To J.иму

Subj: NSA Personal Problems

1. During the excellent briefings which your people gave in my office last week relating to the reported
increase in NSA allotment of civilian personnel,
certain problems confronting NSA came up. In
general, these concerned the increase in product-
ivity which could result from a greater strengthening
of the career aspect of the cryptologic effort
both in the U.S. and in the field, and a
measuring of the quality of personnel.

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2. A basic purpose of the reorganization which
established NSA was to organize and manage U.S. CONINT
activities as a national responsibility. It is essential that
production activities reflect the intent of the current directive
and the study from which it was developed. It is clear
that in an organization such as NSA, the recruiting, develop-
ment and retention of sources of specialized talent and
long experience is an absolute necessity. This implies a
system of civilians in positions of responsibility, as well as
selected personnel from the military services. I know you
have given much consideration to these problems and have
already taken various measures. I share your concern in these
matters and shall appreciate your help in these and such
other ways as you consider appropriate which are beyond the scope
of NSA itself to handle and on which we can assist you. In this connection

3. I am aware that those items do not exhaust the field,
but were suggested mainly the the theme of our discussion
last week.

G. F. E. Enloe
General, USMC (Ret)
Ass't to the Secy of Def
(Special Ops)