ONE AGENCY. ONE COMMUNITY.
An Agency unmatched in its core capabilities, functioning as one team, fully integrated into the Intelligence Community.

We are the nation’s first line of defense. We accomplish what others cannot accomplish and go where others cannot go. We carry out our mission by:

• Collecting information that reveals the plans, intentions and capabilities of our adversaries and provides the basis for decision and action.

• Producing timely analysis that provides insight, warning and opportunity to the President and decisionmakers charged with protecting and advancing America’s interests.

• Conducting covert action at the direction of the President to preempt threats or achieve U.S. policy objectives.

• Service. We put Country first and Agency before self. Quiet patriotism is our hallmark. We are dedicated to the mission, and we pride ourselves on our extraordinary responsiveness to the needs of our customers.

• Integrity. We uphold the highest standards of conduct. We seek and speak the truth—to our colleagues and to our customers. We honor those Agency officers who have come before us and we honor the colleagues with whom we work today.

• Excellence. We hold ourselves—and each other—to the highest standards. We embrace personal accountability. We reflect on our performance and learn from that reflection.
THE GENESIS OF THE CIA

The United States has carried on foreign intelligence activities since the days of George Washington, but only since World War II have they been coordinated on a government-wide basis.

Even before Pearl Harbor, President Franklin D. Roosevelt was concerned about American intelligence deficiencies—particularly the need for the State and War Departments to cooperate better and to adopt a more strategic perspective. In July 1941, Roosevelt appointed New York lawyer and war hero, General William J. Donovan, to become the Coordinator of Information (COI) and to direct the nation’s first peacetime, non-departmental intelligence organization. America’s entry into World War II in December 1941 prompted new thinking about the place and role of the COI. As a result, the Office of Strategic Services (OSS) was established in June 1942 with a mandate to collect and analyze strategic information required by the Joint Chiefs of Staff and to conduct special operations not assigned to other agencies.

During the war, the OSS supplied policymakers with essential facts and intelligence estimates and often played an important role in directly aiding military campaigns. However, the OSS never received complete jurisdiction over all foreign intelligence activities. The FBI formally received responsibility for intelligence work in Latin America when its Secret Intelligence Service was established in June 1940, and the military branches conducted intelligence operations in their areas of responsibility.

As World War II drew to a close, Donovan’s civilian and military rivals feared that he might win his campaign to create a peacetime intelligence service modeled on the OSS. President Harry S. Truman, who succeeded Roosevelt in April 1945, felt no obligation to retain OSS after the war. Once victory was achieved, the nation wanted to demobilize quickly—which included dismantling wartime agencies like the OSS. Although it was abolished in October 1945, the OSS’s analytic, collection, and counterintelligence functions were transferred on a smaller scale to the State and War Departments.

President Truman soon recognized the need for a centralized intelligence system. Taking into account the views of the military, the State Department, and the FBI, he established the Central Intelligence Group (CIG) in January 1946. The CIG had two missions: providing strategic warning and conducting clandestine activities. Unlike the OSS, it had access to all-source intelligence. The CIG functioned under the direction of a National Intelligence Authority composed of a Presidential representative and the Secretaries of State, War and Navy. Rear Admiral Sidney W. Souers, USNR, who was the Deputy Chief of Naval Intelligence, was appointed the first Director of Central Intelligence (DCI).

Twenty months later, the National Intelligence Authority and the CIG were dissolved. Under the provisions of the National Security Act of 1947 (which became effective on 18 December 1947), the National Security Council (NSC) and
the Central Intelligence Agency (CIA) were created. The 1947 Act charged the CIA with coordinating the nation’s intelligence activities and correlating, evaluating, and disseminating intelligence that affects national security. In addition, the Agency was to perform other duties and functions related to intelligence as the NSC might direct. The Act defined the DCI’s authority as head of the Intelligence Community, head of the CIA, and principal intelligence adviser to the President, and made him responsible for protecting intelligence sources and methods. The Act also prohibited the CIA from engaging in law enforcement activity and restricted its internal security functions. The CIA carried out its responsibilities subject to various directives and controls by the President and the NSC.

In 1949, the Central Intelligence Agency Act was passed and supplemented the 1947 Act. The addendum permitted the Agency to use confidential fiscal and administrative procedures and exempted CIA from many of the usual limitations on the expenditure of federal funds. It provided that CIA funds could be included in the budgets of other departments and then transferred to the Agency without regard to the restrictions placed on the initial appropriation. This Act is the statutory authority that allows for the secrecy of the Agency’s budget.

In 1953, Congress amended the National Security Act to provide for the appointment of the Deputy Director of Central Intelligence (DDCI) by the President with the advice and consent of the Senate. This amendment also provided that commissioned officers of the armed forces, whether active or retired, could not occupy both DCI and DDCI positions at the same time. The DDCI assisted the Director by performing such functions as the DCI assigned or delegated. The DDCI acted and exercised the powers of the Director during his absence or disability, or in the event of a vacancy in the position of the Director.

On December 17, 2004, President George W. Bush signed the Intelligence Reform and Terrorism Prevention Act which restructured the Intelligence Community by abolishing the position of Director of Central Intelligence (DCI) and Deputy Director of Central Intelligence (DDCI) and creating the position of Director of the Central Intelligence Agency (D/CIA). The Act also created the position of Director of National Intelligence (DNI), which oversees the Intelligence Community.

