

²² See *Plant Justice v. Aspinwall et al.*, *144 F. Supp. 3d 1120* (N.D. Cal., 2015).

FILE TITLE/NUMBER/VOLUME:

INCLUSIVE DATES:

CUSTODIAL UNIT/LOCATION:

ROOM: 5E / 3

DELETIONS, IF ANY:

NO DOCUMENTS MAY BE COPIED OR REPRODUCED FROM THIS FILE

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| REQUEST FOR PERSONNEL ACTION

 | | | | DATE PREPARED | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 3. NATURE OF PERSONNEL ACTION

 | | | | 4. EFFECTIVE DATE REQUESTED | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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ABLE 3226-1050-1000 | 12. LEGAL AUTHORITY (Completed by
Office of Personnel) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 5. ORGANIZATIONAL DESIGNATIONS

 | | | | 10. LOCATION OF OFFICIAL STATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 11. POSITION TITLE

 | | | | 12. POSITION NUMBER | 13. CAREER SERVICE DESIGNATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 14. CLASSIFICATION SCHEDULE (GS, LS, etc.) OR OCCUPATIONAL SERIES

 | | | | 15. GRADE AND STEP | 16. SALARY OR RATE | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 17. RECORDS Continuous Agency service from 22 March 1953 to 22 September 1962

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| Form 1150 Remarks: Terminated in accordance with provisions of CIA Regulation 20-27, Separation of Surplus Personnel, pursuant to authority of Director of Central Intelligence contained in Section 102 (c) of the National Security Act of 1947, as amended. This termination does not affect your right to seek or accept employment in any other department or agency of the U. S. Government if you are declared eligible for such employment by the U. S. Civil Service Commission.

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| Authorized Maximum Separation Compensation in accordance with the provisions of CIA Regulation 20-32, Separation Compensation.

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| SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

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PAY RATE | 59. PAY GRADE | 60. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>61. PAYMENT DATE</td> <td>62. PAYMENT PERIOD</td> <td>63. PAY BASIS</td> <td>64. PAY RATE</td> <td>65. PAY GRADE</td> <td>66. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 61. PAYMENT DATE | 62. PAYMENT PERIOD | 63. PAY BASIS | 64. PAY RATE | 65. PAY GRADE | 66. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>67. PAYMENT DATE</td> <td>68. PAYMENT PERIOD</td> <td>69. PAY BASIS</td> <td>70. PAY RATE</td> <td>71. PAY GRADE</td> <td>72. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 67. PAYMENT DATE | 68. PAYMENT PERIOD | 69. PAY BASIS | 70. PAY RATE | 71. PAY GRADE | 72. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>73. PAYMENT DATE</td> <td>74. PAYMENT PERIOD</td> <td>75. PAY BASIS</td> <td>76. PAY RATE</td> <td>77. PAY GRADE</td> <td>78. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 73. PAYMENT DATE | 74. PAYMENT PERIOD | 75. PAY BASIS | 76. PAY RATE | 77. PAY GRADE | 78. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>79. PAYMENT DATE</td> <td>80. PAYMENT PERIOD</td> <td>81. PAY BASIS</td> <td>82. PAY RATE</td> <td>83. PAY GRADE</td> <td>84. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 79. PAYMENT DATE | 80. PAYMENT PERIOD | 81. PAY BASIS | 82. PAY RATE | 83. PAY GRADE | 84. POSITION CLASSIFICATION | 12/11/62 |
12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>85. PAYMENT DATE</td> <td>86. PAYMENT PERIOD</td> <td>87. PAY BASIS</td> <td>88. PAY RATE</td> <td>89. PAY GRADE</td> <td>90. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 85. PAYMENT DATE | 86. PAYMENT PERIOD | 87. PAY BASIS | 88. PAY RATE | 89. PAY GRADE | 90. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>91. PAYMENT DATE</td> <td>92. PAYMENT PERIOD</td> <td>93. PAY BASIS</td> <td>94. PAY RATE</td> <td>95. PAY GRADE</td> <td>96. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 91. PAYMENT DATE | 92. PAYMENT PERIOD | 93. PAY BASIS | 94. PAY RATE | 95. PAY GRADE | 96. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>97. PAYMENT DATE</td> <td>98. PAYMENT PERIOD</td> <td>99. PAY BASIS</td> <td>100. PAY RATE</td> <td>101. PAY GRADE</td> <td>102. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 97. PAYMENT DATE | 98. PAYMENT PERIOD | 99. PAY BASIS | 100. PAY RATE | 101. PAY GRADE | 102. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>103. PAYMENT DATE</td> <td>104. PAYMENT PERIOD</td> <td>105. PAY BASIS</td> <td>106. PAY RATE</td> <td>107. PAY GRADE</td> <td>108. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 103. PAYMENT DATE | 104. PAYMENT PERIOD | 105. PAY BASIS | 106. PAY RATE | 107. PAY GRADE | 108. 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PAY RATE | 215. PAY GRADE | 216. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>217. PAYMENT DATE</td> <td>218. PAYMENT PERIOD</td> <td>219. PAY BASIS</td> <td>220. PAY RATE</td> <td>221. PAY GRADE</td> <td>222. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 217. PAYMENT DATE | 218. PAYMENT PERIOD | 219. PAY BASIS | 220. PAY RATE | 221. PAY GRADE | 222. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>223. PAYMENT DATE</td> <td>224. PAYMENT PERIOD</td> <td>225. PAY BASIS</td> <td>226. PAY RATE</td> <td>227. PAY GRADE</td> <td>228. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 223. PAYMENT DATE | 224. PAYMENT PERIOD | 225. PAY BASIS | 226. PAY RATE | 227. PAY GRADE | 228. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>229. PAYMENT DATE</td> <td>230. PAYMENT PERIOD</td> <td>231. PAY BASIS</td> <td>232. PAY RATE</td> <td>233. PAY GRADE</td> <td>234. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 229. PAYMENT DATE | 230. PAYMENT PERIOD | 231. PAY BASIS | 232. PAY RATE | 233. PAY GRADE | 234. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>235. PAYMENT DATE</td> <td>236. PAYMENT PERIOD</td> <td>237. PAY BASIS</td> <td>238. PAY RATE</td> <td>239. PAY GRADE</td> <td>240. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 235. PAYMENT DATE | 236. PAYMENT PERIOD | 237. PAY BASIS | 238. PAY RATE | 239. PAY GRADE | 240. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>241. PAYMENT DATE</td> <td>242. PAYMENT PERIOD</td> <td>243. PAY BASIS</td> <td>244. PAY RATE</td> <td>245. PAY GRADE</td> <td>246. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 241. PAYMENT DATE | 242. PAYMENT PERIOD | 243. PAY BASIS | 244. PAY RATE | 245. PAY GRADE | 246. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>247. PAYMENT DATE</td> <td>248. PAYMENT PERIOD</td> <td>249. PAY BASIS</td> <td>250. PAY RATE</td> <td>251. PAY GRADE</td> <td>252. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 247. PAYMENT DATE | 248. PAYMENT PERIOD | 249. PAY BASIS | 250. PAY RATE | 251. PAY GRADE | 252. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>253. PAYMENT DATE</td> <td>254. PAYMENT PERIOD</td> <td>255. PAY BASIS</td> <td>256. PAY RATE</td> <td>257. PAY GRADE</td> <td>258. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 253. PAYMENT DATE | 254. PAYMENT PERIOD | 255. PAY BASIS | 256. PAY RATE | 257. PAY GRADE | 258. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>259. PAYMENT DATE</td> <td>260. PAYMENT PERIOD</td> <td>261. PAY BASIS</td> <td>262. PAY RATE</td> <td>263. PAY GRADE</td> <td>264. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 259. PAYMENT DATE | 260. PAYMENT PERIOD | 261. PAY BASIS | 262. PAY RATE | 263. PAY GRADE | 264. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>265. PAYMENT DATE</td> <td>266. PAYMENT PERIOD</td> <td>267. PAY BASIS</td> <td>268. PAY RATE</td> <td>269. PAY GRADE</td> <td>270. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 265. PAYMENT DATE | 266. PAYMENT PERIOD | 267. PAY BASIS | 268. PAY RATE | 269. PAY GRADE | 270. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>271. PAYMENT DATE</td> <td>272. PAYMENT PERIOD</td> <td>273. PAY BASIS</td> <td>274. PAY RATE</td> <td>275. PAY GRADE</td> <td>276. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 271. PAYMENT DATE | 272. PAYMENT PERIOD | 273. PAY BASIS | 274. PAY RATE | 275. PAY GRADE | 276. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>277. PAYMENT DATE</td> <td>278. PAYMENT PERIOD</td> <td>279. PAY BASIS</td> <td>280. PAY RATE</td> <td>281. PAY GRADE</td> <td>282. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 277. PAYMENT DATE | 278. PAYMENT PERIOD | 279. PAY BASIS | 280. PAY RATE | 281. PAY GRADE | 282. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>283. PAYMENT DATE</td> <td>284. PAYMENT PERIOD</td> <td>285. PAY BASIS</td> <td>286. PAY RATE</td> <td>287. PAY GRADE</td> <td>288. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 283. PAYMENT DATE | 284. PAYMENT PERIOD | 285. PAY BASIS | 286. 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PAY RATE | 299. PAY GRADE | 300. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>301. PAYMENT DATE</td> <td>302. PAYMENT PERIOD</td> <td>303. PAY BASIS</td> <td>304. PAY RATE</td> <td>305. PAY GRADE</td> <td>306. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 301. PAYMENT DATE | 302. PAYMENT PERIOD | 303. PAY BASIS | 304. PAY RATE | 305. PAY GRADE | 306. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>307. PAYMENT DATE</td> <td>308. PAYMENT PERIOD</td> <td>309. PAY BASIS</td> <td>310. PAY RATE</td> <td>311. PAY GRADE</td> <td>312. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 307. PAYMENT DATE | 308. PAYMENT PERIOD | 309. PAY BASIS | 310. PAY RATE | 311. PAY GRADE | 312. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>313. PAYMENT DATE</td> <td>314. PAYMENT PERIOD</td> <td>315. PAY BASIS</td> <td>316. PAY RATE</td> <td>317. PAY GRADE</td> <td>318. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 313. PAYMENT DATE | 314. PAYMENT PERIOD | 315. PAY BASIS | 316. PAY RATE | 317. PAY GRADE | 318. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>319. PAYMENT DATE</td> <td>320. PAYMENT PERIOD</td> <td>321. PAY BASIS</td> <td>322. PAY RATE</td> <td>323. PAY GRADE</td> <td>324. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td>
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POSITION CLASSIFICATION</td> </tr</tr></table> | | | | | | 379. PAYMENT DATE | 380. PAYMENT PERIOD | 381. PAY BASIS | 382. PAY RATE | 383. PAY GRADE | 384. POSITION CLASSIFICATION |
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| 7. PAYMENT DATE

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 | | | | | | 13. PAYMENT DATE | 14. PAYMENT PERIOD | 15. PAY BASIS | 16. PAY RATE | 17. PAY GRADE | 18. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | <table border="1"> <tr> <td>19. PAYMENT DATE</td> <td>20. PAYMENT PERIOD</td> <td>21. PAY BASIS</td> <td>22. PAY RATE</td> <td>23. PAY GRADE</td> <td>24. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table> | | | | | | 19. PAYMENT DATE | 20. PAYMENT PERIOD | 21. PAY BASIS | 22. PAY RATE | 23. PAY GRADE | 24. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 13. PAYMENT DATE

 | 14. PAYMENT PERIOD | 15. PAY BASIS | 16. PAY RATE | 17. PAY GRADE | 18. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>19. PAYMENT DATE</td> <td>20. PAYMENT PERIOD</td> <td>21. PAY BASIS</td> <td>22. PAY RATE</td> <td>23. PAY GRADE</td> <td>24. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

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| 19. PAYMENT DATE

 | 20. PAYMENT PERIOD | 21. PAY BASIS | 22. PAY RATE | 23. PAY GRADE | 24. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 31. PAYMENT DATE | 32. PAYMENT PERIOD | 33. PAY BASIS | 34. PAY RATE | 35. PAY GRADE | 36. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>37. PAYMENT DATE</td> <td>38. PAYMENT PERIOD</td> <td>39. PAY BASIS</td> <td>40. PAY RATE</td> <td>41. PAY GRADE</td> <td>42. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 37. PAYMENT DATE | 38. PAYMENT PERIOD | 39. PAY BASIS | 40. PAY RATE | 41. PAY GRADE | 42. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 37. PAYMENT DATE

 | 38. PAYMENT PERIOD | 39. PAY BASIS | 40. PAY RATE | 41. PAY GRADE | 42. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 43. PAYMENT DATE | 44. PAYMENT PERIOD | 45. PAY BASIS | 46. PAY RATE | 47. PAY GRADE | 48. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 43. PAYMENT DATE

 | 44. PAYMENT PERIOD | 45. PAY BASIS | 46. PAY RATE | 47. PAY GRADE | 48. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>49. PAYMENT DATE</td> <td>50. PAYMENT PERIOD</td> <td>51. PAY BASIS</td> <td>52. PAY RATE</td> <td>53. PAY GRADE</td> <td>54. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 49. PAYMENT DATE | 50. PAYMENT PERIOD | 51. PAY BASIS | 52. PAY RATE | 53. PAY GRADE | 54. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 49. PAYMENT DATE

 | 50. PAYMENT PERIOD | 51. PAY BASIS | 52. PAY RATE | 53. PAY GRADE | 54. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 55. PAYMENT DATE | 56. PAYMENT PERIOD | 57. PAY BASIS | 58. PAY RATE | 59. PAY GRADE | 60. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 55. PAYMENT DATE

 | 56. PAYMENT PERIOD | 57. PAY BASIS | 58. PAY RATE | 59. PAY GRADE | 60. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>61. PAYMENT DATE</td> <td>62. PAYMENT PERIOD</td> <td>63. PAY BASIS</td> <td>64. PAY RATE</td> <td>65. PAY GRADE</td> <td>66. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

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| 61. PAYMENT DATE

 | 62. PAYMENT PERIOD | 63. PAY BASIS | 64. PAY RATE | 65. PAY GRADE | 66. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 67. PAYMENT DATE | 68. PAYMENT PERIOD | 69. PAY BASIS | 70. PAY RATE | 71. PAY GRADE | 72. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 67. PAYMENT DATE

 | 68. PAYMENT PERIOD | 69. PAY BASIS | 70. PAY RATE | 71. PAY GRADE | 72. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>73. PAYMENT DATE</td> <td>74. PAYMENT PERIOD</td> <td>75. PAY BASIS</td> <td>76. PAY RATE</td> <td>77. PAY GRADE</td> <td>78. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 73. PAYMENT DATE | 74. PAYMENT PERIOD | 75. PAY BASIS | 76. PAY RATE | 77. PAY GRADE | 78. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 73. PAYMENT DATE

 | 74. PAYMENT PERIOD | 75. PAY BASIS | 76. PAY RATE | 77. PAY GRADE | 78. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 79. PAYMENT DATE | 80. PAYMENT PERIOD | 81. PAY BASIS | 82. PAY RATE | 83. PAY GRADE | 84. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 79. PAYMENT DATE

 | 80. PAYMENT PERIOD | 81. PAY BASIS | 82. PAY RATE | 83. PAY GRADE | 84. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>85. PAYMENT DATE</td> <td>86. PAYMENT PERIOD</td> <td>87. PAY BASIS</td> <td>88. PAY RATE</td> <td>89. PAY GRADE</td> <td>90. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 85. PAYMENT DATE | 86. PAYMENT PERIOD | 87. PAY BASIS | 88. PAY RATE | 89. PAY GRADE | 90. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 85. PAYMENT DATE

 | 86. PAYMENT PERIOD | 87. PAY BASIS | 88. PAY RATE | 89. PAY GRADE | 90. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 91. PAYMENT DATE

 | 92. PAYMENT PERIOD | 93. PAY BASIS | 94. PAY RATE | 95. PAY GRADE | 96. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>97. PAYMENT DATE</td> <td>98. PAYMENT PERIOD</td> <td>99. PAY BASIS</td> <td>100. PAY RATE</td> <td>101. PAY GRADE</td> <td>102. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

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| 97. PAYMENT DATE

 | 98. PAYMENT PERIOD | 99. PAY BASIS | 100. PAY RATE | 101. PAY GRADE | 102. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>103. PAYMENT DATE</td> <td>104. PAYMENT PERIOD</td> <td>105. PAY BASIS</td> <td>106. PAY RATE</td> <td>107. PAY GRADE</td> <td>108. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 103. PAYMENT DATE | 104. PAYMENT PERIOD | 105. PAY BASIS | 106. PAY RATE | 107. PAY GRADE | 108. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 103. PAYMENT DATE

 | 104. PAYMENT PERIOD | 105. PAY BASIS | 106. PAY RATE | 107. PAY GRADE | 108. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 109. PAYMENT DATE

 | 110. PAYMENT PERIOD | 111. PAY BASIS | 112. PAY RATE | 113. PAY GRADE | 114. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 115. PAYMENT DATE | 116. PAYMENT PERIOD | 117. PAY BASIS | 118. PAY RATE | 119. PAY GRADE | 120. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 115. PAYMENT DATE

 | 116. PAYMENT PERIOD | 117. PAY BASIS | 118. PAY RATE | 119. PAY GRADE | 120. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

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 | | | | | | 121. PAYMENT DATE | 122. PAYMENT PERIOD | 123. PAY BASIS | 124. PAY RATE | 125. PAY GRADE | 126. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 121. PAYMENT DATE

 | 122. PAYMENT PERIOD | 123. PAY BASIS | 124. PAY RATE | 125. PAY GRADE | 126. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 127. PAYMENT DATE | 128. PAYMENT PERIOD | 129. PAY BASIS | 130. PAY RATE | 131. PAY GRADE | 132. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 127. PAYMENT DATE

 | 128. PAYMENT PERIOD | 129. PAY BASIS | 130. PAY RATE | 131. PAY GRADE | 132. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

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 | | | | | | 133. PAYMENT DATE | 134. PAYMENT PERIOD | 135. PAY BASIS | 136. PAY RATE | 137. PAY GRADE | 138. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 133. PAYMENT DATE

 | 134. PAYMENT PERIOD | 135. PAY BASIS | 136. PAY RATE | 137. PAY GRADE | 138. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 139. PAYMENT DATE

 | 140. PAYMENT PERIOD | 141. PAY BASIS | 142. PAY RATE | 143. PAY GRADE | 144. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

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 | | | | | | 145. PAYMENT DATE | 146. PAYMENT PERIOD | 147. PAY BASIS | 148. PAY RATE | 149. PAY GRADE | 150. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 145. PAYMENT DATE

 | 146. PAYMENT PERIOD | 147. PAY BASIS | 148. PAY RATE | 149. PAY GRADE | 150. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 151. PAYMENT DATE

 | 152. PAYMENT PERIOD | 153. PAY BASIS | 154. PAY RATE | 155. PAY GRADE | 156. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 157. PAYMENT DATE | 158. PAYMENT PERIOD | 159. PAY BASIS | 160. PAY RATE | 161. PAY GRADE | 162. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 157. PAYMENT DATE

 | 158. PAYMENT PERIOD | 159. PAY BASIS | 160. PAY RATE | 161. PAY GRADE | 162. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>163. PAYMENT DATE</td> <td>164. PAYMENT PERIOD</td> <td>165. PAY BASIS</td> <td>166. PAY RATE</td> <td>167. PAY GRADE</td> <td>168. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 163. PAYMENT DATE | 164. PAYMENT PERIOD | 165. PAY BASIS | 166. PAY RATE | 167. PAY GRADE | 168. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 163. PAYMENT DATE

 | 164. PAYMENT PERIOD | 165. PAY BASIS | 166. PAY RATE | 167. PAY GRADE | 168. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 169. PAYMENT DATE

 | 170. PAYMENT PERIOD | 171. PAY BASIS | 172. PAY RATE | 173. PAY GRADE | 174. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>175. PAYMENT DATE</td> <td>176. PAYMENT PERIOD</td> <td>177. PAY BASIS</td> <td>178. PAY RATE</td> <td>179. PAY GRADE</td> <td>180. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

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| 175. PAYMENT DATE

 | 176. PAYMENT PERIOD | 177. PAY BASIS | 178. PAY RATE | 179. PAY GRADE | 180. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 181. PAYMENT DATE

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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 229. PAYMENT DATE

 | 230. PAYMENT PERIOD | 231. PAY BASIS | 232. PAY RATE | 233. PAY GRADE | 234. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 235. PAYMENT DATE

 | 236. PAYMENT PERIOD | 237. PAY BASIS | 238. PAY RATE | 239. PAY GRADE | 240. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 241. PAYMENT DATE

 | 242. PAYMENT PERIOD | 243. PAY BASIS | 244. PAY RATE | 245. PAY GRADE | 246. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 247. PAYMENT DATE

 | 248. PAYMENT PERIOD | 249. PAY BASIS | 250. PAY RATE | 251. PAY GRADE | 252. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 253. PAYMENT DATE

 | 254. PAYMENT PERIOD | 255. PAY BASIS | 256. PAY RATE | 257. PAY GRADE | 258. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 259. PAYMENT DATE

 | 260. PAYMENT PERIOD | 261. PAY BASIS | 262. PAY RATE | 263. PAY GRADE | 264. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 265. PAYMENT DATE

 | 266. PAYMENT PERIOD | 267. PAY BASIS | 268. PAY RATE | 269. PAY GRADE | 270. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 271. PAYMENT DATE

 | 272. PAYMENT PERIOD | 273. PAY BASIS | 274. PAY RATE | 275. PAY GRADE | 276. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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 | | | | | | 337. PAYMENT DATE | 338. PAYMENT PERIOD | 339. PAY BASIS | 340. PAY RATE | 341. PAY GRADE | 342. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 337. PAYMENT DATE

 | 338. PAYMENT PERIOD | 339. PAY BASIS | 340. PAY RATE | 341. PAY GRADE | 342. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>343. PAYMENT DATE</td> <td>344. PAYMENT PERIOD</td> <td>345. PAY BASIS</td> <td>346. PAY RATE</td> <td>347. PAY GRADE</td> <td>348. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 343. PAYMENT DATE | 344. PAYMENT PERIOD | 345. PAY BASIS | 346. PAY RATE | 347. PAY GRADE | 348. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 343. PAYMENT DATE

 | 344. PAYMENT PERIOD | 345. PAY BASIS | 346. PAY RATE | 347. PAY GRADE | 348. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 349. PAYMENT DATE

 | 350. PAYMENT PERIOD | 351. PAY BASIS | 352. PAY RATE | 353. PAY GRADE | 354. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 355. PAYMENT DATE

 | 356. PAYMENT PERIOD | 357. PAY BASIS | 358. PAY RATE | 359. PAY GRADE | 360. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>373. PAYMENT DATE</td> <td>374. PAYMENT PERIOD</td> <td>375. PAY BASIS</td> <td>376. PAY RATE</td> <td>377. PAY GRADE</td> <td>378. POSITION CLASSIFICATION</td> </tr> <tr> <td>12/11/62</td> <td>12/15/62</td> <td>1</td> <td>\$1397.01</td> <td>GS-11</td> <td>GS-11</td> </tr> </table>

 | | | | | | 373. PAYMENT DATE | 374. PAYMENT PERIOD | 375. PAY BASIS | 376. PAY RATE | 377. PAY GRADE | 378. POSITION CLASSIFICATION | 12/11/62 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 373. PAYMENT DATE

 | 374. PAYMENT PERIOD | 375. PAY BASIS | 376. PAY RATE | 377. PAY GRADE | 378. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 12/11/62

 | 12/15/62 | 1 | \$1397.01 | GS-11 | GS-11 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| <table border="1"> <tr> <td>379. PAYMENT DATE</td> <td>380. PAYMENT PERIOD</td> <td>381. PAY BASIS</td> <td>382. PAY RATE</td> <td>383. PAY GRADE</td> <td>384. POSITION CLASSIFICATION</td> </tr</tr></table>

 | | | | | | 379. PAYMENT DATE | 380. PAYMENT PERIOD | 381. PAY BASIS | 382. PAY RATE | 383. PAY GRADE | 384. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 379. PAYMENT DATE

 | 380. PAYMENT PERIOD | 381. PAY BASIS | 382. PAY RATE | 383. PAY GRADE | 384. POSITION CLASSIFICATION | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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SECRET
(Data Filled In)

DATE PREPARED Mo Da Yr 05 09 60	REQUEST FOR PERSONNEL ACTION					X V to V UV to V	V to UV UV to UV
1. Serial No.	2. Name (Last-First-Middle)	3. Date of Birth	4. Vet. Prof.	5. Sex	6. CS - LOD	Mo Da Yr	Mo Da Yr
	KIMSEY, Herman E.	Mo Da Yr 12 11 16	None-0 1 P-1-2	Code: M			
7. SCD	8. CSC Realm.	9. CSC Or Other Legal Authority	10. Apart. Address	11. FEGLI	12. LCD	13. MIL. SERV. CREDIT	14. LCD
Mo Da Yr Yes - 1 Code No - 2				Mo Da Yr Yes - 1 Code No - 2	Mo Da Yr Yes - 1 Code No - 2	Mo Da Yr Yes - 1 Code No - 2	Mo Da Yr Yes - 1 Code No - 2

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP/TSS Authentication Graphic Arts Reproduction Div Analysis and Research Branch	Code	15. Location Of Official Station	Station Code		
16. Dept.-Field	17. Position Title	18. Position No.	19. Serv.	20. Occup. Series	
Dept. Field X U.S.D. Frgn:	IO TECH AIDS	92	GS	0136, 63	
21. Grade & Step	22. Salary Or Rate	23. SD	24. Date Of Grade	25. PSI Due	26. Appropriation Number
13 3	\$ 10,370	D	Mo Da Yr C-110 157	Mo Da Yr C-106 61	0225-1005-1000

ACTION

27. Nature Of Action REASSIGNMENT	Code	28. Ent. Date Mo Da Yr 1967 11 15	29. Type Of Employee	Code	30. Separation Date
			REGULAR		

6

PRESENT ASSIGNMENT

31. Organizational Designations DDP/TSD Authentication Graphic Arts Reproduction Branch Analysis and Research Section	Code	32. Location Of Official Station	Station Code		
33. Dept.-Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Series	
Dept. Field U.S.D. Frgn: 2	DOCUMENT TECH-CH	y-11 658	GS	1397. 01	
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. PSI Due	43. Appropriation Number
8	\$		Mo Da Yr C-110 157	Mo Da Yr C-106 61	11/11/67

SOURCE OF REQUEST

A. Requested By (Name And Title)	C. Requester Approved By (Signature)
B. For Additional Information Call (Name & Telephone Ext.)	JAMES R. SHIELDS
Emanuele Fontana ext. 3031	Carpet Management Officer, TSD

CLEARANCES

Clearance	Signature	Date	Clearance	Signature	Date
4. Career Board	11/11/67		5. Placement		
6. Fed. Control	11/11/67		6. Appraised By		
7. Classification	11/11/67		7. Approved By		
Memorandum			Approved by TSD		

11/11/67 11520 FORM PREVIOUS EDITION

SECRET

10 FORM 32 APPROVED FOR CLASSIFICATION AND FOR PERSONNEL ACTION CHAPTER 10		REQUEST FOR PERSONNEL ACTION PL 613 NOVEMBER 54												
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.														
L. NAME (Mr - Miss - Mrs - One given name, initials, and surname) MR. HERMAN E. KILGUY		2. DATE OF BIRTH 11 Dec 1916	3. REQUEST BY 4. DATE OF REQUEST 24 Jan 57											
B. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) PROMOTION			C. EFFECTIVE DATE A. PROPOSED B. APPROVED	D. C.S. OR OTHER LEGAL AUTHORITY										
B. POSITION (Specify whether establish, change grade or title, etc.)														
FROM TO TECH AIDS BY 92 GS-0136, 63-12 \$7785 per annum DDP/TSS Authentication Graphic Arts Reproduction Division Analysis and Research Branch Washington, D.C.		B. POSITION TITLE AND NUMBER C. SERVICE, GRADE AND SALARY D. ORGANIZATIONAL DESIGNATIONS E. HEADQUARTERS F. FIELD OR DEPARTMENTAL	TO TO TECH AIDS BY 92 GS-0136, 63-12 \$6790 per annum DDP/TSS Authentication Graphic Arts Reproduction Division Analysis and Research Branch Washington, D.C.											
G. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>			H. FIELD <input type="checkbox"/> DEPARTMENTAL <input checked="" type="checkbox"/>											
A. REMARKS (Use reverse if necessary)														
B. REQUESTED BY (Name and title) Dave Richards Ext. 3031		C. REQUEST APPROVED BY Signature: JAMES L. STEELE Title: Other Management Officer, TSS												
E. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Dave Richards Ext. 3031														
F. VETERAN PREFERENCE <table border="1"> <tr> <td>ONE</td> <td>WIFE</td> <td>OTHER SPO</td> <td>15. RANK</td> <td>16. POSITION CLASSIFICATION ACTION</td> </tr> <tr> <td></td> <td></td> <td></td> <td>X</td> <td>400-424 FA-1A-1A</td> </tr> </table>		ONE	WIFE	OTHER SPO	15. RANK	16. POSITION CLASSIFICATION ACTION				X	400-424 FA-1A-1A	G. POSITION CLASSIFICATION ACTION 400-424 FA-1A-1A DD-DT		
ONE	WIFE	OTHER SPO	15. RANK	16. POSITION CLASSIFICATION ACTION										
			X	400-424 FA-1A-1A										
H. 17. APPOINTMENT SEX: MALE FROM: 7-25-05-20 TO: 1957		I. 18. PURSUANT TO C.S. BETHEMILIT ACT FED. REG. V-2												
J. STANDARD FORM IN REMARKS		K. DATE OF APPOINTMENT MILIT AFFILIATE ACCESSORIES USED 19. DATE OF RESIDENCE CLAIMED <input type="checkbox"/> PROVED DATE CALIF.												
L. CLEARANCE 11 A. <input type="checkbox"/> B. <input type="checkbox"/> OR NOT CONFINED C. CLEARANCE ITEM D. P.A.T.H.S.C. CODE E. APPROVAL		F. DATE OF SIGNATURE 16-17-57 S. E. G. J. SECRET 7-23-1957 7-23-1957												

PERSONNEL INFORMATION CARD

The following applicable items must be filled in and all other items left blank:
 (1) Name of agency or office
 (2) Grade or rank
 (3) Grade or rank when an employee
 (4) Address of home or office address
 (5) Conveniences of the agency, or (4) is to be absent from agency for more than 30 days in which case enter the office telephone number of the administrative officer.
 (6) Changes marital status.

