

FILE TITLE/NUMBER/VOLUME: McConch, James W., Jr.

INCLUSIVE DATES: 15 April 1951 - 30 April 1974

CUSTODIAL UNIT/LOCATION: P

ROOM: 5E 13

DELETIONS, IF ANY: _____

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ACCEPT

McCord, James

19 APRIL 1969. D. N. G. BROWN

TRANSMITTAL SLIP		DATE 7/18/78
TO: NOTE FOR THE FILE		
ROOM NO.	BUILDING	
REMARKS		
<p>According to card notation in the files of C/SEC/OP the information referred to on the attached flag was transferred to the Office of the Inspector General and the office of the Director of Security on 21 January 1965.</p>		
<p><i>D. J. Gruenwaldt</i> D. J. Gruenwaldt, C/FOIPE/OP</p>		
ROOM NO.	BUILDING	EXTENSION

FORM NO.

15EB 52 241

REPLACES FORM 30-8
WHICH DATE USED.

(4)

-E-T

OF FILE

station is on file with

as Staff, Office of

Quarters Eye, extension

 Hearing transcript and related papers Other EYES ONLY material

THIS MEMO MUST REMAIN ON TOP OF FILE

MCCORD, JAMES W., JR.

S-E-C-R-E-T

70 3577

31 AUG 1970

70-4562

OF HQS CO S 25 CMA
Mr. James W. McCord, Jr.
7 Binder Court
Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

Richard Helms
Director

Distribution:

0 - Addressee
1 - DDCI Originator: /b/ IL B. Fisher 27 AUG 1970
1 - ER Director of Personnel
1 - AC/EAB/OS
1 - D/Pers
1 - OFF
1 - ROB Soft File Concur:
1 - ROB Reader AC/EAB/OS

OP/RAD/ROB/MRD/cameron/jat/3257 (19 August 1970)

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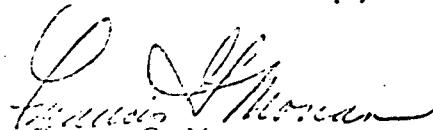
31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - James W. McCord, Jr.

1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement; in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.

2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.


Francis G. Monan
Chief, Retirement Affairs Division

ADMINISTRATIVE
INTERNAL USE ONLY

SECRET

(10 lines filled in)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED			
1. SERIAL NUMBER	2. NAME (Last - First - Middle)							DATE PREPARED			
058124	MC CORD, James W., Jr.							2 July 1970			
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) Under CIA Retirement and Disability System				4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT					
				MONTH	DAY	YEAR	Regular				
				08	31	70					
6. FUNDS		XX	V TO V	V TO O	7. FINANCIAL ANALYSIS NO CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)				
		CP TO V	CP TO O		1271-0501		PL 88-643 Sec. 235(a)				
9. ORGANIZATIONAL CLASSIFICATIONS DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief				10. LOCATION OF OFFICIAL STATION		Washington, D. C.					
11. POSITION TITLE Physical Security Officer				12. POSITION NUMBER		13. CAREER SERVICE CLASSIFICATION					
				0070		SS					
14. CLASSIFICATION SCHEDULE (G.S., I.B., etc.) GS				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
				1810.07		15/4 9		282306 ✓ \$24224 28981			
18. SIGNATURE OF REQUESTING OFFICIAL <i>Edward K. O'Malley</i> CIPB/ATTS/OS											
19. ACTION CODE				DATE SIGNED		20. SIGNATURE OF CHIEF OF PERSONNEL OFFICE Edward K. O'Malley CIPB/ATTS/OS					
45 10						DATE SIGNED 2 July 70					
21. OFFICE CODING NUMERIC ALPHABETIC											
22. STATION CODE		23. INTEGRIS CODE		24. MOONS CODE		25. DATE OF BIRTH		26. DATE OF GRADE			
C		GUELL, G.		012624		MO. DA. YR.		MO. DA. YR.			
27. SITE EXPRES		28. SPECIAL REFERENCE		29. RETIREMENT DATA		30. SEPARATION DATA		31. CORRECTION/CANCELLATION DATA		32. SECURITY REG RD	
NO. DA. YR.		1-YC 2-OFGA 3-FICA 4-RSS		CODE		DATA CODE		TYPE NO. DA. YR.		33. SELA	
34. VET PREFERENCE		35. SEFT COMP DATE		36. LONG COMP DATE		37. CAREER CATEGORY		38. FEDERAL/HEALTH INSURANCE		39. SOCIAL SECURITY NO	
CODE		NO. DA. YR.		NO. DA. YR.		CAT/RSV PROV/TEMP		CODE		CODE	
40. PREVIOUS CIVILIAN GOVERNMENT SERVICE											
CODE		8-NO PREVIOUS SERVICE 1-NO REGULAR SERVICE 2-BELIEVE IN SERVICE (LESS THAN 3 YEARS) 3-BELIEVE IN SERVICE (MORE THAN 3 YEARS)		41. LEAVE CAT. CODE		42. FEDERAL TAX DATA		43. STATE TAX DATA			
						FORM EXECUTED 1-TES 2-BO		FORM EXECUTED 1-TES 2-BO			
44. POSITION CONTROL CERTIFICATION <i>8-21-70 noted JULY 1970 ASD/CD C 69</i>											
45. O.P. APPROVAL				46. O.P. APPROVAL				47. DATE APPROVED			
								20 Aug 70			

BSJ: 14 SEPT 70

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)		
058124	MCCORD JAMES W JR		
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	
RETIREMENT- INVOLUNTARY- UNDER CIA RETIREMENT AND DISABILITY SYS-CORR		08 31 70	
5. CATEGORY OF EMPLOYMENT		6. FEDERAL PAY RATE AND CHARGE	
REGULAR		1271 0501 0000	
7. CSC OR OTHER LEGAL AUTHORITY		PL 86-643 SEC 235A	
8. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
11. POSITION TITLE		12. POSITION NUMBER	
PHYSICAL SEC OF		0070	
14. CLASSIFICATION SCHEDULE (GS, LS etc.)		15. OCCUPATIONAL SERIES	
GS		1810.07	
16. GRADE AND STEP		17. SALARY OR RATE	
15 9		28989	
18. REMARKS THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 8 TO READ 15 9; AND ITEM 17, SALARY OR RATE WHICH READ 28225 TO READ 28989.			
SIGNATURE OR OTHER AUTHENTICATION			

BSJ: 27 AUG 70

NOTIFICATION OF PERSONNEL ACTION			
1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)		
098124	MCCORD JAMES W JR		
3. NATURE OF PERSONNEL ACTION RETIREMENT- INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM			
4. FUND SOURCE	V TO V	V TO CF	5. EFFECTIVE DATE 08 31 70
C TO V	C TO CF	6. CATEGORY OF EMPLOYMENT REGULAR	
7. FINANCIAL ANALYSIS NO. Charged to			
8. CSC OR OTHER LEGAL AUTHORITY PL 82-643 SEC 235A			
9. ORGANIZATIONAL DESIGNATIONS OFFICE OF THE CIA			
10. LOCATION OF OFFICIAL STATION			
11. POSITION TITLE PHYSICAL SEC OF			
12. POSITION NUMBER 0770		13. SERVICE DESIGNATION SS	
14. CLASSIFICATION SCHEDULE (GS, LS, EC) GS		15. OCCUPATIONAL SERIES 1810.07	
16. GRADE AND STEP 15 8		17. SALARY OR RATE 28226	
18. REMARKS			
SIGNATURE OR OTHER AUTHENTICATION			

ADMINISTRATIVE - INTERNAL USE ONLY

1 September 1970

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH : Deputy Director for Support
THROUGH : Director of Security
SUBJECT : Certificate of Distinction

1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.

2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.

3. Invitations to the ceremony will be extended by the Secretariat, Honor and Merit Awards Board, Office of Personnel, extension 3645. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

/Sgd/ Robert M. Gaynor

ROBERT M. GAYNOR
Recorder
Honor and Merit Awards Board

Distribution:

Orig - Addressee
1 - D/S
1 - D/Pers Reader Chrono/OPF
1 - Sec't, HMAB
1 - Recorder, HMAB

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REPORT OF HONOR AND MERIT AWARDS BOARD				11 August 1970	
The Honor and Merit Awards Board having considered a recommendation that:					
SSN OR ID NO.	NAME (Last-First-Middle)	BIRTHYEAR	SEX	TYPE EMPLOYEE	
OFFICE OF ASSIGNMENT DDS/OS		SD	GRADE	STATION	
RE AWARDED					
Certificate of Distinction					
<input type="checkbox"/> FOR HEROIC ACTION ON <input checked="" type="checkbox"/> FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD Aug 1951 - Present <input checked="" type="checkbox"/> RECOMMENDS APPROVAL <input type="checkbox"/> DOES NOT RECOMMEND APPROVAL <input type="checkbox"/> RECOMMENDS AWARD OF					
UNCLASSIFIED CITATION					
<p>Mr. James W. McCord, Jr., is hereby awarded the Certificate of Distinction in recognition of his exemplary performance of duty for over nineteen years. In a variety of assignments, both domestic and abroad, Mr. McCord has displayed unusual imagination, ingenuity, and effectiveness in accomplishing his assigned tasks. His achievements in the fields of audio-countermeasure techniques and physical and technical security are particularly noteworthy and represent a marked contribution to the mission of the Agency. His professionalism in the conduct of his work upholds the best traditions of service and reflects great credit on him and the Office of Security.</p>					
(Recommendation approved by DD/S on 23 July 1970)					
REMARKS					
APPROVED			SIGNATURE /s/ Robert S. Wattles		
R. E. Cushman, Jr. DIRECTOR OF CENTRAL INTELLIGENCE			TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD ROBERT S. WATTLES		
25 AUG 1970 DATE			SIGNATURE Signed Original TYPED NAME OF RECORDER ROBERT M. GAYNOR		

S E C R E T GSA GEN. REG. NO. 10	
CERTIFICATION OF SEPARATING EMPLOYEE	
Name (Last-First-Middle)	
<i>McCord, James W.</i>	
MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER	
<p>I hereby acknowledge the receipt of the following forms and/or information concerning my separation from GSA as indicated by check mark:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> 1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation). <input checked="" type="checkbox"/> 2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance). <input checked="" type="checkbox"/> 3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954). <input checked="" type="checkbox"/> 4. Standard Form 2802 (Application for Refund of Retirement Deductions). <input checked="" type="checkbox"/> 5. Form 2585 (Authorization for Disposition of Paychecks). <i>AC CHANGE</i> <input checked="" type="checkbox"/> 6. Applicable to returning (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. <input type="checkbox"/> Appointment arranged with Office of Medical Services. <input type="checkbox"/> Appointment for Office of Medical Services examination declined. <input checked="" type="checkbox"/> 7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment. <input checked="" type="checkbox"/> 8. Form 71 (Application for Leave). <input checked="" type="checkbox"/> 9. CSC Pamphlet 31 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). <input checked="" type="checkbox"/> 10. Instructions for returning to duty from Extended Leave or Active Military Service. 	
Signature of Employee	Date Signed
<i>James W. McCord Jr.</i>	<i>Aug 31 70</i>
Address (Street, City, State, Zip Code)	Correspondence
<i>7 Windsor Court Rockville Maryland 20850</i>	<input checked="" type="checkbox"/> Overt <input type="checkbox"/> Covert
S E C R E T	

14-00000
SECRET

14 AUG 1970

MEMORANDUM FOR : Mr. James W. McCord, Jr.

THROUGH : Head of SS Career Service

**SUBJECT : Notification of Approval of
Involuntary Retirement**

1. This is to inform you that the Director of Central Intelligence has approved the recommendation of your Career Service that you be involuntarily retired under the CIA Retirement and Disability System.

2. Your retirement will become effective 31 August 1970. Your annuity will commence as of 1 September 1970 and is payable on 1 October 1970. You may be assured that every effort will be made to expedite delivery of your first check following completion of the administrative details necessary to process your retirement.

3. You will receive a lump-sum payment for your accrued annual leave up to 30 days or for whatever amount of leave credit you carried over from the last leave year if that amount is more than 30 days.

/u/ Robert S. Wattles

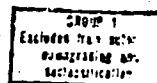
Robert S. Wattles
Director of Personnel

Distribution:

- 0 - Addressee
- 1 - D/Pers
- 1 - OPF
- 1 - ROB Soft File
- 1 - ROB Reader

OP/RAD/ROB/MRDamerondam/3257 (10 Aug 70)

SECRET



SECRET

20 JUL 1970

MEMORANDUM FOR: Chief, Official Cover Branch, Central Cover Staff, DD/P

THROUGH : Chief, Administration and Training Staff, OS

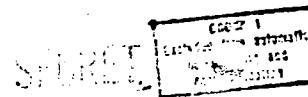
SUBJECT : Summary of Agency Employment - James W. McCord, Jr.

REFERENCE : Memorandum to Chief, Administrative Staff/OS from C/OCB/CCS, dated 14 July 1970, Subject, James W. McCord, Jr.

Attached hereto is a summary of Agency Employment for
Mr. James W. McCord, Jr., who is retiring 31 August 1970.

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Att.



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SUMMARY OF AGENCY EMPLOYMENT

JAMES W. MCCORD, JR.

Service with the Central Intelligence Agency began on 22 August 1951 and continued through 31 August 1970. During his career there was a variety of assignments involving investigations, research and report writing, technical and physical security programs and a two year tour overseas.

As an investigator during the first two years of employment, there was wide involvement in a variety of support activities requiring initiative and ingenuity.

During the seven years engaged in research and report writing, there was much independence of action and success depended on initiative, imagination and resourcefulness in pioneering new areas of interest. Beginning in May 1957, managerial responsibilities began with appointment to a Deputy Chief position of a research staff of some six professional and clerical personnel.

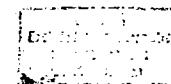
When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

From August 1964 to June 1965 he attended the Air War College as representative of the Agency.

Since 1965 two vital line positions were held involving the Agency's programs in the technical and physical security fields.

In heading up the technical security division, from 1965 to 1968, he had primary supervisory responsibility for some 40 professional and clerical personnel, preparing the budget and programs for the Agency's technical security program, and managing the obligating of authorized funding to assure that approved programs and goals were met. He was instrumental in guiding the development of new approaches, in establishing new training concepts and in bringing the Agency to a position of recognized leadership in this field.

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Since October 1968, as Chief of a division responsible for the Agency's physical security program he had primary responsibility for the supervision of some 70 professional and clerical personnel, together with the programming, budgeting and implementing of the total physical security programs of the Agency. As a result of his technological experience, he developed and implemented physical security programs which produced for the Agency a physical security posture of pre-eminent quality within the US Government.

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A 38

REQUEST FOR PERSONNEL ACTION								DATE PREPARED			
1. SERIAL NUMBER	2. NAME (Last-First-Middle)							18 June 1970			
058124	MCCORD, JAMES W., JR.										
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE REQUESTED						5. CATEGORY OF EMPLOYMENT			
DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM		MONTH			DAY		YEAR		REGULAR		
		06			28		70				
6. FUNDS		X	V TO V		V TO CF		7. COST CENTER NO CHARGEABLE		8. LEGAL AUTHORITY (Reference to Office of Personnel)		
			CF TO V		CF TO CF		0271 0501		PL 88-643 Sect. 203		
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION									
DDS/SECURITY		WASHINGTON, D. C.									
11. POSITION TITLE		12. POSITION NUMBER				13. CAREER SERVICE DESIGNATION					
						SS					
14. CLASSIFICATION SCHEDULE (GS, F.B., etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
				15		\$					
18. REMARKS											
18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGEE CODE	24. MOOTS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI		
		NUMERIC	ALPHABETIC			MO.	DA.	YR.	MO.	DA.	YR.
28. RITE EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA		33. SECURITY REG. SEC.	34. SER		
			1-CSC 2-FIRS 3-NONE	CODE	TYPE	MO.	DA.	YR.			
35. VET. PREFERENCE	36. SERV COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI, HEALTH INSURANCE	40. SOCIAL SECURITY NO.						
CODE 0-BORN 1-1 PT 2-10 PT	MO DA YR.	MO DA YR.	CAR RESV PROV/EMP	CODE 0-WAIVER 1-YES	CODE						
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA								
CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		FORM EXECUTED 1-YES 2-NO	FORM EXECUTED 1-YES 2-NO								
45. POSITION CONTROL CERTIFICATION		46. O.P. APPROVAL	DATE APPROVED								
7-6-70 MW <i>[Signature]</i> John J. Hall										22/6/70	

70 3517

31 AUG 1970

70-24562

OF H9 SO S SS CEN
 Mr. James W. McCord, Jr.
 7 Winder Court
 Rockville, Maryland 20850

Dear Jim:

As you bring to a close more than twenty-five years of service to your country, I want to join your friends and co-workers in wishing you well and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed notably to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal service.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

R. Helms
 /s/ Richard Helms

Richard Helms
 Director

Distribution:

0 - Addressees		
1 - DDCI	Originator:	/s/ M. B. Fisher 31 AUG 1970
1 - ER		
1 - AC/EAB/CS		
1 - D/Pers		
1 - CPF		
1 - ROB Soft File	Concur:	
1 - ROB Reader		

AC/EAB/CS 31 AUG 1970

OP/RAD/ROB/MRDameron:jat/3257 (19 August 1970)

3257

SECRET

81 JUL 1970

MEMORANDUM FOR : Director of Central Intelligence

SUBJECT : Recommendation for Involuntary Retirement -
Mr. James W. McCord, Jr.

REFERENCE : Memorandum for Mr. James W. McCord, Jr.
from Director of Security dated 30 June
1970, same subject

1. This memorandum submits a recommendation for your approval;
this recommendation is contained in paragraph 4.

2. Mr. James W. McCord, Jr., CS-15, Physical Security Officer,
Office of Security, Support Services, has been recommended for invol-
untary retirement under the provisions of Headquarters Regulation 20-50m.
The purpose of this proposed retirement, to which Mr. McCord is agree-
able, is to assist the Office of Security to reduce its personnel surplus. If
such retirement is approved, Mr. McCord requests an effective date of
31 August 1970.

3. Mr. McCord has been designated a participant in the CIA Retirement
and Disability System and will meet the technical requirements for invol-
untary retirement under the System prior to the effective date requested.
He is 46 years old and will complete 25 years of Federal service on
21 August 1970. This service includes over 19 years with the Agency of
which 3 years were in qualifying service. The CIA Retirement Board has
recommended that his involuntary retirement be approved.

4. It is recommended that you approve the involuntary retirement
of Mr. James W. McCord, Jr. under the provisions of Headquarters
Regulation 20-50m.

/s/ Robert S. Wattles
Robert S. Wattles
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

Director of Central Intelligence

9 AUG 1970

Date

SECRET

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING/ACTIVE DUTY TOUR																					
TO: HQ COMD USAF (PRP)		FROM: HQ COMD USAF (PRP-A)																			
<input checked="" type="checkbox"/> BY DIRECTION OF THE PRESIDENT		<input type="checkbox"/> BY ORDER OF THE SECRETARY OF THE AIR FORCE																			
2. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN		3. PARSE																			
LT COLONEL MC CORD, JAMES W.JR.		453-22-4741		8011																	
4. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850		5. ON FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		6. AFBG RATING Aircraft Observer																	
7. IS ORDERED TO ACTIVE DUTY FOR <u>12</u> DAYS PLUS REQUIRED TRAVEL TIME																					
8. PURPOSE (TYPE) <input checked="" type="checkbox"/> ANNUAL TOUR <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACQUAINTANCE <input type="checkbox"/> SPECIAL TOUR OF SO.																					
9. TITLE (Indicate specific school course or special tour if so)																					
10. RESERVE ASSIGNMENT HQ USAF (AFESS-FE) Washington, DC		11. INDIVIDUAL WILL REPORT TO JOHN F. KENNEDY CENTER FOR SPECIAL WARFARE (A) Student Dormitory, Bldg D-3601, Reilly Street and Bastogne Drive, Ft Bragg, North Carolina 28308		12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED ASSIGNED FOR ACTIVE DUTY TRAINING ON																	
				<table border="1"> <tr> <td>HOUR</td> <td>DAY</td> <td>MONTH</td> <td>YEAR</td> </tr> <tr> <td>NLT</td> <td></td> <td></td> <td></td> </tr> <tr> <td>0800</td> <td>19</td> <td>Jan</td> <td>70</td> </tr> <tr> <td></td> <td>30</td> <td>Jan</td> <td>70</td> </tr> </table>		HOUR	DAY	MONTH	YEAR	NLT				0800	19	Jan	70		30	Jan	70
HOUR	DAY	MONTH	YEAR																		
NLT																					
0800	19	Jan	70																		
	30	Jan	70																		
13. INDIVIDUAL <input type="checkbox"/> <input checked="" type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER		14. AUTHORITY		- AFM 35-3																	
15. INDIVIDUAL WILL PROTECT FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE																					
16. MODES OF TRANSPORTATION <input type="checkbox"/> AUTHORIZED <input checked="" type="checkbox"/> DIRECTED		17. MILITARY AIRCRAFT <input type="checkbox"/> AIRCRAFT <input checked="" type="checkbox"/> COMMERCIAL <input type="checkbox"/> MAIL <input type="checkbox"/> BUS																			
18. PCS. ION, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO:		19. PAY & ALWS: 5703700 500 4261 P 723.01 (P&A) 5594700		20. REMARKS TRAVEL & PER DIEM: 5703700 500 6262 P 723.07 40861 40961 5668100 Security Clearance - TOP SECRET Training Category - D Pay Group - D For period of this active duty only, mbr and dependents authorized Commissary (Para 1a, AFR 145-15), Base Exchange (Para 3-8a(1), AFR 147-14) & Base Theater (Para 3-10, AFR 34-32) privileges.																	
21. DATE 16 Dec 69	22. APPROVING OFFICIAL (Type Name and Grade) E. E. THAYER, GS-12	23. SIGNATURE <i>E. E. Thayer</i>																			
24. PHONE NO. 4579/4279	25. RESUME ORDER NO. A - 2073		26. DAY 16 Dec 69																		
27. DESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332		28. FOR THE COMMANDER <i>E. E. Thayer</i> Asst Director for Administration																			
29. INDIVIDUALS 1 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver, CO 80205 2 - HQ AFRES (CAFO), Dobbins AFB, GA 30060 1 - Records Set 35 - Reserve Personnel		30. SIGNATURE ELEMENT OF ORDERS AUTHENTICATING OFFICIAL <i>E. E. Thayer</i>																			

MC CORD, James A.
(cc: LBJ)

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

I want to express my appreciation to you personally and through you to Howard Osborn and the other of your associates who contributed so effectively to the visit of the President on Friday. The arrangements were flawless; the security first-class without being intrusive. I am well aware of the amount of work and planning which went into the successful outcome. I particularly want to commend the good sense and judgment which prevailed throughout. It is easy to push people around. It is difficult to take proper precautions and at the same time make everyone feel as though it were his or her party. Thank you very much. Well done!

rk
Richard Helms
Director

cc: Acting Executive Director

SECRET

Janeen McCord

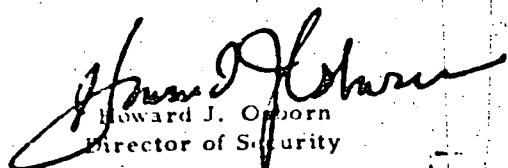
10 March 1969

MEMORANDUM FOR: DD/PTOS
SUBJECT : Security Support During
President Nixon's Visit

1. I have received numerous and highly complimentary comments from the Director, the Executive Director and the Acting Deputy Director for Support for the role this Office played during the visit of President Nixon to the Agency on 7 March 1969. In addition, Mr. Don Gautreau, the Secret Service Agent responsible for protective measures during the visit, told me that he had never met a more highly professional group of personnel than our Security officers. He was impressed with the comprehensive coverage inherent in our protective measures.

2. Our performance on Friday was smooth, efficient and effective and once more is a tribute to our ability to rise to any occasion. This is possible only because of the quality of the effort put forth by each Security Officer who participated. I am very proud of all of you and I would like to particularly commend Jim McCord, Bill Wilkinson and Jim Greene for the work they did in planning our role in the ceremonies. Equally impressive was the performance of Hollis Whitaker and his people in the provision of audio coverage of the event.

3. I would like to have copies of this memorandum placed in the official Personnel File of every individual who participated in making this event such a great success.


Howard J. Osborn
Director of Security

SECRET

SECRET

(Not to be filled in)

REQUEST FOR PERSONNEL ACTION								DRAFT PREPARED 2 October 1968		
1. SERIAL NUMBER		2. NAME (Last-First-Middle)								
059124		MC CORD, James W., Jr.								
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE REQUESTED						5. CATEGORY OF EMPLOYMENT		
Reassessment		MONTH DAY YEAR 10 15 68						Regular		
6. PUNCS		X V TO V	V TO CP	7. FINANCIAL ANALYSIS AND CHARGEABLE		8. LEGAL AUTHORITY (Completed by either of Permittees)		9. LOCATION OF OFFICIAL STATION		
		CP TO V	CP TO CP	9271-0501				Washington, D. C.		
10. ORGANIZATIONAL DESIGNATIONS		11. POSITION TITLE						12. POSITION NUMBER		
DD/S/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief		Physical Security Officer						0070		
13. CLASSIFICATION SCHEDULE (L.S. & R.)		14. OCCUPATIONAL MAPS		15. GRADE AND STEP		16. SALARY OR RATE				
GS		1810.07		15/7 S		\$ 21,192 = 34,343 PW				
17. REMARKS From: DDS/Office of Security/Technical Division/Office of the Chief - #0642										
CC-Payroll 18A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF OTHER SERVICE APPROVING OFFICER Edward K. O'Malley, C/PD 10/3/68			DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC ALPHABETIC	22. STATION CODE	23. HERITAGE CODE	24. HODOTS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LES		
3-170	3-246-200	75213			1	MO DA YR	MO DA YR	MO DA YR		
28. INT. (P-R)	29. SPECIAL EXPERIENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE	33. SECURITY REG. NO.	34. SES REG. NO.				
MO DA YR	1-CIV 2-OGR 3-RET 4-SEC	CODE		MO DA YR						
35. INT. PREFERENCE	36. NEW COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEHL. HEALTH INSURANCE	40. SOCIAL SECURITY NO.					
CODE 0-REG 1-1 PT 2-12 PT	MO DA YR	MO DA YR	1-AIR 2-NAV 3-AIR NAV 4-NAV AIR	CODE 0-REG 1-NAV 2-AIR 3-AIR NAV 4-NAV AIR	CODE 0-REG 1-NAV 2-AIR 3-AIR NAV 4-NAV AIR					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA							
CODE 1-0 PAYMENTS 2-0 PAYMENTS 3-0 PAYMENTS 4-0 PAYMENTS		1-REG 2-NO	1-REG 2-NO	1-REG 2-NO	1-REG 2-NO	1-REG 2-NO	1-REG 2-NO	1-REG 2-NO	1-REG 2-NO	
45. POSITION CONTROL CERTIFICATION	46. O.P. APPROVAL	47. DATE APPROVED								
120-4-68 120-4-68										

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

September 5, 1968

Mr. Howard J. Osborn
Director of Security
Central Intelligence Agency
Washington, D. C.

Dear Mr. Osborn:

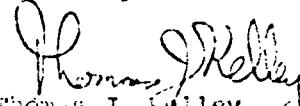
This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

I would particularly like to commend James W. McCord and the following members of his Division:

George Schwagman
Carroll Melkerson.

Their dedication and outstanding degree of technical competence contributed immeasurably to the success of our mission.

Sincerely,


Thomas J. Kelley
Assistant Director

CONFIDENTIAL



NATIONAL COMMUNICATIONS SYSTEM
OFFICE OF THE MANAGER
WASHINGTON, D.C. 20305

IN REPLY REFER TO:
HCS-EO

21 NOV 1967

Mr. Howard Osborn
Director of Security
Central Intelligence Agency
Washington, D. C. 20505

Dear Mr. Osborn:

On 8 November 1967, Messrs. James McCord, William Flannery, and William Marcy of your agency provided a most interesting and informative briefing on the subject, "Audio Threat by the Communist Block". Included in this presentation was the display of the latest electronic techniques and technical developments in the area of audio threat.

This presentation was most enlightening and proved to be of keen interest to the Agency HCS Representatives, staff members of the Office of the Manager, NCS and selected key personnel of the Defense Communications Agency.

We very much appreciate the availability of the above mentioned personnel and I should like to commend them on their excellent manner of presentation and thorough knowledge of the subject matter.

Copy to:
Mr. Georgia

Obenchain Jr.
I. P. OBENCHAIN, JR.
Brigadier General, USA
Assistant Deputy Manager,
National Communications System

CONFIDENTIAL

EXCLUDED FROM AUTOMATIC
REFRESHMENT AND CDR 5200.16
CODE NOT APPLY

UNCLASSIFIED INTERNAL USE ONLY CONFIDENTIAL SECRET

ROUTING AND RECORD SHEET

SUBJECT (Optional)

Commendation for Messrs. Frank Farrell, James McCord
and their Assistants.

FROM

Acting Director of Security
Room 4E60

6777

DATE

TO (Officer designation, Room number, and building)

DATE

OFFICER'S
NAMECOMMENTS (Number each comment in these lines, enter
to whom Date & the date column after each comment)

1. DD/PTOS	22 JUL 67	<i>H.A. Westrell</i>	It is a pleasure to commend Messrs. Frank Farrell, James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.
2. Ch Sec Dir	6/30/67		
3. Ch Phys Sec Dir	6/30/67		
4. C/S P/S	6/30/67		
5. Ch Sec Dir	6/30/67		
6. Ch Sec Dir	6/30/67		
7. Ch Sec Dir	6/30/67		
8. Ch Sec Dir	6/30/67		
9. Ch Sec Dir	6/30/67		
10. Ch Sec Dir	6/30/67		
11. Ch Sec Dir	6/30/67		
12. CHARTS			Please document the appropriate files in ABTS and the Office of Personnel.
13. CHARTS			
14. CHARTS			
15. CHARTS			

610 REC'D BY

 SECRET CONFIDENTIAL INTERNAL USE ONLY UNCLASSIFIED

NATIONAL SECURITY AGENCY

Office of The Director

Fort George G. Meade, Maryland, 20755

APR
Executive Reg. 1
RECEIVED

12 August 1967 DDIS 67-4161

Honorable Richard M. Helms
Director of Central Intelligence
Washington, D. C. 20505

Dear Dick:

I want to thank you for the technical security demonstration recently presented to me by Howie Osborn and members of his staff. We are very conscious of the subject and welcome opportunities to be kept up-to-date on the state-of-the-art.

I would appreciate your also conveying my personal thanks to Messrs. Frank Farrell, James McCord, and their assistants, not only for the high degree of professionalism which they demonstrated during the session here but also for their continued advice and assistance to my security organization. I am sure you join me in encouraging continued close liaison of this type.

Faithfully yours,



MARSHALL S. CARTER
Lieutenant General, U. S. Army
Director

S E C R E T

8 March 1966

MEMORANDUM FOR: Mr. James W. McCord, Jr.

THROUGH : Head of ~~SS~~ Career Service

SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the system, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the system may be designated participants as soon as possible.

2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. From a review of your record it appears that the decision of your Career Service was based upon the fact that you do not have sufficient time prior to completing 15 years of service with the Agency in which you could complete a minimum of 60 months of qualifying service as required by regulation. My determination that you are not eligible at this time for designation in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that you read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 6E-1319 Headquarters (extension 6001). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the Board. However, this request must be made within 30 days of the date of this memorandum.



Emmett D. Nichols
Director of Personnel

S E C R E T

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET

20 July 1965

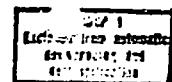
MEMORANDUM FOR: Chief, A&TS
SUBJECT : McCord, James W., Jr.
(Educational Matter)

Attached is a letter from George Washington University showing the completion of the requirements for the degree of Master of Science in International Affairs. I understand this would be of interest to the Training and Personnel Branches for their files.

James W. McCord Jr.
James W. McCord, Jr.
Chief, Technical Division

Attachment:
As Stated Above

SECRET





THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D. C. 20006

THE COLLEGE OF GENERAL STUDIES

July 7, 1965

Mr. James W. McCord, Jr.
Air War College
Maxwell AFB, Ala.

Dear Mr. McCord,

I am happy to inform you that you have passed satisfactorily the Comprehensive Examination for candidates seeking the degree of Master of Science in International Affairs.

Congratulations!

Very truly yours,

James G. Beamer
for Grover L. Angel
Dean

cc: CGS File
Registrar # 183595

SECRET

(Do Not Fill In)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED		
1. SERIAL NUMBER 08124		2. NAME (First-Last-Middle) MC CORD, James W., Jr.						15 July 1965		
3. NATURE OF PERSONNEL ACTION REASSIGNMENT								4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 17 65		
5. FUNDS		X V TO V CP TO V	V TO O O TO O		6. COST CENTER NO. CHARAC- TER ABLE 6271-0208		7. CATEGORY OF EMPLOYMENT REGULAR			
8. ORGANIZATIONAL DESIGNATIONS DDG/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF								9. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.		
10. POSITION TITLE (15) ELECT ENG - AUTO SUPP								11. POSITION NUMBER 0642		
12. CLASSIFICATION SCHEDULE (GS, LS, etc.) OS				13. OCCUPATIONAL SERIES 0855.21		14. GRADE AND STEP 15 5		15. SALARY OR RATE \$ 18,740		
16. REMARKS										
17A. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE OFFICER Robert E. O'Brien, A/Chief/Persp				DATE SIGNED
19. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
20. ACTION CODE 37 10	21. EMPLOY CODE 16-360	22. OFFICE CODING NUMERIC ALPHABETIC 000-000-0000	23. STATION CODE 000-000-0000	24. INTEGEE CODE 1	25. DATE OF BIRTH MO. DA. YR. 01 26 1944	26. DATES IN GRADE MO. DA. YR. 01 26 1944	27. DATE OF LEI MO. DA. YR.			
28. MIE EXPIRES M.O. DA. YR. 	29. SPECIAL REFERENCE 1-CSC 2-FICA 3-HOME	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE EOD. DATA	33. SECURITY REG. NO.	34. SEC. EXP. NO.				
35. VET. PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.	36. SERV. COMP. DATE MO. DA. YR. 	37. LONG COMP. DATE MO. DA. YR. 	38. CAREER CATEGORY CODE 000-000-0000	39. FEGL/HEALTH INSURANCE CODE 0-NONE 1-YES	40. SOCIAL SECURITY NO					
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA CODE 1-101 2-80	44. STATE TAX DATA CODE 1-YES 2-NO							
45. POSITION CONTROL CERTIFICATION 7/21/65	46. O.P. APPROVAL Signature: Michael R. Donald	DATE APPROVED 1/23/66								

SECRET

14-00000-101

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 058124	2. NAME (First-Middle) MCCORD, JAMES W., Jr.					20 August 1964	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER FROM GENERAL FUNDS TO VOUCHERED FUNDS			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 8 16 64	5. CATEGORY OF EMPLOYMENT REGULAR			
6. FUNDS <input checked="" type="checkbox"/> V TO V <input checked="" type="checkbox"/> C TO V	V TO O <input checked="" type="checkbox"/> C TO O	7. COST CENTER NO. CHARGED 5271-0100					
8. ORGANIZATIONAL DESIGNATIONS DDS/OFFICE OF SECURITY EXECUTIVE STAFF			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.				
11. POSITION TITLE SECURITY OFFICER			12. POSITION NUMBER 0032	13. CAREER SERVICE DESIGNATION GS			
14. CLASSIFICATION SCHEDULE (GS, FS, GS, etc.) GS		15. OCCUPATIONAL SERIES 181C.01	16. GRADE AND STEP 15 4	17. SALARY OR RATE \$ 18,170			
18. REMARKS Verbal Concurrence: 20 August 1964 - George Rader, DDP/EE Personnel Mr. McCord is being double slotted against position C032 for approximately one (1) year while attending the Air War College.							
Date 20 AUG 1964							
cc: DDP/EE cc: Cl Br cc: Chief, Personnel							
18A. SIGNATURE OF REQUESTING OFFICIAL			18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Ernest L. Hardt, ChDirCBr, AFM/OS		DATE SIGNED 30/8/64		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 76	20. EMPLOY CODE 7130	21. OFFICE CODING NUMERIC 1-1150	22. STATION CODE 1-1150	23. TERRITORY CODE 1-1150	24. HOURS CODE 1-1150	25. DATE OF BIRTH MO. DA. YR. 1-1150	
20. DTE EXPRES MO. DA. YR. 1-1150	29. SPECIAL REFERENCE 1-M 3-FICA 5-HOME	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE TYPE	32. CORRECTION CANCELLATION DATA CODE	33. SECURITY REG. NO. EOD-DATA	34. SEL	
35. VET. PREFERENCE CODE 0-BORN 1-5 PT. 2-10 PT.	36. SERV. COMP. DATA MO. DA. YR. 1-1150	37. LONG. COMP. DATA MO. DA. YR. 1-1150	38. CAREER CATEGORY LAW RESP. PROV TEMP	39. FED. HEALTH INSURANCE CODE 0-NO 1-YES	40. SOCIAL SECURITY NO		
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT CODE 1-YES 2-NO	43. FEDERAL TAX DATA CODE 1-YES 2-NO	44. STATE TAX DATA CODE 1-NO TAX EXEMPT 2-STATE CODE				
45. POSITION CONTROL CERTIFICATION From G.E.	46. O.P. APPROVAL Signature			47. DATE APPROVED 5-10-64			

FORM 6-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)						3. MAY 1962	
058124		MCCORD, James W. Jr.							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE REQUESTED						5. CATEGORY OF EMPLOYMENT	
Reassignment and Transfer to Confidential Funds		MONTH DAY YEAR 05 27 62						Regular	
6. FUNDS		V TO V	X	V TO CP	7. COST CENTER OR CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)		
		CP TO V		CP TO CP	2139 9300 1017				
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION							
DDP/EE German Station Deputy for Combined Services Security Branch		Frankfurt, Germany							
11. POSITION TITLE		12. POSITION OWNED						13. CAREER SERVICE DESIGNATION	
Security Officer		0363						SS	
14. CLASSIFICATION SCHEDULE (CGS, LD, OGS)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS		1810.01		15 2		14055 ✓			
18. REMARKS									
<p>One copy has been forwarded to the Office of Security. W-4 and D-4 forms have been forwarded to Payroll. Medical OK, JANUARY 1962 per the Office of Security. From: DDS/Office of Security Security Research Staff Office of the Chief Washington, D.C. #365</p> <p style="text-align: right;">RECORDED 1/26/62 MARGARET E. MCKENNEY 5-1122 3/22/62</p>									
18A. SIGNATURE OF REQUESTING OFFICER		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		18C. DATE SIGNED		18D. DATE SIGNED			
Margaret E. McKenney, Cpt/Pers		Ernest J. Ford for chief, orpers		5-1122		16 May 62			
19. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19A. ACTION CODE		19B. OFFICE CODE		19C. OFFICE ADDRESS		19D. PHONE		19E. PAYING DATE	
20 10		54460 EE 22015		1000 10TH AVENUE NW WASH. D. C. 20004		1000		301 126 241	
20B. FILE NUMBER		20C. SECURITY DATA		20D. SECURITY INFORMATION (LAST 10 DIGITS)		20E. SECURITY DATA		20F. SECURITY DATA	
100-000-0000		100-000-0000		100-000-0000		100-000-0000		100-000-0000	
20G. SEC. REG. NO.		20H. SEC. REG. NO.		20I. SEC. REG. NO.		20J. SEC. REG. NO.		20K. SEC. REG. NO.	
20L. SEC. REG. NO.		20M. SEC. REG. NO.		20N. SEC. REG. NO.		20O. SEC. REG. NO.		20P. SEC. REG. NO.	
20Q. SEC. REG. NO.		20R. SEC. REG. NO.		20S. SEC. REG. NO.		20T. SEC. REG. NO.		20U. SEC. REG. NO.	
20V. SEC. REG. NO.		20W. SEC. REG. NO.		20X. SEC. REG. NO.		20Y. SEC. REG. NO.		20Z. SEC. REG. NO.	
21. PREVIOUS GOVERNMENT SERVICE DATA		22. FEDERAL TAX DATA		23. STATE TAX DATA		24. MEDICAL INSURANCE		25. SOCIAL SECURITY NO.	
CODE		CODE		CODE		CODE		CODE	
1 - NO PREVIOUS SERVICE 2 - ONE SERVICE 3 - THREE OR MORE YEARS 4 - THREE OR MORE YEARS WITH DISCHARGE IN COMBINATION WITH ONE OTHER		1 - NO 2 - YES		1 - NO 2 - YES		1 - NO 2 - YES		1 - NO 2 - YES	
45. POSITION CONTROL CERTIFICATION		46. O.P. APPROVAL P.T.J.		47. DATE APPROVED		48. STATE APPROVAL P.T.J.		49. DATE APPROVED	
SAC Cancer. Sec.		Z		Z		Z		Z	
mcc 5-18-62		mcc 5-18-62		mcc 5-18-62		mcc 5-18-62		mcc 5-18-62	

CIA INTERNAL USE ONLY

REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Year聘请	5. Sex	6. Class/Grade
158124	MCCORD JAMES W JR	Mo. Da. Yr. 01 26 24	No. 1 Code 10 P-1	M	Mo. Da. Yr. 08 22 51
7. SCD	8. CSC Rating	9. CSC Or Other Legal Authority	10. Apmt. Allowav.	11. FSC	12. T.D.
Mo. Da. Yr. 03 27 45	Yrs. 1 No. 2	Code 1 50 USCA 403 J	Mo. Da. Yr. No. 1 No. 2	Mo. Da. Yr. 03 22 51	Mo. Da. Yr. Yrs. 1 No. 2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code		
DOS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013		
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv. 20. Occup. Series		
Dept : Code USId : Frgn : 2	SECURITY OFFICER	0365	GS 1810.01		
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
14 2 3	\$ 11,835	SS	Mo. Da. Yr. 07 01 56	Mo. Da. Yr. 06 28 59	9 7100 20 001

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Dates
PROMOTION	30	Mo. Da. Yr. 6 12 57	Regular	31	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code		
DOS Office of Security Security Research Staff Office of the Chief	3112	Washington, D. C.	75013		
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv. 37. Occup. Series		
Dept : Code USId : Frgn : D 2	Security Officer	0365	C3 1810.01		
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
15-1	\$ 12,770.00	SS	Mo. Da. Yr. 11 11 59	Mo. Da. Yr. 12 31 61	9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title)	C. Request Approved By (Signature And Title)
Sheffield Edwards, Director of Security	<i>Sheffield Edwards</i> Director of Security
B. For Additional Information Call (Name & Telephone Ext.)	
H. E. Steele, Ch. Pers. Br., A&TS/OS	

CLEARANCES

Clearance	Signature	Date	Clearance	Signature
A. Career Board		7/1959	D. Placement	
B. Pos. Control		7/1959	E.	
C. Classification		7/1959	F. Approved By	
Remarks				

CIA INTERNAL USE ONLY

REQUEST FOR PERSONNEL ACTION

21 January 1959

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prof.	5. Sex	6. G. C. I.O.D.	
158124	MCCORD JAMES W JR	Mo. Da. Yr. 01 26 24	No-0 Code 5 Pt-1 1 10 Pt-9	M 1	Mo. Da. Yr. 03 22 51	
7. SCD	8. CSC Rating	9. CSC or Other Legal Authority	10. Appt. Alt./d.v.	11. FEGLI	12. LCD	13. Min. Per. Rec.
Mo. Da. Yr. 03 27 15	Yes - 1 Code No - 2 1	50 U.S.C. 2072	Mo. Da. Yr. No-2 08 22 51	Yes - 1 Code No - 2 2	Mo. Da. Yr. 03 22 51	Yes - 1 Code No - 2 2

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code		
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013		
16. Dept. / Field	17. Position Title	18. Position No.	19. Serv. 20. Occup. Series		
Dept. Code USfld. Frgn. 2	INVESTIGATOR	0033	GS 1810.22		
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
14-2	\$ 11,595	53	Mo. Da. Yr. 07 01 50	Mo. Da. Yr. 06 28 50	9 7101 20

ACTION

27. Nature Of Action	Code	28. EH. Date	29. Type Of Employee	Code	30. Separation Date
REASSIGNMENT		Mo. Da. Yr. 11 1 1	Regular		

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code		
DDS/Office of Security Security Research Staff Office of the Chief	3110	Washington, D. C.			
33. Dept. / Field	34. Position Title	35. Position No.	36. Serv. 37. Occup. Series		
Dept. Code USfld. Frgn. D	Security Officer	T365	GS 1810.01		
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
14-2	\$ 11595.00 pa	53	Mo. Da. Yr. 11 1 1	Mo. Da. Yr. 11 1 1	9-7100-20-001

SOURCE OF REQUEST

A. Requested By (Name And Title) H. E. Steele, Ch. Pers. Br., A&TS/OS	C. Request Approved By (Signature And Title) H. E. Steele
B. For Additional Information Call (Name & Telephone Ext.) Marcia Shepherd Ext. 2613	Chief, Personnel Branch, A&TS/OS

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board		23-1-59	D. Placement	E. H. Steele	1/28/59
B. Pos. Control			F. Approved By	M. McNamee	1-28-59
C. Classification					
Remarks					

SECRET

(When Filled In)

DATE PREPARED Mo Da Yr 7 10 58			REQUEST FOR PERSONNEL ACTION				X	V to V	V to UV	
			3. Date of Birth		4. Ver. Prof.	5. Sex	UV to V			
			Mo Da Yr 1 26 24	Name-0 S P-1 10 P-2	/	M	UV to UV			
1. Serial No.			7. CSC Reinst. / 8. CSC Or Other Legal Authority		10. Apart. Address	11. FEGLI	12. LCD	13. MIL. SERV. CREDIT		
			Mo Da Yr Yes - 1 Code No - 2			Mo Da Yr Yes - 1 Code No - 2	Mo Da Yr Yes - 1 Code No - 2	LIC		

PREVIOUS ASSIGNMENT

14. Organizational Designations DDS/Office of Security Security Research Staff Office of the Chief			Code	15. Location Of Official Station			Station Code
				Washington, D. C.			
16. Dept.-Field Dept. Code Usfld. Frpn: D	17. Position Title Security Officer			18. Position No.	19. Serv.	20. Occup. Series	
				365	GS	1810.01	
21. Grade & Step 14-3	22. Salary Or Rate 11,595 \$ 11355.00 pa	23. SD SS	24. Date Of Grade Mo Da Yr 01 01 56	25. PSI Due Mo Da Yr 06 28 59	26. Appropriation Number C-7101-20		

ACTION

27. Nature Of Action REASSIGNMENT			Code	28. Eff. Date Mo Da Yr	29. Type Of Employee	Code	30. Separation Date
					Regular		

PRESENT ASSIGNMENT

31. Organizational Designations DDS/Office of Security Inspection Staff			Code 3/10	32. Location Of Official Station			Station Code
				Washington, D. C.			
33. Dept.-Field Dept. Code Usfld. Frpn: D	34. Position Title Investigator			35. Position No.	36. Serv.	37. Occup. Series	
				33	GS	1810.22	
38. Grade & Step 14-3	39. Salary Or Rate 11,595 \$ 11355.00 pa	40. SD SS	41. Date Of Grade Mo Da Yr 01 01 56	42. PSI Due Mo Da Yr 06 28 59	43. Appropriation Number 8-7101-20		

A. Requested By (Name And Title) H. E. Steele, Ch. Pers. Br. A&TS/OS B. For Additional Information Call (Name & Telephone Ext.) Relda White, Ext 2063			C. Request Approved By (Signature And Title) <i>H. E. Steele</i> Ch. Personnel Branch, A&TS/OS				
CLEARANCES							
Clearance A. Career Board	Signature	Date	Clearance D. Placement	Signature	Date		
B. Pos. Control			E.				
C. Classification			F. Approved By				
Remarks							

SECRET

STANDARD FORM 52
PROT. GARD. BY 1947
U. S. GOVERNMENT PRINTING OFFICE
1947 16-1457-1
REPLACES EDITION P.

