJECT BELOW AND RETURN TO THE PERSONNEL BRANCH, PROCUREMENT AND PLACEMENT DIV.
 BUILDING, BY

☐ ACCEPTABLE FOR (OFFICE OR BRANCH) ☐ JOB TITLE AND GRADE

SUBJECT REFERRED TO FORMS ☐ FORM 87 ☐ FORMS 30-1 & FORWARD TO PERSONNEL BRANCH, PROCUREMENT & PL. DIV.

☐ NOT ACCEPTABLE - STATE REASONS UNDER REMARKS

REMARKS

BP/AS

Mr. Flynn

10 May 1949

Per our conversation.

LB
SIGNATURE

CONFIDENTIAL

TITLE

Recommend
approve
24 May 51
Please E. J. [unclear]

SECRET

24 May 1951

TO: Personnel Director, CIA
VIA: AGENCY and FDB
FROM: FDB
SUBJECT: Terment E. Bagley

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

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

A) Selective Service:

Board: Local Board
1720 New York Avenue, N. W.
Washington 25, D. C.

Classification: I-A

Selective Service Number: 419 25 108

Home Address: 21 [unclear] Avenue, N. W., Washington, D. C.

B) Marine Reserve:

Rank and Serial Number: First Lieutenant - 217506

Marine Reserve: 11th Marine Corps Reserve District

3. Subject has been with the Agency since 24 July 1950 and is unusually well qualified for intelligence work in Austria. If the above permissions are granted, subject will be sent immediately to his assignment.

Passaid
on to
clerk
5/25/51
E.

1617 C
L. J. T. Cunningham
Acting Chief, FDB

APPROVED:

Harry W. Lipp
For the Assistant Director, Special Operations

SECRET

from
letter
marine
that to
6/1/51
300
from
corps
mail

14 November 1950

TO: Employees Division
VIA: EIO
FROM: FDM
SUBJECT: Tennant H. Bagley

Mr. Bagley has been recalled to active duty as a First Lieutenant in the Marine Corps with effective date 11 December 1950. The order is by letter MC-12, 3761 from Headquarters U. S. Marine Corps, Washington, D. C., dated 3 November 1950 and addressed to his home in La Jolla, California (copy attached). Since Mr. Bagley is on duty in Washington, he did not receive the order until 13 November 1950.

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

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

Richard Helms
Richard Helms
Chief, FDM

Attachment

APPROVED

W. S. Hurst
EC, CSC

SECRET
SECURITY INFORMATION

MEMORANDUM FOR THE FILE OF: Tennent H. Bagley

FROM: Office of the Personnel Director

1. On 24 May 1951 this office arranged with U. S. Marine Corps Reserve to have the above-named subject's active duty orders cancelled. This action was taken because, due to his training and experience, it was felt that the subject would be of more service to the United States as an employee of the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject resign or otherwise be separated from CIA, please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent.

George E. Meloon
GEORGE E. MELOON
Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on _____ that the subject has resigned or otherwise been separated from CIA.

(Signature)

SECRET
SECURITY INFORMATION

SECRET

SECURITY INFORMATION

MEMORANDUM FOR THE FILE OF:

Lennert H. Bagley

FROM: Office of the Personnel Director

1. On 25 May 51 this office arranged with National Headquarters of Selective Service that the above-named subject be deferred until further notice. This action was taken because it was felt that the subject would be of more service to the United States as an overseas employee with the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject be transferred to a departmental position, or should he resign or be otherwise separated from CIA, please notify this office immediately in order that his deferment may be cancelled.

George E. Meloon
GEORGE E. MELOON
Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on _____ of the following action on the subject:

☐ Transfer to a departmental position within CIA
☐ Resignation or other type of separation from CIA

CANCELLED
DATED 25 July 53.
PRR MEMO
(Signature)

SECRET

SECURITY INFORMATION

SECRET

REPRODUCTION MASTERS

BIOGRAPHIC

BIOGRAPHIC PROFILE

SECRET

H a n d l e W i t h C a r e