STATE TYPE OF CHANGE

NAME: Kissack, Edward DATE: 6 April 1952
 OFFICE DESIGNATION & LOCATION: AIR CHIEF TCS Central 22 8793

NEW ADDRESS:

PRESENT ADDRESS: 1723 "B" St. N.W.HOME TELEPHONE NO: National 8-2286MARITAL STATUS: SingleIS THIS INDIVIDUAL'S NAME TO BE INCLUDED IN THE TELEPHONE DIRECTORY? YES NO REMARKS
Petition # 107 - I

SERIAL NO.	NAME	GRADE/RANK	OFFICE	OFFICE TELEPHONE NUMBER	HOME EXCHANGE NUMBER	CONVENIENCE	DATE
14-00000							

Sub-Committee of the Standing

Part II
PREDICTIVE DATA MODEL

MR. HERMAN E. KIMSEY AGF 40 years D-24 DT 24 January 1957
Washington, D.C.
ALL DOCUMENTS IO TECH AIDS SUPERVISOR TSS PRIMARY GAGE DT
DESIGNATION DT

PREFECT GRADE GS-12
PREFECT GRADE GS-13
C.L. TRAINING

PRESERVE TO SLOT
NUMBER 6 GRADED BY 92

PROPOSED TO STAY
NUMBER & CHARGE BY 92 GS-13

EDUCATION:

Two years coll. - No degree

LAWRENCE

Japanese - slight

EXPERIENCE PRIOR TO CIA (Excluding SIS, ORG).
1941-'43-Military Service
'44-'45-McCloud River Lbr. Co., Brakeman, \$1.10 p/h,
'44-'48-U.S. Forest Service, Camp Administrator
'48-'51-Military Service

SUMMARY OF CLASSIFIED AIRLINE INCIDENTS INFLUENCING PREVIOUS
TRENDS AND PREDICTIONS

Appt. - 23 Mar 1953-Tech Projects Off, GS-9
Reassign-13 Sept 1953, Technologist, TSS/GARD, GS-9
Promot-9 May 1954-Technologist, TSS/GARD, GS-11
Reass-27 Feb 1955-IO Tech Aids, TSS/GARD, GS-11
Promot-19 Jun 1955-IO Tech Aids, TSS/GARD, GS-12

JOSEPH F. MARZEN
Acting Chief, TSS/GARD

CHARLES J. RYAN
AC/TSS/AUTH

HERE ATTACHED MEMORANDUM

14-00000
G-3467
10 January 1956

MEMORANDUM FOR : Chief, TSS Administrative Staff
SUBJECT : Request for Promotion - Herman E, Kimsey

1. It is requested that Herman E. Kimsey be promoted from GS-12 to GS-13. Mr. Kimsey has been in grade for over 18 months. Mr. Kimsey has been Chief of the A&R Section of GARD for over 22 months. During this time he has exhibited ability in conducting and managing the activities of his branch. Mr. Kimsey is a Questioned Documents Analyst and is well-fitted to perform the duties required of the A&R Branch.
2. It is recommended that Mr. Kimsey be promoted to GS-13.

Joseph F. Marzen
JOSEPH F. MARZEN
Acting Chief, TSS/GARD

Distribution:

- Addressees
1 - TSS/SRB
1 - TSS/GARD/file
1 - TSS/GARD/Chrono

Concur - C.J. Ryan

SECRET
(When filled in)

DD/P

PERSONNEL DATA SHEET

NAME: KIMSEY, Herman F.

AGE: 39 years

DATE: 27 May 1955

STATION: Washington, D.C.
AND DUTIES: IO Tech Aids

DD/P UNIT: TSG

**PRIMARY CAREER
DESIGNATION:** DT

PRESENT GRADE: GS-11
PROPOSED GRADE: GS-12
CIA TRAINING:

**PRESENT T/O SLOT
NUMBER AND GRADE:** BY 92
GS-11

**PROPOSED T/O SLOT
NUMBER AND GRADE:** BY 92
GS-12

EDUCATION: Two years college - no degree

LANGUAGE PROFICIENCY:

Japanese - slight

ASSESSED:

DATE:

TYPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SECU-OSS):

'51 - '53 - Military Service
'53 - '55 - Mc Cloud River Lbr. Co., Brakeman, Al.10 p/h
'56 - '58 - U.S. Forest Service, Corp Administrator
'58 - '59 - Military Service

SUMMARY OF CIA-SECU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

Appt 23 Mar 1953, Tech Projects Off, GS-9
Reassignment 13 Sept 1953, Technologist, GARD GS-9
Promotion 9 May 1954 - Technologist, GARD GS-11
Reassignment 27 Feb 55 - IO Tech Aids, GARD, GS-11

RECOMMENDED BY:

CHARLES YEHU, JR.
Chief, TSG/GARD

CONCURRENCES:

RECOMMENDATION OF CAREER SERVICE BOARD: Mr. Kimsey has been Acting Chief of the Analysis and Research Branch of GARD for over 12 months and during this time has exhibited ability in conducting and directing the activities of this Branch. Mr. Kimsey is a professional document analyst and is very well fitted to perform the duties required of the Analysis and Research Branch, both in its connections as Quality Control for GARD document production and as Handwriting Typewriter and Falsification analyst. Request that in view of the foregoing, Mr. Kimsey be promoted to GS-12 effective 1 July 1955.

SECRET

SECRET

STANDARD FORM 50 PROGRESSIVE DATA PROCESSING INFORMATION SYSTEMS GENERAL SERVICES ADMINISTRATION		REQUEST FOR PERSONNEL ACTION		VOUCHERCARD	
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.					
1. NAME (Mr., Mrs., Miss, etc.) (One given name, initial(s), and surname)		2. DATE OF BIRTH		3. REQUEST NO.	
M. E. HENRY E. KELSEY		11 Dec 1916		4. DATE OF RECEIPT	
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)					
EFFECTIVE DATE A. PROPOSED:					
27 May 55 A. FOR OTHERS LEGAL AUTHORITY H.R.					
6. POSITION (Specify whether establish, change grade or title, etc.) U. APPROVED:					
19 JUN 1955					
FROM: 10 TECH AIDS BY 92-11 GS-0136.63-11 \$5940 per annum DDP/Technical Services Staff Authentication Graphic Arts Reproduction Division Analysis and Research Branch Washington, D.C.		7. POSITION TITLE AND NUMBER 8. SERVICE, GRADE, AND SALARY 9. ORGANIZATIONAL DESIGNATIONS 10. HEADQUARTERS		10- IO TECH AIDS BY 92 GS-0136.63-12 \$7040 per annum DDP/Technical Services Staff Authentication Graphic Arts Reproduction Division Analysis and Research Branch Washington, D.C.	
<input type="checkbox"/> IND <input checked="" type="checkbox"/> DEPARTMENTAL A. REMARKS (Use separate if necessary)		11. FIELD OR DEPARTMENTAL <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL			
APPROVED BY TSS CAREER SERVICE PANEL Signature: Robert L. Christensen Title: Career Management Officer, TSS					
B. REQUESTED BY (Name and title) C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) TO: CLINGS X 3031					
D. REQUEST APPROVED BY Signature: Robert L. CHRISTENSEN Title: Career Management Officer, TSS					
13. VETERAN PREFERENCE NONE <input type="checkbox"/> W/IN OTHER <input type="checkbox"/> 10 POINT X <input type="checkbox"/> DISAB. OTHER					
14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I.A. <input type="checkbox"/> RIAL SD-5T					
15. SEX	16. RACE	17. APPROPRIATION FROM: 5-2515-20 TO: Same		18. SUBJECT TO C. S. RETIREMENT ACT (142-60) YES <input type="checkbox"/>	
19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) 20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:					
21. STANDARD FORM 50 REMARKS					
22. CLEARANCES A. <input type="checkbox"/> B. CEIL. OR POS. CONTROL <input type="checkbox"/> INITIAL OR SIGNATURE <input type="checkbox"/> DATE 6/1/55 C. CLASSIFICATION <input type="checkbox"/> D. PLACEMENT OR EMPL <input type="checkbox"/> INITIAL OR SIGNATURE <input type="checkbox"/> DATE 6-5-55 E. <input type="checkbox"/>					
F. APPROVED BY Robert L. Christensen Date 6-8-55					

SECRET

VOUCHERED

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr. - Miss - Mrs. - One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. HERMAN E. KIMSEY	11 Dec. 1916		16 Feb. 55
5. EFFECT OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:	
REASSIGNMENT		7. G.S. OR OTHER LEGAL AUTHORITY 117	
B. POSITION (Specify whether establish, change Grade or title, etc.)		8. APPROVED:	
FROM - TECHNOLOGIST BY 93 GS-1320.01-11 \$5940 per annum DTP/Technical Services Staff Graphic Arts Reproduction Division Analysis and Research Branch Washington, D.C.	9. POSITION TITLE AND NUMBER 10. SERVICE, GRADE AND SALARY 11. ORGANIZATIONAL DESIGNATIONS 12. HEADQUARTERS	13- I.O. (TECH AIDS) BY 92-11 GS-0136.63-11 \$5940 per annum DTP/Technical Services Staff Graphic Arts Reproduction Division Analysis and Research Branch Washington, D.C.	13. FIELD OR DEPARTMENTAL 14. FIELD X DEPARTMENTAL
9. DIVISIONS (Use reverse if necessary)			

SIGNED BY TSS CAREER SERVICE PANEL

15. REQUESTED BY (Name and title)	16. REQUEST APPROVED BY Signature: MARION D. SHAW Title: Career Management Officer, TSS
6. TSS ADDITIONAL INFORMATION CALL (Name and telephone extension) Tom Miles x 3031	
17. TELETYPE PRESENCE <input checked="" type="checkbox"/> 864 OTHER <input type="checkbox"/> 13 PAPER	18. POSITION CLASSIFICATION ACTION NIN, SEC, L.A., PNL SD-76 DT
<input checked="" type="checkbox"/> X <input type="checkbox"/> DISAB. OTHER	
19. APPROPRIATION FROM 5-2515-20 K. W. to same	20. SUBJECT TO C.G. REFUNDING ACT 1955 AND 76B
21. STANDARD FORM OR REMARKS	

22. CLEARANCE	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. C.I.C. OR FBI CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	OLD	2-27-77	
E. APPROVAL	SECRET		

Rogers, R. C. **SECRET** Truille, P. Laura 2-27-77

BLANKA FORM 52 PRINTED BY THE U. S. GOVERNMENT GOVERNMENT PERSONNEL BOARD CHIEF OF STAFF				
REQUEST FOR PERSONNEL ACTION				
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.				
1. NAME (Mr. - Miss - Mrs.) One given name, middle, and surname) Mr. HENRY E. KIMSEY		2. DATE OF BIRTH 11 December 1916	3. PERIOD NO. 23 April 1954	4. DATE OF REQUEST 23 April 1954
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED: 9 MAY 1954		
7. POSITION (Specify whether established, change grade or title, etc.) PROMOTION		8. APPROVED 9 MAY 1954		
FROM— TECHNILOGIST BY 93-9 GS-1390.01-9 \$5185		9. POSITION TITLE AND NUMBER GS-1390.01-11 \$5540	TO— TECHNILOGIST BY 93 GS-1390.01-11 \$5540 DDP/Technical Services Staff Graphic Arts Reproduction Div Analytic & Diagnostic Branch Washington D. C.	
10. FIELD 11. DEPARTMENTAL A. REMARKS (Use separate if necessary) PERIODIC STEPS TO SALARY \$ 555		12. FIELD 13. DEPARTMENTAL B. REQUESTED BY (Name and title) Tom Clines 8305		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Tom Clines 8305		D. REQUEST APPROVED BY Harold O. Jenkins Signature: Harold O. Jenkins Title: Acting Personnel Officer, TSS		
14. VETERAN PREFERENCE NONE WHO OTHER DPT 10 POINT X DISAB. OTHER		15. POSITION CLASSIFICATION ACTION GS-W VIS-I I.A. REAI CD-TS		
16. RACE M W		17. APPROPRIATION FROM: 4-2515-20 TO: 4-2515-20	18. SUBJECT TO C. S. MILITARY ACT (YES-NO) Yes	19. DATE OF ENGINEER- MILITARY AFFILIATITS (ACADEMICS ONLY) 20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
21. STANDARD FORM 50 REMARKS <i>Approved by TSS Executive Service Board (See)</i>				
22. CLEARANCES INITIAL OR SIGNATURE DATE REMARKS A. B. CECIL. OR POS. CONTROL C. CLASSIFICATION D. PLACEMENT OR EMPL. E.				
F. APPROVED BY <i>John C. Kimsey</i>				

<p style="text-align: center;">REQUEST FOR PERSONNEL ACTION</p>																							
VOCATIONAL																							
<p>REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.</p>																							
<p>1. NAME (Mr - Miss - Mrs - One given name, initials, and surname) 16. ERICAN E. KINSEY</p>		<p>2. DATE OF BIRTH 10 Dec 16</p>	<p>3. REQUEST NO. 23 Mar 54</p>																				
<p>4. DATE OF REQUEST 23 Mar 54</p>		<p>5. EFFECTIVE DATE A. PROPOSED: APR 1 1954</p>																					
<p>B. APPROVED:</p>		<p>6. LEGAL AUTHORITY D.C. OR OTHER</p>																					
<p>FROM— TECH PROJECTS OF BY 256-9 GS-1390-9 \$5660 DDP/Technical Services Staff Graphic Arts Reproduction Div Office of the Chief Washington D. C.</p>		<p>8. POSITION TITLE AND NUMBER 5163 Technologist BY 93-9 GS-1390.01-9 \$5060</p>	<p>TO— Technologist BY 93-9 5163 GS-1390.01-9 \$5060 DDP/Technical Services Staff Graphic Arts Reproduction Div Analysis & Research branch Washington D. C.</p>																				
<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD OR DEPARTMENTAL	<input checked="" type="checkbox"/> FIELD																				
<p>A. REMARKS (Use reverse if necessary) 2.8. May 54 5163</p>																							
<p>B. REQUESTED BY (Name and title) HAROLD O. JENNINGS</p>		<p>C. REQUEST APPROVED BY Signature: HAROLD O. JENNINGS Title: Acting Personnel Officer, TSS</p>																					
<p>D. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) John Jennings 6305</p>																							
<p>E. VETERAN PREFERENCE</p> <table border="1"> <tr> <td>NAME</td> <td>WIFE'S OTHER S.P.F.</td> <td>10 POINT DISAD. OTHER</td> </tr> <tr> <td>X</td> <td></td> <td></td> </tr> </table>				NAME	WIFE'S OTHER S.P.F.	10 POINT DISAD. OTHER	X																
NAME	WIFE'S OTHER S.P.F.	10 POINT DISAD. OTHER																					
X																							
<p>F. POSITION CLASSIFICATION ACTION</p> <table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>I.A.</td> <td>IRRL</td> </tr> </table>				NEW	VICE	I.A.	IRRL																
NEW	VICE	I.A.	IRRL																				
<p>G. APPROPRIATION FROM: 1-2515-20 TO: 1-2515-20</p>		<p>H. SUBJECT TO C. S. RETIREMENT ACT (CS-RD) Yes</p>	<p>I. DATE OF APPROPRIATION (ACCSSIONS ONLY) 1-1-54</p>																				
<p>J. LEGAL RESERVE CLAIMED <input type="checkbox"/> PROVED <input type="checkbox"/> STATE:</p>																							
<p>K. STANDARD FORM 50 REMARKS</p>																							
<p>L. CLEARANCES</p> <table border="1"> <tr> <td>A.</td> <td>INITIAL OR SIGNATURE</td> <td>DATE</td> <td>REMARKS</td> </tr> <tr> <td>B. CECU. OR POS CONTROL</td> <td>De</td> <td>8 Apr 54</td> <td></td> </tr> <tr> <td>C. CLASSIFICATION</td> <td></td> <td></td> <td></td> </tr> <tr> <td>D. PLACEMENT OR EQUIP.</td> <td>100</td> <td>1-1-54</td> <td></td> </tr> <tr> <td>E.</td> <td></td> <td></td> <td></td> </tr> </table>				A.	INITIAL OR SIGNATURE	DATE	REMARKS	B. CECU. OR POS CONTROL	De	8 Apr 54		C. CLASSIFICATION				D. PLACEMENT OR EQUIP.	100	1-1-54		E.			
A.	INITIAL OR SIGNATURE	DATE	REMARKS																				
B. CECU. OR POS CONTROL	De	8 Apr 54																					
C. CLASSIFICATION																							
D. PLACEMENT OR EQUIP.	100	1-1-54																					
E.																							
<p>F. APPROVED BY C. S. <i>[Signature]</i></p>																							

SECRET *1-1-54* *1-1-54* *1-1-54*

STANDARD FORM 52
FEDERAL GOVERNMENT
GSA FEDERAL PURCHASES
GENERAL PURCHASE REGULATIONS
GENERAL PURCHASES

REQUEST FOR PERSONNEL ACTION

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

1. NAME (Mr., Miss, Mrs., or other given name, initials, and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
Mr. Herman E. KINGSTON	11/22/1916		22, 1953
5. NATURE OF ACTION REQUESTED: A. PLACEMENT (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:	
Reassignment		13 Sept 53	
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED:	
FROM— TECH PROJECTS OFF BY 256-9 GS-1390-9 35040 DDP/Technical Services Staff Graphic Arts Reproduction Div Office of the Chief Washington D. C.		TO—Same 8. POSITION TITLE AND NUMBER B. SERVICE, GRADE, AND SALARY 10. ORGANIZATIONAL DESIGNATIONS 11. HEADQUARTERS	
<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

Transfer to Vouchered Funds from Unvoucherized Funds.

B. REQUESTED BY (Name and title)			C. REQUEST APPROVED BY ROBERT W. MUNISTER Signature Title: Personnel Officer, TEC		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)					
13. VETERAN PREFERENCE			14. POSITION CLASSIFICATION ACTION		
HOME	WHD	OTHER D.P.T.	15. POINT	16. POSITION	17. CLASSIFICATION ACTION
K			K	ARMED OTHER	REF. SEC. I.A. PERIOD
SEX	18. APPROPRIATION	19. SUBJECT TO C. S. RETIREMENT ACT (1950-60)	20. DATE OF APPOINT- MENT APPROVALS (ADDRESS ONLY)	21. LEGAL RESIDENCE	
PLACE	FROM: 11-2515-10 to: 4-2515-20	YES	DATE APPROVED	CLAIRES MORTON STATE:	
22. STANDARD FORM 50 REMARKS					
23. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS	
A.					
B. CIVIL OR PCS CONTROL					
C. CLASSIFICATION					
D. PLACEMENT OR EMPL.					
E.					
F. APPROVED BY AUG 1, 1953					

SECRET
SECURITY INFORMATION

ENTRANCE ON DUTY NOTICE		1. DATE 23 March 1953
2. TO: Mr. Muenster Quarters Eye	3. GRADE, DIVISION, BRANCH, ETC. TSS GS 9 \$3060.00	
4. THE PERSON NAMED BELOW MEETS THE STANDARDS FOR EMPLOYMENT WITH THIS AGENCY SUBJECT TO THE TYPE OF CLEARANCE INDICATED TO ITEM NO. 9. THE SIGNED CLEARANCE FROM IBS FOR ENTRANCE ON DUTY HAS BEEN MADE A PART OF THE PERSONNEL FILE OF THIS INDIVIDUAL. HE/SHE IS REPORTING FOR DUTY THIS DATE.		
5. NAME: KIDNEY HERMAN EDWARD	6. JOB TITLE AND GRADE TSCH. PROJ. OFFICER GS 9	
7. EFFECTIVE DATE OF ACTION 23 March 1953	8. <input checked="" type="checkbox"/> E.O.O. <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> OTHER:	9. TYPE CLEARANCE Full
10. REMARKS (Include Medical or Other Limitations)		
Frank J. Dawald Jr. PERSONNEL OFFICE		
DISTRIBUTION: ORIGINAL AND COPY (WHITE) TO ITEM NO. 3. COPY (PINK) TO PERSONNEL FOLDER		
FORM BS-37-114 PREVIOUS EDITIONS TO BE USED NOV 1952		

SECRET

CONFIDENTIAL

REPORT OF INTERVIEW

REPORT OF INTERVIEW		CONFIDENTIAL	VIS DATE
NAME <i>Norman Edler, Kinney</i>		INTERVIEWER <i>TYA</i>	
HOME ADDRESS <i>Box 185, The Cloud, Iowa</i>		TELEPHONE	
BUSINESS ADDRESS <i>Plant - YMCA - 6st - Wash. D.C.</i>		TELEPHONE	
DATE OF BIRTH <i>33 years old</i>	PLACE OF BIRTH <i>Winnipeg, Manitoba</i>	CITIZENSHIP (HOW ACQUIRED) <i>U.S. - birth</i>	
NAME OF SPOUSE <i>Edie - no kids -</i>			
DATE OF BIRTH <i>1904</i>	PLACE OF BIRTH <i>- Mother</i>	CITIZENSHIP (HOW ACQUIRED)	
SALARY REQUESTED <i>\$50-99</i>	NO. OF DEPENDENTS <i>1 - Mother</i>	INTERVIEWER	
EDUCATION (SCHOOLS, DEGREES, DATES, MAJORS, EXTRA-CURRICULAR ACTIVITIES)			
<p><i>file -</i></p> <p><i>Subject is currently in the CIC, not employed in the field, not deployed at Ft. Meade, Md.</i></p> <p><i>11/11/61 8-30 AM</i></p>			
MAJOR EMPLOYMENT HISTORY (PRINCIPAL OCCUPATION, SPECIAL SKILLS, SALARY LEVELS)			
<p><i>file -</i></p>			
MILITARY OCCUPATION (RANK, SERIAL NO., DATES OF SERVICE, DUTIES AND AREAS)			
<p><i>5/41 - 11/43 - CDD - broke out on 2d prof at Koenig - train</i></p> <p><i>11/43 - 1444 - Enlisted CIC - taught train (broken), & was assigned as</i></p> <p><i>instructor for 11 hrs - taught electronic detection - collection of evidence, etc.</i></p> <p><i>11/53 - Discharged - CIC - Agent - 1st class - 10 months</i></p> <p><i>at Army base. Some writing, C.I. assignment. At 3d, 4th, 5th, 6th, 7th,</i></p> <p><i>8th, 9th, 10th, 11th, 12th, 13th, 14th, 15th, 16th, 17th, 18th, 19th, 20th, 21st, 22nd, 23rd, 24th, 25th, 26th, 27th, 28th, 29th, 30th, 31st, 32nd, 33rd, 34th, 35th, 36th, 37th, 38th, 39th, 40th, 41st, 42nd, 43rd, 44th, 45th, 46th, 47th, 48th, 49th, 50th, 51st, 52nd, 53rd, 54th, 55th, 56th, 57th, 58th, 59th, 60th, 61st, 62nd, 63rd, 64th, 65th, 66th, 67th, 68th, 69th, 70th, 71st, 72nd, 73rd, 74th, 75th, 76th, 77th, 78th, 79th, 80th, 81st, 82nd, 83rd, 84th, 85th, 86th, 87th, 88th, 89th, 90th, 91st, 92nd, 93rd, 94th, 95th, 96th, 97th, 98th, 99th, 100th, 101st, 102nd, 103rd, 104th, 105th, 106th, 107th, 108th, 109th, 110th, 111th, 112th, 113th, 114th, 115th, 116th, 117th, 118th, 119th, 120th, 121st, 122nd, 123rd, 124th, 125th, 126th, 127th, 128th, 129th, 130th, 131st, 132nd, 133rd, 134th, 135th, 136th, 137th, 138th, 139th, 140th, 141st, 142nd, 143rd, 144th, 145th, 146th, 147th, 148th, 149th, 150th, 151st, 152nd, 153rd, 154th, 155th, 156th, 157th, 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~~CONFIDENTIAL~~

APR 6 1968 10:10 AM '68 100-370

Plan - 78 - 1944 - 12 min - 610 -

-1950 - 5 m. " - like -

Kew - 1957 - 1010 - " - " - " - "

LAWRENCE SINGER

"Bitterland Sparrows" - birds with no vocal abilities

~~Wine bottle = No 1~~

EVALUATE DRUGS AND RECOMMENDATIONS (BE COMPLETE AND JUSTIFY DECISIONS. NOTE ANY UNFORSEEABLE CIRCUMSTANCES.)

now - & solid; good olfactory; clear; soft; velvety;
so fast; seems to move intelligently - certainly
a "train". Handled easily OK - emphasizes
a flagger - would work - probably do a
good, dependable job, on a relatively level
or very slight incline; doesn't mind slimy, or
soft mud etc. The little working at velocity
would seem to be able to do a good job on
a incline well - moving, subjective estimate is longer than
possible. Would have done it with 90-7 last - will
try to make some broader tests with both
the vehicles; etc. dynamic (in width & acceleration); strong in
terms of distance held; trouble solving; focuses intent -

Aug 25 Fr 3rd 36th

~~CONFIDENTIAL~~

SOURCE FIELD CABURE	REPORT OF INTERVIEW <i>1643-9 1606</i>			INTERVIEW NUMBER <i>11-16-49</i>
REFCOMMORF FOR BRANCH	TYPE	REFERRED BY		
NAME (LAST) <i>Kennedy, Vernon Edward</i>	MIDDLE	GRADE	DEPT., OFFICE OR BRANCH	
SERIAL NUMBER	ORGANIZATION		DATE OF BIRTH <i>62-11-16</i>	
ADDRESS <i>327 N. C. A. Hotel</i>	1736 S. St.		TELEPHONE	
ADDRESS (HOME) <i>2707 Glendale</i>			TELEPHONE	
CITIZENSHIP (HOW ACQUIRED) <i>American New Mexican</i>				
NAME (HUSBAND OR WIFE) <i>D. J. Gleason</i>	DATE OF BIRTH			
PLACE OF BIRTH	CITIZENSHIP (HOW ACQUIRED) <i>(deo)</i>			
EDUCATION (SCHOOLS, DEGREES, DATES, MAJORS, GRADES, AND EXTRA CURRICULAR ACTIVITIES)				
LANGUAGES (LEVELS OF FLUENCY, HOW ACQUIRED)				
FOREIGN EXPERIENCE (COUNTRY AND PURPOSE)				
PRINCIPAL CIVILIAN EXPERIENCE (MAIN OCCUPATION, SPECIAL SKILLS, ACCOMPLISHMENTS, ELECTIVE OFFICES)				
MILITARY EXPERIENCE (PRINCIPAL DUTIES, SERVICE PERIODS, IF OFFICER: RANKS OR PERFORMANCE RATINGS) IF ENLISTED: GRADES OR TITLES, HONORABLE TITLES				

APPLICANT MUST NOT SEE THIS PAGE

UNFAVORABLE CIRCUMSTANCES FOR APPROVAL

REMARKS (EXCEPTIONAL PERTINENT INFORMATION)

Sentries by Schmidt - I & L. for intense & testing.
 - has been interviewed in detail -
 Good appearance. Neatly dressed - pleasant

May be a good man as a flagging type.
 Conscientious worker but doubt very much
 that he is a "flock" at anything! Very
 slow spoken.

James D. Stell - Ob voice being in typical James 57's
 CLEARED FOR CONSIDERATION BY: James D. Stell

SERVICE RECORD CHECKED:

FORM NO. 66-1

FORM NO. 27

RATINGS

EXPLANATION

FACTORS	SUP	F	VS	S	UNF	
MOTIVATION - ENERGY, EFFORT, INITIATIVE, INTEREST IN ASSIGNMENT.						
PRACTICAL INTELLIGENCE - JUDGMENT, DECISIVENESS, ALARMNESS, PERCEPTION.						
STABILITY - EMOTIONAL CONTROL AND MATURITY, ABSENCE OF NERVOUS SYMPTOMS.						
ABILITY TO WORK WITH OTHERS - TACT, ABSENCE OF ANNOYING TRAITS.						
LEADERSHIP - ORGANIZING ABILITY, ABILITY TO WIN COOPERATION.						
PHYSICAL ABILITY - AGILENESS, PRESENCE, VIGOR, STAMINA.						



SECRET

1. CLASSIFICATION NUMBER 61555		BIOGRAPHIC PROFILE (PART 1)					
2. NAME (Last-First-Middle) KIRKLEY, Herman Edward		3. SEX M		4. DATE OF BIRTH Dec 1913		5. LENGTH OF TIME IN COUNTRY 23 Mar 1953	
6. MARITAL STATUS Single		7. PARENTS OF BIRTH ♂ 0		8. US NATURALIZATION DATE(S) NA		9. ADOPTION DATE(S)	
10. CITIZENSHIP US		11. OTHER STATUS None		12. LAST MED. PERIODIC EXAM. Feb 1959		13. EVAL. FOR TDX 0/3	
14. CURRENT STATUS X		15. ACTIVE DUTY IN CIA CIA		16. RELEASE TO MIL. SEC. CIA		17. DEPARTMENT REFERRED DATE -	
18. ASSESSMENT DATE None		19. PROFESSIONAL TEST DATE None		20. LANGUAGE PROFICIENCY TEST DATE None			
21. NON-CIA EXPERIENCE 1935-45 McCloud River Lumber Co, McCloud, California - Lumberman, Brakeman (intermittently) 1941-43 Military Service, US Army, Sgt - Intelligence Non-commissioned Officer 1939; 1940; 1945-46 Dept of Agriculture, US Forest Service, Calif - Forest Guard; Camp Superintendent 1946-49; 1950-53 Military Service, US Army, CIC, M/Sgt - Instructor USA; Special Agent in charge of Document Laboratory, Japan; Special Agent, Combat CIC Team, Korea; Instructor & Chief, Investigative Laboratory, USA.							
22. NON-CIA EDUCATION High school graduate Various Military Schools							
23. FOREIGN LANGUAGE ABILITIES (Language, Proficiency, Date Tested)		None					
24. AGENCY SPONSORED TRAINING 1955 Non-clerical Basic Typing							
25. CIA EMPLOYMENT HISTORY SINCE 10 SEPT 1953 (Personnel Actions, Military Orders, and Principal Duties)							
EFFECTIVE DATE	POSITION TITLE & OCCUPATIONAL CODE	GRADE	SD	ORGANIZATION & BRANCH, TITLE (IF APPL.)		LOCATION	
Mar 1953	Tech Proj Off	301	9	TSS/Graphic Arts Reproduction		HQ	
Feb 1954	Technologist	1390.01	9	DOP/TSS/GARD/Ch, Anal & Res Branch		H	
May 1954	"	1390.01	11	" " " " " " " " " " " " " "		H	
Jun 1955	I.O. (Tech Aids)	0136.63	12	DOP/TSS/Auth/GARD/Ch, Anal & Res		H	
Feb 1957	"	0136.63	13	" " " " " " " " " " " " " "		H	
May 1960	Document Tech	1397.01	13	D " " " " " " " " " " " " " "		H	
26. DATE APPROVED FOR PROFILE RELEASE 15 Sep 1961 (OP/PGD/CARD)							
27. DATE PROFILE APPROVED FOR RELEASE 3 Aug 1959							
28. 1200 (PART 1) ... PREVIOUS EDITIONS							

SECRET

PROFILE

SECRET

When Filled In

FILE NUMBER S555	BIOGRAPHIC PROFILE (PART 2)	
NAME (Last, First, Middle) KINSEY, Hermin Edward	DATE OF BIRTH Dec 1916	
24. CLASSIFICATION OF EVALUATIVE REPORTS FOR THE PAST TWO YEARS See Attachment		
25. SUMMARY OF CAREER PREFERENCE OUTLINE AND/OR FIELD REASSIGNMENT QUESTIONNAIRE		
26. IDENTITY OF OTHER DOCUMENTS WHICH SHOULD BE REVIEWED IN DETAIL		
27. ADDITIONAL INFORMATION <p><u>Appreciation</u> 1953 from Chief, MEI for excellent work on Report G-145 performed by TSS personnel. Endorsed by Chief, C42D/TSS.</p> <p><u>Comendation</u> 1952 from the field, conveyed by the Career Management Officer, TSS for efficiency in rendering support to an operation.</p>		
28. DATE PREPARED 15 Sep 1961	29. PROFILE PREPARED BY OP/POC/CAB/Hms	30. APPROVED 15 SEP 1961

FBI - LOS ANGELES (PART 2) 14-00000-145574 SECRET

PROFILE

(6)

SECRET
THIS IS A FILL-IN FORM

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 61555					
SECTION A GENERAL									
1. NAME KIMSEY, Herman E.	2. GRADE E.	3. DATE OF BIRTH 11 Dec 1916	4. SEX M	5. GRADE GS-13					
6. SERVICE DESIGNATION D DOCUMENT TECH CH		7. OFF/DIVISION OR ASSIGNMENT DDP/TSD/AUTH/GARB							
8. CARRIER STAFF STATUS <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> PENDING	9. APPROVALS <input checked="" type="checkbox"/> DEFERRED <input type="checkbox"/> DECLINED	10. DATE REPORT DUE IN G.P. 31 January 1961	11. REPORTING PERIOD Jan 1960 thru Dec 1960	12. TYPE OF REPORT <input checked="" type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> REASSIGNMENT/EMPLOYER					
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES									
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding			
SPECIFIC DUTY NO. 1 Supervises A&R Section personnel		RATING NO. 4		SPECIFIC DUTY NO. 2 Oral Briefings		RATING NO. 5			
SPECIFIC DUTY NO. 3 Questioned Document Analysis		RATING NO. 5		SPECIFIC DUTY NO. 4 Monitoring the writing of and writing technical reports		RATING NO. 5			
SPECIFIC DUTY NO. 5 Liaison with other Government Questioned Document Labs.		RATING NO. 5		SPECIFIC DUTY NO. 6 Monitors Graphology Program		RATING NO. 5			
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION									
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.									
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance steadily exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.						RATING NO. 5			
SECTION D DESCRIPTION OF THE EMPLOYEE									
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.									
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree					
CHARACTERISTICS		NOT APPLICABLE	NOT SCHEDULED	RATING	1	2	3	4	5
GETS THINGS DONE					X				
RESOURCEFUL						X			
ACCEPTS RESPONSIBILITIES							X		
CAN MAKE DECISIONS ON HIS OWN WHEN NEEDED								X	
WORKS HIS JOB WITHOUT STRONG SUPPORT									X
FACILITATES SMOOTH OPERATION OF HIS OFFICE								X	
WIFES EFFECTIVELY								X	
SECURITY CONSCIOUS								X	
THINKS CLEARLY								X	
DISCIPLINE IN ORGANIZING, MAINTAINING AND DISPOSING OF PAPERS								X	
OTHER									X
SF 1555 REV 4-15-60 EDITION 100									

