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15 April 1971

MEMORANDUM FOR: Chief, SOD/Personnel

SUBJECT:

Fitness Report for Mr. Grayston L. Lynch, 1 April 1970 - 31 March 1971

Although Mr. Lynch is assigned to the Maritime Branch for administrative purposes, he was in training during the entire period covered by subject fitness report. Therefore, an evaluation of his performance by Maritime Branch would be unrealistic.

Chief, Maritime Branch Special Operations Division



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		FIŢNI	ESS REPORT				EMPLOYED SEP	TAL NUMBER
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	ations Offic				P/WII/COG		JAMAVE	
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				1			31 March	1968
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	others doing similar	work a	s to warrant spec	ial recog	ients of the work Inition.	cand in coi	mparison to the per	formance of
			SPEC	IFIC DI	UTIES	·	**************************************	
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SECTION C	NARRATIVE COMMENTS
Indicate significant strengths or we overall performance. State surgest on foreign language competence, if boats for determining future personing the west personnel, 10000, 900 Section C offset a separate sheet was concerned with out of the Station, continued to mainta him, worked up and tinued to develop e a policy change. I by Subject on illeg to other agencies of source of such info ability to maintain because of the cutb It could also be Station and prepare professional intell one. Technically, his Special Forces well. Just as impo with foreign agents	conserved demonstrated in current position keeping in proper perspective their relationship to ions made for improvement of work performance. Give recommendations for training. Comment required for current position. Amplify not exploit ratings given in Sociation B to provide best required for current position. Amplify not exploit rating given in Sociation B to provide best properties. It estates space is needed to complete of poper. During most of the period reported on, Subject administrative problems associated with the phase— Despite the consequent operational lull, Subject in a satisfactory degree of morale in agents assigned implemented realistic training programs, and con— xcellent targets studies against the possibility of a addition, important information collected locally al activities of Cuban refugees was of great interest ffices in the area. Subject was the only Station remation which was acquired only because of Subject's rapport with agents, terminated during the period ack in infiltration operations. noted as Subject finishes his long tour at this is for his next assignment, that he is a thoroughly igence officer and is, in many ways, an outstanding he is an expert on infiltration tactics and, through experience, an expert on anti-guerrilla warfare as retant, is his ability to gain respect and rapport. He has an imaginative approach to operations, evising tactics, and determined in carrying out his a definite asset to WOFIRM.
· :	
SECTION D	CERTIFICATION AND COMMENTS
I.	BY EMPLOYEE
	RTIPY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT
24 April 68	BY SUPERVISOR
2.	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOTEE, GIVE EXPLANATION
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	
8 Months	
DATE	OFFICIAL TITLE OF SUPERVISOR Branch (Diemed in poeudo on, irons.)
24 April 68	Chief, Special Operations
3.	BY REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICIAL	•
comments and or	wing Officer concurs with the Rating Officer's verall evaluation of Subject's performance. ject's previous Fitness Reports for additional ject's performance by this Reviewing Officer.
24 April 68	Deputy Chief of Station/

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			FITHE	SS REPORT				EMPL	.071.1	SERIAL	момпер
SECTION A				GF	HERA						
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P . Proficient	. Parlo	emance is more	thon a	attafactory. Destro	الهووا	e are being prod	uced In a	profici	ent me	anner.	
S - Strong	Perfo	irmaiice le chai	actorise	d by exceptional pro	ofician	cy.					
O · Questandi	ng Perla	rmanco le so o s doing similar	work a	nat in relation to req s to warrant special	ulreme recogn	ms of the work ition.	and in com	parlea	to th	e perfor	monce of
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SECTION C	HARRATIVE COMMENTS	
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averall performance. State serge	strons milde for improvement of work performance. Give recommendations a for training. Comment .	I
I bearing the selection of the second second	of regulard for current position. Amplify or explain rations given in Section 8 to provide bees mind action. Magnet of perfurmance of management or supervisory during soil cost consciousness.	I
in the way of personnel, space, e	Supposed and lands, must be commented so a series to be store space as consequences of oppose. During the portion under review, Sonject has	1
Section C. attach a separate was	respect During the period under review, Espject has	1
continued to prod	uce at his previous high level and he has planned and	1.
executed three in	telligence collection operations against a denied area	1
with the two team	s under his supervision and direction. His leadership	
	o a large degree, enabled him to maintain his commando	
	high level under the difficult circumstances of en-	1
	. Subject's indigenous agents respect him and are	1
	his instructions to the letter. Subject's seemingly	ł
1.7	efulness, drive and initiative coupled with his	l
	ictency for this type of work mark him as one of the	1
	to the Rater who is ideally suited to this particular	1
	illing on a day-to-day, face-to-face basis.	1
	orting period Subject has committed his four infil-	1
	s on a total of seven operations and excellent results	
	i. He has conducted extensive testing of equipment	ĺ
	support of Station requirements and Heacquarters	1
	orting after these field tests has shown that his	1
reporting ability	has improved to such a degree to warrant a rating of	1
strong in this dut		
	security conscious and has demonstrated his effective-	.[
ness in the use of	personnel, equipment and operational funds. Subject	l
	nefit of formal language training and does not have a	1
dofinitivo lancese	e capability. In view of his long tenurs of field assi	1.0-
	arger with WOFACT. It is recommended he be given	r''-
SECTION D	CERTIFICATION AND COMMENTS	Ì
1.	BY EMPLOYEE	
	ERTISY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT	ĺ
DATE	INGNATURE OF EMPLOYIE	
28 June 1967	signed in pseudo on 11d, transmit	tal
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UNDER MY SUPERVISION		
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GATE	signed in p	5152116
2007	Deputy Chief, SO Branch   fld. tra	
28 June 1967		
3,	BY HEVIEWING OFFICIAL	
COMMENTS OF REVIEWING CONTACT		:
Subject continu	es to show professional ability in handling the	
Commando Group, t	n addition he has been deeply involved in planning	
and executing inte	Higence gathering operations. He has adapted to	
this new field and	is performing overall in an outstanding manner,	
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A S C	Charter graf & the Martin Sand Charter Charter and the transfer of the sand the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of the transfer of th	
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## Continuation of Section C/Narrative Comments

serious consideration for formal training and orientation prior to his next assignment within WOFACT.

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5 - Strong	Performance Is chare	icterized by exceptional pro	fictor	y.			
O - Outstanding	Performance is so es	iceptional in relation to rem	, leame	nts of the work	and In com	parison to the perform	nanco of
	others doing similar	work as to worrant special r				and which with the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the	
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knows his job, does	not need close supervision and has shown ability to
branch out into oth	er fields of WOFACT activities. He is cost and and has shown that he is effective in the use of
security conscious	quipment and operational funds.
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18 Months	
1 becember 1966	Chief, Special Operations /s/ Branch (signed in pseudo on Eld. Trans.
3.	BY REVIEWING OFFICIAL
during the entire p in the Rating Offic duties as well as t personal contact wi handling of operations	Officer has been closely associated with Subject eriod of his assignment to this Station and concurs er's evaluation of Subject's handling of specific he narrative comments. As a result of this close th Subject and observation of his day-to-day onal situations, the Reviewing Officer considers of the most capable and well qualified senior officers at this Station. Please see Subject's less Reports for additional comments on Subject's
ATE	CPPICIAL TITLE OF REVIEWING OFFICIAL TIPED OR PRINTED NAME AND SIGNATURE
17 brch 1967	Deputy Chief of Station (classed in pseudo on Fli. Trans.)

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List up to six of the most important specific duties performed during the rating period. Insert rot manner in which employee performs EACH specific duty. Consider OHL I affectiveness in perfor with supervisory responsibilities MUST be rated on their ability to supervise findicate number of PECIFIC OUTY NO. 1  Supervises a Indigenous Commando Group.	Ing letter which best dimense of that duy. A employees supervised,	BATTER
Maintains the training of the group at a proficient weapons, tactics, pre-strike rehearsals and related	level in activities.	S RATING LETTER
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Reporting to include operational, contact and monthl and other required correspondence.	y reports,	P.
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17 February 1966	/s/ (signed in pseudo on Field Transmittal)
2.	BY SUPERVISOR
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17 Feb. 1966	Chief, Special Operations /o/ signal in pseudo on Fld. Trans.
3. COMMENTS OF REVIEWING OFFICI	AY DEVIEWING OFFICIAL
See Attachme	nt.
ATG	OFFICIAL TITLE OF REVIEWAS OFFICIAL TYPED ON PRINTED NAME AND SIGNATURE
19 February 1966	Deputy Chief of Station (signed in provide on Vid. Trans.)

### Attachment

Section D., 3.

This is the third Fitness Report prepared on Subject since his assignment to this Station. The comments set forth on the two previous Fitness Reports by the Reviewing Officer and the Chief of Station are in the main still applicable. The Reviewing Officer has been most favorably impressed with Subject's performance in his present position. Subject has continued to perform his job in his usual competent, dependable and professional manner. The Reviewing Officer shares the Rating Officer's high opinion of Subject's performance and there is no doubt that Subject has contributed significantly to the Station's activities. Subject's over-all performance continues to warrant an evaluation of Strong.

Deputy Chief of Station

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#### Attachmont

Section D., 3.

The Roviewing Officer is familiar with Subject's performance based primarily on discussions with Subject and Subject's supervisor, detailed examination of Subject's operational plans, general observation of Subject during the past four years and a first hand knowledge of the results of operations conducted under Subject's guidance. Subject is a hard-working, dedicated officer who has a knack for getting things done in the operational field. Subject is exceptionally well qualified for the job he is doing. Additionally, Subject has a flair for getting along with the members of the Commando Group without losing objectivity. Subject's operational planning is sound and complete in all details. Subject is completely self-sufficient in operational command and agent relationship situations. Subject's performance at this Station clearly warrants an over-all evaluation of Strong.

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Indicute significant strengths or weaknesses demonstrated in current position become in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Once recommendations for training. Comment on foreign language comparence, if required for current position. Amplify or exclass ratings given in territors is to provide best basis for determining future personnel action. Mainer of performance of managemal or supervisory dyries must be described, if applicable.

Subject has shown a decided proficiency in the supervision of the type of unit for which he has responsibility. His men respect him and follow his orders readily. He is resourceful, acts with initiative, and delegates responsibility. In his field he thinks clearly and is decisive and versatile in his actions. He is capable of handling larger units of personnel and assuming greater responsibility in the PM field. If he were required to accept duties of a broader nature in the intelligence field involving less supervision of his own activities, he would need to improve in the areas of written and oral expression and in his understanding of KUBARK requirements and responsibilities. In this regard he would need additional training and exposure to more extensive KUBARK fields as he has not had the opportunity for participating in such KUBARK activities. Subject does not have the proficiency of the language used.

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# Continuation of FITNESS REPORT, Section D:

Subject is a well-qualified para-military specialist, who has fully mastered the tools of his trade. Subject applies all of his para-military knowledge in the performance of his current duties as the senior outside case officer for a commando group, which is capable of carrying out a variety of different missions. These missions include caching operations, sabotage raids, tactical intelligence reconnaissance activities and contingency missions related to war plans. Subject is at his bost in dealing with men and military equipment. Subject's major weakness is in records management and reports writing. Despite this tion of Proficient.

Subject has the potential to train and operationally exploit para-military forces in units which have a T/O strength of not more than 60 men. Subject could command a conventional military formation at the battalion level. Subject is capable of mounting counter-insurgency operations with the use of forces up to battal-

Sabject's work comes to the attention of the Reviewing Officer on a bi-weekly basis.

Subject's future assignments should be in the para-military field. If Subject is to remain in operations in Latin America, he must be given an opportunity to study Spanish on a formal basis.

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As a former sincere in his e has not been at not all of which little clandestinhend the intangil A further reason for his men. Straction with which that in a period be held in limbo, Subject's dea own frustrations. in obtuse explana His reluctance to and denied him the security conscious Subject is in basic qualificatic training, do a mue	military officer, Subgiforts to fight Commute the top level of his care within his abilities training, and is the defectors which previous the absence of military for the has had to live sof policy formation when has not been at he lings with his agents. His inability to rations to them which he put things on paper e clarifying process sees has been similar need of training in one for PM Case Office the better job. This old undoubtedly bring.	eject is hard working and abundantly mism. His performance since Aug 1961 capabilities for several reasons, ty to overceme. Subject has had herefore not always able to comprevent, delay and cancel operations. Litary law as a basis for discipline the directive for only limited since August. This is merely to say
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Date	16	Amount	1962	

## Career Agent Biographic Data

a.	Pseudonym of agent:				Staff or Division	1: TW
	1	Last	First	М		-
b.	Date and place of bir	th:		Gallyes	ton, Texas	
c.	Marital status: Farr	ied				
d.	Relationship and year	s of birth of	dependen	ts:	•	•
	Wife Daughter Con Son	-				
e.	Citizenship of agent: (1) If naturalized,	U.S.A. when?				
	(2) If naturalized,	where?				
ζ.	Non-CIA education to dates, and major:	include name	and loca	tion of	college, degrees,	
		,	٠	:		
	•			:		
١.	Military service (1) Country server	d and years:	v.3.4.	22	•	
	(2) Branch of serv	rice and rank:	t. 5. A	na Sta	aptein	
•	Non-CIA employment: salaries, locations	kinds of bus	iness or	profess	ion, positions,	
	See (h)			;		
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S-E-C-R-E-T

: Group I Excluded from automatic downgrading and declaratification

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### (Caregr Agent Biographic Data p. 2)

- j. Dates of psychological assessment, professional and language aptitude tests, if applicable:
- k. Languages, including English, using the following terms: Elementary, Intermediate, High, Native

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Gormain		Membritary	Monentary	Michentary Momentury
French	• •	Elementary	Mementery	Salt Cition is built in

1. Agency training: Subject Covered

Duration of Course

Years Taken

- m. Alias or pseudonym used for psychological assessment, testing or training, if applicable:
- n. Security clearance number: 189184.
- o. Date of last LCFLUTTER: 10 Feb. 1961
- p. Contract provisions: (Underline One)

(!)	Provision	for	periodic step increases	Yes	No
(2)	Provision	for	legislative pay increases	Yes	No
(3)	Provision	for	total offset of cover income	Yes	No
(4)	Provision	for	civil service retirement	Yes	No

(5) Any unusual provisions (please specify)

No unusual provisions

#### S-E'-C-R-E-T

(Career Agent Biographic Data p. 3)

- q. Date of beginning of current tour: 2 June 1961
- r: Previous CIA employment:

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3. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED", INDICATE LENGTH AND INTENSIVENESS OF STUDY.

5. IF YOU HAVE INDICATED FLUENCY FOR A LANGUAGE HAVING SIGNIFICANT DIFFERENCES IN SPOKEN AND BRITTEN FORM, EX-PLAIN YOUR COMPETENCE THIREIN.

4. DESCRIBE YOUR ABILITY TO DO SPECIALIZED LANGUAGE BORN INVOLVING YOLARULARIES AND TERMINOLOGY IN THE SCIEN-TIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY, AND DIMER SPECIALIZED FIELDS.

D. IF THE HAVE HOTEL A PROFICIENCY IN CANGUAGE BOUCH FOU BE BICKING TO USE THIS ABILITY IN ANY POSITION FOR WHICH YOU MIGHT BE TELECTED.

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SECTION XXVI

CERTIFICATION

YOU ARE INFORMED THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.

I have read and understand the instructions. I Certify that the foregoing unewers are true and correct to the heat of my knowledge and belief. I agree that any misstatement or omission as to material fact will constitute grounds for immediate asserts of repertion of my application. I also understand that any files statement made become may be punishable by law (U.S. Code, Fitte 18, Section 1001).

T DATE OF BIGHARUNES

S. SIGNATURE OF APPLICANT

SIGNED AT ICHY and Status

SIGNATURE OF NITNESS - 20

NOTE: Use the following space for extra details. Reference each continued item by section and item number, to which it relates, sign your name at the end of the added material. If additional space is required use extra pages the same size on this page and sign each such page.

Sec. IX dont (Exployment)

Dec. 41 - May 45 U. S. Army- Platcon Sgt, 2nd Infantry Div., 2nd Recommandance Troop, Wounded in Belgium.

Oct. 38 - Oct. 41 U. S. Army 2nd Infantry Div., 23rd Infantry regiment & 2ml Reconnatesance Troop.

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2 JUL 1971

MEMORANDUM FOR : INvestor of Personnel

SUSJECT

: CIARLE Retirement of Mr. Grayeton I., Lynch,

05-14, 200, on the Basis of Aualifying Domestic Service

- 1. This memoranium submits a recommendation for your approval in puragraph 4.
- 2. After more than twenty years of active milkary service, Mr. Lynch joined CIA in February 1961 to assist in operations against the Cuban target. He was awarded the implificance hear for his participation in the day of Figurand related activities in the spring of 1961. Because of the constitutity of his duries in behalf of CIA, his verieds of foreign service were not recorded in the usual manner. From August 1961 until june 1968 he was intensively involved as the recruitment, training, commissional and operational direction of a large number of agents as well as the planning and direction of operations into Cuba.
- 3. After reviewing his application for adminsion to CIARDS and corroberating statements from Clanicatine Service officers acquainted with his work, the Clanicatine Service Career Dervice Soard concludes that Mr. Eynch's case merits a recommendation for approval. It is our view that the demands placed upon him were at least on a par with those horse by operations officers assigned eversess.
- i. It is, therefore, recommended that Mr. Lyach be designated a participant in the CIA Retirement and Disability System on the basis of qualifying somestic service. If he is accepted for CIARLS, Mr. Lyach will apply for exceptibility retirement.

Thomas H. Rarumenainea Copary Director for Plans



Attachmema:

Tab A - Mr. Lynch's request and I emforsements

Tab B - Forms 3 100 and 3 101

Teb C - Biographic Profile

CSPS/

(1 July 1971)

Distribution:

Orig & 1 - Addressee w/atta 2 - DDP

1 - CSPS/Mott

1 - CSFS/Soft file 1 - C/FE/Personnel

SECRET

28 June 1971

MEMORANDUM FOR THE RECORD

SUBJECT

Grayston L. Lynch

REFERENCE:

Mr. Lynch's memorandum to Director of Personnel, dated 22 June 1971.

- 1. On the basis of what I can recall from the time I was connected with the Bay of Pigs activity and my years with WH Division thereafter, Mr. Lynch has stated his tasks correctly.
- 2. Since the issue is whether Mr. Lynch's service in Miami could be considered equivalent to that of an Operations Officer overseas, the following might be considered:

Mr. Lynch had to operate clandestinely.

He used pseudonyms, safesites for meetings,]
---	--	---

He handled, trained and dispatched agents. He debriefed them. He worked with them side by side.

He worked long, irregular hours (days and nights) under unusual pressures and at personally inconvenient and unappealing sites.

Mr. Lynch was, during the Bay of Pigs period at least, in real personal danger. (Our case officers abroad do not often face such situations nor do they have to display such courage.)

SECTET

GAGOZ I Excluded from hidrostic Englighter, and Economics 3. In summary, Mr. Lynch's tasks were professionally and personally more demanding than those of many of our Operations Officers abroad. He had to apply clandestine techniques and concepts in a highly volatile and difficult operational climate. To admit him to the CIA Retirement System seems justified.



SECRET

MEMORANDUM FOR: Director of Personnol

SUBJECT

: Inclusion in CIARDS - Grayson L. Lynch

22 37 5/1

1. Mr. Lynch's memorandum dated 22 June 1971 requesting that service at JMWAVE be considered as qualifying service under CIARDS has been reviewed by individuals familiar with his activities during the period noted. They state that his memorandum is factual and accurately represents the situation as it existed at JMWAVE.

2. The service described is considered comparable to that performed overseas. WH Division concurs in favorable action on his request should that be the recommendation of the Board.

(Signal) Tillian / Mana

William v. Broe Chief Western Hemisphere Division

Distribution:

Original & 1 - D/Pers

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Originated by: WH/Personnel 28 June 71 X7431

SECRET

Excited for an description

2 4 JUN 197

MEMORANDUM FOR: Director of Personnel

SUBJECT

: Recommendation for Approval of Mr. Grayston L. Lyzen as a Participant in the CIA Retirement and Disability System

REFERENCE

: HR 20-50

1. It is strongly recommended that Mr. Grayston L. Lynch be approved as a participant in the CIA Remrement and Disability System.

- 2. It is the opinion of the Special Operations Division that the duties performed by Mr. Lynch from the time he entered on duty in February 1961 until early 1968 meet the splitt and intent of the criteria for "qualifying service" as defined in HR 20-50b. The lone exception to these criteria is that Mr. Lynch was not "abroad" during the time involved except on a sporadic basis. This exception, however, was due completely to the geographical location of the area of operations. This location made it uniquely propitious to have Mr. Lynch assigned to and work out of a domestic base. There is no question, however, that Mr. Lynch's service was in the conduct and support of covert operations which required continuing practice of security and tradecraft procedures and which included, from time to time, hazards to his life and health. It is also believed that Mr. Lynch would be at a disadvantage in obtaining other employment because of the sensitivity of his past service as well as the dearth of requirements for his peculiar background, skills and knowledge.
- 3. On the basis of the above and Mr. Lynch's unique personal record, it is believed that his service Caring the described period is certainly equivalent to if not in excess of the requirements for "creditable service abroad" and that if it had not been for a geographical accident, this service would have been performed as

Onour 1 Easieded from adlamatic Abragrading and Springefforige

658.43

part of an assignment abroad within the fullest meaning of the definition contained in the referent regulation. Therefore, approval of Mr. Lynch's request for designation as a participant in the CIARDS on the basis of service performed between 1961 and 1968 is not only strongly recommended but is requested as the grant of an entitlement fully earned by a very deserving employee.

Acting Chief

Special Operations Division

. 2

SEGRET

2 2 JUN 1971

MEMORANDUM FOR: Director of Fersunnel

SUBJECT

: Request for Designation as a Ferticipant in CLARDS .- Mr. Grayston L. Lynch .

1. It is requested that domestic nervice reflected in the following paregraphs be approved as qualifying service for the CIARDS and that I be designated as a participant in the system.

2. I entered on duty with the Agoncy on 10 February 1961.
I was sent Thy immediately to and from
there to to prepare Will Division government
operational misatons. On 2d March 1961 I dono stall
about d a covert Agency ship bound for blearness where the service
me preparation of Agency vessels and assets acholidad for operation
and Cond. On 15 April 1901 I departed Nichements with an Access
the in a April 1701 landing operation in the line of little Cab.
was assigned as the Cass Officer for the Agency command ship,
Cubon Brigade Headquarters, and the Underwater Demolition Team
UDT) element. I participated in armed action both at sea and on
thore during the four days of the invasion attempt and, per direct
netructions from the DCI, engaged in a series of covert landings
ad operations into Cube for caused in a series of covert landings
nd operations into Cuba for several days following the invasion land- ng. I returned to Headquarters on 29 April 1961.