Congressional oversight has existed to varying degrees throughout the CIA’s existence. Today the CIA reports regularly to the Senate Select Committee on Intelligence and the House Permanent Select Committee on Intelligence, as required by the Intelligence Oversight Act of 1980 and various Executive Orders. The Agency also reports regularly to the Defense Subcommittees of the Appropriations Committees in both Houses of Congress. Moreover, the Agency provides substantive briefings to the Senate Foreign Relations Committee, House Committee on Foreign Affairs, and the Armed Services Committees in both bodies, as well as other committees and individual members.
President Franklin D. Roosevelt signs a military order establishing the Office of Strategic Services (OSS) and naming William J. Donovan as its Director. Donovan remained a civilian until 24 March 1943, when he was appointed brigadier general. He advanced to the rank of major general on 10 November 1944.

President Harry S. Truman’s Executive Order 9621 abolishes the OSS and transfers its functions to the State and War Departments.

President Truman signs an executive order establishing the Central Intelligence Group to operate under the direction of the National Intelligence Authority. Truman names the first Director of Central Intelligence (DCI), Rear Admiral Sidney W. Souers, USNR, who was sworn in on the following day.

The National Security Act of 1947 establishes the National Security Council and the Central Intelligence Agency (CIA) to replace the National Intelligence Authority and the Central Intelligence Group.

The Central Intelligence Agency Act of 1949 provides special legal and administrative authorities and responsibilities for the Agency and the DCI.

The Directorate of Science and Technology is created.

President Lyndon B. Johnson receives the first President’s Daily Brief (PDB).

The National Intelligence Authorization Act provides special legal and administrative authorities and responsibilities for the Agency and the DCI.

The Director of Plans becomes the Director of Operations.

The National Clandestine Service, replacing the Directorate of Operations, to oversee the Agency’s operational activities and the task of coordinating clandestine HUMINT collection community-wide.
Before the National Security Act of 26 July 1947 established the Central Intelligence Agency on 18 September 1947, the Director of Central Intelligence served as a member of the National Intelligence Authority and head of the Central Intelligence Group by authority of a Presidential Directive of 22 January 1946.

The National Security Act of 26 July 1947 established the Central Intelligence Agency, which replaced the Central Intelligence Group on 18 September 1947.

Mr. Dulles served as Acting DCI 9—26 February.

Admiral Turner retired from the Navy on 31 December 1978 while serving as DCI.

Under the Intelligence Reform and Terrorism Prevention Act of 2004, the position of DCI was abolished, and the position of Director of the CIA (D/CIA) was created.

General Hayden retired from the United States Air Force on 1 July 2008 while serving as D/CIA.
DIRECTOR (D/CIA)
The D/CIA serves as the head of the Central Intelligence Agency and reports to the Director of National Intelligence (DNI). The D/CIA is nominated by the President and confirmed by the Senate. The Director manages the operations, personnel, and budget of the CIA and acts as the National Human Source Intelligence (HUMINT) Manager. The D/CIA also acts as the Executive Agent of the DNI’s Open Source Center.

DIRECTOR OF THE NATIONAL CLANDESTINE SERVICE
The D/NCS is the head of CIA’s clandestine service and leads the CIA’s efforts for the collection of foreign intelligence and counterintelligence and the execution of covert action responsibilities.

DIRECTOR OF INTELLIGENCE
The Directorate of Intelligence is responsible for the production and dissemination of all-source intelligence analysis on key foreign issues.

DIRECTOR OF SCIENCE & TECHNOLOGY
The Directorate of Science and Technology creates and applies innovative technology in support of the intelligence collection mission.

ASSOCIATE DEPUTY DIRECTOR (ADD/CIA)
The ADD/CIA assists the Director in the overall leadership of the Agency and focuses on the internal administration of the organization.

DIRECTOR OF SUPPORT
The Directorate of Support provides the mission critical elements of the Agency’s support foundation: people, security, information, property, and financial operations.
Reflection of the Original Headquarters Building (OHB) on the CIA memorial garden. The pond is in memory of deceased CIA officers who served their country.
The CIA is separated into four basic components. These components work together to carry out the intelligence cycle—
the process of collecting, analyzing, and disseminating intelligence information to top U.S. Government officials.

THE DIRECTORATE OF SUPPORT (DS)

DS provides the full range of integrated support services to the CIA. We build and operate facilities all over the world; we ensure secure and reliable communications over multiple networks; we run a supply chain that acquires and ships a huge range of critical, clandestine equipment to even the most remote corners of the globe; we secure our buildings, our people, our data and our networks; we help hire, train, and assign CIA officers for every job in the CIA; we provide medical services for our employees as well as for intelligence operations; and we manage the financial and contracting businesses within CIA. Our role is to ensure that our operations officers, our analysts, and our scientists are safe, secure, healthy, and fully able to carry on the CIA’s mission worldwide. Within DS, we have deep expertise and broad management skill…but our strength is our tradecraft—built through our years of experience, our passion for this work, and our unwavering commitment to CIA’s mission.

THE DIRECTORATE OF INTELLIGENCE (DI)

DI analyzes all sources of information to produce timely, accurate, and relevant intelligence that helps the President and others charged with protecting America and advancing U.S. interests make informed decisions. DI analysts use substantive expertise and a variety of sources and methods, including reports from spies, satellite photography, open source information, and sophisticated sensors, to overcome fragmentary reporting and our adversaries’ efforts to deceive and deny information. In addition, the DI employs structured analytic approaches to ensure DI analysis is rigorous, clear, free from bias, and explicit about information gaps that could change our analytic judgments. The work is demanding—some liken analysis to putting together a puzzle with many pieces missing from the box and pieces from other sets mixed in—but the mission of protecting America demands nothing less.

