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CAMPUS RECRUITING AND THE

C.I.A.

✓ **By David Wise**

KEVIN WARD WAS SITTING IN A snack bar at the Johns Hopkins School of Advanced International Studies in Bologna, Italy, when he was approached by a stranger.

Ward, then 20 years old, was nearing the end of his junior year abroad. "I was having a pastry and a cappuccino," he recalled, "when this guy came in. He was in his early 30's, dark hair, neatly dressed, you know, the man in a suit. He said, 'You're Kevin Ward; do you mind if I speak to you?' He handed me some literature and said, 'Have you ever thought of a career in the C.I.A.?'"

ONCE AGAIN, THE CENTRAL INTELLIGENCE AGENCY is at the center of controversy. The past year has brought an extraordinary number of spy scandals. The Director of Central Intelligence, William J. Casey, is locked in battle with the press over leaks, and has threatened prosecution for news stories about how the United States intercepts foreign communications. And he is at odds with the Congressional intelligence committees over the conduct of the Reagan Administration's covert operations in several countries.

In the midst of this, the C.I.A., which says it has made recruiting of new personnel a key priority, is competing with corporate America, and other prospective employers, to lure

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the best of the nation's college graduates

Sometimes, this has involved aggressive tactics — a major advertising campaign, for example, and approaches to students in far-off snack bars.

While the attitude of young Americans toward the agency appears more favorable now than it has been in years — after more than a decade of protests on campus, the number of inquiries from students has been steadily rising — the C.I.A. is at a considerable disadvantage compared to other lines of work that pay higher salaries with less risk and more recognition. The life of a C.I.A. employee is one of anonymity.

There have been other hurdles in the agency's headhunting campaign. In the last year, four former or current C.I.A. employees have been implicated in security scandals. Edward Lee Howard, dismissed by the agency in 1983, was charged with selling agency secrets to the Russians, but eluded F.B.I. agents and is presumed to be in the Soviet Union. Larry Wu-Tai Chin, convicted of spying for China, committed suicide in his jail cell. Sharon M. Scranage, a clerk in the covert branch, pleaded guilty to giving agency data to her Ghanaian boyfriend. Karl F. Koecher, a Czechoslovak-born translator, was convicted of spy charges and jailed before he was traded to the East as part of the swap that freed the Soviet dissident Anatoly B. Shcharansky.

These cases raise questions about the agency's personnel and security, and their effect on the C.I.A.'s image inevitably spills over into its recruitment program. And the Navy spy ring headed by John A. Walker Jr., while not a C.I.A. case, has tended to shake public confidence in the nation's ability to protect itself against foreign espionage.

If that were not enough, this summer, the intelligence agency faces hearings on its personnel and recruitment policies by the Senate Select Committee on Intelligence. Senator David F. Durenberger, the Minnesota Republican who heads the committee and who has traded charges with Casey about the overall direction of the agency, is not impressed with the C.I.A.'s recruiting performance. "They've got numbers," he said over breakfast in the Senate dining room recently, "but they don't always have the right person in the right place."

Casey, on the other hand, strongly defends the quality of the agency's recruits. "Our standards are high," he insisted. There is "high morale," he added, "and great pride among our people. They are committed to excellence."

But a Senate committee source complained of inadequate intelligence. "Time and again we've run into examples of where we were short of what we needed. In the Philippines we didn't have enough people who spoke Tagalog," he said, referring to the chief native language of the Philippines. "We managed, but still, there was a deficiency."

Although members of the Senate committee say they are mainly interested in exploring the quality of C.I.A. personnel, security questions will undoubtedly be raised. The study had been slated before the recent rash of spy cases, but that is cold comfort at C.I.A. headquarters in Langley, Va. And the quality and security of United States intelligence clearly depends on the C.I.A.'s ability to recruit the brightest graduates.

K the C.I.A. man's suggestion. A political science major at Johns Hopkins in Baltimore, he had begun to contemplate what the future might hold after college. After being approached in Bologna, he wrote to the agency for an application, but got no reply. (When he asked about this later, Ward says, he was told the agency is reluctant to send material to applicants overseas.) Last September, after returning from Italy, he went to Rosslyn, Va., just across the Potomac River from Washington, and asked for an application at the agency's walk-in employment office in the Ames Building, which, unlike the C.I.A.'s actual recruitment headquarters, is listed in the telephone book.