3. In August 1961 I was assigned PC3 to JMWAVE at Miami, Florida as a Faramilitary Operations Officer. From my arrival in August 1961 until July 1965 I served under commercial cover outside the atation, intermittantly using my home and various asfehouses as "ad hoc" offices. All contact with the atation was by telephone and/or personal meetings prearranged with station personnel. These personal contacts were either at my home, in easehouses, or at other meeting places deemed appropriate. During this period I was responsible for the recruitment, training, administration and operational direction of a very large group of Agents. This entailed numerous clammestine meetings, both day and night, with those Agents. Since they were in various stages of training, assessment or preparation for an operation and were located throughout and counties in

SECRET CONTRACTOR

Floring, I was required to drive an average of 5000 miles per month to provide the necessary handling and support. The major training exercises were as follows: a. Three black flights to ISOLATION for periods of one to three weeks duration during which time I was required to remain in the black training creas as handler for the Agents. b. One three day trip to conducted the ground phone of parachute training for during which I arranged for civilian instructors and planes for two parachute jumps e. Two black flights to duct parachuto training for to conduring which time, as Chief Instructor. I made two parachute jumps. d. Two black flights to the for additional parachute, commando and guerilla warfare training for Both trips were of two weeks duration each and again, I made two parachute jumps. o. Four black flights to In weapons and tactice for for training Training was conducted with all weapons from the . 45 callbre platel up to and including the 4. 2 inco mortar. Demolition and sabotage training including night and day tactical exercises using live ammunition and explosives were also conducted. Each exercise lasted from five to 15 days. f. Flight training exercises from three to seven days dusption each were conducted in and around the in Florida. g. Over 70 mission rehearsels of two or three days duration conducted in the Floride Keys. 4. In addition to the above training exercises I planned and directed 115 netual operations into Cuba during this pariod. This involved the lantation of a tonin in a safehouse for three days to two weeks properly for an operation and remaining with them day and night until they were launched. It also involved receiving the tourn at the conclusion of the mission and again holds ing them in a seletiouse for a two day debricking ported.

5. In 1765 I set up as	a office in under
to administe	r the Agent group. I remained in this
office conducting operations	and training as before until April 1366.
My office was moved into the	JMWAVE Sistion at that time, but I
remained under	and my duties continues to be
the same.	

- 6. During the time I was assigned to JMWAVE I was required to participate in numerous voyages aboard Agency ships into international waters. Many of these were near to and into denies waters. I was also required to participate in several search and rescue sireraft flights of long duration over international water, near and into denied areas.
- 7. It is my belief that my activities and duties from August 1961 to June 1968 were of the types normally found only in overseas characterine activities for which the five year CIAROS "crafitable service abroau" requirement was intended. I am available for further explanation or clarification if any of the above information is required, or if confirmation of my service by other Agency personnel is needed. I submit the following names of knowledgeable individuals:

A.		DDP/N3P
b.		WHICOG
¢.		SOD/GB
r\$	William Broe C	I/WH

3. In view of the facts presented above, I request to be designated a participant in the CIA Retirement and Disability System and will apply for disability retirement when my participation is approved.

DIGNED

Grayston L. Lynch

SEGNET

- 1. received an annuity of \$4,272 per year (\$356, per month) from the military for 21 years of service.
- 2. This military annuity will be cancelled.
- 3. His 21 years of military service will be combined with 10 plus years of CIA service and these 31 plus years will give him a total of \$13,428 per year.

PHONE 1923 SECRET MANAGEMENT AND MENTERS A

Mr. Grayston L. Lynchais a Career Agent who entered on duty into the Agency in February 1961 and served in preparing WII Agent assets for operational assignments. In March 1961 he left aboard a covert Agency vessel for Nicaragua where he assisted in the preparation of Agency vessels and assets scheduled for operations into Cuba. in April 1961, he left Micaragua on a Agency vessel to participate in the landing operations in the Bay of Pigs, Cuba. He was involved in armed action both at sea and at shore during the four days of the invasion attempt and, from direct instructions from the DCI engaged in series of covert landings and operations into Cuba for several days following the invasion landing. For this action Mr. Lynch missays received the Intelligence Star. Mr. Lynch sobsequently served as a paramilitary operations officer at Miami, Florida until approximately June 1968. During this period he participated in misserous clandestine activities including agent training, parachute training, weapons training the planned and directed 115 actual operations into Cuba.

This has resulted in a medical hold being placed on Mr. Lynch for any overseas assignment PCS or TDY. Since he is uniquely a field special operations officer there are literally no departmental duties to which he can be assigned. Since there is no suitable assignment available for Mr. Lynch it is necessary to terminate Mr. Lynch's contract as a Career Agent. Since he is eligible for Involuntary Retirement under CIARDS, Mr. Lynch has made application for retirement effective 10 September 1971. In view of Mr. Lynch's age, specialized skills, long service in a uniquely sensitive area, and peculiar contribution to the Agency's mission it is believed that a termination bonus at the time of his retirement is fully warranted.

Mr. Lynch is currently the equivalent of a GS-14, step 5 with an annual salary of \$23,591. The proposed \$10,000 termination bonus represents therefore, less than 42% of his annual salary or approximately 5 months pay. In connection with this, it should be noted that if he were being terminated rather than retiring, he would be entitled by virtue of the provisions of his contract to 90 days notice which would equal approximately \$6,000 at his current rate of pay in salary alone. Additional fringe benefits would increase this figure.

YES ONLY

Egro ally before

A LINE

MEMORANDUM FOR: Chief, SOD/SS/Personnel

SUBJECT : Mr. Grayston Lynch

- 1. Assuming no interruptions or changes of assignment or status in the interim, Mr. Lynch will complete his currently scheduled Spanish language training in mid-April 1971. Between now and then it is understood that he will—on his own initiative and with whatever assistance and encouragement we can properly provide—make an offort and thereby, in due course, qualify medically for TDY or PCS overseas field duty.
- 2. In view of Mr. Lynch's past history, however, we cannot assume that he will be successful or will even actively press to overcome his problem. In spite of his career agent status and his operational performance (Intelligence Star), we cannot, in all conscience, carry him on SOD contract rolls indefinitely in an unproductive capacity. He has completed all of the advanced and refresher operations training necessary to qualify for assignment now. He has not adapted well nor has he been receptive to the kinds of headquarters duty assignments open to him. He is a field paramilitary officer.
- 3. It is prudent, therefore, to begin contingency planning now for his appropriate retirement and outplacement into a job which will offer him both security and personal satisfaction. His Spanish language training should enlarge his horizons and opportunities. We can predict he will not, at least at first, take at all kindly to the idea of retirement and relinquishing his Agency association. He is emotionally involved, and identifies himself as an Agency career field operations officer.
- 4. Please acquaint C/CSPS and DDP/JO with the background of this case, and together with them begin now to plan for this contingency.

Deputy Chief
Special Operations Division

EAST DESIGNATIONS

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement Annuity Mr. Grayston Lynch

1. Retirement Operations Division of the Office of Personnel provided the following computations for a proposed annuity for Mr. Grayston Lynch if he retired on the dates indicated. These figures were computed on 30 October 1970 and were based on the following:

following:	31 Dec 1970	30 April 19	
AGE (DOB:	47 years, 6	mts. 47 years. 10) mts.
CREDITABLE SERVICE (Includir	ng S/L) 31 years, 8	mts. 32 years	
HIGH AVERAGE (3 Years)	\$19,655	\$20,261	
BASIC ANNUITY: Per Annum Per Month	\$ 9.979 832	10,478 873	•
BASIC ANNUITY REDUCED FOR SU	mvivor:	•	
Per Annum	9,251	9,700	•
Per Month	771	808	
SURVIVOR ANNUITY: Per Annum	5.488	5.763	
Per Month	457	480	

2. The above annuity would be recomputed when Mr. Lynch becomes 62 years old. This recomputation is required to drop off post 1956 military service which applies to Social Security eligibility. Subject has no choice in this matter if he is eligible for Social Security benefits. If he is NOT eligible for Social Security benefits then the military service will remain creditable toward his Civil Service retirement annuity. The recomputed annuity would be as follows:

BASIC	ANNWITY:	Per Annum Per Month	\$ 8,695 725,	\$ 9,145 762
BASIC	ANNUTTY	REDUCED FOR SURVICOR:		
		Per Annum	8,096	8.500
		Per Month	675	708

EYES GALY

57973

SURVIVOR ANNULTY: Por Annum Per Month .

\$ 4, \dag{82} 399

*\$ 5,030 419

3. It should be noted that the entire annuity at either time is reduced 2% per year for each year Mr. Lynch is under 55 years of age. This amounts to a total reduction of approximately 15%.

Deputy Chief, Personnel Special Operations Division

EVES GILL

Eyes Cook Lafe

MEMORANDUM FOR THE RECEOD
SUBJECT: Grayson Lynch

procedures to	called at 4:30 on 1 July aski	•	٠
Add: Vjoed	that we would check with C	over and the	
Chairman, Ago	nt Panel.		
MATAAANIAAANIAAANIAAANIAAANI	approved Subject's assignment	to Military cover at	
Hqs Building.	as Chairman of the	Agent Panel, approved	l
Subject's reas	ssignment from Miami to SOD/Hqs.	. •	
	was advised at 4:45 p.m. of the	ne above zinnina ecoda ec	ialon.

.... C. ... Y

0.6 DEC 1968

MEMORANDUM FOR THE RECORD

SUBJECT: Grayston Lynch

1. Mr. Lynch reported to C/SOD/Pers for interview on 5 December 1968. JMWAVE officials had notified him of the medical decision and the purpose of this visit to arrange for a six month interim assignment period while he undergoes appropriate treatment in Miami. We discussed the terms of the agreement which was made part of memorandum of agreement and was signed by Mr. Lynch and C/SOD/Pers.

2. Mr. Lynch visited WH Division for discussions regarding the interim assignment with ______ Cuba Desk. According to Lynch there was some difference of opinion about the job at this point as to whether he'd be working for JMCOBRA or for Cuba Dosk. He discussed this again with WH officials who he says agreed that he would work on a project for ______ unless ______ had something specific he needed him to do. A message was to be sent out to this effect by WH Division.

3. Of Agent Panel and SAS/OP were advised of status of this case but did not need to see Mr. Lynch unless he wished an interview. and of OMS were contacted and provided the names of three cleared consultants in Miami area for Mr. Lynch's referral. Mr. Lynch had a brief interview with to let him know that arrangements for the six month interim assignment had gone well, he understood the terms of the agreement, and hoped to return in six months qualified for full duty including overseas and flying. He then took care of his accountings in SOD/E&F and departed for the drive back to Florida.

4. Mr. Lynch appeared to be in good spirits on this visit. He seemed to understand fully the terms of the six month agreement and expressed appreciation for being given this period of time to prove himself qualified for continued employment. However, he was left with no doubt of our intentions to terminate his contract at the end of the six month

SLURET

SUBJECT: Grayston Lynch

period if he is not found to be fully qualified to perform the duties expected of him under the IUJEWEL Program.

LHIQ! Bongana.

Special Operations Division

MEMORANDUM OF AGREEMENT

BUBJECT: Temporary Assignment - Mr. Grayston Lynch

1. As a result of his recent fitness for duty physical examination, it was determined that Mr. Lynch is qualified only for domestic assignments.

This decision means that Mr. Lynch is not currently qualified to perform the duties required of

currently qualified to perform the duties required of him under the IUJEVEL Program. These duties involve primarily overseas assignments and require flying both as the normal means of transportation to and from areas of assignment and as an integral part of his job concerned with training and conduct of airborne operations.

- 2. Since Mr. Lynch is not qualified to perform the duties required of his position at this time or for the indefinite future, three courses of action have been considered as follows:
 - a. Termination of contract under the 90-days notice clause of his contract.
 - b. Initiation of action for disability retirement.
 - c. Approval of a 6-month domestic (temporary) assignment while Mr. Lynch pursues appropriate treatment to determine whether his current disability is temporary.
- 3. In recognition of Mr. Lynch's long period of dedicated service to the Federal Government and this Agency, it has been agreed to offer him the 6-month interim assignment as per paragraph 2.(c) above under the following conditions:

- a. That an appropriate domestic assignment is available.
- b. That he pursues appropriate treatment during the 6-month assignment period.
- c. That Mr. Lynch report for another medical evaluation at the end of the 6-month assignment to determine whether he is qualified for full duty including overseas assignments
- 4. It is further agreed that if, at the end of the 6-month period, Mr. Lynch is not found cualified for full duty including overseas assignments action will be initiated to terminate his contract employment as in paragraph 2.(a) or (b) above.

STONED
Chief, Personnel, SOD

I understand and agree to the provisions of this Memorandum:

Grayston Lynch

Eyes Closely Personal

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November 1963 1150-106

RECORD OF LEAVE DATA TRANSFERRED

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C	ERTIFICATION OF SEPARATING EMPLOYEE	Name (Last-First-Midd	le) des constitution of the second constitution
	MEMORANDUM FOR THE RECORD - A	TACH TO OFF INTAL PERSON	SEL FOLDES
I her separ	reby acknowledge the receipt of the fol- ration from CIA as indicated by check ma	owing forms and/or infolunt:	mation concerning my
V	1. Standard Form 8 (Notice to Federa	il Employee about Unemplo	yment Compensation).
	2. Standard Form 55 (Notice of Conve Life Insurance).	rsion Privilege, Federal	Employees' Group
	3. Standard Form 56 (Agency Certific Group Life Insurance Act of 1954)		s, Federal Employers'
alliniggen-ride as	4. Standard Form 2802 (Application i	or Refund of Retirement	Deductions).
	5. Form 2505 (Authorization for Disp	osition of Ewychecks).	
	6. Applicable to returnee (resignee. I have been advised of my rimy separation from this Agencheck to my health and well- Appointment arranged with Office of Mu	ght to have a medical except and of the importance being. Tice of Medical Services.	amination before of such a medical
	7. I have been informed of "conflict foresee no problem in this regard	of interests" policy of concerning my new employ	the Agency and
	8. Form 71 (Application for Leave).		• \
	 GSC Pamphlet 51 (Re-employment Rig Forces Duty). 	this of Federal Employees	Performing Armed
	10. Instructions for returning to duty Service.	from Extended Leave or	Active Military
Signatu	re of Employee	Pate Signal	
19.	at the Samuel		may man magnining ang indi to stature, and a superior of department of statelline covers that A and country de
Audress	getreet, City, State, Cip Code)	Correspondence	
	<u> </u>	[] Overt	Covert

SECRET

RESUME OF EMPLOYMENT

NAME: Grayston L. Lynch

EXPLOYED: Central Intelligence Agency

10 Feb 1961 to 01 August 1874 10 Sept 1971

POSITION: Special Project Manager, GS 14

DUTIES & RESPONSIBILITIES: Position of Special Project
Manager consisted of supervising 4 Agency
employees and foreign nationals. Employed
in the collection of foreign intelligence and
other operations as directed in the national
interest of the United States Comment.

Organized personnel for special project to include interviewing and assersing prospective employees, selection of and hiring of personnel, initiating security and background investigations of personnel, and initial training of personnel in their special duties and security aspects of the project.

Planned operations and budgeting, aquiring and managing of all real estate buildings and installations required for the project.

Established physical security procedures and recruited security personnel for all installations involved in project.

Planned and directed all operations of project. Coordinated activities with other projects and other departments of U.S. and local governments and other interested officials.

REFERENCE: Central Intelligence Agency

Director of Personnel Attn: O.C. Dawson Washington, D.C. 20505 phone - (703) 351-3295

TO THE THE THE

de, Dordd Vigett o foab drigog 2 p hhea Brookleed Statten · Waghtington, D. C. 2001;

Dear Dear

In answer to your lebils 18 18 Harch registing the connectivity page recorder to a tomand for temperaturing. This was furned have the longuage denoting the language of naheel.

Then was elected to evident there in the low and the radius of the end of the state of the election of the state of the payed that the state of the payed that edged the transfer of the radius of the state of the payed the state of the stat which naked Contac.

Ligar rate this will share in the mater of accord thore be any further problems were her me have,

P.O. Box 4426 Brookland Station. Washington, D.C. 20017 13 March 1972

Mr. Grayston Lynch
Key West Towers
Apt. 411A
South Roosevelt Bivd.
Key West, Florida 33040

Dear Gray,

We have received a call from Training about a tape recorder which they believe you still may have - a small cassette type which was issued to you while you were in language training.

If you still have the recorder, would you please ship it to _____at the above address. If you turned it in, would you let me know when and where so I can pass on the information to Training?

Hope you are enjoying life and lots of sunshine.

Sincerely,

Botty:

Enclosed one necispts to
expenses for my more to also
a letter nequesting or through
in the nailen of my retirement
threels, will you please.

send the letter own to flower

so that my oct check will come
love.

Thanks for energiting

Verystand Synch

Rement that my notinement cheeks he west to me at they were rewers, Apr. 411A South Reosewest Blankey west, The 23040

Original set to Paul Seedel in RADJAOB

The street muchan per Saing

'emorandum

TO Record

DATE: 27 September 1971

FROM

SUBJECT: Pr. Grayston L. Lynch Contact Report

1. Mr. Lynch called to advise that he was still in the local area and ask if he could pick up his annuity check and change his forwarding address and the banking instructions as he was he longer going to go to Tampa, Florida. He said he was buying part interest in a boat and had rented an apartment in Key West, Florida and would be living and working there. In this respect he wanted to know if he should not have a change in his cover status from "open" to "under cover". because of his "new"location.

2.		Was advised of	the shames	-71.11 16	
inquiry :					planz and his
anateon f	Wat Ir. Lynch wou	ld remain narry	and that		ty) subsequently
Thich and	brief him on the	subject.	CIRT Q 1		would call it.

3. Inquiry on Mr. Lynch's behalf into the other questions led to the following:

OP/Retirement Division, the officer who processed Mr. Lynch's retirement, is the appropriate local contact for Mr. Lynch to have to handle any problem with his retirement or his annuity payment. In this respect .

Suggested that his telephone number be given to Mr. Lynch for this and future inquiries, so long as Mr. Lynch was in the local area. Otherwise, Mr. Lynch has been given correspondence instructions.

Itelephone number was then given telephonically to Mr. Lynch with instructions to call for arrangements regarding his annuity check, banking instructions, change of address, etc. Mr. Lynch acknowledged this instruction.

United States Government

Memorandum

то :	The Record	PAIR 8 March 1972
FROM:		
SUBJECT:	Grayston Lynch	
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MEMORANDUM É	छित: Chic	f, Contra	ct Personnel	l Division
THROUGH	: DDP/	NSP		: .
SUBJECT	: Term	ination o	f Contract o	o f
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nated at the	contract close of proval of	business	10 Septembe Involuntar	will be termi- r 1971 as the y retirement on
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a. A for a te	lmendment erminal pa	to Subjectyment.	t's contrac	t providing
b. 1	erminatio	n clearan	ce sheet, fo	orm 1689.
		C Specia	ilef, Person Operations	nol Division
Attachments: a. h/w b. u/s/c/				
CONCUR:				
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SOD Contraction	g Officer			
APPROVE:	^.			
PPP/NSP				
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Dear	
Reference is made to your cas represented by the Contracting Of	contract with the United States Government of effective I dovember 1967.
It has been mutually agreed	by both parties that said contract will 1971, at which time you will be involuany inunediate or foreseeable work as
in a second of a	taxable terminal rayment of \$10,000 to for another occupation. Said payment of your retirement.
You are aware that said ter	ndinal payment was not an original part d solely because of the unique circum- rvice, coupled with the circumstances
You are reminded of the co	ntents of paragraph thirtoen (13) of said
contract which read as follows:	
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MEMORANDUM FOR: Mr. Grayston L. Lynch

THROUGH

: Head of CS Career Service

SUBJECT

: Notification of Approval of Retirement

- 1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be retired under the CIA Retirement and Disability System.
- 2. Your retirement will become effective 10 September 1971. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.
- 3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave year if that amount is more than 30 days.

Harry B. Fisher Director of Personnel

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203 # 21-168

10 AUG 1971

MEMORANDUM FOR: Chief, Contract Personnel Division

THROUGH

CS Agent Branch

Deputy Director for Plans

SUBJECT

: Mr. Grayston L. Lynch - Request for

Involuntary Retirement

- 1. By mutual agreement between Mr. Grayston L. Lynch and this Agency, it has been determined that Mr. Lynch's services are no longer required. Accordingly it is proposed that Mr. Lynch's contract, effective 1 June 1961, as amended, be terminated as of the close of business 10 September 1971.
- 2. In view of the foregoing, Mr. Lynch, who is a career agent under the Agency's retirement system, has requested that approval be granted for his retirement under the provisions of the Agency's system pertaining to involuntary retirement.
- 3. Mr. Lynch entered on duty with the Agency on 10 February 1961 and has served continuously to date. He meets all the conditions of eligibility for involuntary retirement.

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Special	Operations	Division

CONCUR:	APPROMED:
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APPROVE:	•
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Deputy Director for Plans	

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1 3 AUG 1971

MEMORANDUM FOR:	Director of Personnel
THROUGH :	Acting Deputy Director for Plans
SUBJECT :	Request for Contract Amendment
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•	Chief Special Cperations Division
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CONCUR:	

12 August 1971

Sir:

This is to advise you that I will be retiring from the U.S. Civil Service on 10 September 1971 and am combining my military service with Civil Service for a higher retirement. Therefore, I waive my entire Army retirement pay effective 10 September 1971.

Grayston L. Lynch Capt - USAR Ret. 0966311 - 451-18-7989

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MEMORANDUM FOR: Director of Finance

SUBJECT

Request for Advance of Salary Employee Number - 451187989

I am retiring from the Agency on 10 September 1971 and am taking annual leave from 13 August to 07 September in order to lease an apartment in Florida. It is requested that I be allowed to draw \$800 advanced pay to finance this trip.

SIGNED

Grayston L. Lynch

CONCUR:

/s/ Chief, Support Staff, SOD

10 AUG 1971

MEMORANDUM FOR: Chief, Contract Personnel Division

THROUGH

CS Agent Branch

SUBJECT

Mr. Grayston L. Lynch - Request for

Involuntary Retirement

- 1. By mutual agreement between Mr. Grayston L. Lynch and this Agency, it has been determined that Mr. Lynch's services are no longer required. Accordingly it is proposed that Mr. Lynch's contract, effective 1 June 1961, as amended, be terminated as of the close of business 10 September 1971.
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- 3. Mr. Lynch entored on duty with the Agency on 10 rebruary 1961 and has served continuously to date. He meets all the conditions of eligibility for involuntary retirement.

