

CONFIDENTIAL

23 February 1978

MEMORANDUM FOR: Director of Personnel

FROM : Wesley L. Laybourne
A/Chairman, DO Personnel Evaluation Boards

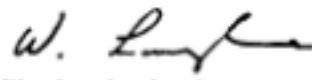
VIA : Chief, Career Management Staff

SUBJECT : Recommendation for Quality Step Increase
for Joseph S. Piccolo (CI)

1. Mr. Piccolo joined the Agency in 1957 and since then has served 12 years as a field-case officer in Mexico, Nicaragua and Brasil as well as tours at Headquarters in I.A Division and currently on the CI Staff. He was promoted to GS-13 on 4 February 1973.

2. Mr. Piccolo has performed in a strong to outstanding manner during the past year as described in his fitness report covering the period October 1976 to September 1977. He was engaged during this period in a number of CI projects, including "a sensitive, multi-level project which has resulted in a neutralization of some Soviet espionage activity abroad." He also was called upon to support CI activities requiring extensive travel abroad in support of joint Agency and FBI objectives and "he executed these assignments with a singular degree of professionalism." He recently also organized and ran in Spanish a CI course for foreign liaison and the Station involved described the effort "as an outstanding contribution." During the previous fitness report period he participated in two CI surveys in Africa and Latin America and because of this experience he was recently named to head another CI survey to take place in Latin America in the future.

3. It is the view of the Fiscal Year 1978 GS-13 DO Personnel Evaluation Board that Mr. Piccolo has performed in a sustained high manner which exceeds the normal requirements of his position and that this sustained high performance promises to continue. He is, therefore, recommended for a Quality Step Increase.


Wesley L. Laybourne

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27 October 1977

MEMORANDUM FOR: Career Management Staff

SUBJECT : Request for Change of Career Designation
to B/OS-Operational Specialist from B/OG-
Operational Generalist

1. It is requested that my career designation be changed to B/OS-Operational Specialist from that of B/OG-Operational Generalist. It is believed that the career activities and recent events described below clearly meet the criteria set forth in the Career Service Personnel Evaluation System Handbook.

2. In July 1977, I changed my home base from Latin America Division to the Counterintelligence Staff. This change of home base was precipitated by the cancellation of a planned overseas tour in Latin America which was scheduled to begin in July 1977. The cancellation of the tour was caused by State Department objections to my assignment because of publicity accorded me by Philip Agee and Counterspy Magazine.

3. The following is a career summary noting Operational Specialist related activities only:

January 1976 - Present	CI Staff
August 1973 - August 1975	Liaison Officer, Managua Station, (Spanish language)
August 1972-June 1973	Liaison Officer, Rio de Janeiro Base, for a Special Project (Portuguese language)
February 1969-December 1969	Liaison Officer, Headquarters, Latin America Division/Cuban Operations (<u>British MI-6</u>) & U.S. Navy)
April 1968-January 1969	Liaison Officer, Managua Station, (Spanish language)
August 1962-August 1965	Counterintelligence Section, Headquarters, Latin America Division, Cuban Task Force exploiting two intelligence service defectors (Spanish language)

11 IMPD1
11 025775

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<input type="checkbox"/> UNCLASSIFIED	<input type="checkbox"/> INTERNAL ONLY	<input type="checkbox"/> CONFIDENTIAL	<input type="checkbox"/> SECRET
ROUTING AND RECORD SHEET			
SUBJECT: (Optional)			
FROM:		EXTENSION	TO
DDO		1414	DATE 27 September 1976
TO: (Officer designated, room number, and building)		DATE REMOVED FORWARDED	OFFICER'S INITIALS COMMENTS (Number each comment to show from whom to whom. Draw a fine vertical column after each comment.)
1. C/CII		REMOVED	(L) Thank you for sending me the Lima Station security review and the Station's response in HPLA-13576. Both are very well done and illustrate the usefulness of CI and Ops Security surveys.
2.			
3.			
4. C/CII/OC/AO			
5. STAFF			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			
<p>cc: ADDO DDO/REG</p> <p>To Y: Please circulate</p> <p>u</p> <p>Comments made by the DDO on the CI Survey of the Lima Station which was done by Morris, Joseph Picciotto and Barbara Silver.</p>			

SECRET

(U) This document contains neither recommendations nor conclusions of the Central Intelligence Agency. It is the property of the CIA. It is loaned to your agency; it and its contents are not to be distributed outside your agency without CIA permission.

REQUEST FOR PERSONNEL ACTION								DATE PREPARED 8/7/74							
1. MILITARY NUMBER 023658 ✓		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.													
3. NATURE OF PERSONNEL ACTION CHANGE OF NSCA								4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 08 19 74							
5. FUNDS		V TO F	V TO C	6. PAY AND NSCA		7. CATEGORY OF EMPLOYMENT REGULAR									
		G TO F	X G TO C	5135 1049 0002		8. DEPARTMENT / Comptroller's Office of Personnel									
9. ORGANIZATIONAL DESIGNATIONS DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION								10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA							
11. POSITION TITLE ASST ATTACHE POL. OFF OPS OFFICER 300008		12. POSITION NUMBER 13		13. CAREER SERVICE DESIGNATION DQG											
14. CLASSIFICATION RANK/grade (G.I., E.R., etc.) PSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 5 4 13 3		17. SALARY OR RATE 14479 ✓ 22055 ✓									
18. REMARKS <i>* Managua, Nicaragua</i>															
18a. SIGNATURE OF REQUESTING OFFICER <i>Henry L. Berthold WH PER</i>				DATE SIGNED 7/9/74		18b. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>J. K. [Signature]</i>				DATE SIGNED 8/9/74					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
19. AT/TO 20. DEPT/ ITEM CODE		21. DIVISION/DEPT NUMBER		22. STATION CODE		23. GRADE CODE		24. MONTH CODE		25. DAY OF MONTH MO DA YE		26. DAY OF GRADE MO DA YE		27. DAY OF PAY MO DA YE	
37 11		51600 00013		5		3		A		08 25		MO DA YE		MO DA YE	
28. PAY CHANGES		29. SPECIAL SERVICING		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/AMENDMENT DATA TYPE		33. EOD DATA		34. SECURITY P/T RD		35. SDI	
36. RETIREMENTS		36. PAY COMP. DATA		37. LONG COMP. DATA		38. CAREER OUTLOOK		39. MEDICAL, HEALTH INSURANCE		40. SOCIAL SECURITY NO					
GROSS 1-1000 1-1 PT 1-10 RT		MO DA YE		MO DA YE		GROSS 1000/1000 PRES/TEMP		CODE		CODE		1-1000 1-1 PT 1-10 RT		HEALTH INS. CODE	
41. PREVIOUS FOREIGN GOVERNMENT SERVICE		42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA		45. FORM EXECUTED		46. NO. TAX EXEMPTIONS		47. FORM EXECUTED		48. STATE TAX STATE CODE	
400P 0-100 1-100 1-1000 1-10000		1000		FORM EXECUTED CODE		NO. TAX EXEMPTIONS		1-100 1-10 1-100		1-100 1-10 1-100		1-100 1-10 1-100		CODE DEMP CODE	
49. POSITION CONTROL CERTIFICATION <i>MR 8/13/74</i>								50. O.P. APPROVAL <i>Jack H. Krasner</i>				DATE APPROVED 8/13/74			

FORM 8-72 1192 USE PREVIOUS EDITION

SECRET

CLASSIFIED BY 01-0323

SF-3
APOL

SECRET

2025 RELEASE UNDER E.O. 14176

DATE PREPARED

5 September 73

REQUEST FOR PERSONNEL ACTION											
1. SERIAL NUMBER 025662	2. NAME (Last-First-Middle) Piccolo, Joseph S										
3. NATURE OF PERSONNEL ACTION Reassignment				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 09 17 73			5. CATEGORY OF EMPLOYMENT Regular				
6. RANKS OF TO Y X OF TO O		7. PAN AND NSCA 4135-1049 0001		8. LEGAL AUTHORITY (Completed by Office of Personnel)							
9. ORGANIZATIONAL DESIGNATIONS DDO/WH DIO, Foreign Field Branch 2 Managua, Nicaragua 50712				10. LOCATION OF OFFICIAL STATION Managua, Nicaragua							
11. POSITION TITLE Asst Attaché/Pol Off Ops Off/DCOS				12. POSITION NUMBER 0396			13. CAREER SERVICE DESIGNATION D				
14. CLASSIFICATION SCHEDULE (Fig. 2A, Vol. I) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 05 3 13 2			17. SALARY OR RATE \$ 17,075 \$ 20,357				
18. REMARKS From: DDO/WII/FF/Br 5/ Rio de Janeiro * Ops Office DCOS occupying Ops Officer position. 09037- Approved 259A attached											
Rio De Janeiro, Brazil											
1. Security		1. Finance									
19. SIGNATURE OF REQUESTING OFFICIAL Henry L. Berthold C/MII/Pers				DATE SIGNED 5-14-73			20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER H. L. Berthold 9-7-73			DATE SIGNED	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION CODE 3710	22. EMPLOY CODE NUMBER 51640	23. OFFICE ISSUING CODE ALPHABETIC WN	24. STATION CODE 000	25. INTRASERVICE CODE S	26. HIRE DATE 1964	27. END OF TERM MO DA YE 3 12 08 83	28. END OF GRADE MO DA YE	29. DATE OF DE MO DA YE			
30. CONTRACT EXPIRED MO DA YE	31. SPECIAL REFERENCE	32. RETIREMENT DATA 1-M 2-REG 3-GEN	33. SEPARATION DATA CODE	34. COMMUTATION/CANCELLATION DATA TYPE	35. END OF TERM MO DA YE	36. SECURITY INFO RD.			37. SEC RD.	38. SOC SEC RD.	
39. VET PREFERENCE CODE 0-NONE 1-1 PT 2-10 PT			40. SEPARATE COMP. DATE MO DA YE			41. CARRY OVER CODE			42. STATE/HEALTH INSURANCE CODE		
43. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO SERVICE OR SERVICE 2-SERVICE IN LEVY (11/11/68-3 YEARS) 3-SERVICE IN ARMY (MORE THAN 3 YEARS)			44. LEAVE CAT CODE			45. RETIRE TIR DATA FORM EXECUTED CODE 1-TIR 2-RD			46. STATE TAX DATA CODE		
47. POSITION CONTROL CERTIFICATION 707-4-7-73						48. O.P. APPROVAL H. L. Berthold			49. DATE APPROVED 14-6-73		

Form 8-72 1152

UM PREVIOUS EDITION

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CLASSIFIED BY 01-0332

EX-2 APPROVE

SECRET

REQUEST FOR PERSONNEL ACTION								DATE PREPARED 30 January 1973			
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) Piccolo, Joseph S.									
3. NATURE OF PERSONNEL ACTION Promotion		4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 04 73				5. CATEGORY OF EMPLOYMENT Regular					
6. RANKS OF 10 Y		7. PAY GRADE OF 10 Y		8. PAY RATE X OF 10 G		9. LEGAL AUTHORITY (Completed By Officer of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDP/WH Division Foreign Field Branch 5-Brasilia, Brazil Station Rio de Janeiro, Brazil Base		10. LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil									
11. POSITION TITLE Attache Political Officer Ops Officer (13)				12. POSITION NUMBER 1865		13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (GS, LS, RS) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND PAY 05 13 2		17. SALARY DATA 17,075 ✓ 20,357 ✓					
18. REMARKS FROM: ESK13XX GS-12/5 Home Base: WH * Rio de Janeiro, Brazil											
19A. SIGNATURE OF REQUESTING OFFICER Henry L. Beithold, C/WH/Pers				DATE SIGNED 30 Jan 73		19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER John R. Curran				DATE SIGNED 1/7/73	
SPACES BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
20. ACTION CODE 32 10	21. OFFICE ADDRESS 51135 WH	22. STATION CODE 1000	23. HIREDATE 1000	24. MONTH DAY YEAR OF BIRTH 3 17 1925	25. DATE OF GRADE 02 04 73	26. DATE OF END 02 04 73					
27. PAY GRADES MO. DA. TA. 1-10 1-10 1-10	28. SPECIAL REFERENCES 1-COM 2-COM 3-COM 4-COM	29. REINSTATE DATE COMBINE	30. SEPARATION DATE TYPE COMBINE	31. CORRECTION-DEMILITARIZATION DATE TYPE COMBINE	32. SECURITY INFORMATION EOQ DATA	33. SECURITY INFORMATION EOQ. NO					
34. HQ. PRESENT	35. HQ. NEW COMB. DATE	36. HQ. COMB. DATE	37. CARRIER STATUS	38. REGI. REIN. INVESTIG.	39. REGI. REIN. INVESTIG.	40. REGI. REIN. INVESTIG.					
CORR 1-10 1-10 1-10	MO. DA. TA. 1-10 1-10 1-10	MO. DA. TA. 1-10 1-10 1-10	1-10 1-10 1-10	1-10 1-10 1-10	1-10 1-10 1-10	1-10 1-10 1-10					
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAC CODE	43. LEAVE TIME DATA CODE	44. LEAVE TIME DATA CODE					
45. LEAVE TIME DATA CODE				46. LEAVE TIME DATA CODE	47. LEAVE TIME DATA CODE	48. LEAVE TIME DATA CODE	49. LEAVE TIME DATA CODE				
50. POSITION CONTROL CERTIFICATION 1000 2-10-73				51. O.P. APPROVAL T. J. Stitt				DATE APPROVED 2/1/73			

21 OCT 1972

MEMORANDUM FOR: Chairman, GS-12, CS Evaluation Board
SUBJECT : Recommendation for Promotion to GS-13,
Joseph S. Piccolo

1. Mr. Joseph S. Piccolo entered on duty with the Agency in February 1957 as a file clerk. He progressed rapidly from that position to that of Intelligence Assistant and subsequent acceptance into the Agency Junior Officer Trainee Program. In addition to Headquarters assignments he has served as operations officer in Mexico City Station (1965-1968) and Managua Station (1968-1969). Since February 1970 he has been assigned to Brasilia Station, Base Rio de Janeiro, where he is serving on an extension of tour until June 1973. He has been in grade GS-12 since September 1968.

2. M. Piccolo has been consistently evaluated as a very strong performer in his current grade and this in a variety of assignments which have progressed upwards in responsibility and have included field FI and liaison responsibilities, Headquarters desk officer and liaison officer; up to his current assignment as senior officer in charge of one of the Station's major operational programs, Communist Party and terrorist operations including direct handling of the Station's most sensitive [CP agent]. He has been evaluated by the Rio de Janeiro Base Chief as the most mature, dependable and competent case officer at the Base. He has excelled in the handling of intricate sensitive [penetration] operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. Two Chiefs of Station have emphatically endorsed the very

high evaluation placed on Mr. Piccolo's performance. His current COS has especially commended him on his handling of a complex current case involving liaison in which Mr. Piccolo has demonstrated an unusual grasp of detail, excellent judgment, poise under pressure, and extraordinary stamina. The COS has stated that Mr. Piccolo is already performing well above the GS-13 level.

3. Several supervisors have commented on Mr. Piccolo's quiet unassuming personality which belies the intensity with which he approaches his work. Underlying the quiet manner it has been noted that he is tough-minded and aggressive in his agent handling and exploitation and is highly experienced and skilled in the basic craft of the intelligence business. He is linguistically talented and can function in both the Spanish and Portuguese languages. He has had the basic Agency operations courses including some in technical operations. He is also an intelligent supervisor with a capability for lighting fires under his charges when necessary. He is highly respected and appreciated by all his colleagues and though he maintains a low-profile he moves easily in his **official cover** circles.

4. Mr. Piccolo has already proven his ability to perform at the next highest grade. Most supervisors have emphasized his potential for assuming ever increasing responsibilities. He has realized this potential with each succeeding assignment and particularly in his current one. He fits both the general and specific criteria for promotion. He has shown himself in possession of the requisite qualities of reliability, seriousness of purpose, imagination, and dedication. He has personally applied the specifics of his profession in a successful manner and has demonstrated his ability to supervise and inspire others in their application as well.

5. Mr. Piccolo's request for a one-year extension of his current tour has been approved. At the culmination of that period an appropriate assignment will be arranged for him commensurate with the Agency's needs, his desires and the continued furtherance of his career.

E.D. Gandy

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• 73 •

REQUEST FOR PERSONNEL ACTION							DATE PREPARED 17 February 1972									
1. SERIAL NUMBER 025658		2. NAME (Last-First-Middle) Piccolo, Joseph S.														
3. NATURE OF PERSONNEL ACTION Reassignment							4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 02 20 72									
5. RATES		V TO V	V TO G				6. FINANCIAL ANALYSIS NO CHARGEABLE 2135-0694									
7. ORGANIZATIONAL DESIGNATIONS DDP/WH Division Foreign Field Branch 5 - Brasilia, Brazil Station Rio de Janeiro, Brazil Base							8. LEGAL AUTHORITY (Completed by Office of Personnel) REGULAR									
9. LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil							10. LOCATION OF OFFICIAL STATION Rio de Janeiro, Brazil									
11. POSITION TITLE Attaché, Political Officer Ops Officer				(D43)			12. POSITION NUMBER 1865									
13. CLASSIFICATION SCHEDULE (GS, LS, etc.) FSR GS				14. OCCUPATIONAL SERIES 0136.01			15. GRADE AND STEP 05 2 12 4									
16. PAYROLL							17. SALARY OR RATE 15,732 \$17,453									
FROM: DDP/WH/FE/BR 5/RIO DE JANEIRO BASE/0197 <i>* Rio de Janeiro, Brazil</i>							18. HOME BASE: WH									
19. SIGNATURE OF REQUESTING OFFICER Henry L. Berthold, C/WH/Pers				DATE SIGNED 17 Feb 72			20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Kerry W. Smith									
21. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL				DATE SIGNED 17 Feb 72												
22. ACTION 1000		23. OFFICE CODES NUMBER ALPHABETIC 51 10 518.25 WH 01031	24. STATION CODE 0197	25. OFFICES CODE 1-100 1-1000 1-10000 1-100000	26. OFFICES CODE 1-100 1-1000 1-10000 1-100000	27. OFFICES CODE 1-100 1-1000 1-10000 1-100000	28. DATE OF BIRTH 1000 MO DA YE	29. DATE OF BIRTH 1000 MO DA YE	30. DATE OF BIRTH 1000 MO DA YE	31. DATE OF BIRTH 1000 MO DA YE	32. SECURITY CODE 1000	33. SSN 1000	34. GS CODE 1000	35. DATE OF ID 1000 MO DA YE	36. DATE OF ID 1000 MO DA YE	37. DATE OF ID 1000 MO DA YE
38. PREVIOUS GOVERNMENT SERVICE CODE 1-100 1-1000 1-10000 1-100000		39. STATE COMPT. DATA CODE 1-100 1-1000 1-10000 1-100000		40. STATE COMPT. DATA CODE 1-100 1-1000 1-10000 1-100000		41. STATE COMPT. DATA CODE 1-100 1-1000 1-10000 1-100000		42. STATE COMPT. DATA CODE 1-100 1-1000 1-10000 1-100000		43. STATE COMPT. DATA CODE 1-100 1-1000 1-10000 1-100000		44. STATE COMPT. DATA CODE 1-100 1-1000 1-10000 1-100000				
45. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-100 1-1000 1-10000 1-100000		46. STATE TAX DATA CODE 1-100 1-1000 1-10000 1-100000		47. STATE TAX DATA CODE 1-100 1-1000 1-10000 1-100000		48. STATE TAX DATA CODE 1-100 1-1000 1-10000 1-100000		49. STATE TAX DATA CODE 1-100 1-1000 1-10000 1-100000		50. STATE TAX DATA CODE 1-100 1-1000 1-10000 1-100000						
51. POSITION CONTROL CERTIFICATION <i>fed 2-24-72</i>							52. O.P. APPROVAL <i>Sgt. Major C. Wilson</i>			53. DATE APPROVED <i>2-24-72</i>						

SECRET/RYBAT - TELEPOUCH

DISPATCH NO - HVRT-PP619

DATE - 3 NOVEMBER 1971

TO - CHIEF, WESTERN HEMISPHERE DIVISION

INFO - CHIEF OF STATION, BRASILIA

FROM - CHIEF OF BASE, RIO DE JANEIRO

SUBJECT - FORWARDING OF FITNESS REPORT - HOWARD A. TRECKLER

REF - DIRECTOR 196967

FORWARDED HEREWITH IS A FITNESS REPORT FOR
HOWARD AM TRECKLER.

SPECIFIC DUTIES

1. SENIOR FI OFFICER WITH SUPERVISORY RESPONSIBILITIES
OVER ONE JUNIOR OFFICER AND ONE CAREER AGENT. S
2. STATION **CP** OFFICER WITH COORDINATING
RESPONSIBILITIES OVER STATION AND BASE
ACTIVITIES AND DIRECT AGENT HANDLING FUNCTIONS
AGAINST **CP** AND RELATED TARGETS. S
3. CASE OFFICER FOR SEVERAL SENSITIVE, COMPLEX,
HIGH LEVEL **PENETRATIONS** OF VARIOUS HIGH
PRIORITY TARGETS. S

OVERALL PERFORMANCE IN CURRENT POSITION S

NARRATIVE COMMENTS

SUBJECT IS PERHAPS THE MOST MATURE, DEPENDABLE AND COMPETENT
CASE OFFICER WE HAVE. HE HAS EXCELLED IN THE HANDLING OF
INTRICATE, SENSITIVE **PENETRATION** OPERATIONS WHERE THE HIGHEST
PROFESSIONAL STANDARDS ARE DEMANDED. HE CARRIES A VERY HEAVY
WORK LOAD LIGHTLY AND IS A PRODIGIOUS CONTRIBUTOR IN BOTH
OPERATIONAL AND INFORMATION REPORTING. HIS PERFORMANCE AS
A SUPERVISOR HAS BEEN CHARACTERIZED BY CONSCIENTIOUSNESS,
A GOOD SENSE OF DETAIL, PERCEPTIVENESS, FAIRNESS AND
FIRMNESS. HE IS AT HIS BEST IN PRACTICAL SITUATIONS.