~~SECRET~~**SECTION E NARRATIVE DESCRIPTION OF METHODS OF JOB PERFORMANCE**

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

Subject continues to perform his duties as Supervisor of Chapter 1 complex A&R activities in a competent manner. His knowledge of the technical aspects of his Section's many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

SECTION F CERTIFICATION AND COMMENTS**1. BY EMPLOYEE**

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

DATE

SIGNATURE OF EMPLOYEE

31 January 1961

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

40

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (SPECIFY):

DATE

OFFICIAL TITLE OF SUPERVISION

TYPED OR PRINTED NAME AND SIGNATURE

31 January 1961

DC/TSD/GARB/

Paul J. Szego

PAUL J. SZEGO

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

COMMENTS OF REVIEWING OFFICIAL:

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

31 January 1961

Chief, TSD/GARB

J. F. Marzen

JOSEPH F. MARZEN

~~SECRET~~

APPLICATION FOR FEDERAL EMPLOYMENT

37-103

NOT WRITE IN THIS SPACE ANNOUNCEMENT NO.	1. Kind of position applied for, or name of examination		Announcement No.	DO NOT WRITE IN THIS BLOCK For Use of Examining Office Only				
	2. Options for which you wish to be considered (if listed in examination announcement)							
	3. Primary place(s) of employment applied for (City and State)							
	4. Name (First, middle, maiden, if any, last)							
	Mr. Mr. Mr. Norman Edward Kinsey							
	5. Address (Number, Street, City, Zone, State)							
	3700 Macs. Ave., N. W. Washington, D. C. or c/o W. S. Linetbarger, Box 407 Mt. Shasta, California 96-1615							
	6. Home phone	7. Office phone						
	FE-8-6100	351-3295						
	8. Legal voting residence (State)							
	District of Columbia							
	9. Height without shoes	10. Weight						
	5 feet 11 inches	200 lbs.						
	11. Sex	12. Marital status	<input checked="" type="checkbox"/> Married <input type="checkbox"/> Male <input type="checkbox"/> Female					
		<input type="checkbox"/> Single (incl. widowed, divorced)						
	13. Birthplace (City and State, or foreign country)							
	Gallup, McKinley County, New Mexico							
	14. Birth date (Month, day, year)	15. Social Security Number						
December 11, 1916	556 10 1750							
16. If you have ever been employed by the Federal Government, indicate last grade and job title:								
GS-13, Intelligence Officer (Section Chief) (Step 4) (GS-14 Slot)								
Dates of service in that grade From 12 Feb. 1957 To 20 September 1962								

<input type="checkbox"/> Appor.	<input type="checkbox"/> Material	<input type="checkbox"/> Entered Register		
<input type="checkbox"/> Nonappor.	<input type="checkbox"/> Submitted	<input type="checkbox"/> Returned		
Notations:				
App. Reviewed:				
App. Approved:				
Option	Grade	Earned Rating	Preference	Augm. Rating
			9 points (Tent.)	
			10 points Comp. Disb.	
			Other 10 Point	
			Disk.	
			Being Investigated	
Initials and date				

17. AVAILABILITY INFORMATION

A. Lowest grade or pay you will accept	B. Will you accept temporary appointment? (Acceptance or refusal of temporary employment will not affect your consideration for other appointments.) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If "Yes," indicate by "X" in appropriate box or boxes.
\$ Per or grade OPEN	<input type="checkbox"/> 1 mo. or less <input type="checkbox"/> 1 to 4 months <input type="checkbox"/> 4 to 12 months
C. Will you accept less than full-time employment (less than 40 hours per week)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	D. Are you willing to travel? <input type="checkbox"/> Not at all <input type="checkbox"/> Occasionally <input checked="" type="checkbox"/> Frequently
E. Will you accept employment in Washington, D.C.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Outside U.S.? <input type="checkbox"/> Yes <input type="checkbox"/> No	F. Will you accept appointment only in certain locations? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes," list locations:

18. ACTIVE MILITARY SERVICE AND VETERAN PREFERENCE

A. Last Dates, Branch, and Serial or Service Number of All Active Service		Branch of Service		Serial or Service Number
From	To			
19 May 1941	5 Nov. 1943	U. S. Army		RA 39080103
29 Nov. 1946	8 Oct. 1949			
23 Jan. 1950	23 Mar. 1953			
B. Have you ever been discharged from the armed forces under other than honorable conditions?				
<input type="checkbox"/> Yes (Give details in Item 39) <input type="checkbox"/> No				
C. Do you claim 5-point preference based on wartime military service?		D. Do you claim 5-point preference based on service during peacetime campaign? <input type="checkbox"/> Yes (Complete and attach Standard Form 13) <input checked="" type="checkbox"/> No		
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
E. Do you claim 10-point preference? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes," check type of preference claimed and complete and attach Standard Form 13, "Veteran Preference Claim." TYPE: <input type="checkbox"/> Compensable disability <input type="checkbox"/> Disability <input type="checkbox"/> Wife <input type="checkbox"/> Widow <input type="checkbox"/> Mother				

THIS SPACE FOR USE OF APPOINTING OFFICER ONLY

The information given in answer to Question 18 has been verified with the discharge certificate and/or other proof which shows that the separation was under honorable conditions.

VETERAN PREFERENCE ALLOWED: <input type="checkbox"/> 5-point <input type="checkbox"/> 10-point Comp. Disb. <input type="checkbox"/> Other 10-point <input type="checkbox"/> None		
Signature and title	Agency	Date

16-1961-1

Herman Edward Kimsey
Attachment I

1962 to Present - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

Herman Edward Kinsey

December 11, 1966

Questioned Document Analyst .. (Continued)

- b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDY consulting and advisory work.

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefits to Agency technical services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

Herman Edward Kinsey

December 11, 1916

I. DUTIES AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Questioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range capabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically:

1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Branch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Section Personnel and suggests available external facilities for analysis or research.
2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FBI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
3. Makes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

1946 to 1953 - Worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master Sergeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two text books for the CIC school and rewrote one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lumber Industry, California

Additional Information upon request.

Horace Edward Kimsey
3100 Massachusetts Avenue, N. W.
Washington 16, D. C. 20016
Telephone KElton 8-6400

RESUME

- I Personal
Age 70 - Married - No Children
- II Education
a - Grammar School - Oregon & California
b - Junior High School - Oregon & California
c - High School - Oregon & California
d - College Level CED (USAFAI) 1948
- III Special School and Training Courses
a - U. S. Forest Service School for Fire Control and Prevention, Shasta National Forest, California; 1939 and again in 1940.
b - U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942
c - U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1946.
d - U. S. Forest School for Timber Disease Control (Blister Rust), Klamath National Forest, California, 1946
e - U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
f - Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.
- IV Empirical Background
1962 to Present - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.
1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

PLEASE BE SURE TO READ ATTACHED INSTRUCTIONS BEFORE COMPLETING ITEM 19

IN EXPERIENCE 3. (Start with your PRESENT position (or work held))

May inquiry be made of your present employer regarding your character, qualifications, and record of employment? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No			
1. Dates of employment (month, year) From <u>Unemployed</u> To <u>Present</u> Exact title of position <u>Intelligence Ctr. (See under 2)</u> Number and kind of employees you supervised <u>0</u>			
Salary or earnings Starting \$ <u>per</u> Present \$ <u>per</u>		Classification Grade GS or Federal service	Place of employment (City & State) <u>Intelligence, accounting, infor-</u> <u>mation, etc.</u>
Name and address of employer (firm, organization, etc.) <u>Central Intelligence Agency</u> <u>2430 E Street, N. W., Washington, D. C.</u>		Name, title, and present address of immediate supervisor <u>Chief, Personnel Operations Division</u> <u>ATTENTION: Frank G. Edwards</u>	
Reason for wanting to leave Description of work <u>NOT APPLICABLE</u>			
2. Dates of employment (month, year) From <u>23 Mar. 53</u> To <u>21 Sept. 55</u> Exact title of position <u>Intelligence Ctr. (See under 1)</u> Number and kind of employees you supervised <u>0</u>			
Salary or earnings Starting \$ <u>5,060.00 per annum</u> Final <u>\$11,415.00 per annum</u>		Classification Grade GS or Federal service	Place of employment (City & State) <u>Washington, D. C.</u>
Name and address of employer (firm, organization, etc.) <u>Central Intelligence Agency</u> <u>2430 E Street, N. W., Washington, D. C.</u>		Name, title, and present address of immediate supervisor <u>Chief, Personnel Operations Division</u> <u>ATTENTION: Frank G. Edwards</u>	
Reason for leaving <u>Reduction in force. Small section assimilated by 3 larger branches, and my slot and grade eliminated.</u> Description of work			
SEE ATTACHED JOB DESCRIPTION AS APPROVED BY CIA Also attachment 5			
3. Dates of employment (month, year) From <u>29 Nov. 1956</u> To <u>20 Mar. 1957</u> Exact title of position <u>Special Agent CIC</u> Number and kind of employees you supervised <u>0-5 Spec Agents</u>			
Salary or earnings Starting \$ <u>900.00 per annum</u> Final <u>\$3,200.00 per annum</u>		Classification Grade GS or Federal service	Place of employment (City & State) <u>Pt. Holabird, Md.</u>
Name and address of employer (firm, organization, etc.) <u>Investigative Control Section</u> <u>AC of S - G-2, Pt. Holabird, Maryland</u>		Name, title, and present address of immediate supervisor <u>Millard F. Doherty, Maj., USAF</u> <u>add. unknown (last supervisor)</u>	
Reason for leaving <u>Better job.</u> Description of work <u>Under Investigative Control Section, A. C. of S. G-2, Pt. Holabird, Md. I assisted Chief of Technical Instructor in Basic Agent Course; Member of Combat CIC Team, Korea; Student in Basic Course and 2 Instructor Guidance Courses; Assisted Chief of Special Projects, Tech Laboratory, for Photo Identification crimes of security nature. (As lab. chief, specialized in Quantitative Document Analysis.)</u>			

IF YOU NEED ADDITIONAL EXPERIENCE BLOCKS USE STANDARD FORM 37-A OR BLANK SHEETS
 SEE INSTRUCTION SHEET

SF-100-104

ATTACH SUPPLEMENTAL SHEETS OR FORMS HERE

• ANSWER ALL QUESTIONS CORRECTLY AND FULLY

20. SPECIAL QUALIFICATIONS AND SKILLS

A. Kind of license or certificate (for example, pilot, teacher, registered nurse, lawyer, radio operator, C.P.A., etc.) None	B. State or other licensing authority None	C. Year of first license or certificate None	D. Year of latest license or certificate None
E. Special skills you possess and machines and equipment you can use. (For example, short wave radio, mathematics, communications, foreign service code, transcribing machine, scientific or professional degrees) Industrial machinery (laborer) including Diesel locomotive (small); Foreign laboratory equipment (quantum frequency counter); X-ray; 12000 ft. film; 16 mm. film.		F. Approximate number of words per minute: Typing Shorthand	
G. Special qualifications you possess, if applicable. (For example, your most important publications. Do not submit copies unless required; your patents or inventions, awards received and publications received, membership in professional societies, your position in and honor and fellowships received, suggested and directed development of the IBM Electronic System; Member of IAI; over 200 lecture hours at CIC School; Co-author of THIS Manual and rewrote 2 others; wrote 3 articles and 1 technical book review for "Studies in Intelligence".)		H. A. H. B.	

21. EDUCATION

A. Place "X" in column indicating highest grade completed 1 2 3 4 5 6 7 8 9 10 11 12 X USAFI	B. If you graduated from high school, give date USAFAI X 1935 (GMD-1547)	C. Name and location of last high school attended McCloud High School McCloud, California	
D. Name and location of college or university None		Years attended From To	Years completed Day Night
		Semester Quarter Credit	Credit hours Semester Quarter
			Degree received Degree Received
			Year received
E. Chief undergraduate college subjects None		F. Chief graduate college subjects None	
		Semester Hours Credit	Quarter Hours Credit
G. State major field of study at highest level of college work College Level GMD (USAFAI) 1942		H. Other schools or training (for example, trade, vocational, Armed Forces, or business). Give for each the name and location of school, dates attended, subjects studied, certificates, and any other pertinent data. Chemical Warfare School, 103rd Inf. Div. School - Camp Cleiborne, La., 1 June 1943 Counter Intelligence Corps Basic Course, Fort Meade, Md., 30 May 1947; Instructors Guidance Course, Ft. Holabird, Maryland, 26 Aug. 1947 and again 17 April 1948.	

22. FOREIGN TRAVEL

Have you lived or traveled in any foreign countries?
 Yes No
 If "Yes," give in Item 19 names of countries, dates and length of time spent there and nature of purpose (military service, business, education, or vacation).

I. Other foreign language and indicate your knowledge of same by placing "X" in appropriate column		Reading	Speaking	Understanding	Writing
None		Far. Good Fair	Ex. Good Fair	Far. Good Fair	Ex. Good Fair

23. REFERENCES

List three persons living in the United States or territories of the United States who are CLOSELY RELATED TO YOU AND WHO HAVE DEFINITE KNOWLEDGE of your qualifications and worth for the position for which you are applying. Do not repeat names of references listed under Item 19.

NAME	PRESENT OR RECENT HOME ADDRESS (Number, Room, City, State, and Street)	BUSINESS OR OCCUPATION
Albert W. Newkirk (Lt.-Col., Ret.)	Clarksburg, West Virginia	Dir. Bur. of Ideas Lab., R. G. Jent Assoc. Dir. Analyst FBI Laboratory
Joseph H. English	19 Pantyway Drive Silver Spring, Maryland	Dir. Int'l. Affairs Institute
Henry C. Newton Ret'd. Col. USA (Res.)	Col. Patriotic League Drive Falls Church, Virginia	

ANSWERS AND QUESTIONS BY PLACING "X" IN PROPER COLUMN		YES	NO
25. Are you a citizen of the United States or America? If "No," give country of which you are a citizen.....		X	
26. Are you now, or have you ever been, a member of the Communist Party, U.S.A., the Communist Political Association, the Young Communist League, or any Communist organization?		X	
27. Are you now, or have you ever been a member of any foreign or domestic organization, association, movement, group, or combination of persons which is totalitarian, fascist, Communist, or subversive, or which has adopted, or shows, a policy of advancing, or approves, the commission of acts of force or violence against other persons their rights under the Constitution of the United States, or which seeks to alter the form of government of the United States by unconstitutional means?		X	
If your answer to 26 and/or 27 above is "Yes," state on a separate sheet attached to and made a part of this application the names of all such organizations, associations, movements, groups, or combination of persons and dates of membership. Give complete details of your activities therein and make any explanation you desire regarding your membership or activities. (See Instruction Sheet.)			
28. Have you any physical handicap, chronic disease, or other disability?		X	
29. Have you ever had a nervous breakdown?		X	
30. Have you ever had tuberculosis? If your answer is "Yes," give details in Item 39.		X	
31. Have you ever been barred by the U.S. Civil Service Commission from taking examinations or accepting civil service appointment? If your answer is "Yes," give dates of and reason for each disbarment in Item 39.		X	
32. Does the United States Government employ in a civilian capacity any relative of yours (by blood or marriage) with whom you live or have lived within the past 24 months? If your answer is "Yes," give in line 30 in Part H each relative (1) full name; (2) present address; (3) relationship; (4) department or agency to which employed; and (5) kind of employment.			
33. Do you receive or have you applied for an annuity from the United States or District of Columbia Government under any retirement act or any pension or other compensation for military or naval service? If your answer is "Yes," give details in Item 39.		X	
34. Are you an official or employee of any State, territory, county, or municipality? If your answer is "Yes," give details in Item 39.		X	
35. Have you ever been discharged (fired) from employment for any reason?		X	
36. Have you ever resigned (quit) after being informed that your employer intended to discharge (fire) you for any reason? If your answer is 35 or 36 above is "Yes," give details in Item 39. Show the name and address of employer, approximate date, and reasons for each case. This information should agree with statements made in Item 19-Experiences.		X	
37. Have you ever been arrested, taken into custody, held for investigation or questioning, or charged by any law enforcement authority? (You may omit: (1) Traffic violations for which you paid a fine of \$30.00 or less; and (2) anything that happened before your 16th birthday. All other incidents must be included, even though they were dismissed or you merely indicted collateral.)			
38. While in the military service were you ever tried for an offense which resulted in a trial by deck court or by summary, special, or general court-martial? If your answer to 37 or 38 is "Yes," give details in Item 39, showing for each incident: (1) date, (2) charge, (3) place, (4) law inferring authority or type of court or court martial, and (5) action taken.		X	
39. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS. Indicate item numbers to which answers apply.			
Item No.	Item No.		
32. Japan, Military Service, 1950-9, 1950-1; Korea, Military Service. 1950-1; Panama 1958, Form, 1959; Japan 1962; Hong Kong, 1960; Thailand, 1960; Taiyuan, 1962,	35. Because of bad eyes. When this was corrected, I returned to the same job under the same supervisor - brakeman on a diesel locomotive.		
If more space is required, use full sheet of paper approximately the same size as this page. Write on each sheet your name, date of birth, and examination date. Attach on inside of this application.			
Chiknawa, 1962.			
ATTENTION: READ THE FOLLOWING PARAGRAPH CAREFULLY BEFORE SIGNING THIS APPLICATION			
<p>A false or dishonest answer to any question in this application may be grounds for rating you ineligible for Federal employment, or for dismissing you after appointment, and may be punishable by fine or imprisonment (U.S. Code, Title 18, Sec. 1001). All statements made in the application are subject to investigation, including a check of your fingerprints, police records, and former employers. All information will be considered in determining your present fitness for Federal employment.</p>			
CERTIFICATION			
<p>I CERTIFY that all of the statements made in this application are true, complete, and correct to the best of my knowledge and belief and are made to good faith.</p>			
Signature of applicant _____		_____ Date _____	

STANDARD FORM 57
REVISED MARCH 1951
U.S. CIVIL SERVICE COMMISSION

APPLICATION FOR FEDERAL EMPLOYMENT

39-103

APPLICATIONS RECEIVED ANNOUNCEMENT NO. [REDACTED]	APPLICATION FOR FEDERAL EMPLOYMENT		DO NOT WRITE IN THIS BLOCK For Use of Examining Officer Only		
	1. Kind of position applied for, or name of examination		Announcement No. [REDACTED]		
	2. Options for which you wish to be considered (if listed in examination announcement)				
	3. Primary place(s) of employment applied for (City and State)				
	4. Name (First, middle, maiden, if any, last) Norman Edward McKinley				
	5. Address (Number, Street, City, Zone, State) 3700, Mass. Ave., N. W. Washington, D. C. or c/o N. S. MacLamar, Box 407 Mt. Shasta, California 96066				
	6. Home phone PE-2-6100		7. Office phone 351-3295		
	8. Legal or voting residence (State) District of Columbia				
	9. Height without shoes 5 feet 11 inches		10. Weight 200 lbs.		
	11. Sex <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female		12. Marital status <input checked="" type="checkbox"/> Married <input type="checkbox"/> Single (incl. widowed, divorced)		
13. Birthplace (City and State, or foreign country) Gallup, McKinley County, New Mexico		14. Social Security Number December 11, 1916 556 10 14750			
15. If you have ever been employed by the Federal Government, indicate last grade and job title: GS-13, Intelligence Officer (Section Chief) (Step 4) (GS-14 Slot) From 12 Feb. 1957 To 20 September 1962					
16. Availability Information					
A. Lowest grade or pay you will accept <input checked="" type="checkbox"/> Per grade GP-2		B. Will you accept temporary appointment? (Acceptance or refusal of temporary appointment will not affect your consideration for other appointments.) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No. If "Yes," indicate by "X" in appropriate box or boxes. <input type="checkbox"/> 1 mo. or less <input checked="" type="checkbox"/> 1 to 4 months <input type="checkbox"/> 4 to 12 months			
C. Will you accept less than full-time employment (less than 40 hours per week)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		D. Are you willing to travel? <input type="checkbox"/> Not at all <input type="checkbox"/> Occasionally <input checked="" type="checkbox"/> Frequently			
E. Will you accept employment in Washington, D.C.? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Outside U.S. <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		F. Will you accept appointment only in certain locations? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If "Yes," list locations:			
17. ACTIVE MILITARY SERVICE AND VETERAN PREFERENCE					
A. List Dates, Branch, and Serial or Service Number of All Active Service					
From 29 May 1941		To 5 Nov. 1943		Branch of Service U. S. Army	
29 Nov. 1946		8 Oct. 1953		Serial or Service Number RA 39030103	
26 Jan. 1953 To 20 Mar. 1953					
B. Have you ever been discharged from the Armed Forces under other than honorable conditions? <input type="checkbox"/> Yes (Give details in Item 35) <input checked="" type="checkbox"/> No					
C. Do you claim 5-point preference based on wartime military service? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No					
D. Do you claim 5-point preference based on service during peacetime campaign? <input type="checkbox"/> Yes (Complete and attach Standard Form 13) <input checked="" type="checkbox"/> No					
E. Do you claim 10-point preference? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No. If "Yes," check type of preference claimed and complete and attach Standard Form 13, "Veteran Preference Claim." TYPE: <input type="checkbox"/> Compensable disability <input type="checkbox"/> Disability <input type="checkbox"/> War <input type="checkbox"/> Within <input type="checkbox"/> Months					
THIS SPACE FOR USE OF APPOINTING OFFICER ONLY					
The information given in answer to Question 18 has been verified with the discharge certificate and/or other proof which shows that the separation was under honorable conditions.					
VETERAN PREFERENCE ALLOWED <input type="checkbox"/> 5 point <input type="checkbox"/> 10 point Comp. Disab. <input type="checkbox"/> Other 10 point <input type="checkbox"/> None					
Signature and title		Agency		Date	

PLEASE BE SURE TO READ ATTACHED INSTRUCTIONS BEFORE COMPLETING ITEM 19

19. EXPERIENCE (Start with your PRESENT position and work back)

May inquiry be made at your present employer regarding your character, qualifications, and record of employment?				<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
1 Dates of employment (month, year) From <u>December 1952</u> To <u>present time</u> Exact title of position Number and kind of employees you supervised Salary or earnings Classification Grade (if in Federal service) Starting \$ <u>5,000.00</u> per annum GS-13 Step 4 Place of employment (City & State) Present \$ <u>11,415.00</u> per annum Kind of business or organization Name and address of employer (firm, organization, etc.) <u>Central Intelligence Agency</u> <u>2430 E Street, N. W., Washington, D. C.</u>				
Reason for wanting to leave Description of work <u>NOT APPLICABLE</u>				
2 Dates of employment (month, year) From <u>23 Nov. 1953</u> To <u>20 Sept. 1953</u> Exact title of position Number and kind of employees you supervised Salary or earnings Classification Grade (if in Federal service) Starting \$ <u>5,000.00</u> per annum GS-13 Step 4 Place of employment (City & State) Final \$ <u>11,415.00</u> per annum Kind of business or organization Name and address of employer (firm, organization, etc.) <u>Central Intelligence Agency</u> <u>2430 E Street, N. W., Washington, D. C.</u>				
Reason for leaving <u>Reorganization in force. Small section assimilated by 3 larger branches, and</u> Description of work <u>not slot and grade eliminated.</u>				
<u>SEE ATTACHED JOB DESCRIPTION AS APPROVED BY CIA</u> <u>A-52 Attachment 1</u>				
3 Dates of employment (month, year) From <u>20 Nov. 1952</u> To <u>20 Mar. 1953</u> Exact title of position Number and kind of employees you supervised Salary or earnings Classification Grade (if in Federal service) Starting \$ <u>900.00</u> per annum GS-13 Step 4 (E-7) Place of employment (City & State) Final \$ <u>3300.00</u> per annum Kind of business or organization Name and address of employer (firm, organization, etc.) <u>Investigative Control Section</u> <u>AC of S - G-2, Ft. Holabird, Maryland</u>				
Reason for leaving <u>Left job</u> Description of work <u>Under Investigative Control Section, A. C. of S., G-2, Ft. Holabird, Md.; Enlisted Chief of Tech. Lab.; Instructor in Basic Agent Course; Member of Combat CIC Team, Korea; Student in Basic Course and 2 Instructor Guidance Courses; Enlisted Chief of Special Projects, Tech. Laboratory, Far East; Investigated crimes of security nature. (As lab. chief, specialized in questioned document analysis.)</u>				

IF YOU NEED ADDITIONAL EXPERIENCE BLOCKS USE STANDARD FORM 57-A OR BLANK SHEETS
SEE INSTRUCTION SHEET

14-00000
Herman Edward Kinney

December 11, 1916

4. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers
\$269 $\frac{1}{4}$ per annum
\$302 $\frac{1}{4}$ per annum SP-7 Yreka, California U. S. Forest Service
U. S. Forest Service, Yreka, California Art London, # USFS, Yreka, California
Enlist in Counter Intelligence Corps, U. S. Army
Supervised 100-man forest camp for the purpose of controlling timber disease.
5. 5 November 1943 - 15 April 1945 Laborer None
\$0.90 per hour
\$1.10 per hour Unknown McCloud, California Lumber,
McCloud River Lumber Company, McCloud, California James Herbert, McCloud, Calif.
Return to the United States Forest Service.
Operated lumber carrier and brakeman on small diesel locomotive.
6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts
Intelligence NCO
Combat Intelligence
\$21.00 per month Sergeant Continental Limits of United States U. S. Army
\$75.00 per month Supervisor - Unknown
U. S. Army
Honorable Discharge
Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation
of information on the subject of enemy military operations.
7. 1 May 1939 to 10 May 1941 - Forest Guard None
\$100 per month Unknown McCloud, California U. S. Forest Service
United States Forest Service Earl Sullaway, McCloud, California
McCloud, California
Enlisted in the U. S. Army under draft requirement but not yet called for service.
Prevention and Suppression of forest fires.
8. January 1935 to May 1939 Laborer
Laborer in lumber, oil industry.

Herman Edward Kimsey
3700 Massachusetts Avenue, N. W.
Washington 16, D. C. 20016
Telephone Federal 8-6460

REUMB

I Personal

Age 70 - Married - No Children

II Education

- a - Grammar School - Oregon & California
- b - Junior High School - Oregon & California
- c - High School - Oregon & California
- d - College Level GED (USAFT) 1948

III Special School and Training Courses

- a - U. S. Forest Service School for Fire Control and Prevention, Shasta National Forest, California; 1939 and again in 1940.
- b - U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942
- c - U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1946.
- d - U. S. Forest School for Timber Disease Control (Blister Rust), Klamath National Forest, California, 1946
- e - U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- f - Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Background

1952 to Present - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

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1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - lumber Industry, California

Additional Information upon request.

Herman Edward Kimsey

December 11, 1966

I. DUTIES AND RESPONSIBILITIES

The Analysis and Research Section is responsible for advisory, developmental and service work in the field of Questioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range capabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically:

1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Branch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Section Personnel and suggests available external facilities for analysis or research.
2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FBI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
3. Makes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

14-00000
Herman Edward Kimsey

December 11, 1916

4. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers
\$2694 per annum
\$3021 per annum SP-7 Yreka, California U. S. Forest Service
U. S. Forest Service, Yreka, California Art London, § USFS, Yreka, California
Enlist in Counter Intelligence Corps, U. S. Army
Supervised 100-man forest camp for the purpose of controlling timber disease.
5. 5 November 1943 - 15 April 1945 Laborer None
\$10.90 per hour
\$11.10 per hour Unknown McCloud, California Lumber
McCloud River Lumber Company, McCloud, California James Herbert, McCloud, Calif.
Return to the United States Forest Service.
Operated lumber carrier and brakeman on small diesel locomotive.
6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts
Intelligence NCO
Combat Intelligence
\$21.00 per month Sergeant Continental Limits of United States U. S. Army
\$75.00 per month Supervisor - Unknown
U. S. Army
Honorable Discharge
Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation
of information on the subject of enemy military operations.
7. 1 May 1939 to 10 May 1941 - Forest Guard None
\$100 per month Unknown McCloud, California U. S. Forest Service
United States Forest Service Earl Sullaway, McCloud, California
McCloud, California
Enlisted in the U. S. Army under draft requirement but not yet called for service.
Prevention and Suppression of forest fires.
8. January 1935 to May 1939 Laborer
Laborer in lumber oil industry.

Herman Edward Kimsey

Questioned Document Analyst (Continued)

December 11, 1916

- b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TUY consulting and advisory work.

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customer's application of evaluation results. Decisions required as a result of customer's application of evaluation results. Decisions required offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefits to Agency technical services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01, Document Analyst title, up-graded by Civil Service Commission Hearing, to GS-14, 1958.

ATTACH SUPPLEMENTAL SHEETS OR FORMS HERE

• ANSWER ALL QUESTIONS CORRECTLY AND FULLY

20. SPECIAL QUALIFICATIONS AND SKILLS

31. EDUCATION

A. Place "X" in column indicating highest grade completed												B. If you graduated from high school, give date		C. Name and location of last high school attended							
1	2	3	4	5	6	7	8	9	10	11	12	USAFTI		McCloud High School McCloud, California							
												X 1935 (GED-1947)									
D. Name and location of college or university												Dates attended		Year completed		Credit hours		Degree received		Year received	
None												From	To	Day	Night	Semester	Quarter				
E. Chief undergraduate college subjects						Semester Hours Credit	Quarter Hours Credit	F. Chief graduate college subjects						Semester Hours Credit	Quarter Hours Credit						
None																					
G. State major field of study at highest level of college work																					
College Level GED (USAFTI) 1949																					
H. Other schools or training (for example, trade, vocational, Armed Forces, or business). Give for each the name and location of school, dates attended, subjects studied, certificates, and any other pertinent data.																					
Chemical Warfare Sch., 103rd Inf. Div. School - Camp Claiborne, La., 1 June 1943																					
Counter Intelligence Corps Basic Course, Fort Holabird, Md., 22 May 1947; Instructors																					
Captain G. C. ...																					

32 JOURNAL OF TRAVEL

Have you lived or traveled in any foreign countries?

Yes No

If "Yes," give in how many countries, date and length of time spent there and reason for your visit (military service, business, education, or vacation).

24 REFERENCES

List three persons living in the United States or territories of the United States who are NOT RELATED TO YOU AND WHO HAVE DEFINITE KNOWLEDGE of your qualifications and fitness for the position for which you are applying. Do not name persons listed above.