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Special Operations Division

APPROVED:

Chairman, CS Agent 1

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1. Animally with: survivor benefit to whom or virower.	If you are regard was well record this type of annual male
SPECIES THE PORTOGE OF PROJECTION AND WATER USED AS THE BY	The annuals payable to you during your lifetime will be reduced by \$1.75 of any timenal up to \$3 red a year and as the base is the correct benefit plus 10% of my amount over \$3,000 years.
If you want all your annuity used as the tions for the survivant health, write the road all in the hot helm. If you want only part of your minuity used as the him for the survival health, write the yearly amount of your annuity you want used.	B you reto, for ford disability before age (i) and pet a year among minoring desability annuity, you may not all or my pared your warm of annuity as the bog for the variety being the control me any steri amounty which may be payable to make up the give integed minimum annuity.
THE SUPPLYOR'S APPRIENT WILL BE SATE OF ALL OR WHAT FOR PROPERTY FOUR ASSURES FOR MECHERAS THE PASSESSED.	th your wife for hosbandt should the before you no change in type of animary will be permitted, your animary will not be inversed, not may you name any other person as survivor. The survivor's animary will begin upon your death and end when the for hel day or is marries.
PARTIALS ANNUITY WITHOUT SURVIVOR BENEFIT	- I was a second of the second
2. (Ido not desire it's sole for hisband) to receive a survivor, around the restanting involved it.	P you choose this type your wife for husbandl cannot be paid a survivor amount after your death This type provides amount payments to you only.
G. TYPES OF ARRUITY: UNMARRIED APPLICA	MHS ONLY (Including Vidowed and Divorced)
1. THINGS THE SON TOWN OF THEFT	It you are not married, you will receive this type of annually unless you choose the annuals in G. 2. This type provides annually payments to you only.
2. ANNUMY WITH SURVIVOR BENEFIT TO NAMED PERSON HAVING AN INSURABLE INTEREST SPECIAL THE HAME, PERSONNELS AND DATE OF DRIVE OF THE PERSON FROM WISH TO PERSON CLICIL, MINISTER FOR SOME PARTIES. PERSONNELS OF PERSON CLICIL, MINISTER FOR SOME PARTIES. PERSONNELS OF PERSONNELS OF PARTIES OF PERSONNELS OF PERSONNELS. PERSONNELS OF PERSON	 This type is acadable to all-retiran immunical employees who are in word leadth. It provides a reduced animits to you and a survivor annuity to the person named as having an insurable interest. The survivor's animits will begin upon your death and end when the tor her dies. The survivor's animity will be \$80° of the reduced annuity you recover. It you choose this type, you will have to undergo a medical examination which will be arranged by the Director of Personnel. If no cost to you.
OF PROPERTY CONTROL OF SHAPE OF SHEET FOR EFFECTION OF MOSE ROMER OF YOUR ATTACHES, PROSPACE OF SHEET FOR EFFECTION OF MOSE ROMER YOUR ATTACHES.	6 to the percent mand as having no mantable interest should die before con, no change in type of annuity will be permitted, your animaty will find be increased, nor may you name any other person as survivor.
H. CERTIFICATION C	OF APPLICANT
WARNING, Any intentional Cities of demand on the	thereby certify that all statements made in this application are true the basis daing knowledge and helief.
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Reference is n as represented by the amonded.	sade to your co Contracting O	ontract with th	o United Sta ve I Novemb	tos Govern er 1967 as	ment,
The purpose of designation as a partic organization, effective and Disability Fund will regulations governing tappeal such a determininterest. In order that hereby notified of your be received in this organization acknowledgment of this Effective close of Civil Service Retirement Social Security of ment will not be relimbuted.	8 August 1971 It be deducted this retirement ation if he dee this technical right to appear inization within contract amends business 7 August and your contributions.	Your contriby this organit system gives me the design requirement. I. An appeal thirty (30) didment. August 1971 all atributions the	Disability Sybutions into zation as of a the individuation selvers may be satiswith reasons ays from the contractual reto is delet	stem of the the Retires that date. It is the right e to his be fied, you therefor a date of your eference ed.	nient The ht to est are must
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All other terms a n full force and effect.	ind conditions	of the contrac	t, as amend	ed, remain	n .
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APPROVED:

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CONFIDENTIAL

£ AUG 1971

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MEMORANDUM FOR: Mr. Grayston L. Lynch

THROUGH

: Deputy Director for Plans

Chief, Special Operations Division

SUBJECT

: Designation as a Participant in the

CIA Retirement and Disability System

This is to inform you that a determination has been made that you have performed 60 months of qualifying service and that you have been approved for participation in the CIA Retirement and Disability System. Your designation as a participant will become effective on 8 August 1971.

Harry B. Fisher Director of Personnel

CONFIDENTIAL

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Excists the element.
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CONFICENTIAL

2 AUG 1971

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT

: Designation of Grayston-L. Lynch as a Participant in the CIA Retirement and Disability System

It is requested that the contract of Grayston L. Lynch be amended to officially record his designation as a participant in the CIA Retirement and Disability System effective 8 August 1971.

Harry B. Fisher Director of Personnel

CONFICENTIAL

660UF 1 Excitos ina exercicionemente est decimina en UNITED STATES GOVER MENT

Memorandum

Record

FROM: File

Ir. Lynch telsphened today and advised that he did not went his termination becaus to be held for payment in Belondar Year 1972 as agreed upon, but would like to have it payed at the time of his reffrenent. I pointed out that this would result in a good tan bite, but the Gray stated that he would need the renew at they time of retirement and would just have to sustain the solitical tax.

15 July 1971

Fr. Lynch also ushed if he could obtain an advance on his salary of about 0500 as his salary checks were railed to a bank in Florida and he had exhausted his supply of zer checks because he had toccopy he would have left the area by new; He was adviced that this could be done but that it would take a mone from him to the Director of Finance. He stated that he would come to the advice on 16 July to propure the news. He should be sent to C/SOD/REF to initiate the memo and the action to obtain the advance on his calary.

2 2 JUL 1971

MEMORANDUM FOR: Director of Training

ATTENTION:

Chief, Language School, OTR

SUBJECT:

Language Training for Mr. Grayston Lynch

1. Mr. Grayston Lynch, an SOD Career Agent, has recently completed an extended course of Spanish language training covering over 1,000 hours of instruction. Due to Mr. Lynch's particular background, his instruction required special effort and arrangements by the Language School and his instructor.

2. We are most grateful indeed for this special attention, and wish especially to commend the instructor, for her patience and understanding, as well as for her professional competence and conscientious devotion to duty as a language instructor.

(22Ju171)

(Signca) F. P. Holcomb Chief Special Operations Division

DC/SOD/____

Distribution:

2 - Addee

1 - C/SOD

1 - DC/SOD

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J = 137

MEMORANDUM FOR: Director of Personnel

SUBJECT

: CIARDS Retirement of Mr. Grayston L. Lynch,

GS-14, SOD, on the mals of Qualifying Domestic Service

- 1. This momorandum submits a recommendation for your approval in paragraph 4.
- 2. After more than twenty years of active military service, Mr. Lynch joined CIA in February 1961 to assist in operations against the Cuban target. He was awarded the intelligence Star for his participation in the Bay of Pigs and related activities in the spring of 1961. Because of the sensitivity of his duties in behalf of CIA, his periods of foreign service were not recorded in the usual manner. From August 1961 until June 1968 he was intensively involved in the recruitment, training, administration and operational direction of a large manber of agents as well as the planning and direction of operations into Cuba.
- 3. After reviewing his application for admission to CIARLS and correinorating statements from Claudestine Service officers acquainted with his work,
 the Claudestine Service Career Service Board concluded that Mr. ! ynch's case
 merits a recommendation for approval. It is our view that the demands placed
 upon him were at least on a par with those borne by operations officers assigned
 overseas.
- 4. It is, therefore, recommended that Mr. Lyach be designated a participant in the CIA Retirement and Disability System on the basis of qualifying domestic service. If he is accepted for CIARDS, Mr. Lyach will apply for disability retirement.

Thomas II. Karemessines Deputy Director for Plans



Artachmente:

Tab A - A'r. Lyach's recesser and 3 endurgements

Tab 3 - Porme 3 100 and 3 101

Tab C - Biographic Profile

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Distribution:

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2 4 JUN 1971

MEMORANDUM FOR: Director of Personnel

SUPJECT

Heckningendation for Approval of Mr. Grayston L. Lynch as a Farticipant in the CIA Retirement and Disability System.

REFERENCE

: HR 20-50

1. It is strongly recommended that Mr. Grayston L. Lynch be approved as a participant in the CIA Retirement and Disability System.

- 2. It is the opinion of the Special Operations Division that the duties performed by Mr. Lynch from the time he entered on duty in February 1961 until early 1968 meet the spirit and intent of the criteria for "qualifying service" as defined in Fift 20-50b. The lone exception to these criteria is that Mr. Lynch was not "abroad" during the time involved except on a sporadic basis. This exception, however, was due completely to the geographical location of the area of operations. This location made it uniquely propitious to have Mr. Lynch assigned to and work out of a domestic base. There is no question, however, that Mr. Lynch's service was in the conduct and support of covert operations which required continuing practice of socurity and tradecraft procedures and which included, from time to time, hazarus to his life and health. It le also believed that Mr. Lynch would be at a disadvantage in obtaining other employment because of the sensitivity of his past service as well as the dearth of requirements for his peculiar background, skills and knowledge.
- 3. On the basis of the above and Mr. Lynch's unique personal record, it is believed that his service during the described period is certainly equivalent to if not in excess of the requirements for "creditable service abroad" and that if it had not been for a geographical accident, this service would have been performed as

SECSET



part of an assignment abroad within the fullest meaning of the definition contained in the referent regulation. Therefore, approval of hir. Lynch's request for designation as a participant in the CIARDY on the basis of service performed between 19c1 and 1968 is not only strongly recommended but is requested as the grant of an entitlement fully earned by a very deserving employee.

Acting Chief
Special Operations Division

Distribution:

Orig. and I - Addresses

I - C/SOD

1 - SOD/SS

1 - SOD/Pers .

1 - SOD/RI

SOD/Pers

(24 June 1971)

2

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2 3 700 1071

MEMORANDUM FOR: Meeting of Personnel

SUBJECT

: Request for Designation as a Participant in CIARDS -- Nir. Grayston L. Lynch

1. It is requested that domestic service reflected in the following paragraphs be approved as qualifying service for the CIARDS and that I be designated as a participant in the system.

2. I entered on duty with the Agency on IC	Fobruary 1961,
I was sent TDY immediately to	and from
there to to prepare Wi Division	n agent absets for
operational missions. On 28 March 1961 I departed	l t
aboard a covert Agency ship bound for Nicaragua w	bare Languagas In
the preparation of Agoncy vessels and assets sche-	iule: lor operations
into Cuba. Ca 13 April 1961 I departed Nicaragua v	in an Augney was
sel for the 17 April 1961 landing operation in the to	vol Diam Cab.
I was assigned as the Cane Officer for the Agency	y of right, Cdba,
Cuban Erigale Headquarters, and the Underwater :	command ang,
fillity channel I want to	eniolition leam
(UDT) element. I participated in armed action both	ol sea and on
shore during the four days of the invasion ettempt a	nd, per alrect
instructions from the i.Cl. ongages in a series of c	overt landings
and operations into Cube for several days tollowing	the invasion land-
ing. I returned to Heatquarters on 29 April 1961.	

In August 1961 I was assigned FC3 to JMWAVE at Mismi. Florida as a Faramilitary Operations Officer. I rom my arrival in August 1961 until July 1965 I served under outside the station, intermittantly using my home and various asiebouses as "at bot" offices. All contact with the station and by telephone and/or personal meetings preservanged with station personnel. These personal contacts were either at my home, in safehouses, or at other meeting places deemed appropriate. During this period I was responsible for the recruitment, training, administration and operational direction of a very large group of Agents. This entailed numerous clandestine meetings, both day and night, with these Agents. Since they were in various stages of training, assessment or preparation for an operation and were located throughout and counties in

SEGRET

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Florida, I was required to drive an average of	3000 miles per mont
to provide the necessary handling and support.	The major training
exercises were as follows:	
· · · · · ·	
a. Three black flights to ISOLATION to	
three weeks juration during which time I was r	equired to remain in
the black training aross as handler for the Agei	nts.
	· · · · · · · · · · · · · · · · · · ·
b. One three day trip to	iuring which I
conducted the ground phase of parachute training	ig for and
arranged for civilian instructors and planes for	'lwo parachute jumps
per man.	
, management of the second	
e. Two black flights to	to con
	hich time, as Chief
Instructor, I made two parachute jumps.	
3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 -	
d. Two black flights to the	
Florida for additional parachute, comman	ndo and guerilla war-
fare training for Both trips were of	two weeks duration
each and agale, I made two paracoute jumps.	
o. Four black flights to	
	for treining
all weapons from the . 45 calibre pisted up to and	was conducted with
inch murtar. Demolition and sabotage training	including the q. &
day tactical exercises using live animunition one	merating might and
also conducted. Such exercise lested from five	t explosives werd
Han fammattant merit negit inn innite tiat.	to Es sin Au.
f. Eight training exercises from three to	n seven deve duration
each were conducted in and around the	ani
the in Florida.	
g. Over 70 mission rehearsals of two or	three days duration
conducted in the Florida Keys.	
	•
4. In addition to the above training exerc	ilses I planned and
directed 115 actual operations into Cuba during th	
	a saichouse for
three days to two weeks preparing for an operati	
with them day and night until they were launched.	beviouni cula il .
receiving the team at the conclusion of the missi	on and again hold-
ing them in a safehouse for a two day debricking	period.

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5. In 1965 I set up an office in	under
to administer the Agent group. I remain	ned in this
office conducting operations and training as before until	April 1966.
My office was moved into the JAIWAVE station at that tir	Tie, but I
remained under and my duties continu	ued to be
the same.	

- 6. During the time I was assigned to JMWAVE I was required to participate in numerous voyages aboard Agency ships into international waters. Many of these were near to and into denied waters. I was also required to participate in several search and rescue aircraft flights of long duration over international water, near and into denied areas.
- 7. It is my belief that my activities and duties from August 1961 to June 1968 were of the types normally found only in overseas claudestine activities for which the five year CIARDS "creditable service abroad" requirement was intended. I am available for further explanation or clarification if any of the above information is required, or if confirmation of my service by other Agency personnel is needed, I submit the following names of knowledgeable individuals:

a.		DDP/NSI
b.		WH/COG
€.		SOD/GB
d_	William Bros.	C/#H

8. In view of the facts presented above, I request to be designated a participant in the CIA Retirement and Disability System and will apply for disability retirement whom my participation is approved.

SIGNED

Grayston L. Lynch

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6. CURRENT	OCCUPATION	L TITLE		7, SHADE	OFFICE OF	ASSIGNME	NT	eer	Age	<u>nt</u>
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				GS-14	DDP/SOD					
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CTION 8			PERFORMANCE O	F QUALIFY	10/61		_10	/01/	<u> 38 </u>	
Has this on	ployee complete	d any qualifying	service? Y		O. if "Yes", li	at periods	of suc	h serv	ice bel	0 W
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SECTION C			ER SERVICE APPR	OVING OFFICIAL)		
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Form	3101, Service Agreement, is attac	hed.	7.4		٠.	1
Beco	suse of temporary absence of the no	minee, Form 3	101, Sarvica Agraemar	nt, will be forwarded at	a later date.	
	lominee has over 15 years of Agenc ement. The signed "Application fo (al Personnel Folder should be acc	e Dembetship ii	the Lorent Jigii Gi i	werly busine miner	i a Service nominae's	
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	ince is overseas and a signed "App Official Personnel Folder." Form 3.1 the CIA Retirement Board has recor	DE SHEVICH MOI	COMPANY, WILL DALLACTOR	SING NOW IN STREET	OT filed in n notification	
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SECTION D			HEAD OF CAREER S			
	career assignment and past and property of a participant in the CIA RETIRE vires the performance of qualifying				is recommended fo or field which) F
2. TYPED NAM				HEAD OF CAREER	4. DATE	1
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SECTION E	f this employee has been reviewed					
that this emp				•	(DATE)	
	C) he designated as a	participant in t	he CIA RETIREMENT	AND DISABILITY SY	STEM	1
-1	NOT be designated					
2. TYPED NAM	E AND TITLE.		3. SIGNATURE		4. DATE	
2 , , , ,	- A110 / / /					١.
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SERVICE AGREEMENT

The Director of Central Intelligence has determined that in order to qualify for designation as a participant in the CIA Retirement and Disability System, an employee must have signed a written obligation to serve anywhere and at any time according to the needs of the Agency in addition to meeting other specified criteria.

I hereby declare my intent to comply with this requirement as a condition to my being considered for designation as a participant in the CIA Retirement and Disability System.

In making this declaration, it is understood that the Agency will consider my particular capabilities, interests, and personal circumstances.

Grant Ton & Signale
22 June 71
DATE

FORM 3101

15 June 1973

1507OR INDIA FOR REDOWN

SURJECT : 15. Grysten L. Lynch

as of 29 May 1971 ir Lynch was accredited with the Collewing leave belances:

Annual Loave - 376 hours

Sick Leave - 340 hours

If ir. Lynch's application for GLAEDS and his application for Disability Retirement under CLAEDS were all processed and auxiting approved, he could go on sick leave as of close of business 2 July to exhaust all sick leave and then all excess annual leave prior to retirement. He would retire under these circumstances, if approved as of GOB 6 October 1971. (This date was computed by payroll based on the following assumptions; 1). He would take no leave between new and 2 July, 2). He earned 26 days leave per year, 3). He had a leave ceiling of 360 hours.

hC/SCD/Porconnel

17 June 1971 1st Indoment

If. Lynch will not be permitted to process all the paperwork for his pending retirement and then depart the area. Retirement Operations Division/OP will not accept his application for CLMDS retirement until he has actually been accepted into CLMDS, nor will they initiate a request to the UPS for a medical survey until an application has been submitted for Disability retirement, nor will they submit a request for nedical survey under Civil Service and then convert to CLATES. Concurrently, C.S till not review their requirements on it. Limch prior to rectiving a rejuest from ROD/OP. Since neither Retirement Ops DivioP her CES will take action pending resolution of it. Limch's participation in CLATES I adviced him we would be unable to hit the 2 July target date for him to commence his leave in preparation for retirement. We make stated that

this was all right with him. Therefore, I am scheduling the Collowing procedure:

As of 25 June 1971, ir. Lench's signed application for participation in CLUNS, form 3100 and Service Agreement accompanied by A3/500 recommendation was band carried to CSIS for heard action. A3/50D also added a note on the resting sheet requesting that the request receive every consideration on an expedite basis.

Following the above, ir. Lymch could correcte his leave and proceed to Florida pending the outcome of his application for Disability Ruliment. Then approved he would continue to utilize his rick love and excess annual leave until it was expired. The retirement would then become offective.

In an interview with Fr. Lynch on 15 June 1971, the C/SOD/SS and the AC/SOD/Fora discussed the possibility of obtaining an a Termination Bonus in the amount of \$10,000 payable on retirement with Fr. Lynch. This was because of Fr. Lynch's unique situation regarding his service and career with the Agency. It was pointed out that this was definitely not the normal promehuments procedure, but was bases purely on Fr. Gray's status as a Career Agent and the unusual aspects of his termination. It was agreed that although Fr. Gray would become eligible for this benue, if we were able to get it approved, as of the date of his retirement, we would not make payment until class Calendar Year 1972 in order to give Fr. Gray benefit of the tax break resulting from the delayed payment. Fr. Gray agreed to all of the above provisions without equivication.

Ir. Gray was instructed to mintain constant contact with Paritimo Branch—at least check with them twice a day to accertain if there were messages or requirements for his presence or appointments scheduled for him. He agreed to this as he does not have a phone at home and there is no other positive means to centact him. SOD/Personnel is to leave any message necessary for him with the Secretary/Arritime Branch for delivery. (If no other centact possible, try informally through ______)

AC/SOD/PLPSOLNEL

14 JUN 1971

MEMORANDUM FOR THE RECORD

SUBJECT: Mr. Grayaton L. Lynch

In regards to his fature. I told him did not have the authority to authorize "absence from duty for up to a year" as was stated to Mr. Lynch.

I told him SOD will take the proper action through the Agent Panel to try and find "a retirement assignment" for him in the Miami area. This action will probably take a few weeks and he will be kept informed of the progress. He was quite understanding and accepted the above with little comment.

Chief Support Staff
Special Operations Division

SECRET

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23 March 1971

MEMORANDUM FOR: The Record

SUBJECT

: Retirement Annuity - Mr. Grayston Lynch

REFERENCE

: Memo for the record dated 2 November; same

subject

The attached information updates the referenced data and adds additional estimates for Mr. Lynch's retirement annuity under CS Disability Retirement, CIARDS Involuntary Retirement and CIARDS Disability Retirement. These estimates are based on an unconfirmed amount of military service and assume that Mr. Lynch will be granted sick leave credit when his retirement becomes effective on 30 April 1971. Firm estimates will be provided when Mr. Lynch's military service is confirmed. The projected 4.2% Cost-of-Living Increase which MAY become effective 1 June 1971 is not included.

