

diff-jfk: record 104-10291-10022 - Page 1 - (diff between 2025 and 2023)

Highlighted changes between 2025/104-10291-10022.pdf and 2023/104-10291-10022.pdf

~~SECRET~~CIA/DOO-HOUSE COMMITTEE ON ASSASSINATIONS RECORDS

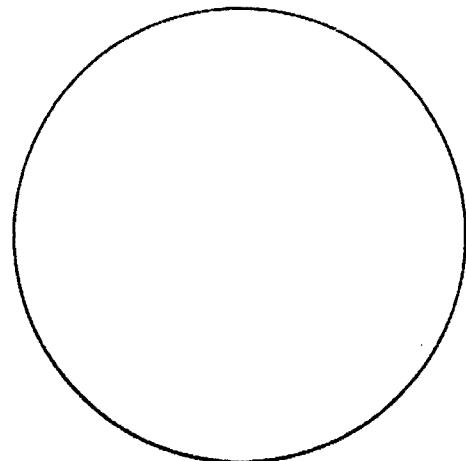
(File Title)

CIA PERSONNEL FILES

(Record Name)

**REEL NO.** 58**ENDS WITH** KENT,  
WILLIAM M.**FILE  
CUSTODIAN** JG**DATE  
FILMED** 26 AUG. 1980~~SECRET~~

# IMAGE EVALUATION TEST TARGET (MT-2)

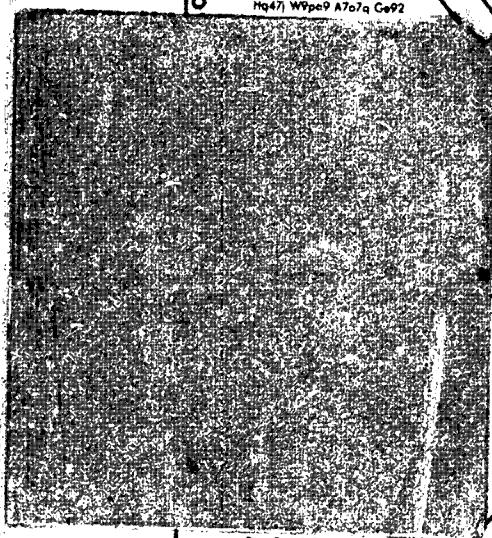


POINT  
SIZE

4

6

Hq47j W9pe9 A7a7a Ce92

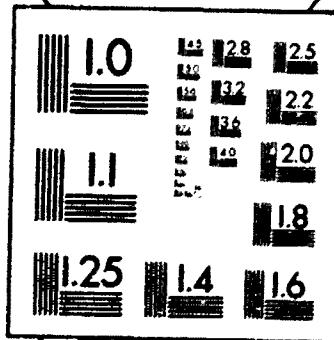


POINT  
SIZE

8

4

9ss9d L1cdg  
33q7n E1t9g  
Z35ig Hq47j Su1xi Y5a5c  
D5amh Wcui1j67 w9pe9



10 vilnu mzhsf xmbbo hwekh  
C6jsm Zm79a 3s431 iskry 126frkm Eb7au fudwm boonf  
Oz7h9 B5elP Wo8nk 8tizzi4 C9E83 B18AJ Z7QYI OKJDQ

SHOULD MEASURE .25" AT REDUCTION

0 12x 16x 20x 24x 28x 30x

~~SECRET~~  
~~CONFIDENTIAL~~  
~~SECURITY INFORMATION~~  
~~SECURITY APPROVAL~~

QDT JV  
Date: 6 Dec. 1951

To: Chief, Covert Personnel Division  
FROM: Chief, Security Division  
SUBJECT: KENT, William Morris

Your Reference: L-2960

Case Number: 57514

1. This is to advise you of security action in the subject case as indicated below:

- Security approval is granted the subject person for access to classified information.
- Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
- The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of the EOD procedures.

Dinkins  
C. V. BROOKLEY

849.13 9:00  
3 Jan 52

Qm

~~SECRET~~

**SECRET**  
SECURITY INFORMATION

TO : Chief, Communications DATE: 11 Jan. 1952  
FROM: Chief, Security Division  
SUBJECT: Knott, William Morris 5781A

In reply to your memorandum this is to advise that Subject meets the current requirements for cryptographic clearance and is approved for such duties as of this date.

*C. V. Broadly*  
C. V. BROADLEY

SED ✓

**SECRET**

**SECRET**

SECURITY INFORMATION

28 MAY 1952  
*✓ Jo Fyfe*

TO : Chief, Personnel Division (Covert)  
ATTENTION: Transactions and Records Branch  
FROM : Chief, Special Security Division  
SUBJECT : ██████████ (Pseudo)  
#57514 OLIVER H. CORBUSTON

1. Reference is made to your memorandum, dated 14 May 1952, in which a covert security clearance was requested to enable the WH Division to utilize the Subject's services as an Intelligence Officer (Staff Agent), in Fort Amador, Canal Zone. Reference memorandum indicated that Subject will be used on Project HYPOTHESIS, **under military cover.**

2. In accordance with the provisions set forth in the Director's Memorandum of 14 February 1949, entitled "Security and Operational Clearances", a covert security clearance is granted for the covert use of the Subject as described in your request as set forth in Paragraph 1, above.

3. The Subject is not to represent himself as, nor is he to be represented as, an employee of CIA.

4. Your attention is called to the fact that a covert security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-9. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.

5. This clearance becomes invalid in the event the Subject's services are not utilized within 60 days of the date of this memorandum.

FOR THE SECURITY OFFICER, CIA

*Robert H. Cunningham Jr.*  
ROBERT H. CUNNINGHAM

**SECRET**

*Document*

CONFIDENTIAL  
SECURITY INFORMATION  
SECURITY APPROVAL

Date: 21 September 1955

TO: Chief, Records & Services Division  
Personnel Office  
FROM: Chief/ Security Division  
Personnel  
SUBJECT: KENT, William Morris

Your Reference: C-1932 WH  
Case Number: 57514

1. This is to advise you of security action in the subject case as indicated below:
  - Security approval is granted the subject person for access to classified information.
  - Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
  - The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9
2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
3. Subject is to be polygraphed as part of E/O procedures.

*Ermal P. Geiss*  
Ermal P. Geiss

CONFIDENTIAL

**CONFIDENTIAL**  
SECURITY INFORMATION  
**SECURITY APPROVAL**

Date: 2 October 1956

**TO:** Chief, Records & Services Division  
Personnel Office  
**FROM:** Chief, Security Division  
Personnel  
**SUBJECT:** KENT, William Morris

Your Reference: C-6163 WH  
Case Number: 57514

1. This is to advise you of security action in the subject case as indicated below:
  - Security approval is granted the subject person for access to classified information.
  - Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
  - The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of paragraph H of Regulation 10-9.
2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
- 3.

*pk kept advised 10/5/56  
m.s.*

*W. M. Knott*  
W. M. Knott  
*m*

**CONFIDENTIAL**

**CONFIDENTIAL**  
(When Filled In)

**STAFF AGENT CLEARANCE**

DATE : 30 June 1966

YOUR REFERENCE: 42055

CASE NO. : 57514

To : Chief, Contract Personnel Division

ATTN.: Staff Agents Branch

**SUBJECT**

Kent, William on

1. This is to advise that a security clearance is granted for the employment of the Subject as GS-13, as Ops Officer by DDP/WH/JNPOPLAR at New Orleans, La. *Operations Officer*

2. If your office should desire at a later date to change the status or use of the Subject, a request to cover any proposed change should be submitted to this office.

3. Unless arrangements are made within 60 days for entrance on duty within 120 days, this Approval becomes invalid.

4. As a part of entrance on duty processing:

A personal interview in the Office of Security must be arranged by your office.

**EX** A personal interview is not necessary.

1

*Steven L. Kahn*  
Steven L. Kahn

Steven L. Duke

PERFORMANCE 能力評價表

**CONFIDENTIAL**  
(When Filled In)

**SECURITY APPROVAL**

DATE : 11 February 1970

YOUR

REFERENCE: Request #73407 DDP/WH

CASE NO. : 57514

TO : Director of Personnel

ATTN : SA Branch/CPD

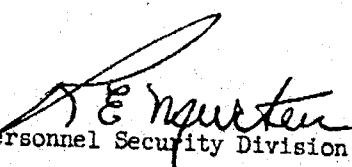
SUBJECT : KENT, William Morris

1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.
2. Unless arrangements are made for entrance on duty within 150 days, this approval becomes invalid.
3. As part of the entrance on duty processing:

- A personal interview in the Office of Security must be arranged.  
 A personal interview is not necessary.  
 Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.

4. Conversion from Staff Agent to Staff Employee.

FOR THE DIRECTOR OF SECURITY:

  
for Chief, Personnel Security Division

FORM 1173 OBSOLETE PREVIOUS  
3-66 EDITIONS

**CONFIDENTIAL**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

(5)

Latin American Institute

900 Park Avenue

N.Y.C.-N.Y.

Exc from CC II by Dr. Lang

### **ATTENDANCE RECORD**

KENT, WILLIAM

San Salvador, El Salvador

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-14	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer	8. OFF/DIV/BR OF ASSIGNMENT DDO/PS/CMG/NOC	9. CURRENT STATION Washington	10. CODE (check one) <input checked="" type="checkbox"/> HQS. <input type="checkbox"/> DF		

## 11. TYPE OF APPOINTMENT

## 12. TYPE OF REPORT

X	CAREER	RESERVE	CONTRACT	OTHER (Spec.)	TEMPORARY	X	ANNUAL	REASSIGN- MENT	SPECIAL
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## 13. REPORTING PERIOD (From-to)

1 January 75 - 31 October 75

## 14. DATE REPORT DUE IN O.P.

30 November 75

## SECTION B

## QUALIFICATIONS UPDATE

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

 NO

## SECTION C

## PERFORMANCE EVALUATION

<u>U</u> -Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
<u>M</u> -Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
<u>P</u> -Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
<u>S</u> -Strong	Performance is characterized by exceptional proficiency.
<u>O</u> -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 Under the general guidance of Branch management, develops and implements a centralized system for finding suitable NOC personnel to fill specific vacancies; devises and implements procedures for identifying suitable NOC positions for unassigned NOC personnel	RATING LETTER O
SPECIFIC DUTY NO. 2 Maintains effective working relationships with various elements of the DDA such as Office of Personnel, Office of Medical Services, Office of Security and DDO's operating divisions concerning placement and assignment of personnel for NOC duties	RATING LETTER O
SPECIFIC DUTY NO. 3 As Chief of the Branch's Personnel Resources and Requirements Section, establishes and maintains liaison with the respective CIA components to develop data on nationality, background, education, language skills, professional specialties available to the Branch as aids to systematic NOC personnel	RATING LETTER S
SPECIFIC DUTY NO. 4 Searches and surveys Serves as Branch area referent for LA and AF Divisions. Monitors and reviews assignments, effectiveness, and problems of NOC officers in LA and AF Divisions. Recommends as appropriate concurrence or corrective actions in conformity with DO objectives and standards	RATING LETTER S
SPECIFIC DUTY NO. 5	RATING LETTER

## SPECIFIC DUTY NO. 6

RATING LETTER

## OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

O

S E C R E T

COMMENTS OF REVIEWING OFFICIAL (contd)      William M. Kent

Clandestine Service, one of my prime responsibilities is to try to reestablish the integrity of the current letter evaluations used in fitness reports and one of the first places for me to start is in my own Staff.

With that said, I do wish to underscore the fact that Mr. Kent is a responsible and responsive professional who knows what he has to do, does it with a minimum of fuss, writes clearly and to the point, is dedicated and in my judgment fully warrants an overall evaluation of strong. The above comments will be shown to the rater as well as the ratee.

S E C R E T

SECTION D Narrative Comments (Continued)

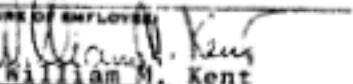
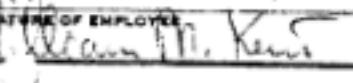
languages (Spanish and Italian), and his admirable command of English prose which enables him to write crisp operational communications with speed and precision, all aid him in carrying out his responsibilities in a superior manner.

Subject does not become a victim of routine. In addition to developing the effective referrals system noted above, he has also on his own initiative created our own "skills bank" in which we are able to locate suitable NOC candidates, and those on board, in terms of needed professional or area experience, rare and esoteric language skills, etc. to the point that we can supply "leads" to divisions in a matter of minutes. (Several hundred NOC applicants and on-board personnel have thus been listed by skills bank criteria.)

Subject constantly seeks to make the NOC Branch a more meaningful and useful management tool. I find him a thoughtful and canny colleague, careful to observe in full the regulatory limits of our activity but quick to perceive opportunities to support and assist the divisions within those limits. He is a firm, fair, no-nonsense supervisor of Branch personnel. He speaks his mind, honestly but tactfully, when differences occur between him and me. It is my conviction that he is ready to enter into the upper reaches of staff and supervisory echelons of the Directorate and has by now proven that he is as adept at staff responsibilities as he was previously impressive in his field and desk operational responsibilities. In short, a comer and a cherished colleague.

110, 1140  
See 111



SECTION D		CLASSIFICATION NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain comments in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost effectiveness of the use of personnel, space, equipment and funds must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p> <p>In February 1976, following the emergency hospitalization and retirement of my <del>deputy</del>, Subject became my new deputy, a position he has filled since that time in addition to performing most of the assignments he had been tasked with earlier. His undiminished energy and enthusiasm for his work is a hallmark of his performance since that time. Subject has, on his own initiative, developed our referrals system (finding new NOC applicants and those on board for filling specific area priority needs) to a point where it is serving the entire Directorate with distinction and precision, especially in the "crisis" areas of NOC needs, such as Africa and Near East Divisions. Thanks to his creation of an orchestrated system of finding and "shopping" new-hire applicants with rare skills, we have also begun to serve the newly-created Clandestine Corps program with dozens of such applicants, in addition to serving normal area division NOC needs.</p> <p>As a Branch supervisor, Subject deals with the entire spectrum of Branch activity in my absence with sureness and confidence. His broad operational background abroad, his near-native ability in two /continued/</p>			
SECTION E		CERTIFICATION AND COMMENTS	
		1. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
14			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
24 January 1977	Chief, NOC Branch	 Harris Greene	
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	SIGNATURE OF EMPLOYEE
<input type="checkbox"/> HAVE ATTACHED	<input checked="" type="checkbox"/> HAVE NOT ATTACHED		 William M. Kent
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I became C/CMS on 1 October 1976 and thus my comments must be restricted to the October-December 1976 time frame. I have no basic disagreement with the narrative comments but do challenge the letter evaluations. While Mr. Kent's performance has been strong and he has amply demonstrated he is a GS-15 level officer capable of assuming greater responsibilities, I cannot concur that his performance "is so exceptional to requirements of the work and in comparison of others doing similar work as to warrant special recognition". On purely technical grounds there is no other officer serving as DC/CMS/NOC and thus the comparison is invalid. Secondly, as Chief, Career Management Staff and administrator of the</p>			
(contd)			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
26 January 1977	Chief, CMS	 Robert D. Brown, Jr.	
4. BY EMPLOYEE			
I CERTIFY THAT I HAVE BEEN THE ENTRYS IN ALL SECTIONS OF THIS REPORT.		DATE	SIGNATURE OF EMPLOYEE
			 William M. Kent
CLASSIFICATION			

## CLASSIFICATION

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (last, first, middle) Kent, William M.	3. DATE OF BIRTH 05/09/29	4. SEX M	5. GRADE GS-15	6. SD DVB
7. OFFICIAL POSITION TITLE Ops Officer - Deputy Chief	8. OFF/DIV/BR OF ASSIGNMENT DDO/CMS/NOC	9. CURRENT STATION Hqs	10. CODE (ck one) <input checked="" type="checkbox"/> HQS. <input type="checkbox"/> DF		

## 11. TYPE OF APPOINTMENT

## 12. TYPE OF REPORT

X	CAREER	RESERVE	CONTRACT	OTHER (Spec.)	TEMPORARY	X	ANNUAL	REASSIGN- MENT	SPECIAL
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## 13. REPORTING PERIOD (From-to)

1 November 1975 - 31 December 1976

31 January 1977

## SECTION B

## QUALIFICATIONS UPDATE

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

No

## SECTION C

## PERFORMANCE EVALUATION

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

## SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1 As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.	RATING LETTER O
SPECIFIC DUTY NO. 2 As deputy to Chief, CMS/NOC, serves as latter's alter ego in absence of branch chief, and as his principal adviser in all matters concerning nonofficial cover in which the Branch is involved.	RATING LETTER S
SPECIFIC DUTY NO. 3 Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security etc, as well as serving as Branch Senior officer in dealing with Central Cover Staff, concerning placement, assignment and appropriate cover for personnel under non-official cover.	RATING LETTER O
SPECIFIC DUTY NO. 4 In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialties, foreign area experience etc.	RATING LETTER O
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  
*d*

**SECRET**

18 May 1977

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. William M. Kent, Period: 1 January - 20 May 1977

1. As I depart from the assignment as Chief, Non-official Cover Branch, Career Management Staff, I should like to make a final comment on the performance of Mr. Kent who has served with me during the entire period of my assignment and who, since March 1976, has been my deputy. More specifically, the period since 1 January 1977 has been a trying one for this component and has culminated with its sudden transfer from one component (CMS) to another (ADDO/D).

2. During this most recent period, Mr. Kent has demonstrated his capacity for growth and leadership. He has himself handled virtually all of the transition aspects for the Branch, involving briefings and counsel for his new overall chief (the ADDO/D) and for his new branch chief. He has served in the past 30 days substantially as acting branch chief, given my fairly lengthy TDY absence abroad during that period. I can only reiterate my judgment in the last fitness report that Kent is a senior and mature supervisory officer, very well organized in his work habits and capable of making measured judgments and decisions. His continuity in all aspects of nonofficial cover and its ramifications makes him a valued and valuable staff officer. I would say his future contribution lies in the entire area of managing and guiding Directorate personnel. I have noted the clear progress he has made in the past year in taking supervisory decisions involving personnel, firmly and crisply.

3. Given his impressive field and Headquarters experience, Kent should be given an opportunity to display his worth in future Directorate assignments involving discretion, professionalism and maturity. I give him an unquestioned "Strong" for this final period he has served with me.

Harris Greene  
Harris Greene

Chief  
Nonofficial Cover Branch

**SECRET**

## SECTION D

## NARRATIVE COMMENTS

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

H. R. 1502A

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE  18 May 1977	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE

## 2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE  18 May 1977	SIGNATURE OF EMPLOYEE  William M. Kent
<input checked="" type="checkbox"/> HAVE ATTACHED <input type="checkbox"/> HAVE NOT ATTACHED		

## 3. BY REVIEWING OFFICIAL

## COMMENTS OF REVIEWING OFFICIAL

I am in basic agreement with these comments and with the overall rating of Strong. Unfortunately, due to the physical separation of my office and that where Mr. Kent labors, I find it difficult to provide meaningful substantive comments. I have served as C/CMS only since 1 October 1976 and, while individual branches within CMS are widely dispersed, I have been lucky in having each managed and run by a senior experienced officer of supergrade rank. This was true in CMS/NOC and I am more than willing to accept C/CMS/NOC's evaluation of Mr. Kent. In my own dealings with Kent, I have found him to be responsive, informed, articulate and an excellent team player. I am also aware of certain innovations developed by him and implemented within CMS/NOC which have beneficially contributed to the Directorate's NOG program.

DATE  31 May 77	OFFICIAL TITLE OF REVIEWING OFFICIAL  Chief, CMS	TYPED OR PRINTED NAME AND SIGNATURE  Robert D. Brown, Jr.
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## 4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE  1 June 1977	SIGNATURE OF EMPLOYEE  William M. Kent
	CLASSIFICATION  SECRET	

FITNESS REPORT											
GENERAL INFORMATION											
1. EMPLOYEE NUMBER 059198	2. NAME (last, first, middle) Kent, William M.			S. DATE OF BIRTH 05/09/29	4. SEX M	5. GRADE GS-15	6. SD DYB				
7. OFFICIAL POSITION TITLE Ops Officer - Deputy Chief	8. OFF/DIV/BR OF ASSIGNMENT DDO/CMS/NOC			9. CURRENT STATION Hqs			10. CODE (check one) <input checked="" type="checkbox"/> HQS <input type="checkbox"/> DF				
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.) 						12. TYPE OF REPORT <input type="checkbox"/> TEMPORARY <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGN- MENT <input checked="" type="checkbox"/> X SPECIAL					
13. REPORTING PERIOD (FROM-TO) 1 Jan 77 - 20 May 77						14. DATE REPORT DUE IN O.P. 					
<b>SECTION A</b>											
<b>QUALIFICATIONS UPDATE</b>											
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.											<input type="checkbox"/> NO
<b>SECTION C</b>											
<b>PERFORMANCE EVALUATION</b>											
U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.										
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.										
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.										
S—Strong	Performance is characterized by exceptional proficiency.										
O—Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.										
<b>SPECIFIC DUTIES</b>											
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).											<b>RATING LETTER</b>
SPECIFIC DUTY NO. 1											<b>RATING LETTER</b>
SEE MEMORANDUM IN LIEU OF FITNESS REPORT (ATTACHED)											<b>RATING LETTER</b>
SPECIFIC DUTY NO. 2											<b>RATING LETTER</b>
SPECIFIC DUTY NO. 3											<b>RATING LETTER</b>
SPECIFIC DUTY NO. 4											<b>RATING LETTER</b>
SPECIFIC DUTY NO. 5											<b>RATING LETTER</b>
SPECIFIC DUTY NO. 6											<b>RATING LETTER</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>											
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.											<b>RATING LETTER</b>
FORM 45 OBSOLETE PREVIOUS EDITIONS 9-73			CLASSIFICATION <b>SECRET</b>			E2, IMPDET CL BY <u>007327</u> (4) <i>55</i>					

Section D (continued)

healthy skepticism enables him to contribute materially to the smooth, still on-going, transition from the old to the new way. In this context he has made invaluable suggestions on how we shall proceed in order to improve the operational efficacy of a NOC officer, as well as to ease the burdens imposed on the private life of a NOC officer.

3. Worthy of special note is the systematic and orderly fashion in which he tackled each new problem. These attributes resulted in his solving many of the thorny personnel problems which have confronted us of late. Mr. Kent's industriousness -- on the average he spends 10 hours a day in the office -- together with his legendary meticulousness have enabled him to set up an effective referral system through which we control the flow-through of both traditional and new NOC officers -- a most difficult and at times frustrating task.

4. As a deputy and acting branch chief he has been a firm and stern supervisor who exacts precision and perfection from his subordinates. The firmness and sternness, however, are tempered by a judicious application of human understanding or compassion in cases of "hard-to-place" NOC officers. His advice in solving many of these cases to the satisfaction of both the officer and the operational component involved was most welcome.

5. In sum, Mr. Kent has been a most effective deputy. As noted above, he has many outstanding traits and his overall performance has been a solid strong.

CONFIDENTIAL

Managers' 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 raising. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

1. Having been appointed to my present position on 23 May 1977, this report covers seven months. In this time I have learned to appreciate Mr. Kent's excellent performance in supporting and guiding the mission of this branch. Considering the outstanding evaluation he received from my predecessor, it must have been a great disappointment to Mr. Kent that he was not advanced to become branch chief. I make this observation because Mr. Kent has never demonstrated his obvious disappointment to me. On the contrary, from the first moment he has shown extraordinary and enthusiastic willingness in providing the needed continuity to run this branch which controls the career progression of the NOC officer complement consisting of between 275 and 300 officers at any given time. No doubt the reader is aware of the intricate, complicated and at times confusing bureaucratic machinery which governs the NOC officer program. Mr. Kent has done a superb job in helping me understand and cope with this maze.

2. With the creation of the Office of External Development and concomitant issuance of new, precise and explicit regulations we now hope to streamline and simplify this bureaucratic machinery. Mr. Kent's knowledge of past practices coupled with his eagerness and at times

SECTION E CERTIFICATION AND COMMENTS		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION  7	1. BY SUPERVISOR	
	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION  O S A P	
DATE  28 December 1977	OFFICIAL TITLE OF SUPERVISOR  Chief, OED/NOC Staff	TYPED OR PRINTED NAME AND SIGNATURE  Gerard J. Hahn <i>Hahn</i>
2. BY EMPLOYEE		
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE  <input checked="" type="checkbox"/> HAVE ATTACHED <input type="checkbox"/> HAVE NOT ATTACHED	DATE  28 Dec. 1977	SIGNATURE OF EMPLOYEE  <i>William M. Kent</i>
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL  I have not had the opportunity to observe Mr. Kent's performance as closely as the rating officer. However, the rater's comments strike me as being eminently fair and accurate. Mr. Kent has certainly performed well and his thorough and accurate presentations have indeed been impressive. Despite my somewhat limited association with Mr. Kent, but having full confidence in the rating officer's judgment, I have no hesitation in concurring in the overall rating of Strong.		
DATE  29 December 1977	OFFICIAL TITLE OF REVIEWING OFFICIAL  Chief, OED	TYPED OR PRINTED NAME AND SIGNATURE  Walter L. O'Brien <i>W. L. O'Brien</i>
4. BY EMPLOYEE		
I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.	DATE  3 January 1978	SIGNATURE OF EMPLOYEE  <i>William M. Kent</i>
CLASSIFICATION  CONFIDENTIAL		

Sec. 1e - P' Iden's Passport

Sec. 13. Obtained diploma from Pittsburg H.S. while in the Army through series of examinations given by the School

Sec. 14. Draft Classification: 4A (Draft-exempt at present)  
Duties in 25<sup>th</sup> Mecz. Cav. Rec. Trp.: M.itary Policeman  
and voice radio operator, M.P. Radio Station.  
Received special M.P. training immediately after assignment to 25<sup>th</sup> Mecz. Cav. Rec. Trp.

Sec. 20. Names in this section are of neighbors. I personally do not know these people except by sight. They do however know my parents a little better.

Sec. 21. d. Credit references given in this section are of my father.  
As I have no charge accounts nor am I in business  
I have no credit references in the U.S.

Sec. 23. While living in Italy traveled with parents to:  
Germany, France, Belgium, Luxembourg,  
Switzerland, Austria.

While employed in El Salvador: visited  
Guatemala - April 1951 - 10 days

On way home (driving) from El Salvador

traveled through: Guatemala, Mexico

Sec. 18-19. The following persons are persons who know me intimately as we lived in the same boarding house in El Salvador. They are all with the American Embassy in San Salvador with the exception of Sgt. Kriebel:

Mr. James N. Leakey,	Also: Mrs. & Mr. Robert Pittman
Miss Johanna C. Gaffey,	Tobacalera Morazan
Sgt. Irwin Ast, U.S.M.C.	San Salvador, El Salvador
Sgt. Wilmer Kriebel, U.S.A.	Mr. William Wheland
Miss Elizabeth Hunter	U.S. Embassy
	San Salvador, El Salvador

(Answer please)

(14)  
F. 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:

NA

SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Paul Kent RELATIONSHIP Father  
ADDRESS 2448 Washington Ave. N.Y.C. 58, N.Y. U.S.A.  
(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.

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 IM-  
MEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT New York City DATE July 16, 1951  
(City and State)

Paul Kent

(Witness)

Willie M. Kent  
(Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUM-  
BER 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.

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4. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

5. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

6. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

7. (Name and Chapter) (St. and Number) (City) (State) (Country)

DATES OF MEMBERSHIP:

SEC. 25. MISCELLANEOUS

A. IN 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?

IF "YES," EXPLAIN: *No*

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS?

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:

*No*

D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES? IF ANSWER IS "YES," GIVE DETAILS BELOW:

*No*

E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:

(None) *NA*

(12)

C. HAVE YOU EVER BEEN IN, OR PETITIONED FOR BANKRUPTCY? No  
 GIVE PARTICULARS, INCLUDING COURT: N.Y.

D. GIVE THREE CREDIT REFERENCES IN THE U.S.

1. NAME Walter and Schubert ADDRESS 9 W 36 Street N.Y.C. 13 (City) (State)
2. NAME S. Goldner ADDRESS 15 E First St. N.Y.C. 2 N.Y. (City) (State)
3. NAME H. Evers & Son ADDRESS 618 Cauchland Ave. N.Y.C. 51 N.Y. (City) (State)

SEC. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM July 1921 TO Present 2448 Washington Ave. N.Y.C. 58 N.Y. U.S.A.  
 FROM Aug. 1929 TO July 1931 Casa Clark San Salvador El Salvador  
 FROM March 1930 TO Aug. 1930 2448 Washington Ave. N.Y.C. N.Y. U.S.A.  
 FROM Sept. 1937 TO March 1944 1950 Washington Ave. N.Y.C. N.Y. U.S.A.  
 FROM June 1937 TO Sept. 1939 Myers Colleges Pine Hill N.Y. U.S.A.  
 FROM April 1937 TO June 1939 120 W. 78 St. N.Y.C. N.Y. Italy  
 FROM 1935 TO Sept. 1938 Viale Romagna 157 Milan Italy  
 FROM TO TO

SEC. 23. RESIDENCE OR TRAVEL OUTSIDE OF THE UNITED STATES

A. FROM <u>1927</u> TO <u>1938</u>	<u>Milan</u>	<u>Italy</u>	<u>Home</u>
FROM <u>1938</u> TO <u>1939</u>	<u>Varese</u>	<u>Italy</u>	<u>Home</u>
FROM <u>June 1941</u> TO <u>Sept. 1947</u>	<u>Mexico City</u>	<u>Mexico</u>	<u>College</u>
FROM <u>Dec. 1946</u> TO <u>March 1948</u>	<u>Otsu, Osaka</u>	<u>Japan</u>	<u>U.S. Army</u>
FROM <u>1950</u> TO <u>1951</u>	<u>San Salvador</u>	<u>El Salvador</u>	<u>Employment</u>

SEC. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND, WHICH MEMBERSHIP IN ONE OR MORE OF ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCHES IN A FOREIGN COUNTRY, WHILE YOU BELONG OR HAVE BELONGED.

1. Boy Scouts of America-Troop 139 Bronx, N.Y. U.S.A.  
 (Name and Chapter) 1943-1948-1945  
 DATES OF MEMBERSHIP:

2.    
 (Name and Chapter)    
 DATES OF MEMBERSHIP:  

3.    
 (Name and Chapter)    
 DATES OF MEMBERSHIP:

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. <i>Middle Donald C. Regan</i> | BUS. ADD. <i>U.S. Naval Academy</i>   | <i>Annapolis</i>        | <i>Md.</i>  |
|                                  | RES. ADD. <i>2337 Le澍out Ave.</i>     | <i>N.Y.C.</i>           | <i>N.Y.</i> |
| 2. <i>Theodore Aecas</i>         | BUS. ADD. <i>220 Wadsworth Ave.</i>   | <i>N.Y.C.</i>           | <i>N.Y.</i> |
| 3. <i>Mrs. Alice Meyer</i>       | BUS. ADD. <i>16 E. Finchurst Ave.</i> | <i>N.Y.C.</i>           | <i>N.Y.</i> |
| 4. <i>Mrs. Ludwig Else</i>       | BUS. ADD. <i>2447 Grove St.</i>       | <i>Saint Petersburg</i> | <i>Fla.</i> |
| 5. <i>Mrs. Margaret Parker</i>   | BUS. ADD. <i>15 Finchurst Ave.</i>    | <i>N.Y.C.</i>           | <i>N.Y.</i> |

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. <i>Helen Rennier</i>     | BUS. ADD. <i>226 Miller Ave.</i>      | <i>Freeport</i>   | <i>L.I., N.Y.</i> |
| 2. <i>Cyrus Peccero</i>     | BUS. ADD. <i>528 So. 2nd Ave.</i>     | <i>Mt. Vernon</i> | <i>N.Y.</i>       |
| 3. <i>Florinda Montanez</i> | BUS. ADD. <i>262 E. Prospect Ave.</i> | <i>Mt. Vernon</i> | <i>N.Y.</i>       |
| 4. <i>Alfred Donado</i>     | BUS. ADD. <i>12 Oak St.</i>           | <i>Harrison</i>   | <i>N.Y.</i>       |
| 5. <i>Sra. Eva Manila</i>   | BUS. ADD. <i>200 Park Ave.</i>        | <i>N.Y.C.</i>     | <i>N.Y.</i>       |

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. <i>Mrs. Nelson</i>          | BUS. ADD. <i>200 Washington Ave.</i> | <i>N.Y.C.</i> | <i>N.Y.</i> |
| 2. <i>Mrs. Simon</i>           | BUS. ADD. <i>200 Washington Ave.</i> | <i>N.Y.C.</i> | <i>N.Y.</i> |
| 3. <i>Mrs. Frieda Scherzer</i> | BUS. ADD. <i>200 Washington Ave.</i> | <i>N.Y.C.</i> | <i>N.Y.</i> |

SEC. 21. FINANCIAL BACKGROUND

A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? *Yes*. IF NOT, STATE SOURCES OF OTHER INCOME *NA*

B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS *Name*

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

IF YES, INDICATE KIND OF LICENSE AND STATE NR

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

School (College) Magazine & Newspaper: Several articles & stories, also cartoons  
Honors at Graduation Latin American Institute.

General Excellence - Excellence Diplomatic Subjects  
Outstanding Service to the School Award.

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

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

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:

H. No

B. Resigned position in El Salvador under protest of employer whose desires were that I remained with the company.

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OF PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE Spanish	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE Italian	SPEAK Fluent	READ Fluent	WRITE Fluent
LANGUAGE French	SPEAK Slight	READ Slight	WRITE Slight
GERMAN	Slight	Slight	Slight

B. LIST ALL SPORTS AND Hobbies WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

Track - High School Track Team; Baseball, Football (only as spectator).  
Stamp Collecting Writing  
Music and Dancing Breeding and raising tropical fish

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

Some experience and travel in Latin America plus knowledge of Spanish would aid in work in Latin countries.

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITE, COMPTOMETER, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

IBM Proof Machine

Writing Short Stories

Cartooning

Typing

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 50 SHORTHAND

(8) *unemployed*  
FROM Sept 1948 TO May 1950 CLASSIFICATION GRADE  
(IF IN FEDERAL SERVICE) NA  
EMPLOYING FIRM OR AGENCY Attended Latin American Institute  
ADDRESS 200 Park Ave New York City N.Y. U.S.A.  
(St. and Number) (City) (State)  
KIND OF BUSINESS NA NAME OF SUPERVISOR Dr. Juvenal L. Argel (Pres.)  
TITLE OF JOB NA SALARY: NA PER NA  
YOUR DUTIES NA

REASONS FOR LEAVING Graduated  
FROM June 1948 TO Sept. 1948 CLASSIFICATION GRADE  
(IF IN FEDERAL SERVICE) NA  
EMPLOYING FIRM OR AGENCY National City Bank of New York  
ADDRESS 50th Street Branch N.Y.C. N.Y. U.S.A.  
(St. and Number) (City) (State)  
KIND OF BUSINESS Banking NAME OF SUPERVISOR Don't recall  
TITLE OF JOB I.B. M. Proof Mach. Op. SALARY: don't recall PER —  
YOUR DUTIES Operated I.B. M. Proof Machines and had various  
clerical duties.

REASONS FOR LEAVING To attend Latin American Institute  
FROM Mid 1948 TO June 1948 CLASSIFICATION GRADE  
(IF IN FEDERAL SERVICE) NA  
EMPLOYING FIRM OR AGENCY Encyclopedia Britannica Inc.  
ADDRESS 252 E. 161 St. N.Y.C. N.Y. U.S.A.  
(St. and Number) (City) (State)  
KIND OF BUSINESS Edu. Books Sales NAME OF SUPERVISOR Don't Recall  
TITLE OF JOB Head Children's Books Dept. SALARY: Commission PER NA  
YOUR DUTIES In charge Children's Books Dept. To direct  
sales and sell children's Books

REASONS FOR LEAVING Foot injury

## SEC. 14. ACTIVE U.S. OR FOREIGN MILITARY SERVICE

U.S.A. Army T/5 Oct 5, 1946 - March 29, 1948  
 (Country) (Service) (Rank) (Dates of Service)  
 Osakai, Japan RA 12264528 Honorable  
 (Last Station) (Serial Number) (Type of Discharge)  
 REMARKS: 25<sup>th</sup> Inf. Div. 25<sup>th</sup> Misc. Cav. Reg. Trop. (Military, tactical)  
 SELECTIVE SERVICE BOARD NUMBER 28 ADDRESS 1910 Arthur Ave. N.Y.C. 52, N.Y.  
 IF DEFERRED GIVE REASON N.R.

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS *Army Security Agency Enlisted Reserve Corps Honor Hatch Military Value (Int. National Awards) Honorable Discharge*

## 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 Aug. 1950 TO June 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) N/A

EMPLOYING FIRM OR AGENCY Almacen y Libreria El Siglo

ADDRESS San Salvador, El Salvador

KIND OF BUSINESS Dept. Store NAME OF SUPERVISOR Edgar Schaeining

TITLE OF JOB Manager SALARY: 200. PER Month

YOUR DUTIES Advertising, Publicity, Store and Window Displays,  
Wholesale Shipments, Supervision of employees

REASONS FOR LEAVING No future with the Company

FROM July 1951 TO July 1951 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) N/A

EMPLOYING FIRM OR AGENCY Commercial National Bank of N.Y.

ADDRESS N.Y.C. N.Y. U.S.A.

KIND OF BUSINESS Banking NAME OF SUPERVISOR don't Recall

TITLE OF JOB Translator SALARY: 10. PER day

YOUR DUTIES Translating letters and forms from foreign  
languages into English and from English into foreign  
languages. Five languages employed

REASONS FOR LEAVING Third on temporary basis while regular  
Translator and on vacation

SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR .....

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? \$ 3000  
(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:  
*NA*

SEC. 13. EDUCATION

Elementary School, Leonardo da Vinci Milan Italy 1935 to 1938  
ELEMENTARY SCHOOL St. Joseph ADDRESS Bronx, N.Y.C. N.Y. U.S.A.  
(City) (State) (Country)

DATES ATTENDED 1930-1944 GRADUATE: Yes

HIGH SCHOOL Fordham Preparatory ADDRESS N.Y.C. N.Y. U.S.A.  
(City) (State) (Country)

DATES ATTENDED 1944-1946 GRADUATE: No

High School: Pittsburg Evening H.S. ADDRESS Pittsburg, Calif. U.S.A.  
(City) (State) (Country)

MAJOR AND SPECIALTY YEARS COMPLETED

DATES ATTENDED 1946 DEGREE Graduated

COLLEGE Latin American Institute ADDRESS N.Y.C. N.Y. U.S.A.  
(City) (State) (Country)

MAJOR AND SPECIALTY Spanish-Diplomatic Subjects YEARS COMPLETED 2

DATES ATTENDED 1948-1950 DEGREE Diplomat Foreign Service Other  
CHIEF UNDERGRADUATE COLLEGE SUBJECTS Economics; Comm'l Law; Int'l Comm'l Law;

Public Relations; American, European & Latin American History; Test Bookkeeping; Business Maths;  
Eng. Spanish; Comm'l Corresp.; Institution Techniques; Spanish M.L. Economy; Writing; Export  
CHIEF GRADUATE COLLEGE SUBJECTS College: Mexico City College - Mexico D.F. Mexico.

Summer Course 1948 - Import, Export, Spanish, Journalism.

10 FORM 1

## SEC. 9. MOTHER-IN-LAW

NA

FULL NAME ..... (First) ..... (Middle) ..... (Last)

LIVING OR DECEASED ..... DATE OF DECEASE ..... CAUSE

PRESENT, OR LAST, ADDRESS ..... (St. and Number) ..... (City) ..... (State) ..... (Country)

DATE OF BIRTH ..... PLACE OF BIRTH

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP ..... WHEN ACQUIRED? ..... WHERE? ..... (City) ..... (State) ..... (Country)

OCCUPATION ..... LAST EMPLOYER

## SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME	<u>Silma Brusegani</u>	RELATIONSHIP	<u>Uncle</u>	AGE	<u>53</u>
CITIZENSHIP	<u>Italy</u>	ADDRESS	<u>Via Sacco 10 Varese</u>	(City)	<u>Italy</u>
		(St. and Number)	(City)	(State)	(Country)
2. NAME	<u>Eda Brusegani</u>	RELATIONSHIP	<u>Hunt</u>	AGE	<u>47</u>
CITIZENSHIP	<u>Italy</u>	ADDRESS	<u>Via Sacco 10 Varese</u>	(City)	<u>Italy</u>
		(St. and Number)	(City)	(State)	(Country)
3. NAME	<u>Lillian Brusegani</u>	RELATIONSHIP	<u>Cousin</u>	AGE	<u>20</u>
CITIZENSHIP	<u>Italy</u>	ADDRESS	<u>Via Sacco 10 Varese</u>	(City)	<u>Italy</u>
		(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:

None NA

1. NAME	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)		

(8)

## SECRET

(When Filled In)

## SECTION XI CONTINUED FROM PAGE 4

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novel(s), short stories, etc.)
- General Interest Subjects and Short Stories (but not significant) published.**
8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

NA

9. LIST ANY ~~POLITICAL ACTIVITIES~~ PUBLIC RELATIONS EXPERIENCE

**During employment in El Salvador**

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.
- Received highest honors and 4 awards at Graduation from Latin American Institute: General Excellence, Diplomatic Subjects, Service to the School, and one other.

## SECTION XII ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>May 1956 to present</b>	<b>GS-11</b>	<b>WH/III/Cuba</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PP Ops Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>September 55 to May 56</b>	<b>GS-9</b>	<b>WH/ Station Panama City</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>Station PP Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>September 55 to May 56</b>	<b>GS-9</b>	<b>WH/ Station Panama City</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>Station PP Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>July 1954-September 1955</b>	<b>GS-7</b>	<b>WH/Station Panama City</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PI Ops Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>July 1954-September 1955</b>	<b>GS-7</b>	<b>WH/Station Panama City</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PI Ops Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>June 1952-July 1954</b>	<b>GS-7</b>	<b>WH/Station Panama City</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PI Ops Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>June 1952-July 1954</b>	<b>GS-7</b>	<b>WH/Station Panama City</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PI Ops Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>Dec. 1951-June 1952</b>	<b>GS-5</b>	<b>WH</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PI Ops Officer</b>	

1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
<b>Dec. 1951-June 1952</b>	<b>GS-5</b>	<b>WH</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION	5. OFFICIAL POSITION TITLE	
<b>NA</b>	<b>PI Ops Officer</b>	

6. DESCRIPTION OF DUTIES  
**Training. Also orientation at various desks.**

(Use additional pages if required)

SECRET

## SECRET

(When Filled In)

FOREIGN LANGUAGE ABILITIES													
LANGUAGE	COMPETENCE - IN ORDER LISTED										HOW ACQUIRED		
	EQUIVALENT TO NATIVE FLUENCY	FLUENT BUT OBVIOUSLY FOREIGN	ADEQUATE FOR RESEARCH	ADEQUATE FOR TRAVEL	LIMITED KNOWLEDGE	NATIVE TO COUNTRY	PROLONGED RESIDENCE	CONTACT (WITH PARENTS ETC.)	ACADEMIC STUDY (ALL LEVELS)				
	R	W	S	R	W					S	R	W	S
(List below each language in which you possess any degree of competence. Indicate your proficiency to read, write or speak by placing a check (X) in the appropriate boxes)													
Spanish	X	X	X								X	X	
Italian	X	X	X								X	X	
French							X	X	X			X	
German							X	X	X			X	
2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED", INDICATE LENGTH AND INTENSIVENESS OF STUDY	Spanish: 2 yrs., 20 hrs per week//Italian: 4 yrs. in Italian elementary schools. French: 2 yrs., 5 hrs. per week.												
3. DESCRIBE YOUR ABILITY TO DO SPECIALIZED LANGUAGE WORK INVOLVING VOCABULARIES AND TERMINOLOGY ON THE SCIENTIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY OR ANY OTHER SPECIALIZED FIELD	Limited												
GEOGRAPHIC AREA KNOWLEDGE													
1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE", INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.													
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE		DATES OF RESIDENCE, TRAVEL, ETC.			KNOWLEDGE ACQUIRED BY							
						RESI- DENCE	TRAVEL	STUDY	WORK ASSIGN- MENT				
Japan	General Knowledge only		1946-1948			X					X		
Italy	General knowledge only		1929-1939			X	X	X					
Mexico	#		1949			X	X	X					
	#		1951										
El Salvador	#		1950-1951			X							
Panama	Political, Termin		1952-1956			X	X				X		
2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE	Japan: Military Service//Italy: Father in business in Europe//Mexico: attend College//El Salvador: Employment (Non-CIA)//Panama: CIA assignment//In addition to above have travelled in Germany, France, Belgium, Holland, Austria, Switzerland, Guatemala, I...												
SECTION X TYPING AND STENOGRAPHIC SKILLS													
1. TYPING (W.P.M.)	2. SHORTHAND (W.P.M.)	3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM	below.										
40	GREGG	SPEEDWRITING	STENOTYPE	OTHER (Specify):									
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Micrograph, Card Punch, etc.)													
Mimeograph, Recordak													
SECTION XI SPECIAL QUALIFICATIONS													
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH													
Writing: have had some materials published//Cartooning: since childhood// Raising and breeding tropical fish: considerable knowledge//Photography, stamp collecting													
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK													
Training and experience in writing, cartooning, advertising, public relations, languages, travel, sales, etc.													
3. EXCLUDING EQUIPMENT NOTED IN SECTION X, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.													
Voice radio(operational) experience in the Army.													
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.													
NA													
5. FIRST LICENSE OR CERTIFICATE (Year of issue)				6. LATEST LICENSE OR CERTIFICATE (Year of issue)									
NA				NA									

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SECRET

(When Filled In)

## SECTION V CONTINUED FROM PAGE 2

4. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY?	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
5. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE PARTICULARS, INCLUDING COURT AND DATE(S) NA		

6. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?		
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		

7. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION, GIVE COMPLETE DETAILS

NA

8. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO IF YOU HAVE ANSWERED "YES", GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.		
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## ● SECTION VI CITIZENSHIP

1. PRESENT CITIZENSHIP (Country) USA	2. CITIZENSHIP ACQUIRED BY: CHECK (X) ONE: <input type="checkbox"/> BIRTH <input type="checkbox"/> MARRIAGE <input checked="" type="checkbox"/> OTHER (Specify): Naturalization
3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	4. GIVE PARTICULARS NA

5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (First papers, etc.)  
NA

## ● SECTION VII EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED		
LESS THAN HIGH SCHOOL GRADUATE	<input checked="" type="checkbox"/> OVER TWO YEARS OF COLLEGE - NO DEGREE	
HIGH SCHOOL GRADUATE	<input checked="" type="checkbox"/> BACHELOR'S DEGREE	
TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	<input checked="" type="checkbox"/> GRADUATE STUDY LEADING TO HIGHER DEGREE	
TWO YEARS COLLEGE OR LESS	<input type="checkbox"/> MASTER'S DEGREE	<input type="checkbox"/> DOCTOR'S DEGREE

## 2. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/TERM HOURS SPECIFY
	MAJOR	MINOR	FROM	TO			
Latin American Institute, N.Y.C.	Diplom. Pub. Subject Rel. & Language Comm.		1948	1950	Yes	May 1950	191 Sem. Hrs.
Mexico City College, Mexico D.F.	Journ. Hist. Spanish	June 1949	Aug 1949	No	No	9 Sem. Hrs.	

## 3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Latin American Institute (see above)	Diplomatic			

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)				
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL MONTHS
		FROM	TO	
Military Police School	M.P. Training	1947		2 mos.

## 5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE

Self Study, various fields.