List the names of persons by whom you are apprising. Do not repeat names of supervisors listed under Item 19.		
FULL NAME	PRESENT BUSINESS OR HOME ADDRESS (Number, Street, City, Zone, and State)	BUSINESS OR OCCUPATION
Albert W. Somerford (Lt.-Col., Ret.)	Clarkburg, Maryland	Dir. Pur. of Iden. Lab., P. C. Dept.
Joseph M. English	17 Eastmoor Drive Silver Spring, Maryland	Asst. Dir. Tech. Analyst FBI Laboratory
Henry C. Newton Ret'd. Gen. Chm. (Ret.)	601 Patrick Henry Drive Nalls Church, Virgin	Dir. FBI. Assis. Institute

ANSWER	QUESTIONS BY PLACING "X" IN PROPER COL.	YES	NO
23. Are you a citizen of the United States or America?..... If "No," give country of which you are a citizen.....		X	
24. Are you now, or have you ever been, a member of the Communist Party, U.S.A., the Communist Political Association, the Young Communist League, or any Communist organization?.....		X	
25. Are you now, or have you ever been a member of any foreign or domestic organization, association, movement, group, or combination of persons which is totalitarian, Fascist, Communist, or subversive, or which has adopted, or shows, a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the Constitution of the United States, or which seeks to alter the form of government of the United States by unconstitutional means?..... <i>If your answer to 26 and/or 27 above is "Yes," state on a separate sheet attached to and made a part of this application the names of all such organizations, associations, movements, groups or combination of persons and dates of membership. Give complete details of your activities therein and make any explanation you desire regarding your membership or activities. (See Instruction Sheet.)</i>		X	
26. Have you any physical handicap, chronic disease, or other disability?.....		X	
27. Have you ever had a nervous breakdown?.....		X	
28. Have you ever had tuberculosis?..... <i>If your answer to 28, 29, or 30 above is "Yes," give details in Item 19.</i>		X	
29. Have you ever been barred by the U.S. Civil Service Commission from taking examinations or accepting civil service appointment? (If your answer is "Yes," give dates of and reasons for such debarment in Item 19.)		X	
30. Does the United States Government employ in a civilian capacity any relative of yours (by blood or marriage) with whom you live or have lived within the past 24 months?..... <i>If your answer is "Yes," give in Item 19 for EACH such relative (1) full name; (2) present address; (3) relationship; (4) department or agency by which employed; and (5) kind of appointment.</i>		X	
31. Do you receive or have you applied for an annuity from the United States or District of Columbia Government under any retirement act or any pension or other compensation for military or naval service?..... <i>If your answer is "Yes," give details in Item 19.</i>		X	
32. Are you an official or employee of any State, territory, county, or municipality?..... <i>If your answer is "Yes," give details in Item 19.</i>		X	
33. Have you ever been discharged (fired) from employment for any reason?.....		X	
34. Have you ever resigned (quit) after being informed that your employer intended to discharge (fire) you for any reason?..... <i>If your answer to 33 or 34 above is "Yes," give details in Item 19. Show the name and address of employer, approximate date, and reasons in each case. This information should agree with statements made in Item 19-B (Experience).</i>		X	
35. Have you ever been arrested, taken into custody, held for investigation or questioning, or charged by any law enforcement authority? (You may omit: (1) Traffic violations for which you paid a fine of \$50.00 or less, and (2) anything that happened before your 16th birthday. All other incidents must be included, even though they were dismissed or you merely suffered collateral damage).			X
36. While in the military service were you ever arrested for an offense which resulted in a trial by court martial or by summary, special, or general court-martial?..... <i>If your answer to 35 or 36 is "Yes," give details in Item 19, showing for each incident: (1) date, (2) charge, (3) place, (4) law enforcing authority or type of court or court-martial, and (5) action taken.</i>			X
19. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS. Indicate item numbers to which answers apply.			
Item No.	Item No.		
22. Japan, Military Service, 1949-9, 1950-1; Korea, Military Service, 1950-1; Panama, 1959, Peru, 1959; Japan 1962; Hong Kong, 1962; Thailand, 1962; Taipei, 1962.	35. Because of bad eyes when this was corrected, I returned to the same job under the same supervisor - brakeman on a diesel locomotive.		
<i>If more space is required, use full sheet of paper approximately the same size as this page. Write on each sheet your name, date of birth, and examination title. Attach on inside of this application.</i>			
Okinawa, 1962.			
ATTENTION: READ THE FOLLOWING PARAGRAPH CAREFULLY BEFORE SIGNING THIS APPLICATION			
<p>A false or dishonest answer to any question in this application may be grounds for rating you ineligible for Federal employment, or for dismissing you after appointment, and may be punishable by fine or imprisonment (U.S. Code, Title 18, Sec. 1001). All statements made in the application are subject to investigation, including a check of your fingerprints, police records, and former employers. All information will be considered in determining your present fitness for Federal employment.</p>			
CERTIFICATION			
<p>I CERTIFY that all of the statements made in this application are true, complete, and correct to the best of my knowledge and belief and are made in good faith.</p>			
Signature of applicant _____		Date _____	_____

R E S U M E

Herman Edward Kimsey
3700 Massachusetts Ave., N.W.
Washington, D.C. 20016
Telephone: Federal 8-6400

PERSONAL

Age: 46
Marital Status: Married, no children

EDUCATION

Grammar School - Oregon and California
Junior High School - Oregon and California
High School - Oregon and California
College Level GED (USAFL) 1948
Special Schools and Training Courses:

1. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California; 1939 and again in 1940.
2. U.S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942.
3. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California, 1945.
4. U.S. Forest School for Timber Disease Control(Blister Rust) Klamath National Forest, California, 1946.
5. U.S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
6. Instructor Guidance Course, U.S. Army CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

EMPIRICAL BACKGROUND

From 1962 to present, I have been associated, as a technical consultant, with Security Associates, Inc., Washington, D.C. specializing in commercial and industrial security.

From 1953 to 1962, I was an Intelligence Officer with the U. S. Government, Central Intelligence Agency (Annual Salary \$11,415, GS-13). As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with Senior Staff components of CIA; delivered numerous technical briefings to both U.S. and foreign police and intelligence services; initiated and maintained liaison with other U.S. Government components; activated and directed research projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous other agencies engaged in police and intelligence.

14-00000

I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

From 1946 to 1953, I worked as a Special Agent(MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master/Sergeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory(CIC), Far East Command. During this period, I co-authored two textbooks for the CIC School and rewrote one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC School and lived and worked three years in two foreign countries.

1945-1946 I held the position of Camp Superintendent of a 100-man forest camp engaged in timber disease control, U.S. Forest Service, California.
1941-1943 Military Service, U.S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939-1940 Forest Guard, U.S. Forest Service, California
1935-1939 Lumber Industry, California
Additional information upon request

14-00000
Herman Edward Kinney
37 - Massachusetts Ave., N. W.
Washington 16, D. C. (20016)
Telephone: FEderal 6-6430

RESUME

I Personal -

Age 46 - Married - No Children.

II Education -

- a - Grammar School - Oregon & California.
- b - Junior High School - Oregon & California.
- c - High School - Oregon & California.
- d - College Level GED (USAFL) 1948.

III Special Schools and Training Courses -

- a - U. S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California; 1939 and again in 1940.
- b - U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942.
- c - U. S. Forest Service School for Fire Control & Prevention, Shasta, National Forest California, 1945.
- d - U. S. Forest School for Timber Disease Control (Blister Rust) Klamath National Forest, California, 1946.
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1941-1943 Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939-1940 Forest Guard, U. S. Forest Service, California.

1935-1939 Laborer Industry, California.

Additional information upon request.

NO SECURITY INFORMATION
1967

Bernard Edward Kinney

Dec. 11, 1956

Mentioned Document Analyst - GS-14 (Section Chief) - page 2.

b. Section Chief participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDY consulting and advisory work.

c. Per request from Training, Section Chief periodically briefs Foreign Intell. Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II. SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefit to Agency technical services to intelligence efforts.

III. QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1307.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

ALL INFORMATION CONTAINED
HEREIN IS UNCLASSIFIED
DATE 3/10/08 BY SP/AM/

SECRET

SECRET

REPRODUCTION MASTERS

BIOGRAPHIC PROFILE

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

Republican National Committee		S-E-C-R-E-T (When Filled In)		X 1/10/1965, MAF-P-REF-10			
NAME	Reference Date	Title, Grade & Salary	Office & Extension	DOB	EOD	LWD	Type Referral
Kinney, Herman E. and [initials]	SS-14	7-5-13	1/1/66 3163	20-2-66	10-1		OP Interviewer
				1/6/66 0	17-2-20		E. V. Wright
Date of Interview	Details of Out Placement (Including Cover & Security Data)						
Jul 1962	Kinney brought in C-77 of 5) which he had obtained from his old employer contacts. Said in one estable. was concerned re communists. Kinney brought a copy of his application to the Rep. National Committee for the purpose of trying to obtain some position. Demand many favors, 196-666 know what he wants & promised to check back if he makes any thing						
Sept 3 64	Subject came in late 1963 and was given assistance in filing for FANE and he qualified at a grade 13/14 level. He was referred to REMOVED several jobs and I have just been informed that he has taken a position with the Republican National Committee as assistant security officer.						
Nov 1964	Subject failed to advise me that since the republicans had been beaten that he was out of a job.						
Dec 1965	Called Mr. Kinney and referred him to The Plaza hotel in New York for a position as security officer. I called the personnel officer of the hotel and told him of Mr. Kinney's qualifications and set up an appointment for an interview. Mr. Kinney went for the interview and was offered the position which paid \$1.60 per hour and meals. At that time he was being considered for another position and asked time to consider offer.						
Jan 14 1966	Contacted Mr. Kinney to see if he had made up his mind about the job in NY as I had more or less to refer. He advised me that he was being considered for position as security officer with the Republican National Committee and he would know after they met in Chicago Jan 22/						
1/22/66	<i>I have from him (telephonically - do for short term) he was trying private industry.</i>						
		OUT PLACEMENT INTERVIEW RECORD					(See Reverse)
3-62		S-E-C-R-E-T					

S-E-C-R-E-T
(When Filled In)

OUT PLACEMENT INTERVIEW RECOR

(See Reverse)

S-E-C-R-E

RANK		S-E-C-R-E-T (When Filled In)		Title, Grade & Salary		Office & Extension		DOB	B.D.	L.M.D.	Type Referral	Ref. Station
Reference Data		Kinney, Vernon E.		Secretary 13		TSD, GAB 8 2009		12/18	6/1/53		1/1	
						South Africa Sec.						CP Interviewer
Date of Interview		Boston		TSD, GAB analyst								POLY
27 March												
26 July												
Details of Out Placement (Including Cover & Security Data)												
<p>Saw both + Clebsch. Think this is a good chance of his returning. Was good background in your behalf, etc. He is under several looks to find. Knows the Gun at 3rd class. Contact at USA. Turn of alarm turned. Did drift off without contact with Did not see this. Under - he slipped out before we could catch him. TTM 2d</p>												
OUT PLACEMENT INTERVIEW RECORD												
(See Reverse)												
S-E-C-R-E-T												

SECRET

**NOTIFICATION OF ESTABLISHMENT
OF MILITARY COVER BACKSTOP**

25 January 1962

TO: CHIEF, PROGRAM AND SUPPORT DIVISION

(Check) CHIEF, OPERATING COMPANY

AT&T

ZIDSEY, Herman E.

85

وَنَدِيْرَةِ

10 ; 10 ; 50

MILITARY COVER BACKSTOP ESTABLISHED

BLOCK RECORDER
~~COPIED - 2005-11-11~~

- a. TEMPORARILY FOR 20 DAY, EFFECTIVE 19 January 1962
b. CONTINUING, EFFECTIVE

SUBMIT FORM 640 TO CHANGE LIMITATION CATEGORY TO 1.
(CHG 20-800-2)

ASCERTAIN THAT ABCZ W-1 BEING ISSUED
ON 20-0011

SUMMIT FORM 1200 FOR ANY CHANGE AFFECTING THIS COVER
(S-120-130)

SUMMIT FORM 1302 FOR TRANSFERRING COVER RESPONSIBILITY.

[REDACTED]

53

Digitized by srujanika@gmail.com

PLATE 10708 1-110-62 1-612-01 1-MAE 10070

3-61-1-565-10015

卷之三

SECRET

14-~~1000~~

Employee Name		Employee ID		Effective Date		Ext. ASR	
G.S. 13, 3.311414, 07/01/01		4-1111414		08/06/01			
4. Remarks and Authorizations							
<input checked="" type="checkbox"/> NO EXCESS LNOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input checked="" type="checkbox"/> IN LNOP STATUS AT END OF WAITING PERIOD							

Form 560 - Ontario Provincial
Police

SECRET

1431

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
0	KIMSEY HERMAN E	161555	44 49	GS-13 3	\$10,370	\$11,155

/S/ ENMETT D. SCHOLS

DIRECTOR OF PERSONNEL

SECRET
WHEN FILLED IN

1. EMP. SERIAL NO.			NAME			3. ASSIGNED ORGAN.			4. FUNDS			5. ALLOTMENT		
161556			KIMSPY MERRAN E			DOP/TSS			V-20					
6. OLD SALARY RATE						7. NEW SALARY RATE								
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE					
			MO	DA	YR				MO	DA	YR	MO	DA	YR
GS 13	2	\$10,130	05	10	58	GS 13	3	\$10,370	02	07	60			
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER														
8. CHECK ONE <input checked="" type="checkbox"/> IN EXCESS LWOP <input type="checkbox"/> EXCESS LWOP IF EXCESS LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						9. NUMBER OF HOURS LWOP <i>17</i> <i>17</i> 10. INITIALS OF CLERK <i>20</i> 11. AUDITED BY								
TO BE COMPLETED BY THE OFFICE OF PERSONNEL														
12. TYPE OF ACTION						13. REMARKS								
<input type="checkbox"/> PAY <input type="checkbox"/> LST <input type="checkbox"/> PAY ADJUSTMENT														
14. AUTHENTICATION						<i>14</i> <i>14</i>								
PAY CHANGE NOTIFICATION														

SECRET

(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME			3. ASSIGNED ORGAN.			4. FUNDS	5. ALLOTMENT			
161555	KINSEY HERMAN E			DDP/TSS 6			V-20				
6. OLD SALARY RATE				7. NEW SALARY RATE							
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 13	1	\$ 9,890	02	10	57	GS 13	2	\$10,130	08	10	58
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
JOSEPH F. MARZEN			10/7/58		<i>Joseph F. Marzen</i>						
PERIODIC STEP INCREASE - CERTIFICATION											

Form No. 560

SECRET

PERSONNEL FOLDER

(4)

SECRET

(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME			3. ASSIGNED ORGAN.			4. FUNDS	5. ALLOTMENT			
161555	KIMSEY HERMAN E			DDP/TSS			V-20				
6. OLD SALARY RATE				7. NEW SALARY RATE							
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
GS 13	1	\$ 9,890	02	10	57	GS 13	2	\$10,130	08	10	58
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER											
8. CHECK ONE IF EXCESS LWOP, CHECK FOLLOWING: <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD					9. NUMBER OF HOURS LWOP 10. INITIALS OF CLEK						
11. AUDITED BY											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE					13. REMARKS						
GRADE	STEP	SALARY	MO.	DA.	YR.						
14. AUTHENTICATION											
<p><i>SC WISE C 5 5/58</i></p> <p><i>HOMMIE T. SCHAFFER</i></p> <p><i>PL. SCHAFFER</i></p>											
PERIODIC STEP INCREASE - AUTHENTICATION											

Form No. 560b

SECRET

PERSONNEL FOLDER

(4)

14-00000

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

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

DIRECTIVE. SALARY AS OF 15 JUNE 1958, ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
KIMSEY HERMAN E	161555	GS-13-1	\$ 8,990	\$ 9,890
GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL				

S E C R E T

ADM 20 SCPT 60

SECRET
(When Filled In)

OEF		NOTIFICATION OF PERSONNEL ACTION						
1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)							
061555	KIMSEY HERMAN E							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT				
TERMINATION		11130 09 20 62		REGULAR				
6. FUNDS	X	V TO V	V TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY			
		CF TO V	CF TO CF	3276 1064 1000				
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION						
DDP TSD AUTHENTICATION GRAPHIC ARTS REPRODUCTION BRANCH ANALYSIS AND RESEARCH SECTION		WASH., D. C.						
11. POSITION TITLE		12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION				
DOCUMENT TECH CH		0658		D				
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
GS		1397.01		13 4		11415		
18. REASONS TERMINATED IN ACCORDANCE WITH PROVISIONS OF CIA REGULATION 20-27, SEPARATION OF SURPLUS PERSONNEL, PURSUANT TO AUTHORITY OF DIRECTOR OF CENTRAL INTELLIGENCE CONTAINED IN SECTION 102 (C) OF THE NATIONAL SECURITY ACT OF 1947, AS AMENDED. THIS TERMINATION DOES NOT AFFECT YOUR RIGHT TO SEEK OR ACCEPT EMPLOYMENT IN ANY OTHER DEPARTMENT OR AGENCY OF THE U.S. GOVERNMENT IF YOU ARE DECLARED ELIGIBLE FOR SUCH EMPLOYMENT BY THE U.S. CIVIL SERVICE COMMISSION.								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION: 20. EMPLOY. CODE	21. OFFICE CODING	22. STATION CODE	23. INTREE CODE	24. HEIGHT CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF HI	
45 10	NUMERIC ALPHABETIC				MO. DA. YR.	MO. DA. YR.	MO. DA. YR.	
28. HI EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA				
NO. DA		CODE	CODE	TYPE	NO. DA. YR.			
			1GT0003			EOD DATA		
33. VET. PREFERENCE	34. SERV. COMP. DATE	35. LONG COMP. DATE	36. CAREER CATEGORY	37. FECL / HEALTH INSURANCE	40. SOCIAL SECURITY NO.			
CODE	NO. DA. YR.	NO. DA. YR.	DATA CODE	CODE	NO. WAIVER	HEALTH INS. CODE		
0 - HOME	00 00 00	00 00 00	00000000	0 - YES	1 - YES			
1 - FPL								
2 - FPL								
3 - NONE								
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA				
CODE		FORM EXECUTED	NO. TAX EXEMPTIONS	FORM EXECUTED	CODE	NO. TAX EXEMPT.	STATE CODE	
0 - NO PREVIOUS SERVICE		1 - YES		1 - YES				
1 - DS BREAK IN SERVICE		2 - NO		2 - NO				
2 - BREAK IN SERVICE LESS THAN 3 MONTHS								
3 - BREAK IN SERVICE MORE THAN 3 MONTHS								
SIGNATURE OR OTHER AUTHENTICATION								
AUTHORIZED MAXIMUM SEPARATION COMPENSATION IN ACCORDANCE WITH THE PROVISIONS OF CIA REGULATION 20-32, SEPARATION COMPENSATION								
POSTED								
10-3 G-2 L-1								

FORM 442 1150 Use Previous Edition
19 9/2/62

SECRET

100-1
EXCLUDED FROM AUTOMATIC
SECURITY ACT
(When Filled In)

(When Filled In)

SECRET
(When Filled In)

DWS: 13 MAY 1960

NOTIFICATION OF PERSONNEL ACTION

1. Serial No.	2. Name (Last-First-Middle)			3. Date Of Birth	4. Vets. Dept.	5. Sex	6. CS - EOD
161555	KIMSEY HERMAN E			Mo. 12 Yr. 11	None-0 Code 5 M-1	M 1	Mo. 03 Da. 23 Yr. 53
7. SEC	8. CSC Rec'd.	9. CSC Or Other Legal Authority	10. Appt. Allotav.	11. FEGLI	12. LCD	13. <small>With Base Com. Coda</small>	
Mo. 36 Yr. 06	No. 1	Code 1	Mo. 03 Da. 23 Yr. 53	Yes-1 Code No. 2	Mo. 03 Da. 23 Yr. 53	Yes-1 Code No. 2	Code 2
14. Organizational Designations DOP 752 AUTHENTICATION GRAPHIC ARTS REPRODUCTION DIV ANALYSIS AND RESEARCH BRANCH			15. Location Of Official Station WASH., D. C.			Station Code	
16. Dept. & Field Dept - 5 Code USMIL - 4 12 Frgn - 3 12	17. Position Title 10 TECH AIDS	18. Position No. 0092	19. Serv. 20. Occup. Series GS 0136.63				
21. Grade & Step 13 3	22. Salary Or Rate \$10370	23. SD D	24. Date Of Grade Mo. Da. Yr. 1 15 60	25. Pst Due Mo. Da. Yr. 1 06 61	26. Appropriation Number 0225 1005 1000		

PREVIOUS ASSIGNMENT

27. Nature Of Action REASSIGNMENT	Code 56	28. EH. Date Mo. 05 Da. 15 Yr. 60	29. Type Of Employee REGULAR	Code 01	30. Separation Date
31. Organizational Designations DOP 752 AUTHENTICATION GRAPHIC ARTS REPRODUCTION BRANCH ANALYSIS AND RESEARCH SECTION	Code 4449	32. Location Of Official Station WASH., D. C.	33. Station Code 75013		
33. Dept. & Field Dept - 2 Code USMIL - 4 12 Frgn - 3 12	34. Position Title DOCUMENT TECH CH	35. Position No. 0658	36. Serv. 37. Occup. Series GS 1397.01		
38. Grade & Step 13 3	39. Salary Or Rate \$10370	40. SD D	41. Date Of Grade Mo. 02 Da. 10 Yr. 57	42. Pst Due Mo. 03 Da. 06 Yr. 61	43. Appropriation Number 0225 1005 1000

ACTION

44. Remarks	<p style="text-align: center;">F O R M A T I O N</p> <p style="text-align: right;">16</p>				
FORM NO. 1 MAR 57 1150	SECRET				
(4)					

STANDARD FORM 50 (4 PART)
GSA GEN. REG. NO. 27
FEDERAL GOVERNMENT USE ONLY
MAY 1954 EDITION
GSA GEN. REG. NO. 27
CHANGED BY FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

are

1. NAME (Last, first, middle initial, given name, initials, and surname)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. MELVIN E. KIRKBY 161559	11 Dec 1916		4 February 1957
<i>This is to notify you of the following action affecting your employment:</i>			
5. NATURE OF ACTION (use standard terminology)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
PROMOTION 30	10 Feb 1957	50 USC 403 j	
FROM		TO	
GS-0136.63-12 \$1785.00 per annum		8. POSITION TITLE	10 Tech Aids BY-92
		9. SERVICE, SERIES, GRADE, SALARY	GS-0136.63-13 \$3990.00 per annum
		10. ORGANIZATIONAL DESIGNATIONS 444952	DIP/TES Authentication Graphic Arts Reproduction Division Analysis and Research Branch
		11. HEADQUARTERS 2	Washington, D. C.
FIELD DEPARTMENTAL		12. FIELD OR DEPT'L	FIELD DEPARTMENTAL
13. VETERAN'S PREFERENCE			
14. POSITION CLASSIFICATION ACTION	15. APPROPRIATION	16. SUBJECT TO C. S. RETIREMENT ACT YES	17. DATE OF APPOINTMENT SACRIFICE PAY EXCUSE PAY 18. LEGAL RESIDENCE CLAIMED [] PROVED STATE:
NEW VICE I. A. NEAL SD-OT	W FROM 7-22-56-60 TO: Form 750-13	Yes	
20. REMARKS: 3 EOD 03/23/53			
ENTRANCE PERFORMANCE RATING:			
Director of Personnel			
4. PERSONNEL FOLDER COPY			
U.S. GOVERNMENT PRINTING OFFICE: 1950-371647			

4. PERSONNEL FOLDER COPY

MELVIN E. KIRKBY

U. S. GOVERNMENT PRINTING OFFICE: 1958-2010												
1. Agency and organizational designations											2. Payroll period	
3. Employer's name (and social security account number when appropriate) KODAK, INC., 100-123-000											3. Block No. 7-2107-20	
4. Ship No.												
5. Grade and salary GS-12 \$7570												
PAY ROLL CHANGE DATA												
7. Previous month	BASE PAY	OVERTIME		GROSS PAY	REF.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.		NET PAY
8. New month												
9. Pay this period												
10. Remarks:											11. Appropriations	12. Prepared by TOS-6
											13. Audited by 1P 21 Oct 58	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase 14. Effective date 15. Date last equivalent increase 16. Old salary rate 17. New salary rate 18. Periodicals available in the nature of LWOP 16 Dec 58 12 Jun 58 \$7570 \$7705 Service and conduct are David M. Richards satisfactory (Signature or other authentication)												
19. LWOP data (Fill in appropriate spaces covering LWOP during following periods): X No excess LWOP Total excess LWOP 0 0 0 0 0 0 0 0 0 0 0 0 0 (Check applicable line, in case of excess LWOP). 0 0 0 0 0 0 0 0 0 0 0 0 0 Initials of end of existing period. 0 0 0 0 0 0 0 0 0 0 0 0 0 In LWOP at start of valid new period. 0 0 0 0 0 0 0 0 0 0 0 0 0 Initials of Clerk												
STANDARD FORM NO. 1122d-Revised Form prescribed by Compt. Gen., U. S. October 26, 1954. General Regulations No. 102												
PAY ROLL CHANGE SLIP—PERSONNEL COPY												

STANDARD FORM 50 (3 PAGES)
FEB 1955 EDITION
RECORDED BY
U. S. GOVERNMENT PRINTING OFFICE
CHAPTER 64, FEDERAL PERSONNEL REGULATIONS

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

PAGE

1. NAME (LAST-FIRST-MIDDLE) WITH GRADE, RANK, OR POSITION AND NUMBERED		2. DATE OF BIRTH	3. JOURNAL/TRACTION NO.	4. DATE
Mr. Herman E. Kinney		11 Dec 1916		17 Jun 1955
<i>This is to notify you of the following action affecting your employment:</i>				
5. NATURE OF ACTION (USE APPROPRIATE INDICATOR)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Promotion		19 June 1955	50 I&CA 403-3	
FROM:		TO:		
SI-92-11 G-0136.63-11 \$5910.00 per annum		8. POSITION TITLE ①	10. TECH AIDE SI-92 G-0136.63-12 \$7040.00 per annum	
		9. SERVICE, STRIES, GRADE, SALARY	11. ORGANIZATIONAL DESIGNATIONS ②	
		12. HEADQUARTERS	13. FIELD OR DEPTL Washington, D. C.	
FIELD X		DEPARTMENTAL	FIELD X DEPARTMENTAL	
13. VETERAN'S PREFERENCE ARMED FORCES OTHER X		14. POSITION CLASSIFICATION ACTION R10 VICE C.A. ANALYST LIAISON		
15. SEX M F P ACE		16. APPROPRIATION FROM: 5-2515-20 TO: base		17. SUBJECT TO C. S. RETIREMENT ACT 1955-60 Yes
				18. DATE OF APPOINTMENT AFFIDAVITS (ACCSSIONS ONLY)
				19. LEGAL RESIDENCE CLAIMED PROVED STATE: Calif.
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
FEDERAL PERSONNEL REGULATIONS Director of Personnel				
4. PERSONNEL FOLDER COPY 6/22/55 68 7/3 1955				
U. S. GOVERNMENT PRINTING OFFICE: 1955-617-700				

6/22/55 68
7/3 1955

STANDARD FORM 50 (46 PARIS)
THE SECRETARY
DEPARTMENT OF
THE FEDERAL SERVICE COMMISSION
CHARTER OF FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

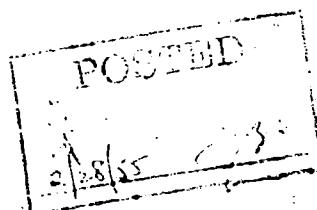
4. PERSONNEL FOLDER COPY

2013 BUREAU OF LAND MANAGEMENT

**STANDARD FORM 50 IS PART
GEN. REGS. 1942
PROCLAMATION BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 84, FEDERAL PERSONNEL MANUAL**

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION



4. PERSONNEL FOLDER COPY

STANDARD FORM 50
REV. APRIL 1951
PROLIFICATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

JAN

1. NAME (MR., MRS., MRS.—ONE GIVE NAME, INITIALS AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL ORACTION NO.	4. DATE								
Mr. Herman E. Kissay	11 Dec 1916		7 May 1954								
This is to notify you of the following action affecting your employment:											
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY									
Promotion	9 May 1954	50 USC 403 j									
FROM		TO									
BY 93-9		Technologist BY 93									
GS-1390.01-9 \$5185.00 per annum		GS-1390.01-11 \$5940.00 per annum									
8. POSITION TITLE											
9. SERVICE, SERIES, GRADE, SALARY											
10. ORGANIZATIONAL DESIGNATIONS											
11. HEADQUARTERS											
FIELD		DEPARTMENTAL									
12. FIELD OR DEPTL		FIELD									
		DEPARTMENTAL									
13. VETERAN'S PREFERENCE											
REG	DIS	OTHER	SPEC								
14. POSITION CLASSIFICATION ACTION											
REG	DIS	OTHER	SPEC								
15. SEX		16. RACE		17. APPROPRIATION		18. SUBJECT TO U. S. RETIREMENT ACT (YES - NO)		19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		20. LEGAL RESIDENCE	
M	F	WHITE	BLACK	ASIAN	AMERICAN	3-2515-20	NO	1954	APR 1954	CLAIMED	ROVED
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.											
STATE: Calif.											
ENTRANCE PERFORMANCE RATING											
Deputy Assistant Director for Personnel, GS-1390.01-9											
EXPLANATION OF RATING											

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1954 6-2024

STANDARD FORM 50
REV. APRIL 1951
PRINTED AND GATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER VI, FEDERAL PERSONNEL MANUAL

ENTRAL INTELLIGENCE AGENC

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR - MRS - MRS - ONE GIVEN NAME, INITIALS, AND SURNAME)				2. DATE OF BIRTH	3. JOURNAL OR ACTION NO. & DATE		
Mr. Hansen E. Kliney				11 Dec. 1916	(E) Apr. 1958		
This is to notify you of the following action affecting your employment:							
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)				6. EFFECTIVE DATE			
Reassignment				25 Apr. 1958			
7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY				50 USCAB 403 J			
FROM				TO			
Tech Projects Of NY 250-9				Technologist NY 93-9			
GS-1390-9				GS-1390-01-9 \$5135.00 per annum			
Office of the Chief				DOP/TSS Graphic Arts Reproduction Div. Analysis & Research Branch			
				II. POSITION TITLE			
				B. SERVICE, SERIES, GRADE, SALARY			
				10. ORGANIZATIONAL DESIGNATIONS			
				11. HEADQUARTERS			
				Washington, D. C.			
FIELD		DEPARTMENTAL		12. FIELD OR DEPTL		FIELD	
X						X	DEPARTMENTAL
13. VETERAN'S PREFERENCE							
NONE		WWII	OTHER	S-P-T	10-POINT		
					DISAB (OTHER)		
14. POSITION CLASSIFICATION ACTION							
				HER	VICE	L.A.	
						REU	
CD-73							
15. SEX	16. RACE	17. APPROPRIATION					
M	W	FROM: 4-2515-20 TO: 7-20					
18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)							
19. DATE OF APPOINT- MENT AFFIDAVIT (ACKNOWLEDGEMENT ONLY)							
20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED							
STATE: Calif.							
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.							
O O							
ENTRANCE PERFORMANCE RATING							
Deputy Assistant Director, Personnel							

Rec'd Y-2-51
4. PERSONNEL FOLDER COPY

1. Agency and organizational designations							2. Pay Period	3. Employee No.	4. File No.
5. Employee's name (and social security account number when appropriate)							6. Grade and pay rate		
KIMBREY, Korean E.							EXXII GS-9	\$5060.00	
PAY ROLL CHANGE DATA									
7. Previous period	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.	NET PAY
8. New period									
9. Pay this period									
10. Remarks							11. Appropriation(s)	12. Prepared by	
							DDP/TCS 5	dpo 9 Apr 54	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase 14. Effective date 15. Date last equivalent increase 16. Old salary rate 17. New salary rate 18. Performance rating is satisfactory or below									
23 Mar 54 - 23 Apr 54 \$5060.00 \$5182.00									
19. LWOP date (Leave without pay dates covering LWOP during following periods) Period(s)									
20. No excess (LWOP). Total excess (LWOP)									
STANDARD FORM NO. 1106a-D-Payroll Form prescribed by Comp. Gen. Reg. 14, 5 Rev. 3, 1952; General Regulation No. 152									
PAY ROLL CHANGE CLIP—PERSONNEL COPY									