"They set me up for an interview at the Holiday Inn in Rosslyn," Ward recalls. The interview took place in a conference room on the third floor. The interviewer was older than the man who had contacted Ward in Bologna. He was prematurely gray, in his early 40's. And he seemed hardly able to contain his enthusiasm for Kevin Ward.

Ward had several attributes that were appealing to the agency. Born in Idaho and raised in Brandon, Fla., near Tampa, he came from a military background — his father had served four years in the Navy and 26 years in the Air Force. Moreover, Kevin Ward had been senior class president in high school and graduated third in a class of 1,233. He had compiled a solid academic record at Johns Hopkins — he had a 3.64 grade point average — and was a racing-car and target-shooting enthusiast.

"According to your background," the C.I.A. man told Ward, "you look like you're tailor-made for a variety of positions."

Three weeks later, Ward took an all-day C.I.A. aptitude test at George Washington University. The agency is basically divided into two parts, analysis and operations (box, page 30). Some questions were designed to test Ward's analytical skills. But other parts of the test were clearly aimed at measuring his potential as a secret agent.

"There were questions like, 'Suppose you have to remove something from a desk in a locked building, after hours. You have 30 seconds to put down everything you can think of,'" Ward remembers. "So I listed, 'Were there dogs? What kind of security system?'"

Ward was graduated from Johns Hopkins in December and went home to Florida. He telephoned the agency several times, hoping to find out his test results. "You'll be notified," he was told. Finally, in February, the call came. The agency flew him to Washington and put him up for one night at a motel.

Ward was given a special map that directed him to a building in northern Virginia, a few miles from C.I.A. headquarters in Langley. "There were armed guards, metal detectors, and they inspect your bag," Ward recalls. He was issued a visitors' badge and escorted to a small office. "You walk down the hall, and all the people stop talking and all the doors shut."

This interviewer said he had once been a station chief, Ward says. "He looked like a military type, in his early 50's." He made it clear that Ward was being interviewed for the Directorate of Operations — the clandestine arm of the Central Intelligence Agency.

THE DIRECTORATE OF OPERATIONS WAS ONCE VIRTUALLY an Ivy League club. It is no longer. Even in the 1960's, the agency had begun to reach out for a broader cross-section of recruits. Vietnam and the antiwar movement made the agency unfashionable on many campuses. In the mid-1980's, the C.I.A. is once again attractive to many college students. But it's not the same.

The old spy knew that. He is in his early 60's now, his face craggy but still handsome, the black hair turned to gray. He served in the Directorate of Operations, or the D.D.O., from the beginning, and he has seen it all and known everybody.

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cultural organization, most of whose members are unaware of his background. He was interviewed in his office, in a gracious town house on Manhattan's East Side, on condition that he not be identified by name.

"In the old days," he said, "nearly all of us were brought in by someone who knew us." He smiled. "You were interviewed, and only later discovered that the interviewer was the person you'd be working for."

And, more than likely, the recruiter was another Old Boy, from the same Eastern Establishment background, who, more often than not, had served in the wartime Office of Strategic Services, the forerunner of the C.I.A. After Congress established the Central Intelligence Agency in 1947, recruits from the Ivy League flocked to its banner. The cold war had begun and it was these men, with names like Tracy Barnes, Richard Bissell, Frank Wisner, Bronson Tweedy and John Bross, who, in the early days, ran the agency as if it were a secret society at Yale.

"I felt an obligation to go into Government service," the veteran spy said. "There was a feeling that the threat of Communism was very real in France and Italy. People felt a need to do something about it."

By background and temperament, he fit right in at the new agency. He came from an old Virginia family where there were lively discussions of foreign affairs at the dinner table. He had attended an Episcopal prep school and an Ivy League college. "I thought I would stay a couple of years," he said, with a faraway look, "but I stayed a lifetime." Under State Department cover, he rose to become a station chief in the Middle East and other places.

