

diff-ifk: record 104-10225-10006 - Page 1 - (diff between 2025 and 2023)

[Highlighted changes between 2025/104-10225-10006.pdf and 2023/104-10225-10006.pdf - fresh pages only.](#)

MATERIAL REVIEWED BY CIA HEADQUARTERS IN

HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

FILE TITLE/NUMBER/VOLUME: Flores, David
OF FILE

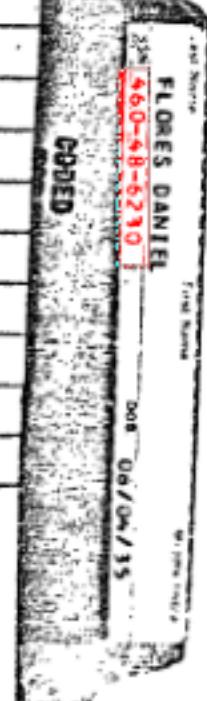
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DELETIONS, IF ANY: MOTTRINE AFTER 1967

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MATERIAL REVIEWED AT CIA HEADQUARTERS BY

HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

FILE TITLE/NUMBER/VOLUME: FLORES, DANIEL
CP FILE

INCLUSIVE DATES:

CUSTODIAL UNIT/LOCATION:

ROOM: _____

DELETIONS, IF ANY: MATERIAL AFTER 1967

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE



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REQUEST FOR PCS OVERSEAS EVALUATION		12 Sept 77	APPLICANT HAS APPLIED SEEN BY ONS YES NEVER BEEN DEPENDENT X EMPLOYEE
1 NAME (Last First Middle) Flores, Ismael		460-13-241	4 Aug 35 M
2 GRADE O-3 ALL	3 DIRECTORATE OFFICE DIVISION FIN/IA	5270	6a Officer
COMPLETE 12 THROUGH EACH DEPENDENT TO ACCOMPANY OR NOT IN EACH STATION/EMPLOYMENT DUTY OF APPLICANT'S DEPENDENTS			
13 DEPENDENT NAME (L/F/M)	14 DEP ID NO	15 DEP TOWN	16 DEP RELATIONSHIP
26 REQUESTED ACTION (New Assignment/Assignment)			
APPLICANT	PRE EMPLOYMENT	100	17 INDIVIDUAL MY 100
ASSIGNMENTS	O/S PCS	MEXICO CITY	NO TO DEPENDENTS TO ACCOMPANY ON RETURN 14 Oct 77 2
	O/S TDY	SAN FRANCISCO STATE	Open Officer
	O/S RETURNEE	FITNESS FOR DUTY	
	O/S TO STANDBY	RETURN TO DUTY	
O/S PLANNING	SPECIAL TRAINING		
SEPARATION	RETIREMENT	MGR-CARDS	MGR-CSC
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL	MPT/PME
28 COMMENTS			
Assignment to Tokyo, Japan has been canceled. Subject is now being considered for Mexico City.			
29 REQUESTING DIRECTORATE OFFICE DIVISION FIN/IA/PASS	30 REFERENCE NO DF3110 Ims	31 EXTENSION 5270	32 SIGNATURE OF REQUESTING OFFICER Diane E. Hoy
33 OFFICE OF SECURITY DISPOSITION			
37 OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION			
QUALIFIED FOR PROPOSED ASSIGNMENT OTHER THAN John Ruta <i>John Ruta</i> 7 OCT 1977 Chairman, Overseas Candidate Review Panel			
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125 2598 2025-10225-10006

B-0/NS (Not applicable)

S E C R E T
EYES ONLY

20 OCT 1966

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board
FROM : Raymond A. Warren
Chief, Latin America Division
SUBJECT : Recommendation for Promotion to
Grade GS-13, Daniel Flores

1. Mr. Daniel Flores was recently assigned to OTR as an operations instructor to capitalize on his fine operational record which he developed during his two field assignments in **Guayaquil, Ecuador**, and in Lima, Peru, and his most recent operational assignment with LA/COG. His overall performance has clearly been characterized by exceptional proficiency and he has been rated by his most recent supervisor as "outstanding" for his handling of a sensitive **on-island** case and his development and pursuit of Cuban operational leads. Mr. Flores has definite growth potential and clearly meets or exceeds the criteria for promotion to Grade GS-13, a promotion which is most strongly recommended.

2. During the past year Mr. Flores was responsible for handling a very sensitive and **well placed on-island Cuban** asset. This asset is probably one of the "messiest and disorganized individuals" with whom a case officer in this Agency has had to contend. However, Mr. Flores clearly demonstrated his fine handling abilities in his manipulation and exploitation of this agent. As a result of his guidance and his ability to effectively debrief this person, Mr. Flores was able to make this asset one of our most productive **on-island** sources. During the last year this source **produced 51 reports** on subject matter which often commanded attention at the highest levels of our government.

3. Mr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self-assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

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CL BY 025231

S E C R E T
EYES ONLY

upon in the last twelve months to act as Chief of his section, a GS-14 position. He demonstrated sound leadership qualities by stimulating interest and enthusiasm in his staff. His operational programs were aggressive and imaginative. Mr. Flores' supervisory talents combined with his excellent professional skills portend a continuing and successful career in this Agency.

4. While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a Cuban who was the head of Cubana Airlines in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to relatives and friends of Cuban officials during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his ~~on-island~~ asset anytime, any place whenever the agent ~~traveled out of Cuba~~. In addition to these travels, Mr. Flores did a lot of travelling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.

5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.

Raymond A. Warren
Raymond A. Warren

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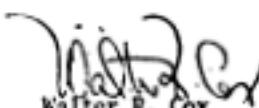
21 September 1976

MEMORANDUM FOR: Chief, OTR/LTD
FROM : Walter R. Cox
Chief, ALT Unit
SUBJECT : Completion of Training Report
Trainee: Daniel Flores
Training Program: **PERGUN**

1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB safesite in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.

2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trainee with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.

3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.


Walter R. Cox

Originated by:
George W. Steitz

E-2 Impdet.
Classified by 024097.

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CTR/ALT
Staff

trained: Mr. Daniel Flores
Instructors: Mr. Steitz

August 1976 -

To **JERAD** assist us in making decisions about future SAI training or application, your answers to the following questions will be most appreciated.

1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to me. One of the main features of the course — how to perceive the others persons objectives before your own — was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each trainee. This experience will also be very helpful to me in my career as a case officer. I can think of several instance where SAI could have helped me turn several failures (recruitment pitches) into successes.

2. Did SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention?

The benefits that this course will provide for me in my job as an instructor are clear. I am absolutely certain that putting the SAI concept into practice will bring forth not only self satisfaction but career benefits as well. This will also be very helpful to me in my personal life. I can see now that some of the concepts will be put to work immediately.

3. What elements, segments, or aspects of the SAI training were of the most interest or use to you?

The greatest revelation from an operational point of view, was the clarification of perhaps an erroneous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first consider the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) success would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.

4. Would you recommend SAI training for other of our personnel?

I am sure that many people would be recommended for this training and that all would benefit from it. However, I would strongly recommend that personnel officers be given SAI as a prerequisite to their job. It would certainly help them in dealing with large numbers of different people.

SECRET

(If Ave Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
				26 AUGUST 1975			
1. SERIAL NUMBER ✓	2. NAME (Last-First-Middle)						
036130	FLORES, DANIEL ✓						
3. NATURE OF PERSONNEL ACTION CONVERSION FROM FSR STATUS				4. SIGNATURE DATE SUBMITTED	5. CATEGORY OF EMPLOYMENT		
				MONTH DAY YEAR 09 14 75	REGULAR		
6. RANK	V TO V	V TO C		7. PAY AND INC.	8. LEGAL AUTHORITY (Completed by Office of Personnel)		
	OF 10 W	X OF 10 C		6135-4534-0000			
9. ORGANIZATIONAL DESIGNATIONS DDO/LATIN AMERICA DIVISION CUBA OPERATIONS GROUP OPS BRANCH				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE OPERATIONS OFFICER (14)				12. POSITION NUMBER CQ65 ✓	13. CAREER SERV'S DESIGNATION DQB ✓		
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)		15. OCCUPATIONAL SERIES 0136.01 ✓		16. GRADE AND STEP 12 2 ✓	17. SALARY OR RATE \$ 19,078✓		
18. REMARKS							
19a. SIGNATURE OF REQUESTING OFFICER H. L. BERTHOLD, C/LA/PERS			DATE SIGNED 26 AUG 75		19b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature]		
20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [Signature]							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
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1740-1741

REQUEST FOR PERSONNEL ACTION

10 SEPTEMBER 1974

100- REQUEST FOR PERSONNEL ACTION										DATE PREPARED 10 SEPTEMBER 1974					
1. SERIAL NUMBER		NAME (Last - First - Middle) 036130 FLORES, DANIEL													
2. NATURE OF PERSONNEL ACTION REASSIGNMENT										3. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 15 74					
4. RANKS		V TO V	V TO GF	5. GRADE AND NSCA GS 13 4534 6000		6. CATEGORY OF EMPLOYMENT REGULAR									
V TO V		XX	GF TO GF												
7. ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION DEPARTMENTAL WH/COG OPS BRANCH										8. LEGAL AUTHORITY (Designated by Office of Personnel) 5135 4534 6000					
9. LOCATION OF ORIGINAL STATION WASH D.C.															
10. POSITION NUMBER 1134 TSD OFF ATTACHE OPS OFFICER										11. POSITION NUMBER 1159					
12. OCCUPATIONAL SERIES FSR GS										13. CAREER SERVICE DESIGNATION DQB					
14. GRADE AND STEP 06 1										15. PAY GRADE 13,863					
16. PAY GRADE 12 1										17. PAY GRADE \$17,497					
18. REMARKS <i>From position 1134</i> <i>Handwritten signature</i> <i>*Wash., D.C.</i>															
19. SIGNATURE OF THE CHIEF PERSONNEL OFFICER H.E. BEUTHOLD D/WH/PERS					DATE SIGNED 12 SEP 74					20. SIGNATURE OF CHIEF SERVICE APPROVING OFFICER Kubitschek					
21. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										22. MONTH					
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(If Applicable)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED		
1. SERIAL NUMBER		2. NAME (Last-First-Middle)				11 July 74		
036130 ✓		Flores, Daniel ✓						
3. NATURE OF PERSONNEL ACTION Reassignment						4. EFFECTIVE DATE REQUESTED		
						MONTH	DAY	YEAR
						07	32	74
5. FUNDS		V TO V	V TO CP	6. CATEGORY OF EMPLOYMENT				
		CP TO V	X	CP TO CP	Regular			
7. ORGANIZATIONAL DESIGNATIONS DDO/MH Division WH/COG Ops Support Branch						8. PAY AND INCA #135-4534 0000		
						9. LEGAL AUTHORITY / Commanded by Officer of Personnel		
						10. LOCATION OF OFFICIAL STATION Washington, D.C.		
11. POSITION Post Officer Attaché Ops Officer						11. POSITION NUMBER 1134	12. CAREER SERVICE DESIGNATION DQB	
13. CLASSIFICATION SCHEDULE (GA, F.R., etc.) FSR GS		14. OCCUPATIONAL SERIES 0136.01		15. GRADE AND STEP 06 1	16. SALARY OR PAY \$ 13,863 ✓ \$ 17,497 ✓			
17. REMARKS From Lima, Peru 57085 <i>* Lima, Peru</i>								
18. SIGNATURE OF REQUESTING OFFICER H. L. Berthold, C/WH/PERS			DATE SIGNED 11 July 74		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER John L. Shatton			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
20. ACTION		21. PAYROLL DATA		22. STATUS		23. SEPARATION		
CODE	CODE	NUMBER	ALPHABETIC	CODE	CODE	MONTH	DAY	
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24. ETD CODES		25. PAYROLL NUMBER		26. SEPARATION DATA		27. SEPARATION/TERMINATION DATA		
MO	DA	YR	NUMBER	CODE	CODE	MO	DA	
28. PAY PERIOD		29. PAY PERIOD DATA		30. PAYROLL NUMBER		31. PAYROLL NUMBER		
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(If New Edition Issued)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 19 NOVEMBER 1973				
1. SERIAL NUMBER		2. NAME (Last-First-Middle)						
036130		FLORES DANIEL						
3. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 11 25 73	5. CATEGORY OF EMPLOYMENT REGULAR			
6. RANKS Y TO Y		7. PAY AND NSCA 4135 1084 0000		8. USDAO AUTHORITY (Completed by Office of Personnel) 4135 1084 0000				
9. OCCUPATIONAL DESIGNATIONS DDO/WII DIVISION FOREIGN FIELD BR 3 - LIMA, PERU STATION				10. LOCATION OF ORIGINAL STATION LIMA, PERU				
11. POSITION TITLE POL OFFICER ATTACHE OPS OFFICER				12. POSITION NUMBER 0136	13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE / GS, E.G., WC.		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 06 1	17. SALARY OR RATE 13865			
18. REMARKS From: GS-11.4 HOME BASE: WII				<i>A. Flores, Peru</i>				
19A. SIGNATURE OF REQUESTING OFFICIAL <i>Jane Wurz</i>		DATE SIGNED 19 Nov 73		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Conway</i>				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
20. ACTION	20. DATES	21. OFFICE ISSUED	22. UNIT	23. INTERVAL	24. HOURS	25. DAYS OF MONTH	26. DATE OF MADE	27. DATE ON REC
ISSUE	1973	NUMBER ALPHABETIC 11 10 51760 1084 0000	1973	1973	1973	1973	1973	1973
20. W/ OFFICES	20. SPECIAL REFERENCES	20. RETIREMENT DATA	20. SEPARATION DATA	20. CORRECTION/AMENDMENT DATA	20. SECURITY INFORMATION	20. SECURITY DATA	20. SECURITY DATA	20. SECURITY DATA
MO DA YE		1973	1973	1973	MO DA YE	1973	1973	1973
20. W/ PREFERENCES	20. W/ EXP. COMP. DATE	20. LONG COMP. DATE	20. CAREER CATEGORY	20. MEDICAL/HEALTH INFORMATION	20. SOCIAL SECURITY NO			
CODE 0-None 1-1 yr 2-10 yrs	MO DA YE	MO DA YE	CAREER PROV/TIME	CODE 0-None 1-10 yrs 2-10 yrs	CODE 0-None 1-10 yrs 2-10 yrs			
20. PREFERENCE GOVERNMENT SERVICE	20. LONG CAT.	20. FORM EXECUTED CODE	20. NO TAX EXEMPTIONS	20. FORM EXECUTED	20. NO TAX STATE CODE	20. DATE OF DATA		
CODE 0-NO PREFERENCE 1-1 yr 2-10 yrs	1973	1-100 2-99		1-100 2-99		20. DATE APPROVED		
20. POSITION CONTROL CERTIFICATION 11/23/73 20 NOV 1973				20. O.P. APPROVED <i>19645thdt</i>	20. DATE APPROVED 23 Nov 73			

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(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 036130	2. NAME (Last-First-Middle) FLORES, DANIEL			23 Nov 71	
3. NATURE OF PERSONNEL ACTION PRONOTION				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 11 28 71	5. CATEGORY OF EMPLOYMENT REGULAR
6. RANKS V TO V G TO V	V TO C X G TO C	7. FINANCIAL STATUS AND CHARGEABLE 2135 1084			8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP/WH Division FOREIGN FIELD BRANCH 3 - LIMA, PERU STATION				10. LOCATION OF OFFICIAL STATION LIMA, PERU	
11. POSITION TITLE POLITICAL OFFICER ATTACHE OPS OFFICER			12. POSITION NUMBER (12) 0136	13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SYMBOLS (GS, LS, etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 07 1 11 3	17. SALARY OR RATE \$ 13,457	
18. REMARKS From GS 10 3 *LIMA, PERU.					
19A. SIGNATURE OF REQUESTING OFFICIAL 		DATE SIGNED 13 Nov 71	19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER 		DATE SIGNED 14 Nov 71
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE 22 10	21. OFFICE CODING MANAGIN ALPHABETIC 51760 WH 57075	22. STATION CODE 5000	23. INVOICE CODE 3	24. BIRTH DATE NO. DA. YE. 3 01 71	25. DATE OF BIRTH NO. DA. YE. 11 25 71
26. BY EXPERT	27. SPECIAL REFERENCES	28. RETIREMENT DATA	29. SEPARATION DATA CODE	30. COMPLETION/CANCELLATION DATA NOV NOV DA. YE.	31. MILEAGE NO. DA. YE. 11 28 71
32. BY PREFERENCE	33. 100% COMP DATE	34. 100% COMP DATE	35. CAREER CATEGORY	36. HIGH-HEALTH INSURANCE NO. 100% SECURITY NO 100% 1-100% 1-10% 1-1%	37. STATE TAX DATA
38. PREVIOUS CIVILIAN GOVERNMENT SERVICE C0000 1-10 PAYROLL SERVICE 1-10 PAYROLL SERVICE 1-10 PAYROLL SERVICE 1-10 PAYROLL SERVICE	39. LEAVE ENTITLEMENT C0000	40. REASON FOR DATA PROMOTED CODE 1-10 1-10	41. NO. TAX DEDUCTIONS CODE 1-10 1-10	42. STATE TAX DATA PROMOTED CODE 1-10 1-10	
43. POSITION CONTROL CERTIFICATION 1-1 11-21-71			44. O.P. APPROVAL 		DATE APPROVED 11-21-71
25. 1152 USE PREVIOUS EDITION					

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BY 10 YEARS

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(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED
1. SERIAL NUMBER	2. NAME (Last-First-Middle)					7 September 1971
036130	FLORES DANIEL					
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT			MONTH	DAY	YEAR	REGULAR
			09	17	71	
6. RANKS			V TO V	V TO O	7. FINANCIAL ANALYSTS NO CHARGEABLE	
			O TO V	X	2135 1084	
8. ORGANIZATIONAL DESIGNATIONS			9. LOCATION OF OFFICIAL STATION			
DDP/WH FOREIGN FIELD BRANCH 3 LIMA, PERU STATION			LIMA, PERU			
11. POSITION TITLE			12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION		
Political officer assigned OPS OFFICER			0136	D		
14. CLASSIFICATION NUMBER (GS, LS, etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND RATE	17. SALARY OR BASE		
GS		0136.01	01 10 3	\$12235		
18. REMARKS <i>(Gungnir, recipient) From DDP/WH #0376</i> <i>H&WH</i> Vice Donald Venute Approved 259a attached.						
From 259a: Mr. Flores' Spanish capabilities are native reading and high speaking which more than meet the language requirements of intermediate reading and speaking for the Station.						
19. SIGNATURE OF APPROVING OFFICER		DATE SIGNED	20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED	
<i>M. L. Berthold</i> Henry L. Berthold, C/WH/Pers		9.43/71	<i>J. L. L. 11/17/71</i>			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
21. ACTION	22. EMPLOY CODE	23. STATION CODE	24. RETIREMENT CODE	25. WORKS RATE	26. OUT OF STATE	27. OUT OF COUNTRY
37 10	C000	57035	5	3	02124155	
28. RETIREMENT	29. SPECIAL DIFFERENCE	30. RETIREMENT DATA	31. RETIREMENT DATA	32. COMBINATION CERTIFICATION DATA	33. WORKS RATE	34. OUT
REG. DA. TR. X X X X X					REG. DATA	
35. RETIREMENT	36. LEAVE COMP. RATE	37. LEAVE COMP. RATE	38. CAREER CATEGORY	39. HIGH HEALTH INSURANCE	40. MEDICAL SECURITY	
C000	REG. DA. TR.	REG. DA. TR.	C000	C000	C000	
41. PREVIOUS CAREER GOVERNMENT SERVICE	42. LEAVE USE CODE	43. RETIREMENT DATA	44. STATE TAX RATE			
C000 1-NO PAYROLL 2-NO PAYROLL 3-REG. OR REG. WITH 2 PAYROLL 4-REG. OR REG. WITH 2 PAYROLL	C000	45. RETIREMENT DATA	46. STATE TAX RATE			
47. POSITION CONTROL CERTIFICATION	48. O.P. APPROVED	49. O.P. APPROVED	50. APPROVED			
<i>11/17/71</i>	<i>11/17/71</i>	<i>11/17/71</i>	<i>11/17/71</i>			
51. PREVIOUS EDITION						

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REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER 036130		2. NAME (Last-First-Middle) FLORES, DANIEL						21 JULY 1970	
3. NATURE OF PERSONNEL ACTION PRONOTION								4. EFFECTIVE DATE REQUESTED 07 26 70	
5. RANKS OF 10 Y		OF 10 Y		OF 10 CF				6. CATEGORY OF EMPLOYMENT REGULAR	
7. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE								8. FINANCIAL ANALYSIS AND CHARGEABLE 1135 0884	
9. POSITION TITLE POL OFFICER OPS OFFICER (07)								10. LOCATION OF OFFICIAL STATION GUAYAQUIL, ECUADOR	
11. CLASSIFICATION SCHEDULE (G-1, F-8, etc.) FSR GS		12. OCCUPATIONAL SERIES 0136.01		13. GRADE AND STEP 07 1		14. SALARY OR RATE \$ 9450			
15. REMARKS * PRA NTE TWO YEARS IN ACCORDANCE WITH HR 20-17d(1)(a). FORMERLY A GS-9-3, \$10530. * Guayaquil, Ecuador								16. SIGNATURE OF REGULATORY OFFICER HENRY L. BERTHOLD	
17. SIGNATURE OF CAREER SERVICE APPROVING OFFICER H. L. BERTHOLD								18. DATE SIGNED 21 July 1970	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION 1000		20. INPUT 1000		21. OFFICE CODES 1000		22. STATUS 1000		23. APPROVAL 1000	
24. GRADE 1000		25. PAY OR RATE 1000		26. PAY OR RATE 1000		27. PAY OR RATE 1000		28. PAY OR RATE 1000	
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S E C R E T
EYES ONLY

Approved, GS Career
Subject Panel
17 June 1970

2 JUN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

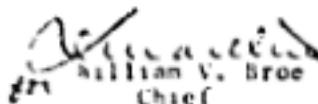
SUBJECT : Recommendation for Promotion to Grade
GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-9 to GS-10. Mr. Flores has been in his present grade since April 1969.

2. Mr. Flores joined the Agency in 1962. Initially he was employed on a part-time basis in the MI Division while attending American University. He received his BA degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the MI Division, he was selected for assignment as an operations officer at the **Guayaquil** base, where he arrived in May 1969.

3. Mr. Flores has made a most impressive beginning in **Guayaquil**. He has adapted to new tasks and a new environment with a mature assurance and a professional approach. Shortly after arrival in **Guayaquil** the base was temporarily depleted of other officers. Mr. Flores carried out the duties of acting Chief of Base in a most commendable manner. His fluency in Spanish and his Latin background have been definite assets in the performance of his duties. His performance to date has demonstrated that he handles his agents securely and productively. Both Mr. Flores and his wife have been well accepted within the local community and they carry out their representational duties very effectively.

4. Mr. Flores has proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level higher than his present grade and a promotion at this time is strongly recommended.


William V. Broe
Chief
Western Hemisphere Division

S E C R E T
EYES ONLY

DISPATCHED	ROUTINE S E C R E T	FILED S E C R E T
Chief, WH Division		Z MAY 17 1970 U.S. AIR FORCE HEADQUARTERS
Chief of Station, Quito		
Chief of Base, COPYRIGHT		
ADMINISTRATIVE/MODIFICATION - Promotion for Florres		
ACTION REQUIRED: See Below		Approved by CS Career Service Panel 17 JUL 69 <i>Florres</i>
<p>During the visit of the Chief, WHD to the Base last November 1969 he mentioned to the COS, Quito and the COB that the promotion for Florres (from GS-9 to GS-10) would be forthcoming; he also said this to Florres during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel for Florres' grade. If this assumption is not correct, however, and some further action by the Base is necessary in addition to the recommendation contained in Florres' last Fitness Report, the COB would appreciate being advised.</p> <p><i>[Signature]</i> /s/ Robert L. Famberti</p>		
Distribution: Orig. & 2 - C/WHD 2 - COS, Quito		
RECORDED	SERIALIZED AND INDEXED HXTT-1174 CABINET RYAN	FILED MAY 17 1970 S E C R E T

SECRET

REQUEST FOR PERSONNEL ACTION						DATE PREPARED			
						9 APRIL 1969			
1. SERIAL NUMBER	2. NAME / Last-First-Middle								
036130 ✓	FLORES, DANIEL ✓								
3. NATURE OF PERSONNEL ACTION		4. EFFECITIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT					
INTEGRATION - DEPARTMENT OF STATE		MONTH	DAY	YEAR	REGULAR				
FWD TO Y X CPT TO CP		04	10	69	6. LEGAL AUTHORITY (Explain in Office of Personnel)				
7. FINANCIAL ANALYSIS NO CHARGEABLE		9135 0884		10. LOCATION OF OFFICIAL STATION					
8. ORGANIZATIONAL DESIGNATIONS		11. POSITION TITLE		12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION Guayaquil, Ecuador Busc ^a		POL OFFICER OPS OFFICER		(09)		D			
14. CLASSIFICATION SOURCE (G.S., E.R., etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS		0136.01		O9 2		\$ 8744 ✓			
18. REMARKS <u>All SICK AND all HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE</u> <u>DEPARTMENT OF STATE</u>									
MARITAL STATUS: MARRIED									
19A. SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER			DATE SIGNED	
J. CARSON COOPER OFFICER X5013									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
20. AUTHOR	21. EMPLOY	22. BIRTH DATE	23. STATION	24. BIRTHPLACE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF GS		
55/10	5177010W	1955-9	CODE	CODE	MO. DA. YE.	MO. DA. YE.	MO. DA. YE.		
28. RET. LINES	29. SPONS.	30. RETIREMENT DATE	31. SEPARATION DATA CODE	32. EDUCATION CERTIFICATION DATA	33. SECURITY REG. NO.	34. SEC. 503			
MO. DA. YE.	RETIRED	CODE	TYPE	EDUC	MO. DA. YE.	MO. DA. YE.			
35. MED. PREFERENCE	36. MED. TEMP. DATE	37. LONG. TEMP. DATE	38. CAREER CATEGORY	39. MED. HEALTH INSURANCE	40. SOCIAL SECURITY NO.				
TYPE	MO. DA. YE.	MO. DA. YE.	CAREER PROFESSION	CODE	CODE	CODE			
41. PREVIOUS OFFICIAL GOVERNMENT SERVICE	42. GLEN CAT	43. RESIDE TAX DATA	44. STATE TAX DATA						
CODE	CODE	CODE	CODE	CODE	CODE	CODE			
45. POSITION CONTROL CERTIFICATION	46. Q.P. APPROVAL	47. DATE APPROVED							
48. PREVIOUS ACTION	49. APPROVAL		50. DATE APPROVED		51. APPROVAL		52. DATE APPROVED		
44-1112	C4-244-9782		C4-244-9782		C4-244-9782		C4-244-9782		

SECRET

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(20 Nov 1968)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)							3 April 1969	
036130	FLORES, DANIEL								
3. NATURE OF PERSONNEL ACTION									
PROMOTION, TRANSFER TO NEW FUNDS, AND CHANGE OF SERVICE DESIGNATION									
4. FUNDS	V TO V	X	V TO CP	5. EFFECTIVE DATE REQUESTED		6. CATEGORY OF EMPLOYMENT			
				MONTH 04	DAY 06	YEAR 69	REGULAR		
7. FINANCIAL STATUS AND CHARGEABLE								8. LEGAL AUTHORITY (Explain in right of Personnel)	
9135 0884									
10. LOCATION OF OFFICIAL STATION									
DDP7W FOREIGN FIELD BRANCH #3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE								GUAYAQUIL, ECUADOR	
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
OPS OFFICER				(09)		D			
14. CLASSIFICATION SCHEDULE (G.I., Z.R. etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		0136.01		09 2		\$ 8744			
18. REMARKS									
TO BE INTEGRATED. APPROVED 259a ATTACHED. FROM: DDP/WII/Branch 4/Pos. 1441. GS-08, step 2, \$7956/annum. CONCUR: I CONCUR IN CHANGE OF SERVICE DESIGNATION FROM SJ TO D; <i>(Signed on original)</i> <u>3 Apr 69</u> <u>Arthur McNeil (Signature)</u> OTR/PERS									
19. SIGNATURE OF REQUESTING OFFICER			DATE SIGNED		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER			DATE SIGNED	
<i>HENRY L. BERTHOLD</i>			3 APR 69		<i>Robert Miller</i>			4 APR 1969	
21. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
22. ACTORS	23. EMPLOY. CODE	24. PAYROLL NUMBER	25. STATUS	26. INTROD.	27. HOURS	28. DATE OF BIRTH	29. DATE OF GRADE	30. DATE OF DEI	
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31. RETIREMENT	32. PAYROLL NUMBER	33. RETIREMENT DATE	34. SEPARATION	35. CORRECTION	36. CORRECTION	37. SECURITY	38. SECURITY	39. SECURITY	
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40. MED. RECORD	41. MED. COMP. DATE	42. MED. COMP. DATE	43. CAREER CATEGORY	44. MED. HEALTH	45. MED. HEALTH	46. MED. SECURITY	47. MED. SECURITY	48. MED. SECURITY	
CODE	4-0000 1-1000 2-1000	MO DA YR	MO DA YR	CODE	CODE	CODE	CODE	CODE	
49. PREVIOUS CAREER CONTRACT SERVICE	50. CARRY CAT	51. FEDERAL TAX DATE	52. STATE TAX DATE	53. FEDERAL TAX DATE	54. STATE TAX DATE	55. FEDERAL TAX DATE	56. STATE TAX DATE	57. FEDERAL TAX DATE	
CODE	1- NO PENSION WANTED 2- NO DEATH IN SERVICE 3- DEATH IN SERVICE LESS THAN 2 YEARS 4- DEATH IN SERVICE MORE THAN 2 YEARS	1000	1000	1000	1000	1000	1000	1000	
58. POSITION CONTROL CERTIFICATION	59. OF APPROVAL	60. APPROVED	61. APPROVED	62. APPROVED	63. APPROVED	64. APPROVED	65. APPROVED	66. APPROVED	
<i>CAC/AGZ/RK</i> <i>J. Wilson</i> <i>Y.V.</i>									

SECRET

7/2/67

MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT : Recommendation for the Promotion of Mr.
Daniel Flores From GS-05 to GS-06.