INTELLIGENCE PRODUCTS

The DI’s flagship product is a daily electronic publication, the CIA World Intelligence Review (WIRe). Produced exclusively by the CIA, the WIRe is provided to senior policy and security officials to update readers on current developments and to identify trends and developments overseas that have the potential to affect U.S. interests. The analysis in this publication is always classified, reflecting the methods the U.S. used to acquire the information and the sensitivity of the topics. More than just a classified news summary, the WIRe anticipates developments and makes projections about the future. The DI also is the largest contributor to the President’s Daily Brief (PDB), an Intelligence Community daily product under the direction of the Director of National Intelligence. The PDB is tailored to address the key national security issues and concerns of interest to the President. Unlike the more broadly disseminated WIRe, the PDB is given only to the President, Vice President, and to those Cabinet-level officials the President designates as recipients.

In addition to writing for the WIRe and PDB, DI analysts frequently draft responses to individual policymakers’ specific questions, brief them on key policy issues, and support U.S. military operations. Analysts also share their findings through other classified publications such as webzines and blogs, and by their assignment outside CIA headquarters. Contrary to the traditional image of a desk-bound Washington-based analyst, DI officers serve around the world. Perhaps less well known, the DI also publishes unclassified reference aids that are available to the public. The annual World Factbook is a comprehensive compendium of profiles on more than 260 countries and other entities that includes information on geographic, political, economic, and military issues. Chiefs of State and Cabinet Ministers of Foreign Governments is a directory of foreign government officials. To view these and other unclassified publications available to the public, please visit the Library section on the CIA web site at www.cia.gov.
NATIONAL HUMINT MANAGER

In capacity as the National HUMINT manager, the D/CIA serves as the national authority for the coordination, de-confliction, and evaluation of clandestine HUMINT operations across the Intelligence Community, consistent with existing laws, executive orders, and inter-agency agreements and overall guidance of the DNI. The National Clandestine Service at CIA incorporated the former Directorate of Operations and is led by the Director of the National Clandestine Service (D/NCS) to whom the D/CIA delegations his day-to-day National HUMINT Manager responsibilities. The D/NCS sets policy and standards for highly diverse but interdependent human source and human-enabled activities. These include development and enforcement of common standards for training, tradecraft, and other HUMINT-related activities. The D/NCS also leads the coordination of tasking, budget resources, personnel policies, and information sharing, as appropriate. The NCS continues to enhance the Intelligence Community’s clandestine HUMINT capabilities and ensures a truly national clandestine HUMINT capability.

THE NATIONAL CLANDESTINE SERVICE (NCS)

NCS has responsibility for the collection and coordination of foreign intelligence and counterintelligence, primarily human source intelligence (HUMINT), as well as for the coordination of foreign intelligence liaison relationships. The NCS is the front-line source of clandestine intelligence on critical international developments ranging from terrorism and weapons proliferation to military and political issues. The NCS supports our country’s security and foreign policy interests by conducting and coordinating clandestine activities to collect information that is not obtainable through other means. The NCS engages in counterintelligence activities by protecting classified U.S. activities and institutions from penetration by hostile foreign organizations and individuals. Special activities as authorized by the President are carried out in support of U.S. policy goals.

THE DIRECTORATE OF SCIENCE AND TECHNOLOGY (DS&T)

DS&T accesses, collects, and exploits information to facilitate the execution of the Agency’s mission by applying innovative, scientific, engineering, and technical solutions to the most critical intelligence problems. The DS&T incorporates over 50 different disciplines ranging from computer programmers and engineers to scientists and analysts. The DS&T partners with many other organizations in the Intelligence Community using best practices to foster creative thinking and working level coordination. The DS&T continually seeks to push the boundaries of the state-of-the-art, fusing cutting-edge technologies with effective targeting and tradecraft.

A-12 aircraft with the boots and helmet pilots wore during flight.

Charlie the robot fish.

DS&T insectothopter is a listening device.
OFFICE OF GENERAL COUNSEL (OGC)
The Office of General Counsel is the principal source of legal counsel for the CIA. The General Counsel is nominated by the President and confirmed by the Senate and serves as the legal advisor to the D/CIA.

OFFICE OF CONGRESSIONAL AFFAIRS (OCA)
The Office of Congressional Affairs advises the D/CIA on all matters pertaining to congressional interaction and oversight of U.S. intelligence activities and is the focal point for CIA interactions with the Congress.

OFFICE OF PUBLIC AFFAIRS (OPA)
The Office of Public Affairs advises the D/CIA on all media, public policy, and employee communications issues and is the CIA’s principal communications focal point for the media, the general public, and Agency employees.

OFFICE OF INSPECTOR GENERAL (OIG)
The Office of Inspector General conducts independent audits, inspections, and investigations of CIA programs and operations and provides recommendations designed to promote efficiency, effectiveness, and accountability in the administration of CIA activities. The Inspector General is nominated by the President, confirmed by the Senate, and statutorily independent.

ASSOCIATE DIRECTOR FOR MILITARY AFFAIRS (ADMA)
The Associate Director for Military Affairs (ADMA) is the principal military advisor to the D/CIA. The Office of the ADMA is the primary interface between the CIA and the Department of Defense for coordination, planning, execution and sustainment of military and Agency activities.

OFFICE OF THE CHIEF FINANCIAL OFFICER (CFO)
The Office of the Chief Financial Officer provides financial management and directs procurement activities for the CIA. It also puts together the CIA’s program and budget, defends it to external reviewers, and monitors execution of the budget.

OFFICE OF THE CHIEF INFORMATION OFFICER (CIO)
The Office of the Chief Information Officer oversees all aspects of the CIA’s information technology and information management programs. The CIO serves as the senior CIA official for Privacy and Civil Liberties and coordinates internal and external information sharing plans and policies.

OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY (OEEO)
The Office of Equal Employment Opportunity provides reasonable accommodations for employees with disabilities and enforces federal equal employment opportunity laws.

