

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

INCLUSIVE DATES: 15 April 1951 - 34 April 1974

CUSTODIAL UNIT/LOCATION: OP

ROOM: 5E 13

**DELETIONS, IF ANY:** \_\_\_\_\_

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ACCEPT

McCord, James

1951 SEP 3 1951 SEPT 3 1951  
1951 SEPT 3 1951 SEPT 3 1951

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

FORM NO.

15EB 55 241

REPLACES FORM 30-8  
WHICH MAY BE USED.

(6)

-E-T

OF FILE

tation is on file with

as Staff, Office of

Quarters Eye, extension

 Hearing transcript and related papers Other EYES ONLY material

# THIS MEMO MUST REMAIN ON TOP OF FILE

MCCORD, JAMES W., JR.

S-E-C-R-E-T

70-3597

31 AUG 1970 70-3597

OP/MR 3597  
SAC

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

Dear Jim:

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

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

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

Sincerely,

Richard Helms  
Director

Distribution:

0 - Addressee	Originator: /b/ J. B. Fisher 31 AUG 1970
1 - DDCI	
1 - ER	A Director of Personnel
1 - AC/EAB/OS	
1 - D/Pers	
1 - OFF	
1 - ROB Soft File	Concur: 100-3257-30
1 - ROB Reader	AC/EAB/OS 100-3257-30

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

ADMINISTRATIVE  
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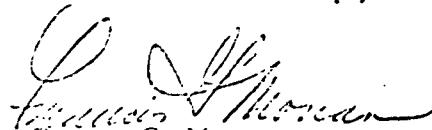
31 August 1970

MEMORANDUM FOR THE RECORD

SUBJECT: Retirement - James W. McCord, Jr.

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

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

  
Francis G. Monan  
Chief, Retirement Affairs Division

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INTERNAL USE ONLY

69

69

SECRET

(10 lines filled in)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED		
1. SERIAL NUMBER	2. NAME (Last - First - Middle)					DATE PREPARED		
058124	MC CORD, James W., Jr.					2 July 1970		
3. NATURE OF PERSONNEL ACTION Retirement (Involuntary) Under CIA Retirement and Disability System			4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT			
			MONTH	DAY	YEAR	Regular		
			08	31	70			
6. FUNDS			7. FINANCIAL ANALYSIS NO CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)			
XX v 10 V			V 10 G		PL 88-643 Sec. 235(a)			
CP TO V			CP TO G					
9. ORGANIZATIONAL CLASSIFICATIONS DDS/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief			10. LOCATION OF OFFICIAL STATION		Washington, D. C.			
11. POSITION TITLE Physical Security Officer			12. POSITION NUMBER		13. CAREER SERVICE CLASSIFICATION			
			0070		SS			
14. CLASSIFICATION SCHEDULE (G.S., I.B., etc.) GS			15. OCCUPATIONAL SERIES		16. GRADE AND STEP			
			1810.07		17. SALARY OR RATE 083706 ✓ S 24244 28981			
18. COMMENTS Subject's last working day will be 31 August 1970. See attached memos.  Retirement is submitted pursuant to a request from the Head of the Security Career Service.  Includes on Agency Reserve List 1152 teleword to DC Bureau and 8/30/70. cc/CSB - Info cc/Payrol								
18A. SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		18B. SIGNATURE OF CHIEF OF PERSONNEL OFFICE Edward K. O'Malley CIPB/AS/TS/OS			
					DATE SIGNED 2 July 70			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	22. STATION CODE ALPHABETIC	23. INTEGRIS CODE	24. MOOTS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LES
45 10						MO. DA. YR. 01 26 24	MO. DA. YR.	MO. DA. YR.
28. BITE EXPRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA CODE	31. SEPARATION DATA CODE CODE	32. CORRECTION/CANCELLATION DATA TYPE	33. SECURITY REG RD	34. SEL		
NO. DA. YR.		1-EC 2-OFGH 3-FICA 4-RATE	C	G U E C 6/1	NO. DA. YR.			
35. VET PREFERENCE	36. SEFT COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGI/HEALTH INSURANCE	40. SOCIAL SECURITY NO			
CODE	NO. DA. YR.	NO. DA. YR.	CAR, RSV PROV/TEMP	CODE	CODE	0-BARRIER 1-IRS	HEALTH INS. CODE	
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA					
CODE		FORM EXECUTED 1-IRS 2-BO	NO. TAX EXEMPTIONS	FORM EXECUTED 1-IRS 2-BO	CODE	NO. TAX EXEMPTIONS	STATE CODE	
45. POSITION CONTROL CERTIFICATION 8-21-70 JULY 1970 ASD/SEC C. G. O. P. 100	46. O.P APPROVAL S J. M. G. O. P. 100 ASD/SEC C. G. O. P. 100	47. DATE APPROVED 20 Aug 70 D. T. L. 20 Aug 70 C. G. O. P. 100						

BSJ: 14 SEPT 70

## NOTIFICATION OF PERSONNEL ACTION

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

BSJ: 27 AUG 70

NOTIFICATION OF PERSONNEL ACTION			
<b>NEP</b>			
1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)		
058124	MCCORD JAMES W JR		
3. NATURE OF PERSONNEL ACTION			
RETIREMENT- INVOLUNTARY- UNDER CIA RETIREMENT AND DISABILITY SYSTEM			
4. FUND SOURCE	V TO V	V TO CF	5. EFFECTIVE DATE
<input checked="" type="checkbox"/> FUNDS	X		08 31 70
	CF TO V	CF TO CF	6. CATEGORY OF EMPLOYMENT
			REGULAR
7. FINANCIAL ANALYSIS NO. Chargeable			
8. CSC OR OTHER LEGAL AUTHORITY			
1271 0501 0000 PL 82-643 SEC 235A			
9. ORGANIZATIONAL DESIGNATIONS			
10. LOCATION OF OFFICIAL STATION			
11. POSITION TITLE			
PHYSICAL SEC OF		12. POSITION NUMBER	13. SERVICE DESIGNATION
GS 1810.07		0770	SS
14. CLASSIFICATION SCHEDULE (GS, LS, EC)		15. OCCUPATIONAL SERIES	16. GRADE AND STEP
GS		1810.07	15 8
17. SALARY OR RATE			
18. REMARKS			
19. SIGNATURE OR OTHER AUTHENTICATION			

**ADMINISTRATIVE - INTERNAL USE ONLY**

1 September 1970

**MEMORANDUM FOR:** Mr. James W. McCord, Jr.  
**THROUGH :** Deputy Director for Support  
**THROUGH :** Director of Security  
**SUBJECT :** Certificate of Distinction

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

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

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

/Sgd/ Robert M. Gaynor

**ROBERT M. GAYNOR**  
Recorder  
Honor and Merit Awards Board

**Distribution:**

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

**ADMINISTRATIVE - INTERNAL USE ONLY**

REPORT OF HONOR AND MERIT AWARDS BOARD				11 August 1970	
<p>e Honor and Merit Awards Board having considered a recommendation that:</p> <p>NAME (Last-First-Middle) <b>McCord, James Walter, Jr.</b></p> <p>OFFICE OF ASSIGNMENT <b>DDS/OS</b></p> <p>DATE AWARDED</p>				BIRTHYEAR <b>1924</b>	SEX <b>M</b>
				GRADE <b>GS-15</b>	TYPE EMPLOYEE STATION
<p><b>Certificate of Distinction</b></p> <p><input type="checkbox"/> FOR HEROIC ACTION ON</p> <p><input checked="" type="checkbox"/> FOR MERITORIOUS SERVICE OR ACHIEVEMENT DURING THE PERIOD <b>Aug 1951 - Present</b></p> <p><input checked="" type="checkbox"/> RECOMMENDS APPROVAL      <input type="checkbox"/> DOES NOT RECOMMEND APPROVAL</p> <p><input type="checkbox"/> RECOMMENDS AWARD OF</p> <p>UNCLASSIFIED CITATION</p>					
<p>Mr. James W. McCord, Jr., is hereby awarded the Certificate of Distinction in recognition of his exemplary performance of duty for over nineteen years. In a variety of assignments, both domestic and abroad, Mr. McCord has displayed unusual imagination, ingenuity, and effectiveness in accomplishing his assigned tasks. His achievements in the fields of audio-countermeasure techniques and physical and technical security are particularly noteworthy and represent a marked contribution to the mission of the Agency. His professionalism in the conduct of his work upholds the best traditions of service and reflects great credit on him and the Office of Security.</p>					
<p>(Recommendation approved by DD/S on 23 July 1970)</p>					
<p>REMARKS</p>					
<p>APPROVED</p> <p>R. E. Cushman, Jr. DIRECTOR OF CENTRAL INTELLIGENCE</p> <p>25 AUG 1970</p> <p>DATE</p>			<p>SIGNATURE <b>/s/ Robert S. Wattles</b></p> <p>TYPED NAME OF CHAIRMAN, HONOR AND MERIT AWARDS BOARD <b>ROBERT S. WATTLES</b></p> <p>SIGNATURE <b>Signed Original</b></p> <p>TYPED NAME OF RECORDER <b>ROBERT M. GAYNOR</b></p>		

FEDERAL BUREAU OF INVESTIGATION U.S. DEPARTMENT OF JUSTICE	
CERTIFICATION OF SEPARATING EMPLOYEE	
Name (Last-First-Middle)	
<u>McCord, James W.</u>	
MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL FOLDER	
<p>I hereby acknowledge the receipt of the following forms and/or information concerning my separation from CIA as indicated by check mark:</p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> 1. Standard Form 8 (Notice to Federal Employee about Unemployment Compensation).</li> <li><input checked="" type="checkbox"/> 2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance).</li> <li><input checked="" type="checkbox"/> 3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employers' Group Life Insurance Act of 1954).</li> <li><input checked="" type="checkbox"/> 4. Standard Form 2802 (Application for Refund of Retirement Deductions).</li> <li><input checked="" type="checkbox"/> 5. Form 2585 (Authorization for Disposition of Paychecks). <i>AC CHANGE</i></li> <li><input checked="" type="checkbox"/> 6. Applicable to returning (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being.  <input type="checkbox"/> Appointment arranged with Office of Medical Services.  <input type="checkbox"/> Appointment for Office of Medical Services examination declined.</li> <li><input checked="" type="checkbox"/> 7. I have been informed of "conflict of interests" policy of the Agency and foresee no problem in this regard concerning my new employment.</li> <li><input checked="" type="checkbox"/> 8. Form 71 (Application for Leave).</li> <li><input checked="" type="checkbox"/> 9. CSC Pamphlet 31 (Re-employment Rights of Federal Employees Performing Armed Forces Duty).</li> <li><input checked="" type="checkbox"/> 10. Instructions for returning to duty from Extended Leave or Active Military Service.</li> </ul>	
Signature of Employee	Date Signed
<u>James W. McCord Jr.</u>	<u>Aug 31 1968</u>
Address (Street, City, State, Zip Code)	Correspondence
<u>7 Windsor Court, Rockville, Maryland 20850</u>	<input checked="" type="checkbox"/> overt <input type="checkbox"/> covert
S E C R E T	

**SECRET**

14 AUG 1970

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

**THROUGH : Head of SS Career Service**

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

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

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

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

/u/ Robert S. Wattles

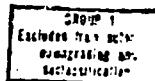
Robert S. Wattles  
Director of Personnel

**Distribution:**

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

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

**SECRET**



SECRET

20 JUL 1970

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

THROUGH : Chief, Administration and Training Staff, OS

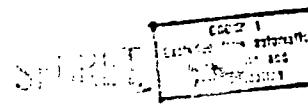
SUBJECT : Summary of Agency Employment - James W. McCord, Jr.

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

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

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

Att.



**SECRET**

**SUMMARY OF AGENCY EMPLOYMENT**

**JAMES W. MCCORD, JR.**

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

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

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

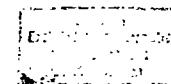
When serving overseas, responsibilities were managerial in nature as Chief of a regional staff of some ten professional and clerical personnel providing a full spectrum of security support.

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

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

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

**SECRET**



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

SECRET

SECRET

A 38

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

70 3517

31 AUG 1970

70-24562

OF H9 SO S SS 209  
 Mr. James W. McCord, Jr.  
 7 Winder Court  
 Rockville, Maryland 20850

Dear Jim:

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

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

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

Sincerely,

*R. Helms*  
 /s/ Richard Helms

Richard Helms  
 Director

Distribution:

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

AC/EAB/CS 31 AUG 1970

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

3257

**SECRET**

81 JUL 1970

**MEMORANDUM FOR : Director of Central Intelligence**

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

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

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

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

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

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

/s/ Robert S. Wattles

Robert S. Wattles  
Director of Personnel

The recommendation contained in paragraph 4 is approved:

/s/ Richard Helms

---

Director of Central Intelligence

9 AUG 1970

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Date

**SECRET**

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

14 00000  
MC CORD, James A.  
[cc-13031]

10 March 1969

MEMORANDUM FOR: Mr. John W. Coffey

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

*Mr.*  
Richard Helms  
Director

cc: Acting Executive Director

SECRET

JAMES McCORD

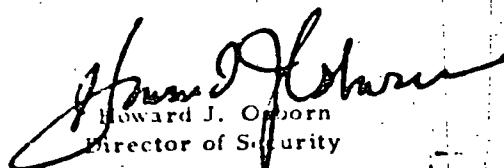
10 March 1969

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

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

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

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

  
Howard J. Osborn  
Director of Security

SECRET

SECRET

(U) Not Filled In

DRAFT PREPARED

2 October 1968

REQUEST FOR PERSONNEL ACTION							
1 SERIAL NUMBER 059124	2 NAME (Last-First-Middle) MC CORD, James W., Jr.			3 DATE PREPARED 2 October 1968			
4 NATURE OF PERSONNEL ACTION Reassessment				5 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 10 15 68	6 CATEGORY OF EMPLOYMENT Regular		
7 FINANCIAL ANALYSIS AND CHARGEABLE 8 LEGAL AUTHORITY (Completed by Office of Personnel) 9271-0501				9 ORGANIZATIONAL DESIGNATIONS DD/S/Office of Security DD/Physical, Technical & Overseas Security Physical Security Division Office of the Chief			
10 LOCATION OF OFFICIAL STATION Washington, D.C.				11 POSITION TITLE Physical Security Officer			
12 POSITION NUMBER 0070				13 CAREER SERVICE DESIGNATION 88			
14 CLASSIFICATION SCHEDULE (L1-L8) / 15 OCCUPATIONAL SERIES GS 1810.07				16 GRADE AND STEP 15/7 S			
17 SALARY OR RATE \$ 21,192				18 REMARKS From: DDS/Office of Security/Technical Division/Office of the Chief - #0642			
19 CC-Payroll 20 SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED	21 SIGNATURE OF CAREER SERVICE APPROVING OFFICER Edward K. O'Malley, C/PD/AS/OS 10/3/68		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL				22 DATE OF BIRTH MO DA YE MO DA YE MO DA YE			
23 ACTION CODE 3-1-0		24 OFFICE CODING NUMBERIC ALPHABETIC 3-2-4-1-2-C-1-3-2-1-3		25 RETIREMENT DATA CODE		26 HOURS CODE 1	
27 RATE (DPS)		28 SPECIAL PAYMENT CODE		29 SEPARATION DATA CODE TYPE		30 CORRECTION CANCELLATION DATA CODE	
31 NET PREFERENCE CODE 0-100 1-100 2-100		32 NEW COMP DATE MO DA YE		33 LONG COMP DATE MO DA YE		34 SECURITY REG NO. CODE NO.	
35 LEAVE CAT CODE 1-0-0 1-1-0 1-2-0		36 LEAVE CAT CODE		37 FEDERAL TAX DATA CODE		38 STATE TAX DATA CODE	
39 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 1-0-0 1-1-0 1-2-0 1-3-0 1-4-0		40 O.P. APPROVAL 10-4-68 120-4-68		41 FEDERAL TAX DATA CODE		42 STATE TAX DATA CODE	
43 POSITION CONTROL CERTIFICATION 10-4-68 120-4-68		44 O.P. APPROVAL Signature		45 DATE APPROVED 10-4-68			

TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

September 5, 1968

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

Dear Mr. Osborn:

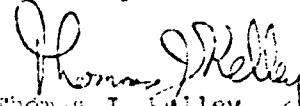
This letter is in appreciation for the valuable assistance provided by your office during the Republican National Convention at Miami Beach, Florida.

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

George Schwagman  
Carroll Melkerson.

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

Sincerely,

  
Thomas J. Kelley  
Assistant Director



CONFIDENTIAL

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

IN REPLY REFER TO:  
HCS-EO

21 NOV 1967

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

Dear Mr. Osborn:

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

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

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

Copy to:  
Mr. Georgia

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

CONFIDENTIAL

EXCLUDED FROM AUTOMATIC  
DECLASSIFICATION  
DOD DIR 5200.1E  
DCS NOT APPL

UNCLASSIFIED     INTERNAL USE ONLY     CONFIDENTIAL     SECRET

### ROUTING AND RECORD SHEET

## SUBJECT (Officer)

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

## FROM

Acting Director of Security  
Room 4E60

6777

DATE

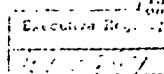
TO. (Officer designation, room number, and building)	DATE RECD BY RECORDED	OFFICER'S DETAILS	COMMENTS (Number each comment to show file serial to whom. Date & file serial along after each comment)
1. DD/PTOS	22 APR 67 <i>H.A. Westrell</i>		It is a pleasure to commend Messrs. Frank Farrell, James McCord and their Assistants for the fine support they rendered as indicated in the attached letter. Such commendations reflect a high degree of professionalism.
2. CIO Sec Dir	6 APR 67		
3. CIO Phys Sec Dir	6 APR 67		
4. CIO SPS	6 APR 67		
5. CIO CIO Dir	6 APR 67		
6.			
7.			
8.			
9.			
10.			
11.			
12. CHANTS			Please document the appropriate files in AITS and the Office of Personnel.
13.			
14.			
15.			

610 REC'D BY

SECRET     CONFIDENTIAL     INTERNAL USE ONLY     UNCLASSIFIED

NATIONAL SECURITY AGENCY  
Office of The Director  
Fort George G. Meade, Maryland, 20755

12 August 1967



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

Dear Dick:

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

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

Faithfully yours,



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

S E C R E T

8 March 1966

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

THROUGH : Head of ~~SS~~ Career Service

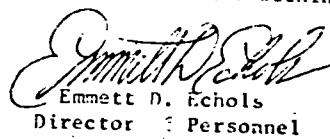
SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

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

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

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

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



Emmett D. Nichols  
Director of Personnel

S E C R E T

GROUP 1
EXCLUDED FROM AUTOMATIC DOWNGRADING
AND DECLASSIFICATION

SECRET

20 July 1965

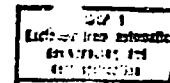
MEMORANDUM FOR: Chief, A&TS  
SUBJECT : (McCord, James W., Jr.)  
(Educational Matter)

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

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

Attachment:  
As Stated Above

SECRET





THE GEORGE WASHINGTON UNIVERSITY  
WASHINGTON, D. C. 20006

THE COLLEGE OF GENERAL STUDIES

July 7, 1965

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

Dear Mr. McCord,

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

Congratulations!

Very truly yours,

*James G. Beamer*  
for Grover L. Angel  
Dean

cc: CGS File  
Registrar # 183595

SECRET

(Do Not Fill In)

REQUEST FOR PERSONNEL ACTION								DATE PREPARED			
1. SERIAL NUMBER 008124	2. NAME (First-Last-Middle) MC CORD, James W., Jr.							15 July 1965			
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>								4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 11 7 65	5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>		
6. FUNDS X CP TO V	V TO V		V TO O	7. COST CENTER NO. CHARAC- TER ABLE 6271-0208		8. LEGAL AUTHORITY (Completed in Office of Personnel)					
9. ORGANIZATIONAL DESIGNATIONS DDC/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF								10. LOCATION OF OFFICIAL STATION WASHINGTON, D. C.			
11. POSITION TITLE <b>(15) ELECT ENG - AUTO SUPP</b>								12. POSITION NUMBER 0642	13. CAREER SERVICE DESIGNATION SS		
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) OS			15. OCCUPATIONAL SERIES 0855.21		16. GRADE AND STEP 15 5		17. SALARY OR RATE \$ 18,740				
18. REMARKS											
19A. SIGNATURE OF REQUESTING OFFICIAL Robert E. O'Brien, A/Chief/Pers				DATE SIGNED 7/14/65		19B. SIGNATURE OF CAREER SERVICE OFFICER Robert E. O'Brien, A/Chief/Pers				DATE SIGNED 7/14/65	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
20. ACTION CODE 37-10	21. OFFICE CODING NUMERIC 16-360	22. STATION CODE 100-75213	23. INTEGEE CODE 1	24. MOBILES CODE 1	25. DATE OF BIRTH MO. DA. YE. 01 26 24	26. DATES IN GRADE MO. DA. YE. 01 26 24	27. DATE OF LEI MO. DA. YE.				
28. MIE EXPIRES M.O. DA. YE. 	29. SPECIAL REFERENCE CODE 1-CSC 3-FICA 5-HOME	30. RETIREMENT DATA CODE 	31. SEPARATION DATA CODE TYPE 	32. CORRECTION/CANCELLATION DATA CODE 	33. SECURITY REG. NO. 	34. SEC. EXP. NO. 					
35. VET. PREFERENCE CODE 0-NONE 1-5 PT. 2-10 PT.	36. SERV. COMP. DATE MO. DA. YE. 	37. LONG. COMP. DATE MO. DA. YE. 	38. CAREER CATEGORY CODE LAW ENF. PROF. TRN.	39. FEGL, HEALTH INSURANCE CODE 0-NAYER 1-PTIS	40. SOCIAL SECURITY NO 						
41. PREVIOUS GOVERNMENT SERVICE DATA CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)	42. LEAVE CAT. CODE 	43. FEDERAL TAX DATA CODE 1-101 2-80	44. STATE TAX DATA CODE 1-YES 2-NO	45. POSITION CONTROL CERTIFICATION 7/21/65 D.W. Michael R. O'Brien DATE APPROVED 1/23/65							
46. O.P. APPROVAL D.W. Michael R. O'Brien DATE APPROVED 1/23/65											

SECRET

14 August 1964

REQUEST FOR PERSONNEL ACTION								DATE PREPARED				
1. SERIAL NUMBER	2. NAME (First-Last-Middle)							20 August 1964				
058124	MCCORD, JAMES W., Jr.											
3. NATURE OF PERSONNEL ACTION REASSIGNMENT AND TRANSFER FROM GENERAL FUNDS TO VOUCHERED FUNDS				4. EFFECTIVE DATE REQUESTED		5. CATEGORY OF EMPLOYMENT						
				MONTH	DAY	YEAR	REGULAR					
				8	16	64						
6. FUNDS		V TO V	V TO O	7. COST CENTER NO CHARGEABLE		8. LEGAL AUTHORITY (Completed by Office of Personnel)						
		X C TO V	O TO O	5271-0100								
9. ORGANIZATIONAL DESIGNATIONS DDS/OFFICE OF SECURITY EXECUTIVE STAFF				10. LOCATION OF OFFICIAL STATION								
				WASHINGTON, D.C.								
11. POSITION TITLE SECURITY OFFICER				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION						
				0032		GS						
14. CLASSIFICATION SCHEDULE (GS, FS, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE						
GS		1810.01		15 4		\$ 18,170						
18. REMARKS Verbal Concurrence: 20 August 1964 - George Rader, DDP/EE Personnel Mr. McCord is being double slotted against position CO32 for approximately one (1) year while attending the Air War College.												
Date 20 AUG 1964												
Security Approval has been granted for the use contemplated by this request <i>W. L. Hardt</i>												
18A. SIGNATURE OF REQUESTING OFFICIAL				18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED						
				<i>Ernest L. Hardt, ChDirCBr, AFM/OS</i>		30/8/64						
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	22. STATION CODE	23. TITLES/grade CODE	24. HOOD CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.				
76	710	7-750	100	R5	1	1 17 33						
20. RITE EXPRES		29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REG. NO.	34. SEL			
			1-M 3-FML 5-HOM			TYPE MO. DA. YR.						
35. VET. PREFERENCE		36. SERV COMP. DATA		37. LONG COMP. DATA		38. CAREER CATEGORY	39. FED. HEALTH INSURANCE CODE	40. SOCIAL SECURITY NO				
CODE: 0-BORN 1-5 PT. 2-10 PT		MO. DA. YR.		MO. DA. YR.		CAR. BSY PROV TEMP	CODE	0-1964 1-YES				
41. PREVIOUS GOVERNMENT SERVICE DATA					42. LEAVE CAT CODE	43. FEDERAL TAX DATA		44. STATE TAX DATA				
CODE: 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)						FORM EXECUTED 1-YES 2-NO	CODE	MO. TAX EXEMPTIONS	FORM EXECUTED 1-YES 2-NO	CODE	MO. TAX EXEMPT	STATE CODE
45. POSITION CONTROL CERTIFICATION <i>from G.E.</i>						46. O.P. APPROVAL		DATE APPROVED <i>W. L. Hardt</i> 5-30-64				
FORM 6-63 1152 USE PREVIOUS EDITION					SECRET		GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION					

