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Counterintelligence Training Center

HUMINT Operations Course

DATE: 09-14-2011

CLASSIFIED BY 65179/DMH/BAW/STP/bls

REASON: 1.4 (c)

DECLASSIFY ON: 09-14-2036

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Course Notebook

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Course Registration

Official Bureau Name (Last, First Middle)	
SSAN	
Field Office/RA	
EOD w/Bureau	
Date Assigned to CI	
Job Title/Squad #	
Telephone Number (Office)	
Cell Phone	BU - Personal -
Vehicle Information Year/Make/Model/Tag#	Bu/Rental (circle one)
Immediate Supervisor (Name/Phone)	
Course Title/Dates	HUMINT Operations Course (HOC)

CI HUMINT OPERATIONS COURSE

Course Critique (Phase I/Classroom Lecture): Please fill out the below with "1" indicating "least" and "5" indicating "most." Place any additional comments under "Overall Course Content." (Last Page).

- Presenter: SSA (Ret.)

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

Introduction to HUMINT OPS (Recruitment 101) (General Overview,
Recruitments: Types of Assets, and Others)

Presenter:

b6
b7C
b7E

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

Asset Administrative Matters,

Presenter- SSA

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

[Redacted]

Presenter: [Redacted]

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

[Redacted]

Presenter: [Redacted]

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Content: The relevance, quality and usefulness of the material presented was:

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1 2 3 4 5

[Redacted]

Presenter: [Redacted]

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

[redacted]
Presenter: [redacted]

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

The Operations Plan

Presenter: [redacted]

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Content: The relevance, quality and usefulness of the material presented was:

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Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

[redacted]
Presenter: [redacted]

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

Practical Exercise
Facilitator/Instructor:

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b7C
b7E

Preparation: Lesson and discussion prepared me for this practical exercise.

1 2 3 4 5

Relevance: The exercise was realistic and useful for implementation regarding asset handling.

1 2 3 4 5

Recruitment: Cross Cultural Considerations (Focus on b7E

Content: The relevance, quality and usefulness of the material presented was:

1 2 3 4 5

Presentation: The appropriateness/effectiveness of the presentation format was:

1 2 3 4 5

Overall Course Content and Delivery of Instruction/Additional Comments:

(I am interested in comments regarding your expectations of this course, and if the course met the mark, or if it fell short in any specific area in content or delivery of the instruction)

11/17/2006

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HUMINT OPERATIONS COURSE

Monday

0800-0900 Welcome to HUMINT (Introductions and Orientation)

SSA []

0900-1200 "Who are you, really?" []

SSA []

1200-1300 Lunch

1300-1500 Introduction to Recruitment Concepts

SSA []



(Film: To Be Announced)

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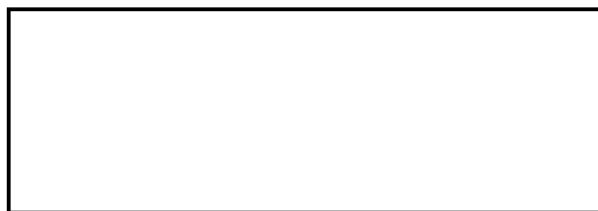
1500-1700 Asset (Human Source) Administrative Matters

SSA []

Tuesday

0800-1130 Advanced Recruiting Concepts

SSA []



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1130-1230 Lunch

1230-1700 OPSEC [] Practical Exercise

SSA []

1230-1330 [] Practical Briefing [] Pre-Briefing for P-1

1330-1500 [] (Meeting place TBA)

1500-1530 Execution of [] (Meeting Location)

1530-1700 For P-1: []

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Wednesday

0800-0930 Recruitment: [REDACTED] SSA [REDACTED]
[REDACTED]

0930-1030 Briefing/Discussion of Practicals 1-6 (Designated Teams) [REDACTED]

1030-1100 Course Critiques (Phase 1), Package Course Materials for Shipping to your Office

1100-1200 Preparation for [REDACTED]; Strategy/Development of [REDACTED]

1200-1300 Lunch

1300-1700 Practical #1 [REDACTED] [REDACTED]

Thursday

0800-1000 Practical #2 [REDACTED]

1000-1200 Practical #3 [REDACTED]

1200-1300 Lunch

1300-1500 Practical #4 [REDACTED]

1500-1700 Practical #5 [REDACTED]