1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two semesters and will receive his degree in August 1967.

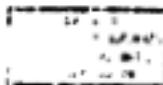
2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.

3. In WH/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in **radio and secret writing** communications. Mr. Flores is bi-lingual - Spanish and English - and is adept as an operational Translator-Interpreter.

4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted promptly to GS-06.

William V. Broo
William V. Broo
Chief
Western Hemisphere Division

SECRET



6 January 1965

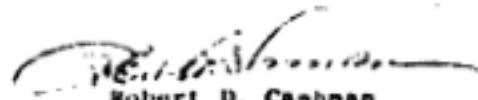
MEMORANDUM FOR: Chief, CSPO

SUBJECT : Conversion to Part-Time Staff Employment
Mr. Daniel Flores

1. Mr. Daniel Flores is an Intelligence Assistant, GS-07, assigned to the CI Staff of WH/SA. He is currently pursuing a program of studies in Government at the American University with special concentration on Latin American Affairs. To complete the major portion of his remaining requirements for the bachelor's degree, he is planning to attend the University full-time for a year. Any requirements still outstanding at the end of that period would be completed at night.

2. The employee's duties in the CI Staff involves the translation of **W/T and SW** messages received from and sent to **agents in Cuba**, assisting in the training of **agents in SW** and communications procedures, and miscellaneous support functions in the CI Branch. He has proved invaluable because he has native fluency in every-day Spanish and is familiar with **SW** and communication techniques, problems, and training procedures. In addition to Mr. Flores' utility for such cases as may arise in the future, he is personally acquainted with **two of the double agents** now in place **in Cuba** and with the numerous problems which constantly arise in their handling.

3. In view of the need for Mr. Flores' services, the Chief, CI Staff, has asked the employee if he would be willing to continue in his present capacity on a part-time basis. The employee has indicated that he would accept such an arrangement. It is accordingly requested that WH/SA be permitted to convert him from a full-time staff employee to one employed on a part-time, regular tour of duty basis. Subject would be utilized for a total of 18 hours per week, the maximum time that his school program will permit him to devote to Agency duties.


Robert D. Cashman
C/WH/Personnel

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP			DATE	FILE NO.
TEC Check	<input checked="" type="checkbox"/>	CHIEF, CONTROL DIVISION, OP	0 AUGUST 75	15675
	<input type="checkbox"/>	CHIEF, CONTRACT PERSONNEL DIVISION, OP	ID NUMBER 460-45-0250	
	<input checked="" type="checkbox"/>	CHIEF, (OPERATING COMPONENT FOR ACTION) ATTN: LA	EMPLOYEE NUMBER 030130	
REF: Form 1322 dated 18 Aug 75			ID CARD NUMBER	
STATUS	<input checked="" type="checkbox"/> STAFF	CONTRACT	OFFICIAL COVER	<input checked="" type="checkbox"/> ESTABLISHED <input type="checkbox"/> CANCELLED
SUBJECT			UNIT	

DEPARTMENT OF STATE

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER (BLOCK RECORDS)		CANCELLATION OF OFFICIAL COVER (UNBLOCK RECORDS)	
<input type="checkbox"/> BASIC COVER PROVIDED <input checked="" type="checkbox"/> EFFECTIVE DATE <u>EOD</u>		EFFECTIVE DATE:	
<input type="checkbox"/> OPERATIONAL COVER PROVIDED <input type="checkbox"/> FOR <u>TOY</u> OTHER (Specify)		SUBMIT FORM 3254 IMMEDIATELY TO CHANG TELEPHONE. LIMITATION CATEGORY TO CATEGORY <u>3</u> <u>EINR 20-73</u>	
<input checked="" type="checkbox"/> SUBMIT FORM 3254 <u>State</u> W-2 TO BE ISSUED. <u>EINR 20-73</u>		SUBMIT FORM 3254 IMMEDIATELY TO CHANG TELEPHONE. LIMITATION CATEGORY TO CATEGORY <u>3</u> <u>EINR 20-73</u>	
<input checked="" type="checkbox"/> SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. <u>EINR 20-73</u>		EAA- CATEGORY I CATEGORY II RETURN ALL OFFICIAL DOCUMENTATION TO CCS	
<input checked="" type="checkbox"/> SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. <u>EINR 20-73</u>		SUBMIT FORM 2688 FOR HOSPITALIZATION CARD	
<input checked="" type="checkbox"/> SUBMIT FORM 2688 FOR <u>AGC</u> HOSPITALIZATION CARD		AGC NOT RECENT IN THIS BLOCK	
12 Mar 67-2 Dec 69-sqs-DAC 3 Dec 67-9 Apr 69-sqs-DAC 10 Apr 69-May 71-Lcuador-State-Int. May 71-Sep 71-0/L 6 Tdy-State-Int. Sep 71-Mar 74-Pers-State-Int. Mar 74-13 Sep 75-sqs-State-Int. 14 Sep 75- -sq-s-State-Nominal			
APPROVING 100% 100% 100% 100% 100% 100%			

SECRET

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		DATE	FILE NO.
		23 APRIL 1974	15675
<input checked="" type="checkbox"/>	CHIEF, CONTRACT DIVISION, OF	REF ID: A60-486230	
TO: REFFERED:	CHIEF, CONTRACT PERSONNEL DIVISION, OF	036130	
<input checked="" type="checkbox"/>	CHIEF, OPERATING COMPONENT (For action) MH	REF ID: A60-486230	
ATTN:	CHIEF SUPPORT STAFF	<input checked="" type="checkbox"/>	ESTABLISHED
REF:	FORM 2458, DATED 16 JANUARY 1974	OFFICIAL COVER	CANCELLED
SUBJECT	UNIT		
DANIEL FLORES	DEPARTMENT OF STATE		

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

1984 --- 888-888-8888

SECRET

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP		DATE
TO: CCMRS	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	27 November 1967
	<input type="checkbox"/> CHIEF, CONTRACT PERSONNEL DIVISION	FILE NUMBER
	<input type="checkbox"/> CHIEF, OPERATING COMPONENT (For action)	EMPLOYEE NUMBER 036130
XU	IC CARD NUMBER <i>1001</i>	CT
ATTN: Mr. Pavlyak	OFFICIAL COVER	X BACKSTOP ESTABLISHED
REF: Verbal Request		DISCONTINUED
SUBJECT	UNIT	
<input checked="" type="checkbox"/> FLORES, Daniel (NM1)	USAE, Geographical Evaluation & Analysis Gp	

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (Form 20-800-113)		CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (Form 20-800-113)
A. TEMPORARILY FOR _____ DAYS EFFECTIVE DATE CCB _____ B. CONTINUING AS OF CCB _____ 3 Dec 67		DATE (MM DD YYYY)
<input checked="" type="checkbox"/> SUBMIT FORM 842 TO CHANGE LIMITATION CATEGORY. (RRB 20-73)		SUBMIT FORM 842 TO CHANGE LIMITATION CATEGORY. (RRB 20-73)
<input checked="" type="checkbox"/> ASCERTAIN THAT ARMY W-2 BEING ISSUED. (RRB 20-800-13)		RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
<input checked="" type="checkbox"/> SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (RRB 240-24)		DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY
<input checked="" type="checkbox"/> SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (RRB 300-24)		
CONCUR IN ISSUANCE	AGE HOSPITALIZATION CARD	
	NACS HOSPITALIZATION CARD	

卷之三十一
本草纲目/本草
王世充著
和正堂于世中书

Mar 62 - Dec 62 Overt

EDF/mch

1996年1月1日，中国加入世界贸易组织。同年，中国与美国、日本、韩国、澳大利亚等国签署了《中美双边投资协定》、《中美双边贸易协定》、《中日双边投资协定》、《中日双边贸易协定》、《中韩双边投资协定》、《中韩双边贸易协定》、《中澳双边投资协定》、《中澳双边贸易协定》。

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卷之三

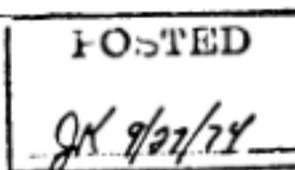
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(When Filed In)

1. GRADE/10225-10006		NOTIFICATION OF PERSONNEL ACTION									
2. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE) 130111 FLEXES DANIEL										
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT							
CONVERSION FROM FSR STATUS		10-00-75 10-14-75		REGULAR							
6. RANKS	V TO V	V TO CP	7. PAY AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY						
	CP TO V	CP TO CP	6155 10006		5: USC 495 J						
9. ORGANIZATIONAL DEMONSTRATION			10. LOCATION OF OFFICIAL STATION								
DDO/LA DIVISION CUSA OPERATIONS GROUP OPS BRANCH			NASI, D.C.								
11. POSITION TITLE			12. POSITION NUMBER		13. SERVICE DESIGNATION						
OPERATIONS OFFICER			CQCS		DQS						
14. CLASSIFICATION SCHEDULE REF. 10. ENCL		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
GS		0136.01		12-2		19570					
18. REMARKS NASI, D.C.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Employee Code	21. OFFICE CODING	22. STATION CODE	23. AUTHORITY CODE	24. HOURS CODE	25. DATE OF ENTRY	26. DATE OF GRADE	27. DATE OF LEI			
50	15	5155-10006-LA	10-14-75	1	10-00-75	10-00-75	10-00-75	10-00-75			
28. INT. EXPRES		29. OFFICER REFERENCE	30. SEPARATION DATA	31. SEPARATION DATA CODE	32. Conversion / Commutation Data	33. SECURITY REQ. NO	34. SOC. SEC. NO				
NO DA 14		1. CSC 2. DSA 3. DPA 4. DPA 5. DPA	CODE	TYPE	NO DA 14	DATA	NO DA 14				
35. RET. PREFERENCE		36. MARY COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. REGU / HEALTH INSURANCE	40. SOCIAL SECURITY NO					
CODE		NO DA 14	NO DA 14	CODE	CODE 1. MARY 2. LONG	CODE					
41. PREVIOUS CITIZEN GOVERNMENT SERVICE				42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA					
CODE				CODE	CODE 1. NO 2. NO	CODE 1. NO 2. NO					
SIGNATURE OR OTHER AUTHENTIC SIGNATURE											
POSTED <i>[Signature]</i>											

SECRET
(When Filled In)

LMP: 27 SEPT 74

EDF		NOTIFICATION OF PERSONNEL ACTION							
1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)								
036138	FLORES DANIEL								
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE	5 CATEGORY OF EMPLOYMENT				
REASSIGNMENT				09 15 74	REGULAR				
6 RUMS	V TO V		V TO CF		7 PAY AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY			
	C TO V	X	C TO CF		5135 4534 8888	56 USC 483 J			
9 ORGANIZATIONAL DESIGNATIONS				10 LOCATION OF OFFICER STATION					
DDO/WH DIVISION WH/COG OPS BRANCH				WASH., D.C.					
11 POSITION TITLE POL OFF ATTACHE OPS OFFICER				12 POSITION NUMBER	13 SERVICE DESIGNATION				
14 CLASSIFICATION SCHEDULE (COL. 18, 44)				15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE			
FSR GS				0136.81	86 1 12 1	13863 17497			
18 REMARKS WASH., D.C.									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE	20 Employee Code	21 OFFICE CODING	22 STATION CODE	23 INTEGRITY CODE	24 Major Code	25 DAY OF Birth	26 DATE OF Grade	27 DATE OF Ent	
37	18	51588 WH	75813	S	1	08 04 35	00 00 00	00 00 00	
28 MTS EXPNS		29 DPC-N REFERENCE	30 RETIREMENT DATE	31 SEPARATION DATA CODE	32 Conversion/Commission Date	33 SECURITY REG NO	34 TSP	35 TSP	
36 RET PREFERENCE		37 SERV COMP DATE	38 LONG COMP DATE	39 CAREER CATEGORY	40 MEDICAL/HEALTH INSURANCE	41 SOCIAL SECURITY NO			
1988 1. HOME 2. SPouse 3. Off W		00 00 70	00 00 70	0000 0000	0000 0000	0000 0000 0000			
42 PREVIOUS CIVILIAN GOVERNMENT SERVICE				43 LEAVE CAT CODE	44 FEDERAL TAX DATA	45 STATE TAX DATA			
1988 1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (less than 3 mos.) 4. BREAK IN SERVICE (more than 3 mos.)					FORM 1130 G-73 May 73	NET TAXABLE 1. 10% 2. 10%	FORM 1144 1. 10% 2. 10%	0000 0000 0000	
SIGNATURE OR OTHER AUTHENTICATION									
									

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(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)							
100-10000000000000000000000000000000	FLORES, DAVID L.							
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE					
CLASSIFICATION			MO DD YY -7 01 74					
5. RANKS ➡	6. TO V	7. TO C	8. PAY AND ALLOW					
PFC	CPT	X CPT	\$173 4550					
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION					
DCO/DCI DIVISION DCI/DCG DPS SUPPORT BRANCH			WACOM, D.C.					
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION					
POL. OFFICER ATTACHE DPS OFFICER		1174	DOD					
14. CLASSIFICATION SCHEDULE (DS-18, etc.) FSR GS		15. OCCUPATIONAL SERIES /174-11	16. GRADE AND STEP E-4 1					
			17. SALARY OR RATE \$3055 174-11					
18. REMARKS LIMA, PERU								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTIVITY CODE	20. Grade Code	21. OFFICE CODING	22. STATION CODE	23. DEPARTMENT CODE	24. Paycom Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF HI
77	12	515000 W.I.	75-13	<input checked="" type="checkbox"/>	1	1940-01-01	1966-06-10	1966-06-10
28. PAY COMPS		29. SPECIAL REFERENCES	30. REINEMENT DATA	31. SEPARATION DATA CODE	32. CERTIFICATION/TRANSITION DATA	33. SECURITY REG. NO.		
<input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>						33. SECURITY REG. NO.		
34. PAY PREFERENCE		35. SEN. COMP. DATA	36. LONG. COMP. DATA	37. CARRY CARRIER	38. RETAIL - RETIREMENT PAY	39. SOC. SECURITY PAY		
40. PAY PREFERENCE		41. SEN. COMP. DATA	42. LONG. COMP. DATA	43. CARRY CARRIER	44. RETAIL - RETIREMENT PAY	45. SOC. SECURITY PAY		
46. RESTRICTED FROM GOVERNMENT SERVICE		47. SEN. COMP. DATA CODE	48. LONG. COMP. DATA	49. RETAIL - RETIREMENT PAY DATA	50. SOC. SECURITY PAY DATA			
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>								
SIGNATURE OR OTHER AUTHENTIC ACTION								
POSTED <i>OK shly</i>								

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(Other than E.O. 13526)

530 03 DEC 73

NOTIFICATION OF PERSONNEL ACTION												
1. GRADE/NUMBER		2. NAME (LAST-FIRST-MIDDLE)										
030130		FLORES DANIEL										
3. TITLE OF PERSONNEL ACTION		4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT								
PROMOTION		11 25 73		REGULAR								
6. RANKS		V TO Y	V TO CF	7. PAY AND INCRA		8. CSC OR OTHER LEGAL AUTHORITY						
		CY TO Y	X CY TO CF	6155 1084 0000		50 USC 403 J						
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION										
DDO/DIVISION FOREIGN FIELD BRANCH 3-LIMA, PERU STATION		LIMA, PERU										
11. POSITION TITLE		12. POSITION NUMBER		13. SERVICE DESIGNATION								
POL OFFICER ATTACHE OPS OFFICER		0130		D								
14. CLASSIFICATION SCHEDULE IDG, 15. GRADE		16. OCCUPATIONAL SERIES		17. GRADE AND STEP		18. SALARY OR RATE						
FSR GS		0130.01		06 1		13303 17527						
19. REMARKS LIMA, PERU												
HOME BASE: NM												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
20. ACTION CODE	21. Grade Code	22. OFFICE CODING		23. STATION CODE	24. PAYCODE	25. PAYCODE	26. DATE OF BIRTH	27. DATE OF GRADE	28. DATE OF HI			
22	10	51700 HIS		57085	<input checked="" type="checkbox"/>	3	06 06 35	11 25 73	11 25 73			
29. PAY DATES		30. GRADE REFERENCE	31. PAYMENT DATA		32. SEPARATION DATA CODE		33. CONVERSION CONVERSION DATA		34. SECURITY REG NO		35. SSN	
MO DO YE		1. FED 2. CIV 3. MIL 4. MAR	1. FED 2. CIV 3. MIL 4. MAR		1. FED 2. CIV 3. MIL 4. MAR		1. FED 2. CIV 3. MIL 4. MAR		1. FED 2. CIV 3. MIL 4. MAR		1111 1111 1111	
36. PAY REFERENCE		37. MIN COMP DATA	38. MAX COMP DATA	39. CAREER CATEGORIES	40. HIGH HEALTH INSURANCE	41. SOCSEC/MCRAWD						
42. PREVIOUS PAYMENT METHODS		43. PAY CAP CODE	44. PAYMENT DATA	45. STATE TAX DATA								
46. PAYMENT METHODS		47. PAY CAP CODE	48. PAYMENT DATA	49. STATE TAX DATA								
SIGNATURE OF OTHER AUTHENTICATION												
1008-12473												

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(When Filled In)

DS: 8 DEC 71

A-16

DOF		NOTIFICATION OF PERSONNEL ACTION						
1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)							
036130	FLORES DANIEL							
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE	5. CATEGORY OF ENLISTMENT				
PROMOTION			11 28 71	REGULAR				
6. RANKS	V TO Y	V TO O	7. PAY GRADE AND PAY CHARGE RATE			8. CSC OR OTHER LEGAL AUTHORITY		
	C TO Y	X C TO O	2135 1084 0000			50 USC 403 J		
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION					
DUP/WH DIVISION FOREIGN FIELD BRANCH 3, LIMA, PERU STATION			LIMA, PERU					
11. POSITION TITLE	12. POSITION NUMBER		13. SERVICE DESIGNATION					
POL OFFICER ATTACHE OPS OFFICER	0136		O					
14. CLASSIFICATION SCHEDULE (TA, GS, etc.)	15. OCCUPATIONAL SERIES		16. GRADE AND STEP	17. SALARY OR RATE				
FSR GS	0136.01		07 1 11 3	13457				
18. ADDRESS LIMA, PERU								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. ENLIST. CODE	21. OFFICE CODING	22. STATION CODE	23. INVESTIGATE CODE	24. GRADE CODE	25. DATE OF BIRTH	26. DATE OF CONC.	
22 10		51760 WH	57065	S	3	08 04 35	11 28 71	
27. RATE EXPENS.		28. SPECIAL REFERENCES	29. RETIREMENT DATA	30. SEPARATION DATA CODE	31. Previous Commission Date	32. SECURITY REG. NO.	33. SSN	
NO 00 10					11/	NO 00 10	11 123	
34. PAY REFERENCE		35. PAY COMP. DATE	36. STANDING COMP. DATE	37. CAREER CATEGORY	38. MEDICAL / HEALTH INSURANCE	40. SOCIAL SECURITY NO.		
CODE		NO 00 10	NO 00 10	CAR 000	1100 0000 0000	1111 1111 1111		
41. PREVIOUS CITIZENSHIP DOCUMENT NUMBER		42. LEAVE CAT. CODE	43. PAYROLL Tax Data	44. STATE TAX DATA				
CODE		10000000 0000	10000000 0000	10000000 0000				
SIGNATURE OR OTHER AUTHENTICATION								
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WEBSITE: 29 SEPT 71

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)						3. CATEGORY OF EMPLOYMENT			
036130		FLORES DANIEL						REGULAR			
4. NATURE OF PERSONNEL ACTION				5. EFFECTIVE DATE						6. TITLE OR OTHER LEGAL AUTHORITY	
REASSIGNMENT				09 19 71						50 USC 403 J	
7. FUNDS ➡		V TO V		V TO C		8. Financial Analysis No. Changeable					
		C TO V	X	C TO C		2135 1084 0000					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION							
DDP/MH FOREIGN FIELD BRANCH 3 LIMA, PERU STATION				LIMA, PERU							
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION					
POLITICAL OFFICER ATTACHE OPS OFFICER				0136		D					
14. CLASSIFICATION SCHEDULE (GS, GS-etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. PAY RATE OR PAY					
FSR GS		0136.01		07 1 10 3		10014 12265					
18. REMARKS: GUAYAQUIL, ECUADOR											
HOME BASE: WH											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Deploy Date	21. OFFICE CODING	22. STATION CODE	23. AIRPORT CODE	24. Month	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF IN			
37	10	51700 WH	57085	S	3	08 04 35	00 00 00	00 00 00			
28. INT. EXPENS		29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CARRIAGE	33. DATA	34. SECURITY	35. SEC			
XX XX XX						END DATA ➡	REF ID: NO	REF ID: NO			
36. VET PREFERENCES		37. SERV. COMP. DATE	38. LONG. COMP. DATE	39. CAREER PATHCODE	40. DENTAL - HEALTH INSURANCE	41. SOCIAL SECURITY NO.					
CODE 1. NONE 2. 100% 3. 10%		00 04 10	00 04 10	CAR Ref	100% Ref						
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE		43. GEN-E CAP CODE	44. POLITICAL IN DATA	45. STATE IN DATA							
CODE 1. NO PREVIOUS SERVICE 2. 100% IN SERVICE 3. 100% IN SERVICE WITH 100% PAYMENT 4. 100% IN SERVICE WITH 100% PAYMENT			100% PAYMENT Ref	100% PAYMENT Ref							
SIGNATURE OR OTHER AUTHENTICATION											
OPIIS											
FORWARDED 10-26-71											

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NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION															
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)													
036130		FLORES DANIEL													
3. NATURE OF PERSONNEL ACTION															
PROMOTION															
4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT													
WY MO 18 07 26 70		REGULAR													
6. FUNDS		V TO V	V TO CF	7. Grade or Paygrade No Change		8. CMC OR OTHER LEGAL AUTHORITY									
		CF TO V	X CF TO CF			1135 0804 0000 50 USC 403 J									
9. ORGANIZATIONAL DESIGNATIONS															
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE															
10. LOCATION OF OFFICIAL STATION															
GUAYAQUIL, ECUADOR															
11. POSITION TITLE															
FOL OFFICER OPS OFFICER															
12. POSITION NUMBER															
0376															
13. SERVICE DESIGNATION															
D															
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)															
FSR GS		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
		0136.01		07 1 10 2		9450 11231									
18. REMARKS															
GUAYAQUIL, ECUADOR.															
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19. ACTION CODE	20. Employee Code	21. OFFICE CODING		22. STATION CODE	23. INTRFC CODE	24. Month Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF PAY						
22	10	51700 WH		19559	S	3	05 04 35	07 26 70	07 26 70						
28. DATE EXPIRS		29. SPECIFIC REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Commision / Concourse Data					33. SECURITY REG NO	34. MEA				
07 25 72		81	100 101 102 103	CODE	100 101 102 103		100	100	100	REG NO					
35. RET. PREFERENCE		36. MVR COMP DATE	37. LONG COMP DATE	38. CAREER CATEGOR	39. MEDICAL HEALTH INSURANCE		40. SOCIAL SECURITY NO								
CARE		00 00 00	00 00 00	00 00 00	00 00 00		00 00 00								
41. PREVIOUS LEVIAN GOVERNMENT SERVICE		42. STATE CAT CODE	43. PENSION TAX DATA		44. STATE TAX DATA										
1000 1 NO PREVIOUS SERVICE 2 NO BREAK IN SERVICE 3 BREAK IN SERVICE LESS THAN 3 yrs. 4 BREAK IN SERVICE MORE THAN 3 yrs.			1000 1 NO		1000 1 NO										
SIGNATURE OR OTHER AUTHENTICATION															
1. POSTED 2. FILED 3. INDEXED 4. SERIALIZED 5. FILED															

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(When Filled In)