He had earned a reputation as one of the finest officers in the Clandestine Service, as the D.D.O. is also known, but time caught up with him. He was among those fired in 1977 by

Adm. Stansfield Turner, Jimmy Carter's Director of Central Intelligence, who eliminated 820 clandestine jobs in what became known as "the Halloween Massacre." Age and attrition had already thinned the ranks of the Old Boys; with a stroke of the pen, Turner, who later said he had wanted to create more room for younger officers, hastened the process.

"Things have changed," the old spy said. "Recently, a younger friend from C.I.A. came to dinner, with some others from the agency, and they were all talking about their promotions. We never did. I wondered if it's becoming like the post office."

THE INTERVIEWER WOULD ONLY TELL Kevin Ward his first name. He said he had served in the agency's clandestine side for 25 years, 17 of them overseas. If Ward joined the Directorate of Operations, the recruiter emphasized, he would have to accept a certain life style.

"He made it clear you have to give up a lot," Ward remembers. "He said, 'You would have a diplomatic passport and work under State Department cover. You would tell your friends you turned down the C.I.A., and you were really interested in the State

Department.'"

If he were sent overseas, Ward was told, he would be handling agents. "You would service accounts and develop new accounts," the interviewer said, using an agency euphemism for spies, "and work four or five hours a day on your cover job. You would be under scrutiny all the time. We watch other countries and they watch us."

Ward recalls: "He said, 'Even if I offer you the position, there's little chance you'll get it. There are lots of psychologi-

cal people at risk, that's why you can't tell people. If you do join the agency, your friends won't respect you. You've been working for the Department of Commerce or State for 12 years and you're still low level. Say you wanted to go into politics or do something else, to the world you would be a low-level State Department person. You'd have a horrible résumé.'"

The recruiter glanced down at Ward's test scores. He liked the replies about breaking into a locked building. "That's good," Ward remembers the recruiter saying. "You can think on your feet. That would help you talk your way out of a tight situation."

But he was less happy with Ward's answers to another question. "You're asked if you would like living in a tent with no running water, and so on," Ward explains. "My test scores indicated I liked the more glamorous life, and didn't like covert life. He said, 'You don't really fit in with the D.D.O.' I agreed."

It was clear the interview was over. The recruiter said he would circulate Ward's résumé to the Directorate of Intelligence, the agency's analytical arm known as the D.D.I., but indicated he did not think anything would come of it. The D.D.I., unlike the covert side, wants people with graduate de-

THE CENTRAL INTELLIGENCE AGENCY runs its recruiting operation from an unmarked, six-story, sand-colored office building in Tysons Corner, Va., about four miles from C.I.A. headquarters.

There is nothing on the front of the building or in the lobby to indicate it is C.I.A. But a guard bars the way to anyone except employees, or invited visitors, who must sign in. The guard sits in front of a board full of multicolored lights that tell him whether perimeter doors and entrances to stairways and offices are open or closed at any given

moment.

John P. Littlejohn, the agency's deputy director of personnel for employment — the man in charge of recruiting — occupies Room 4N20, a modest-sized corner office on the fourth floor. His office looks not unlike any other at the midmanagement level of the agency: beige walls, a walnut veneer conference table, a desk, and a large white plastic blackboard, the kind that takes a grease pencil rather than chalk.

But there are reminders that this is an intelligence agency. Affixed to Littlejohn's pop-up address file is a day-glo orange sticker printed "SECRET" in large black letters. Next to it is the white C.I.A. telephone directory, with the agency seal in black on the cover (a fierce eagle atop a shield), and the word "SECRET" in red letters repeated in a strip across the top and bottom.

A lanky, friendly man of 46, Littlejohn smiles a lot and has an easygoing manner. "There will be some people who think it's a James Bond kind of thing," he said of a C.I.A. career. "Glamorous capitals, see the world. We discourage that. We're not interested in that kind of perception."

The agency can't compete with the salaries paid by private industry. A typical recruit might come in at the \$20,000 range, and could expect to earn more than \$30,000 only as a case officer or analyst with several years service (the director earns \$75,100). So aren't the glamour and excitement of being a secret agent one of the rewards?

