

Intermediate Meeting and Evaluation

CURRENT OFFICIAL VERSION UPDATED 11/11/20

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[Key Points]

In person interviews are conducted to scrutinize the information given by the **Intermediate** after passing their interview, and to engage in conversations about any number of other topics to discern the genuineness of the **Intermediate**. The vetting process is never in a stage of full completion at any point during this process.

Note: Intermediates should not be treated as full, or partial members.

Look for traits in the **Intermediate** that would be undesirable in a member. Determine if the **Intermediate** could not be trusted to be level-headed in stressful situations. Determine if the **Intermediate** has addiction or financial, social, or other issues that could make him a potential security risk for the organization.

- There is no hard limit to how many meetings need to be done to determine the validity of an **Intermediate**. Sometimes one meeting will do the job, and at others a second will be necessary. At any more than three meetings needed, it is unlikely the **Intermediate** has worthwhile potential as a member.

- If you are in a **Network**, the meeting must include the **Network Director**, or the one other Director-appointed **Network Member** given the responsibility to meet **Intermediates**. Even in this case, the meetings should not be conducted alone. Two to three is an ideal number in most cases, as it allows a variety of perspective without appearing imposing.

- Have several people talk to the **Intermediate** over time. Keep the conversation multifaceted. Focus on details. Ask the **Intermediate** to expand on seemingly small elements of a story. Have two members ask questions about the same story at different points, and then compare

notes once they are back together to search for discrepancies or differences.

- The **Intermediate** must be vetted after the interview takes place. Previous meetups with members do not count, even if they included activism.

- The **Intermediate** must be vetted with a neutral party for the meeting to count. Previous friends or family do not count towards the completion of the evaluation process.

[Approach And Introduction]

- Meet in a public space. Ideally a space with several buildings and walkways nearby.

- Arrive 15 to 30 minutes early. Drive or walk the general area to look for any people walking around who may look out of place. Keep an eye out for groups. If you are doing activism later during the meeting, scout the route that you are planning to take, so you know the area.

- Do not park immediately within view. If possible, park at a nearby establishment to the one you are meeting the person at. Avoid being seen getting out of or into your car by the intermediate.

- Ask the intermediate to convey his appearance. Examples are what color of shirt, style of jacket, type of hat or sunglasses. This way you can see him before he sees you. This is essential.

- With your accompanying activist, appear innocuous and blend into the surrounding pedestrians or locals. Dress, act, and move to blend with your surroundings.

- Ask the **Intermediate** to stand, sit, or be generally around a local landmark like the front of a store, fountain, bench, statue, or street corner. Do not be immediately at this location, but keep it fully within view. If you witness suspicious or potentially risk-prone surroundings, your goal is to terminate the meeting before placing yourself in danger.

- Once you have visual confirmation of the **Intermediate** from a distance, send the specific shop, address, or area you are at to him or make your approach directly.

[Meeting and Discussion]

- Ask the **Intermediate** to keep his phone face up on the table, if there is one, and depending on your level of concern, ask the intermediate to visibly close any open applications he has on his phone or turn the device off entirely.

- You can ask to see confirmation of use of certain social media accounts, or verify that the **Intermediate** has content exhibitivive of his stated beliefs by asking him to show a part of his phone's gallery contents. Do not accept any information being shown to you which would convey more personally identifying aspects.

- Look for items that could hide cameras on his person. Pens in front pockets, water bottles, or any devices clipped to his clothing. Look closely to determine if there are suspicious outlines of any potential devices in the intermediate's pockets, sleeves, or shirt.

- Topics to talk about should be primarily dependent upon the intermediate's responses in the interview stage of the evaluation process, but valuable points of reference should be his personal political history, and his aspirations with the organization. You should be keeping a mental list of key points in the conversation and regularly return to certain topics to uncover greater detail.

- Doing some light activism in the form of stickering or placing other materials are suggested, and you should be mindful of the mannerisms of the intermediate. Don't let him run off on his own or get behind you for long periods of time.

- Some coaching on the best way to take photos of the placed material should also be done in this case, and is a good opportunity to look for notifications on the top of his device which may indicate a recording application being open or anything else suspicious.

- Make sure you are not seen getting back into your car by the intermediate. Don't give a for-sure message on his membership status

until you have fully concluded the meeting and reported back to leadership with your findings.

- If manpower permits, have a second activist following along from a distance, or listening in a table over, noting any suspicious actions as a distanced observer, until ready to introduce himself as well.