OPPORTINITY OF THE CHIEF FOR POLICY AND COORDINATION (OPC)
The Office of the Chief for Policy and Coordination ensures appropriate CIA coordination, integration, advocacy, and oversight of matters that require corporate attention. This includes responsibilities relating to the formulation, drafting, coordination, de-confliction and interpretation of Intelligence Community (IC) and CIA policies, strategies, regulations, and implementation as appropriate. OPC coordinates matters involving the IC’s foreign intelligence relationships, policy guidance, and ensures corporate awareness for CIA. OPC manages CIA’s partnerships with the IC and private sector and houses the Executive Secretariat.

DNI OPEN SOURCE CENTER (OSC)
The DNI Open Source Center is the US Government’s center for open source intelligence. The D/CIA serves as the Executive Agent for the DNI in managing the OSC.

OFFICE OF THE CHIEF OF HUMAN RESOURCES (HR)
The Office of the Chief of Human Resources plans, develops and supports the CIA workforce in accordance with CIA’s strategic direction.

OPERATIONS CENTER (OPS CENTER)
The Operations Center is the nexus for all CIA 24-hour alert, watch and warning, crisis management, and executive support. It provides off-hour command and control representation for the D/CIA, comprehensive situational awareness, and a common operational picture for CIA leadership.

OFFICE OF STRATEGY MANAGEMENT (OSM)
The Office of Strategy Management supports CIA corporate governance processes and oversees CIA strategy-related activities from formulation to execution.

OFFICE OF DIVERSITY PLANS AND PROGRAMS (DPP)
The Office of Diversity Plans and Programs creates and oversees initiatives and programs that impact diversity composition at all levels of the Agency workforce. These initiatives focus on the attraction, hiring, development and engagement of employees with critical skills, knowledge, cultural backgrounds and abilities needed to successfully meet mission requirements.

The Office of the Director, CIA has several staffs directly subordinate to the D/CIA that focus on areas such as public affairs, human resources, protocol, congressional affairs, legal issues, information management, and internal oversight.

There is probably no Agency more important in preserving our security and our values as a people than the CIA

– Former Director, Michael V. Hayden
IN THE CIA

COUNTERTERRORISM CENTER (CTC)

CIA’s war on terror is coordinated and run from the CTC, which has both operational and analytic components; the fusion of these two is the key to its success. Terrorist plots and groups are not broken by single reports or sources, and no detainee knows everything about the compartmented activities of a group. All-source analysis is crucial to supporting and driving operations. Waging a global, high-stakes war against al-Qa’ida and other terrorists that threaten the United States remains a fundamental part of CIA’s mission. The CTC, working with other US Government agencies and with foreign liaison partners, target terrorist leaders and cells, disrupt their plots, sever their financial and logistical links, and roll their safe havens.

CRIME AND NARCOTICS CENTER (CNC)

The CIA’s CNC is dedicated to confronting three major threats to US national security: international drug trafficking, transnational criminal networks, and war crimes. CNC officers prepare comprehensive analytic assessments on the impact, trends, and implications of these threats and work globally to develop actionable intelligence to identify, disrupt, and dismantle major criminal networks and to bring to justice egregious violators of human rights. CNC works closely with US law enforcement, policy, homeland security, and military organizations and with a number of foreign law enforcement agencies and intelligence services to achieve these goals.

COUNTERINTELLIGENCE CENTER (CIC)

The CIC protects CIA operations from foreign penetration, control, and manipulation and analyzes the capabilities, intentions, and activities of foreign intelligence services. To accomplish its mission, the CIC advises the D/CIA, and other Agency components, on CI and counterespionage objectives, strategies, and resources. CIC fosters CI awareness and expertise through an extensive training and outreach program. It provides advice to Agency officers on operational security, and it supports the FBI and other U.S. agencies on espionage cases.

DNI OPEN SOURCE CENTER (OSC)

The DNI OSC, created by the DNI for Open Source on 1 November 2005, is the US Government’s center for open source intelligence. The D/CIA serves as the Executive Agent for the DNI in managing the OSC. The OSC is charged with collecting, translating, producing, and disseminating open source information that meets the needs of policymakers, the military, state and local law enforcement, operations officers, and analysts throughout the US Government. The OSC produces over 2,300 products daily, including translations, transcriptions, analyses, reports, video compilations, and geospatial intelligence to address short-term needs and longer-term issues. Its products cover issues that range from foreign political, military, economic, and science & technology topics, to counterrorism, counterproliferation, counterterrorism, and other homeland security topics.
Main entrance of the Original Headquarters Building (OHB), completed in 1963.
The intelligence cycle is the process of developing raw information into finished intelligence for policymakers to use in decision-making and action. There are five steps which constitute the intelligence cycle.

1. PLANNING AND DIRECTION.
Planning and direction is management of the entire effort, from identifying the need for data to delivering an intelligence product to a consumer. It is the beginning and the end of the cycle. The beginning because it involves drawing up specific collection requirements and the end because finished intelligence, which supports policy decisions, generates new requirements.