"Sure," Littlejohn replied. "A lot of people find excitement in the work. And some are turned on by knowing something that nobody else knows. But from a security standpoint, we don't want people boasting about secrets. Excitement may be a motivator, but people in the agency don't have to be James Bond or cowboys. We're interested in people who are serious."

Although the agency may not want people boasting about secrets, lately it has had a lot of trouble with employees selling secrets to the K.G.B. Littlejohn is not unaware of the rash

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or recent spy cases, but he said that guarding against the planting of foreign agents among C.I.A. applicants is not the recruiter's responsibility. "A sleeper, a mole, that's the job of the Office of Security," he said.

Littlejohn continued, "Our effort is primarily directed toward college-age applicants." The agency, he said, has 10 recruiting offices around the country. The one in Pittsburgh is mostly for clerical people. The other nine are general.

College students cannot be expected to have the highly specialized knowledge on exotic subjects that the agency frequently needs, however. The C.I.A. usually trains its staff members to develop such expertise, one agency official said. "You don't go out and look for someone who's an expert on sandstorms in the Sahara," he said. "We hire generalists who can move in different directions." If the agency does need a specialist on an arcane subject and can't find one in-house, it usually hires a consultant from academe or private industry.

In the past, the C.I.A. didn't advertise by name. In today's competitive job market, the C.I.A. advertises often, in large displays featuring the C.I.A. eagle and clearly identifying the agency. A newspaper advertisement in March, for example, listed entrance salaries "from \$22,000 to \$34,000 depending on credentials." There is still a clandestine touch, however, the C.I.A. being what it is. The return address is a Washington P.O. box, care of "Jay A. Collingswood, Dept. S, Rm. 4N20," which happens to be Littlejohn's office. "Jay A. Collingswood" does not exist. Two years ago, a similar C.I.A. ad gave the same return address, except that applicants were to write to "J.A. Compton," who has the same initials and, it can be assumed, is equally nonexistent.

"The recruiters get in touch with placement offices at the

colleges," Littlejohn explained. "They might visit twice a year. The recruiter has résumés in advance, submitted by the students through the placement office, and he asks to see certain people." What the agency calls a "screening interview" takes place, usually on campus, although some colleges, like Harvard, prefer to have the C.I.A. do its interviewing off-campus. (Harvard students must go to the C.I.A.'s office in downtown Boston, across from Boston Common, for their interviews. Since the agency lists only its phone number in the Boston telephone directory, these students are provided the address by the C.I.A. when they are notified of their interview.)

In some cases, the C.I.A. initiates the approach when it hears of a likely prospect. But how it does so is mysterious. Kevin Ward, for instance, says he has no idea how the agency got his name. If the first interview goes well, the student is given a 12-page Personal History Statement to fill out. Among other things, it asks about relatives who live abroad (and who might be subject to pressure by foreign governments). It also asks whether the applicant has ever used alcohol or drugs — six, including marijuana, cocaine and heroin, are listed — and if so, how often.

"Many applicants today have experimented with marijuana," Littlejohn said. "That in itself isn't going to disqualify you. Hard drugs would raise questions, but we look at the circumstances and whole person. Someone who uses drugs at a frat party and now as an adult isn't using — that says something to us." But once applicants are accepted by the C.I.A., they are not permitted to use drugs.

"You can have a martini, but you can't have a joint," Littlejohn said.

The agency asks applicants whether they have ever had a homosexual encounter. It denies that homosexuals are

automatically barred, but when asked whether the agency has knowingly hired any, Littlejohn replied: "I don't know of any." Officially, the C.I.A.'s position is that homosexuals won't be hired if "it seems likely that access to classified information could pose a risk to the national security."

Applicants must be United States citizens, either naturalized or native-born. The agency does not hire felons, although it gets offers. Suppose an ace safecracker applied, would he really be turned away? "I can't imagine we would hire such a person," Littlejohn said. In the early 1960's, the C.I.A. hired two leading Mafia figures to try to assassinate Fidel Castro, but they were what the agency calls "contract employees," presumably with unintended irony.

Those who pass the initial hurdles take the battery of tests that Kevin Ward took. This is followed by a second, more detailed interview. If all goes well, the clearance process is then begun and the applicant subjected to a full field investigation by the Office of Security. The investigation covers in detail the applicant's life history.