JLG: 21 APR 69

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)		3. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
030130		FLORES DANIEL		07 04 69		REGULAR	
6. NATURE OF PERSONNEL ACTION		7. REQUESTED APPROVALS NO CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
INTEGRATION-DEPARTMENT OF STATE		9135 0684 0000		50 USC 403 J			
9. RANKS		V TO V	V TO CF	10. LOCATION OF OFFICIAL STATION			
		X	X	GUAYAQUIL, ECUADOR			
11. ORGANIZATIONAL DESIGNATIONS		12. POSITION NUMBER		13. SERVICE DESIGNATION			
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE		1376		D			
14. POSITION TITLE		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
POL OFFICER OPS OFFICER		0136.01		07 1		8153 8744	
18. RATES		19. GRADE AND STEP		20. SALARY OR RATE			
SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$8744 AND FSR SALARY OF \$8153 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL SICK AND ALL HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT. OF STATE.		19. GRADE AND STEP		20. SALARY OR RATE			
MARITAL STATUS: MARRIED							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
21. ACTION CODE	22. Employee Code	23. OFFICE CODING	24. GRADE	25. GRADE OF BIRTH	26. SALARY OR RATE	27. DATE OF DEATH	
55	10	51700 WH	19550	5	3	08 04 35	
28. PAY REFERENCES		29. PAY REFERENCE	30. PAY REFERENCE	31. PAY REFERENCE	32. PAY REFERENCE	33. PAY REFERENCE	34. PAY REFERENCE
35. PAY REFERENCE		36. PAY COMP DAY	37. PAY COMP DAY	38. PAY CARRIER CATEGORY	39. PAY CARRIER PAYMENT INFORMATION	40. PAY CARRIER PAYMENT INFORMATION	41. PAY CARRIER PAYMENT INFORMATION
42. PREVIOUS PAYROLL CONTRACT NUMBER		43. PAY CAT CODE	44. FEDERAL TAX DATA	45. STATE TAX DATA			
46. PAY REFERENCE		47. PAY REFERENCE	48. PAY REFERENCE	49. PAY REFERENCE	50. PAY REFERENCE	51. PAY REFERENCE	52. PAY REFERENCE
SIGNATURE OR OTHER AUTHENTICATION							

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JLG: 21 APR 69
When Filled In

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(When Filing)

JLB: 22 APR 69

NOTIFICATION OF PERSONNEL ACTION

NCF

1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)		4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
036130		FLORES DANIEL		04-04-69		REGULAR	
6. NATURE OF PERSONNEL ACTION		7. GRADE OR PAY RATE		8. PAY GRADE OR PAY RATE		9. PAY GRADE OR PAY RATE	
PROMOTION, TRANSFER TO CONFIDENTIAL FUNDS AND CHANGE OF SERVICE DESIGNATION		V TO V		A		C TO C	
10. PAY GRADE OR PAY RATE		11. PAY GRADE OR PAY RATE		12. PAY GRADE OR PAY RATE		13. PAY GRADE OR PAY RATE	
C TO V		A		C TO C		C TO C	
14. ORGANIZATIONAL DESIGNATIONS		15. LOCATION OF OFFICIAL STATION		16. POSITION NUMBER		17. SERVICE DESIGNATION	
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE		GUAYAQUIL, ECUADOR		0376		D	
18. CLASSIFICATION NUMBER (IA IS AN)		19. OCCUPATIONAL SERIES		20. GRADE AND STEP		21. SALARY OR RATE	
GS		0136.01		GS 2		8744	
22. REMARKS TO BE INTEGRATED							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
23. ACTION CODE	24. EMPLOYEE CODE	25. OTHER CODING	26. LOCATION CODE	27. PAY RATE CODE	28. GRADE CODE	29. DATE OF BIRTH	30. DATE OF GRADE
20	16	51700 WHI	19555		3	08 04 35	64 06 69
26. DATE OF BIRTH		27. PAY RATE CODE	28. GRADE CODE	29. DATE OF BIRTH	30. DATE OF GRADE	31. SECURITY INFORMATION	
						M SECURITY REG NO	M SEC REG NO
32. PAY PREFERENCE		33. HIGH COMP. DATE	34. LOW COMP. DATE	35. CAREER CATEGORY	36. REGION - HEALTH INSURANCE	37. SOCIAL SECURITY NO	
HIGH		00 00 00	00 00 00	100	4. MALE 1. FEMALE	HEALTH INSURANCE	
38. PREVIOUS EMPLOYMENT SOURCE		39. PAY RATE CODE	40. FEDERAL TAX DATA		41. STATE TAX DATA		
1. PREVIOUS EMPLOYER 2. PREVIOUS IN-SERVICE 3. PREVIOUS OUT-SERVICE 4. PREVIOUS CONTRACTOR			1000000000 1000000000 1000000000		1000000000 1000000000 1000000000		
			1000000000 1000000000 1000000000		1000000000 1000000000 1000000000		
SIGNATURE OR OTHER AUTHENTICATION							
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FEDERAL PAY SYSTEM
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CLASSIFICATION					
FITNESS REPORT					
SECTION A			GENERAL INFORMATION		
1. EMPLOYEE NUMBER	2. Name (Last, first, middle)	3. Date of Birth	4. Sex	5. GRADE	6. SP
460-48-6230	Flores, Daniel	4 Aug 35	M	GS13	DQG
7. CURRENT POSITION TITLE	Ops Officer	8. DDO/LA	Mexico City		
9. TYPE OF APPOINTMENT			10. TYPE OF SERVICE		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASONABLE
CONTRACT	SPECIAL	OTHER	11. RATING PERIOD (DD/MM/78 - DD/MM/79)	12. DATE REPORT DUE IN O.P.	
			10 Oct 78 - 30 Sep 79		
SECTION B			QUALIFICATIONS UPDATE		
If QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD 'YES' IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO' IN THE BOX AT RIGHT.					
SECTION C PERFORMANCE EVALUATION					
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p>P-Precious Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
SEE ATTACHED MEXICO CITY TELEPOUCH 51744 (in 3383966) dtd 13 Nov 79.					
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, personal personal traits or habits, and particular tendencies or factors. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the dimension which best most nearly reflects his level of performance.</p> <p style="text-align: right;">RATING LETTER</p>					
13. CLASSIFICATION	14. REPORT TO SP (see reverse side for details)				

/20/ *EYES ONLY*

CONFIDENTIAL

FRPI

EYES ONLY

DEFERRED TELEPOUCH

ACTION: C/LA-5 (653) INFO: RF, FILE, (7/n)

79 3383966

PAGE 001
TOR: 132307Z NOV 79

3383966
MEXI 51744

CONFIDENTIAL 132241Z NOV 79 DEFERRED TELEPOUCH

CITE MEXICO CITY 51744

TO: WASHINGTON.

FUR: C/LA/PERS

SUBJECT: ADMIN/RYBAT/PERS/FR FOR [REDACTED]

Daniel Flores

1. GIVEN BELOW IS THE FITNESS REPORT FOR [REDACTED] FOR THE PERIOD 1 OCT 78 TO 30 SEP 79. RATINGS ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY MAHULD R. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY RONALD F. BRIERLEY, COS. THE REPORT HAS BEEN REVIEWED AND CERTIFIED BY SUBJECT. SIGNED COPY OF FORM 45A BEING POUCHEO.

2. THE FOLLOWING INFO IS KEYED TO FORM 45N, SECTION A:
1. 03a130; 4, M; 5, GS-13; 6, DOG; 9, MEXICO CITY; 10, CAREER;
11, ANNUAL; 12, 1 OCT 78 TO 30 SEP 79.

3. SECTION B. PERFORMANCE EVALUATION - SPECIFIC DUTIES:
1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION. RATING LETTER - S.

2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIET AND CUBANS IN MEXICO CITY. RATING LETTER - S.

3. CASE OFFICER FOR AGENTS AND OPERATIONS DIRECTED AGAINST THE CUBAN TARGET. RATING LETTER - S.

4. SUPPORTS STATION OPERATIONS AND ACTIVITIES DIRECTED AGAINST THE CHINESE AND OTHER TARGETS.

5. CASE OFFICER FOR **UNE LIAISON PENETRATION**. RATING LETTER - S.

OVERALL RATING = STRONG.

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PAGE 002
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MEXI 51744

4. SECTION C - NARRATIVE COMMENTS.

SHORTLY BEFORE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (MEXICO CITY 50702) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSIBILITIES IN THE CI FIELD. A COPY OF THIS MEMORANDUM IS AVAILABLE IN SUBJECT'S PERSONNEL FILE. THE UNDERSIGNED FULLY ENDORSES THE LAUDATORY COMMENTS IN THAT MEMORANDUM, BUT SINCE SUBJECT HAS TAKEN ON BROADER RESPONSIBILITIES, IT IS NECESSARY TO COMMENT ON OTHER ASPECTS OF HIS WORK.

FOR THE PAST MONTHS, SUBJECT HAS BEEN DIVIDING HIS TIME ABOUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE CUBAN TARGET. SUBJECT HAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESOURCES AGAINST THE CUBAN TARGET. THIS STATION IS ONE OF FOUR WITHIN THE DIRECTORATE WHICH HAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST CUBA, AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN CUBAN OPERATIONS, HIS ABILITY TO PASS AS A NATIVE IN THIS COUNTRY, AND HIS OTHER STRENGTHS, WERE THE INGREDIENTS WHICH THE STATION NEEDED TO EXPLOIT IN THIS EFFORT.

SUBJECT HAS TAKEN OVER THE PRINCIPAL STATION OPERATION DIRECTED AGAINST CUBA. THIS WAS A FAIRLY NEW OPERATION AT THE TIME IT WAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FOR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S WORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE REFERRAL SHOULD NOTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THOROUGHLY PROFESSIONAL MANNER WITH STEADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING POTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT REESTABLISHED CONTACT THROUGH HIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED AWAY FROM COLLABORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CONTROL.

SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A **LOCAL CUBAN**.

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OFFICIAL DURING THE TARGET'S VISIT TO THE BORDER AREA. SUBJECT WAS IN CHARGE OF COORDINATING THIS OPERATION WITH **LOCAL LIAISON** AND WITH THE OTHER AGENCY. THE OPERATION WAS SUCCESSFUL FROM THE POINT OF VIEW OF ARRANGING A MEETING WITH THE TARGET, BUT SINCE THE TARGET'S RETURN TO THE CAPITAL CITY, HE HAS REFUSED EFFORTS BY SUBJECT TO CONTINUE CONTACT.

ANOTHER EFFORT AGAINST THE CUBAN TARGET UNDER SUBJECT'S RESPONSIBILITY INVOLVES THE RESOURCES OF THE SPECIAL CI OPERATIONS GROUP. FOR SOME MONTHS NOW, THIS GROUP HAS BEEN TRYING TO MOUNT A **SENSITIVE FI COLLECTION EFFORT** AND PROSPECTS REMAIN ENCOURAGING THAT THIS EFFORT WILL SOON BE OPERATIONAL. THIS IS A FAIRLY COMPLEX UNDERTAKING WHICH REQUIRES PATIENCE AND AN ELEMENT OF GOOD LUCK IN ORDER TO BE SUCCESSFUL. SUBJECT DESERVES CONSIDERABLE CREDIT FOR THE PROGRESS MADE THUS FAR AND IF EVERYTHING GOES ACCORDING TO PLAN, THIS OPERATION SHOULD BE PHONING WITHIN A SHORT PERIOD OF TIME.

APART FROM HIS WORK AGAINST THE CUBAN TARGET, SUBJECT WAS SUCCESSFUL IN **RECRUITING AN ACCESS AGENT AGAINST A CHINESE OFFICIAL** AND LATER WAS ABLE TO **ESTABLISH CLOSE RAPPORT** WITH THE **OFFICIAL** HIMSELF. FOLLOWING UP ON A LEAD FROM ANOTHER SOURCE THAT A **LOCAL NATIONAL** HAD A **CLOSE RELATIONSHIP** WITH A **CHINESE OFFICIAL**, SUBJECT USED HIS NATIVE LANGUAGE AND APPEARANCE AND RECRUITED THE **LOCAL** UNDER THE GUISE OF BEING A **MEXICAN GOVERNMENT OFFICIAL** WHO WANTED TO MONITOR THE ACTIVITIES OF THE CHINESE IN MEXICO. ASSESSMENT INFORMATION OBTAINED FROM THE NEW SOURCE GREATLY FACILITATED THE ABILITY OF SUBJECT TO **ESTABLISH CLOSE RAPPORT** WITH THE **CHINESE OFFICIAL**. ONCE CONTACT WAS MADE, SUBJECT WAS ABLE TO DISCERN THAT THE TARGET WAS POTENTIALLY VULNERABLE ON SEXUAL GROUNDS, BUT TIME DID NOT PERMIT THIS VULNERABILITY FROM BEING EXPLOITED BEFORE THE TARGET COMPLETED HIS TOUR AND DEPARTED THE COUNTRY. STATION REGRETS THAT A LEAD TO THIS TARGET HAS NOT IDENTIFIED EARLIER, BUT THIS DOES NOT DETRACT FROM THE PROFESSIONAL MANNER IN WHICH SUBJECT EXPLOITED EVERY OPPORTUNITY TO PUSH THIS CASE FORWARD AGAINST AN UNREALISTIC DEADLINE.

THIS REPORTING PERIOD HAS AGAIN BEEN ONE OF CONSIDERABLE ACTIVITY ON THE PART OF SUBJECT IN WHICH HE HAS DEMONSTRATED HIS TALENT FOR OPERATIONS AND PARTICULARLY HIS ABILITY TO

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FITNESS REPORT			NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.					
SECTION A			GENERAL INFORMATION					
1. EMPLOYEE NUMBER 036130	2. NAME (last, first, middle) Flores, Daniel		3. DATE OF BIRTH 08/04/35	4. SEX M	5. GRADE GS-13	6. SD DDO/LA/COG	7. CURRENT STATION HQs	
7. OFFICIAL POSITION TITLE Ops Officer			8. OFF/DIV/BR OF ASSIGNMENT DDO/LA/COG		9. CURRENT STATION HQs			
10. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER CONTRACT			11. TYPE OF REPORT ANNUAL 1 Dec 76 - 30 Sep 77		12. REPORTING PERIOD (From-to) 31 Oct 76 - 31 Dec 77			
13. DATE REPORT DUE IN O.P.								
SECTION B			PERFORMANCE EVALUATION					
U— <u>Unsatisfactory</u> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.								
M— <u>Marginal</u> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.								
P— <u>Proficient</u> Performance is satisfactory. Desired results are being produced in the manner expected.								
S— <u>Strong</u> Performance is characterized by exceptional proficiency.								
O— <u>Outstanding</u> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.								
SPECIFIC DUTIES								
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).								
SPECIFIC DUTY NO. 1 Supervise the LA/COG/EA and Canada section which includes two operations officers, one intelligence analyst, and a secretary.								RATING LETTER S
SPECIFIC DUTY NO. 2 As section chief, provide operational guidance and support to the field stations' efforts to develop and recruit Cubans in that area.								RATING LETTER S
SPECIFIC DUTY NO. 3 Assume direct case officer responsibility for sensitive on-island reporting sources, including TDY travel for debriefing purposes when the assets are available; developing leads for potential recruitment efforts against new targets.								RATING LETTER S
SPECIFIC DUTY NO. 4 Coordinate with other area division desks and components to provide maximum support to Cuban operational activities in their respective field stations.								RATING LETTER S
SPECIFIC DUTY NO. 5								RATING LETTER
SPECIFIC DUTY NO. 6								RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION								
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER S

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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position, keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendation, if not already done, in this section. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, supplies, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores came to the Cuba Operations Group from a brief assignment to the Office of Training. Prior to the OTR interim, Mr. Flores had been a COG case officer and was therefore familiar with its operational techniques. During this ten-month period under review, Mr. Flores served as a section chief with responsibilities for East Asian stations with a Cuban target (Tokyo, **Manila**, and **Hong Kong**) and Canada. Mr. Flores was the only GS-13 officer to hold section chief responsibility, yet his performance compared favorably with that of the GS-14 section chiefs. As a section chief, Mr. Flores was supervisor for **two** operations officers, **one** intelligence analyst and a secretary. He was responsible for ensuring the prompt handling of correspondence to and from the field stations, and providing operational guidance and direction on matters pertaining to Cuban operations. His section was managed in a competent manner with Mr. Flores demonstrating his ability to delegate functional responsibilities.

The Cuba Operations Group also functions in a direct case officer capacity, and Mr. Flores frequently traveled TDY to handle cases. He was the operations officer for one particularly sensitive and productive **on-island** reporting case. This required him to travel on short notice and to arrange for secure meeting and debriefing sessions of this reporting source.

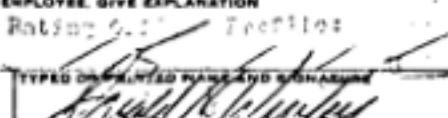
Mr. Flores also traveled to Canada on various occasions to meet with liaison contacts and participate in developmental operations. One particular recruitment attempt required Mr. Flores to spend several days in a motel room observing the

--CONTINUED--

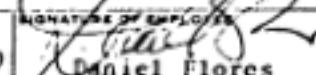
SECTION D

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

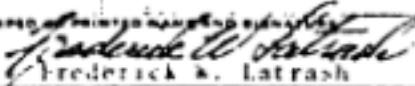
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Rating: Excellent	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	DC/LA/COG	 Donald H. Winters

2. BY EMPLOYEE

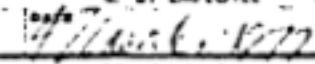
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED	HAVE NOT ATTACHED	 Daniel Flores	

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL			
Subject likes to operate. He is very practical, experienced, and realistic. He is, however, a little quiet and tends to accept things the way they are. While I have no doubt as to his skills, he may need a bit more management experience to learn how to make things move despite obstacles. He has done a fine job running the East Asian and Canada section of Cuba Operations Group.			

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/LA/COG	 Frederick W. Latrash

4. BY EMPLOYEE

I CERTIFY THAT I HAVE MADE THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
	 Daniel Flores	

CONFIDENTIAL

C O N F I D E N T I A L

FITNESS REPORT

Daniel Flores

NARRATIVE COMMENTS

cont.

movements of an operational target, and to devise a secure and timely method of approach to the individual Cuban.

In comparing Mr. Flores' performance as an operations officer and as a supervisor, I believe his performance is somewhat stronger in the former capacity. Mr. Flores has all the attributes of an excellent case officer: he is aggressive, thinks operationally, and is fast on his feet in an operational situation. He is further aided by his fluency in Spanish and has on more than one occasion successfully passed himself off as a Mexican businessman. During his TDY travels, he has repeatedly demonstrated dedication to the job at hand, willingness to work long hours, and a flexibility to handle all types of situations.

Mr. Flores is less enthusiastic when it comes to the paperwork and bureaucratic requirements of his position. While he is a good writer, he tends to handle his written tasks in a hurried manner and consequently, his work oftentimes requires review. He is also inclined to take the shorter and easier approach when handling the paper flow requirements. I mention these points not because they represent basic shortcomings, but simply to contrast them to his exceptionally high performance in his operations officer capacity.

In sum, Mr. Flores is an extremely experienced, competent and well motivated operations officer. His talent as a "street operator" with a keen sense for the human target has been amply demonstrated. He has now quite successfully been introduced to his first supervisory position and proven that he is competent for assignments of this nature. I believe Mr. Flores is capable of handling positions of increasing responsibility and should be given the opportunity to do so.

* * *

C O N F I D E N T I A L

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A				GENERAL INFORMATION				13. DATE OF BIRTH				14. SEX		15. GRADE	
1. EMPLOYEE NUMBER		2. NAME (last, first, middle)		3. DIVISION OR ASSIGNMENT		4. CURRENT STATION		5. BORN		6. SEX		7. GRADE			
036130		FLORES, Daniel		DDA/DTR/LTD		Hqs.		4 Aug 35		M		12			
7. OFFICIAL POSITION TITLE:				8. DIVISION OR ASSIGNMENT				9. CURRENT STATION				10. CODE IN CHARGE			
Instructor Ops												TMS			
11. TYPE OF APPOINTMENT				12. TYPE OF REPORT				13. DATE REPORT DUE IN G.P.				14. DATE REPORT DUE IN G.P.			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER	TEMPORARY		ANNUAL		<input checked="" type="checkbox"/> REINSTATEMENT	<input type="checkbox"/>		<input type="checkbox"/> SPECIAL		<input type="checkbox"/>		
15. REPORTING PERIOD (FROM-TO)				16. DATE REPORT DUE IN G.P.				17. DATE REPORT DUE IN G.P.				18. DATE REPORT DUE IN G.P.			
22 June - 19 November 1976				A/A											
SECTION B								QUALIFICATIONS UPDATE							
If QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.															
SECTION C								PERFORMANCE EVALUATION							
U-Unsatisfactory		Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from retraining, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.													
M-Marginal		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.													
P-Proficient		Performance is satisfactory. Desired results are being produced in the manner expected.													
S-Satisfactory		Performance is characterized by exceptional proficiency.													
O-Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.													
SPECIFIC DUTIES															
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness of performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).															
SPECIFIC DUTY NO. 1										RATING LETTER					
Conducts tutorial training in clandestine operational tradecraft skills for foreign agent and liaison personnel as well as U.S. staff and contract personnel.										S					
SPECIFIC DUTY NO. 2										RATING LETTER					
In collaboration with sponsoring Agency components prepares detailed training programs and schedules for the conduct of tailored tutorial and small-group training.										S					
SPECIFIC DUTY NO. 3										RATING LETTER					
Evaluate trainee performance in each program and prepare final training reports, and as appropriate draft follow-up questionnaires for field evaluation of training effectiveness.										S					
SPECIFIC DUTY NO. 4										RATING LETTER					
Participate in live problems and exercises as surveillant and role player as required and contribute to improvement in training materials and techniques.										S					
SPECIFIC DUTY NO. 5										RATING LETTER					
SPECIFIC DUTY NO. 6										RATING LETTER					
OVERALL PERFORMANCE IN CURRENT POSITION															
Take this comment describing about the employee what influences his performance in his current position such asendance of specific duties productivity conduct in job assignments other personal traits & habits and performance bonuses as below. Rank on scale 1 through 5 where 1 is the lowest performance rating and 5 where the letter is the rating best corresponding to the statement given below does not reflect the true of performance.															
1. ATTENDANCE				2. PRODUCTIVITY				3. PERFORMANCE				4. PERSONALITY			
43				5 4 6 1 1				5 5 5 5				5 4			

S E C R E T
CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated by current position bearing in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain types when necessary. Provide brief basis for determining future personnel action. Manner of performance of managerial or supervisory duties and how they relate to overall performance. Use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Flores joined the Agent and Liaison Training Unit in mid-June 1976 and after a week's familiarization with training materials, aids and office routine of the Unit, he attended a two-week Instructor Training Workshop at the Special Training Center. On completion of the Workshop, Subject returned to the Unit for further familiarization with the routine of the Unit, assisted in several surveillance problems, and monitored a two-week training program which included active participation as a trainee himself in the SAI (or persuasion skills) portion of the program. Subsequently Mr. Flores assisted as a role-player in a brief but significant program involving the training of a prominent U.S. citizen assisting the Agency in southern Africa. Mr. Flores then assisted another instructor in devising and conducting the first program this Unit has undertaken designed to teach surveillance awareness/detection to Staff Employees who are deemed likely to be subjects of terrorist surveillance and attack. Mr. Flores then planned for, and from 12 October through 19 November conducted a tutorial training program in clandestine operations tech-

(continued)

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

4 Months

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

17 January 1977

OFFICIAL TITLE OF SUPERVISOR

Chief, ALT Unit

TYPED OR PRINTED NAME AND SIGNATURE

Walter R. Cox

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION
OF MY PERFORMANCE

DATE ATTACHED

DATE NOT ATTACHED

SIGNATURE OF EMPLOYEE

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur in the ratings on specific duties and on the overall rating of STRONG for Mr. Flores. Although he was assigned to this Unit for a short period of time, he was proving to be a well qualified operations instructor. His home Division requested his return in order to give him a responsible position for which he was well qualified, and he should do well on that assignment.

19/1/77

CHIEF, ALT UNIT

A. J. Wright

SEARCHED	INDEXED	SERIALIZED	FILED
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SEARCHED	INDEXED	SERIALIZED	FILED
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S E C R E T

Continuation of Section D of Fitness Report on Daniel Flores,
GS-12, for period 22 June - 19 November 1976 -----

niques for a **U.S. citizen** who is scheduled to serve as an **NOC**
Officer in the **Caribbean.**

The first independent training task given to Mr. Flores was of a **third-national field agent** serving as an access agent, but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

It was with regret that we learned, early into what turned out to be Mr. Flores' only independent training program, that a priority requirement of his home-base Division would necessitate his return to Division duty soonest. The Division agreed to our request that Mr. Flores conclude the training program he had tailored, and begun, and Mr. Flores is to be commended for having done an exceptionally fine job in this assignment. The completion-of-training report was also well organized, and the questionnaire which asks for an evaluative follow-up from the trainee's field Station is to the point.

Early in his assignment Mr. Flores took over the maintenance and improvement of the Unit's operations training slides, consolidated them into an extremely functional package, and solicited ideas from other instructors to improve the package. Much to his credit and the Unit's benefit, Mr. Flores managed to persuade another Agency component to undertake--without charge--a major revamping of some of the slides using computer-designed art work to replace some of the less impressive early work in this field.

S E C R E T

CLASSIFICATION			
FITNESS REPORT			
SECTION A		GENERAL INFORMATION	
SSN: 48-6230 036130	F. NAME: Flores, Daniel	SC DATE OF BIRTH: 08/08/60	S. GRADE: GS-13
GRADE: OPS OFFICER		M. Aug 35	D. GS-13 DDG
TYPE OF APPOINTMENT:		DDO/LA	
TYPE OF REPORT:		Mexico City	
<input checked="" type="checkbox"/>	CAREER	REGULAR	TEMPORARY
<input type="checkbox"/>	CONTRACT	SPECIAL	OTHER
		INITIAL	X FINAL
		15 Feb - 30 Sept 78	REASSESSMENT
		15 Feb - 30 Sept 78	SPECIAL
SECTION B		QUALIFICATIONS UPDATE	
<small>If Qualifications Update Form is being submitted with changes, and is attached to this report, place the word "YES" in the box to the right. If no changes are required, place the word "NO" in the box at right.</small>			
SECTION C			
PERFORMANCE EVALUATION			
U=Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe actions taken or proposed in Section D.		
M=Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.		
P=Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.		
S=Strong	Performance is characterized by exceptional proficiency.		
O=Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.		
SPECIFIC DUTIES			
<small>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated; on their ability to supervise indicate number of employees supervised.</small>			
SPECIFIC DUTY NO. 1		RATING LETTER	
SEE ATTACHED MEXICO CITY 47396 (IN 1584998) dtd 18 Nov 78			
SPECIFIC DUTY NO. 2		RATING LETTER	
SPECIFIC DUTY NO. 3		RATING LETTER	
SPECIFIC DUTY NO. 4		RATING LETTER	
SPECIFIC DUTY NO. 5		RATING LETTER	
SPECIFIC DUTY NO. 6		RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION			
<small>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, speed, job cooperation, pertinent personal traits or talents, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which best describes employee's level of performance.</small>			
45	CLASSIFICATION	DATE ISSUED	RATING LETTER

FOR EYES ONLY

CONFIDENTIAL

FEB 1 1978

EYES ONLY

DEFERRED TELEPOUCH

ACTION C/LA-5 (503) INFO: HF, FILE, (7/4)

78 1584998

PAGE 001
TIME 182031Z NOV 78

1584998
MEXT 47396

CONFIDENTIAL 172250Z NOV 78 DEFERRED TELEPOUCH

CITE MEXICO CITY 47396

TO: WASHINGTON.

FROM: C/LA/PERS

SUBJECT: ADMIN/PYRAT/PERS/FITNESS REPORT FOR [REDACTED]

1. GIVEN BELOW IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB - 30 SEPT 78. HAVING ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HAROLD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY JOEL N. NEBECKER, COS. SUBJECT HAS NOT SHOWN A COPY OF THIS REPORT AS HE DEPARTED STATION. ON EMERGENCY LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO HQS. A SIGNED COPY OF FORM 45A WILL BE POUCHEO AT THAT TIME.