STANDARD FORM 51
MAY 1954 EDITION
PROLIFERATED BY
U. S. CIVIL SERVICE COMMISSION
CHAPTER 16, FEDERAL PERSONNEL ACT

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION *pa1*

SECRET

1. NAME (MR. — MRS. — MS. — AND GIVEN NAME, INITIALS, AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE			
Mr. Edward E. Kinney	11 Dec. 1916		29 Aug. 1953			
This is to notify you of the following action affecting your employment:						
5. NATURE OF ACTION (See Standard Terminology)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY				
Reassignment	BSB 13 Sept. 1953 Schedule A6.116(b)					
FROM		TO				
TECH PROJECTS OFF BY 256-9 GS 1390-9 \$5060.00 per annum DDP/TSS Graphic Arts Reproduction Div Office of the Chief	8. POSITION TITLE	TECH PROJECTS OFF BY 256-9 GS 1390-9 \$5060.00 per annum DDP/TSS Graphic Arts Reproduction Div Office of the Chief				
		9. SERVICE, SERIES, GRADE, SALARY				
		10. ORGANIZATIONAL DESIGNATIONS				
Washington D.C.		11. HEADQUARTERS	Washington D.C.			
<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION				
HOME	W.H.U.	OTHER, INDIVIDUAL INSTRUCTIONS	NEW	VICE	L.A.	RELOC.
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>					
SEX RACE	15. 16. APPOINTMENT	17. SUBJECT TO C.S. RETIREEMENT ACT (G.L. 80)	18. DATE OF APPOINT. MIN. 6 MONTHS (EXCESSIONS LMT.)	19. DATE OF RESIGN. MIN. 6 MONTHS (EXCESSIONS LMT.)	20. LEGAL RESERVE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVIDED STATE	
M W	16. 17. 18. 19. 20.	Yes			CD TS	
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.						
Transfer TO Voucherized Funds FROM Unvoucherized Funds						
Acting Chief, Personnel Division ENTRANCE PERFORMANCE RATINGS						
1. ACTUAL 2. INFORMATION 3. PERSONNEL FOLDER COPY						

1. ACTUAL
2. INFORMATION
3. PERSONNEL FOLDER COPY

S-E-C-R-T
Security Information

COPY TO STAFF OR DIVISION

Page 35 of 35 pages.
6

(1) Staff or Division 700 (2) Date P/O Approved 7/1/68 (3) Effective date of Action 7/1/68

FROM

TO

NAME	(3) ORG. INF. & POS TITLE	(5) SCHEDULE STRTG-CHNGE	(7) SLOT NO.	(9) ACTION	(6) ORG. INF. & POS TITLE	(8) SCHEDULE CHNG-CHNGE	(11) SLOT NO.
							BY
DIVISION							
Special Assistance Division (Cont'd)					SPECIAL ASSISTANCE	717.	
Mojaves, Edmundo	Chemist	GS-12	239	S	Chemist	GS-1320-12	199
Lachinger, Frank H.	Chemist	GS-7	242	S	Chemist	GS-1320-7	199
Hugh, Joe B.	Chemist	GS-12	243	S	Chemist	GS-1320-12	202
Janzen, Elizabeth S.	Trng Off-Tech Flds	GS-7	251	C	TRAINING Trng Off-Tech Flds SPECIAL ASSISTANT	GS-1711-7	214
* Col, Vincent	Seals Technician	GS-11	246	S	Seals Technician	GS-301-11	204
* Elsey, Herman E.	Seals Technician	GS-9	247	C	WAPHTCS APPS Tech Projects Off	GS-301-9	110 202
* Candidate in Process							

(12) APPROVED BY: KAV (13) APPROVED BY: 700 (14) APPROVED BY: 700
 Staff or Div. Chair S-E-C-R-T
 Security Information

Class. & Wage Division

Personnel Office

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION

NAME KINSEY, Herman E.		DATE 30 August 1952
EXPIRE OF APPROVAL Excepted appointment		23 March 1953
TITLE GRADE AND SALARY OFFICE DIVISION BRANCH OFFICIAL STATION	FROM	TO
		TACH. PROJ. OFF. DY-110 HMMIS TECHNICIAN Y-247
		GS-301-2 \$5060
		Technical Services GRAPHIC ARTS R&P. DIV. Supply Assistance
		Off. of Chief Miscellaneous Techniques
Washington D. C.		
QUALIFICATIONS	APPROVAL ROBERT W. HUENSTER ROBERT W. HUENSTER	EXECUTIVE
CLASSIFICATION	PERSONNEL OFFICER Wright R. Bush / 26 Seaford	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON		23 March 1953
SECURITY CLEARED ON		6 Feb. 1953
OVERSEAS AGREEMENT SIGNED		NA
ENTERED ON DUTY		23 March 1953
REMARKS: Subject is to be employed in a civilian capacity. DOD: 03/23/53 CIA: 03/23/53 DOE: 03/23/53		<p style="text-align: right;">Paul Shattafay</p> <p>SIGNATURE OF AUTHENTICATING OFFICER</p> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> POSTED 03 26 Mar 53 Mf </div>

FORM NO. 37-1
NOV 1949

SECRET

SECRET
(When Filled In)T-9-10-3
EMPLOYEE SERIAL NUMBER

61555

FITNESS REPORT

SECTION A

GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE
KIMBREY, Herman E.	11 December 1916	M	C-13
5. SERVICE DESIGNATION 6. OFFICIAL POSITION TITLE		7. OFF/Div/Br of Assignment	
D. DOC TECH		DDR/TSD/R/GARS	
8. CAREER STAFF STATUS		9. TYPE OF REPORT	
10. ELIGIBLE	MEMBER	REFERRED	INITIAL
11. RATING	DECLINED	DENIED	ANNUAL
12. DATE REPORT DUE IN G.P.		13. REPORTING PERIOD	
31 January 1962		Dec 1960 - Dec 1961	

SECTION B

EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1	RATING NO.	SPECIFIC DUTY NO. 4	RATING NO.
Supervises A&R Section activities.	3	Oral Briefings.	5
Questioned Document Analysis.	5	Monitoring the writing of and writing technical reports.	5
Liaison with other Government Questioned Document Labs.	5	Monitors Graphology Program.	5

SECTION C

EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION

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

- 1. Performance in many important respects fails to meet requirements.
- 2. Performance meets most requirements but is deficient in one or more important respects.
- 3. Performance clearly meets basic requirements.
- 4. Performance clearly exceeds basic requirements.
- 5. Performance in every important respect is superior.
- 6. Performance in every respect is outstanding.

RATING NO.
4

SECTION D

DESCRIPTION OF THE EMPLOYEE

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.

In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.								
CHARACTERISTICS	NOT APPL'D	NOT OBV.	RATING	1	2	3	4	5
GETS THINGS DONE			X					
RESOURCEFUL			X					
ACCEPTS RESPONSIBILITIES			X					
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES			X					
DOES HIS JOB WITHOUT STRONG SUPPORT			X					
FACILITATES SMOOTH OPERATION OF HIS OFFICE			X					
WRITES EFFECTIVELY			X					
SECURITY CONSCIOUS			X					
THINKS CLEARLY			X					
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS			X					
OTHER (Specify)								

SEE SECTION "F" ON REVERSE SIDE

FORM 65 EDITION 1 PREVIOUS EDITIONS

SECRET

(6)

SECRET

SECTION E HARRAT DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. Kimsey possesses a wealth of knowledge in his technical field which, when skillfully and tactfully utilized, helps to increase the productive capability of his Section's activities.

This thorough knowledge of A&R activities enables him to present his oral briefings in an informative and interesting manner.

Subject has been downgraded in Specific Duty #1 from a "4" to a "3". The basis for the lower rating in this category warrants the following explanation. There have been numerous and reoccurring complaints from personnel under his supervision that he does not display a complete respect for their professional capabilities. This weakness has definitely decreased the morale of the personnel under his supervision. Mr. Marzen, Chief, TSD/GARB, has discussed all areas of weaknesses with the Ratee and pointed out how they affect the overall work aspects of this section of TSD/GARB.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 7 March 1962	SIGNATURE OF EMPLOYEE
----------------------	-----------------------

2. BY SUPERVISOR

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

58

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
---	---------------------------------

OTHER (Specify):

DATE 7 March 1962	OFFICIAL TITLE OF SUPERVISOR DC/TSD/GARB	TYPED OR PRINTED NAME AND SIGNATURE <i>Paul J. Szego</i> Paul J. Szego.
----------------------	---	---

3. BY REVIEWING OFFICIAL

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

COMMENTS OF REVIEWING OFFICIAL

This was not signed by Mr. Kimsey and was not forwarded in March 1962 as Mr. Kimsey was in the process of leaving as a result of the 701 action.

DATE 13 February 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, TSD/GARB	TYPED OR PRINTED NAME AND SIGNATURE <i>Joseph F. Marzen</i> Joseph F. Marzen
--------------------------	---	--

SECRET

SECRET
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER																																																																															
SECTION A			GENERAL		61555																																																																															
1. NAME KIMSEY, Herman E.		2. DATE OF BIRTH 11 Dec 1916		3. SEX M	4. GRADE GS-13																																																																															
5. SERVICE DESIGNATION D DOCUMENT TECH CH				17. OFF/DIV/BR OF ASSIGNMENT DDP/TSD/AUTH/GARB																																																																																
6. CAREER STAFF STATUS <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED		9. INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify)		10. TYPE OF REPORT REASSIGNMENT/SUPERVISION REASSIGNMENT/EMPLOYER																																																																																
10. DATE REPORT DUE IN O.P. 31 January 1961		11. REPORTING PERIOD From Jan 1960 thru Dec 1960																																																																																		
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OTHER (SPECIFY):																																																																																				
SEE SECTION "E" ON REVERSE SIDE																																																																																				

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject continues to perform his duties as Supervisor of the [redacted] complex A&R activities in a competent manner. His knowledge of the technical aspects of his Sections' many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

SECTION F

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

31 January 1961

H. E. Kenney

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

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

46

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

31 January 1961

DC/TSD/GARB/

Paul J. Szego
PAUL J. SZEGO

3.

BY REVIEWING OFFICIAL

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

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

31 January 1961

Chief, TSD/GARB

Joseph F. Makzen
JOSEPH F. MAKZEN

SECRET

SECRET
When filled inReceived
Date
CDDO

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				161555	
SECTION A					
GENERAL					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE
KIMSEY, Herman E.			11 Dec. 1916	M	GS-13
5. SERVICE DESIGNATION	6. OFFICIAL POSITION TITLE		7. OFF./DIV./BR OF ASSIGNMENT		
DT	IO TECH AIDS		DDP/TSS/A/GARD		
8. CAREER STAFF STATUS					
NOT ELIGIBLE	X MEMBER	DEFERRED	INITIAL	TYPE OF REPORT	
PENDING	DECLINED	DENIED	X ANNUAL	REASSIGNMENT/SUPERVISOR	
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD	12. SPECIAL (Specify)		
31 January 1960		From Jan 1959 to Jan 1960			
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES					
<p>List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).</p>					
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior
7 - Outstanding					
SPECIFIC DUTY NO. 1		RATING SPECIFIC DUTY NO. 4			RATING NO.
Supervises A&R Branch personnel and activities		4 Oral Briefings			4
SPECIFIC DUTY NO. 2		RATING SPECIFIC DUTY NO. 5			RATING NO.
Questioned Document Analysis		5 Writing Technical Reports			5
SPECIFIC DUTY NO. 3		RATING SPECIFIC DUTY NO. 6			RATING NO.
Liaison with other Government Questioned Document Labs.		5 Monitors Graphology Program			5
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION					
<p>Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.</p>					
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 4
SECTION D DESCRIPTION OF THE EMPLOYEE					
<p>In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.</p>					
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree	
CHARACTERISTICS			NOT APPLI-CABLE	NOT OBSERVED	RATING
GETS THINGS DONE					X
RESOURCEFUL					X
ACCEPTS RESPONSIBILITIES					X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X
DOES HIS JOB WITHOUT STRONG SUPPORT					X
FACILITATES SMOOTH OPERATION OF HIS OFFICE					X
WRITES EFFECTIVELY					X
SECURITY CONSCIOUS					X
THINKS CLEARLY					X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X
OTHER (Specify):	REDACTED				
SEE SECTION F* ON REVERSE SIDE					

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject's thorough technical knowledge of A&R activities qualifies him as a competent Supervisor. Since the last reporting period, he has delegated more responsibilities to personnel under his supervision. This, in effect, has increased the productive capability of his Branch.

11/11/60
252111HOME
WORK

SECTION F

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

27 January 1960

SIGNATURE OF EMPLOYEE

H. E. Bernisey

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN
UNDER MY SUPERVISION

34

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

27 January 1960

DC/TSS/GARD

Paul J. Szego

PAUL J. SZEGO

3.

BY REVIEWING OFFICIAL

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

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

27 January 1960

Chief, TSS/GARD

Joseph F. Marzen

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A				GENERAL	
1. NAME (First) (Middle) (Last)		J. DATE OF BIRTH		2. SEX	4. GRADE
KIMSEY Herman E.		11 Dec 1916		M	GS-13
3. SERVICE DESIGNATION & OFFICIAL POSITION TITLE				5. OFF/DIV/BR OF ASSIGNMENT	
DT 10 TECH AIDS				PPD/TSS/A/GARD	
6. CAREER STATUS		7. TYPE OF REPORT			
NOT ELIGIBLE	X MEMBER	DEPARTMENT	INITIAL	REASSIGNMENT/SUPERVISOR	
PENDING	DECLINED	DIVISION	X ANNUAL	REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN D.C.		11. REPORTING PERIOD		SPECIAL (Specify)	
January 1959		Dec 1957 to Jan 1959			
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibility MUST be rated on their ability to supervise (Indicate number of employees supervised).					
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior
SPECIFIC DUTY NO. 1	RATING NO.	SPECIFIC DUTY NO. 4	RATING NO.		
Supervises A&R Branch Personnel	3	Oral Briefing	4		
SPECIFIC DUTY NO. 2	RATING NO.	SPECIFIC DUTY NO. 5	RATING NO.		
Questioned Document Analysis	5	Writing Technical Reports	5		
SPECIFIC DUTY NO. 3	RATING NO.	SPECIFIC DUTY NO. 6	RATING NO.		
Liaison with other Gov't. Questioned Document Labs.	5	Monitors graphology program	5		
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.					
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 4
SECTION D DESCRIPTION OF THE EMPLOYEE					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.					
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree	
CHARACTERISTICS		NOT APPL'D	NOT OBS'D	RATING	
GETS THINGS DONE				1	2
RESOURCEFUL				3	4
ACCEPTS RESPONSIBILITY				2	5
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES				1	3
DOS HIS JOB WITHOUT STRONG SUPPORT				2	4
FACILITATES SMOOTH OPERATION OF HIS OFFICE				1	3
WRITES EFFECTIVELY				2	4
SECURITY CONSCIOUS				1	3
THINKS CLEANLY				2	4
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS				1	3
OTHER (SPECIFY)	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>				
SEE SECTION D* (IN REVERSE SIDE)					

~~SECRET~~

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Subject is a very competent supervisor from a technical standpoint in that he has a thorough applicable knowledge of the complex ~~SRJac~~ ⁵⁹ tasks. In many respects this tends to contribute to his main weakness in that he measures the potential of his personnel by his own level of proficiency rather than a team level. This creates a situation whereby he has tendency to perform many functions which he could delegate to his personnel.

SECTION F CERTIFICATION AND COMMENTS		
1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
27 Jan. 1959		
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
22		
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS REPORT MADE WITHIN LAST 90 DAYS		
OTHER (Specify)		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPE OR PRINTED NAME AND SIGNATURE
27 Jan. 1959	Deputy Chief, TSS/CARD	Paul J. Szego <i>Paul J. Szego</i>
3. BY REVIEWING OFFICIAL		
<input type="checkbox"/> I SHOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. <input type="checkbox"/> IT SHOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. <input type="checkbox"/> I SHOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. <input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPE OR PRINTED NAME AND SIGNATURE
27 Jan. 1959	Chief, TSS/CARD	<i>Joseph F. Matson</i> Joseph F. Matson

~~SECRET~~

SECRET

Form 145 (Part I)

145-1000-1000

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you send Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any section. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item 6 of Section A below.

SECTION A.

			GENERAL			
1. NAME	2. CLASS	3. GRADE	4. DATE OF BIRTH	5. SEX	6. SERVICE DESIGNATION	
KIMSEY Herman	E.	GS-13	11 Dec 1916	M	DT	
5. OFFICE DIVISION/BRANCH OR SECTION DDP/TSS/A/Graphic Arts Repro. Div.			6. PERIOD COVERED IN THIS REPORT (Inclusive dates) 23 December 1957 to 23 December 1957			
7. GRADE GS-13			8. PERIOD REPORT DUE TO 23 December 1957			
9. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> General			10. CLASSIFICATION/SECURITY LEVEL SPECIAL (Specify)			

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENTS:

X	THIS REPORT REFLECTS MY OWN OPINION OF THIS INDIVIDUAL.	THE INDIVIDUAL IS RATED "C" IN CT OR D. A WRITING LETTER HAS BEEN SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
	THIS REPORT REFLECTS THE COMBINED OPINION OF MYSELF AND PREVIOUS SUPERVISOR(S).	I DON'T CERTIFY THAT THE RATED INDIVIDUAL SHOWS ANY SIGNIFICANT IMPROVEMENT IN HIS PERFORMANCE SINCE (Specify)
X	I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

2. DATE: 30 Dec. 1957 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: D. SUPERVISOR'S OFFICIAL TITLE
Joseph F. Marzen *[Signature]* C/TSS/GARD

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

BY	DATE
Postmaster	17 JAN 1958
Reviewed by PUD	21 JAN 1958

CONTINUED ON ATTACHED SHEET

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

A. THIS DATE B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL C. OFFICIAL TITLE OF REVIEWING OFFICIAL
30 Dec. 1957 Charles J. Ryan *[Signature]* ASSTC/TSS/AUTH

SECTION C.

JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

- 4/5**
- 1. DOES NOT PERFORM DUTIES ACCURATELY HE IS INCORRECT
 - 2. BARELY ADEQUATE IN PERFORMANCE ALTHOUGH HE HAS HAD EXPERTIC GUIDANCE OR TRAINING HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES
 - 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY OCCASIONALLY DISPLAYS SOME AREA OF WEAKNESS
 - 4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER
 - 5. EXCEEDS EXPECTATIONS, CARRIES OUT MANY OF HIS RESPONSIBILITIES IN AN EXCEPTIONALLY WELL
 - 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS UNEQUALLED BY THE OTHER PERSONS SHOWN IN THE SUPERVISION

COMMENTS

Form 145 (Part I)

145-1000-1000 SECRET

REVISED 1957

OF FORMS IN USE ARE OBSOLETE

Performance

101

SECRET

OFFICE OF PERSONNEL

RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces above up to six of the more important ~~specific~~ duties performed ~~in~~ ^{14K/16} during the rating period. Place the most important first. Do not include minor or incidental duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of that duty. ^{9.28 All 1970}
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisor those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with others performing ~~the same~~ ^{14K/16} the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.

- f. Be specific. Examples of the kind of duties that might be rated are:
- | | | |
|------------------------------|--|--------------------------------|
| ORAL BRIEFING | USES AND USES APPROPRIATE ENVELOPES | CONDUCTS INTERROGATIONS |
| GIVING LECTURES | DEVELOPS AND PRESERVES PHYSICAL EVIDENCE | PREPARES SUMMARIES |
| CONDUCTING SEMINARS | ANALYZES INDUSTRIAL REPORTS | TRANSLATES GERMAN |
| WRITING TECHNICAL REPORTS | MAINTAINS FILES | DEBRIEFING SOURCES |
| CONDUCTING EXTERNAL LIASISON | OPERATES RADIO | KEEPS INDEXES |
| TYPING | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK |
| TAKING DICTATION | WRITES REGULATIONS | MAINTAINS AIR CONDITIONING |
| SUPERVISING | PREPARES CORRESPONDENCE | EVALUATES SIGNIFICANCE OF DATA |
- g. For some jobs, duties may be broken down even further if you ~~feel~~ consider it advisable, e.g., combined key and phone operation, in the case of a radio operator.

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER
2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - PERFORMS THIS DUTY VERY WELL
3 - PERFORMS THIS DUTY ACCEPTABLY	8 - EXCELS. ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 2	RATING NUMBER
Supervises A&R Branch	5	Oral Briefing	4
Questioned Document Analysis	5	Writing Technical Reports	5
Liaison with other Government (Questioned Doc. Labs.)	5	Monitors the Graphology Program	5

E. NARRATIVE DESCRIPTION OF METHODS OF JOB PERFORMANCE

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

Background and years of experience with Agency, qualifies subject as an excellent technician in all facets of questioned document analysis. He is performing an excellent job, monitoring the graphology program. He constantly strives for new ideas in his field of endeavor. In presenting oral briefings and in job discussions, he still retains the tendency of drifting from the immediate topic of discussion.

SECTION D.

SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

- 1 - DEFINITELY UNFIT - HE SHOULD BE SEPARATED
- 2 - OF DOUBTFUL SUITABILITY - COULD NOT WELL ACCEPTED IF HE HAD KNOWN WHAT I KNOW NOW
BUT WAS SEPARATED
- 3 - OF THE FAIR SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- 4 - OF THE GOOD SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION
- 5 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- 6 - EXCEEDED BY ONLY A FEW IN SUITABILITY FOR POSITION IN THE ORGANIZATION

E. THIS INDIVIDUAL DESIRES HELD FOR OTHERS IN SAME OR SIMILAR POSITION IN THE ORGANIZATION

SECRET

SECRET

(This form is to be filled in)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E.

1. NAME KIMSEY Heiman	2. GRADE GS-13	3. DATE REPORT DUE IN OR 23 December 1957	4. DATE OF BIRTH 11 Dec 1916	5. SEX M	6. SERVICE DESIGNATION DT
7. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/TSS/A/Graphic Arts Repro. Div.		8. OFFICIAL POSITION TITLE IO TECH AIDS			
9. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL		10. PERIOD COVERED BY THIS REPORT (Inclusive dates) 23 December 1956 to 23 December 1957			

CERTIFICATION					
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED A. AT THIS DATE 30 Dec. 1957					
B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR Joseph F. Marzen					
C. SUPERVISOR'S OFFICIAL TITLE C/TSS/GARD					
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO. A. AT THIS DATE 30 Dec. 1957					
B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL Charles J. Ryan					
C. OFFICIAL TITLE OF REVIEWING OFFICIAL ASSTC/TSS/AUTH					

SECTION F.

ESTIMATE OF POTENTIAL					
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES					
DIRECTIONS: Considering others of his grade and type of assignment, rate the employee's potential to assume greater responsibilities. Think in terms of the kind of responsibility encountered at the various levels in his kind of work.					
<p>1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED 3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES 4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES 5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING 6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL 7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES</p>					
2. SUPERVISORY POTENTIAL					

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

DESCRIPTIVE RATING NUMBER	0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	
1 - BELIEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION		
2 - BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION		
3 - BELIEVE INDIVIDUAL COULD BE A STRONG SUPERVISOR IN THIS SITUATION		
ACTION	POTENTIAL	DESCRIPTIVE SITUATION
2		4 GROUP DOING THE BASIC JOB (Data drivers, stenographers, technicians or professionals) <i>sporadic contact of various kinds, direct contact with immediate superordinates is frequent (First line supervisor)</i>
2		5 A GROUP OF SUPERVISORS WHO SUPERVISE THE BASIC JOB (Second line supervisors)
1		6 A GROUP WHO DO NOT ACT AS SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive levels)
2		7 MIN CONTACT WITH IMMEDIATE SUPERORDINATES IS NOT FREQUENT
2		8 HIGH IMMEDIATE SUPERORDINATE ACTIVITIES AND REVERSE AND HIGH EXECUTIVE ACTIVITIES
2		9 HIGH IMMEDIATE SUPERORDINATE ACTIVITIES MEMBERS OF THE OPPOSITE SEX
0		10 OTHER (Specify)

FORM NO. 45 (Part II)
MILITARY PERSONNEL SURVEY
EDITION 1A AND 1B
1954
FEB 1954

SECRET

Potential 31 JAN 1957

SECRET

Form Filled In

OFFICE OF PERSONNEL

1. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION 20 months																																																																																
2. COMMENTS CONCERNING POTENTIAL Subject has technical qualifications but still shows weakness in administrative and management capabilities.																																																																																
<i>5/25/69 - 9 25 AM '59 MAIL ROOM</i>																																																																																
SECTION H. FUTURE PLANS 1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL None																																																																																
2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS None																																																																																
SECTION I. DESCRIPTION OF INDIVIDUAL <small>DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "Category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.</small> <p style="text-align: center;"><small>X = HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL</small></p> <table border="0" style="width: 100%;"> <tr> <td style="width: 15%;"><small>CATEGORY NUMBER</small></td> <td style="width: 60%;"><small>1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE</small></td> <td style="width: 25%;"><small>2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE</small></td> </tr> <tr> <td></td> <td><small>3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE</small></td> <td><small>4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE</small></td> </tr> <tr> <td></td> <td><small>5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE</small></td> <td></td> </tr> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">CATEGORY</th> <th style="width: 30%;">STATEMENT</th> <th style="width: 15%;">CATEGORY</th> <th style="width: 30%;">STATEMENT</th> <th style="width: 15%;">CATEGORY</th> <th style="width: 30%;">STATEMENT</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">2</td> <td>1. ABLE TO SEE ANOTHER'S POINT OF VIEW</td> <td style="text-align: center;">4</td> <td>11. HAS HIGH STANDARDS OF ACCOMPLISHMENT</td> <td style="text-align: center;">2</td> <td>21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES</td> </tr> <tr> <td style="text-align: center;">4</td> <td>2. CAN MAKE DECISIONS ON HIS OWN WHEN NECESSARY</td> <td style="text-align: center;">3</td> <td>12. SHOWS ORIGINALITY</td> <td style="text-align: center;">2</td> <td>22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS</td> </tr> <tr> <td style="text-align: center;">1</td> <td>3. HAS INITIATIVE</td> <td style="text-align: center;">2</td> <td>13. ACCEPTS RESPONSIBILITY EASILY</td> <td style="text-align: center;">3</td> <td>23. IS THOUGHTFUL OF OTHERS</td> </tr> <tr> <td style="text-align: center;">3</td> <td>4. IS ANALYTIC IN HIS THINKING</td> <td style="text-align: center;">2</td> <td>14. ADMITS HIS ERRORS</td> <td style="text-align: center;">3</td> <td>24. 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14-00000 Form 45, Part I

FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

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

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

SECTION A.

GENERAL

1. NAME (Last) KIMSEY	(First) Herman	(Middle) E.	2. DATE OF BIRTH 11 Dec 1916	3. SEX M	4. SERVICE DESIGNATION DT
5. OFFICE/DIVISION/BRANCH OR ASSIGNMENT DDP/TSS/AUTH/Graphic Arts Reproduction			6. OFFICIAL POSITION/TITLE IO TECH AIDS		
7. GRADE GS-12	8. DATE REPORT DUE IN OR DIVISION, PERIOD COVERED BY THIS REPORT (Inclusive dates) 23 December 1956	22 December 1955 to 23 December 1956			
9. TYPE OF REPORT (Check one)	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> SEMI-ANNUAL	<input type="checkbox"/> QUARTERLY	<input type="checkbox"/> SPECIAL (Specify) _____	<input type="checkbox"/> EMPLOYMENT/EMPLOYEE

SECTION B.

CERTIFICATION

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

A. CHECK (X) APPROPRIATE STATEMENTS:

X THIS REPORT REFLECTS MY OWN OPINION OF THIS INDIVIDUAL.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL ENDS HIS WORK WITHIN THE TIME LIMITS SET OUT IN THIS REPORT.
X THIS REPORT REFLECTS THE COMBINED OPINION OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL ENDS HIS WORK WITHIN THE TIME LIMITS SET OUT IN THIS REPORT.
X I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL ENDS HIS WORK WITHIN THE TIME LIMITS SET OUT IN THIS REPORT.

B. THIS DATE **3-6-57** C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR **JOSEPH F. MARZEN** D. SUPERVISOR'S OFFICIAL TITLE **Chief, TSS/GARD**

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

BY:	DATE
Posted Pos. Control <i>KR</i>	26 MAY 1957
Reviewed by PUS <i>DR</i>	

CONTINUED ON ATTACHED SHEET

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

C. THIS DATE **14-3-57** D. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL **CHARLES J. RYAN** E. OFFICIAL TITLE OF REVIEWING OFFICIAL **AC/TSS/AUTH**

SECTION C. JOB PERFORMANCE/EVALUATION

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

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

COMMENTS: Occasionally reveals some area of weakness.

SECRET

(This form filled in)

2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- State in the spaces below up to six of the more important SPECIFIC duties performed during this rating period.
- Place the most important first. Do not include minor or unimportant duties.
- For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisor those who supervise a secretary only).
- Compare in your mind when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:

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

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

DESCRIPTION RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
SPECIFIC DUTY NO. 1 Branch	Supervises A&R	RATING NUMBER 3
SPECIFIC DUTY NO. 2	Questioned Document Analysis	RATING NUMBER 5
SPECIFIC DUTY NO. 3	Document Analysis (for Repro.)	RATING NUMBER 3

3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Knowledge and ability to perform document analysis, questioned document analysis, identification and comparison of handwriting and typewriting. He constantly strives for new techniques in his field of endeavor. Has tendency to present his discussions too indirectly so that the importance of the main topic being discussed often becomes confused, vague and sometimes lost.

SECTION D.

SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

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

IS THIS INDIVIDUAL BETTER SUITED FOR WORK IN SOME OTHER POSITION IN THE ORGANIZATION? YES NO

EXPLAIN FOLLOWING:

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

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

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

SECTION E.

GENERAL			
1. NAME (Last) KIMSEY	(First) Herman	(Middle) E.	2. DATE OF BIRTH 11 Dec 1916
3. SEX M	4. SERVICE DESIGNATION DT		
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT DDP/TSS/AUTH/Graphic Arts Reproduction			
6. OFFICIAL POSITION TITLE IO TECH-AIDS			
7. GRADE GS-12	8. DATE REPORT DUE IN OR DIVISION 23 December 1956	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 December 1955 to 23 December 1956	
10. TYPE OF REPORT (Check one) XX ANNUAL	INITIAL	REASSESSMENT-SUPERVISOR REASSESSMENT-EMPLOYEE	SPECIAL (Specify)

SECTION F.

CERTIFICATION

1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED	2. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR JOSEPH F. MARZEN	3. SUPERVISOR'S OFFICIAL TITLE C/TSS/GARD
A. THIS DATE 3-6-57	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL CHARLES J. RYAN	C. OFFICIAL TITLE OF REVIEWING OFFICIAL AC/TSS/AUTH
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.		
A. THIS DATE 14-3-57	B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL CHARLES J. RYAN	C. OFFICIAL TITLE OF REVIEWING OFFICIAL AC/TSS/AUTH

SECTION G.

ESTIMATE OF POTENTIAL

1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

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

2. SUPERVISORY POTENTIAL

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

DESCRIPTIVE RATING NUMBER	ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
1	2		A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds; close contact with immediate subordinates is frequent (First line supervisor))
2	1		A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
2	1		A GROUP WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
2	2		WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
2	2		WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE DIVERSE AND NEED CAREFUL COORDINATION
2	2		WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE OPPOSITE SEX
			OTHER (Specify)

SECRET

GSA GEN. REG. NO. 27

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

10 months

4. COMMENTS CONCERNING POTENTIAL

Subject has technical qualifications but shows weakness in administrative and management capabilities.

MAR 28 1957
S 32 AM '57

SECTION H.

FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

None, except on-the-job training and experience in the administrative functions of his branch.

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

None

SECTION I.