Prospective employees are also warned that they will have to submit to a polygraph test, the first of many periodic lie-detector examinations they will have to undergo if hired. (Although the value of lie-detector tests is disputed, the C.I.A. and the National Security Agency continue to require them.) For C.I.A. applicants, there is a medical examination that includes psychological, and for certain jobs, psychiatric tests.

It takes at least four months, perhaps longer, to complete the processing — a time lag that puts the C.I.A. at a disadvantage compared to corporate recruiters. "Often the applicant has taken a job in the meantime," Littlejohn said ruefully. If the applicant passes muster, he or she is listed as "E.O.D.," or "Entered on Duty," agency jargon for hired.

"We estimate 150,000 a year inquire," Littlejohn said, "but only a small fraction are E.O.D." He added that "tens of thousands who apply are not taken. Our standards are very high." Littlejohn won't say how many are hired because the C.I.A.'s size and budget are among its most closely guarded secrets. But the intelligence agency has often been described as having almost 20,000 employees

and a budget of about \$2 billion a year. It is likely that it hires 200 to 300 clandestine officers each year, and some 1,000 employees annually out of perhaps 10,000 who apply.

By all indications, applications are up, and this spring at least, the agency experienced little difficulty recruiting on college campuses. This was not always the case.

MURDERERS AND RAPISTS! Mutilators and exterminators!

It was April 1985, and the students at the University of Colorado at Boulder were protesting the presence of C.I.A. recruiters on campus. The protest, against the agency's support for the so-called contras in Nicaragua, had been organized by a coalition of groups that called itself Community in Action, or C.I.A.

While the students demonstrated outside, a team of agency recruiters was interviewing some 170 students inside. The team was led by Tom White, who is based in Denver and heads the agency's recruitment office for the Rocky Mountain states. The first student White interviewed seemed genuinely interested in a C.I.A. career, but when the interview was over, the student attempted to place White under a citizen's arrest. Instead, he was himself arrested, as were 477 others.

This spring, the C.I.A. did not return to the Boulder campus. An agency spokesman blamed the restrictions of the Gramm-Rudman-Hollings budget-cutting law. Kevin D. Harris, one of the organizers of the protest, thought the students had done it. "When we found out they

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weren't coming back, it was an empowering feeling," he said.

Demonstrations have been sporadic and apparently fewer in number this year, although the C.I.A. does not give out the statistics. College placement officers report that student interest in working for the C.I.A. has increased. For example, Susan Hauser, the director of Yale's Career Services, said: "Student interest in C.I.A. has gone up in the last 12 years. It hasn't changed dramatically, but there is a significant increase in interest from the mid-70's."

The Ivy League's dwindling impact on the agency was underscored recently by William E. Colby. In the mid-1970's, while he was Director of Central Intelligence, Colby recounted: "I remember sitting around a table with the 10 highest officers in the agency. Just for the heck of it I said, 'Who's Ivy League?' Two or three were, but the others came from different schools. One had gone to Whitman College, in Washington state, the others were from various schools, and two had no college degree at all."

As the agency's deputy director for administration during the 1970's, John F. Blake supervised personnel and recruitment. "At some point," he said, "it was realized by the top leadership of the agency that they needed to reflect American mores, that the Far West wasn't Indian territory, and mid-America had a voice, as well as the Northeast corridor." Blake is from San Francisco.

The C.I.A. insists it is actively seeking to hire more women and members of minority groups. For example, the agency says that it recently ran 400 radio spots on stations in the southwest, in areas with heavy Hispanic populations. The agency also advertises in Ukrainian, Polish, Cuban and other ethnic newspapers.

The agency declines to release figures on what percent of its employees are women,

however. Blake conceded that in his time, the C.I.A. had failed to recruit and promote women, but said its record was no worse than that of other private and public institutions. "By the time I left in 1979, remarkable progress had been made," Blake said. "In the past 10 years, women have served as chiefs of station and as office heads."

The trend away from the Ivy League is supported by a recent C.I.A. internal study of what schools have provided the most recruits. Although Yale is still on the list, the top schools, in order, are Georgetown, George Washington University, the University of Maryland and American University. All are in the Washington area.