SECRET

14

~~SECRET~~

REQUEST FOR PERSONNEL ACTION								DATE PREPARED			
1. SERIAL NUMBER		2. NAME (Last-First-Middle)						3 MAY 1962			
058124		MCCORD, James W. Jr.									
3. NATURE OF PERSONNEL ACTION		Reassignment and Transfer to Confidential Funds						4. EFFECTIVE DATE REQUESTED			
								MONTH	DAY	YEAR	
								05	27	62	
6. FUNDS		V TO V	X	V TO CP	7. COST CENTER AS CHARGEABLE		8. CATEGORY OF EMPLOYMENT				
		CP TO V		CP TO CP	2139 9300 1017		Regular				
9. ORGANIZATIONAL DESIGNATIONS		DDP/EE German Station Deputy for Combined Services Security Branch						10. LOCATION OF OFFICIAL STATION			
11. POSITION TITLE		Security Officer						Frankfurt, Germany			
12. POSITION GRADE		0363						13. CAREER SERVICE DESIGNATION			
14. CLASSIFICATION SCHEDULE (GS, LD, GS-LD)		15. OCCUPATIONAL SERIES						16. GRADE AND STIPEND			
GS		1810.01						15	2	17. SALARY OR RATE	
18. REMARKS		One copy has been forwarded to the Office of Security. W-4 and D-4 forms have been forwarded to Payroll. Medical OK, JANUARY 1962 per the Office of Security. From: DDS/Office of Security Security Research Staff Office of the Chief Washington, D.C. #365						19. SIGNATURE OF REQUESTING OFFICER Margaret E. McKenney, T/2/Pers		DATE SIGNED 5-11-62	
20. SIGNATURE OF CAREER SERVICE APPROVING OFFICER Ernest J. Hardt for chief, overs.		DATE SIGNED 16 May 62									
21. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
22. ACTION CODE		23. OFFICE CODING		24. STATION CODE		25. PAYROLL CODE		26. DATE OF PAY		27. DATE OF LEAVE	
20		10		54460 EE 22015		3		01 16 62			
28. SECURITY INFORMATION		29. RETIREMENT DATA		30. SECURITY CLEARANCE NUMBER (LAST IN CODE)		31. SEC / PAYROLL NUMBER		32. DATE OF PAY		33. SECURITY RECD. NO.	
CODE		CODE		CODE		CODE		CODE		CODE	
34. M.F.T. PREFERENCE		35. SECURE COMP. DATE (EST. LNS.)		36. SECURE COMP. DATE		37. SECURE CONTRACTED DATE		38. SECURE PAYROLL NUMBER		39. SOCIAL SECURITY NO.	
CODE		M. DA. FA. ME. MA. TA. TA.		M. DA. FA. ME. MA. TA. TA.		M. DA. FA. ME. MA. TA. TA.		M. DA. FA. ME. MA. TA. TA.		M. DA. FA. ME. MA. TA. TA.	
40. PREVIOUS GOVERNMENT SERVICE DATA		41. PREVIOUS PAYROLL CODE		42. PREVIOUS TAX DATA		43. PREVIOUS PAYROLL CODE		44. STATE TAX DATA		45. SOCIAL SECURITY NO.	
CODE		CODE		CODE		CODE		CODE		CODE	
46. POSITION CONTROL CLASSIFICATION		47. O.P. APPROVAL (P.T.)						48. DATE APPROVED			

CIA INTERNAL USE ONLY

## REQUEST FOR PERSONNEL ACTION

25 June 1959

1. Serial No.	2. Name (Last-First/Middle)	3. Date Of Birth	4. Year Recruit	5. Sex	6. Civil Status
158124	MCCORD JAMES W JR	Mo. Da. Yr. 01 26 24	No. 1 Code 10 P-1	1 M 1	Mo. Da. Yr. 08 22 51
7. SCD	8. CSC Form: 19 CSC Or Other Legal Authority	9. Appt. Alleviat.	10. FLSI	11. FEOL	12. T.D.
Mo. Da. Yr. 03 27 45	No. 1 Code 1 50 USCA 403 J	Mo. Da. Yr. No. 1 Code No. 2	Mo. Da. Yr. 03 22 51	Mo. Da. Yr. 03 22 51	Mo. Da. Yr. No. 1 Code No. 2

## PREVIOUS ASSIGNMENT

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

## ACTION

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

## PRESENT ASSIGNMENT

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

## SOURCE OF REQUEST

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

## CLEARANCES

Clearance	Signature	Date	Clearance	Signature
A. Career Board		7/1/59	D. Placement	
B. Pos. Control		7/1/59	E.	
C. Classification		7/1/59	F. Approved By	
Remarks				

FORM NO. 1152  
1 MAR 57

CIA INTERNAL USE ONLY

## REQUEST FOR PERSONNEL ACTION

21 January 1959

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

## PREVIOUS ASSIGNMENT

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

## ACTION

27. Nature Of Action	Code	28. E.H. Date	29. Type Of Employee	Code	30. Separation Data
REASSIGNMENT	55	Mo. Da. Yr. 1 1 1	Regular	11	

## PRESENT ASSIGNMENT

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

## SOURCE OF REQUEST

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

## CLEARANCES

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

SECRET

(When Filled In)

DATE PREPARED Mo Da Yr 7 10 58	REQUEST FOR PERSONNEL ACTION				X	V to V	V to UV
1. Serial No.	2. Name (Last-First-Middle)	3. Date of Birth	4. Ver. Prof.	5. Sex	UV to V	UV to UV	UV to UV
	McCord, James Walter, Jr.	Mo Da Yr 1 26 24	Name-0 Code SP-1 10 PI-2	M	Mo Da Yr		
7. SCD	8. CSC Reinst. / 9. CSC Or Other Legal Authority	10. Apart. Address	11. FEGLI	12. LCD	13. MIL. SERV. CREDIT		
Mo Da Yr Yes - 1 Code No - 2					Mo Da Yr Yes - 1 Code No - 2	Mo Da Yr Yes - 1 Code No - 2	Mo Da Yr Yes - 1 Code No - 2

## PREVIOUS ASSIGNMENT

14. Organizational Designations DDS/Office of Security Security Research Staff Office of the Chief	Code	15. Location Of Official Station	Station Code
		Washington, D. C.	
16. Dept.-Field Dept. Code Usfld. Frpn: D	17. Position Title Security Officer	18. Position No. 365	19. Serv. GS 20. Occup. Series 1810.01
21. Grade & Step 14-3	22. Salary Or Rate 11,595 14-3 \$11595.00 pa	23. SD SS	24. Date Of Grade Mo Da Yr 25. PSI Due Mo Da Yr 26. Appropriation Number C-7101-20

## ACTION

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

## PRESENT ASSIGNMENT

31. Organizational Designations DDS/Office of Security Inspection Staff	Code	32. Location Of Official Station	Station Code
	3/10	Washington, D. C.	
33. Dept.-Field Dept. Code Usfld. Frpn: D	34. Position Title Investigator	35. Position No. 33	36. Serv. GS 37. Occup. Series 1810.22
38. Grade & Step 14-3	39. Salary Or Rate 11,595 14-3 \$11595.00 pa	40. SD SS	41. Date Of Grade Mo Da Yr 42. PSI Due Mo Da Yr 43. Appropriation Number 8-7101-20

A. Requested By (Name And Title) H. E. Steele, Ch. Pers. Br. A&TS/OS	C. Request Approved By (Signature And Title) H. E. Steele Ch. Personnel Branch, A&TS/OS				
B. For Additional Information Call (Name & Telephone Ext.) Relda White, Ext 2063					
CLEARANCES					
Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board			D. Placement	H. Dadds	7/16/58
B. Pos. Control	C.L.	1958	E.		
C. Classification			F. Approved By	R. W. Steele	7-16-58
Remarks				M. M. Johnson	

~~SECRET~~

**REQUEST FOR PERSONNEL ACTION**

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

1. NAME (Mr. - Miss - Mrs. - One given name, initial(s), and surname)		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST		
MR. JAMES W. MCCORD, Jr.		26 Jan 1924		4 Jun 57		
5. NATURE OF ACTION REQUESTED A. POSITION (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. REQUESTED:				
REASSIGNMENT		7. C. S. OR OTHER LEGAL AUTHORITY				
B. POSITION (Specify whether establish, change grade or title, etc.)		8. APPROVED:				
<b>FROM—</b> Investigator (CI) T367 GS-1810.01-14 \$10,320.00 pa		<b>TO—</b> Security Officer GS-1810.01-14 \$10,320.00 pa		T365-1b		
<b>DDS/Office of Security</b> <b>Security Research Staff</b> Internal Branch  Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		<b>DDS/Office of Security</b> <b>Security Research Staff</b> Office of the Chief  Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL				
A. REASSESS (Check where & necessary) No Fitness Report required - no change in supervision.						
<b>B. REQUESTED BY (Name and title)</b> H.E.Steele, Ch., Pers. Br., A&TS, OS <b>C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)</b> Jane Giesend, Ext. 2063		<b>D. REQUEST APPROVED BY</b> Signature: <i>H.E. Steele</i> Title: Ch, Personnel Branch, A&TS, OS				
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION				
<input type="checkbox"/> NONE <input type="checkbox"/> TWO OTHER S-P-T <input type="checkbox"/> 15-PONT <input checked="" type="checkbox"/> X <input type="checkbox"/> X <input type="checkbox"/> DESIR OTHER		NEW	VICE	I.A. REAL		
		SD-SS				
<b>15. SEX</b> M <input type="checkbox"/> F <input checked="" type="checkbox"/> M FROM 7-1-01-20 TO <i>Sure</i>		<b>16. APPROPRIATION</b> <input type="checkbox"/> YES		<b>17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)</b> <input checked="" type="checkbox"/> YES	<b>18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)</b> 	<b>19. LEGAL RESIDENCE STATE:</b> <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED
20. STANDED FORM 50 REMARKS						
21. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS:		
A.						
B. CECI OR POS CONTROL			5 JUN 1957			
C. CLASSIFICATION		<i>Sec</i>	4-1-57			
D. PLACEMENT OR EXCL		<i>PL</i>	6/1/57			
E.						
F. APPROVED BY <i>R.W. [Signature]</i> SECRET						

~~SECRET~~

STANDARD FORM 52 PRODUCED BY THE U. S. CIVIL SERVICE COMMISSION APPLICABLE TO FEDERAL PERSONNEL REvised Chapter 10		REQUEST FOR PERSONNEL ACTION																										
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.																												
1. NAME (Mr. - Miss - Mrs. - One given name, initial(s), and surname)		2. DATE OF BIRTH		3. REQUEST NO.																								
MR. JAMES W. McCORD, Jr.		26 Jan '24		6/19/58																								
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)  PROMOTION		5. EFFECTIVE DATE A. PROPOSED:  ASAP		6. DATE OF REQUEST C. APPROVED SPECIAL AUTHORITY 1958																								
7. POSITION (Specify whether establish, change grade or title, etc.)		8. APPROVED:																										
<p><b>FROM—</b>  <b>Security Res Spec T405</b>  <b>GS-1810.24-13 \$9205.00 pa</b>    <b>DDS/Office of Security</b>  <b>Security Research Staff</b>  <b>External Branch</b>    <b>Washington, D. C.</b>  <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL         </p> <p><b>TO—</b>  <b>Investigator (CI) T367</b>  <b>GS-1810.22-14 \$10,320.00 pa</b>    <b>DDS/Office of Security</b>  <b>Security Research Staff</b>  <b>Internal Branch</b>    <b>Washington, D. C.</b>  <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL         </p>																												
9. REMARKS (Use reverse if necessary)  No Fitness Report required - no change in supervision.																												
B. REQUESTED BY (Name and title)  H.E.Steele, Ch, Pers. Br., A&TS, OS		D. REQUEST APPROVED BY  <i>Ellefson</i>																										
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)  Jane Giesing, Ext. 2063		Signature: _____ Title: Ch, Admin & Training Staff, OS																										
13. VETERAN PREFERENCE																												
<table border="1"> <tr> <td>HOME</td> <td>WWII</td> <td>OTHER</td> <td>S-PT.</td> <td>15 POINT</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> <td></td> <td><input type="checkbox"/> DISAB. OTHER</td> </tr> </table>					HOME	WWII	OTHER	S-PT.	15 POINT	<input checked="" type="checkbox"/>				<input type="checkbox"/> DISAB. OTHER														
HOME	WWII	OTHER	S-PT.	15 POINT																								
<input checked="" type="checkbox"/>				<input type="checkbox"/> DISAB. OTHER																								
14. POSITION CLASSIFICATION ACTION																												
<table border="1"> <tr> <td>REG</td> <td>VICE</td> <td>L.A.</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table> SD-SS					REG	VICE	L.A.	REAL																				
REG	VICE	L.A.	REAL																									
15. SEX	16. APPROPRIATION		17. SUBJECT TO C. S. RETIREMENT ACT (YES - NO)																									
M	FROM: 4-7101-20	TO: 6-7101-20	YES	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)																								
19. LOCAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas																												
20. STANDARD FORM 50 REMARKS																												
<table border="1"> <tr> <td>21. CLEARANCES</td> <td>INITIAL OR SIGNATURE</td> <td>DATE</td> <td>REMARKS</td> </tr> <tr> <td>A.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>B. CECIL. OR POS. CONTROL</td> <td><i>CIA</i></td> <td></td> <td></td> </tr> <tr> <td>C. CLASSIFICATION</td> <td><i>Top Secret</i></td> <td></td> <td></td> </tr> <tr> <td>D. PLACEMENT OR EMP.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>E.</td> <td><i>Not to exceed 10 years</i></td> <td></td> <td></td> </tr> </table>					21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS	A.				B. CECIL. OR POS. CONTROL	<i>CIA</i>			C. CLASSIFICATION	<i>Top Secret</i>			D. PLACEMENT OR EMP.				E.	<i>Not to exceed 10 years</i>		
21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS																									
A.																												
B. CECIL. OR POS. CONTROL	<i>CIA</i>																											
C. CLASSIFICATION	<i>Top Secret</i>																											
D. PLACEMENT OR EMP.																												
E.	<i>Not to exceed 10 years</i>																											
F. APPROVED BY <i>Rosanne</i>																												
SECRET																												

200.

R.W. White

23 September 1954

Joseph S. Reff

Military Permit for Germany - James Walter McCord, Jr.

file

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

Special Passport # 39738  
Date of issue: 15 September 1954  
Place of issue: Washington, D.C.  
Valid Until: 14 September 1956  
Occupation: Government Employee  
Destination: Frankfurt  
Duration in Germany: 2 yrs.  
Date of entry: 30 September 1954

~~SECRET~~

STANDARD FORM 52  
 FEBRUARY 1950  
 THIS FORM IS FOR USE IN THE  
 UNITED STATES ARMY  
 AND IN THE ARMY NATIONAL GUARD  
 AND ARMY RESERVE

## REQUEST FOR PERSONNEL ACTION

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

1. NAME (Ms. - Mrs. - Mrs. - One given name, initial(s), and surname)	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST
MR. JAMES W. SCHRIER, JR.	3/10/19	1924	6/1/54
5. NATURE OF ACTION REQUESTED <b>A. PERSONNEL</b> (Specify whether appointment, promotion, separation, etc.) PROMOTION		6. EFFECTIVE DATE <b>A. PROPOSED:</b> ASAP	7. C. S. OR OTHER LEGAL AUTHORITY
		B. APPROVED: 6 June 1954 <i>Approved by Secy CSC 8 June 54    Officer</i>	
8. POSITION (Specify whether establish, change grade or title, etc.)  <b>FROM:</b> Investigator \$1240 7297.01 06-1810.01-13 Security Officer <b>TO:</b> Security Officer \$1650 06-1810.01-13 \$630.00 per annum		9. POSITION TITLE AND NUMBER <b>B. SERVICE GRADE AND SALARY</b>	10. TO <b>C. ORGANIZATIONAL DESIGNATIONS</b> DIA/Security Office Office of the Chief Washington, D. C.
		11. HEADQUARTERS	12. FIELD OR DEPARTMENTAL <b>FIELD</b> <input checked="" type="checkbox"/> <b>DEPARTMENTAL</b> <input type="checkbox"/>
A. REMARKS (Use reverse if necessary) <i>PSI eff 6 June 54 - not in folder</i>			

B. RECEIVED BY (Name and title)		D. REQUEST APPROVED BY				
Ervin S. Schrier, Chief, A-13		Signature <i>C. Officer</i>				
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)		Title: Director, Security Office				
W. L. Steele, Ext. 2263						
13. VETERAN PREFERENCE						
<input checked="" type="checkbox"/> OTHER <input checked="" type="checkbox"/> X		<input checked="" type="checkbox"/> 10 POINT <input checked="" type="checkbox"/> ODSR OTHER				
14. POSITION CLASSIFICATION ACTION						
		NEW	VICE	L.A.	REAL	CD-SK
15. SEX	16. RACE	17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (OCCASIONAL ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <i>Pearl Street, So -    6/1/54</i>
M	W	FROM: 4-7103-20 TO: 4-7103-20				

## D. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS:
A			
B. CELL OR POS CONTROL	J.W.	6 June 54	
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.	J.W.	6 June 54	
E			
F. APPROVED BY <i>Ralph S. &amp; Schrier</i> <del>SECRET</del> 6 June '54			

**SECRET**

STANDARD FORM 50 PROT. DATE 01-64 G-1 GEN. SERV. CONTROL ARMED FORCES PERSONNEL GENERAL DRAFTING																							
<b>REQUEST FOR PERSONNEL ACTION</b>																							
<b>REQUESTING OFFICE:</b> Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.																							
<b>E. NAME (Mr. - Miss - Mrs. - Give given name, initials, and surname)</b> Mr. J. W. Schmidt, Jr.		<b>F. DATE OF BIRTH</b> 5/7/1946		<b>G. REQUEST BY</b> <b>H. DATE OF REQUEST</b> 5/21/68																			
<b>I. NATURE OF ACTION REQUESTED</b> <b>J. PERSONNEL</b> (Specify whether appointment, promotion, reappointment, etc.) REASSIGNMENT		<b>K. EFFECTIVE DATE &amp; PROPOSED</b> <b>L. C. S. OR OTHER LEGAL AUTHORITY</b>																					
<b>M. POSITION</b> (Specify whether establish, change grade or rank, etc.)		<b>N. APPROVED</b>																					
<b>1. POSITION</b> Investigator (Res)		<b>2. POSITION TITLE AND NUMBER</b> <b>3. SERVICE GRADE AND SALARY</b> E-5 1910.00-12 2775.00 per month		<b>4. TO</b> Investigator E-5 1910.00-12 2775.00 per month																			
<b>5. DEPARTMENT</b> DIA/Security Office Facial Security Division Operations Branch Office of the Chief Washington, D. C.		<b>6. ORGANIZATIONAL DESIGNATIONS</b> <b>7. HEADQUARTERS</b>		<b>8. DEPARTMENT</b> DIA/Security Office Facial Security Division Operations Branch Office of the Chief Washington, D. C.																			
<b>9. FIELD</b> <b>10. DEPARTMENTAL</b>		<b>11. FIELD OR DEPARTMENTAL</b>		<b>12. FIELD</b> <b>13. DEPARTMENTAL</b>																			
<b>A. REMARKS</b> (Use reverse if necessary)																							
<b>B. REQUESTED BY</b> (Name and title) Ervin W. Schmidt, CHIEF, A-73		<b>C. REQUEST APPROVED BY</b> <b>Signature</b> <i>Ervin W. Schmidt</i> <b>Title</b> CHIEF, Admin & Training Staff, DIA																					
<b>D. FOR ADDITIONAL INFORMATION CALL</b> (Name and telephone extension) C. A. Steele, ext. 2063																							
<b>E. VETERAN PREFERENCE</b> <table border="1"> <tr> <td>HOME</td> <td>W.H.</td> <td>OTHER</td> <td>S.P.T.</td> <td>10 POINT</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td><input checked="" type="checkbox"/> DISAB. OTHER</td> </tr> </table>		HOME	W.H.	OTHER	S.P.T.	10 POINT					<input checked="" type="checkbox"/> DISAB. OTHER	<b>F. POSITION CLASSIFICATION ACTION</b> <table border="1"> <tr> <td>NEW</td> <td>VIA</td> <td>I.A.</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table> CD-5C				NEW	VIA	I.A.	REAL				
HOME	W.H.	OTHER	S.P.T.	10 POINT																			
				<input checked="" type="checkbox"/> DISAB. OTHER																			
NEW	VIA	I.A.	REAL																				
<b>G. SEX</b> M	<b>H. RACE</b> W	<b>I. AMENDMENT</b> <b>FROM:</b> 4-7102-20 <b>TO:</b> 4-7202-20		<b>J. SUBJECT TO C. S. RETIREMENT ACT</b> (YES-NO)	<b>K. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)</b>	<b>L. LEGAL RESIDENCE</b> <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED <b>M. STATE</b> TEXAS																	
<b>N. STANDARD FORM 50 REMARKS</b>																							
<b>O. CLEARANCES</b>		<b>P. INITIAL OR SIGNATURE</b> <i>J.W. Schmidt</i>		<b>Q. DATE</b> <i>5/21/68</i>																			
<b>R. REMARKS</b>																							
<b>S. CLEARANCES</b>		<b>T. INITIAL OR SIGNATURE</b> <i>J.W. Schmidt</i>		<b>U. DATE</b> <i>5/21/68</i>																			
<b>V. CLEARANCES</b>		<b>W. INITIAL OR SIGNATURE</b> <i>J.W. Schmidt</i>		<b>X. DATE</b> <i>5/21/68</i>																			
<b>Y. APPROVED BY</b> <i>Ervin W. Schmidt</i>																							

SECRET

STANDARD FORM 52 FEDERAL GOVERNMENT USE ONLY U. S. GOVERNMENT PRINTING OFFICE 1950 16-1125-1 16-1125-1 16-1125-1		Vouchered		
REQUEST FOR PERSONNEL ACTION				
REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6C and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.				
1. NAME (Mr. - Miss - Mrs. - One given name, initials, and surname)		2. DATE OF BIRTH	3. REQUESTER NO.	4. DATE OF REQUEST
MM. JAMES W. McCORD, JR.		2/28/24		12/17/53
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE & PROPOSED:		
REASSIGNMENT		7. C. S. OR OTHER LEGAL AUTHORITY		
B. POSITION (Specify whether establish, change grade or title, etc.)		8. APPROVED: 0-08 3 JAN 54		
10- Investigator(Gen) T211.01 GS-1810-12 \$7040.00 per annum  DDA/Security Office Special Security Division SSD Pool  Washington, D. C.		10- Investigator(Gen) T297.01 GS-1810-12 \$7040.00 per annum  DDA/Security Office Special Security Division Operations Branch Office of the Chief Washington, D. C.		
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		11. FIELD OR DEPARTMENTAL  <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
A. REMARKS (Use reverse if necessary)				
Transfer TO Vouchered Funds FROM UnVoucherized Funds.				
B. REQUESTED BY (Name and title) Ervin W. Schmidt, Chief, ARTS		B. REQUEST APPROVED BY  Signature: <i>Elf Schmidt</i> Title: Chief, Admin. & Trng. Staff 60		
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) J.E. Steele, Ext. 2063				
13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> RPT. <input type="checkbox"/> 10 POINT <input checked="" type="checkbox"/> X <input type="checkbox"/> DISAB. OTHER		15. POSITION CLASSIFICATION ACTION REG. POS. I. A. RECL. <input type="checkbox"/> CD-S <input checked="" type="checkbox"/> X <input type="checkbox"/> CD-S CD-S		
16. SEX <input type="checkbox"/> MALE <input checked="" type="checkbox"/> FEMALE RACE <input type="checkbox"/> WHITE <input checked="" type="checkbox"/> BLACK FROM 4-7130-30 TO 4-7103-20		17. APPOINTMENT TO U. S. FELLOWSHIP ACT 18. DATE OF APPOINTMENT APPOINTMENT AFFIDAVITS (Accredited Only) <input type="checkbox"/> CLAIMED <input checked="" type="checkbox"/> PROVED STATE:		
21. STANDARD FORM 50 REMARKS  <i>Leavey, Concurant Leavey, 12/23/53</i>				
22. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS
A.				
B. CECIL OR POS. CONTROL		100	2/16/54	
C. CLASSIFICATION				
D. PLACEMENT OR EMPL.				
E.				
F. APPROVED <i>Leavey on 12/17/53</i>				

SECRET

16-67250-6

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

TO:

17 September 1951

DATE:

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

NAME:

MCCORD, James Walter, Jr.