Deputy Chief, Personnel Special Operations Division

Attachment As Stated

COMMITTAL

Spoor : Excluded from outsmake Lowarracias and Ecclarativestion

ANNUITY ESTIMATES

EFFECTIVE 30 April 1971 (Plus Sick Leave Credit)

• •	Civil Se	rvice	CIARDS		
	Discontinued Service *	Disability Retirement	Involuntary Retirement	Disability Retirement	
AGE (DOB: 14)	Tune 1923): 47	Years, 10 M	onths	· '	
CREDITABLE S) : 32 Years,	l Month		
HIGH AVERAGE	E: \$20, 398 (3	Years)			
BASIC ANNUIT	γ.				
Per Annum	\$10,432	\$12.154	\$12, 9	119	
Per Month	869	1,013	1,0		
BASIC ANNUIT	Y REDUCED	FOR SURVIV	OR BENEFIT	`S•	
Per Annum	\$ 9,659	\$11,208	\$11, 8		
Per Month 🕖	805	934	•	91	
SURVIVOR ANN	UITY:			•	
Per Annum	\$ 5,738	\$ 6,685	\$ 7, 10	15	
Per Month	. 478	557	59	92	
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BASIC ANNUITY	*:				
Per Annum	\$ 9,090	\$10,590	\$11,35	5	
Per Month	758	882	94		
BASIC ANNUITY	REDUCED F	OR SURVIVO	OR BENEFIT:	S:	
Per Annum		\$ 9,801	\$10,48	•	
Per Month	704	817	87		
SURVIVOR ANNU	JITY:			•	

*Reduced for Age

Per Annum

Per Month

\$ 4,999

417

CONFIDENTIAL

\$ 6, 245

520

\$ 5,824

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LANGUAGE TRAINING REPORT DATE OF TE SEFORE AND AFTER TRAINING Office of Training ****** STUDENT NAME 011161 P487.11W4 INCLUSIVE DATES HOURS OF INSTRUCTION 46 * 11 41 LANGUAGE TRAINING AIM AND EVALUATION CRITERIA The aim of this course of study was to provide the student with the foreign language competence desired by the sponsoring office. Except as noted telem, the instruction emphasized speaking, aural comprehension and reading, as This student's evaluation is based on (1) instructor and department Chief observations; and (2) regularly administered achievement tests. Fluency and accuracy, as appropriate to each skill, were given due consideration in evaluating the student. The achievement rating and performing evaluation below reflect performance and achievement in this course only and are conditioned by the student's motivation and applicate for language learning. This ratios which decreases achieved by the student while in language Proficiency which is sumitted secarately. The degree of process achieved by the student while in language training is shown in the box. FROGRESS IN ACHIEVING COURSE AIMS (Overall achievement in the course is shown as unsatisfactory, marginal, satisfactory, above average, or superior when compared egainst established standards for such training.) SPEARING AURAL COMPREHENSION READING COMPREHENSION PERFORMANCE EVALUATION land of their and b continue of instruction to Spanish. However the season THE MARCH CONTRACT " list of all, to had been going a cort of basemedized Openial For wir rears and was bold to combunions guitar well in it, eithrit very uncrommutation. situa, to sum and to understand most of wast was said and the a fairful till servet. This po a nim an invarranted foulth of confidence is an anistrace, for which It bears to growers, he had goest diffitulity, and to such he excenthat his alow thee of progress was a hipdrings to the me of the cities. The this retuin, he was proposed back after a work in to a bordoning blust. After The sold rock this came, we was removed from the subsection, and in order too included or ab. He was persional in his rather an appearable effort an aber-. . a very believe peer in sectal for others and at procheous, tents ; the ; egreen rult to week the immersion reversor, his out harits were too famule and met as well read of granter and alternation for the to him refer for the tothis much to which as now in the consider. He come reserving the result and international and and one wine strails in the work to be a control... See reverse side for additional comme FOR THE DIRECTOR OF TRAINING: 48-2182 und 18-21-99 Gastell (18-21-20) SECRET 41 400

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HILLSBOROUGH COUNTY SHERIFF'S DEPARTMENT TAMPA, FLORIDA 23601

DATE: August 19, 1976

. TO: Central Intelligence Agency

SUBJECT: Employment Reference

Your name was given to us by: Grayston Lerry Lynch Above candidate (as an employer X ; associate ; reference___; zebool___ Another reference whom we have contacted regarding above candidate. In connection with our examination for Deputy Scariff In connection with our examination for making, we are making an investigation of the qualifications of the giver-manual carminists. It is of great importance to us to obtain objective and valid statements from persons who have some knowledge of this cambidate's ability and characteristics. In our appeals of continuous fitness for take position significant weight will be given to statements obtained by us through this investigation. The early return of this form will be appreciated as it will emplifie the processing of this candidate's application. Any information which you may give us will be regarded as highly confidential. Very truly yours, J. N. Dempsey, Major Administration Division During what periods and in what manner were you comely precedental with conditions? Employed from February, 1961 to Cotober, 1971 (Enclosure: Release of Record letter from Mr. Lynck) To assist us in making a thorough investigation, we should appreciate your listing below the names and addresses of persons who are well acquainted with the cardinate's work habits or acciding (over,

Please place an "X" next to those items which in your indgeneat describe or wholly apply to this person. It is not recessary to check any given number of items. You may be able to a sold tea or more items or have difficulty in finding four or five that are completely pertinent. (+) Good personal appearance () Sometimes carriess of grooming () Lacks victor () Practically always uses good judgment) Semetimes makes poor impression on first () At times does you use good judgment (v) lias a pleasing monner () No always realiable and dependable () is reserved and distant in manner () May not be sole to fill this position in a completely satisfactory manner () is at times undiplomatic in dealing with others (Is tactful (W) Accepts responsibility (V) Highly cooperative in staff and public contacts: () May not possess sufficient initiative for () Lacks self confidence this procision () Likely to be overconfident at times () Tends to resist suggestions and ideas of others May lack sufficient polar to deal effectively with the public () Is not a good team worker (v) Is well aked by subordinates () Could be more cooperative in public contacts (15) Has out tandent tendership ability () Sometimes is untagonistic toward ethers () Has ear been successful as a supervisor (Gets along well with superfors and co-workers () Is a willing worker but not a leader () Exhibits too much self-importance (V) Is adept as identifying organizational needs, and weaknesses () Is too positive in views) At times appears to be-emotionally immature May lack sufficient leadership ability to be successful in this position (V) Appears to have emotional stability (V) Stimulates others to progress) Has a tendency to drink immoderately IN Writes excellent reports) is trequently absent from work Toy Report writing ability is only fair () Is a good-rublic speaker) Does not give enough attention to essential () Needs to improve in milexpression () Likely to procrustinate) Professional reputation may whiche com-(Grasps new ideas quickly and clearly pletely satisfactory () May not have sufficient professional train-(V) Works well under pressure ing for this position

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Director of Personnel Control Intelligence Amency Post Office Box 1925 Washington, P.C. 20013

Sire

This is to authorize the release of my record of employment with the Central Intelligence Accust to the Sheriffs Department of Hillsborough County Florids. This confirmation is needed for use in an employment application. I retired on 10 Sep 71.

. Thank you

Grayaton L. Lynch 200 8709 Sov Points Dr Tampa, Fla 33615 Mr. Jeffrey M. Pearson Chief Investigator Consolidated Security Services, Inc. 5310 Central Avenue Tampa, Florida 33603

Dear Mr. Pearson:

Reference is made to your inquiry dated 13 February 1976 concerning Mr. Grayston L. Lynch.

Fir. Lynch was employed by the Central Intelligence Agency from February 1961 until his retirement in September 1971. He was a loyal and dedicated officer whose performance was considered exceptional. His character and general reputation while with CIA were above reproach.

	Sincorely.
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(3March 1976)



5310 CENTRAL AVENUE

TAMPA, FLORIDA 33603

813/238-8876

February 13, 1976

Director of Personnel Central Intelligence Agency Washington, DC 20505

Sir:

I'd appreciate your assistance in verifying employment of a former CIA Agent, Grayston L. Lynch. Mr. Lynch has applied for a position with my firm and is being considered for an administrative position.

Information obtained from the applicant's employment summary indicates

Social Security No., employed with
the CIA from 1960 to 1971. Information relative to character and
general reputation would also be beneficial.

Included with this request is the applicant's signed authorization.

My sincerest appreciation of your kind attention.

Regards.

CONSOLIDATED SECURITY SERVICES, INC.

Jeffrey M. Pearson, Chief Investigator

JP/vm

Tempa,Fla. 12 Feb 1976

Director of Personnel Central Intelligence Agency Washington, D.C. 20505

Str:

I hereby request that confirmation of my Agency employment be released to the Consolidated Security Services of Tampa, Florida.

Grayston L Lynch

8709 Bay Pointe Dr.

Tampa, Fla. 33615

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MEMORANDUM FOR a Director of Central Intelligence

SUBJECT

1 Recommendation for involuntary Retirement -Mr. Grayston L. Lynch

REFERENCE

1 Memorandum for Contract Personnel Division from Chief, Special Operations Division, dated 19 August 1971, same subject Checono None of K

t. This memorandum submits a recommendation for your approval; this recommendation is contained in paragraph 4.

- 2. Mr. Grayston L. Lynch, GS-14 Equivalent, Career Agent, Special Operations Division, Clandestine Service, has been recommended by his Career Service for involuntary retirement. By mutual agreement between Mr. Lynch and the Agency, it has been determined that his services are no longer required. It is recommended that Mr. Lynch's contract be terminated and that he be involuntarily retired under the provisions of Headquarters Regulation 20-50m. If such retirement to approved, Mr. Lynch requests an effective date of 10 September 1971.
- 3. Mr. Lynch has been designated a participant in the CIA Retirement and Disability System and meets the technical requirements for involuntary retirement under the System. He is 48 years old with over 31 years of Federal service. This service includes over 10 years with the Agency of which I years were in qualifying service. The Head of the Claudestine Service Career Service and the CIA Retirement Board have recommended that his involuntary ratirement be approved. I endurse these recommendations.
- 4. It is recommended that you approve the involuntary retirement of Mr. Grayston L. Lynch under the provisions of Headquarters Regulation 20-50m.

/c/Harry B. Finhor

Chiavol's bylad by Marke 177, 11 Harry B. Fisher

Director of Personnel

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The recommendation contained in paragraph 4 is approved:

Richard Halms E - Cristal Ca

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Director of Central Intelligence

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15 April 1971

MEMORANDUM FOR: Chief, SOD/Personnel

SUBJECT:

Fitness Report for Mr. Grayston L. Lynch, 1 April 1970 - 31 March 1971

Although Mr. Lynch is assigned to the Maritime Branch for administrative purposes, he was in training during the entire period-covered by subject fitness report. Therefore, an evaluation of his performance by Maritime Branch would be unrealistic.

Chief, Maritime Branch Special Operations Division

SECREI

CONFIDENTIAL

FOREIGN LANGUAGE APTITUDE TESTING RESULTS

DATE 15 Magnin 200

Since many things other than aptitudes enter into the determination of training course performance, in any class of students there will usually be some whose performance will be better than would be expected from their test scores, just as there will likely be some whose performance is poorer than expected. STRENGTH OF MOTIVATION, FRICR EXPERIENCE WITH A FOREIGN LANGUAGE, and other factors should be considered in selecting people for language training and in interpreting language training results. For example, the number of languages previously studied or learned and the amount of academic and non-academic language-learning experience are factors not measured by the tests but are indicative of probable success in learning a foreign language. Whether such experience was in the same language as the one to be studied or in a different one is, of course, an additional relevant factor.

The rating received by the above individual is circled below:

ADJECTIVAL RATING		APPROXIMATE \$* RECEIVING PATING
Superior	•	10%
Above Average		20%
Average		40%
Below Average		20%
Poor		10%

Based on a sample of 1708 Agence reclined between full 1801 and September 1803

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THOMNICAL CRAVIOUS DIVISION 44 THOMNICAL SCHOOL

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IDENTI-KIT COURSE (M-101)

TRATIVING WWATER	ion A	/			
Name : Gray#ton Lynch	-:				
Office : sop			1		
Course Dates: 19 - 22 May 1970			:		••.
COURSE DESCRIPTION		; ;			
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2. Student understands the manipulation of the Identikit.		x			
3. Ability to construct composites from photographs.		X		Takitan mangkan ayan sa sa sa sa sa sa sa sa sa sa sa sa sa	
4. Ability to construct composites from live observation.	Not applies of the cou	ible t	o thi	moetir	ng
5. Ability to construct composites by debriefing.	-	х		T-Ada-material programme	
 Ability to use composites to identify people in photographs. 		х			•
b. live situations.	Not aplica		o this	meetin	ĸ
7. Ability to derive composite code for transmission.			x		
8. Ability to reconstruct composite from Identikit code.			х	•	
9. Student's attitude, cooperation and productivity.	X		:		
	<u> </u>				
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ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- . Read the back of the "Duplicate" carefully before you fill in the form.

L	Do not detach any pa	of the form. Type or use ink. rt.	•
2	FILL IN THE IDENTIFYING	INFORMATION BELOW (P	lease print or type):
4	NAME (last) (first)	(middle)	
1	EMPLOYING DEPARTMENT ON AGENC	1270N LEBON	
	EMPLOYING DEPARTMENT OR AGENC	/ [1	OCATION (City, State, ZIP Code)
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12	MARK AN "X" IN ONE OF	THE BOXES BELOM (40 N	Of mark more than one):
10	Mark hero	ELECTION OF OPTIONAL (N ADDITION TO REGULAR) INSURANCE
	WANT BOTH optional and regular	from my salary, compensation	of optional insurance and authorize the required deductions in, or annuity to pay the full cost of the optional insurance, addition to my regular incurance.
	insurance		
	Mark hore	DECLINATION OF OPTIONAL	L (BUT NOT REGULAR) INSURANCE
	if you DO NOT WANT OPTIONAL but do want regular insurance	tional insurance until at least at the time I apply for it I ar	nal optional insurance. I understand that I cannot elect op- 1 year after the effective date of this declination and unless n under age 50 and present satisfactory medical evidence iso that my regular insurance is not affected by this declina- surance.
	Mark hore —	WAIVER OF LIFE INSURANCE	E COVERAGE
	if you WANT NEITHER regular nor optional insurance (C)	I desire not to be insured and insurance Program. I underst surance until at least 1 year a I apply for insurance I am und	I I waive coverage under the Federal Employees Group Life and that I cannot cancel this waiver and obtain regular infer the effective date of this waiver and unless at the time fer age 50 and present satisfactory medical evidence of inthat I cannot now or later have the \$10,000 additional
A	SIGN AND DATE. IF YOU MA	* 1	FOR EMPLOYING OFFICE USE ONLY
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NOTE FOR FILE		
SUBJECT:		
•		
(ROB) called	on 7 September 1971	•
to advise him that the DCI had approve	ed the recommendation for	
Involuntary Retiremen	t and that it was alright	
to release the separation amendment	providing for \$10,000	·
terminal payment that we had been hol	lding.	
Amendment released to div for subject	t'sygin on 7 Sept 71.	

OP/CPD Rita

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4285

FORM 259 USE PREVIOUS EDITIONS.

1 4 DEC 1370

MEMORANDUM FOR THE RECORD

Subject: Mr. Grayston Lynch

It was determined that no action would be taken on this case until after the first of the year (1971) at which time Mr. Lynch will be advised by C/SOD/Personnel that he will be made available for a suitable operational assignment, most likely overseas, unless he opts to apply for disability retirement.

If Mr. Lynch opts to apply for disability retirement he will be continued in his present assignment pending approval of his retirement.

If Mr. Lynch chooses to be shopped for a field assignment, SOD will initiate action to locate such a position. When found, Mr. Lynch will be processed for the assignment. Should he fail to be medically approved, action will be taken to obtain his retirement for medical reasons. Should an assignment not be forthcoming by April 1971, a medical disposition for overseas planning purposes (General) will be requested.

The purpose of the above scheduled action is to either find a suitable assignment for Mr. Lynch or to effect his disability retirement on either a voluntary or involuntary basis.

Deputy Chief, Personnel Special Operations Division

SECKLI

- si.272 per year (\$356. per month) from the military for 21 years of service.
 - * 2. This military annuity will be cancelled.
- 3. His 21 years of military service will be combined with 10 plus years of CIA service and those 31 plus years will g give him a total of \$13,428 per year.

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TRAINING REPORT

Clandestine Service (21 hours - part		June 1970	,		
Student :	Lynch, Graysto	on	Office	9 4	SOD
***************************************			Service Desig	gnation:	Contract
Grade : 1			EOD Date	•	Feb '61
Number of Stude	nts Enrolled: 2	21			
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COURSE OBJEC	TIVES - CONT	ENT AND M	ETHODS		
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TRAINING REFORT

STUDENT	: Lynch, Grayaton	OFFICE : SOD
		SERVICE DESIGNATION: Contract
GRADE	: 14	NO. OF STUDENTS : 12
EOD DATE	. Feb 61	

COURSE OBJECTIVES - Content and Methods

The course aims to provide a description of counterintelligence in the covert and clandestine warfare of today in both friendly and enemy areas. To do so, a brief description of the intent, purpose, and dynamics of espionage, subversion and counterintelligence as practiced by the major enemy forces is provided and this is contrasted to the spectrum of counterintelligence activities of the United States of America and of allied countries. To support counterintelligence missions levied upon the Agency, a review of the cooperation and coordination and exchange of information and services between cooperating services is provided. Counterintelligence is then related to all other Clandestine Service operations and its place as a part thereof is demonstrated. To provide the student with a framework within which to work, the organization of the Agency for counterintelligence is also provided.

ACHIEVEMENT RECORD

CI Survey Course 40 hours, Full-time

This is a certificate of attendance. Since this course is a survey course, it does not attempt to qualify the student as a counterintelligence operations officer and no evaluation is made of individual performance.

FOR THE DIRECTOR OF TRAINING:

	Chief Instructor			
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4-100

: Crayston Lynch

SPRESE

: : SOD

DATES OF COURSE: 30 March - 10 April 1970

A. COURSE OFFECTIVES

- 1. This course is designed promovely for eather a case cificer who expects to spage and manage an audio burney willance operation, or for those who have related posponsibilities, i.e., dear officer and physical security officers.
- 2. Although the source provides a basis demiliarization with audio devices the primary emphasis is on the solution of target data, planning the operation, lesst-wing a listening post, supporting the entry, explaining the take, and the orderly boundation of the operation ones to has outlived the usefulness. In short, managing an audio operation incorping the coeration.
- PS. The course provides a basic knowledge of "quick plant"

 of devices, to permit the emploitables of certain targets.

 of opportunity. The same devices could be concealed

 and used for "Carry In" devices.
 - 4. Pinally, the course provides instruction in the first conclus maintenance of listening post equipment, so to that in operation can continue without the constant of presence of an actio tookmicaths.

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- 2. The species new within months we will be objectived of the court. The first of the
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TRAINING ASPORT

	oporting, Reports and Refull time 9-27 Marc	equirements Course No. 5 h 1970	-70
Student	: Lynch, Graysto		: SOD
	· .	Service Designa	tion: Contrac
Grade	: GS-14	No. of Students	
END Date	February 1961	•	
COURSS OBJECTI	VES - CONTENT AND METHOR	ne	

The over-all objectives of the course are: to show the requirements function as it develops; to describe information evaluation, appraisal, and dissemination; to present fundamental principles of collection and communication of information; to demonstrate how, through Headquarters guidance, reporters can be directed and developed; and to prepare intelligence officers in the field to put information into finished report form. Supervised practice to develop skills is given in the production of finished reports; in reporting on area guidance patterns; in tailoring requirements into specific assignments; and in observing, collecting, organizing, and communicating information.

ACHIEVEMENT RECORD

Student achievement is judged from each student's observed performance during laboratory practice in the areas of instruction indicated. An asterisk (*) indicated this student's ratings. The ratings are weak, adequate, proficient, strong, and outstanding.

A. Cualitative and Cuantitative Production of Reports:

Week Adequate Proficient Strong Outstanding
CONMENT:

Qualitatively and quantitatively, Mr. Lynch's work was only fair.

B. Requirements Performance:

Feak Adequate Proficient Strong Outstanding

His paper on this subject lacked detail.

S-E-CR-E-T

S-E-C-R-E-T

C. Editorial Performance:

Weak Adequate Proficient Strong Outstanding

COMMENT:

The papers that Mr. Lynch wrote reflected only a fair understanding of the principles of editorial organization.

D. Reporting Performance:

Weak Adequate Proficient Strong Outstanding

COMMENT:

The quality of his outside reporting assignment was only passable.

INSTRUCTOR'S OVER-ALL COMMENT:

Mr. Lynch worked to full capacity throughout the course. However, his performance was only satisfactory. It should be taken into consideration that Mr. Lynch does not type well.

FOR THE DIRECTOR OF TRAINING

2 April 1970

Date

Chief Instructor

S-E-C-R-E-T

S-E-C-R-E-T

INTELLIGENCE OPTENTATION #5-70 INTRODUCTION TO INTELLIGENCE

Introduction to Intelligence (80 hours - full-time)

Student: LYECH, Groyaton

Grade: GG-LH

EOD: Feb. 1961

Office: SOD: Service Designation: Contract

The objectives of Introduction to Intelligence are:

Introduce you to the fundamentals of intelligence and to relate the intelligence process to United States foreign policy and national security.

Provide an overview of CTA and relate the Agency's organization and function to United States intelligence activities.

Explore intelligence problems related to analysis of foreign countries and conduct of overseas operations.

Methods for meeting the objectives are through lectures given by the Intelligence School faculty and guest speakers, seminars, reading, review exercises, training panels, and films.

This is to certify satisfactory completion of Introduction to Intelligence (Intelligence Orientation - First Phase).

FOR THE DIRECTOR OF TRAINING Course Chairman, Intelligence School, OTR

GROUP I Excluded from automatic downgrading and declassification

S-E-C-R-E-T

OFFICE OF CCHAUNICATIONS

TRAISING REFORT

Student : Lynch, Grayston

Pate(8): 16 - 20 Sebruary 1910

Grade

: GS-14

Office : SOD

Bitject(8)

: Clandestine Radio

Familiarization Course

Title : Operations Officer

Trailer of Hours: 36

This presentation was in the form of a seminar designed to brief the student on the Communications subject(s) listed and is a certificate of steedance only.

for Chief, Career Management & Training Shaff, OC

WCE Form #12 20 Getober 1968 SECRET (When Filled In)

TECHNICAL SLAVICES DIVISION -- TECHNICAL SCHOOL CARBON AND NOTE-TAKING TECHNIQUES (SW-102), TRAINING EVALUATION

titine:	OTTICE: SOF	
Course	Dates: 3 - 5 February 1970	
COURSE	DESCRIPTION The Student is:	
1. 2.	taught the operational considerations and requirements secret writing techniques. trained in the proper techniques to be used in preparin secret texts to pass general censorship inspection in mechannels.	g carbon
COMMENT		
1. 2.	The carbon and note-taking direct writing device techni- perishable skills which can be lost without use of free practice. Any appreciable lapse of time between training. We normally requires refresher training. No specifics as to particular systems or chemical reactions discussed.	ng and
EVALUAT	ION: 1. EXCELLENT 2. AVERAGE 3. WEAK 4. BELOW CLASS	STANDARD
	dent's evaluation is indicated by his performance in the ng areas:	3
	ttitude toward assignments, direction and cooperation.	
¢	omprehends the techniques employed in writing with a arbon secret writing system and its application in perational support.	2
	uccessfully demonstrated the proper technique in riting a carbon.	2
d.s	atisfactorily demonstrated proper techniques when riting with a direct writing note-taking device, atisfactorily demonstrated the ability to follow	2
- d	rections in developing both carbon and direct writing evice messages.	2
RECOMME!	NDATIONS Student should undertake practice exercises	to:
b. in	etain or improve dexterity. Inprove printing techniques. Equire more even printing pressure. Ether.	,
*Reco	ommend student receive refresher training in carboz writeniques before using SW operationally. TSD/Tecnnicz Scr	
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	 b. It concludes with an exertional factors surround in SAM - paper selection, or aggresses, concorship, it supplies and postal intelinent. 	ng the util Urriers, ac Tilestors,	izavion of commodation	,
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MEMORANDUM FOR: Chief, Special Operations Division

SUBJECT : Maritime Branch Nomince for the Special

Operations Division's Historical Program

REFERENCE : Chief, Special Operations Division Memo-

randum dates 24 December 1969. Subject:

Mistorical Program

1. Considering the current manpower shortages and relative inexperience in the Maritime Branch, I recommend that only one quarter man year be devoted to the Mistorical Program in calendar years 1970-71. If and when officers report on board who have the unique or special knowledge required to write histories, then these personnel will be assigned this task and a subsequent increase in man years available will be made.

2. I nominate Mr. Grayston L. Lynch to write histories in CY 1970-71. This officer combines the unique knowledge of first hand operational experience with the qualities of a good narrative writer.

Chief, Maritime Branch Special Operations Division

Distribution:
Orig & 1-Add.
1-Subject's file

SOD/MB: (6 Jan 70)

SEGRET



MEMORANDUM FOR THE RECORD:

Mr. Lynch officially checked in to SOD/Maritime Branch effective this date.