Perhaps typical of the Georgetown students who explore the C.I.A. as a career option is Ann Lowell, 21, of St. Louis, a graduating senior in the School of Foreign Service who describes herself as "basically very conservative." She was interviewed on campus last fall by a C.I.A. representative who gave his name as Chris Vorderbruegge. "He was heavyset, early 30's, and had brown, thinning hair," Ann Lowell said. "He was more the teddy bear image than James Bond.

"He was not incredibly well dressed like the guy from Morgan Stanley," she said, referring to the recruiter from the New York investment banking firm, "who had an expensive suit and the corporate look."

In her job hunt, Ann Lowell was also interviewed by several banks, insurance companies, Bloomingdale's in New York, Xerox and other firms. She accepted a job in Washington with Amex International Inc., a company that purchases food for countries that receive United States aid.

Ann Lowell did not have an overwhelming desire to join the C.I.A. "It just seemed like any opportunity," she said. She decided not to pursue it because "I didn't like

the red tape, the bureaucracy, and was afraid I might be pigeonholed. It just didn't seem appealing. And a professor warned me that if I went to another job from the C.I.A., I wouldn't be able to say what I had done."

The bureaucratic nature of Government service — not just the salary gap with corporate America — hampers the agency in its effort to attract the best and the brightest graduates. Allan E. Goodman, associate dean of Georgetown's School of Foreign Service, worked for the agency during the Carter Administration. "At the beginning when I went there, there was still some belief in the importance of the job," Goodman said. "By the end, it was part of the bureaucracy. If it snowed there was an order that only essential Government personnel were to go in to work. Well, in 1960, there was no question we were essential. There was a big snowstorm around the time China invaded Vietnam in the winter of 1979, and people at C.I.A. asked each other, 'Hey, are we really essential?'"

THOSE WHO ARE ACCEPTED by the C.I.A. have to make it through a three-year trial period. The luckier ones are chosen as Career Trainees (C.T.'s), an elite group many of whose members are destined for the Clandestine Service. The C.T.'s train at "the Farm," a 10,000-acre site at Camp Peary, near Williamsburg, Va., where they learn clandestine tradecraft such as opening letters without detection (Flaps and Seals) and lockpicking (Picks and Locks). Although John Stockwell and other former C.I.A. officers have written about the Farm in some detail, the agency refuses to acknowledge its existence. ("What Farm?" Littlejohn asked.) The Farm is carried on the Navy's books as the "Armed Forces Experimental Training Activity." A Pentagon spokesman would say only that Camp Peary is "a military facility with a classified mission."

Overt employees are al-

lowed to say they work for the C.I.A., but covert officers give their cover employment. In theory, agency employees are not permitted to tell their family any classified information. But, said Littlejohn, "We recognize that certain information goes to the spouse." Agency people tend to stick close together and to socialize among themselves — it gets complicated when C.I.A. officers, some clandestine and some not, mix with outsiders. "There's a risk," Littlejohn noted, "that someone will say to an officer under cover, 'O.K., Joe, see you at work on Monday.'"

There are many second-generation C.I.A. employees, and a number of husband-and-wife employees. A few years ago, during a crisis, a woman who was the agency's Portugal analyst was awakened by a call at 2 A.M. from a C.I.A. operations officer. When he had finished talking to her he asked if she possibly knew how to reach the Angola analyst. "Just a minute, he's right here," she said, reaching across the bed and handing the phone to her husband.

In the high-stress environment of a secret intelligence agency, divorce and alcoholism rates are said to be slightly higher than the national average, the suicide rate slightly lower.

Covert officers learn to live a life that is a lie, sometimes going to great lengths to preserve their cover. Former C.I.A. agent Melvin Beck was stationed in Mexico in the 1960's under deep cover as a writer. "I actually wrote several novels," he says. "Pot-boilers. But I thought they had great plots. They were spy thrillers." Beck had to send his novels to the agency, but got back the rights to them after he retired. They remain unpublished.