SECRET/RYBAT HVRT-PP619 PAGE 1



SECRET

(If true, initial here)

24-2 PERIOD

25 May 1970

REQUEST FOR PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (Last-First-Middle)															
025658		PICCOLO, JOSEPH S.															
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE REQUESTED															
REASSIGNMENT		MONTH DAY YEAR 05 31 70 REGULAR															
5. RANKS		6 TO Y		Y TO O		7. FINANCIAL ANALYSIS NO. CHARGEABLE											
OF TO Y		X		OF TO O		8. LOCAL AUTHORITY IS REQUESTED TO APPROVE											
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION															
DDP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		RIO DE JANEIRO, BRAZIL															
11. POSITION TITLE		12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION													
ATTACHE POLITICAL OFF OPS OFFICER		(13)		0197		D											
14. CLASSIFICATION SCHEDULE (GS, F.R., etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE											
PSR GS		0136.01		05 1 12 3		\$ 13,618 315,138											
18. REMARKS																	
FROM: DDP/WH/DEV. COMP APPROVED 259a ATTACHED																	
HOME BASE WH																	
Wash, D.C.																	
1 - Finance 2 - Security																	
18A. SIGNATURE OF REQUESTING OFFICER				DATE SIGNED		18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER				DATE SIGNED							
Henry L. Berthold C/WH/Pers				25 May 70		Paul M. Kuhn				25 May 70							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION		20. DEPLOY CODE		21. GRADE CODING		22. UNION		23. PAYROLL		24. AGENTS		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF PAY	
COM		CODE		CODE		CODE		CODE		CODE		CODE		CODE		CODE	
37		VO		5/1/70		0004		0001		S		3		12/08/35		1	
28. RET. CAGES		29. SPONSOR		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION CANCELLATION DATA		33. MOBILITY		34. MOBILITY		35. MOBILITY		36. MOBILITY	
NO DA 18		RETR		RETIRE		TIME		TIME		NO DA 18							
37. RET. PREFERENCES		38. NEW COMP. DATA		39. LONG COMP. DATA		40. CAREER CATEGORY		41. HIGH. REACH. INCREAS.		42. VOLUME. VOLUME		43. VOLUME. VOLUME		44. VOLUME. VOLUME		45. VOLUME. VOLUME	
CODE		0-1000 1-1000 2-1000		000 000 000		1000 1000 1000		1000 1000 1000		0-1000 1-1000 2-1000		0-1000 1-1000 2-1000		0-1000 1-1000 2-1000		0-1000 1-1000 2-1000	
46. PREVIOUS CARRIER GOVERNMENT SERVICE		47. LEADS OUT		48. TITLES/TIME		49. FORM EXECUTIVE CODE		50. PAY EXCEPTIONS		51. FORM PAYMASTER		52. FORM PAYMASTER		53. FORM PAYMASTER		54. FORM PAYMASTER	
CODE		1000		1000		1000		1000		1000		1000		1000		1000	
49. POSITION CONTROL CERTIFICATION										50. O.P. APPROVAL		51. DATE APPROVED					
06-12-70 per James K. C. (KCN)																	

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE
<u>Niccelo, Joseph</u>	<u>25 JANUARY 1935</u>	<u>GS-12</u>
4. OFFICE DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)	5. PRESENT POSITION	
DDP WH/COG	Ops Officer	
6. PROPOSED STATION	7. PROPOSED POSITION /FAIR, Number, Grade/	
Rio de Janeiro, Brazil	Ops Officer/5197/ GS-13	
8. TYPE OF COVER AT NEW STATION	10. ESTIMATED DATE OF DEPARTURE	11. NO. OF dependents TO ACCOMPANY
State	o/a 1 June 70	1

12. COMMENTS

Vice Robert Stone
Forms DS 1686 attached

Pausch, G. J. 1970 CSPO/DR

13. DATE OF REQUEST	14. SIGNATURE OF REQUESTING OFFICIAL	15. ROOM NUMBER AND BUILDING/TEL. EXTENSION
2 February 1970	<i>Susan E. Ruttenberg</i>	3D 5309 Hqs. 6815
16. OFFICE OF MEDICAL SERVICES DISPOSITION		
17. OFFICE OF SECURITY DISPOSITION		
18. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION		
<i>Q117-3 1970</i> <i>4867-4-</i>		
REQUEST FOR PCS OVERSEAS EVALUATION		

SECRET

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 025658	2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			3. DATE PREPARED 3 February 1970	
4. NATURE OF PERSONNEL ACTION REASSIGNMENT			5. EFFECTIVE DATE REQUESTED 02 08 70	6. CATEGORY OF EMPLOYMENT REGULAR	
7. RANKS OF 10 Y OF 10 Y	8. TURPS <input checked="" type="checkbox"/> OF 10 Y	9. TO OF <input checked="" type="checkbox"/> OF 10 OF	10. FINANCIAL ARRANGEMENT NO CHARGEABLE 0135 0623	11. LEGAL AUTHORITY OR COMMISSION IN OFFICE OF Personnel	
12. ORGANIZATIONAL DESIGNATIONS DDP/WH DEVELOPMENT COMPLEMENT			13. LOCATION OF OFFICIAL STATION WASH., D.C.		
14. POSITION TITLE FOREIGN SERV. RES. OFF OPS OFFICER			15. POSITION NUMBER 9997	16. CAREER SERVICE DESIGNATION D	
17. CLASSIFICATION SCHEDULE (F.G. I.B. WH)		18. OCCUPATIONAL SERIES FSR GS	19. GRADE AND STEP 06 2 12 3	20. SALARY OR RATE 10,962 \$14,281	
21. REMARKS * WASH, DC FROM: DDP/WH/COG/ON ISLAND OPERATIONS BR./POS # 1159 * FOR TRAINING					
1 - FINANCE					
22. SIGNATURE OF APPROVING OFFICER Henry L. Berthold C/WH/Pers		23. DATE SIGNED 32-670	24. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Paul M. Yoder		25. DATE SIGNED 6 Feb 70
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
26. ACTION CODE 37	27. EMPLOY. TERM 13	28. OFFICE CODING 51697 WH FSCIA	29. DURATION S	30. ACTIVITIES 12 KS 15	31. DATE OF BIRTH 19
32. RETIREMENT MO DA TA	33. VACANT REFERENCE CODE	34. RETIREMENT DATA CODE	35. SEPARATION DATA CODE	36. CORRECTION DATA CODE	37. DATE OF DEATH 19
38. RET. PAYMENTS CODE 0-1000 1-100 2-100 3-100	39. VACANT COMP. DATE MO DA TA	40. TERM COMP. DATE MO DA TA	41. CARRYOVER PAYMENT CODE 0-1000 1-100 2-100 3-100	42. VACANT EXEMPTION CODE 0-1000 1-100 2-100 3-100	43. TERM PAYMENT CODE 0-1000 1-100 2-100 3-100
44. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-10 PAYOR CODE 1-10 PAYOR CODE 2-10 PAYOR CODE 3-10 PAYOR CODE	45. CARRYOVER DATA CODE	46. TERM DATA CODE	47. TERM DATA CODE	48. TERM DATA CODE	49. TERM DATA CODE
50. POSITION CONTROL CERTIFICATION C-10-70 jk James E. L. 11-02-1970			51. O.P. APPROVAL DATE APPROVED		
FORM 1152 USE PREVIOUS EDITION 3-67					

SECRET

GROUP 1
EXEMPTION FROM SELECTIVE SERVICE
FORM 1152-1970

SECRET

(U) Acq. & Ref. Div.

REQUEST FOR PERSONNEL ACTION				DATE PREPARED	
1. SERIAL NUMBER 02565N	2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			3. DATE PREPARED 24 JUNE 69	
4. NATURE OF PERSONNEL ACTION REASSIGNMENT				5. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 07/03/69	
6. RATES	V TO V	V TO C		FINANCIAL ANALYST AND CHARGEABLE 0135 0620	8. CATEGORY OF EMPLOYMENT REGULAR
7. ORGANIZATIONAL DESIGNATIONS DDP/WH WII/COG ON-ISLAND OPERATIONS BRANCH				9. LOCATION OF OFFICIAL STATION WASH., D.C.	
10. POSITION TITLE POL OFFICER OPS OFFICER				11. POSITION NUMBER (14)	12. CAREER SERVICE DESIGNATION D
14. CLASSIFICATION SCHEDULE (G.T. E.R. etc.) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 06 1	17. SALARY OR RATE 9721
				12 2	\$ 12580
18. REMARKS FROM: Pos. #1152 <i>K. L. Berthold</i>					
1 - Finance					
19A. SIGNATURE OF CHIEF APPROVING OFFICER Henry L. Berthold C/WH/Personnel			DATE SIGNED 26 Jun 69	19B. SIGNATURE OF CHIEF SERVICE APPROVING OFFICER Paul M. Ullay	
20. SIGNATURE OF CHIEF APPROVING OFFICER 26 Jun 69					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
21. ACTION CODE 37 10	22. OFFICE CODING CODE 51500 WH 7213	23. STATION CODE S	24. RETIREMENT DATA CODE 1-000	25. DATE OF HIRE CODE 1968	26. DATE OF SEPARATION CODE 1968
27. PAY STATUS CODE 1-1-1	28. PAYABLE CODE 1-000	29. PAYMENT DATA CODE 1-000	30. CORRECTION DATA CODE 1-000	31. PAYMENT DATA CODE 1-000	32. DATE OF SEPARATION CODE 1968
33. VET PREFERENCE CODE 1-000 1-1-1 1-1-1-1	34. NEW COMP. DATE CODE 10 04 70	35. LONG COMP. DATE CODE 10 04 70	36. CAREER CATEGORY CODE 1-000	37. PAYMENT DATA CODE 1-000	38. SOCIAL SECURITY NO. CODE 1-000
39. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-000 1-1-1 1-1-1-1 1-1-1-1-1 1-1-1-1-1-1	40. LEAVE ENTITLEMENT CODE 1-000	41. FOREIGN TAX DATA CODE 1-000	42. STATE TAX DATA CODE 1-000	43. O.P. APPROVAL CODE 1-000	44. DATE APPROVED CODE 1-000
45. POSITION CONTROL CERTIFICATION 070369CR			46. O.P. APPROVAL <i>San J. P. 11/07/69</i>		47. DATE APPROVED 070369
24-7 1152 USE PREVIOUS EDITION					

P SECRET

(U) Acq. & Ref. Div.
CLASSIFIED BY: 1152
DATE: 11/07/69
BY: 1152

SECRET

SECRET

SECRET

(2025 Edition)

REQUEST FOR PERSONNEL ACTION						DATE APPROVED							
1. SERIAL NUMBER			2. NAME (Last - First - Middle)			27 AUGUST 1968							
025658			PICCOLO, JOSEPH S. --										
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED			5. CATEGORY OF EMPLOYMENT							
PROMOTION			G 1/3 1/1			REGULAR							
6. RANKS			7. FINANCIAL STATUS NO CHARGEABLE			8. U.S. AIR FORCE (Explained by letter of Personnel)							
OF TO V XX OF TO OF			9135 1049										
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION										
DDP WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION			MANAGUA, NICARAGUA										
11. POSITION TITLE			12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION							
POLITICAL OFFICER OPS OFFICER (1/2)			0396			D							
14. CLASSIFICATION SERVICE (GS, E.R. or J)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP							
FSR GS			0136.01			07 4 12 1/1							
17. SALARY OR RATE						18. SALARY OR RATE							
\$ 11,223						\$ 11,223 ✓							
19. REMARKS						PST 7/1/68.							
FROM: GS-11/4 \$11,223													
X Managua, Nicaragua													
1 - Finance													
20. SIGNATURE OF REQUESTING OFFICER			DATE SIGNED			18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER			DATE SIGNED				
HENRY L. BERTHOLD C/WH PERSONNEL			11 Aug 68			✓ Verbal			3 Sept 68				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
21. ACTION		22. DATA CODE		23. STATION		24. PAYLINE		25. MONTH		26. DATE OF BIRTH		27. DATE OF DEATH	
CODE		NUMBER ALPHABETIC		CODE		CODE		CODE		MO DA YE		MO DA YE	
42. 1/1		51-GSU		W/1		5		3		12 1/1 1935		11 24 63	
28. EGI CODES		29. SPECIAL REFERRAL		30. REFERRAL DATA		31. SEPARATION DATA CODE		32. CORRECTION DATA CODE		33. SECURITY DATA CODE		34. SSN	
40. 0A 1B		41. 0A 1B		42. 0A 1B		43. 0A 1B		44. 0A 1B		45. 0A 1B		46. 0A 1B	
35. INT. PAYMENTS		36. INT. COMP. DATA		37. LONG. COMP. DATA		38. CAREER CATEGORY		39. MED. HEALTH INSURANCE		40. SOCIAL SECURITY NO			
CODE		0-1000 1-1000 2-1000		0000 0000 0000		CODE		CODE		CODE		CODE	
47. PAYMENT CUTOFF GOVERNMENT MONTHS		48. LEAVE DAY		49. REFERRAL TO STATE		50. STATE TAX DATA							
CODE		0-1000 1-1000 2-1000 3-1000		CODE		CODE		CODE		CODE		CODE	
51. POSITION CONTROL CERTIFICATION		52. O.P. APPROVAL		53. DATE APPROVED									
54. 1152 USE PREVIOUS EDITION		55. SECRET		56. CIRCLED 1 REFUGEE FROM INDIA, BORN 1940 NO CHILDREN, 1940		57. 1152							

SECRET

2025 RELEASE UNDER E.O. 14176

REQUEST FOR PERSONNEL ACTION				DATE PREPARED				
1. SERIAL NUMBER 025658	2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			3. DATE PREPARED 27 JUNE 1968				
4. NATURE OF PERSONNEL ACTION REASSIGNMENT - COMMISSION			5. EFFECTIVE DATE REQUESTED MONTH DAY YEAR JUN 10 1968		6. CATEGORY OF EMPLOYMENT REGULAR			
7. RANKS OF 10 Y → V 10 Y OF 10 Y XX OF 10 Y		8. FINANCIAL ANALYST NO CHARGEABLE 8135 1049		9. LEGAL AUTHORITY (Employed by Office of Personnel)				
10. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION			11. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA					
12. POSITION TITLE POLITICAL OFFICER OPS OFFICER			13. PAYROLL NUMBER (3) 0396	14. CAREER SERVICE DESIGNATION D				
15. CLASSIFICATION SCHEDULE (G.S., F.S., etc.) F.S. GS		16. OCCUPATIONAL SERIES 0136.01	17. GRADE AND STEP 07 4 11 4	18. SALARY OR RATE \$8,596 ✓ \$10,623 ✓				
19. REMARKS COMBINATION OF FINANCIAL ANALYST NO FROM 8004- to 1049 -> Managua, Nicaragua								
1. Finance 16. SIGNATURE OF APPROVING OFFICER HENRY L. BERTHOLD C/WH/PERSONNEL DATE SIGNED 27 JUN 68 18. SIGNATURE OF CAREER SERVICE APPROVING OFFICER John Nichols DATE SIGNED 1 JUL 71								
20. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
21. OTHER CODE 31 10		22. GRADE CODE NUMBER 51650	23. GRADE NUMBER 1000	24. DEPT/BU CODE 5	25. MONTH CODE 3	26. DATE OF BIRTH MM DD YY 06 06 68	27. DATE OF GRADE MM DD YY 06 06 68	28. DATE OF LD MM DD YY 06 06 68
29. RETIREMENT CODE NO 00 00		30. RETIREMENT DATA CODE 0000	31. SEPARATION CODE 0000	32. COMBINATION CODE 0000	33. DATE OF SEPARATION MM DD YY 00 00 00	34. SEPARATE CODE 0000	35. SEPARATE CODE 0000	36. SEPARATE CODE 0000
37. PREVIOUS CODE 0000 0-10 0-10 0-10		38. SEPARATE CODE 0000	39. SEPARATE CODE 0000	40. SEPARATE CODE 0000	41. SEPARATE CODE 0000	42. SEPARATE CODE 0000	43. SEPARATE CODE 0000	44. SEPARATE CODE 0000
45. PREVIOUS CARRIER SERVICE CODE 0-00 1-00 2-00 3-00 4-00 5-00 6-00 7-00 8-00 9-00 10-00			46. GRADE CODE 1000	47. GRADE CODE 1-00 2-00	48. PAY CODE 0000	49. TAX CODE 0000	50. TAX CODE 0000	51. TAX CODE 0000
52. POSITION CONTROL CERTIFICATION 2025 RELEASE UNDER E.O. 14176			53. O.P. APPROVAL CODE 1111	54. DATE APPROVED 1 JUL 71				

SECRET

2025 RELEASE UNDER E.O. 14176

SECRET

(Wk Rev. 10-16-62)

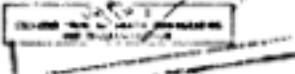
REQUEST FOR PERSONNEL ACTION				DATE PREPARED 5 APRIL 1968	
1. SERIAL NUMBER 25658		2. NAME (Last-First-Middle) PICCOLO, JOSEPH S.			
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE REQUESTED 04 21 68		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS 		V TO V OF TO V	V TO G XX OF TO G	7. FINANCIAL ANALYSIS NO CHARGEABLE 8135 1094	
8. ORGANIZATIONAL DESIGNATIONS DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION		9. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
10. POSITION TITLE POLITICAL OFFICER OPS OFFICER		11. POSITION NUMBER 0396		12. CAREER SERVICE DESIGNATION D	
13. CLASSIFICATION SCHEDULE (FG-1, F.R. or J) FSR CS		14. OCCUPATIONAL SERIES 0136.01		15. GRADE AND STEP 07 4 11 4	
16. REMARKS <i>* Subject must engage in language study during this tour and fully qualify at all times in moderate level upon completion of tour per my rec.</i>		17. SALARY OR RATE \$8,596 \$10,623			
1. - Finance 18. SIGNATURE OF REQUESTING OFFICER HENRY L. BERTHOLD C/WH/PERSONNEL DATE SIGNED 1 APR 68 19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER R. M. J. C. DATE SIGNED 19 APR 1968					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION CODE	21. DATES CODE	22. SHIP CODING CODE	23. STATION CODE	24. PAYROLL CODE	25. HOURS CODE
37	10	116-521	601	5-10-13	5
26. ETC CODES	27. SPONSOR REFERENCE	28. RECENT DATA	29. SEPARATION DATA CODE	30. CORRECTION/AMENDMENT DATA	31. SECURITY REF ID
MO DA TA				MO DA TA	MO DA TA
32. RET. PERIOD	33. END COMP. DATE	34. LONG COMP. DATE	35. CAREER CATEGORY	36. RET. DATA METHODS	37. MOBILITY REF ID
CODE 1-10M 1-10F 1-10P	MO DA TA	MO DA TA	CODE 1000 1001 1002 1003 1004	CODE 1000 1001 1002 1003 1004	MO DA TA
38. PREVIOUS CAREER SERVICE	39. LEAVE LIST CODE	40. PENDING TAX DATA	41. STATE TAX DATA		
CODE 1-10 PERSONNEL 1-10 ARMED FORCES 1-10 STATE GOVT. 1-10 STATE GOVT. MORE THAN 3 YEARS	CODE	CODE	CODE	CODE	CODE
42. POSITION CONTROL CERTIFICATION	43. O.P. APPROVAL	44. DATE APPROVED			
4/22/68		Mark L.			
Form 1152 VM PREVIOUS EDITION					

SECRET

SECRET

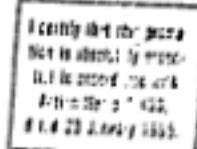
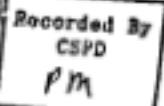
14 SEP 1966

REQUEST FOR PERSONNEL ACTION				DATE PREPARED				
				19 SEPT 1966				
1. SERIAL NUMBER	LAST NAME / FIRST NAME - MIDDLE							
025658	PICCOLO, JOSEPH S.							
2. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT		
PROMOTION				MONTH 09	DAY 25	YEAR 66		
6. FUNDS				7. FINANCIAL ANALYSIS		8. LOCAL AUTHORITY (Designated by Office of Personnel)		
GP TO Y XX O TO O				NO CHARGEABLE 7135 0990				
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION				
DDP/WH FOREIGN FIELD BRANCH 3 MEXICO CITY, MEXICO STATION				MEXICO CITY, MEXICO				
11. POSITION TITLE POLIT OFFICER OPS OFFICER				12. POSITION NUMBER	13. CARRIER SERVICE DESIGNATION			
(20) (11)				0939	D			
14. CLASSIFICATION SCHEDULE (G.S., E.R., W.R.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	17. SALARY OR RATE			
FSR GS		0136.01		7 3 11 4 6	7,975 1 24-9999-9999- 10,166			
18. REMARKS C FROM: GS-10/0 \$8,997 46								
19. SIGNATURE OF REQUESTING OFFICER Robert D. Cashman C/WMA/Pearl 17 Sept 66								
20. SIGNATURE OF CARRIER SERVICE APPROVING OFFICER H. Lander V SEP 21 1966								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
21. ACTION		22. EMPLOYMENT CODE	23. STATUS	24. PAYCODE	25. HOURS	26. DATE OF BIRTH	27. DATE OF GRADE	28. DATE OF ISS
22. 10		S/600	W/H	162201	3	12 08 35	1	
29. RATES		30. SPECIAL ALLOWANCE	31. RETIREMENT DATA	32. INFORMATION DATA CODE	33. CORRECTION/CANCELLATION DATA	34. SECURITY REG RD		
HO. 10. 10		1-100	CONN	100-100	100-100	35. SEC RD		
35. REF. PREFERENCE		36. NEW EMP. DATE	37. NEW COMP. DATE	38. CARRIER CAPACITY	39. MEDICAL HEALTH INSURANCE	40. SOCIAL SECURITY RD		
CODE 1-100 1-10 H 1-10 R		MO DA YE	MO DA YE	100-100 100-100	CODE 1-100 100-100	41. STATE TAX DATA		
42. PREVIOUS CIVILIAN GOVERNMENT SERVICE		43. STATE TAX	44. FEDERAL TAX DATA	45. STATE TAX DATA				
CODE 1-10 PERIOD 1 1-10 SEMI-ANNUAL 1-10 QUARTERLY 1-10 MONTHLY		CODE	CODE	CODE	CODE	CODE	CODE	
46. POSITION CONTROL CERTIFICATION		47. APPROVAL	48. O.P. APPROVAL	49. DATE APPROVED				
C.G. 22-66-N		Robert D. Cashman						



SECRET

2025 RELEASE UNDER E.O. 14176

REQUEST FOR PERSONNEL ACTION						DATE PREPARED						
1. SERIAL NUMBER	2. NAME (Last-First-Middle)					27 AUGUST 1965						
025658	PICCOLO, JOSEPH S.											
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT							
P. PROMOTION			MONTH	DAY	YEAR	REGULAR						
P. RANKS  V TO V V TO OF OF TO V XX OF TO OF			AGB	29	65							
6. ORGANIZATIONAL DESIGNATIONS			7. COST CENTER NO. CHARGE AREA		8. LEGAL AUTHORITY (If applied by Office of Personnel)							
DIP/WH FOREIGN FIELD BRANCH 1 MEXICO CITY STATION			6135 0990									
9. LOCATION OF OFFICIAL STATION			MEXICO CITY, MEXICO									
10. POSITION TITLE <i>Inlet Officer</i>			11. POSITION NUMBER		12. CAREER SERVICE DESIGNATION							
OPS OFFICER			0939		D							
13. CLASSIFICATION SCHEDULE (G.S., E.R., etc.) FSR GS (11)		14. OCCUPATIONAL SERIES 0136.01		15. GRADE AND STEP 07 A 10 A-3		16. SALARY OR RATE 7245 \$ 8-170 8440 /						
17. REMARKS FROM: GS 9 2/\$7,465												
												
18. SIGNATURE OF APPROVING OFFICER ROBERT D. CASHMAN O/WH/PERSONNEL			DATE SIGNED 27 Aug 65		19. SIGNATURE OF CAREER SERVICE APPROVING OFFICER <i>Kenneth J. Lark</i>			DATE SIGNED 27 AUG 1965				
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
20. ACTION CODE	21. EMPLOY. TERM	22. GRADE/COMING	23. STATION CODE	24. PAYGRADE CODE	25. MONTH	26. DATE OF BIRTH	27. GRADE	28. DATE OF GRAD.				
22. 10	21. 5/1/65	22. VIT	23. 100	24. 3	25. MO DA YR	26. MO DA YR	27. MO DA YR	28. MO DA YR				
29. RETIREMENT		30. SPECIAL RETIREMENT	31. SEPARATION DATA	32. COMBINATION/TERMINATION DATA								
MO DA YR		21-00 22-00 23-00	CODE	24-00 25-00 26-00								
33. RET. PREFERENCE		34. NEW COMP. DATE	35. LONG COMP. DATE	36. CAREER CATEGORY	37. FED. HEALTH INSURANCE	40. SOCIAL SECURITY NO.						
CODE 3-0000 1-10 00 2-10 00		MO DA YR	MO DA YR	CAR. STEP PROJ./EMP	CODE	CODE	3-0000 1-100	CODE				
41. PREVIOUS GOVERNMENT SERVICE DATA					42. STATE TAX DATA	43. STATE TAX DATA						
44. FORM EXECUTED 1-70 2-80					45. MO TAX EXEMPTIONS	46. FORM EXECUTED 1-70 2-80					47. MO TAX EXEMPTIONS	
					48. O.P. APPROVAL <i>J. J. Lark</i>						49. DATE APPROVED 27 AUG 1965	
50. FORM 1152 USE PREVIOUS EDITION										51. GROUP 1 EXEMPTION FROM PAYMENT REQUIREMENTS NOT APPLICABLE		

SECRET

GROUP 1
EXEMPTION FROM PAYMENT REQUIREMENTS
NOT APPLICABLE

SECRET

(If Applicable)

REQUEST FOR PERSONNEL ACTION										DATE PREPARED					
1. SERIAL NUMBER		2. NAME (First - Middle - Last)													
025058		PICCULLO, JOSEPH S.													
3. NATURE OF PERSONNEL ACTION															
DETACHMENT - DEPT. OF STATE															
4. FUNDS		<input checked="" type="checkbox"/> TO W		<input type="checkbox"/> TO C				5. EFFECTIVE DATE REQUESTED		6. CATEGORY OF EMPLOYMENT					
		<input type="checkbox"/> TO W		<input checked="" type="checkbox"/> TO C				MONTH DAY YEAR 08 27 65		REGULAR					
7. ORGANIZATIONAL DESIGNATIONS										8. COST CENTER NO. (Charge Area) 6135 0990					
DDP/MIS POSITION FIELD W POSITION FIELD BRANCH 1 MEXICO CITY										9. LEGAL AUTHORITY (Explain by Office of Personnel)					
11. POSITION TITLE POLIT. OFFICER										10. LOCATION OF OFFICER'S STATION MEXICO CITY, MEXICO					
12. POSITION NUMBER										13. CAREER SERVICE DESIGNATION D					
14. CLASSIFICATION SCHEDULE (FSC, E&R, etc.) FSR 03		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP E 7 2 -004 -E-3		17. SALARY OR RATE 7245 \$ 6470- 7710 -									
18. REMARKS <i>All SICK AND ALL HOURS ANNUAL LEAVES TO BE TRANSFERRED TO THE DEPT. OF STATE</i>															
19. MARITAL STATUS: SINGLE															
20. SIGNATURE OF APPROVING OFFICER <i>W. Conner</i> H. MONEY COPIER OFFICER X5013					DATE SIGNED			21. SIGNATURE OF CAREER SERVICE APPROVING OFFICER					DATE SIGNED		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL															
22. ACTION	23. EMPLOY. CODE	24. SERVICE RECORD	25. STATION CODE	26. INTLRE	27. HOURS CODE	28. DATE OF BIRTH	29. DATE OF GRAD	30. DATE OF HI	31. MOHR	32. MOHR	33. MOHR	34. MOHR			
CONT	10	57300 401 95075			3	1-21-6875									
35. REG. DATA	36. SPECIAL REFERENCE	37. RETIREMENT DATA	38. SEPARATION DATA	39. CORRECTION CERTIFICATION DATA	40. EOD DATA	41. MONTH	42. MONTH	43. MONTH	44. MONTH	45. MONTH	46. MONTH				
MO. DA YR				TYPE	MO. DA YR	MO. DA YR	MO. DA YR	MO. DA YR	MO. DA YR	MO. DA YR	MO. DA YR				
47. PAY PERIOD	48. PAY COMP. DATE	49. LONG COMP. DATE	50. CAREER CATEGORY	51. MED. INSURANCE	52. SOCIAL SECURITY NO.										
CODE	5-0000 5-1-00 5-10-00	MO. DA YR	MO. DA YR	CODE	CODE	5-0000 5-1-00									
53. PREVIOUS GOVERNMENT SERVICE DATA	54. LEAVE CAT	55. FEDERAL TAX DATA	56. STATE TAX DATA												
FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM	FORM		
5-00 PREVIOUS SERVICE 5-1-00 YEARS OF SERVICE 5-1000 OR SERVICE LESS THAN 5 YEARS 5-1000 OR SERVICE MORE THAN 5 YEARS	5-00	5-00	5-00	5-00	5-00	5-00	5-00	5-00	5-00	5-00	5-00	5-00	5-00		
57. POSITION CONTROL CERTIFICATION	58. O.P. APPROVAL	59. DATE APPROVED													
<i>SP/10/85 JKA</i>															

SECRET

MEMORANDUM FOR: Deputy Director of Personnel
SUBJECT: Mexico City Clerical Requirements

1. PAD has attempted to locate two suitable candidates for the WH vacancies who will not be eligible for the draft. Machine runs were used, as were file referrals, checks with appropriate Administrative and Personnel representatives in Agency components, and a thorough screening of Tables of Organization. A total of 25 individuals at the GS-5 or lower level were checked out. One candidate was located, a Mr. William G. Rawls, Clerk, GS-4, with ME. He has been accepted by the Division for the January requirement. The January deadline was chosen for him because he will be able to pass the typing requirement for **State integration.** We had no success in finding a candidate for the 1 November deadline. All of the others were disqualified, largely because of marriage, unwillingness to accept the assignment.