2. COLLECTION.
Collection is the gathering of raw information needed to produce finished intelligence. There are six basic intelligence sources or collection disciplines:
   - Signals intelligence (SIGINT) is derived from signals intercepts comprising, however transmitted—either individually or in combination, all communications intelligence (COMINT), electronic intelligence (ELINT), or foreign instrumentation signals intelligence (FISINT).
   - Imagery intelligence (IMINT) includes representations of objects reproduced electronically or by optical means on film, electronic display devices, or other media. Imagery can be derived from visual photography, radar sensors, infrared sensors, lasers, and electro-optics.
   - Measurement and signature intelligence (MASINT) is technically derived intelligence data other than imagery and SIGINT. The data results in intelligence that locates, identifies, or describes distinctive characteristics of targets. It employs a broad group of disciplines including nuclear, optical, radio frequency, acoustics, seismic, and materials sciences.
   - Human intelligence (HUMINT) is derived from human sources. Collection includes clandestine acquisition of photography, documents, and other material; overt collection by personnel in diplomatic and consular posts; debriefing of foreign nationals and U.S. citizens who travel abroad; and official contacts with foreign governments.
   - Open-Source intelligence (OSINT) is publicly available information appearing in print or electronic form including radio, television, newspapers, journals, the Internet, commercial databases, and videos, graphics, and drawings.
   - Geospatial intelligence (GEOINT) is the analysis and visual representation of security related activities on the earth. It is produced through and integration of imagery, imagery intelligence, and geospatial information.

3. PROCESSING.
Processing involves converting the vast amount of information collected to a form usable by analysts. This is done through a variety of methods including decryption, language translations, and data reduction.

4. ANALYSIS AND PRODUCTION.
Analysis and production is the conversion of basic information into finished intelligence. It includes integrating, evaluating, and analyzing all available data—which is often fragmented and even contradictory—and preparing intelligence products to provide to U.S. policy makers.

5. DISSEMINATION.
Dissemination is the distribution of the finished intelligence to the consumers, the same policymakers whose needs initiated the intelligence requirements. The policymakers then make decisions based on the information, and these decisions may lead to the levy of more requirements, thus triggering the intelligence cycle.
The Intelligence Community (IC) is a federation of executive branch agencies and organizations that work separately and together to conduct intelligence activities necessary for the conduct of foreign relations and the protection of the national security of the United States. Except for the Central Intelligence Agency, intelligence offices or agencies are components of cabinet departments with other roles and missions. The intelligence offices/agencies, however, participate in Intelligence Community activities and serve to support the other efforts of their department.

The Director of National Intelligence (DNI) serves as the head of the Intelligence Community. The DNI also acts as the principal advisor to the President; the National Security Council, and the Homeland Security Council for intelligence matters related to the national security; and oversees and directs the implementation of the National Intelligence Program. The DNI is nominated by the President and confirmed by the Senate. The DNI is assisted by a Senate-confirmed Principal Deputy Director of National Intelligence (PDDNI), nominated by the President.
The NSC was established by the National Security Act of 1947 to advise the President with respect to the integration of domestic, foreign, and military policies relating to national security. The NSC is the President’s principal forum and the highest Executive Branch entity for considering national security and foreign policy matters with his senior national security advisors and cabinet officials. The NSC is chaired by the President and its regular attendees (both statutory and non-statutory) are the Vice President, the Secretary of State, the Secretary of the Treasury, the Secretary of Defense and the Assistant to the President for National Security Affairs (commonly referred to as the National Security Advisor). The Chairman of the Joint Chiefs of Staff is the statutory military advisor to the Council, and the DNI is the intelligence advisor.

The PIAB is maintained within the Executive Office of the President and acts as a nonpartisan body providing advice to the President concerning the quality and adequacy of intelligence collection, analysis and estimates, counterintelligence, and other intelligence activities. Its sixteen members serve without compensation at the pleasure of the President and are selected from individuals who are not employed by the Federal Government. The Board continually reviews the performance of all government agencies engaged in the collection, evaluation, or production of intelligence or in the execution of intelligence policy. It also assesses the adequacy of management personnel and organization in intelligence agencies and advises the President concerning the objectives, conduct, and coordination of the activities of these agencies. The Board is specifically charged to make appropriate recommendations for actions to improve and enhance the performance of the intelligence efforts of the United States.

The President’s IOB was established by President Gerald Ford in 1976 as a White House entity within the Executive Office charged with oversight responsibility for the legality and propriety of intelligence activities. The Board, which reports to the President, is charged primarily with preparing reports “of intelligence activities that the IOB believes may be unlawful or contrary to Executive order or Presidential directive.” The Board may also refer such reports to the Attorney General. This standard assists the President in ensuring that highly sensitive intelligence activities comply with law and Presidential directive. In 1993, the IOB was made a standing committee of the President’s Intelligence Advisory Board (PIAB). The IOB is comprised of up to 5 PIAB members.
The U.S. Congress has had oversight responsibility over the CIA since the Agency was established in 1947. However, prior to the mid-1970s, oversight responsibilities resided in the Armed Services Committees of both chambers and were less formal than they are now. At the time, the DCI and his representatives interacted directly with the respective chairmen of the congressional committees, and formal hearings and testimony were rare.

Following allegations of wrongdoing by U.S. intelligence agencies, the Senate established the Senate Select Committee on Intelligence (SSCI) on 19 May 1976. The House of Representatives followed suit on 14 July 1977 by creating the House Permanent Select Committee on Intelligence (HPSCI). These committees, along with the Armed Services, Foreign Relations, and Foreign Affairs Committees, were charged with authorizing the programs of the intelligence agencies and overseeing their activities.

The 1980 Intelligence Oversight Act established the current oversight structure by making the SSCI and the HPSCI the only two oversight committees for the CIA. However, the House and Senate Appropriations Subcommittees on Defense (HAC-D and SAC-D), given their constitutional role to appropriate funds for all U.S. Government activities, also exercise oversight functions. The Select Intelligence Oversight Panel (SIOP) is a joint House subcommittee created in the 110th Congress as a result of the 9/11 Commission recommendations. It is composed of members from the HAC (appropriators) and HPSCI (authorizers) to help coordinate intelligence budget issues to meet IC mission and capability requirements. There is no comparable joint SAC and SSCI subcommittee in the Senate.