B.D.B.:

26 Jan. 1924

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

BRANCH OR DIVISION :

LOCATION : Washington, D. C.

DATES OF EMPLOYMENT : October 1948 to February 1951

Be forwarded to:

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

Leave record  
sent to personnel  
9-27-51

~~CONFIDENTIAL~~

22 August 1951  
(Date)

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

*Judge Jett, McCord Jr.*  
(Signature)

~~CONFIDENTIAL~~

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

N.L.

810 Pacific Avenue  
Alameda, California  
July 20, 1951

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

Dear Mr. Ragan:

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

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

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

Very truly yours

*James Walter McCord Jr.*  
James Walter McCord, Jr.

## REQUEST FOR SECURITY CLEARANCE

Request No. 1-2312  
Date: 4-10-511. Full Name John Smith 2. Year of birth 1926  
Last, First, Middle3. Position Title STAFF MEMBER Grade GS-11 Code 11114. Locations: Office US Division NA Branch NA  
Code NA Code NA Code NA5. Geographic destination SAN FRANCISCO, CALIF.  
City and state or country, as appropriate6. Type of Employee:  1. Regular  2. Contract  3. Consultant  
 4. Military  5. Other: \_\_\_\_\_7. Funds:  1. Voucherized  2. Unvoucherized

8. Type(s) of security clearance requested:

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

11. Recruitment Source \_\_\_\_\_ Code \_\_\_\_\_

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

13. Remarks:

2 PHS'S RETAINED BY FSC

## Attachments:

- PHS  
 Appendix I  
 Photographs

Signature

FSC

Division

Form No. 37-104  
Jun 1951

4 June 1951

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

Dear Mr. McCord:

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

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

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

Very truly yours,

JOSEPH B. RAGAN  
Chief, Personnel Procurement

Fool

10 May 1951

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

Dear Mr. McCord:

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

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

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

Very truly yours,

JOSEPH B. RAGAN  
Chief, Personnel Procurement

Enclosures (9)

RESTRICTED

SECRECY AGREEMENT

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

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

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

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

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

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

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

James William McFerdy Jr. (Seal)

Sworn to before me this \_\_\_\_ day of \_\_\_\_ 19\_\_\_\_

ai

00000  
320 Pacific Avenue  
Alameda, California  
April 18, 1961

Director  
Central Intelligence Agency  
Washington, D. C.

Dear Sir:

I am interested in securing an interview with your local Agent-In-Charge regarding the position of Special Agent with your organization. My prior investigative experience includes four years with the Federal Bureau of Investigation, two years as a Special Agent and two years as a Radio Technician. I hold a commission in the U. S. Air Force Reserve, and have held an assignment as intelligence Officer in a Reserve Unit. My last annual two-week tour of duty in the Air Force Reserve was an Intelligence Officer Refresher Course at Lowry Air Force Base, Colorado in March, 1960. My age is twenty-seven, and I am married, no children.

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

Very truly yours

*James Walter McCord, Jr.*

James Walter McCord, Jr.

**SECRET**

**REPRODUCTION MASTERS**

**SECRET**

**BIOGRAPHIC**

**BIOGRAPHIC PROFILE**

**H a n d l e   W i t h   C a r e**

**SECRET**

14 00000

WATERGATE FILE REVIEW FLAG

SUBJECT: McCord, James

FILE NO: 58124 DATE FLAGGED: 26 April 1974

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

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

File Cross Reference - 625000

  
Officer Reviewing File

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

SECRET

<b>NOTIFICATION OF SHMENT OR CANCELLATION OF OFFICL OVER BACKSTOP</b>			<b>31 August 1970</b>
<b>TO: CCBRS</b>	<b>X</b>	CHIEF, RECORDS AND CONTROL	FILE NUMBER <b>13507</b>
	<b>X</b>	CHIEF, CONTRACT PERSONNEL DIVISION	EMPLOYEE NUMBER <b>05-124</b>
	<b>X</b>	CHIEF, OPERATIVES COMPONENT (For action) <b>OS</b>	ID CARD NUMBER
<b>ATTR:</b> <b>REF:</b> <b>SUBJECT:</b>	<b>23/Chief Admin Staff Resignation Delineating McCord, James W. Jr.</b>	<b>OFFICIAL COVER</b>	<b>BACKSTOP ESTABLISHED</b>
		<b>X</b>	<b>DISCONTINUED</b>
<b>UNIT</b>			

**KEEP ON TOP OF FILE WHILE COVER IN EFFECT**

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

**REMARKS AND/OR COVER HISTORY**

Aug 51-Jun 53 CONUS DOD

Jun 53-May 62

May 62-May 64 Germany D&amp;C

Jun 64 **Overt**

**FORWARDING ADDRESS:** # 7 Winder Court  
Rockville, Maryland 20850

**EMPLOYMENT ADDRESS:** UNK

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

**DISTRIBUTION**

COPY 1 - ROD  
COPY 2 - OPERATING COMPONENT  
COPY 3 - S/OS  
COPY 4 - CL/TELESC  
COPY 5 - CCS - CHRONO  
COPY 6 - CCS - FILE

FORM 1551 USE PREVIOUS EDITION  
8-66

SECRET

CHIEF, OFFICIAL COVER, CENTRAL COVER STAFF

113-20-431

*James W. Franklin*

SECRET

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

SECRET

8 March 1961

File No. K-3030

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

SUBJECT : McCORD, James W.

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

~~FOR GLEN E. MCGRATH~~  
Acting Chief Central Cover Group

cc: SSD/OS

**SECRET**

FORM  
1-59 1580a

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

Dear Mr. McCord:

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

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

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

Thank you very much for your cooperation.

Sincerely yours,

Carroll A. Duchay  
Personnel Officer

Enclosures:

Questionnaire  
Return Envelope

Distribution:

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

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

Actions



McGinn James W 2P  
052049 0924

790-101-43 OCTOBER 69

1 LAST NAME <b>MC CORD, JAMES W JR</b>	2 FIRST NAME	3 INITIAL(S)	4 APPOINTMENT DATA 08/22/51 XX P.I. Subject to Sec. 203(d), 1951Leave Act Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Cleared to be subject to Sec. 203(d) on annual leave &c.	5 TOTAL SERVICE FOR LEAVE (as of date of separation) Years 25 Months 05 Days 06 <input checked="" type="checkbox"/> More than 15 years
6 DATE AND NATURE OF SEPARATION <b>RETIREMENT*INV*UNDER CIA RETIREMENT AND DISABILITY SYSTEM 08/31/70</b>				
7 SUMMARY OF ANNUAL AND SICK LEAVE (HOURS)				SUMMARY OF HOME LEAVE (DAYS)
8 Balance from prior leave year ended 1970	1/10	9 ANNUAL 328 1729	10 SICK 128 64	REMARKS SCD 03/27/45
11 Current leave year accrual through 1970	8/22	12 ANNUAL 456 1793	13 SICK 367 4	
14 Total		15 ANNUAL 89 1729	16 SICK 89 1729	
17 Reduction in credits, if any (current year)		18 Monthly accrual date		
19 Total leave taken		19 Calendar days credit for next accrual date		
20 Balance		20 Date basic service period completed		
21 Total hours paid in lump sum	89 hrs & 1 hol	22 Dates during current calendar yr _____ to _____		
22 Salary rate(s)	\$28,969.00	23 Dates during preceding calendar yr _____ to _____		
23 Lump sum leave dates From	0830 09/01/70, 09/17/70 0930 (Hours)	24 Absence Without Pay LWOP or AWOL or Prolong Suspension (Hours)		
24 Examined, signed by:  for Chief Payroll (Title)	113-2585 (Signature) (Telephone)	25 During leave year in which separated		
		26 During step increase waiting period which began on	06/14/70	
		27 During 12 month NL accrual period (dates):		

**RECORD OF LEAVE DATA TRANSFERRED**

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

Standard Form 1150  
November 1969  
GSA GEN. REG. NO. 100

**SECRET**  
(Navy, E-1 and up)

1960: 11 JULY

### **NOTIFICATION OF PERSONNEL ACTION**

NOTIFICATION OF PERSONNEL ACTION

1. SER AL NUMBER	2. NAME (LAST FIRST MIDDLE)							
658124	ACCORD JAMES W JR							
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE						
RETIREMENT - INVOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYO-COUR		08/31/70						
5. FUNDS		6. CATEGORY OF EMPLOYMENT						
V TO V CP TO V		V TO CP CP TO CP						
7. CLASS OF ANALYST NO CHANGES		8. CSC OR OTHER FEAT AUTHORITY						
1271 C-311 C-300		PL 5-5-12 SEC 103A						
9. ORGANIZATIONAL DESIGNATIONS								
DOE/OFFICE OF SECURITY DO/PHYSICAL, TECHNICAL AND OVERSEAS PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF								
10. POSITION TITLE		11. POSITION NUMBER	12. SERVICE CLASSIFICATION					
PHYSICAL SEC OF		00170	S					
13. CLASSIFICATION SCHEDULE (GS OR GS)		14. OCCUPATIONAL SERIES	15. GRADE AND STEP					
GS		1810.07	15 3					
16. SALARY OR RATE		17. SALARY OR RATE						
28225		28225						
18. REMARKS								
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 08/31/70 AS FOLLOWS: ITEM 16, GRADE AND STEP WHICH READ 15 3 TO READ 15 0; AND ITEM 17, SALARY OR RATE WHICH READ 28225 TO READ 28226.								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20. Enlisted Code	21. OFFICE CODING	22. STATION CODE	23. PAYGRADE CODE	24. MONTH CODE	25. DATE OF BIRTH	26. DATE OF DEATH	27. DATE OF END
SS	16	NUMBER	ALPHABETIC			MO DA YR	MO DA YR	MO DA YR
28. RATE EXPRIES		29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. COMBINATION DATA		33. SECURITY REG NO	34. SEN
MO DA YR			1. CX 2. LA 3. MA 4. MM	COMB		MO DA YR		
35. VET PREFERENCE		36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEDERAL HEALTH INSURANCE	40. SOCIAL SECURITY NO		
LCSA		MO DA YR	MO DA YR	CAR REG PROV TEMP	CLUSA C. W. H.			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA		
CCLSA					FORM EXECUTIVE 1. YES 2. NO	STATE TAX EXEMPTION	STATE EXECUTIVE 1. YES 2. NO	STATE TAX EXEMPTION
SIGNATURE OR OTHER AUTHENTICATION								
POSTED 9-16-70 TMA								

FOB-14  
3-64 1150  
Mtg. 6/23

[Use Previous Edition](#)

**SECRET**

BST

#### ANSWER TO A QUESTION

9-16-20 7pm

20-6-1966

SECRET

R-6  
12217

## NOTIFICATION OF PERSONNEL ACTION

1. NAME, Surname	2. NAME (AS IT APPEARS)	3. DATE OF EMPLOYMENT			
CIA 124	HODGSON JAMES W JR	18-21-70			
4. NATURE OF PERSONNEL ACTION		5. PAYMENT DATE			
RETIREMENT VOLUNTARY-UNDER CIA RETIREMENT AND DISABILITY SYSTEM		18-21-70			
6. FUNDS	V TO V	V TO CF			
	C TO V	C TO CF			
7. PAYMENT ANALYSIS NO. CHARGED		8. PAY OR OTHER LEGAL AUTHORITY			
1971 0001 0001		FL 16-2150 DEC 235A			
9. ORGANIZATIONAL DESIGNATION		10. LOCATION OF OFFICIAL STATION			
COS, OFFICE OF SECURITY DO, PHYSICAL, TECHNICAL AND OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF		WASH., D.C.			
11. POSITION TITLE	12. POSITION NUMBER	13. GRADE OR RANK			
PHYSICAL SEC OF	GS-70	GS			
14. CLASSIFICATION SCHEDULE (GS IN GS)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP			
GS	1810.07	15 19			
17. PAY RATE	18. PAY RATE	19. PAY RATE			
20. PAY RATES	21. PAY RATES	22. PAY RATES			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL					
23. ACTION CODE	24. PAYCODE	25. OFFICE CODING	26. STATION CODE	27. INTEGRITY CODE	28. GRADE
445	15	NUMBER	ALPHABETIC	CODE	GS
29. DATE EXPANSION	30. SPECIAL REFERENCE	31. RETIREMENT DATA	32. SEPARATION DATA CODE	33. Correction Data	34. PAY RATE
NO DA 70	15 16 17A 18A	COMI	150000	NO 00 70	REG 100000
35. VET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER LATITUDE	39. FEDU	40. HEALTH INSURANCE
1000	1000 00 70	1000 00 70	1000 00 70	0 WAVER YES	HEALTH INSURANCE
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEASE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA		
1. NO PAST SERVICE 2. NO PAST IN SERVICE 3. PAST IN SERVICE LESS THAN 10 yrs 4. PAST IN SERVICE MORE THAN 10 yrs		1000 00 70 2000 00 70	1000 00 70 2000 00 70		
SIGNATURE OR OTHER AUTHENTICATION					
POSTED 8-28-70 [Signature]					

FORM 1150  
MAY 1972Use Previous  
Edition

SECRET

BSJ

EXPIRED FOR USE  
MAY 1973  
OR LATERAPR 1973  
[Signature]

SECRET

(When filled in)

E-1000-170

SECRET 686

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)								
26. 101	27. FORD, DALE C. W. JR.								
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE							
DESIGNATE		10/1/70							
RETIRED		10/1/70							
FUND		V TO V	V TO CF	5. CATEGORY OF EMPLOYMENT					
		CF TO V	CF TO CF	6. FORM OF AUTHORITY OR CHARGE		7. CSC OR OTHER LEGAL AUTHORITY			
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION							
DOS SEC		WASH., D.C.							
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION			
						S3			
14. CLASSIFICATION SCHEDULE (GS, GS, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. PAY RATE OR RATE		
					15				
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE	20. EMPLOYEE CODE	21. OFFICE CODING		22. STATION CODE	23. INTELLIGENCE CODE	24. HOURS WORKED	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
		NUMERIC ALPHABETIC				WEEK	MM DD YY	MM DD YY	MM DD YY
28. MTE EXPIRES	29. SPECIAL DIFFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. COMBINATION DATA CODE		33. SECURITY REG NO	34. SEN	
MO DA YY		1. CSC 2. CSA 3. DA 4. NMN		1. CSC 2. CSA 3. DA 4. NMN	1. CSC 2. CSA 3. DA 4. NMN				
35. VET PREFERENCE	36. SERV. COMP. DATE	37. LEAVE COMP. DATE		38. CARRIER CATEGORIES	39. FLU	40. MEDICAL	41. STATE TAX DATA	42. SOCIAL SECURITY NO.	
CODE	MM DD YY	MM DD YY		CAR. BINA. MMYY PROV. TERR.	FLU	MEDICAL	STATE TAX DATA		
43. PREVIOUS CIV. OR GOVERNMENT SERVICE	44. LEAVE CAT. CODE	45. FEDERAL TAX DATA		46. STATE TAX DATA					
CODE	1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 1 YEAR 4. BREAK IN SERVICE MORE THAN 1 YES	1. CSC 2. CSA 3. DA 4. NMN		1. CSC 2. CSA 3. DA 4. NMN	1. CSC 2. CSA 3. DA 4. NMN		1. CSC 2. CSA 3. DA 4. NMN	1. CSC 2. CSA 3. DA 4. NMN	
SIGNATURE OR OTHER AUTHENTICATION									
POSTED 2-8-70 fm									

A-38

1. SERIAL NO.		NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
058124		MCCORD JAMES W JR		16 240		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	1st Eff Date	Grade	Step	Salary	EFFECTIVE DATE	SI	AII
GS 15	8	\$26,226	06/13/67	GS 15	9	\$28,989	05/14/70		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE		DATE							
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS		APPROVED BY							
FORM 766 560 E Use previous editions		PAY CHANGE NOTIFICATION							

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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

**SECRET**  
(When filled in)

JLB: 10 OCT 65

NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)										
058124		MCCORD JAMES W JR										
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT						
REASSIGNMENT				10 10 65		REGULAR						
6. FUNDS		V TO V	V TO CF	7. FINANCIAL ANALYSIS No. Changeable		8. CSC OR OTHER LEGAL AUTHORITY						
		CF TO V	CF TO CF	9271 0501 0000		50 USC 403						
9. ORGANIZATIONAL DESIGNATIONS				10. LOCATION OF OFFICIAL STATION								
DOS/OFFICE OF SECURITY DD/PHYSICAL, TECHNICAL & OVERSEAS SECURITY PHYSICAL SECURITY DIVISION OFFICE OF THE CHIEF				WASH., D.C.								
11. POSITION TITLE				12. POSITION NUMBER		13. SERVICE DESIGNATION						
PHYSICAL SEC OF				0070		GS						
14. CLASSIFICATION SCHEDULE (GS, GS-etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND SIZE		17. SALARY OR RATE					
GS			1810.07		15 8		24393					
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRITY CODE	24. MILITIA CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI			
37	10	16240	SEC	75013		1	01 26 24	01				
28. DATE EXPRIES		29. SPEC. AL. REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction / Correction Data			33. SECURITY REG. NO.	34. SEE			
			CGO		TIME	MO DA YR		EOD DATA				
35. VET PREFERENCE		36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. REGU / HEALTH INSURANCE	40. SOCIAL SECURITY NO						
CGO		NO DA YR	NO DA YR	CGO	CGO	NO	WAVES	41. STATE TAX DATA				
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE		42. LEA-E CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA								
CGO		1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE LESS THAN 1 YRS. 4. BREAK IN SERVICE MORE THAN 1 YRS.		NO/IN/EXC/UTD	CGO	NO/TAX EXEMPTIONS	NO/IN/EXC/UTD	CGO	NO/TAX EXEMPTIONS			
SIGNATURE OR OTHER AUTHENTICATION												

14 0000

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-265 AND  
EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT  
OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"  
EFFECTIVE DATE OF PAY ADJUSTMENT: ..

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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

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

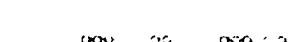
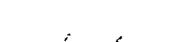
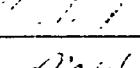
NAME  
MCCORD JAMES  
SERIAL 0001, FUVNS GR-STEP  
753124 15 240 V 99 15 7 OLD SALARY  
321,192 NEW SALARY  
322,082

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

EFFECTIVE DATE OF PAY ADJUSTMENTS: 3 JULY 1966

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

A 39

1. Employee No.	2. Name			3. Cost Center Number	4. LWOP Hours					
058154	MCLOUD JAMES			16 240 V						
5. OLD SALARY RATE				6. NEW SALARY RATE			7. TYPE ACTION			
Grade	Step	Salary	Last EH Date	Grade	Step	Salary	Effective Date	PSI	LST	ADJ.
GS 15	6	\$20,535	06/20/65	GS 15	7	\$21,192	06/14/67			
8. Remarks and Authentication										
NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS                    AUDITED BY										
0        0										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE:  DATE 										
<b>PAY CHANGE NOTIFICATION</b> 										

14 00000  
"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 99-301  
PURSUANT TO AUTHORITY OF DDCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 9 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

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

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

SECRET  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER <b>058124</b>		2. NAME (LAST FIRST MIDDLE) <b>MCCORMICK JAMES A JR</b>	
3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>		4. EFFECTIVE DATE <b>08 21 65</b>	5. CATEGORY OF EMPLOYMENT <b>COS OR OTHER LEGAL AUTHORITY</b>
6. FUNDS ➡ <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> V TO O <input type="checkbox"/> O TO V <input type="checkbox"/> O TO O	7. COST CENTER NO CHARGEABLE <b>6271 0503 0000</b>		
8. ORGANIZATIONAL DESIGNATIONS <b>DIS/SECURITY</b>		9. LOCATION OF OFFICE/STATION <b>PASHq Dc</b>	
10. POSITION TITLE <b>ELECT ENG AUDIO SUPP</b>		11. POSITION NUMBER <b>9642</b>	12. CAREER SERVICE DESIGNATION <b>S2</b>
14. CLASSIFICATION SCHEDULE (GS, GS, etc.) <b>GS</b>		15. OCCUPATIONAL SERIES <b>0652-21</b>	16. GRADE AND STEP <b>19</b>
17. SALARY OR RATE			
18. REMARKS			
SIGNATURE OR OTHER AUTHENTICATION			
		<div style="text-align: center; border: 1px solid black; padding: 5px; margin-bottom: 10px;"> <b>POSTED</b>  <i>1/16/65 Ym</i> </div>	

RZR: 23 JUL 65

SECRET  
(When Filled In)

OCF

## NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)							
058124	MCCORD JAMES W JR							
3. NATURE OF PERSONNEL ACTION								
REASSIGNMENT								
<input checked="" type="checkbox"/> FUNDS → X      V TO V C TO V		V TO C C TO U						
4. EFFECTIVE DATE								
07 23 65								
5. CATEGORY OF EMPLOYMENT								
REGULAR								
6. COST CENTER NO. CHARGEABLE								
6271 0208 0000								
7. CSC OR OTHER LEGAL AUTHORITY								
50 USC 403 J								
8. ORGANIZATIONAL DESIGNATIONS								
DOS/OFFICE OF SECURITY TECHNICAL DIVISION OFFICE OF THE CHIEF								
9. POSITION TITLE								
ELECT ENG AUDIO SUPP.								
10. POSITION NUMBER								
0642								
11. SERVICE DESIGNATION								
SS								
12. CLASSIFICATION SCHEDULE (GS, LS, etc.)								
GS								
13. OCCUPATIONAL SERIES								
0855.21								
14. GRADE AND STEP								
15 5								
16. SALARY OR RATE								
18740								
17. REMARKS								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
18. ACTION CODE	19. Employ. Code	20. OFFICE CODING	21. STATION CODE	22. INTEGRATE CODE	23. Height Code	24. Date of Birth	25. Date of Grade	26. Date of Lei
37	10	16360 SEC	75013	1	01	26 24		
27. DTE EXPIRES		28. SPECIAL REFERENCE	29. RETIREMENT DATA	30. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA			
					TYPE	30	DA	30. SEC REQ NO.
31. VET. PREFERENCE		32. SERV. COMP. DATE	33. LONG. COMP. DATE	34. CAREER CATEGORY	35. FEGL / HEALTH INSURANCE	36. SOCIAL SECURITY NO.		
CODE:		NO. DA TA	NO. DA FD	EMP. RESV. TEMP	CODE	0 - WORKED	1 - YES	
37. PREVIOUS GOVERNMENT SERVICE DATA		38. LEAVE CAT	39. FEDERAL TAX DATA	40. STATE TAX DATA				
CODE:		CODE	EXEMPTED CODE	NO. TAX EXEMPTIONS	CODE	EXEMPTED	CODE	
0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 1 YRS 3 - BREAK IN SERVICE MORE THAN 1 YRS			1 - TEE 2 - NO		1 - TEE 2 - NO			
SIGNATURE OR OTHER AUTHENTICATION								

Form 11-62 1150

Use Previous Edition

SECRET

GSA F-1  
Revised 10-1-64  
Replaces 10-1-64  
Revised 10-1-64  
Replaces 10-1-64  
Revised 10-1-64  
Replaces 10-1-64  
Revised 10-1-64  
Replaces 10-1-64

(When Filled In)

37.