2. Under the circumstances, it is recommended that Mr. Rawls be processed against the January requirement and that Mr. Joseph Piccolo, who was originally submitted for the November departure, be processed for the assignment, and that a directed deferment be requested for him.

Robert W. Sheay

Robert W. Sheay
Chief, Personnel Assignment Division

WD 10/25/67

SECRET

SECRET

NOTIFICATION OF ESTABLISHMENT OF MILITARY COVER BACKSTOP		DATE 21 January 1964 ESTABLISHED FOR PICCOLO, Joseph S. FILE NO. 4455 ID CARD NO.
TO: <input checked="" type="checkbox"/>	CHIEF, RECORDS AND SERVICES DIVISION	
(Chair)	CHIEF, OPERATING COMPONENT, JOTP	
ATTN: REF:	Mr. Wiley Pre-employment Cover Briefing	
MILITARY COVER BACKSTOP ESTABLISHED		
US Army Research Translation Group		
<input checked="" type="checkbox"/>	BLOCK RECORDS: (OPMEMO 20-800-12)	
a. TEMPORARILY FOR ____ DAYS, EFFECTIVE _____		
<input checked="" type="checkbox"/>	b. CONTINUING, EFFECTIVE <u>6 January 1964</u> .	
<input type="checkbox"/>	SUMMIT FORM 642 TO CHANGE LIMITATION CATEGORY TO 3. (RMR 20-800-3)	
<input type="checkbox"/>	ASCERTAIN THAT ARMY W-2 BEING ISSUED. (RMR 20-800-3)	
<input type="checkbox"/>	SUMMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (RMR 20-800-3)	
<input type="checkbox"/>	SUMMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (RMR 20-800-3)	
<input type="checkbox"/>	REMARKS:	
<i>James T. Franklin</i>		
<input type="checkbox"/>	COPY TO CPS/DR	
APRIL 1964		
1551		

SECRET

NOTIFICATION OF CANCELLATION OF MILITARY COVER BACKSTOP		DATE 11 June 1963
TO: <i>(Signature)</i>	<input checked="" type="checkbox"/> CHIEF, PERSONNEL OPERATIONS DIVISION	SUBJECT PICCOLO, Joseph S.
CC:	CHIEF, OPERATING COMPONENT (For Action) OS	
ATTN:	Mr. White	
REF:	Form 1322 dtd 4 June 63 removing cover	FILE NO. 4455
MILITARY COVER DISCONTINUED		ID CARD NO.
US Army Records Analysis Group		
<input type="checkbox"/> Unblock Records: (OP Memo 20-800-11)		
Effective <u>EOB</u>		
<input type="checkbox"/> Submit Form 642 To Change Limitation Category. (HD 20-800-2 to be redesignated HDIB 20-7)		
<input type="checkbox"/> Return All Military Documentation To CCS.		
<input type="checkbox"/> Remarks:		
THIS DOCUMENT IS FOR OFFICIAL USE ONLY		
<input type="checkbox"/> COPY TO CPS/DP		
CD/DP <small>INTER. MILITARY COVER. CCS</small> <small>DISTRIBUTION: 1-010-01 2-010-01</small>		

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28 September 1961
File No. 4455

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

THROUGH : Chief, PSD/OS
Attention: Mr. Robert C. Swendiman

SUBJECT : PICCOLO, Joseph S.
GS-7, NH - Cover Debriefing

1. Mr. Piccolo entered on duty with the Agency on 4 February 1957 and will resign on 4 October 1961. During his period of employment he utilized nominal state cover in Mexico from 1 November 1957 to 14 January 1960, and from 15 January 1961 to resignation used nominal Department of the Army cover in Headquarters.

2. Mr. Piccolo was instructed to indicate his employer for the entire period as CIA, 2430 E Street, N. W., Washington 25, D. C.

3. He was further instructed to indicate, whenever necessary, that he travelled, listing various countries en route to and from Mexico, but not reveal the specific location or details of his cover assignment.

4. Mr. Piccolo's forwarding address will be 1636 N.E. 20th Street, Ft. Lauderdale, Florida. His new employment is 121st Tactical Fighter Sq., Andrews AFB.

5. The above information is furnished for your guidance and inclusion in the Subject's personnel and security files.

For ROBERT F. YOUNG
Chief, Military Cover Branch, COG

~~SECRET~~

10-5-61

SECRET
(When Filled In)

PAGE 22 AUG 74

NOTIFICATION OF PERSONNEL ACTION

DOD

1. SOCIAL NUMBER		2. NAME (LAST FIRST MIDDLE)	
125057		PICCOLO JOSEPH S	
3. NATURE OF PERSONNEL ACTION			
CHANGE OF USCA			
4. RUMS 	5. TO V	6. TO CP	7. EFFECTIVE DATE Mo DD YY 08 10 74
	OF TO V	OF TO CP	8. GRADE AND RANK S1 E5 T160 10103
9. ORGANIZATIONAL DESIGNATIONS			
DDO/1M DIVISION FOREIGN FIELD SPANISH 2-MANAGUA, NICARAGUA STATION			
10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA			
11. POSITION TITLE AEST ATTACHE POL OFF		12. POSITION NUMBER 1305	13. SERVICE DESIGNATION DOD
14. CLASSIFICATION SCHEDULE (DA FORM 1)		15. OCCUPATIONAL SERIES FSR GS	16. GRADE AND STEP E5 3 13 3
17. PAYROLL MANAGUA, NICARAGUA			
18. SALARY OR RATE 10479 22755			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 17	20. ENLISTED CODE 10	21. OFFICE CODE 51560 MRI	22. STATION CODE 52773
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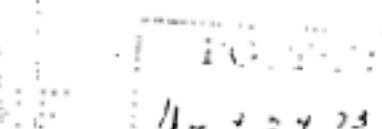
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(When Filled In)

RCS: 20 SEP 73

NOTIFICATION OF PERSONNEL ACTION

ODF

1. GRADE/RSN, NAME		2. NAME (LAST-FIRST-MIDDLE)						
025658		PICCOLO JOSEPH S						
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT					
REASSIGNMENT		09 17 73	REGULAR					
6. RUMS 	V TO V	V TO CF	7. PAY AND NSCA					
	<input checked="" type="checkbox"/> V TO V	<input checked="" type="checkbox"/> CF TO CF	8. CSC OR OTHER LEGAL AUTHORITY 4135 1049 0001 50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICE/STATION						
DDO/WH DIVISION FOREIGN FIELD BRANCH 2-MANAGUA, NICARAGUA STATION		MANAGUA, NICARAGUA						
11. POSITION TITLE ASST ATTACHE POL OFF OPS OFFICER DCOS		12. POSITION NUMBER 0396	13. SERVICE DESIGNATION D					
14. CIVILIZATION/SERVICE GRADE AND GS		15. OCCUPATIONAL SERIES FSR GS 0136.01	16. GRADE AND NSP 05 3 13 2					
17. SALARY OR RATE 17075 20357								
18. REMARKS OPS OFFICER DCOS OCCUPYING OPS OFFICER POSITION RIO DE JANEIRO, BRAZIL								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. Enrol. Code	21. OFFICE CODING	22. PAY/DMON CODE	23. INT'L-CODE	24. MARS Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF SEI
37	10	51660 WH	52073	S	3	12 08 35		
28. PAY EXPENSES		29. SPINNING REFERENCE	30. RET-Breakfast Data	31. SPINNING Data Code	32. CARRIED-Over Consumption Data		33. SECURITY REG. NO.	34. SEC
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35. VET PREFERENCE		36. NEW COMP DATE	37. OLD COMP DATE	38. CARRIER CATEGOR	39. MEDICAL / HEALTH INSURANCE		40. SOCIAL SECURITY NO	
1000 <input checked="" type="checkbox"/> HOME <input type="checkbox"/> LIP <input type="checkbox"/> LIP		NO 04 74	NO 04 74	1000 1000	1000 1000	1000 1000	1000	1000
41. PREVIOUS CITIZEN GOVERNMENT SERVICE		42. STATE CAT CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA			
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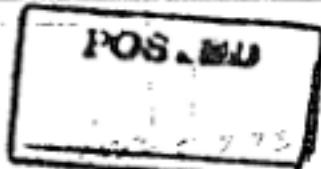
JOURNAL
OF THE AMERICAN
OPTICAL SOCIETY

LML: 06_FCB_73

NOTIFICATION OF PERSONNEL ACTION

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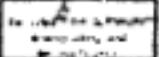
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NOTIFICATION OF PERSONNEL ACTION

DOD

1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)							
6100000		PICCOLI JOSEPH S							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT						
RELATIONSHIP		02 24 72	REGULAR						
 → V TO W V TO CF CF TO W A CF TO CF		6. FINANCIAL ANALYSIS NO. CHANGING: 7. CSC OR OTHER DOD AUTHORITY 2100 (0094 (000)) 26 USC 403 J							
8. ORGANIZATIONAL DESIGNATIONS		9. LOCATION OF OFFICIAL STATION							
JDP/WH DIVISION FOREIGN FIELD BRANCH U-BRASILIA, BRAZIL STATION RIO DE JANEIRO, BRAZIL BASE		RIO DE JANEIRO, BRAZIL							
10. POSITION TITLE		11. POSITION NUMBER	12. SERVICE DESIGNATION						
ATTACHE POLITICAL OFFICER OPS OFFICER		1805	O						
13. CLASSIFICATION SCHEDULE (GS, GS-etc.) FSK GS		14. GRADE AND STEP 12 2 12 4	15. SALARY OR RATE 12732 17453						
16. REMARKS RIO DE JANEIRO, BRAZIL									
HOME BASE: WH									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
17. ACTION CODE	18. ENCLAS. CODE	19. OFFICE CONTROL CODE	20. STANAG CODE	21. INITIATOR CODE	22. INITIATOR CODE	23. DATE OF BIRTH	24. GRADE CODE	25. DATE OF GRADE	26. DATE OF END
57	10	51625 WH	(1510)7	S	3	02 24 72	12 08 30		
27. RETIREMENT		28. SPECIAL REFERENCE		29. SEPARATION DATA CODE		30. SEPARATION DATA CODE		31. Separation / Discontinuation Date	
32. RET. PREFERENCE		33. SERV. COMP. DATE / LONG COMP. DATE		34. CARRIER CATEGORY		35. FEUD / HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
1. None 2. 50% 3. 100%		30 00 00 00 00 00		1. Civilian 2. Retired 3. Civilian 4. Non-Resident		1. Civilian 2. Retired 3. Civilian 4. Non-Resident		1. 100% 2. 50%	
37. PREVIOUS CIVILIAN GOVERNMENT SERVICE		38. LEAVE CAT. CODE		39. FEDERAL TAX DATA		40. STATE TAX DATA			
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 3 yrs. 4. BREAK IN SERVICE MORE THAN 3 yrs.				FORM ENCLASSED: 1. YES 2. NO		FORM ENCLASSED: 1. YES 2. NO		CODE: 1. 100% 2. 50%	
SIGNATURE OR OTHER AUTHENTICATION									

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104-10225-10003

SECRET

(When Filed In)

12-12-70

NOTIFICATION OF PERSONNEL ACTION

COS

1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)			
123456789		PICCOLO JOSEPH S			
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT		MO DA YE 1971 12 31	REGULAR		
6. RANKS		V TO V CF TO V	V TO CF CF TO CF		
7. PERSONAL AUTHORITIES FOR CHANGES		8. CSC OR OTHER LEGAL AUTHORITY			
DIA 35 CECUL 1400		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF CURRENT STATION			
DOP/WH/FOREIGN FIELD BRANCH 5 RIO DE JANEIRO, BRAZIL STATION		RIO DE JANEIRO, BRAZIL			
11. POSITION TITLE		12. POSITION NUMBER	13. SERVICE DESIGNATION		
ATTACHE POLITICAL OFF OPS OFFICER		1157			
14. CLASSIFICATION SCHEDULE (GS, GS-etc.)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE	
FSR GS		0136.01	GS 1 12 3	13618 15138	
18. REMARKS WASH., D.C.					
HOME BASE: WH					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. ACTION CODE	20. EMPLOYEE CODE	21. OFFICE CODING CODE	22. STATION CODE	23. PAY COMBINE CODE	
CODE	CODE	NUMBER	NUMBER	CODE	
37 10	51730	WH	05237	2	
24. DATE EMPLOYED	25. SPECIAL REFERENCES	26. RETIREMENT DATE	27. SEPARATION DATA		
MO DA YE 1960 06 15		MO DA YE 1960 06 15	DATE CODE	DATE CODE	
28. PAY REFERENCE	29. MPW COMP. DATE	30. LONG CORP. DATE	31. CAREER CATEGORIES	32. MEDICAL HEALTH INSURANCE	33. SOCIAL SECURITY NO.
1960 1961 1962	MO DA YE 1960 06 15	MO DA YE 1960 06 15	1960 1961 1962	1960 1961 1962	1960 1961 1962
34. PREVIOUS CIVILIAN GOVERNMENT SERVICE	35. LEAVE CAT. CODE	36. FEDERAL TAX DATA	37. STATE TAX DATA		
1. NO PREVIOUS SERVICE 2. NO RECENT SERVICE 3. SERVICE IN SERVICE FROM 1961- 4. SERVICE IN SERVICE FROM 1961-		1960 1961 1962 1 1 1	1960 1961 1962 1 1 1		
SIGNATURE OR OTHER AUTHENTICATION					

BBG

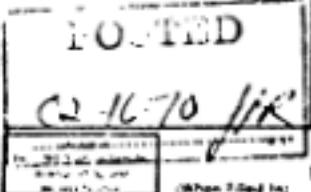
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06/12/70 fm

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(When Filled In)

DDJ: 10 FE: 70

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
020550		PICCOLO JOSEPH S.									
3. NATURE OF PERSONNEL ACTION		4. PAYMENT DATE		5. CATEGORY OF EMPLOYMENT							
REASSIGNMENT		01-01-70		REGULAR							
6. FUNDS		V TO V	V TO CP	Financial Analysis Rec Chgs/Ref		7. CSC OR OTHER LEGAL AUTHORITY		C 126 F 326 (RPT) 04 USC 403 J			
CP TO V		CP TO CP									
8. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION									
DDP/WH DEVELOPMENT COMPLEMENT		WASH., D.C.									
11. POSITION TITLE		12. POSITION NUMBER		13. SERVICE DESIGNATION							
FOREIGN SERV REG OFF DPS OFFICER		0027		O							
14. CLASSIFICATION NUMBER (GS OR ANG) FSR GS		15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP E7 11		17. SALARY OR RATE 10302 14251					
18. REMARKS WASH., D.C. TRAINING.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOYEE CODE	21. OFFICE CODING		22. STATION CODE	23. INTRACODE	24. MOVED TO DATE OF BIRTH	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF HI		
37	13	51107 131		720115	2	00	00	00	00	00	00
28. MTC EXPENSES		29. SPECIAL REFERENCE		30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CONVERSION / COMBINATION DATA		33. SECURITY REG RD		34. SEC RD	
MD DA TA				CODE		00	00	00	00	00	00
35. VET PREFERENCE		36. SERV. TOWNS DATE IF LONG COMP DATE		38. CAREER CATEGORIES	39. FEDERAL HEALTH INSURANCE	40. SOCIAL SECURITY NO					
CODE 0. NONE 1. 1 PT 2. 10 PT		MD DA TA MD DA TA MD DA TA		CAB 001 000 PROV 000	0000 0000 0000 0000						
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CARRYOVER 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 MOS 3. BREAK IN SERVICE MORE THAN 3 MOS				HOME TREATED 000 1 00 2 00		STATE ENCLATED 1 00 2 00 CODE 0000 0000					
SIGNATURE OR OTHER AUTHENTICATION											
R. J. [Signature]											
SECRET											
BBG											
 <p>FOLDED CJ 16-70 J/K</p>											

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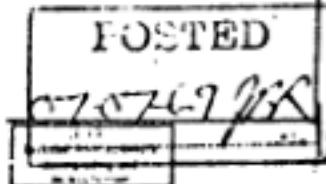
Philip J. Gove

NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION											
1. SERVICE NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
025658		FICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION				4. GRADE/CLASS CODE		5. CATEGORY OF EMPLOYMENT					
REASSIGNMENT				07 10 69		REGULAR					
6. RUMS		7. TO V OF TO V		8. TO CF OF TO CF		9. FINANCIAL STATUS FOR CHANGES		10. INC OR OTHER LEGAL AGREEMENT			
RUMS		OF TO V		X		OF TO CF		0135 0420 0000		50 USC 403 J	
11. ORGANIZATIONAL DESIGNATIONS		12. LOCATION OF ATTACHMENT STATION									
DDP/WH WH/COG ON-ISLAND OPERATIONS BRANCH		WASH., D.C.									
13. POSITION TITLE		14. POSITION NUMBER		15. SERVICE DESIGNATION							
POL OFFICER OFS OFFICER		1159		D							
16. CLASSIFICATION SCHEDULE NO. OR GS		17. OCCUPATIONAL SERIES		18. GRADE/CLASS CODE		19. SALARY OR RATE					
FSR GS		0136.01		06 1 12 2		9721 12580					
20. REMARKS WASH., D.C.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
21. ACTION CODE	22. ENLIST. CODE	23. GRADE CODE	24. STATION CODE	25. PAY RATE CODE	26. Grade Code	27. DATE OF BIRTH	28. DATE OF GRADE	29. DATE OF HI			
37	10	51500 WH	75013	S	I	12 08 35					
30. PAY RATES		31. MIGRATION DATA	32. SEPARATION DATA CODE	33. Current Compensation Data		34. SECURITY REG. NO.		35. SSN			
MO SA RS		MO. PERIOD BENEFITS	31. RETIREMENT DATA	32. SEPARATION DATA CODE		33. Current Compensation Data		34. SECURITY REG. NO.			
MO SA RS		MO. PERIOD BENEFITS	31. RETIREMENT DATA	32. SEPARATION DATA CODE		33. Current Compensation Data		34. SECURITY REG. NO.			
36. MEDICAL INSURANCE		37. MEDICAL COMP. DATA	38. MEDICAL COMP. DATA	39. CARRIER CATALOGUE		40. MEDICAL INSURANCE	41. MEDICAL INSURANCE	42. SOCIAL SECURITY NO.			
4000		40. MEDICAL COMP. DATA	41. MEDICAL COMP. DATA	42. CARRIER CATALOGUE		43. MEDICAL INSURANCE	44. MEDICAL INSURANCE	45. SOCIAL SECURITY NO.			
4000		40. MEDICAL COMP. DATA	41. MEDICAL COMP. DATA	42. CARRIER CATALOGUE		43. MEDICAL INSURANCE	44. MEDICAL INSURANCE	45. SOCIAL SECURITY NO.			
4000		40. MEDICAL COMP. DATA	41. MEDICAL COMP. DATA	42. CARRIER CATALOGUE		43. MEDICAL INSURANCE	44. MEDICAL INSURANCE	45. SOCIAL SECURITY NO.			
4000		40. MEDICAL COMP. DATA	41. MEDICAL COMP. DATA	42. CARRIER CATALOGUE		43. MEDICAL INSURANCE	44. MEDICAL INSURANCE	45. SOCIAL SECURITY NO.			
SIGNATURE OR OFFICIAL AUTHENTICATION AT ON											
POSTED 17-07-09											

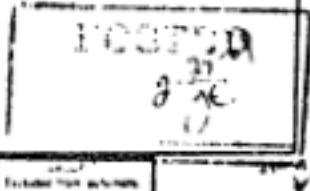
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(When Filled In)

FMT 25 Feb 65

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
020000		PIROLLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE		5. CATEGORY OF ENLISTMENT							
REASSIGNMENT		02 20 69		REGULAR							
6. RANKS		V TO Y	V TO CP	7. Financial Analysis No. Changeable		8. LEC OR OTHER STATE AUTHORITY					
		CY TO Y	X	9135 0020 0000		50 USC 403 J					
9. ORGANIZATIONN DESIGNATIONS		10. LOCATION OF OFFICIAL STATION									
DOP/WH WFO LOG THRU COUNTRY BRANCH		WASH., D.C.									
11. POSITION TITLE		12. POSITION NUMBER		13. SERVICE DESIGNATION							
POL OFFICER OPS OFFICER		1152		O							
14. CLASSIFICATION (SCHEMATIC 100-100-100)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
FBIK GS		0136.01		G10 1		5721 12580					
18. REMARKS MANAGUA, NICARAGUA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Enlist. Date	21. OFFICE CODING		22. STATION CODE	23. ENLISTEE CODE	24. Grade Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF IN		
		NAME	SURNAME								
37	10	51000	WH	75013	5	1	02 08 35	00 00 00	00 00 00		
28. RPT EXPRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATE ONE DATA CODE		32. Conversion / Compensation Data		33. MEDICAL P	34. SES
NO 00 10				1. CY 2. CY 3. CY		HHS		000 00 00 00		POLY DATA	HQD HQD
35. HRT PREFERENCE		36. SHORT COMP DATA		37. LONG COMP DATA		38. CAREER CATEGORY		39. FEEDER / HEALTH INSURANCE		40. SOCIAL SECURITY NO	
1000 1. CY 2. CY 3. CY		00 00 10		00 00 10		1000 1000		1000 1000		1000 1000	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA					
CODE 1. NO Previous Service 2. NO Service in 1960-61 3. Service in Service after Year 1960 4. Service before Period Year 1960				1000 1000 1000		1000 1000 1000		1000 1000 1000		1000 1000 1000	
SIGNATURE OR OTHER AUTHENTICATION											
											
NOTE 1. 1000 2. 1000 3. 1000		4. 1000		5. 1000		6. 1000		7. 1000		8. 1000	
May 1965		May 1965		May 1965		May 1965		May 1965		May 1965	
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JLB											
(When Filled In) Excluded from automatic declassification and destruction											

(When Filled In)
 Excluded from automatic
 declassification and
 destruction

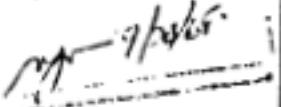
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(When Filled In)

JLIS

NOTIFICATION OF PERSONNEL ACTION

NOF

1. SOCIAL SECURITY NUMBER 025650		2. NAME (Last First Middle) PICCULLO JOSEPH S			
3. NATURE OF PERSONNEL ACTION PROMOTION				4. EFFECTIVE DATE 09 22 68	5. CATEGORY OF EMPLOYMENT REGULAR
6. RANKS RANKS ➡ OF TO V OF TO OF	V TO V <input checked="" type="checkbox"/>	V TO OF <input type="checkbox"/>	7. Number of Service No. Change 9135 1049 0000 8. CSC OR OTHER ID/NO. AUTHORITY 50 USC 463 J		
9. ORGANIZATION/UNIT DESIGNATIONS DGP/WES FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				10. LOCATION OF OFFICIAL STATION MANAGUA, NICARAGUA	
11. POSITION POLITICAL OFFICER OPS OFFICER				12. POSITION NUMBER 0396	13. SERVICE DESIGNATION - D
14. CIRCUMSTANCES (SS, 16, 18, 19) FSR GS		15. OCCUPATIONAL SERIES 0136,01	16. GRADE AND STEP 07 4 12 2	17. SALARY OR RATE 8069 12580	
18. REPORTING MANAGUA, NICARAGUA					
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
19. APPOINTMENT CODE 0064	20. OFFICER ENDING NUMBER ALPHABETIC 51650 NH	21. STATION CODE 52073	22. INSTITUTE CODE 5	23. DATE OF Birth 3 12 08 35	24. DATE OF GRADE 09 22 68
25. PAY GRADE NO. 10 10	26. SPECIAL REFERENCE NO. 1001	27. RETIREMENT DATA 1M 1Y 1D 1H 1M 1D	28. SEPARATION DATA CODE 1001	29. Location/Assignment Data 1001	30. MEDICAL REG NO. 31. SEA
32. VIT. PREFERENCE NO. 1000	33. SERV. COMP. DATE NO. 10 10 10	34. LONG. COMP. DATE NO. 10 10 10	35. CAREER CATEGORI NO. 1000	36. RIGHT HEALTH INSURANCE NO. 1000 1000	37. SOCIAL SECURITY NO.
38. PREVIOUS GOVERNMENT SERVICE NO. 1000 1. NO. 1000 2. NO. 1000 3. NO. 1000 4. NO. 1000		39. STATE TAX DATA NO. 1000	40. STATE TAX DATA NO. 1000		
SIGNATURE OR OTHER AUTHENTICATION 					