**SECRET**  
(When Filled In)

**SECTION III CONTINUED FROM PAGE 1**

21. DATES OF MILITARY SERVICE (From- and To- ) BY MONTH AND YEAR <b>NA</b>			
22. BRANCH OF SERVICE <b>NA</b>	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED <b>NA</b>		
24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN <b>Department of Army, Cnal Zone, 1953-1955</b>			

**SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS**

1. FULL NAME (Last-First-Middle) <b>PRISEGANI, Silvio</b>		2. RELATIONSHIP <b>Uncle</b>	3. AGE <b>58(?)</b>
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES <b>Varese, Italy</b>			
5. CITIZENSHIP (Country) <b>Italy</b>	6. FREQUENCY OF CONTACT <b>None</b>	7. DATE OF LAST CONTACT <b>1939</b>	
1. FULL NAME (Last-First-Middle) <b>PRISEGANI, Enrico</b>		2. RELATIONSHIP <b>Uncle</b>	3. AGE <b>57(?)</b>
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES <b>Varese, Italy</b>			
5. CITIZENSHIP (Country) <b>Italy</b>	6. FREQUENCY OF CONTACT <b>None</b>	7. DATE OF LAST CONTACT <b>1939</b>	
1. FULL NAME (Last-First-Middle) <b>Families of above</b>		2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES			
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT	
1. FULL NAME (Last-First-Middle)		2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES			
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT	
5. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES			

**SECTION V**

**FINANCIAL STATUS**

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?  YES  NO
2. IF YOUR ANSWER IS "NO" TO THE ABOVE, STATE SOURCES OF OTHER INCOME

**NA**

3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS

NAME OF INSTITUTION	ADDRESS (City, State, Country)
<b>Falls Church Bank</b>	<b>Falls Church, Virginia, USA</b>

SECTION V CONTINUED TO PAGE 3

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(When Filled In)

JAN

<b>15-9198</b>		<b>PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT</b>	<b>THIS DATE</b>
<b>INSTRUCTIONS</b>			
<p>This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.</p>			
<b>SECTION I</b> <span style="float: right;">GENERAL</span>			
1. FULL NAME (Last-First-Middle) <b>Kent, William Morris</b>			
2. CURRENT ADDRESS (No., Street, City, Zone, State) <b>2608 N. Winchester Street Arlington 13, Virginia</b>		3. PERMANENT ADDRESS (No., Street, City, Zone, State) <b>2608 N. Winchester Street Arlington 13, Virginia</b>	
4. HOME TELEPHONE NUMBER <b>Jefferson 3-3899</b>		5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE <b>Virginia</b>	
<b>SECTION II</b> <span style="float: right;">PERSON TO BE NOTIFIED IN CASE OF EMERGENCY</span>			
1. NAME (Last-First-Middle) PREFERABLY RESIDING IN U.S. <b>KENT, Dorothy Bernadette</b>		2. RELATIONSHIP <b>Wife</b>	
3. HOME ADDRESS (No., Street, City, Zone, State, Country). <b>2608 N. Winchester Street, Arlington 13, Virginia</b>			
4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE <b>NA</b>			
5. HOME TELEPHONE NUMBER <b>Jefferson 3-3899</b>		6. BUSINESS TELEPHONE NUMBER <b>NA</b>	
		7. BUSINESS TELEPHONE EXTENSION <b>NA</b>	
8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. <b>Mr. Paul Kent, 2448 Washington Ave., New York 58, New York (Father)</b>			
<b>SECTION III</b> <span style="float: right;">MARITAL STATUS</span>			
1. CHECK (X) ONE: <input checked="" type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> ANNULLED			
2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS <b>NA</b>			
<b>WIFE OR HUSBAND:</b> If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving date below for all previous marriages. If marriage is contemplated, provide same data for fiance.			
3. NAME (First) <b>Dorothy</b> (Middle) <b>Bernadette</b> (Maiden) <b>Martin</b> (Last)			
4. DATE OF MARRIAGE <b>17 May 1952</b> 5. PLACE OF MARRIAGE (City, State, Country) <b>New York City, New York, USA</b>			
6. HIS (or her) ADDRESS BEFORE MARRIAGE (No., Street, City, State, Country) <b>Manhattan, New York City</b>			
7. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		8. DATE OF DEATH <b>NA</b>	
		9. CAUSE OF DEATH <b>NA</b>	
10. CURRENT ADDRESS (Give last address, if deceased) <b>Same as 2, above</b>			
11. DATE OF BIRTH <b>12 November 1930</b>		12. PLACE OF BIRTH (City, State, Country) <b>Covington, Louisiana, USA</b>	
13. IF BORN OUTSIDE U.S.-DATE OF ENTRY <b>NA</b>		14. PLACE OF ENTRY <b>NA</b>	
15. CITIZENSHIP (Country) <b>USA</b>		16. DATE ACQUIRED <b>NA</b>	
18. OCCUPATION <b>Housewife</b>		19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, last two employers) <b>N.Y. Telephone Co. (former employer)</b>	
20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) <b>New York City</b>			
SECTION III CONTINUED TO PAGE 2			

**SEC; 8 Step Father in law**

**Full Name: G. Arthur Dovey**

**Living**

**PRESENT ADDRESS: 355 N. Y. Ave., Jersey City, N.J.**

**DATE OF BIRTH: 1904**

**CITIZENSHIP: U.S.**

**OCCUPATION: U. S. N. Inspector (Civil Service)**

**SEC. 9. MOTHER-IN-LAW**

FULL NAME Evelyn D. Dovey  
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS 355 N.Y. Avenue, Jersey City, N.J.  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 2 Nov 1911 PLACE OF BIRTH Lowell, Massachusetts

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY \_\_\_\_\_

CITIZENSHIP U.S. WHEN ACQUIRED? WHERE? (City) (State) (Country)

OCCUPATION Latex Manuf. Co., Inc LAST EMPLOYER N.Y.C., N.Y.

**SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:**

1. NAME \_\_\_\_\_ 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 Harry Martin RELATIONSHIP Uncle AGE 43  
CITIZENSHIP U.S. ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
TYPE AND LOCATION OF SERVICE (IF KNOWN) U. S. Navy, Submarine Corps

2. NAME G. Arthur Dovey RELATIONSHIP Step Father AGE 48  
IN LAW  
CITIZENSHIP U.S. ADDRESS 355 N.Y. Ave., Jersey City N.J.  
(St. and Number) (City) (State) (Country)  
TYPE AND LOCATION OF SERVICE (IF KNOWN) Civil Service

3. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
TYPE AND LOCATION OF SERVICE (IF KNOWN) \_\_\_\_\_

(6)

OCCUPATION ..... LAST EMPLOYER .....

EMPLOYER'S OR OWN BUSINESS ADDRESS ..... (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM ..... TO ..... BRANCH OF SERVICE .....

COUNTRY ..... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

---

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME ..... (First) (Middle) (Last) AGE .....

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

---

SEC. 8. FATHER-IN-LAW

FULL NAME ..... Edward G. (First) (Middle) Martin (Last)

LIVING OR DECEASED ..... living DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS ..... 20 Oriole Drive, Springhill, Alabama (St. and Number) (City) (State) (Country)

DATE OF BIRTH ..... 4 Feb 1908 PLACE OF BIRTH ..... Covington, Louisiana

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY .....

CITIZENSHIP ..... WHEN ACQUIRED? ..... WHERE? ..... (City) (State) (Country)

OCCUPATION ..... Merchant Marine Pilot LAST EMPLOYER .....

(2)

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? \_\_\_\_\_

PORT OF ENTRY? \_\_\_\_\_ ON PASSPORT OF WHAT COUNTRY? \_\_\_\_\_

LAST U. S. VISA \_\_\_\_\_  
(Number) (Type) (Place of Issue) (Date of Issue)

## SEC. 2. PHYSICAL DESCRIPTION

AGE \_\_\_\_\_ SEX \_\_\_\_\_ HEIGHT \_\_\_\_\_ WEIGHT \_\_\_\_\_  
EYES \_\_\_\_\_ HAIR \_\_\_\_\_ COMPLEXION \_\_\_\_\_ SCARS \_\_\_\_\_  
BUILD \_\_\_\_\_ OTHER DISTINGUISHING FEATURES \_\_\_\_\_

## SEC. 3. MARITAL STATUS

A. SINGLE \_\_\_\_\_ MARRIED  DIVORCED \_\_\_\_\_ WIDOWED \_\_\_\_\_

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS \_\_\_\_\_

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE Dorothy Bernadette Martin Kent  
(First) (Middle) (Last)

PLACE AND DATE OF MARRIAGE New York City, N.Y. - 17 May 1952

HIS (OR HER) ADDRESS BEFORE MARRIAGE 521 West 180 St., N.Y.C., N.Y.  
(St. and Number) (City) (State) (Country)

LIVING OR DECEASED living DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 12 Nov 1930 PLACE OF BIRTH Covington, Louisiana  
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY \_\_\_\_\_

CITIZENSHIP U.S. WHEN ACQUIRED? \_\_\_\_\_ WHERE? \_\_\_\_\_  
(City) (State) (Country)

OCCUPATION Secretary LAST EMPLOYER N.Y. Telephone Co.

EMPLOYER'S OR BUSINESS ADDRESS 140 West St., N.Y.C., N.Y.  
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM \_\_\_\_\_ TO \_\_\_\_\_ BRANCH OF SERVICE \_\_\_\_\_  
(Date) (Date)

COUNTRY \_\_\_\_\_ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

## 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. 1. PERSONAL BACKGROUND

A. FULL NAME Miss \_\_\_\_\_ Mr. WILLIAM M. WHITE Telephone: \_\_\_\_\_  
(Use No Initials) Mrs. \_\_\_\_\_ (First) \_\_\_\_\_ (Middle) \_\_\_\_\_ (Last) Office: \_\_\_\_\_  
Ext. \_\_\_\_\_ Home: \_\_\_\_\_

PRESENT ADDRESS \_\_\_\_\_ (St. and Number) \_\_\_\_\_ (City) \_\_\_\_\_ (State) \_\_\_\_\_ (Country)  
PERMANENT ADDRESS 2448 Washington, N.Y., New York City, N.Y. \_\_\_\_\_

B. NICKNAME \_\_\_\_\_ WHAT OTHER NAMES HAVE YOU USED? \_\_\_\_\_

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE  
NAMES? \_\_\_\_\_

HOW LONG? \_\_\_\_\_ IF A LEGAL CHANGE, GIVE PARTICULARS \_\_\_\_\_

C. DATE OF BIRTH \_\_\_\_\_ PLACE OF BIRTH \_\_\_\_\_ (City) \_\_\_\_\_ (State) \_\_\_\_\_ (Country)  
(Where?) (By what authority)

D. PRESENT CITIZENSHIP \_\_\_\_\_ BY BIRTH? \_\_\_\_\_ BY MARRIAGE? \_\_\_\_\_  
(Country)

BY NATURALIZATION CERTIFICATE NO. \_\_\_\_\_ ISSUED \_\_\_\_\_ BY \_\_\_\_\_  
(Date) (Court)

AT \_\_\_\_\_ (City) \_\_\_\_\_ (State) \_\_\_\_\_ (Country)  
HAVE YOU HAD A PREVIOUS NATIONALITY? \_\_\_\_\_ (Yes or No) \_\_\_\_\_ (Country)

HELD BETWEEN WHAT DATES? \_\_\_\_\_ TO \_\_\_\_\_ ANY OTHER NATIONALITY? \_\_\_\_\_  
(Country)  
GIVE PARTICULARS \_\_\_\_\_

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? \_\_\_\_\_ GIVE PARTICULARS:

(b)  
OCCUPATION Not to husband LAST EMPLOYER None  
EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street NEW YORK CITY U.S.A.  
(St. and Number) (City) (State) (Country) (Ottomanhip)  
MILITARY SERVICE FROM None TO NA BRANCH OF SERVICE NA  
COUNTRY NA DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN  
NA

SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):  
None NA

1. FULL NAME	(First)	(Middle)	(Last)	AGE
PRESENT ADDRESS	(St. and Number)	(City)	(State)	(Country) (Ottomanhip)
2. FULL NAME	(First)	(Middle)	(Last)	AGE
PRESENT ADDRESS	(St. and Number)	(City)	(State)	(Country) (Ottomanhip)
3. FULL NAME	(First)	(Middle)	(Last)	AGE
PRESENT ADDRESS	(St. and Number)	(City)	(State)	(Country) (Ottomanhip)
4. FULL NAME	(First)	(Middle)	(Last)	AGE
PRESENT ADDRESS	(St. and Number)	(City)	(State)	(Country) (Ottomanhip)
5. FULL NAME	(First)	(Middle)	(Last)	AGE
PRESENT ADDRESS	(St. and Number)	(City)	(State)	(Country) (Ottomanhip)

SEC. 8. FATHER-IN-LAW

NA

FULL NAME	(First)	(Middle)	(Last)	
LIVING OR DECEASED	DATE OF DECEASE	CAUSE		
PRESENT, OR LAST, ADDRESS	(St. and Number)	(City)	(State)	(Country)
DATE OF BIRTH	PLACE OF BIRTH			

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP	WHEN ACQUIRED?	WHERE?	(City) (State) (Country)
OCCUPATION	LAST EMPLOYER		

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

NA

1. NAME .....	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 Paul Kent  
LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA  
PRESENT, OR LAST, ADDRESS 2448 Washington Ave. N.Y.C. N.Y. U.S.A.  
DATE OF BIRTH March 1, 1878 PLACE OF BIRTH Metz (City) (State) (Country)  
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY Dec. 22, 1898 N.Y.  
CITIZENSHIP U.S.A. WHEN ACQUIRED July 14, 1898 WHERE N.Y.C. N.Y. U.S.A.  
OCCUPATION Mandturer LAST EMPLOYER Paolo Ermoli, Varese, Itah  
EMPLOYER'S OR OWN BUSINESS ADDRESS 506 E. 187 Street N.Y.C. N.Y. U.S.A.  
MILITARY SERVICE FROM Oct. 1, 1918 TO Nov. 20, 1918 BRANCH OF SERVICE Army  
COUNTRY Germany DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN  
New York State Guard - 8th Inf. Regiment - 1942-1946

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME Bessie Kent  
LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE NA  
PRESENT, OR LAST, ADDRESS 2448 Washington Ave. N.Y.C. N.Y. U.S.A.  
DATE OF BIRTH April 1, 1901 PLACE OF BIRTH Metz (City) (State) (Country)  
CITIZENSHIP U.S.A. WHEN ACQUIRED Dec. 11, 1927 WHERE N.Y.C. N.Y. U.S.A.  
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY April 14, 1927 N.Y.

(6)  
B. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? April 24, 1939

PORT OF ENTRY: New York ON PASSPORT OF WHAT COUNTRY? GERMANY

LAST U. S. VISA 3990 (Number) Immigration - Naples, Italy (Type of Visa) March 25, 1939 (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE 22 SEX Male HEIGHT 6' WEIGHT 158  
EYES Brown HAIR Brown COMPLEXION light SCARS Right forearm  
BUILD Medium OTHER DISTINGUISHING FEATURES Scar right knee

SEC. 3. MARITAL STATUS

A. SINGLE  MARRIED  DIVORCED  WIDOWED

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.) NA

NAME OF SPOUSE

(First)

(Middle)

(Mother)

(Last)

PLACE AND DATE OF MARRIAGE

HIS (OR HER) ADDRESS BEFORE MARRIAGE

(St. and Number)

(City)

(State)

(Country)

LIVING OR DECEASED

DATE OF DECEASE

CAUSE

PRESENT, OR LAST, ADDRESS

(St. and Number)

(City)

(State)

(Country)

DATE OF BIRTH

PLACE OF BIRTH

(City)

(State)

(Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY

CITIZENSHIP

WHEN ACQUIRED

WHERE\*

(City) (State) (Country)

OCCUPATION

LAST EMPLOYER

EMPLOYER'S OR BUSINESS ADDRESS

(St. and Number)

(City)

(State)

(Country)

MILITARY SERVICE FROM

TO

BRANCH OF SERVICE

COUNTRY

DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

\* See back

Mr. Kent advised Contract Personnel Division this date that his date of naturalization should be 20 July 1950 and not as indicated on his Personal History Statement.

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## **PERSONAL HISTORY STATEMENT**

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS?  Yes

**Sec. I. PERSONAL BACKGROUND**

**A. FULL NAME** Mr. **M.** **William Morris Kent** **Telephone**  
Mr. **C. S. Morris** **Other**  
**Invited** **For**  
**Home** **Cypress 4-6112**

PRESENT ADDRESS 2448 Washington Ave., N.Y.C. 58, N.Y. U.S.A.

PERMANENT ADDRESS 2448 Washington Ave. N.Y.C. 58, N.Y. U.S.H.

B. NICKNAME Bill WHAT OTHER NAMES HAVE YOU USED? William

Rosenkranz : UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE

NAMES: Rosenerani was legal family name formerly

HOW LONG? 15 yrs. IF A LEGAL CHANGE, GIVE PARTICULARS Aug. 4, 1944  
N.Y.C. N.Y. (Where?) Supreme Court, Bronx County  
By what authority?

DATE OF BIRTH May 9, 1929 PLACE OF BIRTH Milan . Italy

D. PRESENT CITIZENSHIP U.S.A.  
(Country) BY BIRTH? BY MARRIAGE?

BY NATURALIZATION CERTIFICATE NO. 6909791 ISSUED July 20, 1951 BY U.S. DISTRICT COURT  
(Date) (Court)

AT New York City (City) New York (State) U.S.A. (Country)

HAVE YOU HAD A PREVIOUS NATIONALITY?  Yes  No  Germany  
(Country)

HELD BETWEEN WHAT DATES? 1/1/1919 TO 1/12/1919 ANY OTHER NATIONALITY? None

GIVE PARTICULARS NA

1000 100 10 1 0.1 0.01 0.001

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS:

**NA**

SEC. 9:

MOTHER IN LAW -

NAME - EVELYN D. DOUEY

LIVING

ADDRESS - 355 NEW YORK AVE., JERSEY CITY, NJ

DATE OF BIRTH : 2 NOV. 1910

CITIZENSHIP: US

OCCUPATION: DEFENSE WORKER

SEC. 8:

STEP-FATHER-IN-LAW -

NAME : G. ARTHUR DOUEY

LIVING

ADDRESS : 355 NEW YORK AVE., JERSEY CITY, NJ

DATE OF BIRTH: 1904

CITIZENSHIP: US

OCCUPATION: US NAVY INSPECTOR

(14)

F. 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:

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SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_

ADDRESS \_\_\_\_\_ (St. 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."

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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 Washington, DC DATE 23 May 1952  
(City and State)

Arline S. Lynd William M. Kent  
(Witness) (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.

*Step*  
SEC. 9. MOTHER-IN-LAW

FULL NAME FLORENCE MARTIN  
(First) (Middle) (Last)  
LIVING OR DECEASED \_\_\_\_\_ DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_  
PRESENT, OR LAST, ADDRESS 20 ORIALE DR., SPRINGFIELD, ALA.  
(St. and Number) (City) (State) (Country)  
DATE OF BIRTH ? PLACE OF BIRTH \_\_\_\_\_  
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY \_\_\_\_\_  
CITIZENSHIP U.S. WHEN ACQUIRED? \_\_\_\_\_ WHERE? \_\_\_\_\_  
(City) (State) (Country)  
OCCUPATION \_\_\_\_\_ LAST EMPLOYER \_\_\_\_\_

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD  
OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME \_\_\_\_\_ 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 \_\_\_\_\_ 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) \_\_\_\_\_

(4)

OCCUPATION ..... LAST EMPLOYER .....

EMPLOYER'S OR OWN BUSINESS ADDRESS ..... (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM ..... TO ..... BRANCH OF SERVICE .....

COUNTRY ..... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN

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SEC. 7. BROTHERS AND SISTERS (Including half-, step-, and adopted brothers and sisters):

1. FULL NAME ..... AGE .....  
(First) (Middle) (Last)

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

2. FULL NAME ..... AGE .....  
(First) (Middle) (Last)

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

3. FULL NAME ..... AGE .....  
(First) (Middle) (Last)

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

4. FULL NAME ..... AGE .....  
(First) (Middle) (Last)

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

5. FULL NAME ..... AGE .....  
(First) (Middle) (Last)

PRESENT ADDRESS ..... (St. and Number) (City) (State) (Country) (Citizenship)

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SEC. 8. FATHER-IN-LAW

FULL NAME EDWARD G. MARTIN  
(First) (Middle) (Last)

LIVING OR DECEASED ..... DATE OF DECEASE ..... CAUSE .....

PRESENT, OR LAST, ADDRESS 20 ORIOLE DR. SPRINGFIELD, ALA.  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH 4 FEB 1902 PLACE OF BIRTH COVINGTON, LA.

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY .....

CITIZENSHIP US WHEN ACQUIRED? ..... WHERE? .....  
(City) (State) (Country)

OCCUPATION MERCHANT MARINE LAST EMPLOYER .....  
PILOT

16-02435-1

*Amendment to PHS  
due to marriage  
Date: 17 May 1952*

**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  
(Yes or No)

**SEC. 1. PERSONAL BACKGROUND**

Telephone: \_\_\_\_\_  
Office \_\_\_\_\_  
Ext. \_\_\_\_\_  
Home \_\_\_\_\_

A. FULL NAME Mr. WILLIAM Mrs. MORRIS Middle KENT (Last) \_\_\_\_\_  
(Use No Initials) (First) (Middle) (Last)

PRESENT ADDRESS \_\_\_\_\_ (St. and Number) (City) (State) (Country)

PERMANENT ADDRESS \_\_\_\_\_ (St. and Number) (City) (State) (Country)

B. NICKNAME \_\_\_\_\_ WHAT OTHER NAMES HAVE YOU USED?

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES?

HOW LONG? \_\_\_\_\_ IF A LEGAL CHANGE, GIVE PARTICULARS

(Where?) (By what authority)

C. DATE OF BIRTH \_\_\_\_\_ PLACE OF BIRTH \_\_\_\_\_ (City) (State) (Country)

D. PRESENT CITIZENSHIP \_\_\_\_\_ BY BIRTH? \_\_\_\_\_ BY MARRIAGE? \_\_\_\_\_  
(Country)

BY NATURALIZATION CERTIFICATE NO. \_\_\_\_\_ ISSUED \_\_\_\_\_ BY \_\_\_\_\_  
(Date) (Court)

AT \_\_\_\_\_ (City) (State) (Country)  
HAVE YOU HAD A PREVIOUS NATIONALITY? \_\_\_\_\_ (Yes or No) (Country)

HELD BETWEEN WHAT DATES? \_\_\_\_\_ TO \_\_\_\_\_ ANY OTHER NATIONALITY?  
(Country)  
GIVE PARTICULARS

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? \_\_\_\_\_ GIVE PARTICULARS:

SECRET

(When Filled In)

## SECTION OF PERSONNEL

<b>SECTION XIII</b>		<b>CHILDREN AND OTHER DEPENDENTS</b>			
1. NUMBER OF CHILDREN (Including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.		<input type="text" value="3"/>	2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepparents, sister, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN OVER 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.		<input type="text" value="1"/>
3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS					
NAME	RELATIONSHIP	YEAR OF BIRTH	SEX	CITIZENSHIP	ADDRESS
Dorothy B. Kent	Wife	1930	<input checked="" type="checkbox"/> M	MAIL ROOM	2608 N. Winchester St. Arlington 13, Va.
William M. Kent, Jr.	Son	1953	<input checked="" type="checkbox"/> M	US	
Paul E. Kent	Son	1954	<input checked="" type="checkbox"/> M	US	
Karen A. Kent	Daughter	1955	<input checked="" type="checkbox"/> F	US	
ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS					

DATE COMPLETED

5 February 1957

SIGNATURE OF EMPLOYEE

SECRET

SECRET

## SECRET

CONTRACT INFORMATION AND CHECK LIST				CASE OFFICER Maurice Currie	DIVISION WHD						
INSTRUCTIONS: See HR 30-53 and HR 30-1000-1 for guidance. Complete all items excepting "NA" when items are not applicable. Forward original and TWO copies for preparation of contract.				TELEPHONE EXTENSION 6032	DATE 15 June 1966						
SECTION I				GENERAL							
1. NAME <i>William J. Kent</i>	2A. PROJECT <b>JMPOLAR-12</b>	3. ALLOTMENT NO. <b>7185-0630</b>	4. SLOT NO.								
2B. PERMANENT STATION <b>New Orleans, La.</b>	3A. FUNDS										
5. PREVIOUS CIA PSEUDONYM OR ALIASES Charles K. Morledge (P) Douglas G. Gupton (alias at JMWAVE)	6. INDIVIDUAL HAS BEEN ENGAGED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY PRIOR TO THIS CONTRACT. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If yes, describe and include dates and salary.) <b>Staff Employee 1951-1952</b> <b>Staff Employee 1952-1956</b> <b>Staff Employee 1956-to Present</b>										
7. SECURITY CLEARANCE (Type and date)	7A. MEDICAL CLEARANCE <input checked="" type="checkbox"/> RETAINED <input type="checkbox"/> INITIATED <input type="checkbox"/> NOT BRO'D.	8. CONTRACT IS TO BE WRITTEN IN STERILE FORM U.S. GOVERNMENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO									
9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	10. PROPOSED CATEGORY (Contract agent, contract employee, etc.) <b>Staff Employee</b>										
SECTION II PERSONAL DATA											
11. CITIZENSHIP <b>USA</b>	12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	13. AGE <b>37</b>	14. DATE OF BIRTH (Month, day, year) <b>9 May 1929</b>								
15. LEGAL RESIDENCE (City and state or country) <b>Herndon, Virginia</b>		16. CURRENT RESIDENCE (City and state or country) <b>Same</b>									
17. MARITAL STATUS (Check as appropriate) <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED											
18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE: Wife - 35 Son - 12 Son - 11 Daughter - 10			19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO RELATIONSHIP:								
SECTION III U.S. MILITARY STATUS											
20. RESERVE	21. VETERAN <b>XXX</b>	22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat)									
23. BRANCH OF SERVICE	24. RANK OR GRADE	25. DRAFT ELIGIBLE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	26. DRAFT DEFERMENT OBTAINED BY CIA <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO								
SECTION IV COMPENSATION											
27. BASIC SALARY <b>GS-13, Step 5</b>	28. POST DIFFERENTIAL	<b>Former Dept. of Army, Dept. of State, Dept. of Army Executive Secretary of Christian Fellowship Fund</b>			30. FEDERAL TAX WITHHOLDING <table border="1"><tr><td>COVER</td><td>CIA</td></tr><tr><td><input checked="" type="checkbox"/> YES</td><td><input type="checkbox"/> YES</td></tr><tr><td><input type="checkbox"/> NO</td><td><input checked="" type="checkbox"/> NO</td></tr></table>	COVER	CIA	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input checked="" type="checkbox"/> NO
COVER	CIA										
<input checked="" type="checkbox"/> YES	<input type="checkbox"/> YES										
<input type="checkbox"/> NO	<input checked="" type="checkbox"/> NO										
SECTION V ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)											
31. QUARTERS <b>NA</b>	32. POST <b>NA</b>	33. OTHER <b>*Non-official cover premium pay</b>									
34. COVER (Breakdown, if any) None											
SECTION VI TRAVEL											
35. TYPES <input checked="" type="checkbox"/> PCS <input type="checkbox"/> DOMESTIC OPERATIONAL <input type="checkbox"/> FOREIGN OPERATIONAL				36. WITH DEPENDENTS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO							
37. HME TO BE SHIPPED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	38. HME TO BE STORED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	39. PERSONAL VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	40. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO								
40. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH											
Wife	USA	35	12 November 1930								
Son	USA	12	6 September 1963								
Son	USA	11	6 September 1952								
Daughter	USA	10	12 December 1953								
Approved by CS/CS Agent Panel (Date) <i>7 July 1966</i>											
_____ Secretary, CS/CS Agent Panel											
41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <b>XXX CIA REGULATIONS</b> <input type="checkbox"/> COVER POLICIES AND PROCEDURES											

## SECRET

(When Filled In)

SECTION IX					MARITAL STATUS
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY					
2. NAME OF SPOUSE		Spouse	Spouse	Spouse	Widow
3. DATE OF BIRTH		4. PLACE OF BIRTH (City, State, Country)			
12 NOV. 1930		COVINGTON, LA. - USA.			
5. OCCUPATION		6. PRESENT EMPLOYER			
HOUSEWIFE					
7. CITIZENSHIP		8. FORMER CITIZENSHIP(S), COUNTRY(IES)			9. DATE U. S. CITIZENSHIP ACQUIRED
US					
SECTION X					
DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
WILLIAM M., JR.	SON	6 SEPT. '53 - PANAMA US	PANAMA	CANAL ZONE	
PAUL E.	SON	6 SEPT. '54 - PANAMA US	PANAMA	CANAL ZONE	
KAREN A.	Daughter	12 DEC. '55 - PANAMA US	PANAMA	PANAMA CITY	
SECTION XI					
PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS					
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP	
HERNDON ROTARY CLUB	HERNDON, VA.			1961	
CA	II	II	II	1967	
CATHOLIC ECONOMIC ASSOCIATION	WASHINGTON, D.C.			1966	
CATHOLIC ASN. FOR INT'L JUSTICE	WASHINGTON, D.C.			1966	
FOREIGN POLICY ASN. OF AM.	NEW ORLEANS, LA.			1966	
INTERNATIONAL HOUSE	II	II	II	1966	
DATE	SIGNATURE OF EMPLOYEE				
9 January 1965					
William M. Kent					
SECRET					

**SECRET**

(When filled in)

**SECRET**  
(When filled in)

*llc*  
OFFICIAL USE ONLY (and filled in)

**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. SEE NO.	2. NAME (Last-First-Middle)	3. SEE	4. DATE OF BIRTH	5. SCHEDULE/GRADE/STEP
059198	Kent, W <sup>m</sup>	M	09/09/29	GS - 3 - 05
6. ID	7. POSITION TITLE	8. OFFICE OF ASSIGNMENT	9. LOCATION (Country/City)	
D	1065 OFFICER	DDO	WASH., D.C.	

SECTION II AGENCY OVERSEAS SERVICE			
AREA	TYPE TOUR	FROM	TO
MARACA BANANA CUBA - TOTAL 3 MONTHS GUATEMALA Total 6-7 weeks VENEZUELA WESTERN HEMISPHERE: PERU	PCB*XX TDY*XX TDY*64 TDY*64 PCB*46 TDY*51	52/06/01 56/07/01 57/06/01 58/01/01 58/08/01 64/04/01	56/05/01 56/07/14 57/06/01 58/01/01 58/08/01 64/04/18

**OVERSEAS DATA**

CITY:

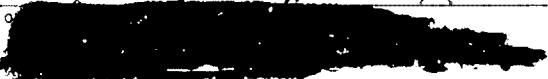
DATE:

18 MAR 1968

FG

SECTION III		EDUCATION	
DEGREE	MAJOR FIELD	COLLEGE	YEAR
NO COLLEGE DEGREE ON RECORD			

**SECRET**  
(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 STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
			JAN 10	RESIDENCE	TRAVEL	STUDY	
1.							
2.							
<b>SECTION VI TYPING AND STENOGRAPHIC SKILLS</b>							
1. TYPING (WPM)	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM					
		<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE				<input type="checkbox"/> OTHER SPECIFY:	
<b>SECTION VII SPECIAL QUALIFICATIONS</b>							
PROVIDE INFORMATION ON Hobbies, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
<b>SECTION VIII MILITARY SERVICE</b>							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?	<input type="checkbox"/> YES <input type="checkbox"/> NO		2. NEW CLASSIFICATION				
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON						
<b>MILITARY RESERVE, NATIONAL GUARD STATUS</b>							
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"/> AIR NATIONAL GUARD	
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE				
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(active)	<input type="checkbox"/> STANDBY(inactive)	<input type="checkbox"/> RETIRED	<input type="checkbox"/> DISCHARGED		
5. MILITARY MOBILIZATION ASSIGNMENT	6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED						
<b>MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)</b>							
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		DATE COMPLETED		<input checked="" type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED		
<b>SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS</b>							
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP		
					FROM	TO	
1.							
2.							
3.							
<b>SECTION X REMARKS</b>							
DATE	SIGNATURE OF						
31 December 1968							

Williamson, Kent

31 December - 1968

SIGNATURE

SECRET

(When Filled In)

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 444, "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

EMP. SER. NO. 059198	NAME [REDACTED] Kent, William M.	DATE OF BIRTH 05/09/29
-------------------------	-------------------------------------	---------------------------

## SECTION II

## EDUCATION

## HIGH SCHOOL

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	NO. SEM/OTR. HRS. (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
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## 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(S) COUNTRY(IES)

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. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

SECRET

**SECRET**  
(When Filled In)

<b>SECTION V</b> <b>GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL</b>				KNOWLEDGE ACQUIRED BY--CHECK (X)			
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	RESI- DENCE	TRAVEL	STUDY	WORK ASSIGN- MENT
1.			OFFICE OF PERSONNEL				
2.			APR 6 142 PM '71				
<b>SECTION VI</b> <b>TYPING AND STENOGRAPHIC SKILLS</b>							
1. TYPING (WPM)	2. SHORTHAND(WPM)	2. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM:					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEECH	<input type="checkbox"/> MAIL ROOM	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:	
<b>SECTION VII</b> <b>SPECIAL QUALIFICATIONS</b>							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
<b>SECTION VIII</b> <b>MILITARY SERVICE</b>							
<b>CURRENT DRAFT STATUS</b>							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?		2. NEW CLASSIFICATION					
<input type="checkbox"/> YES	<input checked="" type="checkbox"/> NO						
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED, GIVE REASON					
<b>MILITARY RESERVE, NATIONAL GUARD STATUS</b>							
CHECK RESERVE OR GUARD ORGANI- ZATION 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"/> 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( <i>active</i> ) <input type="checkbox"/> STANDBY( <i>inactive</i> ) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT		6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED					
<b>MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)</b>							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		RENTED AGENCY-SPONSORED	
<b>SECTION IX</b> <b>PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS</b>							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM	TO
1. Herndon Rotary Club		Herndon, Va.				1967	Present
2. Herndon Citizens Assn.		Herndon, Va.				1969	Present
3.							
<b>SECTION X</b> <b>REMARKS</b>							
DATE		SIGNATURE OF EMPLOYEE					
5 April 1971		William M. Keen					

SECRET  
(When Filled In)

PLW

## 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 4441, "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.

BIOGRAPHIC AND POSITION DATA					
EMP. SER. NO. 059198	NAME (Last-First-Middle) Kent, William M.	DATE OF BIRTH 05/09/29	ED D	GRADE GS-14	

EDUCATION					
HIGH SCHOOL					
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	NO. SEM/QTR. HRS. (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	

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE					
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS	
1.					
2.					

HARITAL 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(S) COUNTRY(IES)			9. DATE U.S. CITIZENSHIP ACQUIRED	

DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
1. <input checked="" type="checkbox"/> ADD Beatrice Kent <input type="checkbox"/> DELETE	Mother	30 Apr. 1901-Italy	U.S.	Same as employee	
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE					

**SECRET**  
(When Filled In)

<b>SECTION V</b> <b>GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL</b>						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)		
				RESI- DENCE	TRAVEL	STUDY
1.		JAN 11 3271172				
2.						
<b>SECTION VI</b> <b>TYPING AND STENOGRAPHIC SKILLS</b>						
1. TYPING (WPM)	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM.	<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOTYPE <input type="checkbox"/> OTHER SPECIFY:			
<b>SECTION VII</b> <b>SPECIAL QUALIFICATIONS</b>						
PROVIDE INFORMATION ON Hobbies, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.						
<b>SECTION VIII</b> <b>MILITARY SERVICE</b>						
CURRENT DRAFT STATUS						
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?	2. NEW 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(active) <input type="checkbox"/> STANDBY(inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED					
5. MILITARY MOBILIZATION ASSIGNMENT	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				
			<small>RESIDENT</small> <small>AGENCY-SPONSORED</small>			
<b>SECTION IX</b> <b>PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS</b>						
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
					FROM	TO
1. HERNDON ROTARY CLUB	HERNDON, VA				1961	PRESENT
2. HERNDON CITIZENS ASSN.	L	I	U		1969	PRESENT
3.						
<b>SECTION X</b> <b>REMARKS</b>						
DATE	SIGNATURE OF EMPLOYEE					
10 January 1972	William M. Kent					

**SECRET**  
(When Filled In)

DPA

## QUALIFICATIONS UPDATE

### READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

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#### SECTION I

##### BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH	SD	GRADE
059198	Kent, William	05/09/29	D	14

#### SECTION II

##### EDUCATION

###### HIGH SCHOOL

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	NO. SEM/QUA. HRS. (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

##### 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(S) COUNTRY(IES) 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. <input checked="" type="checkbox"/> ADD BEATRICE KENT	MOTHER	APRIL 30, 1961 MONZA ITALY	U.S.	11450 NO. STORE DRIVE RESTON, VA. - APT. 317
2. <input type="checkbox"/> DELETE				
2. <input type="checkbox"/> ADD				
2. <input type="checkbox"/> DELETE				

**SECRET**  
(When Filled In)

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
GION NY	TYPE OF SPECIALIZED KNOWLEDGE	DATE OF APPOINTMENT OR RESIDENCE	PERIOD AND PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X)			
				RESI- DENCE	TRAVEL	STUDY	WORK ASIGN- MENT
		FEB 27	11 32 AM '73				
TYPING AND STENOGRAPHIC SKILLS							
2. SHORTHAND (WPM)		3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM.					
		<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEEDWRITING	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:		
SPECIAL QUALIFICATIONS							
INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
MILITARY SERVICE							
CURRENT DRAFT STATUS							
ELECTIVE SERVICE CLASSIFICATION CHANGED?		2. NEW CLASSIFICATION					
<input type="checkbox"/> YES	<input type="checkbox"/> NO						
ELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED, GIVE REASON					
MILITARY RESERVE, NATIONAL GUARD STATUS							
NAME OF GUARD ORGANIZATION 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"/> AIR NATIONAL GUARD	
<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE						
RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION				
ENT RESERVE CATEGORY		<input type="checkbox"/> READY RESERVE	<input type="checkbox"/> STANDBY (active)	<input type="checkbox"/> STANDBY (inactive)	<input type="checkbox"/> RETIRED	<input type="checkbox"/> DISCHARGED	
OBLIGATION ASSIGNMENT		5. 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			
						<input type="checkbox"/> RESIDENT	
						<input type="checkbox"/> AGENCY-SPONSORED	
PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP		
					FROM	TO	
REMARKS							
SIGNED 1973		SIGNATURE OF EMPLOYEE					
		<i>William M. Keay</i>					

**SECRET**

SECRET  
(When Filled In)

BWS

## QUALIFICATIONS UPDATE

### READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

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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.

BIOGRAPHIC AND POSITION DATA			
EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH	SD GRADE
059198	Kent, William	05/09/29	D GS-14

EDUCATION			
HIGH SCHOOL		GRADUATE	
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	<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	NO. SEM/CTR. HRS. (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.				

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(S) COUNTRY(IES)		9. DATE U.S. CITIZENSHIP ACQUIRED
SECTION III				

DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE				
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input checked="" type="checkbox"/> ADD BEATRICE KENT <input type="checkbox"/> DELETE	MOTHER	30 APRIL 1920 MONZA, ITALY	U.S.	11450 NO. 340E DRIVE RESTON, VA.
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

**SECRET**  
(When Filled In)

**REQUEST FOR MEDICAL EVALUATION**

1. DATE OF REQUEST

19 June 1970

2. NAME (Last, First, Middle)

KENT William M.

3. POSITION TITLE

C/WH/3/Pero

4. GRADE

GS-14

5. OFFICE, DIVISION, BRANCH

DDP/WH/3

6. EMPLOYEE'S EXT.

6223

7. PURPOSE OF EVALUATION

PRE-EMPLOYMENT

HQDS/TDY

ENTRANCE ON DUTY

OVERSEAS ASSIGNMENT

TDY STANDBY

STD

SPECIAL TRAINING

STATION

ANNUAL

TDY OR PCS

RETURN TO DUTY

TYPE OF COVER

FITNESS FOR DUTY

NO. OF DEPENDENTS TO ACCOMPANY

MEDICAL RETIREMENT

NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED

RETURN FROM OVERSEAS

ETA

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

9. REQUESTING OFFICER

YES

SIGNATURE

NO

Judy Kassler

ROOM NO. & BUILDING

EXT.

5671

303102

10. COMMENTS

11. REPORT OF EVALUATION

Qualified for tdy standby until Feb. 1972.

DATE

SIGNATURE FOR CHIEF OF MEDICAL STAFF

11 Sept/ 1970

Don Farley PRO/OMS

SECRET  
(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST <b>25 April 1975</b>
2. NAME (Last, First, Middle) <b>Kent, William M.</b>	3. POSITION TITLE <b>Ops Officer</b>	4. GRADE <b>GS-14</b>
5. OFFICE, DIVISION, BRANCH <b>DDO/MOCOG</b>	6. EMPLOYEE'S EXT. <b>9484</b>	
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> HQS/TDY	
<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> OVERSEAS ASSIGNMENT	
<input checked="" type="checkbox"/> TDY STANDBY	ETD	
<input type="checkbox"/> SPECIAL TRAINING	STATION	
<input type="checkbox"/> ANNUAL	TDY OR PCS	
<input type="checkbox"/> RETURN TO DUTY	TYPE OF COVER	
<input type="checkbox"/> FITNESS FOR DUTY	NO. OF DEPENDENTS TO ACCOMPANY	
<input type="checkbox"/> MEDICAL RETIREMENT	NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	
	<input type="checkbox"/> RETURN FROM OVERSEAS	
	ETA	
	STATION	
	NO. OF DEP.'S	
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES	SIGNATURE <i>Kathy Hill</i>	
<input type="checkbox"/> NO	ROOM NO. & BUILDING <b>326317 Main</b>	
EXT. <b>7431</b>		
10. COMMENTS		
11. REPORT OF EVALUATION <b>Qualified for TDY Standby until 1 November 1976.</b>		
DATE <b>28 May 1975</b>	SIGNATURE FOR CHIEF OF MEDICAL STAFF <b>William W. Golder, OMS/pro</b>	

SECRET CONFIDENTIAL INTERNAL USE ONLY UNCLASSIFIED**REQUEST FOR MEDICAL EVALUATION**

(SCREENED AREAS WILL BE COMPLETED BY OMS)

2. NAME (Last, First, Middle)

3. GRADE

4. AFFILIATION CO

5. DIRECTORATE/OFFICE/DIVISION

6. EMP. EXP.

7. POSITION TITLE

8. DEPENDENT(S)  EMPLOYEE  09 05 29 N9. SOCIAL SECURITY NO. **058-22-8472** 10. DRAFTING **11. DOB (D-4-1931) 12. SSN**13. REQUEST DATE 14. MED-REQ 15. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS  YES  NO16. DEPENDENT(S)  EMPLOYEE **17. PREVIOUSLY SEEN BY OMS (Y/N)**18. DEPENDENT(S)  PREVIOUSLY SEEN BY OMS (Y/N)19. DEPENDENT(S)  PREVIOUSLY SEEN BY OMS (Y/N)

20. DEPENDENT NAME (L/F/M) 21. SSN SEC NO. 22. DEP. NO. 23. DOB (MM/YY) 24. SEX 25. RELATIONSHIP

## 26. REQUESTED ACTION (Mark those actions acceptable)

APPLICANT	PRE-EMPLOYMENT	EDO		
ASSIGNMENTS	O/S POS	STATION	FITNESS (MILITARY)	NO. OF DEPENDENTS TO ACCOMPANY OR RETURN
	O/S TDY	TYPE (TDY)	POSITION	
	O/S RETURNEE	FITNESS FOR DUTY		OTHER (INCH)
	O/S TDY STANDBY	RETURN TO DUTY		
SEPARATION	O/S PLANNING	SPECIAL TRAINING		
ROUTINE	RETIREMENT	MORALS/CHARS		MOR/CHAR
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL		MPT/PER

## 27. COMMENTS

28. REQUESTING DIRECTORATE/OFFICE/DIR  
**DDO/CMS/NDC** 29. ROOM/LOG **GG 2709** 30. ATTENDANT **4103** 31. SIGNATURE OF REQUESTING OFFICER **William M. Keus**

FOR APPLICANTS					FOR OMS USE ONLY	
APPROVE PROCESSING FOR EDO					COMMENTS	
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (COMM-FORM attached)						
REQUEST PRE-EMP. MEDICAL EVALUATION						
OTHER (MARK APPROPRIATE)						
FOR OTHER ACTIONS					OMS SIGNATURE	
REQUESTED ACTION	QUAL	COND-QUAL	DEFER	DISQUAL	DATE	OMS SIGNATURE
TDY Stdby	XX				Expires 1 November 1978.	
					7 January 1977	
					William T. Golder, OMS/PEO	
OMS RESPONSIBILITY CODE		EXAMINATION FACILITY			DATE	OMS SIGNATURE
28		1A				

SECRET CONFIDENTIAL INTERNAL USE ONLY UNCLASSIFIED

<b>REQUEST FOR MEDICAL EVALUATION</b> <i>(SCREENED AREAS WILL BE COMPLETED BY OMS)</i>			OMS DATE	1. REQUEST DATE (DA-MO-YR)	2.	APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS	<input type="checkbox"/> YES	<input type="checkbox"/> NO
						DEPENDENT(S)	EMPLOYEE	
3. NAME (Last, First, Middle)			4. SOCIAL SECURITY NO.	5. GRADE	6. DOB (DA-MO-YR)	7. SEX		
8. GRADE			9. AFFILIATION CD	10. DIRECTORATE/OFFICE/DIVISION	11. EMP. EXT.	12. POSITION TITLE		
<b>COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"</b>								
13. DEPENDENT NAME (L-F-M)			14. SOC SEC NO.	15. GRADE	16. DOB (DMY)	17. SEX	18. RELATIONSHIP	19. DEPENDENT PREVIOUSLY SEEN BY OMS (YES/no)

**20. REQUESTED ACTION (more than one action is acceptable)**

APPLICANT:	PRE-EMPLOYMENT	EOD		
ASSIGNMENTS:	O/S PCS	STATION	ETD/ETA (DA-MO-YR)	NO. OF DEPENDENTS TO ACCOMPANY OR RETURN
	O/S TDY	TYPE COVER	POSITION	
	O/S RETURNEE	FITNESS FOR DUTY		OTHER (specify)
	O/S TDY STANDBY	RETURN TO DUTY		
SEPARATION:	O/S PLANNING	SPECIAL TRAINING		
ROUTINE	RETIREMENT	MDR/GIARDS	MDR/CSC	
	REGULAR ANNUAL	EXECUTIVE ANNUAL	MPT/PHE	

**21. COMMENTS**

22. REQUESTING DIRECTORATE/OFFICE/DIV 23. ROOM/BLDG 24. EXTENSION 25. SIGNATURE OF REQUESTING OFFICER

**FOR OMS USE ONLY**

FOR APPLICANTS		COMMENTS		
APPROVE PROCESSING FOR EOD				
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (form letter attached)				
REQUEST PRE-EMP. MEDICAL EVALUATION				
OTHER (see comments)		DATE	OMS SIGNATURE	
FOR OTHER ACTIONS				
REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL
BIANNUAL	XX			
OMS ASSIGNABILITY CODE	EXAMINATION FACILITY	DATE		
JB	B			
OMS SIGNATURE				

Next Bi-annual due 1 November 1979.  
 12 January 1978  
 James J. Graham, OMS/PEO

<input type="checkbox"/> SECRET	<input type="checkbox"/> CONFIDENTIAL	<input checked="" type="checkbox"/> INTERNAL USE ONLY	<input type="checkbox"/> UNCLASSIFIED		
<b>REQUEST FOR PCS OVERSEAS EVALUATION</b>		1. OWS DATE	2. REQUEST DATE (W/M-D/YR)	3. APPLICANT - HAS APPLICANT PREVIOUSLY BEEN SEEN BY OWS <input type="checkbox"/> YES <input type="checkbox"/> NO	
		8 May 78		DEPENDENT(S) <input checked="" type="checkbox"/> EMPLOYEE	
4. NAME (LAST, FIRST, MIDDLE)		5. SOCIAL SECURITY NO.	6. OWS (DA-MD-YR)	7. SEX	
Kent William		053-22-8472		M	
8. GRADE	9. AFFILIATION	10. DIRECTORATE/OFFICE/DIVISION	11. DEP. (DA-MD-YR)	12. POSITION TITLE	
GS-15	All	DDO/OED/NOC	4103	Operations Officer	
COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR RETURN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"					
13. DEPENDENT NAME (L/F/M)	14. SOC SEC NO.	15. OWS (DAWY)	16. SEX	17. RELATIONSHIP	18. DEPENDENT PREVIOUSLY SEEN BY OWS (DAWY)
20. REQUESTED ACTION (mark other action if applicable)					
APPLICANT:	PRE-EMPLOYMENT	EOB			
ASSIGNMENTS	O/S/PDS	STATION	FITNESS (DA-MD-YR)		NO OF DEPENDENTS TO ACCOMPANY OR RETURN
	O/S/TDY	TYPE COVER	FITNESS (DA-MD-YR)		
	O/S/RETURNEE	FITNESS FOR DUTY	OTHER (specify)		
O/S/TDY STANDBY	RETURN TO DUTY				
O/S/PLANNING	SPECIAL TRAINING				
SEPARATION	XX RETIREMENT	MONDAYROS		MOR/CSC	
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL		MPT/PHE	
21. COMMENTS					
Mr. Kent is retiring effective 30 June 1978.					
22. REQUESTING DIRECTORATE/OFFICE/DIV	23. ROOM/BLDG	24. EXTENSION	25. SIGNATURE OF REQUESTING OFFICER		
DDO/Directorate of Personnel	1-2-4155-H	7335	Robert F. O'Sullivan		
26. OFFICE OF SECURITY DISPOSITION					
27. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION					
RETIREMENT	Retiree exam completed.				
16 June 1971 James J. Graham PEO/ONS					

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT ADDRESS (street and number, city and State)				
<u>Slaughter's Hotel</u> 1625 16th Street N.W. Washington, D.C.				
2. (A) DATE OF BIRTH	(B) PLACE OF BIRTH (city or town and State or country)			
<u>5/9/29</u>	<u>Milan, Italy</u>			
3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY	(B) RELATIONSHIP	(C) STREET AND NUMBER, CITY AND STATE	(D) TELEPHONE NO.	
<u>Paul Kent</u>	<u>Father</u>	<u>2448 Washington Ave. New York 58, New York</u>	<u>Cypress 8-61</u>	
4. DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (OTHER THAN BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 12 MONTHS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO				
If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.				
NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MARIED (Check one)
		1. _____		
		2. _____		
		3. _____		
		4. _____		
		5. _____		
		6. _____		
		7. _____		
5. INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN		YES	NO	16. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
6. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?		X		
7. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? <i>If your answer is "Yes", give details in Item 16.</i>		X		
8. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PERSON OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? <i>If your answer is "Yes", give in Item 16 reasons for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 3 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.</i>		X		
9. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? <i>If your answer is "Yes", give in Item 16 the name and address of employer, date and reason in each case.</i>		X		
10. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$5 OR LESS, OR FORWARDED COLLATERAL OF \$25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? <i>If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.</i>		X		

### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and acts of Congress pertaining to appointment. This form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) *Identity of appointee.*—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and/or other pertinent papers. If the appointee qualified in a written examination, the signature on this form should be compared with the signature on the declaration sheet, which was signed in the examination room. His physical appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history.