2. THE FOLLOWING INFO IS KEYED TO FORM 45A, SECTION A:
1. 036130Z NOV 78 5. GS-13 6. DOGS 9. MEXICO CITY
10. CAREER 11. ANNUAL 12. 15 FEB-30 SEP 78.

3. SECTION B. PERFORMANCE EVALUATION - SPECIFIC DUTIES:

1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL REACTION OPS INITIATED BY THE TEAM. RATING LETTER -- S.

2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIETS AND CUBANS IN MEXICO CITY. RATING LETTER -- S.

3. CASE OFFICER FOR TWO PENETRATIONS OF LIAISON, RATING LETTER -- S.

4. COORDINATES SENSITIVE CI OPERATIONS RUN BY OTHER NVBLAZON AGENCIES WITH LIAISON COUNTERPARTS, RATING

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Per
Dan Flores

5/1
9/1
7/1

CONFIDENTIAL

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MEXI 47396

LETTER -- S.
S. CONDUCTS OTHER LIAISON RELATED CI ACTIVITY AND
PREPARES NECESSARY MEMORANDA AND REPORTS. STATING LETTER -- S.

OVERALL PERFORMANCE -- S.

B. SECTION C - NARRATIVE COMMENTS

THIS IS THE INITIAL REPORT WRITTEN ON SUBJECT AND
COVERS A PERIOD OF SEVEN AND ONE-HALF MONTHS SINCE HIS ARRIVAL
IN MEXICO IN FEB 78. SUBJECT HAS BEEN IN THE ORGANIZATION
FOR OVER 16 YEARS AND SERVED TWO U/S ASSIGNMENTS PRIOR TO
MEXICO CITY.

HIS PRIMARY DUTY IS TO SUPERVISE THE OPERATIONS OF
A CI UNIT COMPOSED OF PERSONNEL SUPPLIED BY LIAISON BUT
WHICH IS UNDER THE OPERATIONAL DIRECTION OF THE STATION. THIS
PARTICULAR UNIT REPRESENTS THE NUCLEUS OF THE STATION'S CI
OPERATIONAL CAPABILITY. IT IS ALSO A STRONG CONTRIBUTOR TO
STATION'S EFFORTS DIRECTED AGAINST THE HARD TARGETS IN THE
FI FIELD. SUBJECT PARTICIPATES IN ALL LEVELS OF ACTIVITY
WITH THIS UNIT FROM THAT OF A MANAGER TO SERVING AS AN
OPERATIONS OFFICER. THE LEADERSHIP AND EXAMPLE WHICH HE
SETS HAVE BEEN AN ESSENTIAL INGREDIENT IN THE SUCCESS
ENJOYED BY THE UNIT IN RECENT MONTHS. IN APRIL 1978, THE
STATION UNDERTOOK AN AUDIO OPERATION DIRECTED AT THE OFFICIAL
~~OUT-OF-TOWN RETREAT~~ OF A PRINCIPAL ADVERSARY IN MEXICO.
SUBJECT PARTICIPATED IN THE RECRUITMENT OF A CARETAKER
WHO PROVIDED ACCESS TO THE TARGET INSTALLATION AND WAS
SUBSEQUENTLY INVOLVED IN ALL ASPECTS OF THE OPERATION
EXCEPT THE ACTUAL INSTALLATION OF THE TECHNICAL DEVICES.
THIS SUCCESSFUL OPERATION WAS FOLLOWED BY ANOTHER ONE THE
FOLLOWING MONTH, THIS TIME DIRECTED AT THE HOTEL ROOMS OF
A VISITING COMMUNIST DIGNITARY. TWO VALUABLE REPORTS WERE
PRODUCED FROM THIS OPERATION ON THE POLICIES AND PLANS OF
A FOREIGN COMMUNIST PARTY. IN JULY, SUBJECT SUPERVISED THE
RECRUITMENT OF AN AGENT WHO HAS ESTABLISHED ACCESS TO A
HOSTILE OFFICIAL INSTALLATION. A TECHNICAL OPERATION IS NOW
UNDERWAY TO EXPLOIT THE SOURCE'S ACCESS.

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DEFERRED TELEPOUCH

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IN SEPTEMBER, ANOTHER OPERATION BEGAN AGAINST THE RETREAT OF THE SAME PRINCIPAL ADVERSARY MENTIONED ABOVE SINCE A PER PROPERTY HAD BEEN ACQUIRED. AGAIN, SUBJECT PARTICIPATED IN THE RECRUITMENT OF THE CARETAKER OF THE NEW SITE AND IN OTHER PHASES OF THE OPERATION WHICH CONTINUE AT THIS TIME.

IN ADDITION TO THESE SPECIFIC OPERATIONS, THE CI UNIT ALSO CARRIES OUT A HOST OF BACKGROUND INVESTIGATIONS, SURVEILLANCE, AND OTHER WORK AS REQUIRED IN THE CI FIELD. SINCE MEXICO CITY SERVES AS PROBABLY THE PRINCIPAL BASE FOR OPERATIONS BY THE SOVIETS AND THE CUBANS AGAINST THE UNITED STATES, SELECTIVE TASKING MUST BE UNDERTAKEN TO OBTAIN MAXIMUM EFFICIENCY FROM THIS SMALL UNIT.

SUBJECT ALSO HANDLES TWO PENETRATIONS OF THE CI UNIT, AND IS ALSO RESPONSIBLE FOR PROVIDING SUPPORT THROUGH THIS UNIT TO OTHER CI ACTIVITIES DIRECTED AGAINST SOVIET AND CUBAN ESPIONAGE IN MEXICO.

INDEED, THE FIRST PART OF HIS TOUR IN MEXICO HAS BEEN A BUSY ONE. THE STATION FINDS HIM TO BE AN ENERGETIC, VERSATILE, AND HIGHLY QUALIFIED OFFICER. HE HAS HANDLED THE PERSONNEL AND OPERATIONAL PROBLEMS WHICH HAVE SURFACED WITH HIS CI UNIT WITH TACT AND EFFICIENCY, AND HIS RAPPORT WITH HIS LIAISON COUNTERPARTS IS VERY GOOD. DURING RECENT CONVERSATIONS, SENIOR MEXICAN SECURITY OFFICIALS HAVE EXPRESSED THEIR HIGH REGARD FOR SUBJECT'S ABILITIES.

HIS ABILITY TO PASS AS A NATIVE IS AN ADDED FACTOR IN HIS FAVOR AND PROVIDES HIM WITH A GREATER DIMENSION FOR OPERATIONS. THE STATION HAS USED SUBJECT ON OCCASION FOR UNILATERAL OPERATIONS, BUT THIS USE MUST BE SELECTIVE IN ORDER NOT TO ADVERSELY IMPINGE UPON HIS PRIMARY WORK WITH THE CI UNIT.

SUBJECT IS VERY COST CONSCIOUSNESS IN THE USE OF STATION FUNDS AND EXTRACTS A HEALTHY RETURN FOR PROJECT MONIES USED TO SUPPORT THE WORK OF THE CI UNIT.

SUBJECT WELL DESERVES A RATING OF STRONG FOR HIS

CONFIDENTIAL

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 194737	2. NAME (last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE GS-12 D
6. OFFICIAL POSITION TITLE Operations Officer	7. OFFICE/BRANCH OF ASSIGNMENT DDO/LA/COG	8. CURRENT STATION Headquarters	9. COCZ (check if applicable)	

10. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (specify)	11. TEMPORARY <input checked="" type="checkbox"/>	12. TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL
--	--	---

13. REPORTING PERIOD (DDYY-EE-YY) 01 July 1975 - 30 June 1976	14. DATE REPORT DUE IN D.P. 31 July 1976
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SECTION B

QUALIFICATIONS UPDATE

If QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

- U-Inadequate** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M-Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P-Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.
- S-Strong** Performance is characterized by exceptional proficiency.
- O-Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1 Handle a sensitive and productive **on-island agent** in Cuban operations via TDY travel to meet, debrief, and prepare operational/intelligence reports. **RATING LETTER** **O**

SPECIFIC DUTY NO. 2 Review incoming operational correspondence from Latin America on Cuban matters and ensure that prompt response and helpful guidance is provided. **RATING LETTER** **S**

SPECIFIC DUTY NO. 3 Maintain a thorough familiarity with all Cuban activities in Latin America and our operations against them; carry out coordination with other components where appropriate. **RATING LETTER** **S**

SPECIFIC DUTY NO. 4 Develop leads against the Cuban target by **locating, clearing, interviewing relatives, friends**, etc., of **Cuban officials** to obtain assessment data on the targets as well as use the leads in approaches to **Cuban officials**. **RATING LETTER** **O**

SPECIFIC DUTY NO. 5 Work closely with the IA's of the section to ensure that they answer all required correspondence and to stimulate them to be creative and productive. **RATING LETTER** **S**

SPECIFIC DUTY NO. 6 **RATING LETTER** **S**

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in the current position such as performance of specific duties productively, conduct on job, cooperativeness, punctuality, personal traits or habits, and particular tendencies or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the margin box corresponding to the statement which best describes reality reflects his level of performance.

RATING LETTER**S**

SECRET
CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost considerations in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

This officer has worked under my supervision for approximately six months. This is the first fitness report I have prepared on him. After two field tours and his current assignment to Cuba Operations Group, he has developed into a solid and professional operations officer with the skills we hope our employees will develop. He is now highly motivated and creative in his work. He has demonstrated, particularly in recent months, a gratifying degree of drive and interest.

He has handled one of our most productive and sensitive **on-island** assets. With his guidance this agent has produced, within the past six months, some of the highest quality intelligence on **Cuban plans** and **intentions** this Agency has obtained. Because this agent must be serviced via TDW travel, the responsible case officer must be able to work with very little guidance and have the tradecraft skills and reports writing ability to work largely on his own. With this case Mr. Flores has demonstrated himself to be a first-class agent handler, highly attuned to operational information and quality intelligence production.

As Section Chief I have relied upon him heavily to provide the institutional memory our work demands. He has full grasp of all operations directed against **Cuban officials**, not only in those countries under his direct responsibility, but throughout Latin America. Since all of the officers in this section **travel frequently to meet** and **debrief** agents, Mr. Flores has frequently acted as Section Chief during the absence of the other **two** officers, a GS-14 position. He has been able to handle the job well both

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
---	---

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPE OF POSITION NAME AND SIGNATURE

C/LA/ODG/RHA

Leonard D. Therry

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

20 Dec 1970

Arnold Flores

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the ratings given by the rating officer.. Mr. Flores is indeed a fine operations officer and should have an exceptionally successful career in operations. The only weakness in him that I have ever noted is an occasional lack of drive and self-motivation and as noted by the rating officer, particularly in recent months, he seems to have cured this and has indeed been going at a fast pace.

Mr. Flores is leaving Cuba Operations Group for a rotational tour in the Office of Training. I believe that when he finishes this tour, he should return for an operational assignment in the Latin America area. He is an exceptionally fine case officer, has a native command of Spanish, and has a way of dealing with his agents that gets the most out of them. Future tours for him should involve supervision of younger case officers, and he should begin to move into the managerial aspects of operations.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

THOMAS A. CLAYTON

Chief, LA/ODX

Thomas A. Clayton

4. BY EMPLOYEE

EXPLAIN THAT NO CHANGES HAVE BEEN MADE SINCE THE DATE OF THE PREVIOUS REPORT

DATE

(Initials of supervisor)

C

(✓)

CLASSIFICATION

S E C R E T

FITNESS REPORT

Daniel Flores

cont.

SECTION D

in terms of paper flow and personnel administration. He demonstrates an ability to advance further along these lines. Also during the period under review he participated in an approach against the local head of Cubana Airlines in a Latin America country. Although the recruitment effort was not successful, it was conducted in a professional manner and Mr. Flores used an access agent relative in a very effective manner.

He has been perhaps the most aggressive officer in the Cuba Operations Group in pursuing leads for interviews of relatives, friends, and acquaintances of Cuban officials posted abroad. During the period under review he conducted at least six such interviews and developed good assessment data on various targets.

As a native Spanish speaker, Mr. Flores has the ability to **pass** as a **foreign national** and has successfully carried out roles as a **Mexican citizen, using OTS-provided false documents**. This ability to **pass as non-American** has been of great assistance in handling the key case he relinquished only on leaving LA/COG.

Mr. Flores has now overcome an earlier reluctance to be aggressive which former supervisors might have noted. I am confident he will maintain and build further on what I have found to be a highly improved sense of enthusiasm. I am sure he will be a strong contributor to his new component.

* * *

No. 3

He is an officer who merits further responsibility and one who should continue to rise in rank as he assumes these additional responsibilities. It has been a pleasure to work with him and I should like to do so with him in the future.

S E C R E T

E2 IMPDET
CL BY 025231

CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 194737	2. NAME (last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE GS-12 D
6. OFFICIAL POSITION TITLE Ops Officer	7. OFF-DIV BR OF ASSIGNMENT DDO/LA/COG	8. CURRENT STATION Washington, D.C.	9. CODE (if any) HOB	10. DF

11. TYPE OF APPOINTMENT

CAREER	RESERVE	CONTRACT	OTHER (SPEC)	TEMPORARY	X ANNUAL	REASIGN- MENT	SPECIAL

12. REPORTING PERIOD (from-to)

1 October 1974 - 30 June 1975

13. DATE REPORT DUE IN G.P.

31 July 1975

SECTION B

QUALIFICATIONS UPDATE

If Qualifications Update form is being submitted with changes and is attached to this report, place the word "YES" in the box to the right. If no changes are required, place the word "NO" in the box at right.

SECTION C

PERFORMANCE EVALUATION

U-Unsatisfactory

Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describle action taken or proposed in Section D.

M-Marginal

Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P-Proficient

Performance is satisfactory. Desired results are being produced in the manner expected.

S-Strong

Performance is characterized by exceptional proficiency.

O-Outstanding

Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1

Case Officer for COG's Latin America area responsible for operational support of LA field Stations Cuba programs.

RATING LETTER

S

SPECIFIC DUTY NO. 2

Case officer for two sensitive **on-island agent** operations.

RATING LETTER

S

SPECIFIC DUTY NO. 3

Develop leads to potential Cuban recruitment targets and personally interview prospective access agents.

RATING LETTER

S

SPECIFIC DUTY NO. 4

Supervisor for one Intelligence Analyst

RATING LETTER

S

SPECIFIC DUTY NO. 5

SPECIFIC DUTY NO. 6

SPECIFIC DUTY NO. 7

SPECIFIC DUTY NO. 8

RATING LETTER

CLASSIFICATION		
SECTION D NARRATIVE COMMENTS		
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training, foreign language competence, if required for temporary position. Ability to explain ratings given in Section C to personnel. Give personnel action. Measures of performance of manager or supervisor duties and cost consciousness in the use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p> <p style="text-align: center;">14-75</p> <p>LA/COG is both a Headquarters and element and an active operational "station" operating out of Headquarters, responsible for recruitment operations and agent handling. As such, Mr. Flores' assignment is a combination of Headquarters desk chief and case officer of a large field station. His performance is being rated in both capacities which means that much higher criteria is being applied than for most Headquarters officers.</p> <p>Mr. Flores has proved to be a professional agent handler, and has been used very effectively in two new, sensitive operations run from Headquarters. Although he did not participate in the recruitment of these sources, Mr. Flores was brought in to provide initial training, and detailed guidance necessary to develop the new assets into reporting sources. One was a complicated case of a DGL walk-in who Mr. Flores helped debrief, then trained and dispatched back to Cuba. The other was a successful false flag recruitment of a source with excellent access to the Cuban leadership. Mr. Flores' job, after being introduced by the recruiting officer, is to make the source into a fully controlled asset and maximize the excellent potential for intelligence information.</p>		
SECTION E CERTIFICATION AND COMMENTS		
<p>1. BY SUPERVISOR</p> <p>MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION:</p> <p>DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE</p> <p>8 August 1975 ADC/LA/COG M. Michael Kline</p> <p>2. BY EMPLOYEE</p> <p>STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE DATE SIGNATURE OF EMPLOYEE</p> <p>HAVE ATTACHED HAVE NOT ATTACHED 9 Aug. 1975 L. Muller</p> <p>3. BY REVIEWING OFFICIAL</p> <p>COMMENTS OF REVIEWING OFFICIAL</p> <p>LA/COG has six operations officers performing duties similar to those assigned to Mr. Flores--Case officer responsible for recruiting/handling agents directed against a hard target and also staff duties as a Desk Chief. These tasks are unique within the Latin America Division as these officers serve as field case officers and also as Headquarters desk officers. All on-island Cuban agents are handled by these six employees. I would rank Mr. Flores in the middle of this group, but it must be taken into consideration that all the other officers are senior in grade.</p> <p>DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE</p> <p>8 August 1975 AC/LA/COG Thomas G. Cline</p> <p>BY EMPLOYEE</p> <p>I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT DATE SIGNATURE OF EMPLOYEE</p> <p>8 Aug. 1975 L. Muller</p> <p>CASSIFICATION</p>		

-2-

Continuation of Section D

His professional, no-nonsense handling has already contributed to highly significant information (a value quotient of 7.0 with one XX report) on some of the Agency's current Cuba priorities including Cuba's negotiating attitude vis-a-vis the U.S.

In his capacity as Desk officer for field stations in Latin America, Mr. Flores is charged with providing guidance and support aimed at recruitment operations against **Cuban officials**. He has conducted interviews of **Cuban exiles** in the U.S. and initiated a promising **recruitment operation against a well placed third country official in Cuba**. He supervises **one** intelligence analyst and, together, they effectively ensure timely response to field requests and help stations to identify operational opportunities, recruitment targets and--where necessary--keep them aware of the priority of the Cuban target.

By his performance, Mr. Flores has demonstrated he is a versatile case officer with good operational instincts; he is showing increasing aggressiveness and imaginative support of field stations in their efforts to **recruit Cuban officials**. While he is an excellent agent handler who gets maximum intelligence production from his assets, he is less thorough when handling the administrative details involved in his operations. He needs more supervisory experience, and still tends to rely excessively on his IAs to search for operational leads and conduct operational research.

Mr. Flores was sponsored by the Division, and attended the mid-career course in November 1974. He has excellent potential for further advancement in the Division and has been a significant factor in LA/COG's success over the last year in developing access to Cuba, a recognized hard target.

Continuation of Section E

Subject excels as an agent handler motivating his agents and disciplining them when required to obtain quality intelligence. He handles **two** of LA/COG's most sensitive **on-island agents** and during this period, he has met these **two agents** in Europe and in **Latin America**. He has certainly targeted these **two agents** against priority objectives and the intelligence produced has been of vital interest to U.S. Government policymakers in this delicate period of Cuban negotiations. Latin America Division has received commendations from

SECRET
S-3

Continuation of Section E

the intelligence community for reports acquired through Mr. Flores. Subject's staff duties include desk chief responsibilities for support and guidance to field programs including the research and targetting required to conduct an effective recruitment program. Although such duties requiring supervision are new to him, he is also making progress in this capacity. With proper guidance and assistance, he will develop into a most effective supervisor.

Mr. Flores native fluency in Spanish and his Latin background have proven most valuable to Cuban operations. In fact he represents himself as "Latin American" in handling one of this agents." For an officer his grade, he is very mature, self assured, has good common sense and is certainly a professional. Subject has completed two tours in the field and is an experienced ops officer. He is intelligent, imaginative, uses good tradecraft at all times and has a clear headed approach to the business. He expresses himself well orally and in writing, and works very well with other case officers. Mr. Flores keeps up to date on political, economic and social affairs pertaining to Cuba and he willingly accepts difficult tasks requiring frequent separations from his family.

Subject definitely has potential. He is operationally aggressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling Soviet, Chinese or Cuban targets. During the next reporting period, Mr. Flores should receive training in supervision. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

SECRET
S-3

CLASSIFICATION							
FITNESS REPORT							
SECTION A				GENERAL INFORMATION			
1. EMPLOYEE NUMBER 194737	2. NAME (last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE GS-12 D	6. GS CODE 10 CODE (if applicable)	7. OFFICER OR OF ASSIGNMENT DDO/LA/COG	8. CURRENT STATION Washington, DC
9. OFFICIAL POSITION TITLE Ops Officer	10. TYPE OF APPOINTMENT CAREER RESERVE CONTRACT OTHER(SPEC) TEMPORARY	11. TYPE OF REPORT X ANNUAL REASSIGNMENT SPECIAL	12. TYPE OF REPORT	13. DATE REPORT DUE IN G.P. 5 March 1974 - 30 September 1974	14. DATE REPORT DUE IN G.P.	15. REPORTING PERIOD (MM-YY)	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.							
SECTION B							
QUALIFICATIONS UPDATE							
If Qualifications Update Form is being submitted with changes and is attached to this report, place the word "YES" in the box to the right. If no changes are required, place the word "NO" in the box at right.							
SECTION C							
PERFORMANCE EVALUATION							
G-Inadequate	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.						
M-Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.						
P-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.						
S-Strong	Performance is characterized by exceptional proficiency.						
O-Distinguished	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.						
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1							RATING LETTER
Primary case officer for a sensitive Cuban penetration agent.							S
SPECIFIC DUTY NO. 2							RATING LETTER
Provide operational support and guidance for Cuban operations conducted by LA Division Stations.							P
SPECIFIC DUTY NO. 3							RATING LETTER
Direct and supervise Intelligence Assistants assigned to specific areas of responsibilities.							S
SPECIFIC DUTY NO. 4							RATING LETTER
Desk case officer for access agents and support assets in LA Division Stations' Cuban operations.							S
SPECIFIC DUTY NO. 5							RATING LETTER
Search for leads in the U.S. for LA Division Cuban operations and personally debrief and exploit further exploitation.							S
SPECIFIC DUTY NO. 6							RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most closely reflects the level of performance.							
RATING LETTER				S			
CLASSIFICATION				12. IMPROV CL BY			

CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C. These provide basis for determining future personnel actions. Manner of performance of managerial or supervisory duties and cost consciousness in the use of available equipment and funds must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

In a very short time, Mr. Flores has become an important factor in LA/COG's efforts to directly handle Cuban **on-island agents**, and to expand its recruitment program. His fluent Spanish, past operational experience, versatility and ability to **blend into the local scene** in most Latin American countries, make him highly qualified for his present assignment. He demonstrates sound operational judgment under often trying conditions, and good ability to communicate effectively both orally and in writing. His frequent TDYs demand long and unusual hours, which he gives ungrudgingly.

Almost immediately after his assignment to LA/COG in March 1974, Mr. Flores was called upon to handle a sensitive **walk-in** case. The agent had already been recruited and many of the developmental aspects of the case had been resolved prior to Mr. Flores' introduction, but it still required a Headquarters based case officer to provide the necessary continuity wherever the agent **surfaced overseas**. The case is complicated and time-consuming, involving extended TDYs and utmost adherence to good tradecraft procedures. It has developed into one of our most productive sources of **information on Cuban clandestine**

SECTION E

CERTIFICATION AND COMMENTS

(cont'd)

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
		1. BY SUPERVISOR	
		OFFICIAL TITLE OF SUPERVISOR	
16 NOV 1974		TYPED OR PRINTED NAME AND SIGNATURE	
LA/COG/OPS		<i>Joseph W. Skura</i> JOSEPH W. SKURA	
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	
<input type="checkbox"/> HAVE ATTACHED <input type="checkbox"/> HAVE NOT ATTACHED		6 NOV 1974	
		SIGNATURE OF EMPLOYEE	
		<i>Carl D. DeWitt</i>	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
I concur with the rating officer's comments and performance evaluation. Soon after his arrival at LA/COG, Mr. Flores took over the handling of a sensitive agent. While the agent's bona fides had already been established and his modus operandi determined, considerable ad hoc judgement and direction were required to continue the agent's motivation and ensure his viability. Mr. Flores did extremely well in his guidance of the agent in a series of complicated, extended meetings which took place in several LA countries. Good, professional tradecraft and sound judgement were exhibited by Mr. Flores.			
As to his support of LA Station efforts against the Cuban target.			
DATE		OFFICIAL TITLE OF REVIEWING OFFICIAL	
16 NOV 1974		TYPED OR PRINTED NAME AND SIGNATURE	
DC/LA/COG		<i>Joseph Skura</i> JOSEPH SKURA	
4. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT		DATE	
		6 NOV 1974	
		SIGNATURE OF EMPLOYEE	
		<i>Carl D. DeWitt</i>	
CLASSIFICATION			

CONFIDENTIAL

FITNESS REPORT		NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.						
SECTION A. GENERAL INFORMATION								
1. EMPLOYEE NUMBER 194737	2. NAME (last, first, middle) Flores, Daniel		3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE & SD GS-12 D			
6. OFFICER POSITION TITLE Ops Officer	7. OFF/DIV/BR OF ASSIGNMENT DDO/MIL/Br 3		8. CURRENT STATION Lima, Peru					
9. TYPE OF APPOINTMENT			10. TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER	CAREER PROVISIONAL	RESERVE	ANNUAL	21 MONTH	30-MONTH	<input checked="" type="checkbox"/> REASSESSMENT	SPECIAL	
CONTRACT	SPECIAL	TEMPORARY	12. REPORTING PERIOD (from to) 31 May 73-4 March 74	13. DATE REPORT DUE IN O.P.				
SECTION B. PERFORMANCE EVALUATION								
<p>U=Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M=Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P=Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S=Strong Performance is characterized by exceptional proficiency.</p> <p>O=Outstanding Performance is an exception in relation to requirements of the work and is comparable to the performance of others doing similar work as to warrant special recognition.</p>								
SPECIFIC DUTIES								
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).</p>								
SPECIFIC DUTY NO. 1								RATING LETTER
Station officer responsible for operations against the MPCHEEK target								S
SPECIFIC DUTY NO. 2								RATING LETTER
Direction of and support for an outside principal agent and the assets handled by this principal agent								S
SPECIFIC DUTY NO. 3								RATING LETTER
Case officer responsible for a unilateral surveillance team								S
SPECIFIC DUTY NO. 4								RATING LETTER
SPECIFIC DUTY NO. 5								RATING LETTER
SPECIFIC DUTY NO. 6								RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION								
<p>Take this section describing about the employee's job effectiveness in his current position with respect to performance of specific duties, productivity, contribution to unit, acceptability, potential growth traits or talents, and particular importance to mission. Based on your knowledge of employee's level of performance during the rating period, check the letter in the rating box corresponding to the impression which most closely reflects the level of performance.</p>								
GIVING LETTER								S

OFFICE "CONFIDENTIAL"

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in report. Give proper perspective thru relationship to overall performance. State suggestions made for improvement of work performance. **12-03 PM 74** Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section A to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject's tour in Lima has been cut short by the serious illness of his daughter. As a result of this illness it was also necessary for him to spend the months of December and January on emergency leave in the United States, returning without his family in February in order to transfer his ops workload and pack out his personal effects for PCS transfer to Headquarters on 4 March.

Although the undersigned had the privilege of working with Subject only briefly, as rating officer he had the advantage of taking over handling of most of Subject's cases following the departure on emergency leave. Thus he was able to observe first hand and in detail the human material with which Subject had worked, the progress he had made in developing their access and capabilities, and the respect these agents had for him.