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname) MR. JAMES W. MCCORD, Jr.		2. DATE OF BIRTH 26 Jan 1924	3. REQUEST NO.	4. DATE OF REQUEST 4 Jun 57																		
5. NATURE OF ACTION REQUESTED: A. PROMOTION (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY																			
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:																				
FROM— Investigator (CI) T367 GS-1610.22-14 \$10,320.00 pa		8. POSITION TITLE AND NUMBER 1. SERVICE, GRADE, AND SALARY Security Officer T365-1b GS-1610.01-14 \$10,320.00 pa	TO— DDS/Office of Security Security Research Staff Internal Branch Washington, D. C.																			
DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		10. ORGANIZATIONAL DESIGNATIONS 311201 11. HEADQUARTERS 2	Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																			
A. REASSIGN (See reverse if necessary) No Fitness Report required - no change in supervision.																						
12. FIELD OR DEPARTMENTAL		B. REQUEST APPROVED BY Signature: <i>H. E. Steele</i> Title: Ch, Personnel Branch, A&TS, OS																				
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Jane Giesing, Ext. 2063																						
13. VETERAN PREFERENCE <table border="1"> <tr> <td>HOME</td> <td>WIFE</td> <td>W/CH</td> <td>SPT</td> <td>15-PONT</td> </tr> <tr> <td>X</td> <td>X</td> <td></td> <td></td> <td>DISAB. OTHER</td> </tr> </table>		HOME	WIFE	W/CH	SPT	15-PONT	X	X			DISAB. OTHER	14. POSITION CLASSIFICATION ACTION <table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>L.A.</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table> SD-SS			NEW	VICE	L.A.	REAL				
HOME	WIFE	W/CH	SPT	15-PONT																		
X	X			DISAB. OTHER																		
NEW	VICE	L.A.	REAL																			
15. APPROPRIATION SEX: M FROM 7-7101-20 TO Same		16. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) YES	17. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY) 1955	18. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																		
20. STANDARD FORM 50 REMARKS Remarks: None																						
21. CLEARANCES		INITIAL OR SIGNATURE A	DATE 5 JUN 1957	REMARKS: None																		
B. SEAL OF PPS CONTROL		Initials: <i>Pat</i> Date: <i>4-1-57</i>																				
C. CLASSIFICATION		Initials: <i>Pat</i> Date: <i>4-1-57</i>																				
D. PLACEMENT OR DEPL.		Initials: <i>Pat</i> Date: <i>4-1-57</i>																				
E.																						
F. APPROVED BY RW <i>James W. McCord</i> SECRET <i>M. Markleary</i>																						

~~SECRET~~

STANDARD FORM 52 PRODUCED BY THE U. S. GOVERNMENT PRINTING OFFICE JANUARY 1954-FEDERAL PERSONNEL BASIC CHARTER E		SECRET											
REQUEST FOR PERSONNEL ACTION													
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.													
1. NAME (Mr. - Miss - Mrs. - One given name, initial(s), and surname)		2. DATE OF BIRTH	3. REQUEST NO.										
MR. JAMES W. McCORD, Jr.		26 Jan 124	4. DATE OF REQUEST 6/12/58										
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE A. PROPOSED: ASAP	7. C. APPROVED SPECIAL AUTHORITY N/A										
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:											
FROM— Security Res Spec T405 GS-1810.24-13 \$9205.00 pa		TO— Investigator (CI) T367 GS-1810.22-14 \$10,320.00 pa											
DDS/Office of Security Security Research Staff External Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		DDS/Office of Security Security Research Staff Internal Branch Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL											
A. REMARKS (Use reverse if necessary) No fitness Report required - no change in supervision.													
B. REQUESTED BY (Name and title) H.E.Steele, Ch, Pers. Br., A&TS, OS		D. REQUEST APPROVED BY Elliott											
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Jane Giesing, Ext. 2063		Signature: _____ Title: Ch, Admin & Training Staff, OS											
13. VETERAN PREFERENCE													
<table border="1"> <tr> <td>HOME</td> <td>WWII</td> <td>OTHER</td> <td>S-PT</td> <td>15 POINT</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td></td> <td>X</td> <td></td> <td>DISAB OTHER</td> </tr> </table>				HOME	WWII	OTHER	S-PT	15 POINT	<input checked="" type="checkbox"/>		X		DISAB OTHER
HOME	WWII	OTHER	S-PT	15 POINT									
<input checked="" type="checkbox"/>		X		DISAB OTHER									
14. POSITION CLASSIFICATION ACTION													
<table border="1"> <tr> <td>REG</td> <td>VICE</td> <td>L.A.</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table> SD-SS				REG	VICE	L.A.	REAL						
REG	VICE	L.A.	REAL										
15. SEX M		16. APPROPRIATION FROM: 4-7101-20 TO: 6-7101-20	17. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) YES										
18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		19. LEGAL RESIDENCE STATE: Texas											
20. STANDARD FORM 50 REMARKS													
21. CLEARANCES INITIAL OR SIGNATURE DATE REMARKS: A. _____ B. CEIL. OR POS. CONTROL QRA _____ C. CLASSIFICATION B2 _____ D. PLACEMENT OR EMP. 6-7101-20 _____ E. None _____													
F. APPROVED BY Rosanne													
SECRET													

Z.O.

R.W. White

23 September 1954

Joseph S. Reff

Military Permit for Germany - James Walter McCord, Jr.

file

1. It is requested that a Military Permit for Germany be affixed to the Special Passport issued to the above subject.
2. Travel for the above subject is sponsored by the CENTRAL INTELLIGENCE AGENCY. Housing accommodations are available.
3. It is further requested that any reference to the CENTRAL INTELLIGENCE AGENCY be excluded from the permit issued.

Special Passport # 39738

Date of issue: 15 September 1954

Place of issue: Washington, D.C.

Valid Until: 14 September 1956

Occupation: Government Employee

Destination: Frankfurt

Duration in Germany: 2 yrs.

Date of entry: 30 September 1954

~~SECRET~~

STANDARD FORM 50
 FEBRUARY 1950
 EDITION NUMBER 1
 APPROVED FOR GENERAL RELEASE
 UNDER THE E.O. 14176

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
 If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Ms. - Mrs. - Mr. - One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. REED, JR.	3/10/46	1924	6/1/54
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) SEPARATION		6. EFFECTIVE DATE A. PROPOSED: ASAP	7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: 6 June 1954 <i>Approved by SCSB 6 June 54</i>	
FROM— Individual 31240 7297.01 06-1880.01-13 \$6300.00 per annum DDCI/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.		A. POSITION TITLE AND NUMBER B. SERVICE GRADE AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS 12. FIELD OR DEPARTMENTAL	TO— Security Officer 7465 06-1880.01-13 \$6300.00 per annum DDCI/Security Office Office of the Chief Washington, D. C.
<input checked="" type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	<input checked="" type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

P31 eff 6 June 54 - not in folder

Approved by SCSB 6 June 54

Coffey

Title: Director, Security Office

B. RECEIVED BY (Name and title)		D. REQUEST APPROVED BY	
Ervin S. Schmidt, Chief, A-73		Signature	
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)			
W. L. Steele, Ext. 2263			
13. VETERAN PREFERENCE			
NAME: ERVIN S. SCHMIDT OTHER: SPT. 10 POINT <input checked="" type="checkbox"/> ODSR OTHER X X			
15. SEX RACE		16. POSITION CLASSIFICATION ACTION	
15. SEX M	16. RACE C	NEW	VICE
		L.A.	REAL
		CD-SK	
17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	
FROM: 4-7103-20		19. DATE OF APPOINT- MENT AFFIDAVITS (OCCASIONAL ONLY)	
TO: 4-7103-20		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

** Parker Steele, SCSB
6/1/54*

D. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.	<i>JW</i>	6 June 54	
B. CELL OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	<i>JW - 6/1/54</i>		
E.			
F. APPROVED BY	<i>Ralph S. Coffey</i>		

~~SECRET~~

6 June 54

SECRET

STANDARD FORM 52 PROT. DATED 6-1-55 G-1 GEN. SERV. DIRECTORATE ARMED FORCES PERSONNEL MANAGEMENT CENTER																													
REQUEST FOR PERSONNEL ACTION																													
REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.																													
L. NAME (Mr. - Miss - Mrs. - Give given name, initials, and surname) Mr. J. A. M. Schmidt, Jr.		1. DATE OF ENTRY 5/22/54		2. REQUEST BY E. Schmidt																									
B. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT		3. EFFECTIVE DATE A. PROPOSED 6-10-60		4. DATE OF RECEIPT 5/22/54																									
B. POSITION (Specify whether establish, change grade or rank, etc.) Investigator (Spec)		D. APPROVED E. Schmidt		E. C. S. OR OTHER LEGAL AUTHORITY GPO																									
1. POSITION Investigator (Spec) 5211 6-10-60-12 \$370.00 per month		2. POSITION TITLE AND NUMBER 8. SERVICE GRADE AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS		10. TO Investigator (Spec) 6-10-60-12 \$370.00 per month DIA/Security Office Central Security Division Operations Branch Office of the Chief Washington, D. C.																									
FIELD 11. FIELD OR DEPARTMENTAL		12. FIELD OR DEPARTMENTAL FIELD		13. FIELD OR DEPARTMENTAL DEPARTMENTAL																									
A. REMARKS (Use reverse if necessary)																													
B. REQUESTED BY (Name and title) Ervin W. Schmidt, Chief, A-73		C. REQUEST APPROVED BY Signatures Title SA-73, Admin & Training Staff, DC																											
E. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) J. A. Schmidt, ext. 2063																													
13. VETERAN PREFERENCE <table border="1" style="float: right;"> <tr> <td colspan="4">14. POSITION CLASSIFICATION ACTION</td> </tr> <tr> <td>NEW</td> <td>VIA</td> <td>I.A.</td> <td>REAL</td> </tr> <tr> <td colspan="4">CD-51</td> </tr> </table> <table border="1" style="margin-left: 10px;"> <tr> <td>SEX</td> <td>RACE</td> <td>17. AMENDMENT</td> <td>18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)</td> <td>19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)</td> <td>20. LEGAL RESUME CLAIMED PROVED STATE: TEXAS</td> </tr> <tr> <td>M</td> <td>W</td> <td>FROM: 4-7103-20 TO: 4-7103-20</td> <td></td> <td></td> <td></td> </tr> </table>						14. POSITION CLASSIFICATION ACTION				NEW	VIA	I.A.	REAL	CD-51				SEX	RACE	17. AMENDMENT	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESUME CLAIMED PROVED STATE: TEXAS	M	W	FROM: 4-7103-20 TO: 4-7103-20			
14. POSITION CLASSIFICATION ACTION																													
NEW	VIA	I.A.	REAL																										
CD-51																													
SEX	RACE	17. AMENDMENT	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESUME CLAIMED PROVED STATE: TEXAS																								
M	W	FROM: 4-7103-20 TO: 4-7103-20																											
21. STANDARD FORM 52 REMARKS																													
22. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS																									
A. B. CEIL. ON POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL. E.		<i>J. A. Schmidt</i> <i>5/22/54</i>																											
F. APPROVED BY <i>E. Schmidt</i> <i>5/22/54</i>																													

SECRET

STANDARD FORM 52 FEBRUARY 1953 U. S. GOVERNMENT PRINTING OFFICE 1953 10-1770-4 16-67722-6		Vouchered		
REQUEST FOR PERSONNEL ACTION				
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6C and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.				
1. NAME (Mr. -- Miss -- Mrs. -- One given name, initials, and surname)		2. DATE OF BIRTH	3. DEBRIEF NO.	4. DATE OF REQUEST
MR. JAMES W. McCORD, JR.		2/26/24		12/17/53
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASSIGNMENT				
B. POSITION (Specify whether establish, change grade or title, etc.)				
10- Investigator(Gen) T211.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division SSD Pool Washington, D. C.		6. POSITION TITLE AND NUMBER 8. SERVICE CLASS AND RANK 12. ORGANIZATION OR DEPARTMENTATION 14. HEADQUARTERS 16. FIELD OR DEPARTMENTAL	10- Investigator(Gen) T297.01 GS-1810-12 \$7040.00 per annum DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL			<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	
A. REMARKS (Use reverse if necessary)				
Transfer TO Vouchered Funds FROM UNVouchered Funds.				
B. REQUESTED BY (Name and title) Ervin W. Schmidt, Chief, ARTS		B. REQUEST APPROVED BY Signature: <i>Elf Schmidt</i> Title: Chief, Admin. & Trng. Staff 60		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) J.E. Steele, Ext. 2063				
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WIFE <input checked="" type="checkbox"/> SPOUSE <input type="checkbox"/> 10 POINT <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> DISAB OTHER		15. RACE <input type="checkbox"/> ASIAN <input type="checkbox"/> BLACK <input type="checkbox"/> HISPANIC SEX <input type="checkbox"/> FEMALE <input checked="" type="checkbox"/> MALE FROM 4-7130-30 TO 4-7103-20		
16. APPROPRIATION		17. SURREY TO U. S. FEDERATION ACT 1964-65-66		
M <input type="checkbox"/> W <input checked="" type="checkbox"/>		18. DATE OF APPOINTMENT AFFIDAVITS (Accusations Only)		
21. STANDARD FORM 50 REMARKS		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE:		
22. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS
A.				
B. CECI OR POS. CONTROL		1100	2/16/64	
C. CLASSIFICATION				
D. PLACEMENT OR EMPL				
E.				
F. APPROVED		Signature: <i>James W. McCord</i> Date: <i>12/17/53</i>		

SECRET

16-67722-6

14-00000
Director of Personnel
Department of Justice-F.B.I.
Washington, D. C.

TO:

17 September 1951

DATE:

In accordance with the requirements of the Federal Personnel Manual,
it is requested that the Official Personnel Folder and Leave Record
of:

NAME:

MCCORD, James Walter, Jr.

DOB:

26 Jan. 1924

PRIORIALLY EMPLOYED IN: Department of Justice-F.B.I.

BRAINS OR DIVISION :

LOCATION : Washington, D. C.

DATES OF EMPLOYMENT : October 1948 to February 1951

Be forwarded to:

Mr. E. B. J. Hopkins
Chief, Personnel Division
Central Intelligence Agency
2430 E Street, N. W.
Washington 25, D. C.

Leave record
sent to personnel
9-27-51

~~CONFIDENTIAL~~

22 August 1951
(Date)

- I, James Walter McCord, Jr., hereby certify that the information appearing on my Personal History Statement dated 13 May 1951 is still accurate and correct, except as follows: No corrections
1. However an addition may be made to the education section inasmuch as one summer semester in evening Law School, Lincoln University, Okl., Calif., was completed since the date of the application. This semester began 4 June 1951 and ended 10 August 1951.
2. In the certificate regarding Reserve Status filed with the original application it was reflected that I was in the Volunteer Air Reserve, USAF. On August 14 a letter Reserve Order from Hamilton AFB, Calif., was sent to me advising that I was being transferred from the Volunteer Air Reserve to

~~CONFIDENTIAL~~

the Organized Reserve with a mobilization assignment with the 19th District #1, Travis AFB, California. (Literary Status Questionnaire)

N.Y.
810 Pacific Avenue
Alameda, California
July 20, 1951

Mr. Joseph S. Ragan
Chief, Personnel Procurement
Central Intelligence Agency
2430 F Street, N. W.
Washington, D. C.

Dear Mr. Ragan:

Reference is made to your letter dated June 4, 1951.

At the present time I am in the position of finding it necessary in the very near future to make several decisions of considerable financial importance to me. Should your organization be in a position to indicate whether favorable consideration has been given my application, or to indicate by what date you may be in a position to make a decision in that regard, such information would be of very great help to me at this time. As you have been advised earlier, I am interested in the CIA as a career, am willing to accept an assignment either overseas or in this country at your discretion, and at the starting salary you believe commensurate with my past experience.

Any assistance you can furnish concerning the above request will be indeed appreciated.

Very truly yours

James Walter McCord Jr.
James Walter McCord, Jr.

REQUEST FOR SECURITY CLEARANCE

Request No. 1-2312
Date: 4-14-511. Full Name John J. Smith 2. Year of birth 1926
Last, First, Middle3. Position Title STAFF MEMBER Grade GS-11 Code 11114. Locations: Office US Division 5 Branch 1Code 1111 Code 1111 Code 11115. Geographic destination SAN FRANCISCO, CALIF.
City and state or country, as appropriate6. Type of Employee: 1. Regular 2. Contract 3. Consultant 4. Military 5. Other: _____7. Funds: 1. Voucherized 2. Unvoucherized

8. Type(s) of security clearance requested:

 Provisional for _____
Show name of pool or group Secret Full Waiver9. Availability date: _____ 10. Estimated clearance date: _____
Day-Month-Year Month-Year

11. Recruitment Source: _____ Code: _____

12. Sex and Veteran status: 1. M-V 2. F-N-V 3. F-V 4. F-N

13. Remarks:

2 PHS RETAINED BY HQ

Attachments:

- PHS
 Appendix I
 Photographs

Signature

PJC

Division

Form No. 37-104
Jun 1951

4 June 1951

Mr. James W. McCord, Jr.
820 Pacific Avenue
Alameda, California

Dear Mr. McCord:

This is to acknowledge receipt of your application for employment with the Central Intelligence Agency.

Your application is being given consideration for current employment possibilities. This process is somewhat time consuming; however, we shall advise you as soon as a definite decision has been reached.

Any requests for further information should be addressed to the undersigned.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Fool

10 May 1951

Mr. James Walter McCord, Jr.
221 Pacific Avenue
Alameda, California

Dear Mr. McCord:

Thank you for your recent application for employment in our organization.

Enclosed you will find the forms which we require all prospective applicants to fill out in order that we may become more thoroughly acquainted with their background and experience. If you will be good enough to fill them out and return them with three passport size photographs of yourself, we will be in a better position to review your qualifications and will then advise you further. You may retain the fourth copy of the Personal History Statement for your own records.

We sincerely appreciate your interest in our organization and look forward to hearing from you in the near future.

Very truly yours,

JOSEPH B. RAGAN
Chief, Personnel Procurement

Enclosures (9)

14-00000
RESTRICTED

SECURITY AGREEMENT

1. I, James W. McCardle Jr., understand that by virtue of my duties in the Central Intelligence Agency, I may be the recipient of information and intelligence which concerns the present and future security of the United States and which belongs to the United States. This information and intelligence, together with the methods of collecting and handling it, are classified according to security standards set by the Central Intelligence Agency. I have read and understand the provisions of the Act of Congress of June 15, 1917 (Espionage Act), as amended, concerning the disclosure of information relating to the National Defense and I am familiar with the penalties provided for violation thereof.

2. I agree that I do not now, nor shall I ever possess any right, interest, title or claim in or to any of the information or intelligence or the methods of collecting or handling of it which has come or shall come to my attention by virtue of my connection with the Central Intelligence Agency, but shall always recognize the property right of the United States of America in and to such matters.

3. I do solemnly swear that I will never divulge, publish nor reveal either by word, conduct, or by any other means such classified information, intelligence or knowledge, except in the performance of my official duties and in accordance with the laws of the United States, unless specifically authorized in writing in each case by the Director of Central Intelligence.

4. I understand that no change in my assignment or employment will relieve me of my obligation under this oath and that the provisions of this oath will remain binding upon me even after the termination of my service with the United States.

5. I understand that my employment by the Central Intelligence Agency is conditioned upon my understanding of and strict compliance with "Security Regulations CIA", and the appendices thereto.

6. I take this obligation freely, without any mental reservation or purpose of evasion.

In witness whereof I have set my hand and seal this day of 19 .

James W. McCardle Jr. (Seal)

Sworn to before me this day of 19 ,

at _____.

320 Pacific Avenue
Alameda, California
April 18, 1951

Director
Central Intelligence Agency
Washington, D. C.

Dear Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a Radio Technician. I hold a commission in the U. S. Air Force Reserve, and have held an assignment as Intelligence Officer in a Reserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Intelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1950. My age is twenty-seven, and I am married, no children.

Should it appear that an interview may be arranged, I shall be glad to talk with your representative at his convenience.

Very truly yours

James Walter McCord, Jr.

James Walter McCord, Jr.

~~SECRET~~

REPRODUCTION MASTERS

~~SECRET~~

BIOGRAPHIC

BIOGRAPHIC PROFILE

H a n d l e W i t h C a r e

~~SECRET~~

14-00000

WATERGATE FILE REVIEW FLAG

SUBJECT: McCord, James

FILE NO: 58124 DATE FLAGGED: 26 April 1974

-- All information contained in this file through the above date was reviewed for possible significance to "Watergate" or other related matters. This review was conducted by Office of Security personnel. Additionally, this file was in the custody of the Office of the Inspector General from 26 February 1974 until released to the Office of Security on 15 April 1974.

No action is required through date cited above for further "Watergate" related file review reporting.

File Cross Reference - 625000


Officer Reviewing File

DO NOT REMOVE OR DESTROY THIS FLAG WITHOUT THE CONCURRENCE
OF THE DEPUTY DIRECTOR OF SECURITY.

SECRET

NOTIFICATION OF SHMENT OR CANCELLATION OF OFFICL OVER BACKSTOP			31 August 1970	
TO: CCBS	CHIEF, RECORDS AND CONTROL		FILE NUMBER	13507
	CHIEF, CONTRACT PERSONNEL DIVISION		EMPLOYEE NUMBER	055124
	CHIEF, OPERATIVES COMPONENT (For action)	OS	ID CARD NUMBER	
ATTR:	23/Chief Admin Staff	OFFICIAL COVER	BACKSTOP ESTABLISHED	
REF:	Resignation Declining		X	DISCONTINUED
SUBJECT	McCord, James W. Jr.	UNIT		

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (OPW 20-800-11)		CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (OPW 20-800-11)	
A: TEMPORARILY FOR _____ DAYS EFFECTIVE DATE COB _____		DATE (DD-PF COB) August 1951	
B: CONTINUING AS OF COB			
SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (NRR 20-7)		SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (NRR 20-7)	
X ASCERTAIN THAT <u>CIA</u> P-2 BEING ISSUED. (NRR 20-11)		NA	
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (NRR 240-3a)		RETURN ALL OFFICIAL DOCUMENTATION TO CCS.	
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (NRR 240-2a)		DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY	
SUBMIT FORM 2688  FOR HOSPITALIZATION CARD			

REMARKS AND/OR COVER HISTORY

Aug 51-Jun 53 CONUS DOD

Jun 53-May 62

May 62-May 64 Germany DAC

Jun 64 Cvert

FORWARDING ADDRESS: # 7 Winder Court
Rockville, Maryland 20850

EMPLOYMENT ADDRESS: UNK

Subject is to indicate CIA as place of employment for entire period.

DRAFT

DISTRIBUTION: COPY 1 - ROD
COPY 2 - OPERATING COMPONENT
COPY 3 - R/OS
COPY 4 - CL/TELESC
COPY 5 - CCS - CHRONO
COPY 6 - CCS - FILEFORM 1551 USE PREVIOUS EDITION
8-66

SECRET

CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

113-20-431

James W. Franklin

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP		DATE
TO: (Check)	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	20 Jul 64
	CHIEF, OPERATING COMPONENT (For Action) OS	SUBJECT MCORD, JAMES W, JR
ATTN: OS/AATS	FILE NO. K3930	
REF:		ID CARD NO.
MILITARY COVER DISCONTINUED Department of the Army/ overseas		
<input checked="" type="checkbox"/> Unblock Records; (OP Memo 20-800-11)		
Effective 11 Jun 64		
<input checked="" type="checkbox"/> Submit Form 642 To Change Limitation Category. (HB 20-800-2 to be redesignated HB 20-7)		
<input checked="" type="checkbox"/> Return All Military Documentation To CCS. Overseas military documentation for subject and dependents should be returned to CFB.		
<input checked="" type="checkbox"/> Remarks: Subject should be acknowledged as a current employee as he is to attend the Air War College as an overt employee.		
THIS MEMO MUST REMAIN ON TOP OF FILE		
<i>James W. Franklin</i>		
<small>7-23-64 WR</small>		
<small>COPY TO CPD/OP</small>		
<small>EDF/pp CHIEF, MILITARY COVER, CCS</small>		
<small>DISTRIBUTION: 1-OSD/OS: 1-PSD/OS</small>		
<small>SECRET</small>		
<small>GROUP I Excluded from automatic upgrading and downgrading</small>		
<small>(13-20-43)</small>		

SECRET

8 March 1961

File No. K-3030

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

SUBJECT : McCORD, James W.

1. Cover arrangements ~~xxxxxxxxxxxxxx~~ have been completed for the above-named Subject. TDY
 2. Effective 11 Mar - 27 March 61, it is requested that your records be properly blocked ~~request~~ to deny ~~xxxxxxxxxx~~ Subject's current Agency employment to an external inquirer.

~~FOR GLEN E. MOGGEHOUSE~~
Acting Chief, Central Cover Group

cc: SSD/OS

SECRET

FORM
1-59 1580a

Mr. James W. McCord, Jr.
7 Winder Court
Rockville, Maryland 20850

Dear Mr. McCord:

It is the practice of the Organization to follow up with former employees six months after their retirement. We hope by such inquiry to obtain information on what our retirees are doing and where they are located, invite suggestions for improving the retirement program and to learn if the Organization might be of some assistance on any post-retirement matters.

We should like very much to hear from you on the above points and on any other topics you think would be useful to us.

For your convenience in replying, we have enclosed a sheet somewhat akin to a form on which we have listed those standard items of information we'd like to have on every retiree. The remainder of the sheet, including the reverse side, is for your comments and suggestions. We shall be most appreciative of your fullest response to this inquiry.

Thank you very much for your cooperation.

Sincerely yours,

Carroll A. Duchay
Personnel Officer

Enclosures:

Questionnaire
Return Envelope

Distribution:

Original - Addressee
1 - OPF
1 - RAD Subject's File

OP/RAD/FFAB/LShebe:mlp (23 April 1971)

A
Actions



1 LAST NAME MC CORD, JAMES W JR	2 FIRST NAME	3 INITIAL(S) S	4 APPOINTMENT DATA 08/22/51 XX P.I. Subject to Sec. 203(d), 1951 Federal Act <input type="checkbox"/> Yes <input type="checkbox"/> No Certified to be subject to Sec. 203(d)	5 TOTAL SERVICE FOR LEAVE (as of date of separation) Years 25 Months 05 Days 06 <input checked="" type="checkbox"/> More than 15 years
6 DATE AND NATURE OF SEPARATION RETIREMENT-INV*UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70				
7 SUMMARY OF ANNUAL AND SICK LEAVE (Hours)				8 SUMMARY OF HOME LEAVE (Days)
9 Balance from prior leave year ended 1970	10 Annual Accrual 328	11 Sick Accrual 1729	12 Date arrived abroad for HI purposes	REMARKS SCD 03/27/45
13 Current leave year accrual through 8/22/70	14 Current balance as of 128	15 12-month accrual rate 64	16 Calendar days credit for next accrual date	SS/1 TRANS TO STANDS 5 USA CH 63
17 Total 456	18 Monthly accrual date	19 Date basic service period completed		
20 Reduction in credits, if any (current year)	21 Dates during current calendar yr _____ to _____	22 Dates during preceding calendar yr _____ to _____		
21 Total leave taken 367	23 Dates leave used prior 24 months	24 Dates during current calendar yr _____ to _____		
22 Balance 89	25 Monthly accrual date	26 Dates during preceding calendar yr _____ to _____		
23 Total hours paid in lump sum 89 hrs & 1 hol	27 MILITARY LEAVE	28 ABSENCE WITHOUT PAY		
24 Salary rate(s) \$28,969.00	29 Dates during current calendar yr _____ to _____	30 LWOP or AWOL or Furlough/Suspension (Hours)		
25 Lump sum leave dates From 0830 09/01/70 To 09/17/70 To 0930 (Hours)	31 During leave year in which separated			
26 Examined, signed by: for Chief Payroll (Signature) (Title) 113-2585 (Telephone)	32 During step increase waiting period which began on 06/14/70			
27 Standard Form 1150 November 1963 GSA GEN. REG. NO. 100	33 During 12-month HI accrual period (dates):			

RECORD OF LEAVE DATA TRANSFERRED

U.S. CIVIL SERVICE COMMISSION
FPM SUPPLEMENTS 296-51 AND 990-2

SECRET
(When Filled In)

DDU: 14 SEP 1970

60

NOTIFICATION OF PERSONNEL ACTION

1. SER AL NUMBER	2. NAME (LAST FIRST MIDDLE)							
0001EN	MCCORD JAMES W JR							
3. NATURE OF PERSONNEL ACTION								
RETIREMENT - INVOLUNTARY - UNDER CIA RETIREMENT AND DISABILITY SYC-CORR								
4. FUNDS	V TO V	V TO CF	5. APPROVAL DATE					
	CH TO V	CH TO CF	08/31/70					
6. ORGANIZATIONAL DESIGNATIONS								
DOS/OFFICE OF SECURITY DO/PHYSICAL, TECHNICAL AND OVERSEAS PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF								
7. LOCATION OF OFFICIAL STATION								
WASH., D.C.								
8. POSITION/TITLE								
PHYSICAL SEC OF								
9. POSITION NUMBER								
10. SERVICE CLASSIFICATION								
GS								
11. CLASSIFICATION SCHEDULE (GS, GS, GS)								
12. OCCUPATIONAL SERIES								
13. GRADE AND STEP								
14. SALARY OR RATE								
15. GS								
16. GS								
17. GS								
18. REMARKS								
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE GS/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 2 TO READ 15 3; AND ITEM 17, SALARY OR RATE WHICH READ 20020 TO READ 20030.								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. Senior Code	21. OFFICE CODING	22. STATION CODE	23. INSTITUTE CODE	24. MONTH	25. DATE OF BIRTH	26. DATE OF DEATH	
GS	16	NUMBER	ALPHABETIC		MO DA YR	MO DA YR	MO DA YR	
27. RATE EXPRIES		28. SPECIAL REFERENCE	29. RETIREMENT DATA	30. SEPARATION DATA CODE	31. COMM-FIN CONVENTION DATA	32. SECURITY NO	33. SEC	
			1. CSC 2. CIA 3. NMN	COM	1970 08 31 1970	1970 08 31 1970	1970 08 31 1970	
34. VET PREFERENCE		35. SERV COMP DATE	36. LONG COMP DATE	37. CAREER CATEGORIES	38. HIGH HEALTH INSURANCE	39. SOCIAL SECURITY NO		
COMA		MO DA YR	MO DA YR	CAR PROV	COMA	0 00 00	HEALTH INS CO	
40. PREVIOUS CIVILIAN GOVERNMENT SERVICE				41. LEAVE CAT CODE	42. FEDERAL TAX DATA	43. STATE TAX DATA		
CODE				1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 30 DAYS 4. BREAK IN SERVICE MORE THAN 30 DAYS	1. EXEC 2. PROF 3. CLER	1. EXEC 2. PROF 3. CLER	1. EXEC 2. PROF 3. CLER	
SIGNATURE OR OTHER AUTHENTICATION								
POSTED 9-16-70 TMC								

SECRET

R-6
12217

NOTIFICATION OF PERSONNEL ACTION

1. NAME, Surname	2. NAME (AS IT APPEARS)		3. DATE OF EMPLOYMENT					
JOSEPH	HOOD, JAMES W. JR.		18-21-70					
4. NATURE OF PERSONNEL ACTION			5. PAYMENT DATE					
RETIREMENT VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM			18-21-70					
6. FUNDS	V TO V	V TO CF	7. PAYMENT ANALYSIS NO. CHARGED					
	C TO V	C TO CF	8. CSC OR OTHER LEGAL AUTHORITY					
9. ORGANIZATIONAL DESIGNATION			10. LOCATION OF OFFICIAL STATION					
DOS, OFFICE OF SECURITY DO, PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF			WASH., D.C.					
11. POSITION TITLE		12. POSITION NUMBER	13. GRADE OR RANK					
PHYSICAL SEC OF		GS-70	GS					
14. CLASSIFICATION SCHEDULE (GS IN 4th)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP					
GS		1810.07	15-19					
17. PAY RATE		18. PAY RATE						
28. REMARKS								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. ENCL. CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGRITY CODE	24. GRADE	25. DATE OF BIRTH	26. DATE OF GRADS	27. PAY RATE
45	10	NUMBER ALPHABETIC			GS	04 19	NO 04 19	GS 04 19
28. SITE EXPENS	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction/Cancelation Data	33. PAY RATE	34. PAY RATE	35. PAY RATE	36. PAY RATE
NO DA 19		CON			REG	REG	REG	REG
37. VET PREFERENCE	38. SERV COMP DATE	39. LONG COMP DATE	40. CAREER LATITUDE	41. FEDU	42. HEALTH INSURANCE	43. USA. SECURITY PRO		
CODE	0000 00 00 00	0000 00 00 00	0000 0000 0000	CODE	0 WAVER YES	HEALTH INS CO		
44. PREVIOUS CIVILIAN GOVERNMENT SERVICE	45. LEASE CAT CODE	46. FEDERAL TAX DATA	47. STATE TAX DATA					
CODE	1 NO PAST SERVICE 2 NO PAST IN SERVICE 3 NO PAST LESS THAN 10 yrs 4 NO PAST MORE THAN 10 yrs	CODE	CODE	1 NO PAST SERVICE 2 NO PAST IN SERVICE 3 NO PAST LESS THAN 10 yrs 4 NO PAST MORE THAN 10 yrs	CODE	1 NO PAST SERVICE 2 NO PAST IN SERVICE 3 NO PAST LESS THAN 10 yrs 4 NO PAST MORE THAN 10 yrs	CODE	1 NO PAST SERVICE 2 NO PAST IN SERVICE 3 NO PAST LESS THAN 10 yrs 4 NO PAST MORE THAN 10 yrs
SIGNATURE OR OTHER AUTHENTICATION								
POSTED 8-28-70 [Signature]								

BSJ

SECRET

(When filled in)

B-1000-170

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)								
25. 101	27. RANK (LAST-FIRST-MIDDLE) OF FOR DRAFTSMAN, MILITIA REGIMENT OF INFLAMMABILITY SYSTEM								
3. NATURE OF PERSONNEL ACTION									
DESIGNATION: 71. PARTITIONER, MILITIA REGIMENT OF INFLAMMABILITY SYSTEM									
4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT								
DA 70 01 01 70	6. MUSICAL								
7. FUND SOURCE									
V TO V	V TO CF	C TO V							
C TO CF									
8. ORGANIZATIONAL DESIGNATIONS									
DOS SEC									
9. LOCATION OF OFFICIAL STATION									
WASH., D.C.									
10. POSITION TITLE									
11. POSITION NUMBER									
12. SERVICE DESIGNATION									
13. CLASSIFICATION SCHEDULE (GS, GS-etc.)									
14. OCCUPATIONAL SERIES									
15. GRADE AND STEP									
16. PAY RATE									
17. REARMS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
18. ACTION CODE	19. EMPLOYEE CODE	20. OFFICE CODING	21. STATION CODE	22. INTEREST CODE	23. HOURS WORKED	24. MONTH	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEAVE
		NUMERIC ALPHABETIC			WEEK	MM	DD MM YY	MM DD YY	MM DD YY
28. RATE EXPRESSES	29. SPECIAL DIFFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA	32. CONTRACT DATA	33. COMBINATION DATA	34. SECURITY	35. SEL NO	36. SEL NO	37. SEL NO
MO DA YY	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN	1. CSC 2. CCA 3. CMA 4. NMN
38. VET. PREFERENCE	39. SERV. COMP. DATE	40. LONG COMP. DATE	41. CARRIER CATEGORIES	42. FLU	43. HEALTH INSURANCE	44. SOCIAL SECURITY NO.			
CODE	0. HOME 1. SPAT 2. LO RT	01 01 70	01 01 70	CAR. BSA. LNSA. PROV. TNSP.	LNSA. 0. MAILED TNSP. 1. YES	HEALTH INSURA.			
45. PREVIOUS CIV. OR GOVERNMENT SERVICE	46. LEAVE CAT. CODE	47. FEDERAL TAX DATA	48. STATE TAX DATA						
CODE	0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE LESS THAN 1 YEAR 3. BREAK IN SERVICE MORE THAN 1 YEAR	CODE	49. FEDERAL TAX DATA	50. STATE TAX DATA	51. FEDERAL TAX EXEMPTIONS	52. STATE TAX EXEMPTIONS	53. FEDERAL TAX EXEMPTIONS	54. STATE TAX EXEMPTIONS	55. STATE TAX EXEMPTIONS
SIGNATURE OR OTHER AUTHENTICATION									
POSTED 2-8-70 fm									

FORM
5000
1150
MAY 1967Use Previous
Edition

SECRET 686

1. When filled in, attach to document being sent to
the Office of Personnel.

(When filled in)

A-38

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS					
058124	MCCORD JAMES W JR	16 240	V						
6. OLD SALARY RATE		7. NEW SALARY RATE		8. TYPE ACTION					
Grade	Step	Salary	Grade	Step	Salary	EFFECTIVE DATE	SI	AII	
GS 15	8	\$26,226	GS 15	9	\$28,989	05/14/70			
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE					DATE	13 right 1970			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS					APPROVED BY	(WJ)			
FORM 7-66 560 E Use previous editions	PAY CHANGE NOTIFICATION				FEB (4-51)				

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 8	\$26,226

SECRET

JLB: 10 OCT 69

NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)										
058124		MCCORD JAMES W JR										
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT				
REASSIGNMENT						10-10-68		REGULAR				
6. FUNDS		X	V TO V		V TO CF	7. FINANCIAL ANALYSIS NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY				
			CF TO V		CF TO CF	9271 0501 0000		50 USC 403				
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION						
BDS/OFFICE OF SECURITY DD/PYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF						WASH., D.C.						
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION				
PHYSICAL SEC OF						0070		SS				
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)			15. OCCUPATIONAL SERIES			16. GRADE NUMBER		17. SALARY OR RATE				
GS			1810.07			15 8		24393				
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGEE CODE	24. Month	25. DAY OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI			
37	10	16240	SEC	75013		1	01 26 24	1				
28. RATE EXPIRES		29. SPEC. AL. REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. Correction / Cancelation Data		33. SECURITY REG. NO.		
MO DA YR		* * * * *		COOP		TIME		MO DA YR		* * * * *		
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. REGUL. HEALTH INSURANCE		40. SOCIAL SECURITY NO.		
CODE		0 HOME 1 SP 2 HPM		MO DA YR		MO DA YR		CODE		0 WORKER 1 - 15 2 - 30		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE						42. LEA-E CAT CODE	43. FEDERAL TAX DATA					
							NON EXECUTIVE	CODE	NO TAX EXEMPTIONS		44. STATE TAX DATA	
							1 - 15 2 - 30				CODE	NO TAX EXEMPTIONS
SIGNATURE OR OTHER AUTHENTICATION												

FORM 1150
3-66 ~~Aug 10-67~~

The Previous
Edition

SECRET

JLB

1. Induced blood clotting
2. Anticoagulating the
coagulation

14-0000

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-266 AND
EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT
OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"
EFFECTIVE DATE OF PAY ADJUSTMENT: ..