(2) *Age.*—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) *Citizenship.*—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) *Members of Family.*—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to preference are limited.

SECRET

8. Authorized instructions which you receive from CIA in briefing, training, or in any other way are a part of this memorandum of agreement and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.

9. You are not assured upon the completion of your period of duty with the Foreign Service of any status with the Foreign Service based on your services performed with that organization at the request of CIA.

10. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by CIA from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage law, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with CIA will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

Patricia J. Keele  
Personnel Office

ACCEPTED:

Date: 22 July 57

William M. Kent

Date: 22 July 1957

APPROVED:

G. M. STEWART  
DIRECTOR OF PERSONNEL

BY John W. McElroy

Date: 22 July 57

SECRET

with your cover designation, will normally be at the direction of the Foreign Service. Such travel will be accomplished in conformance with applicable regulations of the Foreign Service except when you are directed for operational reasons to perform travel in accordance with CIA regulations.

4. You are entitled by this agreement to the payment of a post differential and allowances, based upon your CIA or Foreign Service salary rate, whichever is greater. Payment of your salary, post differential and allowances by the Foreign Service will be full compensation for your services when the total amount is equal to or greater than that payable by CIA. Otherwise, the balance will be paid directly to you by CIA in a manner designated by you in writing and acceptable to CIA. The schedule of allowances applicable to your grade (CIA and Foreign Service) and post of duty are subject to unilateral adjustment by the Government.

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

a. All annual and sick leave which will have accrued to your credit at the time of integration into the Foreign Service will be held by CIA pending your transfer from the Foreign Service to CIA. While assigned to the Foreign Service you will be permitted annual leave, sick leave, statutory leave, and leave without pay in accordance with the regulations of that organization. Upon completion of your integration in the Foreign Service your accrued leave will normally be transferred to your credit with CIA. If security conditions require that you be given a lump-sum payment for accrued annual leave, you will be required to pay the gross amount of any such lump-sum payment to the CIA at the time of your reinstatement including any withholding tax deducted by the Foreign Service.

b. Upon your integration in the Foreign Service, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and you will be subject to payroll deductions for retirement purposes (now six percent).

6. If the CIA considers it undesirable for you to continue the use of your Foreign Service cover, your services will be utilized whenever possible in some other appropriate capacity as designated by CIA, unless the circumstances are such as to warrant your termination for cause.

7. Consistent with your cover activity, you will continue to be responsible for compliance with CIA rules and regulations.

C S

## INTEGRITY AGREEMENT

Mr. William M. Kent  
Washington, D. C.

Dear Mr. Kent

This is a memorandum of agreement between you and the United States Government in regard to your employment by CIA. It is hereby mutually agreed and understood that:

1. As an employee of CIA, at the present grade and salary of GS-11 \$7270 per annum, you will accept cover employment in the Foreign Service effective as of 23 July 58. You will, insofar as consistent with your basic responsibility to CIA, abide by all the rules, regulations, practices and policies of the Foreign Service in order to appear as a conventional member of that establishment. Your appointment to the Foreign Service is being effected at the class of FSR-7 and salary of \$6435 per annum.
2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of two (2) years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of CIA, and the length of your tour of duty, as currently specified, may be unilaterally changed by CIA in order to conform with subsequent changes in the prescribed tour of the Foreign Service. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by the Agency to be beyond your control or if you are terminated for cause either by the Foreign Service or CIA before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.
3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent

**Part III.—DETERMINATION OF COMPETITIVE STATUS.** (Complete for noncompetitive hires based on competitive status as required by instructions in FPM Chapter S2.) Employee has a competitive status. This determination is based upon the following evidence:

NAME OF AGENCY	SIGNATURE AND OFFICIAL TITLE	DATE

**PART IV.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES**

	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 15)	CREDITABLE SERVICE (Leave Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (Leave Purposes)	SERVICE CO PUTATION D (Leave Purpo
Years				12	1	50
Months				12	5	1
Days				28	24	8

**PART V.—DETERMINATION OF CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR REDUCTION IN FORCE PURPOSES. (Complete only those cases when the amount of creditable service for reduction in force purposes differs from the amount creditable leave purposes.)**

	TOTAL SERVICE (Item 12)	NONCREDITABLE SERVICE (Item 14)	CREDITABLE SERVICE (RIF Purposes)	ENTRANCE ON DUTY DATE (Present Agency)	LESS CREDITABLE SERVICE (RIF Purposes)	SERVICE CO PUTATION D (RIF Purpo
Years						
Months						
Days						

\* Enter as the "Service Computation Date" on the employee's "Service Record Card," SF 7

REMARKS:

**STATEMENT OF PRIOR FEDERAL CIVILIAN AND MILITARY SERVICE  
AND DETERMINATION OF COMPETITIVE STATUS**

**IMPORTANT:** The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT							PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE					
1. NAME (Last, first, middle initial)				2. DATE OF BIRTH			9. RETENTION GROUP					
KENT, WILLIAM M.				9/18/1929								
3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service.)												
NAME AND LOCATION OF AGENCY	FROM—			TO—			TYPE OF APPOINTMENT IF KNOWN	11. SERVICE				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEAR	MONTH	DAY		
CENTRAL INTELLIGENCE AGENCY 1952	1952	JAN.	2									
<i>SCD 7/3/50 verified 10/24/57</i>												
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE."												
BRANCH	FROM—			TO—			DISCHARGE (Hon. or dishon.?)	12. TOTAL SERVICE				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		48	12	29		
U.S. ARMY	1946	OCT.	6	1948	MAR.	24	HONORABLE	46	10	6		
										1	5	23
5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										13. NONCREDITABLE SERVICE (Leave purposes only):		
IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.												
TYPE IF KNOWN (LWOP, Furl, Susp, AWOL, Mac Mar)	FROM—			TO—			TOTAL	14. NONCREDITABLE SERVICE (RIF purposes only):				
	YEAR	MONTH	DAY	YEAR	MONTH	DAY		YEARS	MONTHS	DAYS		
6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If answer is "Yes," in what agency were you employed at the time status was acquired?)										15. REEMPLOYMENT RIGHTS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
7. ARE YOU: A. THE WIFE OF A DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO C. THE UNREMARRIED WIDOW OF A VETERAN? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO										16. RETENTION RIGHTS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS. I swear (or affirm) that the above statements are true to the best of my knowledge and belief.										17. EXPIRATION DATE OF RETENTION RIGHTS		
<u>5 Oct 1958</u> (DATE)					<u>William M. Kent</u> (SIGNATURE)							
Subscribed and sworn to before me on this <u>5<sup>th</sup></u> day of <u>Oct</u> <u>1958</u> at <u>Wash., D.C.</u>												
(MONTH) (CITY) (STATE)												
SEAL												
NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.												
INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.												

(OVER)

16-66489-2

EXTERIOR OFFICIAL COMMUNICATIONS TO  
THE SECRETARY OF STATE  
WASHINGTON D. C.



DEPARTMENT OF STATE  
WASHINGTON

February 19, 1959

Dear Sheet:

I would like to take this opportunity to thank you for the outstanding help of the officers of your agency in Caracas, Venezuela to our protection detail during the recent inauguration of President Betancourt.

Specific mention should be made of Messrs. Jacob Esterline, William Patterson, and William Kent, whose untiring efforts were in no small way responsible for the safety of the U.S. delegation.

As always, it has been a pleasure to work with you and members of your agency, and we look forward to doing so again in the future.

Sincerely yours,

E. Tolson Bailey  
Director  
Office of Security

Colonel Sheffield Edwards  
Director of Security  
Central Intelligence Agency  
Washington, D.C.

**CONFIDENTIAL**  
*(When Filled In)*

5.

**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.

William M. - Dorothy B. Kent  
Citizens National Bank of Herndon, Herndon, Va.  
Republic Bank and Trust Co., Herndon, Va.  
Herndon Savings & Loan, Herndon, Va.

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

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

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**

Notify parents in case of emergency only if unable to contact wife within reasonable amount of time.

"

changes made 20 July 66 "

SIGNED AT	DATE	SIGNATURE
Hgs	April 1964	William M. Kent

**CONFIDENTIAL**

## CONFIDENTIAL

(When Filled In)

YPR

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 (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER		
Kent	William	Morris	058 22 8472		
RESIDENCE DATA					
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED <b>New York, N.Y.</b>	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)				
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE <b>Herndon, Va.</b>	HOME LEAVE RESIDENCE <b>Same</b>				
MARRITAL STATUS (Check one)					
<input checked="" type="checkbox"/> SINGLE	<input checked="" type="checkbox"/> MARRIED	<input type="checkbox"/> SEPARATED	<input type="checkbox"/> DIVORCED	<input type="checkbox"/> WIDOWED	<input type="checkbox"/> ANNULLED
IF MARRIED, PLACE OF MARRIAGE <b>New York, N.Y.</b>			DATE OF MARRIAGE <b>17 May 1952</b>		
IF DIVORCED, PLACE OF DIVORCE DECREE			DATE OF DECREE		
IF WIDOWED, PLACE SPOUSE DIED			DATE SPOUSE DIED		
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)					
MEMBERS OF FAMILY					
NAME OF SPOUSE <b>Dorothy B. Kent</b>	ADDRESS (No., Street, City, Zone, State) <b>189 Van Buren St. Herndon, Va.</b>	TELEPHONE NO. <b>(703) 437-3018</b>			
NAME OF CHILDREN <b>William M., Jr.</b>	ADDRESS <b>same</b>	SEX <b>M</b>	DATE OF BIRTH <b>6 Sept 1953</b>		
<b>Paul E.</b>	<b>same</b>	<b>M</b>	<b>6 Sept 1954</b>		
<b>Karen A.</b>	<b>same</b>	<b>F</b>	<b>12 Dec 1955</b>		
NAME OF FATHER (Or male guardian) <b>Paul Kent</b>	ADDRESS <b>2148 Washington Ave. N.Y. 58, N.Y.</b>	TELEPHONE NO. <b>WE 3-4425</b>			
NAME OF MOTHER (Or female guardian) <b>Beatrice Kent</b>	ADDRESS <b>same</b>	TELEPHONE NO. <b>same</b>			
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. <b>Wife</b>					
PERSON TO BE NOTIFIED IN CASE OF EMERGENCY					
NAME (Mr., Mrs., Miss) (Last-First-Middle) <b>Mr. Kent, Dorothy Bernadette</b>	FATHER <b>(NOT SITTING)</b>	RELATIONSHIP <b>Wife</b>			
HOME ADDRESS (No., Street, City, Zone, State) <b>189 Van Buren St. Herndon, Va.</b>	HOME TELEPHONE NUMBER <b>(703) 437-3018</b>				
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE <b>Republic Bank &amp; Trust Co., Herndon, Va.</b>	BUSINESS TELEPHONE & EXTENSION <b>(703) 437-3018</b>				
IS THE INDIVIDUAL NAMED ABOVE SITTING OR NOT? (If "No" give name and address of organization he belongs to work for.) <b>Yes</b>					
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.) <b>Yes</b>					
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) <b>No</b>					
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					

8 - DEC 1961

MEMORANDUM FOR: William M. Kent *W.M.K.*  
SUBJECT : Commendation

You were mentioned particularly as one who performed your duties with distinction in support of the mission outlined in Project JMATE. Your cooperation, enthusiasm and the untiring application of your experience and knowledge with confidence and conviction has been a real credit to you and to your office. Even though you may have been subjected to disappointments and personal inconveniences, you gave more than is normally expected and your performance and contribution is worthy of special praise.

Thank you personally for this contribution.

*C. King*  
C. KING  
Chief  
Western Hemisphere Division

- 2 -

4. While consideration has been given Mr. Kent with regard to an Honor and Merit Award, it appears more appropriate that he be granted a Quality Step Increase.

*by Joseph S. Entwistle*  
William V. Broe  
Chief,  
Western Hemisphere Division

APPROVAL RECOMMENDED:

*cc:ill*

Secretary, CS Panel Section B

*3 June 1966*

Date

CONCUR:

*Michael H. Mitchell*  
for DDP/OP

*6 June 1966*

Date

APPROVED:

*John J. Caldwell*  
for Director of Personnel

*7 June 66*

Date

## APPOINTMENT AFFIDAVITS

**IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee**

CIA

(Department or agency)

(Bureau or division)

(Place of employment)

I, WILLIAM M. KENT, 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.

2 January 1952  
(Date of entrancation duty)

William M. Kent  
(Signature of appointee)

Subscribed and sworn before me this 2nd day of January, A. D. 1952,  
at WASHINGTON, D. C. (City) (State)

[SEAL]

Robert J. Hayes  
Asst Clerk  
(Signature of officer)  
(Title)

**NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.**

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.

6. 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.

D. Mulcahy  
Official authorized to sign letters of appointment.

I accept the above agreement as a condition of my employment by CIA.

William M. Keast  
Employee

2 Jan. 1952  
Date

**CENTRAL INTELLIGENCE AGENCY**  
2430 E STREET NW.  
**WASHINGTON 25, D. C.**

Date 2 January 52

Dear WILLIAM M. KENT

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective

Position: ADMIN. CLERK

Base Salary: GS-5 \$2410.

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. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless sooner transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.

5. 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

S E C R E T

Security Information

6. If you should receive any sums required under the terms of this letter of appointment from or through your cover instrumentality, such sums will be used to offset amounts due and payable by CIA. Sums thus received through your cover instrumentality are acknowledged and agreed to be payment by CIA within the provisions of this letter of appointment.

7. Your employment under this letter of appointment is subject to the availability of the appropriations for the functions of CIA. Upon termination of your cover employment, you will revert to normal staff employee status upon the effective date of the termination of your employment hereunder, unless for good and sufficient cause, such as misconduct or demonstrated incompetence, such reversion would be opposed to the efficiency and best interests of CIA. The termination of this appointment will not release you from the provisions of any security oaths you will be required to take.

8. Authorized instructions from CIA received by you in briefing or training will be deemed a part of this letter of appointment and are incorporated herein to the extent that such instructions are not inconsistent with the terms hereof.

9. Any additional provisions or arrangements will be contained in supplemental documents.

CENTRAL INTELLIGENCE AGENCY

Personnel Division, Covert

ACCEPTED:

Kent, William Morris

S E C R E T

Security Information

S E C R E T

Security Information

[REDACTED] Central Intelligence Agency

[REDACTED] Washington, D. C.

*Gen'l. William Morris*

1. Pursuant to the authority vested in me by Section 5.2 of the Confidential Funds Regulations, you are hereby appointed an employee of the Central Intelligence Agency in the capacity of a staff agent at a salary of \$ 3715.00 grade GS-6

This appointment will be effective 10 June 1952.

If security considerations permit, appropriate deductions will be made for retirement and withholding tax purposes. In any event, it shall be your responsibility to report income received from CIA hereunder in accordance with existing Federal income tax laws and regulations.

2. The conditions of your employment will be in accordance with established CIA procedures for an employee of similar grade and salary provided, however, that where necessary, in the interests of preserving your cover and the security of CIA, established procedures will not be followed in all details. However, there will be substantial compliance with such procedures. Termination of this appointment will be in accordance with established procedures.

3. Where authorized, you will receive living-quarters and cost-of-living allowances, travel and transportation expenses and other emoluments of your position with CIA. You will account for such allowances, travel, and operational expenses in substantial compliance with CIA regulations or the established policies of your cover facility whichever is directed by CIA.

4. For the purpose of your employment hereunder, you will be required to accept employment or adopt necessary cover other than with CIA in a manner directed by CIA. In the event the circumstances of your cover are altered to such an extent that CIA deems it undesirable to continue further use by you of such cover, it is intended that your services will be continued by CIA in some other appropriate capacity or position.

5. a. If, in the performance of your cover service, you assume the custody of or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U.S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by CIA to evidence this relationship.

b. It is expressly understood and agreed that any and all documents which you may execute in the course of such cover employment are subordinate to this agreement and any contradiction in terms which may in any way appear to amplify, extend or restrict your rights and/or obligations hereunder shall be resolved by this agreement which shall always be dominant.

S E C R E T

Security Information

~~SECRET~~

Security Information

Date: 6 June 1952

Central Intelligence Agency  
2430 E Street, N. W.  
Washington, D. C.

Gentlemen:

1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:

(a) If I resign in less than twelve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.

(b) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.

2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four months from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

Ernest W. Ryan

[REDACTED]

Kenneth Williams Morris

~~SECRET~~  
Security Information

FORM NO. 53-53  
Dec. 1947  
Replaces Form No. 53-2 which  
may continue to be used.

CONFIDENTIAL

STATUS AND EFFICIENCY REPORT  
(SEE INSTRUCTIONS ON REVERSE SIDE)

SECTION I THROUGH 3 WILL BE COMPLETED BY EMPLOYEE.

TYPED/PRINTED WILL BE USED IF POSSIBLE.

1. NAME (PRINTED) LAST FIRST MIDDLE CAF RATING SALARY DATE OF PERTINENT  
[REDACTED] [REDACTED] [REDACTED] GS-7 \$4205 16 June 1952

2. DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST, BEING MORE CONCISELY BUT FULLY)  
Agent at the Air Travel Control Field Office at Tocumen International Airport, maintaining all air travel control on both the atlantic and pacific sides of the isthmus, writing general operational reports and the monthly satellite travel reports, performing surveillances and acting as cut out for NYMEX.

3. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING			SPEAKING			UNDERSTANDING			5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)	
	ENGLISH	SPANISH	GERMAN	ENGLISH	SPANISH	GERMAN	ENGLISH	SPANISH	GERMAN		
Spanish	X			X						Type of Duty	Location
Italian	X			X							Mexico
French		X		X							USA
German		X		X							Colombia

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?  
MARITAL STATUS  YES NUMBER OF DEPENDENTS  YES EMERGENCY ADDRESSEE  YES LEGAL ADDRESS  YES

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO. IN THE CASE OF MARRIAGE, THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

8 June 1952

*Keat, William Morris*

6. SECTION 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT OCCASION FOR REPORT  
DATE FROM DATE TO ANNUAL  REASSIGNMENT OF  PROPOSED REASSIGNMENT  COVERING INITIAL 80  
1 June 53 31 May 54 REPORTING OFFICER  OF EMPLOYEE REPORTED ON  DAYS OF EMPLOYMENT

8. IS THIS EMPLOYEE QUALIFIED TO  YES IS EMPLOYEE BETTER QUALIFIED  YES IF SO, WHAT DUTY OR DUTIES  YES *Intelligence Officer C Operation after Headquarters training.*

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 2?  YES  NO IF NO, EXPLAIN IN SECTION 11  
HAS EMPLOYEE STRIVED FOR  YES DO YOU RECOMMEND EMPLOYEE  YES IF SO, TO WHAT GRADE AND FOR WHAT POSITION  
PROFESSIONAL IMPROVEMENT?  YES FOR PROMOTION  YES

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARED WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' ON ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT OBSER- VED <input type="checkbox"/>	ABOUT- AVERAGE <input type="checkbox"/>	PARTI- ALLY <input type="checkbox"/>	PARTI- CULARLY <input type="checkbox"/>	VERY GOOD <input type="checkbox"/>	EXCEL- LENT <input type="checkbox"/>	OUT- STAN- DING <input type="checkbox"/>
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE						X	
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS						X	
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS						X	
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE						X	
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE						X	
H. DISCRETION						X	
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE.						X	
K. PERFORMANCE OF PRESENT DUTIES (ITEM 2)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT						X	
N. SACACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP						X	
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU -  
DEFINITELY NOT  PREFER NOT  BE SATISFIED  BE PLEASED  PARTICULARLY  
NOT WANT HIM?  TO HAVE HIM?  TO HAVE HIM?  TO HAVE HIM?  DESIRE HIM?

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

Comments: *[REDACTED]* reliable, willing and dependable and has done an excellent job at the airport.

Comments:

Report prepared by Deinger because he is immediate supervisor  
is on his leave.

**CONFIDENTIAL**  
*(When Filled In)*

7. Your employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of 12 months from the date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be considered for other types of available employment for which you are suited, or your employment will be terminated.

8. Your appointment is for such time as your services may be required and available funds permit.

Ruth E. Goujian  
Office of Personnel

I accept the above agreement as a condition of my employment by CIA.

William M. Kent  
(Employee)

5 October 1982  
(Date)

**CONFIDENTIAL**  
*(When Filled In)*

Date 5 Oct 1956

Dear Mr. Kent:

1. This is to notify you that the United States Government, as represented by the Central Intelligence Agency, has accepted your employment effective **8 October 1956**.

Position: **Area Ops Officer**

Base Salary: **\$6390.00 per annum**

2. You will be entitled to receive annual and sick leave, retirement coverage and such other employee benefits as may be provided by Agency regulations or applicable Federal laws and regulations.

3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, the duration of the tour of duty will be prescribed in advance and will normally consist of a period of 24 months. You will be required to serve the prescribed period of the overseas tour of duty from the date of arrival at your overseas post of duty unless this tour is sooner terminated by the Government for its convenience or it is terminated for circumstances that are considered by the Agency to be beyond your control.

4. If you terminate your assignment at an overseas post of duty for reasons within your control in less than 12 months from the date of arrival at the overseas post of duty, it is understood and agreed that you will be liable for reimbursing CIA for all travel expenses, including storage and per diem, incurred by the Government in the transportation of yourself, your dependents, household effects and automobile to your overseas post of duty, and you will pay all return travel and transportation expenses to the United States.

5. It is further understood and agreed that if you terminate your overseas assignment for reasons within your control subsequent to the twelfth month but prior to the completion of your prescribed tour of duty, you will pay all return expenses for the travel and transportation of yourself, your dependents, household effects and automobile to the United States.

6. If you wish to return to the United States for personal reasons during your overseas tour of duty, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

PRESENT ADDRESS (street and number, city and State)

2608 N. WINCHESTER ST. - ALEXANDRIA 13, VIRGINIA

(A) DATE OF BIRTH	(B) PLACE OF BIRTH (city or town and State or country)		
9 MAY 1929	MILAN, ITALY		
(D) IN CASE OF EMERGENCY PLEASE NOTIFY		(B) RELATIONSHIP	(C) STREET AND NUMBER, CITY AND STATE
DOROTHY B. KENT		WIFE	SEE #1, ABOVE
(D) TELEPHONE NO.			
JE 3-3899			

DES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS?  YES  NO

So, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT	(3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATION- SHIP	MAR- RIED	SINGLE
		1. _____				
		2. _____				
		3. _____				
		1. _____				
		2. _____				
		3. _____				

INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN

	YES	NO	10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS			
	ITEM NO.		WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY			
YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?	X		HAVE YOU RECEIVED OR DO YOU EXPECT TO RECEIVE A TEMPORARY PAYMENT FOR ACCRUED ANNUAL LEAVE UNDER PRIOR FEDERAL OR D.C. GOVERNMENT SERVICE?			
YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY?	X		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
Our answer is "Yes", give details in Item 10.						
YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR RETIREMENT COMPENSATION FOR MILITARY OR NAVAL SERVICE?	X					
Our answer is "Yes", give in Item 10 reason for retirement; it is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating, if retired from military or naval service.						
YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU DISCHARGED, OR FORCED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION?	X					
Our answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.						
YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$25 OR LESS OR FORFEITED COLLATERAL OF \$25 OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT?	X					
Our answer is "Yes", list all such cases under Item 10, in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. Appointed, your fingerprints will be taken.						

### INSTRUCTIONS TO APPOINTING OFFICER

Appointing officer before whom the foregoing certificate is made shall determine his own satisfaction that this appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations and Congress pertaining to appointment.

Form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the identity of appointee.

**Identity of appointee.**—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and other pertinent papers. If the appointee qualified in a written examination sheet, which was signed in the examination room, his physical condition may be checked against the medical certificate. The appointee may be questioned on his personal history for agreement with his previous statements.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship.**—The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) **Members of Family.**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, no other member of such family is eligible for probational or permanent appointment in the competitive service. The appointments of persons entitled to veteran preference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

## APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

CENTRAL INTELLIGENCE AGENCY

(Department or agency)

Washington, D. C.

(Bureau or division)

(Place of employment)

I, William M. Kent, 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.

8 Oct 1956

(Date of entrance on duty)

William M. Kent

(Signature of appointee)

Subscribed and sworn before me this 8th day of October, A. D. 1956,

at

Washington

(City)

D. C.

(State)

[SEAL]

5 USC 18 & 18a

Ruth E. Gaffin  
(Signature of officer)  
Capt. Kent  
(Title)

NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

16-65160-2



**SECRET**

**CENTRAL INTELLIGENCE AGENCY  
WASHINGTON 25, D. C.**

**OFFICE OF THE DIRECTOR**

5 DEC 1956

**MEMORANDUM FOR:** William M. Kent  
**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 27 December 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**

Harrison G. Reynolds  
Chairman, CIA Selection Board

Career Service Staff  
Office of Personnel

18 JAN 1957.

**Noted:**

William M. Kent

**Date:** 18 December 1956

**SECRET**

20 DEC 1965

MEMORANDUM FOR: Deputy Director for Plans  
ATTENTION : DDP/OP  
SUBJECT : Request for Quality Step Increase (HR 20-37),  
Mr. William M. Kent, GS-13

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. William M. Kent.

2. Mr. Kent has made a most valuable contribution to the Covert Action mission of this Division. On occasion of the discovery of a Cuban arms cache in Venezuela in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, of many other crises and situations which have developed, Mr. Kent immediately took the initiative within and outside this Division for the initiation and coordination of Covert Action efforts to safeguard the U.S. image and support U.S. objectives in each case; this, of course, without neglecting his other, routine, day-to-day responsibilities. Mr. Kent has been energetic, imaginative, and professional in his work to a degree much beyond that normally found or expected. He speaks excellent Spanish, and this has been an essential ingredient in his critical abilities in the handling of his assigned tasks.

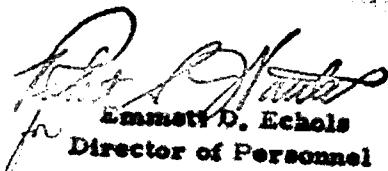
3. Mr. Kent has been with the WH Division's Covert Action Staff since 1963. In 1964, he attended the Mid-career Executive Development Course No. 4. He has consistently maintained a very high level of competence, conscientious application, and strong dedication to his duties. In this connection, despite an illness which lasted from December 1964 to July 1965, he took only two days of sick leave and did not allow his work performance to suffer. There is every reason to believe that Mr. Kent's exceptional proficiency and effectiveness will continue.

**SECRET**

16 JUN 1966

**MEMORANDUM FOR:** Head, Clandestine Services  
**SUBJECT** : Career Service  
                    : Notification of Approval of  
                    Quality Step Increase -  
                    William M. Kent

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.

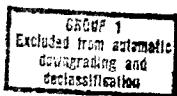
  
Emmett D. Echols  
Director of Personnel

**Distribution:**

O & 1 - C/WH Division  
1 - C/CSPS  
X - OPF - KENT  
1 - D/Pers Chrono  
1 - C/PD

OP/DD/RP/PD/JJCaldwell:ksd (16 June 1966)

**SECRET**



Dear Mr. Kent

In view of your contemplated cover assignment, you have been designated a Staff Agent. The purpose of this Supplement is to call your attention to existing policies which are particularly material to you while you are so designated and to set forth certain rights and obligations incident to your status as an appointed employee.

1. Payroll Administration. As indicated in your Staff Agent Personnel Action, your present salary and grade are \$16,665.00 per annum and GS-13, respectively. As an appointed employee of the Government you are entitled to receive and retain only the salary, allowances and other benefits applicable to that status. However, certain procedural variations will be followed to preserve the security of your cover position.

(a) The gross emoluments that you receive from your cover activities will be retained by you as an offset against the gross emoluments due you from this organization. If cover emoluments ever exceed those due you from this organization, the overage is to be remitted to this organization on a monthly basis, unless a different period is specified.

(b) Your Federal income taxes will be withheld and reported in conformance with R 20-661 or any subsequent regulations or procedures promulgated by this organization. For your information, this organization shall withhold from the gross payments due you, Federal income taxes in an amount which, when added to the income taxes withheld by your cover facility, will equal the tax withholdings normally made from your gross taxable compensation with this organization. Taxes will be withheld from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make tax remittances in conformance with HB 20-661-1.

(c) This organization will deduct from the gross payments due you an amount equivalent to six and one-half per cent (6 1/2%) of your gross salary for contribution to the Civil Service Retirement Fund. This amount will be deducted from the differential due you by this organization. If there is no differential or if it is insufficient, you will be required to make direct remittances to this organization in satisfaction of the required contributions. The Agency will not reimburse you for mandatory social security deductions required by virtue of your cover employment.

2. Nonofficial Cover Premium Pay. You are hereby authorized Nonofficial Cover Premium Pay in conformance with applicable organizational policies and issuances. For your information, currently this premium pay is ten per cent of your base salary and represents additional taxable compensation to you.

3. Place of Assignment. This Supplement is predicated upon a domestic PCS assignment under non-Governmental cover. Any deviation therefrom will require a new Supplement or an amendment hereto.

4. Security. You will be subject to all laws, regulations, and orders relating to espionage and counterintelligence, including but not limited to the writing by the Director of Central Intelligence of memorandum dated 25 June 1962, entitled "A Manual of Security Instructions for the Protection of National Security Information," and the Espionage Laws, dated 25 June 1960, as amended, and all other applicable laws and regulations.

UNITED STATES GOVERNMENT

BY Dow H. Luetzeler  
Personnel Officer

Off.

AMENDMENT TO  
Employee  
SUPPLEMENT TO STAFF [REDACTED] PERSONNEL ACTION

FOR [REDACTED] Kent William M

[REDACTED] William M Kent

Dear [REDACTED] Mr. Kent

Reference is made to your Staff [REDACTED] Supplement, effective  
31 July 1966.

Effective 30 July 1967 your authorization to receive nonofficial cover  
premium pay is terminated. As of that date, your Staff [REDACTED] Supplement is  
amended by deleting therefrom paragraph two (2).

All other terms and conditions of the Supplement remain in full force  
and effect.

UNITED STATES GOVERNMENT

BY Dave K. Gelske  
Personal Officer

S-E-C-R-E-T

20 July 1966  
Date

THIS IS TO CERTIFY THAT I AM AWARE OF THE PROVISIONS OF HANDBOOK 20-4,

DATED 7 OCTOBER 1963 CONCERNING THE PERSONAL CONDUCT OF AGENCY EMPLOYEES.

William M. Kent

[REDACTED]  
Signature  
[REDACTED]

S-E-C-R-E-T

**SECRET**  
**(DRAFT FILLED IN)**

**PoD**

**QUALIFICATIONS SYSTEM RECORD CHANGE**

*Kent, William Jn*

**APPLICANT CODING DATA**

1. ID	2. APPL. NO.	3. NAME									
< 2 *		20-DIGITS MUST CONTAIN 20-DIGITS									
4. DATE OF BIRTH		5. DATE CODED	THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1962, MASTER QUALIFICATIONS CODING RECORD.								
MO	DA	YR	MO	DA	YR						

**LANGUAGE CODING DATA - FORM 444c**

1. ID	2. EMPLOYEE NO.	3. NAME	4. LANGUAGE DATA CODE								
< 3 *		3-LETTERS	BASE CODE R W P S U T YR								
5. DATE SUBMITTED		6. DATE OF BIRTH	WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NO+LANGUAGE" (12-DIGITS)								
MO	DA	YR	MO	DA	YR						

**LANGUAGE PROFICIENCY TEST DATA**

1. ID	2. EMPLOYEE NO.	3. NAME	4. CODE	5. LANGUAGE DATA BEFORE TEST						
< 5 059198		COR	C-A-D	BASE CODE R W P S U T YR						
6. LANGUAGE DATA AFTER TEST		7. DATE OF TEST	DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AWARDS DATA. 7 APR 1987 /2							
BASE CODE	R	W	P	S	U	T	YR	MO	DA	YR
• BK507070704670202167										

30 MAR 1987

The authorization to process this employee's disclaim of proficiency in the language factors indicated on this form is contained in a memorandum on file and designated "Language Proficiency Disclaim File", located in the Qualifications Analysis Branch, Office of Personnel.

*SA*  
**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 (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
<i>[Redacted]</i>			/29	
EMPLOYING DEPARTMENT OR AGENCY <i>Kent, William M.</i>			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

**ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

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

**(A)**

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

**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.

**(B)**

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

**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.

**(C)**

**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 print)

*William M. Kent*

DATE

*21 March 1968*

**FOR EMPLOYING OFFICE USE ONLY**

(official receiving date stamp)

*SA  
7ENHCS 31 MAR 1968  
89, HVA 10 APR 11 1968*

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

**SECRET**

STANDARD FORM No. 176-T  
JANUARY 1968  
(For use only until April 14, 1968)  
176-101

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.

2

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

NAME (Last) <b>KENT</b>	(First) <b>William M.</b>	(middle)	DATE OF BIRTH (month, day, year) <b>5-9-29</b>	SOCIAL SECURITY NUMBER <b>058 22 8472</b>
EMPLOYING DEPARTMENT OR AGENCY		LOCATION (City, State, ZIP Code)		

HAVE YOU EVER BEFORE FILED AN "ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE"?  YES  NO  
If "YES," your last such form remains in effect and you should not file this new form unless you want to change the old one. (See Instructions for Employees on page 4.)

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



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

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

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



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



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

DATE AND SIGN. RETURN THE ENTIRE FORM TO  
YOUR EMPLOYING OFFICE.

SIGNATURE (do not print)

*William M. Kent*

DATE

*March 30, 1970*

FOR EMPLOYING OFFICE USE ONLY

(Official receiving date stamp)

03-30-1970

03-30-1970

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 276  
APRIL 1968  
GPO: 1968 O-760-1  
176-102

## SECRET

## 11. PREFERENCE FOR NEXT ASSIGNMENT:

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

I would very much like to continue in my present duties, dealing with varied nationalities and having a wide range of operational opportunities. Should a circumstance develop for Washington Base involvement in Covert Action work, particularly political action, I would like to be a part of it. My preference would also lie in continuing in my present [redacted] status and cover arrangement indefinitely.

*Employee*

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

EXTEND TOUR \_\_\_\_\_ MONTHS AT CURRENT STATION TO \_\_\_\_\_ (DATE)

BE ASSIGNED TO HQQTRS FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_

BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_

RETURN TO MY CURRENT STATION

## TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Washington Base concurs with [redacted] request that he remain in his present assignment for another tour.

## TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

DO Division concurs in Subject's and Base's desire for another tour at Washington Base. Subject has been an effective case officer and his effectiveness should be still greater by virtue of his accumulated experience in the Base area.

DATE 1 May 69 TITLE DCDO/I

SIGNATURE

*Stanley H. Gaines*  
Stanley H. Gaines

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

*2nd tour approved.*

15. EMPLOYEE NOTIFIED BY DISPATCH NO. *newcom-338* DATED: *26 May 69*

CABLE NO.

DATED: *26 May 69*

CAREER SERVICE REPRESENTATIVE:

(SIGNATURE)

*Charles B. Redmond*

SECRET

## SECRET

## FIELD REASSIGNMENT QUESTIONNAIRE

<i>William M. Keet</i>		DO NOT COMPLETE FOR HEADQUARTERS USE ONLY		
NAME OF EMPLOYEE (FOR HEADQUARTERS USE ONLY IF SAI)		DATE (From Item 8-2)	NAME OF SUPERVISOR (From)	DATE (From Item 8-3)
		12 Feb. 1969	John G. Shaffer, Jr.	12 Feb. 1969
DATE RECEIVED AT HEADQUARTERS:		DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:	
17 February 1969		TM 198253	12 Feb. 1969	
TO BE COMPLETED BY EMPLOYEE				
1. DATE OF BIRTH	2. SERVICE GRADE	3. YOUR CURRENT POSITION, TITLE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
9 May 1929	D	Ops Officer - GS-14/3	DO BASE WASHINGTON	<b>WU INDIAN</b>
6a. DATE OF PCS ARRIVAL IN FIELD	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE	
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:  <b>4 dependents, ages 38, 15, 14, 13</b>				
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:  <b>Educational facilities for my children and medical facilities for my wife.</b>				
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (See special note on transmittal form). <i>(Also attach personnel cover questionnaire in accordance with CSS-F 240-8)</i>				
<ul style="list-style-type: none"> <li>- - Initiate and develop contacts and operations in the Washington diplomatic and foreign press communities, encompassing all the major world geographical areas.</li> <li>- - Handle recruited agents resident in the Washington area.</li> <li>- - Establish and maintain self in commercial cover role. Perform cover duties.</li> <li>- - Prepare operational correspondence and conduct routine administrative tasks.</li> </ul>				
10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS				

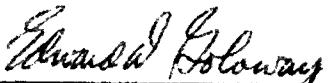
**SECRET**

4. Mr. Kent has a first rate mind, a unique flair for SA operations, and unusual language capabilities. During the Chilean crisis period he demonstrated his dedication to duty, working eleven or twelve hours a day without complaint, and his ability to make effective use of his exceptional professional talents and experience while simultaneously exercising sound judgment and leadership in his management of Branch affairs.

5. In view of Mr. Kent's outstanding performance under tense and trying circumstances it is strongly recommended that he be granted a QSI.

  
David A. Phillips  
Chief  
Western Hemisphere Division

**APPROVAL RECOMMENDED:**

  
Chairman, DDO/QSI Panel

15 Jan 74  
Date

**APPROVED:**

  
Director of Personnel

31 JAN 1974  
Date

**SECRET**

SECRET

20 DEC 1973

MEMORANDUM FOR: Chairman, QSI Honor and Merit Award Panel

SUBJECT: Request for QSI:  
William M. Kent, GS-14

1. It is recommended that Mr. William M. Kent be granted a Quality Step Increase in recognition of his outstanding performance as Chief of the SA Section and Acting Deputy Branch Chief of WH/6 during the tension-filled days which preceded and followed the Chilean military coup of 11 September 1973. The nature of Mr. Kent's service to the Agency during this period has been described more fully in his most recent fitness report, which evaluated his overall performance as "Outstanding."

2. Mr. Kent served as Acting Deputy Branch Chief of WH/6 for five months, from mid-June to mid-November 1973, while concurrently continuing to direct the large and important Chilean covert action program with exceptional competence. Mr. Kent thus was handling two exacting jobs simultaneously during the entire coup period. This was a time of particular tension for the Branch, since developments in Chile were of international importance and generated almost daily requests for special papers and briefings for top U.S. Government leaders. Mr. Kent performed at a consistently high level in both his SA and managerial capacities: his propaganda and political action guidance was timely, imaginative and effective, while his managerial decisions as provisional head of a 15-man branch reflected sound judgment and an across-the-board foundation in clandestine operations.

3. A self-reliant and exceptionally talented SA officer, Mr. Kent was personally responsible for the creation and implementation of two successful Division programs -- one in the political action and one in the propaganda field -- which have made an important contribution to the achievement of U.S. policy objectives with regard to Chile. These programs are being continued even though Mr. Kent has now left the Branch to handle an exacting new staff assignment.

E2, IMPDET  
CL BY 024345

SECRET

~~SECRET~~  
~~REF ID: A6511~~  
EYES ONLY

3 November 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation - Mr. William Kent

1. Mr. Kent was assigned to a high priority Task Force in WH Division from 21 September through 30 October.

2. During this period Mr. Kent assisted in the preparation of propaganda material and was in charge of black operations. Based on his knowledge of the Cuban Intelligence Service and Cuban modus operandi, Mr. Kent prepared several highly imaginative black operations and provided much needed advice to the Task Force on this subject. The biographic material he pulled together on a major proponent of our little drama was of exceptional value and was delivered to several U. S. as well as foreign newsmen who made extensive use of it. Mr. Kent is a well trained and resourceful Clandestine Service Operator whose work showed the stamp of professionalism and whose attitude was marked by a deep interest in his work. Mr. Kent is to be commended for his efforts on the behalf of the Task Force and for the unusual talent he brought to the job.

3. A copy of this commendation will be placed in Mr. Kent's personnel file.

*William V. Broe*  
William V. Broe  
Chief  
Western Hemisphere Division

CONFIDENTIAL  
(when filled in)

MANAGEMENT BY OBJECTIVES SEMINAR

Student: Kent, William M. Dates: 30 June - 2 July 1975

Employee Number: 059198 Office: PS

Service Designation: D

COURSE OBJECTIVES:

Upon completion of this Seminar, the participant should be able to:

- 1) Understand the evolution of the MBO concept.
- 2) Identify the elements of MBO and understand their utility.
- 3) Understand how MBO has been applied in certain large organizations.
- 4) Understand the major characteristics of the management system now used within each Directorate, particularly within his own Directorate.
- 5) Define significant differences and common traits in the practice of MBO among the Directorates of the Agency.
- 6) Describe actions which might be taken to improve and strengthen the application of MBO within the Agency.

ACHIEVEMENT RECORD:

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

FOR THE DIRECTOR OF TRAINING

*Torles M. L. LaPry*  
Instructor *[Signature]* 3 July 1975  
Date

CONFIDENTIAL  
(when filled in)

S E C R E T

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

SIGNED  
Raymond A. Warren

Raymond A. Warren  
Deputy Chief  
Latin America Division

cc: ✓C/CMG/NOC  
C/LA/PEMS

S E C R E T

E2 IMPDET  
CL BY 009560

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

TRAINING REPORT

MANAGEMENT COMMUNICATION COURSE  
(40 hrs., full-time)

STUDENT: William M. Kent

EMPLOYEE NO: 059198

SERVICE DESIGNATION: D

OFFICE : CMG

DATES ATTENDED: 24-28 January 1977

COURSE OBJECTIVES-CONTENT AND METHODS

The Management Communication Course is designed to enable students to improve managerial performance by applying communication theory and principles to daily management activity; use interpersonal communication techniques to deal more effectively with superiors, peers, and subordinates; identify and use management communication source/resource personnel within the Agency; and assess the effectiveness of communication within an organizational component.

The content of the course is presented with the use of TV, films, and relevant exercises supplementing group and individual participation. Current theory and practical application are stressed.

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:

*Charles E. Coughlin* 31 JAN 1977  
\_\_\_\_\_  
Chief Instructor Date

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

ADMINISTRATIVE — INTERNAL USE ONLY

TRAINING REPORT  
OFFICE OF TRAINING  
FUNCTIONAL TRAINING DIVISION

This certifies that William M. Kent (039198) has completed the two day Equal Employment Opportunity (EEO) Seminar for Supervisors held 17-18 August 1976. At the conclusion of this two-day session, each participant will be able to describe the following:

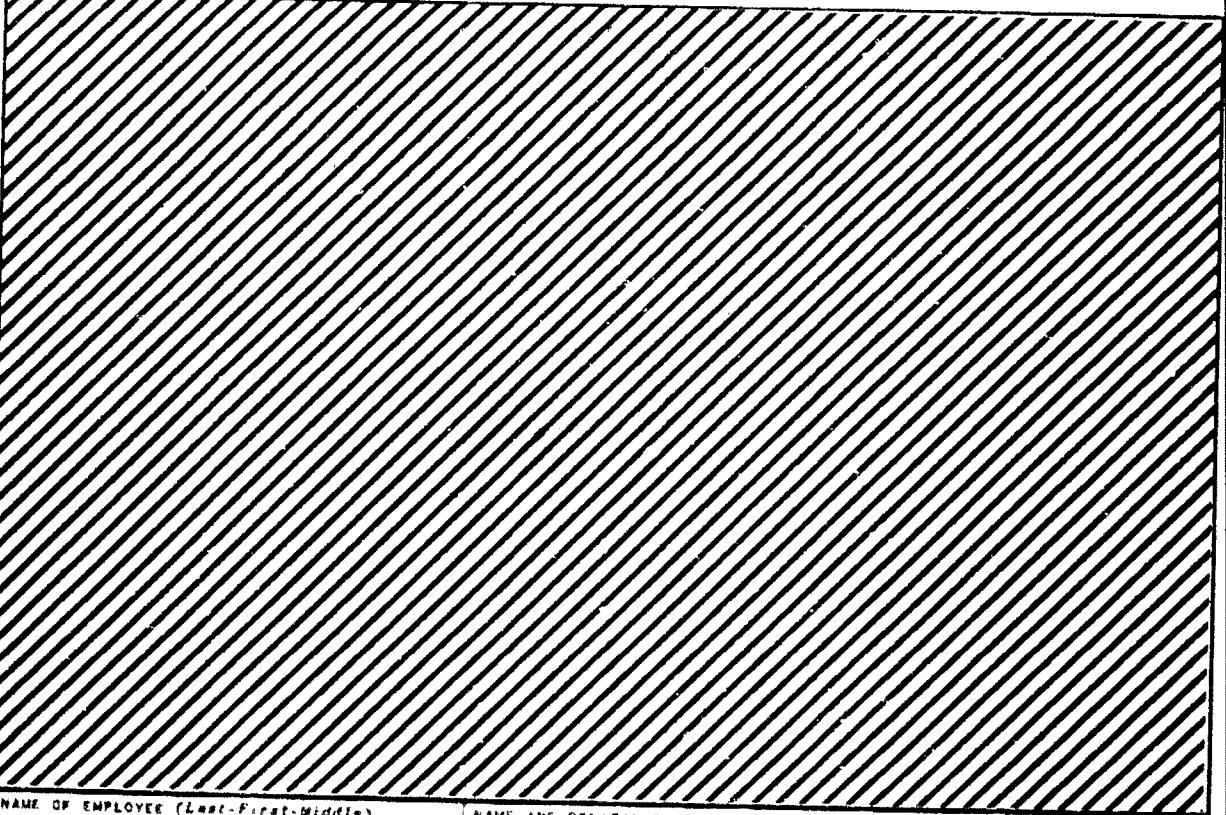
- a) The EEO Program and reasons for its existence;
- b) A supervisor's responsibility in implementing the program;
- c) The procedures for processing EEO complaints;
- d) The Agency's past record and the Agency's Affirmative Action Plans; and
- e) The significance of Upward Mobility, Federal Women's, and Hispanic Programs in the overall EEO Program.