DESCRIPTION OF INDIVIDUAL

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

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

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

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

SECRET

SECRET

(When filled in)

FITNESS REPORT

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

INSTRUCTIONS

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

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

A copy of Report due 22 Dec 55

JAS 12 Dec 55

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

SECTION I (To be filled in by Administrative Officers)

1. NAME (Last) KIMSEY	(First) HERMAN	(Middle) E.	2. DATE OF BIRTH 11 Dec 1916	3. SEX M	4. CAREER DESIGNATION DT
5. DATE OF ENTRANCE ON DUTY 23 March 1953	6. OFFICE ASSIGNED TO TSS		7. DIVISION Graphic Arts Repro. Div.	8. BRANCH	
9. NATURE OF ASSIGNMENT XXK DEPARTMENTAL FIELD		10. IF FIELD, SPECIFY STATIONS		11. GRADE	
12. DATE THAT THIS REPORT IS DUE 22 Dec 1955		13. PERIOD COVERED BY THIS REPORT (Inclusive dates) 23 Dec 1954 to 22 Dec 1955		14. GS-12	

SECTION II (To be filled in by Supervisor)

15. CURRENT POSITION IO Tech Aids 0136-63	16. DATE ASSUMED RESPONSIBILITY FOR POSITION 1 February 1954
17. CHIEF ANALYSIS AND RESEARCH BRANCH/CARD	
18. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency):	

Responsible for technical analysis of documents to be reproduced to determine special materials, techniques involved, existence of check points; analysis and comparison of reproductions and originals and preparation of critique on each reproduction. Determination of authenticity of alledged original documents; determination of source of origin of analysis, including graphology. Evaluation and research into new techniques in graphic arts and authentication areas and development of field expedients for this activity. Maintenance of world wide files of stationery, watermarks, handwriting and typewriting samples; maintains library of information relative to questioned document work, police science, forgery and counterfeiting.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

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

This report has not been shown to the individual rated.

THIS DATE 29 November 1955	SIGNATURE OR TITLE (Employee's immediate supervisor)
CHARLES YEH, JR. <i>Charles Yeh</i>	
I HAVE REVIEWED THIS REPORT (Comments, if any, are reflected by attached memorandum)	
THIS DATE 29 November 1955	SIGNATURE OR TITLE (Official of higher in line of authority)
CHARLES J. RYAN <i>CR</i>	

SECRET

Other Fields 20

SECTION 15

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

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The health belief category is divided into three small blocks; this is to allow you to make three distinctions at once. Next, next to each of the statements on the left is the check the category on the right which best tells how much the statement *applies* to person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether *Applies* applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS		CATEGORIES					
	SAMPLES	NOT OFTEN SERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOUT AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.		1	2	X	X	X	X
B. PRACTICAL.						X	X
1. A GOOD REPORTER OF EVENTS.						X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.							X
3. CAUTIOUS IN ACTION.						X	
4. HAD INITIATIVE.						X	
5. UNEMOTIONAL.					X		
6. ANALYTIC IN HIS THINKING.						X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.						X	
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.					X		
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.					X		
12. CAN GET ALONG WITH PEOPLE.						X	
13. MEMORY FOR FACTS.						X	
14. GETS THINGS DONE.						X	
15. KEEPS ORIENTED TOWARD LONG- TERM GOALS.						X	
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X	
18. HAS STAMINAL CAN KEEP GOING A LONG TIME.						X	
19. HAS WIDE RANGE OF INFORMATION.							X
20. SHOWS ORIGINALITY.							X
21. ACCEPTS RESPONSIBILITIES.							
22. ADMITS HIS ERRORS.							
23. RESPONDS WELL TO SUPERVISION.							
24. EVEN DISPOSITIVE.							
25. ABLE TO LEARN BY DIRECT CONTACT WITH PEOPLE.							X

~~SECRET~~

SECRET

Journal of Health Politics, Policy and Law

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

Broad knowledge of technical aspects of intelligence and counter-intelligence work, particularly in the authentication field.

8. WHAT ARE HIS OUTSTANDING WEAKNESSES?

Excessive enthusiasm in his own field which causes him to "overtalk" occasionally; at times this results in an unconscious reaction by his hearers to give information he is passing on a lower professional evaluation than is justified.

SECRET

SECRET

14-00000-101

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

OFFICE OF PERSONNEL

See "A" above.

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? NO YESDEC 9 1955
2 12 PM '55E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL? MAIL-ROOM

Continued contact with questioned document profession; no formal training in this field available. Training in management and/or broad operational administration when personnel situation/work load permits.

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

SECTION VI

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

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

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

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

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

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

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

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

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

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

SECRET

SECRET

Form 37-189, 1 May 54

FITNESS REPORT

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

INSTRUCTIONS

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

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

A. SD-TS	Handwritten 12/54	BY	DATE
IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED			
SECTION I (To be filled in by Administrative or Personnel Officer)			
1. NAME (Last) KIMSEY,	(First) Herman	2. DATE OF BIRTH 26 Dec. 1916	3. GRADE GS-11
4. DATE OF ENTRANCE ON DUTY 23 March 1953	5. OFFICE ASSIGNED TO DDP	6. DIVISION TSS	7. BRANCH GARD
8. NATURE OF ASSIGNMENT (XX) DEPARTMENTAL FIELD	9. IF FILLED, SPECIFY STATION		
10. DATE THAT THIS REPORT IS DUE 28 December 1954	11. PERIOD COVERED BY THIS REPORT (Exclusive dates)		
22 December 1953 to 23 December 1954			

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION **1290.01** 2. DATE ASSUMED RESPONSIBILITY FOR POSITION **1 February 1954**

3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE MADE TO HIM DURING THE PAST THREE TO SIX MONTHS (List in order of frequency): Makes analyses of documents preliminary to reproduction; determines necessity for special procurement of paper, cloth, other materials; determines existence of check points, departures from normal security printings; makes critique of finished reproduction. Conducts questioned document analysis for operations deaks; detection of forgeries, alteration; comparisons of handwriting, typing. Conducts training in field expedients of document reproduction and authentication; conducts briefing in general graphic arts activity. Researches into and develops new and field methods for document authentication and alteration. Maintains liaison with government and commercial organizations active in fields of documentation, police sciences, etc.

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

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

This report has not been shown to the individual rated.

THIS COPY IS FOR INFORMATIONAL PURPOSES ONLY AND IS NOT TO BE USED AS AN OFFICIAL RECORD.

14 Dec. 54

Charles Yech *Charles Yech*

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

THIS COPY IS FOR INFORMATIONAL PURPOSES ONLY AND IS NOT TO BE USED AS AN OFFICIAL RECORD.

15 Dec.

James H. Drum *James H. Drum*

SECRET

Form 1-Filled In

SECTION IV

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

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; that is to allow you to make fine distinctions if you so desire. Look at the statement on the left & then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion or either a phrase that the description is not at all suited to the individual.

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

SECRET

SECRET

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

SECTION V

A. WHAT ARE HIS OUTSTANDING STRENGTHS?

Very broad knowledge of technical aspects in intelligence operations; enthusiasm and devotion to type of work he is doing.

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

Tendency to wander away from specific subjects during discussions because of the many vaguely related and remotely corollary situations he has experienced and/or learned about.

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FEB 1967 (Rev 1)

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

None

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

No

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

None at present.

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

SECTION VI

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

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

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

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

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

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

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

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

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

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

SECRET

SECRET

SECURITY INFORMATION

PERSONNEL EVALUATION REPORT AE*Items 1 through 5 will be completed by Administrative or Personnel Officer*

1. NAME (First)	(Last)	Initials	2. GRADE	3. POSITION TITLE
KINSEY	HAROLD	E.	GS-7	Tech. Projects Officer SAC
4. OFFICE	DDP/TDS	STAFF OR DIVISION GATE	BRANCH	<input checked="" type="checkbox"/> Counterintelligence <input type="checkbox"/> If field, specify station
5. PERIOD COVERED BY REPORT From 23 Mar 53 To 22 Dec 53		6. TYPE OF REPORT <input checked="" type="checkbox"/> Initial <input type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Assignment <input type="checkbox"/> Reassignment of Supervisor		

Items 7 through 10 will be completed by the person evaluated

7. LIST YOUR MAJOR DUTIES IN APPROPRIATE ORDER OF IMPORTANCE, WITH A BRIEFLY DESCRIPTION OF EACH. ONLY MINOR DUTIES.
- Analyze foreign documents for the purpose of reproduction.
 - Conduct a comparison critique between the original document and the reproduction.
 - Conduct operational document analysis by comparing and identifying handwriting, typewriting, inks, paper, etc., for the purpose of establishing the authenticity or true source of the document.
 - Conduct research in both laboratory and field methods of alteration, reproduction, and forgery of documents.
 - Maintain liaison with security-cleared government agencies and consultants engaged in document examination work.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
None			

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

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

Not applicable.

10.

20 Mar 53Harold E. Kinsey
Signature*Items 11 through 18 will be completed by Supervisor*

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Mr. Kinsey is well qualified to perform all tasks assigned him and capable of greater responsibilities. He is mature, has broad experience in intelligence activities, is an excellent instructor, capable of clear self-expression. He has acquired a wealth of knowledge in the field of document intelligence through wide field experience, academic study, and instructional experience. A pleasing personality, good contact man. His manner of performance on duties assigned has been excellent.

SECRET

SECURITY INFORMATION

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

Acceptance of responsibility, thoroughness, eagerness to learn new techniques and ideas, cooperation.

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

Wider knowledge of Graphic Arts mechanical techniques; incorporation of new techniques in practical documentation.

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

Has capacity to handle greater responsibilities, especially in technical or associated training activities.

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

Possibly, at present feels he is performing valuable services to Agency which heretofore have received little support; charged with document reproduction and operational analysis, research.

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

None at present; continued widening of his present knowledge of advanced techniques in document examination and reproduction techniques.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.

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

29 Dec 53

DATE

Charles J. Jr.

SUPERVISOR

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

B 29 Dec 53

DATE

E. C. Mulligan C (GARD)

SUPERVISOR, BUREAU OF BUDGET

20. COMMENTS, IF NECESSARY, MAY BE CONTINUED ON REVERSE SIDE OF THIS SHEET.

Mr. Kussey has proved of great value in his assignment. He is qualified for higher responsibilities in his specialties.

SECRET

NOV 1 OF CHANGE IN HEALTH BENEFITS ENROLLMENT FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1972				
--	--	--	--	--

A. IDENTIFYING DATA

1. NAME (LAST, FIRST, MIDDLE INITIAL)	2. ADDRESS (STREET AND CITY, STATE)	3. DATE OF BIRTH	4. CHECK IF CONTROL NO.
Moore, Norman E.	1000 2nd Street, Washington, D.C.	12/11/16	09/306
5. PAYROLL OFFICE NO.		6. ENCLOSURE CODE NO.	
11237001		421	
7. DATE ACTION BECOMES EFFECTIVE			

B. TERMINATION

ENROLLMENT TERMINATED EFFECTIVE ON THE DATE SHOWN IN ITEM 7, ABOVE, WITH ELIGIBILITY TO CONVERSE A <input checked="" type="checkbox"/> HONORABLE CONTRACT	
--	--

C. CHANGE IN PLAN

<input checked="" type="checkbox"/> ENROLLMENT SHOWN IN ITEM 4, ABOVE, HAS BEEN TERMINATED BECAUSE OF ELIGIBILITY OF ANOTHER PLAN.
--

D. TRANSFER OUT

E. TRANSFER IN

NAME AND ADDRESS OF NEW PAYROLL OFFICE FOR RETIREMENT SYSTEM TO WHICH TRANSFERRING	ENROLLMENT ACCEPTED BY THIS AGENCY
---	------------------------------------

F. SUSPENSION

G. REINSTATEMENT

ENROLLMENT HAS BEEN SUSPENDED EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE, WHILE EN- ROLEE IS ON ACTIVE MILITARY DUTY OR FOR THE REASONS STATED IN REMARKS	ENROLLMENT HAS BEEN REINSTATED EFFECTIVE ON DATE SHOWN IN ITEM 7, ABOVE.
--	---

H. CHANGE IN NAME OF ENROLLEE

ENROLLMENT HAS BEEN CHANGED TO	<input type="checkbox"/>	
NAME	ADDRESS IS DIFFERENT FROM ITEM 4, ABOVE	DATE OF CHANGE

I. CHANGE IN ENROLLMENT — SURVIVOR ANNUITANT

ENROLLMENT HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY	<input type="checkbox"/>
NEW ENROLLMENT CODE NUMBER	<input type="checkbox"/>

J. REMARKS

7263

71505

K. DATE OF NOTICE

<i>[Signature]</i> HEAD, FEDERAL EMPLOYEES HEALTH BENEFITS ACT AGENCY, CIA		DATE
HEALTH BENEFITS DIRECTOR CENTRAL INTELLIGENCE AGENCY Washington, D.C.		
QUADRUPPLICATE TO ENROLLMENT OFFICE		

61555

BIOGRAPHIC PROFILE (PART 2)

NIMSBY, Herman Edward

Dec 1916

Fitness Report Dec 1957 - Jan 1959 -- "...is a very competent supervisor from a technical standpoint in that he has a thorough applicable knowledge of the complex A&R activities. In many respects this tends to contribute to his main weakness in that he measures the potential of his personnel by his own level of proficiency rather than a team level. This creates a situation whereby he has tendency to perform many functions which he could delegate to his personnel." Rater, P. J. Szego. Reviewer, J. F. Marzen.

Fitness Report Jan 1959 - Jan 1960 -- "...thorough technical knowledge of A&R activities qualifies him as a competent Supervisor. Since the last reporting period, he has delegated more responsibilities to personnel under his supervision. This, in effect, has increased the productive capability of his Branch." Rater, P. J. Szego. Reviewer, J. F. Marzen.

Appreciation 10/11 from Chief, NAA, for excellent work on Report C-145 performed by TSD personnel. Issued by Chief, CACO/TSD.

Compliment 12/55 from the field, conveyed by the Career Management Officer, TSD, for efficiency in rendering support to an operation.

SAC 1960

DR/PAB (AR/MS)

Return to 14-00000

SECRET
Security Information

KIMBERLY HESMAN YVONNE
Name: Last, First Middle

TO: All C. I. A. Personnel
FROM: Personnel Director
SUBJECT: PERSONNEL QUALIFICATION QUESTIONNAIRE

1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.
2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

CODED
FOR
QUALIFICATIONS
DATE 12 May 63

George E. Meloon
George E. Meloon
Personnel Director

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PERSONNEL QUALIFICATION QUESTIONNAIRE

1. Serial No. (no entry)	2. NAME: (last) KIRKSEY (first) HERMAN (middle) EDWARD	3. Office CARD/TCS
4. Date of Birth 11 Dec 1916	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	6. CIA Entry Date: 23 March 53
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) <input type="checkbox"/> Marriage (3) <input type="checkbox"/> Naturalization (4) <input type="checkbox"/> Other(specify) Year U.S. citizenship acquired, if not by birth	

SEC. I. EDUCATION

1. Extent: (circle one)

- | | | |
|--|--|---|
| 1. Less than high school | <input checked="" type="checkbox"/> GED | 8. Masters degree |
| 2. High school graduate | <input checked="" type="checkbox"/> Two years college, or less | 5. Over two years, no degree |
| 3. Trade, Business or Commercial school graduate | <input checked="" type="checkbox"/> Bachelor degree | 6. Doctors degree |
| | <input checked="" type="checkbox"/> Post-graduate study | 7. Post-graduate study
(minimum 8 sem. hrs.) |

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl	Degree Recd		Sem Hrs
			From	To		Day	Night	

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

4. Military or Intelligence Training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, command & staff, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
Counter Intelligence Corp.	Apr-47	May-47	2 1/2	(MOS 1301) Basic course for Special Agent
Instructor Guidance Course	Apr-52	Sept-52	1	Instructor, CIC School
Chemical Warfare School	May-43	June-43	1/2	Gas Non Commissioned Officer

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SEC. II. WORK EXPERIENCE

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc., and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>23 Mar 53</u>	To <u></u>	Tot. mos. <u></u>	Description of Duties: <u>Foreign Document Analyst and Technician</u>
Grade <u>GS-9</u>	Salary <u>\$5060.00</u>		
Office <u>GARD/TSS</u>	Position <u></u>		
Title: <u>Technical Projects Officer</u>	Duty <u></u>		
Title: <u>Technical Projects Officer</u> Duty Station, if overseas: _____			
From <u></u>	To <u></u>	Tot. mos. <u></u>	Description of Duties: _____
Grade <u></u>	Salary <u></u>		
Office <u></u>	Position <u></u>		
Title: <u></u>	Duty <u></u>		
Title: <u></u> Duty Station, if overseas: _____			
From <u></u>	To <u></u>	Tot. mos. <u></u>	Description of Duties: _____
Grade <u></u>	Salary <u></u>		
Office <u></u>	Position <u></u>		
Title: <u></u>	Duty <u></u>		
Title: <u></u> Duty Station, if overseas: _____			
From <u></u>	To <u></u>	Tot. mos. <u></u>	Description of Duties: _____
Grade <u></u>	Salary <u></u>		
Office <u></u>	Position <u></u>		
Title: <u></u>	Duty <u></u>		
Title: <u></u> Duty Station, if overseas: _____			

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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.) *See Military Work history and Sec. XVII*

From <u>May 46</u> To <u>Oct 46</u> Tot. mo's <u>5</u> Classification Grade(if in Federal Service) <u>SP-7</u> Salary <u>\$3021.00</u> Number and Class of Employees Supervised: <u>100 laborers skilled</u> Employer <u>U.S. Forest Service</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Forestry</u>	Exact Title of your position <u>Camp Supt.</u> Description of Duties: <u>Timber disease control, fighting forest fires, camp administration (food, pay, project records, etc.)</u>
From <u>Apr 45</u> To <u>Apr 46</u> Tot. mo's <u>12</u> Classification Grade(if in Federal Service) <u>CPC 7</u> Salary <u>\$2694.96</u> Number and Class of Employees Supervised: <u>35 laborers</u> Employer <u>U. S. Forest Service</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Forestry</u>	Duty Station if overseas: Exact Title of your position <u>Camp Supt.</u> Description of Duties: <u>Hazard Reduction project, fighting forest fires, camp administration, (food, pay, project records, etc)</u>
From <u>Oct 44</u> To <u>Apr 45</u> Tot. mo's <u>7</u> Classification Grade(if in Federal Service) <u>Salary \$1.10 per hr</u> Number and Class of Employees Supervised: <u>none</u> Employer <u>McCloud River Lbr. Co.</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Lumber</u>	Duty Station if overseas: Exact Title of your position <u>Brakeman</u> Description of Duties: <u>Brakeman on Diesel loco.</u>
From <u>June 44</u> To <u>Oct 44</u> Tot. mo's <u>4</u> Classification Grade(if in Federal Service) <u>Salary \$90.00 per hr</u> Number and Class of Employees Supervised: <u>none</u> Employer <u>Brown Shasta Ranch</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Horse racing and breeding</u>	Duty Station if overseas: Exact Title of your position <u>Laborer</u> Description of Duties: <u>Working with horses, cattle, and crops.</u>
From <u>Dec 43</u> To <u>June 44</u> Tot. mo's <u>7</u> Classification Grade(if in Federal Service) <u>Salary \$90 per hr</u> Number and Class of Employees Supervised: <u>none</u> Employer <u>McCloud River Lbr. Co.</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Lumber</u>	Duty Station if overseas: Exact Title of your position <u>laborer</u> Description of Duties: <u>Handle lumber & Operate machinery.</u>

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Security Information

-1-

Sec. II, Par. 2.

From 19 May 1941 To 3 November 1943 Total Months 30
Military Service

From 5 Oct 1940 to 10 May 1941. Total months 7.
 Classification Grade (if in Federal Service) SAF Salary .75 per hr
 Number and class of employees supervised None
 Employer Cloud River Lumber Co.
 Kind of business Lumber
 Exact Title of your position Brakeman
 Description of Duties Brakeman on a diesel locomotive.
 Duty station if overseas

From 1 May 1940 To 1 Oct 1940 Total Months 5
 Class. Grade (if in Federal Service) SAF Salary \$100.00 per mo.
 Number and Class of Employees Supervised 10-20 laborers

Employer U.S. Forest Service
 Kind of Business Forestry
 Exact Title of your Position Forest Guard
 Description of your duties Suppression and prevention of Forest
Fires, enforcement of Forest Laws, & maintenance of Forest & equipmt.
 Duty station if overseas

From 1 Oct 1939 To 1 May 1940 Total months 7
 Class. Grade (if in Federal Service) SAF Salary 0.65 per hr.
 Number and class of employees supervised None

Employer Cloud River Lumber Company
 Kind of business Lumber
 Exact Title of your position Brakeman
 Description of your duties Brakeman on diesel locomotive
 Duty station if overseas

From 1 May 1939 To 1 Oct 1939 Total Months 5
 Class. Grade (if in Federal Service) SAF Salary \$100.00 per month.
 Number and class of employees supervised 10-20 laborers

Employer US Forest Service
 Kind of business Forestry
 Exact title of your position Forest Guard
 Description of your duties Suppression and prevention of Forest
Fires, enforcement of Forest Laws, & maintenance of Forest & Equipmt
 Duty station if overseas

Sec II, Par. 2.

From 1 Jan 1929 To 1 May 1929 Total Months 4
Class. Grade (if in Federal Service) _____ Salary 0.50 per hr
Number and class of Employees supervised _____ None

Employer McCloud River Lumber Company
Kind of business Lumber
Exact Title of your position Brakeman
Description of your duties Brakeman on a diesel locomotive

Duty station if overseas _____

From 1 Oct 1929 To 1 Jan 1930 Total Months 3
Unemployed _____

From 1 May 1930 To 1 Oct 1930 Total Months 5
Class. Grade (if in Federal Service) _____ Salary 150.00 per mo.
Number and class of Employees supervised _____ None

Employer Union Oil Company
Kind of business Oil
Exact Title of your position Relief tank-truck salesman
Description of your duties Sale and delivery of oil & gasoline to stations.
Duty station if overseas _____

From Feb 1935 To April 1937 Total months 38
Class. Grade (if in Federal Service) _____ Salary 0.50 per hr
Number and class of employees supervised _____ None

Employer McCloud River Lumber Company
Kind of business Lumber
Exact title of your position Brakeman
Description of your duties Brakeman on diesel locomotive.

Duty station if overseas _____

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SEC. II. WORK EXPERIENCE (CONT'D)

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- 01 U. S. Secret Service
 - 02 Civil Police (Forest Service)
 - 03 Military Police
 - 04 U. S. Border Patrol
 - 05 U. S. Narcotics Squad
 - 06 FBI
 - 07 Criminal Investigation Div.
 - 21 Office of Naval Intelligence
 - 22 Office of War Information
 - 23 Army G-2
 - 20 Office of Strategic Services

- 24 Air Force A-2
 - 25 Foreign Economic Admin.
 - 26 Counter Intelligence Corps
 - 27 Immigration & Naturalization
 - 28 Strategic Services Unit
 - 29 Foreign Service, State Dept.
 - 30 Central Intelligence Group
 - 31 Armed Forces Security Agency
 - 32 Coordinator of Information
 - 33 Office of Facts & Figures
 - 34 Board of Economic Warfare
 - 35 Federal Communications Comm.

SEC. III. FOREIGN LANGUAGES

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE

LANGUAGE	COMPETENCE	HOW ACQUIRED	
		Equivalent to	
Hepacris	Native Fluency *	Native of Country	
	Fluent but obviously Foreign *	Prolonged Residence <i>elsewhere</i>	
	Adequate for Research **	Contact (Parents, etc.)	
	Adequate for Travel	Academic Study (Inc. CIA training)	
	Limited Knowledge		
	Slight		

* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein

****Specialized Language Competence:** Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality.

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SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
Japan	1948-1949	X		
	1950-1952	X		
	1951-1951	X		
Zores	1950-1951		X (war)	

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

Skill	Per Cent of Time Used	Not Used	WPM (Approximate Proficiency)	Prefer Assignment Using Skill Obtener
Typing	1.	2.		1. Yes 2. No
Shorthand	1.	2.		1. Yes 2. No
Shorthand System:	1. Manual	2. Machine	3. Speedwriting.	

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.
	Horses, swimming, archery, boating, photography, and weapons.

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership.	International Assoc. For Identification Youngstown, Ohio

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SEC. VIII. PUBLICATIONS

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.

Co-author of 2 text books at the Counter Intelligence Corp School
Observation and Description
Physical Evidence
Co-author of the CIC Investigator. A handbook for CIC Agents.

SEC. IX. INVENTIONS

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
	(1) Yes	(2) No
	(1) Yes	(2) No
	(1) Yes	(2) No

SEC. X. CIA TESTS

Describe below the type of tests which you have taken in CIA:

Type of Test	Date Taken
Personnel Qualification Tests	Nov 1949

SEC. XI. PHYSICAL HANDICAPS

List any physical handicaps you may have.

SEC. XII. OVERSEAS ASSIGNMENT

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour <input checked="" type="checkbox"/>	(2) 4 year Tour <input checked="" type="checkbox"/>	(3) Not interested <input type="checkbox"/>
---	---	---

SEC. XIII. WORK ASSIGNMENT

In view of your total experience and education, for what assignment in CIA do you think you are best qualified?

Operational or Instruction. Also considerable experience in super - visory capacity. Four years experience.

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SEC. XIV. MILITARY STATUS**1. Present Draft Status**

Have you registered under the Selective Service Act of 1948? Yes No.
If yes, indicate your present draft classification _____

2. Present Reserve or National Guard Status

Do you now have Reserve or National Guard Status Yes No.
If yes, complete the following.

1. National Guard
2. Air National Guard
3. Active Reserve Status (member of organized unit)
4. Inactive Reserve Status

Service _____ Grade _____ Location _____

Reserve Unit with which currently affiliated _____

Service Mobilization Assignment, if any _____

Location of Service Records, if known _____

SEC. XV. CIA TRAINING

List the training courses or subjects you have taken while in the CIA.

Course or Subject	(from)	Dates (to)	Hours

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above. (Military Service-19 March 5 Nov 43, 22 May 44-8 Oct 49,

considerable study in Applied Psychology, Criminology, and Criminal Investigative Techniques. Delivered over 1500 hours of lecture on these subjects. Two (2) years experience in supervising an investigative type laboratory which specialized in document examination. Number of personnel, five (5). One (1) year experience as Special Agent, CIC. Total of Six (6) years in CIC. Highest rank, Master Sergeant. *Retirement 11/31/1961*

One (1) year experience with S-2 Section, Combat Intelligence, Interpretation and Evaluation of Information.

Two (2) years of general military training with emphasis on communications, Cavalry/Horse, Infantry, Armor, Troops, Tank Destroyers, Field Artillery.

DATE 2-21-63

SIGNATURE John F. Conrad

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CERTIFICATE OF ATTENDANCE

MAR 30 1953

I certify that on MAR 30 1953 I have attended
the Agency Indoctrination Course specified by Regulation
25-1.


(NAME)

STANDARD FORM G-1 (REVISED AUGUST 1948)
PROLIFERATION CONTROL BOARD COMMISSION
TELETYPE REPORTING MANUAL

APPOINTMENT AFFIDAVITS

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

CIA

(Department or agency)

(Bureau or division)

(Place of employment)

I, Berman E. Kinsey, do solemnly swear (or affirm) that...

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

23 March 1953

(Date of signature or day)

(Signature of appointee)

Subscribed and sworn before me this 23rd day of March, A. D. 19'53.

At Washington D.C.

(City)

(State)

[SEAL]

5 USC 16 & 16a

(Title)

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

14-00100-9

DECLARATION OF APPOINTEE

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

1. PREVIOUS ADDRESS (Street and number, city, and state)

2. (a) DATE OF BIRTH (b) PLACE OF BIRTH (city or town and state or nation)

3. (a) IN CASE OF EMERGENCY PLEASE NOTIFY (b) RELATIONSHIP (c) STREET AND NUMBER, CITY AND STATE (d) TELEPHONE NO.

W.S. Luebberger Brother Bob 185 Yes

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

NAME		RESIDENCE ADDRESS (Give street number, if any)	EMPLOYMENT (Check one)	RELATIONSHIP	TYPE PERIOD (Check one)	SINGLE (Check one)
			1.			
			2.			
			3.			
			4.			
			5.			
			6.			

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

6. ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES? X

7. ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? X

If your answer is "Yes", give details in Item 10.

8. DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PERSON OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE?

If your answer is "Yes", are in Item 10 reason for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 5 years' service; amount of retirement pay, and under what retirement act; and rating if retired from military or naval service.

9. SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT HAVE YOU BEEN DISCHARGED, OR FORCED TO RESIGN, FOR MISDEMEANOR OR CRIMINAL SERVICE FROM ANY POSITION?

If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.

10. HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED OR LESS OR FORFTED COLLECTIVE OR SUPER LISS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT?

If your answer is "Yes", list all such cases under Item 10. Give in each case: (1) The date, (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any; or other disposition of the case. If appointed, your fingerprints will be taken.

INSTRUCTIONS TO APPOINTING OFFICER

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

The form should be checked for holding of office, pension, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

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

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

(3) Citizenship—The appointing officer is responsible for observing the citizenship requirements of (1) the Civil Service Rules and (2) appropriation acts. Form 61 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointing officer may be constrained until clearance has been secured from the certifying office of the Civil Service Commission.

(4) Members of Family—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under probational or permanent appointment in the competitive service, or where member of such family is eligible for probational or permanent appointment in the competitive service, the appointing officer may not entitle to vertebral preference care and subject to this requirement. The members of family previously described do not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

STANDARD FORM 144
1 JANUARY 1957
U. S. GOVERNMENT PRINTING OFFICE: 1957 144-1000-1

STATEMENT OF PRIOR FEDERAL AND MILITARY SERVICE

IMPORTANT: The information on this form will be used in determining creditable service for *Leave purposes* and retention credits for reduction in force. The employee should complete Part I and the Personnel Office should complete Parts II through IV.

PART I.—EMPLOYEE'S STATEMENT

1. NAME (Last, first, middle initial)

Kittsey, Herman E.

2. DATE OF BIRTH

11 Dec 1916

3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (Do not include military service).

4. LIST PERIODS OF SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES, IF YOU HAD NO MILITARY SERVICE, WRITE "NONE".

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? YES NO
(If answer is "YES," list following information.)

6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS?

YES NO
(If answer is "Yes," in what agency were you employed at the time status was acquired?)

7. ARE YOU:

A. THE WIFE OF A DISABLED VETERAN? YES NO

B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? YES NO

C. THE UNMARRIED WIDOW OF A VETERAN? YES NO

8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS.

I swear (or affirm) that the above statements are true to the best of my knowledge and belief.

23 March 53
(DATE)

Herman E. Kittsey
(Signature)

Subscribed and sworn to before me on this 23 day of March 1953 at Wash DC
(STATE) (CITY) (STATE)

SEAL

Ronald L. Schaefer
(Signature)

NOTE: If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.

(OVER)

10-9900-1

**PART III.—DETERMINING CREDITABLE SERVICE
AND SERVICE COMPUTATION DATE FOR
LEAVE PURPOSES**

TOTAL SERVICE (Item 13)

YEARS	MONTHS	DAYS

NONCREDITABLE SERVICE (Item 14)

CREDITABLE SERVICE (Leave purposes)

ENTRANCE ON DUTY DATE (Present agency)

5	3	27
10	3	80
42	12	3

LESS CREDITABLE SERVICE (Leave purposes)

SERVICE COMPUTATION DATE (Leave purposes)

**PART IV.—DETERMINING CREDITABLE SERVICE
AND SERVICE COMPUTATION DATE FOR
REDUCTION IN FORCE PURPOSES**

(To be completed only in those cases when the amount of creditable service for reduction in force purposes differs from the amount creditable for leave purposes)

TOTAL SERVICE (Item 13)

YEARS	MONTHS	DAYS

NONCREDITABLE SERVICE (Item 14)

CREDITABLE SERVICE (RIF purposes)

ENTRANCE ON DUTY DATE (Present agency)

LESS CREDITABLE SERVICE (RIF purposes)

SERVICE COMPUTATION DATE (RIF purposes)

(Enter as the "service computation date" on the employee's "Service Record Card," SP-7.)