EFFECTIVE DATE OF PAY ADJUSTMENTS: 14 JULY 1968

NAME	SERIAL	ORG. FUNDS OR-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	IS 240 V GS 15 7	\$22,082	\$23,734

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-2-A
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."
EFFECTIVE DATE OF PAY ADJUSTMENTS: 8 OCTOBER 1967

NAME
MCCORD JAMES SERIAL 0251, FUVNS GR-STEP OLD SALARY
758124 15 740 V 65 15 7 \$21,192 NEW SALARY \$22,082

14-00000
"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD. SALARY	NEW SALARY
MCCORD JAMES W JR	058124	16 240	V	GS 15 5	\$19,415	\$19,979

A 39

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours							
058124	MCCORD JAMES	16 240 V								
5. OLD SALARY RATE			6. NEW SALARY RATE							
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSE	ADJ.
GS 15	6	\$20,535	06/20/65	GS 15	7	\$21,142	06/14/67			

8. Remarks and Authentication

NO EXCESS LWOP
IN PAY STATUS AT END OF WAITING PERIOD
LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS
OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: *[Signature]* DATE *[Date]*

PAY CHANGE NOTIFICATION *[Signature]*

14-00000-1000-000
(4-51)

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PC 49-301
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 9 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGANIZATION	GRADE	STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	058124	GS-240 V	GS-15	5	\$18,740	\$19,415

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours							
058124	MCCORD, JAMES W	16 240 V								
5. OLD SALARY RATE		6. NEW SALARY RATE								
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	PSI	LSI	Adj.
GS-15	5	\$18,740	06/20/65	GS-15	6	\$20,585	08/28/66			
7. Remarks and Authentication										
QUALITY STEP INCREASE										
/u/ Bennett D. Bohns 08/28/66										
PAY CHANGE NOTIFICATION										

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 058124		2. NAME (LAST FIRST MIDDLE) MCCORMAC JAMES A JR	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE 08 21 65	5. CATEGORY OF EMPLOYMENT
6. FUNDS → <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO O <input type="checkbox"/> O TO V <input type="checkbox"/> O TO O		7. COST CENTER NO CHARGEABLE 6271 0503 0000 8. GS OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DUS/SECURITY		10. LOCATION OF OFFICE/STATION WASH DC	
11. POSITION TITLE ELECT ENG AUDIO SUPP		12. POSITION NUMBER 9642	13. CAREER SERVICE DESIGNATION SA
14. CLASSIFICATION SCHEDULE (GS, IB, etc.) GS		15. OCCUPATIONAL SERIES 0652-21	16. GRADE AND STEP 19
17. SALARY OR RATE			
18. REMARKS			
SIGNATURE OR OTHER AUTHENTICATION			
		POSTED <i>1/16/65 Ym</i>	

RZR: 23 JUL 65

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
058124		MCCORD JAMES W JR									
3. NATURE OF PERSONNEL ACTION											
REASSIGNMENT											
4. FUNDS		<input checked="" type="checkbox"/> V TO V				<input type="checkbox"/> V TO CF				5. EFFECTIVE DATE 07 23 65	
		<input type="checkbox"/> CF TO V				<input type="checkbox"/> CF TO CF				6. COST CENTER NO. CHARGEABLE 6271 0208 0000	
7. CATEGORY OF EMPLOYMENT REGULAR											
8. LSA OR OTHER LEGAL AUTHORITY 50 USC 403 J											
9. ORGANIZATIONAL DESIGNATIONS DOS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF WASH., D.C.											
10. LOCATION OF OFFICIAL STATION											
11. POSITION TITLE ELECT ENG AUDIO SUPP.											
12. POSITION NUMBER 0642											
13. SERVICE DESIGNATION SS											
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 0855.21		16. GRADE AND STEP 15 5		17. SALARY OR RATE 18740					
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE	23. INTEGEE CODE	24. HIRE. CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI		
37	10	16360 SEC		75013		1	01 26 24				
28. RTE EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ. NO.	34. SEC		
MO DA YR		1 - CSC 2 - PICA 3 - NONE	MO DA YR			TYPE	MO DA YR				
35. VET. PREFERENCE		36. SERV. COMP. DATE	37. LONG. COMP. DATE		38. CAREER CATEGORY	39. FEGI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.			
CODE: 0 - NONE 1 - G.P.T. 2 - O.P.P.		MO DA YR	MO DA YR		ENR RESV FLOOR	CODE	0 - WORKER 1 - YES	HEALTH INS CODE			
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT		43. FEDERAL TAX DATA	44. STATE TAX DATA						
CODE: 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 1 DAY 3 - BREAK IN SERVICE MORE THAN 1 DAY		CODE		FORM EXECUTED: CODE 1 - YES 2 - NO	NO TAX EXEMPTION 1 - YES 2 - NO		FORM EXECUTED	CODE	NO TAX EXEMPT 1 - YES 2 - NO		
SIGNATURE OR OTHER AUTHENTICATION <i>J. James W. McCord</i>											

FC 84
11-62 1150

**Use Previous
Edition**

SECRET

When Fired In

37.

1. Serial No.	2. Name		3. Cost Center Number		4. LWOP Hours		
098124	MCCORD JAMES W JR		10 100 V				
5. Old Salary Rate		6. New Salary Rate		7. TYPE ACTION			
Grade	Step	Salary	End EM Date	Grade	Step	Salary	Effective Date
GS 13	4	\$18,170	06/23/63	GS 13	5	\$18,740	06/20/65
8. Remarks and Authorization							
<p><input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input checked="" type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>DK</i> AUDITED BY <i>JMP</i></p>							
<p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p>							
SIGNATURE: <i>DK</i>				DATE <i>8/11/65</i>			
PAY CHANGE NOTIFICATION							

(4-31)

Form 500
Rev. 3-60
Obsolete Previous Edition

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES
Federal Employees Salary Act of 1964

SECRET
(When Filled In)

DUE: 16 AUG 64

50

NOTIFICATION OF PERSONNEL ACTION												
OCF												
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)										
058124		MCCORD JAMES W JR										
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE										
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		NO DA TM 08 1 161 64										
5. CATEGORY OF EMPLOYMENT		REGULAR										
6. FUNDS		V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY						
		X	CF TO V	5271 0100 0000		50 USC 403 J						
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION										
ODS OFFICE OF SECURITY EXECUTIVE STAFF		WASH., D. C.										
11. POSITION TITLE		12. POSITION NUMBER		13. SERVICE DESIGNATION								
SECURITY OFFICER		0032		SS								
14. CLASSIFICATION SCHEDULE (GS, LS, GS, GS)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE						
GS		1810.01		15 1		18120						
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. Employ. Code	21. OFFICE CODING		22. STATION CODE	23. INTEGRATE CODE	24. Rgdnlt. Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI			
16	10	16160 SEC		75013		1	01 1 261 24	1	1			
28. RTE EXPIRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.	34. SER			
NO DA TM			CSC EICA NONE		CYCL	TYPE	MO DA TM					
35. VET PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGL / HEALTH INSURANCE		40. SOCIAL SECURITY NO.				
CODE		O - HOME 1 - EPT 2 - TGP	NO DA YR	NO DA YR	LAW HENV COOP PROV TEMP	CODE	O - WAIVER 1 - YES	HEALTH INS CODE				
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA						
CODE		O - NO PREVIOUS SERVICE 1 - AS BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 3 YRS 3 - BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED CODE	NO TAX EXEMPTIONS	FORM EXECUTED	CODE	NO TAX EXEMPT	STATE CODE			
				1 - YES 2 - NO		1 - YES 2 - NO						
SIGNATURE OR OTHER AUTHENTICATION												
FROM: EE G												
3 SEP 1964												

FORM 1150
11-62Use Previous
Edition

SECRET

20 AUG 1964

(4-51)
Selected from automatic
processing and
document retrieval system
(When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCL
MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS,
EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ONON FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES W JP	038124	44 400 CF	GS 15 4	\$16.005	\$17.210

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-795 AND
DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS,
EFFECTIVE 14 OCTOBER 1952

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
HCCORD JAMES C JR	558124	54462	CF 15 3	\$14380	15 3	\$15525	

SECRET
(WHEN FILLED IN)

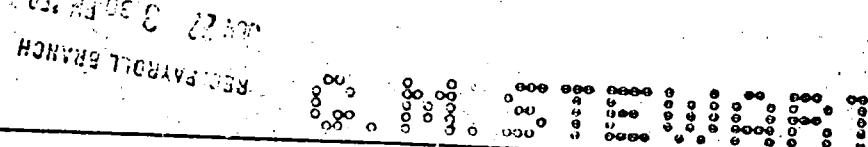
1. EXP. SERIAL NO.		2. NAME					3. ASSIGNED ORGAN.			4.-FUNDS		5. ALLOTMENT		
158124		MCCORD JAMES W JR					FDS/SEC			V-20				
6. OLD SALARY RATE						7. NEW SALARY RATE								
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE					
			MO.	DA.	YR.				MO.	DA.	YR.			
GS 15	1	\$13,730	05	20	59	GS 15	2	\$14,655	12	25	60			
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER														
8. CHECK ONE IF EXCESS LWOP, CHECK FOLLOWING:						9. NUMBER OF HOURS LWOP								
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP														
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						10. INITIALS OF CLERK								
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						11. AUDITED BY								
TO BE COMPLETED BY THE OFFICE OF PERSONNEL														
12. TYPE OF ACTION						13. REMARKS								
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT														
14. AUTHENTICATION														
O O														
<i>RECORDED</i>														
<i>C. J. McHale</i>														
PAY CHANGE NOTIFICATION														

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-563 AND DCI MEMO DATED
1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORG#	GR-ST	OLD SALARY	NEW SALARY
SS	MCCORD JAMES W JR	158124	31 12	GS-15 1	\$12,770	\$13,730

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME			3. ASSIGNED ORGAN	4. FUNDS	5. ALLOWMENT							
159124	MCCORD JAMES W JR			DDS/SEC	V-20								
6. OLD SALARY RATE				7. NEW SALARY RATE									
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE				
			NO.	DA.	YR.				NO.	DA.	YR.		
GS 14	2	\$11,505	12	29	57	GS 14	3	11 835	06	28	59		
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER													
8. CHECK ONE IF EXCESS LWOP, CHECK FOLLOWING:				9. NUMBER OF HOURS LWOP									
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP													
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD													
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD													
TO BE COMPLETED BY THE OFFICE OF PERSONNEL													
12. PROJECTED SALARY RATE AND EFFECTIVE DATE				13. REMARKS									
GRADE	STEP	SALARY	NO.	DA.	YR.								
14. AUTHENTICATION													
													
PERIODIC STEP INCREASE - AUTHENTICATION													

FORM NO. 560B
1 MAR. 66

SECRET

PERSONNEL FOLDER

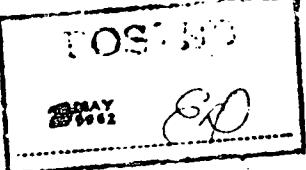
(4)

SECRET
(When Filled In)

PSC: 24 MAY 62

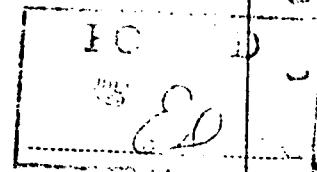
OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER		2. NAME (LAST FIRST MIIDDLE)						
058124		MCCORD JAMES W JR						
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS		4. EFFECTIVE DATE NO. DA. YY 05 27 62	5. CATEGORY OF EMPLOYMENT REGULAR					
6. FUNDS → V TO V X V TO U CP TO V CP TO CP		7. COST CENTER NO. CHARGEABLE 2139 9300 1017	8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS DDP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH		10. LOCATION OF OFFICIAL STATION FRANKFURT, GERMANY						
11. POSITION TITLE SECURITY OFFICER		12. POSITION NUMBER 0363	13. CAREER SERVICE DESIGNATION SS					
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 1810.01	16. GRADE AND STEP 15 2					
			17. SALARY OR RATE 14055					
18. REMARKS SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. Employ. NO.	21. OFFICE CODING ALPHABETIC	22. STATION CODE	23. INTEGRIF. CODE	24. Mgrn. Code	25. DATE OF BIRTH NO. DA. YY 01 26 24	26. DATE OF GRADE NO. DA. YY 26. 24	27. DATE OF LEI NO. DA. YY
20 10	54460	EE	27015	3				
28. DATE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1 - CSC 2 - PICA 3 - NONE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE	33. SECURITY REQ. NO	34. SEX		
				EOD DATA →				
35. RET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. MIL. SERV. CREDIT/LCD	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.			
2024 1 - NONE 2 - 9 PT. 3 - 10 PT.	NO. DA. YY NO. DA. YY	NO. DA. YY NO. DA. YY	1 - YES 2 - NO	CODE CODE 1 - YES 2 - NO	1 - YES 2 - NO	HEALTH INS CODE		
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE	44. STATE TAX DATA NO. TAX EXEMPTIONS 1 - YES 2 - NO	45. FORM EXECUTED 1 - YES 2 - NO	46. NO. TAX EXEMPTIONS CODE CODE	STATE CODE	
SIGNATURE OR OTHER AUTHENTICATION								
 24 MAY 1962								

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION												
1. Serial No.	2. Name (Last-First-Middle)			3. Rate	4. Vet. Prof.	5. Sex	6. CS. COD					
158124	ACCORD JAMES W JR			Mo. Da. Yr. 01 20 53	Normal Code 5 P-1 1 10 P-8	M 1	No. 1 Da. Yr. 03 22 51					
7. SSS	8. CSC Point	9. CSC Or Other Legal Authority	10. Appoint. Authority	11. PSU	12. LCD	13. Min. Service						
Mo. Da. Yr. 03 27 45	Yrs - 1 No. - 2	Code 1	50 USCA 403 J	Mo. Da. Yr. 03 06 53	Mo. Da. Yr. 03 22 51	Yrs - 1 No. - 2	Code 2					
PREVIOUS ASSIGNMENT												
14. Organizational Designations			Code	15. Location Of Official Station			Station Code					
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF			3112	WASH., D.C.			75013					
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series								
Dept - 2 USMIS - 4 Frgn - 6	SECURITY OFFICER	0365	GS	1810.01								
21. Grade & SD	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number							
14 3	\$11835	SS	Mo. Da. Yr. 07 01 56	Mo. Da. Yr. 06 28 55	9 7100 20 001							
ACTION												
27. Nature Of Action			Code	28. III. Date	29. Type Of Employee	Code	30. Separation Date					
PROMOTION			30	Mo. Da. Yr. 06 28 53	REGULAR	01						
PRESENT ASSIGNMENT												
31. Organizational Designations			Code	32. Location Of Official Station			Station Code					
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF			3112	WASH., D.C.			75013					
33. Dept. - Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series								
Dept - 2 USMIS - 4 Frgn - 6	SECURITY OFFICER	0365	GS	1810.01								
38. Grade & SD	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number							
15 1	\$12770	SS	Mo. Da. Yr. 06 25 53	12 12 53	7100 20 001							
44. Remarks												
												

SECRET
(When filled in)

AES: 4 FEB 1959

NOTIFICATION OF PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Job Prof.	5. Sex	6. C. E. S.
158124	MCCORD JAMES W JR	Ms. Da. Yr. 01 26 24	Fireman Code 5 to 1	M 1	Ms. Da. Yr. 08 22 51
7. SC.5	8. CSC Form. 9. CSC Or Other Legal Authority	10. Agent Attidate.	11. F. C. I. D.	12. U.C.B.	13. Other
Mo. Da. Yr. 03 27 45	Yes - 1 No - 2	Code 1	50 USC 403		Code 2

PREVIOUS ASSIGNMENT

14. Organizational Designations		Code	15. Location Of Official Station		Station Code
DOS OFFICE OF SECURITY INSPECTION STAFF		3110	WASH., D.C.		75013
16. Dept. - Field	17. Position Title	18. Position No.		19. Surv.	20. Circles Serv.
Dpol - 2 USGld - 4 Frgn - 6	Code 2 INVESTIGATOR	0033		GS	1810.22
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. Pst Due	26. Appropriation Number
14 2	\$11,595	SS	07 01 56	06 28 59	9 7101 20

ACTION

27. Nature Of Action	Code	28. Eff. Date Mo. Da. Yr.	29. Type Of Employee	Code	30. Separation Date
REASSIGNMENT	56	02 104 159	REGULAR	01	

PRESENT ASSIGNMENT

21. Organizational Designations		Code	22. Location Of Official Station		Station Code
DDO OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF		3112	WASH., D.C.		78013
33. Dept. - Field	34. Position Title		35. Position No.	36. Serv.	37. Occup. Series
Dept - 2 USISId - 4 Frqn - 6	Code 2	SECURITY OFFICER		0365	G5 1810.01
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PVI Due	43. Appropriation Number
14 2	\$ 11535	55	07 101	156 105 126 159	7100 20 001

14-00000

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
MCCORD JAMES W JR	158124	GS-14-2	\$10,535	\$11,595

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

S E C R E T

SECRET

(CIA Form 1150)

NOTIFICATION OF PERSONNEL ACTION

LVL 29 JULY 58

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prod	5. Sess	6. CSC Series
158124	MCCORD JAMES W JR	01 26 24	None-3 Code 5 P.M. 1	M 1	GS 22 51
7. SCD	8. CSC Recd. or CSC Or Other Legal Authority	9. Action Effective	10. FECR	11. FECR	12. CSC
Mo. Da. Yr. 03 27 45	No. 1 Code No. 2 1	Mo. Da. Yr. 08 22 51			
50 USCA 403					

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	16. Session Code
DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF		WASH., D.C.	
17. Dept. Field	18. Position Title	19. Position No.	20. Series CSC Series
Distr - 2 Uild - 4 Frgn - 6	Code 2 SEC OF	0365	GS 1810.01
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade 25. FSI Due
14 2	\$11,595	SS	Mo. Da. Yr. Mo. Da. Yr. 07 29 58 07 01 56
26. Appropriation Number			
9 7101 20			

ACTION

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	30. Session Code
REASSIGNMENT	56	07 29 58	REGULAR	01

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	33. Session Code		
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013		
34. Position Title	35. Position No.	36. Series CSC Series			
INVESTIGATOR	0033	GS 1810.22			
37. Dept. Field	38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade 42. FSI Due	43. Appropriation Number
Distr - 2 Uild - 4 Frgn - 6	14 2	\$11,595	SS	Mo. Da. Yr. Mo. Da. Yr. 07 01 56 07 20 59	9 7101 20

44. Remarks

SECRET

FORM NO. 1150
1 MAY 57

(4)

SECRET
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME					3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT			
15C124	MCCORD JAMES W JR					DDS/SEC /	V-20				
6. OLD SALARY RATE			7. NEW SALARY RATE								
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
14	1	\$10,320	07	01	56	14	2	\$10,535	12	29	57
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR H. E. Steele		DATE 11/8/57	SIGNATURE OF SUPERVISOR <i>H. E. Steele</i> (G.D)								
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO. 560
1 MAR. 58

SECRET

PERSONNEL FOLDER (4)

STANDARD FORM 50 "B" PART I

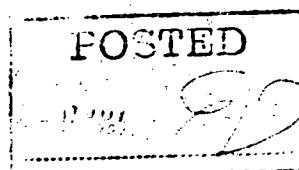
MAY 1951 EDITION

PROVISED BY THE CIVIL SERVICE COMMISSION

CHARTERED BY FEDERAL PERSONNEL REGULATIONS

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last-First-Middle Initial Name, Suffix, S.J. and Suffixes)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE																								
MR. JAMES W. MCCORD, JR. 153124		26 Jan 1924		14 June 1957																								
This is to notify you of the following action affecting your employment:																												
5. NATURE OF ACTION (Use Standard Terminology)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY																									
REASSIGNMENT 56		16 June 1957	50 UBCS 403 J																									
FROM		TO																										
Investigator (CI) T367 GS-1810.22-1b \$10320.00 per annum		Security Officer T365-14 GS-1810.01-1b \$10320.00 per annum																										
Internal Branch		IDS/Office of Security Security Research Staff Office of the Chief																										
FIELD DEPARTMENTAL		FIELD DEPARTMENTAL																										
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																										
<table border="1"> <tr> <th>None</th> <th>WWII</th> <th>Other</th> <th>S.P.</th> <th>10-POINT</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>51000 0-000</td> </tr> </table>		None	WWII	Other	S.P.	10-POINT					51000 0-000	<table border="1"> <tr> <th>NEW</th> <th>VICE</th> <th>I.A.</th> <th>REAL</th> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>			NEW	VICE	I.A.	REAL										
None	WWII	Other	S.P.	10-POINT																								
				51000 0-000																								
NEW	VICE	I.A.	REAL																									
15. 16. APPROPRIATION FROM: 7-7101-20		17. SUBJECT TO C. & R. RETIREMENT ACT (1950-1951)																										
17. N Y TO: Name 750-13		18. DATE OF APPOINTMENT AFFILIATES (ACADEMIC, PROFESSIONAL, ETC.) Yes																										
19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																												
20. REMARKS: 2 ECD 08/22/51																												
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED  </div>																												
ENTRANCE PERFORMANCE RATINGS:																												
Director of Personnel <table border="1" style="float: right; margin-right: 10px;"> <tr><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td></tr> <tr><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td></tr> <tr><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td></tr> </table>					00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00
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00	00	00	00	00	00	00	00																					
4. PERSONNEL FOLDER COPY																												

713 6/17/51

STANDARD FORM 90 (18 PARTS)
EFFECTIVE APRIL 1951
PROLIFERATED BY
U.S. CIVIL SERVICE COMMISSION
CHAPTER 41, FEDERAL PERSONNEL REGULATIONS

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

4. NAME (ONE GIVEN NAME, MIDDLE NAME, AND SURNAME)				2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE																				
Mr. James W. JC COOK, Jr.				158124	26 Jan 1924	25 Jun 1956																				
This is to notify you of the following action affecting your employment:																										
5. NATURE OF ACTION (USE STANDARD CODES)				6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY																					
Promotion				30	1 Jul 1956	50-REG-1403-70																				
Security Res Spec 2405 03-1810.24-13 \$9205.00 per annum				8. POSITION TITLE	Investigator (CI) T367 05-1810.22-14 \$10,320.00 per annum																					
				9. SERVICE SERIES GRADE, SALARY																						
				10. ORGANIZATIONAL DESIGNATIONS	DDIS/Office of Security Security Research Staff Internal Branch																					
				11. HEADQUARTERS	Washington, D. C.																					
				12. FIELD OR DEPT'L	FIELD DEPARTMENTAL																					
				13. VETERAN'S PREFERENCE	14. POSITION CLASSIFICATION ACTION																					
				<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> NEW <input type="checkbox"/> VICE <input type="checkbox"/> I.A. <input type="checkbox"/> REAL	<input type="checkbox"/> DEPARTMENTAL																				
						XAA																				
				15. APPROPRIATION SEX: FROB: TO: 7-7101-20	16. SUBJECT TO U. S. RETIREMENT ACT (YES-NO)	17. DATE OF APPOINT- MENT AFFIDAVITS (ACKNOWLEDGEMENT ONLY)	18. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																			
						SD-SS																				
19. REMARKS: None				750-13	Yes																					
				2 EOD 08/22/51																						
<div style="text-align: center; border: 1px solid black; padding: 5px; margin-bottom: 10px;"> P O N T E D </div>																										
6 JUL 1956 JPA																										
ESTIMATED PERFORMANCE RATING: <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">EXCELLENT</td> <td style="width: 10%;">OUTSTANDING</td> <td style="width: 10%;">SUPERIOR</td> <td style="width: 10%;">GOOD</td> <td style="width: 10%;">SATISFACTORY</td> <td style="width: 10%;">MEETES EXPECTATIONS</td> <td style="width: 10%;">MINIMUM ACCEPTABLE</td> <td style="width: 10%;">DEFICIENT</td> <td style="width: 10%;">POOR</td> <td style="width: 10%;">UNACCEPTABLE</td> </tr> <tr> <td> </td> </tr> </table>							EXCELLENT	OUTSTANDING	SUPERIOR	GOOD	SATISFACTORY	MEETES EXPECTATIONS	MINIMUM ACCEPTABLE	DEFICIENT	POOR	UNACCEPTABLE										
EXCELLENT	OUTSTANDING	SUPERIOR	GOOD	SATISFACTORY	MEETES EXPECTATIONS	MINIMUM ACCEPTABLE	DEFICIENT	POOR	UNACCEPTABLE																	
Director of Personnel																										

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE 1950 - 2600000

Form 7-6-54

PANODIC STEP INCREASE CDS SIGNATURE

EXCERPTS

U. S. GOVERNMENT PRINTING OFFICE 1959-920630

1. Agency and organizational designations							2. Payroll period		3. Block No.		4. Slip No.	
5. Employee's name (and social security account number when appropriate)							6. Grade and salary		7103 Voucherized			
McCord, James Walter							G3-13 - \$3720.00					
PAYROLL CHANGE DATA												
7. Previous amount	BASE PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F. L. C. A.	STATE TAX	GROUP LIFE INS.		NET PAY	
8. New amount												
9. Pay this period												
10. Remarks							11. Appropriational		12. Prepared by			
							OB - 1		HG - 10/24/55			
13. Audited by												
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase 14. Effective date 15. Date last equivalent increase 16. Old salary rate 17. New salary rate 18. Performance rating is satisfactory or better Dec 55 6 Jun 56 \$8790.00 \$9205.00												
19. LWOP data (Fill appropriate spaces covering LWOP during following periods) Period 1 Period 2 Period 3 Period 4 <input type="checkbox"/> No excess LWOP. Total excess LWOP _____												
(Signature or other authentication) (Check applicable box in case of excess LWOP) (Check applicable box in case of ending period A) (Check applicable box in case of ending period B) (Check applicable box in case of ending period C)												
Initials <i>WHR</i> Chart												

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

ENTRANCE PERFORMANCE RATING

4. PERSONNEL FOLDER COPY

卷之三

STANDARD FORM 50
EFT APRIL 1951
PRODUCED AND DATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER XI. PERSONNEL PERFORMANCE MANUAL

CENTRAL INTELLIGENCE AG. - V

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR. - MRS. - MS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME)		2. DATE OF BIRTH		3. JOURNAL OR ACTION NO.		4. DATE							
Mr. James W. McCord, Jr.		26 Jun 1934				4 June 1954							
<i>This is to notify you of the following action affecting your employment:</i>													
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE		7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY									
Promotion		6 June 1954		50 USC 403 j									
FROM		TO											
Investigator T 297.01		Security Officer T 403											
GS-1810.02-12 \$7240.00 per annum		GS-1810.01-13 \$8360.00 per annum											
Special Security Division Operations Branch Office of the Chief		DDA/Security Office Office of the Chief											
11. HEADQUARTERS		Washington, D. C.											
FIELD		DEPARTMENTAL		12. FIELD OR DEPTL		FIELD							
13. VETERAN'S PREFERENCE													
<input type="checkbox"/> HOME <input type="checkbox"/> WBM <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> S.P.T. <input type="checkbox"/> DISAB & OTHER		DEPARTMENTAL		<input type="checkbox"/> FIELD OR DEPTL 14. POSITION CLASSIFICATION ACTION		<input type="checkbox"/> FIELD 15. POSITION CLASSIFICATION ACTION							
HOME <input type="checkbox"/> WBM <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> S.P.T. <input type="checkbox"/> DISAB & OTHER				<input type="checkbox"/> NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL		<input type="checkbox"/> FIELD 16. POSITION CLASSIFICATION ACTION							
HOME <input type="checkbox"/> WBM <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> S.P.T. <input type="checkbox"/> DISAB & OTHER				<input type="checkbox"/> NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL		17. APPROPRIATION FROM: TO: 4-7103-80 4-7101-80		18. SUBJECT TO C. S. RETIREMENT ACT (YES NO) Yes		19. DATE OF APPOINT- MENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CHANNEL <input type="checkbox"/> DODD STATE: Texas	
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.													
EXTRANCE PERFORMANCE RATING:													
Deputy Assistant Director for Personnel													
SIGNATURE OR STAMP HERE													

4. PERSONNEL FOLDER COPY

1. Agency and organizational designation		2. Pay period	3. Grade/Rate	4. Zip code					
3. Employee's name (and serial security account number when appropriate)		4-7203-20 6-7203-20							
MCOPD, JAMES WALTER		5. Grade and salary OE 22 \$7040.00							
PAY ROLL CHANGE DATA									
7. Previous period	BASE PAY	OVERTIME	GROSS PAY	REF.	TAX	BONUS	F.I.C.A.	NET PAY	
8. New period									
9. Pay rate period									
10. Remarks					11. Appropriations		12. Prepared by		
					SUPPORT 7		mcj/3/10/54		
							13. Audited by		
<input checked="" type="checkbox"/> Periodic step increase		<input type="checkbox"/> Pay adjustment		<input type="checkbox"/> Other step increase		O O			
14. Effective date		15. Date last equivalent increase		16. Old salary rate		17. New salary rate		18. Performance rating is satisfactory or better.	
6-7203		7-7203		\$7040.00		\$7240.00		O	
(Check applicable box in case of change (LWOP) during following periods)									
<input type="checkbox"/> No change LWOP <input type="checkbox"/> Total change LWOP <input type="checkbox"/> To be paid in installments <input type="checkbox"/> To be paid in arrears <input type="checkbox"/> To be paid in lump sum <input type="checkbox"/> Partial or Clark									
(Check applicable box in case of change (LWOP))									
PAY ROLL CHANGE SLIP—PERSONNEL COPY									

STANDARD FORM NO. 7120d-Revised
Form prescribed by Comp. Gen. U. S.
Nov. 8, 1950. General Regulation No. 102

STANDARD FORM 50
REV. APRIL 1941
PROHIBITED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER VI, FEDERAL PERSONNEL REGULATIONS

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

ENTRANCE PERFORMANCE RATINGS

Dominique Agostinelli, BA

4. PERSONNEL FOLDER COPY

STANDARD FORM 50
REV. APRIL 1951
PROMulgATED BY
U. S. Civil Service Commission
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AG. AG

NOTIFICATION OF PERSONNEL ACTION *con't. 22 Dec 53 Jan*

**ENTRANCE PERFORMANCE RATING:
Personal Director**

209122853

SECRET**SECURITY INFORMATION**

STANDARD FORM 50
RECEIVED BY THE
FEDERAL BUREAU OF INVESTIGATION
U. S. DEPARTMENT OF JUSTICE
MAY 1950 EDITION
GSA GEN. REG. NO. 27

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs., One given name, initials), and surname JAMES W. MCCORD	2. DATE OF BIRTH 1/26/24	3. REQUEST NO. 7/7/53	4. DATE OF REQUEST 7/7/53
--	------------------------------------	---------------------------------	-------------------------------------

5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) REASIGNMENT		6. EFFECTIVE DATE A. PROPOSED: 7/7/53	7. C. S. OR OTHER LEGAL AUTHORITY 7/7/53
--	--	--	---

B. POSITION (Specify whether establish, change grade or title, etc.) Investigator(General) T169.01-12 SS-1810-12 \$7640.00 per annum		8. POSITION TITLE AND NUMBER Investigator(General) T211.01 Same
--	--	--

		9. SERVICE, GRADE, AND SALARY Same
--	--	---

		10. ORGANIZATIONAL DESIGNATIONS Same
--	--	---

		11. HEADQUARTERS SSD Pool Washington, D. C.
--	--	---

12. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	13. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL
---	---

14. REMARKS (Use reverse if necessary)	
--	--

B. REQUESTED BY (Name and title) C. J. KING, DEPUTY CHIEF, ACTS	D. REQUEST APPROVED BY Signature: <i>W. J. King</i> Title: <i>Asst. Admin. & Mng. Ass't</i>
---	---

E. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)
WWD 5-2063

15. VETERAN PREFERENCE NONE <input type="checkbox"/> WWII OTHER <input type="checkbox"/> P.T. <input type="checkbox"/> 13 POINT <input checked="" type="checkbox"/> DISAB. OTHER			16. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL CD-5E
--	--	--	---

17. APPROPRIATION FROM: 4-7130-30 TO: 4-7130-30	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) NO	19. DATE OF APPOINT- MENT AFFIDAVIT (ACCESSIONS ONLY) STATE:	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED
---	---	---	---

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CIVIL OR POS. CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			
F. APPROVED BY	<i>R. J. King 7/7/53 R. H.</i>		
<i>Carrie C. Dawson 7/7/53</i>			

UNFOUNDERED

Used in lieu of SF-52 &/or or SF-50 to document the following types of personnel action involving no change in grade or salary; (a) Change in Title (b) Change of Position No. (c) Reassignment within Division without series. Code change All Class series are the same on the From and To sides.
V/O APP.: 1/11/53

SECRET - SECURITY INFORMATION

Inspection & Security Office

Page 6 of 7

NAME	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	Eff. Date: 2/15/53
<u>Chicago Field office (cont'd.)</u>								
Green, Paul R.	Inv. Gen.	GS-11	T180.01 b,c	Inv. Gen.	GS-1810-11	T180.05-11		
Brown, Stuart A.	Inv. Gen.	GS-11	T181 b,c	Inv. Gen.	GS-1810-11	T180.06-11		
Wadefield, James C.	Inv. Gen.	GS-11	T181.04 b,c	Inv. Gen.	GS-1810-11	T180.07-11		
Ambrose, Vance E.	Inv. Gen.	GS-11	T180.04 b,c	Inv. Gen.	GS-1810-11	T181		
Watson, Elwood M.	Inv. Gen.	GS-11	T211.07 b,c	Inv. Gen.	GS-1810-11	T181.01		
Francis, Donald T.	Inv. Gen.	GS-11	T181.03 b,c	Inv. Gen.	GS-1810-11	T181.02		
Anderson, Charles E.	Inv. Gen.	GS-10	T181.02 b,c	Inv. Gen.	GS-1810-10	T181.03-10		
Leile, Tell C.	Inv. Gen.	GS-10	T181.08 b,c	Inv. Gen.	GS-1810-10	T181.04-10		
Anderson, Theodore M.	Inv. Gen.	GS-10	T181.07 b,c	Inv. Gen.	GS-1810-10	T181.05-10		
Wettinger, Helga M.	Clerk Steno.	GS-3	T215 b,c	Clerk Steno.	GS-1810-3	T186.02-3		
<u>San Francisco Field Office</u>								
Finch, William G.	Inv. Gen.	GS-13	T189.01 b,c	Inv. Gen.	GS-1810-13	T188		
Spears, C. Calvin	Inv. Gen.	GS-12	T189.02 b,c	Inv. Gen.	GS-1810-12	T189-12		
McCord, James W.	Inv. Gen.	GS-12	T190.03 b,c	Inv. Gen.	GS-1810-12	T189.01-12		
Holland, Glenn A.	Inv. Gen.	GS-12	T190.02 b,c	Inv. Gen.	GS-1810-11	T190.01-11		
Kanem, Robert E.	Inv. Gen.	GS-11	T207.02 b,c	Inv. Gen.	GS-1810-11	T190.02-11		
Stith, Ernest P.	Inv. Gen.	GS-11	T190.05 b,c	Inv. Gen.	GS-1810-11	T190.03		
Gabriel, Jerome A.	Inv. Gen.	GS-12	T212.06 b,c	Inv. Gen.	GS-1810-9	T191.04-9		
Jelt, William H.	Inv. Gen.	GS-9	T212.06 b,c	Inv. Gen.	GS-1810-10	T191.05-10		
Quarckentush, William J.	Inv. Gen.	GS-10	T216.08 b,c	Inv. Gen.	GS-1810-9	T191.06-9		
<u>Los Angeles Field Office</u>								
White, Victor R.	Inv. Gen.	GS-9	T212.05 b,c	Inv. Gen.	GS-1810-13	T326-13		
Mullen, William J.	Inv. Gen.	GS-13	T187.02 b,c	Inv. Gen.	GS-1810-13	T327		
Rick, Edward H.	Inv. Gen.	GS-12	T189 b,c	Inv. Gen.	GS-1810-12	T328-12		
McMillan, Raymond F.	Inv. Gen.	GS-13	T188 b,c	Inv. Gen.	GS-1810-12	T328-11		
Alden, John S.	Inv. Gen.	GS-12	T179 b,c	Inv. Gen.	GS-1810-13	T328.01		
Meek, Bert E.	Inv. Gen.	GS-12	T190.01 b,c	Inv. Gen.	GS-1810-12	T329		
Ginger, John W.	Inv. Gen.	GS-12	T190.04 b,c	Inv. Gen.	GS-1810-12	T329.01		
Geraty, Franklin H.	Inv. Gen.	GS-12	T172 b,c	Inv. Gen.	GS-1810-12	T329.02		
Connors, Donald C.	Inv. Gen.	GS-9	T172.12 b,c	Inv. Gen.	GS-1810-9	T329.03-9		
Kuh, Richard E.	Inv. Gen.	GS-9	T191.04 b,c	Inv. Gen.	GS-1810-9	T329.04-9		
Coonan, John S.	Inv. Gen.	GS-7	T172.03 b,c	Inv. Gen.	GS-1810-7	T330-7		
Kreykenbohm, Warren C.	Inv. Gen.	GS-7	T212 b,c	Inv. Gen.	GS-1810-7	T330.01-7		
		GS-9	T213.03 b,c	Inv. Gen.	GS-1810-9	T330.02-9		

SECRET - SECURITY INFORMATIONApp. by: Ellschwiler
Staff or Div. ChiefApp. by: Eugene C. Glutman
Class & Wage Div.App. by: Dr. L. Hoble
Personnel Div.