1. Serial No.	2. Name		3. Cost Center Number		4. LWOP Hours		
098124	MCCORD JAMES W JR		10 100	V			
	Old Salary Rate		New Salary Rate				
GS 13	Step	Salary	GS 13	Step	Salary	Effective Date	Type Action
4		\$18,170	5		\$18,740	06/20/65	PSI ISI ADJ
8. Remarks and Authorization							
X NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD X LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS <i>DK</i> AUDITED BY <i>JP</i>							
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.							
SIGNATURE: <i>DK</i> DATE <i>8/1/65</i> PAY CHANGE NOTIFICATION <i>MW</i>							
<small>Form 500 Rev. 3-60 Obsolete Previous Edition</small>							

JULY 23 1965

(431)

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

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

**GENERAL SCHEDULE RATES**  
**Federal Employees Salary Act of 1964**

SECRET  
(When Filled In)

DUE: 14 AUG 64

50

NOTIFICATION OF PERSONNEL ACTION													
OCF													
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)											
058124		MCCORD JAMES W JR											
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE											
REASSIGNMENT AND TRANSFER TO VOUCHERED FUNDS		NO. DA. TH. 08 1 161 64											
5. FUND SOURCE		V TO V		V TO CF		6. CATEGORY OF EMPLOYMENT							
X		CF TO V		CF TO CF		REGULAR							
7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY											
5271 0100 0000		50 USC 403 J											
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION											
ODS OFFICE OF SECURITY EXECUTIVE STAFF		WASH., D. C.											
11. POSITION TITLE		12. POSITION NUMBER		13. SERVICE DESIGNATION									
SECURITY OFFICER		0032		SS									
14. CLASSIFICATION SCHEDULE (GS, LS, GS, GS)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE							
GS		1810.01		15 1		18120							
18. REMARKS													
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL													
19. ACTION CODE	20. Employ. Code	21. OFFICE CODING	22. STATION CODE	23. INTEGEE CODE	24. Edgnt. Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI					
16	10	16160 SEC	75013	1	011 261 24	1	1	1					
28. RTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA					33. SECURITY REQ. NO.	34. SER			
NO. DA. TH.		1. CSC 2. FICA 3. NONE	CYCB	TYPE	MO. DA. TH.	MO. DA. TH.	MO. DA. TH.						
35. VET PREFERENCE	36. SERV. COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGL / HEALTH INSURANCE	40. SOCIAL SECURITY NO.								
CODE	0 - NONE 1 - BPT 2 - TGP	NO. DA. TH.	0 - NEW 1 - TEMP 2 - PROV	CODE	0 - WAIVER 1 - YES	HEALTH INS. CODE							
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA										
CODE	0 - NO PREVIOUS SERVICE 1 - AS BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 3 YRS 3 - BREAK IN SERVICE (MORE THAN 3 YRS)	FORM EXECUTED: CODE 1 - YES 2 - NO	NO. TAX EXEMPTIONS	FORM EXECUTED: CODE 1 - YES 2 - NO	CODE	NO. TAX EXEMPT.	STATE CODE						
SIGNATURE OR OTHER AUTHENTICATION													
FROM: EE G													
3 SEP 1964													

FORM 1150  
11-62Use Previous  
Edition

SECRET

20 AUG 1964

(4-51)  
1. Selected from alternate  
2. Register and  
3. Reinst. if 1-3

(When Filled In)

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

NAME	SERIAL	OHON FUNDS	GR-ST	OLD SALARY	NEW SALARY
MCCORD JAMES K JP	058124	44 400 CF	GS 15 4	\$16.005	\$17.210

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

NAME	SERIAL	ORGN	FUNDS	OLC GR-EST	OLD SALARY	NEW GR-EST	NEW SALARY
HCCORD JAMES C JR	558124	54460	CF 13 3	\$14380	15 3	\$15525	

158124 MCCORD JAMES W JR 24-175

OLD SALARY RATE	NEW SALARY RATE	TYPE OF ACTION
GS 15 2 \$14,655 12/25/60	GS 15 3 \$14,850 05/24/61	ADJUSTMENT
8. Remarks and Authentication		
✓ NO EXCESS LWOP ✓ EXCESS LWOP		
✓ IN PAY STATUS AT END OF WAITING PERIOD		
✓ IN LWOP STATUS AT END OF WAITING PERIOD		
26. JUN 21 1960 HONORABLE MENTION		
CLERKS & STENOGRAPHERS AUDITED BY <i>John</i>		
PAY CHANGE NOTIFICATION		

Form 9-61 560 Obsolete Previous Edition

(451)

**SECRET**  
(WHEN FILLED IN)

1. EXP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN.	4. FUNDS	5. ALLOTMENT							
158124	MCCORD JAMES W JR	POS/SEC	1	V-20							
6. OLD SALARY RATE			7. NEW SALARY RATE								
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
NO.	DA.	YR.	NO.	DA.	YR.	NO.	DA.	YR.	NO.	DA.	YR.
GS 15	1	\$13,730	26	20	59	GS 15	2	\$14,655	12	25	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP IF EXCESS LWOP, CHECK FOLLOWING:			9. NUMBER OF HOURS LWOP								
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD			<input type="checkbox"/> 10. INITIALS OF CLERK								
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD			<input type="checkbox"/> 11. AUDITED BY								
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION			13. REMARKS								
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
CLERKS & STENOGRAPHERS <i>John</i>											
PAY CHANGE NOTIFICATION											

Form 9-61 560 OBSOLETE PREVIOUS EDITION

SECRET

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

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

'S/ EMMETT D. ECHOLS  
DIRECTOR OF PERSONNEL

14 00000  
SECRET  
(WHEN FILLED IN)

1. EMP. SERIAL NO.	2. NAME	3. ASSIGNED ORGAN	4. FUNDS	5. ALLOTMENT								
159124	MCCORD JAMES W JR	DDS/SEC	V-20									
6. OLD SALARY RATE												
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	NEW SALARY RATE			
			MO.	DA.	YR.				MO.	DA.	YR.	
GS 14	2	\$11,505	12	29	57	GS 14	3	11 835	06	28	59	
TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER												
8. CHECK ONE				9. NUMBER OF HOURS LWOP								
<input checked="" type="checkbox"/> NO EXCESS LWOP				<input type="checkbox"/> EXCESS LWOP								
IF EXCESS LWOP, CHECK FOLLOWING:												
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD								10. INITIALS OF CLERK				
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD								11. AUDITED BY				
TO BE COMPLETED BY THE OFFICE OF PERSONNEL												
12. PROJECTED SALARY RATE AND EFFECTIVE DATE					13. REMARKS							
GRADE	STEP	SALARY	MO.	DA.	YR.							
14. AUTHENTICATION												
65-11000-27-000 RECORDED BY HONORABLE BRANCH												
PERIODIC STEP INCREASE - AUTHENTICATION												
FORM NO. 560B 1 MAR. 66		SECRET		PERSONNEL FOLDER		(4)						

**SECRET**  
(When Filled In)

PSC: 24 MAY 62

<b>NOTIFICATION OF PERSONNEL ACTION</b>											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIIDDLE)									
058124		MCCORD JAMES W JR									
3. NATURE OF PERSONNEL ACTION		4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT							
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS		05 27 62		REGULAR							
6. FUNDS → V TO V EF TO V		X EF TO EF		7. COST CENTER NO CHARGEABLE		8. ESS OR OTHER LEGAL AUTHORITY					
				2139 9300 1017		50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION									
DDP EE GERMAN STATION DEPUTY FOR COMBINED SERVICES SECURITY BRANCH		FRANKFURT, GERMANY									
11. POSITION TITLE		12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION							
SECURITY OFFICER		0363		SS							
14. CLASSIFICATION SCHEDULE (GS, LS, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
GS		1810.01		15 2		14055					
18. REMARKS SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE	20. Employ. CODE	21. OFFICE CODING ALPHABETIC	22. STATION CODE	23. INTEGRIF. CODE	24. Mgrn. CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LE			
20	10	54460 EE	27015	3		01 26 24					
28. DATE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA					33. SECURITY REQ. NO	34. SEX	
30. DA. YR		31. CSC 3. PICA 5. NONE	32. CODE	33. TYPE	34. NO. DA. YR	35. EOD DATA →					
35. RET. PREFERENCE	36. SERV. COMP. DATE	37. LONG. COMP. DATE	38. MIL. SERV. CREDIT/LCD	39. FELLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO.						
35.0	36. DD. MM. YY	37. NO. DA. YR	38. 1 - YES 2 - NO	39. CODE 0 - DRIVER 1 - YES 2 - NO	40. CODE						
41. PREVIOUS GOVERNMENT SERVICE DATA		42. LEAVE CAT. CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA							
41.0		42. 0 - NO PREVIOUS SERVICE 1 - END BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 12 MOS. 3 - BREAK IN SERVICE MORE THAN 12 MOS.	43. FORM EXECUTED CODE 1 - YES 2 - NO	44. NO. TAX EXEMPTIONS	45. FORM EXECUTED CODE 1 - YES 2 - NO	46. NO. TAX EXEMPTIONS	47. STATE CODE				
SIGNATURE OR OTHER AUTHENTICATION											

SECRET

(When Filled In)

JEC:25 JLC:5

NOTIFICATION OF PERSONNEL ACTION											
1. Serial No.	2. Name (Last-First-Middle)			3. Date Of Birth	4. Vet. Prof.	5. Sex	6. CSC. COD				
158124	ACCORD JAMES W JR			Mo. Da. Yr. 01 20 28	Normal Code 5 P-1 1 12 P-8	M 1	No. 1 Da. Yr. 03 22 51				
7. SSN	8. CSC Point	9. CSC Or Other Legal Authority	10. Appoint. Authority			11. FEGLI	12. LCD	13. Min. Grade			
Mo. Da. Yr. 03 27 45	Yrs - 1 No. - 2	Code 1	Mo. Da. Yr. 03 06 56			Mo. Da. Yr. 03 22 51	Mo. Da. Yr. 03 22 51	Yrs - 1 No. - 2	Code 2		
50 USCA 403 J											

## PREVIOUS ASSIGNMENT

14. Organizational Designations  DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	Code 3112	15. Location Of Official Station  WASH., D.C.	Station Code 75013		
16. Dept. - Field Dept - 2 USfld - 4 Frpn - 6	17. Position Title  SECURITY OFFICER	18. Appoint. No. 0365	19. Serv.   20. Occup. Series GS   1810.01		
21. Grade & SD 14 3	22. Salary Or Rate \$11835	23. SD SS	24. Date Of Grade Mo. Da. Yr. 07 01 56	25. PSI Due Mo. Da. Yr. 06 28 55	26. Appropriation Number 9 7100 20 001

## ACTION

27. Nature Of Action  PROMOTION	Code 30	28. Ill. Date Mo. Da. Yr. 06 28 55	29. Type Of Employee REGULAR	Code 01	30. Separation Date
---------------------------------------	------------	--	---------------------------------	------------	---------------------

## PRESENT ASSIGNMENT

31. Organizational Designations  DDS OFFICE OF SECURITY SECURITY RESEARCH STAFF OFFICE OF THE CHIEF	Code 3112	32. Location Of Official Station  WASH., D.C.	Station Code 75013		
33. Dept. - Field Dept - 2 USfld - 4 Frpn - 6	34. Position Title  SECURITY OFFICER	35. Appoint. No. 0365	36. Serv.   37. Occup. Series GS   1810.01		
38. Grade & SD 15 1	39. Salary Or Rate \$12770	40. SD SS	41. Date Of Grade Mo. Da. Yr. 06 25 55	42. PSI Due Mo. Da. Yr. 12 28 55	43. Appropriation Number 9 7100 20 001
44. Remarks					

**SECRET**  
(When filled in)

AES: 4 FEB 1959

### NOTIFICATION OF PERSONNEL ACTION

1. Serial No.	9. Name (Last-First-Middle)	3. Date Of Birth	4. Year Grad.	5. Sex	6. C.G. (CCS)
158124	MCCORD JAMES W JR	Mo. Da. Yr.	Mo. Da. Yr.		Mo. Da. Yr.
1. SC5	18 CSC Form 10 CSC Or Other Legal Authority	01 26 24	10 21 2	1 M	08 22 51
Mo. Da. Yr.	19 CSC Form 10 CSC Or Other Legal Authority	10 April 1954	11 Feb. 51	22 LCD	13 Major 100
03 27 45	No. 1 Code	Mo. Da. Yr.	Mo. Da. Yr.	Mo. Da. Yr.	Mo. Da. Yr.
	50 USCA 403	Mo. Da. Yr.	Mo. Da. Yr.	Mo. Da. Yr.	Mo. Da. Yr.

#### PREVIOUS ASSIGNMENT

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

#### ACTION

27. Nature Of Action	Code	28. Est. Date	29. Type Of Employee	Code	30. Separation Date
REASSIGNMENT	56	02 04 159	REGULAR	01	

#### PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Station Code		
DDS OFFICE OF SECURITY SECURITY-RESEARCH STAFF OFFICE OF THE CHIEF	3112	WASH., D.C.	75013		
33. Dept. Field	34. Position Title	35. Position No.	36. Serv.	37. Occup. Ser. No.	
Dept - 2 USMld - 4 Frqn - 6	Code 2 2 SECURITY OFFICER	0365	GS	1810.01	
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade	42. V.S. Due	43. Appropriation Number
14 2	\$ 115.25		Mo. Da. Yr. 07 101 156	Mo. Da. Yr. 06 126 159	9 7100 20 001
44. Remarks					

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

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

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

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

GORDON M. STEWART  
/S/ DIRECTOR OF PERSONNEL

S E C R E T

SECRET

(Cited in 14 00000)

## NOTIFICATION OF PERSONNEL ACTION

.LVL 29 JULY 58

1. Serial No.	2. Name (Last-First-Middle)	3. Date Of Birth	4. Vet. Prod	5. Sess	6. CSC Series
158124	MCCORD JAMES W JR	01 26 24	None-3 Code 5 P.M. 1	M 1	GS 22 51
7. SCD	8. CSC Recd. 9. CSC Or Other Legal Authority	10. Army Address	11. CSCU 12. CSC	13. CSC	
Mo. Da. Yr. 03 27 45	No. 1 Code No. 2 1	Mo. Da. Yr. 08 22 51	Mo. Da. Yr. 08 22 51	Mo. Da. Yr. 08 22 51	
50 USCA 403					

## PREVIOUS ASSIGNMENT

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

## ACTION

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

## PRESENT ASSIGNMENT

31. Organizational Designations	Code	32. Location Of Official Station	Session Code
DDS OFFICE OF SECURITY INSPECTION STAFF	3110	WASH., D.C.	75013
33. Dept. Field	34. Position Title	35. Position No.	36. Sess. 37. CSC Series
Doce - 2 Uild - 4 Ergn - 6	Code 2 INVESTIGATOR	0033 GS	1810.22
38. Grade & Step	39. Salary Or Rate	40. SD	41. Date Of Grade 42. FSI Due
14 2	\$11,595	SS	Mo. Da. Yr. Mo. Da. Yr. 07 01 56 07 29 59
43. Appropriation Number			
9 7101 20			

44. Remarks

SECRET

14 00000 1150  
7/1/68

(4)

**SECRET**  
(WHEN FILLED IN)

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

FORM NO. 560  
1 MAR. 58

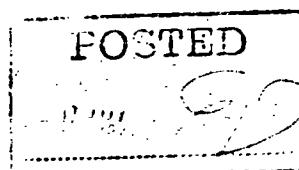
SECRET

PERSONNEL FOLDER (4)

STANDARD FORM 50 "B" PART I  
MAY 1951 EDITION  
PROLIFERATED BY  
U. S. CIVIL SERVICE COMMISSION  
CHARTERED BY FEDERAL PERSONNEL MANUAL

## CENTRAL INTELLIGENCE AGENCY

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last - First - Middle Initial Name, Suffix, S.J. and Number)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE																																				
MR. JAMES W. MCCORD, JR. 153124		26 Jan 1924		14 June 1957																																				
This is to notify you of the following action affecting your employment:																																								
5. NATURE OF ACTION (Use Standard Terminology)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY																																					
REASSIGNMENT 56		16 June 1957	50 UBCS 403																																					
FROM		TO																																						
Investigator (CI) T367 GS-1310.22-1b \$10320.00 per annum		Security Officer T365-14 GS-1310.01-1b \$10320.00 per annum																																						
Internal Branch		IDS/Office of Security Security Research Staff Office of the Chief																																						
FIELD DEPARTMENTAL		FIELD DEPARTMENTAL																																						
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																																						
<table border="1"> <tr> <td>None</td> <td>WWII</td> <td>Other</td> <td>S.P.</td> <td>10-POINT</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>		None	WWII	Other	S.P.	10-POINT	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>I.A.</td> <td>REAL</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table> SD/BS			NEW	VICE	I.A.	REAL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
None	WWII	Other	S.P.	10-POINT																																				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																				
NEW	VICE	I.A.	REAL																																					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																																					
15. 16. APPROPRIATION FROM: 7-7101-20 17. SUBJECT TO C. & TO: Name 750-13 R. 18. DATE OF APPOINT- MENT AFFIDAVITS ACCREDITED COPY		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:																																						
20. REMARKS:  2 EOD 08/22/51																																								
																																								
o o																																								
ESTIMATE PERFORMANCE RATINGS:																																								
Director of Personnel <table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td></tr> <tr><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td></tr> <tr><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td><td>00</td></tr> </table>					00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00	00
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4. PERSONNEL FOLDER COPY																																								
U. S. GOVERNMENT PRINTING OFFICE: 1950-3750-67																																								

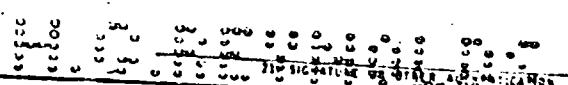
713 6/17/51

STANDARD FORM 90 (8 PARTS)  
EFFECTIVE APRIL 1951  
PROLIFERATED BY  
U. S. CIVIL SERVICE COMMISSION  
CHAPTER 61, FEDERAL PERSONNEL REGULATIONS

## CENTRAL INTELLIGENCE AGENCY

## NOTIFICATION OF PERSONNEL ACTION

1. NAME (Last - First - Middle Given Name, Initials and Surname)				2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
<b>Mr. James W. JC COOK, Jr.</b>				158124	26 Jan 1924	25 Jun 1956
This is to notify you of the following action affecting your employment:						
5. NATURE OF ACTION (Use Standard Term, e.g., Promotions)				6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Promotion				30	1 Jul 1956	50-REG-1403-10
Security Res Spec 2405 08-1810.24-13 \$9205.00 per annum				8. POSITION TITLE	Investigator (CI) T367	
				9. SERVICE SERIES GRADE SALARY	GS-1810.22-14 \$10,320.00 per annum	
External Branch				10. ORGANIZATIONAL DESIGNATIONS	DSS/Office of Security Security Research Staff Internal Branch	
				11. HEADQUARTERS	Washington, D. C.	
				12. FIELD OR DEPTL	FIELD DEPARTMENTAL	
				13. VETERAN'S PREFERENCE	14. POSITION CLASSIFICATION ACTION	
				<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	NEW <input type="checkbox"/> VICE <input type="checkbox"/> I.A. <input type="checkbox"/> REAL	15. SD-SS
15. APPROPRIATION SEX: FROB: TO: 7-7101-20				16. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	17. DATE OF APPOINT- MENT AFFIDAVITS (ACKNOWLEDGEMENT ONLY)	18. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
19. REMARKS: Base				750-13	Yes	
2 EOD 08/22/51						
ESTIMATE PERFORMANCE RATING:						
Director of Personnel						



4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE 1950 - 2600000

Rm 7-6-54

## PERIODIC STEP INCREASE CHARTERATION

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE 1956-920C30

1. Agency and organizational designation										2. Payroll period	3. Block No.	4. Slip No.
5. Employee's name (and social security account number when appropriate)										<i>McCord, James Walter</i>		
										7103 Vouchered		
										6. Grade and salary		
										G3-13 - \$3790.00		
PAYROLL CHANGE DATA												
7. Previous normal	BASE PAY	OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F.L.C.A.	STATE TAX	GROUP LIFE INS.			NET PAY
8. New normal												
9. Pay rate period												
10. Remarks										11. Appropriation(s)	12. Prepared by	
										03 - 1	MG - 10/24/55	
										13. Audited by		
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase 14. Effective date   15. Date last equivalent increase   16. Old salary rate   17. New salary rate   18. Performance rating is satisfactory or better <i>Dec 55 16 Jun 54   \$3790.00   \$3805.00</i>												
19. LWOP data (Fill in appropriate spaces covering LWOP during following periods) Period(s): <input type="checkbox"/> No excess LWOP. Total excess LWOP _____												
(Check applicable box in case of excess LWOP) <input type="checkbox"/> LWOP period is not off-duty period <input type="checkbox"/> LWOP period is not working period												
STANDARD FORM NO. 1126d-Serial Form prescribed by Compt'l Gen., U. S. October 26, 1954. General Regulation No. 102												
PAYROLL CHANGE SLIP — PERSONNEL COPY												

W.R./2

STANDARD FORM 50 (2 PARTS)  
REV. APRIL 1951  
PROMULGATED BY  
U. S. CIVIL SERVICE COMMISSION  
CHAPTER VI, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MRS., MRS.—ONE GIVES BIRTH INITIALS, AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE						
Mr. James E. McCord, Jr.	26 Jan 1924		21 May 1955						
This is to notify you of the following action affecting your employment:									
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY							
Reassignment	8 May 1955	50 USC 403-1							
FROM	TO								
Security Officer  GS-1310.01-13	8. POSITION TITLE  GS-1310.21-13	Security Rep Spec I-405  GS-1310.21-13 \$220.00 p.a.							
DDA/Security Office Office of the Chief	9. SERVICE, SERIES, GRADE, SALARY	DDA/Office of Security Security Research Staff External Branch							
	10. ORGANIZATIONAL DESIGNATIONS	Washington, D. C.							
	11. HEADQUARTERS								
FIELD	DEPARTMENTAL	FIELD	DEPARTMENTAL						
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION							
BORN	WWII	OTHER	S-PT.	10-POINT	REW	VICE	I.A.	SEAL	
				DISAB	OTHER				
15. SEX	16. RACE	17. APPROPRIATION FROM: TO:		18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINT. MNT AFFIDAVIT (EXCLUSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas			
M	W	S-7141-30		Yes					
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.									
<p style="text-align: center;">CLOSED</p> <p style="text-align: center;">8 JUN 1955</p> <p style="text-align: right;">R.M.</p>									
ENTRANCE PERFORMANCE RATING:									
Director of Personnel									
4. PERSONNEL FOLDER COPY 112 5/24/55									
* U. S. GOVERNMENT PRINTING OFFICE: 1950-315-10									

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

CENTRAL INTELLIGENCE AG. . .Y

NOTIFICATION OF PERSONNEL ACTION JAN

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, MIDDLE, AND SURNAME)	2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE					
Mr. James W. McCord, Jr.	26 Jan 1934		4 June 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	6 June 1954	50 USC 403 j						
FROM		TO						
Investigator T 297.01 GS-1810.02-12 \$7240.00 per annum  Special Security Division Operations Branch Office of the Chief	8. POSITION TITLE  9. SERVICE, SERIES, GRADE, SALARY  10. ORGANIZATIONAL DESIGNATIONS	Security Officer T 405 GS-1810.01-13 \$8360.00 per annum  DSN/Security Office Office of the Chief	11. HEADQUARTERS  Washington, D. C.					
FIELD	DEPARTMENTAL	12. FIELD OR DEPTL	FIELD					
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION						
HOME <input type="checkbox"/>	WITH OTHER <input checked="" type="checkbox"/>	S-PT. <input type="checkbox"/>	10-POINT <input type="checkbox"/>	NEW <input type="checkbox"/>	VICK <input type="checkbox"/>	L.A. <input type="checkbox"/>	REAL <input type="checkbox"/>	CD-55
15. SEX <input type="checkbox"/>	16. RACE <input checked="" type="checkbox"/> W	17. APPROPRIATION FROM: 4-7103-EO TO: 4-7101-EO		18. SUBJECT TO C. S. RETIREMENT ACT (YES NO)	19. DATE OF APPOINT- MENT AFFIDAVIT (ACCESSIONS ONLY)	20. LEGAL RESIDENT E <input type="checkbox"/> CHANNEL <input checked="" type="checkbox"/> COV'D STATE <input checked="" type="checkbox"/> TEXAS		
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.								
ENTRANCE PERFORMANCE RATING: <span style="float: right;">100 90 80 70 60 50 40 30 20 10</span>								
Deputy Assistant Director for Personnel <span style="float: right;">100 90 80 70 60 50 40 30 20 10</span>								
22. SIGNATURE OR SEAL OF AUTHORITY <span style="float: right;">100 90 80 70 60 50 40 30 20 10</span>								

4. PERSONNEL FOLDER COPY 100 90 80 70 60 50 40 30 20 10

U. S. GOVERNMENT PRINTING OFFICE: 1951 - 14-1000

1. Agency and organizational designation		U. S. GOVERNMENT PRINTING OFFICE: 1948 - 667874						
3. Employee's name (and serial security account number when appropriate)		4. Pay Period	5. Grade Inv.	6. Zip Inv.				
MCOPD, JAMES WALTER		1/26	6-7203-20					
8. Grade and salary		OE 22 \$7040.00						
PAY ROLL CHANGE DATA								
7. Previous period	BASE PAY	OVERTIME	GROSS PAY	REF.	TAX	BONUS	F.I.C.A.	NET PAY
8. New period								
9. Pay rate period								
11. Appropriations						12. Prepared by		
SUPPORT 7						mcia/3/10/54	13. Audited by	
<input checked="" type="checkbox"/> Periodic step increase		<input type="checkbox"/> Pay adjustment	<input type="checkbox"/> Other step increase	<input type="checkbox"/>	<input type="checkbox"/>			
14. Effective date		15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.			
mcia/3/10/54		7040.00	7040.00					
19. LWOP data (Fill in separate blocks covering LWOP during following periods) <span style="float: right;">(Check applicable box in case of change LWOP)</span>								
<input type="checkbox"/> No change LWOP. Total change LWOP <span style="float: right;">Initials of Clerk</span>								
STANDARD FORM NO. 7120d-Revised Form prescribed by Comp. Gen. U. S. Nov. 8, 1948. General Regulation No. 102								
PAY ROLL CHANGE SLIP—PERSONNEL COPY								