Friday

0800-1100 Practical #6 [REDACTED]

1100-1200 Admin/Wrap-Up: Role Player Critiques, Course Critiques (Phase 2), Return Maps,
QT Badges

End of Course and Release by CITC

Revised 03/14/2007

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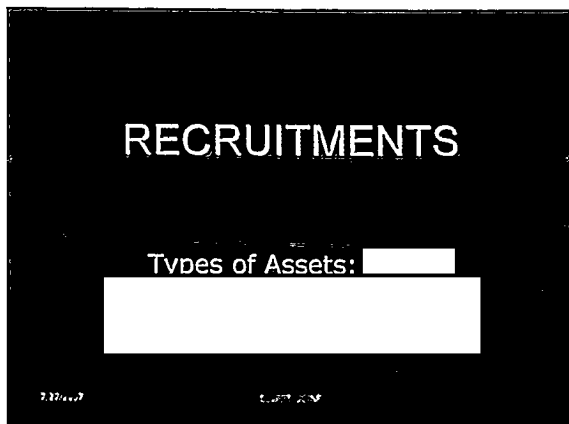
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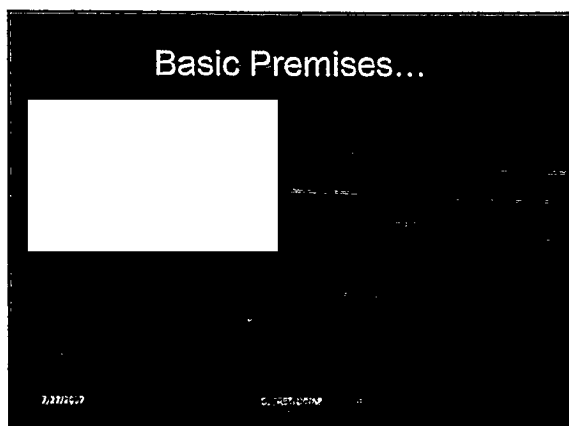
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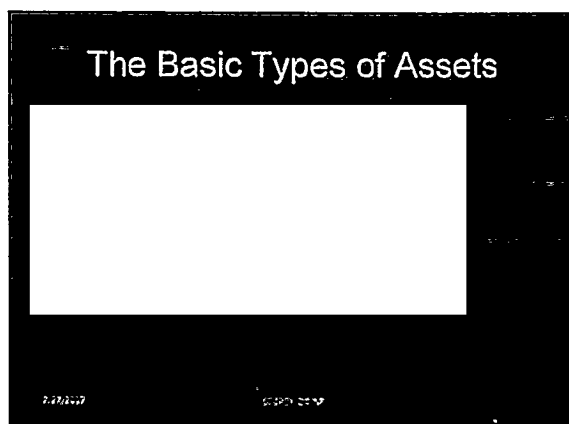
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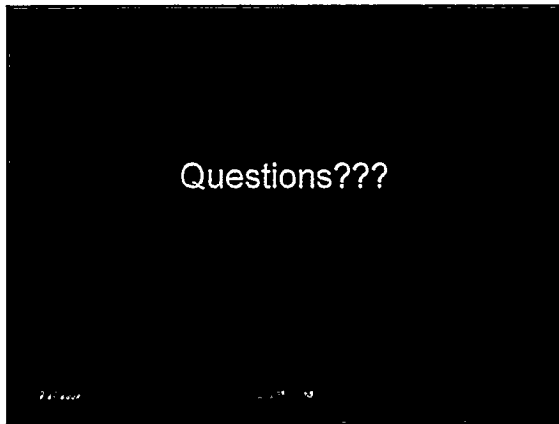
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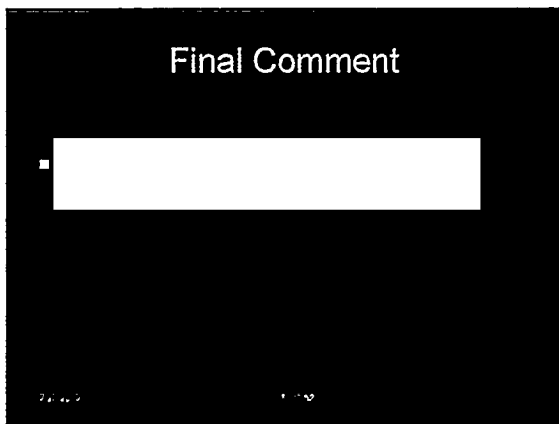