SECRET

SF

Excluded from automatic
declassification and
downgrading under
the E.O. 13526Form 1730
Rev. 10-67
Mg. 10-67Data Processing
Edition
100-10225-10003

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(When Filled In)

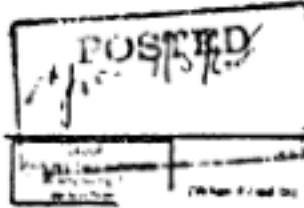
PLW:

NOTIFICATION OF PERSONNEL ACTION							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
025658		PICCOLO JOSEPH S					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT		
CHANGE OF PAY				07 02 60	REGULAR		
6. RUMSIS ➡		V TO V		V TO CP	7. Financial Analysis No. Change		8. CSC OR OTHER LEGAL AUTHORITY
		CPT TO V	X	CPT TO CP	9135 1049 0000		50 USC 403 J
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION			
DDP/WH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				MANAGUA, NICARAGUA			
11. POSITION TITLE				12. POSITION NUMBER	13. SERVICE DESIGNATION		
POLITICAL OFFICER OPS OFFICER				0396	D		
14. CLASSIFICATION SERIES (OR GS-R)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP	17. SALARY OR RATE		
FSR GS		0136.01		07 4 11 4	3596 10623		
18. REMARKS MANAGUA, NICARAGUA							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19. ACTION CODE	20. Grade Code	21. OFFICE CODING	22. STATION CODE	23. PAYLEVEL CODE	24. Paygrade Code	25. DATE OF PAY	26. DATE OF GRADE
37	10	51650 WH	52073	S.	3	12 08 35	11 1
27. PAY DATES		28. SPECIAL REFERENCE	29. RETIREMENT DATA	30. SEPARATION DATA CODE	31. Correction/Calculation Date		
MO MO 10			1000 1000 1000		1000	1000	1000
32. VET PREFERENCE		33. MIA COMP DATE	34. LONG COMP DATE	35. CAREER CATEGORY	36. REGI - HEALTH INSURANCE		
1000 1 1000 1 1000 1 1000		MO MO 10	MO MO 10	1000 1000 1000	1000 1000 1000	1000 1000 1000	1000 1000 1000
37. PREVIOUS Continuous GOVERNMENT SERVICE		38. UNIT CAT CODE	39. FEDERAL TAX DATA	40. STATE TAX DATA			
1000 1 NO REASONABLE 1 NO REASONABLE 1 REASONABLE AND REASONABLE 1 REASONABLE AND REASONABLE			1000 1000 1000 1000	1000 1000 1000 1000			
SIGNATURE OR OTHER AUTHENTICATION							

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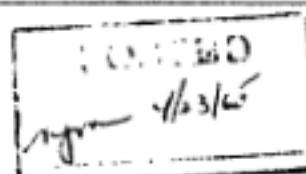
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(When Filled In)

PLW:

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)									
025053		PICCOLO JOSEPH S									
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
REASSIGNMENT				00 00 00 08 21 00		REGULAR					
6. RANKS		V TO V	V TO CF	7. Financial Analysis No. Change/no.		8. CSC OR OTHER LEGAL AUTHORITY					
		CF TO V	%	0136 10004 00000		30 USC 1443 c					
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION							
DDP/MH FOREIGN FIELD BRANCH 2 MANAGUA, NICARAGUA STATION				MANAGUA, NICARAGUA							
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION					
POLITICAL OFFICER OPS OFFICER				0396		D					
14. CLASSIFICATION SERIES (See 15. en)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP		17. SALARY OR RATE			
FSR GS			0136.01			07 4 11 4		6596 10623			
18. RESUME MEXICO CITY, MEXICO											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Employee Code	21. OFFICE CODING		22. STATION CODE	23. INTIGUE CODE	24. Grade Code	25. DATE OF Birth	26. DATE OF Grade	27. DATE OF Up.	28. SECURITY REG. NO.	29. SSN
37	10	51630	WFI	52073	S	3	00 00 00 12 00 35	00 00 00 12 00 35	00 00 00 12 00 35		
20. DATE BIRTHS		21. SPECIAL REFERENCE		22. RETIREMENT DATA		23. SEPARATION DATA CODE		24. Correction /Concurrent Data		25. SECURITY REG. NO.	
MO DD YY				CODE				MM DD YY			
26. VET REFERENCE		27. MRY COMP DATE		28. YOUNG COMP DATE		29. CAREER CATEGORY		30. HIGH HEALTH INSURANCE		31. SOCIAL SECURITY NO	
CODE 1- HOME 2- FWD 3- DOD		MO DD YY 10 00 76		MO DD YY 10 00 76		CAT MRY YOUNG		CODE 1- HOME 2- FWD 3- DOD		HEALTH INSURANCE 1- YES 2- NO	
32. PREVIOUS CIVILIAN GOVERNMENT SERVICE				33. PAY CAT CODE		34. FEDERAL TAX DATA		35. STATE TAX DATA			
CODE 1- NO PREVIOUS SERVICE 2- NOT PAY IN SERVICE 3- LESS THAN 24 MONTHS 4- MORE THAN 24 MONTHS						CODE 1- HOME 2- FWD 3- DOD		CODE 1- HOME 2- FWD 3- DOD			
SIGNATURE OR OTHER AUTHENTICATION											
											

N.M. 23 Sept 66		SECRET When Filled In					
NOTIFICATION OF PERSONNEL ACTION							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
02565C PICCOLO JOSEPH S							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE	5. CATEGORY OF EMPLOYMENT				
PROMOTION		09 20160	REGULAR				
6. FROM	7. TO	8. GRADE OR PAY GRADE	9. SOURCE OF OTHER LEAVE AUTHORITY				
	X	OF 10 E	7135 POINT EXAM 50 USC 403 J				
10. ORGANIZATIONAL DESIGNATIONS		11. LOCATION OF OFFICIAL STATION					
DOP/WB FOREIGN FIELD BRANCH 1 MEXICO CITY, MEXICO STATION		MEXICO CITY, MEXICO					
12. POSITION TITLE		13. POSITION NUMBER	14. SERVICE DESIGNATION				
POLIT OFFICER OPS OFFICER		0939	O				
15. CLASSIFICATION SERIES (RS, GS, etc.)		16. OCCUPATIONAL SERIES	17. GRADE AND STEP				
FSR GS		0136.01	OF 3 11 4				
18. REMARKS		19. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
20. ACTION	21. Deploy Date	22. OFFICE CODING	23. STATION CODE	24. Grade Date	25. Date of Birth	26. Date of Grade	27. Date of Les
22	10	51620 W	45075	3	12 01 55	13 25 66	13 25 66
28. RPT EXPRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA	32. CORRECTION/CONSOLIDATION DATA		
40 44 14				DATA CODE	TYPE	40 44 14	33. SECURITY REF NO.
1 1							34. SEX
35. RET PREFERENCE		36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FAMILY HEALTH INSURANCE		40. SOCIAL SECURITY NO.
O-1000 L-1000 E-1000		40 44 14	40 44 14	CIV. GOVT. OTHER	40 44 14	40 44 14	40 44 14
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEARN CAT	43. FEDERAL TAX DATA	44. STATE TAX DATA			
2040 1 - NO PREVIOUS SERVICE 2 - NO BREAK IN SERVICE 3 - BREAK IN SERVICE DATA, THAN 2 HRS. 4 - BREAK IN SERVICE DATA, MORE THAN 2 HRS.		1000	40 44 14	40 44 14	40 44 14	40 44 14	40 44 14
SIGNATURE OR OTHER AUTHENTICATION							
<i>JOHN P. JELLY</i>							

SECRET

(When Filled In)

FMT: 27 AUG 65

NOTIFICATION OF PERSONNEL ACTION									
1. SERVICE NUMBER		2. NAME (LAST FIRST MIDDLE)							
025089		PICCOLO, JOSEPH S							
3. NATURE OF PERSONNEL ACTION									
PROMOTION									
4. GRADE		5. EFFECTIVE DATE		6. CATEGORY OF EMPLOYMENT					
F-10 Y		08-12-65		REGULAR					
6. PAY GRADE		7. LAST CENTER NO. CHANGED		8. CSC OR OTHER LEGAL AUTHORITY					
F-10 Y		X		6135 0930 0000 50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS									
DDC WH FOREIGN FIELD BRANCH I MEXICO CITY STATION									
10. LOCATION OF OFFICIAL STATION									
MEXICO CITY, MEXICO									
11. POSITION TITLE					12. POSITION NUMBER		13. SERVICE DESIGNATION		
POLIT OFFICER OVS OFFICER					0939		O		
14. IDENTIFICATION NUMBER (DL, SS, MIL)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
FSR GS			0136.01		07 2		7245 8440		
18. ADDRESS									
MEXICO CITY, MEXICO									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION		20. OFFICE CODING		21. STATION CODE		22. INTEREST CODE		23. BIRTH DATE	
22 10		51520 WH		45075		1		12 08 35 08 23 65	
24. RTE NUMBER		25. SPECIAL REFERENCE		26. RETIREMENT DATA		27. SEPARATION DATA CODE		28. CORRECTION/CANCELLATION DATA	
1				1 - 000 2 - 000 3 - 000		1 - 000		1 - 000	
29. PAY. PREFERENCE		30. SERV. COMP. DATE		31. COMBINE. COMP. DATE		32. CAREER CATEGORY		33. FEIN/HEALTH INSURANCE	
CODE 1 - 000 2 - 000 3 - 000		00 00 00		00 00 00		0000 0000		0000 0000	
34. PREVIOUS GOVERNMENT SERVICE DATA		35. LEAVE LAT CODE		36. FEDERAL TAX DATA		37. STATE TAX DATA			
CODE 1 - 00 PREVIOUS SERVICE 2 - 00 RECENT SERVICE 3 - 00 RECENT SERVICE, THRU 1 JAN 65 4 - 00 RECENT SERVICE, THRU 1 JAN 65		CODE		CODE		CODE		CODE	
SIGNATURE OR OTHER AUTHENTICATION									
POSTED <i>J. G. G.</i>									

SECRET

(When Filled In)

PULL 27 AUG 65

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
025658		PIECOLD JOSEPH S.									
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT							
INTEGRATION DEPT OF STATE		08 27 65		REGULAR							
6. FUNDS		Y TO Y X		Y TO Z X		7. OFFICE CENTER NO. ENCLASSED		8. CIA OR OTHER STATE AUTHORITY			
						6135 0990 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION									
DDI/MWH FOREIGN FIELD BRANCH NEXICO CITY		MEXICO CITY, MEXICO									
11. POSITION TITLE		12. POSITION NUMBER		13. SERVICE DESIGNATION							
POLIT OFFICER OPG OFFICER		0939		D							
14. CLASSIFICATION SCHEDULE (SA, SB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
FSR GS		0135.01		O7 2		7245 7710					
18. REMARKS SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF \$7710 AND FSR SALARY OF \$7245 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH. ALL HOURS SICK AND ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT OF STATE. MARITAL STATUS: SINGLE											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Employ Date	21. OFFICE CODING	22. STATION CODE	23. INTELLIGENT CODE	24. Major Code	25. Grade of Birth	26. Date of Grade	27. Date of Left			
55	10	51820 MWH	450175	C	3	O7 2 08 35					
28. WIFE EXPRIES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. COMMUNICABLE DISEASE DATA					33. SECURITY	34. SEC EOD DATA	
NO NO NO		1 - CIV 2 - MIL 3 - WORK		TYPE	NO NO NO				EOD DATA	SECURITY	
35. RET. PREFERENCE	36. SEPF. COMP. DATE	37. LONG. COMP. DATE	38. CAREER CATEGORY	39. FEGL / HEALTH INSURANCE	40. SOCIAL SECURITY NO.						
0000 0 - NO 1 - S.P. 2 - L.P.	00 00 00	00 00 00	CAR 0000	0000 0 - MAJOR 1 - YES	0000						
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE EAR 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 MONTHS 3 - BREAK IN SERVICE GREATER THAN 3 MONTHS		FORM REVISED: 0000 0 - YES 1 - NO	NO TAX EXCEPTIONS FORM REVISED: 0000 0 - YES 1 - NO								
SIGNATURE OR OTHER AUTHENTICATION											
10318D 9-9-65 WA											

SECRET

The operational traffic Mr. Piccolo screens for the "front office" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of our other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile service to the Division and Staff can be cited but we will note for the sake of brevity only three to underscore our point. (1) For the past two years he has been the guiding and principal referent on a joint Agency/FBI proposal which would enable the FBI to engage in foreign CI operations against the Soviet intelligence services on the Mexican side of the border. His perseverance, in shepherding the instrument through its various approval-stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE Division as a consultant, because of his Brasillian expertise, in a case involving a Brazilian walk-in who claimed PLO connections. Ultimately Mr. Piccolo participated directly in the interrogation/assessment process, and was a key factor in finally persuading the Brazilian to return to Brasil to work in place against the PLO. Finally (3), he has quite justifiably earned the reputation (per student critiques and faculty commentary) as one of the most effective instructors on the CI Staff. He lectures regularly in the CI and BOC courses, and participates in the Walk-Ins and Doubled Agent seminars for our military and FBI colleagues.

Again, Mr. Piccolo's performance during this past year, as in previous years, reflected a sustained superior effort, which, I am convinced, will continue to be the pattern in the future.

SECTION E REVIEWING COMMENTS (continued)

Rating officer properly highlights Mr. Piccolo's determination and perseverance in pushing a major joint CIA-FBI program through Washington's often unbelievable bureaucracy. A lesser man would have thrown in the towel long ago. Mr. Piccolo, understanding the importance of this proposal, was determined to "hang in there;" success resulted.

A veteran CI survey officer, Mr. Piccolo headed a team inspecting Brasilia Station during this year. Perceptive identification of a number of potential counterintelligence and operational security problems, have induced this Station to take certain corrective action and its future operational programs will surely benefit from these.

Major contamination via Philip Agee has severely limited this officer's ability to serve in his area of specialty, Latin America. Nonetheless, we need to identify in the not too distant future a challenging overseas assignment that will take advantage of his impressive operational skills and experience. He is patently an officer with highly developed on-the-street instincts and, if he is to achieve his considerable potential, needs additional overseas postings.

In the meantime we are fortunate indeed to have him on our staff; he is one of our best. I unhesitatingly concur in the Rating Officer's letter grades and narrative comments.

SECRET

SECRET
CLASSIFICATION

$$165 - 44 = 121$$

FITNESS REPORT

025058		PICCIN, Joseph S.		GENERAL INFORMATION		8 Dec. 75	M	25-13	SD
Operations Officer		DIO/CIOC/LANE		REPORTING PERIOD		1 Oct. 77 - 30 Sept. 78	REASSESSMENT	X	SD
II. TYPE OF APPOINTMENT			III. TYPE OF REPORT						
CARRIER	REGULAR	NONPERIODIC	INITIAL	X ANNUAL	REASSESSMENT	SPECIAL			
REGULAR	SPECIAL	OTHER	THE REPORTING PERIOD COMMENCES 1 Oct. 77 - 30 Sept. 78			REASSESSMENT PERIOD IS October 78			
SECTION B		QUALIFICATIONS UPDATE							
A 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>D-Inadequate</u>	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe other taken or proposed in Section D.								
<u>M-Marginal</u>	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-Satisfactory</u>	Performance is satisfactory. Desired results are being produced in the manner expected.								
<u>S-Superior</u>	Performance is characterized by exceptional proficiency.								
<u>O-Exceeding</u>	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.								
SPECIFIC DUTIES									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider O&M's 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 Maintain close working relationships with IA Division personnel in support of DIO counterintelligence operations and activities; and provide guidance and support in the furtherance of those activities.									RATING LETTER S
SPECIFIC DUTY NO. 2 Assist in the review and coordination of assigned double agent cases in your geographic area which are sponsored by the U.S. military and other U.S. agencies; and help manage certain select foreign CI cases.									RATING LETTER S
SPECIFIC DUTY NO. 3 Monitor hostile intelligence approaches to U.S. persons in your geographic area.									RATING LETTER S
SPECIFIC DUTY NO. 4 Participate in the IANT Section contribution to an overall CI Staff annual evaluation of counterintelligence programs in IA Division field stations.									RATING LETTER S
SPECIFIC DUTY NO. 5 Screen non-restricted DIO operational telecommunications for items of CI significance.									RATING LETTER S
SPECIFIC DUTY NO. 6									RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Table 10 presents descriptive statistics about the responses which influenced the self-assessments of the current situation and the performance of specific drivers, productivity, confidence in job security, intrinsic motivation, work hours, and performance. The effects of factors based on prior knowledge of outcomes - one set of variables during the rating period - were also tested in the rating test concerning to the expected result that each variable reflects the level of job dynamics.

S E C R E T
CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in mind perspective their relations, & to overall performance. State suggestions made for improvement of work performance. Give recommendations for planning. Comment on foreign language competence, if required for current position. Simplify 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 result consciousness in the use of personnel, funds, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D attach a separate sheet of paper.

During the period under review Mr. Piccolo was the senior referent in the Branch for LA Division affairs. In this capacity he functioned most effectively and efficiently, and fully exploited his more than 17 year's association with LA Division.

With respect to Specific Duties, No's 3 and 5 are pretty much self explanatory and are the bread-and-butter type activities that provide you a data base for approaching other responsibilities and keep you au courant of operational conditions. There is no rating for No. 4 as this activity this year was handled by O/C/CI.

In terms of Specific Duty No. 1., Mr. Piccolo has had several field station assignments in LA Division plus several at Headquarters. He maintains close and continuing contact with country desks and staff officers and when appropriate has initiated operational comments and suggestions. For example, when reviewing the traffic from an on Island Cuban reporting source he noted indications that the source might be under hostile control, and sent forward a memorandum outlining these indications to COG while deferring to them for further action. On another occasion when a walk in appeared at an overseas Station he again approached COG

-Continued -

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

12

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE GIVE EXPLANATION

15

John F. Markham

DATE

1 Dec 78

OFFICIAL TITLE OF SUPERVISOR

DC/OC/OCB

TYPED OR PRINTED NAME AND SIGNATURE

Joseph S. Piccolo

2. BY EMPLOYEE

I HAVE OR HAVE NOT ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

DATE

1 Dec 78

SIGNATURE OF EMPLOYEE

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This Fitness Report is one of the most thorough and balanced from a substantive view which I have reviewed in some time. I find it to be accurate from my perspective and reflects my own contention that Mr. Piccolo is for his grade one of the most productive, aggressive and versatile officers we have in the DO.

Earlier this year Mr. Piccolo received a QSI in recognition of his fine performance on the CI Staff during the previous year. There is no question that a sustained superior effort on Mr. Piccolo's part will continue to be the pattern in the future. He has a prosperous career ahead of him.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

1 December 1978

Chief, CI/O/C

4. BY EMPLOYEE

I HAVE OR HAVE NOT ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.

SIGNATURE OF EMPLOYEE

1 Dec 78

CLASSIFIED, BY WHOM

Step

S E C R E T

Continuation of Fitness

Joseph S. Piccolo

and outlined to them the reasons he believed the walk-in was a provocation. COG agreed to withhold any attempts at operational exploitation until the walk-in's bona fides were better established. The walk-in subsequently failed a polygraph on the question was he being directed at us.

With respect to Duty No. 2, usually focused on the activities of USAINTA while his colleague focused on those of DST. In any event, each could readily fill in as substitute if the other were absent. The range of operational initiatives available to us in these cases is, for the most part, limited and our main in-put is in terms of area knowledge and operational experience. Nevertheless, Mr. Piccolo did address himself to the problem of coverage of controlled U.S. Person double agents when travelling overseas and drafted a general consent agreement for agents to sign permitting us CI coverage of them while abroad. The suggestion is in the hands of the military services the FBI and Agency legal authorities and its ultimate fate is not known.

In terms of ad hoc assignments Mr. Piccolo has participated in two CI Operational Surveys, namely Buenos Aires and Bogota. In both instances he was the team leader. A CI Survey is defined as an in depth review of a stations operational activities designed to detect efforts by and determine the capabilities of foreign intelligence services to carry out recruitment, penetration, provocation and deception operations and to evaluate the threat these pose to the Station. The Surveys are time consuming and taxing, requiring a review of all pertinent Headquarters files, a visit to the Station to review field files and interview all operational personnel, and then return to HQS. to compile a report that may run as few as fifty pages or more than one hundred. The reports are addressed to the COS and the DDCI, although the DCI has instructed that he be routinely included on the distribution of each report. Mr. Piccolo's level of performance is reflected in the fact that ~~Hocota~~ was his fourth survey.

In another ad hoc activity Mr. Piccolo was responsible for retrieving a proposal regarding joint activities with the FBI in a very sensitive area from the Bench Mark paper being submitted to the National Security Council/Special Coordination Committee NSC/SCC) on counterintelligence programs, and suggesting that it be submitted jointly with the FBI to appropriate USC authorities. This suggestion is currently being implemented and in so doing has required consultation and meetings with the FBI from the working level to very senior officers.

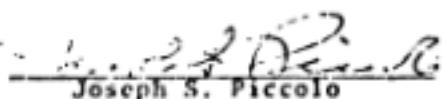
Mr. Piccolo is an experienced and professional officer requiring a minimum of supervision. He is aggressive, imaginative and has demonstrated his initiative. He writes well and is even stronger in his verbal skills. He can defend his position vigorously and skillfully but is disciplined and will accept the final decision if contrary to his own view without grudgingly. He has an engaging personality. I would be happy to serve with him again either at HQS or overseas.

S E C R E T

1. Develop and maintain close and effective working relationships with LA Division personnel in support of DDO counterintelligence operations and activities; and to provide guidance and support in the furtherance of those operations and activities.
2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.
3. To assist in the review and coordination, in conjunction with the central referent, of ~~assigned double agent cases in your geographic area which are sponsored by the U.S. military~~ and other U.S. agencies; and to help manage certain select, foreign CI cases.
4. To monitor hostile intelligence approaches to U.S. persons in your geographic area, including U.S. Government military and civilian employees, tourists and U.S. resident aliens.
5. To participate in the LANE Section contribution to an overall CI Staff annual evaluation of the counter-intelligence program conducted under the Operating Directive of the respective stations in the LA area.

During your tour with CI/OC fitness reports on your performance will be prepared and based on the provisions of this LOI. Any major changes in your duties will be made in writing with your concurrence and will require your signature to be effective.

I have read and understood the above:



Joseph S. Piccolo

1 Sept 78

Date



John F. Markham

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2. To screen non-restricted DDO operational telecommunications in the LA area for selection and routing of items of CI significance to appropriate Branch and Staff officers.

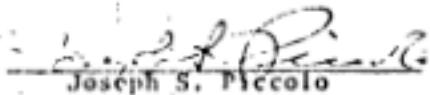
3. To assist in the review and coordination, in conjunction with the central referent, of ~~assigned double agent~~ cases in your geographic area which are ~~sponsored~~ by ~~the U.S. military~~ and other U.S. agencies; and to help manage certain select, foreign CI cases.

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I have read and understood the above:


Joseph S. Piccolo

15 Sept 78
Date


John F. Markham

2025 RELEASE UNDER E.O. 14176

SECRET
CLASSIFICATION**FITNESS REPORT**

SECTION A				GENERAL INFORMATION					
1. EMPLOYEE NUMBER 025658	2. NAME (Last, First, Middle) Piccolo, Joseph			3. DATE OF BIRTH (MM/DD/YY) 8 Dec 35	4. GRADE (GS-13)	5. LEAVE (A, P, PD) DAG			
6. OFFICIAL POSITION TITLE Operations Officer	7. APPROXIMATE OR ACCURATE POSITION DDO/CI/OG/SO			8. COMMING STATION HQS	9. PREV. STATION XX Nov. 77	10. PREV. GRADE XX Nov. 77			
11. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> REGULAR <input type="checkbox"/> TEMPORARY		12. TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> BI-MONTHLY <input type="checkbox"/> SPECIAL		13. REPORTING PERIOD (MONTHS) 1 Oct 76-30 Sep 77				14. DATE REPORT DUE IN D.P. 31 Oct 77	
SECTION B QUALIFICATIONS UPDATE									
<p>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.</p>									
SECTION C PERFORMANCE EVALUATION									
<p>U-Inadequate Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p>P-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 is comparable to the performance of others doing similar work as to warrant special recognition.</p>									
SPECIFIC DUTIES									
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).</p>									
SPECIFIC DUTY NO. 1 Operations officer for multiple lead highly sensitive CI project.									RATING LETTER S
SPECIFIC DUTY NO. 2 Case officer for CI/FBI project involving extensive international and domestic travel.									RATING LETTER O
SPECIFIC DUTY NO. 3 Investigation and exploitation of CI leads derived from Agency and/or FBI operations.									RATING LETTER S
SPECIFIC DUTY NO. 4 Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.									RATING LETTER O
SPECIFIC DUTY NO. 5 To serve as Acting Branch Chief.									RATING LETTER S
SPECIFIC DUTY NO. 6									RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION									
<p>Talk into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the placement which most nearly reflects the level of performance.</p>									
CLASSIFICATION SECRET					06/11/97				
FBI-DOJ 45 FORM 1000-1 1-78					REPORT DATE _____				

D
M
N

SECRET

FITNESS REPORT
October 1977

Joseph S. Piccolo

SECTION D NARRATIVE COMMENTS - /Continued/

In addressing the specific duties, Mr. Piccolo has been engaged during the past year in the exploitation of a sensitive multi-lead CI Project which has resulted in a neutralization of some Soviet espionage activity abroad. In the furtherance of this project he supervised, with an even hand, one intelligence assistant. Mr. Piccolo has been called upon to support CI activities requiring extensive travel abroad in support of joint Agency and FBI objectives. He executed these assignments with a singular degree of professionalism. Recently he organized and ran a CI training course for foreign liaison. This required the preparation of course material in Spanish and personally delivering lectures in the Spanish language. The Station described this effort as an outstanding contribution to the current task of molding the liaison service into an efficient and effective counterintelligence organization. More recently, based on previous experience and participation in CI Operational Surveys, he has been designated to head a CI Survey team going to Latin America. Finally, during the period of this report, due to the absence of the Branch Chief, Mr. Piccolo has served well as the Acting Branch Chief and during his tenure kept work flowing smoothly, efficiently and without change of pace. To sum up, Mr. Piccolo is in the opinion of this rater a solid first class officer whose judgment is totally dependable and whose accomplishments have been significant. We would commend Mr. Piccolo for any assignment in field operations above any of his peers.