During the period covered by this report, Subject continued his pursuit of the MPCHEEK target as his primary operational responsibility. He developed and recruited a prominent member of the local MPCHEEK community who has good access to the MPCHEEK embassy and handled four other access agents. He also handled a unilateral surveillance team and the Station's press placement assets via a principal agent who in turn handled three sensitive assets.

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

4 Mar 74

/s/ Daniel Flores

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

4 Mar 74

DCOS

/s/ Arthur T. Ledenburg

3

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

As the rater makes clear, Subject will be missed in Lima and we can only sympathize with the reasons why he must now leave. He was doing the Station a great deal of good and advancing his own career nicely as well. It is worth recalling that Subject presided here in Lima over what we understand is still a unique operational feat, a staged recruitment approach to an MPCHEEK official. Also, Subject was often used on a variety of operational tasks having little to do with his assigned targets because, in the

(Continued)

Date _____ Initials _____ Name of reviewing official _____ Type or print name and signature _____

4 Mar 74

COS

/s/ Richard S. Welch

CONFIDENTIAL

CONFIDENTIAL

Continuation of Narrative Comments

In carrying this heavy workload, Subject demonstrated that he is a superior agent handler. He succeeded in conveying to these people a sense of mission and participation which has kept their morale and motivation, and hence their production, at a high level. He also insisted upon work and security discipline, with a result that the record of these agents in prompt and reliable appearance for meetings and in responding in writing to requirements is extraordinarily good. They all have a clear idea of what is expected of them, confidence that performance will be rewarded and conversely that non-performance will not be tolerated. Just prior to his departure, Subject successfully terminated an entire surveillance team of long standing, a measure which was decided upon simply because the team had been heavily used for over five years and from a security standpoint replacement seemed to be in order. Letting old agents go is always a delicate and usually a thankless task. It takes finesse and bargaining skill. Subject showed these and more in divesting us of the team without a hitch.

During his last month in Lima, despite the fact that he was burdened with the problems of closing out his household and the normal operational and administrative cleanup prior to PCS departure, Subject made two very significant contributions to Station objectives. First, he coordinated with the Peruvian Government the official but necessarily discreet visit of a senior BKHERALD officer. Since the Station is not declared, Subject had to maintain his **LNGOLD cover** throughout, further complicating this delicate assignment. During the visit, he coordinated frequently with the head of the Peruvian National Intelligence Service and with the chief administrative aide of the President of Peru. He also participated directly in one meeting with the President. This was of course not the type of assignment which would normally be entrusted to a "junior officer", but Subject is junior only in relative grade, certainly not in maturity, self-assurance or judgment. Then with only three days left in Lima, Subject led an installation team which entered a building recently purchased by the MPCHEEKs, remained for almost 48 hours and made two apparently excellent audio installations.

The Station will miss Subject a great deal. As the above incidents demonstrate, when the tough or sensitive assignments came up, he was the officer we turned to most frequently. He never balks, argues inconvenience, or seeks the way out. He is cooperative, helpful, and in a low-key way is always effective. We hope he will not object to the term "old reliable" -- he has been that in Lima, and more.

S E C R E T

4716

CONFIDENTIAL

FITNESS REPORT			NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.					
SECTION A.			GENERAL INFORMATION					
1. EMPLOYEE NUMBER 036130	2. NAME (last, first, middle) Flores, Daniel	3. DATE OF BIRTH 4 Aug 35	4. SEX M	5. GRADE & SD GS11 D				
6. OFFICER/ENLISTED OR ASSIGNMENT Operations Officer	7. CURRENT STATION Lima, Peru							
10. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER CONTRACT			11. TYPE OF REPORT PROVISIONAL SPECIAL					
RESERVE TEMPORARY			12. ANNUAL REPORTING PERIOD (From-To) 1 July 1972-31 May 73	13. 3 MONTH REASSIGNMENT	14. 30 MONTH DATE REPORT DUE IN O.P.			
SECTION B. PERFORMANCE EVALUATION								
<p>S-Uncountable: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from retraining, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong: Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>								
SPECIFIC DUTIES								
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider UNIT effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).								
SPECIFIC DUTY NO. 1 Station officer responsible for operations against the MPCHEEK target.								RATING LETTER S
SPECIFIC DUTY NO. 2 Handler for sensitive unilateral penetration of the Revolutionary Government								RATING LETTER O
SPECIFIC DUTY NO. 3 Supervise principal agent								RATING LETTER S
SPECIFIC DUTY NO. 4 Miscellaneous operational support activity, including direction of a unilateral surveillance team.								RATING LETTER S
SPECIFIC DUTY NO. 5								RATING LETTER
SPECIFIC DUTY NO. 6								RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION								
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place O.D. letter in the rating row corresponding to the statement which most closely reflects the level of performance.								
RATING LETTER S								12 IMPDET CL BY 0672Z

CONFIDENTIAL

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to justify findings for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Following realignment of Station officer assignments last year, Subject was given the responsibility for operations against the MPCHEEK "hard target". He also assumed additional tasks in more traditional areas, such as coverage of the local governments, penetration of the Communist Party, and press placement activity. The breadth of these operational commitments attests Subject's professional ability and versatility. (This would be a senior case officer's load by any description and Subject's performance at it was the reason behind our recommendation for accelerated promotion last year.)

Particularly against the difficult MPCHEEK target, this officer has displayed admirable determination despite the inherent frustrations and disappointments of working against this remote and suspicious group. During the period under review, his job has been the more difficult since the MPCHEEKS, in all probability reacting to a Station attempted recruitment operation (in which Subject played a major role), have withdrawn into a defensive shell which makes access operations verge on the impossible. Nevertheless, he has continued to probe their defenses, and has managed to develop two leads which, with the exercise of patience and application of his proven operational resources, could eventually give us access to the official MPCHEEK Mission here. This officer refuses to become discouraged, a quality officers working on hard targets must have.

Special mention is made of Subject's successful bid to make recontact and establish regular meetings with a valuable penetration of the revolutionary government. The agent had broken contact with his former handler in the belief that such action was dictated by his security situation. Our choice of Subject to attempt to recontact this asset was dictated by his experience in dealing with skittish Latins and our belief that Subject could bring it off with tact, reading the situation. /CONTINUED/

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

28 June 1973

/s/ Daniel Flores

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

20

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

28 June 1973

Deputy Chief of Station

/s/ Thomas J. Keenan

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

As described, this officer is a steady and solid performer who carries a major case load securely, productively, and without complaint. He has even volunteered to take on additional work when he has seen opportunities to help the Station's overall mission. Because he blends in well on the local scene, he is often drafted for all kinds of ad hoc operational work. This is invariably well done. He is operationally aggressive but also shows lively awareness of the tricky operational climate here and does not push beyond what the traffic will bear. His agents respect his seriousness, which permits him to get more utility out of them. He is a pillar of this Station.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

2 July 1973

Chief of Station

/s/ Richard S. Kelch

CONFIDENTIAL

C O N F I D E N T I A L

Section C continued.....

as it developed, and make appropriate on-the-spot adjustments to control the asset's reactions. All this had to be accomplished with great regard to security because of the ~~sensitive position occupied by the agent~~. Subject's performance has been effective and, given the operation's importance, can really be called outstanding. The agent is again a prime source on the ~~radical sector of the government~~, which is crucial to developments locally.

Further, this officer continues to manage an ~~outside principal~~ agent who in turn ~~handles leftists, Communist Party~~ and ~~press placement~~ assets, so directing these efforts that they contribute effectively to overall Station objectives. More recently, Subject has taken over the ~~unilateral deployment~~ of a new ~~audio operation~~ targetted against a senior ~~local Communist Party official~~ and is carrying it through successfully. This officer also handles much of the support requirements for his various operations, including management of ~~safehouse keepers~~, overseeing a small ~~surveillance team~~, and acquisition of rental cars and property ~~in alias~~. There is little doubt that some of Subject's success can be attributed to his Latin background and fluent Spanish. But both of these advantages might be wasted by a less capable all-round officer. In his case, they provide him with complementary skills that enhance his superior performance. In the view of the reporting officer, Subject carries more than his own share here in Lima in a manner normally calling for an officer of considerably more senior grade and experience.

C O N F I D E N T I A L

SECRET

SECRET

(400-1000-100)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Managerial performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

In the period of this report, Subject established himself and his family at this post and undertook the direction of the Station's operations against the **subversive left** which had formerly been handled by an officer two grades senior to Subject. He has proved equal to the task. He learned his new assignment rapidly and adapted well to the handling of his cases through **outside principal** agents, a security requirement of the **local scene** which can be frustrating for an aggressive officer with fluent Spanish such as Subject. However, he has shown maturity and superior handling ability in directing his assets against the **subversive left** and particularly the **Communist labor union**. His intimate knowledge of the **extreme left** enabled him to plan secure contact with a **"walk-in"** to the **Embassy** who at first appeared genuine. After thoroughly debriefing this individual, drawing upon his knowledge of the **extreme left**, Subject was able to recommend no continuing contact with him due to specific fabrications on the part of the **walk-in**.

He is careful in management of funds entrusted to him for his operations and provides required administrative and operational reports in a timely manner. There have been past comments on Subject's weakness in writing. He has worked hard on this, and the rating officer feels that he is now competently producing the reports required. Subject understands that this is an area that requires continuing attention for a growing professional.

/CONTINUED/

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

15 August 1972

/s/ Daniel Flores

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

10

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

15 August 1972

Deputy Chief of Station

/s/ Thomas J. Keenan

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Subject has come up the hard way, both in pushing on to finish his education and in BKTRUST. As a result he is way under-graded for his maturity and for his operational contributions. That we have given Subject a major responsibility here (STPAGODA) attests to how much confidence we have in him and his ability. He is, of course, bi-lingual and mixes well with Latins, an advantage he uses well. A good "street" operator, he still has a way to go in organizing his paper work and in relating to HQs needs.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

15 August 1972

Chief of Station

/s/ Richard S. Welch

SECRET

SECTION C continued.....

A comment must be made on Subject's great ability to adjust rapidly to one-time and target of opportunity assignments. His performance in meeting with two high level agents of other stations who had to be met during stays in Peru, and his on-site assistance in an **audio operation** against a priority target have been of the highest order. No doubt his fluent Spanish greatly assisted him in these tasks, but his experience and good judgment were major factors in his excellent performance in the role of utility operations officer.

To exploit Subject's talents to the fullest, and provide him with the professional challenge equal to his ability, he has now been assigned the management and handling of the difficult Chinese target, a top priority for the Station. This is a true measure of our confidence in him.

SECRET

Form Filled On

FITNESS REPORT				EMPLOYEE SERIAL NUMBER
				036130
SECTION A				
GENERAL				
1. NAME	2. GRADE	3. DATE OF BIRTH	4. GRADE	5. GRADE
Flores, Daniel	M	4 Aug 1935	M	D
6. OFFICIAL POSITION TITLE	7. GRADE OR RANK OF ASSIGNMENT	8. CURRENT STATION		
Ops Officer	DDP/WH/3	Guayaquil		
9. CHECK IN THE TYPE OF APPROVAL PERIOD	10. CHECK IN THE TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input checked="" type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> PART-TIME	<input type="checkbox"/> DRAFTING
CAREER/PROFESSIONAL (See Instructions - Section C)		11. GRADE OR RANK OF EMPLOYEE		
12. OFFICIAL (Specify)		13. SPECIAL (Specify)		
14. DATE REPORT DUE IN G.P.		15. REPORTING PERIOD (From To)		
		1 October 1970/30 April 1971		
SECTION B PERFORMANCE EVALUATION				
<p>U-Inadequate Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is so exceptional as to relate to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>				
SPECIFIC DUTIES				
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).				
SPECIFIC DUTY NO. 1		RATING LETTER		
Case Officer responsible for a Base project targetted against the subversive left.		S		
SPECIFIC DUTY NO. 2		RATING LETTER		
Case Officer responsible for a sensitive technical operation including the selection of intelligence resulting from the operation.		O		
SPECIFIC DUTY NO. 3		RATING LETTER		
Development of new agent assets.		P		
SPECIFIC DUTY NO. 4		RATING LETTER		
Preparation of dispatches, intelligence reports and other correspondence pertinent to his area of responsibility.		P		
SPECIFIC DUTY NO. 5		RATING LETTER		
SPECIFIC DUTY NO. 6		RATING LETTER		
OVERALL PERFORMANCE IN CURRENT POSITION				
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.				
		RATING LETTER		
		S		

SECRET

SECTION C		NARRATIVE COMMENTS								
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and other contributions in the use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p>There has been little change in Subject's performance since the submission of his last report covering the period through 30 September 1970.</p> <p style="text-align: center;">U.S. GOVERNMENT</p> <p>The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.</p> <p>Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.</p> <p>As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.</p>										
SECTION D		CERTIFICATION AND COMMENTS								
<p>1. BY EMPLOYEE</p> <p>I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT</p> <table border="1"> <tr> <td>DATE 3 May 1971</td> <td>SIGNATURE OF EMPLOYEE <i>/s/ Daniel Flores</i></td> </tr> </table> <p>2. BY SUPERVISOR</p> <table border="1"> <tr> <td>MONTHS THE EMPLOYEE HAS BEEN UNDER MY SUPERVISION 20</td> <td>IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION</td> </tr> </table> <p>3. BY REVIEWING OFFICIAL</p> <table border="1"> <tr> <td>DATE 3 May 1971</td> <td>OFFICIAL TITLE OF SUPERVISOR COS, Gunnyquil</td> <td>TYPED OR PRINTED NAME AND SIGNATURE <i>/s/ Robert Fambini</i></td> </tr> </table> <p>COMMENTS OF REVIEWING OFFICIAL</p> <p>I concur in the ratings and remarks of the supervisor. During his first tour abroad, Subject has done very well in his main fields of activity. His outstanding attribute at the moment is his persistence not only in going after operational targets but also in improving himself. He has encountered some difficulty in presenting his ideas in written form but he has faced up to this problem and, as the rating officer notes, has made significant improvement.</p>				DATE 3 May 1971	SIGNATURE OF EMPLOYEE <i>/s/ Daniel Flores</i>	MONTHS THE EMPLOYEE HAS BEEN UNDER MY SUPERVISION 20	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	DATE 3 May 1971	OFFICIAL TITLE OF SUPERVISOR COS, Gunnyquil	TYPED OR PRINTED NAME AND SIGNATURE <i>/s/ Robert Fambini</i>
DATE 3 May 1971	SIGNATURE OF EMPLOYEE <i>/s/ Daniel Flores</i>									
MONTHS THE EMPLOYEE HAS BEEN UNDER MY SUPERVISION 20	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION									
DATE 3 May 1971	OFFICIAL TITLE OF SUPERVISOR COS, Gunnyquil	TYPED OR PRINTED NAME AND SIGNATURE <i>/s/ Robert Fambini</i>								
(Continued)										
DATE 17 May 71	OFFICIAL TITLE OF REVIEWING OFFICIAL COS, Quito	TYPED OR PRINTED NAME AND SIGNATURE <i>/s/ Paul V. Harwood</i>								

SECRET

S E C R E T

Continuation of Narrative Comments

the target is good. The project is, however, in need of good human reporting assets and it is expected that as Subject overcomes a weakness mentioned in the next paragraph he will be able to devote more of his time to this important task.

The Subject has encountered some difficulty in the preparation of written material -- dispatches, intelligence reports -- and finds it necessary to spend an extended portion of his time on its preparation. The rater has discussed this with Subject on several occasions, and it is believed that his difficulty is due to a lack of experience, and that in time and with a continuing effort on his part he will develop his writing skills.

The Subject's overall attitude and response towards his professional responsibilities during the first tour have been positive. He is interested in the kind of work he is doing, likes it and is willing to put in the kind of long hours it sometimes demands without complaint.

Continuation of Comments of Reviewing Official

of the Base. He responds positively to guidance and direction; he is eager for new opportunities to enlarge his experience and knowledge. He appears to be completely motivated toward the work of this organization; it is a pleasure to have him in **Guayaquil**.

S E C R E T

Revised by (W. M.) Frg

SECRET

SECTION C		NARRATIVE COMMENTS										
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on Foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Managerial performance of managerial or supervisory duties and cost control measures in the budgetary areas must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p>The period covered by this report encompasses the middle portion of the Subject's first tour as a Case Officer. His performance during this period has been balanced in that he has shown the kind of intelligence and maturity necessary to successfully carry out clandestine operational activity. He has also shown a weakness which he will need to overcome in order to achieve his full operating potential.</p> <p>The Subject has turned in fine performance in the overall management of a very important and sensitive audio operation which has been under his care since the pre-installation phase. His sure and careful handling of all succeeding phases of this operation led to a secure, uncomplicated installation, the recruitment and training of support agents, and the dissemination of valuable intelligence information. Subject's natural fluency in the Spanish language has been especially useful in this operation. His handling of this installation has been of a high professional caliber throughout.</p> <p>The Subject is also responsible for the management of a project targetted against the subversive left. His handling of this project has been good: he is a good agent handler; knows how to target his assets against objectives of most importance; and, his knowledge of</p>												
(Continued)												
SECTION D		CERTIFICATION AND COMMENTS										
<p>1. BY EMPLOYEE</p> <p>I CERTIFY THAT I HAVE READ SECTIONS A, B, AND C OF THIS REPORT</p> <table border="1" style="width: 100%;"> <tr> <td>DATE</td> <td>SIGNATURE OF EMPLOYEE</td> </tr> <tr> <td>30 Oct. 1970</td> <td>/s/ Daniel Flores</td> </tr> </table> <p>2. BY SUPERVISOR</p> <p>MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION</p> <p>IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION</p> <table border="1" style="width: 100%;"> <tr> <td>DATE</td> <td>OFFICIAL TITLE OF SUPERVISOR</td> <td>TYPED OR PRINTED NAME AND SIGNATURE</td> </tr> <tr> <td>30 Oct. 1970</td> <td></td> <td>Robert L. Fanbrini /s/</td> </tr> </table> <p>3. BY REVIEWING OFFICIAL</p> <p>I concur with the ratings. This has been a good year for Subject, one which has given him a rather unusual opportunity to learn many facets of the work of this organization and one in which he has shown a very satisfactory level of accomplishment. Shortly after his arrival in Guyana he became, for a short time, the Acting Chief of Base, and through that period and the ensuing change in Base Chiefs, he showed a professional maturity we felt to be exceptional for a young officer on his first tour. He has worked hard and intensely for improvement in the quantity and quality of his operational production, and he has collaborated very effectively with the other officers</p> <p style="text-align: right;">John D. Kellard</p>			DATE	SIGNATURE OF EMPLOYEE	30 Oct. 1970	/s/ Daniel Flores	DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	30 Oct. 1970		Robert L. Fanbrini /s/
DATE	SIGNATURE OF EMPLOYEE											
30 Oct. 1970	/s/ Daniel Flores											
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE										
30 Oct. 1970		Robert L. Fanbrini /s/										

SECRET

C

SECRET
(This Form is for Internal Use Only)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER
GENERAL					-036130
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. R-RD
Flores, Daniel		14 Aug 1935	M	GS-10	D
6. OFFICIAL POSITION TITLE		7. APPROVING OR ASSIGNMENT		8. CURRENT STATION	
Ops. Officer		DDP/XH/Branch 3		<i>W/163 2 George</i>	
9. CHECK IN THE TYPE OF APPOINTMENT		10. CHECK IN THE TYPE OF REPORT			
<input checked="" type="checkbox"/>	CAREER	RESERVE	TEMPORARY	INITIAL	REGULAR - ELEMENT SUPERVISOR
	CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/>	REGULAR - ELEMENT EMPLOYEE
	SPECIAL (Specify)			SPECIAL (Specify)	
11. DATE REPORT DUE IN G.P.		12. REPORTING PERIOD (From: To)			
		1 October 1969 - 30 September 1970			
SECTION B PERFORMANCE EVALUATION					
A-Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe actions taken or proposed in Section C.				
B-Marginal	Performance is deficient in some respects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.				
C-Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.				
D-Satisfactory	Performance is characterized by acceptable proficiency.				
E-Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.				
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY if effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1		RATING LETTER			
Case Officer responsible for Base project targetted against the subversive left		S			
SPECIFIC DUTY NO. 2		RATING LETTER			
Case Officer responsible for a sensitive audio operation including the selection of the intelligence resulting from the operation		S			
SPECIFIC DUTY NO. 3		RATING LETTER			
The development of new agent assets and operations		P			
SPECIFIC DUTY NO. 4		RATING LETTER			
Preparation of dispatches, intelligence reports and other correspondence pertinent to the operation in his area of responsibility		P			
SPECIFIC DUTY NO. 5		RATING LETTER			
SPECIFIC DUTY NO. 6		RATING LETTER			
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influenced his effectiveness in this current position such as performance of specific duties, productivity, conduct on job assignments, work with co-workers, holding and maintaining relationships at work. Based on your knowledge of employee's current performance during the rating period, give the letter or the rating best corresponding to the standard which most accurately reflects the level of performance					RATING LETTER
					S

SECRET

(Form Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 036130	
SECTION A				GENERAL	
1. NAME (Last) (First) (Middle) Flores, Daniel			2. DATE OF BIRTH Mar-35	3. SEX M	4. GRADE S. SD S-2/C-3
5. OFFICIAL POSITION TITLE Ops Officer			6. DPP/Number of ASSIGNMENT & CURRENT STATION DDP/WII/Br 3 Guayaquil		
7. CHECKED TYPE OF APPOINTMENT			8. CHECKED TYPE OF REPORT		
CAREER	RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR	
CAREER-PROVISIONAL (See instructions - Section C)			X ANNUAL	REASSIGNMENT EMPLOYEE	
9. SPECIAL (Specify)			SPECIAL (Specify)		
10. DATE REPORT DUE IN D.P.			11. REPORTING PERIOD (From To) 13 May 1969 - 30 September 1969		
SECTION B PERFORMANCE EVALUATION					
<p>N - Marg Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).</p>					
SPECIFIC DUTY NO. 1 Case Officer responsible for handling Base operations and assets targetted against hard- and soft-line communist activities in the coastal areas of Ecuador .					RATING LETTER S
SPECIFIC DUTY NO. 2 Case Officer responsible for the handling of three sensitive audio operations. He is also responsible for the translations, processing, and dissemination of the relevant intelligence info.					RATING LETTER S
SPECIFIC DUTY NO. 3 Case Officer of student assets targetted against the extreme leftist elements within student groups.					RATING LETTER P
SPECIFIC DUTY NO. 4 Development of new contacts and operations, including following up operational leads and recruitment pitches.					RATING LETTER P
SPECIFIC DUTY NO. 5 Case Officer responsible for writing his own intelligence disseminations prepared from information obtained from his agent assets.					RATING LETTER P
SPECIFIC DUTY NO. 6 Drafts operational correspondence, Project Renewals, and Progress Reports.					RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

This employee, a GS-09, arrived PCS at the [Guayaquil] Base on 13 May 1969 and has been under this Rater's supervision during this four and one-half month period. [Guayaquil] is his first oversea assignment with this Agency.

During this short reviewing period, this Officer has demonstrated a marked insight and knowledgeableness of the operations he has been assigned, and has provided a number of good ideas and suggestions for the betterment of these operations. Subject is proving to be a hard worker and has not complained of the many extra hours he has devoted to his operations. He has accepted responsibilities without hesitation and is not afraid to take on difficult tasks using initiative and ingenuity in their completion. This latter quality has been amply demonstrated when the Rater was unexpectedly confined to a hospital in the Panama Canal Zone for the full month of August 1969, leaving this employee solely responsible for the Base as the only inside Case Officer at the Base during this time. Rater's absence corresponded with a change in Case Officer PCS assignments at the Base, which left the Base temporarily depleted of Officers. During this period, Subject exhibited an ability and maturity expected of an officer of higher grade and greater field experience. He organized his increased workload in a

...Continued...

SECTION D CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
2 October 1969	/s/ Daniel Flores	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
2 October 1969	Chief of Base	/s/ Neil Hinckley
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>This Officer has made a most impressive beginning in [Guayaquil]. He has in a few short months adapted to new tasks and a new environment with mature, if modest, assurance and a professional approach which speaks highly for the training and experience he has had. He has taken on, in the absence of the Chief of Base and other senior officers, responsibilities uncommon to an officer of his junior position, and he has handled them in a superior fashion. He and his wife have entered into their representational responsibilities with great enthusiasm and effectiveness, and I predict a most highly successful tour for him in [Ecuador]. Because he has shown a personal and professional competence beyond his grade level, it is strongly recommended that he be considered for promotion to GS-10 at the earliest opportunity.</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 October 1969	Chief of Station	/s/ John S. Morgan

SECRET

SECRET

(This field is optional)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manager of performance of assignment to supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores did a fine job while he was assigned to the Chile desk. He had responsibility for a variety of FI projects, including several complex and sensitive ones, which he ably handled. He had a full workload and in addition to his assigned responsibilities he was given FI assignments of every type as they arose. On one occasion he was sent on an operational trip to New York City where he was to contact, assess and support a target personality. Owing to circumstances beyond his control nothing went as expected but Mr. Flores, acting alone, improvised and adapted to the situation. This is indicative of the initiative and eagerness he displayed in his desk work. He was willing to learn and he accepted guidance and instruction to the letter. In addition Mr. Flores writes well and this is always an asset.

Mr. Flores is fluent in Spanish. It is my impression that if there is one thing that Mr. Flores wants to be that is a field case officer. He is now getting that chance. He will soon leave on an assignment to **Ecuador**. I have no doubt that he will do very well.