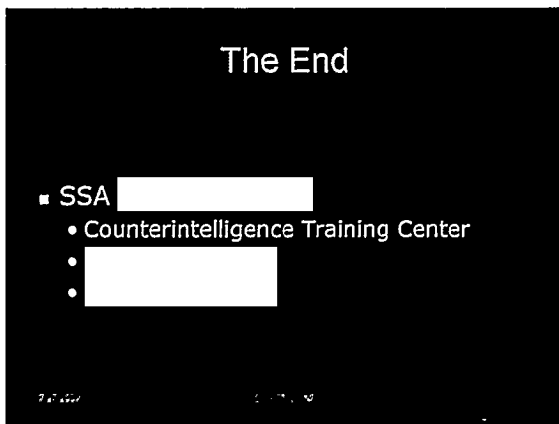
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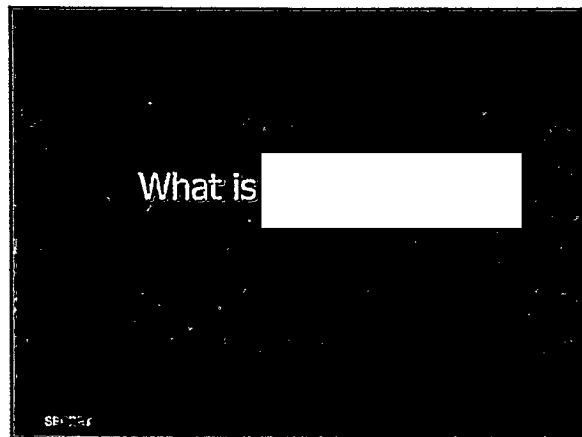
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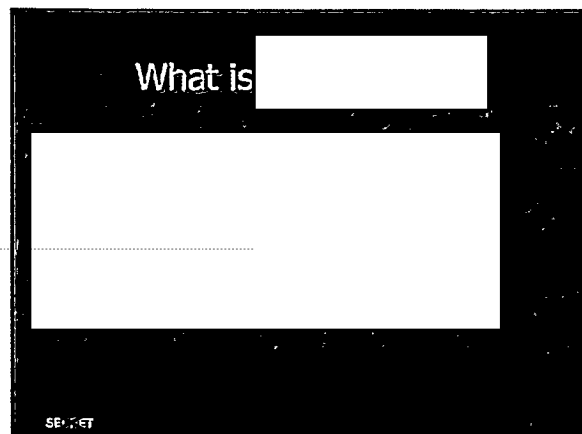
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b7E



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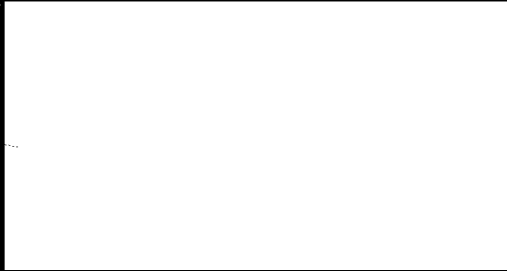
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Where are they?



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Where else are they?