SECRET

25 October 1977

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

Dear Mr. Piccolo:

This Letter of Instruction sets forth your responsibilities and duties as an operations officer assigned to the Counter-intelligence Staff. Your performance of the duties described below will serve as the basis of the preparation of your fitness report. Any questions, clarification or elaboration regarding these instructions should be discussed with the Chief, CI/OG/SO and/or Chief, CI/OG.

General

1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any intelligence service abroad with which CIA maintains a liaison relationship. To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the hostile opposition as well as problems which confront friendly liaison services and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.



E2 IMPDET
CL BY 061197

SECRET

~~SECRET
CLASSIFICATION~~

SECTION D

NARRATIVE COMMENTS

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

Mr. Piccolo joined the CI Staff at his initiative and has served in several different roles in the period of this report. These included positions as survey officer in the Area Operations Branch for six months, operations officer in the Special Operations Branch for three months and then acting chief of that branch for two months. Overall he has performed his duties in these positions with efficiency and thoroughness.

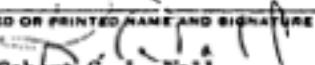
During the six month period Mr. Piccolo was assigned to the Area Operations Branch, his duties consisted of participation in CI operational surveys of two countries, e.g., Ethiopia and Peru. By way of explanation, a CI operational survey is defined as an in-depth review, both at Headquarters and in the field, of a Station's operational activities in order to detect efforts by and determine the capabilities of foreign intelligence services to accomplish recruitments, penetrations, provocations and deception operations plus an evaluation of the threat these pose to future operations and assets. The surveys are conducted by a team of two or more operations officers and their final report may be 100 or more pages in length. The report is addressed to the DDO and the Area Division Chief and gives them a detailed CI profile of the Station.

(CONTINUED)

SECTION E

CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
14 DEC 77	DC/CI Staff Ops Group	 Robert G. L. Noll

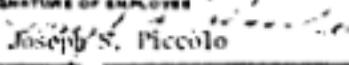
2. BY EMPLOYEE

I HAVE <input type="checkbox"/> OR HAVE NOT <input type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	14 DEC 77	 Joseph S. Piccolo

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I fully concur with the comments of the supervisor. I have been most pleased with the manner in which Mr. Piccolo has moved in and taken over the management of his branch in the absence of the branch chief who departed with little warning. Mr. Piccolo is a hard-nosed, honest evaluator of CI problems. He has, however, the ability to manage problems and people with tact and professionalism.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
14 DEC 77	Chief, CI Staff Ops Group	 Lawrence M. Sternfield
4. BY EMPLOYEE		SIGNATURE OF EMPLOYEE
		 Joseph S. Piccolo

CLASSIFICATION

CONT

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT: Letter of Instruction

Dear Mr. Piccolo:

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General

1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any intelligence service abroad with which CIA maintains a liaison relationship. To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.

2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the hostile opposition as well as problems which confront friendly liaison services and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.

E2 IMPDET
CL BY 008885

CONT

~~SECRET~~

3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

Duties

4. In fulfilling your responsibilities you will be expected to perform the following duties:

- a. To carry out ad hoc operational requirements as may be assigned such as the conduct of CI Surveys at overseas stations.
- b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.
- c. To serve as the Headquarters case officer for certain highly sensitive CI operations.
- d. To exploit CI leads arising out of sensitive material and command channel communications.

L.Sternfield
Lawrence M. Sternfield
Chief, CI Staff
Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.
Joseph S. Piccolo, Jr.

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	2. NAME (last, first, middle)		3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD		
	Joseph S. Piccolo		8 Dec 1935	M	GS-13	D		
7. OFFICIAL POSITION TITLE	8. OFF. DIV./BR OF ASSIGNMENT			9. CURRENT STATION				
Operations Officer				Managua				
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT					
X CAREER CONTRACT	CAREER PROVISIONAL SPECIAL	RESERVE TEMPORARY	ANNUAL RE. REPORTING PERIOD (From-To)	21-MONTH 21 Jan - 7 Aug 1975	36-MONTH 13. DATE REPORT DUE IN O.P.	X REASIGNMENT SPECIAL		
SECTION B. PERFORMANCE EVALUATION								
<p>U-Inadequate Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p>P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p>S-Superior Performance is characterized by exceptional proficiency.</p> <p>O-Distinguished Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>								
SPECIFIC DUTIES								
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).</p>								
SPECIFIC DUTY NO. 1							RATING LETTER	
Responsible for the Station's Operational Program targetted against Communist, Terrorist and political Left target							S	
SPECIFIC DUTY NO. 2							RATING LETTER	
Conducts daily liaison operation to extract intelligence and operational support for Station unilateral efforts and to assess and cultivate liaison or other military officers for unilateral recruitment.							S	
SPECIFIC DUTY NO. 3							RATING LETTER	
Cultivates a Cabinet level target for eventual recruitment as an agent of influence							S	
SPECIFIC DUTY NO. 4							RATING LETTER	
Acts as DCOS and, in the absence of the COS, as ACOS							S	
SPECIFIC DUTY NO. 5							RATING LETTER	
Develops unilateral assets in the MIABYSS target area.							(*)	
SPECIFIC DUTY NO. 6							RATING LETTER	
Serves as Station Technical Referent							(*)	
OVERALL PERFORMANCE IN CURRENT POSITION								
<p>Take note about everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, responsiveness, pertinent personal traits or habits and particular functions or talents. Based on own knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the element which most closely reflects his level of performance.</p>								
50 DEC 1975							S	

CONFIDENTIAL

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B. It 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 is an end of tour report covering the fourteen months in which this Officer has been under my supervision. Managua Station has just submitted its first Statement of Accomplishment Goals under the newly-established MBO reporting system and schedule. Consequently, this report combines Subject's duties as specified in two previous LOI's which run from 1 June 1974 to 30 May 1975 and from 1 June 1975 through 31 July 1975. The duties listed are therefore broader than those to be reflected in the latest LOI now being formulated as a logical adjunct to the new MBO format and content.

(*) (On specific duties No. 5 and 6, there is so little content or substance associated with these duties as to make a Letter Rating meaningless. The **Narcotics** target in Nicaragua is practically non-existent and there is no current need for technical operations to support approved operational activities. The duties are listed only because they were included in the LOI.)

DUTY NO. 1

Responsible for the operational program against the **communist and extremist** target, this officer handles **three** agents and a contract agent in a highly proficient manner.

(See Attached 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

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

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

14

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

7 August 1975

Chief of Station

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The assessment given above of Mr. Piccolo's performance seems to be well-balanced and generally fair. His performance as described fits with my knowledge of it. It should be noted that it is very difficult to establish much of an operational record in Managua because of **the lack of Intelligence targets and** the low level of community interest in developments in Nicaragua. It is to his credit that Mr. Piccolo was able to recruit in the only target available--the **terrorist FSLN**.

Mr. Piccolo is poised and quiet in demeanor. He is a reliable, dependable officer of good judgment.

I agree with the rater that Mr. Piccolo should be given the opportunity to do something different. A rotational tour to another DDC component would probably be very helpful to his overall development and motivation at this time. I concur in the overall assessment of his performance as "Strong."

9 December 1975 *Temporary Chief TA Mission**John J. Kavanagh*I certify that I have seen 1 **CONFIDENTIAL**
statements in this report.

8 DEC 75

S E C R E T

- 2 -

SECTION C NARRATIVE COMMENTS

He handles a contract agent who, in turn, handles a low level penetration of the **orthodox communist party.** This marginal asset is kept on the payroll at a modicum cost for the purpose of filling gaps, and for spotting, until better coverage can be developed. The contract agent, whose administration is almost identical to that required for a **NOC,** also produces information on the extremist target through his marital connections.

Also handled under Duty No. 1 is a **high level member** of a legal political party of socialist persuasion, which has traditionally demonstrated a propensity for cooperation with the communists and/or extremists in Nicaragua. This paid agent produced twenty eight intelligence reports with a Value Quotient (VQ) average of 4.07 over this period. This agent, handled directly, requires and receives close and alert guidance. He has provided valuable spotting information, which the Case Officer has followed up, accomplishing the full cycle of assessment, development and successful recruitment of a member of the **communist youth organization,** who will be targeted against both **the communist youth, the orthodox party;** and hopefully, into the **FSLN (terrorist organization.)**

Acting upon a lead from ERHATCHET-2, a **former media asset,** this Officer also contacted, assessed, developed and recruited a **student who was formerly with the Revolutionary Students Front (FER-support arm of the FSLN terrorist organization.)** This asset is being targeted against the FER and FSLN.

Considering the paucity of leads available on the elusive but important **FSLN target,** (a Priority 1 Objective of the Station), these two recent recruitments are judged to be very significant achievements, attributable to this Officer's language fluency, sincerity, experience and style, which makes it all look easier than it really is.

Subject has been criticized in his last two Fitness Reports for not developing new assets into the key target area (terrorists). It is important, therefore, to recognize his efforts and achievements now, as detailed above. He had never been a strong recruiter, but had always been an above-average agent handler who could extract more information and services

S E C R E T

S E C R E T

- 3 -

NARRATIVE COMMENTS (Continued)

from agents than most Case Officers. His two new recruitments represent the Station's most promising prospects against the **FSLN** in the long history of **FSLN operations** in Nicaragua. It is suggested that this Officer's contribution of only two recruitments (at the very end of his tour of duty) could well be more meaningful and productive than the efforts of a super-salesman whose acquisitions later prove to be marginal or useless.

DUTY NO. 2

Subject conducts Station liaison at the working level with two contacts. His main job is the maintenance of the relationship, an effort handicapped by political considerations which oblige him to take but never give, to cancel scheduled training, and to maintain a low profile. Nevertheless, he does manage to **extract information** of interest on the terrorist and political targets, and the relationship does provide him with **access to** certain **military officers who are being assessed and developed**. Additionally, this Officer shares the task with the COS of conducting liaison at the policy level, an even more difficult, and less productive effort. Subject's warm and winning personality and extensive experience are key factors in his ability to maintain the relationship at all, which results in clear net gain to the Organization.

DUTY NO. 3

Subject has done exceedingly well in the development and cultivation of ERLANK-1 for gradual recruitment as an agent of influence. **PRQ Parts I** and **II** have been submitted, and ERLANK-1 is responding to Subject's **overtures of friendship**. ERLANK-1 has agreed to a **turn-over**, and this was accomplished very recently.

DUTY NO. 4

In this very small Station, the DCOS function is not a critical one, but when obliged to exercise his authority in this

S E C R E T

S E C R E T

- 5 -

NARRATIVE COMMENTS (Continued)

If forced to search for a deficiency in his performance over the past fourteen months under my supervision, it would be necessary to point to a weak showing in operational and representational entertaining. In the former category, particularly, he could have spent more of his weekend and night hours with **Liaison/Military** and other **contacts for developmental** purposes. In his regular work hours, however, which included some nights and weekends, he was more than gainfully employed in the accomplishment of his assigned duties. He is not a clock-watcher, but stays with the Liaison, and agent meetings, as well as with the paperwork until they are completed.

This Officer is the victim of personnel requirements, which has resulted in an organizational failure to challenge his talents and ingenuity. His re-assignment to the Cuban Operations Section next, for example, will be his fifth assignment in that area in 15 years. It is recommended that he obtain rotational experience in another geographical or functional area, to broaden him.

S E C R E T

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EYES ONLY				
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		TORI211432Z JAN 75	MANA 11575	

S E C R E T 211330Z JAN 75 STAFF
CLTE MANAGUA 11575 SECTION 1 OF 2

TO: DIRECTOR,

ADMIN PERS

*CABLE SEC. DISSEM TO: **TOP**
 IF DESIRED, SEND FORM 1604 TO CABLE SEC.

REF: DIRECTOR 644201.

1. FOLLOWING IS SUBMITTED PER REFERENCE, SECTION "B":

SPECIFIC DUTY NUMBER ONE: STATION OFFICER RESPONSIBLE
 FOR OPERATIONAL PROGRAM DIRECTED AGAINST COMMUNIST,

TERRORISTS AND POLITICAL LEFT. RATING LETTER "S";

SPECIFIC DUTY NUMBER TWO: STATION LIAISON OFFICER,
 RATING LETTER "S";

SPECIFIC DUTY NUMBER THREE: MANAGES **UNILATERAL PENETRATION OF SECURITY SERVICE**. RATING LETTER "S";

SPECIFIC DUTY NUMBER FOUR: SUPERVISES CONTRACT AGENT

WHO **HANDLES PENETRATION OF COMMUNIST PARTY AND SPOTTER ASSESSER OF POTENTIAL TERRORIST MOVEMENT PENETRATION**

ASSETS. RATING LETTER "P";

SPECIFIC DUTY NUMBER FIVE: DCOS, SUPERVISING **ONE**

CLERICAL, **ONE** CONTRACT AND **TWO** COMMUNICATORS AND ACTING OFFICER

S E C R E T

21-2
 Piccolo
 P

2/24/84 3:24

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T 724290 81A353		PAGE 02		IN 471163
		TORI211432Z JAN 75		HANA 11575

IN CHARGE IN ABSENCE OF COS, RATING LETTER "S", OVERALL RATING LETTER "S".

2. SECTION "C" NARRATIVE COMMENTS FOLLOW:

(1) IN HIS CAPACITY AS THE STATION OFFICER RESPONSIBLE FOR OPERATIONS AGAINST THE COMMUNIST AND POLITICAL LEFT AND **INDIGENOUS TERRORIST MOVEMENT**, SUBJECT HAS PERFORMED VERY WELL ALTHOUGH NOT YET SUCCESSFUL IN EFFECTING ADDITIONAL PENETRATIONS. RECRUITMENT NOT HIS STRONGEST POINT, ADDITIONALLY, HE WAS BURDENED WITH TOO MUCH AND TOO DIVERSIFIED A WORKLOAD. THIS OFFICER WILL RECEIVE A NEW LETTER OF INSTRUCTION SHORTLY, REFLECTING THE SUDDEN AND URGENT NEED OF SUCCESSFUL EFFORTS AGAINST THE **LOCAL TERRORIST GROUP** WHICH HAS EMERGED AS REAL THREAT TO PHYSICAL SECURITY OF OFFICIAL PERSONNEL AND TO POLITICAL STABILITY OF NICARAGUA. HIS HANDLING OF ESTABLISHED ASSETS IN THIS FIELD HAS RESULTED, OVER THE PAST SIX MONTHS, TREBLING THE INTELLIGENCE REPORTING OVER THE PREVIOUS SIX MONTH PERIOD. AN ADJUNCT TO THESE DUTIES IS THE HANDLING OF **ONE U.S. CONTRACT AGENT WHO HANDLES A PENETRATION** OF THE **CATHOLIC COMMUNIST PARTY**. THIS CONTRACT AGENT

S E C R E T

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			TORI211432Z JAN 75	MANA 11575		

ABSCBBS MORE OF THE CASE OFFICERS TIME THAN HE MERITS,
 AND THIS IS ATTRIBUTABLE TO UNFORTUNATE LACK OF NATURAL
 APTITUDE ON PART OF THIS PARTICULAR CONTRACT AGENT.
 ADJUSTMENTS WILL BE MADE TO MAKE BETTER USE OF CASE
 OFFICER TIME.

(2) AS STATION LIAISON OFFICER, HE PERFORMS IN AN
 EXTREMELY STRONG MANNER, USING HIS WINNING WAYS WITH
 THE NICARAGUAN INTELLIGENCE OFFICERS **TO EXTRACT**, ON
 CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE CHIEF
OF THE SERVICE IS ESPECIALLY FOND OF THE OFFICER AND
 BECAUSE OF THE FRIENDSHIP OCCASIONALLY **VOLUNTEERS**
TIDBITS OF INFORMATION WHICH ARE TECHNICALLY STILL
UNRELEASABLE STATE SECRETS. TRECKLER IS NOW IN THE
 PROCESS OF ATTEMPTING TO REDIRECT **LIAISON** EFFORTS
 TOWARDS BETTER AND INCREASED COVERAGE OF THE COMMUNIST
 AND TERRORIST TARGETS, WHILE WALKING THAT TIGHTROPE
 OF AVOIDING AGENCY COMMITMENT TO ANY NEW LARGE EXPEND-
 ITURES OF RESOURCES. WITHIN THE **LIAISON** CONTEXT, HE MAN-
 AGES THE **UNILATERAL PENETRATION OF THE SECURITY SERVICE**,
 WHO COMPLEMENTS STATION COVERAGE OF THE LOCAL SUBVERSIVE

S E C R E T

FORM 2000
FD-360 (Rev. 3-74)

SECRET

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PAGE 84.

IN 471163

TOR121143Z JAN 75

MANA 11575

SCENE WITH VITAL INFORMATION CURRENTLY NOT AVAILABLE FROM ANY OTHER SOURCE, THIS ACTIVITY TAKES MUCH LATE HOUR EFFORT TO ENSURE GOOD OPERATIONAL SECURITY, WHICH SUBJECT PERFORMS FAITHFULLY TO HIGH STANDARDS AND WITH GOOD CHEER.

(3) DCOS AND OCCASIONAL ACOS, SUPERVISING **ONE** CLERICAL, **ONE** CONTRACT AND **TWO** COMMUNICATORS, SUBJECT SHOWS MUCH STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY IN THE FUTURE. HIS LOW KEY AND DELIBERATE SPEECH AND BODY MOVEMENTS ARE MOST DECEPTIVE, HE IS, IN FACT,

PAGE 3 MANAGUA 11575 S E C R E T
SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE WITH SUBORDINATES. AS ACOS HE DOES AN EXCELLENT JOB OF DEALING WITH THE MOST DIFFICULT AMBASSADOR EVER ENCOUNTERED BY THE RATER.

(4) IN THE SEVEN AND A HALF MONTHS IN WHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALWAYS IMPRESSED WITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND MISSION OF A FIELD STATION, HE IS A "NATURAL" FIELD INTELLIGENCE OFFICER, HIGHLY FLEXIBLE, HARD WORKING

S E C R E T

JUL 1969 3 74

S E C R E T

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PERSON UNIT NOTIFYING		S E C R E T	10
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T 724290 EIA353 PAGE 26-96 IN 471163
 TOR121143Z JAN 75 MANA 11575

AT THIRTY NINE YEARS OF AGE, HE STANDS IN MY OPINION,
 HEAD AND SHOULDERS ABOVE HIS GRADE PEERS IN EXPERIENCE,
 MATURITY, RELIABILITY, DEPENDABILITY AND UNFAILINGLY.
 GOOD COMMON SENSE, HIS 17 YEARS OF SERVICE IN THE
 ORGANIZATION, 12 OF THEM ABROAD, HAVE RESULTED IN HIS
 FORMATION AS JA UNUSUALLY VERSATILE, HIGHLY KNOWLEDGE-
 ABLE AND COMPLETELY PROFESSIONAL OPERATIONS OFFICER.
 HIS OPERATIONAL EXPERIENCE OVER THE YEARS HAS RUN THE
 GAMUT FROM **RUNNING ACCESS AGENTS, THIRD COUNTRY DENIED**
AREA OPERATIONS, DOUBLE AGENT OPERATIONS, C.P., PENETRATION

S E C R E T

CABLE SEC DISSEM BY	PERS	TOTAL COPIES	RUN BY	REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED	
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				TOR121142Z JAN 75	
				MANA 11575	

S E C R E T 211332Z JAN 75 STAFF

CITE MANAGUA 11575 FINAL SECTION OF 2

TO: DIRECTOR,

ADMIN PERS

RYBAT

PROGRAMS TO HIS CURRENT DUTIES, AND INCLUDE EXTENSIVE
SUCCESSFUL MANAGEMENT OF **NOC'S**. HE IS ABOVE AVERAGE IN
HIS COST-AND SECURITY-CONSCIOUSNESS. KEEPS EXCELLENT
RECORDS, SPEAKS FLUENT SPANISH AND IS A VALUABLE MEMBER
OF THE EMBASSY TEAM.

(5) THE RATER APPRECIATES THE ROCK-SOLID RELIABILITY
OF THIS OFFICER, CONSIDERS HIM TO BE AN IDEAL DEPUTY
CHIEF OF STATION, AND WOULD GLADLY SERVE AGAIN WITH HIM
IN ANY CAPACITY AT ANY TIME. IN VIEW OF HIS PERFORMANCE,
ABILITY, PROFOUND CONCEPT OF STATION FUNCTION PLUS
CONTINUED POTENTIAL FOR ADVANCEMENT, HE SHOULD BE GIVEN
SERIOUS CONSIDERATION FOR ADVANCEMENT TO THE NEXT GRADE,
AT THE NEXT APPROPRIATE OPPORTUNITY.

3. SUBJECT HAS BEEN AND SIGNED ABOVE ON 20 JANUARY
1979, EZ, IMPDET.

--

S E C R E T

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 025658	2. NAME (last, first, middle) Piccolo, Joseph S.	3. DATE OF BIRTH 1935	4. SEX M	5. GRADE GS-13	6. SD D			
7. OFFICIAL POSITION TITLE Ops Officer-DCOS	8. OFF/DIV/BR OF ASSIGNMENT DDO/NII/2			9. CURRENT STATION Managing				
10. TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER CONTRACT			11. TYPE OF REPORT ANNUAL 21 MONTH 30 MONTH			12. OF SUPERVISOR REASIGNMENT SPECIAL		
13. REPORTING PERIOD (From-to) 20 Sept 1973-5 June 1974			14. DATE REPORT DUE IN O.P. N/A					
SECTION B. PERFORMANCE EVALUATION								
<p><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 C.</p> <p><u>M</u>-Marginal Performance is deficient in some aspects. The reasons for qualifying this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><u>P</u>-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><u>S</u>-Strong Performance is characterized by exceptional proficiency.</p> <p><u>D</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.</p>								
SPECIFIC DUTIES								
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).</p>								
SPECIFIC DUTY NO. 1 Acting COS Duties. Supervises two clerical, one DDC officer and two communicators							RATING LETTER S	
SPECIFIC DUTY NO. 2 Station operations officer with direct agent handling responsibilities for Communist Party and related targets							RATING LETTER S	
SPECIFIC DUTY NO. 3 Liaison Officer							RATING LETTER S	
SPECIFIC DUTY NO. 4 Station operations officer for operations directed against the Narcotics target							RATING LETTER P	
SPECIFIC DUTY NO. 5 Operations Officer handling a sensitive <u>liaison penetration</u> operation							RATING LETTER P	
SPECIFIC DUTY NO. 6							RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION								
<p>Take into account everything about the employee which influences his effectiveness in the current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the element which most closely reflects his level of performance.</p>								
10							RATING LETTER S	

FORM 45N

CONFIDENTIAL

12 SEP 1973 BY 00722

114

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SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training Command 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, time, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

(The following is directly keyed to Subject's "Letter of Instructions")

As ACOS he has demonstrated a thorough understanding of Agency policies and regulations. He works well with those he supervises and has exhibited unusual patience while diligently instructing and correcting employees. During my absences, he has worked well with Senior members of the Embassy and has been accepted by Embassy and Station personnel alike as a mature, sensible and experienced officer.

As Liaison Officer for the Station, he has done an excellent job of improving the effectiveness of the "Special Unit" by offering his expertise, improving their physical working conditions and convincing them to expand their horizons. The unit appears to be responding well to his leadership and should prove more productive in the future.

His having of a sensitive unilateral contact in Liaison has resulted in obtaining what information the contact is willing to disclose. Although categorized as a penetration, the operation is more that of a contact who is willing to provide inside information to clarify certain situations and events rather than an aggressive penetration seeking all that lies behind the scenes. This is a principal liaison contact with whom a good working relationship must be maintained and such a relationship does exist.

He has made very little progress in operations against the Narcotics target. Subject inherited very little in sources and has not developed any new prospects. (Continued)

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 4 June 1974	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo
---------------------	---

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 8	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
---	---

DATE 4 June 1974	OFFICIAL TITLE OF SUPERVISOR COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ George Fill
---------------------	-------------------------------------	--

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

This seems to be a fair report which rates Subject about the same way that I would, based on my understanding of his performance. Subject is a mature and competent officer who does a fine job of handling existing operations and administrative tasks but has not been very aggressive in developmental work. The sleepy tropical atmosphere of Managua may not be very inspiring operationally, but new business is needed and Subject is believed to be capable of turning in a stronger performance in that area. He has the potential for further career advancement.

DATE 1 July 1974	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, WIF Division	TYPED OR PRINTED NAME AND SIGNATURE <i>Jones, H. A. Warren</i>
---------------------	--	---

CONFIDENTIAL

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

EMPLOYEE NUMBER: 25658

Section C - Narrative Comments (Continued)

Subject's performance is strong in handling the present unilateral sources directed against the internal domestic target. Specifically, he has a thorough understanding and knowledge of the **Christian Socialist** and **Communist Parties**. Subject, however, has not made an effort to develop new potential sources.

