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JMARC PARAMILITARY OPERATIONAL PROGRAM

ANNEX A

PLAN FOR CREATION OF PARAMILITARY CADRES

I. OBJECTIVE

To create a reservoir of trustworthy anti-Castro Cubans who possess the requisite qualifications necessary to enter covert training programs designed to provide cadre personnel for various priority paramilitary and related operational programs.

II. REFERENCES

JMARC Operational Program
JMARC Paramilitary Operational Program

III. CONCEPT OF OPERATIONS

It is envisaged that the initial Cuban paramilitary cadre will not be used inside Cuba in an operational role, except in the event of a priority contingency situation which may develop prior to establishment of a nonattributable Cuban PM or related force, and then only on signal of the highest CIA authority required. The mission of the first cadre of cleared Cubans will be training the members of other PM Action cadres which will be available for use in Cuba. Further, once the cadres have completed their training, they will be held in a secure area until national policy requires activation of paramilitary operations in Cuba whether this requires leadership and support of isolated dissident resistance or initiation of large-scale PM operations.

IV. ORGANIZATION

In order to accomplish the objective, it will be necessary to:

- A. Assign Staff employees both to Headquarters and selected sites in the U. S. and possibly elsewhere.
- B. Augment the above with temporarily detailed Staff specialists for short periods of time.
- C. Utilize certain cleared non-Agency personnel for given aspects of the program.
- D. Process and assess fairly large numbers of Cubans and other foreign personnel. (100 to 150 men)

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-2-

E. Provide the following facilities:

1. a safe area(s) in the U. S. or other Latin-American areas, preferably the Caribbean, which are generally self-contained and have enough housing and auxiliary buildings to securely hold the number of personnel required for a given activity including the administrative overhead. (See TAB A Useppa Island)
2. a secure site(s) in the U. S. where smaller numbers-10 to 20 personnel-can be safely held for a period of one or two weeks.
3. vehicles for the black movement of personnel, i. e. assessment, holding and evacuation.
4. sterile aircraft for the black movement of personnel from evacuation site to holding and/or training areas. (See TAB B DPD Operational Plan for Black Movement)

V. PHASES OF ACCOMPLISHMENT

The operational plan will be accomplished in four phases culminating with the delivery of cleared personnel to a secure training area; or with the delivery of tainted personnel to a secure holding area. Phase 1 will be the preparatory phase. Phase 2, implementation phase. Phase 3, selection phase. Phase 4, movement phase.

- A. Objective Phase 1-** To spot and procure candidates from the Cuban refugee or dissident groups.

Task 1. Obtain names and personnel history statements of approximately 40 suitable candidates from the existing Artime group. (See TAB A)

Task 2. Request other candidates with specialized backgrounds, i. e., knowledge of radio telegraphy etc.

Task 3. Supplement the above with young Cubans who will be requested by Artime or appropriate leaders to leave Cuba legally.

Task 4. Assemble a second group of 40 Cubans with military background who are initially selected by the Exile Junta, when formed.

Task 5. To select an assessment site(s) for the above Cubans. (See TAB A)

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-3-

- B. Objective Phase 2 - To screen and assess in depth the candidates in order to meet the personnel requirements for cadres.

Task 1. To identify desirable and undesirable candidates by CI, Security, and medical screening, including psychiatric, psychological, aptitude and polygraph examination.

Task 2. To identify suitable candidates for subsequent W/T training.

Task 3. To securely remove and dispose of rejects either unsuitable or disloyal. (See CI section TAB A)

- C. Objective Phase 3 - To select and assign the best of the candidates to the PM cadre training or the communication training program.

Task 1. To select a minimum of ³⁰ ~~40~~ of the most qualified personnel to be trained in Panama as PM instructors/organizers.

Task 2. To select 20-40 men for intensive communications training in a Latin American country.

- D. Objective Phase 4 - To securely move candidates from the place where they are accepted to the assessment site and then to the training bases. (See TAB's A and B)

VII. COORDINATION

Close coordination will be required between JMARC/PM and JMARC/Support. Coordination will also be maintained with other technical and professional components of the Agency which are involved in the assessment program, such as TSD, A&E, Medical Staff, Office of Security, DFD, and elements as necessary.

VIII. TIMING

It is anticipated that cadre assessment programs will be completed by 1 July 1960 after which time the assessment site will be closed.

IX. DISASTER PLAN

In the event of a security breach or related mishaps which could jeopardize the JMARC program and/or is adjudged as possibly leading to serious international repercussions, the site would be immediately deactivated. As soon as practicable, the Cuban candidates should be returned to the Miami area followed by the Agency Staff personnel.

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JMARC ~~PARAMILITARY OPERATIONAL PROGRAM~~

PLAN FOR CREATION OF ^{Paramilitary} CADRES

I. OBJECTIVE:

To select, through a program of screening and assessment in depth, the most qualified personnel for assignment to one of the cadre training programs listed below:

A. ³⁰ Twenty Cuban PM instructor/organizers, to be trained in Panama.

~~B. Twelve men for an immediate action group, to be trained for thirty days in Panama for contingency commitment in Cuba.~~

^{B.} C. Twenty to Forty men for a communications training program.