10 Sept. '52

1. Agency and organizational designation CENTRAL INTELLIGENCE AGENCY		2.	3. Block No UV	4. Slip No					
5. Employee's name (and social security account number when appropriate) MC CORD, James V.		6. Grade and salary GS-11 \$5940.00							
PAY ROLL CHANGE DATA									
	BASE PAY	OVERTIME	GROSS PAY	RET.	TAX	BOND	F.I.C.A.		NET PAY
7. Previous normal									
8. New normal									
9. Pay this period									
10. Remarks <i>No cancellation of WSI B.R.</i>				11. Appropriation(s) 1980	12. Prepared by 11			13. Audited by	
<input type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase					18. Performance rating is satisfactory or better.				
14. Effective date 31 Aug. '52	15. Date last equivalent 22 Aug. '52	16. Old salary rate \$5940.00	17. New salary rate \$6140.00	18. Performance rating is satisfactory or better.					
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): Period(s): <input type="checkbox"/> No excess LWOP. Total excess LWOP					(Check applicable box in case of LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> On pay status at end of waiting period. <input type="checkbox"/> On pay status at end of waiting period. <input type="checkbox"/> On pay status at end of waiting period.				
STANDARD FORM NO. 1126d-Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1950. General Regulation No. 102									
PAY ROLL CHANGE SLIP - PERSONNEL COPY									

16-61111-2a U. S. GOVERNMENT PRINTING OFFICE

~~SECRET~~

SECURITY INFORMATION

UNCLASSIFIED

STANDARD FORM 52
PROD. GATED BY THE
U. S. CIVIL SERVICE COMMISSION
MARCH 1952—FEDERAL PERSONNEL
REGULATIONS CHAPTER XI

REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
JAMES W. MC CORD			11/12/52
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: DEC 7 1952	
FROM— Investigator (Gen) T190.03-11 GS-1810-11 \$6140.00 pa Inspection & Security Office Special Security Division San Francisco Field Office San Francisco, California		TO— Investigator (Gen) T190.03 GS-1810-12 \$7040.00 pa Same Same Same Same	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	

8. REMARKS (Use reverse if necessary)

9. REQUESTED BY (Name and title)				10. REQUEST APPROVED BY Signature: <i>A. F. Hickey</i>			
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)				Title: EXECUTIVE OFFICER			
11. VETERAN PREFERENCE				12. POSITION CLASSIFICATION ACTION			
None	WWII	OTHER	S.P.T.	10-POINT	NEW	VICE	L.A.
				DISAB. OTHER			REAL
15. SEX	16. RACE	17. APPROPRIATION FROM: TO:		18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)		19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	
						20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
21. STANDARD FORM 50 REMARKS <i>W</i>							
22. CLEARANCES				INITIAL OR SIGNATURE		DATE	
A.						REMARKS:	
B. CEIL. OR POS. CONTROL							
C. CLASSIFICATION							
D. PLACEMENT OR EMPL.							
E.							
F. APPROVED BY: <i>Ass't 7</i> 11-26-52 <i>D. Mulcahy</i>							

SECRET
SECURITY INFORMATION

S E C R E T
SECURITY INFORMATION

INVESTIGATION & SECURITY OFFICE

CODE #77

DPR 15 NOV

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
------	-------	-----------------	--------------------

CHICAGO FIELD OFFICE (CONTINUED)

DOYLE, C. Veronica	Clerk(Stenography)	GS-301-5	T185
FETTERMAN, Mary Margaret	Clerk(Stenography)	GS-301-4	T185.01-4
GAVRILOVICH, Gloria A.	Clerk(Stenographer)	GS-312-4	T186

SAN FRANCISCO FIELD OFFICE

HUNT, William C.	Investigator(Gen)	GS-1810-13	T187-13
RICH, Edward H.	Investigator(Gen)	GS-1810-12	T188-12
MULLEN, William J.	Investigator(Gen)	GS-1810-12	T189-12
FINCH, William G.	Investigator(Gen)	GS-1810-12	T189.01-12
SPARKS, C. Calvin, Jr.	Investigator(Gen)	GS-1810-11	T189.02-11
TURTON, Jack S.	Investigator(Gen)	GS-1810-12	T190
HARRIS, Jack I.	Investigator(Gen)	GS-1810-11	T190.01-11
HAVILAND, Glenn A.	Investigator(Gen)	GS-1810-11	T190.02-11
MCCORD, James W.	Investigator(Gen)	GS-1810-11	T190.03-11
MEEK, Bert S., Jr.	Investigator(Gen)	GS-1810-11	T190.04-11
STITH, Ernest P.	Investigator(Gen)	GS-1810-12	T190.05
GAERATH, Murray W.	Investigator(Gen)	GS-1810-11	T191
AIDEN, John S.	Investigator(Gen)	GS-1810-11	T191.01
SULLIVAN, Thomas V.	Investigator(Gen)	GS-1810-9	T191.02-9
JOVICK, Edward J.	Investigator(Gen)	GS-1810-9	T191.03-9
CONNORS, Donald O.	Investigator(Gen)	GS-1810-7	T191.04-7
SILBERT, Annie	Adm. Assistant	GS-301-5	T192-5
MILLAGE, Margaret K.	Clerk	GS-301-5	T193-5
VAN STEENBERG, Charlotte	Secretary(Steno)	GS-310-5	T194

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME McCORD, James Walter, Jr.		DATE 27 June 1951
NATURE OF APPOINTMENT New Appointment		EFFECTIVE DATE 22 August 51
TITLE GRADE AND SALARY OFFICE DIVISION BRANCH OFFICIAL STATION	FROM	TO <i>Investigative Services</i> Special Agent
		GS-11 - \$5400.00 p.a.
		Inspection and Security Office
		Special Security Division
		San Francisco, Calif. (Field)
APPROVAL		
QUALIFICATIONS <i>G. Greaves</i>	FOR ASSISTANT DIRECTOR C. J. KIMM Administrative Officer PERSONNEL OFFICER	EXECUTIVE
CLASSIFICATION <i>F-522 (27 June 1950)</i>	JUL 23 1951	
<i>C. C. Hartman 17.1.6.1951</i>	<i>D. Mulealy</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/>		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 22 August 51		
SECURITY CLEARED ON 11 August 51		
OVERSEAS AGREEMENT SIGNED NA		
ENTERED ON DUTY 22 August 51		
<i>Robert W. White</i> (SIGNATURE OF AUTHENTICATING OFFICER)		
PPDV		
REMARKS: Control No. 1544 - Slot No. 10. Two copies of PMS retained for security processing. One PMS attached. <i>DOG-12/07/52</i> <i>ECD-07/11/51</i> <i>LCD-07/22/51</i>		
REQUEST CONTACTS BE MADE BY SECURITY ONLY		
COPY IN PAYROLL FILE <i>QW S</i>		

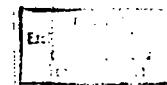
24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT:

: McCORD, James W., Jr. Emp. Ser. No. 58124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1969 through 31 March 1970. Mr. McCord completed his first full year as Chief, Physical Security Division. During 1969 the Division underwent many changes, a direct result of the personal efforts of this employee. He has shown the initiative to seek out new ways and means to harden the security of our domestic and overseas facilities by tapping all possible technological sources both in and out of Government. His efforts have produced tangible results and in my judgment, our posture in the physical security field is far superior to any of our contemporaries.
2. With the spiraling costs of manpower, Mr. McCord has concentrated on the potential for use of technical devices to replace the human asset. He has made remarkable inroads into this field by way of imagination, ingenuity and drive.
3. Mr. McCord has the quality to inspire his subordinates. He is demanding, but understanding. On more than one occasion he was asked to take under his wing employees who were labeled "problems." Through personal interest and effort, he has salvaged the majority of these individuals to a point where they are performing in a highly satisfactory manner.
4. In the previous fitness report, I alluded to the fact that employee has a tendency to find it difficult to see another person's point of view. This, I feel, is attributable to an innate stubbornness which obviously is difficult to overcome. Mr. McCord is a very



24 APR 1970

principled individual who once convinced he has hit upon the proper course of action will usually yield only by direction. We've discussed this, and I've noted a determined effort on his part to broaden his tolerance for other opinions.

5. Overall, the employee has made a substantial contribution to the Office of Security by his dedication to his job, his tenacious attitude toward upgrading our physical security standards, a curious and inventive mind ever searching for better ways to solve a problem in his area of responsibility, and a cost consciousness in the administration of his division. I rate him an overall "Strong."

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord Jr.
James W. McCord, Jr.

4/27/70
Date

Reviewed By:

Howard J. Osborn
Howard J. Osborn
Director of Security

29 APR 1970
Date

SECRET
(Form filled in)

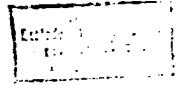
FITNESS REPORT					EMPLOYEE SERIAL NUMBER 658124
SECTION A					
1. NAME McCORD, James		(Last) W., Jr.	(First) Middle	2. DATE OF BIRTH 01/26/24	3. SEX M
4. GRADE GS-15		5. SD SS	6. OFFICE/DIV/BR. OF ASSIGNMENT OS/PTOS/PhySD/OC		
7. CURRENT STATION Washington, D. C.			8. OFFICER TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERV ^R <input type="checkbox"/> TEMPORARY		
9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):			10. ASSIGNMENT SUPERVISOR 11. REPORTING PERIOD (From - To) 1 April 1968 - 31 March 1969		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak 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					
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 See Attached Memorandum					RATING LETTER
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					
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

SECRET

10 APR 1969

MEMORANDUM FOR: Director of Security**SUBJECT :** McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report

1. This is an annual fitness report covering the period 1 April 1968 through 31 March 1969. During the first period of this report, Mr. McCord served as the Chief, Technical Division/PTOS and continued to display a very high degree of professionalism in administering the Agency's world-wide Audio Countermeasures (ACM) program. Under his guidance, several new devices and techniques were developed which have helped the Agency and the Intelligence community to maintain pace with the sophisticated advances by the opposition in the field of positive audio.
2. Mr. McCord initiated the necessary planning for the activation of the Interagency Training Center (ITC) which provides ACM instruction to all members of the community in the latest of equipment and techniques.
3. On 14 October 1968, he was reassigned to the position of Chief, Physical Security Division. Although he had relatively little experience in this particular field, he has quickly assimilated the necessary details to manage this Agency effort. He has taken steps toward the development and use of the most advanced physical security equipment and techniques to protect the Agency. Under the supervision of Mr. McCord, the Agency Security Command Center operations have been expanded and improved. He has been assigned the responsibility to organize and direct the Security efforts relating to the protection of Agency assets in time of demonstrations, riots, and other civil disturbances. He coordinated the Agency Security effort with the U. S. Secret Service in protection of the President of the United States during his recent visit to the CIA Headquarters.

SECRET

10 APR 1969

10 APR 1969

4. Mr. McCord is considered to be economical in his use of equipment, manpower and funds.

5. Perhaps one of the stronger attributes this employee possesses is his ability to organize. In a relatively short time, he has deliberated the Physical Security Division's mission and already taken steps to restructure it within existing manpower limitations to more effectively react to its responsibilities.

6. He inspires his subordinates and has the respect of his superiors. There have been instances, however, when Mr. McCord has exhibited a certain intolerance with individuals who do not agree with his point of view, resulting in some friction in their working relations. There has been much improvement in this regard, and I do not feel it will present any problem in the future.

7. I anticipate this employee will continue to absorb knowledge and experience in the physical security field at the rapid rate he has during his short tenure and am confident his efforts will result in a major contribution to the Office and Agency. I rate Mr. McCord a high "Strong."

James P. O'Connell
James P. O'Connell
Deputy Director of Security (PTOS)

Noted by Employee:

James W. McCord Jr.
James W. McCord, Jr.

18 April 1969
Date

~~SECRET~~

SUBJECT: McCORD, James W., Jr., Emp. Ser. No. 058124
Fitness Report - 1 April 1968 through 31 March 1969

Reviewed By:

Howard J. Osborn
Howard J. Osborn
Director of Security

21 APR 1969

Date

~~SECRET~~

SECRET

Form Filled In

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

058124

SECTION A

GENERAL

1. NAME <i>(Last) (First) (Middle)</i>	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
MC CORD, James W., Jr.	01/26/24	M	GS-15	SS
6. OFFICIAL POSITION/TITLE <i>Elect. Eng - Audio Support</i>	7. OFFICE OR ASSIGNMENT	8. CURRENT STATION		
	OS/PTOS/TD/OC	Washington, D. C.		
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See instructions - Section C)	10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):	REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE TO O.P. <i>26 April 1968</i>	12. REPORTING PERIOD (From - To) <i>1 April 1967 - 31 March 1968</i>			

SECTION B

PERFORMANCE EVALUATION

- W - Weak** 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 merely 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 <i>Supervises the Technical Division/OS.</i>	RATING LETTER S
SPECIFIC DUTY NO. 2 <i>Develops new techniques, procedures, and equipment to be used in the audio countermeasures field.</i>	RATING LETTER O
SPECIFIC DUTY NO. 3 <i>Plans operating programs for implementation by the Technical Division.</i>	RATING LETTER O
SPECIFIC DUTY NO. 4 <i>Selects and trains personnel in an expanding Division.</i>	RATING LETTER S
SPECIFIC DUTY NO. 5 <i>Maintains liaison with his counterpart organizations throughout the U. S. Government.</i>	RATING LETTER S
SPECIFIC DUTY NO. 6 <i>30 APR 68 11</i>	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

(This form is to be filled in)

SECTION C

NARRATIVE COMMENTS

(List 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. Manner of performance of managerial or supervisory duties must be described, if applicable.)

Mr. McCord supervises a technical operation with considerable skill. Although not an engineer by training, he has breached the difficult gap of communication between the administrative and technical aspects of his Division. He has maintained a high esprit de corps under difficult conditions which involve the necessity of his personnel to travel extensively throughout the world. Although such duty carries with it numerous family problems, Mr. McCord is able to manage the Division in such a manner as to maintain a high state of morale. Perhaps the most outstanding accomplishments which I attribute to Mr. McCord's fine management of his Division lies in the field of developing useful and esoteric equipment in the counteraudio field. I have a distinct impression that he and his Division are considerably ahead of other Government departments in this area of activity. This fact alone is a high tribute to his management skill. Because of the success in this field, I consider him to be economical in the use of manpower and funds.

During this rating period, the Technical Division has had operational success in the overseas area. I attribute this success to the careful planning and training which the incumbent has accomplished and directed. Further, he has already shown a high degree of skill in planning for a new activity of considerable responsibility which he will undertake during the coming fiscal year. I am highly

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

26 APR 1968

SIGNATURE OF EMPLOYEE

James W. McCord Jr.

2.

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

26

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

BY SUPERVISOR

DATE

26 APR 1968

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE
Ermal P. Clegg

3.

COMMENTS OF REVIEWING OFFICIAL

BY REVIEWING OFFICIAL

DATE

4/29/68

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE
Howard J. Osborne

Director of Security

SECRET

SECRET

Fitness Report - McCORD, James W., Jr. - Emp. Ser. No. 058124
Reporting Period 1 April 1967 - 31 March 1968
Section C. (Continued)

pleased to have Mr. McCord serve in his current position and consider him capable of advancement into broader areas.


Ermal P. Geiss
Deputy Director of Security (PTOS)

SECRET

SELRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 058124
SECTION A.				
GENERAL				
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE 5. SD
McCORD, James W., Jr.		01/26/24	M	GS-15 SS
6. OFFICIAL POSITION TITLE Elec Eng-Audio Supp		7. OFF/CIV/DIV/ON OF ASSIGNMENT OS/PT&OS/TSD/OC	8. CURRENT STATION Washington, D. C.	
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):		10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 21 April 1967		12. REPORTING PERIOD (From - To) 15 January 1966 - 31 March 1967		
SECTION B. PERFORMANCE EVALUATION				
<p>W - Weak 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 Supervises Technical Division/OS, consisting of 29 professional employees				RATING LETTER S
SPECIFIC DUTY NO. 2 Develops new techniques, procedures and equipment to be used in the audio countermeasures field.				RATING LETTER O
SPECIFIC DUTY NO. 3 Plans operating programs for implementation by the Technical Division.				RATING LETTER O
SPECIFIC DUTY NO. 4 Selects and trains personnel in an expanding Division.				RATING LETTER S
SPECIFIC DUTY NO. 5 Maintains liaison with his counterpart organizations throughout the U. S. Government.				RATING LETTER S
SPECIFIC DUTY NO. 6 01 MAY 1967 WT				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, 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.</p>				
FORM 45. OBSOLETE PREVIOUS EDITIONS.				RATING LETTER S

SECRET

SECRET

(This field is)

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. Amend, or positive ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. McCord supervises his Division in a vigorous manner. He is capable of instilling enthusiasm and esprit de corps within his organization - a difficult task because of the extensive amount of world-wide travel demanded from his subordinate. This travel is so extensive as to result in personal hardships.

During the rating period, Mr. McCord and two of his employees received the Certificate of Merit. These awards resulted from the vigorous and successful pursuit of a technique having great promise in the audio-countermeasures field.

Mr. McCord's performance of his liaison and coordination with other components of the intelligence community, which received special mention in his Last Fitness Report, is now at a status which warrants a designation of "Strong." He is conscientiously working at the liaison problem in a difficult interdepartmental atmosphere.

Mr. McCord has an excellent grasp of the technical requirements of his position even though he is not an engineer. He has an exceptional environmental knowledge and appreciation. He sets his goals high. He is cost conscious in the field involving expensive equipment, which normally is costly to develop.

(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

17 April 67

John E. Davis

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

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

14

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

19 APR 1967

Dep. Dir. of Sec. (PTOS)

Howard J. Davis

Ermal F. Golde

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

Director of Security

Howard J. Davis

SECRET

4-00000
C 11117 1 2 3 4 5 6 7 8 9 10
McCORD, James W., Jr. - Serial #058124
Annual Fitness Report 15 January 1966 - 31 March 1967

SECTION C. (Continued)

I am highly pleased to have Mr. McCord serving in his current position and consider him capable of advancement into broader areas.

SECRET

SECRET

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 058124
SECTION A		GENERAL		
1. NAME McCORD, James W., Jr.	2. DATE OF BIRTH 01/26/24	3. GRADE GS-15 SS	4. SUPERVISOR OF ASSIGNMENT OS/PT&OS/TechSecDiv/OC	5. CURRENT STATION Wash., D. C.
5. OFFICIAL POSITION TITLE Electronic Engineer	6. CAREER TYPE OF APPOINTMENT <input checked="" type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY	7. CAREER PROFESSIONAL (See Instructions - Section C)	8. CHECK THE TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify) SPECIAL (Specify)	9. ASSIGNMENT SUPERVISION 10. ASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN G.P. 25 April 1966	12. REPORTING PERIOD (From to) 1 April 1965 - 14 January 1966			
SECTION B PERFORMANCE EVALUATION				
<p>A - High 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>B - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>C - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>D - Strong Performance is characterized by exceptional proficiency.</p> <p>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.</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> <p>SPECIFIC DUTY NO. 1</p>				
Supervises the Tech Division/OS				RATING LETTER S
SPECIFIC DUTY NO. 2				RATING LETTER S
Plans and programs for the Division				RATING LETTER S
SPECIFIC DUTY NO. 3				RATING LETTER S
Schedules and plans overseas coverage				RATING LETTER S
SPECIFIC DUTY NO. 4				RATING LETTER S
Protection of Washington Area Buildings from penetration				RATING LETTER S
SPECIFIC DUTY NO. 5				RATING LETTER S
Training of Division and other personnel				RATING LETTER S
SPECIFIC DUTY NO. 6				RATING LETTER S
Works with Tech Compt. and other units				RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION				
<p>Take into account everything about the employee which influences his effectiveness in his current position such as personal characteristics, 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.</p> <p>8 APR 1966</p>				
				RATING LETTER S

SECRET

OFFICE OF PERSONNEL

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 Sections A and B. Provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties. If applicable, efficiency in the use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed, complete Section C, attach a separate sheet of paper.

MAIL ROOM

Mr. McCord was attending the Air War College during part of the reporting period. He became Chief of the Technical Division/OS on 20 July 1965.

Mr. McCord took hold of this Division with a heartening vigor and enthusiasm. Although not an Engineer, he soon learned enough of the technical business to meet many crash assignments with exceptional skill and judgment. By trying to get these assignments done within set time limits, he sometimes short-circuited a few coordinations in other offices, but this did not seriously detract, in my opinion, from a very proficient job.

While Mr. McCord has not had the Technical Division a sufficiently long time for me to judge his long range performance, I feel he will become an exceptionally proficient chief. There was insufficient time for me to judge his cost and man-power consciousness.

SECTION D

CERTIFICATION AND COMMENTS

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

22 March

Gene Weil

2.

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

BY SUPERVISOR

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

6

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

23 March 1966

Dep. Dir. of Sec. (PTOS)

F. M. Winters

3.

COMMENTS OF REVIEWING OFFICIAL

BY REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

I concur thoroughly with Mr. Winters' evaluation of Mr. McCord's vigor and enthusiasm, skill and judgment. I would add to this that he has demonstrated extraordinary ingenuity and leadership in supervising the development of several new and valuable techniques in the counter-measures field. However, I would rate him only "Proficient" in Specific Duty Number 6, for I believe that he has not been as effective as he might be in liaison and coordination with other components of the Intelligence Community represented on the Technical Committee. This is unfortunate, for it detracts from his outstanding performance in all other elements of his assigned responsibilities. He must work on improving these relationships and he has been counseled to this effect by his current supervisor.

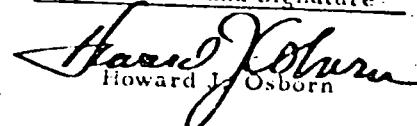
Date

Official Title of Reviewing Official

Typed Name and Signature

31 March 1966

Director of Security


Howard J. Osborn

SECRET

(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER O 58124
SECTION A					
GENERAL					
1. NAME (Last) (First) (Middle) McCORD, James W., Jr.			2. DATE OF BIRTH 1/26/24	3. SEX M	4. GRADE GS-15
5. OFFICIAL POSITION TITLE Security Officer			6. OFF/DIV/BR OF ASSIGNMENT OS/Exec Staff	7. CURRENT STATION Wash., D. C.	
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <small>CAREER-PROVISIONAL (See Instructions - Section C)</small>			9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL		
			10. REASSIGNMENT SUPERVISOR <small>(REASSIGNMENT EMPLOYEE)</small>		
			11. SPECIAL (Specify): SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. 30 April 1965			12. REPORTING PERIOD (From - To) 1 April 1964 - 31 March 1965		
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak 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					RATING LETTER
See Section C.					
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, 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.</p> <p><i>10 APR 1965</i></p>					
					RATING LETTER
<p>FORM 45 OBSOLETE PREVIOUS EDITIONS.</p> <p>SECRET</p>					

SECRET

(When Filled In)

NARRATIVE COMMENTS

RATING OF PERSONNEL

SECTION C

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 information given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial duties/duty assignments described, if applicable.

Since 10 August 1964, Mr. McCord has been ~~MAH~~ enrolled as a student at the Air War College, Maxwell Air Force Base, Montgomery, Alabama. He will complete his course there on 4 June 1965. Prior to 10 August 1964, Mr. McCord was in a travel status from his assignment as Chief, Security Branch, Frankfurt, Germany.

In view of the above, no rating is made for this reporting period.

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.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

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

Mr. McCord will be advised that he has not been rated for this period.

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

30 Mar 65

Asst. Dep. Dir. of Sec. (PPS)

N. Harris Lyon

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

30 March 1965

Director of Security

Howard J. O'Donnell

SECRET

17 April 1964

SECRET/[REDACTED]

17 March 1964

58124

MEMORANDUM FOR: Director of Personnel
SUBJECT : Fitness Report - James W. McCord, Jr.
DOB: 24 Jan 1924, Male, GS-15,
SS German Station, Career, Annual Report
(1 April 1963 - 31 March 1964)

James W. McCord, Jr.

1. [REDACTED] GS-15, has served as Chief, Security Branch, under my supervision for the subject period.

2. His duties were as follow:

a. Security policy advisor to COS and its senior Station and Base officers.

b. Supervised nine professional and four clerical employees of the Security Branch and the Military Personnel Unit.

c. Directed conduct of LCFLUTTER, SCLATERAL, Physical Security duties, and Investigations performed by the Security Branch.

d. Reviewed security of German Station and recommended ways and means for strengthening and improving.

e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.

f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the COS; Chief, CSB; and Chief, Administrative Staff.

3. This individual is an outstanding security officer. He efficiently performs his broad responsibilities, effectively manages those he supervises and is cost conscious. On the last-mentioned item, he weighs both cost and security factor and has been flexible where he has felt security could be relaxed -- but recognizes that there are areas where cost is secondary. He continues to keep the proper personnel informed of his activities and he is one of the best security

SECRET/[REDACTED]

2 APR 1964

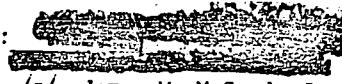
GROUP 1-Excluded from automatic downgrading and declassification

SECRET/

-2-

officers with whom I have had the pleasure to be associated. During this period he has been assigned responsibility for supervision of the Military Personnel Branch. This consolidation has given the Security Branch greater flexibility and has increased the utilization of available personnel. Subject has also instituted off-duty security training courses for those interested military personnel.

4. I would rate him from Strong to Outstanding on the duties in paragraph 2 above with an overall rating of Strong.


/s/ Daniel M. KelleyRead: 

/s/ James W. McCord, Jr.

Reviewer's Comments;

McCord

I agree that  is a very strong security officer. He tends to be conservative in his views and judgments. He maintains excellent morale in his Branch. In the never-ending conflict between economy and a desirable level of security, he usually leans toward the latter.



/s/ Wendell Little

SECRET/

SECRET

058124

28 March 1963

MEMORANDUM FOR: Director of Personnel

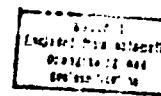
SUBJECT : Fitness Report (June 1962 - March 1963)
██████████

JAMES W. MCCORD

1. ██████████ GS-15, has served as Chief, Security Branch, under my supervision for the subject period.
2. His duties were as follows:
 - a. Security policy advisor to COS and its senior Station and Base officers.
 - b. Supervised nine professional and four clerical employees of the Security Branch.
 - c. Directed conduct of LCFLUTTER, SGLATERAL, Physical Security duties, and Investigations performed by the Security Branch.
 - d. Reviewed security of German Station and recommended ways and means for strengthening and improving.
 - e. Furnished technical security support and guidance to other Bases in EE, and outside of EE on request.
 - f. Reviewed investigative reports of the Security Branch and performed such other duties as directed by the Chief of Station, Deputy for Coordination and Services, and Chief, Administrative Staff.
McCord
3. ██████████ has demonstrated time and again his ability to efficiently perform his broad responsibilities in a most efficient manner. His position is not an easy one. He is under the general supervision of the undersigned, while also working on activities directly for the COS and the DCS. He has been able to coordinate these activities in such a way as to earn the respect of all those with whom he deals. He has respected confidences, but also insured that the undersigned has been adequately briefed. He has acted for the undersigned in his absence and will continue to do so.

4. I would rate . . .

15 MAY 1963



SECRET

~~SECRET~~

- 2 -

4. I would rate him from Strong to Outstanding on the individual functions, with an over-all rating of Strong. He is a good supervisor.

Daniel M. Kelly 151

READ:

JAMES W. McCORD /s/

(DATE)

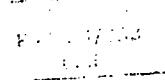
REVIEWER'S COMMENTS:

I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

WEADELL LITTLE /s/

SECRET

SECRET



18 MAY 1962

SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1961 to 31 March 1962

During this reporting period, Mr. McCord has continued to function as coordinator of a comprehensive highly sensitive series of investigations involving investigative representatives of all elements of the intelligence community. This assignment has been carried out by Mr. McCord with considerable initiative, skill and enthusiasm.

Mr. McCord, during this reporting period, served as Case Officer on a sensitive and very important personnel security case which due to his efforts was brought to a successful conclusion with favorable results to the Agency.

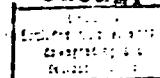
Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during which he not only carried out his liaison function, but handled other special investigative assignments in a successful manner.

On various occasions during the reporting period in the absence of the Chief, Mr. McCord has functioned as Acting Chief of SRS and has performed his duties in an extremely competent manner.

It is felt that Mr. McCord's forthcoming assignment as Security Officer, German Station will give him additional varied experience of value in his career development.

Paul F. Gaynor
Paul F. Gaynor
Chief/SRS/OS

SECRET



SECRET

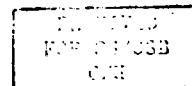
Read by: Jane W. Codd Date: May 1862

Reviewed by: Supper Edward Date: 18 May 62

SECRET

2-1961
Paul F. Gaynor

SECRET



SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1960 - 31 March 1961

During the reporting period, Mr. McCord on various occasions, has functioned as Acting Chief/SRS, during absences of the Chief and has discharged this function in a highly competent fashion.

Mr. McCord, since last report was rendered, has coordinated a comprehensive investigation of a highly sensitive security matter involving investigative representatives from all members of the U. S. intelligence community. This assignment has required a high degree of tact, patience and investigative skill on the part of Mr. McCord.

In addition, during the reporting period, Mr. McCord has served as Case Officer on a counter-intelligence case of considerable importance to the security of the Agency and has displayed rare qualities of initiative, energy, and imagination in developing this case.

Mr. McCord is considered particularly well-adapted by virtue of his experience, training and personality for his present assignment.

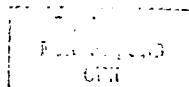
Paul F. Gaynor
Paul F. Gaynor
Chief/SRS/OS

Read by: J. W. McCord Date: 17 APR 1961

Reviewed by: E. F. Gandy Date: 17 APR 1961

SECRET

14-00000
SECRET



SUBJECT: James W. McCord, Jr.
Annual Fitness Report - 1 April 1959 - 31 March 1960

During the reporting period, Mr. McCord functioned as Acting Chief of the Security Research Staff, Office of Security for a period of six months. He discharged this function in an extremely able fashion and handled a number of highly sensitive assignments with skill and finesse.

Mr. McCord has demonstrated on many occasions the ability to subordinate his personal interests to the necessity for performing his assigned tasks.

In the latter two months of the reporting period, Mr. McCord has been coordinating a very important investigation being conducted in the intelligence community of a leak of highly sensitive information which has caused serious damage to U. S. intelligence collection capabilities. He has displayed rare qualities of initiative, imagination and coordination in the course of this investigation.

Mr. McCord has demonstrated repeatedly his ability to perform sensitive assignments of the utmost importance during the reporting period.

Paul F. Gaynor
Chief/SRS/OS

Read by: George Wilson Date: 4/17/60

Reviewed by George Wilson Date 4/17/60

SECRET
(When Filled In)RECEIVED
FOR SS/CSE
CIV

FITNESS REPORT			28 APR <i>Mc Cord</i>	EMPLOYEE SERIAL NUMBER
SECTION A			GENERAL	
1. NAME <i>McCord, James W.</i>	2. DATE OF BIRTH <i>26 January 1924</i>	3. SEX <i>male</i>	4. GRADE <i>GS-14</i>	
5. SERVICE DESIGNATION <i>SD - SS</i>	6. OFFICIAL POSITION TITLE <i>Security Officer</i>	7. OFF/CITY/BR OF ASSESSMENT <i>OS/SRS/Office of the Chief</i>		
8. CAREER STAFF STATUS <input checked="" type="checkbox"/> MEMBER DEFERRED <input type="checkbox"/> PENDING DECLINED DENIED		9. INITIAL <input checked="" type="checkbox"/> ANNUAL	TYPE OF REPORT REASSIGNMENT/SUPERVISOR REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P. <i>30 April 1959</i>		11. REPORTING PERIOD <i>5/22/59 - 3/31/59</i>	12. SPECIAL (Specify)	
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES				
List up to six of the most important specific duties performed during the rating period. Insert rating number 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).				
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent
SPECIFIC DUTY NO. 1 <i>Assists in the development, implementation and coordination of all CI programs</i>	RATING NO. <i>7</i>	SPECIFIC DUTY NO. 4 <i>Receives, evaluates and develops information of a counter intelligence nature.</i>	RATING NO. <i>6</i>	
SPECIFIC DUTY NO. 2 <i>Assists in the supervision of all aspects of the CI program</i>	RATING NO. <i>6</i>	SPECIFIC DUTY NO. 5 <i>Analyzes and evaluates results of counter intelligence operations.</i>	RATING NO. <i>7</i>	
SPECIFIC DUTY NO. 3 <i>Plans operations necessary to resolve counter intelligence cases</i>	RATING NO. <i>7</i>	SPECIFIC DUTY NO. 6 <i>Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.</i>	RATING NO. <i>7</i>	
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION				
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.				
<ul style="list-style-type: none"> 1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. 				RATING NO. <i>6</i>
SECTION D DESCRIPTION OF THE EMPLOYEE				
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.				
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree
CHARACTERISTICS		NOT APPLICABLE	NOT OBSERVED	RATING
GETS THINGS DONE				X
RELIABLE & HONEST				X
SELECTS RESPONSIBILITIES				X
CAN MAKE DECISIONS ON HIS OWN WHEN NEEDED AND IS				X
DOES HIS JOB WITHOUT STRONG SUPERVISION				X
FACILITATES SMOOTH OPERATION OF HIS OFFICE				X
BETTER SUPERVISOR				X
RELIABLE & CONSISTENT				X
THINKS CLEARLY				X
OVERSEES ORGANIZING, MAINTAINING AND UPDATING OF RECORDS				X
WELL EDUCATED				X

SEE SECTION E ON REVERSE SIDE

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and/or assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D in ~~Explain the best办法 to help him~~

During the past year Mr. McCord has shown superior supervisory and organizational ability. During July and August he personally organized and supervised a major big project overseas which was of national interest. His plan of action was implemented smoothly and the CI mission was accomplished. Another major project was successfully directed by Mr. McCord with outstanding results.

Mr. McCord has the proven ability to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, delegates responsibility, and uses imagination and tenacity of purpose in meeting problems. He is continuing to improve himself. No special training is planned for the next year. Mr. McCord will continue to "grow." He is ready to assume greater responsibility and with further experience will qualify for a senior position in this Agency.

SECTION F

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE

8 April 1959

SIGNATURE OF EMPLOYEE

Harlan A. Westrell Jr.

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

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

Since March 1954

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	

DATE

OFFICIAL TITLE OF SUPERVISOR

8 April 1959

Chief, Security Research
Staff/OS

TYPED OR PRINTED NAME AND SIGNATURE

Harlan A. Westrell

3.

BY REVIEWING OFFICIAL

- I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
- I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
- I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
- I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

13 April 1959

S Director of Security

TYPED OR PRINTED NAME AND SIGNATURE

Edgar Edwards

SECRET

SECRET

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FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

INSTRUCTIONS
FOR THE ADMINISTRATIVE OFFICER - Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-320. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in Item A, of Section A below.

SECTION A.

GENERAL			
1. NAME (Last) McCORD, James	(First)	(Middle) M.	
2. DATE OF BIRTH 26 January 1934		3. SEX male	
4. SERVICE DESIGNATION SD - SS			
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff			
6. OFFICIAL POSITION TITLE Acting Deputy Chief, SRS			
7. GRADE GS-14	8. DATE REPORT DUE IN OP 22 August 1958	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 21 August 1957 - 22 August 1958	
10. TYPE OF REPORT (Check one)	<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> READING/CONTINUATION/APPENDIX	<input type="checkbox"/> SPECIAL (Specify)
	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> PERTAINING TO THIS EMPLOYEE	
SECTION 9			

SECTION B

CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY
NOTE:

4. CHECK (X) APPROPRIATE STATEMENTS

<p>X THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.</p> <p>THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.</p> <p>I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.</p>	<p>IF INDIVIDUAL IS RATED "P" IN CT OR D, A WARNING LETTER WAS SENT TO HIM. A COPY ATTACHED TO THIS REPORT.</p> <p>I CANNOT CERTIFY THAT THE RATED INDIVIDUAL ENOUGH TO EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)</p>
---	--

29 Sept. 1958 **Haran A. Wastrell** **Supervisor** **Chief, SRS**
REASON FOR THIS REPORT: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

Mr. McCord has demonstrated marked ability in all fields of responsibility. His work involves constant dealings with senior officials of the Agency concerning substantive, policy and procedural matters. In this he has displayed exceptional judgment and balance in promoting and protecting the interests of the Agency.

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

2 October 1958 R. L. Bannerman Deputy Director of Security

SECTION C

JOB PERFORMANCE EVALUATION

I. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 6**

INTERVIEWER'S RATING
SUGGESTED

1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
2. BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY BEVERAGES SOME FORM OF BEVERAGE.
4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
5. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS DUTIES RESPONSIBILITIES EXCEPTIONALLY WELL.
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS HELD IN HIGH REGARD BY OTHER PERSONS AND IS THE SUPERIOR.

ІІІІІІІІІІ

Revised for Com.:	Edgar, J. M.
Researched by:	Edgar, J. M.
RET	

SECRET

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90-days has elapsed. If this is the INITIAL RATING on the employee, however, it MUST be completed and forwarded to the CO no later than 30-days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL			
1. NAME (Last) McCORD, James	(First) W.	3. DATE OF BIRTH 20 January 1914	5. SEX male
4. SERVICE DESIGNATION SD - SS	6. OFFICIAL POSITION TITLE Acting Deputy Chief, SRS		
7. GRADE GS-14	8. DATE REPORT DUE IN OR 22 August 1958	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 21 August 1957 - 22 August 1958	
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL	INITIAL	CLASSIFICATION/SECURITY REF ID: A1123456789	SPECIAL (Specify)

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED 29 Sept 1958	2. TYPED OR PRINTED NAME AND SIGNATURE OF RATER Harlan G. Wetstill	3. SUPERVISOR'S OFFICIAL TITLE Chief, SRS
4. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND SEE NO DIFFERENCE OF OPINION IN ATTACHED MEMO. 2 Oct 58	5. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL G. E. Zimmerman	6. OFFICIAL TITLE OF REVIEWING OFFICIAL Dir. Dir. Security

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

- | | |
|----------------------------|---|
| <input type="checkbox"/> | 1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED |
| <input type="checkbox"/> | 2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED |
| <input type="checkbox"/> | 3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES |
| <input type="checkbox"/> | 4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES |
| <input type="checkbox"/> | 5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING |
| <input type="checkbox"/> | 6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL |
| <input type="checkbox"/> 7 | 7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES |

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? Yes No If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing his supervisee, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

- | | |
|-----------------------|--|
| DESCRIPTIVE SITUATION | 0. I HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION |
| RATING NUMBER | 1. BELIEVE INDIVIDUAL WOULD BE A REAL SUPERVISOR IN THIS KIND OF SITUATION |
| | 2. BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION |
| | 3. BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION |

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	1. SUPERVISOR OVER THE BASIC AND LEV-EL SUPERVISOR, TECHNICIAN OR PROFESSIONAL OPERATOR OF VARIOUS TRADES OVER DIRECTS SEVERAL SUBORDINATES IN FIELD (First line supervisor)
3	3	2. SUPERVISOR OVER THE BASIC AND LEV-EL SUPERVISOR, TECHNICIAN OR PROFESSIONAL OPERATOR OF VARIOUS TRADES OVER DIRECTS SEVERAL SUBORDINATES IN FIELD (Second line supervisor)
2	3	3. SUPERVISOR OVER ONE OR TWO SETS OF SUPERVISORS, WHICH ARE RESPONSIBLE FOR MAJOR PLANT ORGANIZATION AND POLICY (Executive Level)
	3	4. SUPER CONTACT WITH IMMEDIATE SUPERVISOR IS NOT FREQUENT
1	3	5. SUPERVISOR SUPERVISOR ACTIVITIES ARE SPORADIC AND WITH LITTLE COORDINATION
1	1	6. SUPERVISOR SUPERVISOR ACTIVITIES ARE SPORADIC AND WITH LITTLE COORDINATION
		OTHER (Specify)

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE PRESENT EMPLOYEE HAS BEEN IN THE SUPERVISION OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL

Oct. 3 302 PH 38
Mr. McGehee demonstrated organizational and leadership potential, responsibility and work ethic which eventually qualify him for a senior position in this Agency.
All from

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None at present - recommend that he remain in his present position for at least two more years.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

None

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a line under the heading "Category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

1 = HAVE NOT OBSERVED THIS BEING CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL
2 = APPLIES TO INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

CATEGORY NUMBER 3 = APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
4 = APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
5 = APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
6 = APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	5	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NECESSARY	5	12. SHOW ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONTINUALLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPPORTIVE CRITIQUE	5	25. DISPLAYS JURISDICTION
4	6. GOES OUT TO SEEK ASSISTANCE	5	16. ASKS HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	5	18. IS DETERMINED	5	28. HIS COLLEAGUES IS CO-STRUCTIVE
5	9. GOES DIRECTLY TO THE POINT	5	19. TAKES CHARGE	5	29. FACILITATES SUPPORTIVE OPERATIONS OF HIS OFFICE
5	10. IS USEFUL WITH INFORMATION	5	20. ALLOWS FOR REASONABLE TIME LAGS	5	30. ENJOYS WORKING IN A TEAM AND COLLABORATING WITH OTHERS

SECRET

SECRET

CROSS REFERENCED

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to stimulate this evaluation to your supervisor and senior officials. Organization policy requires that you inform the individual where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any part. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item B, of Section A, below:

SECTION A.

1. NAME (Last) McCORD, (First) James (Middle) W., Jr.		2. DATE OF BIRTH 26 January 1924	3. SEX Male	4. SERVICE DESIGNATION SD-S5
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff		6. OFFICIAL POSITION TITLE Acting Deputy Chief, Investigator Security Research Staff		
7. GRADE GS-14	8. DATE REPORT DUE IN-OP 22 August 1957	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1956 - 21 August 1957		
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL	11. INITIAL	12. DEPARTMENT SUPERVISOR REASON FOR SUPERVISION	13. ASSIGNMENT SUPERVISOR REASON FOR SUPERVISION	14. SPECIAL (Specify)

SECTION B.

1. FOR THE RATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY
NOTE:

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINION OF THIS INDIVIDUAL.	<input type="checkbox"/> IF INDIVIDUAL IS RATED "EX" OR "D", A RATING LETTER, PAR SENT TO NMNSA COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINION OF MYSELF AND PREVIOUS SUPERVISORS.	<input type="checkbox"/> I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE

28 August 1957 **Harlan A. Westrell** **Chief/Security Research Staff OS**
2. FOR THE REVIVING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

17 SEP 1957

Keweenaw, MI 100-9/19/57

CONTINUED ON ATTACHED SHEET

A. THIS DATE 3 Sept 57	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIVING OFFICIAL C. F. HENRY	C. OFFICIAL TITLE OF REVIVING OFFICIAL EXECUTIVE OFFICER
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SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 6**
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.
 2. BARELY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCASIONALLY REVEALS SOME AREA OF DEFICIENCY.
 4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
 5. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE SUPERVISOR.

COMMENTS:

SECRET

OFFICE OF PERSONNEL

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisor those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with other MAIL ROOMS the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.

f. Be specific. Examples of the kind of duties that might be rated are:

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	EDITS PUBLICATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

SPECIFIC DUTY NO. 1 Assist in the development and coordination of all counter intelligence programs	RATING NUMBER 5	SPECIFIC DUTY NO. 4 Analyze and evaluate results of a counter intelligence operation	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Plan operations necessary to resolve counter intelligence cases	RATING NUMBER 7	SPECIFIC DUTY NO. 5 Maintain liaison with various other sensitive govt. agencies as well as other components of CIA in conn. with CIA operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 3 Receive, evaluate and develop information of counter intelligence nature	RATING NUMBER 6	Conduct such personnel invest., interrog. & interviews as deemed necessary in certain cases.	RATING NUMBER 6

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development of present job.

Mr. McCord has a great organizational ability. This combined with an analytical mind, imagination and tenacity of purposes enables him to organize complex problems into workable and seemingly simple plans of action. He is a good supervisor, can delegate responsibility, gives credit to his subordinates and, in turn, is well liked by them. He is continually working to improve himself by both formal and informal training.

SECTION D.

SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, permanent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
2. OF DOUBTFUL SUITABILITY - HE COULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
3. A RARELY ACCEPTABLE EMPLOYEE - BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO BAR HIS SEPARATION
4. OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
7. EXCEEDED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO IF YES, EXPLAIN FOLLOWS:

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CO no later than 30 days after the date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL					
1. NAME McCORD,	(Last) James	(First) W., Jr.	(Middle)	2. DATE OF BIRTH 26 January 1924	3. SEX Male
4. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff			4. SERVICE DESIGNATION SD-SS		
5. GRADE GS-14	6. DATE REPORT DUE IN CO 22 August 1957		7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1956 - 21 August 1957		
10. TYPE OF REPORT (Check one)	INITIAL		REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)	
X REASSIGNMENT-EMPLOYEE					

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED	2. THIS DATE 28 August 1957	3. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Harlan A. Westrell	4. SUPERVISOR'S OFFICIAL TITLE Chief/Security Research Staff/OS
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.	5. THIS DATE 28 August 1957	6. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL C. G. Leesey	7. OFFICIAL TITLE OF REVIEWING OFFICIAL INVESTIGATOR

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

- | | |
|---|---|
| 6 | 1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED |
| | 2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED |
| | 3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES |
| | 4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES |
| | 5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING |
| | 6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL |
| | 7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES |

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Does this person have the ability to be a supervisor? Yes No. If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
3	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) where contact with immediate subordinates is frequent (First line supervisor)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
3	3	A GROUP, ONE OR OR NOT ONE OF SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive Level)
3	3	OVER CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
3	3	OVER SUPERVISORY SUBORDINATES ACTIVITIES ARE SEVERAL AND NEED CAREFUL COORDINATION
3	3	OVER SUPERVISORY SUBORDINATES INCLUDE MEMBERS OF THE SPECIALIST SECTION
		SPECIAL (Specify)

SECRET

(John Filled In)

OFFICE OF PERSONNEL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION

36

4. COMMENTS CONCERNING POTENTIAL

Mr. McCord has a good educational background, well rounded personality, which combined with his organizational ability and further experience should equip him for a senior position in this Agency.