Mr. Flores did not have any managerial duties.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

SIGNATURE OF EMPLOYEE

1 April 28, 1969

James Wiccha

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN

UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

5 months

DATE

OFFICIAL TITLE OF SUPERVISOR

28 April 69

C/WH/4/Chile

TYPED OR PRINTED NAME AND SIGNATURE

Wiccha
Robert Wiccha

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur in the above assessment.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 April 1969	Chief, WH/4	<i>Raymond A. Warren</i> Raymond A. Warren

SECRET

SECRET

(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER											
GENERAL					036130											
SECTION A																
1. NAME (Last) (First) (Middle)	FLORES, Daniel	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD											
5. OFFICIAL POSITION TITLE Intelligence Asst.		6. OFF/DIR/HR OF ASSIGNMENT DDP/SAS			7. CURRENT STATION Washington D.C.											
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify):		9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> SPECIAL (Specify):			10. REPORTING PERIOD (From: To) 1 January 1964 - 31 March 1965											
SECTION B		PERFORMANCE EVALUATION														
<table> <tr> <td>W - Mediocre</td> <td>Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.</td> </tr> <tr> <td>A - Adequate</td> <td>Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</td> </tr> <tr> <td>P - Proficient</td> <td>Performance is more than satisfactory. Desired results are being produced in a proficient manner.</td> </tr> <tr> <td>S - Strong</td> <td>Performance is characterized by exceptional proficiency.</td> </tr> <tr> <td>O - Outstanding</td> <td>Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</td> </tr> </table>							W - Mediocre	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.	A - Adequate	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.	P - Proficient	Performance is more than satisfactory. Desired results are being produced in a proficient manner.	S - Strong	Performance is characterized by exceptional proficiency.	O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.
W - Mediocre	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.															
A - Adequate	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.															
P - Proficient	Performance is more than satisfactory. Desired results are being produced in a proficient manner.															
S - Strong	Performance is characterized by exceptional proficiency.															
O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.															
SPECIFIC DUTIES																
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).																
SPECIFIC DUTY NO. 1 Served as interpreter for WH/SA counterintelligence operations officers and Office of Communications officers in training and briefing agents being prepared for dispatch to denied area (Cuba).						RATING LETTER S										
SPECIFIC DUTY NO. 2 Assisted in the debriefing of a Cuban intelligence service defector.						RATING LETTER P										
SPECIFIC DUTY NO. 3 Translated and participated in the preparation of agent S/W messages, cover letters, and OWVL messages.						RATING LETTER P										
SPECIFIC DUTY NO. 4 Performed traces and research relating to counterintelligence operations and activities.						RATING LETTER S										
SPECIFIC DUTY NO. 5						RATING LETTER										
SPECIFIC DUTY NO. 6						RATING LETTER										
OVERALL PERFORMANCE IN CURRENT POSITION																
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.																
11 APR 1965						RATING LETTER S										

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or expand upon comments given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial/intelligence duties must be described, if applicable.</p> <p>Mr. Flores was a particularly useful and versatile employee in the WH/SA counterintelligence operations unit. Although he had no operational training or previous operational experience, he learned rapidly and performed well the operational support type duties assigned to him. His fluent knowledge of the Spanish language, his willingness to learn and perform tedious tasks, and his conscientious approach to his work were important factors in his performance. His previous assignments in the RI Division and in WH/SA as a translator and in conducting name traces gave him a good background.</p> <p>With respect to specific duty #3, on two separate operations in New York City Mr. Flores participated in the training and preparation of agents for dispatch to Cuba. In the first operation he interpreted for training in S/W, OWVL, W/T (medium speed) and related subjects. The second operation involved OWVL only. This experience enabled Mr. Flores to perform duties (specific duty #3.) relating to communications with agents in Cuba.</p> <p>Mr. Flores plans to continue his university education and attain a degree. Arrangements have been completed so that he may work in the Agency on a part time basis beginning in January 1965. He will attend classes at a local university as a full time student.</p> <p>Mr. Flores was promoted from GS-04 to GS-05 on 16 March 1964. He has been performing duties at the GS-06 level, and he should be promoted. (see page two)</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1.		BY EMPLOYEE	
		I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
DATE <i>6/26/65</i>	SIGNATURE OF EMPLOYEE <i>Arnold Flores</i>		
2.		BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 15 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE <i>6/26/65</i>	OFFICIAL TITLE OF SUPERVISOR C/WH/SA/C Ops (WH/C/RR/OS)	TYPED OR PRINTED NAME AND SIGNATURE <i>Richard Tansing</i>	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Concur.</p> <p><i>Harold F. Swanson</i></p>			
DATE <i>6/26/65</i>	OFFICIAL TITLE OF REVIEWING OFFICIAL C. WH/ SA CI (WH C SP)	TYPED OR PRINTED NAME AND SIGNATURE <i>Harold F. Swanson</i>	

SECRET

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As noted in 'B' below, my first choice for my next assignment is that of Chief of Base in **Barcelona, Spain**, or Chief of Base in Latin America. I have served three tour-overseas and a four-year tour at Headquarters in Cuban Operations. In the past ten years I have gained experience in technical operation, operations related to the priority and hard targets and, prior to my assignment to Mexico City, as supervisor of one of the four branches in Cuban Operations. In Mexico City my responsibilities consist of the supervision and administration of an 18-man unit composed of **Mexican** nationals which I manage and direct operationally in co-ordination with the Government of **Mexico**. I have been in Mexico City fifteen months.

Should the Chief of Base position in **Barcelona** become available in the summer of 1980 or 1981 and this job is offered to me, I would be

- Return to 4-16 within 48 hours of arrival status or depending on next assignment
(initials)
 - Re-assigned to Korea as part of initial assignment from Headquarters, Staff of Service
(initials)
 - Re-assigned to Management, Headquarters, Headquarters, Last
(initials)
 - Re-assigned to Operations as part of initial assignment.
(initials)
 - Return to COB Latin Am as part of Washington, D.C.

PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DIA-F 240-8 AND FORWARD UNDER SEPARATE COVER. INITIATION DATE FORWARDED OR TO BE FORWARDED.

19 DE ENERGÍA Y SUSTENTABILIDAD

2. In Registration, the following are required to be filled out: Name, Address, Birth Date, Sex, Age, Grade, Name of School, Name of Parent or Person in Charge.

Based upon Subject's experience both prior to and during his current tour, his requests for assignment as stated by him are very reasonable. I fully endorse his requests.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

8. 亂世中，我們要學會「活在當下」，珍惜眼前人，珍惜眼前事，珍惜眼前物，珍惜眼前時光。

FOR USE BY CARRIER SERVICE
U.S. AIR MAIL

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SECRET

(Other than Item 3a)

3. PERMANENT DWELLING PLACE (Permanent Place of Residence unless address in item 8 is approved in Item Thirteen)

Full Address

8151 LARKIN LANE
VIENNA, VIRGINIA 22180

4. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 3)

Full Address

CONCUR

DEPUTY DIRECTOR

DATE

APPROVED

DATE

Deputy Director

Signature

1/9/78

APPROVED

DATE

DIRECTOR OF PERSONNEL

Signature

IV. HOME LEAVE POINT

7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.

8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF NR 20-3C(B)(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.

9. DESIGNATION FOR ITEM 7 ABOVE

10. DESIGNATION FOR ITEM 8 ABOVE.

Full Address

Full Address

PORTLAND, OREGON

RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT

IN-LAWS

CONCUR

DEPUTY DIRECTOR

DATE

APPROVED

DATE

Deputy Director

Signature

1/9/78

APPROVED

DATE

DIRECTOR OF PERSONNEL

Signature

EMPLOYEE CERTIFICATION

I have read and understand my service obligations and travel entitlements as described in this Agreement.

SECRET

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-4 036130	CP1413	1-84 FLORES	DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (ONE ONLY). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	G/P USE ONLY	COUNTRY
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
08-68	27-68	68-68	31-68	28-68	68-68	1 - PCS (Basic)	08	CANADA
						2 - CORRECTION	27	48-68
						3 - CANCELLATION	38	

TOY DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	G/P USE ONLY	AREAS
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
08-68	27-68	68-68	31-68	28-68	68-68	2 - TOY (Basic)	08	CANADA
						3 - CORRECTION	27	48-68
						4 - CANCELLATION	38	

030877031177 2 CANADA 120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
<input type="checkbox"/> CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.: 6A1Q-77 DOCUMENT DATE/PERIOD: 3 | 8-31 | 77

REMARKS

PREPARED BY	REPORT SUBMITTED BY EXPIRED DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
<input checked="" type="checkbox"/> M. S. MURRAY, 1000	DATE: 11/77	SIGNATURE: <i>murray</i>
<input type="checkbox"/> M. S. MURRAY, 1000	DATE: 11/77	SIGNATURE: <i>murray</i>

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER



ADMINISTRATIVE
internal Use Only

REPORT OF SERVICE ABROAD

To: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.

LAST
FLORES

DEAFL

170 of 170

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE WHETHER APPROBATION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (ONE CODE). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO GEN NO. 88, REVERSE.

PCS DATES OF SERVICE

ARRIVAL Q/S			DEPARTURE Q/S			TYPE OF DATA		Q/P USE ONLY	COUNTRY	
ROUTE	DAY	YEAR	ROUTE	DAY	YEAR	CODE			CODE	
25-26	27-28	29-30	31-32	33-34	35-36	T - PCB (Basic)				
						R - CORRECTION	RT	RR-RR		
						S - CANCELLATION			RR-RR	

TOY DATES OF SERVICE

ARRIVAL O/T/S			DEPARTURE O/T/S			TYPE OF DATA			O/T/S USE ONLY		ARRIVALS		
MONTH	DAY	YEAR	MONTH	DAY	YEAR				37	38	39	CODE	
28-29	27-28	29-30	31-32	33-34	35-36								40-41
04	12	77	04	15	77				2			CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS, OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

SECTION 10: IDENTIFICATION NO.

LA 10-72

Department DATA/PERIOD

— 1 —

ROUTE STATUS OR TIME AND ATTENDANCE REPORT

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ABOUT DATA CENTERED CONNECT... BASED UPON SOURCE DOCUMENTS

www.english-test.net

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- 1 -

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14510

ADMINISTRATIVE-Internal Use Only

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CONFIDENTIAL

DATE PULLED 10/20/2023

RESIDENCE AND DEPENDENCY REPORT

AN EMPLOYEE OR THIS FORM WILL BE EXAMINED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WITH A CHANGE OCCURS IN THE EMPLOYEE'S STATUS, HE OR SHE MAY BE EXAMINED IN THE APPROPRIATE DIVISION WITHOUT DISMISSEING THE MAINTENANCE OF THE ABOVE RECORD FOR APPROXIMATE INFORMATION AND DATE. WHEN RECEIVED, IT WILL BE COMPARED WITH AND 20-2 PERSONNEL, INFORMATION AND STATUS REPORTS. THIS FORM WILL BE COMPLETED AND MAINTAINED BY AUTHORIZED PERSONNEL AND NOT SENT TO THE AGENT. THIS WILL BE FILED IN THE CORRESPONDING OFFICE'S PERSONNEL RECORD.

GENERAL

NAME OF EMPLOYEE	EMPLOYEE	RELATIONSHIP				
Flores	Daniel					
1. MARITAL STATUS (Check one)						
SINGLE	<input checked="" type="checkbox"/> MARRIED	SEPARATED	DISMISSED	DECEASED	WIDOWER	WIDOWED
IF MARRIED, PLACE OF MARRIAGE						DATE OF MARRIAGE
Lima, Peru						18 Nov 1960
IF DIVORCED, PLACE OF DIVORCE DECREE						DATE OF DIVORCE
N/A						
2. MEMBERS OF FAMILY (Address incl. Street, City, State, Zip Code)						
NAME OF SPOUSE	ADDRESS	TELEPHONE NO.				
Dorothy A. Flores	#151 Larkin Ln., Vienna, Va. 22180	573-0797				
NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH			
Zola Marie Flores	#151 Larkin Ln., Vienna, Va. 22180	F	15 Mar 74			
NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.				
Jose S. Flores	Box 39 Gonzales, Texas 78629	512-672-6061				
NAME OF MOTHER, INCLUDING MOTHER'S NAME (or female guardian)	ADDRESS	TELEPHONE NO.				
N/A						
3. WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.						
None						
4. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR). SPECIFY NAMES AND RELATIONSHIPS.						
NAME	DATE OF BIRTH	RELATIONSHIP				
N/A						
5. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY						
NAME, ADDRESS (Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	RELATIONSHIP					
Mr. Vicente Patlan	Brother-in-law					
Business address (Name, Street, City, State, Zip Code) and name of residence, if applicable; business telephone & extension	HOME TELEPHONE NUMBER					
627 S. River St., Seguin, Texas 78155	512-379-1087					
6. FOR INDIVIDUALS NAMED ABOVE NOTIFYING OF YOUR AFFILIATION (If "No" give name and address of organization to which you work for.)						
<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes						
Department of State						
7. THE INDIVIDUAL INDICATED TO RECEIVE NOTIFICATION ON YOUR BEHALF IN THE EVENT YOU ARE UNAVAILABLE (If "No" give name and address of person, of org. who can make such decisions in case of emergency.)						
<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes						
Dorothy A. Flores - 8151 Larkin Lane, Vienna, Va. 22180						
Note: Any individual listed here that is not shown designated as your alternate subscriber (if answer is "No") appears not to be item 6.)						
The persons named in Item 2 or 3 above may also be notified in case of emergency. If such notification is not desired because of health or other reasons, please so state in Item 6 on the reverse side of this form.						

CONFIDENTIAL

(This form is filled out)

5.

Experienced in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Riggs National Bank Joint account: Daniel and/or **Dorothy A Flores**

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" check is present indicate)

At home. Now is being prepared.

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF DISASTER OR DEATH? YES NO. (If "Yes" give name(s) and address) **Mr. and Mrs. Raymond Arnett**

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS**7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY**

(No Approval Required)

RESIDENCE WHEN EMPLOYED (Full Address)

PERMANENT PLACE OF RESIDENCE AS STATED IN HR 22-3
(Full Address)**8. CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3)**
(To Be Completed by Employee Entering Such Change Prior to Assignment to Headquarters)

FULL ADDRESS

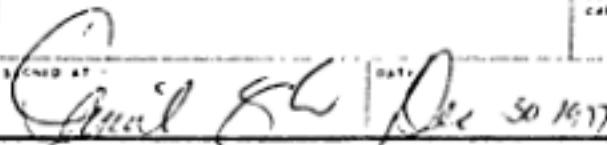
DEPUTY DIRECTOR OR SUPERVISOR

DATE

DIRECTOR OF PERSONNEL (When applicable)
CABLE HR 22-3

DATE

SIGNED AT:



SIGNATURE

CONFIDENTIAL

SECRET

(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST (Print)	FIRST	MIDDLE
1-8 CW-130	FLORIB	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (ONE CODE). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	O/P USE ONLY	COUNTRY
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	25-26	1 - PCS (Basic)	CODE	
						2 - CORRECTION	27	28-29
						3 - CANCELLATION		40-42

TDY DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	O/P USE ONLY	ARIAEST
MONTH	DAY	YEAR	MONTH	DAY	YEAR			
25-26	27-28	29-30	31-32	33-34	25-26	1 - TDY (Basic)	CODE	
						2 - CORRECTION	27	28-29
						3 - CANCELLATION		40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION		
TRAVEL VOUCHER	DISPATCH	
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT	
OTHER (Specify)		
DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD	

REMARKS

PREPARED BY	REPORT SUBMITTED ON CONTROLS DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
X OPA		
C & S DIVISION, CTRB.	DATE 2/1/78	SIGNATURE <i>Robert J. Tamm</i>
C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST (Print)	FIRST	MIDDLE
1-8 026130	Flecko	Donald	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	G/P USE ONLY	COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	0000 22 	C999 60-42	

TDY DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	G/P USE ONLY	AREA/ISL	
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - TDY (Basic) 2 - CORRECTION 3 - CANCELLATION	0000 22 	C999 60-42	
10 17 77	10 20 77						2		

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
CABLE	GUTT STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.:	DOCUMENT DATE/PERIOD
	10-17-77

REMARKS		
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PREPARED BY	SUPPORT INFORMATION OR CERTIFIED DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
U.S. GOVERNMENT - 1980		
U.S. GOVERNMENT - 1980		
	10-17-77	Signature

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

CONFIDENTIAL

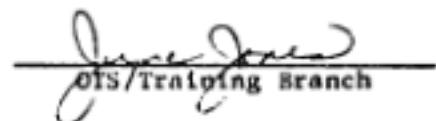
OFFICE OF TECHNICAL SERVICES
BEHAVIORAL ACTIVITIES BRANCH

HUMAN ELEMENTS IN OPERATIONAL TARGETING

1. This certifies that Daniel Flores - LA has completed five days of training in the course, **Human Elements in Operational Targeting.**

2. Primary goals of the course are to familiarize Agency case officers with **applied psychology techniques as they relate to operational data collection, evaluation and application in the assessment and manipulation of target personalities.**

3. This is a certificate of attendance only. Student achievement was not evaluated.


OTS/Training Branch

E2 IMPDET CL BY 019432

CONFIDENTIAL

S-E-C-R-E-T

TRAINING REPORT/CERTIFICATION OF HANDGUN QUALIFICATION

TITLE: Countering Terrorist Tactics Course No. 16-77 DATES: 19-23 September 1977

STUDENT: HODGES, Daniel OFFICE: IA SD: D

PURPOSE AND SCOPE OF COURSE:

(S) This course stressed countermeasures to thwart terrorist acts against U.S. personnel abroad. Coverage includes a discussion of the modus operandi of terrorist groups, recognition and familiarity with explosive devices employed, basic skills training in the use of hand weapons and Mace-type chemical devices, discussion and demonstration of residential security measures, and specialized driving techniques designed to counter vehicular kidnapping attempts.

PERFORMANCE RECORD:

(U/AIIO) This is to certify that the student has satisfactorily completed the prescribed course of instruction.

HANDGUN QUALIFICATION:

(C) Student completed 24 hours of instruction on handguns at the Special Training Center on 23 September 1977; subsequently fired the Handgun Qualification test achieving a score of:

Revolver (Cal. - .38) 289

Automatic (Cal. - 9mm) 255

out of a possible 300.

(U/AIIO) The student demonstrated satisfactory application of safety procedures; mechanical aptitude; marksmanship techniques; and maintenance during range firing/classroom sessions; and is qualified to use the handguns (or similar guns) listed above.

FOR THE DIRECTOR OF TRAINING:


John H. Sawyer
Chief, Special Activities Branch/OTD
Special Training Center

9/26/77
Date

S-E-C-R-E-T

E2 IMPDET
CL by 056382

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	MIDDLE	FIRST
8-8	(Print)		8-8
CS6104	Jesse, David		

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR PAPER PCS OR TDV. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE ADDITION, SUBMISSION, OR BASIC DATA; CORRECTION, OR CANCELLATION (ONE ONLY). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58, REGISTERS.

PCS DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	O/P USE CODE	COUNTRY			
MONTH	DAY	YEAR	MONTH	DAY	YEAR			1 = PCS (Basic)	2 = CORRECTION	3 = CANCELLATION	CODE
10-28	27-28	79-80	10-32	23-24	81-82						40-42

TDV DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	O/P USE CODE	COUNTRY			
MONTH	DAY	YEAR	MONTH	DAY	YEAR			2 = TDV (Basic)	3 = CORRECTION	4 = CANCELLATION	CODE
10-28	27-28	79-80	10-32	23-24	81-82						40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.: 816-26-7-22
DOCUMENT DATE/PERIOD: 10-28-79-10-32-80-81

REMARKS

PREPARED BY:	REPORT ASSISTANT OR CONTROLLER, EXECUTIVE	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
10-28-79-80-81	DATE: 10-28-79	SIGNATURE: <i>[Signature]</i>

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
I-8 (Print)	(Print)	(Print)	(Print)
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One Only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	G/P USE ONLY	COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE	CODE
29-28	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic)	00		
						2 - CORRECTION	07	00-39	40-48
						3 - CANCELLATION			

TDY DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	G/P USE ONLY	AREAS(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE	CODE
29-28	27-28	29-30	31-32	33-34	35-36	2 - TDY (Basic)	00		
						4 - CORRECTION	07	00-39	40-48
						6 - CANCELLATION			

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

for
Jag
5467

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH	
	DUTY STATUS OR TIME AND ATTENDANCE REPORT	
OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
AA 10-77	2/9 - 2/18/77

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED	
		4-6-77	SIGNATURE
X J. S. MURKIN, ETR,	DATE	3/25/77 <i>J. S. Murkin</i>	
X S. R. MURKIN			
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER			

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-4 036130	REVIS	3-16 FLORES	DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (ONE UNITS). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	D/P USE ONLY	COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE	30-39
20-29	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 2 - CORRECTION 3 - CANCELLATION	37	38-39	

TOY DATES OF SERVICE

ARRIVAL D/S			DEPARTURE D/S			TYPE OF DATA	D/P USE ONLY	AREAS	
MONTH	DAY	YEAR	MONTH	DAY	YEAR			CODE	30-39
20-29	27-28	29-30	31-32	33-34	35-36	2 - TOY (Basic) 4 - CORRECTION 6 - CANCELLATION	37	38-39	
02-22	77	02-25	77			2			

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

CANADA

120

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH	
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT	
OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.

LA 10-77

DOCUMENT DATE/PERIOD

2/22-2/25/77

REMARKS

PREPARED BY	REPORT SUBMITTED ON	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
MR	CONTROLS DOCUMENT	
E & L REVISION, ETC.	DATE	SIGNATURE
1-4 Revision	3/25/77	smile. manning
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER		

CONFIDENTIAL

REF ID: A65229

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE MAILED TO THE EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF DATA WILL BE ENTERED IN THE APPROPRIATE BLOCKS WITHOUT ERASING THE PREVIOUS LINE OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WITH EXECUTIVE ITEM # ALSO FOLDED WITHIN 20-7 PERSONNEL, DEPENDENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last, First)	EMPLOYEE	Spouse
Flores	Daniel	

MARITAL STATUS (Check one)					
SINGLE	<input checked="" type="checkbox"/>	MARRIED	<input type="checkbox"/>	SEPARATED	<input type="checkbox"/>
IF MARRIED, PLACE OF MARRIAGE			DATE OF MARRIAGE		
Lima, Peru			18 Nov 1960		
IF DIVORCED, PLACE OF DIVORCE DECREE					
DATE OF DIVORCE					

MEMBERS OF FAMILY					
NAME OF SPOUSE	ADDRESS (No. Street, City, State, Zip Code)	TELEPHONE NO.			
Dorothy A. Flores	8151 Larkin Lane, Vienna, Va.	573-0797			
NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH		
Zola Marie Flores	22180 (Same as above)	F	15 Mar 74		
NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.			
NAME OF MOTHER, INCLUDING MOTHER'S NAME (Ex. female guardian)	ADDRESS	TELEPHONE NO.			

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE DELEGATION OR CONTACT IT OR IS GUARDED IN AN EMERGENCY.

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR) - SPECIFY NAMES AND RELATIONSHIPS.	RELATIONSHIP
NAME	RELATIONSHIP
DATE OF DEATH	

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR) - SPECIFY NAMES AND RELATIONSHIPS.	RELATIONSHIP
NAME	RELATIONSHIP
DATE OF DEATH	

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
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DATE OF DEATH	

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Mr. Vincente Patlan	RELATIONSHIP
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NAME	RELATIONSHIP
DATE OF DEATH	

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR) - SPECIFY NAMES AND RELATIONSHIPS.	RELATIONSHIP
NAME	RELATIONSHIP
DATE OF DEATH	

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR) - SPECIFY NAMES AND RELATIONSHIPS.	RELATIONSHIP
NAME	RELATIONSHIP
DATE OF DEATH	

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR) - SPECIFY NAMES AND RELATIONSHIPS.	RELATIONSHIP
NAME	RELATIONSHIP
DATE OF DEATH	

Mr. Lonnie Bruce - Brother-in-law	RELATIONSHIP
Mr. Vincente Patlan	RELATIONSHIP
OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR) - SPECIFY NAMES AND RELATIONSHIPS.	RELATIONSHIP
NAME	RELATIONSHIP
DATE OF DEATH	

CONFIDENTIAL

SECRET

OFF

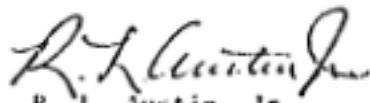
16 NOV 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation -- Cuban Operations Group,
Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Felipe Acevedo	Barbara Morgenthaler
Carol A. Barr	Mary Muldoon
Vivian A. Barry	Mary Musgrave
P. Claudette Broyles	Sylvia Palmer
Daniel Calloway	Elizabeth Reilly
Thomas G. Cline	Carol Rhodes
Frank Esquivel	Nestor D. Sanchez
Owen H. Faust	Joan Silverlieb
Mary D. Felton	Allen Smith
Daniel Flores	John Blake Smith
Nancy B. Fortson	Priscilla Tench
Ann Goldsworthy	Len Therry
Clyde I. Hinkley	Mary A. Velous
Christine Hopkins	Donald Venute
Kathryn Kemp	William Watkins
Myron M. Kline	Anne Zimmerman


R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

Distribution:

- 1 - Each OFF
- 1 - C/LA
- 1 - Recorder/HMAB
- 1 - Exec Sec/HMAB

SECRET

E2 Impjet CI by 014029

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
1. EMPLOYEE (use separate copy of DA FORM 1600-2, NAME OF SUPERVISOR (if any)) Daniel Flores		2. DISPATCH DATE (see DA FORM 1600-2, NAME OF SUPERVISOR (if any)) 27 Feb 73	3. DATE (from DA FORM 1600-2) Richard Welch 27 Feb 73
DATE RECEIVED AT HEADQUARTERS: 2 March 1973	DISPATCH NUMBER: HPLT-6502	DATE RECEIVED BY CAREER SERVICE:	
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH 4 Aug 1935	2. SERVICE GRADE GS-11 FI Case Officer	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE Lima
5. DATE OF PCS ARRIVAL IN FIELD 24 Sept 1971	6. REQUESTED DATE OF DEPARTURE 30 Nov 1974	7. EXPECTED DATE OF FIRST CHECK-IN AT HQ 1 Feb 1975	8. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE 15 Feb 1975 (depending on training.)
9. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU: Wife: 37, daughter: 3			
10. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT: None			
<p>11. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (Leave attack personnel career questionnaire in accordance with CSI-F 300-8)</p> <p>September 1971 - July 1972 - Activities of the Communist Party and extreme leftist groups. Labor activities. Preparation of project outlines and progress reports.</p> <p>August 1972 - Present - Chinese Operations. News media capability. Preparation of project outlines and progress reports.</p>			
<p>12. TRAINING REQUESTS: Identify what training you believe you should have during the next several years. In the near future I would like to take an advanced operations course. In connection with this, I would like to concentrate on the Soviet and Chinese targets in Latin America. Special courses in these two areas would be extremely helpful. Some time in the future I would like to attend the mid-career course.</p>			

FBI 702 CLASSIFICATION STAMPS

SECRET

SECRET

(When Filled In)

3. PREFERRED DRILLING PLACE (Permanent Place of Residence unless address in item 8 is approved in Item Thru)		4. OTHER PLACES REQUESTED (Requested Permanent Place of Residence or different from Item 3)	
FULL ADDRESS		FULL ADDRESS	
Washington, D. C.			
CONCUR			
DEPUTY DIRECTOR		DATE	
<i>for A. Barry</i>		5-20-71	
APPROVED		APPROVED	
DEPUTY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	DATE
<i>A. Barry</i>			
IV. HOME LEAVE POINT			
7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.			
8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF NR 20-300(3)(E). THE REQUEST MUST BE ACCCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.			
9. DESIGNATION PER ITEM 7 ABOVE		10. DESIGNATION PER ITEM 8 ABOVE.	
FULL ADDRESS		FULL ADDRESS	
4505 Washington Street Milwaukee, Oregon			
RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT			
Parents-in-law			
APPROVED		APPROVED	
DEPUTY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	DATE
<i>for A. Barry</i>		5-20-71	
EMPLOYEE CERTIFICATION			
I have read and understand my service obligations and travel entitlements as described in this agreement.			
SIGNATURE OF EMPLOYEE	<i>Daniel O'Day</i>		DATE
See Dispatch Attached		5/20/71	

SECRET

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(This form will be)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: ALL INFORMATION WILL BE FURNISHED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHILE A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED TO THE APPROPRIATE SUPERVISOR WITHOUT COMPLETING THIS FORM. EXCEPT THE FORM ITSELF, THE EMPLOYEE'S SIGNATURE AND DATE, WHEN COMPLETED, THIS FORM IS ALSO FURNISHED WITH HIS DD-214, PERSONNEL RECORD AND LOCALITY REPORT. THIS FORM WILL BE COMPLETED ONLY BY REQUESTERS PERSONNEL WHO NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE	GRADE	GRADE	GRADE	SOCIAL SECURITY NUMBER
FLORES	GS-11	GS-11	GS-11	467-186-6730
2. MARITAL STATUS (Check one)				
<input checked="" type="checkbox"/> SINGLE <input type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED				DATE OF MARRIAGE
				18 November 1960
				DATE OF DECEASE
3. MEMBERS OF FAMILY				
NAME OF SPOUSE	ADDRESS (City, Street, City, State, Zip Code)			TELEPHONE NO.
Dorothy A. Flores	The American Embassy, Lima, Peru			
NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH	
Kendra Flores	(Same as above.)	F	3 March 1971	
NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.		
Jose S. Flores	Pox 39, Gonzales, Texas 78629	512-672-6061		
NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian)	ADDRESS	TELEPHONE NO.		
Aquatina Flores (Deceased)				
WHAT MEMBERSHIP OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.				
Mr. Lonnie J. Bruce				
4. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 50% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (TRR 22-15). SPECIFY NAMES AND RELATIONSHIPS.				
NAME	DATE OF BIRTH	RELATIONSHIP		
5. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY				
NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP			
Mr. Lonnie J. Bruce	Brother-in-Law			
HOME ADDRESS (City, Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	HOME TELEPHONE NUMBER			
973 E. Walnut St., Seguin, Texas 78155	512-377-2620			
BUSINESS ADDRESS (Name-City-State-Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE & EXTENSION			
6. THE INDIVIDUAL NAMED ABOVE, BEING OF YOUR AGENCY AFFILIATION (IF "No" give name and address of organization he belongs to or where you work for.)				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
7. THE INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
8. THIS INDIVIDUAL KNOWS THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ASSISTANT (If answer is "No" explain why in item 8-3)				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
The persons named in item 2 or 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.				