II. REFERENCES:

- A. See attached map and brochures of Useppa Island.
- B. See attached schematic diagram, tentative schedule of activities.

III. ORGANIZATION:

A. Staff - At the Useppa Assessment Site, there will be required two Operations Officers from the JMARC PM Staff, and one maritime officer; two Logistics, one maintenance, and four cooking and housekeeping personnel; two Security officers and three guards; one teletype operator from the Office of Communications; one Medical Technician; and one Administrative Assistant. Technical and professional personnel will consist of two CI officers, two TSM officers, four Medical officers, two A & E officers, four Security officers [redacted] and four interpreter/translators. (b)(1)
(b)(3)

There will be a Communications Officer for Commo Aptitude Testing and emergency W/T contact to Headquarters. Two [redacted] will be assigned later (b)(1)
(b)(3)

to handle the basic W/T operators training. This makes a total of thirty-nine Americans who will be associated with the assessment site at one time or another during its operation.

B. Foreign - Candidates will be Cuban anti-Castro personnel drawn from the Arttime group, the Diaz Tamayo group, plus other groups and individuals of prospective operational value to JMARC. Probably from one hundred to one hundred fifty candidates will have to be screened to meet the personnel requirements for creation of cadres.

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B. Facilities - Useppa Island Assessment Site can handle securely one hundred people at once, including the staff. By reallocation of space the total capacity could be increased to approximately one hundred fifty.

(b)(1)
(b)(3)

IV. PHASES OF ACCOMPLISHMENT:

A. Phase I.

1. Task: To procure candidates for the assessment program.
2. Timing: To start about 26 April 1960 and continue until sufficient candidates have been assessed and selected to meet the personnel requirements for cadres. Time of completion is estimated as 15 June 1960.
3. Objectives: To procure candidates from the Artime and Diaz Tamayo groups of Cuban refugees, and from other groups plus likely individuals for the cadre assessment program.
4. Method: Nominations of personnel will be invited from the groups concerned.

B. Phase II.

1. Task: To screen and assess in depth the candidates presented as prospects for cadre assignment.
2. Timing: To start about 18 May and continue until sufficient candidates are assessed and selected to meet the personnel requirements for cadres. Time of completion is estimated as 15 June 1960.
3. Objectives: To identify undesirable candidates by CI, Security, and Medical screening. To assess desirable candidates through psychiatric, psychological, aptitude, and polygraph examination in order that assignments to operational duties will be in line with the greatest potential value of the candidate to Project JMARC.

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4. Method: The technical and professional personnel of the screening and assessment teams will conduct examinations of candidates and compile results in their own fields on each individual. Joint meetings will then be held with the responsible Operations Officer at which a unified profile on each candidate will be compiled based upon the results of examinations in the various fields.

B. Phase III.

1. Task: To assign each candidate to the operational job in which his capabilities or aptitude would make him most valuable to Project JMARC.

2. Timing: To be done when complete assessment has been made on each candidate. To begin about 25 May and end about 15 June 1960.

3. Objectives: To assign each candidate to the PM Instructor Cadre, ~~the immediate action group~~, or the communications training program. Those not assigned to one of the three groups above would be assigned to support or other operational activities of Project JMARC, or would be rejected from use in the Project.

4. Method: Subjective decision by responsible Operations Officers, based upon knowledge of the individual from the assessment profile combined with knowledge of the operational requirements of the Project.

V. RELATED TASKS:

A. Movement of candidates

1. To the Useppa Assessment Site.

2. Timing: To start about 18 May 1960 and continue until the assessment program is completed. Time of completion is estimated as 15 June 1960.

3. Objectives: To move candidates from the place where they are accepted as prospects (Miami in most cases) to the Useppa Assessment Site in a manner least calculated to attract undue attention to their movement.

4. Method: Movement may be done by hired bus or station wagon, with Agency escorts, or may be done ^{black or} semi-black by use of DPD aircraft, or a combination of the above methods may be used.

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B. Movement of candidates

1. From the Useppa Assessment Site.

2. Timing: To start as soon as candidates are assessed and assigned, expected to begin about 1 June and end about 15 June 1960.

3. Objectives: To move each candidate into the next area appropriate from his operational assignment, in a secure manner with the least possibility of compromise.

4. Methods:

a. The PM Instructor Cadre, ~~the immediate action group~~, and W/T operators to be trained as a Communications Cadre will be moved black to Panama by DPD under provisions of their Black Movement Plan.

b. The candidates assigned to the basic communications training program will be moved into a compartmented area on Useppa Island where (b)(1)
(b)(3) will train them as W/T operators, in a ninety day program.

c. Candidates assigned to other operational activities of Project JMARC will be moved by black, white, or grey means as appropriate to their assigned operational areas.

d. Candidates rejected from use in the Project will be moved by black, white, or grey means as appropriate to an agreed point where they will be turned over to the CI Staff, ^{is not} ~~the~~ the FBI for further disposition.