SEP 5 3 42 PM '57

MAIL ROOM

SECTION H.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

McCord should continue in his present assignment as Deputy Chief/SRS for at least two more years.

McCord wishes to continue his study of Russian.

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS

SECTION I.

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL

- CATEGORY NUMBER 1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE
 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE
 4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE
 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARSES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. DISPLAYS CONFIDENCE IN HIS KNOWLEDGE AND SKILLS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
4	6. SHOWS SIGN OF NEED OF ASSISTANCE	5	16. DRIES HIS JOB WITHOUT SEEKING SUPPORT	5	26. IS RECALLY CONCERNED
5	7. CAN GET ALONG WITH PEOPLE	5	17. COVERS UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS GOOD PHYSIQUE	4	18. IS COOPERATIVE	4	28. HIS ATTITUDE IS CRU-STRUCTIVE
5	9. SEES THINGS CLEARLY	5	19. TAKES CHARGE	4	29. FACILITATES SWIFT OPERATIONS OF HIS OFFICE
4	10. CAN TAKE SHOT DECISIONS	5	20. ADAPTS EASILY TO SITUATIONS	5	30. IS NOT OVERLY CONCERNED WITH INDIVIDUALS

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part-I-of-the-report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item A. of Section "A" below.

SECTION A.

1. NAME (Last) McCord	(First) James	(Middle) W. Jr.	2. DATE OF BIRTH 26 January 1924	3. SEX Male	4. SERVICE DESIGNATION SD-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT GS/Security Research Staff		6. OFFICIAL POSITION TITLE Investigator			
7. GRADE GS-12	8. DATE REPORT DUE IN OP 22 August 1956		9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1955 - 21 August 1956		
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL		11. PRESENT SUPERVISOR REPRESENTATIVE EMPLOYEE		12. SPECIAL (Specify)	

SECTION B.

CERTIFICATION

1. FOR THE RATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY
NOTE:

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	<input type="checkbox"/> IF INDIVIDUAL IS RATED "C" IN C1 OR D, A RATING LETTER WAS SENT TO HIM OR A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	<input type="checkbox"/> I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW TO EVALUATE HIS JOB PERFORMANCE, BECAUSE (Specify):
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

B. THIS DATE

27 August 1956

C. TYPED OR PRINTED NAME & SIGNATURE OF SUPERVISOR **Harlan A. Westrell** D. SUPERVISOR'S OFFICIAL TITLE
Chief, CI/SRS

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY	DATE
Posted Pos. Control	5 SEP 1956
Reviewed by PUD	7 SEP 1956

I certify that any substantial difference of opinion with the supervisor is reflected in the above section. CONTINUED ON ATTACHED SHEET

A. THIS DATE **27 August 1956** B. TYPED OR PRINTED NAME & SIGNATURE OF REVIEWING OFFICIAL **Paul S. Cawyer** C. OFFICIAL TITLE OF REVIEWING OFFICIAL **Chief, Security Research Staff**

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DIRECTIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has performed his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- 1 - DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.
- 2 - BARELY ADEQUATE IN PERFORMANCE ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
- 3 - PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- 4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
- 5 - A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- 6 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS ANDEN TO THE SUPERVISOR.

COMMENTS:

6

SECRET

Form 5010-100

OFFICE OF

REF ID: A64114 SEP 5 1968

A. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.
 - Rate performance on each specific duty, considering ONLY effectiveness in performance of this specific duty.
 - For supervisors, ability to supervise will always be rated as a specific duty. Grade or rate as supervisor those who supervise a secretary only.
 - Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
 - Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
 - Be specific. Examples of the kind of duties that might be rated are:
- | | | |
|-----------------------------|--------------------------------|----------------------------|
| ORAL BRIEFING | HAS AND USES AREA KNOWLEDGE | MAIL ROOM |
| GIVING LECTURES | DEVELOPS NEW PROGRAMS | CONDUCTS INVESTIGATIONS |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | PREPARES SUMMARIES |
| WRITING TECHNICAL REPORTS | MANAGES FILES | TRANSLATES GERMAN |
| CONDUCTING EXTERNAL LIAISON | OPERATES RADIO | DERRIEFING SOURCES |
| TYPING | COORDINATES WITH OTHER OFFICES | KEEPS BOOKS |
| TAKING DICTATION | WRITES REGULATIONS | DRIVES TRUCK |
| SUPERVISING | PREPARES CORRESPONDENCE | MaintAINS AIR CONDITIONING |
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER
	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
	3 - PERFORMS THIS DUTY ACCEPTABLY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	
SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4
Receives, evaluates and develops information of a counterintelligence nature.	6	Evaluates results of counter-intelligence operations.
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5
Plans operations necessary to resolve counter-intelligence matters.	6	Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6
Coordinates SO resources in implementation of CI operations.	7	Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development of present job.

Mr. McCord's greatest strength is his ability to follow tenuous counter-intelligence leads without becoming enmeshed in extraneous material. He organizes his work well, then proceeds to follow through to completion. He has ability to do vast quantities of work, shows initiative and imagination and gets along well with all classes of people.

SECTION D.

SUITABILITY FOR CURRENT JOB IN ORGANIZATION

DIRECTIONS: Take into account here everything you know about the individual...productivity, conduct in the job, pertinent personal characteristics or habits, special defects or talents...and how he fits in with your team. Compare him with others doing similar work of about the same level.

- DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- OR DOUBTFUL SUITABILITY - COULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW
- A BARELY ACCEPTABLE EMPLOYEE - ONLY AVERAGE BUT WITH NO FEATURES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION
- OR THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION

- RATING NUMBER
- 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
 - 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
 - 7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO DON'T KNOW

7

SECRET

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(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL RATING on the employee, however, it MUST be completed and forwarded to the CO no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

			GENERAL		
1. NAME Last	Middle	2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION	
MCCORD	James W., Jr.	26 January 1924	Male	SP-SS	
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT			6. OFFICIAL POSITION/TITLE		
CI/Security Research Staff			Investigator		
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)			
GS-13	22 August 1956	22 August 1956 - 22 August 1956			
10. TYPE OF REPORT (Check one)		INITIAL	CLASSIFICATION/SUPERVISOR	SPECIAL (Specify)	
		ANNUAL	PERIODICALLY/EMPLOYEE		

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED.	2. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	3. SUPERVISOR'S OFFICIAL TITLE
27 August 1956	Harlan A. Westrell	Chief, CI/Sec. Research Staff
4. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.	5. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL	6. OFFICIAL TITLE OF REVIEWING OFFICIAL
27 August 1956	Paul F. Gaynor	Paul F. Gaynor, Chief, Security Research Staff

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.

RATING NUMBER 6	1. ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	DATE
	2. HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED	1956
	3. MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES	
	4. READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES	1957
	5. WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING	
	6. ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL	
	7. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES	

2. SUPERVISORY POTENTIAL

DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? Yes No. If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SUITABLE TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION	
		RATING NUMBER	DESCRIPTIVE SITUATION
3	3	1. GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional operators of various kinds) where contact with immediate superordinates is frequent (First line supervisor).	
3	3	2. GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisor)	
3	3	3. A GROUP WHO ARE OR MAY NOT BE SUPERVISORS WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)	
3		4. HIGH CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT	
3		5. HIGH IMMEDIATE SUBORDINATE ACTIVITIES ARE SEVERAL AND NEED CAREFUL COORDINATION	
3		6. HIGH IMMEDIATE SUBORDINATE INCLUDE MEMBERS OF THE COMPANY STAFF	
		7. OTHER (Specify)	

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Form F-101-101

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE NAMED EMPLOYEE HAS BEEN UNDER YOUR SUPERINTENDENCE OR PERFORMANCE					
29 months					
4. COMMENTS CONCERNING POTENTIAL					
<p>Mr. McCord is an outstanding individual who should continue to develop into a key employee. He is particularly good at organizing and directing. Within two years should be ready to assume a senior position in the Security Office or in CI/DDP.</p> <p style="text-align: right;">ALL ROOM</p>					
SECTION H.					
1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL					
<p>FUTURE PLANS</p> <p>None planned for the present. Should continue to work in present position.</p>					
2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS					
SECTION I.					
DESCRIPTION OF INDIVIDUAL					
<p>DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "Category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.</p> <p>X - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL</p>					
CATEGORY NUMBER	<p>1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE 2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE 3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE 4 - APPLIED TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE 5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE</p>				
	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITY	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. REMAINS CALM UNDER PRESSURE
4	5. REVIVES CONSTANTLY FOR HIS KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. SHOWS PREDICTION TO USE ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
4	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	5	18. IS OBSESSIVE	4	28. HIS COLLECTED IS LOGICALLY STRUCTURED
5	9. SEES THINGS CLEARLY	5	19. THROWS CLEARLY	5	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
4	10. CAN Cope with Emergencies	5	20. COMPLETES ASSIGNMENTS WITHIN REASONABLE TIME	5	30. DOES NOT DISPLAY STRONG AND CONTINUOUS SURGERY

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(When Filled In)

FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It can provide:

1. The agency selection board with information of value when considering the selection of an individual for membership in the career services; and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

COPY TO

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERMANENT OFFICER: Consult current administrative instructions regarding the initiation and transmission of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and oversees the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisor to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that throughout the period this individual has been under your supervision, you have discussed your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

A - NEXT DUE DATE - 22 August 56 Posted Rec'd Cr. 6 P 038 10/21/55
Al 1976

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. CAREER DESIGNATION
McDOWELL	Jemao	Do. Jr.	26 Jun. 1924	M	SD:SM
5. DATE OF ENTRANCE ON DUTY	6. OFFICE ASSIGNED TO		7. DIVISION	8. BRANCH	
22 August 1951	Security		Security Research Staff		
9. NATURE OF ASSIGNMENT	10. IF FIELD, SPECIFY STATION		11. GRADE		
External Branch			GS-13		
12. DATE THAT THIS REPORT IS DUE	13. PERIOD COVERED BY THIS REPORT (Inclusive Dates)				
31 August 1955	22 August 1954 to 22 August 1955				

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION	1810-24	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Chief, External Branch, Security Research Staff		1 January 1955
3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)		

As Chief, External Branch (CI), planned and directed sensitive CI investigations; coordinated action with other Government investigative services; analyzed results of investigations, conducted and directed detailed research on CI problems; conducted interrogations and interviews on all phases of CI activity; wrote detailed reports on CI cases; supervised activities of SRS employees assigned to External Branch.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of my evaluation of his performance is consistent with my evaluation of him as evidenced by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the memorandum notifying him of unsatisfactory performance.

This report has has not been shown to the individual rated.

This date

9/28/55

Name and signature of either Employee's supervisor or supervisor

I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)

This date

Name and signature of higher ranking official (Official next higher in line of authority)

9-28-55

Name and signature of higher ranking official (Official next higher in line of authority)

Form No. 45
1 OCT 54
REPLACES FORM 37-1950, 1 MAY 54

WHICH MAY BE USED.

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(Form Filled In)

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but requires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply, in some degree, to most people. On the right hand side of the page are four major categories of application. Check the scale within each category as indicated on the left. Then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "NOT APPLICABLE" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "DOES NOT APPLY" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS	SAMPLES	CATEGORIES				
		NOT OBS- ERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X			
B. PRACTICAL.					X	
C. A GOOD REPORTER OF EVENTS.						X
D. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.					X	
E. CAUTIOUS IN ACTION.					X	
F. HAS INITIATIVE.					X	
G. UNFUNCTIONAL.					X	
H. ANALYTIC IN HIS THINKING.						X
I. CONSTANTLY STRIVING FOR HIS KNOWLEDGE AND IDEAS.						X
J. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X	
K. HAS SENSE OF HUMOR.					X	
L. KNOWS WHEN TO SEEK ASSISTANCE.						X
M. CALM.					X	
N. CAN GET ALONG WITH PEOPLE.					X	
O. MEMORY FOR FACTS..						X
P. GETS THINGS DONE.					X	
Q. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X
R. CAN COPE WITH EMERGENCIES.					X	
S. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X
T. HAS STAMINA CAN KEEP GOING A LONG TIME.						X
U. HAS WIDE RANGE OF INFORMATION.					X	
V. SHOWS ORIGINALITY.						X
W. ACCEPTS RESPONSIBILITIES.					X	
X. ADMITS HIS ERRORS.						X
Y. RESPONDS WELL TO SUPERVISION.					X	
Z. EVEN DISPOSITION.						X
AA. ABLE TO DO HIS JOB WITHOUT STRONG SUPERVISOR.						X

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SECTION

- WHAT ARE THE CHIEVINGG STRENGTHS?**

Ability to go into details of a CI case, following all pertinent leads without becoming involved in extraneous matters.

2. TELA ARA MAIS SUAVE E ABSORVENTE

None

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(When filled in)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS DOMINATES ALL OTHER CONSIDERATIONS

None

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? NO YES. IF YES, WHY?

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, D.

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- 1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.
- 2. BARELY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- 5. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? NO YES. IF YES, WHAT?

B. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.

- 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY. WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
- 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY...caused by RESTRICTIONS...REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY...BOthered by minor frustrations...will quit if these continue.
- 4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT...HE HAS "WAIT AND SEE" ATTITUDE...WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY...GIVES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY...THINKS IN TERMS OF A CAREER IN THE AGENCY.
- 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY...BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
- 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY...WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

C. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibility, this normally indicated by promotion.

- 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- 5. IS RECENTLY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in aiding your rating...skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- 2. OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD known WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE...DEFINITELY BELOW EXCELLENT BUT WITH NO DEFICIENCIES SUFFICIENTLY DISTURBING TO WARRANT HIS SEPARATION.
- 4. A FAIRLY ACCEPTABLE EMPLOYEE...DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE SERVICE.
- 5. A GOOD EMPLOYEE - HAS SOME OUTSTANDING ATTRIBUTES.
- 6. AN OUTSTANDING PERSON IN TERMS OF THE REQUIREMENTS OF THE POSITION...DISPLAYS AT THIS LEVEL A HIGH DEGREE OF SUITABILITY FOR WORK IN THE SERVICE.

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SECURITY INFORMATION

PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Office					
1. NAME - (Last)	First	Middle	2. GRADE	3. POSITION TITLE	
McCord	James	W.	GS-13 Branch	Security Officer	CIA-SE
4. OFFICE	STAFF OR DIVISION			<input checked="" type="checkbox"/> DEPT'L.	IF FIELD, SPECIFY STATION
Security	Office of Chief			<input type="checkbox"/> FIELD	
5. PERIOD COVERED BY REPORT	From	To	6. TYPE OF REPORT		
22 Aug. 1953	21 Aug. 1954		<input type="checkbox"/> Initial	<input checked="" type="checkbox"/> Annual	<input type="checkbox"/> Special
7. Items 7 through 10 will be completed by the person evaluated					
7. LIST YOUR MAJOR DUTIES IN APPROPRIATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.					
<p>To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases^{is} of such high sensitivity that the conduct of same must be limited.</p>					

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
None			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as my present assignments

If different from your present job, explain your qualifications (APTITUDE, KNOWLEDGE, SKILLS).

10

22 July 1954

James W. McCord Jr.

Signature

Items 11 through 18 will be completed by Supervisor
11. DESCRIBE DESIRABLE QUALIFICATIONS FOR DUTIES LISTED ON ITEM 7 ABOVE.

Mr. McCord has performed the above duties in an excellent manner. He has an unusual ability to develop information thru both research and investigation and in this instance has produced results which have been of great value to high authorities of this Agency.

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SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?

In his "Knack" for developing information from research and investigation, and in his utmost discretion in sensitive assignments.

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

None noted.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

Yes, he has definite promise of future increased responsibilities.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

Not at this time.

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

None at this time. Will consider for Phase II Operations Course when work load permits.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE. NOT APPLICABLE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

11 Oct 1957

DATE

Roger Edwards

SIGNATURE OF SUPERVISOR

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in Item 20.)

20 Jan 58

DATE

W. H. Smith

SIGNATURE OF REVIVING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

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20. COMMENTS (Continued):

INSTRUCTIONS**1. Instruction to the Administrative or Personnel Officer**

Consult current Administrative Instructions regarding the initiation and transmittal of this report.

2. Instruction to the person evaluated

Since this evaluation will become an important part of your record, you will want to give to it as much care and attention as you would like to have it receive from your Supervisor and the Reviewing Official. With respect to Items 8 and 9, you should include courses of instruction or assignments, either within or outside of the Agency, which you consider pertinent to your career development.

3. Instruction to the Supervisor and the Reviewing Official

- As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his capacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and recommendations for appropriate action. In preparing the report you should consider the individual's capabilities for further development in his present assignment and his potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.
- The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits in your comments, which should be terse and precise.

COOPERATION

DEPENDABILITY

ACCURACY

SECURITY CONSCIOUSNESS

INITIATIVE

RESOURCEFULNESS

STABILITY UNDER PRESSURE

ABILITY TO OBTAIN RESULTS

JUDGMENT

LEADERSHIP

- In fairness to the individual and in the interest of the Agency, the importance of carefully prepared and accurate Personnel Evaluation Reports can not be overstressed. The following basic principles of evaluation should be kept in mind:

(1) Base your judgment on

- what you have observed the individual do or fail to do.
- Typical performance as well as critical incidents.
- Examples relevant to the duties under consideration.

- Different standards prevail in different assignments. Every effort should be made to arrive at a just estimate of the qualities of the individual as demonstrated during the report period. Avoid exaggerations. They detract from the value of the report and are unfair to others.

- BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORN IN MIND THAT THE PREPARATION OF EVALUATION REPORTS IS AN IMPORTANT RESPONSIBILITY OF ALL SUPERVISORS AND THEIR CAREFUL PREPARATION IS AN INDICATION OF THE SUPERVISOR'S OWN ABILITY AND QUALIFICATIONS FOR THE POSITION HE HOLDS.

- A FRANK DISCUSSION BETWEEN SUPERVISOR AND INDIVIDUAL CONCERNING THIS REPORT IS NECESSARY IN ORDER TO ASSIST IN THE DEVELOPMENT AND BEST USE OF EVERY INDIVIDUAL'S CAPABILITIES.

THIS POSITION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

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SECURITY INFORMATION

ITEMS 1 THROUGH 8 WILL BE COMPLETED BY TRANSACTIONS AND RECORDS BRANCH WHEN ACTION IS INITIATED IN PERSONNEL DIVISION					DATE
ROUTING AND ACTION SLIP FOR PERSONNEL EVALUATION REPORT					15 July 1954
1. NAME	GRADE	2. POSITION TITLE			
McCORD, James W.	GS-13	Security Officer CD-CB			
3. OFFICE	STAFF OR DIVISION	BRANCH	<input checked="" type="checkbox"/> DEPT'L.	4. FIELD, SPECIFY STATION	
Security	Office of Chief		<input type="checkbox"/> FIELD		
5. PERIOD COVERED BY REPORT	6. DATE OF REPORT		<input checked="" type="checkbox"/> Annual	<input type="checkbox"/> Special	
From 22 August 1953	To 21 August 1954		<input type="checkbox"/> Reassignment	<input type="checkbox"/> Reassignment or Supervisor	
7. DATE REPORT DUE IN PERSONNEL OFFICE	8. AUTHENTICATION (PER BRANCH)				
21 September 1954					

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of PER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to PER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor.	Person to be Evaluated	15 Aug 54	jmw
12. a. Complete Items 11 through 12. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b.. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/20/55	JMW
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 19. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach Instruction Sheet of Form 37-151 if Item 23 (continued) is unused.	Evaluations Officer		

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(When Filled In)

RECOMMENDATION FOR HONOR OR MERIT AWARD

(Submit in triplicate - See HR 20-371)

SECTION A 1. EMPLOYEE NUMBER 058128 2. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCORD, James Walter, Jr. 3. OFFICE OF ASSIGNMENT OS/Phys. Sec. Div. 4. GRADE GS-15 5. STATION Physical Sec. Off. 6. HOME ADDRESS (No., St., City, State, Zip Code) 7 Windsor Court, Rockville, Md. 20850 7. HEADQUARTERS 8. HOME PHONE 762-7678 9. FIELD (Specify location) 10. CITIZENSHIP AND HOW ACQUIRED U. S. A. - Birth 11. RETIRING DATE OF RETIREMENT 31 August 1970 12. POSTHUMOUS 13. HOME PHONE Same 14. HOME PHONE Same 15. NAME OF WIFE Marjorie Lee McCord 16. RELATIONSHIP Wife 17. HOME ADDRESS (No., St., City, State, Zip Code) 18. HOME PHONE Same Certificate of Distinction 19. NAME OF PERSON RECOMMENDED 20. FULL NAME 21. ORDN. TITLE 22. GRADE 23. OFFICE OF ASSIGNMENT			
SECTION B RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD 1. WERE YOU AN EYEWITNESS TO THE ACT 2. PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD 3. FULL NAME 4. LOCATION 5. INCLUSIVE DATES 6. TIME OF DAY 7. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED			
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT 8. FULL NAME 9. AWARD RECOMMENDED			
CONDITIONS UNDER WHICH ACT WAS PERFORMED 10. LOCATION 11. INCLUSIVE DATES 12. TIME OF DAY 13. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED			
14. DATES FOR WHICH AWARD RECOMMENDED 15. ASSIGNMENT COMPLETED 16. NOW IN SAME OR RELATED ASSIGNMENT 17. YES 18. NO 19. YES 20. NO			
SECTION C RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE 21. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE 22. OFFICIAL ASSIGNMENT OF PERSON RECOMMENDED AT TIME OF SERVICE OR PERFORMANCE Chief, Physical Security Division, PTOS, OS 23. COMPONENT OR STATION (Designation and location) Headquarters 24. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure. 25. INCLUSIVE DATES FOR WHICH RECOMMENDED 26. ASSIGNMENT COMPLETED 27. NOW IN SAME OR RELATED ASSIGNMENT 28. YES 29. NO 30. YES 31. NO 32. YES 33. NO 34. YES 35. NO 36. YES 37. NO 38. YES 39. NO 40. YES 41. NO 42. YES 43. NO 44. YES 45. NO 46. YES 47. NO 48. YES 49. NO 50. YES 51. NO 52. YES 53. NO 54. YES 55. NO 56. YES 57. NO 58. YES 59. NO 60. YES 61. NO 62. YES 63. NO 64. YES 65. NO 66. YES 67. NO 68. YES 69. NO 70. YES 71. NO 72. YES 73. NO 74. YES 75. NO 76. YES 77. NO 78. YES 79. NO 80. YES 81. NO 82. YES 83. NO 84. YES 85. NO 86. YES 87. NO 88. YES 89. NO 90. YES 91. NO 92. YES 93. NO 94. YES 95. NO 96. YES 97. NO 98. YES 99. NO 100. YES 101. NO 102. YES 103. NO 104. YES 105. NO 106. YES 107. NO 108. YES 109. NO 110. YES 111. NO 112. YES 113. NO 114. YES 115. NO 116. YES 117. NO 118. YES 119. NO 120. YES 121. NO 122. YES 123. NO 124. YES 125. NO 126. YES 127. NO 128. YES 129. NO 130. YES 131. NO 132. YES 133. NO 134. YES 135. NO 136. YES 137. NO 138. YES 139. NO 140. YES 141. NO 142. YES 143. NO 144. YES 145. NO 146. YES 147. NO 148. YES 149. NO 150. YES 151. NO 152. YES 153. NO 154. YES 155. NO 156. YES 157. NO 158. YES 159. NO 160. YES 161. NO 162. YES 163. NO 164. YES 165. NO 166. YES 167. NO 168. YES 169. NO 170. YES 171. NO 172. YES 173. NO 174. YES 175. NO 176. YES 177. NO 178. YES 179. NO 180. YES 181. NO 182. YES 183. NO 184. YES 185. NO 186. YES 187. NO 188. 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143

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(Do not fill in)

SECTION D

NARRATIVE DESCRIPTION

Award for Meritorious Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding and if it was more than normally expected. Explain, who, and how. If an aerial or marine operation, describe type and position of craft, crew, position of individual, and all unusual circumstances. Indicate results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C, include dates of assignment and relief). What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate re-supports this recommendation. Enclose unclassified citation.

When he retires 31 August 1970, Mr. James W. McCord, Jr., will have completed 25 years of Government service, 15 years of which were with the CIA in a variety of assignments covering the investigative, counter-intelligence, overseas security support, radio countermeasures and physical security fields within the Security Career Service.

During his early years of employment when assigned to the San Francisco Field Office, Office of Security, August 1951 to May 1953, Mr. McCord assisted in the covert entry and processing through customs of operational personnel from the Far East areas and performed safehouse duties and related tasks designed to ensure the protection and cover of such personnel.

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material resulting in the reconstruction of Soviet espionage networks and resolving operational and security leads affecting both the British and United States Governments. The identities, composition and operations of Soviet intelligence services in Europe prior to 1950 and dating back into the 1930's, were reconstructed. Between 1955 and 1960, Mr. McCord was involved in contacting, developing and debriefing those identified and available

CONTINUED ON ATTACHED SHEET

46. ENCLOSURES (List individually) IF ORIGINATOR IS NOT AN EYEWITNESS OR DOES NOT HAVE PERSONAL KNOWLEDGE OF THE ACT OR PERFORMANCE, ATTACH AFFIDAVITS OF EYEWITNESS OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.

1. PROPOSED CITATION

2.

3.

47. RECOMMENDATION INITIATED BY

James P. O'Connell

48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION

James P. O'Connell
Deputy Director of Security (PTOC)

49. DATE

1 July 1970

SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION

50. HEAD OF <u>SC</u> CAREER SERVICE (Career Service of choice)	TITLE AND SIGNATURE	DATE
51. DEPUTY DIRECTOR OF CAREER SERVICE	Director of Security Title and Signature	Date
52. DEPUTY DIRECTOR OF OPERATING COMPONENT	Title and Signature	Date

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Section D-Continued--James Walter McCord, Jr.

former Soviet intelligence personalities. This activity led to close liaison with British and other Western intelligence representatives involving numerous trips to Europe. This liaison activity with representatives of the British MI-5 established a direct channel of communications resulting in a continuous exchange of leads and a flow of operational data over the years of benefit to the Agency.

During the period of his work with the Security Research Staff, in which he served as Deputy Chief from May 1957, Mr. McCord was the Agency's case officer in a number of double agent cases involving Agency staff employees who had been contacted and were being developed for recruitment by the Soviet intelligence service.

From 1962 to 1964, Mr. McCord served overseas as Chief of the Regional Security Support Staff located at Frankfurt, Germany with responsibility for the overall personnel and physical security and audio countermeasures programs applicable to the Stations and Bases of the European area. This assignment was followed by attendance at the Air War College, August 1964 to June 1965.

For the past five years, Mr. McCord has held two vital line positions with world-wide responsibilities involving the Agency's audio countermeasures and physical security programs.

As Chief of the Technical Division from 23 July 1965 to 10 October 1968, Mr. McCord supervised a technical operation with considerable skill. Although not an engineer by training, he spanned a difficult gap between the administrative and technical demands of his responsibilities, guiding the development of useful and esoteric equipment in the counter-audio field to a point where the Agency became the recognized leader among Government departments in this area of activity. This leadership is evidenced by the

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Section D Continued - James Walter McCord, Jr.

establishment of an Inter-Agency Technical Training Center under the Executive Agency of the Technical Division for the Technical Surveillance Countermeasures Committee of the United States Intelligence Board. Much of Mr. McCord's ideas, talents, and imagination went into the creation of this training activity which commenced operations about the time of his reassignment to the Physical Security Division.

Mr. McCord participated with two subordinate employees in the development of x-ray equipment for use by the Technical Division in detecting and locating hostile audio devices implanted in office appurtenances and walls of Agency occupied facilities. The responsibility for ensuring that appropriate protective methods for the safe use of this equipment was also associated with this development. The significance of this achievement was recognized by the Agency when Mr. McCord and his participating colleagues were awarded Certificates of Merit with Distinction in October 1966.

In his current position as Chief, Physical Security Division, Mr. McCord demonstrated his ability to quickly assimilate the necessary details of a field in which he had relatively little experience. He showed initiative in seeking out new ways and means to harden the security of the Agency's domestic and overseas facilities by tapping all possible technological resources, both in and out of Government, to produce for the Agency a posture in the physical security field which is the equal of, if not superior to, those of other elements of the United States Government. Illustrative of this effort is the expansion and improvement of the Agency's Security Command Center relating to the protection of Agency assets in time of demonstrations, riots and civil disturbances.

Throughout his Agency career, Mr. McCord has engaged his curious and inventive mind to search out even better ways to solve problems within his area of responsibility. As a result, his

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Section D Continued - James Walter McCord, Jr.

Agency career is a record of sustained superior performance of duty of high value. The value of his exemplary performance over the years has often been recognized and commended by senior officials of the Agency. It is on this basis that Mr. McCord is nominated for the Certificate of Distinction upon the occasion of his retirement.

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Mr. James W. McCord, Jr.
Certificate of Distinction

CITATION

Mr. James W. McCord, Jr. is hereby awarded the
Central Intelligence Agency's Certificate of Distinction.

During his nineteen years of Agency service, both
domestic and foreign, Mr. McCord displayed remarkable
imagination, ingenuity and effectiveness in the performance
of his assigned tasks. His sustained superior performance of
duty of high value over the years leaves a marked contribution
to the overall mission of the Office of Security and the Agency,
particularly in the areas of physical and technical security.

~~CONFIDENTIAL~~

DD/S 69-4658

MEMORANDUM FOR: Director of Security

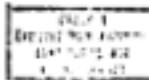
SUBJECT : Commendation

1. The Committee on the Security of Headquarters Building in a series of twelve meetings between May and August 1969 conducted a detailed study and analysis of each facet of security of the Headquarters Building. I know that considerable time and effort were given to preparation of the detailed briefings, supplemental studies and reports, contributions to the formal report and implementation of the recommended corrective measures. I am appreciative of the efforts and contribution made by your staff to this important piece of business. Although I am sure that many of your staff have worked on this project, my attention has been drawn particularly to these officers:

Buckley, Robert	Kane, Edward J.
Carrico, H. Clifford	King, Joseph F.
Elliott, Robert N.	Mantoni, Rudolfo
Farrell, Francis M.	- McCord, James W., Jr.
Fennessy, Robert S.	McGinn, John B.
Geiss, Ermal P.	O'Connell, James P.
Good, Charles B.	Parr, Laurence
Green, James P.	Petit, Alan F.
Griffin, Robert B.	Sullivan, Arthur H.
Hayes, Robert J.	Todd, Orin H.
Hernihy, John F.	

2. I would appreciate it if you would pass this commendation on to the individuals concerned. Copies of this commendation have been forwarded to the Office of Personnel for inclusion in the Official Personnel File of each of the above officers.

R. L. Bannerman
Deputy Director
for Support



~~CONFIDENTIAL~~

REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR			
TO: HQ COMD USAF (PRP)		FROM: HQ COMD (PRP-A)	
1. BY DIRECTION OF THE PRESIDENT		2. BY ORDER OF THE SECRETARY OF THE AIR FORCE	
3. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN, SSAN: MAJOR MCCOY, JAMES W.		4. PAPSC	
7 Winder Court Rockville, Maryland 20850		5. FV2099263	
6. PRESENT ADDRESS		7. ON-FLYING-STATUS	
		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
8. IS ORDERED TO ACTIVE DUTY FOR 13 DAYS PLUS REQUIRED TRAVEL TIME		9. AERO RATING	
		10. Acft Obsr	
11. PURPOSE (Type) ANNUAL TOUR. <input type="checkbox"/> SCHOOL TOUR <input type="checkbox"/> SPECIAL TOUR OF ACADTRA <input type="checkbox"/> SPECIAL TOUR OF AD		TITLE (Indicate specific school course or special tour title)	
12. RESERVE ASSIGNMENT Hq USAF (AFESS-FE) Washington, DC		13. UNIT OF ATTACHMENT	
14. INDIVIDUAL WILL REPORT TO Registrar, Defense Intelligence School U.S. Naval Station, Anacostia Annex (Bldg T-5) Washington, DC 20390		HOUR	DAY
		NET 1300 NLT 1600	*8 Jun 69
15. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED ASSIGNED FOR ACTIVE DUTY TRAINING ON		20	Jun 69
16. INDIVIDUAL <input type="checkbox"/> IS <input checked="" type="checkbox"/> NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.		17. AUTHORITY - AFM 35-3	
18. MODES OF TRANSPORTATION <input type="checkbox"/> AUTHORIZED <input type="checkbox"/> DIRECTED		19. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5793700 509 4261 P723.01 S594700	
20. REMARKS TRAVEL & PER DIEM: 5793700 509 6252 P723.07 40861 40961 S668100 Training Category - D Pay Group - D Security Clearance - TOP SECRET Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15. IAW Para M4201-14, JTR, member will incur no additional subsistence expenses. *Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.		21. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, ASST DIRECTOR FOR ADMIN	
22. DATE 29 May 69		23. SIGNATURE E. E. Thayer	
24. APPROVING OFFICIAL (Typed Name and Grade) A. L. NEWSOM, Colonel, USAF Director, Reserve Personnel		25. SIGNATURE ELEMENT OF OR TAS AUTHORITY A. L. Newsom	
26. DESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332		27. DESTINATION 1 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver Colo. 80205 2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30060 2 - Hq AFRES () Robins AFB, Ga. 2 - Records Set	
		31093	

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9 OCT 1968

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord

1. I am pleased to send to you the attached official notification of the approval of a second Quality Step Increase to be awarded to this employee. The previous award was effective 28 August 1966.
2. May I again ask that you arrange an appropriate ceremony for the presentation of this Quality Step Increase which is in recognition of his continuing excellent performance.

Robert S. Wattles
Director of Personnel

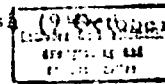
Distribution:

Orig & 1 - Addressee

1 - OPE - McCORD
1 - D/Pers Chrono
1 - C/PD

OP/DD/Pers/R&P/PD/JJCaldwell:sa (9 October 1968)

SECRET



4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Deputy Director of Security for Physical, Technical,
and Overseas Security has recommended, with the concurrence
of the Director of Security, that Mr. James W. McCord, Jr.
be granted a Quality Step Increase. The original recommendation
from Mr. McCord's supervisor is attached for your consideration.

Edward K. O'Malley
Edward K. O'Malley
Secretary
Security Career Service Board

Attachment

John J. Callahan 10/10/68
for Director of Personnel

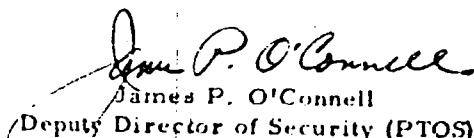
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A OCT 1968

MEMORANDUM FOR: Chairman, OS Career Board

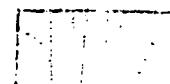
SUBJECT : Quality Step Increase for
Mr. James W. McCord, Jr.

1. Mr. McCord has served as Chief of the Technical Division since 23 July 1965. Through his leadership and fine management of the Division, he and his engineers have developed several new and valuable techniques in the audio countermeasures field. The cost of research and development in these techniques was at a minimum and saved the Government much time and money in increasing the state of the art in audio countermeasures.
2. Mr. McCord supervises his Division in a vigorous manner and instills enthusiasm and esprit de corps within his organization--a difficult task because of the extensive amount of world-wide travel demanded from his subordinates.
3. Through the efforts of Mr. McCord the establishment of an Interagency Training Center for audio countermeasures is proceeding in an orderly basis, and the first courses offered to technical personnel in the intelligence community will begin this fall. The Technical Division, PTOS, serves as the Executive Agent for the operation of such school for the Community.
4. In view of Mr. McCord's sustained high level of performance of duties and the outstanding achievement in the research and development of new hardware and techniques in the audio countermeasures field, it is recommended that Mr. McCord be awarded a Quality Step Increase.



James P. O'Connell
Deputy Director of Security (PTOS)

SECRET



**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 (first)	(first)	058124	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McLeod James W Jr			1/26/24	453 22 2221
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
Select 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 1 year 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 1 year 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 now 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 STUB." THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not sign)

DATE

James W. McLeod
13 Feb., 1968

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

OCT 12 1968
TENNESSEE STATE INSURANCE
DIVISION

89-HB-10-11 6103

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM NO. 176-7
MAY 1963 EDITION
(For use only until April 16, 1968)
176-121

CONFIDENTIAL
(When Filled In)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-, Employee Conduct, dated 29 August 1961, and the information brochure for PCS returnees, dated ~~Aug 1961~~ ^{MAY 1964}

James W MC Coid
Signature

10 July 64
Date

JAMES W MC COID

CONFIDENTIAL
(When Filled In)

C C N F I D E N T I A L
(When filled in)

TRAINING REPORT

MANAGERIAL GRID SEMINAR (50 hours) - DATES: 23-28 April 1967

Student : James W. McCord, Jr.	Office : OS
Year of Birth: 1924	Service Designation: SS
Grade : 15	No. of Students : 46
EOD Date : August 1951	

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

Date

C O N F I D E N T I A L
(When filled in)

SECRET

(When Filled In)

760869 APR 1967

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
3-8	McCord,	Darrel	W. J.	RR MS

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.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
3 - CORRECTION								
5 - CANCELLATION								

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	40-42
4 - CORRECTION								
6 - CANCELLATION								

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

C-5/446/97

DOCUMENT DATE / PERIOD

8 Nov 66 - 14 Dec 66

REPORTED BY	RECEIVED AND CHECKED BY	APPROVED AND RELEASED BY
DATE	DATE	DATE
1 - APPROVED 2 - CORRECTED 3 - CANCELLED 4 - RECORDED 5 - INDEXED 6 - FILED 7 - SERIALIZED 8 - INDEXED 9 - FILED	1 - APPROVED 2 - CORRECTED 3 - CANCELLED 4 - RECORDED 5 - INDEXED 6 - FILED 7 - SERIALIZED 8 - INDEXED 9 - FILED	1 - APPROVED 2 - CORRECTED 3 - CANCELLED 4 - RECORDED 5 - INDEXED 6 - FILED 7 - SERIALIZED 8 - INDEXED 9 - FILED

SECRET

7 MAR 1967

MEMORANDUM FOR: Deputy Director of Security for Physical,
Technical & Overseas Security

ATTENTION : Chief, Technical Security Division
SUBJECT : Security Presentation - Support Course

1. The Office of Security presentation at the **Warrenon** Training Center on 2 March 1967 was extraordinarily well received. Colonel Winters, Commanding Officer, **WTC**, has informed me of a number of superlative comments by those in attendance.

2. I want to express my appreciation to Messrs. James McCord, Alan Petit, and Carroll Melkerson for their most effective presentation on audio countermeasures. It was a highlight of the program and contributed immeasurably to its success.

3. I'd like to express a special word of thanks to Mr. William Herron, for his splendid support in preparing visual aids for the program on extremely short notice. I am aware that Bill worked long hours over the preceding weekend and virtually all night on one occasion in order to ensure the success of this program, while fulfilling heavy commitments to get audio covtermeasures teams into the field.

4. I can be justifiably proud of the success of the presentation, and attribute this success in large part to the extraordinary team effort by the Office of Security components involved. Please extend my personal commendation to Messrs. McCord, Petit, Melkerson, and Herron and advise them that a copy of this memorandum will be placed in their Official Personnel Files.

H.J.O.
Howard J. Osborn
Director of Security

cc: Official Personnel Files

14-00000

OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

SP48 67-70
DHS 67-0047

The Honorable
Richard Helms
Director, Central Intelligence
Agency
Washington, D. C.

Dear Dick:

I wish to express my appreciation for the valuable assistance provided by your agency during the recent tour of President Johnson to Southeast Asia. Your response to our request for technical assistance was most gratifying.

I would particularly like to commend to you Mr. Howard J. Osborn, Director, Office of Security, Mr. James McCord, Chief, Technical Security Division, and Mr. Arthur Sheridan, Regional Security Office, Far East, for their cooperation. Their dedication to duty and extensive knowledge and experience in technical support greatly contributed to the success of our mission.

Messrs. Robert Prouty and William Flannery of Mr. McCord's office and Mr. Phil Rush of Mr. Sheridan's office also contributed immeasurably to the success of the visit.

Please extend our sincere appreciation to your staff for a job well done.

Sincerely,

James J. Rowley

SECRET

9 JAN 1967

1st Endorsement

TO: Director of Security

It is always a pleasure to see commendations such as this
in recognition of jobs well done.

I would like to add my congratulations and appreciation to
you and all of the members of your staff for your fine efforts which
contributed to the successful completion of the President's trip.

R. L. Bannerman
R. L. Bannerman
Deputy Director
for Support

SECRET

CONFIDENTIAL

(When Filled In)

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 EMPLOYER	(First)	(Middle)	SOCIAL SECURITY NUMBER
<i>J. D. & C. Co.</i>	<i>W. J.</i>	<i>J.</i>	

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If Applicable abroad)
<i>6801 El Cajon Ave., San Diego, Ca.</i>	

PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE	HOME LEAVE RESIDENCE
<i>San Diego</i>	<i>1948 - 1949 ST</i>

2. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNUAL INC.
--------	---------	-----------	----------	---------	-------------

IF MARRIED, PLACE OF MARRIAGE					DATE OF MARRIAGE
<i>Laurel, Tex.</i>					<i>30. 11. 17. 48</i>

IF DIVORCED, PLACE OF DIVORCE DECREE					DATE OF DEGREE

IF WIDOWED, PLACE SPOUSE DIED					DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.
<i>Sarah Ruth McCarl</i>	<i>5414 La. 1</i>	<i>457-5225</i>

NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
<i>Michael Steven McCarl</i>	<i>5404 La. 1</i>	<i>M</i>	<i>26 Oct 51</i>

<i>Carol Anne McCarl</i>		<i>F</i>	<i>24 Nov 53</i>
--------------------------	--	----------	------------------

<i>Nancy Ellen McCarl</i>		<i>F</i>	<i>28 Nov 55</i>
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NAME OF YOUR FATHER (Or male guardian)	ADDRESS	TELEPHONE NO.
<i>James W. McCarl Sr.</i>	<i>Box 63 Jacksonville, Okla</i>	

NAME OF YOUR MOTHER (Or female guardian)	ADDRESS	TELEPHONE NO.
<i>Maryann Lee McCarl</i>	<i>Box 63 Jacksonville, Okla</i>	

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss)	(Last-First-Middle)	RELATIONSHIP
<i>Mr. Wm. C. Lee, Sarah Ruth</i>		<i>Daughter</i>

HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER
<i>5414 La. 1</i>	<i>457-5225</i>

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE EXTENSION
<i>5414 La. 1</i>	

IS THE INDIVIDUAL NAMED ABOVE HAVING AN AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)

YES	<input checked="" type="checkbox"/>
-----	-------------------------------------

NO	<input type="checkbox"/>
----	--------------------------

IS THIS 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 incapacity.)