The C.I.A.'s pervasive concern with security occasionally victimizes officers who have spent years in the service of the agency. During the 1960's, James J. Angleton, the agency's counterintelligence chief, came to rely heavily on information provided by a Soviet defector, Anatoli Golitsin. Golitsin said a C.I.A.

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had been stationed in Berlin was a K.G.B. mole. As a result, a shadow of suspicion fell on Paul Garbler, a former Navy bomber pilot in World War II, whose rise in the agency's Clandestine Service came to an abrupt halt. Garbler, whose background fit Golitsin's profile, was relegated to dead-end posts for nine years, four of them as station chief on a Caribbean island. "There was lots of rum and sunshine, but no Russians," said a colleague. "They really destroyed his career."

Garbler, who was never officially told why he had been exiled, retired from the agency, hired a lawyer, and with the intervention of the staff of the Senate Intelligence Committee won a cash settlement from the C.I.A. He declined to comment on his case, but the agency colleague and other sources confirmed the details.

A few years later, in 1980, Congress, at the request of Admiral Turner, passed a little-known law, since expired, that allowed the Director of Central Intelligence to compensate any employee who "unfairly had his career with the agency adversely affected as a result of allegations concerning the loyalty ... of such employee." The Garbler case, in other words, was not an isolated incident. According to Turner, several former C.I.A. men were compensated under the law. He said he could not say how many, but it was "less than a dozen."

There are other risks to the job. In the white marble wall of the lobby at C.I.A. headquarters, 49 stars are carved, each representing a C.I.A. employee killed in the line of duty. Others have been captured and tortured. The agency's recruiting brochure for the Clandestine Service understandably downplays the risk, calling it "slightly higher than for police or firemen in a large city."

Although the agency professes to be pleased with its recruiting program, it cannot be pleased at the prospect of the planned Senate Intelligence Committee hearings into its recruitment and personnel policies.

Senator Durenberger said of the C.I.A.: "Oh, they'll tell you, 'We have higher grade point average, not all Ivy Leaguers, they're from all over the country now.' But when you pin them down, they don't have the people that meet the requirement.

Old hands are retiring, but nobody came in the 1970's, when the agency was unpopular, so there is a gap in the ranks."

Aware that the C.I.A.'s image has been tarnished by the spy cases that broke in 1985, and perhaps anticipating the Senate probe, the C.I.A. chief William Casey, in his classified annual report to Congress in April, listed personnel — the need to recruit, keep and reward high-quality people — as his No. 1 priority.

Casey insists that C.I.A. applicants undergo "one of the most rigorous screening processes known to man," including "security clearances with background investigations going back 15 years." They must live, Casey added, "in complete anonymity in many cases ... they know they will receive little public recognition for their achievements, and that criticisms — justified or not — must be tolerated in silence."

The anonymity may bring internal rewards to some who thrive on secrecy. "A lot of people find excitement in the secret knowledge," John Littlejohn said.

Yet the anonymity may prove a burden to others. John Blake, the former C.I.A. deputy director, said: "Look, you might work the same number of years that in the Navy you would become a vice admiral, or a lieutenant general in the Army, or a career minister at State. And perhaps you would get to be a station chief. But the career minister flies the American flag on his car and the admiral has gold braid on his cap.

What do you have? Your kids might come home and say, 'Gee, Dad, Billy's father is a lieutenant general. What happened to you?' Some people can cope with it. Others can't."

FOR KEVIN WARD, the C.I.A. was only "one option" among many. He applied as well to law schools, the Brookings Institution, the Rand Corporation, some large banks and a major stock brokerage firm. In the end, a political job proved the most attractive; this month he began working for the Senate campaign of Bob Graham, Florida's Democratic Governor, who is running against Paula Hawkins, the Republican incumbent.

But the C.I.A. had one request that Ward's other potential employers did not. The agency advised him, he said, to check his files and "destroy anything that has our name on it." ■

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CAREERS WITH THE COMPANY

The C.I.A. is seeking to recruit a wide range of people, from computer analysts and bureaucrats to spies and secretaries.

