

Recommendation #5

PERSONNEL

JOB SECURITY

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1. I am very much aware that recent events, particularly the U-2 incident and the Cuban affair, have provoked extensive and, in some instances, unfavorable comment in the press and elsewhere concerning the Central Intelligence Agency, its activities and organization and its future. It is only natural that these events should have caused considerable speculation, both inside and outside the Agency, as to the future of the CIA and some understandable concern on the part of individual employees about their own future.

2. As you know, the Agency has recently been forced to go through a painful exercise in which certain personnel were separated. This should be understood by all as a necessary realignment of personnel which was essential to permit a more equitable distribution of grades, facilitate deserving promotions and improve the organizational balance of the Agency.

3. As to the future of the Central Intelligence Agency, I wish to assure each and every member of the Agency that its basic mission and charter remains the same and that it continues to enjoy the confidence of the highest officials of the Government. This confidence is evidenced by the number and character of the requirements currently levied upon the Agency to carry on strategic missions of critical importance to the security and welfare of the nation.

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4. Each individual can rest assured that he will be given every opportunity to participate in the important programs of the Agency in accordance with his or her demonstrated qualifications. I have asked that every supervisor inform all personnel under their jurisdiction of the precise status indicating the quality of their work. I consider it highly essential that all employees be aware at all times of their future prospects. All employees who are doing a competent and effective job can have confidence in their future career in CIA.

John A. McCone  
Director

Distribution: All Employees

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