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (use periods only at S-1)	DATE RECEIVED FROM ITEM 3-D (NAME OF SUPERVISOR ISSUED)	DATE (From item 3-2)
Daniel Flores	Robert Fambrini	
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER:	DATE RECEIVED BY CAPTION SERVICE:
30 October 1970	HEQT 1506	04 MAR 1971

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. DRAFT FOR CURRENT COVER
4 August 1935		Operational Officer GS-10	Guayaquil	LNUCUFF
6. DATE OF PCS ARRIVAL IN FIELD	7. REQUESTED DATE OF DEPARTURE	8. EXPECTED DATE OF FIRST CHECK-IN AT HQ	9. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
13 May 1969	15 May 1971	1 June 1971	1 August 1971	

10. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

Spouse (Expecting child in March 1971)

11. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

NA

12. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (See special note on transmittal form).
Do not attach personnel cover questionnaire in accordance with CSI-P 140-8.

Case Officer responsibilities including running project targetted against **subversive individuals and organizations**; agent handling including **penetration agents**; **responsibility for audio operations** and related support agents; preparation of intelligence reports, dispatches and other reports related to Case Officer duties.

13. TRAINING DESIRED:
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

1. Soviet Operations Course. (If possible, I would like to co-ordinate this course with my home leave in the summer of 1971.)
2. Language training. Preferably Portuguese because I would like to serve in Brazil sometime in the future.

SECRET

Not Approved by
CS Career Service
BB JAK pm

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT : Recommendation for Promotion to Grade
GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the KI Division while attending the American University. He received his BA degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the KI Division, he was selected for assignment as an operations officer at the [Guayaquil] Base where he arrived in May 1969. Mr. Flores is bi-lingual in Spanish.

3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the [Guayaquil] Base officer in charge of Communist penetration operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior manner. In addition to his operational competence, the [Guayaquil] Chief of Base has observed that Mr. Flores' ability to develop social relations with ease has been a distinct asset for the Base.

4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

William V. Broe
Chief
Western Hemisphere Division

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(Former Edition 5a)

Complete in ink only. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of government service, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYER	Flor	POSITION	STATIONED	STATION SECURITY NUMBER
Flor		D... .		160-45-6730
RESIDENCE DATA				
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. OR APPROXIMATE ADDRESS			
Washington, D.C.				
PLACE IN CONTINENTAL U.S. OF SIGNIFICANT PERMANENT RESIDENCE	HOME LEAVE RESIDENCE			
Washington, D.C.	Washington, D.C.			
MARRITAL STATUS (Check one)				
SINGLE	<input checked="" type="checkbox"/> MARRIED	SEPARATED	DIVORCED	WIDOWED
IF MARRIED, PLACE OF MARRIAGE		DATE OF MARRIAGE		
Lima, Peru		14.12.1960		
IF DIVORCED, PLACE OF DIVORCE DEGREE		DATE OF DIVORCE		
IF WIDOWED, PLACE SPOUSE DIED		DATE SPOUSE DIED		
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON FOR TERMINATION, AND DATE(S)				
MEMBERS OF FAMILY				
NAME OF SPOUSE	ADDRESS, STREET, CITY, STATE, ZIP CODES		TELEPHONE NO.	
Dorothy A. Flores	1100 McKinley			
NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH	
NAME OF YOUR FATHER (Or male guardian)	ADDRESS	TELEPHONE NO.		
Tom J. Flores	Gonzales, Texas (Box 59)	612-672-6061		
NAME OF YOUR MOTHER (Or female guardian)	ADDRESS	TELEPHONE NO.		
Deceased				
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.				
PERSON TO BE NOTIFIED IN CASE OF EMERGENCY				
NAME (Mr., Mrs., Dr., Miss, First-Middle Name)	RELATIONSHIP		HOME TELEPHONE NUMBER	
Mr. Connie G. Bruce	Brother - sis - law		(512) 449-7620	
HOME ADDRESS (Street, City, State, Zip Code)				
973 S Walnut Street, Austin, Texas				
BUSINESS ADDRESS (Street, City, State, Zip Code)			BUSINESS TELEPHONE & EXTENSION	
(same or else)				
IS THE INDIVIDUAL NAMED ABOVE HAVING YOUR AGENCY AFFILIATION? IF YES, give name and address of organization and its telephone number.				
<input checked="" type="checkbox"/> Department of the Army				
YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>				
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPACITATED OR ARE UNABLE TO ACT? If NO, give name and address of person who can make such decisions in case of emergency.				
<input checked="" type="checkbox"/> No <input type="checkbox"/> Yes				
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? If NO, explain why in Item 8.				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 8 ON THE REVERSE SIDE OF THIS FORM.				
CONTINUED ON REVERSE SIDE				
CURRENT RESIDENCE AND DEPENDENCY REPORT				

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(When Filled In)

VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Riggs National Bank : Daniel and **Doris H. Flores**
17th and Penn. Avenues, Washington, D.C.
(1750 Penn Avenue)

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? YES NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)

At home. Will leave with responsible person for safe keeping

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?

YES NO. (If "Yes" give name(s) and address)

N/A

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possesses the power of attorney?)

But may before I leave.

ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

My father should not be reutilized in case of an emergency because of his health and age.

SIGNED AT

DATE

SIGNATURE

7 Apr. 1969

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-7jR

Supplement to Staff Employee Personnel

Action for Integration of Daniel FloresEffective 10 April 1969

The purpose of this memorandum is to set forth existing policies of concern to you while integrated and to reiterate certain rights and obligations which derive from your true status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of GS-9 \$2754.00 per annum, you will accept cover employment with another instrumentality of the Government (hereinafter referred to as "your cover facility") effective as of 10 April 1969. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected as a FMR-7 at a salary of \$8153.00 per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.
2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.
3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable

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regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.

4. Salary and allowances paid by your cover facility shall be retained by you to the extent that they do not exceed the salary and allowance payment due you on the basis of your grade level with this organization. If such cover payments are less than the amount due you, the difference will be paid to you by this organization. If such cover payments exceed the amount due you, the excess amounts will be remitted to this organization at intervals to be designated by the Office of Finance. Computations hereunder will be based on the aggregate gross amounts due and received. That portion of retirement contributions withheld by your cover facility which exceeds the retirement contributions applicable to your organization salary will be deducted from the gross amount of the overpayment. Upon integration, the payroll office of this organization will establish the date on which you would normally receive a regular step increase from your cover facility. Failure to report a grade promotion received from a cover facility can cause errors in processing regular step increases. Regular step increases, incorrectly processed in such manner, should be reported immediately to this organization. To eliminate this problem, any grade promotion received from a cover facility will be reported immediately by you to this organization's payroll office through channels showing both the old and the new rate and the effective date. All salary difference payments and adjustments will be reflected on earnings statements.

5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.

a. Upon integrating into your cover facility you will continue to be covered by the particular retirement system in which you are a participant as an employee of this organization. Salary received from your cover facility and any salary differences payable by this organization will be subject to appropriate retirement contributions.

b. Appropriate Federal income tax withholdings shall be made from taxable income received from both your cover facility and this organization. Additionally, while serving in the United States, withholdings shall also be made for District of Columbia or State income tax, when applicable. You may claim reimbursement for excess income taxes paid on overt tax returns by reason of taxable income from your cover facility exceeding the taxable income due you as an employee of this organization.

2

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c. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon termination of your integration, your unused annual leave, sick leave, and home leave will be transferred to your credit with this organization and your leave record will be reconstructed as of the beginning of the leave year in which you return to this organization, as explained in the Handbook on Leave for Special Situations. Serving in an integrated capacity does not permit the carryover from one leave year to another of an annual leave balance which exceeds the ceilings authorized by regulations of this organization and the Federal leave law. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, upon your "resignation" you will be required to pay the gross amount thereof to this organization, including any income taxes withheld by your cover facility in order to receive credit for such annual leave.

6. You will be required to keep forever secret this agreement and all information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage laws, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY 
Personnel Office

ACCEPTED:



1535c

SECRET

GPO: 197
1600-1000

**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM**

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) **036** (middle) **1980**

DATE OF BIRTH (month, day, year)

SOCIAL SECURITY NUMBER

Flores, Daniel

4 August 1935 **460-41-6230**

EMPLOYING DEPARTMENT OR AGENCY

LOCATION (City, State, ZIP Code)

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here —————
if you
WANT BOTH
optional and
regular
insurance

(A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here —————
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance

(B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 3 years after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here —————
if you
WANT NEITHER
regular nor
optional
insurance

(C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 3 years after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot have or later have the \$10,000 additional optional insurance unless I have the regular insurance.

**4 SIGN AND DATE IF YOU MARKED BOX "A" OR "C".
COMPLETE THE "STATISTICAL STATE" THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE**

Signature

Daniel Flores

1/12/80

OPTIONAL COPY - Return to Office of Personnel Policy

FOR EMPLOYING OFFICE USE ONLY

(Initials and Date stamp)

1-8

For Office of Personnel Policy or Back of Original

Initials _____ Date _____
Initials _____ Date _____
Initials _____ Date _____
Initials _____ Date _____

C-E-C-B-E-T

TRAINING REPORT OPERATIONS COURSE (FULL TIME)	Course No. OC-1-3/4-54	No. of Students Began Finished 10 10	Dates of Course 17 May - 16 August 1963
STUDENT IDENTIFYING INFORMATION			
NAME OF STUDENT	TOB	END DATE	OFFICE
FLAHERTY, Daniel	133	March 1964	CTP
PERFORMANCE EVALUATIONS			

- W - Weak Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).
- A - Adequate Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.
- P - Proficient More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.
- S - Strong Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.
- O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

COURSE OBJECTIVE

This course is designed to prepare selected staff officers from the Career Trainee Program for field operations officer work with the Clandestine Services. The student's understanding of the Clandestine Services doctrines, policies and operational concepts and his ability to apply these related items is measured by a series of practical exercises. Successful completion of the Operations Familiarization Course (OFC) is a pre-requisite for admission to the Operations Course.

RATING LETTER

TRADECRAFT	P
INTELLIGENCE AND OPERATIONAL INFORMATION REPORTING	P
CLANDESTINE SERVICES OPERATIONAL PROGRAMS	P

The trainee also received basic instruction and practical work in photography, including the use of a 35mm camera and in darkroom procedures; in audio-surveillance, and in the use of B/W and agent radio communications systems. In addition, he was given general familiarization on such subjects as surreptitious entry, documentation and authentication, observation and sketching.

This rating corresponds to the statement which most accurately reflects the student's level of performance and takes into account everything about him which influenced his effectiveness. This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Clandestine Services.

OVERALL PERFORMANCE
P

Overall performance ratings of all students in this class:

WEAK 0 ADEQUATE 0 PROFICIENT 40 STRONG 60 OUTSTANDING 70

C-E-C-B-E-T

S-E-C-R-E-T

TRAINING REPORT

Operations Course, Phase II-3-68
(416 hours, full-time)

4 March - 3 May 1968

Student : FLORES, Daniel
Office : CTP/OTR
Service Designation: SJ

NARRATIVE COMMENTS (Continued)

Of noteworthy mention was Mr. Flores' pleasant, industrious performance throughout the Jungle Environmental Training in Panama. He established a cheerful environment for his colleagues and completed assigned responsibilities with enthusiasm, determination and cooperation. His sustained high-level performance and ability to adapt to the terrain earned him the respect and appreciation of his classmates.

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

FOR THE DIRECTOR OF TRAINING:


Chief Instructor, Operations Course, Phase II

TRAINING REPORT

OPERATIONS FACILITATION COURSE no. 2-68 2 Jan. - 26 Jan. 1968
 (102 hours, full-time) (Date)

STUDENT : FLORES, Daniel OFFICE : CIP
YEAR OF BIRTH: 1935 SERVICE DESIGNATION: CJ
GRADE : GS-07 NUMBER OF STUDENTS : 114 Begun
BED DATE : March 1962 115 Finished

COURSE OBJECTIVE AND CONTENT

The Operations Familiarization Course is a four-week course designed to provide the student with an understanding of the Clandestine Services programs, operational methods and reporting techniques. Special emphasis is given the basic elements of tradecraft, the fundamentals of operational and intelligence information reporting, and the Foreign Intelligence, Counterintelligence and Covert Action programs of the Clandestine Services. General orientation is also provided in special operations and staff communications.

METHODS

The instructional methods used included class discussions, lectures, films, demonstrations, practical exercises and case studies. Practical exercises were conducted in operational and intelligence information reporting, surveillance, casing, handling of walk-in defectors and planning for, meeting and debriefing an agent. The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Headquarters components.

EVALUATION OF PERFORMANCE

The student's rating is based on understanding of the material presented as demonstrated by his participation in class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical exercises and the grade received on a comprehensive written examination given in the final week of the course which covered all areas of course content. Other factors considered in determining the final rating were the student's interest, attitude and preparation for assignments. The number of students receiving each adjectival rating on overall course performance is shown below. This student's rating is indicated by an asterisk. Explanatory narrative comments are included with a rating of ASSESSED or APPROVED. When considered pertinent by the training staff, comments may also be included with a PROFICIENT (average) rating.

<u>UNSATISFACTORY</u>	<u>ASSESSMENT</u>	* <u>PROFICIENT</u>	<u>APPROVED</u>
1	1	87	25

Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

FOR THE DIRECTOR OF TRAINING

John P. Belli
 Acting Director
 Director of Training
 D-A-C-S-4-1

9 Feb. 1968

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Form 51, Edition 2, 1961

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave of government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last, First, Middle Initial)	(Phone)	GRADE	SOCIAL SECURITY NUMBER
<i>FLORES</i>	<i>DANIEL</i>	<i>C-1</i>	<i>162-48-6430</i>
RESIDENCE DATA			
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED <i>2828 Constitution Ave., Wash. D.C.</i>	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. IF APPLICABLE <i>2828 Constitution Ave., Wash. D.C.</i>		
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE <i>2828 Constitution Ave., Wash. D.C.</i>	HOME LEAVE RESIDENCE		
MARRITAL STATUS (Check one)			
SINGLE	MARRIED	SEPARATED	DIVORCED
IF MARRIED, PLACE OF MARRIAGE <i>Lima, Peru, South America</i>		MARRIED	
IF DIVORCED, PLACE OF DIVORCE DECREE		DATE OF MARRIAGE <i>Mar. 14, 1961</i>	
IF DIVORCED, PLACE SPOUSE DIED		DATE OF DECREE <i>Mar. 14, 1961</i>	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)			
MEMBERS OF FAMILY			
NAME OF SPOUSE <i>Jacynth A. Flores</i>	ADDRESS (No., Street, City, Zone, State) <i>2828 Constitution Ave., N.W.</i>	TELEPHONE NO. <i>265-8322</i>	
NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
NAME OF FATHER (Or male guardian) <i>JOSE J. Flores</i>	ADDRESS <i>501 S. Euclid St., St. Louis, Mo.</i>	TELEPHONE NO.	
NAME OF MOTHER (Or female guardian) <i>Carmen R. Flores</i>	ADDRESS <i>501 S. Euclid St., St. Louis, Mo.</i>	TELEPHONE NO.	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.			
PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME (Mr., Mrs., Miss) <i>Flores, Daniel Flores</i>	RELATIONSHIP <i>Spouse</i>		
HOME ADDRESS (No., Street, City, Zone, State) <i>2828 Constitution Ave., N.W., Washington, D.C.</i>	HOME TELEPHONE NUMBER <i>265-5522</i>		
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE <i>1000 16th St., N.W., Washington, D.C.</i>	BUSINESS TELEPHONE EXTENSION <i>25.7-5444</i>		
IS THE INDIVIDUAL NAMED ABOVE SITTING OF YOUR AGENCY AFFILIATION? IF YES, give name and address of organization from he believes you work for.			
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? If YES, give name and address of person, if any, who can make such decisions in case of emergency.			
NOTE: THIS INDIVIDUAL KNOWS THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY CONTACT. IF ANSWER IS "NO", EXPLAIN WHY IN ITEM 8.			
The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state on item 6 on the reverse side of this form.			
CROSS-REFERENCED FORM NUMBER			
CURRENT RESIDENCE AND DEPENDENCY REPORT			

CONFIDENTIAL

(When Filled In)

VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

UNION TRUST Co., WASH. D.C. - DANIEL & Dorothy A. Fultz
BANK OF CALIFORNIA, PORTLAND ORE, DANIEL & Dorothy H. Fultz

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. (If "Yes" where is document located?)

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
 YES NO. (If "Yes" give name and address)

HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. (If "Yes", who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT

Washington, D.C.

DATE

March 12, 1962

SIGNATURE

Daniel Fultz

CONFIDENTIAL

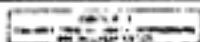
<input checked="" type="checkbox"/> SECRET	<input type="checkbox"/> CONFIDENTIAL	<input type="checkbox"/> INTERNAL USE ONLY	<input type="checkbox"/> UNCLASSIFIED
REQUEST FOR MEDICAL EVALUATION		12 Sept 77	
Flores, Daniel		460-18-0230	EX-18-230 4 Aug 35
13. ALL	BDO/LA	5270	Ops Officer
Flores, Dorothy Flores, Yola M.		<input checked="" type="checkbox"/> DEPENDENT NAME & REL. <input checked="" type="checkbox"/> SPOUSE <input checked="" type="checkbox"/> CHILDREN <input checked="" type="checkbox"/> PARENTS <input checked="" type="checkbox"/> BROTHERS <input checked="" type="checkbox"/> SISTERS <input checked="" type="checkbox"/> OTHER RELATIVES <input checked="" type="checkbox"/> NEIGHBORS <input checked="" type="checkbox"/> FRIENDS <input checked="" type="checkbox"/> BUSINESS ASSOCIATES <input checked="" type="checkbox"/> OTHER J1Jan30 F wife yes 15Mar74 F dau yes	
30 REQUESTED ACTION (check one or more boxes)			
APPLICANT	PRE-EMPLOYMENT	STATION	DATE APPROXIMATELY RECOMMENDED FOR TRAVEL
	X USPDS	Mexico City	14 Oct 77 2
ASSIGNMENTS	US-TO-Y	Nominal State	Ops Officer
	US RETURNEE	INTERNSHIP DUTY	
	US STAY STANDBY	RETURN TO DUTY	
	O-PLANNING	SPECIAL TRAINING	
SEPARATION	RETIREMENT	MISSIONS	MISSION
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL	MEETINGS
31 COMMENTS			
Assignment to Tokyo, Japan has been canceled. Subject is now being considered for Mexico City.			
32 REQUESTED DATES FOR TRAVEL	33 APPROXIMATE DATE OF ARRIVAL	34 APPROXIMATE DATE OF RETURN	35 SIGNATURE OF REQUESTING OFFICER
DIXI/LA/PERS	31 Oct 77	5270	Diane M. Hoy
FOR APPLICANT'S INFORMATION			
APPROVE PROCESSING FOR DOD			
HOLD PENDING RECEIPT OF ADDITIONAL METHODS OF COMMUNICATIONS, OVER SEAS ANALYSIS			
REQUEST PRE-EMP. MEDICAL EVALUATION			
OTHER INFORMATION			
DATE			
FOR OTHER ACTIONS			
REQUESTED ACTION	QUAL	CONFIDENTIAL	OMS SIGNATURE
EVALUATED BY GS-CG-MDT 14 OCT 77 EVALUATED BY DOD DOD DUE TO DOD			
DATE			
UNCLASSIFIED		INTERNAL USE ONLY	
CONFIDENTIAL		SECRET	

14-2598 2025 RELEASE UNDER E.O. 14176

4 - OMS

SECRET

1. NAME (Last, First, Middle) Flores, Daniel	2. DATE OF BIRTH 460-48-6230 4 Aug 1935	3. GRADE GS-10	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) DDP/WIL/Guayaquil (State)	5. PRESENT POSITION 0376	6. EMPLOYEE EXTENSION 7431	
7. PROPOSED STATION Lima, Peru	8. PROPOSED POSITION (Title, Number, Grade) Ops Officer/0636/GS-13		
9. TYPE OF COVER AT NEW STATION State	10. ESTIMATED DATE OF DEPARTURE Sept 71	11. NO. OF DEPENDENTS TO ACCOMPANY two	
12. COMMENTS Vice: Donald J. Venuto Please schedule appointments week of 31 May 1971/ Mr. Flores' Spanish capabilities are native reading and high speaking which more than meets the language requirements of intermediate reading and speaking for the Station.			
13. DATE OF REQUEST 11 Mar 71	14. SIGNATURE OF REQUESTING OFFICIAL <i>Joan Bright</i>	15. ROOM NUMBER AND BUILDING 3D 5309	16. EXTENSION Hqs 7431
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION 15 JUN 1971 QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS <i>J. E. Lott Jr.</i> Chairman, Overseas Candidate Review Panel			
REQUEST FOR PCS OVERSEAS EVALUATION			



REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST						
2. NAME (Last, First, Middle) Flores, Daniel (Dependents of)	3. POSITION TITLE Ope Officer	4. GRADE GS-10						
5. OFFICE/LOCATION/BRANCH DOP/WH/Guayaquil	6. EMPLOYEE'S SAT. 7431							
7. PURPOSE OF EVALUATION								
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> HQSS/TDY							
<input type="checkbox"/> ENTRANCE ON DUTY	<input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT							
<input type="checkbox"/> TDY STANDBY	<table border="1"> <tr><td>8. ETD September 1971</td></tr> <tr><td>STATION Lima, Peru</td></tr> <tr><td>TDY OR PCS PCS</td></tr> <tr><td>TYPE OF COVER State</td></tr> <tr><td>NO. OF DEPENDENTS TO ACCOMPANY Two</td></tr> <tr><td>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED</td></tr> </table>		8. ETD September 1971	STATION Lima, Peru	TDY OR PCS PCS	TYPE OF COVER State	NO. OF DEPENDENTS TO ACCOMPANY Two	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED
8. ETD September 1971								
STATION Lima, Peru								
TDY OR PCS PCS								
TYPE OF COVER State								
NO. OF DEPENDENTS TO ACCOMPANY Two								
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED								
<input type="checkbox"/> SPECIAL TRAINING	<table border="1"> <tr><td>9. RETURN FROM OVERSEAS</td></tr> <tr><td>ETA</td></tr> <tr><td>STATION</td></tr> <tr><td>NO. OF DEP'tS</td></tr> </table>		9. RETURN FROM OVERSEAS	ETA	STATION	NO. OF DEP'tS		
9. RETURN FROM OVERSEAS								
ETA								
STATION								
NO. OF DEP'tS								
<input type="checkbox"/> ANNUAL								
<input type="checkbox"/> RETURN TO DUTY								
<input type="checkbox"/> FITNESS FOR DUTY								
<input type="checkbox"/> MEDICAL RETIREMENT								
10. OVERSEAS PLANNING EVALUATION (This block need be answered)								
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		11. REQUESTING OFFICER						
SIGNATURE		Joan Wright						
ROOM NO. & BUILDING 3D 5300		EX. # 7431						

Dorothy Kendra	wife dau	31 Jan 1938 3 Mar 1971
Please schedule appointments week of 31 May 1971.		
Report of Evaluation 31 May 1971 - wif. 38 FCC		16 87g
SPECIALIST PAXTON		

SECRET

(If After Filled Out)

REQUEST FOR MEDICAL EVALUATION			1. DATE OF REQUEST
2. NAME (Last, First, Middle) Flores, Daniel (Dependents of)		3. POSITION/TITLE Ops Officer	4. GRADE GS-10
5. OFFICE DIVISION BRANCH DDP/WII/Guayaquil		6. EMPLOYEE'S SAT. 7431	
7. PURPOSE OF EVALUATION			
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> HQDS/TDT <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT ETA September 1971 STATION Lima, Peru TDY OR PCS PCB TYPE OF COVER <input type="checkbox"/> State NO. OF DEPENDENTS TO ACCOMPANY Two NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	
<input type="checkbox"/> RETURN FROM OVERSEAS ETA STATION NO. OF DEP. B			
8. OVERSEAS PLANNING EVALUATION (One Box Must Be Checked)		9. REQUESTING OFFICER	
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE Joan Wright ROOM NO. & BUILDING 3D 5300 Bldg EXT. 7431	
10. COMMENTS <div style="border: 1px solid red; padding: 2px;"> Dorothy Kendra </div> wife 31 Jan 1938 dau 3 Mar 1971			
Please schedule appointments week of 31 May 1971.			
REPORT OF EVALUATION QMUSMA-1002 PWS GS PCB			16-878
SPERRY PRESTON DATE: <input type="text"/>		SIGNATURE FOR CHIEF OF MEDICAL STAFF <input type="text"/>	

SECRET

SECRET

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE	
Flores, Daniel	4 August 1935	GS-08	
4. OFFICE DIVISION, BRANCH OR OVERSEAS STATION AND existing cover if lateral assignment) DDP/WH/4	5. PRESENT POSITION Ops Officer	6. EMPLOYEE EXTENSION 6815	
7. PROPOSED STATION Guayaquil	8. PROPOSED POSITION (TITLE, Number, Grade) Ops Off 0376 GS-09		
9. TYPE OF COVER AT NEW STATION Department of State	10. ESTIMATED DATE OF DEPARTURE o/a 27 April 69	11. NO. OF DEPENDENTS TO ACCOMPANY 1	
12. COMMENTS VICE KENNETH R. GOODMAN WILL INTEGRATE IN 14 APRIL 1969 FSI CLASS 89's ATTACHED.			
13. DATE OF REQUEST 6 March 1969	14. SIGNATURE OF REQUESTING OFFICIAL PPMacDougal	15. ROOM NUMBER AND BUILDING 3D5309 Hqs.	16. EXTENSION 6815
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION 25 MAR 267 QUALIFIED 72607 Chairman, CDR 3			
20. REQUEST FOR PCS OVERSEAS EVALUATION			

SECRET

(b)(1)(B) (b)(7)(D) (b)(7)(E)