The Office of Congressional Affairs (OCA) is the focal point for CIA activities with Congress—guiding and facilitating all CIA interaction with Congress, the development of clear strategies to promote and protect the Agency’s Congressional equities, and CIA’s legal responsibility to keep Congress fully and completely informed of our intelligence activities. In addition, OCA has the primary responsibility for ensuring the CIA workforce is fully prepared for all Congressional engagements.

OCA also leads the drafting, coordination, production, and advocacy for D/CIA proposals for the annual Intelligence Authorization bill packages, and works with other Intelligence Community agencies, ODNI, Office of Management and Budget, and the Congress to facilitate enactment of the D/CIA proposals. Likewise, OCA screens hundreds of bills at various stages of the legislative process, identifying those that might cause problems for CIA and pursuing coordinated efforts within CIA, ODNI, OMB, and Congress to prevent or fix the identified problems. In addition, OCA oversees and has primary responsibility for the provision of timely, coordinated D/CIA responses to about 500 Legislative Referral Memorandums a year from OMB that seek CIA concurrence and/or comments on various legislative proposals, draft testimony, or Administration signing statements. OCA keeps CIA leadership and other elements informed of major legislative developments.
Main entrance of the New Headquarters Building (NHB), completed in 1991.
This glass-encased book sits on a marble shelf below the Memorial Wall—a small gold star representing each fallen officer. Many lines in the book are blank, indicating that even in death some names must remain secret. This memorial is a constant reminder of those who made the ultimate sacrifice for their country and of the risks inherent in the profession of intelligence.

CIA MEMORIAL WALL
With the words that sculptor Harold Vo
gel inscribed in July 1974, "IN HONOR OF THOSE MEMBERS OF THE CENTRAL INTELLIGENCE AGENCY WHO GAVE THEIR LIVES IN THE SERVICE OF THEIR COUNTRY," this wall—with one star carved for each honored officer—stands as a silent, simple memorial.

ORIGINAL HEADQUARTERS BUILDING (OHB) MAIN ENTRANCE
OHB was designed to reflect former DCI Allen Dulles’s vision of a location where intelligence officers could work near the policymakers in a secure and secluded environment. Construction was completed in November 1963 and consists of 1,400,000 square feet of space.

BOOK OF HONOR
This glass-encased book sits on a marble shelf below the Memorial Wall—a small gold star representing each fallen officer. Many lines in the book are blank, indicating that even in death some names must remain secret. This memorial is a constant reminder of those who made the ultimate sacrifice for their country and of the risks inherent in the profession of intelligence.

CIA SEAL
On the floor of the OHB lobby entrance, this 16-foot-di-
diameter inlaid granite seal has been the CIA emblem since it was approved by President Harry Truman in 1950. The seal has three main features: an American bald eagle, our nation-
al bird and a symbol of strength and alertness; a shield, the standard symbol of defense; and a 16-point compass rose, representing intelligence from around the world, converg-
ing at a central point.
In the early 1980s, the Agency's need for additional office space was clear. NHB was designed to expand OHB while blending seamlessly with its structure and design. The two six-story office towers, sky-lit lobby, and glass-walled atrium were completed in March 1991.

A single star carved into the wall represents the 116 officers who lost their lives while serving in the OSS during WWII. The names of the fallen are listed in the OSS Book of Honor enclosed in a glass case on a marble pedestal.

DONOVAN STATUE
During World War II, Major General William J. Donovan directed the OSS, the CIA’s predecessor. Although he never officially held the title of “Director of Central Intelligence,” the CIA considers him the first DCI because of the importance he placed on intelligence. His leadership and legacy ensured the US would have an intelligence-gathering agency that operated during peacetime as well as war.

NEW HEADQUARTERS BUILDING (NHB) ATRIUM
Suspended from the ceiling of NHB’s glass-enclosed atrium are one-sixth-scale models of the U-2, A-12, and D-21 photoreconnaissance aircraft.

DIRECTORS PORTRAIT GALLERY
Displayed in this gallery are official portraits of the former Directors of Central Intelligence and Central Intelligence Agency. Each portrait is painted by an artist of the Director’s choosing after the Director leaves office.
INTELLIGENCE ART GALLERY
A growing collection of mission-related, intelligence-themed paintings are displayed in the gallery under the aegis of the CIA Museum and the CIA Fine Arts Commission. Each work of art depicts a significant event in intelligence history.

MUSEUM GALLERIES
The CIA compound has five museum galleries: the CIA in Afghanistan Gallery, the Cold War Gallery, the Directorate of Intelligence Gallery, the Directorate of Science & Technology Gallery, and the Office of Strategic Services Gallery. These museums are not open to the public, but can be viewed on the Headquarters Virtual Tour found on the CIA’s public web site, www.cia.gov.

AUDITORIUM
The Headquarters Auditorium is commonly nicknamed “The Bubble” because of its bubble- or igloo-like shape. The Bubble is home to special events, prominent speakers, and conferences.

KRYPTOS
James Sanborn’s sculpture, “Kryptos” (meaning “hidden” in Greek) begins at the entrance to the New Headquarters Building and continues in the northwest corner of the New Headquarters courtyard. Dedicated on November 3, 1990, the theme of this three-part installation is “intelligence gathering.” The sculpture continues to be a source of pleasure and mystery for Agency employees, with a few taking the challenge to “break the code.”

LIBRARY
This valuable resource to the Intelligence Community contains approximately 125,000 books, subscribes to about 1,200 periodicals, and provides on-line access to some 35,000 periodicals.
BERLIN WALL MONUMENT
These three sections of reinforced concrete were removed from the Berlin Wall near Checkpoint Charlie at Potsdamer Platz in November 1989. Dedicated at the CIA in December 1992, the monument is oriented as it was in Berlin—the west side painted with graffiti, reflecting the color, hope, and optimism of the west; in stark contrast, the east side whitewashed, plain and devoid of color and life.