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What is



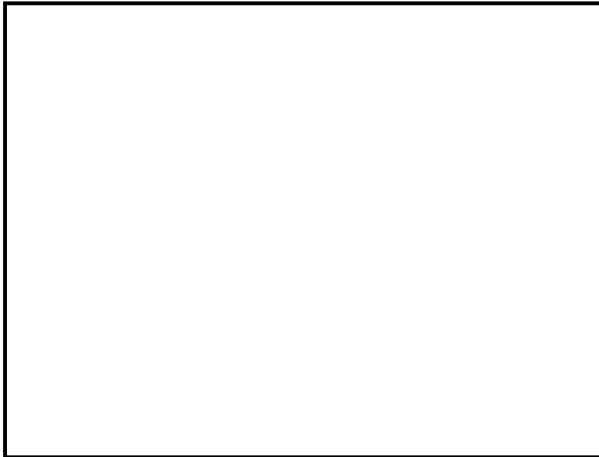
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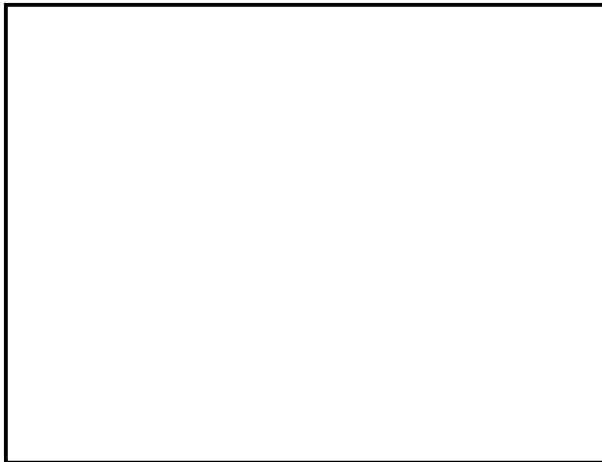
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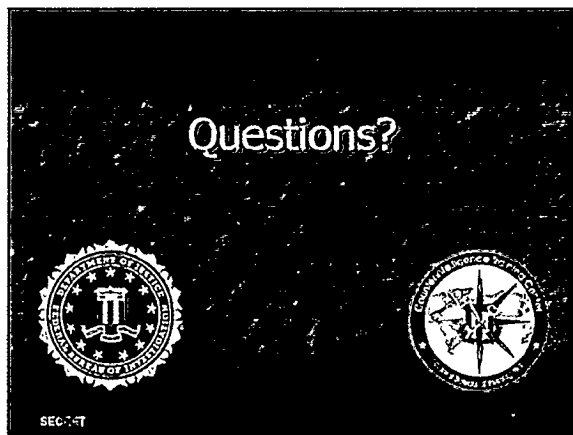
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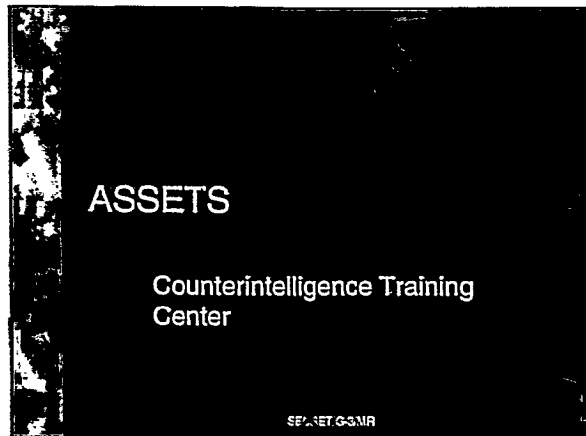


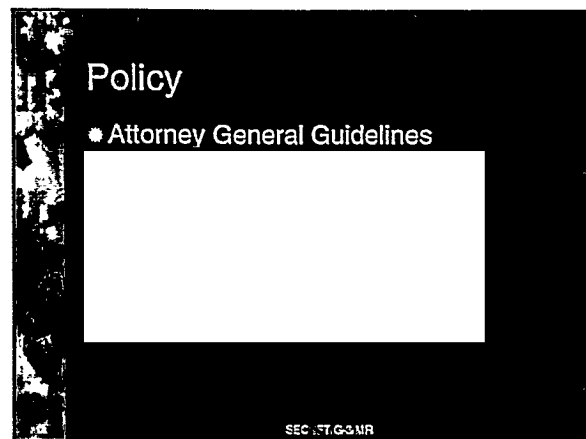
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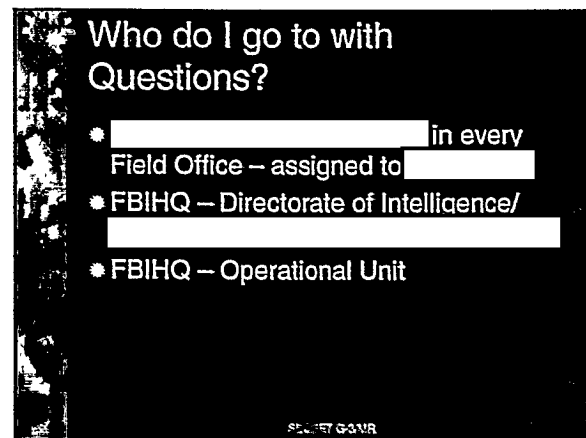
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How do I open the file?

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(S)

- FBIHQ (Assistant Director) authority to not upload
- Failure to enforce or comply with FBIHQ and DOJ guidelines as they apply to human sources will result in an automatic OPR.