STANDARD FORM 50  
REV. APRIL 1941  
PRODUCED AND ISSUED BY  
U. S. GOVERNMENT PRINTING OFFICE  
CHAPTER VI, FEDERAL PURCHASES, WAR MATERIAL

CENTRAL INTELLIGENCE AGENCY

## **NOTIFICATION OF PERSONNEL ACTION**

1

**ENTRANCE PERFORMANCE RATING**

Deputy Assistant Director for Security 22 December 2004 AUTHENTICATION

4. PERSONNEL FOLDER COPY

**STANDARD FORM 50**  
REV. APRIL 1951  
PROMULGATED BY  
**U. S. CIVIL SERVICE COMMISSION**  
**CHAPTER XI, FEDERAL PERSONNEL MANUAL**

CENTRAL INTELLIGENCE AG. AC

**NOTIFICATION OF PERSONNEL ACTION** (cont'd. 22 Dec 53) Jan

1. NAME (MR - MISS - MRS —ONE GIVEN NAME, INITIAL(S), AND SURNAME)		2. DATE OF BIRTH		3. JOURNAL OR ACTION NUMBER		4. DATE																																									
Mr. James W. McCord, Jr.		26 Jan 24				28 Dec 53																																									
<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																																											
Reassignment		B.O.B. 3 Jan 54		50 USC 403 j																																											
FROM		TO																																													
Investigator (Gen) T 211.01		Investigator (Gen) T 297.01																																													
GS-1810-12 \$7040.00 per annum		GS-1810-12 \$7040.00 per annum																																													
DDA/Security Office Special Security Division SSD Pool		DDA/Security Office Special Security Division Operations Branch Office of the Chief																																													
Washington, D. C.		Washington, D. C.																																													
<input checked="" type="checkbox"/> FIELD	DEPARTMENTAL	12. FIELD OR DEPT'L	<input checked="" type="checkbox"/> FIELD	DEPARTMENTAL																																											
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																																													
NONE	WWII	OTHER	S.P.T.	10-POINT DISAB/OTHER	NEW	VKE	L.A.	REAL																																							
					<input checked="" type="checkbox"/>																																										
15. SEX		16. APPROPRIATION		17. SUBJECT TO C. S. RETIREMENT ACT (YES NO)		18. DATE OF APPOINT- MENT/ASSIGNMENT (EXCLUDING CONTRACT) <i>Yes</i>		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <i>CD-42</i>																																							
M		FROM: 4-7130-30		TO: 4-7103-30																																											
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.																																															
<i>"Transfer To Vouchered Funds FROM Unvouchered Funds."</i>																																															
ENTRANCE PERFORMANCE RATING: Personal Director																																															
<table border="1"> <tr> <td>0</td><td>000</td><td>0</td><td>00</td><td>0</td><td>000</td><td>0</td><td>000</td> </tr> <tr> <td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td> </tr> <tr> <td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td> </tr> <tr> <td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td> </tr> <tr> <td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td><td>0</td><td>00</td> </tr> </table>								0	000	0	00	0	000	0	000	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00	0	00
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**ENTRANCE PERFORMANCE RATING:  
Percival Director**

*829 12-2853*  
4. PERSONNEL FOLDER COPY

**SECRET****SECURITY INFORMATION**

STANDARD FORM 50  
REPLACES EDITION OF 1 NOV 1952  
1. REQUEST FOR PERSONNEL ACTION  
2. APPROVAL BY CHIEF OF STAFF  
3. APPROVAL BY CHIEF OF STAFF  
4. APPROVAL BY 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, initials), and surname <b>MR. JAMES W. MCCORD</b>	2. DATE OF BIRTH <b>1/26/24</b>	3. REQUEST NO. <b>1</b>	4. DATE OF REQUEST <b>7/7/53</b>
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>REASSIGNMENT</b>		6. EFFECTIVE DATE A. PROPOSED: <b>7/7/53</b>	7. C. S. OR OTHER LEGAL AUTHORITY <b>7/7/53</b>
B. POSITION (Specify whether establish, change grade or title, etc.)  <b>Investigator(General) T169.01-12 SS-1810-12 \$7640.00 per annum DDA/Security Office Special Security Division San Francisco Field Office San Francisco, California</b>		D. APPROVED: <b>July 7/53</b>	
<input checked="" type="checkbox"/> INDIVIDUAL <input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL <b>X FIELD</b>	<input checked="" type="checkbox"/> INDIVIDUAL <input type="checkbox"/> DEPARTMENTAL	
A. REMARKS (Use reverse if necessary)			

B. REQUESTED BY (Name and title) <b>C. J. KING, DEPUTY CHIEF, AAFIS</b>			D. REQUEST APPROVED BY Signature: <b>W. J. King</b> Title: <b>Major, ABOM, &amp; HQ, USAF</b>		
E. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>WING F. CYRUS, EXT. 2063</b>					
11. VETERAN PREFERENCE NONE <input type="checkbox"/> WWII OTHER <input type="checkbox"/> P.T. <input type="checkbox"/> 13 POINT <b>X</b> <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>			14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> VA <input type="checkbox"/> REAL <b>CD-5C</b>		
15. SELX <b>X</b>	16. RACE <b>W</b>	17. APPROPRIATION FROM: <b>4-7130-30</b> TO: <b>4-7130-30</b>	18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) <b>NO</b>	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:
21. STANDARD FORM 50 REMARKS					
22. CLEARANCES		INITIAL OR SIGNATURE	DATE	REMARKS	
A.				<b>RECORDED</b>	
B. CECI. OR POS. CONTROL				<b>R. J. King 7/7/53 R. H.</b>	
C. CLASSIFICATION					
D. PLACEMENT OR EMPL.					
E.					
F. APPROVED BY		<b>Quilla C. Dawson 16 July 1953</b>			

## SECRET - SECURITY INFORMATION

Inspection &amp; Security Office

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

Page 6 of 7 pa

U/O Apr.: 1/11/53

NAME

Eff. Date: 2/15/53

NAME	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.	ACTION	ORG. INF. & POS. TITLE	SCHEDULE SERIES-GRADE	SLOT NOS.
Chicago Field office (cont'd.)							
Green, Paul R.	Inv. Gen.	GS-11	T180.01 b,c	Inv. Gen.	GS-1810-11	T180.05-11	
Brown, Stuart A.	Inv. Gen.	GS-11	T181 b,c	Inv. Gen.	GS-1810-11	T180.06-11	
Mackfield, James C.	Inv. Gen.	GS-11	T181.04 b,c	Inv. Gen.	GS-1810-11	T180.07-11	
Ambrose, Vance E.	Inv. Gen.	GS-11	T180.04 b,c	Inv. Gen.	GS-1810-11	T181	
Graham, Elwood M.	Inv. Gen.	GS-11	T211.07 b,c	Inv. Gen.	GS-1810-11	T181.01	
Francis, Donald T.	Inv. Gen.	GS-11	T181.03 b,c	Inv. Gen.	GS-1810-11	T181.02	
Anderson, Charles E.	Inv. Gen.	GS-10	T181.02 b,c	Inv. Gen.	GS-1810-10	T181.03-10	
Kelle, Tell C.	Inv. Gen.	GS-10	T181.08 b,c	Inv. Gen.	GS-1810-10	T181.04-1c	
Anderson, Theodore M.	Inv. Gen.	GS-10	T181.07 b,c	Inv. Gen.	GS-1810-10	T181.05-1c	
Pettinper, Helga M.	Clerk Steno.	GS-3	T215 b,c	Clerk Steno.	GS-312-3	T186.02-3	
San Francisco Field Office							
Finch, William G.	Inv. Gen.	GS-13	T189.01 b,c	Inv. Gen.	GS-1810-13	T188	
Spears, C. Calvin	Inv. Gen.	GS-12	T189.02 b,c	Inv. Gen.	GS-1810-12	T189-12	
McCord, James W.	Inv. Gen.	GS-12	T190.03 b,c	Inv. Gen.	GS-1810-12	T189.01-12	
Haviland, Glenn A.	Inv. Gen.	GS-11	T190.02 b,c	Inv. Gen.	GS-1810-11	T190.01-11	
Masen, Robert E.	Inv. Gen.	GS-11	T207.02 b,c	Inv. Gen.	GS-1810-11	T190.02-11	
Stith, Ernest P.	Inv. Gen.	GS-12	T190.05 b,c	Inv. Gen.	GS-1810-11	T190.03	
Gabriel, Jerome A.	Inv. Gen.	GS-12	T212.06 b,c	Inv. Gen.	GS-1810-12	T190.04-9	
Kelt, William H.	Inv. Gen.	GS-9	T216.08 b,c	Inv. Gen.	GS-1810-9	T191.04-9	
Quackenbush, William J.	Inv. Gen.	GS-10	T212.05 b,c	Inv. Gen.	GS-1810-10	T191.05-1c	
Los Angeles Field Office							
White, Victor R.	Inv. Gen.	GS-13	T147.02 b,c	Inv. Gen.	GS-1810-9	T191.06-9	
Mullan, William J.	Inv. Gen.	GS-13	T189 b,c	Inv. Gen.	GS-1810-13	T326-13	
Rick, Edward H.	Inv. Gen.	GS-12	T188 b,c	Inv. Gen.	GS-1810-13	T327	
McCallan, Raymond F.	Inv. Gen.	GS-13	T179 b,c	Inv. Gen.	GS-1810-12	T328-12	
Alden, John S.	Inv. Gen.	GS-12	T190.01 b,c	Inv. Gen.	GS-1810-13	T328.01	
Meek, Bert E.	Inv. Gen.	GS-12	T190.04 b,c	Inv. Gen.	GS-1810-12	T329	
Ginger, John W.	Inv. Gen.	GS-12	T172 b,c	Inv. Gen.	G-1810-12	T329.01	
Geraty, Franklin R.	Inv. Gen.	GS-12	T172.12 b,c	Inv. Gen.	GS-1810-12	T329.02	
Connors, Donald C.	Inv. Gen.	GS-9	T191.04 b,c	Inv. Gen.	GS-1810-9	T329.03-9	
Kuh, Richard E.	Inv. Gen.	GS-9	T172.03 b,c	Inv. Gen.	GS-1810-9	T329.04-9	
Coonan, John S.	Inv. Gen.	GS-7	T212 b,c	Inv. Gen.	GS-1810-9	T330-7	
Kreykenbohm, Warren C.	Inv. Gen.	GS-9	T213.03 b,c	Inv. Gen.	GS-1810-7	T330.01-7	
					GS-1810-9	T330.02-9	

SECRET - SECURITY INFORMATION

App. by: Ellschmid  
Staff or Div. ChiefApp. by: Eugene C. Glutman  
Class & Wage Div.App. by: Dr. L. Kohle  
Personnel Div.

10 Sept. '52

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

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

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

SECRET

SECURITY INFORMATION

UNCLASSIFIED

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) <b>JAMES W. MC CORD</b>	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST <b>11/12/52</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>PROMOTION</b>		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED: <b>DEC 7 1952</b>	
FROM— Investigator (Gen) T190.03-11 GS-1810-11 \$6140.00 pa  Inspection & Security Office Special Security Division  San Francisco Field Office San Francisco, California	10. POSITION TITLE AND NUMBER 11. SERVICE, GRADE, AND SALARY 12. ORGANIZATIONAL DESIGNATIONS 13. HEADQUARTERS	TO— Investigator (Gen) T190.03 GS-1810-12 \$7040.00 pa  Same Same  Same Same	14. FIELD OR DEPARTMENTAL <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL

10. REMARKS (Use reverse if necessary)

11. REQUESTED BY (Name and title)				12. REQUEST APPROVED BY Signature: <b>A. F. Hickey</b> Title: <b>EXECUTIVE OFFICER</b>							
13. VETERAN PREFERENCE				14. POSITION CLASSIFICATION ACTION							
None	WWII	OTHER	S.P.T.	10-POINT	DISAB.	OTHER	NEW	VICE	L.A.	REAL	
15. SEX	16. RACE	17. APPROPRIATION FROM: TO:				18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINT- MENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:			
21. STANDARD FORM 50 REMARKS  <i>W</i>											
22. CLEARANCES	INITIAL OR SIGNATURE			DATE	REMARKS:  <b>SEARCHED</b> <b>INDEXED</b> <b>FILED</b>						
A.											
B. CEIL. OR POS. CONTROL											
C. CLASSIFICATION											
D. PLACEMENT OR EMPL.											
E.											
F. APPROVED BY:	SECRET			11 Dec 52	H. M. Mulcahy						
SECURITY INFORMATION											

16-67229-2

SECRET  
SECURITY INFORMATION

INSPECTION & SECURITY OFFICE

CODE "T"

APR 19 1944

SPECIAL SECURITY DIVISION FIELD OFFICES

NAME	TITLE	GRADE SERIES	POSITION NUMBER
<u>CHICAGO FIELD OFFICE (CONTINUED)</u>			
DOYLE, C. Veronica	Clerk(Stenography)	GS-301-5	T185
FEHRMAN, Mary Margaret	Clerk(Stenography)	GS-301-4	T185.01-4
GAVRILOVICH, Gloria A.	Clerk(Stenographer)	GS-312-4	T186
<u>SAN FRANCISCO FIELD OFFICE</u>			
HUNT, William C.	Investigator(Gen)	GS-1810-13	T187-13
RICH, Edward H.	Investigator(Gen)	GS-1810-12	T188-12
MULLAN, William J.	Investigator(Gen)	GS-1810-12	T189-12
FINCH, William G.	Investigator(Gen)	GS-1810-12	T189.01-12
SPEARS, C. Calvin, Jr.	Investigator(Gen)	GS-1810-11	T189.02-11
TURTON, Jack S.	Investigator(Gen)	GS-1810-12	T190
HARRIS, Jack A.	Investigator(Gen)	GS-1810-11	T190.01-11
HAVELAND, Glenn A.	Investigator(Gen)	GS-1810-11	T190.02-11
MCCORD, James V.	Investigator(Gen)	GS-1810-11	T190.03-11
MEEK, Bert S., Jr.	Investigator(Gen)	GS-1810-11	T190.04-11
STITH, Ernest P.	Investigator(Gen)	GS-1810-12	T190.05
GAMRATH, Murray W.	Investigator(Gen)	GS-1810-11	T191
AIDEN, John S.	Investigator(Gen)	GS-1810-11	T191.01
SULLIVAN, Thomas V.	Investigator(Gen)	GS-1810-9	T191.02-9
JOVICK, Edward J.	Investigator(Gen)	GS-1810-9	T191.03-9
CONNORS, Donald O.	Investigator(Gen)	GS-1810-7	T191.04-7
SILBERT, Annie	Adm. Assistant	GS-301-5	T192-5
MILLAGE, Margaret K.	Clerk	GS-301-5	T193-5
VAN STEENBERG, Charlotte	Secretary(Steno)	GS-318-5	T194

## SECRET

## CONFIDENTIAL FUNDS PERSONNEL ACTION

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

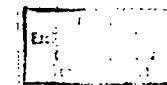
24 APR 1970

MEMORANDUM FOR: Director of Security

SUBJECT:

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

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



24 APR 1970

14 00000

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

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

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

Noted by Employee:

*James W. McCord Jr.*  
\_\_\_\_\_  
James W. McCord, Jr.

*4/27/70*  
\_\_\_\_\_  
Date

Reviewed By:

*Howard J. Osborn*  
\_\_\_\_\_  
Howard J. Osborn  
Director of Security

*29 APR 1970*  
\_\_\_\_\_  
Date

SECRET

(Form Filled In)

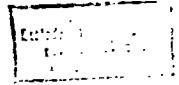
FITNESS REPORT					EMPLOYEE SERIAL NUMBER 658124
<b>SECTION A</b>					
1. NAME : (Last) <b>McCORD, James</b>		(First) <b>W.</b>	(Middle) <b>Jr.</b>	2. DATE OF BIRTH <b>01/26/24</b>	3. SEX <b>M</b>
4. GRADE <b>GS-15</b>		5. SD <b>SS</b>	6. OFFICE/DIV/BR. OF ASSIGNMENT <b>OS/PTOS/PhySD/OC</b>		
7. CURRENT STATION <b>Washington, D. C.</b>			8. OFFICER IN TYPE OF APPOINTMENT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERV <sup>R</sup> <input type="checkbox"/> TEMPORARY			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL		
CAREER-PROVISIONAL (See Instructions - Section C)			REASSIGNMENT SUPERVISOR REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. <b>30 April 1969</b>		12. REPORTING PERIOD (From - To) <b>1 April 1968 - 31 March 1969</b>			
<b>SECTION B</b> PERFORMANCE EVALUATION					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1  <b>See Attached Memorandum</b>					RATING LETTER
SPECIFIC DUTY NO. 2					RATING LETTER
SPECIFIC DUTY NO. 3					RATING LETTER
SPECIFIC DUTY NO. 4					RATING LETTER
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER

**SECRET**

JULY 1969

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

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

**SECRET**

100-1400000

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

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

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

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

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

Noted by Employee:

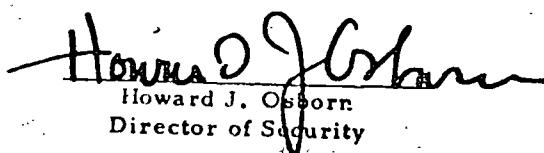
*James W. McCord Jr.*  
James W. McCord, Jr.

*18 April 1969*  
Date

~~SECRET~~

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

Reviewed By:

  
Howard J. Osborn  
Director of Security

21 APR 1969

Date

~~SECRET~~

SECRET

(Form Filled In)

## FITNESS REPORT

EMPLOYEE SERIAL NUMBER

058124

## SECTION A

## GENERAL

1. NAME <i>(Last) (First) (Middle)</i>	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
MC CORD, James W., Jr.	01/20/24	M	GS-15	SS
6. OFFICIAL POSITION/TITLE <i>Elect. Eng - Audio Support</i>	7. OFF-DIV OR OF ASSIGNMENT	8. CURRENT STATION		
	OS/PLOS/TD/OC	Washington, D. C.		
9. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See instructions - Section C)	10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify):	11. REASSIGNMENT SUPERVISOR	12. REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE TO O.P. 26 April 1967	12. REPORTING PERIOD (From - To) 1 April 1967 - 31 March 1968			

## SECTION B

## PERFORMANCE EVALUATION

- W - Weak** Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate** Performance meets all requirements. It is exactly satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient** Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong** Performance is characterized by exceptional proficiency.
- O - Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

## SPECIFIC DUTIES

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

SPECIFIC DUTY NO. 1 <i>Supervises the Technical Division/OS.</i>	RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <i>Develops new techniques, procedures, and equipment to be used in the audio countermeasures field.</i>	RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 3 <i>Plans operating programs for implementation by the Technical Division.</i>	RATING LETTER <b>O</b>
SPECIFIC DUTY NO. 4 <i>Selects and trains personnel in an expanding Division.</i>	RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5 <i>Maintains liaison with his counterpart organizations throughout the U. S. Government.</i>	RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6 <i>301000 11</i>	RATING LETTER <b>            </b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>	
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.</p>	
RATING LETTER <b>S</b>	

## SECRET

(This is filled in)

## SECTION C

## NARRATIVE COMMENTS

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

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

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

(Continued)

## SECTION D

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

26 APR 1968

SIGNATURE OF EMPLOYEE

James W. McCord Jr.

2.

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

26

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

BY SUPERVISOR

3.

DATE

26 APR 1968

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

Dep. Dir. of Sec. (PTOS)

Ermal P. Clegg

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

4/29/68

Director of Security

Howard E. Barnes

SECRET

~~SECRET~~

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

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

  
Ermal P. Geiss  
Deputy Director of Security (PTOS)

~~SECRET~~

SELRET

FITNESS REPORT					EMPLOYEE SERIAL NUMBER 058124
<b>SECTION A</b>					
1. NAME (Last) (First) (Middle)			GENERAL		
McCORD, James W., Jr.			2. DATE OF BIRTH	3. SEX	4. GRADE GS-15
			01/20/44	M	SS
5. OFFICIAL POSITION TITLE Elec Eng-Audio Supp			6. OFF/ DIV/ ON OF ASSIGNMENT OS/PT&OS/TSD/OC		
			7. CURRENT STATION Washington, D. C.		
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):			9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):		
10. DATE REPORT DUE IN O.P. 21 April 1967			11. REPORTING PERIOD (From - To) 15 January 1966 - 31 March 1967		
<b>SECTION B</b> PERFORMANCE EVALUATION					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).</p>					
SPECIFIC DUTY NO. 1 Supervises Technical Division/OS, consisting of 29 professional employees					RATING LETTER S
SPECIFIC DUTY NO. 2 Develops new techniques, procedures and equipment to be used in the audio countermeasures field.					RATING LETTER O
SPECIFIC DUTY NO. 3 Plans operating programs for implementation by the Technical Division.					RATING LETTER O
SPECIFIC DUTY NO. 4 Selects and trains personnel in an expanding Division.					RATING LETTER S
SPECIFIC DUTY NO. 5 Maintains liaison with his counterpart organizations throughout the U. S. Government.					RATING LETTER S
SPECIFIC DUTY NO. 6 01 MAY 1967 WT					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.</p>					
FORM 45. OBSOLETE PREVIOUS EDITIONS.					RATING LETTER S

SECRET

SECRET

(Former Edition 1st)

SECTION C

NARRATIVE COMMENTS

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

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

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

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

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

(Continued)

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

17 April 67

19 APR 1967

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

14

3.

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

19 APR 1967

Dep. Dir. of Sec. (PTOS)

Ermal E. Goss

BY REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

Director of Security

*Howard J. Mann*

SECRET

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

**SECTION C. (Continued)**

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

**SECRET**

## SECRET

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 058124
<b>SECTION A</b>		<b>GENERAL</b>		
1. NAME <b>McCORD, James W., Jr.</b>	2. DATE OF BIRTH <b>01/26/24</b>	3. GRADE <b>GS-15 SS</b>	4. SUPERVISOR OF ASSIGNMENT <b>OS/PT&amp;OS/TechSecDiv/OC</b>	5. CURRENT STATION <b>Wash., D. C.</b>
5. OFFICIAL POSITION TITLE <b>Electronic Engineer</b>	6. CHECK THE TYPE OF APPOINTMENT <input checked="" type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY	7. CAREER PROFESSIONAL (See Instructions - Section C)	8. CHECK THE TYPE OF REPORT <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify) <b>SPECIAL (Specify)</b>	9. ASSIGNMENT SUPERVISION 10. ASSIGNMENT EMPLOYEE
11. DATE REPORT DUE IN G.P. <b>25 April 1966</b>	12. REPORTING PERIOD (From to) <b>1 April 1965 - 14 January 1966</b>			
<b>SECTION B - PERFORMANCE EVALUATION</b>				
<p><b>A - High</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment, or to separation. Describe action taken or proposed in Section C.</p> <p><b>B - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>C - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>D - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>E - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>				
<b>SPECIFIC DUTIES</b>				
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).</p> <p><b>SPECIFIC DUTY NO. 1</b></p> <p><b>Supervises the Tech Division/OS</b></p> <p><b>RATING LETTER</b> <b>S</b></p> <p><b>SPECIFIC DUTY NO. 2</b></p> <p><b>Plans and programs for the Division</b></p> <p><b>RATING LETTER</b> <b>G</b></p> <p><b>SPECIFIC DUTY NO. 3</b></p> <p><b>Schedules and plans overseas coverage</b></p> <p><b>RATING LETTER</b> <b>S</b></p> <p><b>SPECIFIC DUTY NO. 4</b></p> <p><b>Protection of Washington Area Buildings from penetration</b></p> <p><b>RATING LETTER</b> <b>S</b></p> <p><b>SPECIFIC DUTY NO. 5</b></p> <p><b>Training of Division and other personnel</b></p> <p><b>RATING LETTER</b> <b>S</b></p> <p><b>SPECIFIC DUTY NO. 6</b></p> <p><b>Works with Tech Comp. and other units</b></p> <p><b>RATING LETTER</b> <b>S</b></p>				
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>				
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter (A through E) corresponding to the statement which most accurately reflects his level of performance.</p> <p><b>8 APR 1966</b></p>				
<p style="text-align: center;">45</p> <p style="text-align: center;">SECRET</p>				

SECRET

OFFICE OF PERSONNEL

## SECTION C

## NARRATIVE COMMENTS

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

*Hall Room*

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

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

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

## SECTION D

## CERTIFICATION AND COMMENTS

## BY EMPLOYEE

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

DATE

SIGNATURE OF EMPLOYEE

*22 March**Jesse White*

2.

## BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

23 March 1966

Dep. Dir. of Sec. (PTOS)

*E. M. Winters*

3.

## BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

SECRET

FITNESS REPORT

James W. McCord, Jr.

SECTION D

CERTIFICATION AND COMMENTS

3. Comments of Reviewing Official

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

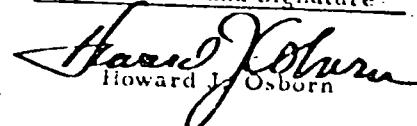
Date

Official Title of Reviewing Official

31 March 1966

Director of Security

Typed Name and Signature

  
Howard J. Osborn

SECRET

(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER O 58124
<b>SECTION A</b>					
<b>GENERAL</b>					
1. NAME (Last) (First) (Middle) <b>McCORD, James W., Jr.</b>			2. DATE OF BIRTH <b>1/26/24</b>	3. SEX <b>M</b>	4. GRADE <b>GS-15</b>
5. OFFICIAL POSITION TITLE <b>Security Officer</b>			6. OFF/DIV/BR OF ASSIGNMENT <b>OS/Exec Staff</b>	7. CURRENT STATION <b>Wash., D. C.</b>	
8. CHECK (X) TYPE OF APPOINTMENT <input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <small>CAREER-PROVISIONAL (See Instructions - Section C)</small>			9. CHECK (X) TYPE OF REPORT <input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL		
			10. REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE <small>SPECIAL (Specify):</small>		
11. DATE REPORT DUE IN O.P. <b>30 April 1965</b>			12. REPORTING PERIOD (From - To) <b>1 April 1964 - 31 March 1965</b>		
<b>SECTION B</b> <b>PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
<p>List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).</p>					
SPECIFIC DUTY NO. 1					
RATING LETTER					
See Section C.					
SPECIFIC DUTY NO. 2					
RATING LETTER					
SPECIFIC DUTY NO. 3					
RATING LETTER					
SPECIFIC DUTY NO. 4					
RATING LETTER					
SPECIFIC DUTY NO. 5					
RATING LETTER					
SPECIFIC DUTY NO. 6					
RATING LETTER					
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
<p>Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.</p> <p><b>10 APR 1965</b></p>					
RATING LETTER					

**SECRET**

(When Filled In)

**NARRATIVE COMMENTS**

RATING OF PERSON

**SECTION C**

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

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

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

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

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

DATE SIGNATURE OF EMPLOYEE

2. **BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

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

DATE OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE

*30 Mar 65* Asst. Dep. Dir. of Sec. (PPS) *N. Harris Lyon*

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

DATE

30 March 1965

OFFICIAL TITLE OF REVIEWING OFFICIAL

Director of Security

TYPED OR PRINTED NAME AND SIGNATURE

Howard J. O'Donnell

**SECRET**

17 April 1964

SECRET/[REDACTED]

17 March 1964

58124

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

James W. McCord, Jr.

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

2. His duties were as follow:

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

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

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

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

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

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

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

SECRET/[REDACTED]

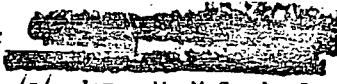
GROUP 1-Excluded from automatic downgrading and declassification

SECRET/

-2-

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

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

  
/s/ Daniel M. KelleyRead: 

/s/ James W. McCord, Jr.

## Reviewer's Comments;

McCord

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



/s/ Wendell Little

SECRET/

SECRET

058124

28 March 1963

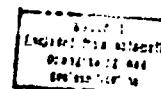
MEMORANDUM FOR: Director of Personnel

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

JAMES W. MCCORD

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

4. I would rate .



15 MAY 1963

SECRET

**SECRET**

- 2 -

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

Daniel M. Kelly /s/



READ:



27 Oct. 68 (DATE)

James W. McCord /s/

REVIEWER'S COMMENTS:

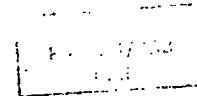
I agree with the comments of the rating officer. Subject is an outstanding staff officer and capable of assuming broader responsibilities. He never complains of obstacles, but uniformly produces excellent results.

Wade H. Little /s/



**SECRET**

4 00000  
SECRET



18 MAY 1962

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

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

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

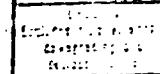
Mr. McCord has performed a liaison function with a vital element of a friendly service which has resulted in the maintenance of a cordial relationship of great value to the Office of Security and the Agency. This liaison has required Mr. McCord to perform several periods of temporary duty overseas during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

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

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

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

SECRET



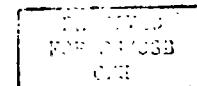
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Read by: Jeanne P.M. Cull Date: May 18'62

Reviewed by: Sophia Seward Date: 18 May '62

SECRET

*2-1961*  
*P.M.*  
**SECRET**



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

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

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

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

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

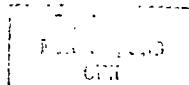
*Paul F. Gaynor*  
Paul F. Gaynor  
Chief/SRS/OS

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

Reviewed by: St. J. S. Gandy Date: 17 APR 1961

**SECRET**

1400000  
SECRET



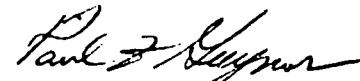
SUBJECT: James W. McCord, Jr.  
Annual Fitness Report - 1 April 1959 - 31 March 1960

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

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

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

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

  
Paul F. Gaynor  
Chief/SRS/OS

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

Reviewed by George Eason Date 4/17/60

SECRET  
(When Filled In)RECEIVED  
FOR SS/CSE

EMPLOYEE SERIAL NUMBER

FITNESS REPORT			28 APR <i>Mr. and</i>			
SECTION A			GENERAL			
1. NAME <i>McCord, James W.</i>	2. DATE OF BIRTH <i>26 January 1924</i>	3. SEX <i>male</i>	4. GRADE <i>GS-14</i>			
5. SERVICE DESIGNATION <i>SD - SS</i>	6. OFFICIAL POSITION TITLE <i>Security Officer</i>	7. OFF/CITY/BR OF ASSESSMENT <i>OS/SRS/Office of the Chief</i>				
8. CAREER STAFF STATUS <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED		9. INITIAL <input checked="" type="checkbox"/>	TYPE OF REPORT REASSIGNMENT/SUPERVISOR			
10. DATE REPORT DUE IN O.P. <i>30 April 1959</i>		11. REPORTING PERIOD <i>15/22/59    3/31/59</i>	12. ANNUAL <input checked="" type="checkbox"/>	REASSIGNMENT/EMPLOYEE		
13. SPECIAL (Specify)						
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	
SPECIFIC DUTY NO. 1 <i>Assists in the development, implementation and coordination of all CI programs</i>	RATING NO. <i>7</i>	SPECIFIC DUTY NO. 4 <i>Receives, evaluates and develops information of a counter intelligence nature.</i>	RATING NO. <i>6</i>			
SPECIFIC DUTY NO. 2 <i>Assists in the supervision of all aspects of the CI program</i>	RATING NO. <i>6</i>	SPECIFIC DUTY NO. 5 <i>Analyzes and evaluates results of counter intelligence operations.</i>	RATING NO. <i>7</i>			
SPECIFIC DUTY NO. 3 <i>Plans operations necessary to resolve counter intelligence cases</i>	RATING NO. <i>7</i>	SPECIFIC DUTY NO. 6 <i>Conducts such personnel investigations, interrogations and interviews as deemed necessary in sensitive cases.</i>	RATING NO. <i>7</i>			
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.						
<ul style="list-style-type: none"> <li>1 - Performance in many important respects fails to meet requirements.</li> <li>2 - Performance meets most requirements but is deficient in one or more important respects.</li> <li>3 - Performance clearly meets basic requirements.</li> <li>4 - Performance clearly exceeds basic requirements.</li> <li>5 - Performance in every important respect is superior.</li> <li>6 - Performance in every respect is outstanding.</li> </ul>					RATING NO. <i>6</i>	
SECTION D DESCRIPTION OF THE EMPLOYEE						
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee.						
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree		
CHARACTERISTICS			NOT APPL-CABLE	NOT OBSERVED	RATING	
GETS THINGS DONE					X	
RESPONSIBLE					X	
SELECTS RESPONSIBILITIES					X	
LEADS TEAM ORGANIZATIONS OR HIS OWN WHEN NEEDED AND IS					X	
DONE HIS JOB WITHOUT STRONG SUPERVISION					X	
PROMOTES SMOOTH OPERATION OF HIS OFFICE					X	
BETTER EFFICIENTLY					X	
RESPECTS CONVENTIONS					X	
THINKS CLEARLY					X	
EXCELLED IN ORGANIZING, MAINTAINING AND PRESERVING OF RECORDS					X	
WELL-EDUCATED					X	
SEE SECTION E ON REVERSE SIDE						

## SECRET

(When Filled In)

## SECTION E

## NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

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

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

## SECTION F

## CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

8 April 1959

SIGNATURE OF EMPLOYEE

Harlan A. Westrell Jr.

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN  
UNDER MY SUPERVISION

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

Since March 1954

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

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

OTHER (Specify):

DATE

OFFICIAL TITLE OF SUPERVISOR

8 April 1959

Chief, Security Research  
Staff/OS

TYPED OR PRINTED NAME AND SIGNATURE

Harlan A. Westrell

3.

BY REVIEWING OFFICIAL

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

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

13 April 1959

S Director of Security

TYPED OR PRINTED NAME AND SIGNATURE

Edgar Edwards

SECRET

## SECRET

(Form 1010-1)

## FITNESS REPORT (Part I) PERFORMANCE

## INSTRUCTIONS

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

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

## SECTION A.

GENERAL					
1. NAME (Last) McCORD,	(First) James	(Middle) W.	2. DATE OF BIRTH 26 January 1924	3. SEX male	4. SERVICE DESIGNATION SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT OS/Security Research Staff			6. OFFICIAL POSITION/TITLE Acting Deputy Chief, SRS		
7. GRADE GS-14	8. DATE REPORT DUE IN OP 22 August 1958	9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 21 August 1957 - 22 August 1958			
10. TYPE OF REPORT (Check one) <input checked="" type="checkbox"/> ANNUAL		11. RATING PERIOD REVIEWED BY SUPERVISOR PERFORMANCE EVALUATION SPECIAL (Specify)			

## SECTION B.

## CERTIFICATION

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

## 2. CHECK (X) APPROPRIATE STATEMENTS

X THIS REPORT REFLECTS MY OWN OPINION OF THIS INDIVIDUAL.	I CERTIFY THAT THE RATED INDIVIDUAL IS IN CT OR D. A BARRING LETTER WAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
THIS REPORT REFLECTS THE COMBINED OPINION OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE RATED INDIVIDUAL ENDS HIS EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)
I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.	

3. DATE  
29 Sept 1958 | 4. HOW PRINTED NAME  
Harlan A. W. Estrell | 5. SUPERVISOR'S OFFICIAL TITLE  
Harlan A. W. Estrell | 6. SUPERVISOR'S OFFICIAL TITLE  
Chief, SRS

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

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

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

8. THIS DATE  
2 October 1958 | 9. TYPE OF PRINTED NAME  
R. L. Bannerman | 10. OFFICIAL TITLE OF REVIVING OFFICIAL  
R. L. Bannerman | 11. Deputy Director of Security

## SECTION C.

## JOB PERFORMANCE EVALUATION

## 1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

- 1. DOES NOT PERFORM DUTIES ACCEPTABLY. HE IS INCOMPETENT.
- 2. BARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES.
- 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF BLANESS.
- 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 AS TO BE AN EXCITING MODEL TO OTHER PERSONNEL.

RATING NUMBER

6

EXPLANATION

By [Signature] Date [Signature]  
Rated for [Signature] Date [Signature]  
Revised by [Signature] Date [Signature]

Form No. 1010-1, 45 (Part I) THIS IS FORMERLY KNOWN AS FORM 1010-1 AND HAS BEEN SUPERSEDED SECRET Performance

## SECRET

## C. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

## DIRECTIONS:

- a. State in the spaces below up to six of the most important duties performed during this rating period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY the effectiveness in performance of this specific duty.
- c. For supervisor, ability to supervise will always be *DISTINGUISHED* except in cases where supervisor has no supervisory or secretarial status.
- d. Compare in your mind, when possible, the individual being rated *P2 YH 288* performing the same duty at a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated *P10M*:
- |                            |                                |                                |
|----------------------------|--------------------------------|--------------------------------|
| ORAL BRIEFING              | MISSES AREA INTELLIGENCE       | CONDUCTS INTERROGATIONS        |
| GIVING LECTURES            | DEVELOPS NEW PROGRAMS          | PREPARES SUMMARIES             |
| CONDUCTING SEMINARS        | ANALYZES INDUSTRIAL REPORTS    | TRANSLATES GERMAN              |
| WRITING TECHNICAL REPORTS  | MANAGES FILES                  | DEBRIEFING SOURCES             |
| CONDUCTING REFERRAL LEISON | OPERATES RADIO                 | DRIVES BOATS                   |
| TYPING                     | COORDINATES WITH OTHER OFFICES | DRIVES TRUCK                   |
| TAKING DICTATION           | WRITES REQUISITIONS            | MAINTAINS AIR CONDITIONING     |
| SUPERVISING                | PREPARES CORRESPONDENCE        | EVALUATES SIGNIFICANCE OF DATA |
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER
	2 - BARELY ACCEPTABLE IN THE PERFORMANCE OF THIS DUTY	7 - PERFORMS ABOVE A GOOD IN THE PERFORMANCE OF THIS DUTY
	3 - PERFORMS THIS DUTY ACCEPTABLY	8 - EXCELS ABOVE A GOOD IN THE PERFORMANCE OF THIS DUTY

DESCRIPTIVE DUTY #1: Assist in the development and coordination of all counter-intelligence programs.	RATING NUMBER	DESCRIPTIVE DUTY #2: Analyze and evaluate results of a counter-intelligence operation.	RATING NUMBER
DESCRIPTIVE DUTY #3: Plan operations necessary to receive counter-intelligence cases.	RATING NUMBER	DESCRIPTIVE DUTY #4: Receive, organize and develop information of a counter-intelligence nature.	RATING NUMBER
DESCRIPTIVE DUTY #5: Assemble various sources, hold at such interrogations, investigations and briefings as necessary.	RATING NUMBER		RATING NUMBER

## 3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Mr. McCord continues to exhibit superior organizational ability, as well as being a fine supervisor. His imaginative and analytical approach to complex problems quickly reduces them to useable plans. Mr. McCord is an excellent supervisor, can delegate responsibility, give credit to his subordinates and continually works for self-improvement.

## SECTION D.

## SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

- 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED
- 2 - OF DUBIOUS SUITABILITY - WOULD NOT HAVE ACCEPTED HIM IF HE KNOWN WHAT HE KNOWS
- 3 - BARELY ACCEPTABLE - EMPLOYEE IS BELOW AVERAGE BUT WITH SO BRILLIANTLY SUITABLE IN CERTAIN HIS STRENGTHS
- 4 - ON THE SAME SURFACE AS MOST PEOPLES - GOOD IN THE ORGANIZATION
- 5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS
- NOTE: 6 - AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION
- 7 - EXCELLED BY OTHERS IN SUITABILITY FOR WORK IN THE ORGANIZATION

Is this individual better suited for work in some other position in the organization?

SECRET

SECRET

#### **FITNESS REPORT (Part III) POTENTIAL**

INSTRUCTERS

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

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

SECTION C.

GENERAL					
1. NAME  <i>(Last)                    (First)                    (Middle)</i>	McCORD, James W.		2. DATE OF BIRTH	3. SEX	4. SERVICE DESIGNATION
20 January 1914				male	SD - SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT  <i>OS/Security Research Staff</i>			6. OFFICIAL POSITION TITLE  <i>Acting Deputy Chief, SRS</i>		
7. GRADE  <i>GS-14</i>	8. DATE REPORT DUE IN OR  <i>22 August 1958</i>		9. PERIOD COVERED BY THIS REPORT (Inclusive dates)  <i>21 August 1957 - 22 August 1958</i>		
10. TYPE OF REPORT  <i>(Check one)</i>		<input checked="" type="checkbox"/> ANNUAL	11. CLASSIFICATION/SECURITY  <i>REF ID: A65121</i>	12. SPECIAL (Specify)	

SECTION F.

**CERTIFICATION**

- |  |  |  |
|--|--|--|
| 1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGMENT OF THE INDIVIDUAL BEING RATED           |  |  |
| A. THIS DATE<br>29 Sept 1958   | B. TYPED OR PRINTED NAME AND POSITION<br><i>Harlan A. Willard</i>                    | C. SUPERVISOR'S OFFICIAL TITLE<br>Chief, SPC |
| 2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO. |  |  |
| A. THIS DATE<br>2 Oct 58   | B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL<br><i>John C. Bandy</i> | C. OFFICIAL TITLE OF REVIEWING OFFICIAL<br>D |

SECTION 6

**ESTIMATE OF POTENTIAL**

- II. 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.

1 - ALREADY AROSE 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

3 10050446200 200

**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**      0 = HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION  
                                         1 = BELIEVE INDIVIDUAL WOULD BE A POOR SUPERVISOR IN THIS KIND OF SITUATION  
                                         2 = BELIEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION  
                                         3 = BELIEVE INDIVIDUAL WOULD BE A STRONG SUPERVISOR IN THIS SITUATION

		DISCRETE SITUATION	
ACTUAL	POTENTIAL		
3	3	A GROUP DURING THE BASIC JOB (Local Vendors, Meteorographers, Technicians or Professional employees of various bands) WITH CONTACT WITH IMMEDIATE SUPERVISOR IS FREQUENT (First Line Supervisor)	
3	3	A GROUP OF SUPERVISORS AND DIRECT THE BASIC JOB (Second Line supervisor)	
2	3	A GROUP WHO CAN BE SET OF SUPERVISORS WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)	
	3	WITH CONTACT WITH IMMEDIATE SUPERVISOR IS NOT FREQUENT	
3	3	ONE IMMEDIATE SUPERVISOR WITH OTHERS ARE DIRECT AND USED INSEPARABLE COORDINATION	
1	2	ONE IMMEDIATE SUPERVISOR WITH OTHERS MEMBERS OF THE COMPANY ARE	
		Other (Specify)	

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

16

2. COMMENTS CONCERNING POTENTIAL

OCT 3 302 PH 38

Mr. McComb has demonstrated organizational ability, leadership under pressure, responsibility and initiative which eventually qualify him for a senior position in this Agency.

ALL ROOM

SECTION H. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

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

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

None

SECTION I. DESCRIPTION OF INDIVIDUAL

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

0 = HAVE NOT OBSERVED THIS BEING CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL

- 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
5	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	5	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NECESSARY	5	12. SHOW ORIGINALITY	5	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. KNOWS HIS STRENGTHS	5	24. REMAINS CALM UNDER PRESSURE
4	5. WORKS CONSISTENTLY FOR HIS ASSOCIATES AND TEAM	5	15. RESPONDS WELL TO SUPPORTIVE CRITIQUE	5	25. DISPLAYS JURISDICTION
4	6. GOES OUT OF WAY FOR ASSISTANCE	5	16. SEES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
5	7. CAN GET ALONG WITH PEOPLE	5	17. TOWNS UP WITH ASSOCIATES TO PROBLEMS	5	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	5	18. IS DETERMINED	5	28. HIS COLLEAGUE IS CO-STRUCTIVE
5	9. GOES DIRECTLY TO THE POINT	5	19. TAKES CHARGE	5	29. FACILITATES SUCCESSFUL OPERATION OF HIS OFFICE
5	10. IS USEFUL DURING STRESSFUL SITUATIONS	5	20. ALMOST NEVER DELAYS OR DEFERRED DECISIONS	5	30. ENJOYS HAVING RESPECTED POSITION IN COMMUNITY

SECRET

SECRET

### *Cotton Field*

## FITNESS REPORT (Part I) PERFORMANCE

INSTRUCTIONS

**INSTRUCTIONS**  
FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.  
FOR THE SUPERVISOR: This report is due by \_\_\_\_\_.

**FOR THE SUPERVISOR:** Consult current instructions for completing this report.

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 circumstances specified in Regulation 20-370. It is recommended that you read the entire form before completing any part of it. 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 McCOUGH, James	(First) MCCOUGH, James	(Middle) W., Jr.	2. DATE OF BIRTH 26 January 1924
3. SEX male		4. SERVICE DESIGNATION SD-SS	
5. OFFICIAL POSITION TITLE Investigator			
6. ACTING POSITION Acting Deputy Chief, Security Research Staff			
7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1956 - 21 August 1957			
8. GRADE GS-14		9. DATE REPORT DUE IN-OP 22 August 1957	
10. TYPE OF REPORT (Check one)		INITIAL ANNUAL	REARMED/REFURBISHED REASSEMBLED REASSEMBLED
		SPECIAL (Specify)	

**SECTION B.**

CERTIFICATION

1. FOR THE RATER THIS REPORT HAS  CERTIFICATION  
NOTE:  HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED

A. CHECK (X) APPROPRIATE STATEMENTS

<p><input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.</p> <p><input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.</p> <p><input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.</p>	<p><input type="checkbox"/> IF INDIVIDUAL IS DATED 7-15-67 OR D, A WARNING LETTER WAS SENT TO HIM &amp; A COPY ATTACHED TO THIS REPORT.</p> <p><input type="checkbox"/> I CANNOT CERTIFY THAT THE INDIVIDUAL SHOULD NOT EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):</p>
---	---

THIS DATE

28 August 1957 C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR. SUPERVISOR'S OFFICIAL TITLE  
Harlan A. Westrell *Harlan A. Westrell* Chief/Security Research Staff OS  
FOR THE REVISING OFFICIAL. RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

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

*3 Sept 57* B. TYPED OR PRINTED NAME AND SIGNATURE OF PERTINENT OFFICIAL C. OFFICIAL TITLE OR POSITION OF PERTINENT OFFICIAL  
*C. F. Heney* D. CLASS ABOVE SECTION.  
SECTION

**SECTION C.**

**JOB PERFORMANCE EVALUATION**

I. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

## СТАМЕНТЫ:

FORM NO. 45 (Part 1) REPLACES PREVIOUS EDITIONS  
1 NOV 55 OF FORMS 45 AND 45A WHICH  
ARE OBSOLETE. SECRET

## Performance

SECRET

OFFICE OF PERSONNEL

## 2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

## DIRECTIONS:

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

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

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

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

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

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

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

## SECTION D.

## SUITABILITY FOR CURRENT JOB IN ORGANIZATION

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

7

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 RARELY ACCEPTABLE EMPLOYEE...BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO BAR  
 4. OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION  
 5. A FINE EMPLOYEE...HAS SOME OUTSTANDING STRENGTHS  
 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION  
 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

EXPLAIN BELOW:

SECRET

SECRET

(When Filled In)

## FITNESS REPORT (Part II) POTENTIAL

## INSTRUCTIONS

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

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

## SECTION E.

GENERAL					
1. NAME McCORD,	(Last) James	(First) W., Jr.	(Middle)	2. DATE OF BIRTH 26 January 1924	3. SEX male
4. OFFICIAL POSITION/TITLE OS/Security Research Staff			Acting Deputy Chief, Investigator Security Research Staff		
5. GRADE GS-14	6. DATE REPORT DUE IN CO 22 August 1957		7. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1956 - 21 August 1957		
8. TYPE OF REPORT (Check one)	INITIAL		REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)	
X	REASSIGNMENT-EMPLOYEE				

## SECTION F.

## CERTIFICATION

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

## 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.						
<ul style="list-style-type: none"> <li>1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED</li> <li>2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED</li> <li>3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES</li> <li>4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES</li> <li>5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING</li> <li>6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL</li> <li>7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES</li> </ul>						
RATING NUMBER	6					

## 2. SUPERVISORY POTENTIAL

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

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION
		0 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
3	3	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 WOULD BE A STRONG SUPERVISOR IN THIS SITUATION
3	3	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional specialists of various kinds) where contact with immediate subordinates is frequent (First line supervisor)
3	3	A GROUP OF SUPERVISORS WHO DIRECT THE BASIC JOB (Second line supervisors)
		A GROUP, ONE OR A SET OF SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive Level)
		OVER CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT
	3	OVER INDEPENDENT SUPERVISORIAL ACTIVITIES ARE SEVERE AND NEED CAREFUL COORDINATION
3	3	OVER SUPERVISORY SUPERVISORIAL ACTIVITIES ARE SEVERE AND NEED CAREFUL COORDINATION
		OTHER (Specify)

## SECRET

(John Filled In)

OFFICE OF PERSONNEL

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

36

## 4. COMMENTS CONCERNING POTENTIAL

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

SEP 5 3 42 PM '57

MAIL ROOM

## SECTION H.

## FUTURE PLANS

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

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

McCord wishes to continue his study of Russian.