YES	<input checked="" type="checkbox"/>
-----	-------------------------------------

NO	<input type="checkbox"/>
----	--------------------------

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If "No" explain why in Item 8.)

YES	<input checked="" type="checkbox"/>
-----	-------------------------------------

NO	<input type="checkbox"/>
----	--------------------------

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

CONFIDENTIAL

(Do Not Fill 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.

Broad J Oliver Whitham, Lexington Va - in name of wife Mary

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?)

Lexington

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)

Mrs. Dorothy Betty Johnson Texon

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

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
	2-1-66	<i>John L. W. Whitham Jr.</i>

CONFIDENTIAL

23 September 1968

MEMORANDUM FORM
TO: Director
SUBJECT: Commendation

1. It is with great personal gratification that I am able to present to you the enclosed letter from Mr. James J. McCord, Director of the United States Secret Service, with his endorsement of a Deputy Director for inspection. I directly, by his direction, commending you and members of your Division for the valuable support you have provided to the Secret Service over the past year.

2. Please accept my sincere appreciation for the very kind manner in which you and your staff constantly torn in. It reflects the highest credit on this Office and on the Agency. I would appreciate it if you would convey my sentiments, as well as those of Mr. McCord, Mr. Rosenbaum, and Dr. Quinn to each of your agents. I have attached in this, a copy of letter. Once you have read this letter, I would appreciate it if you would retain it for your administrative and training staff so that the positive message may be made public in your Bureau and I hope

Robert J. Quinn
Director of Security

McCord, Times at 52:

TREASURY DEPARTMENT
UNITED STATES SECRET SERVICE

September 18, 1959

Director
Central Intelligence Agency
Washington, D.C.

Attn: Director, Office of Security/DIA

Dear Sir:

During the past year representatives of your Agency's Office of Security contacted the Secret Service in our technical security program. Mr. Edward S. O'Farrell, Director, Office of Security, has recently furnished us in the support of his Technical Bureau Division here, by Mr. Thomas M. McLeod. In turn Mr. McLeod has given freely of his time, equipment and personnel to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McLeod's Division consisted of two special training sessions, the loan of electronic equipment, manpower assistance for searching rooms, Presidential and Vice Presidential rooms, and the loan of engineering manpower for updating facilities and equipment, and above all a willingness to conduct the technical service whenever possible.

At present all of Mr. McLeod's Division should be recognized for their professional competence and contributions to the Secret Service. The members of his division involved with our problems are most highly recommended.

Mr. Roger Johnson
Mr. Vernon Ingalls
Mr. Fred Williamson
Mr. Alan Jones
Mr. John L. Johnson
Mr. Edward T. Lee

G. A. McLEOD
General Manager

Katy Building in Your Future With U.S. Savings Bonds

CONFIDENTIAL

- 2 -

On behalf of the Secret Service I would like to express our deep appreciation for the excellent and dedicated assistance furnished by your Agency over the past year in the technical security area.

Very truly yours,

James J. Rowley
James J. Rowley
Director

CONFIDENTIAL

~~SECRET~~

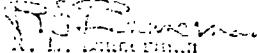
DD/S 66-5075

27 SEP 1969

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

1. The Director was pleased with the attached letter from Mr. Crowley in which he expressed deep appreciation for the excellent and dedicated assistance rendered to the U. S. Secret Service during the past year. The Director wishes to continue this cooperation and assistance.
2. I appreciate very much this kind of performance which reflects credit upon the Agency and I compliment you and your staff for another job well done.


A. L. Johnson
Deputy Director
for Support

Re: Letter dat 13 Sep: 69 to DCI fr
Mr. Crowley, subj: Appreciation

14-00000
SECRET

30 AUG 1966

MEMORANDUM FOR: Director of Security

SUBJECT : Notification of Approval of
Quality Step Increase -
James McCord

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

/s/ Rex E. Greaves

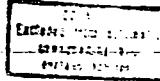

Emmett D. Echols
Director of Personnel

Distribution:

O & I - Addressee
4 - OFF - McCORD
1 - D/Pers-Chromo
1 - C/PD

OP/DD/R&F/PD/JJCaldwell:ksd (30 Aug 66)

SECRET



14-00000

SECRET

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

SUBJECT : McCORD, James W., Jr. #058124
Quality Step Increase

The Security Career Service Board has recommended, with the subsequent concurrence of the Director of Security, that Mr. James W. McCord, Jr. be granted a Quality Step Increase which would change his salary from GS-15, step 5, at \$19,978 per annum to GS-15, step 6, at \$20,585 per annum. The original recommendation from Mr. McCord's supervisor is attached for your consideration.

Ernest L. Hardt

Ernest L. Hardt
Secretary
Security Career Service Board

Attachment



SECRET

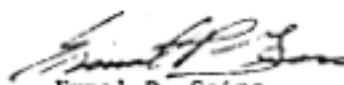
SECRET

28 JUN 1966

MEMORANDUM FOR: Director of Security

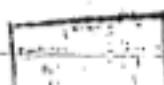
SUBJECT : Quality Step Increase -
James W. McCord, Jr.

1. Mr. James W. McCord, Jr. joined the Central Intelligence Agency, Office of Security, in August 1961.
2. He has served successfully in various capacities in the Office of Security as an Investigator, Deputy Chief, Security Research Staff, Regional Security Officer, Germany, and upon his return from overseas, he attended the Air War College, where his overall performance was rated as outstanding.
3. For the past year, Mr. McCord has been serving as Chief, Technical Division.
4. Through Mr. McCord's imaginative planning, guidance, and direction, the Technical Division has developed numerous improvements in both instrumentation and techniques which have greatly enhanced the Agency's capability **to detect clandestine microphones and other devices** targeted against the Agency both domestically and overseas. It is, therefore, recommended that he be granted a Quality Step Increase.


Ermal P. Geiss
Deputy Director of Security (PTOS)

REC'D 3 JULY 66

SECRET



SECRET

(When filled in)

RECOMMENDATION FOR HONOR OR MERIT AWARD <i>(Submit in duplicates)</i>				DATE
TO: Secretary, Honor and Merit Awards Board		FROM: Reporting Officer Director of Security		
Section A				
1. NAME OF PERSON RECOMMENDED (Last, First, Middle) McCORD, James W., Jr.		Personal Data		
2. OFFICE OF ASSIGNMENT OS/Technical Division		3. GRADE Elec. Engr.-Audit Supt.	4. STATION 4192	5. FIELD (Specify location) U. S. - Birth
6. MEASUREMENTS		7. HOME ADDRESS (No., St., City, Zone, State) 6801 Floyd Ave., Springfield, Va.		
8. CITIZENSHIP AND HOW ACQUIRED U. S. - Birth		9. OFFICE EXT. (Phone) 451-5270		
10. RECOMMENDED AWARD Certificate of Merit		11. POSTHUMOUS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
12. NAME OF NEXT OF KIN Sarah Ruth McCord		13. RELATIONSHIP Wife	14. HOME ADDRESS (No., St., City, Zone, State) Same as 7	
15. HOME PHONE 451-5270				
Section B				
Recommendation for Award for Heroic Action or Acceptance of Hazard				
16. WERE YOU AN EYEWITNESS TO THE ACT <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
Personnel in immediate vicinity or who assisted in act or shared in same hazard:				
17. FULL NAME		18. GRADE	19. OFFICE OF ASSIGNMENT	
List any of the above persons given an award or recommended for award for participating in act:				
21. FULL NAME		22. TYPE OF AWARD		
Conditions under which act was performed:				
23. LOCATION		24. INCLUSIVE DATES		25. TIME OF DAY
26. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED				
Section C				
Recommendation for Award for Achievement, Service, or Performance				
27. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
28. OFFICIAL ASSIGNMENT AT TIME OF SERVICE OR PERFORMANCE Chief, Technical Security Division, OS				
29. COMPONENT OR STATION (Designation and location) Headquarters				
30. DUTIES AND RESPONSIBILITIES Supervises the activities of the Technical Security Division, OS				
Personnel who assisted or contributed substantially to the service or performance				
31. FULL NAME MARCY, William M. PETIT, Alan F.		32. GRADE Elec. Engr. Elec. Engr.	33. GRADE GS-10 GS-13	34. OFFICE OF ASSIGNMENT OS/Technical Division OS/Technical Division
List any of the above persons given an award or recommended for award for participating in the performance				
35. FULL NAME MARCY, William M. PETIT, Alan F.		36. TYPE OF AWARD Certificate of Merit with Distinction		
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	39. NOW IN SAME OR RELATED ASSIGNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	

SECRET
(When Filled In)

Section D	Motivate Description
Award for Heroic Action or Acceptance of Hazard: Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, who, and how. If an act of marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.	
Award for Achievement, Service, or Performance: State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.	
<p>46. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., Alain F. Petit, and William M. Marcy of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a <u>small portable X-ray machine which has been placed in extensive use in the Agency's Audio-Countermasures Program</u>. Experimentation during these months indicated that X-ray combined with a <u>fluorescent screen had</u> distinct advantages in terms of time and effort over the considerably more expensive <u>X-ray film and processor</u>. Along with this, they designed an innovation in the form of a <u>fluorescent cloth</u> which has the distinct advantage of flexibility <u>over the fluorescent screens</u> currently available on the commercial market.</p> <p>The combination of the X-ray and the fluorescent cloth make it possible <u>to rapidly scan in "real time"</u> large wall surfaces and furnishings, a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment in that they designed and developed a packaging plan whereby using two attaché cases they are able to easily transport the X-ray fluoroscopic equipment, wall racks, and motor units making it possible to inconspicuously carry it into offices, residences, and safehouses.</p> <p>These men have shown initiative, ingenuity and great imagination in the application of <u>fluorescopic scanning with X-ray</u>.</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability <u>to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas</u>.</p>	
47. ENCLOSURES (List individuals) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.	
48. PROPOSED CITATION	
49. RECOMMENDATION INITIATED BY	
Ermal P. Geiss	
Ermal P. Geiss	
Section E Recommendation Forwarded Through Officials Concerned For Their Information	
50. Head of <u>68 Career Service</u>	
(Career Service of Initiator)	
51. Deputy Director of Operating Component	
52. Deputy Director of Career Service	
53. Deputy Director for Support	
54. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION	
Deputy Director of Security (PTDS)	
55. DATE	
22 JUN 1966	

SECRET

S-E-C-R-E-T
(When filled in)

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP

FROM: Chief, External Training Branch/RS/TR

SUBJECT: Completion of External Training 16 Aug 1965

This is to advise you that McCord, James W., Jr. training request # R-12340 attended the following external training program:

COURSE: Air War College Program

INSTITUTION: Air War College

DATE: 7 August 1964-4 June 1965

GRADE: None

FOR THE DIRECTOR OF TRAINING:

Patt D. Shaw

Attachments:

- Grade Report
- Certificate of Satisfactory/Successful Completion
- Certificate of Completion
- Roster of Participants
- Training Report by Institution
- Training Report by Student
- None
- Other: _____

GROUP I
excluded from automatic
downgrading and
declassification

S-E-C-R-E-T
(When filled in)

AIR WAR COLLEGE
Air University
United States Air Force
Maxwell Air Force Base, Alabama 36112

SUPER TO:
ATTN TO:

AWCA

8 June 1965

SECRET

Training Reports

TO: Director of Personnel
Central Intelligence Agency
Washington, D. C.

Attached are Training Reports (AF Form 475) for Central Intelligence Agency representatives in the Air War College Class of 1965. These reports are forwarded for your information and appropriate distribution.

FOR THE COMMANDANT

J. K. BROCK
Lt Colonel, USAF
Director of Administration

2 Atchs
1. TR, Mr. Copeland
2. TR, Mr. McCord

1. IDENTIFICATION DATA (Refer AFM 35-10 carefully before filling out any item)				
1. LAST NAME - FIRST NAME - MIDDLE INITIAL McCord, James O.	2. AFM Civilian	3. ACTIVE DUTY GRADE Central Intelligence Agency	4. PERMANENT GRADE	
5. ORGANIZATION COMMAND AND LOCATION Air University Maxwell AF Base, Alabama	6. AERO RATING CODE	7. PERIOD OF REPORT FROM 7 Aug 64 TO 4 Jun 65	8. PERIOD OF REPORT	
9. ACADEMIC PERIOD 44 weeks		9. REASON FOR REPORT <input checked="" type="checkbox"/> FINAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> DIRECTED		
10. NAME AND LOCATION OF SCHOOL OR INSTITUTION Air War College, Maxwell AF Base, Alabama				
11. NAME OR TITLE OF COURSE Air War College Resident Course			12. LENGTH OF COURSE 44 weeks	
13. REPORT DATA (Complete or applicable)				
1. COURSE HOURS COMPLETED 1576	2. COURSE HOURS FAILED None	3. AFM AWARDED N/A	4. AERO RATING AWARDED N/A	5. DEGREE AWARDED N/A
6. COURSE SUCCESSFULLY COMPLETED (If applicable) <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO IF NO Officer earned off-duty college credits at AU Ces. Wash. Univ. Center towards MA degree				
7. TITLE OF THESIS The Sino-Soviet Struggle for Power in Africa, and its Implications for the U.S.		8. ACADEMIC FIELD N/A		
III. COMMENTS PROFESSIONAL EDUCATION OVERPRINT				
1. WRITING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
2. SPEAKING ABILITY				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input checked="" type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
3. INDEPENDENT PROBLEM SOLVING ABILITY (Theola, Staff Study, etc.)				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
4. GROUP PROBLEM SOLVING AND DISCUSSION				
NOT OBSERVED <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	EXCELLENT <input type="checkbox"/>	OUTSTANDING <input type="checkbox"/>
5. ATTN: REVIEW AUTHORITIES: THIS EVALUATION COMPARES THE INDIVIDUAL REPORTED UPON WITH 278 OTHER EXCEPTIONAL OFFICERS AND CIVILIANS CAREFULLY SELECTED FOR ATTENDANCE AT THE AIR WAR COLLEGE. Mr. McCord was an outstanding member of this AWC class. As a member of the Student entertainment Committee, he early initiated the School into a get-together; ahead of time, he attended to the many details so thoroughly that the social activities were most delightful. Mr. McCord has a most friendly and direct manner of speaking with people. He acted well-oriented toward the group endeavors. He considerately expressed his differences toward the students of his seminars, through nice amenities appropriately made as the occasion permitted. In the seminar discussions, his participation was timely and positive, constructive and appropriately introduced so as to further the progress of the group endeavor. He was especially well-informed on the Sino-Soviet struggle for power in Africa. This student's outstanding over-all performance surpassed the high standards expected of the carefully selected members of the AWC.				
6. REPORTING OFFICIAL TYPE NAME GRADE RANK AND CORPORATION ARNO H. LUEHMANN, Maj. Gen., USAF, 1080A, Air War College				
7. SIGNATURE Arnold H. Luehmann		8. DATE 11 June 1965		

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-6 58124	(Print) MCCORD, James W. Jr.	7-24		25-26 16

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.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY			YEAR
1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39	GERMANY	40-42
	1			06	12	64			

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY			YEAR
2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42

SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify) <i>Returnee Payroll Info</i>	
DOCUMENT IDENTIFICATION NO. <i>FORM 1460C</i>	DOCUMENT DATE PERIOD <i>7-10-64</i>

REMARKS

PREPARED BY <i>161</i>	REPORT ANNOTATED ON SOURCE DOCUMENT	SOONER DATE REQUESTED SUBJECT, BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION <i>Finance Division</i>	DATE <i>4-6-64</i>	SIGNATURE <i>John J. McCord</i>

FORM 1451A 1962 EDITION
G-62

SECRET

10-121

CONTINUED SERVICE AGREEMENT FOR EMPLOYEES ASSIGNED
TO TRAINING THROUGH NON-CIA FACILITIES

1. In consideration of my being assigned by the Central Intelligence

Agency to training in Air War College at
(Course)

Montgomery, Alabama

(Name of Facility)

beginning August 1963 and ending June 1965

I agree to the following terms and conditions:

a. That, after having completed the training under the program described above, I will continue serving the Central Intelligence Agency (hereinafter the Agency) for a period of not less than 36 months, which period shall be deemed to commence the first workday after completion of the training covered by this agreement, unless I am involuntarily separated from the Agency;

b. That, if I voluntarily leave the Agency before completion of the agreed period of service and do not immediately, as determined by the Agency, enter the service of another Federal agency, I will reimburse the Agency for any additional expenses incurred by it in connection with my training, which expenses are defined to include (1) travel and per diem in lieu of subsistence, (2) transportation of immediate family, household goods and personal effects, packing, crating, temporary storage, drayage, and unpacking, (3) tuition and matriculation fees, (4) library and laboratory services, (5) purchase or rental of books, materials and supplies, (6) the cost of other services or facilities directly related to the training, but excluding salary, pay, or compensation received.

c. That, before voluntarily leaving the Agency to enter the service of another Federal agency during the agreed period of service, I will give the Agency at least ten working days' written notice, during which period it shall have the opportunity to determine whether I am to reimburse it for any additional expenses incurred; that should I fail to give such ten-day notice, or if the Agency notifies me that reimbursement is required, I will, upon demand, promptly reimburse the Agency for the additional expenses determined to be due.

d. That if I do not make prompt voluntary payment for the amount of additional expenses determined to be due under paragraphs b or c of

(Record)

14-00000

this agreement, the Agency may recover such amounts from me or my estate by (1) set-off of accrued salary, pay, compensation, amount of retirement credit, or other amount due me from the Government, and by (2) such other methods as may be provided by law for the recovery of amounts due the Government.

e. That the assignment to training under this agreement does not commit the Government to continue my employment and, further, that I may be released in whole or in part from the terms of this agreement only by action of the Director of Central Intelligence.

(Signature)

James W. McCord ✓

(Type Name)

13 July 1964

(Date)

WITNESS:

Ruth R. Shaw

(Signature)

(Type Name)

13 July 1964

(Date)

HEADQUARTERS
UNITED STATES ARMY, EUROPE
Office of the Provost Marshal
U.S. Forces

5 MAY 1954

Dear Jim:

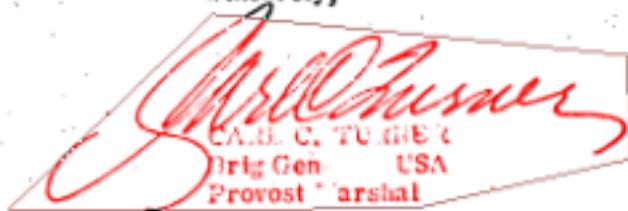
My tour of duty in Headquarters, United States Army, Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively, yet effectively, served as the catalyst which welded together the activities of the many staff and operational agencies which share an interest in our national security, has been a source of continuing inspiration to me. Your efforts have enjoyed my unqualified personal support and have merited the admiration of those members of my staff who have been privileged to associate with you.

You have dramatically demonstrated a capacity for bringing together key personnel of agencies who seek, in the accomplishment of their individual missions, the realization of a common goal, in a manner calculated to preserve the individual integrity of each agency while exploiting those benefits of cohesiveness so essential to maximum effectiveness. I find it that the application of a prescribed technique without adding the complementary ingredient of your confidence inspiring and persuasive personality would not have achieved the same measure of success, I unhesitatingly ascribe our abundant joint accomplishments to your generous personal contribution.

Very truly yours,

My future relationships with your associates will always reflect my admiration for the manner in which you have contributed to the attainment of our national aims and the manner in which your personal efforts have precipitated a more significant contribution from the other agencies with which yours has been associated.

Sincerely,


CARL C. TURNER
Brig Gen USA
Provost Marshal

DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
Office of Special Investigations
Office of the Deputy Director (USAFE)
APO 332, US Forces



REPLY TO:
ATTN OF: AFISI-D

SUBJECT:

10 JUN 1964

TO: Mr. Gordon M. Stewart
Coordinator and Special Advisor
OCA, AMCONGEN
APO 757, US Forces

Dear Mr. Stewart

On the departure of Mr. James W. McCord I wanted you to know of OSI's appreciation for his constant support and cooperation during his tour. He has given us valuable assistance in the performance of our mission.

We appreciate also Mr. McCord's constant efforts to create unity of purpose and action among the many security and counterintelligence agencies in the area. Through his efforts new liaison avenues were opened to OSI which, on several occasions, facilitated the completion of our tasks. His efforts in contingency planning also were noteworthy.

OSI in USAFE will miss Mr. McCord. Please extend our good wishes to him and Mrs. McCord for continued success in their endeavors.

Sincerely

Colonel, USAF
Deputy Director (USAFE)

pls favor

C

HEADQUARTERS
513TH INTELLIGENCE CORPS GROUP
Office of the Commanding Officer
APO 757 US Forces

AEUMC-SD

5 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord
United States Army Area Security Component
APO 757, US Forces

1. Upon your impending departure from overseas assignment, I wish to take this opportunity to express sincere appreciation on behalf of the 513th Intelligence Corps Group for your splendid cooperation with this organization.

2. The conference held by security officers in this area on a monthly basis, which was established largely due to your efforts, has provided an excellent opportunity for closer coordination, exchange of information, and integrated operations; and has resulted in benefits to the overall security missions of the United States agencies in this area.

3. Your professional competence, coupled with your cheerful approach to problem areas, has benefited all of those who have had the opportunity to work with you. I feel certain you will render distinguished service in your new assignment, and I wish you every success for the future.

Paul R. Lutjens
PAUL R. LUTJENS
Colonel, AIS
Commanding

HEADQUARTERS
UNITED STATES ARMY SECURITY AGENCY EUROPE
OFFICE OF THE CHIEF
AND Y57

IAINT-I

8 June 1964

SUBJECT: Letter of Appreciation

TO: Mr. James W. McCord, Jr.
Chief, Security
USAASC
APO 757, US Forces

1. The news of your departure to a new station in the USA has been received with regret; your contributions in the intelligence community will be missed. At the same time it is gratifying to learn that you have been selected for such an important assignment of which you are most deserving.

2. I wish to express my appreciation for your efforts in organizing the Frankfurt Security Officers' Conference. I am aware that through your initiative and tenacity this organization expanded in size until all security and intelligence units in the Frankfurt area were represented, thus cementing their combined efforts into one sphere of cooperation. This, I am sure, has contributed immeasurably to the overall security mission of this community.

3. I also wish to specifically thank you for the security lecture you presented to members of my command in England. There have been many favorable comments received from personnel hearing that presentation, to the effect that the lecture indicated a very broad range of knowledge on your part and that it was presented in a truly professional manner.

4. The fine cooperation you have extended to personnel in my **52** Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

James H. Kellner
JAMES H. KELLNER
Colonel, AIS
Chief

FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63
R707-7 T71, 30 Oct 63

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY		
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW.		
NAME OF EMPLOYEE (EEUS)		DATE FROM ITEM #1 NAME OF SUPERVISOR (EEUS)
JAMES W. KELLY, JR. /s/ 26 OCT 63		James W. Kelly /s/ 1. 26 OCT 63
NAME AND SIGNATURE OF OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		
8. Security Officer		George S. Under
21 Nov 63		
TO BE COMPLETED BY EMPLOYEE APR 64-2 June 64		
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE
26 January 1924	GS-15	Chief, Security Branch/CSB
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	
Security Officer	German Station, CSB	
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR		

7. EXPECTED DATE OF DEPARTURE FROM FIELD		
9 June 1964		
8. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS		
20 July 1964		
9. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (See SPECIAL note on Transmittal Form)		
<p>1. Security policy advisor to COS and its Senior Station and Base Officers.</p> <p>2. Supervises nine professional and four clerical employees of the Security Branch.</p> <p>3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.</p> <p>4. Reviews security of German Station and recommends ways and means for strengthening and improving.</p> <p>5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.</p> <p>6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.</p>		
10. PREFERENCE FOR NEXT ASSIGNMENT.		
<p>A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 9, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.</p> <p>Same as #8, above.</p>		
11. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (Refer to catalog of courses if available)		
<p>Would like National War College training</p>		

SECRET

<p>9. PREFERENCE FOR NEXT ASSIGNMENT (Leave Form)</p> <p>C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 2nd, 2nd and 3rd choice) IN THE BOXES BELOW:</p> <p>1 <input type="checkbox"/> RETURN TO MY CURRENT STATION</p> <p>2 <input type="checkbox"/> BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT: 1ST. CHOICE <u>OS/IOS</u> 2ND. CHOICE <u>OS/PPS</u> 3RD. CHOICE <u>OS/Staff</u></p> <p>3 <input type="checkbox"/> BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS: 1ST. CHOICE <u>San Francisco</u> 2ND. CHOICE <u>Los Angeles</u> 3RD. CHOICE <u>Miami</u></p>		
<p>10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? <u>30 days</u> INDICATE NUMBER OF WORK DAYS <u>20</u></p> <p>11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU: <u>four; ages, 36, 11, 9, and 7</u></p>		
<p>12. SIGNATURE: COMPLETE ITEM NO. S-1, TRANSMITTER SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION</p> <p>13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:</p> <p>Subject has rendered outstanding performance while assigned to the German Station. His preference to return for an additional two years after home leave is accepted with great pleasure.</p> <p>Full consideration should also be given in the future for his request to attend the National War College.</p>		
<p>14. SIGNATURE: COMPLETE ITEM NO. S-2, TRANSMITTER SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE PERSONNEL OFFICER AT HEADQUARTERS</p> <p>15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:</p> <p>Events have overtaken this FNG and Subject will be returning in the summer of 1964 to attend the Air War College.</p>		
<p>16. NAME OF PERSONNEL OFFICER <u>George S. Rader</u></p> <p>DATE <u>10 December 1963</u></p>		
<p>17. EMPLOYEE <input checked="" type="checkbox"/> HAS NOT BEEN NOTIFIED OF PLANS FOR REASSIGNMENT</p>		
<p>18. TYPED OR PRINTED NAME <u>ERNEST HALDT</u> SIGNATURE <u>Ernest Haldt</u></p>		
<p>19. COMMENTS <u>Mr. Haldt selected San Fran College and subsequently decided to return for this purpose.</u></p>		

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST 7-26	MIDDLE W.	
58124	MCCORD	JAMES		25-26 <i>EF</i>

INSTRUCTIONS

USE APPROPRIATE SPACES 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.

PCS-DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	DUTY
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
1 - PCS (Basic)	27	26-29	30-31	32-33	34-35	36-37	38-39	40-42
2 - CORRECTION								
3 - CANCELLATION	1	06	09	62				GERMANY 270

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	DUTY
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
2 - TDY (Basic)	27	26-29	30-31	32-33	34-35	36-37	38-39	40-42
3 - CORRECTION								
4 - CANCELLATION								

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE-PERIOD
	5/13 - 6/9/62

PROCESSED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	SOON DATE VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED
DATE	8/16/62	<i>John T. Belcher</i> <i>BT</i>
100-18814		

SECRET

SECRET

(Blank Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curtis Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
1-6 25124	LAST (Print)	FIRST JAMES	MIDDLE JR.	25-26 54

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.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

05-6557-62

DOCUMENT DATE/PERIOD

4/1-14/62

REMARKS

BSC
9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED ON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 25-10-62	SIGNATURE R. C. JONES
EXTRA FINANCIAL		

SECRET

FBI-DOJ

CERTIFICATE

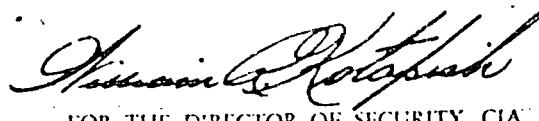
This is to certify that

James W. McCord

has attended and successfully completed the
**SECURITY OFFICE
SPECIAL TRAINING COURSE**

Security Officer Field Course #12

during the period 14 May to 25 May 1962



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

14-00000

CERTIFICATE

This is to certify that

James W. McCord

has attended and successfully completed the

SECURITY OFFICE SPECIAL TRAINING COURSE

Physical Security Training Course #8

during the period 23 April to 11 May 1962



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

CONFIDENTIAL
(When Filled In)TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of Two Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:


James Walter McCord, Jr.
(Employee)
Peter M. Hallas
Office of Personnel

Date: May 8 '62

S-E-C-R-E-T

TRAINING REPORT

Operations Support No. 50

120 hours, full-time, Phase I	2 - 20 April 62	<u>8</u> Students
80 hours, full-time, Phase II	23 April - 4 May 62	<u>10</u> Students

Student : McCORD, James W., Jr.

Year of Birth: 1924

EDO Date: August 1951

Grade: 08-15

Office : 08

COURSE OBJECTIVES - CONTENT AND METHODS

The Operations Support Course emphasizes the role of support personnel in clandestine activities and their responsibility in originating material of a support nature at headquarters and in the field. The course objectives are to provide the student with (1) an appreciation of the interrelationship between operating functions and support functions; (2) an understanding of some of the basic principles and techniques of Agency operations; (3) a knowledge of procedures, regulations and problems pertinent to the necessary support of operational activities.

a. Phase I covers instruction on organization, functions and responsibilities of the Clandestine Services; basic principles of clandestine activity accompanied by practical exercises; project and agent management; familiarization with defensive and offensive audio surveillance.

About fifty per cent of Phase I consists of lectures, briefings, and discussions; about thirty-five per cent is devoted to field exercises, practical written assignments, practical problems, and observing films as training aids in basic tradecraft. The remainder of the time is devoted to studying and testing.

b. Phase II includes name checks, records procedures, foreign travel, finance and property accounting, dispatch, pouch, cable and message-writing procedures. For this phase, problems have been developed to represent situations as they normally occur at a Class B Station.

About thirty-five per cent of Phase II is composed of lectures, briefings, and discussions; about fifty per cent is devoted to practice problems and practical written assignments. The remainder of the time is devoted to studying and testing.

ACHIEVEMENT RECORD

The adjectival ratings on this student for each major area of this course are the result of an evaluation of his work on his individual projects, on the other exercises, and on the final examination. Comparative judgment takes into account students in preceding classes as well as the present one. The numbers show how many students received each rating. An asterisk (*) shows the rating this student received. The rating the student receives represents the student's performance in the course with no allowance made for difference in age, education, experience and so forth.

S-E-C-R-E-T

S-E-C-R-E-TNAME McCord, James W., Jr.

MAJOR CATEGORIES

PHASE I	UNSAT	SAT	EXCELLENT
1. Tradecraft - Recognition of elementary principles.	0	2	6
2. Casing - Written observation of an assigned site.	0	2	6
3. Personal Meeting Plan - Written paper emphasizing techniques of effecting clandestine meeting.	0	5	3
4. Personal Meeting - Carrying out student's plan.	0	4	4
5. Contact Report - Written report of clandestine personal meeting.	0	2	6
6. Operational Support Procedures - General knowledge of Clandestine Services Organization and Functions; Agent and Project Management.	0	2	6
PHASE II			
1. Originating Headquarters and Field Dispatches. Indexing Requirements. Field Pouch Manifest.	0	2	8
2. Preparation of Headquarters and Field Cables. Writing and Indexing Messages. Use of Message Writing Techniques.	0	7	3
3. Type II Property Accounting - Fundamentals and Execution of Records.	0	1	9
4. Foreign Travel - Currency Conversion and Completion of Travel Voucher.	0	4	6
5. Familiarization with Class B Accounting and Preparation of Records.	0	0	10
6. Clandestine Services Headquarters and Field Support Procedures.	1	4	5
COMMENTS			
Student cancelled per Registrar/Training, 29 March 1962.			
FOR THE DIRECTOR OF TRAINING:	<u>Everett L. Biggs</u> Chief Instructor		18 May 1962 Date

S-E-C-R-E-T

CONFIDENTIAL

(When Filled In)

TFR

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave or 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		(First) <u>McCORD</u>	(Middle) <u>Jane</u>	SOCIAL SECURITY NUMBER	<u>453-72-4741</u>
1. RESIDENCE DATA					
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)			
PLACE IN CONTINENTAL U.S. (If appointed abroad)		HOME LEAVE RESIDENCE			
<u>5211 Hayes Ave., Springfield, Va.</u>		<u>Same</u>			
2. MARITAL STATUS (Check one)					
SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
IF MARRIED, PLACE OF MARRIAGE		<u>Lawson Texe</u>			
IF DIVORCED, PLACE OF DIVORCE DECREE					
IF WIDOWED, PLACE SPOUSE DIED					
3. IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)					
4. MEMBERS OF FAMILY					
NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)		TELEPHONE NO.		
<u>Sarah Ruth McCORD</u>	<u>5211 Hayes Ave., Springfield, Va.</u>		<u>F-L 4-7686</u>		
NAME OF CHILDREN	ADDRESS	AGE	DATE OF BIRTH		
<u>Michael Steven McCORD</u>	<u>Same</u>	<u>11</u>	<u>9/15/56</u>		
<u>Nancy Ellen McCORD</u>	<u>Same</u>	<u>7</u>	<u>3/25/55</u>		
<u>Carol Anne McCORD</u>	<u>Same</u>	<u>1</u>	<u>11/7/53</u>		
NAME OF FATHER (Or male guardian)	ADDRESS		TELEPHONE NO.		
<u>James W. McCORD Sr.</u>	<u>Pax 63, Backerville, Okla.</u>		<u>-</u>		
NAME OF MOTHER (Or female guardian)	ADDRESS		TELEPHONE NO.		
<u>Mary Jane McCORD</u>	<u>" "</u>		<u>-</u>		
WHAT MEMBER(S) OF YOUR FAMILY, IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION? IF CONTACT IS REQUIRED IN AN EMERGENCY,					
<u>James & Luther Berry, 352-2916, St. 1-11st Terra Bella, Okla.</u>					
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY					
NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP				
<u>Luther Berry</u>	<u>Father or Son</u>				
HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER				
<u>3508 39th St Lubbock, Texas</u>	<u>Swift F-3440</u>				
BUSINESS ADDRESS (No., Street, City, Zone, State and name of employer, if applicable)	BUSINESS TELEPHONE & EXTENSION				
<u>Same</u>	<u>Same</u>				
IS THE INDIVIDUAL NAMED ABOVE A TELLING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization from he believes you work for.)					
<u>You</u>					
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)					
<u>You</u>					
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)					
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 6 on the reverse side of this form.					
CONTINUED ON REVERSE SIDE.					
CURRENT RESIDENCE AND DEPENDENCY REPORT					

CONFIDENTIAL

(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain persons often delays and complicates the settlement of estate and financial matters. The information requested in this section may be 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.)

1ST NATIONAL BANK of Vienna, Virginia - James W Jr and
Social Rel. Mr. Cole

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

W. H. wife

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)

Dorothy Berry, wife in law, 2217-D Marilee St Houston Texas

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

1ST NATIONAL BANK, Vienna, Virginia

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT

DATE

SIGNATURE

Washington DC

May 862 James W. Jr. Cole

CONFIDENTIAL

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

239754 MAR 13 62

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
1-5 658124	CORD	JAMES	W. J.P.	24

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.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	24	27-28	29-30	31-32	33-34	35-36	37-38		39-41
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	24	27-28	29-30	31-32	33-34	35-36	37-38		39-41
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

CS - 5-JV-62

DOCUMENT DATE/PERIOD

10/4 - 10/61

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
FINANCIAL DIVISION	DATE	SIGNATURE

FEB 19 1962

SECRET

14-101

S-ED-O-R-E-1
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - Free Europe (Germany)

28 hours 19, 20, 26 & 27 February 1962 Office

Students : MCCORD, Sarah Ruth (Dependent- Service Designation:
James W., Jr.)

Year of Birth: No. of Students :

Grade : EOD Date

COURSE OBJECTIVE - CONTENT AND METHOD

This course helps prepare personnel and their adult dependents for residence or travel in the general area and country of destination. Included are a briefing on "The Americans Abroad Problem," its implications for the individual employee or dependent and the Agency, practical advice for successful personal adjustment to everyday problems of working and living in the area of assignment, useful information on the area, and guidelines for understanding its major problems. Advice includes cues for effective inter-personal relations in the particular country or region. Area information includes an analysis of the importance of the region to the United States and descriptions of the people, their institutions, and current living conditions. The course offers lectures, panel discussions, films, slide commentaries, and selected readings for a recommended program of self-study. Employees and dependents recently returned from the area help to keep current the information on conditions.

ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

Anthony Lewis
CHIEF Instructor
ANTHONY M. LEWIS

4 June 1962
Date

S-ED-O-R-E-1
(When Completed)

SECRET

(This form filled in)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST JAMES	MIDDLE W	
1-0 571201				25-26 211

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.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-41
3 - CORRECTION									
5 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF PECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
T.O. 05-516-62	6/12/61 - 6/29/61

REMARKS

219883 NEW 1561

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE CITED
FISCAL DIVISION	DATE 1st June 61	SIGNATURE John S. [Signature]
FINANCIAL DIVISION		

FORM 1451a OMB APPROVED FEBRUARY 1964
GSA GEN. REG. NO. 27, 14 CFR PART 131

SECRET

14-101

25/12/2023

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TOS

Office of Personnel, Statistical Reporting Branch, ROOM 192 Carter Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
1-0 58124	McCard	James	W. Jr.	26-26 24

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 IN BASIC DATA, CORRECTION, OR CANCELLATION (ONE UNIT). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	26-26	30-31	32-33	36-36	26-27	36-39		40-42
2 - CORRECTION									
3 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	OMIT	
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	26-26	30-31	32-33	36-36	26-27	36-39		40-42
4 - CORRECTION									
6 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH		
<input type="checkbox"/> CABLE	60% STATUS OR TIME AND ATTENDANCE REPORT		
OTHER (Specify)			

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD		

PREPARED-BY	REPORT ANNOTATED ON THIS DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENTIZED.
EXCH. DIVISION	Date 9/23/62	Signature M. De Marchi
FINANCIAL DIVISION		

GPO: 1651a 1964 EDITION
0-250-100000-1

SECRET

14-101

SECRET

(DRAFT EDITION)

VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 16 60

TO:

Office of Personnel, Statistical Reporting Branch, Room 190, Curtis Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
58124	McCord	JAMES	W.	24

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO INDICATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One Only). REPORT DATES BY USING THE QUOTER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL				DEPARTURE				COUNTRY	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	34-37	38-39			40-42
2 - CORRECTION										
3 - CANCELLATION										

TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE				RETURN				ANALYSIS	OMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR			
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	EE, WE,		40-42
2 - CORRECTION										
3 - CANCELLATION	A2	08	15	60	08	22	60		801	

SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CARD	DUTY STATUS ON TIME AND ATTENDANCE REPORT
DATA (Specify)	
DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	15-27 AUG. 60

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
EXPIRED EDITION NUMBER & SYSTEM	DATE	SIGNATURE
1955a EDITION PREVIOUS EDITIONS	12/14/60	G. M. P.

SECRET

14-101

SECRET

(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-0 58124	(Print)	McCord, J.	J.	26-20 31

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE SSSE 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.

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	20	27-28	29-30	31-32	33-34	35-36	37-38		30-41
2 - CORRECTION									
3 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			PERIOD	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	20	27-28	29-30	31-32	33-34	35-36	37-38		30-41
2 - CORRECTION									
3 - CANCELLATION	2	10	35	59	10	17	59	WE - EE	801

SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
OS - 278-60	5-17 Oct. 1959

REMARKS 031347 FE02160

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED-CORRECT-BASED UPON SOURCE DOCUMENT CITED
FISCAL DIVISION	DATE 7/23/60	SIGNATURE <i>Johnstone</i>
FINANCIAL DIVISION		

FORM 1451a

G-30

SECRET

14-101

CONFIDENTIAL

74-R

INSTRUCTIONS: COMPLETE IN DETAILED FORM. THE DATA RECORDED ON THIS FORM IS ESSENTIAL IN DETERMINING TRAVEL EXPENSES
ACCORDING TO CONNECTION WITH LEAVE OR GOVERNMENT EXPENSE, OVERSEAS DUTY, RETURN TO RESIDENCE UPON SEPARATION, AND
DATA PERTAINING TO CURRENT RESIDENCE AND DEPENDENCY INFORMATION REQUIRED IN THE EVENT OF AN EMPLOYEE EMERGENCY. THE
ONE COPY OF THIS FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

NAME OF EMPLOYEE	LAST (FAMILY) (PREFIX)	MIDDLE (NAME)
<i>John Gerald Jones Jr.</i>		
RESIDENCE DATA		
PLACE OF RESIDENCE WHEN APPOINTED	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)	
<i>5701 Floyd Ave.</i>	<i>521 Rose Ave., Springfield Va.</i>	
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE	<i>5701 Floyd Ave., Springfield Va.</i>	
MATERIAL STATUS		
CHECK ONE: <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> BLOODED <input type="checkbox"/> ANNULLED	DATE OF MARRIAGE <i>1 May 30 1958</i>	
IF MARRIED, INDICATE PLACE OF MARRIAGE <i>Lamesa Texas</i>	DATE OF DECREE	
IF DIVORCED, PLACE OF DIVORCE DECREE		
IF BLOODED, INDICATE PLACE SPOUSE LIVES	DATE SPOUSE DIED	
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)		
MEMBERS OF FAMILY		
NAME OF SPOUSE <i>Sarah Ruth McGee</i>	ADDRESS (No., Street, City, Zone, State) <i>5701 Floyd Ave.</i>	TELEPHONE NUMBER <i>FL 4-7684</i>
NAME OF CHILDREN <i>Michael Steven McGee Lindanne McGee Sherry Edie McGee</i>	ADDRESS <i>Same</i>	SEX AGE <i>M 2 F 5 F 3</i>
NAME OF FATHER (Or male guardian) <i>James W McGee Sr</i>	ADDRESS <i>Pearce C.C. Home</i>	TELEPHONE NUMBER <i>—</i>
NAME OF MOTHER (Or female guardian) <i>Frances Lee McGee</i>	ADDRESS <i>Pearce C.C. Home</i>	TELEPHONE NUMBER <i>—</i>
WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES? <i>Wife only</i>		
4. PERSONS TO BE NOTIFIED IN CASE OF EMERGENCY		
NAME (Mr., Mrs., Miss) (Last, First, Middle) <i>Mrs. Frances Lee McGee</i>	RELATIONSHIP <i>Lu. wife</i>	
HOME ADDRESS (No., Street, City, Zone, State) <i>5701 Floyd Ave., Springfield Va.</i>	HOME TELEPHONE NUMBER <i>FL 4-7684</i>	
BUSINESS ADDRESS (No., Street, City, Zone, State) (NAME OF EMPLOYER, IF APPLICABLE) BUSINESS TELEPHONE & EXTENSION		
5. INDIVIDUAL NAMED ABOVE NOTIFIED OF YOUR AGENCY AFFILIATION		
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
6. THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF		
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
7. THIS INDIVIDUAL KNOWS THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE		
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
THE PERSONS NAMED IN ITEM 2 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.		
8. VOLUNTARY STATEMENT		
INDICATE ANY BANKING INSTITUTIONS ETC. WHICH YOU HAVE ACCOUNTS <i>The Springfield Bank, Springfield Va.</i>		
CONTINUED ON REVERSE SIDE		
CURRENT RESIDENCE AND DEPENDENCY REPORT		

CONFIDENTIAL
(When Filled In)

2. CONTINUED:

IN whose NAME(S) ARE THE ACCOUNTS LISTED?