FOR THE DIRECTOR OF TRAINING:

*Donald R. Heady*  
DONALD R. HEADY  
Course Administrator

ADMINISTRATIVE — INTERNAL USE ONLY

ADMINISTRATIVE - INTERNAL USE ONLY

		
NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
Kent, William M.	Self	77-0324

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent\*) for an illness, injury, or death incurred on 1/17/77.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE 2/9/77	SIGNATURE OF OSD REPRESENTATIVE Ernest L. Hardt
NOTICE OF OFFICIAL DISABILITY CLAIM FILE	

## SECRET

COVER CONTROL OF RETIREMENT PROCESSING							FILE 3429
TO: Retirement Operations Branch Office of Personnel							DATE 7-23-1977
RETIREE	WILLIAM M. REED			CATEGORY OF EMPLOYMENT			
On the basis of a review of the records of the Central Cover Staff the following action is to be taken on processing retirement documentation for the person named above.							
TYPE RETIREMENT			CIVIL SERVICE	<input checked="" type="checkbox"/>	CIARDS	DATE 30 JUNE 2007	
COVER	<input checked="" type="checkbox"/>	OVERT ROUTINE	COVERT (OFFICIAL COVER) LOCK-UP		COVERT (NOC) SPECIAL	RETENTION OF AWARDS	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
CORRESPONDENCE		<input checked="" type="checkbox"/>	OVERT		COVERT	THRU CCS	
FINANCES							
ANNUITY PAYMENTS SHOULD BE				<input checked="" type="checkbox"/>	U.S. GOV'T. CHECK	OTHER <small>(Payment instructions follow)</small>	
TAX DOCUMENTATION SHOULD BE				<input checked="" type="checkbox"/>	CIA	CSC	OTHER <small>(MEMO FOLLOWS)</small>
REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION				<input checked="" type="checkbox"/>	YES	NO	INTERNAL TRANSFER
INSURANCE							
FEGLI	<input checked="" type="checkbox"/>	OVERT	COVERT	MAINTAIN RECORDS INTERNALLY ONLY			
TYPE OF HOSPITALIZATION CARD: GERA							
AUTHORIZATION TO CONVERT INSURANCE				<input checked="" type="checkbox"/> YES	CONVERSION MUST BE APPROVED BY CCS		
RESERVE							
MEMBER OF CIVILIAN RESERVE				<input checked="" type="checkbox"/> YES	NO	<input checked="" type="checkbox"/> OVERT	<input type="checkbox"/> COVERT
CREDIT UNION				<input checked="" type="checkbox"/>	OVERT	COVERT	
REMARKS:							
CHIEF, COVER SUPPORT BRANCH CENTRAL COVER STAFF							
THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY							
<hr/> NO SECURITY OBJECTIONS TO ABOVE. OTHER INSTRUCTIONS AS FOLLOWS:							
CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY							

1. DESCRIPTION OF DUTIES SINCE LAST EFFICIENCY REPORT. (LIST MOST RECENT FIRST. DESCRIBE CONCISELY BUT FULLY)  
Establishing and maintaining a tentative travel control system in the Darien District of Panama for travel through the Panama-Colombia frontier. Agent at the AIR TRAVEL Control Field Office at Tocumen National Airport. Performing surveillances and conducting investigations. Writing reports.

2. IF COURSES OF INSTRUCTION WERE COMPLETED DURING PERIOD OF THIS REPORT. LIST TITLE, LOCATION OF SCHOOL, LENGTH OF COURSE AND DATE COMPLETED.

4. PROFICIENCY IN FOREIGN LANG.	READING	SPEAKING	UNDERSTANDING
	EXC GOOD FAIR POOR	EXC GOOD FAIR POOR	EXC GOOD FAIR POOR
Spanish	X	X	X
Italian	X	X	X
French		X	
German		X	X

5. MY PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CURRENT ASSIGNMENT IS: (IF IN US-50 STATE)

TYPE OF DUTY	LOCATION
Operations Officer	Mexico
Operations Officer	Cuba
Operations Officer	Guatemala

(LIST ONE OR MORE IN ORDER OF PREFERENCE)

6. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL EMPLOYMENT OR LAST REPORT - WHICHEVER IS LATER?

MARITAL STATUS	YES	NUMBER OF DEPENDENTS	YES	EMERGENCY ADDRESSEE	YES	LEGAL ADDRESS	YES
X NO		X NO		X NO		X NO	

IF THE ANSWER TO ANY OF THE ABOVE IS YES, ATTACH A SEPARATE DETAILED REPORT IN DUPLICATE HERETO, IN THE CASE OF MARRIAGE. THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BROTHERS-IN-LAW AND SISTERS-IN-LAW.

5 June 1953

*Kent, William Morris*

SIGNATURE OF EMPLOYEE

SECTION 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR

7. PERIOD COVERED BY THIS REPORT  
 DATE FROM DATE TO  
 16 Sept. 52 31 May 53

OCCASION FOR REPORT  
 ANNUAL  REASSIGNMENT OF  PROPOSED REASSIGNMENT  COVERING INITIAL 90  
 REPORTING OFFICER  OF EMPLOYEE REPORTED ON  DAYS OF EMPLOYMENT

8. IS THIS EMPLOYEE QUALIFIED TO  YES  NO PERFORM ALL PRESENT DUTIES  
 FOR OTHER DUTIES  YES  NO

IF SO, WHAT DUTY OR DUTIES  
 Intell. Off. - Operations

after Headquarters' training

DO YOU CONCUR IN EMPLOYEE'S DESCRIPTION OF DUTIES UNDER SECTION 5?  YES  NO. IF NO, EXPLAIN IN SECTION 11  
 HAS EMPLOYEE STRIVEN FOR  YES  NO. DO YOU RECOMMEND EMPLOYEE  YES  NO TO WHAT GRADE AND FOR WHAT POSITION  
 PROFESSIONAL IMPROVEMENT?  YES  NO FOR PROMOTION?  YES  NO GS-7

9. FOR EACH FACTOR OBSERVED CHECK THE APPROPRIATE BOX TO INDICATE HOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNDER YOUR SUPERVISION. DO NOT HESITATE TO MARK 'NOT OBSERVED' OR ANY QUALITY WHEN APPROPRIATE.

RATING FACTORS	NOT SUITED FOR JOB	WEAK- INPEC- TIVE	FAIR	GOOD	VERY GOOD	EXCEL- LENT	GUT- STAM- PINS
A. ABILITY TO WORK AND GET ALONG WITH PEOPLE					X		
B. INTEREST AND ENTHUSIASM IN WORK						X	
C. SECURITY CONSCIOUSNESS							X
D. ABILITY TO GRASP INSTRUCTIONS AND PLANS							X
E. ATTENTION TO DUTY						X	
F. JUDGMENT AND COMMON SENSE					X		
G. ABILITY TO OBTAIN RESULTS AND GET THINGS DONE							X
H. DISCRETION					X		
I. INITIATIVE						X	
J. ABILITY TO HANDLE AND DIRECT PEOPLE					X		
K. PERFORMANCE OF PRESENT DUTIES (ITEM 8)						X	
L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION						X	
M. TACT					X		
N. CAPACITY (NON-GULLIBILITY)						X	
O. LEADERSHIP					X		
P. PHYSICAL STAMINA						X	
Q. MENTAL STAMINA						X	

10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYEE UNDER YOUR COMMAND OR SUPERVISION. WOULD YOU -  
 DEFINITELY  PREFER NOT  BE SATISFIED  BE PLEASED  PARTICULARLY  
 NOT WANT HIM  TO HAVE HIM  TO HAVE HIM  TO HAVE HIM X DESIRE HIM

11. ENTER HERE ANY DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THEREOF WHICH ARE CONSIDERED PERTINENT TO THE EVALUATION OF THIS EMPLOYEE. OUTSTANDING ASSETS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE GIVEN IF APPROPRIATE TO THIS REPORT.

IF ADDITIONAL SPACE IS NEEDED ATTACH EXTRA SHEET

1 July 1953

DATE

IF REVIEWING OFFICER OR CHIEF OF STATION DOES NOT CONCUR WITH THIS REPORT, EXCEPTIONS WILL BE STATED IN SPACE PROVIDED ON THE REVERSE SIDE HEREOF

*Clarence B. Croyier*  
 SIGNATURE OF REPORTING OFFICER

*Z. T. Cady*

SIGNATURE OF REVIEWING OFFICER

**SECRET**

(When Filled In)

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

No.

PERIOD OF PERSONNEL

MAR 7 9 40 AM '55

MAIL ROOM

AT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. Phases I, II, III.
2. CPO

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

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

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

- 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY..WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION..IRKED BY RESTRICTIONS..REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOthered BY MINOR FRUSTRATIONS..WILL QUIT IF THESE CONTINUE.
- 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFERENT..HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION..MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION..THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities 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 ALREADY 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 making 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 AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE..HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE 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. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

**SECRET**

## SECRET

(When Filled In)

26. CAN THINK ON HIS FEET.
27. COMES UP WITH SOLUTIONS TO PROBLEMS.
28. STIMULATING TO ASSOCIATES; A "SPARK PLUG".
29. TOUGH MINDED.
30. OBSERVANT.
31. CAPABLE.
32. CLEAR THINKING.
33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.
34. EVALUATES SELF REALISTICALLY.
35. WELL INFORMED ABOUT CURRENT EVENTS.
36. DELIBERATE.
37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.
38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.
39. THOUGHTFUL OF OTHERS.
40. WORKS WELL UNDER PRESSURE.
41. DISPLAYS JUDGEMENT.
42. GIVES CREDIT WHERE CREDIT IS DUE.
43. HAS DRIVE.
44. IS SECURITY CONSCIOUS.
45. VERSATILE.
46. HIS CRITICISM IS CONSTRUCTIVE.
47. ABLE TO INFLUENCE OTHERS.
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.
50. A GOOD SUPERVISOR.

## SECTION V

## A. WHAT ARE HIS OUTSTANDING STRENGTHS?

*Kent* has initiative to a high degree and takes pride in carrying out his duties well. He is keenly interested in increasing his professional capabilities and shows considerable aptitude for this type of work.

## B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

None outstanding.

SECRET

SECRET  
(When Filled In)

OFFICE OF PERSONNEL

## SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The negative 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 descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinction. *9 APR 55*

**All people** desire. Look at the statement 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 Observed" 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

## CATEGORIES

SAMPLES	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.		X				
B. PRACTICAL.					X	
1. A GOOD REPORTER OF EVENTS.						X
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.					X	
3. CAUTIOUS IN ACTION.				X		
4. HAS INITIATIVE.						X
5. UNEMOTIONAL.				X		
6. ANALYTIC IN HIS THINKING.					X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X	
9. HAS SENSE OF HUMOR.					X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X
11. CALM.				X		
12. CAN GET ALONG WITH PEOPLE.					X	
13. MEMORY FOR FACTS.				X		
14. GETS THINGS DONE.						X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.					X	
16. CAN COPE WITH EMERGENCIES.					X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.						X
19. HAS WIDE RANGE OF INFORMATION.				X		
20. SHOWS ORIGINALITY.					X	
21. ACCEPTS RESPONSIBILITIES.						X
22. ADMITS HIS ERRORS.					X	
23. RESPONDS WELL TO SUPERVISION.						X
24. EVEN DISPOSITION.				X		
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.						X

SECRET

SECRET

(When Filled In)

WIC

## FIELD FITNESS REPORT

- The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and
  2. A periodic record of job performance as an aid to the effective utilization of personnel.

## INSTRUCTIONS

**TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER:** Consult current field administrative instructions regarding the initiation and transmittal of this report to Headquarters.

**TO THE FIELD SUPERVISOR:** Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews 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, if practicable, 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 discharged your supervisory responsibilities by frequent discussions of his work, so that in general why he stands.

*Ron L. Williams Jr.**Roth Rar 3/1/55*

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

## SECTION I

		1. DATE OF BIRTH	2. SEX	3. SERVICE DESIGNATION
		9 May 1929	M	Operations EUPIRE
4. GRADE	5. STATION DESIGNATION (Current)			
O6-7b	Panama			
6. DUE DATE OF THIS REPORT		7. PERIOD COVERED BY THIS REPORT (Inclusive dates)		
30 November 1954		1 June 1954 to 30 November 1954		

## SECTION II (To be completed by field supervisor)

1. CURRENT POSITION	2. DATE ASSUMED RESPONSIBILITY FOR POSITION
Operations Officer	16 June 1952

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

1. Navy liaison, including coverage and reporting of strategic materials transiting this area.
2. Water travel control, including reporting of satellite travel through this area, and assisting in air travel control.
3. Development of file material for CE leads and travel control check on persons of CE interest.
4. Cutout for one of the top CP penetrations in the area.
5. Occasional surveillances on persons of interest to the Mission.



## SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

## AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
Edward L. Anderson	John H. Jenkins, Jr.
3. THIS REPORT <input checked="" type="checkbox"/> WAS <input type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHEN- <i>30 NOV 1954</i>	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

SECRET

(4)

**SECRET**  
(When Filled In)

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTWEIGHS OTHER CONSIDERATIONS:

No Contr PERS DIV

OFFICE OF PERSONNEL

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?  NO  YES. FEB 23 1201 PM '56

FEB 23 345PM '56

1201 PM '56

MAIL ROOM

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

1. World Communism
2. Anti-Communist Operations

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):

Corbuson has demonstrated, amply, above-average aptitude for KUCAGE-type work.

#### 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.
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- 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?

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

- 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION.. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION...IRKED BY RESTRICTIONS...REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION..BOthered by minor frustrations..WILL QUIT IF THESE CONTINUE.
- 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFERENT...HAS "WAIT AND SEE" ATTITUDE..WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
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- 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION..WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

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

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- 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 ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
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D. DIRECTIONS: Consider everything you know about this person in making your rating..skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

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- 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.

SECRET

## SECRET

(When Filled In)

JL 3 8324137

## 2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

## DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effect upon the 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 others performing 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	WRITES REGULATIONS	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.

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
Provides PP support and guidance to field	5	Has and uses language and area knowledge
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5
Originates PP material and ideas for field	6	Prepares and handles Hqs.-field corres. on PP and related matters
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6
Co-ordinates with other Hqs. components on PP and related matters	5	Prepares project outlines, renewals etc.

## 3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

A fertile, imaginative mind combined with tremendous drive, good area knowledge and near fluency in Spanish, makes subject an ideal PP Ops officer for the WH area. He is a little too impetuous at times and somewhat "bullheaded" but both of these shortcomings can probably be attributed to his youth and vigor and should disappear with experience. Versatility is another factor in subject's favor as is dedication to job. His overall performance on the Odom desk has been excellent.

## 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.

- 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...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT 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 - 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. IF YES, EXPLAIN FULLY:

5

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 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 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 8, of Section "A" below.

## SECTION A.

GENERAL			
1. NAME <b>KENT William M.</b>	(Last) (First) (Middle)	2. DATE OF BIRTH <b>9 May 1929</b>	3. SEX <b>M</b>
4. SERVICE DESIGNATION <b>DDP/WI/III</b>		5. OFFICIAL POSITION TITLE <b>Area Ops Officer</b>	
7. GRADE <b>GS-11</b>	8. DATE REPORT DUE IN OP <b>5 July 1957</b>	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>27 Dec 56 - 17 Jun 57</b>	
10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	ANNUAL	REASSIGNMENT-EMPLOYEE	

## SECTION B.

## CERTIFICATION

1. FOR THE RATER: THIS REPORT  HAS  HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY  
NOTE: SUBJECT OUT OF COUNTRY OR EXTENDED TIME REPORT PREPARED.

## A. CHECK (X) APPROPRIATE STATEMENTS:

- |                                     |  |   |
|-------------------------------------|--|---|
| <input checked="" type="checkbox"/> | THIS REPORT REFLECTS MY OWN OPINION OF THIS INDIVIDUAL.  | IF INDIVIDUAL IS RATED DEFICIENT OR DISAPPROVING LETTER WAS SENT TO HIM & COPY ATTACHED TO THIS REPORT. |
| <input type="checkbox"/>            | THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISOR(S).                   | I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):  |
| <input checked="" type="checkbox"/> | I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS. |   |

B. THIS DATE  
**19 June, 1957** C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR  
**R. N. DAHLGREN** D. SUPERVISOR'S OFFICIAL TITLE  
**DDP/WI/III/One**

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 \_\_\_\_\_  
*R. N. DAHLGREN* *3 Jun 57*

Posted Pos. Control  
Reviewed by P.M. *7/3/57*

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

A. THIS DATE  
**19 June, 1957** B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL  
**R. N. DAHLGREN** C. OFFICIAL TITLE OF REVIEWING OFFICIAL

## 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.

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

COMMENTS:

**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 for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject is a bright young officer who has made an outstanding contribution to the operations of the Station since his arrival on duty. He is unusually well motivated and energetic in his work. He has shown a high degree of imagination and intelligence in his direction of KUCAGE operations. He has handled his agents and other contacts in an exemplary fashion.

The only factor that has had to be discussed with Subject is his need for greater patience, tact and understanding in his dealings with fellow workers.

Subject has great potential which should not necessarily be limited to KUCAGE type activities. His abilities and attributes are of equal value to KUTUBE operations.

DEC 22 3 21 PM '59  
MAIL ROOM  
OFFICE OF PERSONNEL

**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 SIGNATURE OF EMPLOYEE  
1 December 1959 /S/ William M. Kent

2. **BY SUPERVISOR**

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

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 TYPED OR PRINTED NAME AND SIGNATURE  
1 December 1959 Chief of Station /S/ Jacob D. Esterline

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

**SECRET**

/S/ Krueger

SECRET  
(When Filled In)

EMPLOYEE SERIAL NUMBER

## FITNESS REPORT

## SECTION A

## GENERAL

1. NAME KENT	(Last) WILLIAM	(First) M	(Middle)	2. DATE OF BIRTH 9 May 1929	3. SEX M	4. GRADE GS-12
5. SERVICE DESIGNATION DI	6. OFFICIAL POSITION TITLE Area Operations Officer			7. OFF/DIV/SR OF ASSIGNMENT DDP/WH/Venezuela		

8. CAREER STAFF STATUS <input checked="" type="checkbox"/> NOT ELIGIBLE	<input type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	9. TYPE OF REPORT <input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR		
PENDING	DECLINED	DENIED	ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE		

10. DATE REPORT DUE IN G.P. 28 February 1960	11. REPORTING PERIOD From 1 Jan 59 To 31 Dec 59	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	6 - Superior	7 - Outstanding	
SPECIFIC DUTY NO. 1 Case officer responsible for two KUCAGE media projects.			RATING NO. 5	SPECIFIC DUTY NO. 4 Special KUCAGE target of opportunity, campaigns (eg. national elections, student congresses, etc.).			RATING NO. 6
SPECIFIC DUTY NO. 2 Development and contact with two political action assets.			RATING NO. 6	SPECIFIC DUTY NO. 5			RATING NO.
SPECIFIC DUTY NO. 3 Development of contacts in Dominican revolutionary circles.			RATING NO. 6	SPECIFIC DUTY NO. 6			RATING NO.

## 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.

- 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.  
5

## 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 APPL-CABLE	NOT OBSERVED	RATING				
					1	2	3	4	5
GETS THINGS DONE									X
RESOURCEFUL									X
ACCEPTS RESPONSIBILITIES									X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES									X
DOES HIS JOB WITHOUT STRONG SUPPORT									X
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X
WRITES EFFECTIVELY									X
SECURITY CONSCIOUS									X
THINKS CLEARLY									X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X
OTHER (Specify):									

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 for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

MAR 21  
NNE

This employee is an outstanding, talented and dedicated individual who is original in his ideas and thorough in executing them. He has been placed in most difficult positions, particularly in the handling of incompatible people and groups which he has managed without alienating either side and on various occasions accomplishing the impossible by satisfying everyone concerned. His versatility, coupled with his language ability, makes him particularly important at this time; however, I believe that his potential has not been scratched. He is circumspective, intelligent, conscious and possesses administrative ability.

**SECTION F****CERTIFICATION AND COMMENTS****BY EMPLOYEE**

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

DATE	SIGNATURE OF EMPLOYEE
------	-----------------------

**BY SUPERVISOR**

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

3 He was not available at the time.

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	TYPED OR PRINTED NAME AND SIGNATURE
------	------------------------------	-------------------------------------

COB, JMASH

Raymond J. Mara

**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**

The reviewing official has known subject and his work for several years and considers him to be an outstanding employee with tremendous career potential. The reviewing official would have rated him slightly lower than the rating official, however, although this does not mean to imply at all that the fitness report is not a valid one.

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

C/WH/4

Jacob D. Esterline

**SECRET**

THIS REPORT COVERS / 100% OF DETAIL TO DDP/WH/4/

**SECRET**  
(When Filled In)

## FITNESS REPORT

EMPLOYEE SERIAL NUMBER

### SECTION A

GENERAL				
1. NAME <i>(Last)</i> KENT	<i>(First)</i> William	<i>(Middle)</i> M.	2. DATE OF BIRTH 29 May 1929	3. SEX Male
4. GRADE GS-12			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Branch 4	
5. SERVICE DESIGNATION <b>D</b>	6. OFFICIAL POSITION TITLE Operations Officer		8. CAREER STAFF STATUS <input checked="" type="checkbox"/> MEMBER      DEFERRED PENDING      DECLINED      DENIED	
9. TYPE OF REPORT INITIAL      ANNUAL      SPECIAL (Specify) 21 Apr 60      To 12 Sep 60      Promotion request	REASSIGNMENT/SUPERVISOR      REASSIGNMENT/EMPLOYEE			
10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD	SPECIAL (Specify) Promotion request		

### 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	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Responsible for the overall PP operations at JMASH		RATING NO. 7	SPECIFIC DUTY NO. 4 Organizing indigenous newspapers as well as supervising their contents			RATING NO. 7
SPECIFIC DUTY NO. 2 Contacting, developing and supervising indigenous personnel for radio programs		RATING NO. 7	SPECIFIC DUTY NO. 5 Coordinating all PA operations regarding AMRASP			RATING NO. 7
SPECIFIC DUTY NO. 3 Organizing and preparing scripts for both covert and overt radio programs		RATING NO. 7	SPECIFIC DUTY NO. 6			RATING NO.

### 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.

- 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.  
6

### 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	RATING					
					NOT APPL-CABLE	NOT OBSERVED	1	2	3	4
GETS THINGS DONE										X
RESOURCEFUL										X
ACCEPTS RESPONSIBILITIES										X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X
DOES HIS JOB WITHOUT STRONG SUPPORT										X
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X
WRITES EFFECTIVELY										X
SECURITY CONSCIOUS										X
THINKS CLEARLY										X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS										X
OTHER (Specify):										

SEE SECTION "E" ON REVERSE SIDE

**SECRET**

**SECRET**  
(When Filled In)

**SECTION E****NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate changes made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

AUG 10 12 00 PM '61

Mr. Kent's greatest strengths are a good analytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

**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

1 August 1961

SIGNATURE OF EMPLOYEE

William M. Kent

**2.****BY SUPERVISOR**MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

10

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

Mr. Kent departed JMWAVE prior to the preparation  
of this report.

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

TYPED OR PRINTED NAME AND SIGNATURE

Chief of Base, JMWAVE

Robert Reynolds

**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

TYPED OR PRINTED NAME AND SIGNATURE

2 AUG 1961

Chief, WH/4

R. K. DAVIS

**SECRET**

**SECRET**  
(When Filled In)

- |   |  |  |  |  |  |  |   |
|---|--|--|--|--|--|--|---|
| 26. CAN THINK ON HIS FEET.                              |  |  |  |  |  |  | X |
| 27. COMES UP WITH SOLUTIONS TO PROBLEMS.                |  |  |  |  |  |  | X |
| 28. STIMULATING TO ASSOCIATES; A "SPARK PLUG".          |  |  |  |  |  |  | X |
| 29. TOUGH MINDED.                                       |  |  |  |  |  |  | X |
| 30. OBSERVANT.  |  |  |  |  |  |  | X |
| 31. CAPABLE.  |  |  |  |  |  |  | X |
| 32. CLEAR THINKING.                                     |  |  |  |  |  |  | X |
| 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. |  |  |  |  |  |  | X |
| 34. EVALUATES SELF REALISTICALLY.                       |  |  |  |  |  |  | X |
| 35. WELL INFORMED ABOUT CURRENT EVENTS.                 |  |  |  |  |  |  | X |
| 36. DELIBERATE.   |  |  |  |  |  |  | X |
| 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.           |  |  |  |  |  |  | X |
| 38. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS.    |  |  |  |  |  |  | X |
| 39. THOUGHTFUL OF OTHERS.                               |  |  |  |  |  |  | X |
| 40. WORKS WELL UNDER PRESSURE.                          |  |  |  |  |  |  | X |
| 41. DISPLAYS JUDGEMENT.                                 |  |  |  |  |  |  | X |
| 42. GIVES CREDIT WHERE CREDIT IS DUE.                   |  |  |  |  |  |  | X |
| 43. HAS DRIVE.  |  |  |  |  |  |  | X |
| 44. IS SECURITY CONSCIOUS.                              |  |  |  |  |  |  | X |
| 45. VERSATILE.  |  |  |  |  |  |  | X |
| 46. HIS CRITICISM IS CONSTRUCTIVE.                      |  |  |  |  |  |  | X |
| 47. ABLE TO INFLUENCE OTHERS.                           |  |  |  |  |  |  | X |
| 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.         |  |  |  |  |  |  | X |
| 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. |  |  |  |  |  |  | X |
| 50. A GOOD SUPERVISOR.                                  |  |  |  |  |  |  | X |

**SECTION V**

**A. WHAT ARE HIS OUTSTANDING STRENGTHS?**

[REDACTED] has initiative, originality, and "drive" to a high degree. These qualities, combined with the definite aptitude he has for KUCAGE-type work, have done much to pull the KUCAGE program at this Station out of the planning stage and to producing positive results.

**B. WHAT ARE HIS OUTSTANDING WEAKNESSES?**

None outstanding.

**SECRET**

**SECRET**  
(When Filled In)

**SECTION IV**

**OFFICE OF THE SECRETARY**

This section is provided for your aid in describing the individual. Your description is to be favorable or unfavorable in itself, regardless of 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 descriptions. The scale within each category is divided into 7 parts. Check this to allow you to make finer distinctions if you so desire. Look at the statement 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 Observed" 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.

MAIL ROOM

STATEMENTS	CATEGORIES					
	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.		X				
B. PRACTICAL.					X	
1. A GOOD REPORTER OF EVENTS.					X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.					X	
3. CAUTIOUS IN ACTION.				X		
4. HAS INITIATIVE.						X
5. UNEMOTIONAL.				X		
6. ANALYTIC IN HIS THINKING.					X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X	
9. HAS SENSE OF HUMOR.					X	
10. KNOWS WHEN TO SEEK ASSISTANCE.					X	
11. CALM.				X		
12. CAN GET ALONG WITH PEOPLE.					X	
13. MEMORY FOR FACTS.					X	
14. GETS THINGS DONE.						X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.						X
16. CAN COPE WITH EMERGENCIES.					X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.					X	
18. HAS STAMINA: CAN KEEP GOING A LONG TIME.						X
19. HAS WIDE RANGE OF INFORMATION.				X		
20. SHOWS ORIGINALITY.						X
21. ACCEPTS RESPONSIBILITIES.						X
22. ADMITS HIS ERRORS.					X	
23. RESPONDS WELL TO SUPERVISION.						X
24. EVEN DISPOSITION.				X		
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.						X

**SECRET**

SECRET  
(When Filled In)

## FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:  
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff; and  
2. A periodic record of job performance as an aid to the effective utilization of personnel.

### INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews 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, if practicable, with his previous supervisors 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 discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

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

Kent, William H.

### SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

1. DATE OF BIRTH 2. SEX 3. SERVICE DESIGNATION  
May 9, 1929 M DT

4. GRADE 5. STATION DESIGNATION (Current)  
CS-9 Panama

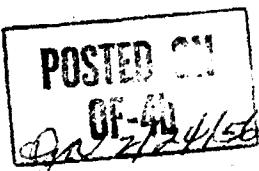
6. DUE DATE OF THIS REPORT 7. PERIOD COVERED BY THIS REPORT (Inclusive dates)  
31 December 1955 1 December 1954 - 31 December 1955

### SECTION II (To be completed by field supervisor)

1. CURRENT POSITION 2. DATE ASSUMED RESPONSIBILITY FOR POSITION  
Operations Office - KUTUBE (Staff Agent) 2 January 1952

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

1. Acting Chief of KUCAGE operations since mid October 1955 and, for approximately three months before that time, personally planned and directed a very active KUCAGE campaign against the local CP-controlled labor organization.
2. Case Officer trainee on direct contact with one of Station's top local CP penetrations.
3. Liaison with indigenous persons and with ODYOKO officials as needed to carry out his duties.
4. Travel control and surveillance duties as directed.



### SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

#### AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (True)	2. NAME OF REVIEWING OFFICIAL IN FIELD (True)
Anderson, EDWARD L.	Jewellins, June 14
3. THIS REPORT <input checked="" type="checkbox"/> WAS <input type="checkbox"/> WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.	
4. DATE REPORT AUTHEN- TICATED AT HQS.	5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FITNESS REPORT AND SIGNATURES
Feb 15, 1956	JEWELLINS

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

## SECRET

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION  
6 months

OFFICE OF PERSONNEL

## 4. COMMENTS CONCERNING POTENTIAL

A combination of youth, experience, drive and a fertile mind, among other att would appear to indicate a bright future for Subject. The fact that he enjoys has the qualifications for both FI and PP type work is another factor in his favor, as is his facility for languages.

MAIL ROOM

## SECTION H.

## FUTURE PLANS

## 1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has just completed Intelligence Orientation and World Communism course. He is currently taking the Anti-Communist Ops course and hopes to get training covert political warfare and covert economic warfare, prior to reassignment. expected that Subject will be reassigned to the field (in an FI or PP capacity) upon completion of the present tour at Headquarters.

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

Subject is personable as well as versatile and should be able to adapt to virtually any job to which he might be assigned. He would probably be most valuable in WH or WP capacity due to strong language and area knowledge qualifications. In view of versatility and drive, he would be a good candidate for assignment as chief of small station or base requiring multiple talents.

## SECTION I.

## DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. 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 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 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
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN SIGHTS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN OPINION
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
3	4. IS ANALYTIC IN HIS THINKING	3	14. ADMITS HIS ERRORS	X	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	4	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURITY CONCERNED
3	7. CAN GET ALONG WITH PEOPLE	4	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS STRUCTIVE
4	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SWITCHING OF HIS OFFICES
X	10. CAN COPE WITH EMERGENCIES	4	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE AND CONTINUOUS SUPERVISION

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 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 REPORT on the employee, however, it MUST be completed and forwarded to the OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL					
1. NAME <b>KENT</b>	(Last) <b>William</b>	(First) <b>M.</b>	(Middle) <b>M.</b>	2. DATE OF BIRTH <b>9 May 1929</b>	3. SEX <b>M</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>DDP/WH/Branch III</b>			6. OFFICIAL POSITION TITLE <b>Area Ops Officer</b>		
7. GRADE <b>GS-11</b>	8. DATE REPORT DUE IN OF <b>18 January 1957</b>		9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>2 July 1956 - 27 December 1956</b>		
10. TYPE OF REPORT (Check one) <b>X ANNUAL</b>	INITIAL	REASSIGNMENT-SUPERVISOR <b>REASSIGNMENT-EMPLOYEE</b>	SPECIAL (Specify)		

SECTION F. CERTIFICATION					
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED					
A. THIS DATE <b>16 Jan '57</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <b>James E. Boland</b>		C. SUPERVISOR'S OFFICIAL TITLE <b>Area Ops Officer</b>		
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.					
A. THIS DATE <b>16 Jan '57</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>John G. Smith</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>C/SH/III</b>			

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.					
5 RATING NUMBER	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: Has this person the ability to be a supervisor? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> 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 RATING NUMBER	POTENTIAL RATING NUMBER	DESCRIPTIVE SITUATION			
	0	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION			
	1	1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION			
	2	2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION			
	3	3 - BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION			

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
	3	A GROUP DOING THE BASIC JOB (TRUCK DRIVERS, STENOGRAFERS, TECHNICIANS OR PROFESSIONAL SPECIALISTS OF VARIOUS KINDS) WHERE CONTACT WITH IMMEDIATE SUBORDINATES IS FREQUENT (First line supervisor)
	2	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	2	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	2	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	2	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
	2	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
	OTHER (Specify)	

## SECRET

(When Filled In)

## 2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

## DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during the period. 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 supervisors those who supervise a secretary only)*.
- d. Compare in your mind, when possible, the individual being rated with others performing 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	MAIL ROOM
GIVING LECTURES	DEVELOPS NEW PROGRAMS	CONDUCTS INTERROGATIONS
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	PREPARES SUMMARIES
WRITING TECHNICAL REPORTS	MANAGES FILES	TRANSLATES GERMAN
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	DEBRIEFING SOURCES
TYPING	COORDINATES WITH OTHER OFFICES	KEEPS BOOKS
TAKING DICTATION	WRITES REGULATIONS	DRIVES TRUCK
SUPERVISING	PREPARES CORRESPONDENCE	MAINTAINS AIR CONDITIONING
		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.

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	RATING NUMBER
Provides support and guidance to field on PP matters.	5	Has and uses knowledge of area and language.	6
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Coordinates with other Headquarters components on matters relating to PP.	5	Develops and illustrates new ideas for use in Field PP effort (political cartoons, etc.)	9
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Prepares periodic progress and status reports and originates dispatches to field.	4		

## 3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject's initiative and imagination, combined with Spanish language facility and area knowledge, have made him particularly valuable in his present capacity as Headquarters case officer for the complex and ever expanding PP program in Cuba. In addition to the usual support functions as a Headquarters case officer, he has originated a number of ideas which have been incorporated into the Cuban program. The rater has observed no significant shortcomings in subject. He is a little too impulsive at times, though much of this may be attributed to his drive, which is, in turn, probably his greatest asset.

## 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.

- |               |  |
|---------------|--|
| 5             | 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED   |
|               | 2 - OF DOUBTFUL SUITABILITY - WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW                                   |
| RATING NUMBER | 3 - A BARELY ACCEPTABLE EMPLOYEE - BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT 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 - 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. IF YES, EXPLAIN FULLY:

He is however, equally suited for work of an FI nature.

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 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 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 8, of Section "A" below.

## SECTION A.

## GENERAL

1. NAME <b>KENT William M.</b>	2. DATE OF BIRTH <b>9 May 1929</b>	3. SEX <b>M</b>	4. SERVICE DESIGNATION <b>DI</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>DIP/WH/Branch III</b>		6. OFFICIAL POSITION TITLE <b>Area Ops Officer</b>	
7. GRADE <b>GS-11</b>	8. DATE REPORT DUE IN OP <b>18 January 1957</b>	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>2 July 1956 - 27 December 1956</b>	
10. TYPE OF REPORT (Check one) <b>X ANNUAL</b>	INITIAL	REASSIGNMENT-SUPERVISOR	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  
NOT:

## A. CHECK (X) APPROPRIATE STATEMENTS:

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

B. THIS DATE

C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR

D. SUPERVISOR'S OFFICIAL TITLE

**16 January 1957****James B. NOLAN****Area Ops Officer**

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
<i>[Signature]</i>	<i>25 JAN 1957</i>
Posted Per Compt	
Reviewed by P.D.	<i>BBM 1-20-57</i>

CONTINUED ON ATTACHED SHEET

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

A. THIS DATE <b>16 Jan '57</b>	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL <b>H. CALBRAITH</b>	C. OFFICIAL TITLE OF REVIEWING OFFICIAL <b>C/WH/III</b>
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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.

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

COMMENTS:

## 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 rated employee. It is recommended that you read the entire report before completing any question. This report 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 OP no later than 30 days after the due date indicated in item 8 of Section "E" below.

## SECTION E.

GENERAL						
1. NAME <b>KENT</b>	(Last) <b>William</b>	(First) <b>M.</b>	(Middle)	2. DATE OF BIRTH <b>9 May 1929</b>	3. SEX <b>M</b>	4. SERVICE DESIGNATION <b>DI</b>
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>DOP/WB/XII</b>			6. OFFICIAL POSITION TITLE <b>Area Ops Officer</b>			
7. GRADE <b>GS-11</b>	8. DATE REPORT DUE IN OP <b>5 July 1957</b>		9. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>27 Dec 56 - 17 Jul 57</b>			
10. TYPE OF REPORT (Check one)	INITIAL	<input checked="" type="checkbox"/> REASSIGNMENT-SUPERVISOR				SPECIAL (Specify)
ANNUAL REASSIGNMENT-EMPLOYEE						

## SECTION F.

## CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED	2. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR <i>James B. KENT</i>	3. SUPERVISOR'S OFFICIAL TITLE <b>C/ME/XII/Gabbs</b>
A. THIS DATE <b>19 June 1957</b>	B. OFFICIAL POSITION <b>Area Ops Officer</b>	C. OFFICIAL TITLE OF REVIEWING OFFICER <b>R. N. DAHIGREN</b>
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICER <i>R. N. DAHIGREN</i>	
A. THIS DATE <b>3-6 June 1957</b>	C. OFFICIAL TITLE OF REVIEWING OFFICER <b>R. N. DAHIGREN</b>	

## 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.

- |               |  |
|---------------|--|
| <b>5</b>      | 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  |
| RATING NUMBER | 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 HIGHEST 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
	<b>2</b>	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)
	<b>2</b>	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
	<b>2</b>	A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
	<b>2</b>	WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT BY DATE <i>3 JUL 1957</i>
	<b>2</b>	WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE CHARGE AND NEED CAREFUL COORDINATION <i>posted pos.</i>
	<b>2</b>	WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX <i>no sex</i>
	OTHER (Specify)	

REF ID: A6748  
**SECRET**  
(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION  
12 mos. 8 32 AM 57

4. COMMENTS CONCERNING POTENTIAL

Based on youth, desire and contribution to date, subject would appear to have a bright future with the organization. His language and area knowledge make him particularly valuable in WH area, although he is also fluent in Italian, knows that area well and as indicated previously has attributes which should make him a valuable intelligence officer in most any area, whether in FI or PP capacity. It is rater's opinion that talents can be utilized more advantageously in PP field.

**SECTION H.** **FUTURE PLANS**

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has undergone considerable training during past year, taking such courses as World Communism, Anti-Communist Ops, Psychological and Economic Warfare. He plans to take several additional courses including GS prior to reassignment to field during coming year; hopes to transfer to WH Division eventually.

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

No limiting factors. Should adjust well in virtually any area.

**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
3	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	4	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
4	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	5	12. SHOWS ORIGINALITY	3	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	4	13. ACCEPTS RESPONSIBILITIES	3	23. IS THOUGHTFUL OF OTHERS
4	4. IS ANALYTIC IN HIS THINKING	3	14. ADMITS HIS ERRORS	2	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	3	15. RESPONDS WELL TO SUPERVISION	4	25. DISPLAYS JUDGEMENT
4	6. KNOWS WHEN TO SEEK ASSISTANCE	4	16. DOES HIS JOB WITHOUT STRONG SUPPORT	3	26. IS SECURITY CONSCIOUS
3	7. CAN GET ALONG WITH PEOPLE	3	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS MEMORY FOR FACTS	4	18. IS OBSERVANT	4	28. HIS CRITICISM IS CONSTRUCTIVE
5	9. GETS THINGS DONE	4	19. THINKS CLEARLY	3	29. FACILITATES SMOOTH OPERATION OF HIS OFFICE
2	10. CAN COPE WITH EMERGENCIES	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	4	30. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION

**SECRET**

**SECRET**  
(When Filled In)

10 AUG 1961  
10 AUG 1961  
**EMPLOYEE SERIAL NUMBER**

## FITNESS REPORT

### SECTION A

#### GENERAL

1. NAME KENT, William M.	(Last) (First) (Middle)	2. DATE OF BIRTH 9 May 1929	3. SEX male	4. GRADE GS-12
5. SERVICE DESIGNATION Operations Officer	6. OFFICIAL POSITION TITLE Operations Officer	7. OFF/DIV/BR OF ASSIGNM DDP/WH, Br. 4,		
8. CAREER STAFF STATUS <input checked="" type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> PENDING		DEFERRED <input type="checkbox"/> DECLINED	INITIAL <input type="checkbox"/> ANNUAL	TYPE OF REPORT REASSIGNMENT/SUPERVISOR <input checked="" type="checkbox"/> REASSIGNMENT/EMPLOYEE
10. DATE REPORT DUE IN O.P. From 13 Sep 60		11. REPORTING PERIOD To 8 June 61	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 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	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Supervising JMWAVE PW Section composed of 7 staff or contract personnel.		RATING NO. 5	SPECIFIC DUTY NO. 4 Serving as Case Officer for a number of PW operations.			
SPECIFIC DUTY NO. 2 Planning PW operations against Latin America		RATING NO. 6	SPECIFIC DUTY NO. 5 Handling Political Action contacts.			
SPECIFIC DUTY NO. 3 Planning PW operations against Cuba.		RATING NO. 4	SPECIFIC DUTY NO. 6			

### 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 statement which most accurately reflects his level of performance.

- 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.  
5

### 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	1	2	3	4
GETS THINGS DONE									X
RESOURCEFUL									X
ACCEPTS RESPONSIBILITIES									X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES									X
DOES HIS JOB WITHOUT STRONG SUPPORT									X
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X
WRITES EFFECTIVELY									X
SECURITY CONSCIOUS									X
THINKS CLEARLY									X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X
OTHER (Specify):									

SEE SECTION "E" ON REVERSE SIDE

**SECRET**

Section F 3.

I agree with the rating officer that the subject has a great deal of enthusiasm and interest in his job and in many aspects performs his duties in a highly professional manner. I do not, however, for reasons stated below, believe that his over all rating should be higher than 4+.

While it is true that he demonstrates considerable imagination and energy, he is headstrong and develops prejudices that prevent him on occasions from being objective in handling operations. This in my opinion is due to his youth and lack of experience in dealing with a particular situation of the kind with which he is now faced. This is by no means meant to be a reflection on his qualifications or future potential.

I emphatically disagree with the last sentence of Section E for the reasons set out above. He should not be, at the present time, given greater individual responsibility but rather should be subject to close, strong supervision of a senior officer.

**SECRET**

**SECRET**  
(When Filled In)

**SECTION E**

**NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions for employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject has a unique flair for planning and conducting political action operations. His previous field experience in dealing with Latin American political action agents and his facility with the Spanish language have made him an unusually strong asset in the conduct of current operations in the Dominican Republic. His personality and background enable him to establish rapport with foreign nationals with remarkable ease. He uses imagination in developing new operations and is aggressive in follow-up procedures. He is well qualified for a Headquarters position which would give him greater individual responsibility.

11 48 AM '62

**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

SIGNATURE OF EMPLOYEE

William M. Kent

2.

**BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

5 months

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

TYPED OR PRINTED NAME AND SIGNATURE

29 January 1962

Chief, WH/DR & H

*Paxton*

**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

See attachment.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
7 Feb 62	Chief, WH/3	<i>Ned P. Holman</i>

**SECRET**

**SECRET**  
(When Filled In)

RECORDED BY  
FEB 1962  
CSED  
059196

## FITNESS REPORT

FITNESS REPORT				EMPLOYEE NUMBER GS-12	
<b>SECTION A</b>				<b>GENERAL</b>	
1. NAME <b>KENT</b>		(First) <b>William</b>	(Middle) <b>M.</b>	2. DATE OF BIRTH <b>29 May 1929</b>	3. SEX <b>Male</b>
5. SERVICE DESIGNATION <b>D</b>		6. OFFICIAL POSITION TITLE <b>Operations Officer</b>		7. OFF/DIV/BR OF ASSIGNMENT <b>DPE/JM, Br. 4</b>	
8. CAREER STAFF STATUS		9. TYPE OF REPORT			
NOT ELIGIBLE	MEMBER	DEFERRED	INITIAL	REASSIGNMENT/SUPERVISOR	
PENDING	DECLINED	DENIED	X ANNUAL	REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P. <b>31 January 1962</b>		11. REPORTING PERIOD <b>From 01 June 61 To 31 Dec 61</b>		SPECIAL (Specify)	
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>					
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	6 - Superior
SPECIFIC DUTY NO. 1 Planning and development of CA operations on Dominican Republic Desk at Headquarters.		RATING NO. <b>6</b>	SPECIFIC DUTY NO. 4 Maintaining current files on political personalities & keeping abreast of political developments by thorough examination of Dominican press media.		RATING NO. <b>5</b>
SPECIFIC DUTY NO. 2 Personal contact with Dominican exile leaders in U.S. and recruiting & directing same for Agency use upon their return to Dom. Rep.		RATING NO. <b>6</b>	SPECIFIC DUTY NO. 5 Using knowledge of Spanish to act as interpreter & translator in operational matters.		RATING NO. <b>5</b>
SPECIFIC DUTY NO. 3 Writing position papers & project documents on CA operations for WH Division & use of senior staffs.		RATING NO. <b>6</b>	SPECIFIC DUTY NO. 6		RATING NO.
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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.					
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. <b>5</b>
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>					
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
GETS THINGS DONE					
RESOURCEFUL					
ACCEPTS RESPONSIBILITIES					
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					
DOES HIS JOB WITHOUT STRONG SUPPORT					
FACILITATES SMOOTH OPERATION OF HIS OFFICE					
WRITES EFFECTIVELY					
SECURITY CONSCIOUS					
THINKS CLEARLY					
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					
OTHER (Specify):					

SEE SECTION "E" ON REVERSE SIDE

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions for employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for advancement and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

AUG 10

12 00 PM '64

Mr. Kent's greatest strengths are a good analytical mind, skillful handling of agent personnel, fluency in languages, intimate background knowledge of targets and assets, strong loyalty up and down, good sense of humor. He has the ambition to go on to jobs calling for greater responsibility, and he has amply demonstrated his readiness to move on to such jobs.

On occasion he may forget that good staff work includes not only defining problems but recommending sound solutions as well. This is only a transitory weakness that will be corrected by more experience and training.

The undersigned would be happy to have Mr. Kent as a colleague during any future assignment.

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

1 August 1961

SIGNATURE OF EMPLOYEE

William M. Kent

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

10

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

Mr. Kent departed JMWAVE prior to the preparation  
of this report.

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

TYPED OR PRINTED NAME AND SIGNATURE

Chief of Base, JMWAVE

Robert Reynolds

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

TYPED OR PRINTED NAME AND SIGNATURE

2 AUG 1961

Chief, WH/4

R. K. DAVIS

SECRET

SECRET  
(When Filled In)

10 Aug 1961

EMPLOYEE SERIAL NUMBER

## FITNESS REPORT

### SECTION A

#### GENERAL

1. NAME KENT, William M.	2. DATE OF BIRTH 9 May 1929	3. SEX male	4. GRADE GS-12
5. SERVICE DESIGNATION Operations Officer	6. OFFICIAL POSITION TITLE Operations Officer	7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Br. 4, D.C.	

8. CAREER STAFF STATUS X MEMBER PENDING	9. DEFERRED DECLINED	10. INITIAL ANNUAL	11. TYPE OF REPORT REASSIGNMENT/SUPERVISOR REASSIGNMENT/EMPLOYEE
---	-------------------------	-----------------------	--

10. DATE REPORT DUE IN O.P.  
From 13 Sep 60 To 8 June 61  
11. REPORTING PERIOD  
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	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Supervising JMWAVE PW Section composed of 7 staff or contract personnel.	RATING NO. 5	SPECIFIC DUTY NO. 4 Serving as Case Officer for a number of PW operations.	RATING NO. 6			
SPECIFIC DUTY NO. 3 Planning PW operations against Latin America	RATING NO. 6	SPECIFIC DUTY NO. 5 Handling Political Action contacts.	RATING NO. 5			
SPECIFIC DUTY NO. 2 Planning PW operations against Cuba.	RATING NO. 4	SPECIFIC DUTY NO. 6	RATING NO.			

### 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.

- 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.  
5

### 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 APPLI-CABLE	NOT OBSERVED	RATING				
1	2	3	4	5				1	2	3	4	5
X					GETS THINGS DONE							
X					RESOURCEFUL							
X					ACCEPTS RESPONSIBILITIES							
X					CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							
X					DOES HIS JOB WITHOUT STRONG SUPPORT							
X					FACILITATES SMOOTH OPERATION OF HIS OFFICE							
X					WRITES EFFECTIVELY							
X					SECURITY CONSCIOUS							
X					THINKS CLEARLY							
X					DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS							
					OTHER (Specify):							

SEE SECTION "E" ON REVERSE SIDE

## SECRET

(When Filled In)

## 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 performances. 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.

During the approximately six months of Mr. Kent's association with WH/5, the Branch CA effort was almost exclusively concentrated on a special operation with which Mr. Kent was not directly concerned. His assigned task was to act as Headquarters case officer for those CA projects not directly involved in the special project and for peripheral aspects of some which were. He performed his assigned duties competently and demonstrated that in the graphic aspects of CA work he has few peers.

At the same time, Mr. Kent did not show any large measure of initiative in developing those projects assigned to him, and seemed to treat his assignment as a temporary one (as indeed it turned out to be) to which he was not fully committed and in which he was not overly interested.

Mr. Kent is a pleasant and cooperative officer who doubtless can perform capably in a position with supervisory responsibilities, although his duties with WH/5 gave him no opportunity to demonstrate his competence in this area.