CIA COURTYARD
The courtyard is located between the New and Original Headquarters Buildings. It is a popular setting for lunch, a chat with a colleague, or a short break in the fresh air. With its broad grassy lawn, fish pond and flowering plants and trees, the courtyard provides an attractive venue for special events.

MEMORIAL GARDEN
Through the quiet beauty of living nature, the garden is a memorial to all deceased intelligence officers and contractors who served their country. The words, “In remembrance of those whose unheralded efforts served a grateful nation,” are cast in a brass plaque to ensure the living will not forget the fallen.

A-12 OXCART
In the early 1960s, CIA contracted with Lockheed to produce the A-12 supersonic reconnaissance aircraft. During testing, the A-12 reached a speed of Mach 3.29 (over 2,200 mph) and an altitude of 90,000 feet. The A-12 flew only 29 missions before being replaced by the US Air Force’s SR-71, a modified version of the A-12. Despite its brief use, the A-12 remains the fastest, highest-flying, piloted operational jet aircraft ever built.
Overlooking the courtyard between the Original and New Headquarters buildings.
DISTINGUISHED CAREER INTELLIGENCE MEDAL
For an individual’s cumulative record of service reflecting a pattern of increasing levels of responsibility or increasingly strategic impact and with distinctly exceptional achievements that constitute a major contribution to the mission of the Agency.

DISTINGUISHED INTELLIGENCE MEDAL
For performance of outstanding services or for achievement of a distinctly exceptional nature in a duty or responsibility, the results of which constitute a major contribution to the mission of the Agency.

INTELLIGENCE STAR
For a voluntary act or acts of courage performed under hazardous conditions or for outstanding achievements or services rendered with distinction under conditions of grave risk.

INTELLIGENCE MEDAL OF MERIT
For the performance of especially meritorious service or for an act or achievement conspicuously above normal duties which has contributed significantly to the mission of the Agency.

DISTINGUISHED CAREER INTELLIGENCE MEDAL
For an individual’s cumulative record of service reflecting a pattern of increasing levels of responsibility or increasingly strategic impact and with distinctly exceptional achievements that constitute a major contribution to the mission of the Agency.

CAREER INTELLIGENCE MEDAL
For a cumulative record of service which reflects exceptional achievements that substantially contributed to the mission of the Agency.

CAREER COMMENDATION MEDAL
Awarded for exemplary service significantly above normal duties that had an important contribution to the Agency’s mission.

INTELLIGENCE COMMENDATION MEDAL
For the performance of especially commendable service or for an act or achievement significantly above normal duties which results in an important contribution to the mission of the Agency.
EXCEPTIONAL SERVICE MEDAL
For injury or death resulting from service in an area of hazard.

HOSTILE ACTION SERVICE MEDAL
For direct exposure to a specific life-threatening incident in the foreign field or in the U.S. where the employee was in close proximity to death or injury, but survived and sustained no injuries. The incident must have occurred during work-related activities or events, which were targeted by armed forces or persons unfriendly to the U.S. Government.

AGENCY SEAL MEDAL
For non-Agency personnel, to include U.S. Government employees and private citizens, who have made significant contributions to the Agency’s intelligence efforts.

GOLD RETIREMENT MEDALLION
For a career of 35 years or more with the Agency.

SILVER RETIREMENT MEDALLION
For a career of 25 years or more with the Agency.

BRONZE RETIREMENT MEDALLION
For a career of at least 15, but less than 25 years with the Agency.
The CIA seeks qualified applicants in numerous fields and is committed to building and maintaining a diverse workforce.

Because of the CIA’s national security role, there are specific qualifications for every candidate that must apply. U.S. citizenship and the willingness and ability to successfully complete a thorough background investigation, medical examination and polygraph interview are required. Expertise and academic excellence are critical and should be evidenced by a cumulative GPA of at least 3.0 or an ideal combination of education, experience and knowledge of foreign languages and cultures. Beyond these requirements, there are a number of personal qualities that are essential to a CIA career – chief among them are honesty and a high standard of personal ethics. Furthermore, integrity, loyalty, dedication to mission and a strong desire to serve our country are fundamental qualities of CIA employees.

The CIA is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, disability, age, or sexual orientation in hiring or granting, denying, or revoking security clearances.

For additional information, job postings, and to begin the process of consideration for employment at CIA, please visit www.cia.gov.
ASKED QUESTIONS

HOW MANY PEOPLE WORK FOR THE CIA AND WHAT IS ITS BUDGET?
Neither the number of employees nor the size of the Agency’s budget can, at present, be publicly disclosed. A common misconception is that the Agency has an unlimited budget, which is far from true. While classified, the budget and size of the CIA are known in detail and scrutinized by the Office of Management and Budget and by the Senate Select Committee on Intelligence, the House Permanent Select Committee on Intelligence, and the Defense Subcommittees of the Appropriations Committees in both houses of Congress. The resources allocated to the CIA are subject to the same rigorous examination and approval process that applies to all other government organizations.

DOES THE CIA GIVE PUBLIC TOURS OF ITS HEADQUARTERS BUILDINGS?
No. Logistical problems and security considerations prevent such tours. The CIA provides a limited number of visits annually for approved academic and civic groups. A virtual tour of CIA headquarters and museum is available on the CIA web site at www.cia.gov.