*Tanner W. and Sarah Rich McCord*HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? YES NO. IF "NO", WHERE IS DOCUMENT LOCATED?HAVE YOU EXECUTED A POWER OF ATTORNEY? YES NO. IF "YES", WHO POSSESSES THE POWER OF ATTORNEY?*My wife.*

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SEARCHED	INDEXED	FILED
W. K. Langford, Jr.	100-18	June 1968

CONFIDENTIAL

~~SECRET~~

REPORT OF HONOR AND MERIT AWARDS BOARD
 (CONVENED PURSUANT TO REGULATIONS R 20-615 AND FS 20-635)

DATE

2 March 1959

The Honor and Merit Awards Board having considered a recommendation that:

NAME: McCORD	LAST: James	MIDDLE: Walter	POSITION TITLE: Actg. Dep. Chief/SFS/OS
PRESENT GRADE: CS-14	OFFICE ASSIGNED TO: Security		STATION: Headquarters
BE AWARDED:			

Certificate of Merit with Distinction

FOR HEROIC ACTION, ON

FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD
1 July - 15 August 1958

APPROVES THE RECOMMENDATION

DISAPPROVES THE RECOMMENDATION

APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:

CITATION

REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD

The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.

APPROVED

SIGNATURE

TYPED NAME OF CHIEFMAN, DIRECTOR AND STAFF MEMBER SIGNING

Gordon M. Stewart

DIRECTOR OF PERSONNEL, INFORMATION

SIGNATURE

TYPED NAME OF DIRECTOR

Rulyard Boultre

383 300-0000000000000000

v.1

RECOMMENDATION FOR HONOR AWARD (REGULATIONS P-20-635 & AFR 20-635)				DATE
TO: Honor Awards Board		THROUGH:	18 December 1958	
SECTION I PERSONAL DATA				
NAME OF PERSON RECOMMENDED (Last) (First) (Middle)		POSITION TITLE	GRADE	
OFFICE ASSIGNED TO Security		Actg. Dep. Chief/SAC/OA OS-11 Station Headquarters	(Specify location)	
LEGAL RESIDENCE (number, street, city, zone, state) 5701 Floyd Avenue, Springfield, Virginia		CITIZENSHIP AND HOW ACQUIRED Birth		
IF ANY OF THE ABOVE ITEMS WERE DIFFERENT FOR THE INDIVIDUAL RECOMMENDED AT THE TIME OF THE ACT OR SERVICE, INDICATE SUCH DIFFERENCES.				
RECOMMENDED AWARD Certificate of Merit with Distinction				
NAME OF NEXT OF KIN Ruth McCord		RELATIONSHIP Wife	POSTHUMOUS <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
ADDRESS (number, street, city, zone, state) 5701 Floyd Avenue, Springfield, Va.				
IF PREVIOUS RECOMMENDATIONS WERE SUBMITTED FOR THIS ACT OR SERVICE, INDICATE TYPE OF AWARD RECOMMENDED, BY WHOM, DATE, ORIGINATING OFFICE, AND ACTION TAKEN. None				
SECTION II RECOMMENDATION FOR AWARD FOR HEROIC ACTION				
WERE YOU AN EYEWITNESS TO THE ACT? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		IF ORIGINATOR IS NOT AN EYEWITNESS, ATTACH AFFIDAVITS OR CERTIFICATES OF EYEWITNESSES OR INDIVIDUALS HAVING PERSONAL KNOWLEDGE OF THE FACTS.		
PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD: Full Name				
		POSITION TITLE	GRADE	OFFICE ASSIGNED TO
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT: Full Name				
		TYPE OF AWARD		
CONDITIONS UNDER WHICH ACT WAS PERFORMED: LOCATION				
		INCLUSIVE DATES	TIME OF DAY	
PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED.				
SECTION III RECOMMENDATION FOR AWARD FOR ACHIEVEMENT OR SERVICE Effort, commitment, or skill of the duty or service performed, identification and location Germany and Bennington, New York				
July 15 August 1958		ESTIMATE COMPLETED <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	BOD IS SAME OR RELATED ASSIGNMENT <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
1000 800 *** 000000000000				

SECTION IV TO BE USED FOR ALL RECOMMENDATIONS	
NARRATIVE DESCRIPTION OF <input type="checkbox"/> DEED (OR ACT) <input checked="" type="checkbox"/> ACHIEVEMENT OR SERVICE RENDERED)	
<p>AWARD FOR HEROIC ACTION: WAS ACT VOLUNTARY? DESCRIBE WHY ACT WAS OUTSTANDING AND IF IT WAS MORE THAN NORMALLY EXPECTED. EXPLAIN WHAT IN AERIAL FLIGHT, DESCRIBE TYPE AND POSITION OF AIRPLANE, CREW POSITION OF INDIVIDUAL, AND ALL UNUSUAL CIRCUMSTANCES. INDICATE RESULTS OF ACT.</p> <p>AWARD FOR ACHIEVEMENT OR SERVICE: TITLE AND DUTIES OF ASSIGNMENT, INCLUDING CHARACTER OF SERVICE DURING PERIOD FOR WHICH RECOMMENDED; FULL COMPLETE DESCRIPTION OF TECHNICAL OR SPECIALIZED POSITIONS, INCLUDING DATES OF ASSIGNMENT AND GRADE; WHAT DID THE INDIVIDUAL DO THAT MERITS THE AWARD? WHY WAS THIS OUTSTANDING WHEN COMPARED TO OTHERS OF THE SAME GRADE AND EXPERIENCE IN SIMILAR POSITIONS? INDICATE RESULTS OF ACHIEVEMENT OR SERVICE.</p>	
<p>Reference is made to the attached memorandum dated 1 November 1958, which is the summary excerpted from the report of the operation submitted on that date.</p> <p>Upon receipt of information, 2 July 1958, that a member of the Soviet Foreign Office in Moscow had mentioned to one of the American Embassy staff members that the Soviets had knowledge of the crew of the missing C-118, Mr. McCord was appointed head of a team of men from Headquarters to proceed immediately to Germany to plan for and debrief the crew of the C-118 in case they were released.</p> <p>At Wiesbaden, acting upon policy guidance received from Headquarters, Mr. McCord made detailed plans for the interrogation of crew members; prepared news releases and made plans for the handling of the press; arranged for reunion of the crew members with their families; and arranged medical examinations, all with the view toward avoiding publicity or incidents which might reveal Central Intelligence Agency interest in the highly sensitive nature of the plane's flight.</p> <p>When the crew arrived at Wiesbaden, Mr. McCord directed the over-all interrogations and participated in portions of the interrogation of the crew members himself. He prepared cables and dispatches for Headquarters as well as the over-all report of the debriefing of the crew. He briefed the crew members regarding their conduct before the press. He also assisted in the plans for the return of the crew members to Washington, all of which entailed around-the-clock work.</p> <p>Upon return to Washington, Mr. McCord directed the detailed debriefing of the crew, covering all aspects of possible compromise of security of CIA personnel, operations, and cover unit activities, as well as various positive intelligence and counter-intelligence matters. Final reports were prepared and Mr. McCord participated in briefings of the DCI, DDCI, and various Air Force and Defense Department officials.</p> <p>The ingenuity, foresight, planning and guidance exercised by Mr. McCord from the time the team first left for Europe, through the initial debriefing, and then in following through in the debriefings back at Headquarters, resulted in rapid and thorough interview of the crew members, assessment of the compromise to the Agency, and determination of appropriate action needed by the Agency to counter such compromise. His performance in that instance was of the highest degree and did much credit to this Agency in the highly professional manner in which it was performed.</p>	
RELATED POSITION OF PERSON INITIATING RECOMMENDATION TO PERSON BEING RECOMMENDED	NAME, POSITION TITLE, AND GRADE OF PERSON MAKING RECOMMENDATION
Head of Office	Sheffield Edwards Director of Security OS-18
LIST OF ENCLOSURES (Include proposed dates and)	SIGNATURE
Summary memorandum excerpt from report dated 1 November 1958	DATE 18 December 1958

S E C R E T

1 November 1958

SUBJECT: American C-118 Aircraft Downed in Soviet Azerbaijan 27 June 1958 by Soviet MIG-17's

On 27 June 1958, a C-118 cargo plane, assigned to the U. S. Air Force in Wiesbaden, was fired on and forced down near Gendarikh, Soviet Azerbaijan. The plane was carrying nine U. S. airmen, three of whom are assigned to this Agency. They are Colonel Dale D. Brannon, Major Robert E. Crans and Major Bennie A. Shupe. The other six men were regular Air Force members assigned to Wiesbaden, Germany. The nine men were en route from Wiesbaden to Teheran and Pakistan on a flight carrying cargo for CIA. Col. Brannon and Major Crans were planning to get off the plane in Teheran had the plane remained on course.

The plane, while en route to Teheran from Nicosia and as a result of bad weather and navigation error, went off its plotted course and crossed into Soviet Armenia. There it was intercepted and fired on by three MIG-17's and caught fire in the left wing. Five of the crew bailed out and the other four rode the aircraft down to a safe landing on a small airstrip at Gendarikh in Soviet Azerbaijan. The crew members who had remained on the plane to its landing got out safely and the plane was burning fiercely when the crew last saw it. The part of the crew that parachuted was surrounded by Soviet peasants, some of whom beat and struck at the crew members. One of the men, Major Bennie Shupe, CIA employee, was taken by the mob to a telephone pole and narrowly escaped hanging before being rescued by the Soviet military.

Major Shupe and the remainder of the crew were turned over to the Soviet military, and after an overnight stay in a Soviet military garrison near Stepanakert were taken to a city believed to be Yevlakh, and then flown to Baku, Russia. There they underwent interrogation by Soviet intelligence officers, at least one of whom had served in the United States, as a Soviet Purchasing Commission employee 1943-45, and later in Canada in 1947-55 as First Secretary of the Soviet Embassy. This RIS officer, Vladimir Bourdine, later served in 1955 as a personal interpreter for Khrushchev in a meeting with Prime Minister Nehru of India. Bourdine interrogated Colonel Brannon of CIA at considerable length during the period 30 June - 3 July 1958, while the crew was imprisoned in the MVD Headquarters building in Baku. Following their individual interrogations, the crew members were required to appear separately before a Commission of Soviet officials at the Baku MVD Headquarters who questioned them about the border violation by the C-118 aircraft, and requested them to sign statements attesting that they had been well-treated and received adequate medical care by the

S E C R E T

S E C R E T

Soviets. The inquiry by the Commission was perfunctory and did not involve an interrogation in the intelligence sense. The crew was then transported to Astara on the Soviet-Iranian border on 7 July 1958 and turned over to the American Air Attaché.

On 2 July 1958 this Agency received information indicating that the Soviets might be considering releasing the nine fliers. Since no date or place of release was indicated, cables were sent to the various peripheral CIA stations around the Soviet border indicating the possibility of impending release. The Air Force agreed to alert its Air Attachés in the same areas of the possibility of impending release. At the same time a team of Agency personnel, including a medical officer, an Air Maritime officer, and two representatives of the Security Office were dispatched to Wiesbaden from Headquarters in anticipation of the release of the fliers. Three hours after the team arrived in Germany, the place of release was learned from the Soviets to be Astara on the Soviet-Iranian border, and a USAFE plane was dispatched that night from Wiesbaden with the Air Maritime team member aboard destined for Teheran to await the turnover of the American fliers at Astara. The fliers were turned over on 7 July 1958, were immediately flown to Wiesbaden, Germany where an initial joint CIA-AF debriefing of them was begun, and where initial press interviews were held, following careful briefing of the crew as to the text and limitations to be observed. Two days later, two members of the crew, one of whom was Major Shupe, a CIA employee, were permitted to give an interview to the Paris representative of Time-Life. Members of the CIA team were present during these press interviews, under appropriate cover arrangements, to furnish guidance to the CIA personnel.

Following the initial debriefing, the entire crew was flown to Washington, D. C. on 18 July 1958, for a more extended debriefing. These debriefings were completed on 6 August 1958 and covered the various aspects of possible compromise of the security of CIA personnel, operational and cover units activities, as well as various positive intelligence and counter-intelligence matters.

The three CIA men aboard the plane were extremely knowledgeable of highly sensitive Agency operational activities and of the identities of numerous CIA personnel. Colonel Brannon, as Commander of the CIA Air Support Operations in Europe, was knowledgeable of CIA operational activities on a world-wide basis, with many of these projects being extremely sensitive. Colonel Brannon and Major Robert Crans each carried briefcases containing classified material, and Brannon carried an address book containing several names, addresses and telephone numbers of CIA personnel and cover units. The two briefcases are believed to have been destroyed by the fire in the aircraft after landing. The address book of Brannon was taken from him by the Soviet

S E C R E T

peasants on landing and was later turned back to him by the Soviet Commission members at Baku. Neither he nor other members of the crew were questioned about either of the briefcases, their contents, nor about the address book and its contents. We assume that the Soviets have or will process the names in the address book through their Moscow files. Some of the other crew members carried personal notations in their wallets relating to a few other CIA personnel.

We have received no indications that Colonel Brannon or the other crewmen were drugged or otherwise tampered with by the Soviets. Brannon and some of the others did receive shots the first night and second day from the Soviet military for their wounds and burns; however, these shots are believed to have been for legitimate medical reasons.

The substance of the questioning, treatment and techniques of interrogation has been exhaustively explored with all the crew members in the course of the debriefings. In summation, the interrogations of the crew members were superficial and do not appear to have been backed up by close coordination and communication with Moscow for intelligence research purposes. It is possible that the quick acknowledgment by the Soviet Foreign Office of the landing of the C-118 in Soviet territory precluded the MVD from fully exploiting the crew members. Colonel Brannon and Captain Kane were separated from the group and given preferred treatment, apparently with the intention of developing them for information purposes. We are convinced that both men handled themselves extremely well and did not disclose any information concerning the Agency or its activities.

To date we have no indication that the Soviets knew at the time they interrogated the crew men, that the flight of the C-118 was connected with CIA in any way, nor that they knew three of the men aboard were CIA personnel. We do believe that in time the Soviets, through Brannon's address book, which lists the open Agency telephone number EX 3-6115 below his name on the first page, will connect him and possibly others in the address book with CIA. Since the Soviets questioned him about the 7170th Support Group and the 7405th Support Squadron in Wiesbaden, it is therefore presumed that they will associate those units with this Agency.

In addition to this report, debriefings of the crewmen were taped and typed, which will total some 7,000 - 9,000 pages when completed, are being distributed to the CI Staff and

- 3 -

S E C R E T

S E C R E T

other interested components of this Agency as they are completed. Questions were solicited by this Office of all interested components, in order to cover all matters in the debriefings of interest to the Agency. Careful arrangements have been made with the Air Force in order that Agency interests will be adequately protected and proper security will be maintained in the handling of information and reports derived from the debriefings, and so that no compromise of the Agency interest in the flight of the C-118 will be made to the press.

CONCLUSIONS:

- A. It is our opinion that the possible compromises arising out of this incident are relatively minor in nature and that no major compromises occurred.
- B. That the Soviets "missed" on the true nature of the flight and personnel of the C-118.
- C. That the reasons the crew members were given an early release were as follows:
 1. Primarily, the Soviet interrogators failed to use all of the leads at their command, particularly Brannon's address book, and failed to break the crewmen through interrogation.
 2. The crew did not inadvertently disclose through interrogations, the purpose of their flight, its relation to the Agency and that of three of its crew to CIA.
 3. The Soviets apparently failed to check out the names and other data in Brannon's address book through their files prior to release of the crew.
 4. No incriminating information or material was immediately recovered from the burned aircraft.
 5. Several of the crew destroyed incriminating building passes and notations in their wallets while on their way down in their parachutes, or immediately after landing in their chutes.
 6. There were either no leaks or insufficient leaks of incriminating information through any room conversations at Baku among the crew, which may have been monitored by the Soviets, or such conversations as there may have been were not properly interpreted, or interpreted soon enough to tip the Soviets that there was something unusual about the flight or the crew.

S E C R E T

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7. The crew members were all in uniform and not in mixed civilian and Air Force clothing, which properly established their cover.
8. Sufficient pressures were exercised by Agency, State, Air Force, and Executive action upon the Soviets to effect the release of the crew as soon as possible.
9. A factor that probably had an important bearing was the early acknowledgment by the Soviet Foreign Office of the downing of the aircraft and the attempts by the Soviets in the early stages to make this appear as a deliberate violation of the Soviet air frontier. This tended to take the "play" away from the MVD and military intelligence. In addition, this Government was stepping up the pressure for the release of the nine Army personnel who landed in East Germany in a helicopter, and the Soviets probably had no desire to create a duplicate of this incident.
10. Safeguards taken by the Agency and the Air Force were such that there was no leak to the press, during the crew's internment, of the fact that there was an intelligence connection of the flight and crew of the C-118.
- D. That it is not believed, based on the evidence at hand, that the crew was drugged or otherwise tampered with medically.
- E. That there are valuable points of guidance from a cover, operations, policy and code of conduct standpoint which can be gathered from experiences of these crewmen in the hands of the Soviets and can aid the Agency and its personnel in any future situation of a similar nature in which the Soviet military and RIS interrogators are encountered.

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

- A. All possible steps were taken during the period immediately preceding and immediately after the release of the crew to effect the minimum of publicity and to safeguard and limit such publicity as was given out, in order to avoid disclosing the CIA connection of the flight and some of its crew.
- B. Throughout the entire debriefing process in Germany and in the U. S., the maximum care has been taken to safeguard the information taken by transcript and classify it so that there would be access to the information therein on a need-to-know basis and by only properly cleared persons.

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S E C R E T

- C. Steps were taken immediately by the German Station after the downing of the C-118 to change the combinations of the safes and locks in the buildings to which the crew had access.
- D. The three men from this Agency who were aboard the flight, Brannon, Crans and Shupe, and the aircraft commander, Lyles, are being removed from the German area, being returned to the U. S. The three CIA crewmen ~~are being returned to duty with the Air Force from the Agency.~~
- E. Steps are continuing to be taken to properly safeguard Agency interests and personnel in regard to names of Agency personnel who appeared in Brannon's address book or in other notations appearing in any papers carried by other members of the crew.

RECOMMENDATIONS:

- A. Continue to take all possible steps to prevent any disclosure to any unauthorized persons, particularly the press, about the CIA personnel aboard the C-118, or the true nature of the flight.
- B. Continue to take all possible steps to change the cover designation of the units appearing in Brannon's address book to prevent any further compromise of these units.
- C. Permit no further publicity about the flight itself, in order to minimize the possibility of the press learning of the CIA interest in the flight of the C-118.
- D. Carefully follow all matters relating to the International Court of Justice interest in this flight, in order to prevent any compromise of Agency interests.

SECRET

(When Filled In)

15-8124		LANGUAGE DATA RECORD		
PART I-GENERAL				
1. NAME (Last-First-Middle) (17-24)		2. DATE OF BIRTH (125-301) MONTH DAY YEAR		
McCord James W Jr		Jan 26 24		
3. LANGUAGE (131-33)		4. TODAY'S DATE (134-391) MONTH DAY YEAR		
RUSSIAN 654		Nov 18 58		
<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE				
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
<p>1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.</p> <p>2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.</p> <p>3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.</p> <p><input checked="" type="checkbox"/> 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.</p> <p>5. I HAVE NO READING ABILITY IN THE LANGUAGE.</p>				
SECTION B. Writing (41)				
<p>1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.</p> <p>2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.</p> <p>3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.</p> <p><input checked="" type="checkbox"/> 4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.</p> <p>5. I CANNOT WRITE IN THE LANGUAGE.</p>				
SECTION C. Pronunciation (42)				
<p>1. MY PRONUNCIATION IS NATIVE.</p> <p>2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.</p> <p>3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.</p> <p><input checked="" type="checkbox"/> 4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.</p> <p>5. I HAVE NO SKILL IN PRONUNCIATION.</p>				
CONTINUE ON REVERSE SIDE				

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D.

Speaking (43)

1. I SPEAK FREQUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.
2. I SPEAK FREQUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I KNOW SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.
3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E.

Understanding (44)

1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.
3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (85)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
3. BOTH OF THE ABOVE STATEMENTS APPLY.
4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-1115, PAR. 1C(6). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT, IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED	SIGNED BY
17 Nov 58	James W. McCord, Jr.
C	E

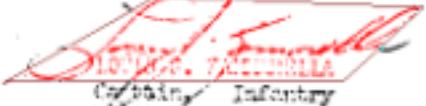
RECRUITING
DET., HQG, OFFICE OF THE CHIEF OF THE AIR STAFF
(FIRM CERTIFIED).
Washington 25, D.C.

C E R T I F I C A T E

I concur in the Reserve assignment of James W. McCord, Jr.
Captain AO 2 099 263 (Res.)
(Grade) (SN) with this organization. In the
event of partial or full mobilization, he will be made available for active
military service.

I certify that no delay in his entry on active duty will be requested
by this employing agency if he is ordered to active military service during
a period of mobilization.

Date: 12 Jan 1956


CAPTAIN, INFANTRY
Mobilization Training Officer

SECRET

CENTRAL INTELLIGENCE AGENCY
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

9 DEC 1955

MEMORANDUM FOR: James W. McCord, Jr.
SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 22 August 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

A handwritten signature in black ink that appears to read "Harrison G. Reynolds".

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

James W. McCord Jr.

Date: 10 January 1956

SECRET

CAREER SERVICE QUESTIONNAIRE

SECTION I				(To be completed by employee)			
NAME - (Last) - (First) - (Middle)		AGE	GRADE	NO. OF MOS. IN	GRADE	CAREER DESIGNATION	
McCORD, James W.		30	GS-13	2		Security	
STAFF OR DIVISION	BRANCH	POSITION TITLE					
Office of Director of Security						Special Assistant to Director of Security	
NO. OF MOS. IN PRESENT POSITION	NO. OF MOS. IN OSS	NO. OF MOS. IN CIG				NO. OF MOS. IN CIA	
10	-	-				36	

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)

APPROPRIATE DATES OF SERVICE		LOCATION		TDY	PCB	COMMENTS
FROM	TO	COUNTRY	STATION			
August 1951	June 1953	U.S.	San Francisco	X		
			Field Office			

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCB

 A **YES** B **ONLY UNDUE CERTAIN CONDITIONS** C **NO**

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST	JAPAN	TOKYO	Security
2ND	Germany	Frankfurt	Security
3RD	South America	Rio de Janeiro	Security

IF ANSWER ABOVE IS "B" STATE CONDITIONS; IF ANSWER ABOVE IS "C" EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26

Daughter - 9 mos.

Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (OLD AGE, CHRONIC ILLNESS, NEED FOR SPECIAL EDUCATIONAL FACILITIES, ETC.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT.

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE.

Security assignments in same or similar position as my present assignment.

REMARKS

DATE	30 August 1954	SIGNATURE OF EMPLOYEE	<i>James D. McLean Jr.</i>
SECTION II	(To be completed by employee's supervisor)		
INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE	9 mos	INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U. S. FIELD ASSIGNMENT	3 mos
COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT			
<p>Do not contemplate considering for rotation for one year.</p>			
DATE	10 Sept 54	SIGNATURE OF SUPERVISOR	
PERSIMONAL OFFICES WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND COPY TO APPROPRIATE CAREER SERVICE BOARD			

SECRET

PAGE OF CONTINUED USELESS PAGES

14-00000

JAMES W. McCORD, JR.

27 August 1951

14 September 1951

FOR THE

O. F. Harvey

3 October

1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

Ervin W. Schmidt

Ervin W. Schmidt

SECRET

PERSONNEL QUALIFICATION QUESTIONNAIRE

1. Serial No. (no entry)	2. NAME: (last) <u>McCORD</u> (first) <u>James</u> (middle) <u>W., Jr.</u>	3. Office <u>230</u>						
4. Date of Birth <u>26 January 1911</u>	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	Marital Status <u>Married</u> Nr. Dependents <u>2</u>	6. Employment Date <u>22 August 1951</u>					
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) Marriage (3) Naturalization (4) Other (specify) Year U.S. citizenship acquired, if not by birth							
SEC. I. EDUCATION								
1. Extent: (circle one)								
1. Less than high school		4. Two years college, or less		8. Masters degree				
2. High school graduate		5. Over two years, no degree		9. Doctors degree				
3. Trade, Business or Commercial school graduate		6. Bachelor degree		10. Post-graduate study (minimum 8 sem. hrs.)				
<u>DATE 29 NOV 1950</u>								
2. College or University Study:								
Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl	Degree Recd		Sem Hrs
			From	To		Day	Night	
University of Texas Austin, Texas	Accounting		11/22/45	1/2	Graduate	1/19	120	
Kilgore College Kilgore, Texas	Business		2/1/46	1/2	1sem	none	16	
Lincoln Univ. Oakland, Calif	Law		1/2/46	1/2	1sem	none	8	
3. Trade, Commercial, and Specialized Training:						CODED		
School	Attendance Dates			Study or Specialization				
	From	To	Tot. mo's					
4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)								
School	Attendance Dates			Study or Specialization				
	From	To	Tot. mo's					
U.S. Air Force Intelligence School, Ft. Sill, Okla.	1/21/46	1/2/46	2	Operation of SIG equipment and intelligence work of all kinds				
Intelligence School, Lowry Air Force Base, Colo.	1/21/46	1/2/46	2	Air Force Intelligence Officer ... Transmitter Control				
Special Agent Division, FBI Baltimore, Md.	1/21/46	1/2/46	2	Special Agent (Investigation) Radio Operator and Listener C				

SECRET

SECRET**SEC. II. WORK EXPERIENCE**

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	Lowered from _____ to _____ and reason _____
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____	
Position _____	
Title: _____	
Duty _____	
Title: _____	Duty Station, if overseas:

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From	To	Tot. mo's Classification Grade(if in Federal Service)	Exact Title of your position
Number and Class of Employees Supervised:		Salary	Description of Duties:
Employer			
Kind of Business or organization (i.e., paper products mfr, public utility)			
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:		Salary	Exact Title of your position
Employer			Description of Duties:
Kind of Business or organization (i.e., paper products mfr, public utility)			
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:		Salary	Exact Title of your position
Employer			Description of Duties:
Kind of Business or organization (i.e., paper products mfr, public utility)			
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:		Salary	Exact Title of your position
Employer			Description of Duties:
Kind of Business or organization (i.e., paper products mfr, public utility)			
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:		Salary	Exact Title of your position
Employer			Description of Duties:
Kind of Business or organization (i.e., paper products mfr, public utility)			

SECRET

SECRET

SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- | | | | |
|----|------------------------------|----|------------------------------|
| 01 | U.S. Secret Service | 24 | Air Force A-2 |
| 02 | Civil Police | 25 | Foreign Economic Admin. |
| 03 | Military Police | 26 | Counter Intelligence Corps |
| 04 | U. S. Border Patrol | 27 | Immigration & Naturalization |
| 05 | U.S. Narcotics Squad | 28 | Strategic Services Unit |
| 06 | FBI | 29 | Foreign Service, State Dept. |
| 07 | Criminal Investigation Div. | 30 | Central Intelligence Group |
| 21 | Office of Naval Intelligence | 31 | Armed Forces Security Agency |
| 22 | Office of War Information | 32 | Coordinator of Information |
| 23 | Army G-2 | 33 | Office of Facts & Figures |
| 20 | Office of Strategic Services | 34 | Board of Economic Warfare |
| 35 | | | Federal Communications Comm. |

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein

• Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality.

SECHE

SECRET**SEC. IV. AREA KNOWLEDGE**

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
NOTE				

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Obtener
Typing	1.	2.	1.	1. Yes 2. No
Shorthand	1.	2.	1.	1. Yes 2. No
Shorthand System: 1. Manual 2. Machine 3. Speedwriting.				

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership.

SECRET

SECRET**SEC. VIII. PUBLICATIONS**

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

10010

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
	(1) Yes	(2) No

SEC. X. TESTS (Within present organization)

Describe below the type of tests which you have taken.

Type of Test	Date Taken

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour (2) 4 year Tour (3) Not interested

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment do you think you are best qualified?

SECRET

SECRET**SEC. XIV. MILITARY STATUS****1. Present Draft Status**

Have you registered under the Selective Service Act of 1948? Yes No.
 If yes, indicate your present draft classification X

V-A

2. Present Reserve or National Guard Status

Do you now have Reserve or National Guard Status Yes No.
 If yes, complete the following.

X

1. National Guard
2. Air National Guard
3. X Active Reserve Status (member of organized unit)
4. Inactive Reserve Status

Service _____ **Grade** _____ **Serial Number** _____

Reserve Unit with which currently affiliated 1st Inf. Bn. AO-209) 263

Service Mobilization Assignment, if any Regt. G, USAF (OA G)

Location of Service Records, if known _____

Not available, possibly transferred to Calif.

SEC. XV. TRAINING

List the training courses or subjects you have taken in this organization.

Course or Subject	(from)	Dates (to)	Hours
T.G. Infantry Basic Course	1/7/61	1-9/1/61	120

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.

DATE 10 November 1962

SIGNATURE _____

SECRET

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave of absence, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE

McCoach, James Walter Jr.

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE <i>820 Pearl Ave. Alameda, Calif.</i>	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE <i>Austin, Texas</i>	

MARITAL STATUS

<input type="checkbox"/> SINGLE	PLACE OF MARRIAGE <i>Lubbock, Texas</i>	DATE OF MARRIAGE <i>May 30, 1958</i>
<input checked="" type="checkbox"/> MARRIED	PLACE OF DIVORCE (IF ANY)	DATE OF DIVORCE DECREE
<input type="checkbox"/> DIVORCED	PLACE SPOUSE DIED	DATE SPOUSE DIED
<input type="checkbox"/> WIDOWED		

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY <i>Sarah Ruth McCoach</i>	RELATIONSHIP <i>Wife</i>	DATE OF BIRTH <i>April 12, 1932</i>

August 22, 1958

FORM NO. 37-70
MAY 1950

James Walter McCoach
Signature

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.
WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

1. This is to notify you that the United States Government as represented by the Central Intelligence Agency, has accepted your employment effective.

Position: GS-11

Base Salary: \$5400 per annum

2. You will be:

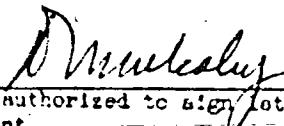
- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.

- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.


Official authorized to sign letters of
appointment

I accept the above agreement as a condition of my employment by CIA.

James Walter McCord Jr.
Employee

22 August 1951
Date

Form No. 51-105
June 1948

STANDARD FORM 61 (MAY 1947 EDITION)
PURSUANT TO THE AUTHORITY OF THE COMMISSIONER
FEDERAL PERSONNEL BOARD

APPOINTMENT AFFIDAVITS

IMPORTANT. — Before swearing to these appointment affidavits, you should read and understand the attached information for appointees.

Central Intelligence Agency

(Name of agency) (Address or division) (Place of appointment)

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

22 August 1951

(Date of interview or date)

James Walter McCord, Jr.

(Signature of appointee)

Subscribed and sworn before me this day of A. D. 19.....

at (City)

[SEAL]

J. Robert J. W. McCord, Jr.
(Signature of witness)
(Title)
(City)

NOTE: If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

15-3210-2

~~CONFIDENTIAL~~
(Under Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave of Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipping of dependents of employee or member of family.

(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave of Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

1. NAME OF EMPLOYEE (Last) McGord (First) Jim (Middle) John

2. RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED <u>Arlington, Virginia</u>	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad) <u>5701 Flory Ave., Springfield, Virginia</u>
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE <u>5701 Flory Ave., Springfield, Virginia</u>	

3. MARITAL STATUS

<input type="checkbox"/> SINGLE	PLACE OF MARRIAGE <u>612 Main, Texas</u>	DATE OF MARRIAGE <u>October 6, 1964</u>
<input checked="" type="checkbox"/> MARRIED	PLACE OF DIVORCE DECREE <u></u>	DATE OF DIVORCE <u></u>
<input type="checkbox"/> DIVORCED	PLACE SPOUSE DIED <u></u>	DATE SPOUSE DIED <u></u>
<input type="checkbox"/> WIDOWED		

4. MEMBERS OF FAMILY

NAME OF SPOUSE <u>Sarah Ruth McGord</u>	ADDRESS (Number) (Street) (City) (State) <u>5701 Flory Ave., Springfield, Virginia</u>	TELEPHONE <u>7-12-5255</u>
NAME OF CHILDREN <u>Michael Steven McGord</u> <u>Carelynn Anne McGord</u> <u>Nancy Ellen McGord</u>	ADDRESS (Number) (Street) (City) (State) <u>5701 Flory Ave., Springfield, Virginia</u>	TELEPHONE <u>7-12-5255</u>
NAME OF FATHER (or male guardian) <u>James W McGord Jr</u>	ADDRESS (Number) (Street) (City) (State) <u>5701 Flory Ave., Springfield, Virginia</u>	TELEPHONE <u>7-12-5255</u>
NAME OF MOTHER (or female guardian) <u>Mary Lee McGord</u>	ADDRESS (Number) (Street) (City) (State) <u>5701 Flory Ave., Springfield, Virginia</u>	TELEPHONE <u>7-12-5255</u>

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME <u>Sarah Ruth McGord</u>	RELATIONSHIP <u>Wife</u>
ADDRESS (Number) (Street) (City) (State) <u>5701 Flory Ave., Springfield, Virginia</u>	TELEPHONE <u>7-12-5255</u>

THE PERSONS NAMED IN ITEM 5 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."

6. VOLUNTARY ENTRIES
THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME. THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.

FULL NAME OF COMPANY <u>Health Mutual Benefit</u>	ADDRESS OF HOME OFFICE <u>5701 Flory Ave., Springfield, Virginia</u>	POLICY NO. <u></u>
<u>Health Mutual Benefit</u>	<u>5701 Flory Ave., Springfield, Virginia</u>	<u></u>

7. I HAVE COMPLETED THE FOLLOWING: BILL YES NO
8. REMARKS:
All land & pc house to family

SIGNED AT _____ DATE _____ SIGNATURE _____

FORM NO. 61 | REPLACES FORM 37-70 WHICH MAY BE USED. | CONFIDENTIAL

1 JUL 64

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 2 May 1968
2. NAME (Last, First, Middle) MCCORD, JAMES W., JR.	3. POSITION TITLE	4. GRADE
5. OFFICE, DIVISION, BRANCH SFC	6. EMPLOYEE'S EXT.	
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> HQDS/TDY <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS ASSIGNMENT <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL EXECUTIVE <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> RETURN FROM OVERSEAS <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT 8. OVERSEAS PLANNING EVALUATION (One block must be checked) <input type="checkbox"/> YES <input type="checkbox"/> NO		
9. REQUESTING OFFICER SIGNATURE ROOM NO. & BUILDING EXT. 10. COMMENTS QUALIFIED FOR TDY STANDBY UNTIL <i>10-21-68</i>		
11. REPORT OF EVALUATION DONALD PARLEY DATE <i>15-12-68</i> SIGNATURE FOR CHIEF OF MEDICAL STAFF		

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 6 May 1966
2. NAME (Last, First, Middle) McCord, James W., Jr.		3. POSITION TITLE 4. GRADE OS-15
4. OFFICE, DIVISION, BRANCH SRC		5. EMPLOYEE'S FILE 488 1112
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 checked="" type="checkbox"/> ANNUAL - Executive <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		8. PURPOSE OF EVALUATION <input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT STATION TDY OR PCS TYPE OF COVER NO. OF DEPENDENTS TO ACCOMPANY NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED
		<input type="checkbox"/> RETURN FROM OVERSEAS I.F.A. STATION NO. OF DEP'tS
6. OVERSEAS PLANNING EVALUATION (One block must be checked) <input type="checkbox"/> YES <input type="checkbox"/> NO		9. REQUESTING OFFICER SIGNATURE ROOM NO. & BUILDING EXT.
10. COMMENTS QUALIFIED FOR TDY STANDBY UNTIL May 67 PETER J. BREWSTER		
11. REPORT OF EVALUATION 19 OCT DATE 19 OCT		SIGNATURE FOR CHIEF OF MEDICAL STAFF PETER J. BREWSTER

SECRET
(When Filled In)

SECRET
WHEN FILLED IN

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) MC CALL, James W.	(FIRST) 	(MIDDLE) 	2. DATE OF REQUEST 11 Feb. 1959
3. POSITION TITLE Security	4. OFFICE, DIVISION AND BRANCH 	5. GRADE GS-13	
6. REQUESTING OFFICER 	7. BUILDING AND ROOM NO. 	8. EXTENSION 4161	
9. TYPE OF EVALUATION			10. OVERSEAS PLANNING EVALUATION DEFERRED IN ACCORDANCE WITH N 10-300
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 5px;"> EID STATION TDY-PDS </div>			<input type="checkbox"/> YES <input type="checkbox"/> NO
<input type="checkbox"/> OVERSEAS RETURN <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> PERSONAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT			
11. REPORT OF MEDICAL EVALUATION <input type="checkbox"/> QUALIFIED DISQUALIFIED <input type="checkbox"/> DISQUALIFIED	12. REPORT OF OVERSEAS PLANNING EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		
13. COMMENTS			
DATE OF EVALUATION 16 FEB 1959		<i>[Signature]</i> COMPTD BY COR. CHIEF, MEDICAL STAFF	

SECRET
(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) MCCORD	2. FIRST JAMES	3. MIDDLE W., JR.	4. DATE OF REQUEST 15 January 1962			
5. POSITION TITLE Security Officer	6. OFFICE, DIVISION AND BRANCH Security	7. GRADE GS-15	8. REQUESTING OFFICER <i>J. C. S. Bickel</i>			
9. BUILDING AND ROOM NO. 4863 Langley	10. EXTENSION 5643					
TYPE OF EVALUATION AND REPORT						
<p>D. TYPE OF EVALUATION</p> <p><input type="checkbox"/> PRE-EMPLOYMENT</p> <p><input type="checkbox"/> ENTRANCE ON DUTY</p> <p><input type="checkbox"/> OVERSEAS</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td>STD</td></tr> <tr><td>STATION</td></tr> <tr><td>TDY-PCS</td></tr> </table> <p><input type="checkbox"/> OVERSEAS RETURN</p> <p><input checked="" type="checkbox"/> TDY STANDBY</p> <p><input type="checkbox"/> SPECIAL TRAINING</p> <p><input type="checkbox"/> ANNUAL</p> <p><input type="checkbox"/> RETURN TO DUTY</p> <p><input type="checkbox"/> FITNESS FOR DUTY</p> <p><input type="checkbox"/> MEDICAL RETIREMENT</p>		STD	STATION	TDY-PCS	<p>E. OVERSEAS PLANNING EVALUATION DEFINED IN ACCORDANCE WITH R 15-200</p> <p><input type="checkbox"/> YES <input type="checkbox"/> NO</p>	
STD						
STATION						
TDY-PCS						
F. REPORT OF MEDICAL EVALUATION		G. REPORT OF OVERSEAS PLANNING EVALUATION				
<p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> DISQUALIFIED</p>		<p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> DISQUALIFIED</p>				
<p>H. COMMENTS</p> <p><i>Re evaluation for TDY Standby</i></p> <p><i>Approved for TDY Standby</i></p> <p><i>To 3 Jan 1963</i></p>						
I. DATE OF EVALUATION <i>3 Jan 1963</i>		J. SIGNATURE FOR CHIEF, MEDICAL STAFF <i>J. C. S. Bickel</i>				

SECRET

WHEN FILLED IN

REQUEST FOR MEDICAL EVALUATION

F. NAME (LAST) Keeling	I. GRADE J. GS-2	M. GRADE S.	N. DATE OF REQUEST 16 December 1961
B. POSITION TITLE Security Officer		C. OFFICE, DIVISION AND BRANCH Security	
D. REQUESTING OFFICER <i>General C. Ladd</i>		E. BUILDING AND ROOM NO. 4163 Langley	
F. GRADE SGO		G. GRADE GS-13	
H. GRADE GS-13		I. GRADE GS-13	

TYPE OF EVALUATION AND REPORT

10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 15-100

B. TYPE OF EVALUATION

- PRE-EMPLOYMENT
 ENTRANCE ON DUTY
 OVERSEAS
 SIC: May 1962
 STATION: Frankfurt, Germany
 TOY-PCS: PCS
DW Cover
- OVERSEAS RETURN
 TOY STANDBY
 SPECIAL TRAINING
 ANNUAL
 RETURN TO DUTY
 FITNESS FOR DUTY
 MEDICAL RETIREMENT