## SECTION D

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

2/26/63

SIGNATURE OF EMPLOYEE

*William M. Kent*

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

DATE

2/26/63

OFFICIAL TITLE OF SUPERVISOR

Deputy  
Chief, WH/5

TYPED OR PRINTED NAME AND SIGNATURE

*J. S. Mozena*

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/5

TYPED OR PRINTED NAME AND SIGNATURE

*R. D. Gahagen*

R. D. Gahagen

SECRET

SECRET  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER									
					059198									
<b>SECTION A</b>														
1. NAME <b>Kent, William M.</b>			GENERAL											
2. DATE OF BIRTH <b>9 May 29</b>			3. SEX <b>M</b>	4. GRADE <b>GS-12</b>	5. SD <b>D</b>									
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP WH 5</b>											
8. CHECK (X) TYPE OF APPOINTMENT <table border="1"><tr><td>CAREER</td><td>RESERVE</td><td>TEMPORARY</td></tr><tr><td colspan="3">CAREER-PROVISIONAL (See Instructions - Section C)</td></tr><tr><td colspan="3">SPECIAL (Specify):</td></tr></table>			CAREER	RESERVE	TEMPORARY	CAREER-PROVISIONAL (See Instructions - Section C)			SPECIAL (Specify):			9. CURRENT STATION <b>HQ.</b>		
CAREER	RESERVE	TEMPORARY												
CAREER-PROVISIONAL (See Instructions - Section C)														
SPECIAL (Specify):														
10. CHECK (X) TYPE OF REPORT <table border="1"><tr><td>INITIAL</td><td colspan="2">REASSIGNMENT SUPERVISOR</td></tr><tr><td>ANNUAL</td><td>X</td><td>REASSIGNMENT EMPLOYEE</td></tr><tr><td colspan="3">SPECIAL (Specify):</td></tr></table>			INITIAL	REASSIGNMENT SUPERVISOR		ANNUAL	X	REASSIGNMENT EMPLOYEE	SPECIAL (Specify):			11. DATE REPORT DUE IN O.P. <b>18 May 62 - 15 Nov 62</b>		
INITIAL	REASSIGNMENT SUPERVISOR													
ANNUAL	X	REASSIGNMENT EMPLOYEE												
SPECIAL (Specify):														
<b>SECTION B</b>														
<b>PERFORMANCE EVALUATION</b>														
<b>W - Weak</b>	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.													
<b>A - Adequate</b>	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.													
<b>P - Proficient</b>	Performance is more than satisfactory. Desired results are being produced in a proficient manner.													
<b>S - Strong</b>	Performance is characterized by exceptional proficiency.													
<b>O - Outstanding</b>	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.													
<b>SPECIFIC DUTIES</b>														
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 <b>Continuing analysis and evaluation of CA projects - as many as ten, including two major projects, at one time.</b>					RATING LETTER <b>A</b>									
SPECIFIC DUTY NO. 2 <b>Preparation of correspondence (cables, dispatches and memoranda) on CA projects under his responsibility.</b>					RATING LETTER <b>P</b>									
SPECIFIC DUTY NO. 3 <b>Liaison with CA staff components (WH and DD/P) on matters concerning projects under his responsibility and on miscellaneous Branch CA matters.</b>					RATING LETTER <b>S</b>									
SPECIFIC DUTY NO. 4 <b>Participation in CA operational planning, with special emphasis on graphic aspects.</b>					RATING LETTER <b>S</b>									
SPECIFIC DUTY NO. 5 <b>Preparation of CA project renewal.</b>					RATING LETTER <b>A</b>									
SPECIFIC DUTY NO. 6					RATING LETTER									
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>														
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 <b>P</b>									

- KENT, William M.  
(continuation of Section C)

For family medical reasons, Mr. Kent cannot accept a permanent overseas assignment at the present time.

He is not called upon to exercise supervisory functions; therefore, his ability in this regard has not been rated.

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS OF PERSONNEL

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of manning and supervisory duties must be described, if applicable.

Mr. Kent has been under my supervision and has occupied his present position of responsibility for propaganda matters for less than four months, but in that time has demonstrated an unusual ability to provide <sup>MAIL, BUREAU</sup> imaginative, timely and useful propaganda guidances for covert field use. He is very sensitive and perceptive to the capabilities and limitations of WHD media operations and exploits their possibilities to the maximum. He has been particularly effective in the exploitation of leads provided by KUTUBE sources as the basis for "black" operations. In this regard he has shown great initiative, imagination and professional ability. Kent regularly makes sound suggestions for increasing the effectiveness and security of WHD media operations, and with more time on the job, and an increased knowledge of specific country operations, he should further improve his ability to assess and review WHD projects.

This officer is admirably suited for his present assignment; he is creative and an industrious worker, producing quickly and with a minimum of supervision; his guidances are well written and easily understood; and he has sole responsibility for his functional duties as part of a small three-man staff team. He has a friendly disposition and gets along well with his co-workers, although he is a person of strong convictions which he does not hesitate to express.

No further training is recommended at this time. His proficiency in Spanish is excellent and he uses that ability regularly in originating media operations, especially "black" operations.

(continued on attached)

## SECTION D

## CERTIFICATION AND COMMENTS

BY EMPLOYEE

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

SIGNATURE OF EMPLOYEE

William M. Kent

2.

DATE

24 February 1964

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN

UNDER MY SUPERVISION

4

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

DATE

24 Feb 64

OFFICIAL TITLE OF SUPERVISOR

Chief, WH/CA

TYPED OR PRINTED NAME AND SIGNATURE

Herschel F. Peak

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The rating in specific duty number one of "outstanding" is very much deserved. Subject is an excellent idea man and writes quickly and to the point.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

WH/COPS

W. J. Hood

SECRET

**SECRET**  
(When Filled In)

**FITNESS REPORT**

EMPLOYEE SERIAL NUMBER

059198

**SECTION A**

**GENERAL**

1. NAME <b>KENT, William M.</b>	(Last)  (First)  (Middle)	2. DATE OF BIRTH <b>9 May 1929</b>	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>	5. SD <b>D</b>
6. OFFICIAL POSITION TITLE <b>Operations Officer</b>		7. OFF/DIV/BR OF ASSIGNMENT <b>DDP WH P&amp;O/B</b>		8. CURRENT STATION <b>Headquarters</b>	
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):  11. DATE REPORT DUE IN O.P. <b>31 January 1964</b>					
10. CHECK (X) TYPE OF REPORT  <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL  SPECIAL (Specify):  12. REPORTING PERIOD (From- to-) <b>15 November 1962 - 31 December 1963</b>					

**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 entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

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

SPECIFIC DUTY NO. 1	RATING LETTER
Coordinate, monitor and originate propaganda guidances for use by WHD assets.	O
Review, assess and evaluate the effectiveness of WHD media projects.	S
Coordinate, monitor and originate black propaganda operations involving WHD, including their planning, conduct and support.	S
Provide materiel support for the conduct of media operations through KMFORGET channels.	P

**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.

**25 FEB 1964**

RATING LETTER  
**S**

S E C R E T

TRAINING REPORT

Midcareer Executive Development Course No. 4    20 Sept - 30 Oct 1964  
(6 weeks, full-time)

Student : William M. Kent	Office : WH
Year of Birth: 1929	Service Designation: D
Grade : GS-13	No. of Students : 30
EOD Date : Dec 1951	

COURSE OBJECTIVES - CONTENT AND METHODS

The Midcareer Executive Development Course, a part of the Midcareer Training Program, is designed to enable potential executive officers to develop and widen their understanding of the Agency, of the Government, and of international affairs.

The Course consists of three major segments, each of approximately two weeks duration. The topics covered through lectures, seminars, panel discussions and field trips are:

1. The functions, relationships and problems of various Agency components.
2. U.S. domestic problems and their effect on Government policy.
3. Current developments in key international affairs.

ACHIEVEMENT RECORD

No evaluation of the student is made during the course, and no final grade is given upon course completion.

FOR THE DIRECTOR OF TRAINING:

*Charles D. Ford* - 30 NOV 1964  
Charles D. Ford  
Chief, Midcareer & Senior Officers Courses

S E C R E T

## SECRET

(When Filled In)

STICKER OR PERSONNEL

## SECTION C

NARRATIVE COMMENTS *1034 AM PER*

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Kent has sustained the same high degree of competence, imagination and conscientious application to his duties noted in the last fitness report. He is unusually well qualified for his present job by reason of experience, knowledge and sensitivity to the Latin American culture and mentality. Although he is a person of strong convictions, not always tactfully expressed, it is to his credit that he has adapted to the role of a staff officer with admirable self-restraint and self-discipline.

Were it not for the fact that Mr. Kent cannot accept a permanent overseas assignment at this time for family medical reasons, he should now be considered for assignment to a senior position at a country desk preparatory to a Field Station assignment. Under these circumstances, Mr. Kent is making a valuable, perhaps even indispensable, contribution to the covert action mission of WHD and should remain in his present position for the immediate future.

No further training is recommended at this time. He completed the Midcareer Executive Development Course No. 4 during the reporting period.

Mr. Kent has no supervisory functions in his present position, but he appears to be capable of performing such duties. His security record is excellent and his cost consciousness is good.

## SECTION D

## CERTIFICATION AND COMMENTS

## BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTION'S A, B, AND C OF THIS REPORT

DATE SIGNATURE OF EMPLOYEE

31 March 1965

*William M. Kent*

2. BY SUPERVISOR

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

8 mos.

DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE

3-31-65

C/WH/PO/B

*Seymour R. Bolten*

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the rating of Mr. Kent. He has been energetic, imaginative and professional in his work. The only thing that I can add to the assessment is that Mr. Kent speaks excellent Spanish which has been an essential ingredient in his critical abilities in the handling of media operations for Latin America.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
31 March 1965	Deputy Chief, WHD	<i>R. W. Herbert</i> R. W. Herbert

SECRET

SECRET  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
<b>SECTION A GENERAL</b>					059198	
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
KENT, William M.			9 May 1929	M	GS-13	D
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/P&amp;O/B</b>		8. CURRENT STATION <b>Headquarters</b>	
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. 31 January 1965			12. REPORTING PERIOD (From- to-) 1 January 1964 - 31 December 1964			
<b>SECTION B PERFORMANCE EVALUATION</b>						
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 entirely satisfactory and is characterized neither by deficiency nor excellence.					
P - Proficient	Performance is more than satisfactory. Desired results are being produced in a proficient manner.					
S - Strong	Performance is characterized by exceptional proficiency.					
O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>						
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 Review, assess and evaluate the effectiveness of WHD media projects.						RATING LETTER S
SPECIFIC DUTY NO. 2 Coordinate, monitor and originate propaganda guidances for use by WHD assets.						RATING LETTER O
SPECIFIC DUTY NO. 3 Liaison with CA Staff and other CA components on propaganda and related operations in the WHD area.						RATING LETTER S
SPECIFIC DUTY NO. 4 Assist WHD area desks to discharge their responsibilities in the propaganda and media field.						RATING LETTER S
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
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. 31 MAR 1965						RATING LETTER S

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

## OFFICE OF PERSONNEL

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B and provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Kent is indeed a professional in his field and an expert in propaganda operations which require area knowledge, technical know-how, and imagination. In a specialty where it is only too easy to go off the deep end, Mr. Kent has always kept his wits about him and avoided parochialism. He is a lucid writer who focuses on the essential. By nature, Mr. Kent is an impatient man who has certain biases which sometimes get into the way of his operational judgements. He is keenly aware of this and his efforts to remain as "uninvolved" as possible are commendable. In summary, Mr. Kent is a "doer" who in his field contributes much.

Mr. Kent has no supervisory duties to perform. He is highly cost conscious.

## 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
6 December 1965	William M. Kent

2.

## BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
2		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
6 December 1965	Chief, WH/CA	Gerard J. Doyle

3.

## BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL		
<p>I concur fully in this report. Mr. Kent is rated strong across the board. He definitely ranks on the high side in this category.</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
27 December 1965	WHD/Executive Officer	Donald C. Marelius

SECRET

**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>					EMPLOYEE SERIAL NUMBER <b>059198</b>
<b>SECTION A</b>					
<b>GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>KENT, William M.</b>			2. DATE OF BIRTH <b>9 May 29</b>	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>
5. OFFICIAL POSITION TITLE <b>Ops Officer</b>			6. CURRENT STATION <b>DDP/WH/CA Headquarters</b>	7. OFF/DIV/BR OF ASSIGNMENT	
9. CHECK (X) TYPE OF APPOINTMENT					
10. CHECK (X) TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)				X ANNUAL	REASSIGNMENT EMPLOYEE
SPECIAL (Specify):		SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-) <b>1 January - 31 December 1965</b>		
<b>SECTION B</b>					
<b>PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> 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>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>					
<b>SPECIFIC DUTIES</b>					
<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
Review, assess, and evaluate the conduct and effectiveness of WH media, youth and student, DMTO, and support projects.					<b>S</b>
SPECIFIC DUTY NO. 2					RATING LETTER
Originate, monitor, and coordinate propaganda guidances for use by WH assets.					<b>S</b>
SPECIFIC DUTY NO. 3					RATING LETTER
Liaison with the CA Staff and other CA components on propaganda, youth and student, and other operations in the WH area.					<b>S</b>
SPECIFIC DUTY NO. 4					RATING LETTER
Assist WH area Desks to discharge their responsibilities in the propaganda/media and youth and student fields.					<b>S</b>
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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
<b>8 JAN 1966</b>					<b>S</b>

## SECRET

(When Filled In)

## 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 expand upon comments in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Aug 9 3:37 PM '66

## MAIL ROOM

There is but little which can be added to the comments made in the fitness report covering the period 1 January to 3 December 1965; Mr. Kent is an excellent officer in his specialty; he holds strong opinions on certain issues, but - over the years - has learned to bend. His projected non-official cover assignment will utilize his talents for dealing with Latin Americans and for translating ideas and concepts into meaningful action. We wish him well.

## SECTION D

## CERTIFICATION AND COMMENTS

1.

## BY EMPLOYEE

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

DATE 21 July 1966

SIGNATURE OF EMPLOYEE

William M. Kent

2.

## BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

Chief, WH/CA

General Droller

3.

## BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur with the above evaluation. Mr. Kent has proved to be a versatile officer and should be successful in his new assignment which requires independent judgment and initiative.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

1 August 1966

WH/Executive Officer

Donald C. Marelius

SECRET

**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>					EMPLOYEE SERIAL NUMBER <b>059198</b>	
<b>SECTION A</b>					<b>GENERAL</b>	
1. NAME <b>Kent, William M.</b>			2. DATE OF BIRTH <b>9 May 1929</b>	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>	5. SD <b>D</b>
6. OFFICIAL POSITION TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/CA</b>		8. CURRENT STATION <b>Headquarters</b>	
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 INITIAL <input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR SPECIAL (Specify): <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- To) <b>1 January 1966 - 29 July 1966</b>			
<b>SECTION B</b> <b>PERFORMANCE EVALUATION</b>						
<p><b>W - Weak</b>      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>A - Adequate</b>      Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b>      Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b>      Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b>      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>						
<b>SPECIFIC DUTIES</b>						
<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 <b>Provide advice and assistance to WH Case Officers in discharging their responsibilities in the media/propaganda and youth/student fields.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Originate, coordinate and monitor regional and country propaganda guidances and campaigns by WH assets.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Review, assess and evaluate the development, conduct and effectiveness of WH media, youth/student, D&amp;TO, and support projects, and projects of other Agency components operating in the WH area.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Liaise with the CA Staff and other Agency components on propaganda, youth/student, and other operations in the WH area.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6 <b>W.H. BUDGET</b>						RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION <b>REC 2 23144.00</b>						RATING LETTER <b>S</b>
<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 personnel, habits, 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>AUG 1966</i></p>						RATING LETTER

5 OCT 1966

MEMORANDUM FOR: Secretary, CS/CS Panel (Section A)

SUBJECT

William M. [REDACTED] Kent  
[REDACTED] (Staff Agent)

Kent

1. [REDACTED] who was a Staff Employee up to the time of his conversion to Staff [REDACTED] in July of this year, has been connected with the Latin American scene since he joined the Agency in 1951. Even before that time he had lived in some Central American countries. Thus, it is not surprising that he brought to his assignments a thorough knowledge of the social, economic, and political currents throughout the WH Division area.

2. In handling many tasks at various levels of responsibility and different locations, one facet of [REDACTED] performance has always been outstanding: he has an unusual ability to apply his imagination toward realistic and useful operations. To be specific: on occasion of the discovery of a Cuban arms cache in November 1963, of the January 1964 riots in Panama, of the April 1965 revolution in the Dominican Republic, and of many other crises and situations which have developed in the WH area, [REDACTED] immediately took the initiative within and outside the Division for the initiation and coordination of covert action efforts to support U.S. (and Agency) objectives. In his last assignment prior to assuming his duties under nonofficial cover, his constructive analyses of this Division's covert action activities and conclusions therefrom have made a significant impact on the formulation of our operational posture. [REDACTED] task in his current assignment will be to find and develop channels to Latin American Christian Democratic individuals and groups which will require maturity and judgment, tact and operational know-how, creativeness and flexibility. His current assignment is and some others in the past were at a level of a GS-14 if not higher and thus the promotion of [REDACTED] to GS-14 is strongly recommended at this time.

Kent

by Jacob W. Detlefsen  
William V. Broe  
Chief,  
Western Hemisphere Division

Not Approved  
12/66

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Kent, William M.  
[REDACTED], GS-14;  
Employee Number 059198; DOB:  
5 September 1929; Operations  
Officer; Career; Service  
Designation: D

PERIOD UNDER REVIEW: 1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING: Proficient

1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.

2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.

3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.

4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

*Rudolph E. Gomez*  
Rudolph E. Gomez  
Chief  
Washington Base

5 MAY 1970  
P.C.

S E C R E T

S-E-C-R-E-T

SECTION C NARRATIVE COMMENTS (Continued)

Subject devised a first-class cover relationship with the priority (REDTOP) target of this Base. For a period the relationship was close, and in our judgment it was wholly unsuspicious because Subject made it seem so natural. This was a very delicate operation which Subject handled with distinction.

Personal characteristics of this officer which should not be overlooked in this review are loyalty, responsiveness, willingness to accept any direction.

In conclusion I want to emphasize my conviction that this officer's assignments should be limited to the area for which he was trained and in which he feels confident: Latin America.

This officer is reasonably cost-conscious. I have had no opportunity to observe his capability for supervising other case officers.

S-E-C-R-E-T

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

This officer to some extent has been a victim of his assignment. His undergraduate training in Latin American affairs was thorough and extensive. His employment with RVROCK for the next 16 years was Latin-oriented. His Spanish language is rated "native". Yet during the period under review he was diverted from Latin-American affairs toward a variety of higher priority targets. This re-orientation was not uniformly successful, and should not be continued, because Subject seems to have no natural interest in foreign nationals (with the apparent exception of Latin Americans) and in most foreign affairs (with the exception of Latin American affairs).

Subject's strongest characteristic is his ability to live and to utilize his commercial cover. He showed great aptitude and commendable imagination in devising new modes of commercial access to foreign nationals residing in Washington. For example his use of his cover was the matrix of several successful recruitments for which other case officers received the ultimate credit, even though the recruitments were based on this officer's discovery of the potential agents and his initial development of them before they were transferred. Conversely, when Subject retained the contacts through the development phase, the contacts languished.

(continued on separate sheet)

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 <i>/s/ William Kent</i>		
<i>20 February 1970</i>			
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
<i>12</i>			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
<i>3 February 1970</i>	<i>Chief of Base</i>	<i>John G. Shaffer, Jr.</i> <i>(Signed in Pseudo on Form 45a)</i>	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>This reviewing official concurs with the ratings and narrative comments. Subject tended to evince operational interest in individuals or situations that were rather marginal in terms of the mission of the Base. It is significant that during the course of his tour in the Washington Base, he has made no recruitments of foreign targets. His propensity for living his cover was so strong that it suggests his future operational utilization in the field should be in spotting and assessing rather than recruiting.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
<i>6 March 1970</i>	<i>C/DOJ/1</i>	<i>Joseph J. Bulik</i>	

SECRET

SECRET  
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER 059198
SECTION A						GENERAL
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. S.S. #
Kent William			03/09/29	M	GS-14	D
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>Washington Base</b> <b>DDP/DO</b>			
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):			
CAREER-PROVISIONAL (See instructions - Section C)			REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):						
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - To) <b>7 January 1969 - 16 January 1970</b>			
SECTION B PERFORMANCE EVALUATION						
<p>U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Strong Performance is characterized by exceptional proficiency.</p> <p>O-Outstanding Performance is 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 <b>Spotting, developing and assessing new agent assets.</b>						RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 2 <b>Recruitment of agent assets.</b>						RATING LETTER <b>P</b>
SPECIFIC DUTY NO. 3 <b>Handling (and exploiting) agent assets.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Utilizing commercial cover operationally.</b>						RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 5 •						RATING LETTER
SPECIFIC DUTY NO. 6 <i>27 AUG 1970</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.						
FORM 7-63	45	OBSOLETE PREVIOUS EDITIONS	SECRET	GROUP 1 Excluded from automatic downgrading and declassification		

policy, CCS will not okay engaging in recruitment activities people who are under cover of legitimate firms (such as my cover firm, WWIS). The risk, he said, is too great, adding that where recruitment responsibilities are envisaged, a devised facility cover rather than that of a real firm, is provided. He suggested that I call Mr. Will Burke, current Chief of the Corporate Cover Branch in CCS, for further details and confirmation.

5. I spoke with Mr. Burke on the morning of 29 June. In essence, he said the same thing that Biladeaux had said, allowing that there are occasional exceptions such as an instance where an officer assigned abroad might use an alias, or on the rare occasion where a person might, in effect, recruit himself. With specific reference to WWIS, when I had that cover recruitment activity was precluded.

SECRET

## SECRET

(When Filled In)

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

*Aug 19 1967*  
 Subject has been under the supervision of Branch's ~~chief~~ ~~supervisor~~ August 1966. In August Subject was transferred PCS to New Orleans where he was responsible for all aspects of the operation of proprietary foundation, **JMCLIPPER**. During the reporting period, he has consistently demonstrated a high degree of enthusiasm and operational initiative. Although operating under instructions not to expand foundation activities too rapidly, he has not waited for an official "go-ahead" but has shown unflagging energy in planning operations for the period when **JMCLIPPER** could expand activities. He has shown an unusually keen perception of areas of CA operational needs and of imaginative thinking on how to fill these needs.

Subject has shown himself fully capable of exercising the self-disciplined and self-motivation necessary in an unofficial cover position. His proficiency in Spanish has been useful in meeting and entertaining Latin American travelers of potential operational interest passing through his city. He has handled his cover situation well. The cover office has been well run with no significant financial, administrative, or personnel problems having arisen during the period. Subject has exhibited an above-average cost 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

## 2.

## BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

5

Subject is assigned outside of the Washington area.

DATE

OFFICIAL TITLE OF SUPERVISOR

31 March 1967

DC/WH/6

TYPED OR PRINTED NAME AND SIGNATURE  
*Lee E. Patton*  
Lee E. Patton

## 3.

## BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the rating officer's judgement that Mr. Kent's performance has been characterized by exceptional efficiency. He demonstrated unusual energy and imagination in developing plans for expansion of **JMCLIPPER** activities. His detailed reporting was also commendable.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

31 March 1967

Chief, WH/6

TYPED OR PRINTED NAME AND SIGNATURE

*P. E. Oberst*  
Paul E. Oberst

SECRET

## SECRET

(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER 059198											
<b>SECTION A</b>						<b>GENERAL</b>										
1. NAME (Last) (First) (Middle) <b>Kent William M.</b>			2. DATE OF BIRTH <b>9 May 29</b>		3. SEX <b>M</b>	4. GRADE <b>GS-13 D</b>										
5. OFFICIAL POSITION TITLE <b>Ops. Officer</b>			6. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/6</b>		7. CURRENT STATION <b>New Orleans</b>											
8. CHECK (X) TYPE OF APPOINTMENT <b>XXX CAREER</b> RESERVE TEMPORARY			9. CHECK (X) TYPE OF REPORT <b>XX ANNUAL</b>		10. REASSIGNMENT SUPERVISOR <b>SPECIAL (Specify)</b>											
CAREER-PROVISIONAL (See Instructions - Section C)																
SPECIAL (Specify)																
11. DATE REPORT DUE IN O.P. <b>28 February 1967</b>			12. REPORTING PERIOD (From) <b>1 August 1966</b>		(To) <b>31 March 1967</b>											
<b>SECTION B</b>						<b>PERFORMANCE EVALUATION</b>										
<table border="0"> <tr> <td><b>W - Weak</b></td> <td>Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</td> </tr> <tr> <td><b>A - Adequate</b></td> <td>Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</td> </tr> <tr> <td><b>P - Proficient</b></td> <td>Performance is more than satisfactory. Desired results are being produced in a proficient manner.</td> </tr> <tr> <td><b>S - Strong</b></td> <td>Performance is characterized by exceptional proficiency.</td> </tr> <tr> <td><b>O - Outstanding</b></td> <td>Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</td> </tr> </table>							<b>W - Weak</b>	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.	<b>A - Adequate</b>	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.	<b>P - Proficient</b>	Performance is more than satisfactory. Desired results are being produced in a proficient manner.	<b>S - Strong</b>	Performance is characterized by exceptional proficiency.	<b>O - Outstanding</b>	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.
<b>W - Weak</b>	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.															
<b>A - Adequate</b>	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.															
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<b>S - Strong</b>	Performance is characterized by exceptional proficiency.															
<b>O - Outstanding</b>	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.															
<b>SPECIFIC DUTIES</b>																
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 <b>Responsible as [REDACTED] for directing all operations conducted through proprietary foundation JMCLIPPER</b>						RATING LETTER <b>S</b>										
SPECIFIC DUTY NO. 2 <b>Administration and financial control of JMCLIPPER</b>						RATING LETTER <b>S</b>										
SPECIFIC DUTY NO. 3 <b>Development and planning of new operational support tasks for JMCLIPPER</b>						RATING LETTER <b>O</b>										
SPECIFIC DUTY NO. 4 <b>Supervision of JMCLIPPER secretary and contract agent/trustee</b>						RATING LETTER <b>P</b>										
SPECIFIC DUTY NO. 5						RATING LETTER <b>28 April 1967 fm</b>										
SPECIFIC DUTY NO. 6 <b>APR 67 WP</b>						RATING LETTER <b>POSTED ON OF-4b</b>										
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>																
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.																
FORM 45 OBSOLETE PREVIOUS EDITIONS.			SECRET			REF ID: A65101 Revised 1966 Replaces AFM 1 Replaces AFM 2 Replaces AFM 3										

**SECRET**  
(When Filled In)

**SECTION C**

**NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position. Explain recommendations respective 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 and cost consciousness in the use of personnel, space, equipment and funds must be commented upon. If more space is needed to complete Section C, attach a separate sheet of paper. *Kent* *Feb 9 1968*

In the past [REDACTED] has proven himself to be a dynamic and highly-skilled operations officer whose geographic area of specialization was WH and whose professional forte was propaganda and overt action activity. During his 5 months association with the Washington Base, this officer has continued to maintain a state of exceptional proficiency while establishing himself locally under unofficial commercial. He has done this with his usual high degree of energy, perception and seriousness. Having laid a firm operational base, it is expected that during the next reporting period the operational "take" from Subject will be equally firm. During his brief Base tour [REDACTED] has handled several selected operational matters within the area of his greatest competence and during the Fall meeting of the OAS acquitted himself with exceptional proficiency. Subject has no supervisory duties at present. He is cost conscious in all respects. It is expected that [REDACTED] will be able to provide meaningful assistance during the coming year in attacking those areas of priority operational interest assigned to the Base by Headquarters. In order to assist [REDACTED] in this and to enable the Base to utilize his many talents to the optimum, it is planned, when the Base operational climate allows, to have him take the *Kent* Soviet Realities course and the CI/CE course. [REDACTED] is well-motivated and does his best to become a meaningful member of the Washington Base.

**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

31 January 1968

*William M. Kent*

2.

**BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

5

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

31 January 1968

C/OG/Washington Base

*John H. Furley*

3.

**BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

As Reviewing Official I am in full concurrence with the evaluation given this employee as outlined above.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

31 JANUARY 1968

Chief of Base

*Rudolph E. Gomez*

**SECRET**

S E C R E T

I certify that I have seen the above Fitness Report:

William M. Kent

DATE: 3 March 1969

REVIEWING OFFICIAL'S COMMENTS:

I concur generally in this evaluation. Subject is always on the look-out for new leads. While in general this is commendable, it should be noted that his assessments are not in depth. It would be preferable if he concentrated on a few good prospects, leading to a solid recruitment, rather than enlarging numerically his stable of contacts.

*Stanley H. Gaines*  
Stanley H. Gaines 11 MAR  
DC/DO/I

S E C R E T

SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				059198	
<b>SECTION A</b>					
<b>Kent William W.</b> <b>GENERAL</b> 1. NAME (Last) (First) (Middle) 2. DATE OF BIRTH 3. SEX 4. GRADE 5. SD 05/09/29 M GS-13 D					
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT 8. CURRENT STATION <b>DDP/DO/Wash Base Washington, D.C.</b>		
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):		
CAREER-PROVISIONAL (See Instructions - Section C)			REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):					
11. DATE REPORT DUE IN O.P. 1 August - 31 December 1967			12. REPORTING PERIOD (From- to-)		
<b>SECTION B</b> <b>PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> 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>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> 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>					
<b>SPECIFIC DUTIES</b>					
<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>					
<b>SPECIFIC DUTY NO. 1</b> To fully establish himself within the Washington area under a viable commercial cover and to take the necessary initial steps to exploit his position operationally as a Base support officer.					RATING LETTER <b>S</b>
<b>SPECIFIC DUTY NO. 2</b> To maintain operational contact with agents and targets of operational interest to WH Division as assigned.					RATING LETTER <b>S</b>
<b>SPECIFIC DUTY NO. 3</b> To provide operational entre into a large number of local religious, civic and academic groups which may become of greater operational interest to the Base in the future.					RATING LETTER <b>P</b>
<b>SPECIFIC DUTY NO. 4</b>					RATING LETTER
<b>SPECIFIC DUTY NO. 5</b>					RATING LETTER
<b>SPECIFIC DUTY NO. 6</b>					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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 <b>S</b>

S E C R E T

6 January 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT:

Kent, William M.  
[REDACTED], GS-14;  
Employee Number 059198; DOB:  
5 September 1929; Operations  
Officer; Career; Service  
Designation: D

PERIOD UNDER REVIEW:

1 January 1968 - 6 January 1969

MONTHS UNDER MY SUPERVISION: 16

OVERALL RATING:

Proficient

1. During this reporting period Subject has continued to maintain a state of more than satisfactory proficiency and has done a good job of establishing himself under unofficial commercial cover. He is always on the alert for new avenues of approach to targets of interest using his cover as access.

2. At present he is handling one quite sensitive penetration of an Embassy and to date has managed this case in a highly professional manner.

3. Subject is well motivated, takes a serious approach to his work and profits by his mistakes. At times he is inclined to take precipitate action and think later. However, he is most willing to learn and takes constructive criticism of his work in the proper spirit.

4. In order to increase Subject's value to the Washington Base, it is recommended, that when time permits, he be enrolled in the CI/CE and the Soviet Realities courses.

5. As of the present Subject has no supervisory responsibilities. He has proven to be sensibly cost conscious and submits his accountings promptly.

Rudolph E. Gomez  
Chief  
Washington Base

5 MAY 1970  
PC

S E C R E T

**SECRET**

*Savv File*

29 June 1971

MEMORANDUM FOR: Mr. Joseph Di Stefano  
SUBJECT : Responsibilities During Assignment to  
DO/Washington Base (re Fitness Report Jan 69 - Jan. '70)  
FROM : Mr. William M. Kent

1. During the early days of my assignment to DO/Washington Base, the matter of my cover was discussed a number of times with DO Personnel and CCS. Eventually, CCS came up with ~~times~~ ~~World Wide Information Services, Inc., of New York, a~~ legitimate firm which would provide me with the needed cover. It came out loud and clear during the discussions that this cover would allow me to spot, assess and develop targets of interest, and would allow me to handle recruited agents, but, because of the high risk involved in the use of a legitimate firm for cover purposes, I was not to engage in recruitments.

2. Despite its one limitation, the cover was ideal. Among other things, I:

- a. Handled a recruited Venezuelan agent assigned to the Venezuelan Embassy in Washington;
- b. Handled a recruited code clerk assigned to one of the embassies in Washington;
- c. Contacted and assessed a high official of the Soviet Embassy, made arrangements to have him met by another Base Case Officer under alias who continued the development which eventually was to lead to a recruitment pitch;

**SECRET**



**SECRET**

-2-

d. Established contact and developed a third national employed by the Algerian Embassy, gained access to the Embassy, went all through it, drew a sketch of the interior of the premises including the location of the code room;

e. Made contact with and developed two Arab officials assigned to the Arab Information Office in Washington;

f. Made contact with and developed officials in the Polish, Czech, Hungarian and other Embassies; was on particularly good terms with the Poles;

g. Made contact and developed an official of the Pakistani Embassy;

h. Made contact, developed and turned over to another case officer under alias a Swedish national who was subsequently recruited and was to be sent to India to work on the Chicom target.

i. Maintained my cover in a manner which was completely devoid of suspicion during the entire period I used it.

3. When the Base moved to its new offices in Washington, the COB gave me my instructions. He told me that I should avoid making or maintaining contacts in the Church and Latin American communities in Washington; that I was not being assigned any geographical area on which to concentrate but would be expected to use my judgment, seek out persons who might be of interest, and take advantage of opportunities which might arise; that I would be given recruited agents to handle as the need arose; that, per the limitation concerning my cover, I was not to engage in actual recruitments, but was to spot, assess, and develop persons of possible interest who would be turned over to other case officers under alias for further development and recruitment.

4. On 28 June 1971, I called Dick Biladeaux of CCS who was involved at the time I was given **the WWIS** cover. While I did not, purposely, make specific reference to the matter at hand, in response to my query he said that as a matter of

**SECRET**

SECTION C - Narrative Comments (continued)

and he is consistent and reliable in his performance. His writing is entirely coherent and always in good form, although occasionally a little too clever and glib for my tastes. He has an excellent understanding of personal and operational security and cover.

A word about versatility: Mr. Kent does indeed have near-native Spanish and a specific interest in Latin American affairs as noted in his previous fitness report; however, his general interests cover a much greater geographic and topical area and he has no difficulty in quickly finding some common ground with persons of all backgrounds and nationalities. Although his job here in the branch rarely called for direct operational contacts, I have no reservations about his ability to develop, recruit and handle all types of persons of intelligence interest. He is presentable, sensible, well-spoken, and a definite credit to the Agency in his dealings with other elements of the U.S. Government.

Mr. Kent is an enthusiastic and energetic activist with now proven managerial abilities. His greatest asset is his quick, sharp and imaginative mind: His only shortcoming worthy of mention is a slight tendency towards impulsiveness in making decisions. My relationship with this officer has been such that we discussed operational and personnel matters and his handling of them at least several times a day; thus, special performance consultations with him were not considered necessary. His performance was fully up to our expectations of him and consistent with the high standards of responsibility and efficiency required in this branch.

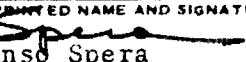
SECTION C - Narrative Comments (continued)

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SECRET  
(When Filled In)

SECTION C		
NARRATIVE COMMENTS		
Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable.</u> If extra space is needed to complete Section C, attach a separate sheet of paper.		
JUN 31 11 15 AM '71		
<p>Mr. Kent came to this branch from a non-official cover job which had little in common with the duties of a country desk chief. Moreover, he found himself in the sometimes difficult situation of taking over a position just vacated by the newly appointed deputy branch chief. Despite these, to him, minor obstacles, he called upon his close association with Latin American affairs for many years, his wealth of experience on WH country desks, and his inherent ability to deal successfully with people and situations in asserting leadership and quickly bringing the Peru Desk under his own independent control.</p>		
<p>During the year that Mr. Kent served as Peru Desk Chief he demonstrated conclusively that he is equally talented in all fields of clandestine activity. There is little question that Covert Action is what he likes and does the best, as once more evidenced by a written commendation he received for this type of work while part of a special WH task force in September and October 1970; however, it should be equally noted that the FI and CI aspects of his job on the Peru Desk also received full interest and attention during his tenure. He is a good personnel manager and maintained high morale in his unit while working it hard and demanding high standards. He is not at all afraid of responsibility, he meets all deadlines without prompting,</p>		
(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	
8 April 1971	William M. Kent	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
10 1/2 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
8 April 1971	Acting Chief, WH/3	Richard L. Connelly Richard L. Connelly
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
<p>I have little to add to this comprehensive narrative with which I fully agree. I, too, have worked very closely with Bill for most of the period under review, which witnessed rather hectic days in the life of the Lima Station: it was comforting to be able to rely on his keen perception of latent trouble, clear analysis of events, and sound and/or imaginative, as the case demanded, proposals for approaching problems. Because he has the potential for career advancement, I would strongly recommend that he be soon transferred back to a "lime" position, again with managerial responsibilities.</p>		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
8 April 1971	Chief, WH/3	Alfonso Spera 

SECRET

SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198	
<b>SECTION A</b>					
<b>GENERAL</b>					
1. NAME <b>Kent, William</b>		(Last) (First) (Middle)	2. DATE OF BIRTH <b>05/09/29</b>	3. SEX <b>M</b>	4. GRADE <b>GS-14</b>
5. OFFICIAL POSITION TITLE <b>Ops Officer</b>		6. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/3</b>		7. CURRENT STATION <b>Hqs</b>	
8. 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):					
9. CHECK (X) TYPE OF REPORT INITIAL    ANNUAL <input checked="" type="checkbox"/> SPECIAL (Specify): 10. REPORTING PERIOD (From - To) <b>17 January 1970 - 1 December 1970</b>					
<b>SECTION B</b> <b>PERFORMANCE EVALUATION</b>					
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> 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>					
<b>SPECIFIC DUTIES</b>					
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 Chief of the Peru Desk, which encompasses overall Headquarters guidance and support of field operations. (DA10)      RATING LETTER <b>S</b>					
SPECIFIC DUTY NO. 2 Supervises the preparation of cables, dispatches, project actions, special memoranda and other correspondence for FI, CI and CA activities in Peru. (DB10)      RATING LETTER <b>O</b>					
SPECIFIC DUTY NO. 3 Coordination of Desk activities with other components of the Agency and other U.S. Government departments. (DB40)      RATING LETTER <b>S</b>					
SPECIFIC DUTY NO. 4 Briefing and debriefing Headquarters and field personnel and other agencies' officers on Peruvian activities. (DM50)      RATING LETTER <b>S</b>					
SPECIFIC DUTY NO. 5 Supervision of four (4) Desk employees GS-05 to GS-13. (DM80)      RATING LETTER <b>S</b>					
SPECIFIC DUTY NO. 6					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
<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>					
RATING LETTER <b>S</b>					

**SECTION C -Continued-**

Mr. Kent has clearly projected his concern for the efficient use of Agency funds.

In November 1970 Mr. Kent received a commendation for his resourceful contribution to the Chilean Task Force.

**Comments of Reviewing Official: (Continued)**

Service. In addition, it must be noted that Mr. Kent thinks through every problem as it applies to his work. His thoroughness is of the highest nature. His depth of thought and study devoted to a given subject is rarely found among officers dealing with rapidly moving situations. His is unflappable yet flexible.

SECRET  
(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

Mr. Kent has competently directed the covert action activities of Branch 6 since being named Chief of the CA Section for the Branch in December 1970. He was selected for this position because of his aggressiveness in the CA field and especially because of his years of experience and success in the propaganda activity. In closely monitoring the actions of the Allende Government (GOC) Mr. Kent lived up to his reputation and demonstrated his unique ability to recognize propaganda vulnerabilities and to attack them with effective and imaginative propaganda guidance.

D 6/71 During his brief tour in the Branch Mr. Kent developed one economic warfare operation against the GOC which shows indications of partially satisfying the USG objective of discouraging foreign investment in Chile.

Mr. Kent is fluent in the Spanish language and on at least two occasions he has proven himself as a translator for two meetings between senior officials of the USG and Latin American officials.

Mr. Kent has effectively supervised the personnel of the CA Section which, besides himself, consists of two officers and one clerical. In the management of the Branch's covert action programs

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 2 June 1971	SIGNATURE OF EMPLOYEE <i>William M. Kent</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 2 June 1971	OFFICIAL TITLE OF SUPERVISOR DC/WH/6	TYPED OR PRINTED NAME AND SIGNATURE <i>Basil A. Beardsley</i> Basil A. Beardsley
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
In my capacity as Branch Chief during the period January to April 1971, I had ample opportunity to observe the work of Mr. Kent and had the pleasure of working directly with him on a variety of sensitive and important activities. In addition to his highly imaginative yet realistic approach to the problem of Chile, he amply demonstrated his ability to deal with persons who were out to sell bills of goods to the Agency. His clear understanding of the role of the Clandestine Service protected the Agency from disagreeable encounters that might have resulted in compromises or embarrassments. His forte is clearly in the field of public relations and propaganda well-adjusted to the role of the Clandestine		
DATE 8 June 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, WH/COG	/Continued/ TYPED OR PRINTED NAME AND SIGNATURE <i>Lawrence Sternfield</i> Lawrence Sternfield

SECRET

SECRET  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER																						
<b>GENERAL</b>					059198																						
<b>SECTION A</b>																											
1. NAME (Last) (First) (Middle) <b>Kent, William M.</b>			2. DATE OF BIRTH <b>05/09/29</b>	3. SEX <b>M</b>	4. GRADE <b>GS-14</b>	5. SD <b>D</b>																					
6. OFFICIAL POSITION TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/WH/6</b>	8. CURRENT STATION <b>Headquarters</b>																							
9. CHECK (X) TYPE OF APPOINTMENT <table border="1"> <tr> <td><input checked="" type="checkbox"/> CAREER</td> <td><input type="checkbox"/> RESERVE</td> <td><input type="checkbox"/> TEMPORARY</td> <td>INITIAL</td> <td colspan="3">REASSIGNMENTSUPERVISOR</td> </tr> <tr> <td colspan="3">CAREER-PROVISIONAL (See Instructions - Section C)</td> <td><input checked="" type="checkbox"/> ANNUAL</td> <td colspan="3">REASSIGNMENT EMPLOYEE</td> </tr> <tr> <td colspan="3">SPECIAL (Specify):</td> <td colspan="4">SPECIAL (Specify):</td> </tr> </table>							<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	INITIAL	REASSIGNMENTSUPERVISOR			CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT EMPLOYEE			SPECIAL (Specify):			SPECIAL (Specify):			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	INITIAL	REASSIGNMENTSUPERVISOR																							
CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT EMPLOYEE																							
SPECIAL (Specify):			SPECIAL (Specify):																								
11. DATE REPORT DUE IN O.P. <b>30 April 1971</b>			12. REPORTING PERIOD (From- To) <b>1 November 1970 - 31 March 1971</b>																								
<b>SECTION B</b> PERFORMANCE EVALUATION																											
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> 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>																											
<b>SPECIFIC DUTIES</b>																											
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 <b>Direct the covert action program of the Branch and supervise the Section's personnel.</b>						RATING LETTER <b>S</b>																					
SPECIFIC DUTY NO. 2 <b>Originate propaganda and operational guidance in support of Station operations and 40 Committee policy objectives.</b>						RATING LETTER <b>S</b>																					
SPECIFIC DUTY NO. 3						RATING LETTER																					
SPECIFIC DUTY NO. 4						RATING LETTER																					
SPECIFIC DUTY NO. 5						RATING LETTER																					
SPECIFIC DUTY NO. 6						RATING LETTER <b>S</b>																					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>																											
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**

- 2 -

**SECTION C (Continued)**

to inhibit foreign investment in Chile. The responses to the first phase of this operation were highly favorable and the initial reactions to the second phase have also been very favorable.

It should be noted that during this period Mr. Kent served for three months as the Acting Deputy Branch Chief, including two weeks when he was the Acting Branch Chief. In both of these positions he performed very capably, showing excellent judgment and managerial abilities in handling Branch-level matters. He showed similar managerial ability in his handling of the two officers and secretary in his Section throughout the rating period. He has consistently shown a high degree of cost consciousness in all phases of his work.

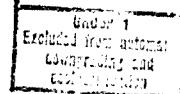
Mr. Kent displayed his talent for dealing with non-Agency personnel at a meeting of publishers from all over the hemisphere held during the latter part of 1971. At this meeting he skillfully handled several key Latin American assets with the result that some of the Agency's objectives for influencing the meeting were achieved under difficult circumstances.

In sum, Mr. Kent made a notable contribution to the Branch's efforts in 1971 and we are looking forward with pleasure to working with him in the coming year.

**SECTION D (Continued)**

responsible for the extent of the success in accomplishing Agency objectives. Mr. Kent, in my opinion is well qualified to assume a position with greater responsibilities.

**SECRET**



## SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 059198		
<b>SECTION A</b>						
1. NAME (Last) (First) (Middle)			GENERAL			
Kent, William			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
			05/09/29	M	GS-14	D
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION <b>DDP/WH/6 Headquarters</b>		
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. <b>January 1972</b>			12. REPORTING PERIOD (From: to-) <b>April 1971 - December 1971</b>			
<b>SECTION B</b> PERFORMANCE EVALUATION						
<p><b>U-Unsatisfactory</b>      Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b>      Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b>      Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b>      Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b>      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>						
<b>SPECIFIC DUTIES</b>						
<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 <b>Directs the Covert Action program of the Branch and supervises the Covert Action Section.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Originates guidances for political action and propaganda activities for Santiago Station and third-country Stations' use.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Initiates, prepares and directs third-country economic warfare operations aimed at the Chilean target.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Coordinates with CA Staff and other Agency components on Covert Action operations conducted against Chile.</b>						RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER <i>27/12/71</i>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
<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>						RATING LETTER <b>S</b>

SECRET  
(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

During the rating period Mr. Kent continued to direct in a highly effective manner the large-scale covert action program carried out by the Branch against the Chilean target, including political action operations, propaganda, economic warfare, black operations and a militant action group. Mr. Kent is uniquely qualified for his present job since he combines an active and imaginative mind with a background of twenty years of operational experience in the Latin American area. He also possesses an unusual degree of fluency in the Spanish language.

In addition to directing the Branch's overall covert action program, Mr. Kent personally handled the majority of the propaganda effort conducted by the Branch. He turned in a very strong performance in originating and coordinating propaganda guidances on the Chilean situation for use in the Western Hemisphere as well as other areas such as Europe. He showed a real flair for spotting propaganda vulnerabilities and then coming up with fresh ideas for the exploitation of these vulnerabilities. He particularly excelled in staying on top of fast breaking situations requiring a steady flow of propaganda guidance.

Mr. Kent also conceived and executed the second phase of an effective propaganda operation in the economic field which is designed

...continued...

## SECTION D

## CERTIFICATION AND COMMENTS

1.

## BY EMPLOYEE

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

DATE

21 January 1972

SIGNATURE OF EMPLOYEE

William M. Kent

2.

## BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

4 Months

DATE

1 January 1972

OFFICIAL TITLE OF SUPERVISOR

DC/WH/6

TYPED OR PRINTED NAME AND SIGNATURE

A. D. Wedemeyer

3.

## BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

There is little that I can add to this performance rating and narrative comments. I agree with the rating officer's judgment. Mr. Kent is a self-starter with a very imaginative mind. I have closely observed his work on an effective propaganda operation in the economic field and found it highly successful and effective. His tenure as Acting Deputy Branch Chief left nothing to be desired. I was also personally associated with him at the hemisphere-wide publishers' meeting in late 1971. His professional conduct and good judgment during this meeting undoubtedly was

...continued...

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
24 JAN 1972	C/WH/6	Earl J. Williamson

SECRET

~~SECRET~~

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

government's economic credibility both in Chile and abroad. These efforts undoubtedly have played a role in Chile's increasing difficulties in obtaining badly needed foreign financial assistance.

In the course of his duties Mr. Kent was called upon to meet and handle several key Chileans concerning matters affecting covert operations in Chile. In one case he made the first Agency contact with an important Chilean business leader who will be taken over shortly by the Santiago Station. This individual is a leader of the Chilean private sector which has become of increasing interest to the Station's operations.

Mr. Kent ably supervised the activities of the two other officers and secretary in his Section during the rating period. In addition to his regular duties, he has frequently been called upon to fill in for the Branch Chief and/or the Deputy Branch Chief during absences of the latter two officers. In all such cases he displayed sound judgment and a thorough grasp of both the FI and CA operations being conducted in Chile.

In conclusion, it should be noted that Mr. Kent has turned in an unusually strong across-the-board performance during the highly active period covered by this report. It has been a real pleasure to have worked with an individual of this high competence and dedication.

