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23 February 1956

**MEMORANDUM FOR: Mr. Matthew Baird  
Director of Training**

**Matt:**

From time to time I have advocated that we of the Support services give closer attention to recognizing and commending those whose performance and achievements are outstanding. The usual explanation of the paucity of such recognition is the difficulty of relating the success of a venture to the vision, energy, or persistence of a particular individual. In the matter of the Junior Officer Trainee Program, however, there is no such difficulty.

Thoughtful critics have characterized the JOT Program as the first effective career development mechanism in the Agency. As such, it is a source of pride and inspiration to all Staff Officers and employees. This, the success of the program, is of itself the most eloquent commendation of your leadership, vision, and consistency of purpose throughout the more than five years the JOT Program has been your responsibility. I can add little other than my salute to a pathfinder.

/s/ L. K. White

L. K. WHITE  
Deputy Director  
(Support)

cc: DCI  
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Mr. Baird's personnel file

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