In summation, it is clear that Subject has the background, experience and knowledge to perform the tasks in an outstanding manner. Some of these tasks, those that interest him most, he does very well now. Others, that he has determined are not of sufficient value or interest, he disregards. Where Subject must take steps to improve is in his overall attitude towards work to be accomplished. This being a very small station can be a handicap to an officer who must work harder to produce the little intelligence of interest that is available. Subject must spend more of his free time among the local community in an attempt to expand his contacts, contacts that could result in the development and recruitment of new sources.

Subject is well liked and accepted by the American Community. He and his wife entertain well and his good command of the local language makes him a strong member on this very small team.

Subject keeps excellent records and has done much to improve the records management of the Station. He is careful with organizational funds and his bookkeeping is consistently up to date.

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

CONFIDENTIAL

FITNESS REPORT			GENERAL INFORMATION					
			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	2. NAME (last, first, middle)		3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD		
025658	Piccolo, Joseph S.		H Dec 35	M	GS-13	D		
7. OFFICIAL POSITION TITLE Ops Officer			8. OFF/DIV/BR OF ASSIGNMENT DDO/wk/5	9. CURRENT STATION Rio de Janeiro				
10. TYPE OF APPOINTMENT			11. TYPE OF REPORT					
CAREER CONTRACT	CAREER PROVISIONAL SPECIAL	RESERVE TEMPORARY	ANNUAL 15. REPORTING PERIOD (months) 1 Aug 72 - 12 July 73	1 MONTH	30 MONTH	REASSIGNMENT	SPECIAL	
			13. DATE REPORT DUE IN O.P.					
SECTION B.			PERFORMANCE EVALUATION					
U-In satisfactory 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 actions taken or recommended should be described.								
P-Proficient Performance is satisfactory. Desired results are being produced in the manner expected.								
S-Superior Performance is characterized by exceptional proficiency.								
O-Outstanding Performance is as 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	
As Deputy Chief of Base, sharing in supervision of the whole Base (including direct supervision of two NOC's) and serving as acting Base Chief during the COB's absence.							S	
SPECIFIC DUTY NO. 2							RATING LETTER	
Serving as senior FI/CI case officer for the Base and as consultant on ALSOBER/ALPALOOKA matters for other Bases and Station.							O	
SPECIFIC DUTY NO. 3							RATING LETTER	
Providing informal guidance to the case officers concerning operational and other related problems.							O	
SPECIFIC DUTY NO. 4							RATING LETTER	
Development of new operations: spotting, selection, development and recruitment of new assets.							P	
SPECIFIC DUTY NO. 5							RATING LETTER	
Operational and intelligence reporting and correspondence.							S	
SPECIFIC DUTY NO. 6							RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION								
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperation, patient, personal traits or habits, and personal references or reports. Based on your knowledge of employee's over-all performance during the rating period, place the letter in the rating box corresponding to the character which best most nearly reflects his level of performance.								
Rating Letter							21	25

CONFIDENTIAL

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in mind 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, may be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject is an exceptionally responsible and mature officer who also combines with these virtues outstanding ability in the fine tuning, analysis and direction of highly complex human cases. During the period under review he handled a most complex and delicate exploitation and termination of a [high level] ALSOBER [penetration] with CKPOLAR ramifications with a substantial degree of success. He has also served, in his capacity as deputy base chief, as counsellor and provider of guidance to case officers concerning virtually all of the Base's operations and particularly the more complex and difficult agent cases. His unusually keen intuition and perceptiveness have consistently helped the Base to avoid pitfalls and recognize important but obscure operational factors. His operational judgement is extremely sound.

During the period under review Subject has had an opportunity to demonstrate his ability as a supervisor and the results have been impressive. He is naturally careful and thoughtful as well as objective in his dealings with people and he adds elements of sensibility and sympathy as well which enable him to get good responses and inspire confidence. Case officers and other personnel tend to gravitate to him naturally seeking help and guidance and he gives of himself generously in these situations. He has shown excellent leadership potential also during the occasions on which he has taken over as acting base chief and has not been afraid to take

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 9 July 73	SIGNATURE OF EMPLOYEE /s/ Joseph Piccolo
-------------------	---

2. BY SUPERVISOR

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

DATE 9 July 73	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE /s/ David B. McGrath
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3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur in this excellent rating in all respects. The performance of this fine officer has been superior. He played a crucial role at the Base. He is a strong considerate supervisor with potential for growth. The failure to get out on the street and recruit during the past year (I am not familiar with previous experience) can be partly attributed to immersion in the complex, time consuming surfacing/disposal case, but must also be attributed partly to his personality (or at least his mood at that stage of his tour). Subject is perhaps more comfortable, or seemed to be during the rating period, handling going agents ([indigenous and SOC's]) which he does superbly.

(continued)

DATE 9 July 73	OFFICIAL TITLE OF REVIEWING OFFICIAL COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ Wilfred Kopelowitz
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CONFIDENTIAL

SECRET

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 025658		
SECTION A				GENERAL		
1. NAME (Last) (First)		2. DATE OF BIRTH		3. GRADE	4. GRADE	5. SD
Piccolo, Joseph S.		8 Dec 35		M	GS-12	D
6. OFFICIAL POSITION TITLE Operations Officer		7. OFFICER-IN-CHARGE OF ASSIGNMENT & CURRENT STATION DDP/WH/5 Rio de Janeiro				
8. CHECK (A) TYPE OF APPOINTMENT <input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)		9. CHECK (A) TYPE OF REPORT <input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify)				
10. DATE REPORT DUE IN G.P.		11. REPORTING PERIOD (From - To) 1 August 1971 - 31 July 1972				
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-Superior 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 Senior FI officer with supervisory responsibilities over two outside case officers.						RATING LETTER S
SPECIFIC DUTY NO. 2 Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.						RATING LETTER S
SPECIFIC DUTY NO. 3 Case officer for several sensitive, complex, high level penetrations of various high priority targets.						RATING LETTER S
SPECIFIC DUTY NO. 4						RATING LETTER
SPECIFIC DUTY NO. 5						RATING LETTER
SPECIFIC DUTY NO. 6						RATING LETTER
23 AUG 1972						RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION						
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personnel merits or faults, and particular instances or releases. 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>						

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of this performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Attach or exploit ratings given in Section B to provide basis for determining future personnel action. Nature of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds must be described and evaluated. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p>Subject continues to be one of the strongest officers in the Base and will undoubtedly be a solid long-hauler as number three officer under the new staffing pattern. His judgment is considered sound, his operational savvy, experience and talent invaluable. His supervisory functions have changed somewhat since last evaluation, and he now handles two active NOC officers (rather than one NOC and one inside case officer) who in turn handle a variety of operations including government as well as CP and terrorist penetration. As we have noted in past fitness reports, he is an intelligent supervisor with a capability for lighting fires under his charges when necessary. His thorough knowledge and understanding of the ALSOBER and ALPALOOKA fields has earned him the respect of all his colleagues.</p> <p>Like the rest of us, he is not perfect, of course. His performance over the past year has been less strong on the operational development side and he should shift some of the emphasis of his efforts in this direction in order to achieve a better balanced performance. This will not be easy because at present he is unavoidably saddled with some serious and complex operational problems (not of his own making) and the demands of his NOC supervision are heavy. However, he is capable of adjusting his time and putting out the necessary effort and we have</p>			
(CONTINUED)			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTION A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
2 Aug 1972	/s/ Joseph S. Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
13			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
2 Aug 1972	Chief of Base	/s/ David B. McGrath	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>The rating of Strong is deserved. This is a really fine officer, very cerebral, experienced and skilled in the basic craft of our business, linguistically talented, toughminded and aggressive in agent handling and exploitation. His lack of development/recruitment activity during the reporting period reflects to some degree a deliberate decision to keep a low profile in the Mission and in the city due to the particularly sensitive nature of ongoing projects handled. This still applies to some degree but we all now agree that during the remaining months of his tour an effort can be made to exploit this officer's considerable talents in the crucial area of creating new assets. I strongly endorse the recommendation for promotion.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
2 Aug 1972	Chief of Station	/s/ W. D. Koplowitz	

SECRET

SECRET

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 025658			
SECTION A				GENERAL			
1. NAME Piccolo, Joseph S.		2. DATE OF BIRTH 8 Dec 35		3. SEX M		4. GRADE GS-12	
5. OFFICIAL POSITION TITLE Operations Officer		6. OFFICE/DIVISION OF ASSIGNMENT & CURRENT STATION DDP/WII/5 Rio de Janeiro					
7. CHECK ONE TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER=PROVISIONAL (See Instructions - Section C) SPECIAL (Specify) Promotion				8. CHECK ONE TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> ASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> SPECIAL (Specify) <input type="checkbox"/> ASSIGNMENT EMPLOYER			
9. DATE REPORT DUE IN D.P. 1 January 1971 - 3 November 1971				10. REPORTING PERIOD (From - To) 1 January 1971 - 3 November 1971			
SECTION B PERFORMANCE EVALUATION							
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.						
Marginally	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.						
Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.						
Strong	Performance is characterized by exceptional proficiency.						
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 Senior FI officer with supervisory responsibilities over one junior officer and one career agent.							RATING LETTER S
SPECIFIC DUTY NO. 2 Station CP officer with coordinating responsibilities over Station and Base activities and direct agent handling functions against CP and related targets.							RATING LETTER S
SPECIFIC DUTY NO. 3 Case officer for several sensitive, complex, high level penetrations of various high priority targets.							RATING LETTER S
SPECIFIC DUTY NO. 4							RATING LETTER
SPECIFIC DUTY NO. 5							RATING LETTER
SPECIFIC DUTY NO. 6 SINOV 21161							RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							
							RATING LETTER

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain entries given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, money, equipment and facilities must be commented upon individually. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
Nov 24 9 03 AM '71			
<p>Subject is perhaps the most mature, dependable and competent case officer we have. He has excelled in the handling of intricate, sensitive penetration operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. He is at his best in practical situations, however complex and obscure, rather than in dealing with philosophical or theoretical problems but this is obviously more a matter of inclination, than of intellect. He is highly respected and appreciated by all his colleagues and especially by this supervisor.</p>			
<p>Subject is under grade for his performance, experience and responsibilities. He is of all the Base officers most deserving of a promotion. A separate recommendation to this effect is being forwarded.</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE 3 Nov 1971	SIGNATURE OF EMPLOYEE /s/ Joseph S. Piccolo		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE 3 Nov 1971	OFFICIAL TITLE OF SUPERVISOR Chief of Base	TYPED OR PRINTED NAME AND SIGNATURE /s/ David McGrath	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his overall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.</p>			
DATE 3 Nov 1971	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station	TYPED OR PRINTED NAME AND SIGNATURE /s/ David A. Phillips	

SECRET

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

TRAINING REPORT

Weapons Training/Defensive Driving Course No. 12/T2 4-8 October 1971
Date

TRAINEE: Piccolo, Joseph S. OFFICE: WH

PURPOSE AND SCOPE OF COURSE:

The course provides basic proficiency training in the use of weapons for self-defence and in the techniques of defensive driving to counter vehicular kidnaping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

ACHIEVEMENT RECORD:

This is to certify that Mr. Piccolo has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:


JOSEPH M. HUDAČEK
Chief, Special Activities Branch

12 October 1971
Date

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

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				025658			
SECTION A GENERAL							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
Piccolo, Joseph S.			12/08/35	M	GS-12	D	
6. OFFICIAL POSITION TITLE			7. OFFICER OR ASSIGNMENT 8. CURRENT STATION				
Ops Officer			DDP/WIL/Branch 5 Rio de Janeiro				
9. CHECK LIST TYPE OF APPOINTMENT			10. CHECK LIST TYPE OF REPORT				
CAREER	RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR			
CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/>	ANNUAL	REASSIGNMENT EMPLOYEE		
SPECIAL (Check if)			SPECIAL (Check if)				
11. DATE REPORT DUE IN G.P.			12. REPORTING PERIOD (Indicate)				
			23 June 1970 - 31 December 1970				
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 actions 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 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						RATING LETTER	
Station FI Chief, supervising one officer directly, several on a part-time basis, and one outside staffer.						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Coordinates FI/CP activities of the three Bases in Brazil.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Handles funds and materials, and financial accountings.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
19 FEB 1971						S	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular contributions or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							
						RATING LETTER	
						S	

SECRET

FITNESS REPORT					EMPLOYEE SERIAL NUMBER U24088658	
GENERAL						
1. NAME Blanchard, Joseph Joseph	2. DATE OF BIRTH 8-12-1931	3. SEX M	4. GRADE GU-1	5. SD D		
6. OFFICIAL POSITION/TITLE Officer	7. SPECIFICATION OF ASSIGNMENT DEPT. OF Internal Security	8. CURRENT STATION Rio de Janeiro				
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> INDEFINITE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> PART-TIME	10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify) SPECIAL (Specify)					
11. DATE REPORT DUE OR DUE 22 June 1970 - 31 December 1970	12. APPROVING OFFICER (Printed Name)					
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 actions taken or recommended should be described.					
P-Proficient	Performance is satisfactory. Desired results are being professed 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 Station FI Chief, supervising one officer directly, several on a part-time basis, and one outside staffer.	RATING LETTER B					
SPECIFIC DUTY NO. 2 Handles Station CP program; makes recruitment attempts, runs agents (including one of international importance).	RATING LETTER B					
SPECIFIC DUTY NO. 3 Coordinates FI/CP activities of the three Bases in Brazil.	RATING LETTER B					
SPECIFIC DUTY NO. 4 Handles funds and materials, and financial accountings.	RATING LETTER B					
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, dependability, 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

SECRET

FITNESS REPORT				EMPLOYEE SERVICE NUMBER 025658
SECTION A		GENERAL		
1. NAME Piccolo, Joseph S.	2. GRADE GS-12	3. GRADE S-3D	4. DATE OF BIRTH 12/08/35	5. GRADE D
6. OFFICIAL POSITION/TITLE Ops Officer	7. CURRENT STATION DDP/MIL/COG	8. CURRENT STATION Headquarters	9. CHECK THE TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> EMPLOYEE	10. CHECK THE TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL /SPECIFIC
11. DATE REPORT DUE IN G.P. JANUARY 1970		12. REPORTING PERIOD (From - To) 15 January 1969 - 31 December 1969		
SECTION B PERFORMANCE EVALUATION				
<p>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				
<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 1. Is responsible for providing Headquarters' guidance and support to WII/Miami and other Field Stations concerning on-island agent operations; corresponds with the Field.		RATING LETTER S		
SPECIFIC DUTY NO. 2 2. Is Headquarters case officer handling several on-island agents .		RATING LETTER S		
3. Maintains liaison with Office of Communications, TSD, Security, Finance, Cover, and other Headquarters components.		RATING LETTER S		
SPECIFIC DUTY NO. 4 4. Maintains liaison with the Navy (POSG) and with the representative of MI-6 in Havana .		RATING LETTER P		
SPECIFIC DUTY NO. 5 5. Prepares studies for the Division and the DDP concerning on-island collection activities.		RATING LETTER P		
SPECIFIC DUTY NO. 6 6. Monitors developments in Cuba affecting the conduct of our on-island operations, especially developments involving the Cuban Department of State Security (DSE).		RATING LETTER P		
SPECIFIC DUTY NO. 7 7. Supervises an intelligence assistant and a secretary.		RATING LETTER S		
OVERALL PERFORMANCE IN CURRENT POSITION				
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular treatments of 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 the level of performance.</p>				
RATING LETTER S				

SECRET

SECTION C NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Ratings of performance of managerial or supervisory duties and case 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.</p> <p>(This report is being written not by, but after consultation with, Subject's immediate supervisor, who is temporarily assigned elsewhere. The writer is one step removed from immediate supervision of Subject and has worked with him only since October 1969. In what follows, there is no difference of opinion between the supervisor and the writer, and statements not specifically attributed to one or the other represent the judgment and observation of both.)</p> <p>Subject is an experienced officer whose primary field, on-island agents, is by definition difficult and frustrating and has recently become more so owing to developments beyond his control. Despite this situation he has continued to support successfully the most productive Cuban in-place PI agent that the Agency has.</p> <p>The compromise of a major on-island operation during the reporting period was due not to any deficiency on Subject's part but rather to a general lack of Agency control over the operation from its inception. In any case, it is to Subject's credit that he wrote a candid and thorough analysis and damage report on the case (Writer).</p>	
SECTION D CERTIFICATION AND COMMENTS	
<p>1. BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT</p> <p>DATE: <u>30 Jan 1970</u> SIGNATURE OF EMPLOYEE: <u>Joseph H. Piccolo</u></p> <p>2. BY SUPERVISOR MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: <u>1½ see above</u> IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION:</p> <p>DATE: <u>30 January 1970</u> OFFICIAL TITLE OF SUPERVISOR: <u>Chief, WH/COG/OPS</u> TYPED OR PRINTED NAME AND SIGNATURE: <u>Glenn O. Brown</u> 3. BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL: Based on 3 months experience in dealing with subject I have found him to be a thoroughly professional operations officer who shows good judgement and makes good use of his field experience in carrying out his function as COG's on-islands case officer. He performs with a minimum of supervision and is most perceptive in monitoring activities and events related to his area of activity. I believe Mr. Piccolo has considerable potential for moving up to more important positions.</p> <p>DATE: <u>3 February 1970</u> OFFICIAL TITLE OF REVIEWING OFFICIAL: <u>Deputy Chief, WH/COG</u> TYPED OR PRINTED NAME AND SIGNATURE: <u>Wesley L. Laybourne</u></p>	

SECRET

SECTION C

NARRATIVE COMMENTS

/continued/

Subject's in-house liaison has been effective, as has his liaison with the Navy FOSG (Supervisor). It does not appear that liaison with the representative **of MI-6 in Havana for the exploitation** of operational matters has been used to its fullest potential, although it should also be noted that this responsibility is not purely Subject's.

Subject appears to be a thoughtful and effective supervisor who is concerned with the further training and development of those under his supervision (Supervisor).

S E C R E T

TECHNICAL SERVICES DIVISION -- TECHNICAL SCHOOL

SHORT RANGE AGENT CONTACT SURVEY (A-106)

Training Report

Name : PICCOLO, Joseph S.
Office: WH/COG
Date : 6 June 1969

1. OBJECTIVES:

To provide a general knowledge in:

- a. **Selected gear used for clandestine short range agent contacts.** Included are representative samples of:

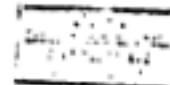
One way RF radio devices; two way RF radio devices; two way carrier current devices; optical communicators; and special telephone devices used for establishing agent contact.

- b. The philosophy, purpose, considerations and manageability of **short range agent contact** systems; including **message security, link security, reliability and feasibility of agent contact systems.**

Glavin, P. J. Thomas

INSTRUCTOR
TSD/TECHNICAL SCHOOL

S E C R E T



SECRET

(Date Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER
025658

SECTION A

GENERAL

1. NAME Piccolo, Joseph S.	2. DATE OF BIRTH 12/8/35	3. SEX M	4. GRADE GS-11	5. SD D
6. OFFICIAL POSITION TITLE Ops Officer	7. OFF CIV OR OF ASSIGNMENT WH/1	8. CURRENT STATION Mexico City		
9. CHECK IN TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY		10. CHECK IN TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> SPECIAL (Specify): SPECIAL (Specify):		
11. DATE REPORT DUE IN G.P. May 1966 - 30 October 1967		12. REPORTING PERIOD (From To) May 1966 - 30 October 1967		

SECTION B

PERFORMANCE EVALUATION

W - Wash	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 Agent handling and exploitation. Acts as case officer for a variety of operations including a double agent operation.	RATING LETTER S
SPECIFIC DUTY NO. 2 Administrative management of project activities.	RATING LETTER S
SPECIFIC DUTY NO. 3 Operational planning (target analysis etc.)	RATING LETTER S
SPECIFIC DUTY NO. 4 Programming and handling of covert action activities.	RATING LETTER S
SPECIFIC DUTY NO. 5 Reporting and processing of intelligence information	RATING LETTER P
SPECIFIC DUTY NO. 6 <i>100% 1967</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 strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER
S

S-E-C-R-E-T

Training Report

Field Finance and Logistics Course No. 5 -68 18 March - 5 April 1968
(Three Weeks, full time) 120 hours (date)

Student : Piccole, Joseph

Year of birth: 1935

Office

: WH

Grade : GS-11

Service Designation

: D

BOD Date : 0862

Number of Students - Logistics: 22

Finance : 16

COURSE OBJECTIVES

The principal objective of this course is to prepare students for logistics and finance responsibilities at Class B or C and Type II or III field stations. The course familiarizes students with techniques, regulations, and procedures as they pertain to finance, logistics, foreign travel, personnel and physical security at a field station. Emphasis is placed on practical applications; therefore, students concentrate on

preparing and maintaining station financial and property records, preparing foreign travel vouchers, preparing personnel documentation and the changing of safe combinations and the repair of simple safe malfunctions. The course covers (1) Finance: the budgetary process, covert currency funding, cash controls, advances, accountings, voucher preparation, financial management of projects, and allotment and cost control, (2) Logistics: authorities, classifications, and controls as they pertain to acquisition, use, transfer, and disposal of materiel; real estate and vehicles; property accounting procedures; shipment and storage of personal effects; and reporting to Headquarters. (3) Travel: regulatory authorities and limitations, computation of per diem, and travel voucher preparation and procedures for both TDY and ICS travel. (4) Personnel: regulatory procedures covering contract personnel, leave, overseas medical benefits; the use and preparation of field duty status reports, intreee settlement sheets, field reassignment questionnaires, personnel clearance and transfer sheets and fitness reports. (5) Security: acquaintance with overseas safekeeping equipment; emergency destruction procedures and materials.

S-E-C-R-E-T

S-E-C-R-E-T

ACHIEVEMENT RECORD

Testing includes three practical problem tests. (1) The Finance Test Problem involves maintaining a set of Class B Records for a period of one month. (2) The Logistics Test Problem requires the maintenance of a set of Type II property records covering a year's transactions. (3) The Travel Test Problem involves solution of a travel problem including preparation of a travel voucher. A test covering the proficiency level attained in Personnel and Security is not given.

Grades are given in accordance with the fitness report system.
(Weak, Adequate, Proficient, Strong, and Outstanding)

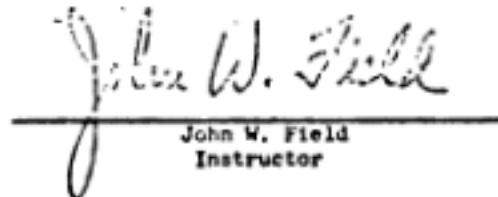
TEST RESULTS:

Finance: Maintenance of Class B and C Station Cash Journals and Subsidiary Records	S
Logistics: Maintenance of Type II Accounting Stations Documentation, Registers, and Stock Records	O
Travel Test: Preparation of a TDY travel voucher and the computation of per diem.	P

NARRATIVE COMMENTS:

Mr. Piccolo had difficulty in the computation of per diem. If his future duties will include responsibility for travel, I suggest that additional instruction in per diem computation be given him.

FOR THE DIRECTOR OF TRAINING:



John W. Field
Instructor

S-E-C-R-E-T

SECRET

FITNESS REPORT						EMPLOYEE SERIAL NUMBER 025658
SECTION A			GENERAL			
1. NAME PICCOLO	2. Grade Joseph	3. First S.	4. DATE OF BIRTH 7-10-1960	5. SEX M	6. GRADE SP-5	7. SSN 123-45-6789
8. OFFICIAL POSITION TITLE Ops Officer			9. OFFICIALS OF ASSIGNMENT DDP/WH-1			
10. CHECK IN/TYPE OF APPOINTMENT			11. CHECK IN/TYPE OF REPORT			
X CAREER CAREER-PROVISIONAL (See instructions - Section C)		TEMPORARY	INITIAL	XXX	REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE	
SPECIAL (Specify)			SPECIAL (Specify)			
12. DATE REPORT DUE IN G.P.			13. REPORTING PERIOD (From - To) June 1966 to September 1966			
SECTION B PERFORMANCE EVALUATION						
<p>X - Needs: 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 counselling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong: Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1 Agent handling and exploitation. Serves as case officer to a variety of agents including: one double agent						RATING LETTER O
SPECIFIC DUTY NO. 2 Administrative management of project activities including accounting, funding, etc.						RATING LETTER O
SPECIFIC DUTY NO. 3 Operational reporting, including contact reports, operational progress reports, etc.						RATING LETTER O
SPECIFIC DUTY NO. 4 Reporting and dissemination of intelligence information						RATING LETTER O
SPECIFIC DUTY NO. 5 Target analysis; preparation and implementation of plans for new operations						RATING LETTER O
SPECIFIC DUTY NO. 6 Conception and initiation of covert action programs in support of DIA operations						RATING LETTER O
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

SECRET

(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER	
SECTION A			GENERAL	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX
PICCOLO, Joseph S.		12/8/35		M
4. GRADE T.S. SD		5. OFF/DIVISION OF ASSIGNMENT		6. CURRENT STATION
GS-10 P		DDP/WH/1		Mexico City
7. CHECK IN TYPE OF APPOINTMENT			8. CHECK IN TYPE OF REPORT	
CAREER	RESERVE	TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR
CARRIER-PROVISIONAL (See instructions - Section C)			ANNUAL	
SPECIAL (Specify)			XXX SPECIAL (Specify) To support promotion req.	
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - To)	
1 June 1966			October 1965 to May 1966	
SECTION B PERFORMANCE EVALUATION				
H - Hatch	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
Agent handling and exploitation. Serves as case officer to a variety of agents including one double agent.				O
SPECIFIC DUTY NO. 2				RATING LETTER
Administrative management of project activities including accountings, funding, etc.				S
SPECIFIC DUTY NO. 3				RATING LETTER
Operational reporting, including contact reports, operational progress reports, etc.				S
SPECIFIC DUTY NO. 4				RATING LETTER
Reporting and dissemination of intelligence information.				S,
SPECIFIC DUTY NO. 5				RATING LETTER
Target analysis and preparation of plans for mounting new operations.				P
SPECIFIC DUTY NO. 6				RATING LETTER
Conception and initiation of covert action programs in support of PL/CI operations.				O
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.				
27 MAY 1966				RATING LETTER
				S

SECRET

SECTION C

NARRATIVE COMMENTS

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

May 27 15 AM '66

This employee has turned in a consistently fine performance since his assignment to Mexico City. Every going operation assigned to him has shown marked improvement under his tutelage, most notably the PURUEN [redacted] which has finally developed into a highly productive enterprise under the guidance of this officer. He is handling a sensitive PURUEN [redacted] case in a most professional manner. His operational reporting is exemplary and his writing style, once somewhat obtuse, has shown steady improvement. Despite a relatively short period in the role of field case officer, he has won the admiration and respect of colleagues and agent assets alike. He has a winning way with people - a reflection of his sincere interest in them. He has a high degree of initiative and drive, is imaginative and resourceful. In operations he shows a welcome degree of aggressiveness. His supervisory ability, except as exercised indirectly through others, has not yet been sufficiently put to the test to enable the rating officer to make a determination, but it appears that he already possesses the essentials of a good supervisor. He has had some health problems in Mexico but in spite of these has not let up in any way in his work. Indeed, one wonders what he would be capable of if he were in perfect health given the high level of performance to date.