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

## SECTION I.

## DESCRIPTION OF INDIVIDUAL

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

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

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

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARSES	5	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY WELL	5	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
5	5. DISPLAYS CONSTANTLY TOO MUCH KNOWLEDGE AND COCKS	4	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
4	6. SHOWS SIGN OF NEED ASSISTANCE	5	16. DROPS HIS JOB WITHOUT SUFFICIENT SUPPORT	5	26. IS RECALLY CONCERNED
5	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	4	27. IS VERSATILE
4	8. HAS GOOD PEG POLITE	4	18. IS COOPERATIVE	4	28. HIS ATTITUDE IS COOL & STRUCTURED
5	9. SEES THINGS BIAS	5	19. TAKES THINGS EASILY	4	29. FACILITATES SWIFT OPERATIONS OF HIS OFFICE
4	10. CAN TAKE BIAS INSTRUCTIVE	5	20. ADAPTS EASILY TO CHANGES IN HIS ENVIRONMENT	5	30. IS NOT EASILY DISTRACTED

SECRET

SECRET

(When Filled In)

## FITNESS REPORT (Part I) PERFORMANCE

## INSTRUCTIONS

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

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part-Not-This Report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item A. of Section "A" below.

## SECTION A.

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

## SECTION B.

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

## A. CHECK (X) APPROPRIATE STATEMENTS:

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

## B. THIS DATE

**27 August 1956**

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

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

BY	DATE
<b>Posted Pos. Control</b>	<b>5 SEP 1956</b>
Reviewed by PUD	<b>7 SEP 1956</b>

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

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

## SECTION C.

## 1. RATING ON GENERAL PERFORMANCE OF DUTIES

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

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

COMMENTS:

SECRET

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#### 7. RATINGS ON PERFORMANCE OF SPECIFIC INDUSTRIES

PURIFICATIONS

- Instructions:**

  - a. State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.
  - b. Rate performance on each specific duty, considering ONLY effectiveness in performance of this specific duty.
  - c. For supervisor, ability to supervise will always be rated as a specific duty. If you rate as supervisor those who supervise a secretary only).
  - d. Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
  - e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
  - f. Please attach examples of the best and poorest work done by the individual.

1. Be specific. Examples of the kind of duties that might be listed are:

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

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

**DESCRIPTIVE RATING NUMBER**

1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 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 Receives, evaluates and develops information of a counterintelligence nature.	RATING NUMBER 6	SPECIFIC DUTY NO. 4 Evaluates results of counter-intelligence operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 2 Plans operations necessary to resolve counter-intelligence matters.	RATING NUMBER 6	SPECIFIC DUTY NO. 5 Maintains liaison with various other sensitive government agencies as well as other components of CIA in connection with CI operations.	RATING NUMBER 6
SPECIFIC DUTY NO. 3 Coordinates SO resources in implementation of CI operations.	RATING NUMBER 7	SPECIFIC DUTY NO. 6 Conducts such personal investigation, interrogations and interviews as deemed necessary in certain cases.	RATING NUMBER 6

DIRECTIONS: Study strengths and weaknesses, particularly those which affect development or present problems.

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

**SECTION D.**

**SUITABILITY FOR CURRENT JOB IN ORGANIZATION**

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

- 1 - DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED  
2 - OF DOUBTFUL SUITABILITY...WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW  
3 - A BARELY ACCEPTABLE EMPLOYEE...BEGGED AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION  
4 - OF THE SAME SUITABILITY AS MOST PEOPLE I KNOW IN THE ORGANIZATION  
5 - A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS

RATING 8 - AVERAGE PERSONNEL HAS SOME OUTSTANDING STRENGTHS  
NUMBER 8 - 41 UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION  
7 - EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION

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

SECRET

## SECRET

(When Filled In)

## FITNESS REPORT (Part II) POTENTIAL

## INSTRUCTIONS

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

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

## SECTION E.

## GENERAL

1. NAME MCCORD,	(Last) James	(First) W.	(Middle) Jr.	2. DATE OF BIRTH 26 January 1924	3. SEX Male	4. SERVICE DESIGNATION SP-SS
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT CI/Security Research Staff				6. OFFICIAL POSITION TITLE Investigator		
7. GRADE GS-13	8. DATE REPORT DUE IN OP 22 August 1956		9. PERIOD COVERED BY THIS REPORT (Inclusive dates) 22 August 1955 - 22 August 1956			
10. TYPE OF REPORT (Check one)		INITIAL	ANNUAL	CLASSIFICATION-SUPERVISOR	SPECIAL (Specify) Assignment-employee	

## SECTION F.

## CERTIFICATION

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

## SECTION G.

## ESTIMATE OF POTENTIAL

## 1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES

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

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

## 2. SUPERVISORY POTENTIAL

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

ACTUAL	POTENTIAL	DESCRIPTIVE SITUATION	
		1. HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION	2. BELIEVE INDIVIDUAL COULD BE A WEAK SUPERVISOR IN THIS KIND OF SITUATION
0	3	3. BELIEVE INDIVIDUAL COULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION	A GROUP DOING THE BASIC JOB (truck drivers, stenographers, technicians or professional operators of various kinds) where contact with immediate superordinates is frequent (First line supervisor).
3	3	4. BELIEVE INDIVIDUAL COULD BE A STRONG SUPERVISOR IN THIS SITUATION	A GROUP, WHO MAY OR MAY NOT BE SUPERVISORS, WHICH IS RESPONSIBLE FOR MAJOR PLANS, ORGANIZATION AND POLICY (Executive level)
3		5. WHEN CONTACT WITH IMMEDIATE SUBORDINATES IS NOT FREQUENT	
3		6. WHEN IMMEDIATE SUBORDINATES' ACTIVITIES ARE SEVERAL AND NEED CAREFUL COORDINATION	
3		7. WHEN IMMEDIATE SUBORDINATES INCLUDE MEMBERS OF THE PROFESSION	
		8. OTHER (Specify)	

## SECRET

Form F-101-101

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

SECRET

SECRET

(When Filled In)

FITNESS REPORT

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

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

COPY TO

INSTRUCTIONS

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

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

A - NEXT DUE DATE - 22 August 56 Posted For Cr. 6088 10/21/55  
Pl 1976

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

SECTION I (To be filled in by Administrative Officer)

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

SECTION II (To be filled in by Supervisor)

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

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

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

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

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

This date

9/28/55

Name and signature of employee's immediate supervisor

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

This date

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

9-28-55

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

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

WHICH MAY BE USED.

SECRET

101

mc

SECRET

(Form Filled In)

## SECTION IV

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

On the left hand side of the page below are a series of statements that apply, in some degree, to most people. On the right hand side of the page are four major categories of application. Please indicate within each category as indicated on the left, the extent to which each tells how much the statement applies to the person you are rating. Placing an "X" in the "NOT APPLIED" column means you have no opinion on whether a trait 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.

SEP 31 1969

STATEMENTS	CATEGORIES					
	NOT APPLIED	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	X	
4. HAS INITIATIVE.					X	
5. UNFUNCTIONAL.					X	
6. ANALYTIC IN HIS THINKING.						X
7. CONSTANTLY STRIVING FOR HIS 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 SUPERVISOR.						X

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(Form Filled 2-1)

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

None

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

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Employee has expressed desire to study Russian

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

## SECTION VI

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

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

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

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

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

- 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY. WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
- 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... LIKED 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... LIKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY... THINKS IN TERMS OF A CAREER IN THE AGENCY.
- 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
- 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

C. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater 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 CURRENTLY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in aiding your rating... ability 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... COULD NOT HAVE ACCEPTED HIM IF I HAD known WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW EXCELLENT BUT WITH NO DEFICIENCIES SUFFICIENTLY DISTURBING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE... DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE SERVICE.
- 5. A GOOD EMPLOYEE... HAS SOME OUTSTANDING ATTRIBUTES.
- 6. AN OUTSTANDING PERSON IN TERMS OF THE REQUIREMENTS OF THE POSITION... DISPLAYS AT THIS A HIGH DEGREE OF SUITABILITY FOR WORK IN THE SERVICE.

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## SECRET

SECURITY INFORMATION

## PERSONNEL EVALUATION REPORT

Items 1 through 6 will be completed by Administrative or Personnel Office					
1. NAME - Title	First	Middle	2. GRADE	3. POSITION TITLE	
McCORD	James	W.	GS-13 Branch	Security Officer	CIA-SE
4. OFFICE	STAFF OR DIVISION		5. DEPT'L. IF FIELD, SPECIFY STATION		
Security	Office of Chief		<input checked="" type="checkbox"/> FIELD		
6. PERIOD COVERED BY REPORT	From	To	6. TYPE OF REPORT		
22 Aug. 1953	21 Aug. 1954		<input type="checkbox"/> Initial	<input checked="" type="checkbox"/> Annual	<input type="checkbox"/> Special
7. LIST YOUR MAJOR DUTIES IN APPROPRIATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.					

To handle certain special assignments and conduct certain sensitive research for the Security Office, CIA. Research in many cases<sup>is</sup> of such high sensitivity that the conduct of same must be limited.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.			
Name of Course	Location	Length of Course	Date Completed
None			

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?	
Same as my present assignments	
IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).	

10

22 July 1954

James W. McCord Jr.  
*(Signature)*

Items 11 through 18 will be completed by Supervisor
11. RATE SUPERVISOR THIS PERSON'S PERFORMANCE ON THE DUTIES LISTED UNDER ITEMS 1 THROUGH 10.

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

## SECRET

## SECURITY INFORMATION

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

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

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

None noted.

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

Yes, he has definite promise of future increased responsibilities.

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

Not at this time.

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

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

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

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

11 Oct 1957

DATE

Roger Edwards

SIGNATURE OF SUPERVISOR

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

John S.

DATE

W.M. Hart

SIGNATURE OF REVIVING OFFICIAL

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

SECRET

**SECRET**

SECURITY INFORMATION

20. COMMENTS (Continued):

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

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

**2. Instruction to the person evaluated**

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

**3. Instruction to the Supervisor and the Reviewing Official**

- a. As the supervisor who assigns, directs and reviews the work of others, you bear primary responsibility for planning and fostering the development of each person under your supervision, commensurate with his capacity, aptitude, knowledge and skills. As an alert supervisor, you judge the people working with you on a job-by-job and day-by-day basis and use this information in carrying out your supervisory responsibilities. Although evaluation is a continuous process, it is necessary periodically to record your observations and recommendations for appropriate action. In preparing the report you should consider the individual's capabilities for further development in his present assignment and his potentialities for more effective utilization in other positions, including work of a more responsible and difficult nature.

- b. The following traits are generally regarded as having some bearing on a person's performance and development. Although you are not asked for specific ratings, do not hesitate to refer to these or similar traits in your comments, which should be terse and precise.

COOPERATION

RESOURCEFULNESS

DEPENDABILITY

STABILITY UNDER PRESSURE

ACCURACY

ABILITY TO OBTAIN RESULTS

SECURITY CONSCIOUSNESS

JUDGMENT

INITIATIVE

LEADERSHIP

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

## (1) Base your judgment on

- (a) What you have observed the individual do or fail to do.
- (b) Typical performance as well as critical incidents.
- (c) Examples relevant to the duties under consideration.

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

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

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

THIS POSITION TO BE DETACHED ONLY BY AUTHORIZED OFFICIAL

**SECRET**

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SECURITY INFORMATION

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

ROUTING AND ACTION			
REQUIRED ACTION	PERSON TO TAKE ACTION	DATE ACTION COMPLETED	INITIALS
9. a. Obtain two copies of CIA Form 37-151. b. Enter data in Items 1 through 6, above, in corresponding spaces of PER forms. c. Attach this action form and pamphlet "Your Evaluation Report" to PER forms. d. Deliver forms to immediate supervisor of person to be evaluated.	Evaluations Officer		
10. a. Deliver forms to person to be evaluated. b. Offer advice and assistance.	Supervisor		
11. a. Complete Items 7 through 10. b. Deliver forms to supervisor.	Person to be Evaluated	15 Aug 54	jmw
12. a. Complete Items 11 through 12. b. Attach warning memo, if required. c. Deliver forms to reviewing official (supervisor next in line).	Supervisor		
13. a. Review the evaluation. b. Discuss complete evaluation and recommendations with supervisor. c. Record additional comments on forms. d. Sign forms in Item 19. e. Deliver forms to supervisor.	Reviewing Official	1/20/53	JMW
14. a. Discuss all aspects of evaluation with person being evaluated. (Explain right of appeal, if warning memo is prepared.) b. Sign forms in Item 19. c. Deliver forms to Evaluations Officer.	Supervisor		
15. a. Deliver original copy of evaluation form to Transactions and Records Branch, Personnel Division. b. Retain the carbon copy for use of operating office and Office Career Service Board. c. Detach Instruction Sheet of Form 37-151 if Item 13 (continued) is unused.	Evaluations Officer		

FD-302 (Rev. 3-7-1954)  
5-67 1953

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(When Filled In)

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1000 1000 1000

**RECOMMENDATION FOR HONOR OR MERIT AWARD**  
(Submit in triplicate - See HR 20-371)

SECTION A			
1. EMPLOYEE NO.		2. NAME OF PERSON RECOMMENDED (Last, First, Middle)	
058128		McCORD, James Walter, Jr.	
3. OFFICE OF ASSIGNMENT		4. POSITION TITLE	
OS/Phys. Sec. Div.		Physical Sec. Off.	
5. GRADE		6. GRADE	
GS-15		GS-15	
7. HOME ADDRESS (No., St., City, State, Zip Code)		8. STATION	
7 Winder Court, Rockville, Md. 20850		9. HEADQUARTERS	
10. FIELD (Specify location)		11. CITIZENSHIP AND HOW ACQUIRED	
12. HOME PHONE 762-7678		13. CITIZENSHIP AND HOW ACQUIRED	
U. S. A. - Birth		14. POSTHUMOUS	
15. RECOMMENDED AWARD		16. IF RETIRING, DATE OF RETIREMENT	
Certificate of Distinction		31 August 1970	
17. NAME OF SPOUSE		18. RELATIONSHIP	
Marjorie Lee McCord		Wife	
19. HOME ADDRESS (No., St., City, State, Zip Code)		20. HOME PHONE Same	
21. CITIZENSHIP AND HOW ACQUIRED		22. HOME PHONE Same	
23. OFFICE OF ASSIGNMENT		24. OFFICE OF ASSIGNMENT	
SECTION B			
RECOMMENDATION FOR AWARD FOR HEROIC ACTION OR ACCEPTANCE OF HAZARD			
25. WERE YOU AN EYEWITNESS TO THE ACT		26. PERSONNEL IN IMMEDIATE VICINITY OR WHO ASSISTED IN ACT OR SHARED IN SAME HAZARD	
YES		NO	
27. FULL NAME		28. ORDN. TITLE	
29. GRADE		30. OFFICE OF ASSIGNMENT	
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN ACT			
31. FULL NAME		32. AWARD RECOMMENDED	
CONDITIONS UNDER WHICH ACT WAS PERFORMED			
33. LOCATION		34. INCLUSIVE DATES	
35. PREVAILING GEOGRAPHIC CONDITIONS AND OBSTACLES ENCOUNTERED		36. TIME OF DAY	
37. DATES FOR WHICH AWARD RECOMMENDED		38. ASSIGNMENT COMPLETED	
39. NO		40. YES	
SECTION C			
RECOMMENDATION FOR AWARD FOR ACHIEVEMENT, SERVICE, OR PERFORMANCE			
41. DO YOU HAVE PERSONAL KNOWLEDGE OF THE SERVICE OR PERFORMANCE		42. OFFICIAL ASSIGNMENT OF PERSON COMMENDED AT TIME OF SERVICE OR PERFORMANCE	
YES		NO	
43. OFFICIAL ASSIGNMENT OF PERSON COMMENDED AT TIME OF SERVICE OR PERFORMANCE		44. OFFICIAL ASSIGNMENT OF PERSON COMMENDED AT TIME OF SERVICE OR PERFORMANCE	
Chief, Physical Security Division, PTOS, OS		Chief, Physical Security Division, PTOS, OS	
35. COMPONENT OR STATION (Designation and location)			
Headquarters			
36. DUTIES AND RESPONSIBILITIES OF ASSIGNED POSITION			
To plan and direct an Agency-wide physical security program for protecting Agency installations against unauthorized physical penetration and Agency information and material against loss, compromise or disclosure.			
37. INCLUSIVE DATES FOR WHICH RECOMMENDED		38. ASSIGNMENT COMPLETED	
39. NO		40. YES	
PERSONNEL WHO ASSISTED OR CONTRIBUTED SUBSTANTIALLY TO THE ACHIEVEMENT OR PERFORMANCE			
41. FULL NAME		42. ORDN. TITLE	
43. GRADE		44. OFFICE OF ASSIGNMENT	
LIST ANY OF THE ABOVE PERSONS GIVEN AN AWARD OR RECOMMENDED FOR AWARD FOR PARTICIPATING IN THE PERFORMANCE			
45. FULL NAME		46. TYPE OF AWARD	

**SECRET**

(Form 10-75, Rev. 10-64)

**SECTION D****NARRATIVE DESCRIPTION**

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

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

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

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

When serving with the Security Research Staff, 1955 to 1962, Mr. McCord worked in direct support of Agency activities abroad of a specialized nature exploiting highly sensitive intelligence source material resulting in the reconstruction of Soviet espionage networks and resolving operational and security leads affecting both the British and United States Governments. The identities, composition and operations of Soviet intelligence services in Europe prior to 1951 and dating back into the 1930's, were reconstructed. Between 1955 and 1969, Mr. McCord was involved in contacting, developing and debriefing those identified and available

 CONTINUED ON ATTACHED SHEET

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

## 1. PROPOSED CITATION

2.

3.

47. RECOMMENDATION INITIATED BY	48. TITLE AND SIGNATURE OF EMPLOYEE MAKING RECOMMENDATION	49. DATE
James P. O'Connell	James P. O'Connell Deputy Director of Security (PTOC)	14 July 1970
<b>SECTION E RECOMMENDATION FORWARDED THROUGH OFFICIALS CONCERNED FOR THEIR INFORMATION</b>		
50. HEAD OF <u>SC</u> CAREER SERVICE (Career Service of choice)	TITLE AND SIGNATURE  Director of Security	DATE
51. DEPUTY DIRECTOR OF CAREER SERVICE	TITLE AND SIGNATURE  Deputy Director for Support	DATE
52. DEPUTY DIRECTOR OF OPERATING COMPONENT	TITLE AND SIGNATURE	DATE

**SECRET**

SECRET

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

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

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

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

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

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

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Section D Continued - James Walter McCord, Jr.

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

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

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

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

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**SECRET**

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

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

**SECRET**

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

CITATION

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

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

~~CONFIDENTIAL~~

DD/S 69-4658

MEMORANDUM FOR: Director of Security

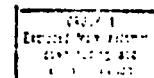
SUBJECT : Commendation

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

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

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

R. L. Bannerman  
Deputy Director  
for Support



REQUEST AND AUTHORIZATION FOR ACTIVE DUTY TRAINING, ACTIVE DUTY TOUR			
TO: HQ COMD USAF (PRP)		FROM: HQ COMD (PRP-A)	
1. BY DIRECTION OF THE PRESIDENT		2. BY ORDER OF THE SECRETARY OF THE AIR FORCE	
3. GRADE, LAST NAME, FIRST, MIDDLE INITIAL, AFSN, SSAN: MAJOR MCCOY, JAMES W.		4. PAFSC	
5. PRESENT ADDRESS 7 Winder Court Rockville, Maryland 20850		6. ON FLYING STATUS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
7. IS ORDERED TO ACTIVE DUTY FOR 13 DAYS PLUS REQUIRED TRAVEL TIME		8. AERO RATING 8054	
9. PURPOSE (Type) ANNUAL TOUR		10. Acft Obsr	
TITLE (Indicate specific school course or special tour title)			
11. INDIVIDUAL WILL REPORT TO Registrar, Defense Intelligence School U.S. Naval Station, Anacostia Annex (Bldg T-5) Washington, DC 20390		12. INDIVIDUAL WILL BE RELEASED FROM ORGANIZATION ATTACHED ASSIGNED FOR ACTIVE DUTY TRAINING ON	
13. INDIVIDUAL <input type="checkbox"/> IS NOT AUTHORIZED TO PARTICIPATE IN FLYING ACTIVITIES DURING THE PERIOD OF ACTIVE DUTY COVERED BY THIS ORDER.		14. AUTHORITY - AFM 35-3	
15. INDIVIDUAL WILL PROCEED FROM PRESENT ADDRESS IN SUFFICIENT TIME TO COMPLY WITH REPORTING TIME AND DATE.		16. MODES OF TRANSPORTATION <input type="checkbox"/> MILITARY AIRCRAFT <input type="checkbox"/> AIRCRAFT <input type="checkbox"/> COMMERCIAL <input type="checkbox"/> RAIL <input type="checkbox"/> BUS	
17. TDY, TDN, PAY, ALLOWANCES, AND TRAVEL CHARGEABLE TO: PAY & ALWS: 5793700 509 4261 P723.01 S594700		18. REMARKS TRAVEL & PER DIEM: 5793700 509 6252 P723.07 40861 40961 S668100 Training Category - D Pay Group - D Security Clearance - TOP SECRET Member and dependents authorized Commissary Privileges IAW Para 1a, AFR 145-15. IAW Para M4201-14, JTR, member will incur no additional subsistence expenses. *Students reporting after 1600 hours, 8 Jun 69, should contact the school Duty Officer at OX 8-2455.	
19. DATE 29 May 69	20. APPROVING OFFICIAL (Typed Name and Grade) E. E. THAYER, ASST DIRECTOR FOR ADMIN	21. SIGNATURE E. E. Thayer	
22. DESIGNATION AND LOCATION OF HEADQUARTERS DEPARTMENT OF THE AIR FORCE HEADQUARTERS, HEADQUARTERS COMMAND USAF BOLLING AIR FORCE BASE, DC 20332	23. RESERVE ORDER NO. A-961	24. DATE 29 May 69	
25. DISTRIBUTION 1 - Individual 1 - Indiv Pers Rec 2 - Unit of Asgmt 2 - Unit of Atch 2 - ARPC, 3800 York St, Denver Colo. 80205 2 - Hq AFRES (CAFO) Dobbins AFB, Ga. 30060 2 - Hq AFRES ( ) Robins AFB, Ga. 2 - Records Set	26. SIGNATURE ELEMENT OF OR TAS AUTHORITY A. L. NEWSOM, Colonel, USAF Director, Reserve Personnel 31093		

SECRET

9 OCT 1968

MEMORANDUM FOR: Director of Security

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

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

*PSW* Robert S. Wattles  
Director of Personnel

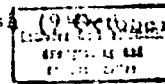
Distribution:

Orig & 1 - Addressee

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

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

SECRET



4 October 1968

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

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

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

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

Attachment

*John J. Callahan 4 Oct 68*  
*for Director of Personnel*

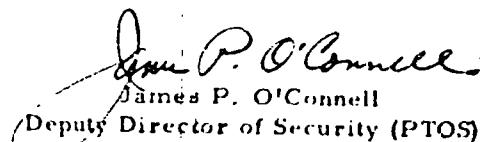
*LCR:jl*

A OCT 1968

MEMORANDUM FOR: Chairman, OS Career Board

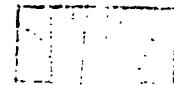
SUBJECT : Quality Step Increase for  
Mr. James W. McCord, Jr.