 YES NO

11. REPORT OF MEDICAL EVALUATION

- QUALIFIED
 DISQUALIFIED

12. REPORT OF OVERSEAS PLANNING EVALUATION

- QUALIFIED
 DISQUALIFIED

13. COMMENTS

DATE OF EVALUATION

SIGNATURE FOR CHIEF, MEDICAL STAFF

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST																						
2. NAME (Last, First, Middle) MCCORD, James B.	3. POSITION TITLE Investigator	1. DATE OF REQUEST 15 August 1960																						
3. OFFICE, DIVISION, BRANCH Security	4. GRADE GS-15	5. EMPLOYER'S EXT. 2063																						
7. PURPOSE OF EVALUATION																								
<table border="1"><tr><td><input type="checkbox"/> PRE-EMPLOYMENT</td><td><input type="checkbox"/> OVERSEAS ASSIGNMENT</td></tr><tr><td><input type="checkbox"/> ENTRANCE ON DUTY</td><td><input type="checkbox"/> STATION</td></tr><tr><td><input type="checkbox"/> OVERSEAS RETURN</td><td><input type="checkbox"/> TOY OR PCS</td></tr><tr><td><input checked="" type="checkbox"/> TOY STANDBY</td><td><input type="checkbox"/> TYPE OF COVER</td></tr><tr><td><input type="checkbox"/> SPECIAL TRAINING</td><td><input type="checkbox"/> NO. OF DEPENDENTS TO ACCOMPANY</td></tr><tr><td><input type="checkbox"/> ANNUAL</td><td colspan="2">NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 14) ATTACHED</td></tr><tr><td><input type="checkbox"/> RETURN TO DUTY</td><td colspan="2"></td></tr><tr><td><input type="checkbox"/> FITNESS FOR DUTY</td><td colspan="2"></td></tr><tr><td><input type="checkbox"/> MEDICAL RETIREMENT</td><td colspan="2"></td></tr></table>			<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> OVERSEAS ASSIGNMENT	<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> STATION	<input type="checkbox"/> OVERSEAS RETURN	<input type="checkbox"/> TOY OR PCS	<input checked="" type="checkbox"/> TOY STANDBY	<input type="checkbox"/> TYPE OF COVER	<input type="checkbox"/> SPECIAL TRAINING	<input type="checkbox"/> NO. OF DEPENDENTS TO ACCOMPANY	<input type="checkbox"/> ANNUAL	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 14) ATTACHED		<input type="checkbox"/> RETURN TO DUTY			<input type="checkbox"/> FITNESS FOR DUTY			<input type="checkbox"/> MEDICAL RETIREMENT		
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> OVERSEAS ASSIGNMENT																							
<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> STATION																							
<input type="checkbox"/> OVERSEAS RETURN	<input type="checkbox"/> TOY OR PCS																							
<input checked="" type="checkbox"/> TOY STANDBY	<input type="checkbox"/> TYPE OF COVER																							
<input type="checkbox"/> SPECIAL TRAINING	<input type="checkbox"/> NO. OF DEPENDENTS TO ACCOMPANY																							
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<input type="checkbox"/> FITNESS FOR DUTY																								
<input type="checkbox"/> MEDICAL RETIREMENT																								
8. OVERSEAS PLANNING EVALUATION (One block must be checked)																								
<input type="checkbox"/> YES		SIGNATURE																						
<input type="checkbox"/> NO		Report of Hayes																						
10. REPORT OF EVALUATION																								
Qualified for present Toy Standby till 6 Sept 61																								
DATE 15 Aug 60	SIGNATURE L. L. Hayes																							

SECRET
(When Filled In)

MEDICAL ACTION REQUEST AND REPORT

I REQUEST FOR PHYSICAL EXAMINATION BY			
1. NAME (Last)	First	Middle	2. DATE
McCord	James	N. A. Jr.	19 June 1956
3. TO POSITION	4. OFFICE, DIVISION, BRANCH		5. GRADE
Investigator (CI)	Security		GS-13
6. TYPE OF POSITION	7. EVALUATE FOR		
<input checked="" type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	<input type="checkbox"/> EOD <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returnee	<input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
Tdy - Holland			
II REPORT OF MEDICAL EVALUATION			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Not Qualified	
Remarks: Subject is qualified for Departmental Duties and P.M., 1 months. (6/26/56) <i>Mac N. Alstain</i>			
SECRET MEDICAL OFFICE			

MEDICAL ACTION REQUEST AND REPORT

I. REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME, GRADE McCORD, S. D.	2. REPORTS TO JAMES	3. DIRECTOR WALTER JR.	4. DATE 8 September 1954 G-3/4/54
5. TO POSITION S. D.	6. OFFICE, DIVISION, BRANCH Security	7. GRADE GS-13	
8. TYPE OF POSITION <input type="checkbox"/> Departmental <input type="checkbox"/> Civilian <input type="checkbox"/> Overseas	9. EXECUTE FOR <input type="checkbox"/> COO <input type="checkbox"/> Overseas <input type="checkbox"/> Retained	<input type="checkbox"/> Non-Deployment <input checked="" type="checkbox"/> Normal <input type="checkbox"/> Special Operations	

II. REPORT OF MEDICAL EVALUATION

- Qualified for Full Duty (General)
 Qualified for Departmental Duty Only

- Qualified for Full Duty (Specialist)
 Unqualified

Remarks: Full duty/Gen-mil(9-28-54)

No physical or dental examination

File

SECRET

John J. Mackin

SECRET CLASSIFICATION

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LLC

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 44j, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I

BIOGRAPHIC AND POSITION DATA

EMPL. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
058124	MC CORD, James Walter, Jr.	26 January 1924

SECTION II

EDUCATION

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE
			<input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM - TO -	DEGREE RECEIVED	YEAR RECEIVED	HGS. SFM/QTR. MRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III

MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH

4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP (if Country/State)

9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV

DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. ADD				
2. DELETE				
3. ADD				
4. DELETE				

FORM 444
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(Form Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	DISSEMINATED BY	ACQUIRED BY	CHECK LIST
			MAY 1-11-68 AM 09	NAME PRES	TYPE EXPER.	STORY INTEREST
SECTION VI TYPING AND STENOGRAPHIC SKILLS						
1. TYPING (✓) 2. SHORTHAND (✓) 3. INDICATE SHORTHAND SYSTEM USED - CHECK ONE APPROPRIATE ITEM						
		<input type="checkbox"/> SPEDCO	<input type="checkbox"/> SPEEDDRAFTING	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER	<input type="checkbox"/> SPECIFIC
SECTION VII SPECIAL QUALIFICATIONS						
PROVIDE INFORMATION ON Hobbies, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED						
SECTION VIII MILITARY SERVICE CURRENT DRAFT STATUS						
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?			2. HER CLASSIFICATION			
<input type="checkbox"/> YES		<input type="checkbox"/> NO				
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS			4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS						
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD	
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/>	<input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE OR RATE, 2. DATE OF APPOINTMENT IN CURRENT RANK			3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (G&H) <input type="checkbox"/> STANDBY (DRAFTING) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED						
5. MILITARY MOBILIZATION ASSESSMENT			6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		GRADE
						REGIMENT
						AGENCY SPONSORED
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS						
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP	
Council on Exceptional Children (CEC)		1201 16th Street, NW Washington, D.C.			1968	1969
National Association on Retarded Children (NARC)		450 Lexington Avenue New York City			1968	1969
SECTION X REMARKS						
DATE		SIGNATURE OF EMPLOYEE				
17 April 1969						

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QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 144, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the Pay Room, Office of Personnel, Room 3E-12 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA					
EMP. ID. NO.	NAME (Last, First, Middle)	DATE OF BIRTH			
058124	McCORD, James W., Jr.	26 Jan 1934			
SECTION II EDUCATION					
LAST HIGH SCHOOL ATTENDED		ADMITTED (YEAR ENTERED)		YEARS ATTENDED (FROM - TO)	
No Change					
COLLEGE OR UNIVERSITY STUDY					
NAME AND LOCATION OF COLLEGE OR UNIVERSITY		SUBJECT OF STUDY		YEARS ATTENDED FROM - TO	
		MINOR	MAJOR	TERM	YEAR RECEIVED
No Change					
IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.					
SECTION III TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS					
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO
OTHER GO-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE					
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO
SECTION IV CAPITAL STATUS					
1. MARITAL STATUS (Single, Married, Divorced, Separated, Separated, Annulled, Remarried, Spouse Deceased)					
2. NAME OF SPOUSE (LAWFUL) (EX-SPWSE) (EX-SPWSE, DECEASED) (PARENTS)					
No Change					
3. DATE OF BIRTH		4. PLACE OF BIRTH (CITY, STATE, COUNTRY)			
5. OCCUPATION		6. PRESENT EMPLOYER			
7. CITIZENSHIP		8. FORMER OR PREVIOUS-1st COUNTRY		9. DATE U.S. CITIZENSHIP ACQUIRED	
SECTION V DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
10. DEPENDENT CHILDREN					
11. DEPENDENTS OTHER THAN SPOUSE					
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(When filled in)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF RETURN	PROFESSIONAL ADVISED BY CHECKED SPECIALIST	TRAVEL	STAY	EXPIRATION DATE
No Change							

SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING SPEED IN SHORTHAND (BPM)		2. INDICATE SHORTHAND SYSTEM USED CHECK THE APPROPRIATE ITEM					
<input type="checkbox"/>	100	<input type="checkbox"/> GREGG	<input type="checkbox"/> SPERRY	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER	<input type="checkbox"/> SPECIFY	

SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON Hobbies, SPORTS, LICENSED PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED							
No Change							

SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS				NEW CLASSIFICATION			
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		<input type="checkbox"/> NEW CLASSIFICATION			
2. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS							
3. IF DEFERRED, GIVE REASON							

MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/>	<input type="checkbox"/> AIR NATIONAL GUARD		
4. CURRENT RANK, GRADE OR RATE		5. DATE OF APPOINTMENT IN CURRENT RANK		6. EXPIRATION DATE OF CURRENT OBLIGATION			
7. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (RET.) <input type="checkbox"/> SIMPLY (RET.) <input type="checkbox"/> RETIRED <input type="checkbox"/> UNCHARRED							
8. MILITARY MOBILIZATION ASSIGNMENT <input type="checkbox"/> RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED							

MILITARY SCHOOLS COMPLETED (EXTENDED SERVICE, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		REMARKS	
Add: Air Special Warfare Course		CounterInsurgency		Mar. 68		<input checked="" type="checkbox"/> RESIDENT <input checked="" type="checkbox"/> AGENCY SPONSORED	

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP FROM _____ TO _____	
No Change							

SECTION X REMARKS							
DATE: 23 April 1968 SIGNATURE: [Signature] IMPELLED: [Signature] 1766-12-2							

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OFFICIAL USE ONLY (DoD Form 10)

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS.

SECTION I		BIOGRAPHIC AND POSITION DATA		
1 EMP SER NO	2 NAME (Last, First, Middle)	3 SER	4 DATE OF BIRTH	5 SCHEDULE GRADE STEP
098124	MCGORE JAMES W JR	M	01/26/24	05 - 05 - 06
6 TO	7 POSITION TITLE	8 OFFICE OF ASSIGNMENT	9 DUTY STATION, COUNTRY	
SS	ELECT ENG AUDIO SUPP	SEC	WASH., D.C.	

SECTION II		AGENCY OVERSEAS SERVICE		
AREA	DATE TOUR	FROM	TO	
EUROPEAN AREA	TDY 24	56/07/01	56/08/01	
EUROPEAN AREA	TDY 31	59/10/05	59/10/17	
EUROPEAN AREA	TDY 24	60/08/15	60/08/22	
BURCPNEAN AREA	TDY 24	61/03/12	61/03/22	
EUROPEAN AREA	TDY 24	61/08/12	61/08/29	
EUROPEAN AREA	TDY 24	61/10/06	61/10/16	
EUROPEAN AREA	TDY 34	62/04/01	62/04/14	
GERMANY	PCS 16	62/08/09	64/08/32	
		X M D	X M D	

**OVERSEAS DATA
CODED
DATE: INITIALS:
7 JUL 67 LMS**

SECTION III		EDUCATION		
DEGREE	MAJOR FIELD	COLLEGE	YEAR	
M.S. BBA	COLLEGE & DEGREE ON RECORD International Affairs Business Administration	George Washington University University of Texas	1965 1948	

FORM 157-1000
MAY 1967

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EDUCATION (Continued)						
SECTION III		HIGH SCHOOL				
NAME AND ADDRESS	ACADEMIC YEAR ATTENDED		YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED	EDUCATIONAL
Electra High School	Electra, Texas		1939-40	<input checked="" type="checkbox"/>	<input type="checkbox"/>	EDUCATION
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COURSE OR PROGRAM	FROM	TO	YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED	EDUCATIONAL
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs	1966-67	---	---	---	50
George Wash. Univ., Wash., DC	Internat. Affairs	1964-65	M.S.	1965	30	
U. of Calif. Law School, Oakland, Calif.	Law	1951	---	---	1 year	
University of Texas, Austin, Tex.	Business	1946-48	BBA	1948	120	
A GRADUATE DEGREE HAS BEEN NOTED ABOVE. IF A GRADUATE'S SUMMARY IS NOT FURNISHED, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.						
1965 Masters Thesis: "The Sino-Soviet Struggle for Power In Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL	FIELD OF SPECIALIZATION		FROM	TO	EDUCATIONAL	
1						
2						
3						
4						
5						
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL	FIELD OF SPECIALIZATION		FROM	TO	EDUCATIONAL	
1						
2						
3						
4						
5						
AGENCY SPONSORED EDUCATION						
Sear for which, if any, of the education shown in Section III was Agency sponsored						
NAME AND ADDRESS OF SCHOOL	FIELD OF SPECIALIZATION		FROM	TO	EDUCATIONAL	
1 Air War College, Montgomery, Ala.	National Strategy and International Affairs		1964	1966	10	
2						
3						
4						
5						

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What about us

SICKNESS

DISSEMINATING AREA KNOWLEDGE AND FOREIGN TRAVEL

ЧСТНАЯ

GRAPHIC SKILLS COURSES AND BUSES

SECTION V

1. TYPING (WPM) 2. SHORTHAND (WPM) 3. INDICATE EQUIPMENT SYSTEM USED - CHECK IN APPROPRIATE ITEM

<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEEDWRITER	<input type="checkbox"/> STENOTYPE
--------------------------------	--------------------------------------	------------------------------------

A. WHICH OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING? Computer, mimeograph, card punch, etc.

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SPECIAL QUALIFICATIONS

SECTION VI
THE LAST THREE YEARS, DO YOU HAVE ACTIVELY PARTICIPATED AND GAINED YOUR PROFICIENCY IN EACH

Golf - fair

2 EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4. SPECIALTY LIST AND SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND
MATERIALS, SUCH AS OPERATION OF RADIO TRANSMITTERS, AND/OR CW CODE READING & PRACTICING, OFFICE PRESS, TURRET LATHE, ETC AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PROLIFERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, MUSICIAN, ETC?

15

8. If you have answered "YES" to item 3 above, indicate your license or certification and the issuing state.

S. FIRST LICENSE/CERTIFICATE

6. LATENT LICENSE/CERTIFICATE - year of issue

LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR, OR NOT WRITTEN AS AN AUTHOR. INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING.

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Presentations at P-12 schools and
Internally at Agency-sponsored courses

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When Filled In

SECTION VII				MILITARY SERVICE	
CURRENT DRAFT STATUS					
1. ARE YOU REGISTERED FOR THE DRAFT		<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO	2. SELECTIVE SERVICE CLASSIFICATION	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER & ADDRESS			4. IF DEFERRED, GIVE REASON		
MILITARY SERVICE RECORD Active Duty Only					
1. MILITARY ORGANIZATION Army, Navy or Air Corps		2. BRANCH OF COMPS		3. DATES OF SERVICE	
Army		Air Corps		From 1945 To 1945	
4. STATUS Regular, Reserve etc - specify Regular		5. PAY RANK, GRADE OR RATE OF SEPARATION Lt.		6. SERIAL NUMBER OF FILE NUMBER FV 3040063	
7. CHECK TYPE OF SEPARATION <input checked="" type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR AGE					
<input type="checkbox"/> RETIREMENT FOR SERVICE <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY <input type="checkbox"/> UNDUE HARSHNESS <input type="checkbox"/> OTHER/SPECIFY					
8. BRIEF DESCRIPTION OF MILITARY DUTIES (check the duties and tasks which best describe your work or function in the military service)					
<p>Active Duty - Navigator - Bombardier duties</p> <p>Reserve - Intelligence Officer</p>					
MILITARY RESERVE, NATIONAL GUARD STATUS					
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD
		<input type="checkbox"/> NAVY	<input checked="" type="checkbox"/> AIR FORCE	<input type="checkbox"/> AIR NATIONAL GUARD	
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
Major		1962		---	
4. CHECK CURRENT RESERVE CATEGORY <input checked="" type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY ACTIVE <input type="checkbox"/> STANDBY INACTIVE <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED					
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (check the duties and tasks which best describe your work or function in the military service)					
<p>Intelligence Officer</p>					
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS					
<p>Agency Unit</p>					
MILITARY SCHOOLS COMPLETED Active Duty, Reserve Status or as Director					
NAME AND ADDRESS OF SCHOOL		NAME OF SPECIALIZATION		DATE COMPLETED	
1. Air War College, Montgomery, Ala.		National Strategy		1965	
2.					
3.					
4.					
5.					
6.					
7.					
8.					
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4					

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(When filled in)

SECTION VIII AGENCY EMPLOYMENT HISTORY			
1. INCLUSIVE DATES (from - to - by month & year) August 1965 - present	2. LOCATION (Country, City) Washington, D.C.	3. DIRECTORATE/OFFICE OR DIVISION, BRANCH CS/Technical Division	4. GRADES HELD IN JOBS
4. TITLE OF JOB Chief, Technical Division			GS-15
6. DESCRIPTION OF DUTIES Supervision of the Office of Security audio countermeasures program domestically and overseas.			
1. INCLUSIVE DATES (from - to - by month & year) Aug 64-Aug 65	2. LOCATION (Country, City) Montgomery, Alabama	3. DIRECTORATE/OFFICE OR DIVISION, BRANCH CS	4. GRADES HELD IN JOBS
4. TITLE OF JOB Student-Air War College			GS-15
6. DESCRIPTION OF DUTIES Agency-sponsored - student at Air War College, study of national strategy & international affairs.			
1. INCLUSIVE DATES (from - to - by month & year) June 62-Aug 64	2. LOCATION (Country, City) Germany, Frankfurt	3. DIRECTORATE/OFFICE OR DIVISION, BRANCH EE/Security Branch	4. GRADES HELD IN JOBS
4. TITLE OF JOB Chief, Security Branch, German Station			GS-15
6. DESCRIPTION OF DUTIES Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as polygraph and audio countermeasures, performed elsewhere in Western European area for the Agency.			

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AGENCY EMPLOYMENT HISTORY (Cont'd)		
SECTION VIII		3. DIRECTORATE OFFICE OR DIVISION, BRANCH
1. INCLUSIVE DATES From To - by month & year	2. LOCATION Country, City	GS/Security Research Staff
June 60-Jun 62	USA/Washington, D.C.	5. GRADES HELD IN JOB GS-15
4. TITLE OF JOB Deputy Chief		
6. DESCRIPTION OF DUTIES Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security		
1. INCLUSIVE DATES From To - by month & year	2. LOCATION Country, City	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Aug 53-Jun 60	USA/Washington, D.C.	GS/Security Research Staff
4. TITLE OF JOB Security Research Officer	5. GRADES HELD IN JOB GS-12 to GS-15	
6. DESCRIPTION OF DUTIES Security research in behalf of the Office of Security		
1. INCLUSIVE DATES From To - by month & year	2. LOCATION Country, City	3. DIRECTORATE OFFICE OR DIVISION, BRANCH
Jun 53-Aug 53	USA/Washington, D.C.	GS/IOS
4. TITLE OF JOB Investigator	5. GRADES HELD IN JOB GS-12	
6. DESCRIPTION OF DUTIES Investigative supervision of certain field investigations of IOS.		

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- 6 -

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When filling in

SECTION X		MARRITAL STATUS		
1. PRESENT STATUS (Single, Married, Separated, Divorced, Annulled, Remarried, Separated)		Married		
2. NAME OF SPOUSE		McCord		Beth
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)		
1927		Lamego, Texas		
5. OCCUPATION		6. PRESENT EMPLOYER		
Housewife		---		
7. CITIZENSHIP		8. FORMER CITIZENSHIP COUNTRY		9. DATE U. S. CITIZENSHIP ACQUIRED
USA		---		---
SECTION XI DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE				
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
Michael Steven McCord	Son	1951 Oakland, Calif	US	Springfield, Va.
Carol Anne McCord	Dau.	1953 Washington, DC	US	"
Nancy Ellen McCord	Dau.	1955 Washington, DC	US	"
SECTION XII PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS				
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP FROM TO
Air Force Association	Washington, D.C.			1951 Pres.
DATE	SIGNATURE OF EMPLOYEE			
13 Sept 67	Jane Wm. McCord			

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- 7 -

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(5010-107-01)

PERSONNEL SERIAL NO. 158124		CERTIFICATION FOR LANGUAGE AWARD					CO NO. 192	
1. NAME (LAST, FIRST, MIDDLE) McCORD, James Walter		2. DATE OF BIRTH (Month, Day, Year) January 26, 1926						
3. CAREER STATUS SD		4. SD T-2		5. COMPONENT 08				
6. LANGUAGE Russian		CODE 654		7. DATE OF TEST (Month, Day, Year) August 29, 1957		8. ANNIVERSARY DATE (Month, Day, Year) 29 Aug 57		
9. TEST SCORES	READING B	WRITING --	PRONUNCIATION B	SPEAKING B	UNDERSTANDING B	NOT QUALIFIED AT ANY LEVEL		
10. AWARDED LEVEL	COMPREHENSIVE ELEMENTARY INTELLIGENT MEDIUM		SPECIALIZED READING ELEMENTARY INTERMEDIATE MEDIUM		SPECIALIZED SPELLING ELEMENTARY INTERMEDIATE MEDIUM		NOT QUALIFIED AT ANY LEVEL	
11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.			12. TYPE OF AWARD II AV R AL E		13. I CERTIFY FUNDS ARE AVAILABLE OBLIGATION REF. NO. SIGNATURE			
DATE	SIGNATURE		AMOUNT OF AWARD \$100		CHARGE ALLOTMENT NO.		DATE	
14. FEDERAL TAX DEDUCTION			\$		15. EMPLOYEE PAYROLL NO.			
16. STATE/DC TAX DEDUCTION			\$		17. ALLOTMENT OF ASSIGNMENT			
18. NET AMOUNT OF AWARD PAID			\$		19. CHECK NUMBER ISSUED		DATE	
20. FORWARD CHECK TO								

FORM 1273
7-57

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(45)

PERSONAL HISTORY STATEMENT

- Instructions:**
1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
 2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? (Yes or No)

SEC. I. PERSONAL BACKGROUND

A. FULL NAME Mr. James McLean McCord Jr. Telephone: _____
(Use No. Initials) MC LM JR MM (City) Ext. Home Office

PRESENT ADDRESS 620 Pacific Avenue, Alameda, California, USA
(P.L. and Number) 620 Pacific Avenue Alameda California USA

PERMANENT ADDRESS 620 Pacific Avenue, Alameda, California, USA
(P.L. and Number) 620 Pacific Avenue Alameda California USA

B. NICKNAME Jim WHAT OTHER NAMES HAVE YOU USED? none

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES?

HOW LONG? IF A LEGAL CHANGE, GIVE PARTICULARS

C. DATE OF BIRTH 1/25/41 PLACE OF BIRTH U.S.A. U.S.A. U.S.A. U.S.A.
(Where) U.S.A. (By what authority) U.S.A. (State) U.S.A. (Country)

D. PRESENT CITIZENSHIP U.S. Citizen BY BIRTH? yes BY MARRIAGE? no

BY NATURALIZATION CERTIFICATE NO. ISSUED BY
(Date) 19 (Court) U.S. District Court

AT Alameda, California U.S.A. U.S.A. U.S.A. U.S.A.
(City) Alameda California U.S.A. (State) U.S.A. (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY? No Yes No
(Yes or No) No (Country) U.S.A.

HELD BETWEEN WHAT DATES? TO ANY OTHER NATIONALITY? no
(Country) U.S.A.

GIVE PARTICULARS

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS:
(Country) U.S.A.

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? 1941PORT OF ENTRY? San Francisco ON PASSPORT OF WHAT COUNTRY? U.S.A.LAST U. S. VISA 1941 (Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 27 SEX Male HEIGHT 5'10 1/2" WEIGHT 170EYES Brown HAIR Black COMPLEXION Light SCARS noneBUILD Medium OTHER DISTINGUISHING FEATURES None

SEC. 3. MARITAL STATUS

A. SINGLE MARRIED X DIVORCED WIDOWED STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS None

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE--INCLUDING ANNULEMENTS--USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Sarah Luth Joyce Edgar
(First) (Middle) (First) (Middle)PLACE AND DATE OF MARRIAGE Amarillo, Texas, USA May 30, 1940HIS (OR HER) ADDRESS BEFORE MARRIAGE Route C Lemosa Texas USA
(Street and Number) (City) (State) (Country)LIVING OR DECEASED Living DATE OF DECEASE CAUSE PRESENT, OR LAST, ADDRESS 320 Pacific Ave. Alameda Calif. USA
(Street and Number) (City) (State) (Country)DATE OF BIRTH 1/13/27 PLACE OF BIRTH Lemosa Texas USA
(City) (State) (Country)IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1941CITIZENSHIP U.S. WHEN ACQUIRED? 1941 WHERE?
(City) (State) (Country)OCCUPATION Secretary Alma LAST EMPLOYER University of CaliforniaEMPLOYER'S OR BUSINESS ADDRESS Psychology California
(Street and Number) (City) (State) (Country)MILITARY SERVICE FROM None TO BRANCH OF SERVICE
(Date) (Date)COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
Secretary - Almo, U. S. Army - 1st Force Control, 42nd Inf. Div.,
Fort Benning, Ga. (Cdn), U. S. Army - Nov. 1942 - Jun 1945

10-2025-1

REFD:

MEN

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME None, no dependents other RELATIONSHIP AGE

CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)

2. NAME RELATIONSHIP AGE

CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)

3. NAME RELATIONSHIP AGE

CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME John Father Middle Last 10/10/24 32a.....

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS Box 130 Thorndale Texas USA

(St. and Number) (City) (State) (Country)

DATE OF BIRTH 12/10/01 PLACE OF BIRTH Waldron Ark USA

(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1/1/01

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? Arkansas (City) (State) (Country)

OCCUPATION School Teacher LAST EMPLOYER Thorndale School

EMPLOYER'S OR OWN BUSINESS ADDRESS Box 130, Thorndale, Texas, USA

(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO None BRANCH OF SERVICE

COUNTRY DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

None

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Mary Mother Middle 10/10/24

LIVING OR DECEASED Living DATE OF DECEASE CAUSE

PRESENT, OR LAST, ADDRESS Box 130 Thorndale Texas USA

(St. and Number) (City) (State) (Country)

DATE OF BIRTH 3/10/01 PLACE OF BIRTH Colony, Texas, U. A.

CITIZENSHIP U. S. WHEN ACQUIRED? Birth WHERE? Arkansas (City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1/1/01

(4)

OCCUPATION Purchasing LAST EMPLOYER McGraw-Hill
 EMPLOYER'S OR OWN BUSINESS ADDRESS Box 236, Fernside, Pennsylvania, U.S.A.
 MILITARY SERVICE FROM None TO None BRANCH OF SERVICE None
 COUNTRY None DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN
None

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME Dorothy McGraw AGE 27
 PRESENT ADDRESS Box 236, Fernside, Pennsylvania, U.S.A. (City) (State) (Country) U.S. (Citizenship)
 2. FULL NAME Edwin G. McLean None AGE 6
 PRESENT ADDRESS Box 236, Fernside, Pennsylvania, U.S.A. (City) (State) (Country) U.S. (Citizenship)
 3. FULL NAME Gretchen None AGE 25
 PRESENT ADDRESS Box 304, Holliday, Tennessee, U.S.A. (City) (State) (Country) U.S. (Citizenship)
 4. FULL NAME None None AGE None
 PRESENT ADDRESS None (City) (State) (Country) (Citizenship)
 5. FULL NAME None None AGE None
 PRESENT ADDRESS None (City) (State) (Country) (Citizenship)

SEC. 8. FATHER-IN-LAW

FULL NAME James None None LIVING OR DECEASED Living DATE OF DECEASE None CAUSE None

PRESENT, OR LAST, ADDRESS 313 North 17th Street, Johnson City, Tennessee (Street and Number) (City) (State) (Country)
 DATE OF BIRTH 11/17/07 PLACE OF BIRTH Summitt County, Tennessee

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY None

CITIZENSHIP U.S. WHEN ACQUIRED, 1921 WHERE? None (Date Acquired)
 OCCUPATION Purchasing LAST EMPLOYER None

SEC. 9. MOTHER-IN-LAW

FULL NAME Sarah IV Born 1900
 PRESENT, OR LAST, ADDRESS 313 North 17th Street, Kansas City, Kansas, USA
 DATE OF BIRTH 2/1/95 PLACE OF BIRTH Kansas City
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1914
 CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? (City) (State) (Country)
 OCCUPATION Housewife LAST EMPLOYER Unemployed

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME None RELATIONSHIP AGE
 CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
 2. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
 3. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME None RELATIONSHIP AGE
 CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN)
 2. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN)
 3. NAME RELATIONSHIP AGE
 CITIZENSHIP ADDRESS (St. and Number) (City) (State) (Country)
 TYPE AND LOCATION OF SERVICE (IF KNOWN)

(6)

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR *Govt., Service & Intelligence Agency*B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? *\$ 2,000-\$2,400*
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY

FREQUENTLY CONSTANTLY D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.
ANYWHERE IN THE UNITED STATES OUTSIDE THE UNITED STATES

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

SEC. 13. EDUCATION

ELEMENTARY SCHOOL *Holmes* ADDRESS *Holmes, Toledo, USA*
(City) (Country)DATES ATTENDED *1931-36* GRADUATE? *yes*HIGH SCHOOL *Electra* ADDRESS *Electra, Toledo, USA*
(City) (Country)DATES ATTENDED *Electra, 1936-39* GRADUATE? *Undergraduate*COLLEGE *U. of Toledo* ADDRESS *U. of Toledo, Toledo, USA*
(City) (Country)MAJOR AND SPECIALTY *Business, Unknown* YEARS COMPLETED *1 semester*DATES ATTENDED *Jan. 1946 - May 1946* DEGREE *No, Undergraduate*COLLEGE *University of Toledo* ADDRESS *University, Toledo, USA*
(City) (Country)MAJOR AND SPECIALTY *Business Administration* YEARS COMPLETED *1*DATES ATTENDED *9/16-46 10/46* DEGREE *Diploma of Business Administration*CHIEF UNDERGRADUATE COLLEGE SUBJECTS *Accounting, General Business*CHIEF GRADUATE COLLEGE SUBJECTS *NA*

SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

U. S. Army Air Corps 2nd Lieutenant 1/13/42-12/1/45
1st Lt., Eng. Bldg. Co., 19th Inf.
Rank (Date of Service)
1st Lt., Eng. Bldg. Co., 19th Inf.
10-3000263 Honorable Cert. of Service
(Last Station) (Serial Number) (Type of Discharge)

REMARKS: _____

SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS Austin, Texas

IF DEFERRED GIVE REASON Classified V-A
INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS. Member USAF
VOLUNTEER AF - CSCPVO, MEMBER AF FOPCO SPC, CHIEF.

SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM 2/1 TO Proven CLASSIFICATION GRADE
(IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY self

ADDRESS 820 Pacific Ave, Alameda, California USA
(Street and Number) (City) (State) (Country)

KIND OF BUSINESS Credit Office NAME OF SUPERVISOR Mr. J. J. ...

TITLE OF JOB SALES MAN SALARY \$ 3000 PER WEEK

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING Do re-enter investigative field

FROM 10/13 TO 2/51 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) GS-10

EMPLOYING FIRM OR AGENCY - Federal Bureau of Investigation

ADDRESS Washington, D. C. USA
(Street and Number) (City) (State) (Country)

KIND OF BUSINESS Livestock NAME OF SUPERVISOR Henry H. Kendall

TITLE OF JOB - Special Agent **SCORING** **SALARY -** \$650 **PER MONTH**

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To tutor private business

(8)

FROM 2/1 TO 10/3 CLASSIFICATION GRADE IA (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY University of Texas

ADDRESS 1907 Speedway, Austin, Texas (St. and Number) (City) (State) (Country)

KIND OF BUSINESS University NAME OF SUPERVISOR IA

TITLE OF JOB Student SALARY \$ IA PER hour

YOUR DUTIES Part-time student

REASONS FOR LEAVING Accepted position with FBI

FROM 3/47 TO 3/48 CLASSIFICATION GRADE IA (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY Veterans Housing Office, University of Texas

ADDRESS Austin, Texas (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Vets. Housing NAME OF SUPERVISOR E. C. McConnell

TITLE OF JOB Assistant Manager SALARY \$ 1320 PER week (part-time)

YOUR DUTIES assist manager in operation of nine veterans dormitories located on University of Texas campus. Position was part-time while attending the University of Texas

REASONS FOR LEAVING To devote full time to studies just prior to graduation.

FROM 11/43 TO 11/45 CLASSIFICATION GRADE IA (IF IN FEDERAL SERVICE) IA

EMPLOYING FIRM OR AGENCY U. S. Army Air Corps

ADDRESS IA (St. and Number) (City) (State) (Country)

KIND OF BUSINESS IA NAME OF SUPERVISOR IA

TITLE OF JOB Bombardier SALARY \$ 1970 PER week

YOUR DUTIES Directs Observer-Bombardier performing duties of operation of bombing and navigational equipment aboard aircraft of U. S. Army Air Corps

REASONS FOR LEAVING Govt. of Government

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

No

.....

.....

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OF PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE none SPEAK READ WRITE

LANGUAGE SPEAK READ WRITE

LANGUAGE SPEAK READ WRITE

B. LIST ALL SPORTS AND Hobbies WHICH INTEREST YOU; INDICATE DEGREE OF PROFICIENCY IN EACH:

..... Swimming-good prof.; baseball-good prof.; tennis-good prof.; football-fair prof.; golf-fair prof.

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Trained as Radio technician in FBI, capable of operating short-wave radio by voice or c.w., encoding or decoding messages related thereto, and trained in monitoring and identifying clandestine enemy radio stations in world war II.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

Operate short-wave radio by voice or c.w. Code speed of 25 words per minute.

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 12 SHORTHAND

(19)

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. NO LICENSING BY GOVO

IF YES, INDICATE KIND OF LICENSE AND STATE

FIRST LIC. OR CERTIFICATE (YR) LATEST LIC. OR CERTIFICATE (YR)

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

- (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
 - (2) YOUR PATENTS OR INVENTIONS
 - (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
 - (4) HONORS AND FELLOWSHIPS RECEIVED
-
.....
.....
.....

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

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.....

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

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.....

SEC. 18. GIVE FIVE CHARACTER REFERENCES--IN THE U. S.--WHO KNOW YOU INTIMATELY--(Give residence and business addresses where possible.)

	Street and Number	City	State
1. Dr. Goo Doryophilus	BUS. ADD. 131-22nd St., Alameda, Calif.		
	RES. ADD. 977 Telegraph Rd., Alameda, Cal.		
2. Paul A. Martin	BUS. ADD. 322 Cambridge Ave., Alameda, Calif.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
3. Dr. C. McCormick	BUS. ADD. c/o Veterans Housing Office, Univ.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
4. W. C. Martin	BUS. ADD. 6/0 Lecture St. & 26th Lecture,		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
5. Dr. C. C. Mayloy	BUS. ADD. c/o Drs. Harboon and Mayloy,		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES--NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS--(Give residence and business addresses where possible.)

	Street and Number	City	State
1. Mr. Reed Long	BUS. ADD. 1029 Pacific Ave., Rio Hondo, Texas		
	RES. ADD. 1029 Pacific Ave., Rio Hondo, Texas		
2. Thomas Clifton	BUS. ADD. Box 267, Rockwall, Texas		
	RES. ADD. 320		
3. Richard Mills	BUS. ADD. 631 Cambridge, Alameda, Calif.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
4. Bruno England	BUS. ADD. 1132 Fourth St., Alameda, Calif.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
5. Mrs. G. M. McNaull	BUS. ADD. 2307 Callejo St., Austin, Texas		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.--(Give residence and business addresses where possible.)

	Street and Number	City	State
1. Mrs. P. Martin	BUS. ADD. 320 Pacific Ave., Alameda, Calif.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
2. Alexander Olzmann	BUS. ADD. 320 Pacific Ave., Alameda, Calif.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		
3. Mrs. Margaret Towles	BUS. ADD. 3103 Pacific Ave., Alameda, Calif.		
	RES. ADD. 1029 Pacific Ave., Alameda, Calif.		

SEC. 21. FINANCIAL BACKGROUND

- A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? No IF NOT STATE SOURCES OF OTHER INCOME _____
- B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS BANK OF AMERICA
WELLS FARGO BANK
CHASE NATIONAL BANK

(12)

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY? NO
 GIVE PARTICULARS, INCLUDING COURT:

D. GIVE THREE CREDIT REFERENCES--IN THE U. S.

1. NAME John L. Mulligan ADDRESS 1011 1/2 Broadway, San Jose, Calif.
2. NAME W. G. Carroll Co. ADDRESS 200 S. 1st Street, San Jose, Calif.
3. NAME W. G. Carroll Co. ADDRESS 200 S. 1st Street, San Jose, Calif.

Sec. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM <u>1/10</u> TO	<u>Present</u>	<u>200 S. 1st Street, San Jose, Calif.</u>	(City or number) (State) (Country)
FROM <u>7/39</u> TO	<u>1/43</u>	<u>2303 20th Street, Berkeley, Calif.</u>	(City or number) (State) (Country)
FROM <u>7/42</u> TO	<u>7/42</u>	<u>227 12th Street, San Francisco, Calif.</u>	(City or number) (State) (Country)
FROM <u>10/43</u> TO	<u>1/45</u>	<u>101 W. Cedar Street, Austin, Texas</u>	(City or number) (State) (Country)
FROM <u>6/45</u> TO	<u>10/45</u>	<u>2001 S. 1st Street, Austin, Texas</u>	(City or number) (State) (Country)
FROM <u>9/46</u> TO	<u>6/47</u>	<u>1100 Dyer Street, Hobart, Ind.</u>	(City or number) (State) (Country)
FROM <u>11/47</u> TO	<u>9/48</u>	<u>1111 N. Main Street, Monroe, Wis.</u>	(City or number) (State) (Country)
FROM <u>11/48</u> TO	<u>11/48</u>	<u>1111 N. Main Street, Monroe, Wis.</u>	(City or number) (State) (Country)

Sec. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM <u>6/1/39</u> TO <u>6/13/42</u>	<u>24 hours</u>	<u>Mexico</u>	Vacation <u>yes</u>
FROM	(City or number)	(Country)	(Purpose)
FROM	(City or number)	(Country)	(Purpose)
FROM	(City or number)	(Country)	(Purpose)
FROM	(City or number)	(Country)	(Purpose)

Sec. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. AAC Honorary Association, Univ. of Texas Chapter, Austin, Texas, USA
 (Name and Chapter) (City or number) (State) (Country)

DATES OF MEMBERSHIP: 9/46 to 9/48

2. (Name and Chapter) (City or number) (State) (Country)

DATES OF MEMBERSHIP:

3. (Name and Chapter) (City or number) (State) (Country)

DATES OF MEMBERSHIP:

14-00000-1

4. (Name and Chapter) (IBI, and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

5. (Name and Chapter) (IBI, and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

6. (Name and Chapter) (IBI, and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

7. (Name and Chapter) (IBI, and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? NO

IF "YES," EXPLAIN:

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? NO IF SO, TO WHAT EXTENT?

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE INVESTIGATION

U. S. Civil Service Commission

(14)

E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

Federal Bureau of Investigation, August, 1948

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Sarah Ruth McCord RELATIONSHIP Wife

ADDRESS 820 Pacific Avenue, Alameda, California
(Street and Number) (City) (State) (Country)

SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

NO

SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Alameda, California DATE May 16, 1951
(City and State)

Sarah Ruth McCord *James Walter McCord Jr.*
(Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

Sec. 15 (cont.)

From 3/2/43 to 12/30/43 CL 2 INFORMATION GRADE C-145

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

FIELD OF BUSINESS Federal Investigative Agency

SUPERVISOR Mr. H. V. Coffey (last)

TERM OF JOB Radio Technician SALARY \$2400 per annum

DUTY DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASONS FOR LEAVING On military leave to enter U. S. Army Air Corps.

From 4/1 to 3/43 CL 1 INFORMATION GRADE 3A

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

FIELD OF BUSINESS State Bank SUPERVISOR W. C. Martin

TERM OF JOB Bookkeeper SALARY \$1200 per annum

DUTY DUTIES Posted bank ledger and statement accounts and assisted in preparation of financial statements.

REASON FOR LEAVING To accept better paying position with FBI

From 5/10 to 5/11 CL INFORMATION GRADE 3A

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

FIELD OF BUSINESS Retail Chain Store SUPERVISOR L. L. G. Clark

TERM OF JOB Clerk SALARY \$600 per annum, part-time

REASON FOR LEAVING To accept full-time and better paying position with the Electra St to Bank, Electra, Texas.

From 5/30 to 5/30 High School Student, see Sec. 13 INFO HIGH

S.C. 22 EMPLOYING FIRM OR AGENCY (cont.)

From 3/12 to 11/43 231 Massachusetts Ave, N. E., Washington, D. C.

From 9/30 to 11/43 201 West 1st St., Electra, Texas

From 9/30 to 9/30 not recalled Hollerville, Texas

CONFIDENTIAL

DATE 21 May 1962

PROT. 2-S/5

TO : Chief, CS
Director of Security
Director of Personnel
FROM : Chief, Communications Security Staff
SUBJECT: Notification of Cryptographic Clearance - James V. Maford, Jr.

1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 27 May 62.
2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.
3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:

James V. Maford
James V. Maford
Chief, Protective Branch

Distribution:

- 1 - Chief, CS
- 1 - Security Office (Briefing Statement attached)
- 1 - Personnel Office
- 1 - OC-S/PROT File

CONFIDENTIAL

Form 1597a
G-2

~~CONFIDENTIAL~~

SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

TO : Chief, Employees Division
 Special Support Staff

FROM : ~~Chief, Security Division~~
 Chief, Special Security Division

SUBJECT: McCORD, James Walter, Jr.

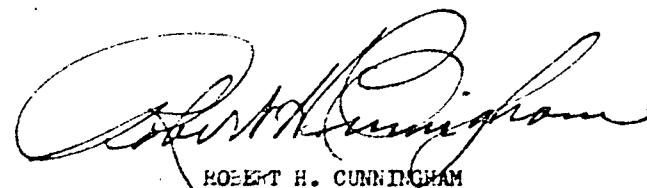
1. Note "X" below:

Security approval is granted subject for
 access to classified information.

Provisional clearance for full duty with CIA
 is granted under the provisions of paragraph 4,
 Administrative Instruction 10-2, which provides
 for a temporary appointment pending the comple-
 tion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from
 above date, this approval becomes invalid.

3. Subject is an applicant for a position in I & S.



ROBERT H. CUNNINGHAM

(initials)
17 Aug

~~CONFIDENTIAL~~

14-00000

3rd Agency material
enveloped at request
of Office of Security