DOES THE CIA RELEASE PUBLICATIONS TO THE PUBLIC?
Yes. The CIA releases millions of pages of documents each year. Much of this is material of historical significance or personal interest that has been declassified under Executive Order 12958 (a presidential order outlining a uniform system for handling national security information) or the Freedom of Information Act (FOIA) and Privacy Act (statutes which give U.S. citizens access to U.S. government information or U.S. government information about themselves, respectively). The Agency handles thousands of cases each year and maintains the CIA’s FOIA Electronic Reading Room, www.foia.cia.gov, to release this information to the public and to provide guidance for requesting information. Specific copies of any previously declassified records are available directly from the CIA FOIA office and may be obtained by submitting an official FOIA request. Some released information of significant public interest or historical value is also available at the National Archives and Records Administration.

The CIA frequently releases items of more general public interest on the CIA web site. The site includes general information about the CIA, current unclassified publications, speeches and congressional testimony, press releases and statements, career information, and basic reference materials, including the CIA World Factbook. Please visit the Library section of our public web site, www.cia.gov, to view unclassified publications available to the public. Many documents, including the CIA World Factbook, reports on foreign economic or political matters, maps, and directories of foreign officials are also available in hard copy and may be purchased from the Government Printing Office, the National Technical Information Service, and the Library of Congress.

Looking up at the Kryptos sculpture located in the New Headquarters Building (NHB) courtyard.

the theme of this sculpture is intelligence gathering

frequently
DOES THE CIA SPY ON AMERICANS? DOES IT KEEP A FILE ON YOU?

CIA’s mission is to collect information related to foreign intelligence and foreign counterintelligence. By law, the CIA is specifically prohibited from collecting intelligence concerning the domestic activities of U.S. citizens. By direction of the President in Executive Order 12333, as amended, and in accordance with procedures approved by the Attorney General, the CIA is restricted in the collection of intelligence information directed against U.S. citizens. Collection is allowed only for an authorized intelligence purpose; for example, if there is a reason to believe that an individual is involved in espionage or international terrorist activities. The CIA’s procedures require senior approval for any such collection that is allowed, and, depending on the collection technique employed, the sanction of the Director of National Intelligence and Attorney General may be required. These restrictions on the CIA, or similar ones, have been in effect since the 1970s.

WHO DECIDES WHEN CIA SHOULD PARTICIPATE IN COVERT ACTIONS, AND WHY?

Only the President can direct the CIA to undertake a covert action. Such actions usually are recommended by the National Security Council (NSC). Covert actions are considered when the NSC judges that U.S. foreign policy objectives may not be fully realized by normal diplomatic means and when military action is deemed to be too extreme an option. Therefore, the Agency may be directed to conduct a special activity abroad in support of foreign policy where the role of the U.S. government is neither apparent nor publicly acknowledged. Once tasked, the intelligence oversight committees of the Congress must be notified.

WHAT IS THE CIA’S ROLE IN COMBATING INTERNATIONAL TERRORISM?

The CIA supports the overall U.S. government effort to combat international terrorism by collecting, analyzing, and disseminating intelligence on foreign terrorist groups and individuals. The CIA also works with friendly foreign governments and shares pertinent information with them.

THE CIA HAS BEEN ACCUSED OF CONDUCTING ASSASSINATIONS AND ENGAGING IN DRUG TRAFFICKING. WHAT ARE THE FACTS?

The CIA does neither. Executive Order 12333, as amended, explicitly prohibits the CIA from engaging, either directly or indirectly, in assassinations. Internal safeguards and the congressional oversight process assure compliance.

Regarding past allegations of CIA involvement in drug trafficking, the CIA Inspector General* found no evidence to substantiate the charges that the CIA or its employees conspired with or assisted Contra-related organizations or individuals in drug trafficking to raise funds for the Contras or for any other purpose. In fact, the CIA plays a crucial role in combating drug trafficking by providing intelligence information to the Drug Enforcement Administration, the Federal Bureau of Investigation, and the State Department.

WHERE IS THE CENTRAL INTELLIGENCE AGENCY’S HEADQUARTERS? IS IT IN LANGLEY OR MCLEAN, VIRGINIA?

Technically, you could say CIA headquarters is in both. “Langley” is the name of the McLean neighborhood in which the CIA resides.

In 1719, Thomas Lee acquired the land where the CIA headquarters is located today from the Fairfax family and named it Langley after his ancestral home. The town of McLean was founded in 1910 and despite the name change “Langley” still lingers today.

HOW TO PURCHASE CIA MAPS AND PUBLICATIONS RELEASED TO THE PUBLIC

The CIA Maps and Publications Released to the Public catalog, available through CIA’s web site at www.cia.gov, lists Central Intelligence Agency products released through DOCEX from 1971 and through the National Technical Information Service (NTIS) since 1980. It is arranged by country or geographic area or topic with the titles of the reports in chronological order.

All maps and publications may be purchased from GPO and/or NTIS. Although we attempt to maintain a current price list, we recommend that you contact NTIS and/or GPO directly for current price information.

To obtain maps and publications published after 1 January 1980, contact:

National Technical Information Service (NTIS)¹
http://www.ntis.gov
NTIS Order Desk:
1-800-553-NTIS (6847)
or (703) 605-6000

National Technical Information Service (NTIS)
U.S. Department of Commerce
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Publications published before 1980 and those published through the present (excluding maps) are available in photocopy or microfiche from the Library of Congress, contact:

Library of Congress/
Photoduplication Service²
http://www.loc.gov/rr/phot/pdscat/ pdfs/
Phone: (202) 707-5640
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To purchase maps and publications published after 1 January 1980, use NTIS document number (PB number) when ordering.

¹ Use NTIS document number (PB number) when ordering.
² Use the title of the document when ordering.
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Documents Expediting Project (DOCEX)
Phone: (202) 707-9527
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