REMARKS

CONFIDENTIAL

SECURITY INFORMATION

SECURITY APPROVAL

Date: 6 Feb. 1953

TO: Chief, Covert Personnel Division

Your Reference: I-2594

FROM: Chief, Security Division

Case Number: 71129

SUBJECT: KIMSEY, Herman Edward

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

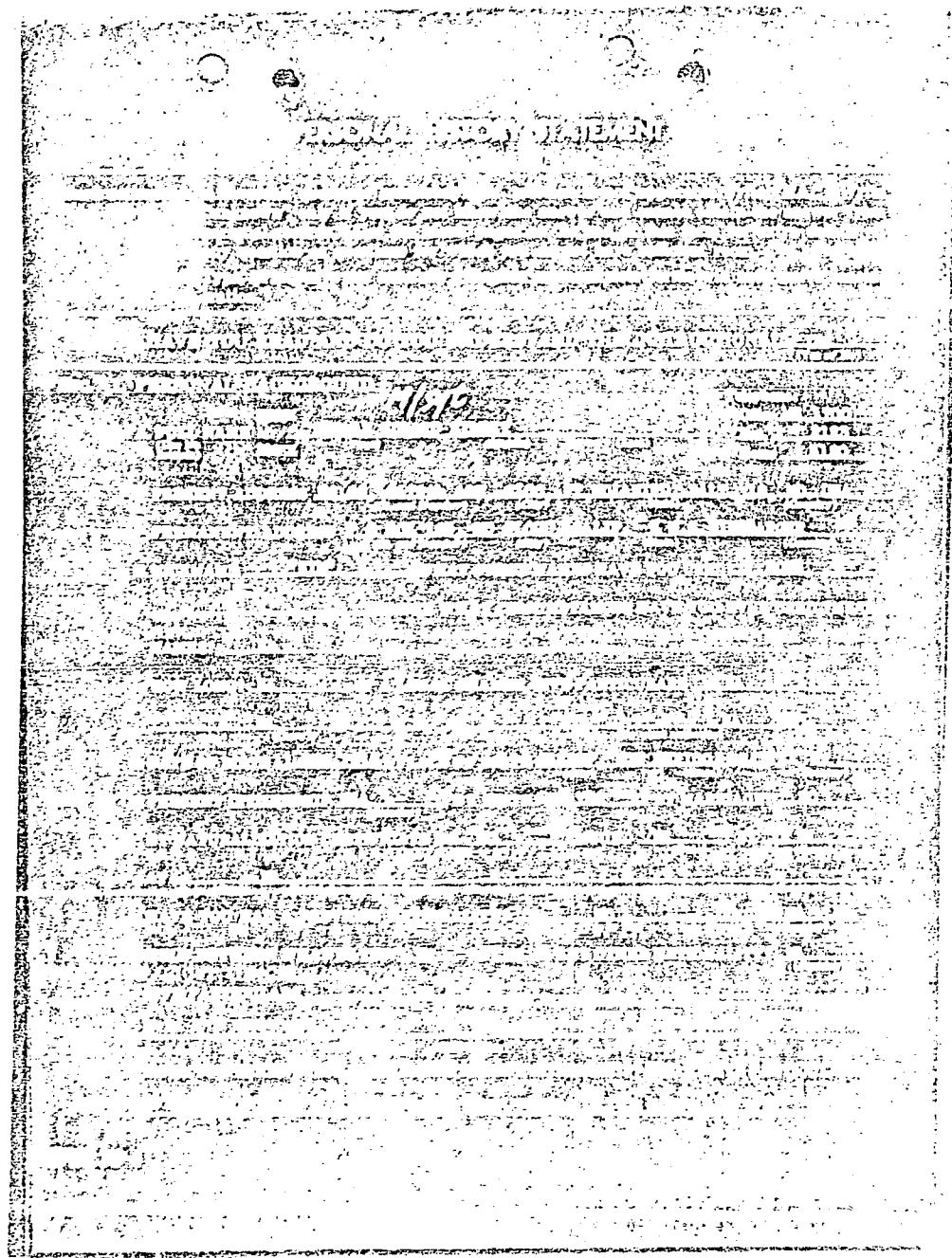
- Security approval is granted the subject person for access to classified information.
- Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.
- The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

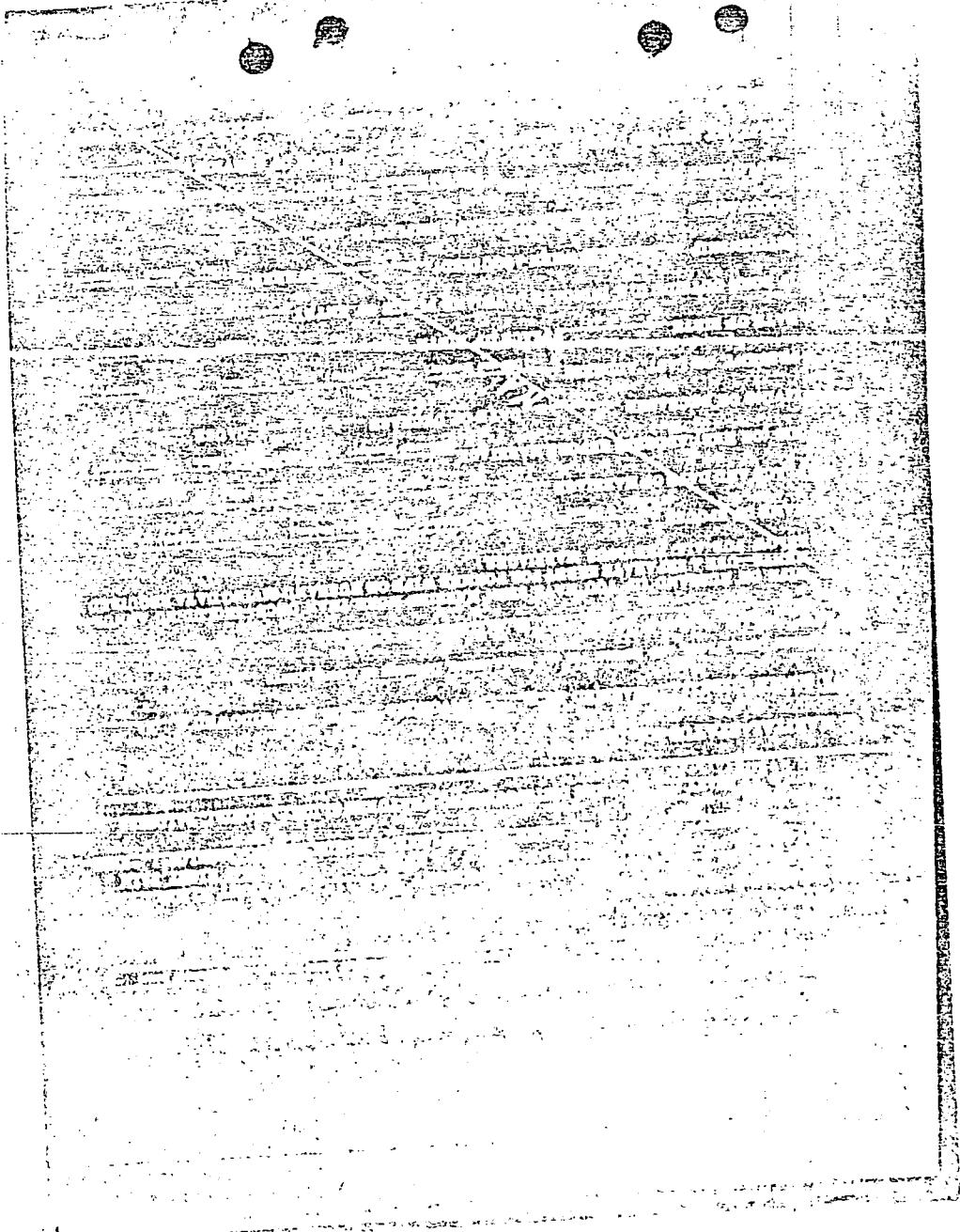
2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

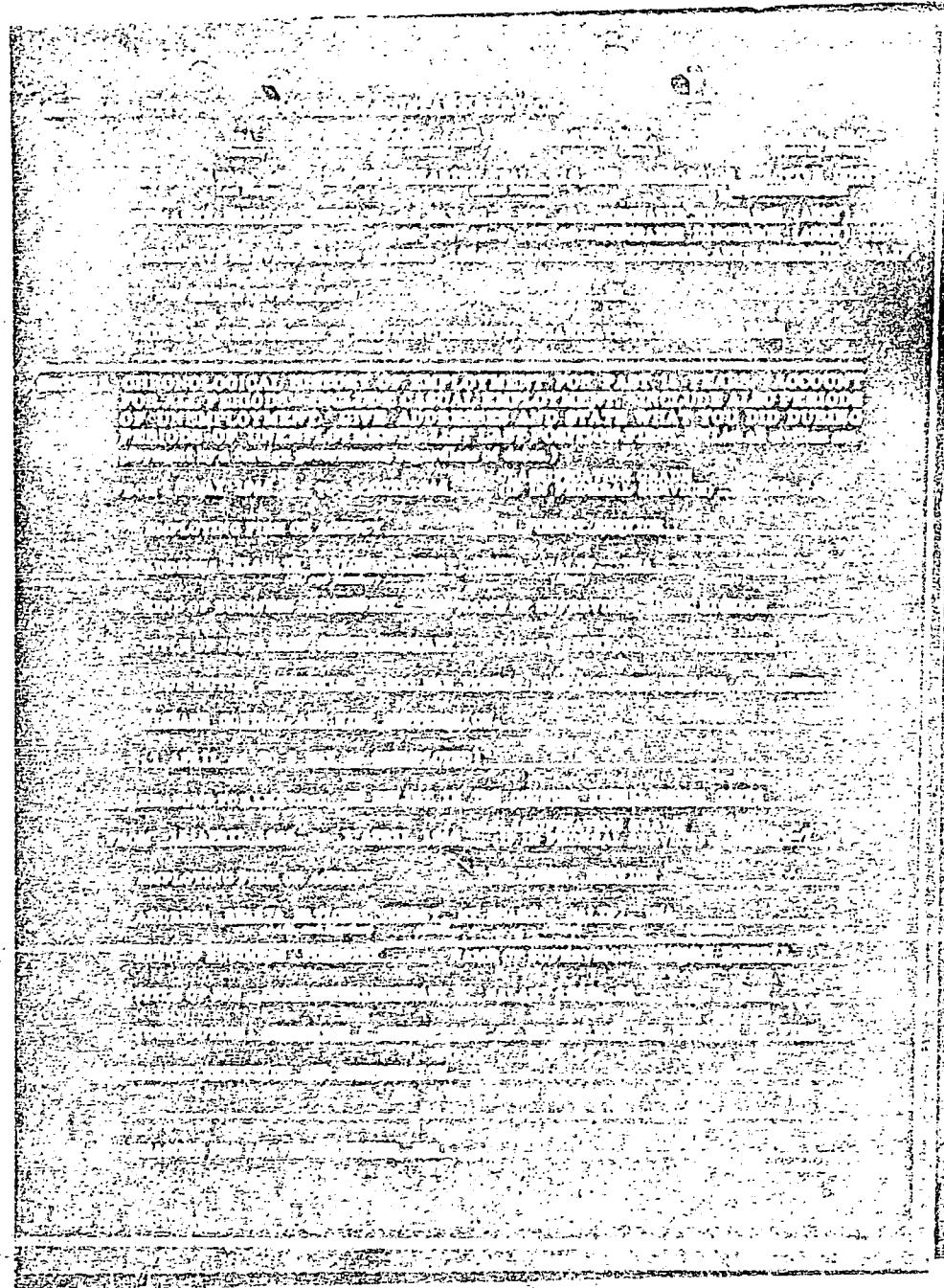
3. Subject is to be polygraphed as part of the E.O.D. procedures.

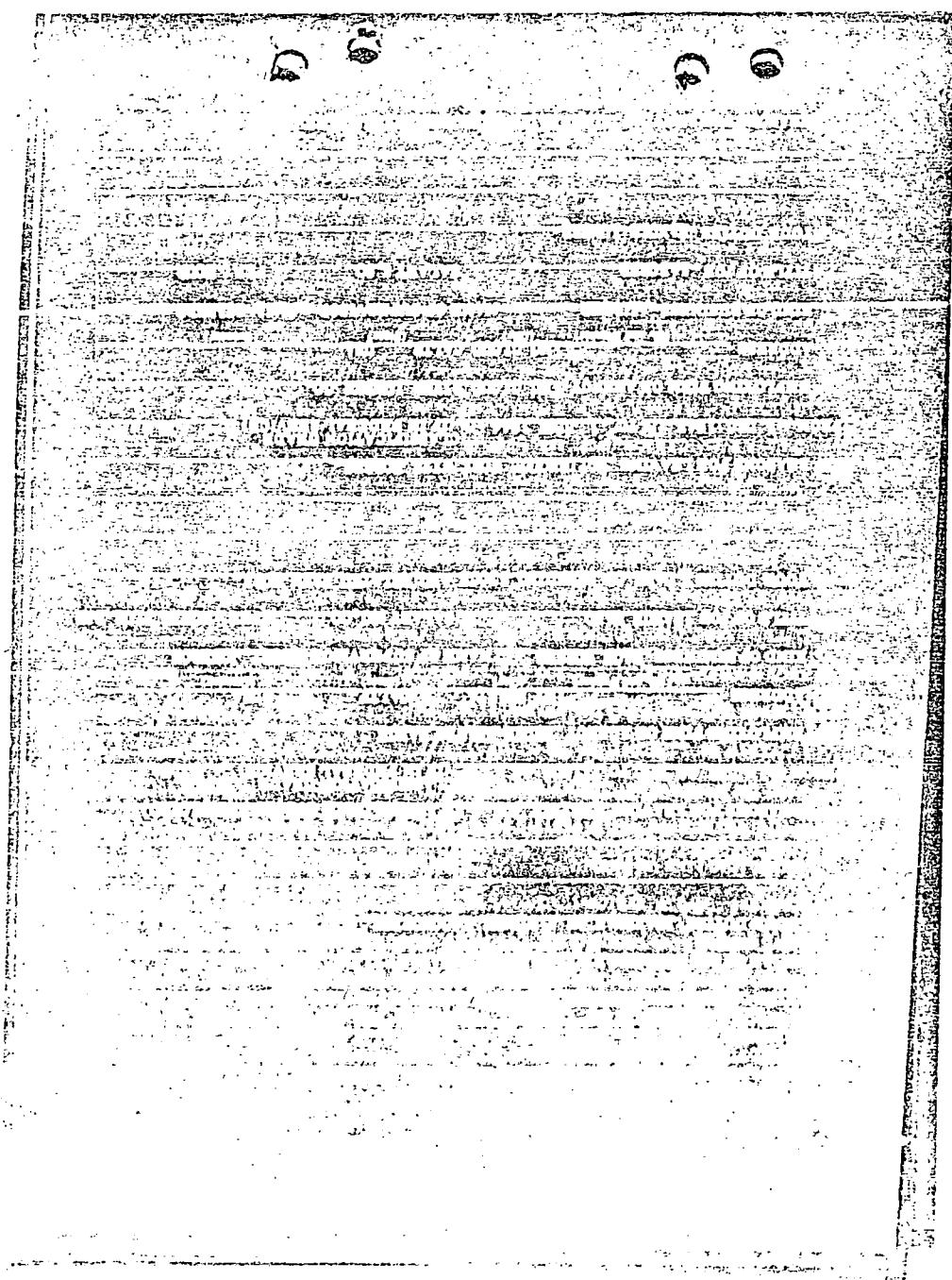
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E. P. Geiss

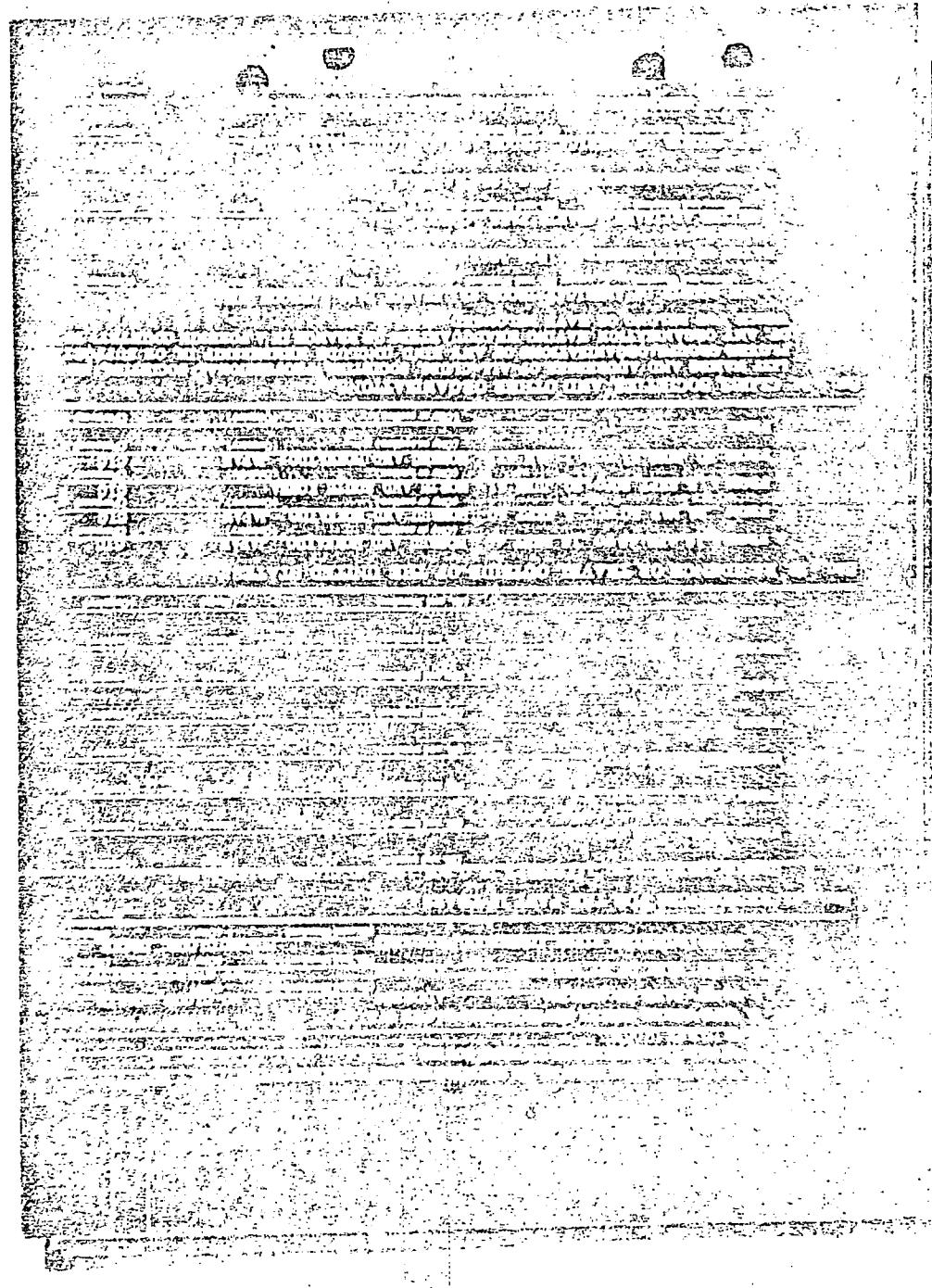
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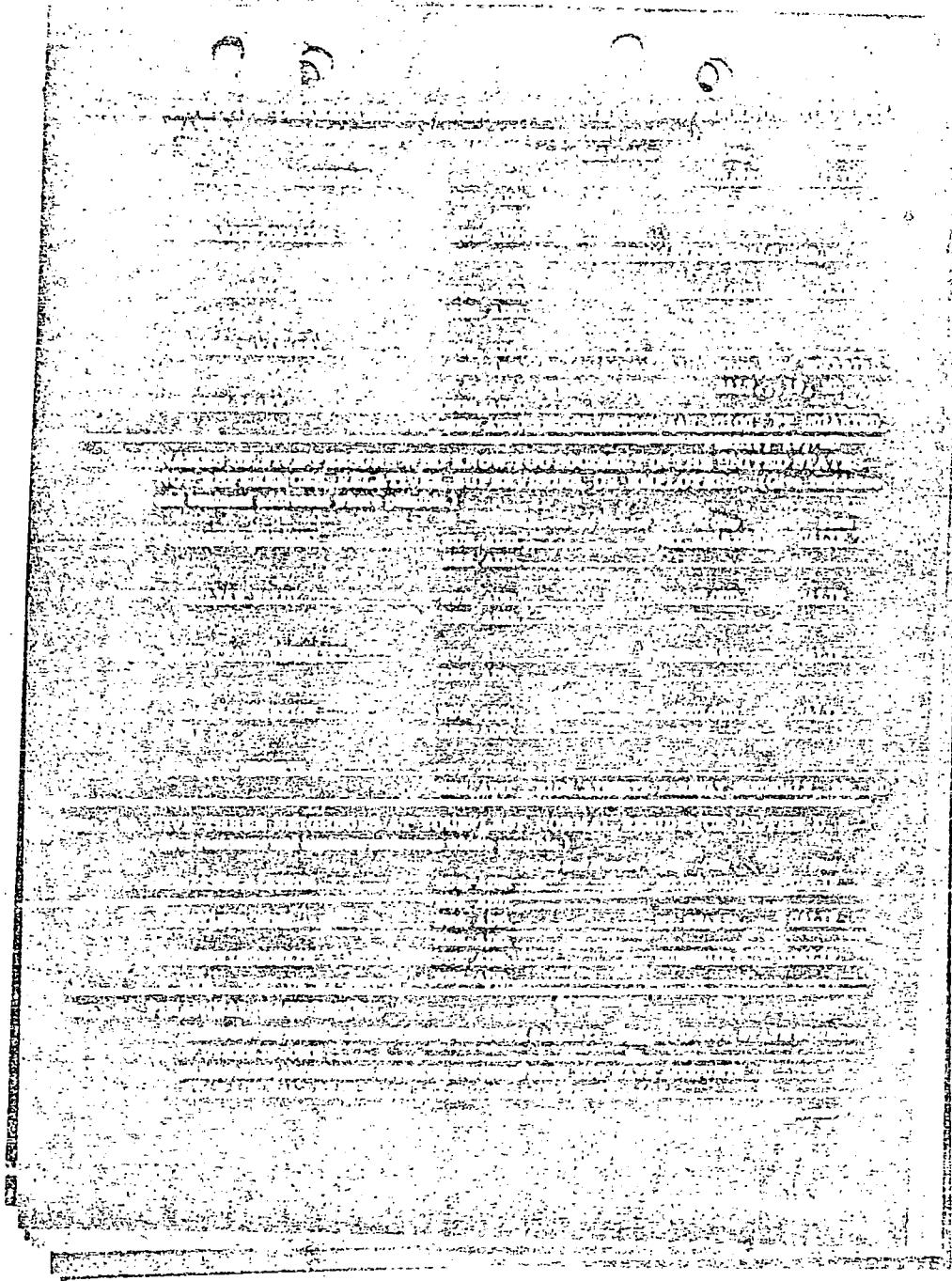