~~SECRET~~

~~SECRET~~

SECTION C (Continued)

NARRATIVE COMMENTS

William M. Kent

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~~SECRET~~

## SECRET

(When Filled In)

## SECTION C

## NARRATIVE COMMENTS

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

During the past year Mr. Kent continued to direct the CA Section of the Chile Branch in the same highly effective manner noted in the previous fitness report. In this position he was responsible for directing the Headquarters support for WH Division's largest and most active covert action program. This program is generally credited with having achieved a number of successes during the past year in a wide variety of activities against the Chilean target.

Mr. Kent possesses an unusual combination of talent, language capability and experience that makes him one of the top CA officers in the Division. He is particularly effective in conducting propaganda work and his imaginative exploitation of the Chilean situation has been superb. As a result of his efforts, the Branch has been able to conduct a continuous and effective hemisphere-wide propaganda campaign against the Allende government during the past year. In addition, he has brought in key European stations to assist in this program on numerous occasions.

Among the more significant contributions made by Mr. Kent have been his activities in the economic field. He has successfully carried out a number of operations designed to damage the Allende

...continued...

## SECTION D

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

15 Nov. 1972

*William M. Kent*

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

12 Months

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

15 November 1972

DC/WH/6

*Albert D. Wedemeyer*

Albert D. Wedemeyer

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur with this evaluation. Subject's ability in the propaganda field particularly is exceptional. Blessed with a fertile imagination, he has an uncanny talent for coming up with an appropriate CA remedy to almost any problem. His knowledge and experience in the CA field is wide and deep, making him undoubtedly one of the best officers in this speciality in the Agency. The Branch is indeed fortunate to have his services.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

15 NOV 1972

C/WH/6

*Stewart D. Burton*

Stewart D. Burton

SECRET

SECRET  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER			
					059198			
<b>SECTION A</b>					<b>GENERAL</b>			
1. NAME (Last) William Kent,			(First) (Middle)	2. DATE OF BIRTH 05/09/29		3. SEX M	4. GRADE GS-14	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer			7. OFF/DIV/BR OF ASSIGNMENT DDP/WH/6		8. CURRENT STATION Headquarters			
9. CHECK (X) TYPE OF APPOINTMENT					10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	RESERVE	TEMPORARY	INITIAL		REASSIGNMENT SUPERVISOR			
CAREER-PROVISIONAL (See Instructions - Section C)			XX ANNUAL		REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):					SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From- to-)					
30 November 1972			1 January 1972 - 31 October 1972					
<b>SECTION B</b>					<b>PERFORMANCE EVALUATION</b>			
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> 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>								
<b>SPECIFIC DUTIES</b>								
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 Directs the Covert Action program of the Branch and supervises the Covert Action Section.					RATING LETTER S			
SPECIFIC DUTY NO. 2 Originates propaganda guidances for Santiago Station and third country stations' use.					RATING LETTER O			
SPECIFIC DUTY NO. 3 Initiates, prepares and directs economic warfare operations aimed at the Chilean target. D-6 72					RATING LETTER S			
SPECIFIC DUTY NO. 4 Coordinates with CA Staff and other Agency components on operations conducted against Chile.					RATING LETTER S			
SPECIFIC DUTY NO. 5					RATING LETTER			
SPECIFIC DUTY NO. 6					RATING LETTER 17 NOV 1972			
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>								
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

S E C R E T

Fitness Report - William M. Kent

Section D - Comments of Reviewing Official (Continued)

ability to act on his own and get things done, he also has a decided capacity for working as a team member.

While the Outstanding rating necessarily must be assigned sparingly, I believe it is merited in this case. Mr. Kent did a really superb job in the tension-filled days leading to the Chilean coup. His performance and intellectual abilities place him among the top 10% of SA officers in the Division and probably in the Agency.

As far as future assignments are concerned, I believe Mr. Kent is best qualified by experience and personal inclination to handle staff jobs calling for a large measure of political and economic astuteness. The new job he is taking over in the economic section of WH Division will test his talents, but I believe he has the growth potential to rise to positions of even greater responsibility. |||

S E C R E T

SECRET

SECTION C

NARRATIVE COMMENTS

KENT

operational experience. His ingenuity, originality and flare are balanced by sound common sense and enriched by his sense of humor and personal modesty. Mr. Kent was personally responsible for the creation and implementation of two important Division programs - one in the political action field and the other in the propaganda field, which were designed to influence foreign attitudes toward the Allende Government and to dissuade foreign governments from providing economic assistance to Chile. These programs were highly successful, and since the same techniques can be applied in support of the new Chilean military government, the programs are being retained and hopefully will continue to produce results which make an important contribution to the achievement of U.S. policy objectives.

Mr. Kent continued to supervise the SA Section in the same highly effective manner noted in previous efficiency reports. He also continued to meet and handle several key Chileans, including a top civilian adviser to the new Chilean government. He put in long hours, working eleven or twelve hours a day during crisis periods.

Mr. Kent's transfer to the economic section of WH Division will enable him to make fuller use of his talents in the specialized and important field of economic intelligence, in which he has a particular interest. It is, however, a severe loss to the Branch, which has benefited immeasurably from his imaginative yet level-headed approach to operational problems and challenges. He is much liked as well as respected by Branch 6 personnel and has contributed greatly toward maintaining the high morale and effectiveness of the Branch as a whole.

SECRET

1. Agency and organizational designations <b>CENTRAL INTELLIGENCE AGENCY</b>		2. Pay rate		3. Block No.		4. Skip No.	
3. Employee identification security account number when issued)		(S/N) (OLIVER R. COBBSTON)		6. Grade and salary			
<b>PAY ROLL CHANGE DATA</b>							
7. Previous normal	BASE PAY	OVERTIME	GROSS PAY	RET.	TAX	BOND	F.I.C.A.
8. New normal							
9. Pay this period							
10. Remarks							
		11. Appropriation(s)				12. Payment date	
						13. Advance	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase		14. Effective date    15. Date last cashed    16. Old salary rate    17. New salary rate    18. Performance rating is satisfactory, unsatisfactory					
19. LWOP date (If applicable, enter date employee converted LWOP during following pay period)		(Check applicable boxes to indicate pay rates)					
<input checked="" type="checkbox"/> LWOP <input type="checkbox"/> LWOP Total <input type="checkbox"/> LWOP Total		<input type="checkbox"/> Pay rate					
STANDARD FORM NO. 1020 FEBRUARY 1964 GSA GEN. REG. NO. 27 MAY 6, 1964, EDITION GSA GEN. REG. NO. 27							
PAY ROLL CHANGE SUP - PERSONNEL COPY							

13 Blue

16-6111124 U. S. GOVERNMENT PRINTING OFFICE

## 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 <b>[Redacted]</b>	2. DATE OF BIRTH <b>9 May 1909</b>	3. REQUEST NO. <b>82 Jun 53</b>	4. DATE OF REQUEST <b>82 Jun 53</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Promotion (Staff Agent)</b> b. POSITION (Specify whether establish, change grade or title, etc.) <i>test 1000000000</i>		6. EFFECTIVE DATE A. PROPOSED: <b>JUL 5 - 1953</b> B. APPROVED: <b>EJB</b>	
7. FROM— <b>Intelligence Asst. GS-6 GS-6, \$3,755.00 p.a. MSP/EE Branch III, Cont. Ad. &amp; Orgn. Denver City, Denver</b>		TO— <b>Intelligence Asst. GS-7 GS-7, \$4,205.00 p.a. MSP/EE Branch III, Cont. Ad. &amp; Orgn. Denver City, Denver</b>	
<input checked="" type="checkbox"/> FIELD	DEPARTMENTAL	<input type="checkbox"/> FIELD	DEPARTMENTAL
8. REMARKS (Use reverse if necessary) <b>Elect. No. 2 DIRECT APPROVAL OFFICE - DENVER</b>			
9. REQUESTED BY (Name and rank) <b>C/MA V. G. [Signature] Extension 457</b>		10. REQUEST APPROVED BY Signature: <b>Davis B. Powell</b> Title: <b>F-1/CHO</b>	
11. VETERAN PREFERENCE			
NONE		WWII OTHER S-PF	DISAB OTHER
12. SEX	13. RACE	14. APPROPRIATION FROM: <b>2000-77-021</b> TO: <b>2000-77-022</b>	
15. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> S.A. <input type="checkbox"/> REAL <input checked="" type="checkbox"/>			
16. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		17. DATE OF APPOINT- MENT AFFIRMANTS (ADDRESS ONLY)	
		18. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
19. STANDARD FORM 30 REMARKS  <i>Pasted OF 16 7/1/53 DOB - 7/5/53 SHEOD - 6/10/53 CSEOD -&gt; 7/27/51</i>			
20. CLEARANCES A. <input type="checkbox"/> B. CIVL. OR POS. CONTROL <input type="checkbox"/> C. CLASSIFICATION <input type="checkbox"/> D. PLACEMENT OR ENCL <input type="checkbox"/> E. <input type="checkbox"/>			
21. APPROVED BY  <b>SECRET</b> SECURITY INFORMATION <i>M Burrows 6/30/58</i>			

08-7 \$4805.00  
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	Kent, William M.							

POSTED ON  
1st OF 4th  
End Aug 54

11. Appropriation(s)

12. Prepared by

Sgt 3 Aug 54

13. Audited by

 Periodic step-increase Pay adjustment Other step-increase

14. Effective date      15. Date lost equivalent increase      16. Old salary rate      17. New salary rate      18. Performance rating is satisfactory or better.

15. LWOP date (Fill in appropriate spaces covering LWOP during following periods):

Periods:

No excess LWOP. Total excess LWOP \_\_\_\_\_  
STANDARD FORM NO. 1124d-Revised  
Form prescribed by Comp. Gen., U. S.  
Mar. 6, 1950, General Regulation No. 182

(Signature or other authentication)

14 JG PAY ROLL CHANGE SLIP-PERSONNEL COPY

## 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 (Last, first, middle initial, and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST								
[REDACTED]	9 May 1929		22 Oct 54								
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>PROMOTION (STAFF AGENT)</b>		6. EFFECTIVE DATE A. PROPOSED: <b>30 Jan 55</b>									
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: <b>JAN 30 1955</b>									
<b>FROM:</b> INTELLIGENCE <b>ASST</b> , [REDACTED] GS-7, \$4330.00 p.a.  DDP/WH BRANCH III, CENT AMER & CARIB.  PANAMA CITY, PANAMA		<b>TO:</b> INTELLIGENCE OFFICER, [REDACTED] GS-9, \$5060.00 p.a.  DDP/WH  <b>PROJECT HYPOTHESIS</b> PANAMA CITY, PANAMA									
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL 7. FIELD OR DEPARTMENTAL		8. POSITION TITLE AND NUMBER 9. SERVICE GRADE AND SALARY 10. ORGANIZATIONAL DESIGNATION 11. HEADQUARTERS									
12. REMARKS (Use reverse of reverse if necessary) [REDACTED] → This cancellation stamp is to check [REDACTED] should we cancel [REDACTED] the flight application  <b>COVER - Military</b>		13. APPROVAL <b>CANCELED</b> <b>P. I. X</b> 16 Jan 55 <b>James P. Humphries (and)</b> <b>Fdcmo 10 Jan '55</b>									
14. SIGNATURE <b>James P. Humphries (and)</b> Title: <b>Fdcmo</b>		15. POSITION CLASSIFICATION ACTION <table border="1"> <tr> <td>NEW</td> <td>VIE</td> <td>I.A.</td> <td>REAL</td> </tr> <tr> <td colspan="4">D.FI</td> </tr> </table>		NEW	VIE	I.A.	REAL	D.FI			
NEW	VIE	I.A.	REAL								
D.FI											
16. SEX RACE <b>M W</b>		17. APPROPRIATION FROM: <b>S-3525-55-051</b> TO: <b>55010</b>									
18. STANDARD FORM 30 REMARKS <b>PURSUANT TO CG DIRECTIVE</b> <b>EFFECTIVE 10 MAR. 1955</b> <b>SALARIES ADJUSTED TO \$440</b>		19. SUBJECT TO C. S. RETIREMENT ACT (1953-1962) 20. DATE OF APPOINT- MENT AFFIDAVITS (REGRESSION ONLY) 21. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:									
APPROVED <b>SPECIAL CONTRACTOR, ALIMENTACION          AND PROCESSING STAFF</b> Effective: <b>JAN 30 1955</b> DISTRIBUTION: <b>AFPI-C-2</b> <b>PEL FLO</b> <b>PI</b> <b>1.0/RED</b> <b>OWN HOME/EJ</b> <b>COMS</b> <b>OTHER</b>  <i>John L. Bischoff</i>											
22. APPROVED BY  <i>John L. Bischoff</i>											

1. Agency and organizational designation: <b>DDP/NR Keat Williams M.</b>		2. Payroll period		3. Block No.		4. Slip No.			
5. Employee's name (and social security account number when appropriate) <b>[REDACTED]</b>		6. Grade and salary <b>GS-9 25440.00</b>							
<b>PAYROLL CHANGE DATA</b>									
BASIC PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.	NET PAY
7. Previous period									
8. New period									
9. Pay rate period									
10. Remarks:					11. Appropriation(s)		12. Prepared by <b>dk 13 Feb 58</b>		
							13. Audited by		
<input type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase									
4. Effective date	15. Date last equivalent change	16. Old salary rate	17. New salary rate	18. PAYROLL CHANGES Rate of change Rate of change					
<b>1958 30 Jan 58</b>									
19. LWOP date (fill in appropriate spaces covering LWOP during following periods): Periods								(Signature or other authentication) Check certificate box in case of excess LWOP	
<input type="checkbox"/> No excess LWOP Total excess LWOP								<input type="checkbox"/> In my signature included regular pay <input type="checkbox"/> In my signature included overtime pay <input type="checkbox"/> In my signature included all other pay <input type="checkbox"/> In my signature included all other pay	
30, PAYROLL CHANGE SLIP — PERSONNEL COPY									

STANDARD FORM NO. 1126d—Revised  
Form prescribed by Comp. Gen. U. S.  
October 26, 1954, Circular Register No. 102

UNVOUCHED

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.

I. NAME (Mr. -- Miss -- Mrs. -- One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
<b>William M. Kell</b>	9 May 1929		3 May 1956
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Promotion (STAFF AGENT)</b>		6. EFFECTIVE DATE A. PROPOSED:	
		7. C. S. OR OTHER LEGAL AUTHORITY	
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	
FROM - <b>Intelligence Officer</b> GS-0136.51-9      \$5575.00 p.a. DDP/WH Project HYPOTHESIS Panama City, Panama		TO - <b>I.O. (FI)</b> GS-0136.51-11      \$6390.00 p.a. DDP/WH Branch III Hypothesis Panama City, Panama Station Panama City, Panama	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL (DI)	
A. REMARKS (Use reverse if necessary) <b>New T/O</b>			

B. REQUIREMENT (Position and title)		C. APPROVAL INFORMATION (Name and telephone extension)		D. REQUEST APPROVED
<b>Robert A. Shul (man)</b>		C/WH <b>R.C. POWERS X-4457</b>		<b>Robert A. Shul (man)</b> Title: <b>Colonel 51 May '57</b>
E. VETERAN PREFERENCE		F. POSITION CLASSIFICATION ACTION		G. LEGAL RESIDENCE
<input type="checkbox"/> OTHER D.P.T.		14. POSITION CLASSIFICATION ACTION NEW    VICE    I.A.    REAL		<input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE:
<input checked="" type="checkbox"/> OTHER		15. APPROPRIATION FROM: <b>6-3525-53-001</b>		16. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
<input type="checkbox"/> OTHER		TO: <b>Same</b>		17. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)
18. STANDARD FORM 50 REMARKS		19. APPROVED		SD-DI
		JUL 1 1956		

21. CLEARANCES			
A.	INITIAL OR SIGNATURE	DATE	REMARKS:
B. CEIL. OR POS. CONTROL	<b>6/1/56</b>		
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	<b>6/1/56</b>		
APPROVED BY <b>Ralph J. Pallerols</b>			

SECRET

16-57329-4

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MRS., MS.—ONE GIVES NAME, INITIAL(S), AND SURNAME) <b>WILLIAM M. KENT</b>	2. DATE OF BIRTH 9 May 1929	3. JOURNAL OR ACTION NO.	4. DATE 9 Oct 1956
<i>This is to notify you of the following action affecting your employment:</i>			
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) Resignation (Staff Agent)*	6. EFFECTIVE DATE 7 Oct 1956	7. CIVIL SERVICE OP. OR LEGAL AUTHORITY 50 USCA 403j	
FROM		TO	
I. O. (FI) BAF-277.01  GS-0136.51-11 \$6390 p/a  DDP/WH Branch III Panama City, Panama Station  Panama City, Panama	8. POSITION TITLE  9. SERVICE, SERIES, GRADE, RANK, PAY RATE  10. ORGANIZATIONAL DESIGNATION  11. HEADQUARTERS		
12. FIELD OR DEPTL.  FIELD DEPARTMENTAL	13. VETERAN'S PREFERENCE  HOME   WWII   OTHER   3-PT.   10-POINT X         X ARMED FORCES   OTHER		14. POSITION CLASSIFICATION ACTION  NEW   VICE   I. A.   REAL         SD:DI
15. SEX M	16. RACE W	17. ACRONYM PROB: 6-3525-55-051 TO:	18. SUBJECT TO C. S. RETIREMENT ACT (TSP-HO) Yes
21. REMARKS:		19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY) STATE:	
20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:			
POSTED ON OF-45 Dek 1956			
FOR DIRECTOR OF PERSONNEL <i>Ralph S. Radlock</i>			
ENTRANCE PERFORMANCE RATING:			
22. SIGNATURE OR OTHER AUTHENTICATION			

SECRET

1.  COPY

File

STANDARD FORM 50 (2 PART)  
REV. APRIL 1954  
PROMULGATED BY  
U. S. CIVIL SERVICE COMMISSION  
CHAPTER XI, FEDERAL PERSONNEL MANUAL

ENTRAL INTELLIGENCE AGENC

NOTIFICATION OF PERSONNEL ACTION P.C. 2 Oct 1956  
C-6163 TOP

1. NAME (MR., MRS., MS., ONE GIVEN NAME, INITIAL(S), AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OF ACTION NO.	4. DATE							
MR. WILLIAM N. KENT <i>15-9198</i>	9 May 1929		8 Oct 1956							
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								
EXCEPTED APPOINTMENT	8 Oct 1956	50 USC 403 j								
FROM	8. POSITION TITLE	TO								
	Area Ops Officer	RA-322-11								
	GS-0136.03-11	\$6390.00 p.a.								
	10. ORGANIZATIONAL DESIGNATIONS	DOP/MH Branch III Cuba Section								
	11. HEADQUARTERS	Washington, D. C.								
FIELD	DEPARTMENTAL	12. FIELD OR DEPT'L	FIELD							
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION								
HOME	WWII	OTHER	5-PT	10-POINT	NEW	VOCAL	I. A.	REAL	BOC	SDeDI
			X							
15. 16. APPROPRIATION	FROM:	17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	18. DATE OF APPOINT- MENT AFFIDAVIT (ACKNOWLEDGMENT ONLY)	19. LEGAL RESIDENCE						
REX		Yes	8 Oct 1956	CLAIMED <input type="checkbox"/> PROVED <input type="checkbox"/> STATE: Va.						
17. TO:	7-3500-20									
18. REMARKS: RE-004										
DOC: 7/1/56 CSDOC: 1/2/52 LCD: 1/2/52 SCD: 7/8/50										
PSI due 12/29/57										
ENTRANCE PERFORMANCE RATING:										
Director of Personnel 4.0										
4. PERSONNEL FOLDER COPY										

U. S. GOVERNMENT PRINTING OFFICE: 1950-373642

Con G 10/11/56



**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME			3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT	
159198	KENT, WILLIAM M.			DDP/WH	V-20		
6. OLD SALARY RATE				7. NEW SALARY RATE			
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO. DA. YR.	GRADE	STEP	SALARY	EFFECTIVE DATE MO. DA. YR.
11	1	\$6390.	07 01 56	11	2	\$6605.	12 29 57
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER							
9. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP IF EXCESS LEAVE LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD				10. NUMBER OF HOURS LWOP			
				10. INITIALS OF CLERK		11. AUDITED BY	
TO BE COMPLETED BY THE OFFICE OF PERSONNEL							
12. PROJECTED SALARY RATE AND EFFECTIVE DATE				13. REMARKS			
GRADE	STEP	SALARY	MO. DA. YR.				
14. AUTHENTICATION							
WWS 2 5 P.M. 1958							
000 000 000 000 000 000 000 000 000 000 000 000 000 000 000 000							
PERIODIC STEP INCREASE - AUTHENTICATION							

FORM NO. 560b  
1 MAR. 58

SECRET

PERSONNEL FOLDER (4)

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME			3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT	
159198	KENT, WILLIAM M.			DDP/WH	V-20		
6. OLD SALARY RATE				7. NEW SALARY RATE			
GRADE	STEP	SALARY	LAST EFFECTIVE DATE MO. DA. YR.	GRADE	STEP	SALARY	EFFECTIVE DATE MO. DA. YR.
11	1	\$6390.	07 01 56	11	2	\$6605.	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 ROBERT N. DAHLGREN		DATE 28 Feb 58	SIGNATURE OF SUPERVISOR <i>Robert N. Dahlgren Jr.</i>				
PERIODIC STEP INCREASE - CERTIFICATION							

FORM NO. 560  
1 MAR. 58

SECRET

PERSONNEL FOLDER (4)

## FITNESS REPORT

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (Last, first, middle) Kent, William M.	3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-15	6. SD DYB
7. OFFICIAL POSITION TITLE Operations Officer CH	8. OFF/DIV/BR OF ASSIGNMENT DDO/OED/NOC Staff	9. CURRENT STATION Hqs	10. CODE (check one) <input checked="" type="checkbox"/> HOB. <input type="checkbox"/> DF		
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.)			TEMPORARY <input checked="" type="checkbox"/>	ANNUAL <input type="checkbox"/>	REASSIGNMENT <input type="checkbox"/> SPECIAL <input type="checkbox"/>
13. REPORTING PERIOD (from-to) 1 June 77 - 3 Dec 77			14. DATE REPORT DUE IN O.P. 02 January 1978		

## SECTION B

## QUALIFICATIONS UPDATE

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

## SECTION C

## PERFORMANCE EVALUATION

<u>U</u> -Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
<u>M</u> -Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
<u>P</u> -Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
<u>S</u> -Strong	Performance is characterized by exceptional proficiency.
<u>O</u> -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

Deputy Chief of OED/NOC Staff

RATING LETTER

S

**SPECIFIC DUTY NO. 2** As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.

RATING LETTER

O

**SPECIFIC DUTY NO. 3** Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover.

RATING LETTER

S

**SPECIFIC DUTY NO. 4** In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialities, foreign area experience, etc.

RATING LETTER

O

## SPECIFIC DUTY NO. 5

RATING LETTER

## SPECIFIC DUTY NO. 6

RATING LETTER

## OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

S

DRAFT  
01/10

Bill, many thanks, and good luck to you in your  
new career.

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

INDICATE SIGNIFICANT STRENGTHS OR WEAKNESSES DEMONSTRATED IN CURRENT POSITION KEEPING IN PROPER PERSPECTIVE THEIR RELATIONSHIP TO OVERALL PERFORMANCE. STATE SUGGESTIONS MADE FOR IMPROVEMENT OF WORK PERFORMANCE. GIVE RECOMMENDATIONS FOR TRAINING. COMMENT ON FOREIGN LANGUAGE COMPETENCE, IF REQUIRED FOR CURRENT POSITION. AMPLIFY OR EXPLAIN RATINGS GIVEN IN SECTION B TO PROVIDE BEST BASIS FOR DETERMINING FUTURE PERSONNEL ACTION. MANNER OF PERFORMANCE OF MANAGERIAL OR SUPERVISORY DUTIES AND COST CONSCIOUSNESS IN THE USE OF PERSONNEL, SPACE, EQUIPMENT AND FUNDS, MUST BE COMMENTED ON, IF APPLICABLE. IF EXTRA SPACE IS NEEDED TO COMPLETE SECTION C, ATTACH A SEPARATE SHEET OF PAPER.

This report covers approximately five and one half months since I submitted the last report on Mr. Kent. Unfortunately, and I do mean unfortunately, it will be the last fitness report written on Mr. Kent because he has elected to retire on 30 June 1978.

Although his retirement was just around the corner, Mr. Kent did not slacken his pace. On the contrary, in the last four months the NOC Branch has been besieged with a myriad of statistical reports from DDO management. Had it not been for the legendary meticulousness of Mr. Kent, coupled with his excellent tribal memory, the NOC Branch would have been hard-pressed to come up as promptly and as efficiently with the figures and facts as was the case. Much of it Mr. Kent and his staff had to accomplish while he was acting for me while I was on a 4 week TDY. He definitely excelled at running the branch during these four weeks.

In closing I would like to say that CIA is losing one of its finest officers in Mr. Kent. This may not be the proper vehicle for making the following statement, but I would like to state nevertheless and without any equivocation whatsoever, that seldom in my career of 31 years did I receive the kind of support and loyal counsel I received from Mr. Kent during the past 13 months.

#### SECTION D

#### CERTIFICATION AND COMMENTS

##### 1. BY SUPERVISOR

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

Fitness Report Rating Profile

0 0 3 3 V O M Q U Q

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

12 June 1978

Chief, OED/NOC

Gerard J. Hahn

##### 2. BY EMPLOYEE

I HAVE  OR HAVE NOT  ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

21/6/78

SIGNATURE OF EMPLOYEE

William M. Kent

William M. Kent

##### 3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL  
There is little to add to the thoughtful and accurate comments of the rating officer. I share his sense of loss over the retirement of Mr. Kent. Mr. Kent performed in an exceptionally able manner throughout the period of time covered by this report. He was always quick and willing to respond and the results of his labors, without exception, were of a very high professional order. As indicated, he was of great assistance to the rating officer and to me as well, during this time. It is indeed unfortunate that the clandestine service is losing the experience and talent of Mr. Kent. However, he reached this decision on his own and, after careful consideration, opted for early retirement. Thus, I can only wish him well in his new endeavors and hope that everything works out for him as planned.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

19 June 1978

Chief, OED

Walter L. O'Brien

##### 4. BY EMPLOYEE

I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE  HAVE NOT  ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE

DATE

21/6/78

SIGNATURE OF EMPLOYEE

William M. Kent

CONFIDENTIAL

## FITNESS REPORT

NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.

## SECTION A.

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 059198	2. NAME (last, first, middle) Kent, William M.	3. DATE OF BIRTH 9 May 29	4. SEX M	5. GRADE GS-15	6. SD DYB
7. OFFICIAL POSITION TITLE Operations Officer, Ch		8. OFF/DIV/BR OF ASSIGNMENT DDO/OED/NOC	9. CURRENT STATION Hqs.		
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT		
X CAREER	RESERVE	TEMPORARY	INITIAL	ANNUAL	REASSIGNMENT OF Supervisor
CONTRACT	SPECIAL	OTHER	12. REPORTING PERIOD (FROM-TO) 4 Dec 77 - 19 May 78		13. DATE REPORT DUE IN O.P. ASAP

## SECTION B

## PERFORMANCE EVALUATION

U-Unsatisfactory

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

M-Marginal

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

P-Proficient

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

S-Strong

Performance is characterized by exceptional proficiency.

O-Outstanding

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

## SPECIFIC DUTIES

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

## SPECIFIC DUTY NO. 1

Deputy Chief of OED/NOC Staff

RATING LETTER

S

**SPECIFIC DUTY NO. 2** As head of the Branch's Referral Section, develops and implements a centralized system for locating suitable new-hire NOC personnel to fill specific NOC needs by area divisions; also does the same for unassigned NOC personnel as coordinator between area divisions.

RATING LETTER

O

**SPECIFIC DUTY NO. 3** Maintains effective working relationship with various Agency components including Office of Personnel, Office of Medical Services, Office of Security, etc., as well as serving as Branch senior officer in dealing with CCS concerning assignment and appropriate cover for personnel under nonofficial cover.

RATING LETTER

S

**SPECIFIC DUTY NO. 4** In charge of our Branch data bank on availability of NOC personnel and applicants by nationality, language skills, professional skills and specialities, foreign area experience, etc.

RATING LETTER

O

## SPECIFIC DUTY NO. 5

## SPECIFIC DUTY NO. 6

RATING LETTER

## OVERALL PERFORMANCE IN CURRENT POSITION

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

RATING LETTER

S

A  
78

## CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME KENT, William M.	DATE 13 July 1951	
NATURE OF ACTION Appointment	EFFECTIVE DATE 27 December 51	
TITLE GRADE AND SALARY OFFICE DIVISION BRANCH OFFICIAL STATION	FROM	TO <i>(Signature)</i>
		Administrative Clerk, GS-5
		GS-5, \$3100.00 per annum
		OSO
		FDT
		DNC
Quayacuyl, Ecuador		
CLASSIFICATION <i>Mophlype</i>	APPROVAL FOR ASSISTANT DIRECTOR <i>for 25</i>	EXECUTIVE
CLASSIFICATION <i>TS-3-3Y</i>	PERSONNEL OFFICER <i>Thomas M. Fisher P J Goodhart</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON 2 January 52		
SECURITY CLEARED ON 6 December 51		
OVERSEAS AGREEMENT SIGNED 2 January 52		
ENTERED ON DUTY 27 December 51		
<p style="text-align: right;"><i>Robert J. Hayes</i> SIGNATURE OF AUTHENTICATION OFFICER</p> <p style="text-align: center;">C-10994-168/ 301</p> <p style="text-align: right;"><i>gw</i></p>		
<p style="text-align: left;"><i>H. L. Graham</i></p> <p style="text-align: right;">CHIEF, FDT</p> <p style="text-align: right;">CONFIDENTIAL FUNDS BRANCH</p>		

FORM NO. 37-1  
NOV 1949

GPO 63-500339

SECRET

William M. KENT		DATE 10 January 1952
NATURE OF ACTION <b>Transfer</b>		EFFECTIVE DATE 3 February 1952
TITLE  GRADE AND SALARY  OFFICE  DIVISION  BRANCH  OFFICIAL STATION	FROM	TO
	Admin. Clerk, GS-5 GS-5 \$3410.00 per annum (old)	Admin. Clerk, GS-5 GS-5 \$3410.00 per annum
	OSO	-
	FDT	WH
	NMC	Branch I
	<b>Quayaguil, Ecuador</b>	<b>Maracaibo, Venezuela</b> 3530
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR <i>Frank L. Graves</i> PERSONNEL OFFICER	EXECUTIVE
CLASSIFICATION <i>Thomas M. Foulk</i> 3530	<i>J. Mulcahey</i>	3530
POST CONFIDENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SHARED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER) <i>John E. Foulk</i>		
REMARKS: Slot No. 3		
ACW# <i>John E. Foulk</i> 301 10 January 1952		
REF ID: A614228-1		

FORM NO. 37-1  
REV 1949

SECRET

GPO : 1610-60208-1

(2)

401  
COPY TO FAIRBULL  
CONFIDENTIAL FUNDS BRANCH

William M. KENT		DATE 30 April 1952
NATURE OF ACTION Reassignment*		EFFECTIVE DATE 11 May 1952
TITLE  GRADE AND SALARY  OFFICE  DIVISION  BRANCH  OFFICIAL STATION	FROM Admin. Clerk, GS-5	TO Intell. Asst, GS-5
	GS-5, \$3410.00 per annum	GS-5, \$3410.00 per annum
	[REDACTED]	
	[REDACTED] WH	WH
	Branch I	Branch I
	Maracaibo, Venezuela	Curacao, N.W.I. 3535
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR  F. L. Greaves PERSONNEL OFFICER	EXECUTIVE
CLASSIFICATION F-600 Thomas M. Kent J. Woodburn		
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input type="checkbox"/> YES <input type="checkbox"/> NO		
OATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS: Slot #3 - THIS REASSIGNMENT [REDACTED] FOR CONVENIENCE ONLY 303		
 		
FORM NO. 37-1 NOV 1949  SECRET		
GPO 16-63206-1 (2)		

NAME <b>Appointee - Staff Agent</b>		DATE 7 May 1952
NATURE OF APPOINTMENT <i>Agent, Williams + 40.</i>		EFFECTIVE DATE 10 JUNE 1952
		UPON ARRIVAL AT STATION <i>Assist</i>
TITLE  GRADE AND SALARY  OFFICE  DIVISION  BRANCH  OFFICIAL STATION	FROM	
	Intell. Officer, GS-6	
	GS-6, \$3795.00 per annum	
	WH	
	III <i>(#3532-001)</i> Fort Amador, C.Z. (Project <i>Argentina</i> )	
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR <i>Co-deg</i>	EXECUTIVE
QUALIFICATION <i>T 599</i>	PERSONNEL OFFICER <i>J. Goodhart</i>	
POSS DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHORIZING OFFICER)		
REMARKS:  <i>Cover - military</i>	30/	
C/NR _____ DATE _____		

FORM NO. 37-1  
NOV 1949

SECRET

500 18-43206-1

(2)

## CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME <b>Appointee - Staff Agent</b> Renee, William W.		DATE May 1952
		EFFECTIVE DATE 10 June 1952 Upon arrival at station
TITLE	FROM	asst
GRADE AND SALARY		Intell. Officer, GS-6
OFFICE		GS-6, \$3795.00 per annum
DIVISION		WB
BRANCH		III
OFFICIAL STATION		(#3532-001) Fort Amador, C.Z. (Project Operation)
APPROVAL		
QUALIFICATIONS	FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	F 599 <i>Goodhart</i>	PERIODICAL OFFICER
<i>Inf</i>	<i>G Goodhart</i>	
PORT DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		
YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>		
DATH OF OFFICE AND NO STRIKE APPENDIX EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
(SIGNATURE OF AUTHENTICATING OFFICER)		
REMARKS: <b>Cover - military</b> 30/		
C/MIS		DATE

FORM NO. 37-1  
NOV 1949

SECRET

GPO 16-11206-1

(2)

## REQUEST FOR PERSONNEL ACTION

UNVOUCHERED

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., Mrs., Dr., Capt., Lt., etc.)		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST	
		9 May 1929	-	4 Nov. 52	
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:			
Staff Agent, Appointment (Correction)*		10 June 1952			
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:			
		10 June 1952			
FROM—		TO—			
		8. POSITION TITLE AND NUMBER Intelligence Officer, OS-6 #3746-40 OS-6, \$39975.00 p.a.			
		9. SERVICE GRADE AND SALARY WH III			
		10. ORGANIZATIONAL INFORMATION Panama City, Panama (#3531-001)			
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL			
11. REMARKS (Give reasons if necessary) <b>Project - HYPOXIDE</b> <b>Cover - Military</b>		12. REMARKS APPROVED BY Signature: <i>Davis B. Powell</i> Title: <i>F1/PO.</i>			
13. FOR ADDITIONAL INFORMATION CALL (Name and telephone number) <i>0400</i>		14. POSITION CLASSIFICATION ACTION			
14. VETERAN PREFERENCE <i>X. G. Tandy, 24-167</i>		NEW	VICE	L.A.	REAL
15. SEX RACE M      16. APPROPRIATION FROM: <i>100-000</i> TO:		17. SUBJECT TO C. S. RETIREMENT ACT (1939-40)		18. DATE OF APPOINTMENT AFFIDAVITS (Accompany GRV) 19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
20. STANDARD FORM NUMBER		21. SECURITY INFORMATION <i>SECRET</i> <i>SECURITY</i> <i>M.L. Shae 10/52</i>			
22. CLEARANCES		INITIAL OR IMMATURE	DATE	REMARKS	
A.					
B. CIVL. OR POS. CONTROL					
C. CLASSIFICATION		<i>2000</i>			
D. PLACEMENT OR EMPL.					
E.					
F. APPROVED BY					

DA-1030-1

~~CONFIDENTIAL~~

28 JUN 1978

MEMORANDUM FOR: Director of Personnel

FROM : Kenneth Corbat  
Chief, Retirement Affairs Division

SUBJECT : Recommendation for Involuntary Retirement -  
Mr. William M. Kent

1. This memorandum submits a recommendation for your approval in paragraph 3.
  2. The employee named above has been proposed by the Career Service concerned for involuntary retirement under the provisions of Headquarters Regulation 20-50j. This employee has been declared excess to the manpower requirements of his Directorate.

Grade: GS-15 Position: Operations Officer  
Career Service : Operations  
Office/Division : Office of External Development  
Date Proposed for Retirement: 30 June 1978  
Age at that Date : 49  
Years of Creditable Service : 27  
Years of Agency Service : 26  
Years of Qualifying Service : 5

3. The Career Service and the CIA Retirement Board recommended that this proposal be approved.

*(s) Kenneth Corbett*

The recommendation contained in paragraph 3 is approved:

Director of Personnel

Date

**Distribution:**

- 0 - Return to ROB
- 1 - Applicant
- 1 - OPF
- 1 - ROB Soft File
- 1 - ROB Reader

**CONFIDENTIAL**

E... IMPDET CL BY 009676

OP/RAD/ROB/STLawson:cs/3777 (26 June 19 1)

3589A

23 AUG 1978

Dear Mr. Kent:

As you bring to a close your active career of service with the Central Intelligence Agency, I want to express appreciation for the many contributions you made to our Government and to the Agency.

Your service both domestically and in Latin America was characterized by a high degree of professionalism. The consistently fine performance which you exhibited during your career of over 26 years set an example for your associates.

I note that you received a number of Letters of Commendation and that twice you were awarded a Quality Step Increase in recognition of your sustained superior performance. Your record of accomplishment should be a lasting source of pride and satisfaction to you.

I want to join your many friends and colleagues in wishing you every success and enjoyment in the years ahead.

Yours sincerely,

STANSFIELD TURNER

Mr. William M. Kent  
836 Van Buren Street  
Herndon, Virginia 22070

Distribution:  
0-Addressee      Originator: *Q.S.L.C.*  
1-OFF              Director of Personnel  
OP/RAD/ROB/SELawson:mn(14 August 1978)

23 AUG 1978

SECRET

19 JUN 1978

REQUEST FOR PERSONNEL ACTION								DATE PREPARED									
1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) Kent, William			3. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 30 78						5. CATEGORY OF EMPLOYMENT REGULAR							
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) CIARDS AND Cancellation of NSCA				7. PAY AND NSCA 8020-0008 0000						8. LEGAL AUTHORITY (Completed by Office of Personnel) Publ Law 86-603 Section 235(a)							
6. FUNDS V TO V CP TO V				9. ORGANIZATIONAL DESIGNATIONS DDO/Office of Deputy Director for Operations Asst Dep Dir-Operations/Development Non-Official Cover Staff Referral Branch						10. LOCATION OF OFFICIAL STATION Wash., D.C.							
11. POSITION TITLE Op [REDACTED] Officer, Ch (IS)				12. POSITION NUMBER FS63						13. CAREER SERVICE DESIGNATION DYB							
14. CLASSIFICATION SCHEDULE (GS, LS, PS.) GS				15. OCCUPATIONAL SERIES 0136.01						16. GRADE AND STEP 15 5		17. SALARY OR RATE \$ 40,995					
18. REMARKS L.W.D. 30 June 78																	
CONCUR: <i>Karen Wylee</i> 6/21/78 <i>George Mact CMS/MSB</i> Date																	
cc - Payroll Co-ordinated Welfare Ramonate/RD/B 6/27/78																	
18A. SIGNATURE OF REQUESTING OFFICER John J. Walton				6. DATE SIGNED 20 June 78		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Robert E. C. Brown				DATE SIGNED 06/23/78							
C/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL CM-15																	
19. ACTION CODE 45 10		20. EMPLOYEE CODE CODE		21. OFFICE CODING NUMERIC ALPHABETIC		22. STATION CODE CODE		23. INTEGRITY CODE CODE		24. HOURS CODE CODE		25. DATE OF BIRTH MO. DA. YR. 05 09 29		26. DATE OF GRADE MO. DA. YR.		27. DATE OF LEI MO. DA. YR.	
20. RTE EXPIRES MO. DA. YR.		22. SPECIAL REFERENCE CODE		23. RETIREMENT DATA CODE		24. SEPARATION DATA CODE		25. CORRECTION CANCELLATION DATA TYPE		26. FEE/HEALTH INSURANCE CODE		27. SECURITY REQ. NO. CODE		28. SEX REQ. NO.			
25. VET PREFERENCE CODE		26. SERV COMP DATZ MO. DA. YR.		27. LONG COMP DATE MO. DA. YR.		28. CAREER CATEGORY CODE		29. FORM EXECUTED 1-YES 2-NO		30. NO. TAX EXEMPTIONS CODE		31. FORM EXECUTED 1-YES 2-NO		32. HEALTH INS. CODE CODE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE		42. LEAVE CAT CODE		43. FEDERAL TAX DATA CODE		44. STATE TAX DATA CODE											
45. POSITION CONTROL CERTIFICATION 28 JUN 1978 6-22-78 PRO												46. O.P. APPROVAL <i>Karen Wylee</i>		DATE APPROVED 6/28/78			
FORM 1152 USE PREVIOUS EDITION 8-72												E-2, IMPDET CL. BY: 007622					

SECRET

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - Kent, William M. effective 30 June 1978

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 under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject voluntarily opted for involuntary retirement under CIARDS to qualify for an immediate retirement annuity.
2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

*Kenneth Corbat*  
Kenneth Corbat  
Chief  
Retirement Affairs Division

STANDARD FORM 44

January 1972

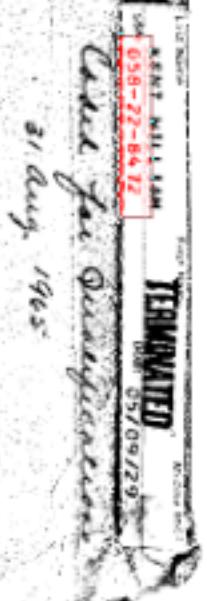
PREPARED BY U.S. CIVIL SERVICE COMMISSION  
Federal Personnel Manual Ch. 289  
SF-104

**SECRET**

# Official Personnel Folder

**SECRET**

Received 15 Aug 1966 71 days used (1)  
24 Jan used  
68 Apr used (1) 78 days used



SECRET

(When Filled In)

C. Money

REQUEST FOR PERSONNEL ACTION						DATE PREPARED
1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) Kent William					18 May 76
3. NATURE OF PERSONNEL ACTION Promotion → Change of Functional Category						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76
5. PUNDS	XX	V TO Y	V TO CF	7. PAY AND INC.		6. CATEGORY OF EMPLOYMENT Regular
				6221-0117	0002	8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDO/PS Career Management Group Non Official Cover Branch						10. LOCATION OF OFFICIAL STATION Wash., D.C.
11. POSITION TITLE OPS Officer D CH (15)						12. POSITION NUMBER FS 63
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS						15. OCCUPATIONAL SERIES 0136.01
16. GRADE AND STEP 15 4						17. SALARY OR RATE \$ 34, 441
18. REMARKS DQS to DQB						
<i>Hank Barthold by phone</i> <i>LP Personnel</i>						
18A. SIGNATURE OF REQUESTING OFFICER JL Olmstead, C/CMG/MSB			DATE SIGNED 18 May 76	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breitweiser, C/CM 14		
18C. DATE SIGNED 5/18/76						
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19. ACTION CODE 22	20. EMPLOY. CODE 10	21. OFFICE CODING 37325 PS	22. STATION CODE 25013	23. INTEGEE CODE 1	24. MOLES CODE 1	25. DATE OF BIRTH 05 09 29
26. MTE EXPRES MO. DA. YR.	29. SPECIAL REFERENCE 1-C 2-GEN 3-REG 4-GEN	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE TYPE	32. CORRECTION/CANCELLATION DATA MO. DA. YR.	26. DATE OF GRADE MO. DA. YR. 05 23 76	27. DATE OF LEI MO. DA. YR. 05 23 76
					EOD DATA	33. SECURITY REQ. NO 34. SD
35. VET PREFERENCE CODE 0-HOME 1-5 PT 2-10 PT	36. SEPV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CAT. REG PROV TEMP	39. FEES/HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-REG/OPT 3-INELIGIBLE	40. SOCIAL SECURITY NO	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 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 1-165 2-180	43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO			
45. POSITION CONTROL CERTIFICATION 15-19-76 DPM	46. O.P. APPROVAL 21 MAY 1976	47. DATE APPROVED Robert H. Jones 05/21/76				

**SECRET**

- 2 -

Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.

2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.

3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

*R.S. Sampson*  
Richard S. Sampson  
Chief  
Latin America Division

**SECRET**

**SECRET**

4 MAR 1976

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to  
Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.

b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

E2, IMPDET  
CL BY 018952

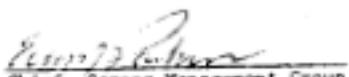
**SECRET**

6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.

  
Harris Greene

Chief  
Nonofficial Cover Branch

CONCUR:

  
E. J. J. P.  
Chief, Career Management Group

  
Date

3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.

4. Kent's recent fitness reports will indicate his outstanding qualities. They include an enormous and enthusiastic capacity for work, a fine and precise writing ability, a genuinely rare imagination and a willingness to move far beyond the daily work requirements to get his job done, or to increase the value of his assigned task. This officer is constantly on the move to devise new and effective means of enhancing the nonofficial cover program. He has proven a patient and sympathetic guidance counsellor for numbers of officers either in the NOC program or those interested in it. It is to his credit primarily that we have created the referrals system which not only coordinates the reassignment of NOC personnel across division lines to appropriate new areas and opportunities, but also serves as a central clearing house for personalities who indicate interest in working for CIA in an non-staff capacity.

5. Kent's primary area of operational experience has been Latin America, including years of NOC officer status. A look at his file reveals over a half dozen commendations for unusual service and initiative. Linguistically he speaks native Spanish, very good Italian and some French. He has a supervisory ability far above the average, and has a highly developed diplomatic skill in his pursuit of new operational and staff goals which has stood him well on countless occasions. He is a harmonious and cooperative work colleague. Clearly he is a most unusual operations officer who has mastered staff skills and abilities to the point where he is capable of taking on a wide spectrum of future field or headquarters assignments.

23 December 1975

MEMORANDUM FOR: Chief, Career Management Group  
VIA : Chief, Latin America Division  
SUBJECT : Mr. William M. Kent, Recommendation for Promotion

1. Mr. Kent has been on a rotational assignment to the Nonofficial Cover Branch from Latin America Division since August 1974. From the outset, he has displayed a most impressive ability to switch gears from his natural operational initiatives and to focus that initiative into his staff officer role. His rapid absorption of management and personnel principles and problems, with especial emphasis on the non-official cover program of the Directorate, has been remarkable even in an officer with his experience.

2. Specifically, Kent's innovative and imaginative drive has, in a relatively short period of time, enabled the Branch to create a NOC referrals section headed by him, in which he has become a principal PDO coordinator for hundreds of leads involving job applicants which are derived from letters written to the Agency, from our field recruiters, from the CT program, our management skills bank, and other sources. He has created, in his development of this referrals system, a language and job skills record of available applicants who do not fit any specific Agency criterion such as the Career Trainee program. Under his guidance, referrals files are prepared on specific applicants and are forwarded to all DDO components which he knows would be interested in the specific candidate. He handles all replies and indications of interest, and arranges that candidates of interest are cleared, contacted, interviewed, and assessed. Often he handles the contacting, interviewing and assessment himself. In its first full year of operation, his referrals system has assisted in placing impressive candidates in a variety of DDO field assignments.