REQUEST FOR MEDICAL EVALUATION		DATE REQUESTED
2. NAME OF PERSON REQUESTING Flores, Daniel (dependent) 3. OFFICE, DIVISION, BRANCH DDP/WII/4		4. POSITION TITLE Ope Officer 5. GRADE GS-08 6. PAYMASTER'S FILE 6815
7. PURPOSE OF EVALUATION <input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TOT STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		<input type="checkbox"/> INDUSTRIAL <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT PTO o/a 27 April 1969 STATION Guayaquil TYPE OF PCS Department of State NO. OF DEPENDENTS TO ACCOMPANY 1 NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (IF 2 OR ATTACHED)
		<input type="checkbox"/> RETURN FROM OVERSEAS CITA STATION NO. OF DEPS?
8. OVERSEAS PLANNING EVALUATION (One Block must be checked) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		9. REQUESTING OFFICER SIGNATURE PPMacDougall WII/Personnel ROOM NO. & BUILDING 3D5309 Hqs.
10. COMMENTS Wife - Dorothy A. - 1/31/35		DATE 1-21-69
11. REPORTS DEPENDABLE - QUALIFIED FOR PROPOSED OS PCS		SIGNATURE FOR CHIEF OF MEDICAL STAFF SPEARY-PRESTON
<small>FORM 259 100-10225-10006 MAY 1964</small>		

SECRET

SECRET

1. NAME (Last, First, Middle) Flores, Daniel	2. DATE OF BIRTH 4 August 1935	3. GRADE GS-00	
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if external assignment) DDP/SLU/4	5. PRESENT POSITION Ops Officer	6. EMPLOYEE EXTENSION 6815 ~	
7. PROPOSED STATION Guayaquil	8. PROPOSED POSITION (Title, Number, Grade) Ops Off 0376 GL-00		
9. TYPE OF COVER AT NEW STATION Department of State	10. ESTIMATED DATE OF Arrival u/a 27 April 69	11. NO. OF DEPENDENTS TO ACCOMPANY 1	
12. COMMENTS VICE KENNETH R. GOODMAN WILL INTEGRATE IN 14 APRIL 1969 FBI CLASS BO's ATTACHED.			
13. DATE OF REQUEST 6 March 1969	14. SIGNATURE OF REQUESTING OFFICIAL D MacDougall	15. ROOM NUMBER AND BUILDING 3D0309 Bqs.	16. EXTENSION 6815
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION MEDICALLY QUALIFIED FOR PROPOSED OS PCS.			
DONALD FARLEY			
F 3 21 69			
REQUEST FOR PCS OVERSEAS EVALUATION			



SECTION II		FINANCIAL STATUS
1. ARE YOU ENTITLED TO ANY INCOME FROM THE FOLLOWING SOURCES? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
2. IF YOUR ANSWER IS YES TO THE ABOVE, GIVE SOURCE, AMOUNT OF EACH SOURCE		
Wife's Income		
3. NAME OF INSTITUTIONS, BUSINESSES OR INDIVIDUALS HOLDING ACCOUNTS		
Name of institution <input type="checkbox"/> Corporation <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> Partnership <input type="checkbox"/> Other The Bank of California, N.A. 350 S.W. 51st Avenue, Portland, Oregon Union Trust Company 15 and H Streets, N.W. Washington, D.C.		
4. HAVE YOU EVER BEEN IN DEPTORSHIP FOR PAYMENT OF A DEBT? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
5. IF YOUR ANSWER IS YES TO THE ABOVE, GIVE PARTICULARS INCLUDING COURT AND DATE		
6. GIVE THREE CREDIT REFERENCES IN THE UNITED STATES		
Name <input type="checkbox"/> Corporation, Name, City, State General Motors Acceptance Corp. 1310 S.W. Yamhill Street, Portland 5, Oregon P.O. Box 14-25 Gulf Oil Corporation Atlanta 9, Georgia 917 Caroline Street, Fredericksburg, Virginia Kinde Furniture Company		
7. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
8. IF YOUR ANSWER IS YES TO THE ABOVE, GIVE DETAILS		
9. DO YOU HAVE ANY FINANCIAL INTEREST IN OR OWNERSHIP OF PARTNERSHIP, CORPORATION OR BUSINESS, OR IN OR WITH U.S. CORPORATION OR BUSINESS HAVING SUBSTANTIAL FINANCIAL INTEREST?		
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <small>if answer is yes, attach details on separate sheet</small>		
SECTION III		MARITAL STATUS
1. PRESENT STATUS (MARRIED, DIVORCED, SEPARATED, UNMARRIED, SPECIFY) <input type="checkbox"/> Married <input checked="" type="checkbox"/> Separated <input type="checkbox"/> Unmarried		
2. STATE DATE, PLACE AND REASON FOR ALL PREVIOUS MARRIAGES OR SEPARATIONS		
NA		
MARRIED, HUSBAND: If you have been married more than once, including annulments, use a separate sheet for former wife. If OR FIANCÉE: Instead giving data required below for all previous marriages, if marriage contemplated, fill in appropriate information for fiancée		
3. NAME <input type="checkbox"/> Maiden <input type="checkbox"/> Middle <input type="checkbox"/> Last <input type="checkbox"/> First Dorothy Anne Bennett Plomes		
4. STATE ANY OTHER NAMES USED WITH <small>Indicate other names including alias or name under which OR THOSE NAMES USED, IF LATER CHANGE, GIVE PARTICULARS Father and his other authority, use extra space provided on page 18 OR THIS PAGE TO RECORD THIS INFORMATION</small>		
Dorothy A. Moran		
5. DATE OF MARRIAGE <input type="checkbox"/> PLACE OF MARRIAGE <input type="checkbox"/> Date <input type="checkbox"/> Reason		
November 14, 1940 Lima, Peru		
6. MARRIED AGAINST ADVICE OF PRIEST, MINISTER, CLERGYMAN, ETC. <input type="checkbox"/>		
American Embassy, La Par, Bolivia		
7. MARRIED AGAINST ADVICE OF FRIENDS <input type="checkbox"/> <small>Indicate friends</small>		
8. CURRENT ADDRESS OF MARRIED OR SEPARATED <input type="checkbox"/> <small>Indicate address</small>		
2425 Connecticut Avenue, N.W., Washington 3, D.C.		
9. DATE OF BIRTH <input type="checkbox"/> PLACE OF BIRTH <input type="checkbox"/> Date <input type="checkbox"/> Reason <input type="checkbox"/> Citizenship		
January 31, 1915 Portland, Oregon <input type="checkbox"/> United States of America <input type="checkbox"/> Other		

SECTION IV MOTHER (Give name, relationship, place of birth, date of birth, date of death)			
1. FULL NAME (Last First Middle) PATLAN, PRISCILA	2. LIVING YES / NO	3. DATE OF DEATH JULY 1, 1998	4. CAUSE OF DEATH NATURAL
INDICATE CIRCUMSTANCES LEADING TO DEATH WHICH WHILE THIS FORM WAS FILLED UP TO DATE NAMES OF LIVING CHILDREN AND PARENTS ARE HERE AND BY WHAT CITIZENSHIP. USE EXTRA SPACE PROVIDED ON PAGE 10 OF THIS FORM TO RECORD FURTHER INFORMATION.			
5. CURRENT ADDRESS (ONE LAST ADDRESS OF RESIDENCE) (Line, Street, City, State, Country) 3a. Austin and Lee, 200 S. Congress Avenue, Texas			
6. DATE OF BIRTH September 20, 1903	7. PLACE OF BIRTH Mier y Torrijos, Nuevo Leon, Mexico	8. CITIZENSHIP Mexican	
9. IF BORN OUTSIDE U.S., DATE OF ENTRY Unknown	10. PLACE OF ENTRY Unknown		
11. FURTHER CITIZENSHIP (Country) NA	12. DATE U.S. CITIZENSHIP REQUIRED NA	13. WHERE ACQUIRED (City, State, Country) NA	
14. OCCUPATION Housewife	15. PRESENT EMPLOYER (Line last employer, if working) or unemployed NA		
16. EMPLOYEE'S BUSINESS ADDRESS OR MOTHER'S BUSINESS ADDRESS IF SELF EMPLOYED NA			
17. DATES OF MILITARY SERVICE (From and To) NA	18. BRANCH OF SERVICE NA	19. GUNTYPE NA	
20. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN NA			
SECTION V BROTHERS AND SISTERS (Declining Birth, Spouse and Adopted Brothers and Sisters)			
21. FULL NAME (Last First Middle) Patlan, Priscila	22. RELATIONSHIP Sister	23. CITIZENSHIP (Country) U.S. of America	
24. CURRENT ADDRESS (Line, Street, City, State, Country) 631 S. River St., San Antonio, Texas	25. LIVING YES / NO	26. AGE 18-40	
27. FULL NAME (Last First Middle) Ramirez, Ramon	28. RELATIONSHIP Sister	29. CITIZENSHIP (Country) U.S. of America	
30. CURRENT ADDRESS (Line, Street, City, State, Country) 311 LaLanta St., San Antonio, Texas	31. LIVING YES / NO	32. AGE 31	
33. FULL NAME (Last First Middle) Black, Rebeca Mary	34. RELATIONSHIP Sister	35. CITIZENSHIP (Country) U.S. of America	
36. CURRENT ADDRESS (Line, Street, City, State, Country) 501 S. Guadalupe St., San Antonio, Texas	37. LIVING YES / NO	38. AGE 30	
39. FULL NAME (Last First Middle) Plascencia, Samir	40. RELATIONSHIP Brother	41. CITIZENSHIP (Country) U.S. of America	
42. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	43. LIVING YES / NO	44. AGE 18-40	
45. FULL NAME (Last First Middle) Plascencia, Esteban	46. RELATIONSHIP Sister	47. CITIZENSHIP (Country) U.S. of America	
48. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	49. LIVING YES / NO	50. AGE 18-40	
51. FULL NAME (Last First Middle) Plascencia, Esteban	52. RELATIONSHIP Brother	53. CITIZENSHIP (Country) U.S. of America	
54. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	55. LIVING YES / NO	56. AGE 18-40	
57. FULL NAME (Last First Middle) Plascencia, Esteban	58. RELATIONSHIP Sister	59. CITIZENSHIP (Country) U.S. of America	
60. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	61. LIVING YES / NO	62. AGE 18-40	
63. FULL NAME (Last First Middle) Plascencia, Esteban	64. RELATIONSHIP Brother	65. CITIZENSHIP (Country) U.S. of America	
66. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	67. LIVING YES / NO	68. AGE 18-40	
69. FULL NAME (Last First Middle) Plascencia, Esteban	70. RELATIONSHIP Sister	71. CITIZENSHIP (Country) U.S. of America	
72. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	73. LIVING YES / NO	74. AGE 18-40	
75. FULL NAME (Last First Middle) Plascencia, Esteban	76. RELATIONSHIP Brother	77. CITIZENSHIP (Country) U.S. of America	
78. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	79. LIVING YES / NO	80. AGE 18-40	
81. FULL NAME (Last First Middle) Plascencia, Esteban	82. RELATIONSHIP Sister	83. CITIZENSHIP (Country) U.S. of America	
84. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	85. LIVING YES / NO	86. AGE 18-40	
87. FULL NAME (Last First Middle) Plascencia, Esteban	88. RELATIONSHIP Brother	89. CITIZENSHIP (Country) U.S. of America	
90. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	91. LIVING YES / NO	92. AGE 18-40	
93. FULL NAME (Last First Middle) Plascencia, Esteban	94. RELATIONSHIP Sister	95. CITIZENSHIP (Country) U.S. of America	
96. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	97. LIVING YES / NO	98. AGE 18-40	
99. FULL NAME (Last First Middle) Plascencia, Esteban	100. RELATIONSHIP Brother	101. CITIZENSHIP (Country) U.S. of America	
102. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	103. LIVING YES / NO	104. AGE 18-40	
105. FULL NAME (Last First Middle) Plascencia, Esteban	106. RELATIONSHIP Sister	107. CITIZENSHIP (Country) U.S. of America	
108. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	109. LIVING YES / NO	110. AGE 18-40	
111. FULL NAME (Last First Middle) Plascencia, Esteban	112. RELATIONSHIP Brother	113. CITIZENSHIP (Country) U.S. of America	
114. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	115. LIVING YES / NO	116. AGE 18-40	
117. FULL NAME (Last First Middle) Plascencia, Esteban	118. RELATIONSHIP Sister	119. CITIZENSHIP (Country) U.S. of America	
120. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	121. LIVING YES / NO	122. AGE 18-40	
123. FULL NAME (Last First Middle) Plascencia, Esteban	124. RELATIONSHIP Brother	125. CITIZENSHIP (Country) U.S. of America	
126. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	127. LIVING YES / NO	128. AGE 18-40	
129. FULL NAME (Last First Middle) Plascencia, Esteban	130. RELATIONSHIP Sister	131. CITIZENSHIP (Country) U.S. of America	
132. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	133. LIVING YES / NO	134. AGE 18-40	
135. FULL NAME (Last First Middle) Plascencia, Esteban	136. RELATIONSHIP Brother	137. CITIZENSHIP (Country) U.S. of America	
138. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	139. LIVING YES / NO	140. AGE 18-40	
141. FULL NAME (Last First Middle) Plascencia, Esteban	142. RELATIONSHIP Sister	143. CITIZENSHIP (Country) U.S. of America	
144. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	145. LIVING YES / NO	146. AGE 18-40	
147. FULL NAME (Last First Middle) Plascencia, Esteban	148. RELATIONSHIP Brother	149. CITIZENSHIP (Country) U.S. of America	
150. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	151. LIVING YES / NO	152. AGE 18-40	
153. FULL NAME (Last First Middle) Plascencia, Esteban	154. RELATIONSHIP Sister	155. CITIZENSHIP (Country) U.S. of America	
156. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	157. LIVING YES / NO	158. AGE 18-40	
159. FULL NAME (Last First Middle) Plascencia, Esteban	160. RELATIONSHIP Brother	161. CITIZENSHIP (Country) U.S. of America	
162. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	163. LIVING YES / NO	164. AGE 18-40	
165. FULL NAME (Last First Middle) Plascencia, Esteban	166. RELATIONSHIP Sister	167. CITIZENSHIP (Country) U.S. of America	
168. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	169. LIVING YES / NO	170. AGE 18-40	
171. FULL NAME (Last First Middle) Plascencia, Esteban	172. RELATIONSHIP Brother	173. CITIZENSHIP (Country) U.S. of America	
174. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	175. LIVING YES / NO	176. AGE 18-40	
177. FULL NAME (Last First Middle) Plascencia, Esteban	178. RELATIONSHIP Sister	179. CITIZENSHIP (Country) U.S. of America	
180. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	181. LIVING YES / NO	182. AGE 18-40	
183. FULL NAME (Last First Middle) Plascencia, Esteban	184. RELATIONSHIP Brother	185. CITIZENSHIP (Country) U.S. of America	
186. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	187. LIVING YES / NO	188. AGE 18-40	
189. FULL NAME (Last First Middle) Plascencia, Esteban	190. RELATIONSHIP Sister	191. CITIZENSHIP (Country) U.S. of America	
192. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	193. LIVING YES / NO	194. AGE 18-40	
195. FULL NAME (Last First Middle) Plascencia, Esteban	196. RELATIONSHIP Brother	197. CITIZENSHIP (Country) U.S. of America	
198. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	199. LIVING YES / NO	200. AGE 18-40	
201. FULL NAME (Last First Middle) Plascencia, Esteban	202. RELATIONSHIP Sister	203. CITIZENSHIP (Country) U.S. of America	
204. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	205. LIVING YES / NO	206. AGE 18-40	
207. FULL NAME (Last First Middle) Plascencia, Esteban	208. RELATIONSHIP Brother	209. CITIZENSHIP (Country) U.S. of America	
210. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	211. LIVING YES / NO	212. AGE 18-40	
213. FULL NAME (Last First Middle) Plascencia, Esteban	214. RELATIONSHIP Sister	215. CITIZENSHIP (Country) U.S. of America	
216. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	217. LIVING YES / NO	218. AGE 18-40	
219. FULL NAME (Last First Middle) Plascencia, Esteban	220. RELATIONSHIP Brother	221. CITIZENSHIP (Country) U.S. of America	
222. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	223. LIVING YES / NO	224. AGE 18-40	
225. FULL NAME (Last First Middle) Plascencia, Esteban	226. RELATIONSHIP Sister	227. CITIZENSHIP (Country) U.S. of America	
228. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	229. LIVING YES / NO	230. AGE 18-40	
231. FULL NAME (Last First Middle) Plascencia, Esteban	232. RELATIONSHIP Brother	233. CITIZENSHIP (Country) U.S. of America	
234. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	235. LIVING YES / NO	236. AGE 18-40	
237. FULL NAME (Last First Middle) Plascencia, Esteban	238. RELATIONSHIP Sister	239. CITIZENSHIP (Country) U.S. of America	
240. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	241. LIVING YES / NO	242. AGE 18-40	
243. FULL NAME (Last First Middle) Plascencia, Esteban	244. RELATIONSHIP Brother	245. CITIZENSHIP (Country) U.S. of America	
246. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	247. LIVING YES / NO	248. AGE 18-40	
249. FULL NAME (Last First Middle) Plascencia, Esteban	250. RELATIONSHIP Sister	251. CITIZENSHIP (Country) U.S. of America	
252. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	253. LIVING YES / NO	254. AGE 18-40	
255. FULL NAME (Last First Middle) Plascencia, Esteban	256. RELATIONSHIP Brother	257. CITIZENSHIP (Country) U.S. of America	
258. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	259. LIVING YES / NO	260. AGE 18-40	
261. FULL NAME (Last First Middle) Plascencia, Esteban	262. RELATIONSHIP Sister	263. CITIZENSHIP (Country) U.S. of America	
264. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	265. LIVING YES / NO	266. AGE 18-40	
267. FULL NAME (Last First Middle) Plascencia, Esteban	268. RELATIONSHIP Brother	269. CITIZENSHIP (Country) U.S. of America	
270. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	271. LIVING YES / NO	272. AGE 18-40	
273. FULL NAME (Last First Middle) Plascencia, Esteban	274. RELATIONSHIP Sister	275. CITIZENSHIP (Country) U.S. of America	
276. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	277. LIVING YES / NO	278. AGE 18-40	
279. FULL NAME (Last First Middle) Plascencia, Esteban	280. RELATIONSHIP Brother	281. CITIZENSHIP (Country) U.S. of America	
282. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	283. LIVING YES / NO	284. AGE 18-40	
285. FULL NAME (Last First Middle) Plascencia, Esteban	286. RELATIONSHIP Sister	287. CITIZENSHIP (Country) U.S. of America	
288. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	289. LIVING YES / NO	290. AGE 18-40	
291. FULL NAME (Last First Middle) Plascencia, Esteban	292. RELATIONSHIP Brother	293. CITIZENSHIP (Country) U.S. of America	
294. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	295. LIVING YES / NO	296. AGE 18-40	
297. FULL NAME (Last First Middle) Plascencia, Esteban	298. RELATIONSHIP Sister	299. CITIZENSHIP (Country) U.S. of America	
300. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	301. LIVING YES / NO	302. AGE 18-40	
303. FULL NAME (Last First Middle) Plascencia, Esteban	304. RELATIONSHIP Brother	305. CITIZENSHIP (Country) U.S. of America	
306. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	307. LIVING YES / NO	308. AGE 18-40	
309. FULL NAME (Last First Middle) Plascencia, Esteban	310. RELATIONSHIP Sister	311. CITIZENSHIP (Country) U.S. of America	
312. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	313. LIVING YES / NO	314. AGE 18-40	
315. FULL NAME (Last First Middle) Plascencia, Esteban	316. RELATIONSHIP Brother	317. CITIZENSHIP (Country) U.S. of America	
318. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	319. LIVING YES / NO	320. AGE 18-40	
321. FULL NAME (Last First Middle) Plascencia, Esteban	322. RELATIONSHIP Sister	323. CITIZENSHIP (Country) U.S. of America	
324. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	325. LIVING YES / NO	326. AGE 18-40	
327. FULL NAME (Last First Middle) Plascencia, Esteban	328. RELATIONSHIP Brother	329. CITIZENSHIP (Country) U.S. of America	
330. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	331. LIVING YES / NO	332. AGE 18-40	
333. FULL NAME (Last First Middle) Plascencia, Esteban	334. RELATIONSHIP Sister	335. CITIZENSHIP (Country) U.S. of America	
336. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	337. LIVING YES / NO	338. AGE 18-40	
339. FULL NAME (Last First Middle) Plascencia, Esteban	340. RELATIONSHIP Brother	341. CITIZENSHIP (Country) U.S. of America	
342. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	343. LIVING YES / NO	344. AGE 18-40	
345. FULL NAME (Last First Middle) Plascencia, Esteban	346. RELATIONSHIP Sister	347. CITIZENSHIP (Country) U.S. of America	
348. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	349. LIVING YES / NO	350. AGE 18-40	
351. FULL NAME (Last First Middle) Plascencia, Esteban	352. RELATIONSHIP Brother	353. CITIZENSHIP (Country) U.S. of America	
354. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	355. LIVING YES / NO	356. AGE 18-40	
357. FULL NAME (Last First Middle) Plascencia, Esteban	358. RELATIONSHIP Sister	359. CITIZENSHIP (Country) U.S. of America	
360. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	361. LIVING YES / NO	362. AGE 18-40	
363. FULL NAME (Last First Middle) Plascencia, Esteban	364. RELATIONSHIP Brother	365. CITIZENSHIP (Country) U.S. of America	
366. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	367. LIVING YES / NO	368. AGE 18-40	
369. FULL NAME (Last First Middle) Plascencia, Esteban	370. RELATIONSHIP Sister	371. CITIZENSHIP (Country) U.S. of America	
372. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	373. LIVING YES / NO	374. AGE 18-40	
375. FULL NAME (Last First Middle) Plascencia, Esteban	376. RELATIONSHIP Brother	377. CITIZENSHIP (Country) U.S. of America	
378. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	379. LIVING YES / NO	380. AGE 18-40	
381. FULL NAME (Last First Middle) Plascencia, Esteban	382. RELATIONSHIP Sister	383. CITIZENSHIP (Country) U.S. of America	
384. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	385. LIVING YES / NO	386. AGE 18-40	
387. FULL NAME (Last First Middle) Plascencia, Esteban	388. RELATIONSHIP Brother	389. CITIZENSHIP (Country) U.S. of America	
390. CURRENT ADDRESS (Line, Street, City, State, Country) 301 W. 2nd St., San Antonio, Texas	391. LIVING YES / NO	392. AGE 18-40	
393. FULL NAME (Last First Middle) Plascencia, Esteban	394. RELATIONSHIP Sister	395. CITIZENSHIP (Country) U.S. of America	

SECTION III - CLASSIFIED INFORMATION			
B. SPECIAL REMARKS, IF ANY, CONCERNING RELATIVES ENTERED IN SECTION A1A ABOVE			
NA			
C. SECTION A2 RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO ARE IN THE MILITARY OR CIVIL SERVICE OF THE UNITED STATES			
1. NAME (Last-First-Middle)		2. RELATIONSHIP	3. RANK
Mr. Abbott, Raymond Wesley		Son-in-Law	2d Lt.
4. ADDRESS (Name, City, State, Country)		5. TYPE AND LOCATION OF SERVICE (if known)	
U.S. Army Depot, Pueblo, Colorado		U.S. Army - U.S. Army	
6. NAME (Last-First-Middle)		7. RELATIONSHIP	8. RANK
Miller, Clavie		2nd Cousin	Cpl.
9. ADDRESS (Name, City, State, Country)		10. TYPE AND LOCATION OF SERVICE (if known)	
Air Station, Quantico, Virginia		AVIATION - 1st S. C. U.S. Air Force	
11. NAME (Last-First-Middle)		12. RELATIONSHIP	13. RANK
14. ADDRESS (Name, Street, City, State, Country)		15. TYPE AND LOCATION OF SERVICE (if known)	
D. SECTION A3 REFERENCES, ACQUAINTANCES, AND NEIGHBORS			
E. LIST FIVE CHARACTER REFERENCES NOT RELATED TO YOU AND MADE QUOTABLY			
NAME Chairman Member	BUSINESS ADDRESS The Street City and State	RESIDENCE ADDRESS The Street City and State	
Mr. and Mrs. Jose Ramirez	3. Randolph St. San Antonio, Texas	San Antonio, Texas	
Rev. Carlos Parada	First Baptist Church Austin, Texas	Austin, Texas	
Mr. Thaxter L. Goddell	237 E. 10th, Dallas	1712 Jason Avenue Alexandria, Virginia	
Mr. Alfred Beatz	Dept. of Agriculture The American Embassy,	1711 Constitution Avenue Washington, D.C.	
Col. Michael Kennedy	15th Floor Washington, D.C.	173 Cartelone Terrace Silver Spring, Maryland 20910	
F. LIST FIVE PERSONS IN THE U.S. GOVERNMENT, THE MILITARY, AND RELATIVES EMPLOYED OR UNEMPLOYED			
NAME Chairman Member	BUSINESS ADDRESS The Street City and State	RESIDENCE ADDRESS The Street City and State	
Mr. Howard W. Hunt Jr.	Department of State Washington, D.C. 20520	Hilltop House, 1741 35th Street, N.W.	
Mr. Max Rice		Jefferson Woods Washington, D.C. 20520	
Miss Mary Ann Newman	Department of State Washington, D.C. 20520	Allen Lane Hotel, 21st & K Washington, D.C. 20520	
Miss Ruth F. Stewart		COL House, Capitol, Colorado	
Miss Anna Lee		173 Cartelone Terrace Silver Spring, Maryland 20910	
G. LIST THREE NEIGHBORS AT YOUR MOST RECENT RESIDENCE IN THE U.S.			
NAME Chairman Member	BUSINESS ADDRESS The Street City and State	RESIDENCE ADDRESS The Street City and State	
Miss Nancy Payne		102 Hanover St., Washington, D.C. 20520	
Lt. and Mrs. William Paulson		c/o Lee Feltz, 173 Cartelone Terrace Silver Spring, Maryland 20910	

SECTION ELEVEN		CERTIFICATION
YOU ARE INFORMED THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.		
<p>I have read and understood the instructions. I certify that the foregoing answers are true and correct to the best of my knowledge and belief. I agree that any misstatement or omission will be a sufficient ground for immediate disqualification or rejection of my application. I also understand that any false statement made herein may be punishable by law (U.S. Code, Title 18, Section 1001).</p>		
DATE OF SIGNATURE <i>September 5, 1961</i>	PLACE OF APPLICANT <i>Washington, District of Columbia</i>	SIGNATURE OF APPLICANT <i>Daniel D. Moran</i>
<p><small>Signed at home and hotel</small> <small>+ signature of witness</small> <i>Lawyer Cooliff</i></p>		
<p>NOTE: Use the following space for extra details. Reference each numbered item by selecting all items number to which it relates and sign your name at the end of the listed material. If additional space is required, use extra page(s) and same number of lines per page and sign each such page.</p>		
<p>MARITAL STATUS: Item #4, Section XIII September 1, 1956 to October 5, 1956. Married to Lt. Col. Joseph G. Moran in Portland, Oregon, by Circuit Court Judge. Used name of Moran until November 11, 1960, when changed to Picress.</p>		
<p>FATHER-IN-LAW: Item #5, Section XVII Short name for Raymond</p>		
<p>GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI</p>		
Argentina	2 July 1959 to 3 July 1959	Travel
Panama	10 November 1958 to 13 November 1958	Travel
<p>SEE ATTACHED SHEET FOR PERTINENT INFORMATION RELATIVE TO STEP-MOTHER.</p>		
<p>Signed at Washington, D. C., this <u>7th</u> day of September, 1961.</p>		
<p><i>Daniel D. Moran</i> <small>Daniel Moran</small></p>		