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Reporting

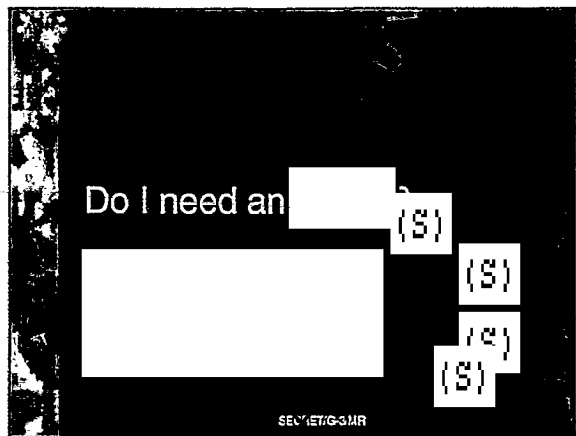
- Very important to report all information

(S)

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How do I

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The Chinese

Cross-Cultural Considerations

Chinese Culture

A Culture based on the principles of

- Confucianism (6th Century B.C)
- Daoism
- Buddhism (1st Century A.D)

Confucianism

Social Order/Harmony/Ancestral Worship

- **Ren:** People should practice love and kindness by showing respect and loyalty to others- Parents, Friends, Leaders
- **Li: Manners:** Show respect, kindness and good faith in official ceremony and everyday interaction with family and friends
- **Junzi:** Superior Persons (Nobly "Bloodline", but by virtue of moral character and honest self-examination

Confucianism

The Five Virtues

1. Uprightness
2. Decorum
3. Wisdom
4. Faithfulness
5. Reverence for Parents/Ancestors
(Filial Piety)

Confucianism

The Five Relationships

1. Husband and Wife
2. Parent and Child
3. Ruler and Subject
4. Sibling and Sibling
5. Friend and Friend

Confucianism

The Five Relationships

- All Relationships have Responsibilities
- Human Relationships are Unequal in nature

Daoism

- ↳ Originated from "The Sage": Lao Tzu
- ↳ Does not concern itself with the role of the individual in society
- ↳ The Dao is "The Way" or "The Path/Road"

Taoism

- ↳ The Three Jewels
- ↳ 1. Compassion
- ↳ 2. Moderation
- ↳ 3. Humility

Taoism

- ↳ "Yin and Yang": A World of Dualities
- ↳ Male and Female
- ↳ Good and Evil
- ↳ Light and Dark

Cross-Cultural Considerations

- Indirect Eye-Contact v. Direct Eye-Contact
- Handshake
- Bowing
- Voice Modulation
- Emotional self-control (esp. Anger)

Cross-Cultural Considerations

- Giving and Receiving Gifts
- Use of Both Hands
 - Serving Tea
 - Business Card
 - Gift

b7E

Cross-Cultural Considerations

- Interaction with the Opposite Sex

Touching, too many compliments, may imply a romantic liaison is desired...Be Careful!

- Be professional!

Cross-Cultural Considerations

- Red = Happiness
- White = Death
- Numbers
 - 4 is a "bad" number
 - 8 is a "lucky" number

Cross-Cultural Considerations

- A Simple Gift with Significant Meaning
 - Tangerines or Oranges (with stems/leaves)
- Never give a Clock as a gift (Death)

A Few More Tips...

-
- Be Professional and Courteous
 - Formality is perceived as Respect
 - Informality is perceived as Disrespectful

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Questions?



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The Chinese

Guanxi and Mianzi

Source: *The Idiot's Guide to Modern China*

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Guanxi

What is "Guanxi"?

"Guanxi is the personal connection you have with another human being. The idea that the more connections you have to people, the more you will be able to accomplish with their help."

- Source: *The Idiot's Guide to Modern China*

Guanxi

The "Formula"

- Relationship, Connection, Obligation and Dependency = *Mutual Dependence*

- It is about *reciprocity*.. An ongoing series of reciprocal exchanges.

Guanxi

- Why is this so important?

- Guanxi leads to a harmonious interaction.

- If one gives to another, there is an expectation to receive something at a later date from that person.

- If one receives, one incurs an obligation to give something in return at a later time.

Guanxi

- Guanxi relationships are informal and unofficial...but they are not a cold and calculating exchange.

Guanxi

- 

b7E

Guānxi

- Questions about Guānxi?

Miǎnzi

- Miǎnzi is "Face". Face is Who You Are-
Your Identity.

