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MEMORANDUM FOR: Director of Personnel

SUBJECT: Loss of Experienced Employees

REFERENCE: Memo from Division of Personnel to Chief, PP Staff,  
28 January 1958, Same Subject

1. In reply to the referenced memorandum, the Psychological and Paramilitary Staff has lost 3 Staff Employees and 2 Staff Agents to private industry during the past year.

2. Two Staff Employees resigned from senior level (GS-15) positions to enter private industry from contacts developed while with the Agency but have made their services available for consultation in their present overseas location. The other employee resigned to enter a local public relations firm.

3. The loss of the specialized skills of the Staff Agents, which were utilized on PP projects, does not represent a significant loss to the Agency in terms of long range career assets.

4. The extent to which retention of a capable staff is threatened by outside sources appears to be an impossible, or at best a difficult, thing to forecast. Employees anticipating outside employment rarely divulge their intentions until an offer appears to be a foregone conclusion, and, in most of the cases cited, the employees themselves were instrumental in seeking, for reasons of their own, what seemed more attractive opportunities. There is no evidence or knowledge of a systematic external recruitment effort.

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Chief  
Psychological and Paramilitary Staff

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