2 007327

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 24 AUGUST 1977				
1 SERIAL NUMBER 059198	2. NAME (Last-First-Middle) KENT, WILLIAM							
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 28 77	5. CATEGORY OF EMPLOYMENT REGULAR				
6. RUMS	V TO V	V TO OF	7. PAY AND NSCA 7020 0008 0003					
	OF TO V	OF TO OF	8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATION DESIGNATIONS DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS ASST DEP DIR-OPERATIONS/DEVELOPMENT NON OFFICIAL COVER STAFF REFERRAL BRANCH			10. LOCATION OF OFFICIAL STATION WASH., D.C.					
11. POSITION TITLE OPERATIONS OFFICER CH 009			12. POSITION NUMBER (15) FS63	13. CAREER SERVICE DESIGNATION DYB				
14. CLASSIFICATION SCHEDULE (GS, LS, ES, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 15 4	17. SALARY OR RATE 37,167				
18. REMARKS FROM CMS								
CONCUR: <i>Karen Wylee</i> CMS/MSB			18-25-77 Date					
18A. SIGNATURE OF REQUESTING OFFICER <i>Theadora H. Brummitt</i>		DATE SIGNED 24 Aug 77	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>J. Bush</i> CM/PF		DATE SIGNED 8/29/77			
AC/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CM-15								
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE (ODIN) NUMERIC ALPHAMERIC 30125 0000 75013	22. STATION CODE CODE	23. INTEGEE CODE CODE	24. HODITE CODE	25. DATE OF BIRTH MO DA YR 1 05 09 29	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. SITE EXPRES MO DA YR	29. SPECIAL REFERENCE 1-CRC 2-OPEN 3-FICA 4-RULE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE TYPE	32. CORRECTION CANCELLATION DATA TYPE	33. SECURITY REQ. NO. EOD DATA	34. SEC REQ. NO.		
35. YET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAP/BSN PROV/TEMP	39. FEGL/HEALTH INSURANCE CODE 1-REG 2-REG/OPT 3-INELIGIBLE	40. SOCIAL SECURITY NO HEALTH INS. CODE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-ONE TERM SERVICE 2-BREAK IN SERVICE LESS THAN 2 YEARS 3-BREAK IN SERVICE MORE THAN 2 YEARS	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION 90 FORM 1152 D. Brum 8-29-77	46. O.P. APPROVAL From CMS Anne Marshall	DATE APPROVED 30 Aug 77		
FORM 1152 USE PREVIOUS EDITION			SECRET			E2. IMPDET CL. BY: 007622 (4)		

PERSONNEL AND TRAINING: Responsible for the screening of personnel for assignment to desk, branch or staff; organized special Headquarters operational programs requiring the selection of personnel, the formulation and execution of training seminars, and direction of field administration; managed personnel matters and devised and instituted new systems and programs for spotting, selecting, recruiting, training and assigning personnel; provided career development guidance and counseling to Agency personnel. On occasion, was called on to lecture to training classes. During off-duty hours, gave classes in Spanish and Italian.

RESEARCH AND ANALYSIS: In all phases of career, have conducted intelligence, political and economic research and analysis in support of operational activities.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management (MEO, EEO, etc.), economics, security, and other topics related to the intelligence craft.

TRAVEL AND FOREIGN LANGUAGES: Periods of residence and travel in Europe (as a child), Japan, and Latin America. Extensive travel in the United States. Fluent in Spanish and Italian, slight capability in German and French.

PERSONAL:

Community Service:

- Active in Little League, Cub Scouts, Boy Scouts
- Officer and President of PTA
- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- Founder, later President, Vice-president of town-wide citizens association
- Served on number of civic and mayoral committees

Interests:

- Gardening, golf, tennis, swimming, bicycling, etc.

Other:

Age: 48      Married, 3 children (ages 22, 23, 24)

RESUME

William M. Kent  
535 Van Buren Street  
Washington, Virginia 22050

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

OPERATIONS: Selected, assessed, recruited and trained operational assets in the field for intelligence collection purposes. Initiated and developed productive liaison and social connections with foreign political, military and business personalities, in almost all cases using foreign languages. Sent on special assignments to conduct on-the-spot field investigations, collected material evidence and corroborated suspicions. Organized, instituted and supervised individual, regional and world-wide propaganda and political action programs in response to high level directives and in consonance with U.S. policy objectives. Much of this work required a thorough knowledge and understanding of the psychology, culture, aspirations and motivation of foreign individuals and peoples in order to influence them, through verbal as well as written means, from one point of view or ideological preference, to another. Essential to the work were imagination, innovation and drive, as well as a complete understanding of a given subject, a knowledge of journalism and other media, and well-developed writing and verbal skills. Assignments required a willingness and ability to assume effectively and convincingly, a variety of roles; have served as a graduate student, an author, an American diplomat serving in an Embassy abroad, as the head of a voluntary organization, as a businessman, etc.

MANAGEMENT: In Washington headquarters and in the field, served in numerous middle level and senior management positions; have had responsibility for a 26-person operational branch; as a desk chief for overseas stations; as the responsible officer for major political action and propaganda operations; as recruiter and manager of human sources of intelligence; as liaison officer to high level exile and indigenous personalities; as a staff section chief, staff deputy chief, and staff acting chief; and as the deputy of a special assistant to a very senior Agency officer. Responsible for evaluating the work of subordinate personnel and for support and assistance to promotion panels. Planned, disbursed and accounted for operational budgets of up to several millions of dollars.

NO SECURITY OBJECTIONS

*[Signature]*  
CSEAQ  
28am18

RESUME

William N. Kent  
836 Van Buren Street  
Herndon, Virginia  
Telephone: Home - (703) 437-3162  
Office - (703) 351-4104

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador (1950-1951). Twenty-six years (1952-1978) of experience as an officer with the Central Intelligence Agency, covering a variety of operational and staff assignments, domestic and foreign, ranging from intelligence collection, to propaganda and political action, to administration, personnel recruitment and training, and career management. Hold active Top Secret clearance.

EDUCATION: USAFI, Latin American Institute (New York), Mexico City College (Mexico). Emphasis on international affairs, international trade, journalism, public relations and advertising, languages. Numerous CIA-sponsored courses and seminars on varying aspects of management, security, economics, EEO, and other topics related to the intelligence craft.

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- Served on number of civic and mayoral committees

Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

Other:

Age: 48      Married, 3 children (ages 22, 23, 24)

NO SECURITY OBJECTIONS

X2  
USGAD  
6/21/78

SECRET

(When Filled In)

*C. Money*

REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) Kent William							18 May 76	
3. NATURE OF PERSONNEL ACTION Promotion → Change of Functional Category								4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76	
5. PUNDS	XX	V TO Y	V TO CF	7. PAY AND INC.			8. LEGAL AUTHORITY (Completed by Office of Personnel) 6221-0117 0002		
9. ORGANIZATIONAL DESIGNATIONS DDO/PS Career Management Group Non Official Cover Branch								10. LOCATION OF OFFICIAL STATION Wash., D.C.	
11. POSITION TITLE OPS Officer D CH (15)				12. POSITION NUMBER FS 63		13. CAREER SERVICE DESIGNATION DQB			
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 15 4		17. SALARY OR RATE \$ 34, 441			
18. REMARKS DQS to DQB  <i>Hank Barthold by phone</i> <i>L.P. Personnel</i>									
18A. SIGNATURE OF REQUESTING OFFICER JL Olmstead, C/CMG/MSB				DATE SIGNED 18 May 76		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breitweiser, C/CM 14			DATE SIGNED 5/18/76
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE 22	20. EMPLOY. CODE 10	21. OFFICE CODING 37325 PS	22. STATION CODE 25013	23. INTEGEE CODE 1	24. MOOTS CODE 1	25. DATE OF BIRTH 05 09 29	26. DATE OF GRADE 05 23 76	27. DATE OF LEI 05 23 76	
20. INTE EXPIRS MO. DA. YR.	29. SPECIAL REFERENCE 1-C 2-GEN 3-REG 4-GEN	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE TYPE	32. CORRECTION/CANCELLATION DATA MO. DA. YR.	EOD DATA			33. SECURITY REQ. NO 34. SD	
35. VET PREFERENCE CODE 0-HOME 1-5 PT 2-10 PT	36. SEPV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CAT. REG PROV TEMP	39. FEES/HEALTH INSURANCE CODE 0-WAIVER 1-REG 2-REG/OPT 3-INELIGIBLE	40. SOCIAL SECURITY NO				
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 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 1-165 2-180	43. FEDERAL TAX DATA FORM EXECUTED CODE 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED CODE 1-YES 2-NO						
45. POSITION CONTROL CERTIFICATION 15-19-76 DPM	46. O.P. APPROVAL 21 MAY 1976	47. DATE APPROVED <i>Robert H. Jones</i>	48. DATE APPROVED 05/21/76						

**SECRET**

- 2 -

Mr. Kent has also served as the field representative for a Latin America Division funding and cover mechanism. Mr. Kent's past service in a nonofficial cover status has well qualified him for his present Headquarters assignment at a time when nonofficial cover is taking on even greater significance in Agency operational planning.

c. Personal characteristics and qualifications. In fulfilling his various responsibilities, Mr. Kent has demonstrated that he is imaginative, perceptive, energetic, and a person of sound, independent judgment. He is extremely versatile and has a first-rate mind. Invariably, when a crisis situation arose and talent had to be mobilized within the Division, Mr. Kent was one of the first officers whose name came to mind. He writes quickly and with a polished style. During the past year, he was called upon on two occasions to draft papers concerning Agency involvement in Chile which were used by the Director and the Deputy Director for Operations in their presentations before the Senate Select Committee. Mr. Kent speaks and writes fluent Spanish in addition to speaking very good Italian and some French.

2. Mr. Kent meets all of the general and specific criteria for promotion within his category. He has a total of 24 years of Agency service, of which 23 years have been involved with operations. He has served overseas tours in Panama City and Caracas in addition to his domestic assignments in New Orleans, Miami, and Washington, D.C. He has successfully developed and managed new programs in the Covert Action and the Nonofficial Cover fields in which he is presently engaged. Mr. Kent is a man of enormous energy who is eager to take on challenging assignments. He has yet to reach his peak within the Agency. Mr. Kent has demonstrated that he is an effective supervisor, having served as Desk Chief, Acting Branch Chief, and Section Chief.

3. Mr. Kent is entering into competition for promotion carrying the strong recommendation of this Division as well as that of CMG/NOC. His rotational tour with the Nonofficial Cover Branch will end in July 1977. Because of family medical reasons, Mr. Kent is presently subject to a medical hold. Upon completion of his tour with CMG/NOC, he will return to the Latin America Division with a projected assignment in a senior staff position.

*R.S. Sampson*  
Richard S. Sampson  
Chief  
Latin America Division

**SECRET**

**SECRET**

4 MAR 1975

MEMORANDUM FOR: Chairman, GS-14 Evaluation Board

SUBJECT : Recommendation for Promotion to  
Grade GS-15, William M. Kent

1. This memorandum recommends the promotion of Mr. William M. Kent from GS-14 to GS-15. Mr. Kent is a 46-year old Operations Specialist who has been in grade since December 1968.

a. Performance in current grade. During the seven years that Mr. Kent has been in grade, he has served as a case officer assigned to the Washington Base of the Foreign Resources Division and, in the Latin America Division, as Chief of the Peruvian Desk, Chief of Covert Action activities for the Chile Branch, and Deputy Special Assistant in the Economic Intelligence Collection and Operations Staff. Since August 1974, Mr. Kent has been serving on a rotational tour with the Nonofficial Cover Branch of the Career Management Group (CMG/NOC). Mr. Kent has occupied a series of increasingly important positions since his assignment to Headquarters in 1970. During his tenure in the Chile Branch he was personally responsible for developing two important programs -- one in the political action field and the other in the propaganda field -- which were designed to influence foreign attitudes towards the Allende regime in Chile. These programs were highly successful. He received overall Outstanding ratings in his Fitness Reports for the period 1972-73 and for his work with CMG/NOC in 1975. Mr. Kent received a Quality Step Increase in 1974.

b. Potential. Throughout his Agency career Mr. Kent has demonstrated that he can assume broader and increased responsibilities and perform effectively in challenging situations. His special strengths lie in the Covert Action and Nonofficial Cover fields. He has distinguished himself in his ability to apply imaginative solutions to operational problems involving Covert Action. In particular, he is noted for his work in exploiting the discovery of the Cuban arms cache in Venezuela in 1963, and to support U.S. actions during the January 1964 riots in Panama and the April 1964 revolt in the Dominican Republic.

U2, IMPDET  
CL BY 018952

**SECRET**

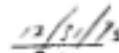
6. Kent has been in his present grade for the past seven years. He has clearly earned, and I strongly recommend that he be considered for, promotion to GS-15.



Chief  
Nonofficial Cover Branch

CONCUR:

  
\_\_\_\_\_  
Chief, Career Management Group

  
\_\_\_\_\_  
Date

3. The above has been accomplished in addition to Kent's initially assigned responsibilities for close support of the NOC programs of two very active divisions, Latin America and Africa. This task calls for experienced and tactful direct cooperation with the NOC referents and senior operations officers in the divisions concerned. Ordinarily, such area division NOC responsibility would be a full-time job for an officer of this Branch. Kent handles this assignment, as well as his development of the referrals program, with dispatch and poise.

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23 December 1975

MEMORANDUM FOR: Chief, Career Management Group  
VIA : Chief, Latin America Division  
SUBJECT : Mr. William M. Kent, Recommendation for Promotion

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2 007327

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED				
				24 AUGUST 1977				
1. SERIAL NUMBER	2. NAME (Last-First-Middle) 059198 KENT, WILLIAM							
3. NATURE OF PERSONNEL ACTION REASSIGNMENT			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 28 77	5. CATEGORY OF EMPLOYMENT REGULAR				
6. RUMS	V TO V	V TO OF	7. PAY AND NSCA 7020 0008 0003					
	OF TO V	OF TO OF	8. LEGAL AUTHORITY (Completed by Office of Personnel)					
9. ORGANIZATION DESIGNATIONS DDO/OFFICE OF DEPUTY DIRECTOR FOR OPERATIONS ASST DEP DIR-OPERATIONS/DEVELOPMENT NON OFFICIAL COVER STAFF REFERRAL BRANCH			10. LOCATION OF OFFICIAL STATION WASH., D.C.					
11. POSITION TITLE OPERATIONS OFFICER CH 009			12. POSITION NUMBER (15) FS63	13. CAREER SERVICE DESIGNATION DYB				
14. CLASSIFICATION SCHEDULE (GS, LS, ES, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 15 4	17. SALARY OR RATE 37,167				
18. REMARKS FROM CMS								
CONCUR: <i>Karen Wylee</i> CMS/MSB			18-25-77 Date					
18A. SIGNATURE OF REQUESTING OFFICER <i>Theadora H. Brummitt</i>			DATE SIGNED 24 Aug 77	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>J. Bush</i> CM/PF DATE SIGNED 8/29/77				
AC/PCS/CSS/Pers SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CM-15								
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE (ODIN) NUMERIC ALPHAMERIC	22. STATION CODE	23. INTEGEE CODE	24. HODITE CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
37	10	30125 0000 75013			1 05 09 29			
28. SITE EXPRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE	MO DA YR	EOD DATA	33. SECURITY REQ. NO.	34. SER
MO DA YR								
35. VET PREFERENCE CODE	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CODE	39. FEGL HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO			
0-BORN 1-1 PT. 2-10 PT.								
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION D. Brum 8-29-77	46. O.P. APPROVAL From: CMS Anne Marshall	DATE APPROVED 30 Aug 77		
FORM 1152 USE PREVIOUS EDITION						E2. IMPDET CL. BY: 007622 (4)		
SECRET								

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- Gardening
- Gardening, etc.

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Age: 48      Married, 3 children (ages 22, 23, 24)

RESUME

William M. Kent  
135 Van Buren Street  
Washington, Virginia 22070

SUMMARY OF BACKGROUND: U.S. Army (1946-1948). Department store manager-trainee, El Salvador, Central America (1950-1951). Twenty-six years as an intelligence officer with the Central Intelligence Agency, covering progressively higher-level assignments in Latin America, Washington, D.C. and other domestic locations. Varied experience in both operational and staff assignments in areas of management, personnel recruitment and training, intelligence collection, liaison, propaganda and political action, field investigations.

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NO SECURITY OBJECTIONS

RJM  
CSEA/B  
28 Apr 78

RESUME

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Telephone: Home - (703) 437-3162  
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- Active in Little League, Cub Scouts, Boy Scouts
- Officer and President of PTA
- Fourteen years in Rotary International, variously as member of the Board of Directors, Committee Chairman, Vice President and President
- Founder, later President, Vice-president of town-wide citizens association
- Served on number of civic and mayoral committees

Interests:

International affairs, writing, fishing and outdoors, gardening, etc.

Other:

Age: 48      Married, 3 children (ages 22, 23, 24)

NO SECURITY OBJECTIONS

X2  
CIA AD  
6 April 1978

SECRET

(44 has Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED				
1. SERIAL NUMBER	NAME (Last-First-Middle)			15 April 1970				
059198	KENT, WILLIAM							
3. NATURE OF PERSONNEL ACTION to voucherred funds - TRANSFER [REDACTED]				4. EFFECTIVE DATE REQUESTED				
				MONTH	DAY	YEAR		
				04	19	70		
6. FUNDS				7. FINANCIAL ANALYSIS NO. CHARGEABLE		5. CATEGORY OF EMPLOYMENT		
X CF TO V				CF TO CF		REGULAR		
8. LEGAL AUTHORITY (Completed by Office of Personnel)				9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION		
DDP/WH BRANCH 3 PERU SECTION				WASHINGTON, D.C.				
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER (44)	13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LS, RS)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE				
GS		0136.01	14 4	\$ 20,385.21608				
18. REMARKS								
19A. SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERS			DATE SIGNED 15 Apr 70	19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER			DATE SIGNED 4-16	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. EMPLOYEE CODE	21. OFFICE CODING NUMERIC	22. STATION CODE	23. INTEGEE CODE	24. MOVTN CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LES MO DA YR
16 10	31400	LN 5	25013			05 09 29		
28. RETIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CONNECTION CANCELLATION DATA TYPE	33. SECURITY REQ. NO.	34. SEC REQ. NO.		
	1-CSC 2-ORG 3-PICA 5-NONE							
35. RET PREFERENCE	36. SERV COMP DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY	39. FEGLI HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO.			
COD1 0-NO 1-5 PT 2-10 PT	MO. DA	YR.	MO. DA	YR.	MO. DA	YR.	MO. DA	YR.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED CODE	44. STATE TAX DATA FORM EXECUTED CODE					
COD2 0-NO PREVIOUS SERVICE 1-HC BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		1-YES 2-NO	1-NO 2-YE	1-YES 2-NO	1-NO 2-YE	1-NO 2-YE	1-NO 2-YE	1-NO 2-YE
45. POSITION CONTROL CERTIFICATION				46. O.P. APPROVAL	DATE APPROVED			
04/16/70 JLR				James B. Russell 04/16/70				

SECRET

(If Not Filled In)

DATE PREPARED

5 May 1970

## REQUEST FOR PERSONNEL ACTION

1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) KENT, WILLIAM		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 04 19 70		5. CATEGORY OF EMPLOYMENT REGULAR
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS (Correction)			7. FINANCIAL ANALYSIS NO. CHARGEABLE 0235 0620		8. LEGAL AUTHORITY (Completed by Office of Personnel)
6. FUNDS ►	V TO V <input checked="" type="checkbox"/>	V TO CF <input type="checkbox"/>	9. ORGANIZATIONAL DESIGNATIONS DDP/WH BRANCH 3 PERU SECTION 11 POSITION TITLE OPS OFFICER 14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS 15 OCCUPATIONAL SERIES (14) 1391 16 GRADE AND STEP 14 4 17 SALARY OR RATE \$ 21,608 ✓		
10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			12 POSITION NUMBER 13 CAREER SERVICE DESIGNATION D		
18 REMARKS * To correct item 3 from "transfer to voucherized funds" to "reassignment and transfer to voucherized funds." * To drop staff employee special.					
1 - Security 1 - Payroll					
18A SIGNATURE OF REQUESTING OFFICIAL HENRY L. BERTHOLD C/WH/PERS		DATE SIGNED 7 May 70		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER J. Basso S	
DATE SIGNED 4-8					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 38	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 51400	22. STATION CODE ALPHABETIC WHA	23. INTEGEE CODE CODE 75018	24. HQTRS CODE CODE 1
25. DATE OF BIRTH MO DA YR. 16 04 70	26. DATE OF ENCL MO DA YR. 05 09 79	27. DATE OF LEI MO DA YR. 1			
28. NIE EXPIRES MO DA YR. 1 15 77	29. SPECIAL REFERENCE CODE 1-REG 2-FICA 3-NONE	30. RETIREMENT DATA CODE 1-REG 2-FICA 3-NONE	31. SEPARATION DATA CODE CODE 16	32. CORRECTION CANCELLATION DATA TYPE EOD DATA →	33. SECURITY REG. NO. 34. SEX
35. VET. PREFERENCE CODE 1-NO 2-SFT 3-ID PT	36. SERV. COMP. DATE MO DA YR 1 15 77	37. LONG. COMP. DATE MO DA YR 1 15 77	38. CAREER CATEGORY CODE 1-CAR REG 2-TEMP	39. FED. HEALTH INSURANCE CODE 1-WAIVER 2-YES	40. SOCIAL SECURITY NO.
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-NO PREVIOUS SERVICE 2-NO BREAK IN SERVICE 3-BREAK IN SERVICE (LESS THAN 2 YEARS) 4-BREAK IN SERVICE (MORE THAN 2 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO		
45. POSITION CONTROL CERTIFICATION CODE	46. O.P. APPROVAL P SECRET		DATE APPROVED		
05-11-70 JBR James B. Russell 0511-70					

SECRET

(If Not Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)				9 JANUARY 1973	
059198		KENT, WILLIAM ✓					
3. NATURE OF PERSONNEL ACTION CANCELLATION OF N.S.C.A.						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 01 15 78	
6. FUNDS		V TO V C TO V	V TO CF C TO CF	7. PAY AND GRADE 3235 0620 0000		5. CATEGORY OF EMPLOYMENT REGULAR	
9. ORGANIZATIONAL DESIGNATIONS ④ DDP/WH DIVISION BRANCH 6 CA SECTION						10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE OPS OFFICER						12. POSITION NUMBER 1855	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 5		17. SALARY OR RATE \$ 26168 ✓	
18. REMARKS							
18A. SIGNATURE OF REQUESTING OFFICIAL H.L. Benthold, G/WH/Pers			DATE SIGNED 9 Jan 73		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Gregory W. Smith		
DATE SIGNED 10 Jan 73							
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. INTEGRATE CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR	26. DATE OF GRADE MO. DA. YR
37 10	51480	WM	75013			1 05 09 29	1 05 09 29
27. RITE EXPIRES	28. SPECIAL REFERENCE	29. RETIREMENT DATA MO. DA. YR	30. LONG COMP DATE MO. DA. YR	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR	33. SECURITY REQ. NO.	34. SEX
						EOD DATA	
35. VET PREFERENCE CODE	36. SERV. COMP. DATE MO. DA. YR	37. LONG COMP. DATE MO. DA. YR	38. CAREER CATEGORY CAR RESV PROY-TEMP	39. FED. & HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO. HEALTH INS. CODE		
0-HOME 1-3 PT 2-10 PT				0-WAIVER 1-REG 2-EXCPT 3-INELIGIBLE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION DATE APPROVED			
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)				15 JAN 1973			
46. O.P. APPROVAL William Benthold				DATE APPROVED 115-73			
FORM 1152 USE PREVIOUS EDITION 8-72							
15 JAN 1973							
SECRET							
E-2, IMPDET CL. BY: 007622 (4)							

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

DJCS 07/21/73

1. SERIAL NUMBER 2. NAME (LAST-FIRST-MIDDLE)

C59198 KENT WILLIAM

3. NATURE OF PERSONNEL ACTION

REASSIGNMENT

6. FUNDS	X	V TO V	V TO CF
		CF TO V	CF TO CF

9. ORGANIZATIONAL DESIGNATIONS

000/WH DIVISION

4. EFFECTIVE DATE

WD DA TM

5. CATEGORY OF EMPLOYMENT

07 01 73

6A AND 6C

7. CSC OR OTHER LEGAL AUTHORITY

4235 4532 0000

8. LOCATION OF OFFICIAL STATION

WASH., D.C.

11. POSITION TITLE

OPS OFFICER

12. POSITION NUMBER

1855

13. CAREER SERVICE DESIGNATION

D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)

GS

15. OCCUPATIONAL SERIES

0136.01

16. GRADE AND STEP

14

17. SALARY OR RATE

18. REMARKS

SIGNATURE OR OTHER AUTHENTICATION

1008-779-93

**CONFIDENTIAL**

79-6596

1980.6.12.

MEMORANDUM FOR: Mr. William Kent

VIA : Chief, Western Hemisphere Division  
SUBJECT : Personnel Evaluation Panel Service

1. The Chairman of the Nonofficial Cover Board has reported to me on your recent service on the NOC Board Sub-Panel for the FY 1974 Personnel Evaluation of officers at the GS-12 level.

2. I take this means to thank you for this important service and to express my hope that it was as valuable an experience for you as it has been for many of your colleagues in the past. The continuing and unstinting contributions being made by persons such as you are helping the Directorate and the Agency not just in improved personnel evaluation but also in markedly enhancing our use of our most valuable asset.

*William E. Nelson*  
William E. Nelson  
Deputy Director for Operations

**CONFIDENTIAL**

Received on 26.6.77

~~CONFIDENTIAL~~

MEMORANDUM FOR: William M. Kent  
SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson  
Deputy Director for Operations

CL BY 009668  
E2, IMPDET

~~CONFIDENTIAL~~

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION							DATE PREPARED		
1. SERIAL NUMBER		2. NAME (Last—First—Middle)					23 July 1974		
05918 ✓		KENT WILLIAM ✓							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE REQUESTED					5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT		MONTH DAY YEAR 08 04 74					REGULAR		
6. FUNDS		XX	V TO V		V TO CF		7. FINANCIAL ANALYSIS NO CHARGEABLE 5221- 5221-0117-0000		
		C TO V		C TO CF			8. LEGAL AUTHORITY (Completed by Office of Personnel)		
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION							
DDO/PS CAREER MANAGEMENT GROUP NON OFFICIAL COVER BRANCH AREAS SECTION		WASH., D.C.							
11. POSITION TITLE		(14)			12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION			
OPS OFFICER					0053	DOC			
14. CLASSIFICATION SCHEDULE (G.S., E.B., W.E.)		15. OCCUPATIONAL SERIES			16. GRADE AND STEP	17. SALARY OR RATE			
GS		0136.01			14 7	\$ 29,095 ✓			
18. REMARKS									
coord: H. Berthold /telecoord/ WH Pers									
Home Base: WH									
cc: Security									
19. SIGNATURE OF REQUESTING OFFICER J.L. Olmstead, C/CMG/MSB			DATE SIGNED 23 Jul 74		180. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul Breitbach			DATE SIGNED 24 Jul 74	
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. MOHRS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI	
37	10	37325 PS	75613	1	05 09 29	MO. DA. YR.	MO. DA. YR.	MO. DA. YR.	
28. WTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE	33. SECURITY REG. NO.	34. SEX			
MO. DA. YR.		CODE		MO. DA. YR.	EOD DATA	REG. NO.			
35. VET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY	39. FEGLI HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO				
CODE	MO. DA. YR.	MO. DA. YR.	CODE	CODE	CODE	HEALTH INS. CODE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT	43. FEDERAL TAX DATA	44. STATE TAX DATA						
CODE	CODE	FORM EXECUTED CODE	NO. TAX EXEMPTIONS	FORM EXECUTED	CODE	NO. TAX EXEMPT.	CODE	STATE CODE	
0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—YEAR IN SERVICE (LESS THAN 2 YEARS) 3—YEAR IN SERVICE (MORE THAN 2 YEARS)		1—YES 2—NO		1—YES 2—NO					
45. POSITION CONTROL CERTIFICATION 7-24-74 JAR		46. O.P. APPROVAL Anne Mankovich		DATE APPROVED 1 Aug 74					

96.17  
9-2-75  
**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)							18 August 1975	
059198	Kent William								
3. NATURE OF PERSONNEL ACTION								4. EFFECTIVE DATE REQUESTED	
Reassignment--Change in Functional Category								MONTH DAY YEAR 8 27 75	
5. FUNDS	XX	V TO V	Category	V TO CF	6. FAH AND NOFA			7. CATEGORY OF EMPLOYMENT	
		CF TO V		CF TO CF	6221-0117 0000			Regular	
8. ORGANIZATIONAL DESIGNATIONS DDO/AF CARRIER MANAGEMENT GROUP Non Official Cover Branch AREAS Section.								9. LEGAL AUTHORITY (Completed by Office of Personnel)	
								10. LOCATION OF OFFICIAL STATION Wash., D.C.	
11. POSITION TITLE Op. Officer								12. POSITION NUMBER B1. 12	
14. CLASSIFICATION SCHEDULE (GS, LB, NC)				15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE \$ 30,699			
GS				0136.01	14 7				
18. REMARKS DQG to DQS									
I concur in my Functional Career Category being changed from B/OG to B/OS: <u>William M. Kent</u>									
(Concur: <u>Mark Bulthoff (By phone)</u> L A Personnel 8/26/75)									
18A. SIGNATURE OF REQUESTING OFFICIAL JL01 instead, C/CMG/MSB				DATE SIGNED 8/14/75	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul B. Breitweiser, C/CM 14				DATE SIGNED 8/26/75
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. INTEGRITY CODE	24. HOURS	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LE	
37	10	37325 PS	7903		1	05/09/29	✓		
28. RETIREES		29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE	MO DA YR	MO DA YR	MO DA YR	
		1-TSC 2-DGM 3-FILA 4-NONE							
35. VET PREFERENCE		36. SERV COMP DATE CODE	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAP DISK PROF TEMP	39. FED. HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO. CODE	33. SECURITY REQ. NO. CODE		
		0-HOME 1-1 PT 2-10 PT	MO DA YR	CAP DISK PROF TEMP	0-WAIVER 1-REG 2-REG/OPT 3-INELIGIBLE		34. SEX REQ. NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-TIS 2-BD	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION 3 SEP 1975	46. O.P. APPROVAL Signature	DATE APPROVED 09/09/75		
FORM 1152 USE PREVIOUS EDITION 5-72									
SECRET								E2. IMPDET CL. BY: 007622 (4)	

S E C R E T

5 December 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Commendation of Mr. William Kent

During the last five months I have turned to Mr. Kent on two occasions to help the Latin America Division in connection with Senate Select Committee's investigation of covert action in Chile. When confronted with a need to produce a paper on Chile in a short timeframe, I instinctively turned to him. It was not only because he had expertise on Chile, due to service in the Chile Branch, but because he is highly skilled in written presentation. He organizes his material well and presents it in a lucid, highly readable manner. On the first occasion, he helped us prepare a paper that was eventually used by the Director in his presentation before the Senate Select Committee on 14-15 July. On the second occasion his contribution was used by the DDO in his appearance before the Senate Select Committee on 28 October. Both of these papers were excellent and have withstood critical scrutiny.

Aside from Mr. Kent's ability to write I would like to take this occasion to record my overall high esteem for Mr. Kent as a professional and as a person. I have always considered him to be one of our more able and promising officers. His dedication is exemplary; he has spent untold extra hours of his time carrying out his duties. He has good judgment and common sense. Mr. Kent has a very attractive personality and excellent personal presence. From all standpoints he is an excellent officer that deserves to move ahead in the organization. I am convinced he has the ability and potential to do so.

Signed  
Raymond A. Warren

Raymond A. Warren  
Deputy Chief  
Latin America Division

cc: ✓C/CMG/NOC  
C/LA/PEMS

S E C R E T

E2 IMPDET  
CL BY 009560

SECRET  
(When Filled In)

3/16/76

REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)							1 March 1976	
059198	KENT WILLIAM								
3. NATURE OF PERSONNEL ACTION								4. EFFECTIVE DATE REQUESTED	
REASSIGNMENT and Relocation of <u>Christopher</u> <u>NSCA</u>								MONTH DAY YEAR 03 01 76	
5. CATEGORY OF EMPLOYMENT								REGULAR ✓	
6. FUNDS								7. PAY AND NSCA 6221-0117 0002 0000-0000	
8. ORGANIZATIONAL DESIGNATIONS								9. LOCATION OF OFFICIAL STATION	
DDO PLANS STAFF CAREER MANAGEMENT GROUP NON-OFFICIAL COVER BRANCH SP								WASH., D.C.	
10. POSITION TITLE								11. POSITION NUMBER	
OPERATIONS OFFICER D CH (15) ✓								FS63 ✓	
12. CAREER SERVICE DESIGNATION								DQS ✓	
13. CLASSIFICATION SCHEDULE (GS, LS, etc.)								14. OCCUPATIONAL SERIES	
GS ✓								0136.01 ✓	
15. GRADE AND STEP								16. SALARY OR RATE	
17. GS 14 7 ✓								\$ 32,231 ✓	
18. REMARKS								Form 261 establishing new position number, FS63 is in process of being issued. Amendment to 261 will authorize position classification authority of secret grade /cmg/14	
19. SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED	20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED
J. L. Olmstead C/CMC/MSB				3-2-76	Paul B. Breitweiser C/CM -14				3/16/76
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
21. ACTION CODE		22. OFFICE CODING		23. STATION CODE		24. HOURS CODE		25. DATE OF BIRTH	
S710		PS K013		1		05 09 29			
26. RITE EXPIRES		27. SPECIAL REFERENCE		28. RETIREMENT DATA		29. SEPARATION DATA CODE		30. COMPLETION CANCELLATION DATA TYPE	
MO. DA. YR		1-DSC 2-BRM 3-ICA 5-NONE		MO. DA. YR		MO. DA. YR		MO. DA. YR	
31. VET PREFERENCE		32. SERV COMP. DATE		33. LONG COMP. DATE		34. CAREER CATEGORY		35. FED. HEALTH INSURANCE	
CODE 0-NO 1-1 PT 2-10 PT		MO. DA. YR.		MO. DA. YR.		CAR. RESP. PROF TEMP		CODE 0-WAIVER 1-REG 2-REQ/OPT 3-INELIGIBLE	
36. PREVIOUS CIVILIAN GOVERNMENT SERVICE		37. LEAVE AT		38. FEDERAL TAX DATA		39. STATE TAX DATA		40. SOCIAL SECURITY NO	
CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE LESS THAN 2 YEARS 3-BREAK IN SERVICE MORE THAN 2 YEARS		CODE		FORM EXECUTED		NO. TAX EXEMPTIONS		FORM EXECUTED	
41. POSITION CONTROL CERTIFICATION		42. G.P. APPROVAL		43. DATE APPROVED		44. DATE APPROVED		45. DATE APPROVED	
08 MAR 1976									
Pickett W. Jan 03/08/76									
FORM 1152 USE PREVIOUS EDITION									
SECRET									
E2. IMPDET CL. BY 007622 (4)									

~~SECRET~~

7 APR 1967

MEMORANDUM FOR: Secretary, CSCS Agent Panel

SUBJECT : Recommendation for Promotion to  
Grade GS-14 - [REDACTED]

William M. Kent

William M. Kent Employee

1. [REDACTED] a Staff [REDACTED] since July 1966, has been involved in Latin American area activities since coming with the Agency in 1951. Over the years he has developed an unusually thorough understanding of the political, social and economic realities of the area built on residence there before and after his entrance into the Agency. His fluency in Spanish has complimented this area knowledge and contributed to the superior performance which has characterized his work for this Division over the years.

2. The ability to apply imaginative solutions to operational problems in the CA field has been outstandingly demonstrated by [REDACTED] Kent during numerous crises in the area. On the occasion of the discovery of the Cuban arms cache in November 1963, the January 1964 riots in Panama, the April 1965 revolution in the Dominican Republic, and numerous other smaller crises situations, [REDACTED] showed a high degree of initiative and professional competence in developing and coordinating covert action efforts in support of Agency objectives. Prior to becoming a Staff [REDACTED] 's constructive analyses of the Division's covert action activities have made a significant contribution to the development of a more effective operational program. In his present unofficial cover assignment he has continued to demonstrate a typically energetic, imaginative and enthusiastic operational approach. His current assignment is, and others in the past were, at the level of GS-14 and his promotion to GS-14 is strongly recommended by this Division.

Not Approved -  
Jun 1967

William V. Broe  
Chief  
Western Hemisphere Division

SECRET

(When Filled In)

G 60

XXB

REQUEST FOR PERSONNEL ACTION				DATE PREPARED				
1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) Kent William M.			1 May 1967				
3. NATURE OF PERSONNEL ACTION <b>DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM</b>				4. EFFECTIVE DATE REQUESTED MONTH 05 DAY 07 YEAR 67	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>			
6. FUNDS ►	V TO V	V TO CF		7. FINANCIAL ANALYSIS NO CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-843 Sect. 203			
9. ORGANIZATIONAL DESIGNATIONS DDP/WH				10. LOCATION OF OFFICIAL STATION NEW ORLEANS, LOUISIANA				
11. POSITION TITLE				12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, E.B. etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP 13	17. SALARY OR RATE S				
18. REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.								
18A. SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	22. STATION CODE ALPHABETIC	23. INTEGEE CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.
28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE 1-ESC 2-TICA 3-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE	33. SECURITY REQ NO	34. SEX		
35. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY CAB/BSV PROV TEMP	39. FEOL/HEALTH INSURANCE CODE 0-WATER 1-YES	40. SOCIAL SECURITY NO			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-YEAR IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-TBS 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. O.P. APPROVAL Sub memo Signed by D/Pers dated 3 MAY 1967	DATE APPROVED			
						(4)		

FORM 1152 USE PREVIOUS EDITION  
GPO: 2

SECRET

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

## SECRET

(If been Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 1 August 1967	
1. SERIAL NUMBER <i>VX3</i> 059198	2. NAME (Last-First-Middle) <i>Kent, William M.</i>				
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07 30 67	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
6. FUNDS D 24	V TO V CP TO V	V TO CF XX CP TO CF	7. FINANCIAL ANALYSIS NO CHARGEABLE 8129-0109	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD UNITED STATES STATION ORBIT OPERATIONS GROUP (13)			10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.		
11. POSITION TITLE OPS OFFICER			12. POSITION NUMBER 0203	13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (G.S., I.B., etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 13 5	17. SALARY OR RATE \$ 14665 ✓	
18. REMARKS To fill vacant position. G 66 From: DDP/WH/US Field/positon no. 8001 SECURITY APPROVAL SIGNATURE: FORM 3103-2 6/11/67 Date 8/1/67					
19. SIGNATURE OF REQUESTING OFFICER <i>Virginia C. Lynch, DO Pers.</i>		DATE SIGNED 8/1/67		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>J.W. Collins</i>	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC 436201001	22. STATION CODE ALPHABETIC 75013	23. INTEGEE CODE CODE	24. HOURS CODE MO DA YR 2 05 09 29
25. DATE OF BIRTH MO DA YR 2 05 09 29	26. DATE OF GRADE MO DA YR 2 05 09 29	27. DATE OF LEI MO DA YR			
28. W.E. EXPIRES MO DA YR 2 15 67	29. SPECIAL REFERENCE CODE 1-ECC 2-JICA 3-ADM	30. RETIREMENT DATA CODE 1-ECC 2-JICA 3-ADM	31. SEPARATION DATA CODE DATA CODE TYPE MO DA YR	32. CORRECTION/CANCELLATION DATA CODE MO DA YR	33. SECURITY REQ. NO. EOD DATA
34. SEX					
35. VET PREFERENCE CODE 0-NONE 1-1-5 PT 2-10 PT	36. SERV. COMP. DATE MO DA YR MO DA YR	37. LONG. COMP. DATE MO DA YR MO DA YR	38. CAREER CATEGORY CODE 1-RESV 2-PROV TEMP	39. FEDERAL TAX DATA CODE 1-YES 2-NO	40. STATE TAX DATA CODE 1-YES 2-NO
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 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 EXP. CODE CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO		
45. POSITION CONTROL CERTIFICATION <i>R.8</i>	46. O.P. APPROVAL 919/67	47. SECRET Posted	48. DATE APPROVED <i>Doris B. Pfeiffer/V</i>		

SECRET

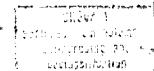
14 AUG 1987

MEMORANDUM FOR: Chief, Contract Personnel Division  
SUBJECT: [REDACTED] William Jon Kent

The Clandestine Services Agent Panel has approved the reassignment of [REDACTED] to DO/Washington, D. C. Nonofficial Cover Premium Pay (NCPP) should be terminated the effective date of this reassignment.

*Dwight M. Collins*  
Dwight M. Collins  
Secretary, Agent Panel

SECRET



SECRET

(If less than one)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED	
1. SERIAL NUMBER XXB 059198	2. NAME (Last-First-Middle) Kent William M.							10 OCTOBER 1967	
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT								4. EFFECTIVE DATE REQUESTED MONTH 10 DAY 08 YEAR 67	5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS ► CF TO V	V TO V	V TO CF XX	CF TO V	CF TO CF	7. FINANCIAL ANALYSIS NO CHARGEABLE 8129-0109			8. LEGAL AUTHORITY (Completed by Office of Personnel) 10 OCTOBER 1967	
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE								10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.	
11. POSITION TITLE OPS OFFICER (GS-13/14)				12. POSITION NUMBER 0416	13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (GS, LS, RS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 5	17. SALARY OR RATE \$ 14665				
18. REMARKS T/O Change									
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers. & Training				DATE SIGNED 10 OCT 1967	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Joyce A. Maylon 10 OCT 1967				DATE SIGNED
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE 37	20. EMPLOYEE CODE 10	21. OFFICE CODING NUMERIC 43500	22. STATION CODE ALPHABETIC DOD	23. INTEGRITY CODE 78213	24. HOURS CODE 2	25. DATE OF BIRTH MO. DA. YR. 2 65 09 29	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.	
28. RITE EXPIRES MO. DA. YR.		29. SPECIAL REFERENCE 1-OSC 2-TICK 3-MORE	30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	33. SECURITY REQ. NO		
35. RET. PREFERENCE CODE 0-MORE 1-5 PT 2-10 PT		36. SERV. COMP. DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.		38. CAREER CATEGORY CAR/RESV PROV TEMP	39. FEGLI HEALTH INSURANCE CODE 0-WAIVER 1-YES	40. SOCIAL SECURITY NO		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 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 FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. O.P. APPROVAL DATE APPROVED David H. Ladd, Jr. 10 OCT 1967			
46. O.P. APPROVAL DATE APPROVED David H. Ladd, Jr. 10 OCT 1967									

## SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 11 December 1968			
1. SERIAL NUMBER 059198 ✓	2. NAME (Last-First-Middle) Kent William M.						
3. NATURE OF PERSONNEL ACTION <b>PROMOTION</b>			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 12 15 68	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>			
6. FUNDS →	V TO V	V TO CF	7. FINANCIAL ANALYSIS NO. CHARGEABLE 9129-0109	8. LEGAL AUTHORITY (Completed by Office of Personnel)			
9. ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE			10. LOCATION OF OFFICIAL STATION WASH., D.C.				
11. POSITION TITLE OPS OFFICER GS-14			12. POSITION NUMBER 0416	13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 14 3	17. SALARY OR RATE \$ 18076 ✓			
18. REMARKS							
18A. SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers. & Training			DATE SIGNED 11 Dec 68	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER D. L. Edwards			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE 22	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 43500 DOD 78013	22. STATION CODE	23. INTEGEE CODE	24. HQDTS CODE 25. DATE OF BIRTH MO. DA. YR. 2 03 09 68	26. DATE OF GRADE MO. DA. YR. 12 15 68	27. DATE OF LEI MO. DA. YR. 12 15 68
28. NTE EXPIRES NO. DA. YR.	29. SPECIAL REFERENCE 1-CSE 2-DSGM 3-PICA 4-NONE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE TYPE	32. CORRECTION/CANCELLATION DATA MO. DA. YR.	EOD DATA	33. SECURITY REQ. NO.	34. SEX
35. VET PREFERENCE CODE 0-HOME 1-1 PT 2-10 PT	36. SERV. COMP. DATE MO. DA. YR.	37. LONG. COMP. DATE MO. DA. YR.	38. CAREER CATEGORY CIV. REG. PROV. TEMP	39. FEGL/HEALTH INSURANCE CODE 0-WAVER 1-YES	40. SOCIAL SECURITY NO.		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 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 FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION NL 32-PA-68	46. O.P. APPROVAL DATE APPROVED 12/12/68		

**SECRET**  
*(If being filled in)*

REQUEST FOR PERSONNEL ACTION						DATE PREPARED
1. SERIAL NUMBER 059198	2. NAME (Last-First-Middle) Kent William M.					3 February 1970
3. NATURE OF PERSONNEL ACTION RESIGNATION						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 07 70
5. FUNDS DOD	V TO V	V TO CF	CF TO V	X	CF TO CF	6. FINANCIAL ANALYSIS NO. CHARGEABLE 0129 0109
7. ORGANIZATIONAL DESIGNATIONS DDP/DOD U.S. FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE						8. CATEGORY OF EMPLOYMENT REGULAR
9. POSITION TITLE OPS OFFICER						10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.
11. CLASSIFICATION SCHEDULE (GS, LS, RS)			12. POSITION NUMBER 0416	13. CAREER SERVICE DESIGNATION D		
GS			14. OCCUPATIONAL SERIES 0136.01	15. GRADE AND STEP 14 4	16. SALARY OR RATE \$ 20,385	
17. REMARKS						
Signature of Signer 10 Feb 70						18A. SIGNATURE OF REQUESTING OFFICIAL
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER						DATE SIGNED 10 Feb 70
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19. ACTION CODE 45 10	20. EMPLOY. CODE NUMERIC	21. OFFICE CODING ALPHABETIC	22. STATION CODE	23. INTEGER CODE	24. HOURS CODE 2 1 35 59 79	25. DATE OF BIRTH MO DA YR 02 07 70
26. WITE EXPIRES MO DA YR	28. SPECIAL REFERENCE 1-CS 2-DOD 3-FICA 4-NONE	29. RETIREMENT DATA CODE	30. SEPARATION DATA CODE 10300091	31. CORRECTION CANCELLATION DATA TYPE	32. DATE OF GRADE MO DA YR 02 07 70	33. SECURITY REQ. NO.
34. SOC. SEC. NO.	35. VET. PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT	36. SERV. COMP. DATE MO DA YR	37. LONG. COMP. DATE MO DA YR	38. CAREER CATEGORY CAN RESV PROV TEMP	39. FED. HEALTH INSURANCE CODE 0-WAVER 1-YES	40. STATE TAX DATA CODE 0-NO TAX 1-EXEMPT
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE 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 FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. O.P. APPROVAL 2-9-70 66	46. DATE APPROVED 10 Feb 70	

FORM 1152 USE PREVIOUS EDITION  
3-67

**SECRET**

GROUP 1  
EXCLUDED FROM AUTOMATIC DOWNGRADING  
AND DECLASSIFICATION

(4)

**SECRET**

30 January 1970

MEMORANDUM FOR: WH/PERS

THROUGH : CSBS/Agent Panel  
WH/SS

ATTENTION : Carroll Hauer

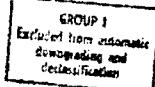
SUBJECT : Request to Payroll [REDACTED] William Kent  
as Staff Employee Special

REFERENCE : Memorandum from C/WH dtd 26 January 1970  
entitled [REDACTED]

The referent memorandum approved by Chairman, Agent Panel, requested that [REDACTED] be converted to a staff employee with full access to the Headquarters building. Since [REDACTED] will remain under non-official cover, it is requested that WH Division initiate action to place [REDACTED] in the Staff Employee Special category to avoid interruption of his payrolling by a devolved facility cover entity.

Willard F. Burke  
C/CCS/BFB

**SECRET**



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PCPn 1152 USE PERIODIC

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**SECRET**

12 March 1969

MEMORANDUM FOR: TRB & CSPS

SUBJECT: Fitness Report - [REDACTED]

*William M. Kent Employee*

Attached hereto is Subject's Annual/Reassignment of Supervisor  
Fitness Report covering reporting period 1 January 1968 - 6 Jan. 1969.