- Your Traits and Characteristics
- Your Reputation
- Your Prestige
- Your Honor

Miǎnzi

- An individual's set of personal claims that
are held to be true, and people recognize
that "face" and expect it to be consistent.

Mianzi

- The set of claims that make your "face" is psychologically vital. This pattern of traits and characteristics constitutes the identity of the person which generates a personal sense of dignity, integrity, and self-respect.

Mianzi

- "Mutual Preservation of Face" is important for successful social interaction

- Tact
- Diplomacy
- Sensitivity

Mianzi

- "Diu Lian"Loss of Face

- This happens when you call into question a person's set of claims about himself.

- This causes embarrassment, or anger by *unmasking* the individual. You have taken away his identity...

Mianzi

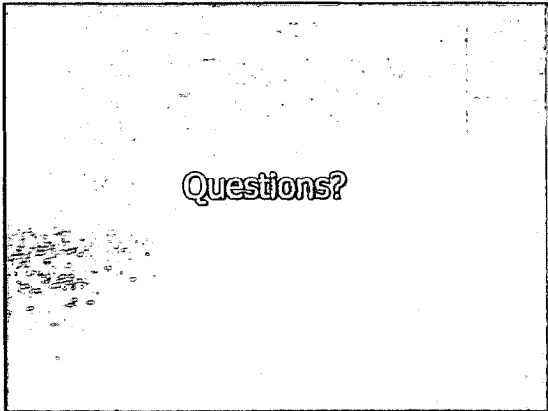
- Loss of Face, if unintentionally caused by another, could cause a loss of face by that person (ie. "I should have been more tactful...how could I have caused him embarrassment."

Mianzi

- Baohu Mianzi/Sheng Lian
- To Protect/Save Face
- Face Saving= Social Balance

Mianzi

- In our American culture, we tend to be direct and to the point, in Chinese culture it is more subtle....*to save face*.



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FBI FACSIMILE

COVER SHEET

PRECEDENCE

- ☐ Immediate
☒ Priority
☐ Routine

CLASSIFICATION

- ☐ Top Secret
☒ ~~Secret~~
☐ Confidential
☐ Sensitive
☐ Unclassified

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To: _____

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Date: 11/21/2003

Facsimile Number: _____

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Attn: _____

Name

Room

Telephone

From: FBI, _____ Room 4844

Name of Office

(S)

Subject: _____

b1

Special Handling Instructions: Draft copies, FYI. Signed copies will be over to
you by 5:00 pm

Originator's Name: _____

Telephone: _____

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Originator's Facsimile Number: _____

Approved: _____

(S)

Brief Description of Communication Faxed: _____

b1

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(Rev. 01-31-2003)

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FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 11/05/2003

To: New York

Attn: SSA [REDACTED]

From: Counterintelligence

[REDACTED]
Contact: SSA [REDACTED]

b6
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b7E

Approved By: [REDACTED]

Drafted By: [REDACTED]

(S) Case ID #: [REDACTED] XXXXXX (Pending)

(S) Title: (S) XXXXXXXD XXXXXXX XXXXXX;
[REDACTED]

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(S) Synopsis: [REDACTED]
[REDACTED]

(U) (S) ~~Derived From: G-3~~
~~Declassify On: X1~~

(U) [REDACTED] (NON-USPER)

(S) Details: [REDACTED]
[REDACTED]

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(U) (S) FBI Headquarters authority is granted effective date of this EC for New York to interview subject. New York should emphasize to the subject the voluntariness of his participation in the interview.

(U) (S) Your point of contact at FBIHQ is SSA [REDACTED]
[REDACTED], Room 4844, Telephone [REDACTED].

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ACLURM030822

FBI030342

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(S) To: New York From: Counteri
Re: ~~XXXXXX~~, 11/05/2003

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b7E

LEAD(s):

Set Lead 1: (Action)

NEW YORK

AT NEW YORK

(U) ~~(S)~~ Interview subject, report results to ~~XXXXXX~~ b7E

♦♦

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[REDACTED] Techniques

[REDACTED]
Recommended Techniques For [REDACTED]

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By SA [REDACTED]

The information disclosed within is classified "~~Secret~~" in its entirety.

