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COUNTERINTELLIGENCE AWARENESS **JOB AID**



FOREIGN INTELLIGENCE ENTITY (FIE) TARGETING and RECRUITMENT



Russians charged with plotting to recruit NYC co-eds as spies
January 26, 2015 | 3:05pm
A Russian espionage ring tried to recruit college co-eds and other New York City women to serve as intelligence sources following the stunning arrest and deportation of the group's leader.

Russian National Pleads Guilty in Connected Russian Intelligence Case

Evgeny Buryakov, aka Zhenya, 41, pleaded guilty today to conspiring to recruit women to serve as intelligence sources for the Russian Federation without providing prior notice to the Attorney General.

REPORT

If you suspect you have been targeted by a foreign intelligence entity, report it to your cognizant Counterintelligence Office immediately!

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- **Spot & Assess**

Intelligence officers spot and assess individuals for potential recruitment. Adversaries are not necessarily looking for someone with a high level of access; sometimes the potential for future access or the ability of the recruit to lead to other high value targets is enough to generate adversary interest. Spotting and Assessing can take place anywhere, but is always approached in a non-threatening and natural manner. Trade shows, business contacts, social events, or online venues such as chat rooms and social media, are used for this process. During this phase, the FIE will often explore potential exploitable weaknesses which may be used as a lever against the recruit. These could include: Drugs or Alcohol, Gambling, Adultery, Financial Problems, or other weaknesses.

- **Develop**

Once a potential recruit has been identified, adversaries begin to cultivate a relationship with that individual. In the "Development Phase," meetings with the recruit become more private and less likely to be observable or reportable. By the time the "recruitment and handling phase" is initiated, the individual is likely emotionally tied to the adversary.

- **Recruit**

The actual recruitment may involve appeals to ideological leanings, financial gain, blackmail or coercion, or any other of a number of motivators unique to that recruit. Some of these may manifest as observable and reportable behaviors.

- **And/Or Elicit**

Not all FIE Targeting ends in recruitment. Sophisticated social engineering efforts including personal elicitation of information and targeted on-line phishing campaigns can be used to gather information from an unwitting source.