Shirley

Date 2 July 69

SPECIAL OPERATIONS DIVISION

Check-In Sheet

Name GRAYSTEN A. LYNER	Branch 500
Title	Empl. Ser. #
l. Personnel	SOD Questionnaire
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	Fitness Report Card
	TDY Standby (Form 259)
	/ Immunization (Form 2476)
	/ Action
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5. Security	8. Personne?
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SOD Personnel Questionnaire

•	Date: 2 7.1469
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Local Permanent Address	Mint - 03 yet
Home Telephono No.	If no phone, Nearest Contact
Office Ext. Ro	od LineOffice Room No
Are you a natural born l	J.S. citizen? Yes No
Name of Emergency Address	1800 JANETTE K. Lyncal
Address 7901 2w 120	ET, MINOS Tel. No. 235-8730
Witting? Yes U No	Relation W. L.
Alternate Emergency Addr	CEBBOO MISS NO FLY LYNCH
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,	ROBERT T LYNUI DOB
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No.	3/21051-110, 10
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2 JUL 1958

MEMORANDUM FOR: Office of Finance,

Agent Payroll Branch

SUBJECT

Transfer of Responsibility for Administration of Career Agent

Employee

Chief, Support Staff, SOD

CONCUR:

Career Agent Panel

Chief, Support Staff, Vil

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Departing personnel will carry this form from office to office during the last few days at the Station in order to obtain complete assurance that all obligations and commitments have been satisfied. The term will be turned in to the Personnel Office when initialed and dated by responsible personnel. Only when this is complete may the individual depart from the Station.

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^{*} OPS Officers of SO, FI, CI, and MA Branches only.

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CONFIDENTIAL TELEPOUCH

DISP. NO - FVSS-11752

DATE - 19 MARCH 1968

TO - CHIEF OF STATION, VIETNAM

INFO - NONE

FROM - ACTING CHIEF, FAR EAST DIVISION

SUBJ - NOMINATION OF CAREER AGENT - IDEN

ACTION - SEE BELOW

REFS - NONE

HQS PLEASED TO NOMINATE IDEN. A GS-14 CAREER AGENT. SUBJECT FOR AN ASSIGNMENT TO VIETNAM. DOB AND A DAU AGE MARRIED WITH TWO SONS AGES SLIGHT FRENCH. SUBJECT JOINED WOFIRM IN FEB 1961, AFTER COMPLETING 21 YEARS OF SERVICE WITH THE US ARMY. HIS LAST ASSIGNMENT WHILE IN THE ARMY WAS A TWO YEAR TOUR OF DUTY IN LAOS AS A CAPT. IN THE SPECIAL FORCES. AFTER A BRIEF TRAINING AND ADMIN PROCESSING PERIOD IN HOS, HE WAS ASSIGNED PCS TO JAMANE IN AUG 1961 AND HAS BEEN ASSIGNED THERE AS A PM SPECIAL OPS OFFICER SINCE THAT DATE. SUBJECT IS A PROFICIENT AND COMPETENT OPS OFFICER WHOSE PERFOR-MANCE DURING HIS ASSIGNMENT TO JMWAVE HAS CONTINUOUSLY SHOWN AN OUTSTANDING PROFICIENCY IN THE SUPERVISION AND MANAGEMENT OF INDIGENOUS AGENTS. HE MAINTAINED THE MORALE OF HIS 30 AGENTS AND KEPT THEM AT A HIGH LEVEL OF PROFICIENCY BY A STRONG TRAINING SCHEDULE AND BY PLANKING AND IMPLEMENTING OPS IN THE FIELD OF RECONNAISSANCE, CACHING, DECEPTION AND SPECIAL OPS/INTEL COLLECTIONS OPS. SUBJECT IS A HARD WORKER. CAPABLE ADMINISTRATOR AND AN ABLE AGENT HANDLER WHO GETS ALONG WELL WITH HIS CONTEMPORARIES. HE IS PRESENTLY ASSIGNED AS A SECTION SUPERVISOR IN THE SPECIAL OPS BRANCH AND HAS TWO OFFICERS AND ONE SECRETARY CONFIDENTIAL TELEPOUCH FVSS-11751 PAGE ONE

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SUD/PERS WHI/CONTR CSPS/AGENT PANEL

BRITARE ACSES

CONFIDENTIAL TELEPOUCH FVSS-11757 PAGE TWO
UNDER HIS SUPERVISION. SUBJECT HAS BEEN RATED STRONG
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CONFIDENTIAL TELEPOUCH S/C/A TO FVSS-1175. TO COS,
VIETNAM .9 MARCH 1968

IDEN - MR. GRAYSTON LYNCH

CONFIDENTIAL TELEPOUCH S/C/A TO FVSS-11752

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DATE: 22 Hovember 1967

MEMORANDUM FOR: Chief, Insurance Branch/BSD/OP Benefits and Services Division

This is to advise you that has been employed under an Agency personal services contract effective 1 November 1967. The Contract authorizes participation in Civil Service Retirement, FEGLI and Federal Health Insurance.

Subject's contract is the administrative responsibility of ppp/sop.

Chief
Contract Personnel Division

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CORAL GABLES FEDERAL SAVINGS AND LOAN ASSOCIATION 2501 Fonce do Leon boulevard Coral Gables, Florida 33134 Telephone 444-3541

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Maria Commission Commi SUGGET RYBERT THAT OFFIRE D1545 110 · UFGT-20015 PATE - 26 DECEMBER 1967 TO - CHIEF, U.S. - CHIEF, WHICOG - CHIEF, WOYACK - CHIEF, WOMOLD INFO FROH - CHIEF OF STATION, JEWAVE SUBJECT - RYDAY - AVAILABILITY CAREER AGENT /GG-14/ OF FOR REASSIGNMENT DUE TO AN EXPENSIVE CUYBACK IN SPECIAL OPERATIONS AT CHMAVE STATION. DICTATED BY REASONS OF ECONOMY AS WELL AS A CHARGE IN OPERATIONAL POLICY, THE SERVICES OF ARE NO LONGER NEEDED AND HE MAY DE CONSIDERED AVAILABLE FOR REASSIGNMENT. RESUMES OF WOFIRM AND PRE-WOFIRM EXPERIENCE, PREFERENCE AS TO REASSIGNMENT AND SUPERVISOR'S COMMENTS ON \odot PERFORMANCE FOLLOW. WOFTRM EXPERIENCE 1. FOLLOWING RETTREMENT FROM THE U. S. ARMY IN 1960. ENTERED WOFIRM I FEBRUARY 1961 AS CONTRACT AGENT 65-11. HE WAS CONVERTED TO CAREER AGENT, GS-13 IN MID-1961 AND WAS PROMOTED TO GS-14 LEVEL IN LATE 1967. FIRST ASSIGNMENT WITH WOFIRM WAS AS PM OFFICER IN THE BAY OF PIGS TASK FORCE. HE ENGAGED IN THE LAST STAGES OF PREPARA-) TION FOR THE BAY OF PIGS INVASION AND ACTIVELY PARTICIPATED IN THE LANDING AND SUBSEQUENT RESCUE OPERATIONS. FOR HIS PERFORMANCE, HE WAS DECORATED BY THE THEN CHIEF, WOFIRM. WAS THEN ASSIGNED TO THE JAMANE STATION AND HAS FUL-. FILLED THE FUNCTION OF PM OFFICER ASSIGNED AS CASE OFFICER FOR THE AMELLAC COMMANDO GROUP WHICH HAS VARIED IN STRENGTH OVER THE YEARS TRAINED ASSETS. ONE OF HOST IMPORTANT 7 TASKS HAS BEEN CONCEIVING, PLANNING AND BRIEFING OF THE AMLILAC

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SECRET RYDAT TELEPOUCH UFGT-20915 PAGE ONE

SECRET AND THE PROUGH UNCOLNERS INC. TO SEC. TASKS MERE CERTERED AROUND TRAINING AND LUBERIES OPERATIONS THTO THE DEKIED AREA. THESE OPERATIONS INCLUDED SABSTACE, RAIDS. INFILTRATION AND EXPILTRATION OF SO TEAMS ON WELENS MISSIONS. RECOMMAISANCE, AND ELINY DECEPTION OPPRATIONS. DECARCE THE ARRIVAC GROUP HAS ALSO MAINED AND OPERATED THE INFILTRATION CRAFT ASSIGNED. TO THE ACTIVITY. SUBJECT HAS ALSO BEEN RESPONSIBLE FOR OVERALL SUPERVISION OF MAINTENANCE AND OPERATIONAL USE OF SOME 17 SMALL CRAFT, AS WELL AS THEORING THAT BOAT CHEMIS INCHMANNED THEIR PROFICIENCY. PRE-MOFIRM EXPERIENCE 1. PRIOR TO JOHNING WOFIRM. SERVED IN THE U. S. ARMY FOR 21 YEARS, RETIRING AS A CAPTAIN IN LATE 1900. THE LAST FIVE YEARS OF HIS AUTY CAREER WERE SPENT IN SPECIAL FORCES UNITS LIKERE HE SERVED AS TEAM LEADER OF OPERATIONAL TEAMS AND AS AIR OPERATIONS AND TRAINING OFFICER. SERVED III FRANCE AND GERMANY FOR OVER FOUR YEARS, IN PANAMA, PUERTO RICO AND CUBA, AND THE DETTER PART OF OHE YEAR IN LAOS. HE IS QUALIFIED IN ALL PHASES OF SPECIAL FORCES AND AIRBORNE OPERATIONS - SPECIAL NOTE SHOULD BE TAKEN OF HIS QUALIFICATIONS AS MASTER PARACHUTIST, RADIO OPERATOR, AND SPECIAL FORCES INSTRUCTOR. ASSIGNMENT PREFERENCE SO CASE OFFICER IN ACTIVE OPERATIONS IN LATIN AMERICA 2. SO CASE OFFICER IN ACTIVE OPERATIONS IN SOUTHEAST ASIA 3. SO CASE OFFICER IN MIDDLE EAST OR AFRICA 4. INSTRUCTOR SUPERVISOR'S COMMENTS PERFORMANCE AT JAWAVE LEAVES NO BOUBT THAT HE IS EXTREMELY WELL QUALIFIED IN ALL PHASES OF SPECIAL OPERATIONS-) WORK. DESPITE, OR PERHAPS AS A RESULT OF LUCELEVEN VELDE EXPENSES. III THIS FIELD, HE RETAINS DEDICATION AND ENTHUSIASH

SECRET RYBAT TELEPOUCH UFGT-20015 PAGE TWO

SENCETY LYPERT YEARS FROM THE OF - 20015 PARTS AND SEC. FOR HIS YOUR, AS PERLECTED BY HIS CONSYARY SECURE TO HOWOVE MODUS CHEMMINI. HIS TREACT STUDIES, AND PREPARATION FOR CHARACTER HAVE UNIFORMLY DEPORTMENTED HIS CONSCIENTIOUS APPROACH TO THE TASK AND A THOROUGHNESS THAT COMES FROM EMPERIENCE. HE IS A STRONG LEADER. AND HAS DEVELOPED EXCELLENT RAPPORT WITH HIS ASERT PERSONNEL. THUS CATHLES THEIR ACCEPTANCE FOR THE HIGH LEVEL OF PERFORMANCE HE EXPECTS. 2. IN ADDITION TO THE FOREGOING, IS ALLINS ALERT TO MOLENS REQUIREMENTS, BOTH AS A BY-PRODUCT AS MELL AS THE PRIME OBJECTIVE OF CERTAIN OPERATIONS HE MAS DIRECTED. HE HAS ALMER'S USED HIS AGENT PERSONNEL, PARTICULARLY HIS PRINCIPAL AGENT, AS SOURCES OF WOLERS OPERATIONAL AND TARGET INFORMATION COLLECTED. FROM THE EXILE COMMUNITY. IS A HIGHLY VALUABLE ASSIST TO 3. THE STATION FEELS THAT OUR ORGANIZATION AND RECORDENES HIM WITHOUT QUALIFICATION FOR 6.3 ANY ASSICHMENT WITHIN HIS FIELD. DISTRIBUTION () VIA TELEPOUCH ,) 154/COG MOTACK MOMOLD

SECRET RYBAT TELEPOUCH UFGT-20015 PAGE THREE

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ersonner and arners with a during	toward of specific duties may be reported in Section B. However, the nursely source, as specific s	duties
illion of information or operations	tament of specific duties may be reported in Section B. However, the nature, source, supporting will not be included. On the other hand, the position titles and description of specific or will not be included. On the other hand, the position titles and description of specific opporties security and should not be fully reported on this form. In these cases, general state opporting the layer of responsibility.	enents
ertain other employees may jed	opardise security and should not be temporal billity. In Section B indicating the level of responsibility.	
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FITNESS REPO	EMPLOYER SERIAL NUMBER
SECTION A	GENERAL
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Cercer Agent	DDP/WII/COG
9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (K) TYPE OF REPORT
CAREER RESERVE TEMPORAS	INITIAL X PRASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):	ANNUAL REABSIGNMENT EMPLOYEE SPECIAL (Specify):
11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From ton)
	1 January 1967 - 10 July 1967
	ANCE EVALUATION
positive remedial action. The nature a probation, to reassignment or to separ Performance meets all requirements. I excellence. P - Proficient Performance is more than satisfactory. S - Strong Performance is characterized by exceptional or relative processing performance is so exceptional in relative.	to requirements of the work and in comparison to the performance of
others doing similar work as to warrant	-
	ECIFIC DUTIES
Section Supervisory. responsibilities MUST be rated on their specific DUTY NO. 1 Section Supervisor of one of the Operations Branch. Section consistency. Responsible for the supervision group. Group consists of 2 operations of the supervision of the supervisi	of aindigenous commando ational intelligence collection teams, ad an 8 man alert/contingency S
operations into a denied area.	1
Administrative duties for Secti support, supplies and equipment and intra-Station coordination.	S SATING
Reporting to include operationa	contact, quarterly/monthly reports TIER
PECIFIC DUTY NO. 4	MATING LETTER
OVERALL PERFO	ANCE IN CURRENT POSITION
ormance of specific duties, productivity, conduct on to writing the limitations of telenis. Based on your knowledge	of employee's overall performance during the rating pariod, int which most accurately reflects his level of performance.
	8

SECTION C	NARRATIVE COMMENTS	
Indicate significant strengths	r weaknesses demonstrated in current position keeping in proper perspective their relationship to	
overall performance. State, sug	pestions made for improvement of work performance. Give recommendations for training. Comment	
- on largin language competence	services made for improvement of work performance. Give recommendations for training. Comment if required for current position. Amplify or explain ratings given in Section B to provide best	
in the use of neuronal some	some action. Manner of performance of managerial or supervisory duties and cost consciousness	
Section C, attach a separate sh	soned action. Monnet of performance of managerial or supervisory duties and cost consciousness equipment and funds, must be commented on, if applicable. It stars space is needed to consciousness set of soper. During the period under review, Subject has	
continued to me	discount to be being under review, Subject has	
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qualities have.	to a large degree, enabled him to maintain his commando	
group morale at	b hard level waden the discommande	
forest translated	a high level under the difficult circumstances of en-	
101Ced Inactivit	y. Subject's indigenous agents respect him and are	
Airring to 10110	W his instructions to the letter. Subject's seemingly I	
limitless resour	cefulness, drive and initiative coupled with his	
demonstrated pro	ficiency for this type of work mark him as one of the	
few nercone know	to the Date who to the state with min as one of the	
tune of onest be	n to the Rater who is ideally suited to this particular	
cype or agent na	ndling on a day-to-day, face-to-face basis.	
During the re	porting period Subject has committed his four infil-	
Tration boat tea	MS ON & total of seven operations and evolute manuals	
bave been realiz	ed. He has conducted extensive testing of equipment	
and techniques t	dispose of chatter extensive testing of equipment	
TARLES TO THE TOTAL TOTA	support of Station requirements and Headquarters	
requests. His re	porting after these field tests has shown that his	
reporting abilit	has improved to such a degree to warrant a rating of	
strong in this d	ity.	
He is cost and	security conscious and has demonstrated his effective	
ress to the use	of personnel, equipment and operational funds. Subject	
has not had the	personner, equipment and operational lunds. Subject	
I was not used the	conefit of formal language training and does not have a	
Gesinitive inngu	igo capability. In view of his long tenure of field again.	۱
Ecuta daring bis	career with WOFACT, it is recommended he be given	-
SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	
13	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
DATE	SIGNATURE OF EMPLOYEE	
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28 June 1967	signed in pseudo on fld, transmitta	1
2.	DT JOT ER VIJOR	_
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
6 Months		
OROHEND		
DATE	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE	
	OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE	
	Doputy Chief, SO Branch ned in pset	30
28 June 1967	TIO. TENS	
3.	BY REVIEWING OFFICIAL	•
COMMENTS OF REVIEWING OFFICIA		
Subject continu	os to show professional ability in handling the	
commando Group.	in addition he has been deenly involved in planting	
and executing inte	lligence gathering operations. He has adapted to	
this new field and	is performing overall in an outstanding manner.	
	. 25 Portorming overall in an outstanding manner.	
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k	Chief, Special Operations signed in pse	

Continuation of Section C/Narrative Comments

serious consideration for formal training and orientation prior to his next assignment within WOFACT,

		•		
* An				-
Dear _	[Note have a second designation of the second	:

The United States Government, as represented by the Contracting Officer of this organization, hereby contracts with you, as a sentiment standard under the terms and conditions set forth below:

- 1. New Benefits. By virtue of your employment relationship under this agreement you are:
 - (a) Covered under the Civil Service Retirement Act in conformance with rules and regulations applicable to appointed employees of this organization. From the basic compensation paid you hereunder there shall be deducted the appropriate rate percentage (presently 6-1/2%) for deposit and eventual crediting to the Civil Service Retirement Fund. Social Security deductions required by virtue of your cover activities will not be reimbursed you by this organization.
 - (b) Covered under the Federal Employees Group Life Insurance Act in conformance with rules and regulations applicable to appointed employees of this organization unless you execute a written waiver of such coverage. The Government is presently authorized to bear a portion of the premium cost, you will bear the remainder.
 - (c) Eligible for coverage under the Federal Employees Health Benefits Act in conformance with rules and regulations applicable to appointed employees of this organization. The Government is presently authorized to bear a portion of the premium cost, you will bear the remainder. Because of your eligibility under this Act (whether or not you choose to enroll), your coverage under the contract employees health program shall cease thirty-one (31) days after the effective date of this agreement.
- 2. Your previous contract with the United States Government, effective 1 Jane 1961, is herein terminated by mutual consent of the parties thereto.
- 3. All provisions of said previous contract not in conflict with this agreement are incorporated by reference into and made a part of this agreement.

(Continuity of Service)

SECRET

Group 1 - Excluded from automatic downgrading and declassification.

this agreement becomes eff nothing contained herein sha ment beyond its originally of	s set forth in your previous contract. If ective during an overseas assignment all be construed as extending that assign ontemplated duration or invalidating you expenses (if applicable) upon completion
	UNITED STATES GOVERNMENT
	ву
ACCEPTED:	Contracting Officer
witness:	

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MEMORANDUM FOR: Clandestine Services Agent Panel

SUBJECT : Grayston L. Lynch

Recommendation for Promotion to GS-14

- 1. I am forwarding with my endorsement the recommendation from JMWAVE that Mr. Grayston Lynch, GS-13, Step 6, be promoted to GS-14, Step 3.
- 2. Mr. Grayston L. Lynch was employed by the Agency in Fobruary 1961 and has served as a Career Agent with JMWAVE at the equivalent of grade GS-13 since June 1961. He has an excellent record with the Agency and was presented the Intelligence Star for meritorious duty and heroism under hazardous conditions performed in the Spring of 1961. During his entire tour with JMWAVE as a Paramilitary Operations Officer he has shown strong leadership qualities and has demonstrated outstanding proficiency in the supervision and management of indigenous agents.
- 3. Based on the foregoing, I strongly recommend that Mr. Lynch be promoted to GS-14.

	Chief,	

Special Operations Division

Approved by CS/CS Agent PaneT (Date) 3 April 1907

Secretary, CS/CS Edent PaneT

SECRET

GRAVY 1 Endivoed from avisamatis Bossijiedzije (j. 3.3 Andrapostopatija

EYES ONLY

21 April 1967

MEMORANDUM

WSO- 3004

TO Chief of Station

Distribution:

THRU DCOS/S -1-cos

FROM

HeD 1-C/SO Chrono (Dummy) ch 1-C/SO/Pers 1-REG (Dummy)

Chief, Special Operations Branch

SUBJECT:

Promotion Recommendation -

as a Contract Agent 10 February 1961 after completing 21 years of service with the U.S. Army. His last assignment while in the Army was a two-year tour of duty in Laos as a captain in the Special Forces. After a brief training and administrative processing period in Headquarters WOFACT, he was assigned to JMWAVE PCS on 27 August 1961 as a GS-13 Career Agent. He has been assigned to JMWAVE as a Paramilitary Special Operations Officer since that date.

is a proficient and competent Operations Officer whose performance during his six-year assignment to JMWAVE has continuously shown an outstanding proficiency in the supervision and management of indigenous agents. He has used his knowledge and experience, gathered over a 21 year period with the Army, to an outstanding degree. He has maintained the morale of his 30 agents and kept them at a high level of proficiency by a strong training schedule and by planning and implementing operations in the field of reconnaissance, caching, deception and Special Operations/ intelligence collection operations. During the past eight months he has recruited, trained and operationally committed two intelligence collection teams into PBRUMEN. Subject is a hard worker, capable administrator and a very able agent handler. He has the ability to gain the respect of his agents by his general knowledge of tradecraft matters and his ability to plan operations. He is a personally rugged individual and has established good rapport with a wide variety of agent types. Subject gets along well with his contemporaries. He is presently assigned as a section supervisor in the Special Operations Branch and has two officers and one secretary under his supervision. He manages and supervises his section in an able manner.

Grayotin Lynch.

SECRET

RYBAT

3. Subject has been in grade since June 1961. His performance to date has been exceptionally proficient and he is recommended highly by the Special Operations Branch. It is the writer's opinion that Subject is fully capable of carrying out the assigned duties that are commensurate with a promotion to Grade GS-14.

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a wide variety of agent types. Subject gets along well with his contemporaries. He is presently assigned as a section supervisor in the Special Operations Branch and has two officers and one secretary under his supervision. He manages and supervises his section in an able manner.

4. Subject has been in grade since June 1961. His performance to date has been exceptionally proficient and he is highly recommended by JMWAVE, A current fitness report was submitted by UFGT-18424, dated 20 March 1987. It is the Station's opinion that Subject is fully capable of carrying out the assigned duties that are commensurate with a promotion to Grade GS-14.

Edmund K. GENNARO

5 R C R E T CONTINUED 2

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Dear		
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	Reference is minde to your continue	tails the that the terms of

Reference is minde to your contract with the United States Government, as represented by the Contracting Officer, effective 1 June 1961, as amended.

Effective 13 August 1967, said contract, as amended, is further amended by revising the first sentence of paragraph three (3) entitled "Compensation and Taxes" to read as follows:

"For your services as a Career Agent, you will be compensated at a basic salary of \$16,152, the equivalent of a CS-14/3."

All other terms and conditions of said contract, as amended, remain in full force and effect.