It is a pleasure for the rating officer to go on record as stating that never in his 18 plus years with the organization has he had the pleasure of serving with a more promising young case officer.

It is recommended that he be promoted to GS-11 as soon as eligible.

In addition to the period covered by this report (Oct 65-May 66) this employee served at the Mexico City Station in TDY status from April 65 to Aug. 65. His performance SECTION D-time was also taken into account in preparation of this report.

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
12 May 1966	/s/ Joseph S. Piccolo	
2. BY SUPERVISOR		
NUMBER OF MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 months TDY 7 months PCS		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 May 1966	Ops Officer	/s/ Robert T. Shaw
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
The reviewing officer concurs in the comments of the rater. I have observed this officer closely during his tour at the Station. He has largely overcome a tendency to freewheel somewhat and shows an increasing willingness to accept guidance from more experienced officers. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be rated O rather than S.		
In the Station's view he is a young officer who should advance steadily and with more experience should be able to handle a demanding deep cover assignment.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
12 May 1966	Deputy Chief of Station	/s/ Alan P. White

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 025658			
SECTION A				GENERAL			
1. NAME PICCOLO Joseph S.		2. DATE OF BIRTH 8 Dec 35		3. SEX M	4. GRADE G3-09 SJ	5. SD	
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/Div/Br of Assignment DDP/WII/C/RR/OS		8. CURRENT STATION Washington, D.C.			
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C)				10. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN G.P. 1 October 1964 - 15 March 1965				12. REPORTING PERIOD (From - To) 1 October 1964 - 15 March 1965			
SECTION B PERFORMANCE EVALUATION							
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counselling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 a double agent.		Operations officer for handling communications training of		RATING LETTER S			
SPECIFIC DUTY NO. 2 Cuban intelligence service defector being utilized in recruitment operations.				RATING LETTER S			
SPECIFIC DUTY NO. 3 Cuban Intelligence service defector.		Operations officer assisting in handling and debriefing a		RATING LETTER S			
SPECIFIC DUTY NO. 4				RATING LETTER			
SPECIFIC DUTY NO. 5				RATING LETTER			
SPECIFIC DUTY NO. 6				RATING LETTER			
OVERALL PERFORMANCE IN CURRENT POSITION							
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular strengths or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the strongest which most accurately reflects the level of performance.</p> <p>20 MAR 1965</p>							
Rating Letter S							

C-E-C-R-E-T

SKILLSRATING LETTER

1. Agent acquisition (spotting, development, assessment, understanding and use of motivation, recruitment).
2. Agent handling (building and maintaining rapport, establishing control, elicitation, briefing, debriefing, training).
3. Operational security (cover, compartmentation, clandestine communications).
4. Intelligence sense (recognition of information of intelligence value, differentiation between fact and opinion, separation of intelligence information from operational information, alertness to leads).
5. Intelligence reporting (disseminability of FIR's and intelligence cables, authentication of information).
6. Operational reporting (contact reports, cables, dispatches).

GENERAL FAMILIARIZATION

1. Foreign Intelligence Collection Programs.
2. Covert Action Programs.

The student also received general instruction by presentations, discussion of cases, reading and some practical application in Counter-intelligence programs and procedures. He was also given general familiarization in operational photography and the operation of basic audio-surveillance equipment, and heard short presentations on secret writing, surreptitious entry and covert entry of envelopes. Other areas of general familiarization included Counterinsurgency, paramilitary activity, and general operational administration and support.

OVERALL PERFORMANCE

Letter in rating box corresponds to the statement which most accurately reflects the student's level of performance, and takes into account everything about him which influenced his effectiveness.

This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Classified Services.

C-E-C-R-E-T

CONFIDENTIAL

(This form is for use by Headquarters Personnel)

RESIDENCE AND DEPENDENCY REPORT

NO PARTS OF THIS FORM WILL BE FORWARDED BY HEADQUARTERS OR THE FORM OF THIS APPENDIX AND WITHIN A THREE MONTHS PERIOD IN THE INFORMATION SHOWN FOLLOWS. PARTS OF FORMS WILL BE FORWARDED IN THE APPROPRIATE SPACES WITHIN COMBINING THE INFORMATION OF THE FORM EXCEPT FOR DOCUMENTS IDENTIFIED AND INDEXED WITHIN COMBINING ITEM 4 AND COMBINE WITH FORM 2, PERSONNEL, EMPLOYEE AND EDUCATION REPORT. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE KEPT IN THE APPROPRIATE GENERAL PERSONNEL FOLDER.

GENERAL

NAME OF SPOUSE	SPRAYER	RELATIONSHIP
PICCOLO	Stephan	Jr.

MARRITAL STATUS (check one)			
SINGLE	<input checked="" type="checkbox"/>	WEDDED	<input type="checkbox"/>
SEPARATED	<input type="checkbox"/>	DIVORCED	<input type="checkbox"/>
WIDOWED			

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Falls Church, Virginia	14 Feb 1967

IF DIVORCED, PLACE OF DIVORCE OR SEPARATION	DATE OF DIVORCE

2. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (Av., Street, City, State, Zip Code)	TELEPHONE NO. (703)
Norma W. Piccolo	2627 Mattax Creek Dr., Oakton, Va. 22124	6294-130

NAME OF CHILDREN	ADDRESS	SEX
Burgundy R. Piccolo	Same	P

Normandy D. Piccolo	Same	F
		17 May 71

NAME OF PARENT (or male guardian)	ADDRESS	TELEPHONE NO.
Joseph Piccolo Sr.	1636 N.E. 20th Street	(305)

Port Lauderdale, Fla. 33305	564-5334
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NAME OF MOTHER, INCLUDING MOTHER'S NAME IF FEMALE GUARDIAN	ADDRESS	TELEPHONE NO.
Irene A. Sutor Piccolo	1636 N.E. 20th Street	(305)

Port Lauderdale, Florida 33305	564-5334
--------------------------------	----------

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION OR CONTACT IS REQUIRED IN AN EMERGENCY. BOTH Parents and my In-Laws are aware.

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST ONE OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (See 22 CFR). SPECIFY NAMES AND RELATIONSHIPS.

NAME	RELATIONSHIP
None	

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Last, First, Middle)	RELATIONSHIP
Mrs. PICCOLO, Irene A.	NOTIFIER

Home address (Av., Street, City, State, Zip Code, or Name of Relocate if applicable)	HOME TELEPHONE NUMBER
1636 N.E. 20th Street, Port Lauderdale, Fla. 33305	(305) 564-1824

Business address (Av., Street, City, State, Zip Code, or Name of Relocate if applicable)	BUSINESS TELEPHONE NUMBER

N/A

IS THE INDIVIDUAL NAMED ABOVE A MEMBER OF THE SAME AFFILIATION AS YOU AND YOURSELF OR THAT PERSON HAS NO AFFILIATION OR IS NOT A MEMBER OF ANY OTHER AFFILIATION WHICH COULD BE OF ASSISTANCE?

DOES THIS INDIVIDUAL HAVE FULL OR PARTIAL USE RIGHTS TO YOUR RESIDENCE AND/OR WORK AREA IN THE EVENT OF AN EMERGENCY?

DOES THIS INDIVIDUAL HAVE FULL OR PARTIAL USE RIGHTS TO YOUR RESIDENCE AND/OR WORK AREA IN THE EVENT OF AN EMERGENCY?

The person named in item 4 or 5 above will also be notified in case of emergency. If this notification is not desired, indicate so in item 4 or 5.

FBI - BIRMINGHAM

CONFIDENTIAL

CONFIDENTIAL

(Formerly Form 24)

5.

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.

Joseph S. Piccelo Jr. & **Norman W. Piccelo** (Joint Accounts)

Potomac Bank & Trust Co. (Checking and Savings)
10355 Lee Highway (Safe Deposit Box)
Fairfax, Virginia 22030

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?

 YES NO

IF YES, DO YOU HAVE A JOINT ACCOUNT?

 YES NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?

 YES NO (If "Yes" check where it is located)

Safe Deposit Box, Potomac Bank & Trust. (Copy with Parents)

HAVE YOU PREPLANNED AN ADVANCED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISABILITY TO BOTH PARENTS?

YES NO (If "Yes" give name(s) and address) Specified in will. Initial contact would be In-Laws, Mrs. Bertha G. Wyatt, 6633 Broadly Road, Manassas, Va. 22110

HAVE YOU EXECUTED A POWER OF ATTORNEY?

 YES NO (If "Yes" who possess the power of attorney?)

My wife.

6.

ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

7.

RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY

(No Approval Required)

RESIDENCE WHEN EMPLOYED (Full Address)

Permanent place of residence as defined in 40 CFR 200.2
(full address)2nd Battalion Creek Drive,
Oakton, Virginia 22124**8.**

CHANGE IN PERMANENT PLACE OF RESIDENCE (Form 24-21)

(To Be Completed by Employees Reporting Such Change. This is Designated in Headquarters)

From Address

Mr. Norman H. Wyatt (In-Laws)
6633 Broadly Road
Manassas, Va. 22110

Residence or residence of dependents

 YES NO

Residence or residence of dependents

 YES NO

Arrived at

Date

Employer

Washington, D.C.

24 Nov 77

FBI - WASH., D.C.

CONFIDENTIAL

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T 839692 EIA497		PAGE 31		IN 889961
		TOR:141553Z APR 76		LIMA 32942

SECRET 141519Z APR 76 STAFF

CITE **LIMA** 32942

TO: DIRECTOR,

RYBAT SQUAD

1. WISH COMPLIMENT MESSRS. PICCOLO AND SILEO ON THEIR HANDLING OF CI SURVEY AT **LIMA**. THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT, CAUSING MINIMUM DISRUPTION OF STATION ACTIVITIES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTRUCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE, BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS FILES, WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHANGES WHICH WE WILL MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED, AND PROVIDE A FEW IDEAS WHICH MIGHT BE USEFUL FOR FUTURE SURVEYS.

SECRET

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		LIMA 32942	

3. NO FILE, E2 IMPDET

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SECRET 281305Z JUN 76 STAFF

CITE **ADDIS ABABA** 30375

TO: DIRECTOR,

WISH COMMEND MESSERS PICCOLO AND THOMPSON FOR EXCELLENT PROFESSIONAL WORK IN **ADDIS ABABA**. DURING RECENT CI SURVEY, BOTH OFFICERS MADE DETAILED STUDIES OF CASES, FILES AND STATION ACTIVITIES THAT RESULTED IN SOUND ORAL RECOMMENDATIONS FOR IMPROVEMENT. WE ARE IMPLEMENTING THESE RECOMMENDATIONS AT ONCE. SURVEY WAS EXTREMELY VALUABLE FOR ALL STATION PERSONNEL. E2 IMPDET.

Joseph J. Piccolo

SECRET

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		LIMA	32942

S E C R E T 141519Z APR 76 STAFF

C/OC

CITE LIMA 32942

TO: DIRECTOR,

RYBAT SGCHART

1. WISH COMPLIMENT MESSRS. PICCOLO AND SILED ON THEIR HANDLING OF CI SURVEY AT LIMA. THEY WERE WELL PREPARED IN ADVANCE, WORKED HARD HERE, AND WERE VERY SELF SUFFICIENT, CAUSING MINIMUM DISRUPTION OF STATION ACTIVITES. THEY DUG DEEPLY BUT MADE A GREAT EFFORT TO BE CONSTURCTIVE AT ALL TIMES, RATHER THAN JUST PLAIN CRITICAL. ONCE WE GOT GOING THE FEELING THAT WE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMWORK.

2. ASIDE FROM PROVIDING HQS WITH OUR CI PROFILE, BENEFITS ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELF-ANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HQS FILES, WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHASES WHICH WE WILL NAME. WE LOOK FORWARD TO RECEIVING THE TEAM'S FERAL REPORT, AT WHICH TIME WE WILL COMMENT ON ACTIONS TAKEN AND PLANNED, AND PROVIDE A FEW IDEAS WHICH MIGHT BE USEFUL FOR FUTURE SURVEYS.

S E C R E T

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3. NO FILE. E2 IMPDET

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22 December 1975

MEMORANDUM FOR: Chief, IA Division

SUBJECT : Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

1. Mr. Piccolo attended the Senior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.

2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management overview and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The ten officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.

3. The six weeks, normally 30 days of instruction time, was shortened to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo spent six days in intensive training in Persuasion and Manipulation Skills as taught in the SAI system. He spent approximately another eight and one-half days on technical tradecraft (photo, audio, and commo equipment familiarization and usage) and street tradecraft (surveillance, car toss, dead drop, brush pass, etc.) including three days intensive practice of these skills in a live exercise conducted in Richmond. Another five days were spent at Headquarters meeting with the chiefs of all DO divisions and staffs, and visiting three operational support laboratories in the metropolitan area. The approximately eight and one-half remaining days were consumed by a combination of miscellaneous operations management subjects, student seminars, and term paper writing (though the latter was accomplished mostly on the students' own time). This running of the course was keynoted by remarks by the ADDO, and the Headquarters week was climaxed by an hour and a half with the DDO. The guest speaker at the graduation dinner of SOC #2/76 was Agency Historian Dr. Walter Pforzheimer.

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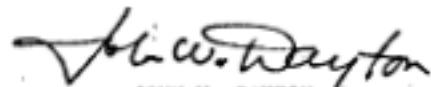
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SUBJECT: Mr. Joseph S. Piccolo - Completion of Senior Operations Course #2/76

4. Mr. Piccolo, as a 40-year-old GS-13/4, was at about the average age for this class and slightly above average in grade. Although formal grades are not given to graduates of the SOC, it was the consensus of DTS staff instructors involved in SOC #2/76 that Mr. Piccolo would almost certainly rank number one in this particular group. Bringing to the class broad operational experience and understanding, Mr. Piccolo was an active participant in the six-day **SAI block of instruction** and made contributions based on his own operational past. The tradecraft instructors who conducted the live problem **in Richmond** described Mr. Piccolo as the best student in street tradecraft. One of the Course Coordinators commented that Mr. Piccolo, "exhibited, more than any of the others, the ability to lead the group." Mr. Piccolo's term paper on the subject of how **a NOC station might be established in Rio de Janeiro** was careful and thorough and was described by the panel as "an excellent overall plan." To a man of Mr. Piccolo's experience, at least some of the course may have seemed a little basic or redundant, but he never let it show, and always took part with the same enthusiasm as the more junior members of the class.

5. A copy of this memorandum is being placed in Mr. Piccolo's official personnel file.

FOR THE DIRECTOR OF TRAINING:



JOHN W. DAYTON
Course Coordinator
Senior Operations Course

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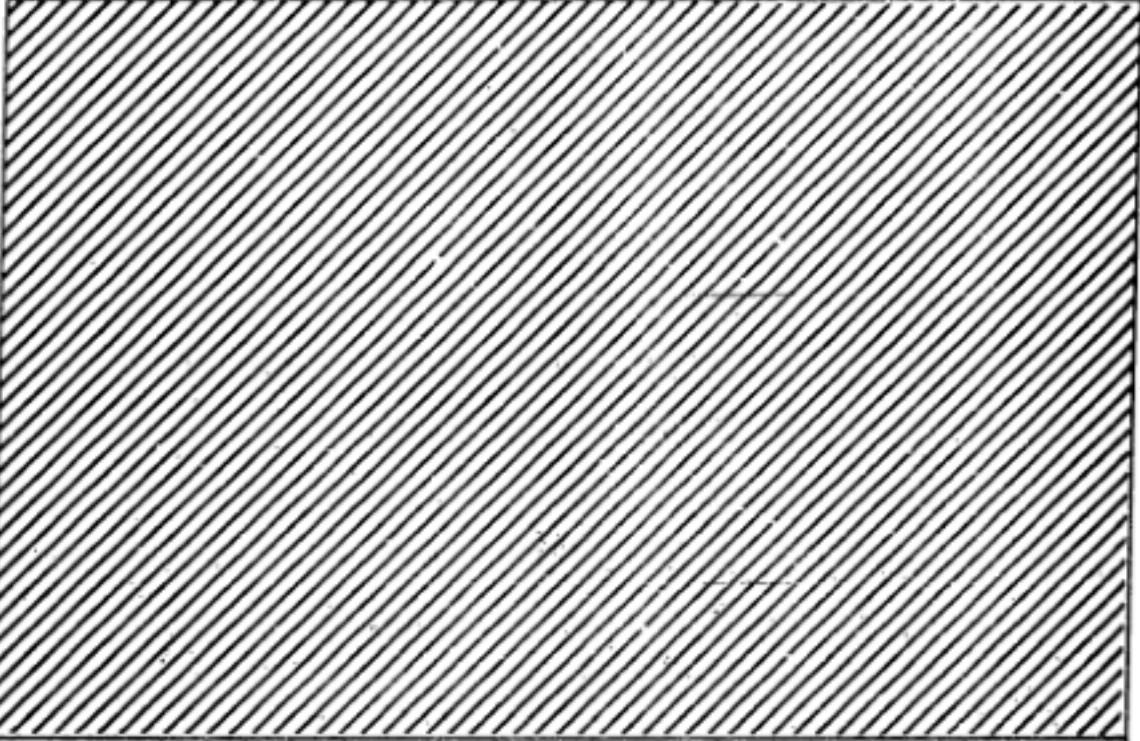
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FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE Joseph Piccolo	DATE ARRIVED IN FIELD 11 Sep 74	NAME OF SUPERVISOR Raymond Swider	DATE (From Form SI-2) 11 Sep 74
DATE OF REASSIGNMENT 23 September 1974	POSITION D GS-13	STATION OR BASE Managua	CURRENT GRADE WII
TO BE COMPLETED BY EMPLOYEE			
1A. DATE OF PCS ARRIVAL IN FIELD 20 Sept 1973	1B. REQUESTED DATE OF DEPARTURE 5 Jan 1976	1C. EXPECTED DATE OF FIRST CHECK-IN AT HQ 19 Jan 1976	1D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE 5 March 1976
2. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU: Three (3) Dependents Ages: 32, 5 and 4			
3. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT: Adequate medical facilities or a reasonable proximity to them.			
4. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (See special note on transmittal form): Deputy Chief of Station, supervising/managing - support/finance and records personnel and activities, handling liaison with the indigenous security Service, managing operations directed at <u>penetrating the political left</u> and terrorist movement, and handling the <u>Principal Agent (POC)</u> presently employed at the Station.			
5. TRAINING DESIRED INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS Training should be keyed to provide an even broader base for the continued development of my overall management skills and potential which have initially developed through on the job application. Courses should be those available to supervisory level personnel. An Operational Training requirement that should be satisfied as soon as possible is the Soviet Operations Course.			

ADMINISTRATIVE - INTERNAL USE ONLY

		
NAME OF EMPLOYEE (Last-First-Middle) PICCOLO, Joseph S., JR.	NAME AND RELATIONSHIP OF DEPENDENT W-Norma	CLAIM NUMBER 76-0015
<p>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 <u>4/21/75</u>.</p> <p>This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.</p>		
DATE OF NOTICE APRIL 21, 1975	SIGNATURE OF PERSONNEL OFFICER Joseph S. Piccolo	
NOTICE OF OFFICIAL DISABILITY CLAIM FILE		

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE	
Piccolo, Joseph S.	12/08/35	GS-13	
4. OFFICE, DIVISION, BRANCH (or overseas station and selecting cover if lateral assignment)	5. PRESENT POSITION	6. EMPLOYEE EXTENSION	
DIO/MI/Rio de Janeiro	Cms Officer	5671	
7. PROPOSED STATION	8. PROPOSED POSITION (Title, Number, Grade)		
Nicaragua, Nicaragua	Cms Officer 0306 GS-13		
9. TYPE OF COVER AT NEW STATION	10. ESTIMATED DATE OF DEPARTURE	11. NO. OF DEPENDENTS TO ACCOMPANY	
State	SSN# 205 44 1914	05/10/73	three
12. COMMENTS Physicals to be taken in the field.			
13. DATE OF REQUEST	14. SIGNATURE OF REQUESTING OFFICIAL	15. ROOM NUMBER AND BUILDING	16. EXTENSION
18 May 1973	Karl Fleck	30 5317 Nqs	5671
17. OFFICE OF MEDICAL SERVICES DISPOSITION			
Qualified overseas PCS.			
25 July 1973 William T. Golder OMS/pro			
18. OFFICE OF SECURITY DISPOSITION			
19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION			
REQUEST FOR PCS OVERSEAS EVALUATION			

Form 259a 100-10225-10003

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FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (Last, first, middle initial or S/N)	DATE RECEIVED FROM S-6 (Name of supervisor/agent)	DATE (From JCS 3-3)
Piccolo, Joseph	9 Nov 1971	David Mc Grath
DATE RECEIVED AT HEADQUARTERS	DISPATCH NUMBER	DATE RECEIVED BY COMINT SERVICE
18 November 1971	JIBRT 8679, 11 Nov 71	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. SERVICE DIVISION	3. YOUR CURRENT POSITION, TITLE - AND GRADE	4. STATION OR BASE	5. COUNTRY FOR EUROPEAN COVER
8 Dec 35	D	Ops Officer/Chief PI Brazil, GS-12	Rio de Janeiro	LNGOLD
6. DATE OF PCS ARRIVAL IN FIELD	7. REQUESTED DATE OF DEPARTURE	8. EXPECTED DATE OF PCS CHECK-IN AT HQ	9. DESIRED DATE TO REPORT TO SUBJ AFTER LEAVE	
23 June 70	30 June 73	15 July 73	15 September 73	

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

3 Dependents ages: 29, 3, 2

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

None.

12. LIST YOUR MAJOR OUTLINES DURING CURRENT TOUR (See special note on transmittal form).
(also attach personal cover memorandum in accordance with CSI-F 340-62)

**Chief, PI for Brazil (Coordinating activities of Station and Bases),
Ops Officer for Communist Party Operations.
Ops Officer for Revolutionary Terrorist Operational Activities.
Supervisor for **one** full time inside and **one** full time outside
Operations Officer and related PI activities of several Base Officers.**

13. TRAINING REQUIREMENTS:
Indicate what training you desire to receive next during the next several years

**Advanced Operations Course.
Management Courses in Preparation for assuming positions of increased
supervisory responsibility.**

FBI - 703 - 10003 - Page 311

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FBI - Boston Office

Complete in original. The date recorded on this form is essential in determining travel expenses allowable in connection with leave at 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. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) <i>Piccolo</i>		(First) <i>Joseph</i>		(Middle) <i>Stephen</i>		SOCIAL SECURITY NUMBER <i>265-44-1814</i>
RESIDENCE DATA						
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY <i>Washington, D.C.</i>		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. OR APPOINTMENT OFFICE <i>AIA</i>				
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE <i>Fairfax, VA.</i>		HOME LEAVE RESIDENCE <i>Fairfax, VA.</i>				
MARITAL STATUS (Check one)						
<input type="checkbox"/> SINGLE	<input checked="" type="checkbox"/> MARRIED	<input type="checkbox"/> SEPARATED	<input type="checkbox"/> DIVORCED	<input type="checkbox"/> WIDOWED	<input type="checkbox"/> ANNULLED	DATE OF MARRIAGE <i>14 Feb 67</i>
IF MARRIED, PLACE OF MARRIAGE <i>Falls Church, VA.</i>						DATE OF DECREE
IF DIVORCED, PLACE OF DIVORCE DECREE <i>N/A</i>						DATE SPOUSE DIED
IF WIDOWED, PLACE SPOUSE DIED <i>N/A</i>						
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASONS FOR TERMINATION, AND DATES						
<i>N/A</i>						
MEMBERS OF FAMILY						
NAME OF SPOUSE <i>Noella W. Piccolo</i>		ADDRESS (Street, City, State, Zip Code) <i>1636 N.E. 26th St., Ft. Lauderdale, FLA. 33303</i>			TELEPHONE NO. <i>591-9059</i>	
NAME OF CHILDREN <i>Normandy Dawn</i>		ADDRESS			SEX	DATE OF BIRTH
					<i>Female</i>	<i>23 Feb 70</i>
NAME OF YOUR FATHER (Or male guardian) <i>Joseph Piccolo</i>		ADDRESS <i>1636 N.E. 26th St., Ft. Lauderdale, FLA. 33303</i>			TELEPHONE NO. (708) <i>564-5834</i>	
NAME OF YOUR MOTHER (Or female guardian) <i>Erlene P. Piccolo</i>		ADDRESS			TELEPHONE NO. (708)	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. <i>Parents and In-laws</i>						
PERSON TO BE NOTIFIED IN CASE OF EMERGENCY						
NAME (Last, First, Middle) <i>Piccolo, Erlene R.</i>		RELATIONSHIP <i>Mother</i>				
HOME ADDRESS (P.O. Box, Street, City, State, Zip Code) <i>1636 N.E. 26th St., Ft. Lauderdale, FLA.</i>		HOME TELEPHONE NUMBER (708) <i>564-5834</i>				
BUSINESS ADDRESS (P.O. Box, Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE		BUSINESS TELEPHONE & EXTENSION				
IS THIS INDIVIDUAL NAMED ABOVE HAVING AN OFFICE IN YOUR AREA? IF YES, give name and address of office from which you were told.						
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO						
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPACITATED? If YES, give name and address of person, if any, who can make such decisions in case of emergency.						
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO						
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? If YES, give name and address in item 8.						
<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO						
The person named in item 8 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE DUE TO CAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 8 ON THE REVERSE SIDE OF THIS FORM						
CURRENT RESIDENCE AND DEPENDENCY REPORT						

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(When Filled In)

VOLUNTARY ENTRIES

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

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

Potomac Bank and TRUST Co. (Checking & Savings)
Fairfax, VA. 22030

Joseph S. Piccolo Jr.
Nicholas W. Piccolo

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

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

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

Safco Deposit Box, Potomac Banks + Trust Co. Fairfax, VA.