C. Communications Training Program.

Task:

1. To establish a basic communications training program on Useppa Island where those candidates who are not qualified W/T operators but do show sufficient communications aptitude will be assigned.

2. Timing: To start as soon as a class of at least twenty candidates can be assigned from the assessment program. Estimated time is between 1 June and 15 June 1960.

3. Objectives: To set up a program which will, in ninety days, provide a minimum of twenty basically trained W/T operators. They would then receive a thirty day training course in Agency signal plans and code systems from the Communications Cadre mentioned in V.B.4.a above in a third country base prior to assignment to invasion force teams.

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4. Method: To compartment as a training area a yet to be selected part of the Useppa Island Site, where a classroom facility for the trainees can be established and instruction given to them in basic W/T operators techniques

(b)(1)

(b)(3)

VI. COORDINATION:

Close coordination will be required between JMARC/PM and JMARC/Support, CI, FI, PA, and Propaganda in the execution of the basic program and the Support and CI annexes. Coordination must be maintained with other technical and professional components who are involved in the assessment program, such as TSD, A&E, Medical Staff, Office of Security (polygraph), and the Office of Communications. Coordination may also be required with DPD and other elements involved in the movement of candidates.

VII. SUPPORT ANNEXES:

A. Chief of Support, JMARC

1. Logistics Annex
2. Personnel Annex
3. Cover Annex
4. Security Annex

B. JMARC/CI

~~1. CI Assessment Annex (including disposition of rejected candidates)~~

C. JMARC/FI, PA, and Propaganda

1. Debriefing and information requirements from the assessment program.

VIII. OTHER ANNEXES:

- A. Technical Services Division (include technical intelligence requirements)
- B. Assessment and Evaluation Branch
- C. Medical Staff
- D. Office of Security
- E. Office of Communications (Assessment Program and Basic communications training program).

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JOB DESCRIPTIONS

The objective of the assessment program to be conducted at Useppa Island is to identify candidates who are suitable for assignment to the following jobs:

A. Members of an immediate action group of 12 men who would be available after 30 days intensive training in Panama for commitment in Cuba under a contingency condition. These men should preferably be former military or paramilitary personnel who would be able to make a blind infiltration by air or sea, to establish contact with friendly elements in the area of operations, to gather and report operational intelligence from the area, to receive personnel or resupply drops by air or sea, and to communicate with the CIA base with, at least, tactical voice communications equipment.

B. W/T operators ~~for assignment with the immediate action group, and~~ for use as a Communications Instructor Cadre. These men should be already qualified W/T operators, who are capable of learning Agency signal plans, code systems, and operating techniques in an intensive 30 day course in Panama. Cadre members would teach Agency subject matter to the members of the Basic Communications Training Program in the third country training base where operational teams of the invasion force will be formed.

C. Members of a Basic Communications Training Program ^{of twenty to forty men} who are not already qualified W/T operators, but who show sufficient aptitude to learn to do so after a 90 day training program to be conducted at Useppa Island (b)(1)

(b)(3)

These men would then be transferred to a third country training base for Agency communications training by the Communications Instructor Cadre preparatory to their assignment to operational teams of the invasion force.

D. Members of a twenty man cadre of FM instructor/organizers. These men should be capable, after 3 to 4 months training in Panama, of setting up and operating a third country training base where twenty operational teams would be organized and trained as an invasion force. Cadre members would act as instructors in all phases

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of FM operations, would be camp supervisors, and each cadre member would have case officer responsibility for one operational team. He would serve as a cut-out for CIA case officers, each of whom would be responsible through the cadre members, for three operational teams. No United States interest would be evident in the team training and operational phases. W/T operators from the Basic Communications Training Program would be married into the operational teams at the third country training base after Agency Communications training by the Communications Instructor Cadre.

E. Members to be assigned to other operational activities of Project JMARC outside the FM field. These jobs would be in the areas of intelligence collection and reporting, political action, propaganda, or operational support.

F. Candidates to be rejected from use in Project JMARC. The primary reason for rejection would be for CI reasons, lack of proper and sufficient motivation, or other evidence of mental attitude inadequate to the proposed job assignment. Lack of sufficient mental, physical, or psychological stability for use in the operation would be other reasons for rejection.

G. Ultimately, there will be need to assess potential members of the operational teams of the invasion force. Approximately 400 people will be required.

H. Some general criteria for selection for FM assignments:

1. Must be willing to engage in hazardous duty or combat.
2. Must be willing to be separated from family and friends for several months.
3. Must be willing to parachute or land from amphibious craft in hostile territory.
4. Must be anti-Communist and anti-Castro. Willing to support United States objectives which are not inimical to the long-range welfare of Cuba.

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