UNITED STATES GOVERNMENT

Contracting Officer



SECRET/RYEAT

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Chier, WOTACK Junton Linely Chappic/Pers --

> The BOTACK Personnel Committee recently completed a promotion raview of IUJEWEL contract personnel at grade GS-13 equivalent, which included this shife no recommendation was made for during this review, WOTACK would appreciate your comments relative to his performance and other qualifications for promotion consideration.

> > Homer D. SHETTERLY

Distribution: 2 - COS, JUBAVE

UFGS-9396

SECRET/RYBAT

API 1967

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ist up to six of the most important specific duties performed during the rating period. Insert rating latter wh anner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of the six supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees a	nich best describes the at duty. All employees outervised).
Supervises a Indigenous Commando Group.	RATING LETTER
Maintains the training of the group at a proficient level weapons, tactics, pro-strike rchearsals and related activi	ties. S,
Develops operational concepts for infiltrations/exfiltrational raids, caching and rescue operations and prepares operational plans for same.	ons, RATING LETTER nal
Reporting to include operational, contact and monthly report and other required correspondence.	
CIPIC DUTY NO. 5	RATING
Case Officer for one FI Reporting Agent to include handling reporting and guidance of Agent.	S S
CIFIC DUTY NO. 8	
	RATING
OVERALL PERFORMANCE IN CURRENT POSITION	
Into account everything about the employee which influences his effectiveness in his current position suc- ance of specific duries, productivity, conduct on job, cooperativeness, pertinent personal traits or hebi- cular limitations or talents. Based on your knowledge of employee's averall performance during the reti- the letter in the rating box corresponding to the statement which most occurately reflects his level of perf	10. and

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CTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknosses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Mainer of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of pager.

Subject has been under my supervision for approximately 6 months. During this period he has shown an outstanding proficiency in the supervision of his Commando Group. He is responsible for the logistical support, maintenance, planning and operations of the group and must also maintain their motivation and moral. As a result of the stand-down in PM activities at this Station, one of his major duties has been keeping his group motivated and happy. Subject has performed these tasks in a very professional manner; he has shown strong leadership qualities and a definite ability to adapt to difficult and frustrating changes in the operational climate. Subject has had the additional duty of handling an FI Agent for the Station. He has spent long hours on this activity and has shown that he is fully capable of broadening his scope of activities to other fields besides the supervision of a commando group. He is cost and security conscious and has shown that he is effective in the use of personnel, space, equipment and operational funds.

SECTION	0	C	ERTIFICATION	AND COMMEN	NTS
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Attachment

Section D., 3.

This is the third Fitness Report prepared on Subject since his assignment to this Station. The comments set forth on the two previous Fitness Reports by the Reviewing Officer and the Chief of Station are in the main still applicable. The Reviewing Officer has been most favorably impressed with Subject's performance in his present position. Subject has continued to perform his job in his usual competent, dependable and professional manner. The Reviewing Officer shares the Rating Officer's high opinion of Subject's performance and there is no doubt that Subject has contributed significantly to the Station's activities. Subject's over-all performance continues to warrant an evaluation of Strong.

Deputy Chief of Station

S	E	C.	R	E	T

INSTRUCTIONS The following items of the Fitness Report will NOT be completed by field personnel preparing the report for transmitted to Headquarters; SECTION A, Items 1, 6, and 7 SECTION D, Items 1, 2, and 3 (Only in respect to "Typed or Printed Have and Signature") 1. I CERTIFY THAT I MAYE SEEN DATE TYPED OIL PRINTED HAME AND SIGNATURE OF EMPLOYEE (In passificity THAT, EXCEPT FOR ITEMS OMITTED UNDER THE ABOVE INSTRUCTIONS OR REGULATIONS NESS REPORT HAVE BEEN COMPLETED UNDER PROVISIONS OF CURRENT INSTRUCTIONS OR REGULATIONS TYPED OR PRINTED NAME AND SIGNATURE OF TYPEPVISOR (In DESULCATIONS) TYPED OR PRINTED NAME AND SIGNATURE OF TYPEPVISOR (In DESULCATIONS) TYPED OR PRINTED NAME AND SIGNATURE OF TYPEPVISOR (In DESULCATIONS)

SPÉCIAL NOTE

Filness Reports must be prepared with due regard for security considerations. For example, in the case of administrative and support personnel and others whose duties do not in themselves reveal sources of information and methods of operation, it is normally expected that a complete and realistic statement of specific duties may be reported in Section B. However, the nature, source, purpose or disposition of information or operations will not be included. On the other hand, the position titles and description of specific duties of certain other employees may jecpardize security and should not be fully reported on this form. In these cases, general statements of specific duties will be included in Section B indicating the level of responsibility.

4-62 450 OBSOLETE PREVIOUS EDITIONS.

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CTION C

HARRATIVE COMMENTS

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Subject continues to demonstrate a decided proficiency in the supervision of the type of unit for which he has responsibility. His men respect him and follow his orders readily. Subject officer is loyal and security minded. He is resourceful, acts with initiative and delegates responsibility. He is cost conscious. Subject is capable of handling larger units of indigenous commandos. He thinks clearly and is a versatile individual in the PM field.

SECTION D	CERTIFICATION A	ND COMMENTS
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	Deputy Chief of S	tation Frederick J. DEGHURST

Attachment

Section D., 3.

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The Reviewing Officer is familiar with Subject's performance based primarily on discussions with Subject and Subject's supervisor, detailed examination of Subject's operational plans, general observation of Subject during the past four years and a first hand knowledge of the results of operations conducted under Subject's guidance. Subject is a hard-working, dedicated officer who has a knack for getting things done in the operational field. Subject is exceptionally well qualified for the job he is doing. Additionally, Subject has a flair for getting along with the members of the Commando Group without losing objectivity. Subject's operational planning is sound and complete in all details. Subject is completely self-sufficient in operational command and agent relationship situations. Subject's performance at this Station clearly warrants an over-all evaluation of Strong.

25 November 1964

MEMORANDUM FOR: Chief, Personnel Operations Division : Executive Secretary, Honor and Merit Awards PROM Board SUBJECT

: Cust dy of the Honor Award presented to Mr. Was See See See See See

Due to security restrictions, the Honor and Merit Awards Board is acting as custodian of the Honor Award and related papers listed below: Intelligence Star Intelligence Star Certificate

When security restrictions no longer prevail, the avardee may obtain his award by calling the Secretariat.

Distribution:

- Orig. Subject's CPF 1 Subject's Division Chief
 - 1 HMAB Case File

SECHET

BRIEF FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Graysten L. Lynch, Captain, U. S. Army (retired), Career Agent, DDP/CA Staff, GS-13 Equivalent

Recommended for Intelligence Star

Prior to the Cuban invasion. During the preparations for the Cuban invasion. Captain Lynch was granted Agent status with CIA with the understanding he would return to his parent agency at the completion of the project. The Loard recommends that he be awarded that Intelligence Star for his activities under five on 16-17 April 1961. He personally led the beach recommissance party on the night of 16 April and succeeded in placing beach markers in preparation for the landing. On 17 April, his ship was beseiged by an air attack. He was successful in leading the convoy to a point off the beach, during which time gunfire from his vessel destroyed two of fine attacking aircraft. During the period 22-24 April, Captain Lynch led a team of three back to the objective area and rescued nine survivers of the invasion forces.

MEMORANDUM

6 December 1935

TO: D/GPS

Caief, JP Chief, JHRIM ย/รบต

Chief, Air Chiof, JMBAR Chibf, Logistics Chicf, FI

Chief, SO Chief, Security

Chief, MA

WCH-1044

Distribution:

1 - Each addressee

1 - Each Station participant

Chief of Station FROM:

Commendation for Gerformance SUBJECT:

in HUBBARD I/II

1 - REG 1 - WCH Chrono

- Tr. The Chief of Station wishes to commend all Station members and agents who were involved in the HUBARD I/II operation. The successful exfiltration of the valuable agents AMKHAN-2 and AMKHAN-3 plus twelve members of their families on 4 - 5 December was indeed a very impressive performance in response to an urgent requirement. All who participated in the HUBBARD T/II operation can take great pride in the fact that despite considerable difficulties it was possible to carry out the exfiltration of a sizeable group of persons in a swift and flawless manner.
- 2. Chief. SO: Please extend to the commander of the ANLILAC group and to the personnel who participated in the HUBBARD/I and/or the HUBBARD/II actions the congratulations and the appreciation of "The Chief" concerning their fine performances.
- 3. Chief. MA: Please extend to the ship captains and the commanders of the operational vessels and to all of the crew members who participated in the HUBBARD/I and/or the HUBBARD/II actions the congratulations and appreciation of "The Chief" concerning their fine performances.

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1 September 1964

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3 June 1964

MEMORANDUM FOR: C/WH/B&F
SUBJECT : Federal Income Taxes Contract Employee
1. During his recent visit to Headquarters, raised quentions
concerning his Federal income tax returns and interest slicgedly due for
income received during calendar year 1962. He stated he had lifed
notions for 1961 and 1963 and that he would file a description for 1904. He
had need outly been advised that he owed interest on his 1962 income in the
amount of \$165.54. He stated that this was not correct as the verbal instruc-
of OGC were followed by nim when
The alea big 1967 return. According to
tax matters with him during a visit to JMWAVE sometime in April 1963.
2. As I was not previously acquainted with the facts incase.
I did not attempt to judge it nor to promise him that it could be resolved to
his satisfaction. I did, however, inform him we would investigate the matter
and would officially advise the Station of the decision. Therefore, please
initiate appropriate action with thetax people and the Office of General
Counsel to set this matter at rest. Informally.
talaras ma that he recalls in conversation with
alege ald but illustration of an area and a second
and at least one other member of her staff with whom
consulted during his visit can assist in resolving this matter. I do not find any correspondence in his Personnel Folder other than a copy of a cable, IN 57726,
correspondence in his Personnel rolder other than a copy of a case
dated 12 June 1963, bearing on this Subject.
to produce the second of the s
DC/WH/SS

SEULET

"I hereby certify that this is an accurate summary of my (our) income tax return for the year 1963 filed with the District Director in Architectural to that the tax due shown therein was remitted in full by me, and that any future adjustments, payments or refunds in relation to the return will be reported promptly by see to Headquarters."



May 20 8 23 PH 'SY

S E C R E T 202146Z WAVE CITE DIR 22598

TYPIC PERS

REF DIR 96991

AWARD CEREMONY SCHEDULED FOR 12 NOON 27

MAY. PLS CONFIRM HIS AVAILABILITY BY CABLE.

SECRET

END OF MESSAGE

GROUP 1- EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

A-Chione VI-201 WKP

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CONFIDENTIAL

VOLUNTARY ENTRIES wience in the handling of employee emergencies has shown that the absence of certain personal data atten delays and compli-es the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

NOICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED. Perrine-Cutler Ridge Bank, Perrine, Fln - Grayston L and Janette K Lynch HAVE YOU COMPLETED A LAST WILL AND TESTAMENT! [X] YES NO. (11 "Yes" where is docum With wife HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS! HAVE YOU EXECUTED A POWER OF ATTORNE (? YES NU. (11 "Yes", who possess the rower of attorney?) ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

CONFIDENTIAL

SIGNATURE

6 Apr 64

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Sign

UNITED STATES GOVERNMENT

# Memorandum

TO :Lynch, Grayston L.

DATE: 22 JULY 1984

Thru : Recorder, Honor and Merit Awards Board

FROM Security Advisor, Honor and Merit Awards Board

Subject: Lynch, Grayston L. - Personnel Matter (Award Recommendation)

- 1. The Office of Security has been advised that you will be a recipient of an honor award in the Headquarters Building in the near future. This memorandum is designed to alert you to the security implications of receiving this award. As must be obvious to you, your role with the organization has been one involving very sensitive operations and projects calling for extraordinary security precautions. You will be expected to continue this kind of exacting security orientation in all dealings you may have with the outside world regarding this award.
- 2. First, the organization's security policies require that the number of persons on the outside learning of an award be limited. In your case, such persons should be limited to those in your immediate family.
- 3. Secondly, you are asked to accupulously avoid releasing or cooperating in the release of any publicity regarding the award to public information media such as radio, television or the newspapers. This award should never be mentioned in the presence of any reporter or representative of any public information media.
- A. After receiving your award you will be asked to return it together with any accompanying papers to the Secretary, Honor and Merit Awards Board, for safekeeping. When the cover and security factors requiring secrecy about your connection with CIA are no longer operative these award materials will be returned to you.

SECTOR

5. Any questions regarding this matter should be directed to the undersigned at Room 4E42, Headquarters Building, extension 5961.

2

7 October 1963

KEROUVNDAR LOI	R: Chief, COVER	
SUBJECT	1 Alisa Documentation for	
REFERENCES:	Elemo to C/COVER dated 28 May 1963 Memo to C/PH dated 18 July 1963	
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27 August 1963

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MEMORANDUM	FOR	:				
SUBJECT		:	Letter	of	Instructi	on

- 1. This memorandum is to confirm your appointment as Chief, AMLILAC and to provide you with instructions for the direction of that group.
- 2. The mission is to adapt current assets into a force which can enter the target area by sea or air to conduct reconnaissance, caching, sabotage, raids and/or guerrilla warfare support operations.
- 3. The organizational concept to be followed is that of small teams which can function independently or in combination and entirely under indigenous leadership. All personnel should be fully qualified in basic paramilitary skills and should be physically and mentally prepared to mount operations on short notice. Airborne capabilities will be developed when facilities necessary for training become available.
- 4. The standards for members of the group should be constantly upgraded by culling of members who become marginal or who do not develop as expected. Recruitment of promising new members will be dependent on the needs of the station based on policy directives. Priority should be given to sabotage training to permit the mounting of a sabotage program at the earliest possible moment. Coincidentally, planning and thought should be given to the topics of cover, recruitment, training and establishment of those facilities necessary for a rapid expansion of the group if a full scale operational program should be developed. Also, the force should be identified to the primary exile authority as a non political and independent body which is unilaterally engaged in the overthrow of the existing regime. The tempo of training should be maintained at a level sufficient to assure the continual proficiency of the group in all categories of activity in readiness for the order to mount a full scale program with all teams participating simultaneously. Readiness will not itself be justification for operations.

- 5. Your staff must be organized to permit close contact with team members so as to assure control over them and at the same time provide full security for the existence of your organization. It must also provide security for the planning of all activities in such a way as to assure the compartmentation of staff and team personnel associated with the different categories of operational activity.
- 6. The following guide lines are provided for the organization:
  - a. The size and military nature of the force require that the highest possible standard of security be maintained for all personnel and activities. Specifically, the scope should not be comprehended by team members, and compartmentation by teams should be practiced to the maximum.
  - b. Should, if possible, be composed of men who have no dependents.
  - 7. The following tasks should be undertaken immediately:
  - a. Continue development of cover for all personnel, their absences, injuries, deaths.
  - b. Continue the development of concepts to provide for training, during active and inactive periods, transportation to training and staging areas and safehouse utilization.
  - c. Continue to devise procedures for handling and storage of classified material, arms and equipment.
  - d. Establish standards for recruitment, discipline, chain of command and security.

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•	Chice / DM
•	Chief DM

APPROVED:

Chief of Station

To: Chief/PM

From: Chief/Finance

Subject: 1962 Income Tax for

1. The subject person has submitted the attached memorandum which outlines his objection to paying the self-employment social security tax under the proviso of being self employed. Unfortunately the subject's contract contains the following proviso:

Paragraph 8(d): From the salary paid pursuant to this contract these shall be deducted the appropriate rate percentage (presently  $6\frac{1}{2}\%$ ) for deposit and eventual crediting to the Civil Service Retirement Fund. When circumstances of your cover warrant or require contributions to social security such contributions will be at your expense and you will not be reimbursed therefor by the Government.

Chief/Finance - JMWAVE

TO : COS	•		•		
FROM :		;	•		
SUBJECT : INCOME TAX		. 1			
I was se	nt to this Station in	Aug 61 and	was given s	breifing	g at
Headquarters before I left i	n which I was told the	at since I w	as paying i	nto a retiremen	nt
fund of this organization th	at they would no long	er withold S	ocial Securi	ity from my paj	7.
In late 61 I was notified to	hat they wre refunding	g to me all i	money withhe	old for incme t	.ax
up to that time and that I we	ould have to file on t	he inside a	nd to start	withholding my	•
own taxes. This was done and	I was told by this st	ation to fil	Le the	return with	them
	on my Army retirement	- [			
was also told by BOB the tax		1			
withholding during 1962 and h	•				•
someone made a mistake and ma				•	)W
I must file an return.	This now will cause me	to pay \$22	5.00 selfem	ployment tax	
will make me liable to a	b% penalty for not fil	Ling an estir	cated return	quarterly. Si	n <b>ce</b>
I would not have had to pay the					-
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someone elses mistake. I mak to how I should file my 1962 t					
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18 March 1963

MEMORANDUM FOR THE RECORD	
SUBJECT: Transfer of	to the AMLILAC Group
group. In attendance at this and the writer  2. initiated the would be last day we	and the AMTABBY group to the AMLILAC meeting were  Illicussion by stating that the 15th ith CUSOG and that he should take ing and complete processing out of a would be contacted by later
3. was then advise tion during the month of April contents of the cache would be the 15th. requested the which a great deal of training to go on this caching operation the use of an organic AMTAREN	sed he should plan a caching operation. The exact location, weight and expassed to him the afternoon of at a boat, the Squall King, with had been accomplished be permitted in agreed that security wise boat might be worthwhile all King in the operational plan
4. This meeting broke up	at 1130 hours, 15 March 1963.
• •	PM: Case Officer
	FRI CASE OTTICE
Distribution: Orig - C/PM 1 - Typing chrono 1 - CUSOG chrono	

S E C R E T

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### NARRATIVE COMMENTS

Indicate significant strengths is weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, it required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject has shown a decided proficiency in the supervision of the type of unit for which he has responsibility. His men respect him and follow his orders readily. He is resourceful, acts with initiative, and delegates responsibility. In his field he thinks clearly and is decisive and versatile in his actions. He is capable of handling larger units of personnel and assuming greater responsibility in the PM field. If he were required to accept duties of a broader nature in the intelligence field involving less supervision of his own activities, he would need to improve in the areas of written and oral expression and in his understanding of KUEARK requirements and responsibilities. In this regard he would need additional training and exposure to more extensive KUEARK fields as he has not had the opportunity for participating in such KUEARK activities. Subject does not have the proficiency of the language used.

SECTION D	CERTIFICATION A	ID COMENTS
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### Continuation of FITNESS REPORT, Section D:

Subject is a well-qualified, para-military specialist, who has fully mastered the tools of his trade. Subject applies all of his para-military knowledge in the performance of his current duties as the senior outside case officer for a thirty-man commande group, which is capable of carrying out a variety of different missions. These missions include caching operations, sabetage raids, tactical intelligence reconnaissance activities and contingency missions related to war plans. Subject is at his best in dealing with men and military equipment. Subject's major weakness is in records management and reports writing. Despite this minor weakness, Subject's over-all performance warrants an evaluation of Proficient.

Subject has the potential to train and operationally exploit para-military forces in units which have a T/O strength of not more than 60 men. Subject could command a conventional military formation at the battalion level. Subject is capable of mounting counter-insurgency operations with the use of forces up to battalion strength.

Subject's work comes to the attention of the Reviewing Officer on a bi-weekly basis.

Subject's future assignments should be in the para-military field. If Subject is to remain in operations in Latin America, he must be given an opportunity to study Spanish on a formal basis.

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25 September 1962

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10		COLUMN TO THE

FROM :

SUBJECT: Housing Allowance

ATTN : Chief/Support, JMWAVE

- 1. The writers' contract, as Career Agent, states in Para 4: "Allowance: You will be entitled to: (a) living quarters allowance in conformance with applicable government regulations. You may be provided quarters by your cover facility or the government and, in such event, you will not be entitled to the living quarters allowance herein indicated.
- (b) Cost of living allowance in conformance with applicable government regulations including, but not limited to, a post allowance or an equalization allowance in lieu thereof, a supplementary post allowance, a transfer allowance, a basic service transfer allowance, an education allowance, and a separation allowance."
- 2. It appears clear to the writer that any housing allowance which applies to staffers also applies to the writer. This would then necessarily have to commence at the same time for both types in order to be equal.
- 3. It is requested the writers' housing allowance be timed to commence on the same date as the Staffers in order to comply with the intent of the contract.

GROBE 1 Esciences from instancelle Gamericating leas professionality

25 Deptember 1962

MEMORABUM FOR: Chief, Contract Personnel Division

RUDJECT

application of housing Allowance for Certain Centract Personnel

It is requested that the contracts for the following named Contract Employees and Corner Agents to amended to include, in the applicable paragraph, the provisions

"You are herein authorised housing assistance in conformance with and subject to the policies of this organisation."

	(Career Agent) (Career Agent) (Career Agent) (Career Agent) (Contract Employee) (Cantract Employee)				
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MIDLMIFI Chief of Station, JMWAVE MATERIAL PARK Chief, Task Force W SUBJECT GYROSE Award of Intelligence Stor ACTION REQUIPED REFERENCES that the Honor and Merit Awards 1. Please advise Board has approved the award of Intelligence Star for subject. returns to Headquarters arrangements 2. Wher will be made with the Director, KUBARK, for presentation of the award. 3. I wish to add my own personal congratulations for this fine service to the Agency. END OF DISPATCH Distribution: 3 - COS, JMWAVE DATE TIPES 18 May 1962 21 MAY 1982 DISPATCH THANKS AND NUMBER "เคิดร์ร กับโดยีหนึ่ง โด **UFGS - 1382** RIUMURI BET CHETACANAN dan gaterifenen dettertitention SECRET ORIGINATING 6576 H- TFW/Personnel TFW/Personnel 1 - TFW/Registry COORDINATING I - Chief, TFW OFFICE STUDY 1 - Honor & Merits C/TFW/Personnel Award Board 5-E-68 Hqs. Bldg. RLUE 45#4 OFFICE STUBBLE CITEWISS / FMan 6 DISPATCH

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9 March 1963

MEMORANDUM FOR:	Chief, PM	•	*	
SUBJECT :		Award of	Intelligence	Star
REFERENCE :	UFGS-1382 dated	- 18 May 196:	2	
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Pl4 February 1963

TO	:	COS, JMWAVE		•	1	
FROM	:	Chief/CUSOG				
SUBJECT	:	Fitness Rep	ort,		(4) (g) )	and Lynch
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- 3. He has shared CUSOG responsibilities of organization, administration and operational preparation in a manner to follow out KUBARK practices to its credit.
- 4. He carries out clear instructions to the letter, reflecting a military background.
- 5. Contrary to observances noted in a previous fitness report has been found to be anything but naive in his dealings with PBRUMENS during the period observed.
- 6. His administrative and accounting procedures within CUSOG are in order.
- 7. Hesitating to call them weaknesses, the writer must state that entire experience with KUBARK has been field experience, usually far out on a long string of contacts into a KUBARK installation, a fact which has prevented a look at any of the administrative side of paramilitary as conducted by KUBARK.

secret =2=

14 February 1963

8. This man has good potential for helping KUBARK's paramilitary effort, which potential will be more effective when he has been schooled in the terminologies and pecularities of paramilitary KUBARK-style. It is recommended a tour by where such schooling can be conducted as on-the-job training would most bring out this potential.