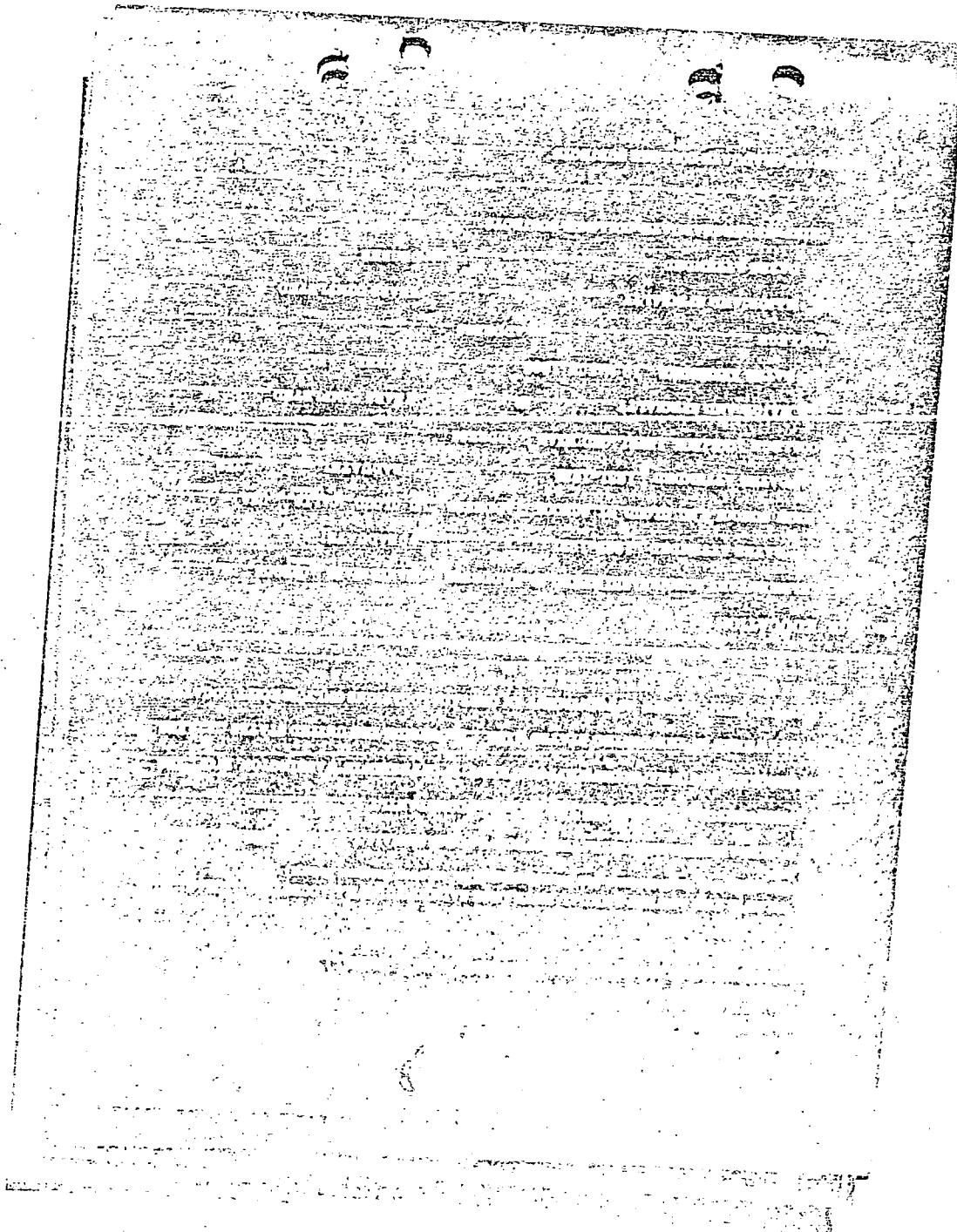


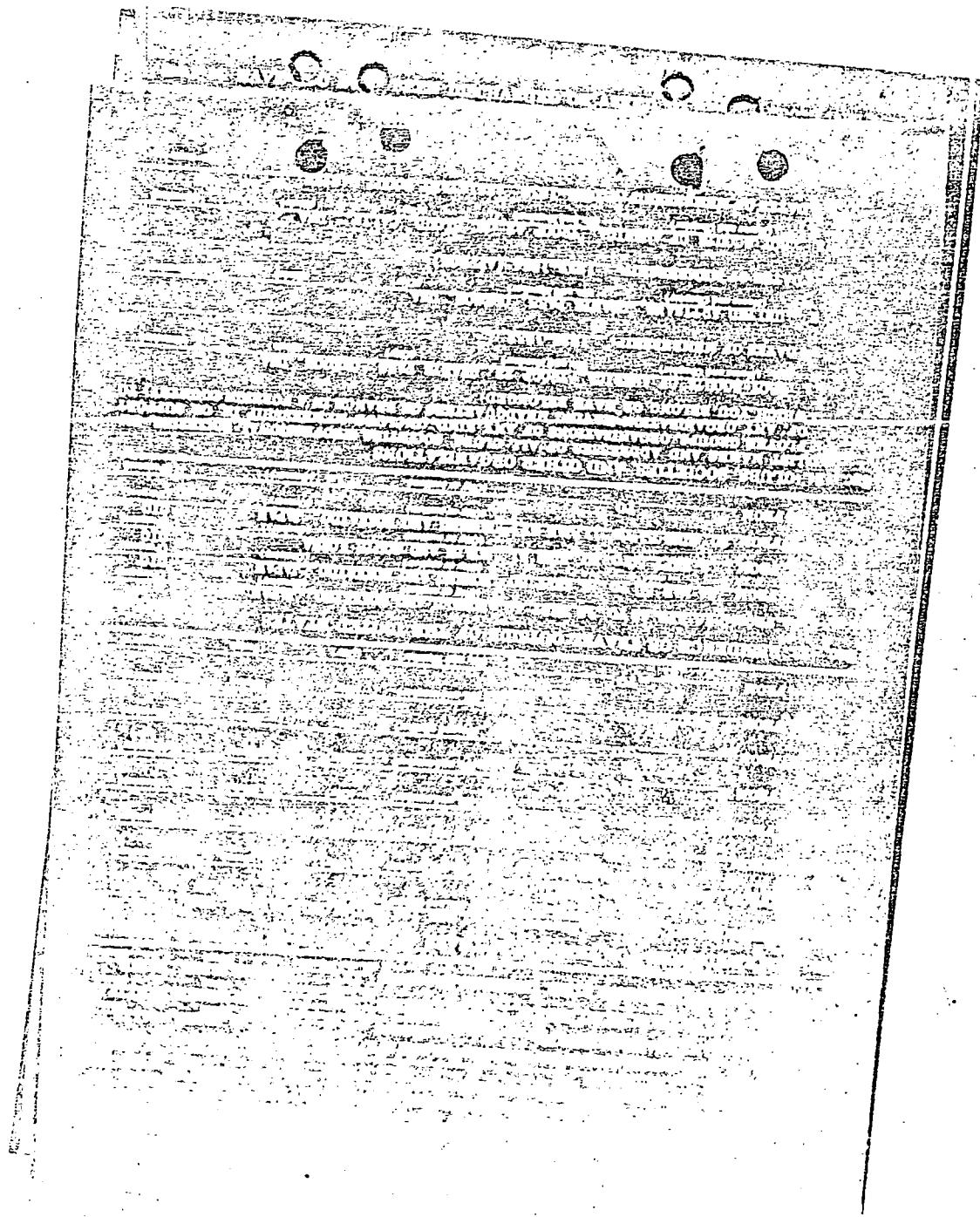


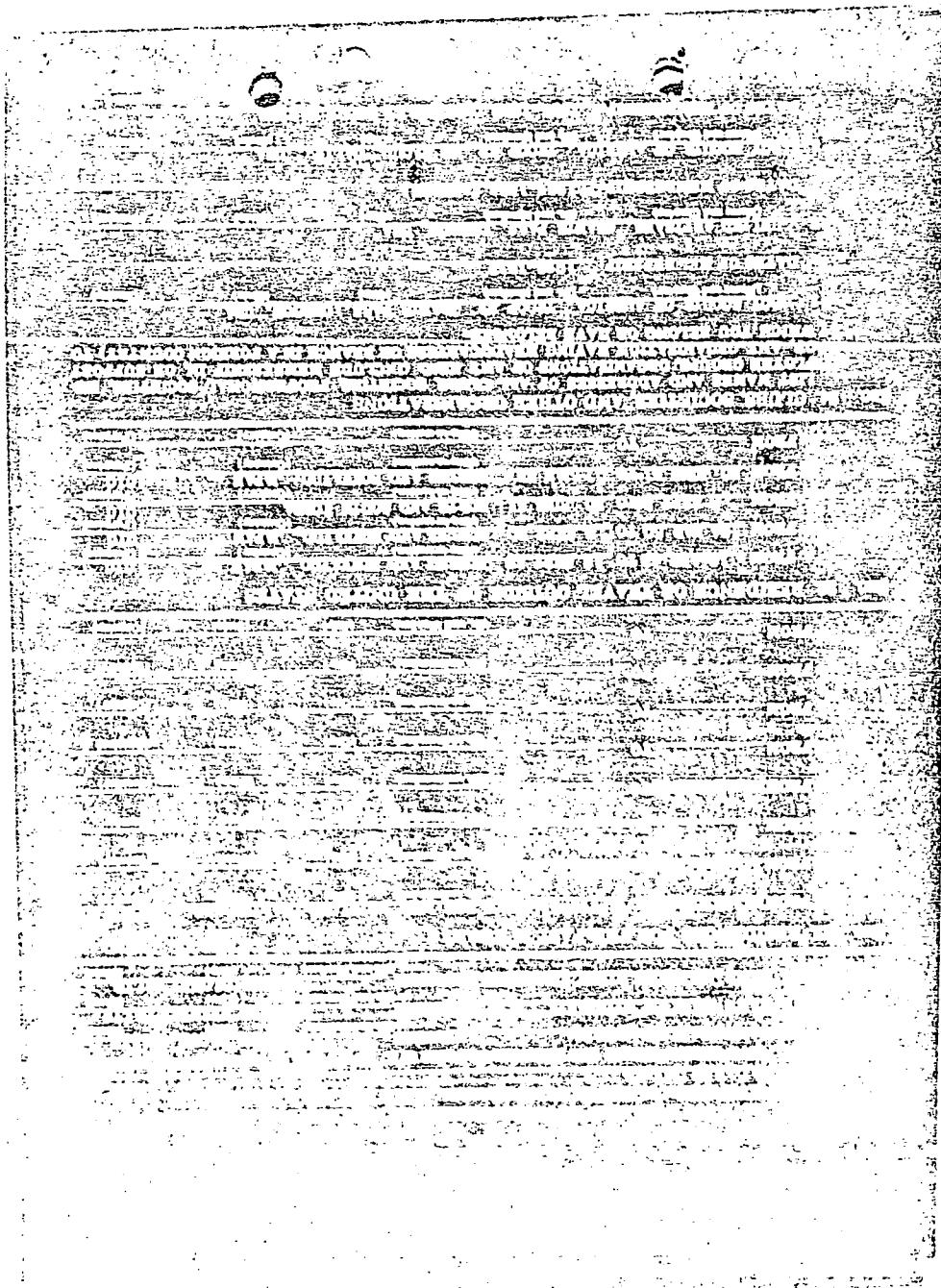


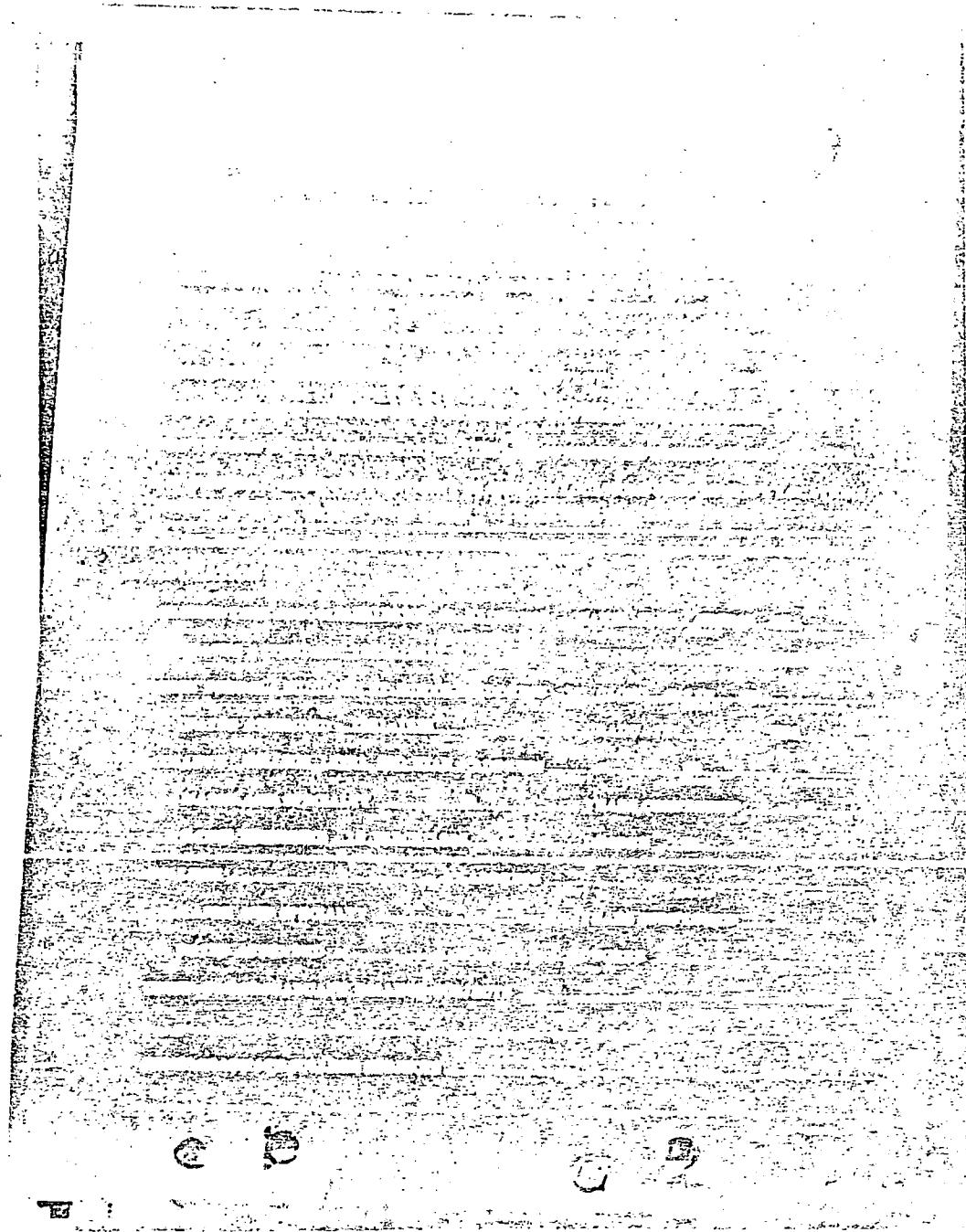


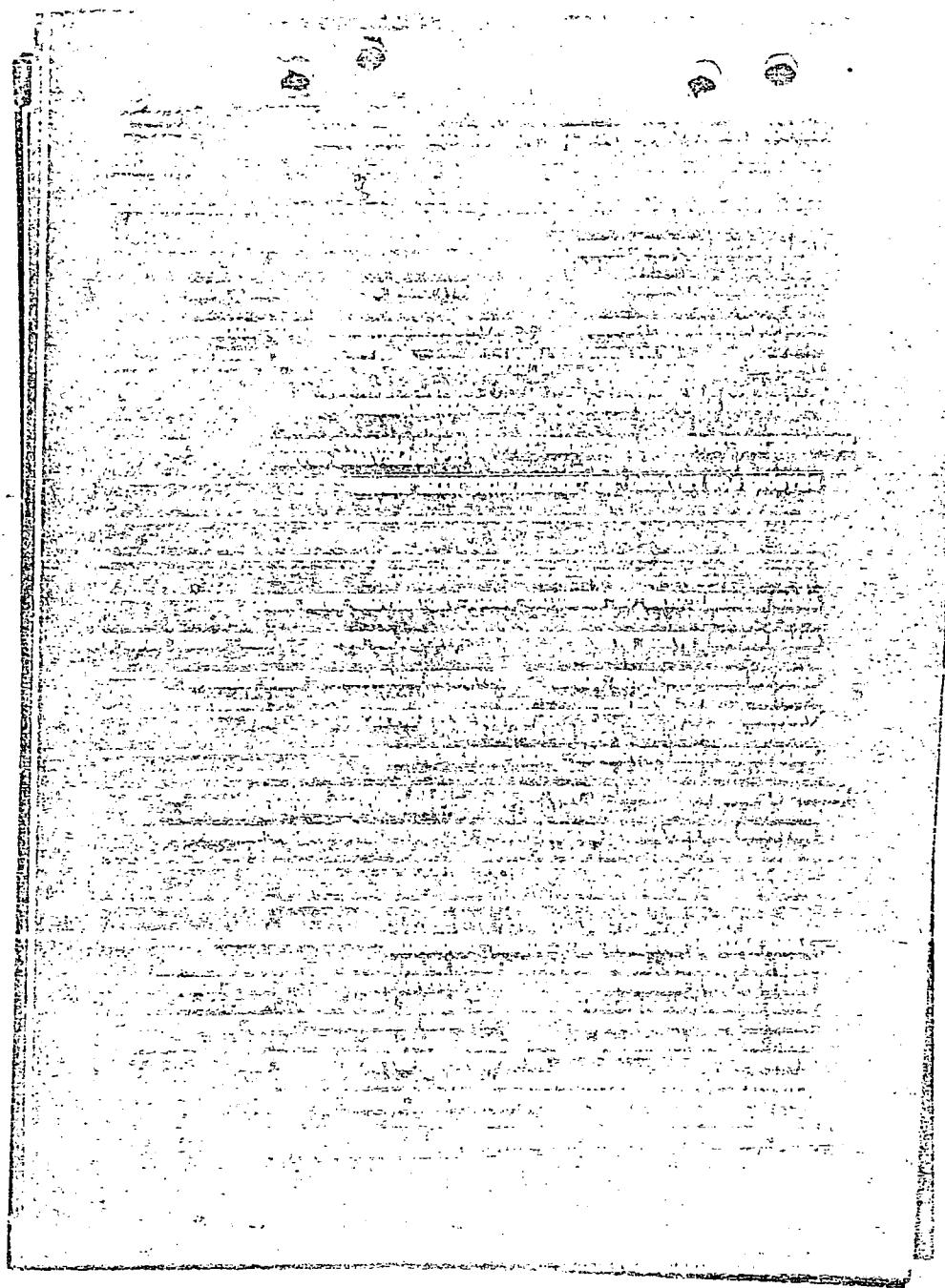


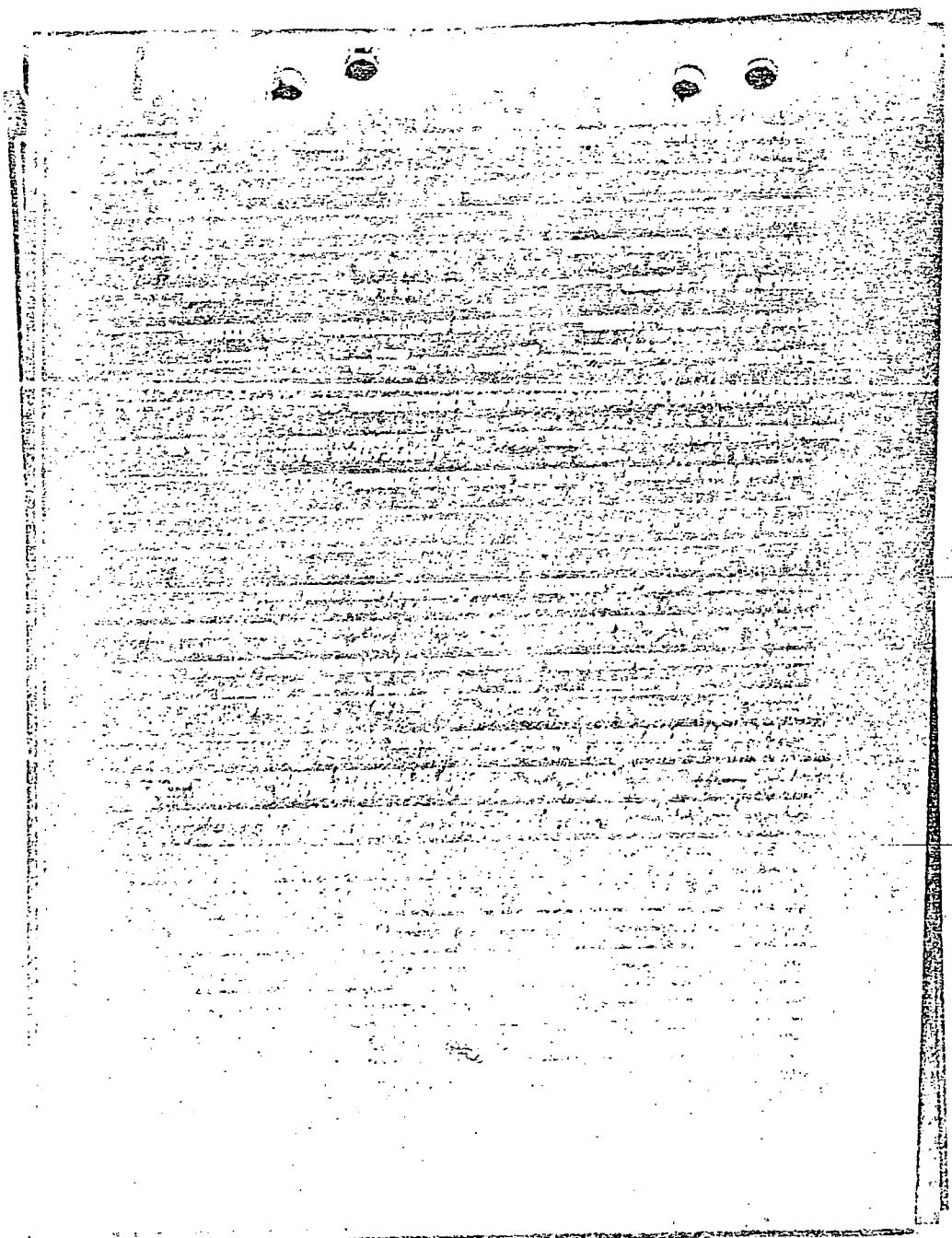


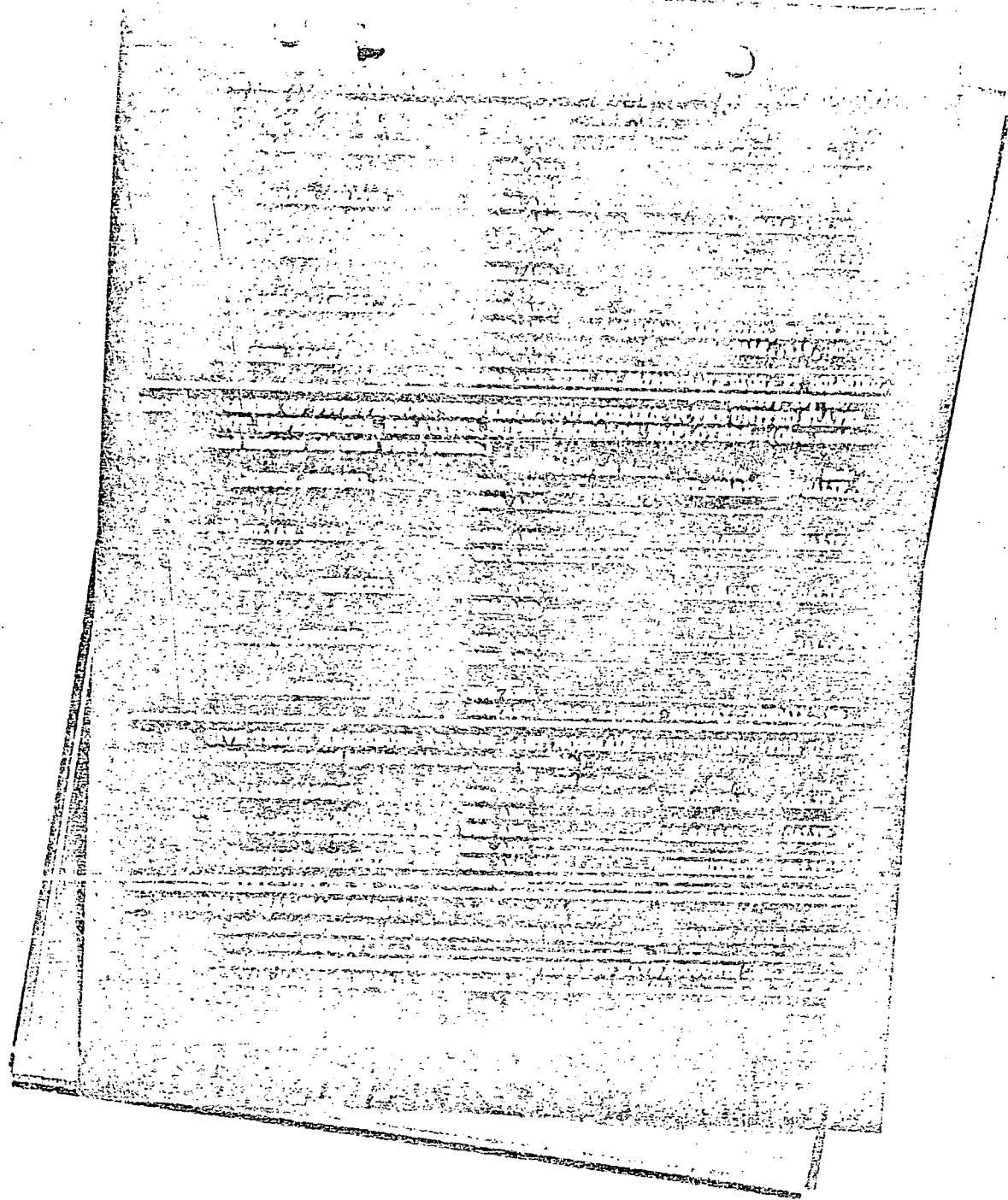


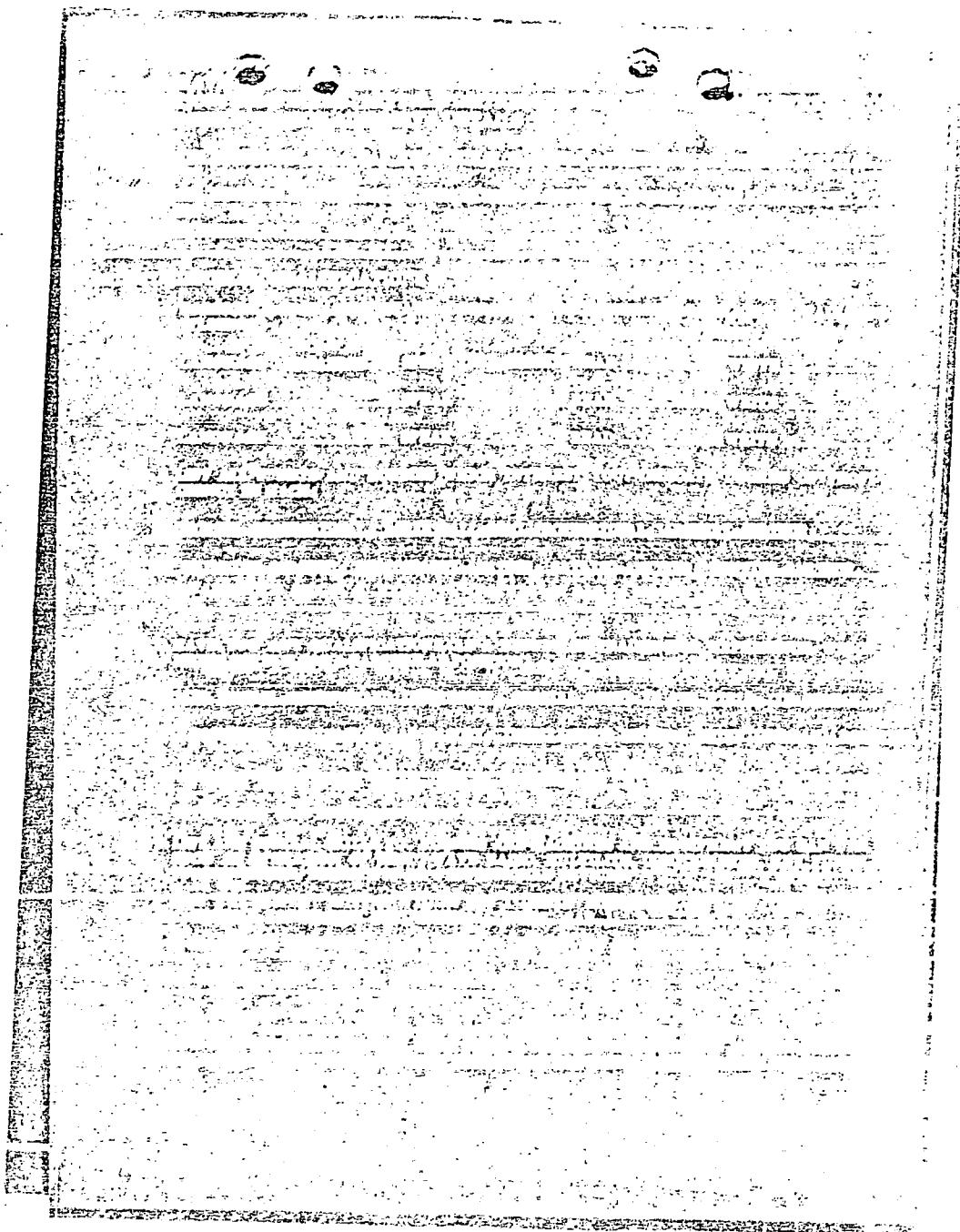


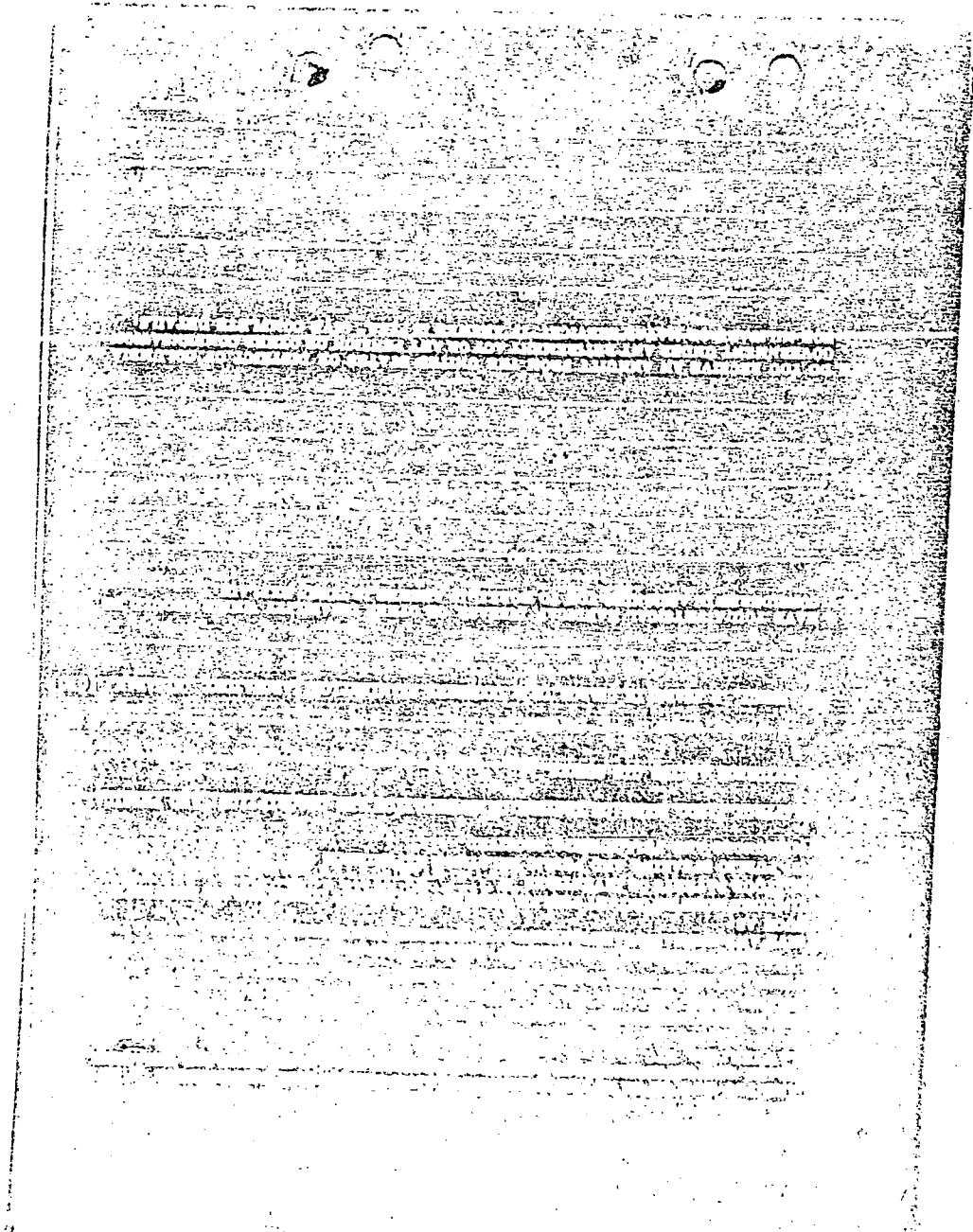


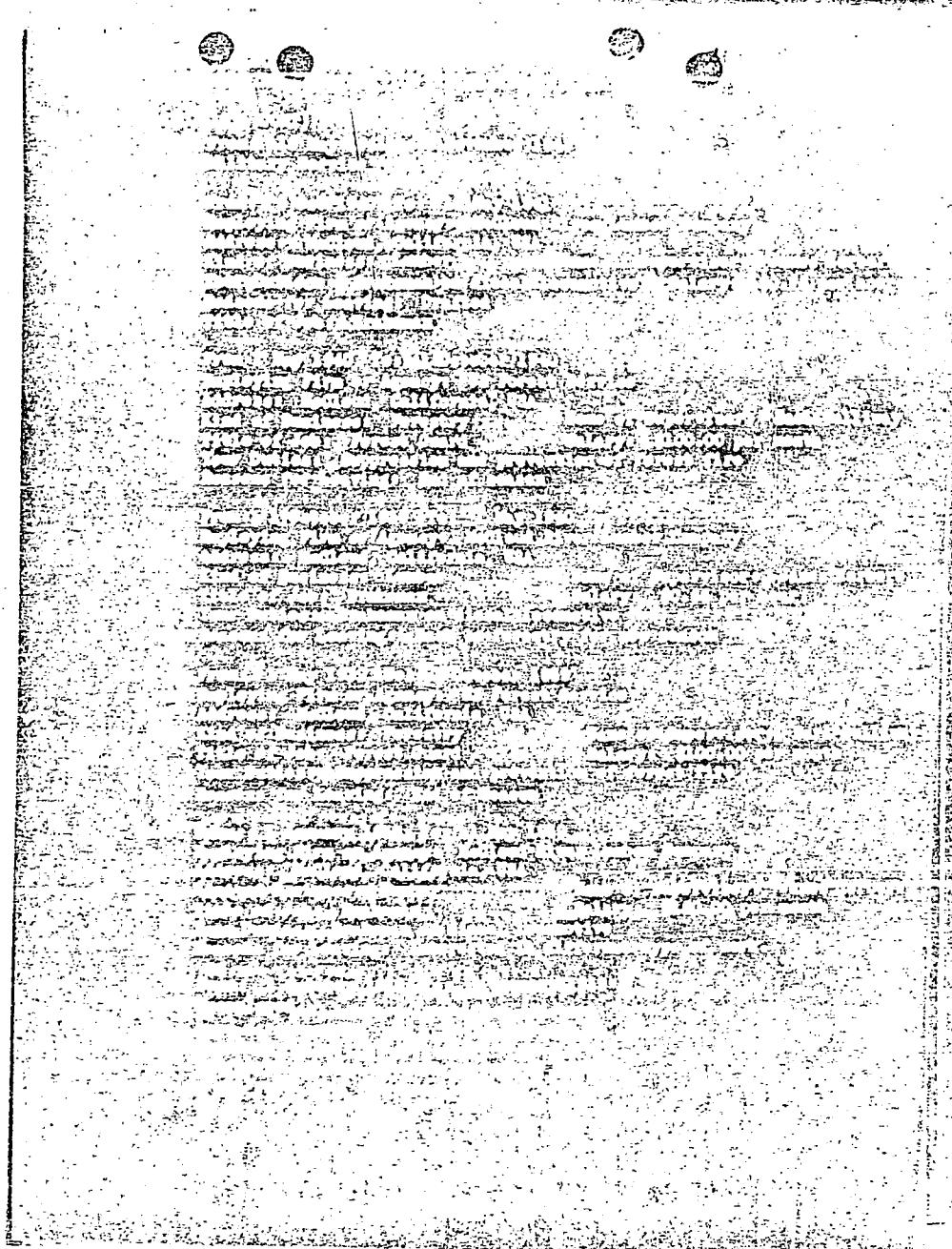


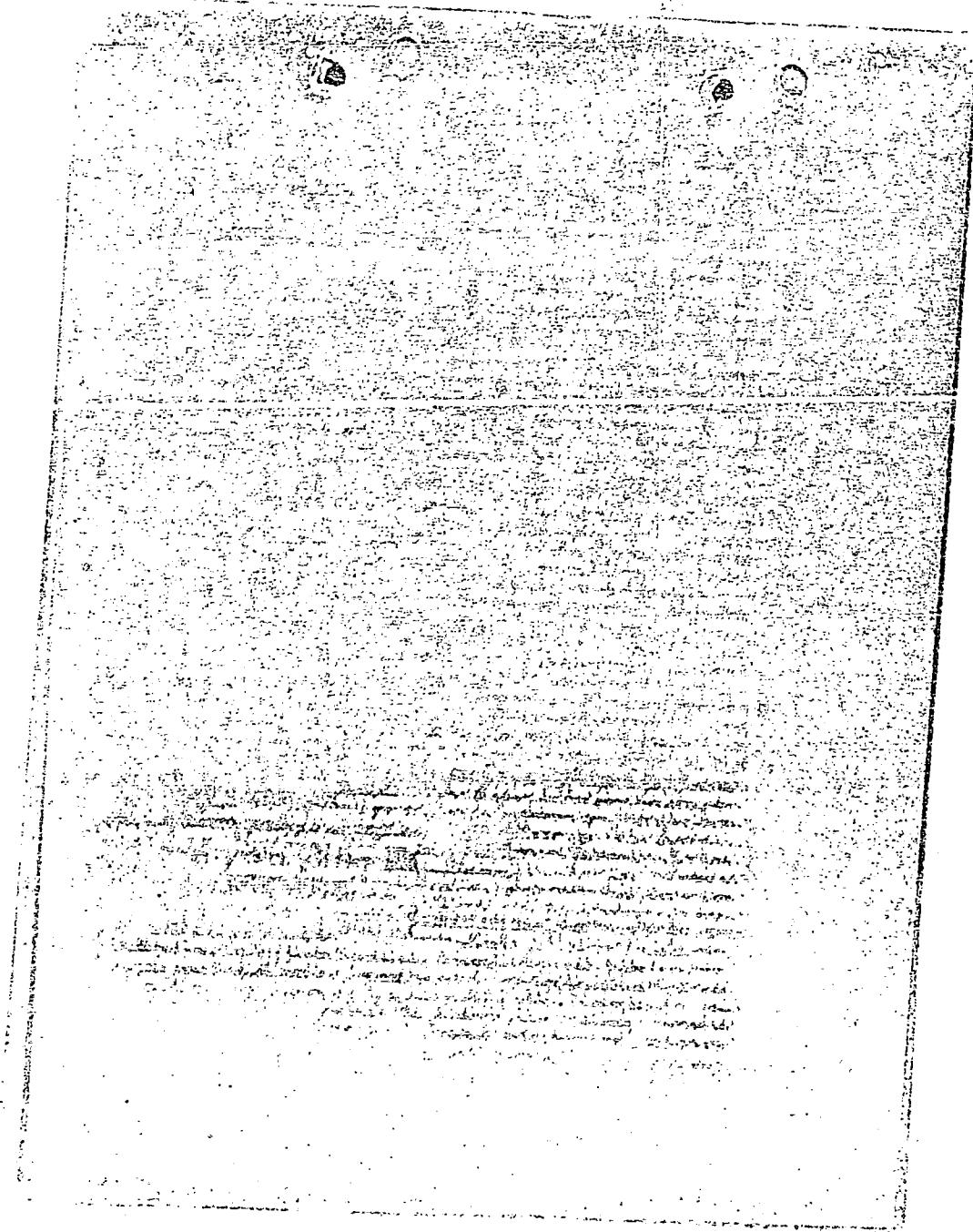












RECORD OF
PREVIOUS GOVERNMENT
SERVICE RETURNED TO
FEDERAL RECORDS CENTER IN
ST. LOUIS, MO.

DATE

~~Sept. 1963~~
Sept. 1963