*Virginia C. Lynch*  
Virginia C. Lynch  
Chief, DO Personnel & Training

1 Attachment, A/S

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)			3. NATURE OF PERSONNEL ACTION	
859198 ✓	KENT, William M.			REASSIGNMENT And Transfer to Vouchered Funds	
6. FUNDS		V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE	8. CATEGORY OF EMPLOYMENT
		X	OF TO V	OF TO CF	REGULAR
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
DDP/WH 222. Branch 4 PA-Propaganda Sec.			Wash., D. C.		
11. POSITION TITLE			12. POSITION NUMBER	13. PCR CONTROL NO.	14. CAREER SERVICE DESIGNATION
OPS OFFICER (D)			0707		D
15. CLASSIFICATION SCHEDULE (GS, LS, etc.)		16. OCCUPATIONAL SERIES	17. GRADE AND STEP	18. SALARY OR RATE	
GS (13)		0136.01	12 (2)	\$215 ✓	
19. REMARKS From: DDP/WH, Br.4, #0625					
20. SIGNATURE OF REQUESTING OFFICIAL <i>Herbert V. Joll</i> , C/WH/4/Pers.			21. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Oxiele C Dawson</i>		
22. PLACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
10. ACTION CODE	11. EMPLOYEE CODE	12. OFFICE CODE	13. POSITION	14. GRADE	15. PAY RATE
16	10	64450	WT	75013	1 6510929
20. DATE EXPIRED	21. SPECIAL REFERENCE	22. BY-PROMOTED DATA	23. BY-PROMOTED DATA	24. BY-PROMOTED DATA	25. BY-PROMOTED DATA
MO. DA. YE.		DATA CODE	DATA CODE	DATA CODE	DATA CODE
35. VET. PREFERENCE	36. SERV. COMPL. DATE	37. END. COMPL. DATE	38. MIL. SERV. CERTIFIED	39. FEULY / HEALTH INSURANCE	40. SOCIAL SECURITY NO.
CODE	MO. DA. YE.	MO. DA. YE.	1 = YES 2 = NO 3 = UNKNOWN	1 = YES 2 = NO 3 = UNKNOWN	1 = YES 2 = NO 3 = UNKNOWN
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVES DATA	43. FEDERAL TAX DATA	44. STATE TAX DATA	45. O.P.L. APPROVAL	
CODE	CODE	CODE	CODE	CODE	
1 = NO REGULAR SERVICE 2 = NO REGULAR SERVICE 3 = BREAK IN SERVICE LONGER THAN 12 MONTHS 4 = BREAK IN SERVICE UP TO AND 12 MONTHS	CODE	CODE	CODE	CODE	
46. POSITION CONTROL CERTIFICATION	47. O.P.L. APPROVAL				
<i>W. Kearney 08/11/61</i>					

FORM 1152 DISCLOSURE PREVIOUS EDITION  
8-60 AND FORM 1052

SECRET

(4)

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)			21 FEBRUARY 1962	
059198 ✓	KENT, WILLIAM M.				
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT				MONTH 03 DAY 13 YEAR 62	REGULAR
6. FUNDS	V TO V <input checked="" type="checkbox"/>	V TO CF <input type="checkbox"/>	7. COST CENTER NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
	OF TO V <input type="checkbox"/>	CF TO CF <input type="checkbox"/>	2235-1000-1000		
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION	
DDP WH BRANCH 3 CARIBBEAN SECTION				WASHINGTON, D. C.	
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 00-858	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES (D)	16. GRADE AND STEP 0136.01	17. SALARY OR RATE 12 2	18. REMARKS FROM: DDP/WH/4/PA PROPAGANDA SECTION/707/WASHINGTON, D. C. Tracy 3A
19A. SIGNATURE REQUESTING OFFICIAL C. O. BOWERS G/WH/PERSONNEL 19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Walter R. Scott					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19C. ACTION NO. INDEX CODE	20. OFFICE CODING	21. STATION CODE	22. INDIVIDUAL CODE	23. HIRE DATE	24. DATE OF GRADE
37 16	64400 1CH			0509129	
25. DATE EXPIRED	26. SPECIAL REFERENCE	27. RET. REINSTATE DATA	28. SEPARATION DATA CODE	29. CANCELLATION DATA	30. SECURITY RED. NO.
NO. DA. YR.		1 - GS 2 - USA 3 - WNA	DATA CODE TYPE	NO. DA. YR.	31. SEC. RED. NO.
32. VET. PREFERENCE	33. DESTR. COMP. DATE	34. LONG. COMP. DATE	35. MIL. TERM. DEDUCED/CO	36. FEW'S / HEALTH INSURANCE	40. SOCIAL SECURITY NO.
CODE 1 - NO 2 - 5 PT. 3 - 10 PT.	MO. DA. YR.	MO. DA. YR.	1 - YES 2 - NO	1 - FEW 2 - VA 3 - FEW	41. MEDICAL EXPENSES
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT. NO.	43. FEDERAL TAX DATA	44. STATE TAX DATA		
CODE 1 - NO PREVIOUS SERV. 2 - NO BREAK IN SERVICE 3 - BREAK IN SERVICE OF LESS THAN 12 MOS. 4 - BREAK IN SERVICE OF MORE THAN 12 MOS.	CASE	FORM EXCLUDED FROM 1 - NO 2 - YES	NO. TAX EXEMPTIONS 1 - YES 2 - NO	FORM EXCLUDED FROM 1 - NO 2 - YES	
45. POSITION CONTROL CERTIFICATION	46. O.P. APPROVAL	DATE APPROVED			
W. J. Lefevre 03/12/62	walter r. scott				

## SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED
1. SERIAL NUMBER	2. NAME (Last-First-Middle)					3 MAY 1962
059198	KENT, WILLIAM M.					
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE REQUESTED
REASSIGNMENT						MONTH DAY YEAR 05 18 62
5. FUNDS	X	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE	8. CATEGORY OF EMPLOYMENT	
		CF TO V	CF TO CF	2235-1000-1000	REGULAR	
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION
DDP WH BRANCH 5 CA SECTION						WASHINGTON, D. C.
11. POSITION TITLE			12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION		
OPS OFFICER			GS-892	D		
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE		
GS		0136.01	12 03	9225 9475		
18. REMARKS						
FROM: DDP/WH/3/CARIBBEAN SEC/BA-858/D. C. (unass) STAFFING COMPLEMENT CHANGE.						
19. SIGNATURE OF REQUESTING OFFICIAL <i>P. C. Bowers</i> P. C. BOWERS C/WH/PERSONNEL			DATE SIGNED	18A. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Quinn C. Dawson</i>		
STAGE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL						
19. ACTION CODE		20. OFFICE SIGNING CODE	22. STATION CODE	23. INTERIOR CODE	24. POSITION NUMBER	25. RATE OF PAY
37 10		64970	W4		1 05 09 29	
26. RATE PAY		27. SPECIAL REFERRER	28. RETIREMENT DATA	29. SEPARATION DATA	30. CORRECTION/ CANCELLATION DATA	31. RATE OF PAY
GS-4		1 - ECO 2 - FCA 3 - NMN	DATA CODE	TYPE	MO SA YR	MO DA FA MU DA FA MU DA FA
32. RET. PREFERENCE		33. PREVIOUS GOVERNMENT SERVICE DATA	34. LONG. COMP. DATA	35. MED. TAX PREPARED	36. FED. / HEALTH INSURANCE	37. SOCIAL SECURITY NO.
CODE		1 - NMN 2 - ECO 3 - FCA 4 - NMN	MO DA FA MO DA FA MO DA FA	1 - YES 2 - NO	CODE 1 - WORKER 2 - NMN	CODE 1 - NMN 2 - NMN
38. PREVIOUS GOVERNMENT SERVICE DATA		39. LEAVE DATA	40. FEDERAL TAX DATA	41. STATE TAX DATA		
CODE		CODE	FORM EXECUTED 1 - YES 2 - NO	40. TAX EXEMPTION 1 - YES 2 - NO	FORM EXECUTED 1 - YES 2 - NO	CODE 1 - NMN 2 - NMN
42. POSITION CONTROL CERTIFICATION						43. G.P. APPROVAL
<i>W. Kerney 5/17/62</i>						<i>Quinn C. Dawson</i>
44. DATE APPROVED						

## SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)			26 November 1962	
059198	KENT, WILLIAM M.				
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>				4. EFFECTIVE DATE REQUESTED	5. CATEGORY OF EMPLOYMENT
B. FUNDS	X	V TO V	V TO CF	MONTH DAY YEAR 11 30 62	REGULAR
		CF TO V	CF TO CF	7. COST CENTER NO. CHARGEABLE 3235 1000 1000	8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS DDP WH BRANCH 2 URUGUAY/PARAGUAY SECTION				10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.	
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 000970	13. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES 0136.01	16. GRADE AND STEP 12 3	17. SALARY OR RATE \$10,105	
18. REMARKS FROM: DDP/WH/5/CA Sec/892/Hqs tray 4					
18A. SIGNATURE OF REQUESTING OFFICIAL P.C. Bowers			DATE SIGNED 26 Nov 62		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER O.C. Dawson
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING	22. STATE ON CODE	23. INGRESS CODE	24. EOD/RS/4 25. DATE OF RANK 37 10 64350 WH
26. DATE OF RETIREMENT DATA MO. DA. YR.	27. RETIREMENT DATA CODE	28. SEPARATION/TERMINATION/INACTIVATION DATA DATA CODE	29. DATE OF GRADE MO. DA. YR.	30. SECURITY DATA REF. NO.	31. SECURITY DATA REF. NO.
32. VET. PREFERENCE CODE	33. SICK, COM. DATE MO. DA. YR.	34. CARRYOVER PROV/TEMP CODE	35. FED. / HEALTH INSURANCE CODE	36. STATE TAX DATA CODE	37. SOCIAL SECURITY NO.
38. PREVIOUS GOVERNMENT SERVICE DATA CODE	39. LEAVE CAP. CODE	40. FEDERAL TAX DATA CODE	41. STATE TAX DATA CODE	42. STATE TAX DATA CODE	43. STATE TAX DATA CODE
44. POSITION CONTROL CERTIFICATION 70 Kearney 1/30/62			45. O.P. APPROVAL O.C. Dawson		
46. DATE APPROVED					

FORM 1152 OBSOLETE PREVIOUS EDITION  
4-62 AND FORM 1152A

SECRET

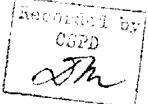
28 1130

EXC GROUP I  
MANUAL DOWNSPACING  
NO DECLASSIFICATION

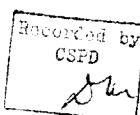
143

## SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER <b>059198 ✓</b>	2. NAME (Last-First-Middle) <b>KENT, WILLIAM M. ✓</b>			5 JUNE 1963	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>			4. EFFECTIVE DATE REQUESTED MONTH <b>08</b> DAY <b>16</b> YEAR <b>63</b>	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>	
6. FUNDS <b>X</b>	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE <b>4235 1000 1000</b>	8. LEGAL AUTHORITY (Completed by Office of Personnel)	
8. ORGANIZATIONAL DESIGNATIONS <b>DDP/WH PLANS &amp; OPERATIONS STAFF (SECTION B)</b>			9. LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>		
11. POSITION TITLE <b>OPS OFFICER</b>			12. POSITION NUMBER <b>00-645</b>	13. CAREER SERVICE DESIGNATION <b>D</b>	
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) <b>GS</b>	15. OCCUPATIONAL SERIES <b>0136.01</b>	16. GRADE AND STEP <b>13 1</b>	17. SALARY OR RATE <b>\$14,150 ✓</b>		
18. REMARKS <b>FROM: DDP/WH/2/URUGUAY/PARAGUAY SECT/970/Hqs Tracy 2A</b>					
					
18A. SIGNATURE OF REQUESTING OFFICER <i>Henry Portlock Jr</i>		DATE SIGNED <i>Aug 63</i>	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Paul C. Weller</i>		DATE SIGNED
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE <b>37 10</b>	20. EMPLOYEE IDENTIFICATION NUMBER <b>64075 WH 75013</b>	21. DEPARTMENT <b>CODE</b>	22. POSITION <b>CODE</b>	23. INTERFACILITY NUMBER <b>1 05 09 29</b>	24. DATE OF PAY <b>1 05 09 63</b>
25. STATE EXPENDITURE <b>MO. DA. 100%</b>	26. RETIREMENT DATA <b>1 - FILED 2 - NONE</b>	27. SEPARATION/ELIMINATION DATA <b>DATA CODE</b>	28. SEPARATION/ELIMINATION DATA <b>DATA CODE</b>	29. BIRTHDAY <b>1 05 09 63</b>	30. SEX <b>M</b>
EOD DATA →					
35. VET. PREFERENCE <b>NO</b>	36. TEMP. RATE <b>WEEKLY E&amp;B</b>	37. CARRIER CATEGORY <b>CARRIER</b>	38. FEES / HEALTH INSURANCE <b>0 - VA/VA 1 - YES</b>	40. SOCIAL SECURITY NO.	
CODE 0 - NONE 1 - 5% 2 - 10%	MO. DA. YR. MO. DA. YR.	CODE PROV/TEMP	CODE 0 - VA/VA 1 - YES		
41. OTHER GOVERNMENT SERVICE DATA <b>NO</b>		42. PAY CAT. <b>CODE</b>	43. FEDERAL TAX DATA <b>FROM EXECUTIVE CODE 1 - NO 2 - YES</b>	44. STATE TAX DATA <b>FORM EXECUTIVE CODE 1 - NO 2 - YES</b>	45. STATE TAX DATA <b>CODE 1 - NO AT STATE CODE 2 - YES</b>
46. POSITION CONTROL CERTIFICATION <i>W. Kearney 08/09/63</i>			47. O.P. APPROVAL <i>Paul C. Weller</i>	48. DATE APPROVED <i>6 Aug 63</i>	

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED							
1. SERIAL NUMBER		2. NAME (Last-First-Middle)						20 JUNE 1963							
059198 ✓		KENT, WILLIAM M.													
3. NATURE OF PERSONNEL ACTION <b>PROMOTION</b>								4. EFFECTIVE DATE REQUESTED	5. CATEGORY OF EMPLOYMENT						
								MONTH DAY YEAR 06 23 63	<b>REGULAR</b>						
6. FUNDS		V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)									
		CF TO V	CF TO CF	3235 1000 1000											
9. ORGANIZATIONAL DESIGNATIONS <b>DDP/WH BRANCH 2 URUGUAY, PARAGUA SECTION</b>								10. LOCATION OF OFFICIAL STATION <b>WASHINGTON, D.C.</b>							
11. POSITION TITLE <b>OPS OFFICER</b>								12. POSITION NUMBER <b>970</b>	13. CAREER SERVICE DESIGNATION <b>D</b>						
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS		0136.01		13 1		\$ 11,150 ✓									
18. REMARKS <b>FROM: SAME</b>															
															
19. SIGNATURE OF APPROVING OFFICIAL		DATE SIGNED		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED									
<b>ROBERT D. CASHMAN C/WH/PERS</b>		6/20/63		<b>Paul R. Wilson</b>		20 June 63									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
21. ACTION CODE		22. OFFICE CODING		23. STATION		24. ENTERPRISE		25. MONTH		26. AGE AT BIRTH		28. DATE OF HIRE		29. DATE OF LEA	
22		10 64350 WH		75013		2004		06		MO DA YE		MO DA YE		MO DA YE	
23. PAYROLL REFERENCE		24. RETIREMENT DATA		25. SEPARATION/RETIREMENT/INVESTIGATION DATA		26. DATA CODE		27. TYPE		28. MO. DA. YE.		29. SECURITY REF. NO.		30. G.S.R.	
MO. DA. YE.								TYPE							
31. VET. PREFERENCE		32. DEVI. COMP. DATE		33. LST. LND. COMP. DATE		34. CAREER CATEGOY		35. MEDICAL/HEALTH INSURANCE		36. SOCIAL SECURITY NO.					
CODE		MO. DA. YE.		MO. DA. YE.		CAREER PROV-TEMP		CODE		S - W - V - E - R -		HEALTH CODE			
37. PREVIOUS GOVERNMENT SERVICE DATA		38. LEAVE DAT.		39. FEDERAL TAX DATA		40. STATE TAX DATA									
CODE		CODE		FEDERAL TAX CODE		STATE TAX CODE									
0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 yrs) 3 - BREAK IN SERVICE (MORE THAN 3 yrs)				1 - YES 2 - NO		3 - NO 4 - YES		5 - NO 6 - YES		7 - NO 8 - YES		9 - NO 10 - YES			
45. POSITION CONTROL CERTIFICATION <b>27 Kearney 06/24/63</b>								46. O.P. APPROVAL		47. DATE APPROVED					
								<b>Paul R. Wilson</b>		20 June 63					

SECRET

(If other filled in)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED																	
1. SERIAL NUMBER	2. NAME (Last-First-Middle)							5 JANUARY 1965																	
059198	KENT, WILLIAM M.																								
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>								4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>01 16 65</b>																	
6. FUNDS		XX	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE		8. CATEGORY OF EMPLOYMENT <b>REGULAR</b>																		
CT TO V		CT TO CF			5235-0620		9. ORGANIZATIONAL DESIGNATIONS <b>DDP WH** PLANS &amp; OPERATIONS STAFF SECTION B</b>																		
10. LOCATION OF OFFICIAL STATION <b>WASH., D. C.</b>								11. POSITION TITLE <b>OPS OFFICER</b>																	
14. CLASSIFICATION SCHEDULE (GS, E.B., PAY)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		12. POSITION NUMBER <b>0646</b>																	
GS (50)		0136.01		13 2		\$ 12,495		13. CAREER SERVICE DESIGNATION <b>D</b>																	
18. REMARKS <b>FROM: SAME (new) SLOTTING CHANGE</b>																									
18A. SIGNATURE OF REQUESTING OFFICIAL <i>R. D. Cashman</i>				DATE SIGNED <i>16/64</i>		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>A. Beasley</i>				DATE SIGNED <i>1-8-65</i>															
19. ACTION CODE <b>37 10</b>										20. EMPLOY CODE <b>51025 W-H 1150.3</b>		21. OFFICE CODING <b>NUMERIC ALPHABETIC</b>		22. STATION CODE		23. INTEGEE CODE		24. HOURS		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
28. WFE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA TYPE		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.		MO. DA. YR.									
MO. DA. YR.		1-500 3-FIX 5-HOME		CODE		DATA CODE		TYPE		MO. DA. YR.		EOD DATA		33. SECURITY REQ. NO.		34. SEX									
35. VET PREFERENCE		36. SERV. COMP. DATE		37. LONG. COMP. DATE		38. CAREER CATEGORY		39. FEGL/HEALTH INSURANCE		40. SOCIAL SECURITY NO.															
CODE 0--NONE 1--5 PT 2--10 PT		MO. DA. YR.		MO. DA. YR.		CAR RISK PROV. TEMP		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)				CODE		FORM EXECUTED 1-YES 2-NO		CODE 0-N TAX EXEMPTIONS		FORM EXECUTED 1-YES 2-NO		CODE 0-N TAX EXEMPTIONS		CODE 0-N TAX STATE CODE											
45. POSITION CONTROL CERTIFICATION <i>W. Kearney 01/08/65</i>										46. O.P. APPROVAL <i>A. Beasley</i>		DATE APPROVED <i>1-8-65</i>													

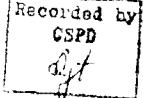
## SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED
1. SERIAL NUMBER	2. NAME (Last—First—Middle)					20 DECEMBER 1965
059198	KENT, WILLIAM M.					
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>						4. EFFECTIVE DATE REQUESTED 19 19 65
5. FUNDS	X V TO V	V TO CF	6. COST CENTER NO. CHARGEABLE	7. CATEGORY OF EMPLOYMENT <b>REGULAR</b>		
	CF TO V	CF TO CF	6235 - 0620	8. LEGAL AUTHORITY (Completed by Office of Personnel)		
9. ORGANIZATIONAL DESIGNATIONS DDP/WH PLANS & OPERATIONS STAFF SECTION B						10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.
11. POSITION TITLE OPS OFFICER ✓ (GS-13)			12. POSITION NUMBER 0646 ✓	13. CAREER SERVICE DESIGNATION D ✓		
14. CLASSIFICATION SCHEDULE (GS, E.B. etc.) GS		15. OCCUPATIONAL SERIES 0136.01 ✓	16. GRADE AND STEP 13 3 ✓	17. SALARY OR RATE \$ 13,380 —		
18. REMARKS FROM: 0645						
						Recorded by CSFD djt
18A. SIGNATURE OF REQUESTING OFFICIAL ROBERT D. CASHMAN C/WH/Personnel			DATE SIGNED 12-26-65	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER H. Bellon		
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. HOURS CODE	25. DATE OF BIRTH MO DA YR
3.11	29. SPECIAL REFERENCE MO. DA. YR	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE	26. DATE OF GRADE MO. DA. YR	27. DATE OF LEI MO. DA. YR
35. VET. PREFERENCE CODE	36. SERV. COMP. DATE MO. DA. YR	37. LONG. COMP. DATE MO. DA. YR	38. CAREER CATEGORY CAR. RESV. PROV. TEMP	39. FEGL. HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO. CODE	33. SECURITY REG. NO. CODE
0-NONE 1-5 PT 2-10 PT				0-WAVER 1-YES	HEALTH INS. CODE	
41. PREVIOUS GOVERNMENT SERVICE DATA CODE	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO	45. G.P. APPROVAL CODE	46. DATE APPROVED 12-28-65	47. GROUP I EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION
1223 WTH						

SECRET

(When Filled In)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED		
1. SERIAL NUMBER <i>XX</i> 059198		2. NAME (Last-First-Middle) KENT, WILLIAM M.						17 JUNE 1966		
3. NATURE OF PERSONNEL ACTION RESIGNATION								4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <i>07 30 66</i>	5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS X V TO V CF TO V		V TO CF CF TO CF						7. COST CENTER NO. CHARGE ASB <i>6235 0620</i>		
9. ORGANIZATIONAL DESIGNATIONS DDP/WH PLANS AND OPERATIONS STAFF SECTION B								10. LOCATION OF OFFICIAL STATION WASH., D.C.		
11. POSITION TITLE OPS OFFICER								12. POSITION NUMBER 0646	13. CAREER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 13 <i>*45</i>		17. SALARY OR RATE <i>19755 14,665</i>				
18. REMARKS FROM: SAME										
 <b>1 - Security</b> <b>1 - Finance</b>										
18A. SIGNATURE OF REQUESTING OFFICIAL <i>Robert D. Cashman</i> Robert D. Cashman C/WH/Pers				18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>J. H. Schlesinger</i> J. H. Schlesinger 8 July 66				DATE SIGNED		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19. ACTION CODE	20. EMPLOYEE CODE	21. OFFICE CODING NUMERIC	22. STATION CODE	23. INTEGRITY CODE	24. HOURS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.		
<i>45 10</i>					<i>1</i>	<i>05 09 29</i>				
28. RETIREMENT DATE MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE	33. SECURITY REQ. NO.	34. SEX				
<i>180 00 91</i>										
35. VET PREFERENCE CODE 0-NONE 1-1-3 PT 2-10 PT	36. SERV. COMP. DATE MO. DA. YR.	37. LONG COMP. DATE MO. DA. YR.	38. CAREER CATEGORY FAR/REV PROV/TEMP	39. FEGL/HEALTH INSURANCE CODE Q-WAIVER 1-YES 2-NO	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 2 YEARS) 3-BREAK IN SERVICE (MORE THAN 2 YEARS)	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA FORM EXECUTED 1-YES 2-NO	44. STATE TAX DATA FORM EXECUTED 1-YES 2-NO							
45. POSITION CONTROL CERTIFICATION <i>08 05 66 10</i>					46. O.P. APPROVAL <i>John P. Cashman</i>	DATE APPROVED <i>8/7/66</i>				

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1

INFO FROM AUTOMATIC DOWNGRADING

AND DECLASSIFICATION

SECRET

(When filled in)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED			
1. SERIAL NUMBER 059198		NAME (Last, First, Middle Initial) Kurt, William M.		17 JUNE 1966							
3. NATURE OF PERSONNEL ACTION EXCEPTED		4. EFFECTIVE DATE REQUESTED MONTH DAY TIME 07 31 66		5. EMPLOYMENT STATUS Regular							
6. FUNDS OF TO V		7. COST CENTER NO. CHARGEABLE 7135 0630		8. LEGAL AUTHORITY (Completed by Office of Personnel)							
OF TO V		OF TO V									
9. ORGANIZATIONAL DESIGNATIONS DDP/WIL LUS PIED JMPOLAR-12		10. LOCATION OF OFFICER'S STATION Project Annex NEW ORLEANS, Louisiana									
11. POSITION TITLE OPS OFFICER				12. POSITION NUMBER 9001		13. CAREER SERVICE DEMONSTRATION D					
14. CLASSIFICATION SCHEDULE (GS, EA, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP F-5		17. SALARY OR RATES \$ 14,465. \$ 14,980.00			
18. REMARKS <b>XEROX</b> THE ABOVE POSITION IS BEING TRANSFERRED TO THE US FIELD TO ACCOMODATE SUBJECT.										6-12-54	
19. APPROVING OFFICER Robert D. Cashman CIVIL/Pers				DATE SIGNED		20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER John Collins				DATE SIGNED July '66	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION OFR COP		22. PAYROLL NUMBER 51800 WH 75033		23. PAYMENT CODE		24. INTEREST CODE		25. DATE OF BIRTH 1963		26. DATE OF DEATH 2050 09 29 06 23 63	
27. RES IDN# MO. SA. NL		28. SPECIAL REFERENCE 1-C 2-B 3-HR		29. RETIREMENT DATA CODE		30. SEPARATION DATA CODE		31. CORRECTION/LABORATORY DATA TYPE		32. ECO DATA AD. DA. DR. DS. DA. DR. DS. DA. DR. DS.	
33. RET. PAYMENT CODE		34. 1968 COMP. DATE 07 03 50 01 02 52		35. 1969 COMP. DATE		36. CAREER HISTORY CODE		37. FULL HEALTH INSURANCE CODE		38. SECURITY REG. NO. 00000 112	
39. PREVIOUS GOVERNMENT SERVICE DATA CODE		40. 1968 TAX DATA CODE		41. 1969 TAX DATA CODE		42. 1968 TAX DATA CODE		43. 1969 TAX DATA CODE		44. STATE TAX DATA CODE	
45. POSITION CONTROL CERTIFICATION 0809661		46. FORM APPROVED 1-TS 2-RG		47. FORM APPROVED 0 Mo		48. FORM APPROVED 1-RG 2-RG		49. FORM APPROVED 1-RG 2-RG		50. FORM APPROVED 1-RG 2-RG	
51. DATE APPROVED John H. Lutcher July 66											
52. USE PREVIOUS FORM FORM 1152											
53. APPROVING OFFICER'S SIGNATURE JOHN H. LUTCHER											

SECRET

EXPIRES 1 AUGUST 1967  
FEDERAL GOVERNMENT USE ONLY

**SECRET**

<b>STANDARD FORM 52</b> PRONUCLATED BY THE U. S. CIVIL SERVICE COMMISSION JANUARY 1951—FEDERAL PERSONNEL REGULATIONS CHAPTER XI													
<b>REQUEST FOR PERSONNEL ACTION</b>		UNVOUCHERED											
<b>REQUESTING OFFICE:</b> 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.													
<b>1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname)</b> <i>Mr. William M. Koplano</i>		<b>2. DATE OF BIRTH</b> <i>9 May 1929</i>	<b>3. REQUEST NO.</b> <i></i>										
<b>4. DATE OF REQUEST</b> <i>28 Jun 56</i>													
<b>5. NATURE OF ACTION REQUESTED:</b> A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <i>Resignation (Staff Agent)*</i>		<b>6. EFFECTIVE DATE A. PROPOSED:</b> <i></i>	<b>7. C. S. OR OTHER LEGAL AUTHORITY</b> <i></i>										
<b>8. POSITION (Specify whether establish, change grade or title, etc.)</b> <i></i>		<b>B. APPROVED:</b> <i>OCT 7 1956</i>											
<b>FROM—</b> <b>I.O. (FI)</b> <i>BAF-277,01</i> <b>GS-0136.51-11</b> <i>\$6390.00 p.a.</i> <b>DDP/WH</b> <b>Branch III</b> <b>Panama City, Panama Station</b> <b>Panama City, Panama</b>		<b>9. POSITION TITLE AND NUMBER</b> <i></i>	<b>TO—</b> <b>10. SERVICE, GRADE, AND SALARY</b> <i></i>										
<b>11. ORGANIZATIONAL DESIGNATIONS</b> <i></i>		<b>12. HEADQUARTERS</b> <i></i>											
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL      (DI)		<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL											
<b>13. REMARKS (Use reverse if necessary)</b> <i>* To be converted to STAFF Employee</i>													
<b>14. REQUESTED BY</b> <i>Robert A. Luetzeler</i>		<b>D. REQUEST APPROVED BY</b> <i>Robert A. Luetzeler (cont'd)</i>											
<b>C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)</b> <i>J. KOPLANOVICH X-8242</i>													
<b>15. VETERAN PREFERENCE</b> <table border="1"> <tr> <td>None</td> <td>WWII</td> <td>OTHER</td> <td>S-P-T</td> <td>10-POINT</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td><input checked="" type="checkbox"/> DISAB. OTHER</td> </tr> </table>		None	WWII	OTHER	S-P-T	10-POINT					<input checked="" type="checkbox"/> DISAB. OTHER	<b>16. RACE</b> <b>17. APPROPRIATION</b> FROM: <i>6-3525-55-051</i> TO:	
None	WWII	OTHER	S-P-T	10-POINT									
				<input checked="" type="checkbox"/> DISAB. OTHER									
		<b>18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)</b> <i></i>											
		<b>19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)</b> <i></i>											
		<b>20. LEGAL RESIDENCE</b> <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED <b>STATE:</b> <i></i>											
<b>21. STANDARD FORM 50 REMARKS</b> <i></i>													
<b>22. CLEARANCES</b>		<b>INITIAL OR SIGNATURE</b> <i>R. M. Koplano</i>	<b>DATE</b> <i>7/1/56</i>										
<b>A.</b> <b>B. CEIL. OR POS. CONTROL</b> <b>C. CLASSIFICATION</b> <b>D. PLACEMENT OR EMPL.</b> <b>E.</b>		<b>REMARKS:</b> <i></i>											
<b>F. APPROVED BY</b> <i>Dow J. Luetzeler</i>													

**SECRET**

STANDARD FORM 52  
PROLICATED BY THE  
U. S. CIVIL SERVICE COMMISSION  
JANUARY 1950—FEDERAL PERSONNEL  
MANUAL CHAPTER IV

**REQUEST FOR PERSONNEL ACTION****VOUCHERED**

**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
Mr. William M. KENT	9 May 1929		28 Jun 56
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Excepted Appointment</b>		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED: <i>8 Oct 56</i>	
FROM—		9. POSITION TITLE AND NUMBER	TO—
		S. SERVICE, GRADE, AND SALARY	Area Ops Officer BA-322-11 GS-0136.01-11 \$6390.00 p.a.
		10. ORGANIZATIONAL DESIGNATIONS	DDP/MH Branch III Cuba Section Washington, D. C.
		11. HEADQUARTERS	
FIELD	DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/> (D)

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title) <i>R. W. Kent</i>	C/WH	D. REQUEST APPROVED BY <i>R. W. Kent</i>							
Signature: _____ Title: <i>CS/CS</i>									
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) J. KOFLANOVICH X-8242									
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION							
None	WWII	OTHER	S. PT.	10-POINT	NEW	VICE	I. A.	REG.	
				X	DISAB.	OTHER			
15. SEX	16. RACE	17. APPROPRIATION			18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE		
M	W	FROM: TO: 6-3500-20			Yes		<input type="checkbox"/> CLAIMED	<input type="checkbox"/> PROVED	
STATE: _____									

21. STANDARD FORM 50 REMARKS

OFFICE/DIVISION: *Office of Personnel*  
Date: *10/9/56* *SD-DI* *OK*  
*Position Com. C*

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A.			<i>Has not had loc</i>
B. CEIL. OR POS. CONTROL		<i>8/13/56</i>	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.		<i>6-3500-20 9 Aug 56</i>	
E.			

F. APPROVED BY

*Robert A. Dicklin*

**SECRET**

16-57350-2

**SECRET**

Classify According  
To Content.

**REQUEST FOR PERSONNEL ACTION**

1. Serial No.	2. Name (Last-First-Middle) MR WILLIAM M. KENT			3. Date Of Birth	4. Vet. Pref.	5. Sex	6. CS - EOD		
	Mo	Da	Yr	Mo	Da	Code	Mo	Da	Yr
7. SCD	8. CSC Retmt.	9. CSC Or Other Legal Authority			10. Apmt. Affidav.	11. FEGLI	12. LCD	13. Mil. Serv. Credit LCD	
Mo	Da	Yr	Yes - 1	Code	Mo	Da	Yr	Yes - 1	Code
No - 2			No - 2		No - 2		No - 2		No - 2

**PREVIOUS ASSIGNMENT**

**VOUCHERED**

14. Organizational Designations DDP/WH Branch III Cuba Section			Code	15. Location Of Official Station Washington, D.C.			Station Code
16. Dept.- Field Dept - <input checked="" type="checkbox"/> Code	17. Position Title Area Ops Officer			18. Position No. 322	19. Serv.	20. Occup. Series GS	0136.01
11-1	22. Salary Or Rate \$ 6390	23. SD DI	24. Date Of Grade Mo Da Yr	25. PSI Due Mo Da Yr	26. Appropriation Number 8-3500-20		

**ACTION**

27. Nature Of Action Resignation	Code	28. Eff. Date Mo Da Yr	29. Type Of Employee Regular	Code	30. Separation Data
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**PRESENT ASSIGNMENT**

31. Organizational Designations			Code	32. Location Of Official Station			Station Code
33. Dept.- Field Dept - <input checked="" type="checkbox"/> Code	34. Position Title			35. Position No.	36. Serv.	37. Occup. Series	
11-1	39. Salary Or Rate \$	40. SD	41. Date Of Grade Mo Da Yr	42. PSI Due Mo Da Yr	43. Appropriation Number 07 01 56 12 29 57		

**SOURCE OF REQUEST**

A. Requested By (Name And Title) P. C. BOWERS, WH/Personnel Officer	C. Request Approved By (Signature And Title)
B. For Additional Information Call (Name & Telephone Ext.) H. C. MONTAGUE, X-8242	

**CLEARANCES**

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	csw	11/22/57	D. Placement	csw	11/22/57
B. Pos. Control	10/11/57	11/18/57	E.		
C. Classification			F. Approved By	Robert W. Sheay	

Remarks

To seek other employment

**SECRET**

Classify According  
To Content.

**REQUEST FOR PERSONNEL ACTION**

1. Serial No.	2. Name (Last-First-Middle)			3. Date Of Birth	4. Vet. Pref.	5. Sex	6. CS - EOD	
				Mo 5 Da 9 Yr 29	None-0 5 Pt-1 10 Pt-2	M	Mo Da Yr	
7. SCD	8. CSC Retmt.			9. CSC Or Other Legal Authority	10. Apmt. Affidav.	11. FEGLI	12. LCD	13. Mil. Serv. Credit, G.P.
Mo Da Yr	Yes - 1 Code No - 2				Mo Da Yr	Yes - 1 Code No - 2	Mo Da Yr	Yes - 1 Code No - 2

**PREVIOUS ASSIGNMENT**

14. Organizational Designations			Code	15. Location Of Official Station			Station Code
16. Dept.- Field	17. Position Title			18. Position No.	19. <i>Revised</i>	20. Occup. Series	
Dept - Usfld - Frpn -							
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number		
	\$		Mo Da Yr	Mo Da Yr			

**ACTION**

27. Nature Of Action	Code	28. Eff. Date	29. Type Of Employee	Code	30. Separation Date
Excepted Appointment		Mo Da Yr	Staff Assistant		

**PRESENT ASSIGNMENT** **UNVOUCHERED**

31. Organizational Designations			Code	32. Location Of Official Station			Station Code
DDP/WH Branch III Havana, Cuba Station (DP)				Havana, Cuba			
33. Dept.- Field	34. Position Tit's			35. Position No.	36. Serv.	37. Occup. Series	
Dept - Usfld - Frpn - X	Operations Officer (PP)			395-31	GS	0136.31	
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number		
11-1	6390	DI	Mo Da Yr	Mo Da Yr	8-3545-55-055		

**SOURCE OF REQUEST**

A. Requested By (Name And Title) P. C. BOWERS, WH/Personnel Officer	C. Request Approved By (Signature And Title)
B. For Additional Information Call (Name & Telephone Ext.) H. C. MONTAGUE, X-3242	

**CLEARANCES**

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>as per usual</i>	11/22/57	D. Placement	<i>as per usual</i>	11/22/57
B. Pos. Control		11 DEC 1957	E.		
C. Classification			F. Approved By		
Remarks					

**SECRET**

Classify According  
To Content.

**REQUEST FOR PERSONNEL ACTION**

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prof.	5. Sex	6. CS - EOD	
	KENT, William M.	Mo Da Yr 5 9 29	None-0 5 Pt-1 10 Pt-2	Code 1	M	
7. SCD	8. CSC Ranks	9. CSC Or Other Legal Authority	10. Apmt. Affidav.	11. FEGLI	12. LCD	13. Mil Serv. Credit: LCD
Mo Do Yr Yes - 1 No - 2	Code 1		Mo Da Yr Yes - 1 No - 2	Code 1	Mo Da Yr Yes - 1 No - 2	Code 1

**PREVIOUS ASSIGNMENT**

14. Organizational Designations  DDP/WH Branch III Cuba Section	Code	15. Location Of Official Station  Washington, D.C.	Station Code		
16. Dept.- Field Dept - Code Usfld- Frgn -	17. Position Title  Area Ops Officer	18. Position No. 322	19. Serv. 20. Occup. Series GS 0136.01		
21. Grade & Step 11-2	22. Salary Or Rate \$ 6605 7270	23. SD DI	24. Date Of Grade Mo Da Yr	25. PSI Due Mo Da Yr	26. Appropriation Number 8-3500-20

**ACTION**

27. Nature Of Action  REASSIGNMENT Transfer from V to UV	Code 05	28. Eff. Date Mo Da Yr 6 12 958	29. Type Of Employee REGULAR	Code 01	30. Separation Data
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**PRESENT ASSIGNMENT**

31. Organizational Designations  DDP/WH Branch I Caracas, Venezuela Station	Code 4650	32. Location Of Official Station  Caracas, Venezuela	Station Code 77003		
33. Dept.- Field Dept - Code Usfld- Frgn -	34. Position Title I.O. (FI)	35. Position No. B-537-12	36. Serv. 37. Occup. Series GS 0136.51		
38. Grade & Step 11-2	39. Salary Or Rate \$	40. SD 07 01 5606 28 59	41. Date Of Grade Mo Da Yr	42. PSI Due Mo Da Yr	43. Appropriation Number 8-3588-55-066

**SOURCE OF REQUEST**

A. Requested By (Name And Title) P.C. BOWERS WH Personnel Officer	C. Request Approved By (Signature And Title) John WASHINKO X 8242
B. For Additional Information Call (Name & Telephone Ext.)	

**CLEARANCES**

Clearance A. Career Board	Signature P.C. Bowers	Date 6/16/58	Clearance D. Placement	Signature	Date
B. Pos. Control	Signature John WASHINKO X 8242	Date 18 Jun 58	E.		
C. Classification			F. Approved By	P.C. Bowers	Date 18 Jun 58

Remarks *Washinko forwarded to forward to forward to UV by Knott 6/16/58*  
2 copies to Security.  
Transfer from Voucherized to Unvoucherized Funds.

*See. Cose by Knott 6/16/58*

**SECRET**

*CS*

NOTIFICATION OF PERSONNEL ACTION

Mr. William N. Kent 5-9-59 PMA 6 6-26-58

Limited Appointment 7/23/58 Section 522.1  
PL 72d 79th as amended

Political Officer

Assistant Attaché

FIR-7 \$605

Career

I Regular

*S-76*

New

1-1011-110

M 94-8011 DDCG 7/23/58 VA.

Reserve SV-61a

Marital Status - Married - Three

Reserve Status - None

## SECRET

(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION						V to V	V to UV					
Mo	Da	Yr							UV to V	UV to UV					
1. Serial No.			2. Name (Last/First/Middle)			3. Date of Birth		4. Vet. Recd.		5. Sex		6. CS - EOD			
			KENT, William M			Mo	Da	Tr	None Q S-P-1-X To P-3	Code		Mo	Da	Tr	
7. SCD			8. CSC Recd. 9. CSC Or Other Legal Authority			10. Agen. Affidav.			11. FEGLI		12. LCD		13. MIL. SERV. CREDIT - LCD		
Mo	Da	Yr	Yes - 1	Code	No - 2	Mo	Da	Yr	Yes - 1	Code	Mo	Da	Tr	Yes - 1 No - 2	Code

## PREVIOUS ASSIGNMENT

14. Organizational Designations DDP/WH Branch 1 Caracas, Venezuela Station		Code	15. Location Of Official Station Caracas, Venezuela		Station Code	
16. Dept.-Field Dept.: X	Code	17. Position Title 10/FI		18. Position No. 537	19. Serv. GS	20. Occup. Series 0136.51
21. Grade & Step II	22. Salary Or Rate \$ 7270	23. SD DI	24. Date Of Grade 10 10 56	25. PSI Due 06 128 59	26. Appropriation Number 9-3588-55-066	

## ACTION

27. Nature Of Action Integration Department of State	Code	28. Eff. Date 58	29. Type Of Employee Regular	Code 30. Separation Date 09
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## PRESENT ASSIGNMENT

31. Organizational Designations		Code	32. Location Of Official Station 4450		Station Code 77003
33. Dept.-Field Dept.: X	Code	34. Position Title Assistant Attache Pol Officer		35. Position No.	36. Serv. FSR
38. Grade & Step 7	39. Salary Or Rate \$ 6435	40. SD	41. Date Of Grade Mo Da Tr	42. PSI Due Mo Da Tr	43. Appropriation Number

## SOURCE OF REQUEST

A. Requested By (Name And Title) OPSER/DCD/DCL	C. Request Approved By (Signature And Title) F. Eggleston Cover Officer
B. For Additional Information Call (Name & Telephone Ext.) B. Eggleston x8104	

## CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			B. Placement		
B. Pos. Control	223	2/1	C.		
C. Classification			D. Approved By		

Remarks

Standard Remarks

Wofle

~~SECRET~~

**REQUEST FOR PERSONNEL ACTION**

REQUEST FORM, CLASSIFICATION											
1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vet. Prof.		5. Sex	
559198		KENT WILLIAM M			None-D 05 09 29			Code 5 Pt-1 10 Pt-8		Mo. 01 Dc. 02 Yr. 52	
6. SCD		7. CSC Refers To			8. CSC Or Other Legal Authority			10. Appx. Allowances		11. REGD	
Mo. 07 Dc. 03 Yr. 50		Yes - 1 No - 2			Code 1			Mo. 01 Dc. 02 Yr. 52		Mo. 01 Dc. 02 Yr. 52	
		50 USCA 303 d									

**PREVIOUS ASSIGNMENT**

14. Organizational Designations		Code	15. Location Of Official Station	Station Code		
DDP WH BRANCH 1 CARACAS, VENEZUELA STATION		4650	CARACAS VENEZUELA	77003		
16. Dept. - Field		17. Position Title		18. Position No.	19. Serv. No.	20. Occup. Series
Dept. -	Code	<b>ASST ATTA POL OFF</b>		0537	FSR	0136-51
USAd		Frgn -	5	I.O. (F1)		
21. Grade & Step		22. Salary Or Rate	23. SD	24. Date Of Grade	25. P5 Due	26. Appropriation Number
07		\$ 6435	01	07 101 156	06 28 59	9 3588 55 066
		++20				

ACTION

ACTION			
27. Nature Of Action	Code	28. EH Date	Code
DISCHARGE	30	Mo. Da. Yr. 5-17-59	29. Type Of Employee
			REGULAR
			ON

**PRESENT ASSIGNMENT**

31. Organizational Designations		Code 4650	32. Location Of Official Station		Station Code 77003
33. Dept. - Field	34. Position Title Dept. - Code USNM - Frgs -  000-011	35. Position No. D-17		36. Serv. - GS	37. Occup. Sermon 0186-01
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
			Mo. Da. Yr.	Mo. Da. Yr.	
			6 1 72	11 15 68	
	\$ 8000				

**SOURCE OF REQUEST**

A. Requested By (Name And Title) <i>P. C. Powers</i> P. C. Powers, WFO Personnel Officer	C. Request Approved By (Signature And Title)				
B. For Additional Information Call (Name & Telephone Ext.) <i>John Washinko X5642</i>					
<b>CLEARANCES</b>					
Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>Donald Chapman</i>	1966	D. Placement		
B. Pos. Control	<i>Pat</i>	1966			
C. Classification			E. Approved By	<i>Robert E. Richards</i>	1966
Remarks	<i>CCW/CB 12-12-66 MAY 11 1966 533823</i>				
	Recorded by CSDP MAY 9 1966				

FORM NO. 1152

wb file  
wjb

SECRET

**SECRET**

## REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Rel.	5. Sex	6. CS - EOD
	KENT, WILLIAM H.	Mo. Da. Yr. 05 09 29	Name-0 Code F Pt-1 10 Pt-0	M. J.	Mo. Da. Yr.
7. SCD	8. CSC Ref:	9. CSC Or Other Legal Authority	10. Acct. Affidav.	11. POGO	12. LCD
Mo. Da. Yr. Mo. Da. Yr. Yes - 1 No - 2 1			Mo. Da. Yr. Yes-1 No-2	Mo. Da. Yr. Yes-1 No-2	Mo. Da. Yr. Yes-1 No-2

## PREVIOUS ASSIGNMENT

14. Organizational Designations  DIP WE BRANCH 4	Code	15. Location Of Official Station  WASH., D. C.	Station Code		
16. Dept. - Field Dept - X Code Lvl/d - Prog - /	17. Position Title  ASST AT&T POL OFF OPS OFF	18. Position No. RA-625	19. Serv. <b>PER</b> 20. Occup. Series 03 0136.01		
21. Grade & Step 07 12 1	22. Salary Or Rate \$ 6600 8330	23. SD D	24. Date Of Grade 07 17 59	25. PSI Due 11 17 60	26. Appropriation Number 0135 1000 1000

## ACTION

27. Nature Of Action  CONVERSION FROM PER STATUS	Code	28. Eff. Date Mo. Da. Yr. 04 06 60	29. Type Of Employee REGULAR	Code	30. Separation Date 01
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## PRESENT ASSIGNMENT

31. Organizational Designations  DIP WE BRANCH 4	Code	32. Location Of Official Station  WASH., D. C.	Station Code	
33. Dept. - Field Dept - X Code Lvl/d - Prog - /	34. Position Title  OPS OFF	35. Position No. RA-625	36. Serv. <b>PER</b> 37. Occup. Series 03 0136.01	
38. Grade & Step 12 1	39. Salary Or Rate \$ 8330	40. SD D	41. Date Of Grade Mo. Da. Yr. 42. PSI Due Mo. Da. Yr. 0135 1000 1000	43. Appropriation Number 0135 1000 1000

## SOURCE OF REQUEST

A. Requested By (Name And Title) *P.C. Bowers* Request Approved By (Signature And Title)

P. C. BOWERS WH/PERSONNEL OFFICER

B. For Additional Information Call (Name &amp; Telephone Ext.)

JOHN WASHINGTON X 8242

## CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>O. C. Bowers</i>	4-18-60	D. Present		
B. Pos. Control	<i>WR</i>	4-20-60	E.		
C. Classification			F. Approved By	<i>W. Keeney</i>	4-20-60

Reason **Subject resigned from the Department of State effective 16 April 1960, COB.**Approved by  
COB**SECRET**

4-18-60 (4)

~~SECRET~~

REQUEST FOR PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prest.	5. Sex	6. CS - EOB
559198	KENT WILLIAM H	Mo. Do. Yr. 05 09 29	No-0 5 R-1 10 R-2	I M 1	Mo. Do. Yr. 01 02 52
7. SCD	8. CSC Recd.	9. CSC Or Other Legal Authority	10. Accts. Affdgx.	11. REGU	12. LCD
Mo. Do. Yr. 07 03 50	Yes - 1 No - 2	Code 1	Mo. Do. Yr. Yes-1 No-2	Code 01	Code 02 2
50 USCA 403 J					

PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Location Of Official Station	Station Code
DDP WH BRANCH 1 CARACAS, VENEZUELA STATION	4650	CARACAS VENEZUELA	77003
16. Dept. - Field	17. Position Title	18. Position No.	19. Serv. 20. Occup. Series
Dept - USM Frgn -	Code <b>ASST ATTA POL OFF</b>	0537	FSR GS 0136.01
19. Grade & Step	20. Salary Or Rate	21. SD	22. Date Of Grade 23. PSI Due 24. Appropriation Number
07 12 1	\$ 6600 8330	D	Mo. Do. Yr. Mo. Do. Yr. 0135 5880 3000 05 17 59 11 13 60

ACTION

27. Nature Of Action	Code	28. ER. Date	29. Type Of Employee	Code	30. Separation Date
<b>REASSIGNMENT</b>	61	Mo. Da. Yr. 01 01 60	REGULAR	OM	

PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code
DDP WH BRANCH 4	4617	WASH., D. C.	
33. Dept. - Field	34. Position No.	35. Position No.	36. Serv. 37. Occup. Series
Dept - USM Frgn -	Code <b>ASST ATTA POL OFF</b>	Code <b>4617</b>	FSR GS 0136.01
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade 42. PSI Due 43. Appropriation Number
07 12 1	\$ 6600 8330	D	Mo. Do. Yr. Mo. Do. Yr. 0135 1000 1000

SOURCE OF REQUEST

- A. Requested By (Name And Title)  
*P. C. BOWERS*  
**PERSONNEL OFFICER**
- B. For Additional Information Call (Name & Telephone Ext.)  
**JOHN WASHINGTON** **15242**
- C. Request Approved By (Signature And Title)

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	<i>W. L. Davis</i>	1/15/62	D. Placement		
B. Pos. Control			E.		
C. Classification			F. Approved By	<i>J. White</i>	4-15-62

Remarks

Staffing Complement Change.

2 copies to Security.

FORM NO. 1158  
1 MAY 57

~~SECRET~~

(4)