A Charge

M 244

MEMORANDUS FOR: Chief, Finance Division

VIA

Chief, Contract Personnel Division/OP

SUBJECT

: Qualification for Premium Pay

REFERENCES

- (A) Momorandum to ADCI from General Counsel, dated 29 May 1962. Subject: Delegation of Authority (OCC 62-1131)
- (B) Memorandum to DD/S from Chief, Task Force W. dated 17 August 1962. Subject: Application of Housing Allowance and Fremium Pay to Cortain JNMAVE Contract Personnel.
- 1. This is to certify that area of JANAVE and JABAR, qualifies for premium payment according to the authorization contained in the referenced memorandums. This certification is based upon the following conditions of subject's employment during his PCS assignment.
  - (a) Subject's hours of duty cannot be controlled administratively.
  - (b) In order to satisfactorily discharge his duties, subject is required to perform substantial amounts of irrogular, unscheduled, overtime duty, and duty at night and on holidays.
    - (1) A substantial amount of irregular, unseteduled, overtime duty means an average of at least six hours of such overtime duty a week.
    - (2) The irregular, unscheduled, overtime duty is a costinual requirement, generally averaging more than once a week.

#### Page 2

- (3) Night and holiday duty will be performed from time to time.
- (c) Subject is responsible for recognizing, without supervision, circumstances which require him to remain on duty.
- 2. The effective date for this premium payment will be the beginning of the first pay period following 4 September 1962.

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PROVED:	•			•
/s/		29 JAN 196	3	
/S/ L Director of Pers	onnei	Vato	ن چسمسسو	

To Finance Division:

*APPROVED:

181.

Special Contracting Officer

* Approved as an amendment to the compensation paragraph of subject's current contract authorizing Premium Pay in conformance with and subject to the policies of this organization.

Chair .

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FORM 45 OBSOLETE PREVIOUS EDITIONS

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sincuro in has not been not all of a little class hend the int A further refer his men. action with that in a pe	rest military officer, Subject is hard working and abundantly also efforts to fight Communism. His performance since Aug 1961 at the top level of his capabilities for several reasons, which are within his ability to evercome. Subject has had restine training, and is therefore not always able to compressed the factors which prevent, dolay and cancel operations. Sagon is the absence of military law as a basis for discipline still another reason is the directive for only limited which he has had to live since August. This is merely to say wried of policy formation when the action forces have had to liabo, he has not been at his best.
	destant with his agents have in turn been affected by his

Subject's dealings with his agents have in turn been affected by his own frustrations. His inability to rationalize situations has resulted in obtuse explanations to them which have made them harder to handle. His reluctance to put things on paper has detracted from his performance and denied him the clarifying process which reporting provides. His security consciousness has been similarly affected by his frustrutions.

Subject is in need of training in tradecraft and PM operations. His basic qualifications for PM Case Officer work are such that he can, with training, do a such better job. This combined with a program of concentrated action would undoubtedly bring out the best in him, which should be of real value to the Agency.

SECTION F	CERTIFICATION AND C	OMMENTS
1	BY EMPLOYEE	
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2.	BY SUPERVISOR	R
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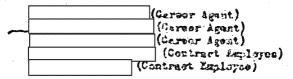
MUSTRUEDES FOR: Chief, Contrast Personnel Division

BUDJECT

Application of Ecusing Allowence for Cortain Contract Personnel

It is requested that the contracts for the following manual Contract Exployees and Career Agosto be associate include, in the applicable paragraph, the provisions

"Tou are berein authorised bousing assistance in numberseases with and subject to the policies of this organisation."



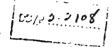
Chief, TFV/Support

*APPROVED:

Special Contracting Officer

*Approved as amendment effective
1 September 1962 to the contracts for the individuals listed above.

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8 May 1962

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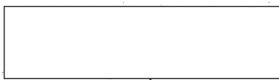
: Deputy Director (Plans)

SUBJECT

: Approval of Award of Intelligence Star

for

- 1. The Honor and Merit Awards Board takes pleasure in notifying you that the award named above has been approved for subject individual. You are requested to inform subject of the award and of the security provisions governing it as set forth in the enclosed memorandum from the Office of Security.
- 2. When subject returns to Washington, please notify the Secretariat, Honor and Merit Awards Board, Office of Personnel, so that arrangements may be made with the Director's office for presentation of the award.



Recorder Honor and Merit Awards Board

1 6 J.M. 1962

MONORARDIM FOR: Chief, MI/4:

SUBJECT: Project CHURKAL Reports.

billian Robertson - Grayeton Lynch

REFERENCE: Made from Chief, CA/RAG to Chief, WH/4;

1 June 1,801, Subjuce: Assignment of Rebertson and Lymen to MH Division.

1. Paragraph y of Reference requested that CA/C/PAG be kept-informed of the standard of performance, and of the ecquisition of additional appainities by either training or experience, of Robertson and Lynch during the period of their assignment to kH Division.

- 2. As Robertson and Lynch row have been employed operationally by WH/4 for a period of six months, and as they are the first to have been engaged under the new ERFIGED program, it would be appreciated if we could have reports from Chief, WH/4 on these men at an early date. In addition to the data required on regular Fitness Reports, we are interested particularly in knowing from WH/4:
  - a. How there don are being used, i.e., whether they are engaged in operations, training, planning, etc.; and the extent to which this has been exclusively in the field of PM activities.
  - b. If engaged in egent operations, whether they are completed as singleton agents, principal agents, recruiters, etc.
  - c. The degree and general location of their possible exposure to hexardous duty, if any.
  - d. The degree to which they may nave been compromised in terms of personal security, if at all, and the general location where this may have happened.
  - e. Any new skills they may have acquired either by training or experience.

3. Also, since Cl/MG has alimite responsibility for these ZRJAWEL personnel after their operational usufulness to WR Davision has ended, it would be very helpful to us in planning the future conduct of the ZRJAWEL program if occasionally we could have a report directly from each of these men personally, giving us their own appraisal of their current utilization. In this regard we would appropriate your view as to whether this would be fessible, within the bounds of operational accurity, and whether it could best be accomplished by requesting written reports, or by oral de-briefings when these sen are in the Kashington area.

Colut Paramilitary Group, CA Staff

CA/PMG/ 15 January 1962

Distribution: Orig. & 1 - Addressee

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1 400 FOR M. M.

# Office Memorandum • UNITED STATES GOVERNMENT

TO ; :	
Thru:	Recorder, Honor and Merit Awards Board
FROM :	Security Advisor, Honor and Merit Awards Board
SUBJECT:	Award Recommendation
Ref :	Recommendation for Honor or Merit Award, dated 16 October 1961
award	1. In the reference is recommended for an nonor or merit. It is noted the reference states he is currently in the field.
comm	2. If the award is granted, the following security messures are reended:
	a. The award should be retained within Headquarters until such time as
	b. Prior to receiving physical possession of the award he should be instructed there are no objections to his showing the award to his immediate family and his associates in the Agency but that he should not release or cooperate in releasing any publicity regarding the granting of the award.
j	
cc: C	/WH

biote 1

#### CIA INTERNAL USE ONLY

11 December 1959

**MEMORANDUM** 

SUBJECT:

Pelicy Concerning Guests at Award Ceremonies

- 1. The Office of the Director has determined that when inviting quests to award ceremonies, the Agency will be as liberal as possible within the bounds of available space and security considerations since one of the purposes of an award ceremony is to let the family, friends, and associates of the recipient know that he has been honored.
- 2. In implementing this policy the points listed below will be guiding criteria:
  - a. Any Apency employee who is a friend of a recipient may come to be ceremony, up to the limit of space available, if the recipien asks that he be present.
  - b. Any Government employee (who is not employed by the Agency but who is witting of the recipient's employment) can come so long as there are no operational security reasons that would make his presence inappropriate.
  - c. Any friend who is not employed by the Government may be invited only if it is obviously desirable (Example-- A-very close old friend who stood in the relationship of "family" to the recipient when subject had no immediate family). Friends who are not employed by the Government normally would be discouraged.

Recorder, P Honor and Merit Awards Board

CIA INTERNAL USE ONLY

### SEGRET

12 May 1961

iznopajan pon:	Chief, Western Herrisphore Division
SUBJECT :	Recommodation for Average, Cases of end the Gruyson Lynch

- 1. The purpose of this reversales is to recommed cash course for subject exployees.
- 2. In recent paramilitary exerctions equinst Cuba, in Lynch and perved as operations officers of the Central Intelligence Agency vessels filled and BAUDARA I respectively. Both of these employees, in the course of extremely hazardous operations, repeatedly exposed than selves to fire by exposing land, see and air forces. Their fearless and skilled leadership emploid indigenous forces to conduct an emphibious landing unfor the most difficult conditions, and their courageous determination to been their vessels in position to support the operations, although under heavy air stack, was in heaping with the best traditions of the American people at war. Furtherways, their repeated landings, in person, on a hostile shore for the purpose of rescuing Cuben curvivers of the immedian force, was a demonstration of extraordinary valor. Their exceptany conduct throughout the expect action was above and beyond the call of duty.
- 3. Military personnel performing in combat in such a number would be eligible for the highest decorations for heroism.
- 4. In view of the extraordinary horoise displayed by and Mr. Lynch, I strongly recommend that they be avarded an appropriate commendation, and, in addition, a cash boxes search of five thousand dollars (\$5,000.00) each.

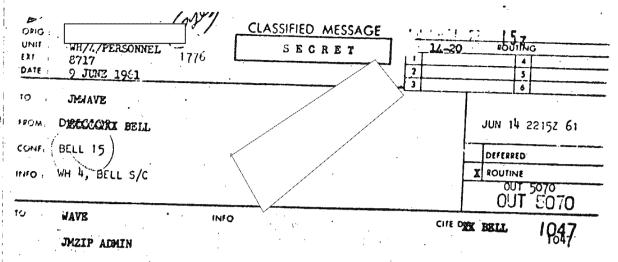
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APPEOVED:	CORCLES:
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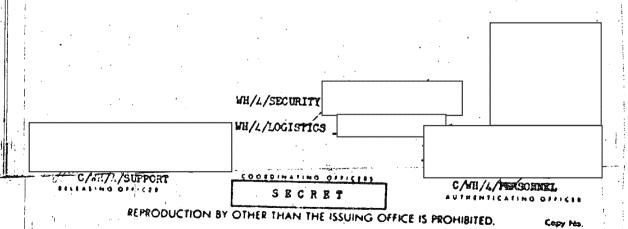


REF: BARY 0010 (IN 1538)

- 1. PARA 1 REF STATES DOCS FOR MR. GRAYSTON LYNCH SENT TO WAVE BY COURIER 30 APRIL.
  - 2. IF STILL AT WAVE, PLEASE FORWARD HOS SOCHEST. ADVISE.

#### END OF MESSAGE

WH COMMENT: Stated documents for Mr. Lynch sent WAVE by courier 30 April.



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6 June 1961

Contract Employee Accounts Section, Finance Division

SUBJECT

Additional Compensation and Bomus for Grayston L. Lynch

It is hereby certified that Mr. Lynch satisfactorily completed his maritime assignment and is entitled to payment of additional componention and bonus as provided in his basic contract of 10 February 1961, as amended 28 kerch 1961.

Thinf WI/4/Support

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S-E-C-R-E-T (When Filled In)

2 JUN 1961

MEMORALIDUM FOR: Chier, CA/PMG

ATTENTION : Ernest F. Fox

FROM : Deputy Director of Security

(Investigations and Operational Support)

SUBJECT : S-1/11/4 //18/18/4

1. Reference is made to the memorandum dated 12 May 1961 in which a covert security clearance was requested to enable utilization of Subject as a Carcer Agent, serving as a paramilitary specialist in any area that is needed. Subject will aid in providing senior paramilitary support for Agency activity under Project TAPIEVEL.

2. This is to advise that a covert security clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.

- Subjects of covert occurity clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.
- 4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.
- 5. This clearance becomes invalid in the event the Subject's services are not utilized within six months of the date of this memorandum.

FOR	THE	DIRECTOR	OF	SECURITY?	Λ	/
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1 Juno 1961

MEMORANDUM FOR: Chief, WH/4

SURJECT:

Assignment of and Lyrzh to

- 1. This is in response to your oral request for the transfer or assignment of and Lynch from this Stall to WH District.
- 2. These employees were recruited as Career Agents under CA/PMG Project ZAJENZL, and therefore are to be administered in accordance with the terms of this Project.
- 3. Under the terms of Project ZRJEWEL, CA/C/PMG is responsible initially for their selection and recruitment, and subsequently for their training and developmental assignments until they are transferred to an existing operational project under juristiction of an operating division.
- 4. Solection and recruitment involves complete processing to contract status under provisions of HB 20-1000-1, and requires also
  - a. Security Clearances
  - b. Modical Clearances
  - c. Provision of Cover
  - d. Financial Briofing
  - e. Assessment and Evaluation
- 5. Training and development requires that subjects to be provided teterial or group training, according to their individual needs, to qualify them as senior PM officers capable of serving overceas as

25

case officers, instructors, advisors, or consultants; and capable of developing indigenous forces, arrecting operations, and personally participating in operations. The training envisioned normally would include, but not be limited to:

- a. Larguage aptitude testing and subsequent language training.
  - b. Clandrotine tradecraft.
  - c. Paramilitary operations training.
- d. Covert Action Operations training and CI Familiarisation.
- 6. Although both subjects are now under contract; as of this time, of all of the above-mentioned items of processing, training and development, the following yet remains to be done:

briefing, Spanish language apritude test and Spanish language training. Clandestine refresher training as deemed advisable.

Lynch - provision of cover, financial briefing, assessment and evaluation, language aptitude test and possible language training, and all basic Clandestine Operations training.

- 7. Project ZNJEWEL further provides that administrative responsibility for these employees including compensation, operational security, etc. will be transferred to the Operating Division for such periods of time as the employees are under the jurisdiction of the Division for operational duties. For administrative purposes, it is engested that WH Division assume these responsibilities for both hobortees and Lynch as of 1 June 1961.
- 8. Use of the major considerations in the centract employment of these two officers has been that their lack of association with the Agency, thus far, permits their operational utilization in circametances

where staff employees cannot participate, and their long range continued employment is, to a cortain extent, dependent on their being able to maintain this posture. It is requested, therefore, that you take every reasonable precaution to maintain their 'denixele status.

9. Since the CA Stati will each again become responsible for these officers whenever such time may come that you no longer have a requirement for those, it would be very much appreciated if this office would be kept adviced us to their standard of performance, acquisition of additional capabilities, by either training or experience, and we should be consulted before any changes or an endments are made in their contracts which might become commitments to be assumed by the CA Staff.

Chief, Paramilitary Group Covert Action Staff

ec: C/WH CCG C/CA Dear Mr. CERTE

Reference is made to your contract with the United Sixtes Covernment, as represented by the Contracting officer, effective 10 February 1961, as a mended. Effective Februard (s), said contract, as amended, is hereby terminated by mutual consent of the parties thereis and in lieu there of the following agreement is substituted.

The United States Government, as represented by the Contracting officer, hereby contracts with you for your services no a Career Agent under the following terms and conditions:

- 1. Status. Your states is that of a Government employee under contract and, as such, your rights and benefits are governed by the provisions of this agreement. It is specifically understood that you are not entitled to rights and benefits pertaining to appointed stuff status, except as provided berein.
- 2. Cover. In the performance of your services hereunder, you will act under cover suitable to conceat your relationship with the Covernment. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to thus agreement and any centradiction in terms which may in any way amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.
- 3. Compensation and Taxes. For your services as a Career Agent, you will be compensated at a basic salary of \$11,755 per annum. You will be entitled to a post differential in conformance with applicable Covernment regulations. In addition you will be entitled to authorized overtime, withingrade promotions and legislatuve pay adjustments in substantial conformance with rules and regulations applicable to Covernment appointed personnel. Payments will be made as directed by you in writing in a manner acceptable to the Covernment. Monies paid you directly or guaranteed by the Covernment in different this paragraph constitute income for Federal tax purposes. You will be advised as to the method to be followed in reporting and paying such taxes. The inethod as well as the procedures used by this organization to implement its tax reporting responsibilities will be based primarily upon cover and security requirements. Unless procluded by such requirements, taxes will be withheld therefrom and submitted by this organization.
- 4. Allowances. You will be entitled to: (a) living quarters allowances in conformance with applicable Coverni: ent regulations. You may be provided quarters by your cover facility or the Coverna ent and, in such event, you will not be entitled to the living quarters allowances here:n indicated.

(b) Cost of living allowances in conformance with applicable Coverns ont regulations including, but not builted to, a post allowance or an equalization allowance in risk idereof, a supplementary post allowance, a transfer allowance, a being service transfer allowance, an education allowance and a separation allowance.

SEC. 23

- 5. Travel. You will be advanced or reimbursed funds for travel and transportation expenses for you, your dependents, your household effects and your personal automobile to and from your permanent post of assignment, and for you alone for authorized operational travel. In addition you will be entitled to storage of such household and personal effects as are not snipped, in conformance with applicable Government regulations. Upon the completion of each two (2) years of successful overseas service under this contract, you may be authorized travel expenses for you and your dependents from your permanent post of duty overseas to your place of recorded residence in the United States and return travel expenses to your permanent post of duty overseas. You will be entitled to per diem in her of subsistence in the course of all travel performed hereunder and, when authorized, for you alone while on temporary duty away from your permanent post of assignment. All travel, transportation and per diem provided for under this paragraph must be properly authorized, and expenses incurred hereunder are subject to payment and accounting in compliance with applicable Covernment regulations or according to the established policies of your cover facility, whichever is directed by the Government.
- 6. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses including, but not limited to, entertainment and the purchase of information, as specifically approved by the Government or your cover facility. Such funds will be subject to payment and accounting in compliance with applicable Government regulations or according to the established policies of your cover facility, whichever is directed by the Government.
- 7. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 8. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees' Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by this organization in accordance with its precedures in such manner as not to impair security.
- (b) You will be entitled to the continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S.C.A., App. 1001-1015).
- (c) You will be entitled to sick and annual leave equal to and subject to the same rules and regulations applicable to Government staff employees. Such annual leave may only be taken at times and places approved in advance by appropriate representatives of the Government.
- (d) From the salary paid pursuant to this contract there shall be deducted the appropriate rate percentage (presently \$ 1/2%) for deposit and eventual crediting to the Civil Service Retirement Fund. When circumstances of your cover warrant or require contributions to social security, such contributions will be at your expense and you will not be reimbursed therefor by the Government.
- (a) (1) This organisation is authorized to pay the cost of necessary bospitalization and related travel expenses for illness or injury incurred by the U.S. Citizen fell-time Career Agent in the line of duty while permanently assigned abroad.

(2) This organization may pay certain necessary costs of hospitalization and related travel expenses for ilinear or injury incurred by the dependents of a U.S. citizen full-time Career Agent permanently assigned abroad, while they are located abroad.

It is understood and agreed that the eligibility and extent of the participation by you and your dependents in the above medical programs will be in conformance with the rules, regulations and policies of this organization in effect at the time an illness or injury is incurred, that all claims will be submitted only to this organization and that adjudication of such claims by this organization shall be final and conclusive.

- (1) You are herein authorized to apply for enrollment in a health insurance program for certain selected Career Agents in this organization, subject to all the terms and conditions of that program. If accepted, this organization is presently authorized to bear a portion of the premium cost, you will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.
- 9. Offset. Any and all compensation, allowances or other benefits (including benefits in kind) received from or through your cover activities will be used to ofiset amounts due you under this contract and will reduce accordingly the Government's direct payment obligation hereunder. Sums so offset are payment by the Government under this contract and for purposes of Federal income taxation. You will report every four (4) months during the term of this agreement all benefits received from or through your cover activities and, if such benefits exceed those due you under this contract, the report will be accompanied by said excess amount, which you hereby agree is the sole property of the Government. Failure to submit timely reports and, as appropriate, excess payments, may result in suspension of any payments due you hereunder. As an alternative to the above, the Government may at any time exercise its basic right to require payment over to it of the emoluments received by you from or through your cover activities which would otherwise be offset as described above. In such cases the Government will pay directly to you the emoluments called for by this contract.
- 10. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- 11. Instructions. Instructions received by you from the Covernment in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 12. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment therete shall be binding on the Government.
- 13. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in

writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

- 14. Term. This contract is effective as of finite / ( ) und shall continue thereafter for an indefinite period unless sooner terminated;
  - (a) Upon ninoty (90) days' actual notice by either party hereto, or
  - (b) Upon actual notice to you in the event initially required medical and security requirements for this contract cannot be met, or
  - (c) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

In the event of voluntary termination on your part or termination for cause by the Government while you are on an overseas assignment under this contract, you will not be entitled to the return travel expenses to the United States as set forth in paragraph five (5) above. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

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24 May 1961

#### MEMORANDUM FOR THE RECORD

SUBJECT: Contract Negotiations with Mr. Grayston L. Lynch

1. After discussing the proposed contract for Mr. Lynch
with and others
and obtaining their agreement that the proposed contract was a fair
one, I met with Mr. Lynch on the morning of 24 May 1961. I outlined,
in detail, to him at that time the many advantages accruing to him
through the new contract over the previous contract. Mr. Lynch stated
that he had not been fully aware of these benefits, that he was afraid he
had given the wrong impressions to us with regard to his salary demands,
and that he would be glad to sign the contract as offered.
2. Mr. Lynch signed the contract later in the morning.
3. I also had advised Mr. Lynch that
had been requested to look into the possibility and desirability
of obtaining for him a bonus award because of his services on the Pro-
ject. I told him that they had agreed to look into this, that no promises
could be made, and that any such award was a matter entirely outside
the scope of his contractual arrangements and employment by this Staff.
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4. I then called and advised him of the above.
indicated that he was sure the Director would be very pleased
to hear that a suitable agreement had been reached, but that the Director
also would undcubtedly raise the question of the bonus award at some
future date. I, therefore, undertook on behalf of to re-raise the question of the award with early in the week of May 29
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Chief, Paramilitary Group
Covert/Action Staff

Original + 1 - Subject File 1 - Chrono File

#### GRAYSTON L. LYNCH - COMPANISON OF CONTRACTS

#### 1. TYPE OF CONTRACT

- n. Under his present contract LYNCH is serving as a Contract Employee.
- b. The new contract would make him a <u>Career Agent</u>. Under R 20-1000, a Career Agent is an individual who has demonstrated his operational value to the Agency over a period normally of not less than three years for U.S. citizens. LYNCH has served with the Agency only for a period of about three months.

#### 2. COMPENSATION

- a. Rate of pay under present contract is \$9,500 per annum, plus a post differential in accordance with regulations.
- b. New rate of pay would be \$11,000, plus post differential, plus ingrade promotions and legislative pay adjustments effecting Government personnel.