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

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

wife

E. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

Re: Item #4- Contact for Emergency should
Follow The Below order

- A. Wife (Item 3)
- B. Father (Item 4)
- C. In-Laws

Mr. Norman H. WyATT
P.O. Box 342 B
Arlington, VA. 22110
Tel: (703) 368-9761

Signed at

Larchmont, D.C.

DATE

20 May 70

SIGNATURE

CONFIDENTIAL

SECRET

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

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

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

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

NAME (FIRST MIDDLE LAST)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
Piccolo, Joseph S.	Dec. 8, 35	265 44 1914
EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)	

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

Mark here if you
WANT BOTH
optional and
regular
insurance

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 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)

Joseph S. Piccolo
DATE
15 Mar 68

FOR EMPLOYING OFFICE USE ONLY

(Official receiving date stamp)

ON 15 MAR 1968
73NN05BN 101130

89, HD 61 | 02 3W

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

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STANDARD FORM No. 176-2
January 1964
GSA GEN. REG. NO. 27, APRIL 16, 1964
176-101

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FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (Type exactly as SA) Joseph Piccolo	DATE FROM WHICH 5-21 16 March 1967	NAME OF SUPERVISOR (SA) Francis Sherry	DATE (From item 5-2) 16 March 1967
DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER: EDMFT 7713	DATE RECEIVED BY CAREER SERVICES: 11 MAY 1967	
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH 8 Dec 35	2. SERVICE GRADE D	3. YOUR CURRENT POSITION, TITLE AND GRADE PERUMEN Section/ Operations Officer OS-11	4. STATION OR BASE Mexico City
5. DATE OF PCS ARRIVAL IN FIELD 29 Sept. 65	6. REQUESTED DATE OF DEPARTURE 31 Jan 68	7. EXPECTED DATE OF FIRST CHECK-IN AT HQ 8 Feb 68	8. REQUESTED DATE TO REPORT TO DUTY AFTER LEAVE 15 April 1968
9. NUMBER AND AGES OF dependents WHO WILL TRAVEL WITH YOU One, age 24			
10. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEW ASSIGNMENTS Due to continued health problems, (a high splenic flecture of the colon) a post at an altitude lower than Mexico City would be desirable. Although this illness has not impaired my ability to perform my work, it has put a strain on me and it is disconcerting not to feel completely up to par for extended periods of time.			
11. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (See special note on transmitted form). (Refer attach personnel cover questionnaire in accordance with CDT-F, 200-8) Operations officer in the PERUMEN section responsible for a refugee debriefing center, unilateral PI assets directed against PERUMEN , double-agents and other CI assets directed against PERUMEN , a photographic support operation , and a small CA leaflet harassment operation.			
12. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS			
<ol style="list-style-type: none"> 1. Audio Surveillance Management 2. CA Propaganda Activities 3. Counterintelligence Operations 			

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT: Operations Officer Western Hemisphere Division
 11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 8 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

To date, I have worked in operational activities of primarily Cf and PI orientation with a greater emphasis on the former. In order to round out my early career stage as an operations officer, an assignment with more CA orientation would be beneficial.

If available, my grade notwithstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.

12. 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 Three MONTHS AT CURRENT STATION TO 31 January 1968.

BE ASSIGNED TO HQSTNS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
 1ST CHOICE WDC 2ND CHOICE WEO 3RD CHOICE TRAINING

BE ASSIGNED TO ANOTHER FIELD STATION: INDICATE 1ST, 2ND, OR 3RD CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION

1ST CHOICE Managua 2ND CHOICE Madrid 3RD CHOICE Rio de Janeiro

RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

13. 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:

- It is recommended, primarily because of problems of health (at the high altitude in this post) that this officer be allowed one of the choices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is with regret that Chief of Station, Mexico City concurs with his request for re-assignment.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

14. 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.

WH Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under non-official cover replacing James D. ZABOTH.

Edward F. O'Malley
 Robert D. Cashman

DATE 10 May 67 TITLE C/WH/Pers SIGNATURE _____

FOR USE BY CAREER SERVICE

15. APPROVED ASSIGNMENT:

72nd Inf - 2nd Lieutenant, Edward F. O'Malley

16. EMPLOYEE NOTIFIED BY DISPATCH NO. 711-123-321 DATED 31 May 1967

CABLE NO. _____ DATE: _____

CAREER SERVICE REPRESENTATIVE: Robert F. O'Malley DATE: 10 May 67

SECRET

Standard Form No. 2800 GSA, Civil Service Commission FPM Supplemental November 1963		HEALTH BENEFITS REGISTRATION FORM FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM (Use form in event of lay-off. Be sure to indicate the reason.) TO EMPLOYING OFFICE: SHOW OLD CARRIER'S CONTROL NUMBER ONLY IF ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF INSURANCE IN THE SAME PLAN.				New Carrier's Control No. 9535981 Old Carrier's Control No. <i>C-12-1</i>	
PART A ALL WHO REG- ISTERED HERE IN THIS FORM.	1. NAME (LAST) <i>Pecceo</i>	(FIRST) <i>Joseph</i>	2. DATE OF BIRTH (Year) <i>51</i>	3. DATE OF BIRTH (Year) <i>12 6 55</i>	4. AM I IN NOW MARRIED? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> DIVORCED <input type="checkbox"/> SEPARATED <input type="checkbox"/> REMARRIED		
	5. YOUR MAILING ADDRESS (NUMBER AND STREET)	(CITY) <i>Bethesda</i>	(STATE) <i>MARYLAND</i>	(ZIP CODE) <i>20034</i>	6. SIN CARD <input type="checkbox"/> HAD <input checked="" type="checkbox"/> HAD <input type="checkbox"/> REMOVED		
OPTIONAL FORM							
IT IS MANDATORY FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE ENROLLED IN THE FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM. IF YOU ARE ALREADY ENROLLED, PLEASE CHECK THE ENROLLED MEMBERSHIP OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR AGENT AND NOT ENROLL WITH AN ENTRANCE OR EXIT CHECK. SIMILARLY, IF A FAMILY MEMBER UNDERTAKES A NEW JOB, IT IS COVERED THROUGH HIS/HER OWN ENROLLED MEM. YOU CANNOT SELECT A FAMILY ENROLLEMENT UNLESS THE FAMILY MEMBER CANCELS HIS/HER PREVIOUS MEM.							
PART B FILL IN THIS PART IF YOU WISH TO ROLL OR CHANGE YOUR ENROL- LEMENT IN A HEALTH BENEF- ITS PLAN.							
1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from the wages, compensation, or salary to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you selected.)							
NAME OF PLAN <i>FEDERAL EMPLOYEE</i>		OPTION (PLAN OR LOTUS) <i>4</i>	ENROLMENT CODE NUMBER <i>422</i>				
2. In spaces below list all living family members without exception, but never write an household first. Please list unmarried children under age 21, including but legally adopted children and stepchildren, foster children, and illegitimate children who live with you in a regular parent-child relationship. Include other unmarried child over 21 who became disabled before age 21 and wife, because of the disability, is incapable of self-care, or cannot obtain a doctor's certificate for a disabled child age 21 or over if one is not already on file. DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.							
NAME OF FAMILY MEMBERS <i>Wife</i>		DATE OF BIRTH (Month, Day, Year) <i>Dec 29, 43</i>	NAME OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)			
<i>NORMA E</i>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
PART C FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLEMENT.							
PLACE AN "X" IN ITEM 1 OR 2, WHICHEVER APPLIES:							
1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS ACT.				2. I ELECT TO CANCEL MY PRESENT ENROLLEMENT UNDER THE CODE NUMBER SHOWN BELOW.			
<input type="checkbox"/>				<input type="checkbox"/>			
				Present Enrollment Code Number			
ANSWER ITEMS 1, 2, AND 3 TO SHOW ENROLLEMENT CODE NUMBER CHANGED AND ENROLMENT ACT CHANGED.							
1. ENROLLEMENT CODE NUMBER OF PRESENT PLAN <i>421</i>		2. NUMBER OF ENTRANT WHICH PERMITS CHANGE (Give three digits of digits to proper number.) <i>2</i>		3. DATE OF ENTRANT WHICH PERMITS CHANGE <i>12 14 67</i>			
PART E ALL WHO REG- ISTERED HERE IN THIS FORM.							
4. SIGNATURE (DO NOT PRINT) <i>J. P. Pecceo</i> (Date) <i>12-14-67</i>				WARNING.—Any intentional false statement in this application or written inter-agency健 relationship is a violation of the law pre- scriptive by a fine of not more than \$10,000 or im- prisonment of not more than 3 years, or both. (18 U.S.C. 1001.)			
PART F 100 CIVILIANS OR AGENTS.							
1. NAME AND ADDRESS OF EMPLOYING OFFICE <i>J. P. Pecceo</i> FEDERAL GOVERNMENT OFFICES (ALTERATE)				2. DATE RECEIVED BY EMPLOYING OFFICE <i>1-12-67</i>		3. EFFECTIVE DATE OF ELECTION <i>1-12-67</i>	
(SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)				4. PAYROLL OFFICE NO.		5. SF 2813 REPORT NO.	
REMARKS RE PV DLT BY AMARIT							

SECRET

TJR

Supplement to Staff Employee Personnel

Action for Integration of Mr. Joseph PiccoloEffective August 27, 1965

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are **integrated** and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of GS-14 & \$18170 per annum, you will accept cover employment with **another instrumentality of the Government** (hereinafter referred to as "your cover facility") effective as of August 27, 1965. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being **effected at** non-7 **and salary of** \$18170 per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.

2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of Two Years from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

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3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.

4. Salary and (except as provided in paragraph three-(3) above) allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently. Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.

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

a. Upon integration into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.

b. If you receive taxable income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.

c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.

d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

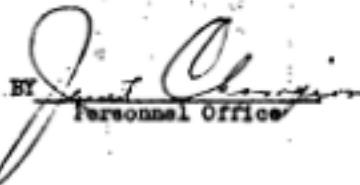
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e. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your integration your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including any income taxes withheld by your cover facility.

6. 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 this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY 
Personnel Office

ACCEPTED:

Jay L. Linn

3

CONFIDENTIAL

TKR

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

NAME OF EMPLOYEE (Last, First, Middle)	(First)	(Middle)	SOCIAL SECURITY NUMBER
John C. Piccolo	J. C.	S.	105-94-1514
RESIDENCE DATA			
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)		
Washington, D.C.	Washington, D.C.		
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE	HOME LEAVE RESIDENCE		
Fort Lauderdale, Fla.	Fort Lauderdale, Fla.		
MARRITAL STATUS (Check one)			
<input checked="" type="checkbox"/> SINGLE	MARRIED	SEPARATED	DIVORCED
IF MARRIED, PLACE OF MARRIAGE		DATE OF MARRIAGE	
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 N/A	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.	
NAME OF CHILDREN N/A	ADDRESS	SEX	DATE OF BIRTH
NAME OF YOUR FATHER (Or male guardian) Joseph Piccolo	ADDRESS FT. LAUDERDALE, FLA.	TELEPHONE NO. 8 LO 4-5834	
NAME OF YOUR MOTHER (Or female guardian) Elaine D. Piccolo	ADDRESS FT. LAUDERDALE, FLA.	TELEPHONE NO. LO 4-5834	
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY? P.M.R.-T.S.			
PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME (Mr., Mrs., Miss) (Last-First-Middle) Piccolo, TRENE P.	RELATIONSHIP Mother	HOME TELEPHONE NUMBER LO 4-5834	
HOME ADDRESS (No., Street, City, Zone, State) 1636 N.E. 20th ST. FT. LAUDERDALE, FLA.		BUSINESS TELEPHONE & EXTENSION N/A	
BUSINESS ADDRESS (No., Street, City, Zone, State AND NAME OF EMPLOYER, IF APPLICABLE) N/A			
IS THE INDIVIDUAL NAMED ABOVE HAVING OFFICIAL AGENCY AFFILIATION? (If "No" give name and address of agent/in the office he believes you work for.)			
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)			
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY CONTACT? (If answer is "No" explain why in Item 3.)			
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.			
CURRENT RESIDENCE AND DEPENDENCY REPORT			

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Standard Form No. 2819 CHAPTER 105 EDITION 6-1960 EDITION		F-1 BENEFITS REGISTRATION FORM FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959 Please Indicate on Back of Last Page: (1) Any Change in Enrollment, (2) Date of Birth, (3) Social Security Number 17711					
PART A ALL WHO REGISTER MUST FILE IN THIS PART.		1. NAME (SALUT) PICCOLO Joseph S.	2. DATE OF BIRTH 12 8 35	3. DATE OF MARRIAGE 12 8 55	4. Are you now married? Yes (X)		
		4. OTHER ADDRESS ADDRESS 3828 Garfield Street N.W. Washington 7, D.C.	5. Grade 12	6. Grade of wife 12	7. Are you now married? No (X)		
		8. Are you covered by any family member listed below covered by an existing plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)? No (X) Yes ()	9. Present 1. Do you have a family member covered by an existing plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)? No (X) Yes ()	10. Present 2. Do you have a family member covered by an existing plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)? No (X) Yes ()	11. Present 3. Do you have a family member covered by an existing plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)? No (X) Yes ()		
		12. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my pay, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from application for enrollment of the plan you select.) NAME OF PLAN ASSOCIATION BENEFIT PLAN	13. Grade HIGH	14. Grade of wife 4 2 1	15. Grade of children 1 1 1 1 1 1		
		16. I agree below to self-insure family members without insurance until your wife is born at least 19 years, your firstborn child born after age 19, including legally adopted children, and stepchildren and other dependents who are not entitled to regular payment of compensation, benefits, allowances, or annuities, except that if a child over 19 who becomes entitled before age 22 and still incapable of self-support, although a doctor's certificate for a disabled child says 19 or more, (attach a doctor's certificate for a disabled child age 19 or more).	17. NAMES OF FAMILY MEMBERS Mother Husband Son Daughter Son Daughter Son Daughter Son Daughter	18. DATE OF BIRTH (Month Day Year) [] [] [] [] [] [] [] [] [] []	19. NAMES OF FAMILY MEMBERS Mother Husband Son Daughter Son Daughter Son Daughter Son Daughter	20. DATE OF BIRTH (Month Day Year) [] [] [] [] [] [] [] [] [] []	
		21. If you are a female (employee or annuitant)—does the family listed above include a husband who is incapable of self-support by reason of mental or physical disability which can be expected to continue for more than one year? (If answer is "Yes," attach a doctor's certificate.) No (X) Yes ()					
		PLACE AND SIGN ON LINE 1 OR LINE 2, WHICH EVER APPLIES AND ANSWER ITEM 2. 1. I elect not to enroll in any plan under the Health Benefits Act. No (X)	2. The reason for my election is (check one or more boxes) (a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent. (b) I am covered by a health insurance plan which is not under the Health Benefits Act. (c) Any other reason. No (X)				
PART C ALL WHO REGISTER MUST FILE IN THIS PART WITH ENROLLMENT ENROLLMENT.		I elect to change my enrollment as shown by the enrollment number and other information on Part B.					
		1. Enrollment code number of present plan. []	2. Number of event which permits change (See table on back of application for proper number) []	3. Date of event which permits change 1960	4. Month June	5. Day 28	6. Year 1960
PART D ALL WHO REGISTER MUST FILE IN THIS PART TO CHANGE YOUR ENROLLMENT.		WARNING.—Any intentional false statement in this application or wilful overrepresentation entitles the Service to a statement of the facts guaranteeing a rate of pay more than \$10,000 or compensation of not more than 5 years, or both. (50 U.S.C. 10603.)					
		7. NAME AND ADDRESS OF ENROLLING OFFICE JOHN F. KENNEDY LIBRARY		8. DATE ENROLLED IN ENROLLING OFFICE 6/15/60	9. ENROLLING DATE OF SECTION 7/1/60	10. ENROLLING OFFICE ADDRESS AND DATE JOHN F. KENNEDY LIBRARY 6/15/60	
PART E TO BE COMPLETED BY AGENCY.		REMARKS NO PAY RATE BY ANNUITANTS AND AGENT W.H.					

<input type="checkbox"/> SECRET	<input type="checkbox"/> CONFIDENTIAL	<input type="checkbox"/> INTERNAL USE ONLY	<input type="checkbox"/> UNCLASSIFIED
REQUEST FOR MEDICAL EVALUATION		23 Aug 79	
Piccolo, Joseph S.		265-44-1914	
DS-13	AII	DIO/CI Staff	6603 Operations Officer
COMPLETE DS-13 FOR EACH DEPENDENT TO ACCOMMODATE ALL REFERENCES IN THIS FORM. SEE DS-13 CHECKLIST FOR NOTES.			
13 DEPENDENT NAME & #	14 DEPENDENT'S ADDRESS	15 EMPLOYER	16 DEPARTMENT
17 REQUESTED ACTION (Initials if action has been accomplished)			
APPLICANT	PRE-EMPLOYMENT	EOB	
	DS/PO	STATUS	REASON FOR EOB
ASSIGNMENTS	DS/TDY	TYPE/LOCATION	POSITION
	DS/RETURNEE	FITNESS FOR DUTY	OTHER WHICH
	XXX DS/TDY STANDBY	NO TURN TO DUTY	
DISPLACEMENT	SPECIAL TRAINING		
PREPARATION	RETIREMENT	NON-CLASS	
ROUTINE	REGULAR ANNUAL	NOT PRE	
21 COMMENTS			
<p>Please renew TDY standby. Mr. Piccolo's present TDY clearance expires in October 1979.</p>			
22 REQUESTING DIRECTORATE OFFICER	23 DATE OF EO	24 APPROVING	25 APPROVING DIRECTORATE OFFICER
DIO/CI/PERS	2025 Aug 4312	James J. Graham	James J. Graham
26 FOR APPLICANTS			
APPROVE PROCESSING FOR EOB	COMMENTS		
HELD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (TIME NAME AND #)			
REQUEST PRE-EMP. MEDICAL EVALUATION			
OTHER PRE-EMP. ACTION	DATE	DMS SIGNATURE	
27 FOR OTHER ACTIONS			
REFERRED ACTION	QUAL	DISMIS	DEFER
TDY STBY	X		
Qual TDY STBY until Sept. 31			
Oct 1, 1979 James J. Graham DMS/PFO			
28 APPROVING DIRECTORATE OFFICER			
29 UNCLASSIFIED	INTERNAL USE ONLY	CONFIDENTIAL	SECRET
30 APPROVING DIRECTORATE OFFICER			

<input type="checkbox"/> SECRET	<input type="checkbox"/> CONFIDENTIAL	<input type="checkbox"/> INTERNAL USE ONLY	<input type="checkbox"/> UNCLASSIFIED		
REQUEST FOR MEDICAL EVALUATION		CHART NO.	6 Sep 77		
		SEEN BY OMS	YES <input type="checkbox"/> NO <input type="checkbox"/>		
		DEPARTMENT	EMPLOYEE		
Piccolo, Joseph S.		265 44 1914	019424		
GS-13 A11 DDO/CI/OG/90		6348	8 Dec 35 M		
COMBINE LINES BEFORE EACH DEPARTMENT TO ACCOMMODATE 24 AGENTS PER DEPARTMENT. USE 250 CM CREDITS DEPENDENTLY.					
1. DEPENDENT NAME & #	2. SOC SEC NO.	3. CHART NO.	4. DEPARTMENT IF SEPARATE RELATIONSHIP BY CHART NO.		
2. REQUESTED ACTION (Use one action or all actions)					
APPLICANT	PRE EMPLOYMENT	100			
ASSIGNMENTS	O/S PCS	STATION	FOR STANDBY DUTY NO. OF DEPENDENTS TO ACCOMPANY OR RETURN		
	O/S TDY	TITLE/CLASS	POSITION		
	O/S RETURNEE	FITNESS FOR DUTY	OTHER DUTIES		
XX O/S TDY STANDBY	RETURN TO DUTY				
O/S PLANNING	SPECIAL TRAINING				
SEPARATION	RETIREMENT	MILITARY	MILITARY		
ROUTINE	REGULAR ANNUAL	EXECUTIVE ANNUAL	MEETINGS		
3. COMMENTS					
4. REQUESTING DIRECTORATE OFFICER		5. ROOM BY NO.	6. EXTENSION		
DDO/PCS/CSS/Pers		2043	4013	Virginia L. Rodgers	
FUTURES USE ONLY					
FOR APPLICANT				Comments	
APPROVE PROCESSING FOR 100				C.L. / J.L. 9/22 - 10/1/77	
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (If applicable)				R.C. / J.L. 9/22 - 10/1/77	
REQUEST PRE-EMP. MEDICAL EVALUATION				DMS SIGNATURE	
OTHER (See Comments)				Comments	
FOR OTHER ACTIONS				Comments	
REQUESTED ACTION	QUAL	COND. QUAL	DEFER	DISQUAL	
TDY STANDBY	XX				
Expires 1 October 1979.					
9 November 1977 James J. Graham, OMS/PEO					
1A		DATE	OMS SIGNATURE		
UNCLASSIFIED		INTERNAL USE ONLY	CONFIDENTIAL	SECRET	100-10225-10003-3
2043					2 - QMIS

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE
Piccolo, Joseph S.	12/08/35	GS-13
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)	5. PRESENT POSITION	
DDO/NHU/Rio de Janeiro	Ops Officer 5671	
6. PROPOSED STATION	7. PROPOSED POSITION (Title, Number, Grade)	
Managua, Nicaragua	Ops Officer D196 GS-13	
8. TYPE OF COVER AT NEW STATION	9. ESTIMATED DATE OF DEPARTURE	10. NO. OF dependents TO ACCOMPANY
State SSN# 265 44 1914	09/10/73	three
11. COMMENTS Physicals to be taken in the field.		
12. DATE OF REQUEST	13. SIGNATURE OF REQUESTING OFFICIAL	14. ROOM NUMBER AND BUILDING OR EXTENSION
18 May 1973	<i>Karl Fleck</i>	3D 5317 Hqs 5671
15. OFFICE OF MEDICAL SERVICES DISPOSITION		
16. OFFICE OF SECURITY DISPOSITION		
17. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION 24 AUG 1973 QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS <i>J. E. J. W.</i> Chairman, Overseas Candidate Review Panel		
REQUEST FOR PCS OVERSEAS EVALUATION		

SECRET

(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST
2. NAME (Last, First, Middle) Piccolo, Joseph S. (dependent of)		3. POSITION/TITLE Ops Officer
4. GRADE GS-13		5. EMPLOYEE'S RANK *****
6. OFFICE DIVISION BRANCH DDO/MII/Rio De Janeiro		
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TO/T FROM STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		
<input type="checkbox"/> ROBUST/DR <input checked="" type="checkbox"/> OVERSEAS ASSIGNMENT		
ETA 09/10/73 STATION Hanagua, NICARAGUA TO/T OR PCS PCS TYPE OF CLASSIFICATION State NO. OF ACCOMPANYING PERSONS TO ACCOMPANY three NO. OF DEP'T MEMBERS' REPORTS OF MEDICAL HISTORY ATTACHED none		
<input type="checkbox"/> RETURN FROM OVERSEAS		
ETA STATION NO. OF DEP. S		
8. OVERSEAS PLANNING EVALUATION (One Block must be checked)		
<input type="checkbox"/> YES <input type="checkbox"/> NO		
9. REQUESTING OFFICER		
Karl Fleck ROOM NO. & BUILDING 3D 5317 Hqs EXT 588X 5671		

10. COMMENTS	
Norma Kornandy Burgandy WIFE Dau 10/29/43 Dau 02/23/70 Dau 05/17/71	Physicals to be taken in the field.
11. SOURCE OF EVALUATION	
STATUTORY POP OR POS MA 10 73 PETER J. GAUGHAN Signature for Statute or POS or POS	

SECRET

With the Following

~~SECRET~~