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~~Classified by G-3~~
~~Declassify on: OADR~~

~~SECRET~~

ACKNOWLEDGEMENTS

Grateful acknowledgement is extended to SSA [redacted]
[redacted] for his invaluable advice. I also acknowledge SSA [redacted]
[redacted], NYO, for his support and encouragement in allowing me the time
to pursue this project. Further appreciation is given to the NYO SAs
[redacted]
[redacted] who reviewed the handbook prior to the final
printing. Finally, my gratefulness is extended to [redacted] for
her exceptional typing skills and to SA [redacted] for his drawing
abilities.

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[REDACTED] TECHNIQUES

b7E

[REDACTED] and
Recommended Techniques For [REDACTED]

PURPOSE OF HANDBOOK

The purpose of this handbook is to aid the FCI agent in [REDACTED]

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(S)

This handbook should help you [REDACTED]

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November, 1984

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FBI030349

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FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 10/08/2002

To: Counterintelligence

Attn: [REDACTED]

NYO

A/ASAC [REDACTED]

From: Washington Field

Contact: SA [REDACTED]

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Approved By: [REDACTED]

Drafted By: [REDACTED]

(S) Case ID #: [REDACTED] (Pending)

(S) Title: [REDACTED] b1
b7E

(S) Synopsis: [REDACTED]
consensual monitoring [REDACTED]
(S) [REDACTED]

(U) ~~(S)~~ Derived From: G-3
Declassify On: X1

(U) [REDACTED] b7E

(S) Details: [REDACTED]
[REDACTED] b1
b7E

(S) [REDACTED] b1
b7E

~~SECRET~~

~~SECRET~~

To: Counterintelligence From: Washington Field
(S) Re: X 10/08/2002

b1
b7E

LEAD(s):

Set Lead 1:

COUNTERINTELLIGENCE

AT WASHINGTON, DC

(U) ~~(S)~~ Read and clear.

♦♦

~~SECRET~~

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 09-16-2011 BY 65179/DNH/BAW/STP/bls

(This cover sheet only)

~~SECRET~~

FEDERAL BUREAU OF INVESTIGATION

Precedence: ROUTINE

Date: 07/10/2002

To: Counterintelligence
Counterintelligence

Attn: [redacted] SSA [redacted]
[redacted] SSA [redacted]
IA [redacted] Room 10104

Washington Field

Draft Office

From: Washington Field

Contact: SA [redacted]

b6
b7C
b7E

Approved By: [redacted]

(S) Drafted By: [redacted] :beg

Case ID #: [redacted] (Pending)

(S) Title: [redacted]

b1
b7E

(S) Synopsis: [redacted]
case.

(U) ~~(S)~~ ~~Derived From: G-3.~~
~~Declassify On: X1~~

(U) [redacted]

b7E

(S) Reference: [redacted]

Enclosure(s): ~~(S)~~ For the WFO draft office: one FD-794 and pink
slip requesting an emergency advance of case funds; for the file:

b1
b7E

(U) Details: ~~(S)~~ CAUTION: THIS COMMUNICATION CONTAINS SENSITIVE
INFORMATION PERTAINING TO SOURCES AND METHODS. THIS
COMMUNICATION MUST NOT BE UPLOADED INTO THE ACS SYSTEM OR
DIVULGED TO PERSONS WITHOUT AN APPROPRIATE NEED-TO-KNOW.

~~SECRET~~

~~SECRET~~

(S) To: Counterintelligence From: Washington Field
Re: [redacted] 07/10/2002

LEAD(s):

Set Lead 1:

COUNTERINTELLIGENCE

AT WASHINGTON, DC

(U) (S) [redacted] read and clear.

Set Lead 2:

COUNTERINTELLIGENCE

(S) AT WASHINGTON, DC

(S) [redacted] (S) [redacted] provide assistance [redacted]
[redacted] for [redacted] and [redacted] Request provided under
(S) separate cover [redacted] have authorized this
request.

♦♦

~~SECRET~~

b1
b6
b7C
b7E

~~SECRET//NOFORN//25X1~~

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED EXCEPT
WHERE SHOWN OTHERWISE

DATE: 09-16-2011
CLASSIFIED BY 65179/DMH/BAW/STP/bls
REASON: 1.4 (c)
DECLASSIFY ON: 09-16-2036

HUMINT Operations

Course Notebook

~~SECRET//NOFORN//25X1~~

Serial Description ~ Unrecorded Serial

No Duplication Page
FBI030360

b7E
b7E

b7C, b7E b7E

b7C, b7E