#### 3. ALLOWANCES

- a: Present contract does not provide for any special allowances.
- b. The new contract provides for (1) living quarters allowances, and (2), cost of living allowance including but not limited to, a post allowance or equivalent, supplementary post allowance, transfer allowance, home service transfer allowance, education allowance, and separation allowance.

#### 4. TRAVEL

- a. Present contract pays cost of operational travel, plus per diem in lieu of subsistence.
- b. New contract pays cost of operational travel and per diem, plus: (1) cost of PCS travel and transportation for dependents, household effects and automobile; (2), storage of household and personal effects not shipped; and (3), after two years overseas, all travel for self and dependents from duty station to home residence and return to duty station.

#### 5. OPERATIONAL EXPENSES

- a. Present contract authorizes operational expenses as specifically approved.
- b. New contract expands this to include operational entertainment and purchase of information.

#### 6. BENEFITS

- a. Present contract provides death and disability tenefits under Federal Employees Compensation Act, and benefits under the Missing Persons act; and states that Social Security deductions will be withheld by the Government.
- b. New contract provides for these same benefits; but would make deductions for the Civil Service Retirement Fund instead of the Social Security. In addition the new contract provides for, (1) Sick and Annual leave equal to that of Staff employees; (2), cost of hospitalization and travel for illness or injury incurred in line of duty, while PCS abroad; (3) cost of hospitalization and travel of dependents while abroad; and (4), authorization to apply for enrollment in the Agency health insurance program.

#### 7. TERM

- a. The term of the present contract is for one year, subject to termination upon 30 days notice.
- b. The new contract is for an indefinite term, subject to termination upon 90 days notice.

#### 8. SPECIAL BONUS

- a. There is an Amendment to the present contract, dated 2 May 1961, and made retroactive to cover the period 28 March thru 28 April 1961, only, which authorizes a tonus of 40% of normal monthly compensation while LYNCH was serving aboard ship involved in clandestine maritime activity.
- b. There can be no provision in any new contract for declaring a bonus for unforeseen future activities.

#### 9. COMMENT

a. During our first discussions with INNER 10 May 1961, on the quention of salary, he stated that he would not accept a new contract at the rate of pay (\$9,500) of his present contract, because the Director had promised that he would receive more; however, he would not give us a figure that he would accept. Refore the new contract was written he was told that it would be for \$11,000, and he voiced no objection. After the contract was written and presented to him for signature, he stated that he wanted \$12,500, plus "hazardous duty pay", and that he wanted to take the contract to the Director for review.

b. At the time of his retirement, LYNCH was an Army Captain with 20 years service, and I understand that he was in jump status. Remuneration for this service was about \$9,425 per aunum, including all allowances. His present retirement pay is \$281 per month, or \$3,372 per year, and I understand that he would be authorized to retain this in addition to all pay and allowances received from an Agency contract.

17 May 1961

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23 Eay 1961

MEMORANDUM FOR: Chief, WH/L/Personnel
SUBJECT : Recall of and Fr. Lynch for further Testimony
owner of the ships used in the JMATE operation, has requested a 3250. bonus for each of the men employed by him. This is consistent with the bonus arrangement for all Cubans participating in the operation.
2. Chief, WH Division, has approved the payment of such a bonus to all personnel, except the survivors of the Rio Escondido. He is withholding approval for these personnel, pending a further investigation into alleged mutinous acts by the survivors, while aboard the Blagar. He has requested that addi-
tional information on this subject be obtained from both and Kr. Lynch.
3. It is requested that you contact and Mr. Lynch, and have them return to Washington at their earliest convenience for the purpose of giving further testimony in this regard.
Chief, WH/4/Logistics

23 May 1961

MEMORANDUM FOR THE RECORD

SUBJECT: G.L. Lynch - ZRJEWEL

- 1. Lynch called today at 1200 noon. He said that he wanted to let me know that he was back, and to find out what had been done about his contract.
- 2. It told him that I had heard nothing since he had left. I said that before he left we had rather leaned over backwards to write a contract for him which he had not accepted; that instead he had taken the matter to the Director, and that I had then been requested to deliver a copy of the contract to the Director's office which I had done. I said that I had then acted as a messenger boy only, and had not discussed the matter at the Director's office, nor heard anything about it since.
- 3. Lynch said that he could fill me in from there. He said that at the Director's office the contract had been turned over to the Director's Executive Officer who was to review it and recommend a salary figure. Lynch said that he had agreed to accept whatever figure the Executive Officer recommended, and was told to call CA/C/PMG/Mr. Cox on his return.

	4.	I	asked	Lynch	where	Le	could now	be	reached.	and	he	said	that
he	was at	:[					x-8912.						

CA/PMG/EFF € 77

NOTE:

Since his precipitate meeting with the Director about 1730 hours on 16 May 1961, Lynch has not been heard from. Presumably he returned to his home in Fayetteville, North Carolina.

On 18 May 1961, CA/PT had calls from the office of both WH/4 and C/WH asking if we knew of Lynch's whereabout, and whether we had a record of his Fayetteville address. The answer to both questions was negative. Subsequently his address was located in files and WH was informed.

CA/PMS/EFF 18 May 1961

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### SECRET (EVEN WHEN BLANK)

NºSD 38043 A

DATE S/19/50

I DO HEREBY DECLARE THAT MY TRUE AND LEGAL SIGNATURE IS:

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	Grayaton L. LYNCH	
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en en en en en en en en en en en en en e	SECRET	

SECRET (EVEN WHEN BLANK)

NºSO 38043 B

DATE 5/14/61

I DO HEREBY ACKNOWLEDGE THAT IN MY RELATIONS WITH THE UNITED STATES GOVERNMENT, I WILL USE THE FOLLOWING SIGNATURE WHERE REQUIRED:

•	(elanature)	RIGHT THUMS PRINT
	Irving C. DEVIDNO	
WITNESS:		
	SECRET	

## SECRET

11 May 1961

MEMORAL DUM FOR

Office of Security

SUBJECT

Interim Activities Report on Mr. Grayston L. Lynch

While serving with WH/4 as a contract employee during the period 10 February 1961 to the present, subject performed all assigned duties in an exceptionally fine manner and fully demonstrated his understanding of and appreciation for good socurity practices.

Crier, WH/L/Support

Distribution: Original & 1 - Addressee

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MEMORANDUM FOR: C/WH/4

CUBJECT:

Captain Grayson L. Lynch, UBA (Ret.)

1. Pursuant to conversations with personnel representatives of your office on 2 May 1961, I agreed to hold a position vacancy in Project ZRJEWEL for subject individual at his current basic pay level.

2. It was understood and agreed that WH/4 would continue to carry Subject on his present contract as long as his services are needed in the Division. It would be appreciated if you would inform me when Subject will be available for ZRJEWEL.

Chief

Paramilitary Group, CA

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Dear Mr. Manage

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 10 February 1961.

Effective 28 March 1961 and continuing through 28 April 1961, the first two sentences of paragraph one (I) entitled "Compensation" are deleted, and in lieu thereof is substituted the following:

"In full consideration for the use of your services and the performance of specified confidential duties, you will receive from the Government, the following:

- (a) Basic compensation in an amount calculated at the rate of \$9500 per annum.
- (b) A post differential in conformance with applicable Government regulations.
- (c) Additional compensation in the amount of \$79.17 per month as recompense for sub-standard living and working conditions and applicable onlyeduring such periods as you are engaged in clandestine maritime activities.
- (d) A monthly bonus in the amount of \$237.50 to be accumulated and credited to your account for payment upon certification of your satisfactory completion of assignment on board a ship engaged in clandestine maritime activities.

Effective 29 April 1961, the original two sentences of said contract are reinstated in full force and effect.

All other terms and conditions of the contract remain in full force and effect.

UNITED STATES GOVERNMENT

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Contracting Officer

MEMORANDUM FOR:	Contract Personnel Division	· .
SUBJECT :	Amendment of Contract	

- l. It is requested that the contract of the second be amended to authorize the following additional compensation only while he is assigned to, and serves aboard, a ship involved in clandestine maritime activities:
  - a. Additional monthly compensation in the amount of 379.17, representing 10% of normal monthly compensation, as recompense for sub-standard living and working conditions.
  - b. A monthly bonus of \$237.50, representing 30% of normal monthly compensation, to be accumulated and paid upon satisfactory completion of his assignment on board a ship involved in clandestine maritime activities.
- 2. It is requested that this amendment be effective for the period 28 March 1961 thru 28 April 1961.

Chief, WH/4

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The United States Government, as represented by the Contracting Officer, hereby contracts with you as a Contract Employee for the use of your services and the performance of duties of a confidential nature under the following terms and conditions:

- 1. Compensation. In full consideration for the use of your services and the performance of specified confidential duties, you will be paid an amount calculated at the rate of \$9500 per annum. In addition, you will be entitled to a post differential in conformance with applicable Government regulations. Payments will be made as directed by you in writing in a manner acceptable to the Government. Monies paid you directly or guaranteed by the Government under this paragraph constitute income for Federal tax purposes. You will be advised as to the method to be followed in reporting and paying such taxes. The method as well as the procedures used by this organization to implement its tax reporting responsibilities will be based primarily upon cover and security requirements. Unless precluded by such requirements, taxes will be withheld therefrom and submitted by this organization.
- 2. Travel. You will be advanced or reimbursed funds for necessary expenses incurred in connection with such operational travel as may be directed or authorized by the Government. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your domestic permanent post of assignment. Payment and accounting for such expenses will be in conformance with applicable Government regulations.
- 3. Operational Expenses. You will be advanced or reimbursed funds for necessary operational expenses as specifically approved and financially limited by the Government. Such funds will be subject to payment and accounting in conformance with applicable Government regulations.
- 4. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
- 5. Benefits. (a) You will be entitled to death and disability benefits equal to those authorized under the Federal Employees! Compensation Act, as amended. Claims by you, your heirs, or legal representatives under this paragraph will be processed by this organization in accordance with its procedures in such manner as not to impair security.
- (b) You will be entitled to the continuance of pay and allowances in a manner similar to that set forth in the Missing Persons Act (50 U.S.C.A., App. 1001-1015).
- (c) The United States Government will withhold from the compensation due you under this contract, social security deductions in

conformance with the Social Security Act of 1935, as amended, and the procedures of this Organization (presently 3% on the first \$4800). For reactes of security, all inquiries concerning your relationship to the Social Security system shall be made directly to this Organization, and in no event may any such problem be presented by you or on your behalf to any representative of the Bureau of Old Age and Survivors Insurance unless authorized by this Organization.

- 5. Funding. If necessary to protect the security of this arrangement, monies due you bereunder may be funded in other than a direct manner. It is understood and agreed that any monies so funded constitute payment by the Government in satisfaction of its obligations under this agreement.
- 7. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
- 8. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless otherwise instructed by an authorized Government representative), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.
- 9. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.
- 10. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amondment thereto shall be binding on the Government.
- 11. Term. This contract is effective as of / / ////, and shall continue thereafter for a period of one (1) year unless sooner terminated:
  - (a) Upon thirty (30) days' actual notice by either party hereto, or
  - (b) Upon actual notice to you in the event the results of an initially required medical examination are determined by this organization to be unsatisfactory, or
  - (c) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Eubject to the availability of appropriations, this agreement may be extended apon notice from the Government. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

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Lynch, Grayston L.	Captain 0966311 Armor
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31542	113 17Sep54 1-1-1-1-1
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CURRENT ADDRESS	: CIVILIAN EXPERIENCE : MILITARY SERVICE
533 Terrace Circle Payetteville, North Carolina	Special Forces Salesmen Svc from 1938 to
LANGUAGE	present
	:
FIXING ETC	: CIVILIAN ELUCATION : MILITARY SCHOOLING
	Two (2) Year College AB Arad Co Officer Crs

### REMARKS:

FA team Commander
Em Excellent Physical Condition
Combat Experience, awarded Bronze Star and Purple Heart
IQ 130
Good Company Commander Type.
No Staff training or experience.

The Heart Wills

### SSCFET

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L June 1961

MEMORANDUM FOR: Chief, WH/4
SUBJECT: Assignment of and Lynch to Wi Division
1. This is in response to your oral request for the transfer or assignment of and Lynch from this Staff to WH Division.
2. These employees were recruited as Career Agents under CA/PMC Project PRJEWEL, and therefore are to be administered in accordance with the terms of this Project.
3. Under the terms of Project ZAJEWEL, CA/C/PMG is responsible initially for their selection and recruitment, and subsequently for their training and developmental assignments until they are transferred to an existing operational project under jurisdiction of an operating division.
4. Selection and recruitment involves complete processing to contract under provisions of HB 20-1000-1, and requires also:
a. security clearances
b. Medical Clearances
C. provision of cover
d. Financial Eriefing
e. Assessment and Evaluation
5. Training and development requires that subject to be provided tutorial or group training, according to their individual needs, to qualify them as senior PM Officers capable of serving overseas as case officer, instfuntors, advisers, or consultants; and capable of developing addigenous forces, directing operations, and personally participating in operations. The training envisioned normally would include, but not be limited to:
a. Language aptitude testing and subsequent language training b. Clandestine tradecraft c. Paramilitary operations training and CI F miliarization
6. Although both subjects are now under contract, as of this time, of all of the above mentioned items of processing, training and levelopment, the following yet remains to be done:
: Medical elearance, provision of cover, financial oriefing, Spanish language aptitude test and spanish language training, landestine refresher training as deemed adviseable.

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Lynch - provision of cover, Cinancial brieffing, assessment and evaluation, language aptitude test and possible language training, and all basic Clandestine Operations training.

- 7. Project ZNINGLL further provides that administrative responsibility for these employees including compensation, operational security etc. will be transferred to the Operating Division for such periods of time as the employees are under the furisdiction of the Division for operational duties. For administrative purposes, it is suggested that WH Division assume these responsibilities for both Robertson and Lynch as of 1 June 1961.
- 8. On of the major considerations in the contract employment of these two officers has been that their lack of association with the Agency, thus far, permits their operational utilization in circumstances where staff employees cannot participate, and their long range continued employment is, to a certain extent, dependent on their being abot to maintain this posture. It is requested, therefore, that you take every reasonable precaution to maintain their "deniable" status.
- 9. Since the CA Staff will once again become responsible for these officers whenever such time may come that you no longer have a regione, emt for the, of which be very led addressed of the office would be kept advised as to their standard of performance, acquisition of additional dapabilities, by either training or experience, and we should be consulted before any changes or amendments are made in their contracts which might become commitments to be assumed by the CA Staff

Chief, Paramilitary Group
Wovert Action Staff

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# Office Memorandum • United States Government

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MEKORAHDAN FOR: C/KH/4

SUBJECT:

Captain Grayson L. Lynch, UEA (Ret.)

- 1. Pursuant to convergations with personnel representatives of your office on 2 May 1961, I agreed to boid a position vacancy in Project ZRJENEL for subject individual at his current basic pay levol.
- 2. It was understood and agreed that WH/4 would continue to carry Subject on his present contract as long as his services are needed in the Division. It would be appreciated if you would inform ms when Subject will be available for ZPJD/KL.

L	Madad	

Paramilitary Group, CA

CA/PVG/

3 May 1961

Distribution: Orig. & 1 - Addressee

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Capt Grayston L. Lynch, Off311 533 Terrace Circle Fayetteville, N. C.

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about whem I just spoke

to you in telephone.

Sam

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From The Desk Of Lt. Col. Wilson

GRAYSTON LERGY LYNCH

7th S.P. Group, Pt. Brace, H.C.

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CAPTAIN U.S. ARMY

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### MILITARY CHRVICE

### Orayston L. Lynch

Oot 1938-Oot 1941

Enliated service, 2d Infantry Division, 27d Infantry Regiment and 2d Reconnaise sance Proop

Dec 1041- May 1945

Enliated service, 2d Infantry Division, 2d Reconnaistance Troop, Platoon Sergeant, Jounded in Belguim.

Kay 1948-3op 1947

Patient United States Army Hospitals.

Sop 1947-Jun 1948

Civilian - Sold Insurance and managed & Haval Officer's club, Rouston, Texas.

Jun 1948-30p 1959

Platoon Sergeant, 2d Armored Division, Fort Rood, Texas.

Sep 1950-Oct 1951

Entered active duty as 2d Lieutenant, sent to Korea. Saw combat as Platoon Lander, 2d Reconnaissance Troop, 2d Infantry Division.

Oct 1981-Sep 1983

Company Commander, Reception Center, Fort Sam Houston, Texas.

Sep 1953-Sep 1956

Instructor, 7th Army NCO Academy, Munich, Germany. Instructed in Tactics, Joupons, Leadership and Engineer equipment.

Sep 1956-Present

7th Sepoial Forces Group(Abn), Fort Brage, NC - Attended Special Forces Officer's Course 1956, served as Air Operations Offiner and Team Leader of a Special boross Operational Team. Trained team in all subjects of unconventional warfare to include training in all weapons, both American and foreign; demolittens and sabotage; Escape and Evasion; Querrilla and Anti-guerrilla tactics; Supply and administration; Medical subjects; intensive study or selected target areas; Language of target areas; Political, Eco nomical and Military situations of target areas. A one year study of South East Asia. Particular attention to Guerrilla Arfare operations in this area. Conducted training in radio communications work; Air resupply and Air infiltration of denied areas. 25% of this training was in classified subjects

that can not be covered here. I have not training in Intelligence nets and allied subjects and have been an instructor in all the subjects covered here. I have also led my team on a six (6) month classified mission in touth East Asia, where very valuable training was recieved in an actual area of operation.

Hadio oper G.W. 10 WP:

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I will retire as Capt. from the U.S. Army on 31 Cet 1960.

2)

28 Pabruary 1961

MEMORANDUM FOR: Chief, Personnel Security Division, Office of Security SUBJECT : LYNCH, Grayston LePoy #189184

Please be advised that Hr. Lynch was signed to contract effective 8 Pobruary 1961.

WH/4/Personnel

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SECRET

TO : Chief, WH-4, Security

Date: 14 February 1961

FROM : Chief, Personnel Security Division, OS

SUBJECT: LYNCH, Grayston LeRoy #189184

- 1. This is to advise that Subject has successfully completed his polygraph interview and is approved for access to information classified through TOP SECRET as required in performance of duties.
- 2. Unless arrangements are made within 60 days to contract with the Subject within 120 days, this approval becomes invalid.
- 3. This clearance is limited to use under contract as specified in your request and no promise of staff employment is to be made or implied to Subject in any manner whatsoever.
- 4. This office is to be advised when a contract is signed with the Subject. In addition, notify this office when contract is terminated.

FOR THE DIRECTOR OF SECURITY:



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## Office Memorandum . UNITED STATES GOVERNMENT

:Chief, WH-4, Security

DATE: 17 Novembor 1960

FROM : Chief, Personnel Security Division, OB

SUBJECT: LYNCH, Grayston leRoy - #189184

- 1. Subject is approved for appointment as specified in your request under provisions of CIA Regulations 20-1000 with access to information classified through TOP SECRET as required in performance of his duties, contingent upon a satisfactory polygraph interview.
- 2. Arrangements for the polygraph interview are to be made by your office, however, contracting with the Subject should be delayed until you are advised by memorandum of the results.

POR THE DIRECTOR OF SECURITY:

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## CONTRACT EMPLOYEE BIOGRAPHIC PROFILE

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SECTION XI FINANCIAL STATUS  1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?  2. IF YOUR ANSWER IS "NO" TO THE ANOVE, STATE SOURCES OF OTHER INCOME  3. MANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS  NAME OF PARTITUTION  4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, DANKRUPTCY.  5. IF YOUR ANSWER IS "YES" TO THE ANOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)  6. GIVE THREE CREDIT REFERENCES IN THE UNITED STATES  NAME  ADDRESS (No., Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street, City, Street,	Number)
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CTION XII MARITAL STATUS	
RESENT STATUS (Single, Merried, Willowell, Separated, Divorced, or Annulled) SPECIFY:	
TATE DATE, PLACE, AND PRASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS	
WIFE, HUSBAND. If you have been matried more than once - including annulments - use a superate sheet	for former wife or
OR P (ACC) — numbers giving data required below for all previous marriages. If marriage contemplate	for former wife or d. fill in appropria
on reason; manufact giving data required below for all previous marriages. If marriage contemplate information for times	for former wife or d, fill in appropria
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Information for timper  (Anddle) (Maiden) (Last)  ATE OF MARRIAGE (OF MARRIAGE (City, State, Country)  IS IOR HERI ADDRESS DEFORE MARRIAGE (No., State), City, State, Country)  YES   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.   No.	d, fill in appropria
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TION XIY  JIL NAME (L.  JIRENT ADDI  TE OF BIRTI  BORN OUTSII  RMER CITIZ  contry(los)	FATHER (	nddeose, sj d	ACQUIRE	Simplather  Living  Notes   Notes    Livel, City, State  Livel, City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City, State  City,	o, Country)  OF ENTRY  HIP 13. WHERE	ACQUIRED (C)	9. CITIZE	N SHIP	
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	I have read and understand the instructions. I Certify that the foregoing unewers are true and correct to the best of my knowledge and belief. I agree that any misstatement or omission as to material fact will constitute grounds for immediat dismissial or rejection at my application. I also understand that any false statement made herein may be punishable by law (U.S. Code, Title 18, Section 1001).								
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May '45 - Sept'47 Sept'57 - June'43

June 48 - Sept 50 Sept'50 - Oct.'51

Oct.'51 - Sept.'53 Sept. '53 - Sept'56

Sept'56 - Oct.'60

Enlisted service, 2d Infantry Division, 23d Infantry Regiment and 2d Reconnaissance Troop

Enlisted service, 2d Infantry Division, 2d Reconnaissance

Troop, Platoon Sergeant, Wounded in Belguim. Patient United States Army Hospitals.

Civilian - Sold Insurance and managed a Naval Officer's

Club, Houston, Texas.

Platoon Sergeunt, 2d Armored Division, Ft. Hood, Tex. Entered active duty as 2d Lieutenant, cent to Korea. Saw combat as Platoon Leader, 2d Reconnaissance Troop, 2d Infantry Division.

Company Commander, Reception Center, Pt. Sam Houston, Tex. Instructor, 7th Army NCO Academy, Munich, Germany.

Instructed in Tactics, weapons, Leadership and Engineer equipment.

7th SF Gp (abn), Ft. Bragg,; Attended SF Officer's Course 1956, served as Air Operations Officer and Team Leader of a Special Forces Operational Team. Trained team in all subjects of unconventional warfare to include training in all weapons, both American and foreign; demolitions and sabotage; Escape and Evasion; Guerrilla and Anti-Guerrilla tactics; Supply and administration; Medical subjects; intensive study of selected target areas; Language of target areas; Political, Economical and military situations of target areas. A one year study of SouthEastAsia: Particular attention to Guerrilla Warfare operations in this area. Conducted training in radio communications work; Air resupply and Air infiltration of denied areas. 25% of this training was in classified subjects. Has had training in intelligence nets and allied subjects and have teen an instructor in all the subjects covered. Also lead his team on a six (6) month classified mission in SouthEastAsia, where very valuable training was received in an actual area of operation.

For a little more info on subject see 201 file.

NOTE: Duby was interviewed by ICA for mission gu conf just up

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