The Central Intelligence Agency is basically divided into two parts — one that collects intelligence and runs covert operations, and one that analyzes intelligence. Administratively, these tasks are carried out by four directorates: intelligence (analysts and researchers); operations (case officers, i.e. spies, and covert operators); science and technology (a wide variety of technical jobs), and administration (the bureaucrats who run the C.I.A. and protect its security). The agency recruits for all four of the directorates, although the total number of employees, like the agency's budget, is classified.

The Directorate of Intelligence seeks computer scientists, econometricians, mathematicians, statisticians and political scientists for its Analytic Support Group.

The Directorate of Science and Technology recruits engineers, scientists and computer specialists. The Directorate of Administration's Office of Communications seeks communications systems engineers and programmers.

The C.I.A. also advertises career opportunities in such areas as the Office of Central Reference; the Office of Imagery Analysis; the Foreign Broadcast Information Service; the Office of East Asian Analysis; the Office of Training and Education; the Office of Medical Services; the Office of Security, and the Office of Personnel.

For those chosen for the elite Career Training Program, from which the Clandestine Service selects its officers, starting salaries range from \$22,000 to \$34,000. Midlevel salaries at the C.I.A. are in the \$50,000 range, and a top agency executive can earn more than \$70,000. Case officers, the agency's clandestine operatives, are eligible for 9.6 percent bonus.

— D. W.

THE SELLING OF THE AGENCY

The C.I.A., like many corporations, puts its best foot forward in brochures designed to attract recruits.

THE LITTLE BROchure is discreet — matte gray in color, with a small seal of the Central Intelligence Agency tucked into one corner. Inside, there are no photographs, only text: "The Clandestine Service . . . the cutting edge of American intelligence. Its operational terrain is the human mind, where people — alone or together — make decisions, develop intentions, decide to go to war, make peace, change history."

Like many other prospective employers, the Central Intelligence Agency uses brochures to attract recruits. Most of these brochures, which describe the agency, its history and its functions, are handed out to prospective applicants on college campuses and at job fairs.

The Clandestine Service brochure — which is given out more selectively, to candidates who have been screened — explains that, "Besides its primary job of collecting intelligence, the Clandestine Service — also called the Directorate of Operations — seeks to change adversaries into friends or neutrals through covert operations by political, psychological, or paramilitary means. It works with friendly intelligence services toward mutual goals. It also defends itself and the Government against hostile penetration and attack."

Those in the Clandestine Service "must be adaptable and well-disciplined. They accept an anonymity in the ordinary world for the recognition of their peers within the Service. They are an elite but are known only to an elite of a very special world."

This is, the brochure says, no 9-to-5 job being advertised. "The call may come in the middle of the night or on

a rainy Sunday morning, or it may interrupt a dinner party or a daughter's graduation. If it is urgent, the case officer exits his social and cover life to meet with an agent in a corner of a deserted park, at a table in a bistro, in a safe-house. If the agent or operation is very sensitive, messages are exchanged through a 'dead drop,' a place of concealment."

A post office box number in Washington is given, along with the instructions: "When you write to the above address, do not mention your interest in the Clandestine Service. Tell this only to the recruiter in your first interview."

Unlike the Clandestine Service publication, which is new this year, most of the C.I.A. brochures are large and glossy, with color photographs — what one might expect from I.B.M., perhaps, or a large bank. One, which pitches the agency's analytical branch, is entitled, "Directorate of Intelligence: Careers That Can Make a Difference." On the cover is a photograph of the statue of Nathan Hale that guards the entrance to C.I.A. headquar-

ters in Langley, Va., just outside Washington. Inside, the brochure advertises "career opportunities" in economic research and analysis, the physical sciences and engineering, political science, history, international relations and computer science.

"A Professional Career in Intelligence • Analysis," another brochure, provides answers to "commonly asked questions," such as, "What do analysts do?" ("They interpret and forecast for senior U.S. officials . . . issues and world events of importance to the United States"); and "Does agency employment reduce my later career options?" ("Our experience is that . . . an analytical career in the D.I. enhances your later options and generally provides you with training and experience that others simply cannot match").

There is also a brochure for the Office of SIGINT — signals intelligence, part of the Directorate of Science and Technology — and another one that extols the C.I.A. and its employees: its title is, "Intelligence: The Acme of Skill." —D.W.

