

# RECRUITMENT

## » RECRUITMENT

YOUR ROLE IN KEEPING OUR  
NATION'S INFORMATION SAFE

The Counterintelligence Awareness Library

## RECRUITMENT/

Those employed in America's most sensitive jobs are of special interest to foreign intelligence. These intelligence services identify people who have access to sensitive information and they invest significant time pursuing persons that they believe to be of value or of interest. Typically, these are not the highest ranking officials.

Affiliates should avoid putting themselves into any situation that could be perceived by a foreign intelligence service as a personal vulnerability. These perceived vulnerabilities can be leveraged against affiliates by foreign intelligence entities, particularly in hostile countries. Affiliates traveling overseas should be especially careful.



### *Keeping It Real*

*You are attending a Political Science class in pursuit of your graduate degree when, one day during class, your professor expresses her personal view that current U.S. foreign policy towards Cuba is unfair and that the United States' treatment of Cuba is wrong. Based upon any favorable responses from class members, your professor then forwards the names of those class members on to Cuba's foreign intelligence service as being pro-Cuba.*

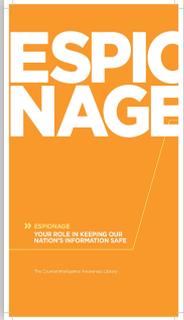
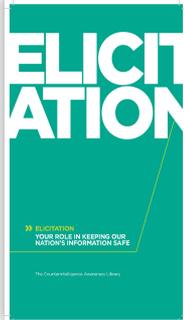


Perceived vulnerabilities can be used as leverage against affiliates.

## YOUR RESPONSIBILITY/

- **If approached** or contacted with a pitch:
  - Pay special **attention to what the person is saying**.
  - **Remember** as many details as possible.
  - **Respond** with a very clear and definite “NO.”
  - **Inform** them that this incident will be reported to the authorities.
  - **Do not say** that you will think about it, joke, or be coy.
  - **Report the incident immediately** to your U.S. security officer and/or the or U.S. Embassy personnel, depending upon your location.
- **Be cognizant** of suspicious behavior, probing questions, and/or attempts to elicit information.
- **Note persistent inquiries** regarding your employment.
- **Limit the information** that you provide about where you work and your job responsibilities.
- **Refuse any request** to enter into a clandestine relationship.
- **Report suspicious conversations** or activities to your security officer.
- **Be vigilant** at all times.

As an affiliate of the Intelligence Community, you play an important role in protecting our Nation and its intelligence. In order to safeguard classified and sensitive information, there are four terms with which you need to be familiar: Need to Know, Elicitation, Espionage, and Recruitment. You can learn more about these terms through brochures provided by the Counterintelligence Awareness Library.



## CONTACT/