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



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

SECRET



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

**IMPORTANT  
AGENCY INSTRUCTIONS  
ON BACK OF ORIGINAL**

**TO COMPLETE THIS FORM—**

**1 FOLLOW THESE GENERAL INSTRUCTIONS:**

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

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

NAME (first)	(first)	058124	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
McLeod James W Jr		1/26/24	453 22 7771	
EMPLOYING DEPARTMENT OR AGENCY				

LOCATION (City State ZIP Code)

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

Mark here if you  
WANT BOTH  
optional and  
regular  
insurance

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

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



**(A)**

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

**DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

*I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.*



**(B)**

Mark here if you  
WANT NEITHER  
regular nor  
optional  
insurance

**WAIVER OF LIFE INSURANCE COVERAGE**

*I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.*



**(C)**

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

SIGNATURE (do not print)

DATE

13 Feb., 1968

**FOR EMPLOYING OFFICE USE ONLY**

(official receiving date stamp)

5/1/68  
TENNESSEE  
6/1/68

89-104011-6103

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM NO. 176-2  
MAY 1961 EDITION  
(For use only until April 16, 1968)  
176-121

CONFIDENTIAL  
(When Filled In)

MEMORANDUM OF UNDERSTANDING

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

James W MC Coid  
Signature

10 July 64  
Date

JAMES W MC COID

CONFIDENTIAL  
(When Filled In)

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

**TRAINING REPORT**

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

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

**COURSE OBJECTIVES AND METHOD**

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

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

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

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

**ACHIEVEMENT RECORD**

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

**FOR THE DIRECTOR OF TRAINING:**

Chief Instructor

17 MAY  
1967

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

SECRET

(When Filled In)

760869 APR 1967

## VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
3-8	McCord,	Darrel	W. J.	25-20 RR

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

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

## TDY DATES OF SERVICE

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

## SOURCE OF RECD'D DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

C-5/446/97

DOCUMENT DATE/PERIOD

8 Nov 66 - 14 Dec 66

REPORTED BY	RECEIVED BY	DATE REC'D	EXPIRES
NAME	NAME	DATE	DATE
GRADE	GRADE	MONTH	YEAR
RANK	RANK	MONTH	YEAR
COMPT	COMPT	MONTH	YEAR
CLASS	CLASS	MONTH	YEAR
SECTION	SECTION	MONTH	YEAR
SECTION	SECTION	MONTH	YEAR

SECRET

14 00000  
7 MAR 1967

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

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

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

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

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

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

*H.J.O.*  
Howard J. Osborn  
(Director of Security)

cc: Official Personnel Files

14 00000  
OFFICE OF THE DIRECTOR

TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

WASHINGTON, D.C. 20226

January 3, 1967

SP48 69-70  
GNS 67-0047

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

Dear Dick:

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

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

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

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

Sincerely,

James J. Rowley

14 00000  
SECRET

9 JAN 1967

1st Endorsement

TO: Director of Security

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

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

  
R. L. Bannerman  
Deputy Director  
for Support

SECRET

## CONFIDENTIAL

(When Filled In)

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

NAME OF EMPLOYER	(First)	(Middle)	SOCIAL SECURITY / NUMAFP
<i>DDI &amp; CO., INC.</i>	<i>J.W.</i>	<i>J.</i>	

## 1. RESIDENCE DATA

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

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

## 2. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
<input checked="" type="checkbox"/>					

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
<i>La Jolla, Ca.</i>	<i>30.11.17.48</i>

IF DIVORCED, PLACE OF DIVORCE DECREE	DATE OF DECREE

IF WIDOWED, PLACE SPOUSE DIED	DATE SPOUSE DIED

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

## 3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.
<i>Sarah Ruth McCarl</i>	<i>5111 La Jolla Shores Dr.</i>	<i>451-5425</i>

NAME OF CHILDREN	ADDRESS	SEX	DATE OF BIRTH
<i>Michael Steven McCarl</i>	<i>5111 La Jolla Shores Dr.</i>	<i>M</i>	<i>Jan. 25. 51</i>
<i>Carol Anne McCarl</i>		<i>F</i>	<i>Mar. 7. 52</i>
<i>Nancy Ellen McCarl</i>		<i>F</i>	<i>28 Nov. 55</i>

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

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

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

*Wife,*

## 4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss)	(Last-First-Middle)	RELATIONSHIP
<i>Mr. Jim Cohn</i>	<i>James Cohn</i>	<i>Uncle</i>

HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER
<i>5111 La Jolla Shores Dr.</i>	<i>451-5425</i>

BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	BUSINESS TELEPHONE EXTENSION
<i>5111 La Jolla Shores Dr.</i>	

IS THE INDIVIDUAL NAMED ABOVE TELLING OF YOUR AGENCY AFFILIATION? (If "No," give name and address of employer whom he believes you work for.)

YES

NO

YES

NO

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No," give name and address of person, if any, who can make such decisions in case of emergency.)

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If "No," give name and address of person, if any, who can be notified in case of emergency.)

The persons named in Item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in Item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

## CURRENT RESIDENCE AND DEPENDENCY REPORT

## CONFIDENTIAL

(Check Filled In)

## VOLUNTARY ENTRIES

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

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

Broad J Oliver Whitham, Springfield Va - a member of wife name

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?  YES  NO  
IF YES, DO YOU HAVE A JOINT ACCOUNT?  YES  NO

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

Rancho

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

Mrs. Dorothy Betty Johnson Tixier

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

## 6. ADDITIONAL DATA AND OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
	2-1-66	John L. Whitham Jr.

CONFIDENTIAL

23 September 1968

MEMORANDUM FORM: Chief, Technical Division  
TO: ADD/PROS  
SUBJECT: Commendation

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

2. Please accept my sincere appreciation for the very kind manner in which you and your staff conduct their work. It is a pleasure to work with the Office and from the standpoint of morale, it would be a great help if you would convey my sentiments, as well as those of the Director, Mr. James J. McCord, and Dr. Edward G. Schenck, to each of your staff members. I am sending in this, a copy of the letter. Should you have any questions or comments, I would appreciate it if you would send them to me at my office, or if you prefer, you may call me at the Administrative and Training Unit so we can have private and confidential discussions in your office and I hope you will do so.

James J. Clegg  
Director of Security

McCord, Times 6:12:

TREASURY DEPARTMENT  
UNITED STATES SECRET SERVICE

September 18, 1959

Director  
Central Intelligence Agency  
Washington, D.C.

Attn: Director, Office of Security/NSC

Dear Sir:

During the past year representatives of your Agency's Office of Security assisted the Secret Service in the technical security program. Mr. Edward S. O'Neill, Director, Office of Security, has recently furnished us the subject of his Technical Bureau Division letter to Mr. Thomas M. McFadden. In turn Mr. McFadden has kindly at his time, equipment and manpower to assist the Secret Service in the technical security of the President.

The assistance furnished by Mr. McFadden's Division consisted of two special training sessions, the training of electronic equipment, manhours available for surveillance, radio frequencies and Vice Presidential radio frequencies, and the loan of engineering manpower for special problems. I would like to add that all of a willingness to conduct the technical security program for you.

Also you will find Mr. McFadden's Division should be consulted for their professional expertise in the field of intelligence of the Secret Service. The agents in this division involved with our problems are most highly qualified.

Mr. Roger Johnson  
Mr. Tolson Ingrie  
Mr. Fred Williams  
Mr. Alan Price  
Mr. John Chapman  
Mr. Edward T. ...

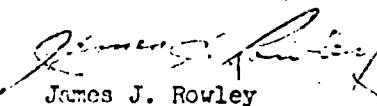
Copy furnished in Your Return of the U.S. Secretary of the Treasury

CONFIDENTIAL

- 2 -

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

Very truly yours,

  
James J. Rowley

Director

CONFIDENTIAL

~~SECRET~~

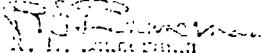
DD/S 66-5075

27 SEP 1969

MEMORANDUM FOR: Director of Security

SUBJECT : Commendation

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

  
A. L. Johnson  
Deputy Director  
for Support

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

14 00000  
**SECRET**

30 AUG 1966

MEMORANDUM FOR: Director of Security

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

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

/s/ Rex E. Greaves

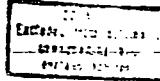
  
Emmett D. Echols  
Director of Personnel

Distribution:

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

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

**SECRET**



14 00000  
**SECRET**

19 AUG 1966

MEMORANDUM FOR: Director of Personnel

ATTENTION : Chief, Placement Division

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

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

*Ernest L. Hardt*

Ernest L. Hardt  
Secretary  
Security Career Service Board

Attachment



**SECRET**

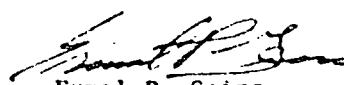
SECRET

28 JUN 1968

MEMORANDUM FOR: Director of Security

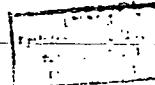
SUBJECT : Quality Step Increase -  
James W. McCord, Jr.

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

  
Ermal P. Geiss  
Deputy Director of Security (PTOS)

REC'D 3 23 SH, EC

SECRET



SECRET

(When filled in)

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

**SECRET**  
(When Filled In)

Section D	Narrative Description	
<p><b>Award for Heroic Action or Acceptance of Hazard:</b> Was act voluntary? Describe why act was outstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances. Indicate results of the act.</p> <p><b>Award for Achievement, Service, or Performance:</b> State character of service during period for which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; include dates of assignment and relief.) What did the individual do that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or units. What obstacles were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other documentation already on file which supports this recommendation.</p>		
<p>40. From early December 1965 through May 1966, Messrs. James W. McCord, Jr., Allyn F. Petit, and William M. Marcy of the Technical Division, Office of Security, conceived and developed a unique technique for the use of a small portable X-ray machine which has been placed in extensive use in the Agency's Audio-Countermasures Program. Experimentation during these months indicated that X-ray combined with a fluoroscopic screen had distinct advantages in terms of time and effort over the considerably more expensive X-ray film and processor. Along with this, they designed an innovation in the form of a fluoroscopic cloth which has the distinct advantage of flexibility over the fluorescent screens currently available on the commercial market.</p> <p>The combination of the X-ray and the fluorescent cloth make it possible to rapidly scan in "real time" large wall surfaces and furnishings, a capability the Agency has not had before.</p> <p>The Technical Division has greatly enhanced the world-wide use of this equipment in that they designed and developed a packaging plan whereby using two attaché cases they are able to easily transport the X-ray fluoroscopic equipment, wall racks, and motor units making it possible to inconspicuously carry it into offices, residences, and safehouses.</p> <p>These men have shown initiative, ingenuity and great imagination in the application of fluoroscopic scanning with X-ray.</p> <p>This technique, much of which required many off-duty hours to develop, has greatly enhanced the Agency's capability to detect clandestine microphones and other devices targeted against the Agency both domestically and overseas.</p>		
<p>41. ENCLOSURES (List Individuals) If originator is not an eyewitness or does not have personal knowledge of the act or performance, attach affidavits of eyewitness or individuals having personal knowledge of the facts.</p> <p>1. PROPOSED CITATION 2. 3.</p> <p style="text-align: right;"><small>CONTINUED ON ATTACHED SHEET</small></p>		
<p>42. RECOMMENDATION INITIATED BY <b>ERMAN P. GEISS</b> <b>Ermal P. Geiss</b></p>		<p>43. TITLE AND SIGNATURE OF OFFICIAL MAKING RECOMMENDATION <b>Deputy Director of Security (PTOS)</b></p>
		<b>DATE</b> <b>22 JUN 1966</b>
<p>Section E      Recommendation Forwarded Through Officials Concerned For Their Information</p>		
<p>45. Head of <b>68</b> Career Service (Career Service of nominee)</p>		<p>TITLE AND SIGNATURE <b>Director of Security</b></p>
		<b>DATE</b>
<p>46. Deputy Director of Operating Component</p>		<p>TITLE AND SIGNATURE</p>
		<b>DATE</b>
<p>47. Deputy Director of Career Service</p>		<p>TITLE AND SIGNATURE <b>Deputy Director for Support</b></p>
		<b>DATE</b>

**SECRET**

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

MEMORANDUM FOR: Chief, Transactions & Records Branch/OP

FROM: Chief, External Training Branch/RS/TR

SUBJECT: Completion of External Training 16 Aug 1965

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

COURSE: Air War College Program

INSTITUTION: Air War College

DATE: 7 August 1964-4 June 1965

GRADE: None

FOR THE DIRECTOR OF TRAINING:

Patt D. Shaw

Attachments:

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

GROUP I  
excluded from automatic  
downgrading and  
declassification

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

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

EMERG TO:  
ATTN TO:

AWCA

8 June 1965

SACRER:

Training Reports

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

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

FOR THE COMMANDANT

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

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

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

SECRET

(When Filled In)

## VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

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

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

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

## TDY DATES OF SERVICE

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

## SOURCE OF RECORD DOCUMENT

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

REMARKS

PREPARED BY <i>161</i>	REPORT DATED ON SOURCE DOCUMENT <i>4-6-64</i>	SOCIAL SECURITY NUMBER BASED UPON SOURCE DOCUMENT <i>161-16-1666</i>
FISCAL DIVISION <i>FINANCIAL DIVISION</i>	DATE <i>4-6-64</i>	SIGNATURE <i>161-16-1666</i>

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

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

Agency to training in Air War College at  
(Course)

Montgomery, Alabama

(Name of Facility)

beginning August 1963 and ending June 1965

I agree to the following terms and conditions:

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

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

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

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

(Record)

14 00000

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

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

(Signature)

*James W. McCord* ✓

(Type Name)

*13 July 1964*

(Date)

WITNESS:

*Ruth R. Shaw*

(Signature)

(Type Name)

*13 July 1964*

(Date)

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

8 MAY 1954

Dear Jim:

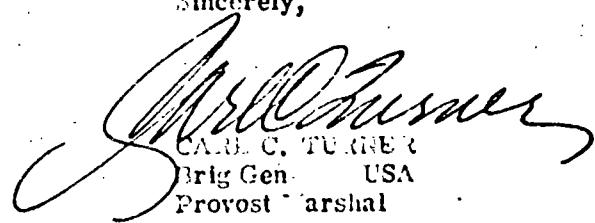
My tour of duty in Headquarters, United States Army, Europe will terminate in late May when I leave Europe to undertake new duties in Washington, D. C. My association with you and your staff has been a richly rewarding experience, both personally and professionally. The manner in which you have unobtrusively,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

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

Very truly yours,

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

Sincerely,



CARL C. TURNER  
Brig Gen USA  
Provost Marshal

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



REPLY TO  
ATTN OF: AFISI-D.

SUBJ: FCI:

10 JUN 1964

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

Dear Mr. Stewart

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

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

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

Sincerely

*J. L. Free*  
J. L. FREE  
Colonel, USAF  
Deputy Director (USAFE)

*pls pass on*

*C*

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

AEUMC-SD

5 June 1964

SUBJECT: Letter of Appreciation

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

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

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

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

*Paul R. Lutjens*

PAUL R. LUTJENS  
Colonel, AIS  
Commanding

HEADQUARTERS  
UNITED STATES ARMY SECURITY AGENCY EUROPE  
OFFICE OF THE CHIEF  
APO 757

IAEINT-I

8 June 1964

SUBJECT: Letter of Appreciation

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

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

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

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

4. The fine cooperation you have extended to personnel in my S2 Division has been of the greatest assistance to my command and all have voiced their appreciation and satisfaction concerning their association with you. I wish you the best of luck and success in your new endeavor.

*James H. Keller*  
JAMES H. KELLER  
Colonel, AIS  
Chief

FOR OFFICIAL USE ONLY

SECRET

rec'd 21 Nov 63  
R/107-7 T71, 30 Oct 63

## FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY		
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW.		
NAME OF EMPLOYEE (EEUS)		DATE FROM ITEM #1 NAME OF SUPERVISOR (EEUS)
JAMES W. KELLY, JCS, GS-15		James W. Kelly /s/ 1-23-63
NAME AND SIGNATURE OF OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:		DATE
8. Doc. by S. Under		21 Nov 63
TO BE COMPLETED BY EMPLOYEE APR 6, 63 - June 63		
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE
26 January 1924	GS-15	Chief, Security Branch/CSB
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	6. EXPECTED DATE OF DEPARTURE
Security Officer	German Station, CSB	9 June 1964
7. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR	7. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS	
----- 20 July 1964		
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (See Special Note on Transmittal Form)		
<p>1. Security policy advisor to COS and its Senior Station and Base Officers.</p> <p>2. Supervises nine professional and four clerical employees of the Security Branch.</p> <p>3. Directs conduct of LCFLUTTER, SGLATERAL, Physical Security Duties and Investigations performed by the Security Branch.</p> <p>4. Reviews security of German Station and recommends ways and means for strengthening and improving.</p> <p>5. Furnishes technical security support and guidance to other Bases in EE and outside of EE on request.</p> <p>6. Reviews investigative reports of the Security Branch and performs such other duties as directed by COS, Chief, EE and Bases.</p>		
9. PREFERENCE FOR NEXT ASSIGNMENT.		
<p>A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.</p> <p>Same as #8, above.</p>		
<p>B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (Refer to catalog of courses if available)</p> <p>Would like National War College training</p>		

SECRET

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

SECRET

(When Filled In)

## VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST	MIDDLE	
1-6		7-24		25-28
58124	MCCORD	JAMES	W.	<i>EF</i>

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

TYPE OF DATA	ARRIVAL			DEPARTURE			COUNTRY	DUTY
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
1 - PCS (Basic)	27	20-29	30-31	32-33	34-35	36-37	38-39	40-42
2 - CORRECTION								
3 - CANCELLATION	1	06	09	62				GERMANY
								270

## TDY DATES OF SERVICE

TYPE OF DATA	DEPARTURE			RETURN			AREA(S)	DUTY
	CODE	MONTH	DAY	YEAR	MONTH	DAY		
2 - TDY (Basic)	27	20-29	30-31	32-33	34-35	36-37	38-39	40-42
3 - CORRECTION								
4 - CANCELLATION								

## SOURCE OF RECORD DOCUMENT

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

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

REMARKS

PROCESSED ON	REPORT ANNOTATED ON	SOON DATE VERIFIED CORRECT BASED UPON SOURCE DOCUMENT FILED
10 MAY 62	SOURCE DOCUMENT	<i>John T. Kelly</i> 5
DATE	RECORDED	
8/14/62		

SECRET

SECRET

(Blank Filled In)

## VERIFIED RECORD OF OVERSEAS SERVICE 253130 MAY 31 62

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
1-6	LAST (Print)	FIRST 7-24	MIDDLE	25-26
253130	RE. (OKD)	JAMES L. JR.		54

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

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

## TDY DATES OF SERVICE

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

## SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.

05-6557-62

DOCUMENT DATE/PERIOD

4/1-14/62

REMARKS

BSC  
9-10-62

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED, CORRECT, BASED ON SOURCE DOCUMENT cited
FINANCIAL DIVISION	DATE MAY 10 1962	SIGNATURE L. REED, JR.
EXTRA FINANCIAL		
14510-14510-14510-14510	SECRET	14-101

14 00000

# CERTIFICATE

*This is to certify that*

James W. McCord

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

*Security Officer Field Course #12*

*during the period 14 May to 25 May 1962*



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

14 00000

# CERTIFICATE

*This is to certify that*

James W. McCord

*has attended and successfully completed the*

## SECURITY OFFICE SPECIAL TRAINING COURSE

*Physical Security Training Course #8*

*during the period 23 April to 11 May 1962*



FOR THE DIRECTOR OF SECURITY, CIA

WASHINGTON, D.C.

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

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

WITNESS:

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

Date: May 8 '62

S-E-C-R-E-T

## TRAINING REPORT

## Operations Support No. 50

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

Student : McCORD, James W., Jr.

Year of Birth: 1924

EDO Date: August 1951

Grade: 08-15

Office : 08

## COURSE OBJECTIVES - CONTENT AND METHODS

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

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

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

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

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

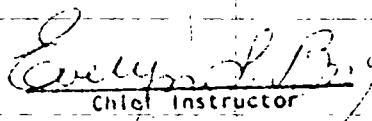
## ACHIEVEMENT RECORD

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

S-E-C-R-E-T

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

## MAJOR CATEGORIES

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

S-E-C-R-E-T

## CONFIDENTIAL

(When Filled In)

TFR

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

NAME OF EMPLOYEE		(First) <u>McCORD</u>	(Middle) <u>Jane</u>	SOCIAL SECURITY NUMBER	<u>W JR</u> <u>453-72-4741</u>
1. RESIDENCE DATA					
PLACE OF RESIDENCE WHEN INITIALLY APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)			
PLACE IN CONTINENTAL U.S. (If appointed abroad)		HOME LEAVE RESIDENCE			
<u>5201 37th &amp; A Ave., Springfield, Va.</u>		<u>Same</u>			
2. MARITAL STATUS (Check one)					
SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
IF MARRIED, PLACE OF MARRIAGE		<u>Lawson Tex</u>			
IF DIVORCED, PLACE OF DIVORCE DECREE					
IF WIDOWED, PLACE SPOUSE DIED					
3. IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)					
4. MEMBERS OF FAMILY					
NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)		TELEPHONE NO.		
<u>Sarah Ruth McCORD</u>	<u>5201 37th &amp; A Ave., Springfield, Va.</u>		<u>F-L 4-7686</u>		
NAMES OF CHILDREN	ADDRESS	DATE OF BIRTH			
<u>Michael Steven McCORD</u>	<u>Same</u>	<u>9/15/56</u>			
<u>Nancy Ellen McCORD</u>	<u>Same</u>	<u>3/25/57</u>			
<u>Carol Anne McCORD</u>	<u>Same</u>	<u>11/7/52</u>			
NAME OF FATHER (Or male guardian)	ADDRESS		TELEPHONE NO.		
<u>James W. McCORD Sr.</u>	<u>P.O. Box 63, Jacksonville, Okla.</u>		<u>-</u>		
NAME OF MOTHER (Or female guardian)	ADDRESS		TELEPHONE NO.		
<u>Mary Jane McCORD</u>	<u>" "</u>		<u>-</u>		
WHAT MEMBER(S) OF YOUR FAMILY (IF ANY) HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION? IF CONTACT IS REQUIRED IN AN EMERGENCY,					
<u>James &amp; Luther Berry, 352-2916, St. 1-1144, Terra Bella, Okla.</u>					
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY					
NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP				
<u>Luther Berry</u>	<u>Father or Son</u>				
HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER				
<u>3508 39th St Lubbock Texas</u>	<u>Swift F-3440</u>				
BUSINESS ADDRESS (No., Street, City, Zone, State and NAME OF EMPLOYER, IF APPLICABLE)	BUSINESS TELEPHONE & EXTENSION				
<u>Same</u>	<u>Same</u>				
IS THE INDIVIDUAL NAMED ABOVE A CITIZEN OF YOUR AGENCY AFFILIATION? (If "No" give name and address of親戚 from he believes you work for.)					
<u>You</u>					
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)					
<u>You</u>					
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)					
The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.					
CONTINUED ON REVERSE SIDE.					
CURRENT RESIDENCE AND DEPENDENCY REPORT					

## CONFIDENTIAL

(When Filled In)

## VOLUNTARY ENTRIES

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

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

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

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

W. H. wife

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

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

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

1ST NATIONAL BANK, Vienna, Virginia

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT

DATE

SIGNATURE

Washington DC

May 862 James W. Jr. Cole

CONFIDENTIAL

SECRET

(When Filled In)

## VERIFIED RECORD OF OVERSEAS SERVICE

239754 MAR 13 62

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-5 58124	(Print)	6-23		24-23 24
	nic CORD	JAMES	w. J.P.	

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

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

## TDY DATES OF SERVICE

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

## SOURCE OF RECORD DOCUMENT

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

## DOCUMENT IDENTIFICATION NO.

CS - 5-JV-62

## DOCUMENT DATE/PERIOD

10/4 - 10/61

## REMARKS

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

FAR 1451a

SECRET

14-101

S-800-R-E-1  
(When Completed)

TRAINING REPORT

Americans Abroad Orientation - Free Europe (Germany)

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

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

Year of Birth: No. of Students :

Grade : EOD Date :

COURSE OBJECTIVE - CONTENT AND METHOD

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

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:

*Anthony Lewis*  
CHIEF Instructor  
ANTHONY M. LEWIS

4 June 1962  
Date

S-800-R-E-1  
(When Completed)

SECRET

(This form is filled in)

## VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	FIRST JAMES	MIDDLE W	
1-0 571201	2-24			35-26 111

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

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

## TDY DATES OF SERVICE

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

## SOURCE OF PECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOC. NUMBER DATE/PERIOD
T.O. 05-516-62	4/12/61 - 6/29/61

REMARKS

219883 NEW 1561

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

FORM 1451a (REV. 1-56) PREVIOUS EDITION IS OBSOLETE

2512/28/61

SECRET

14-101

SECRET  
(FOR OFFICIAL USE ONLY)

## VERIFIED RECORD OF OVERSEAS SERVICE

TOS

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST (Print)	MIDDLE	INITIALS	
58124	McCard	James	W. Jr.	24

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	10-26	30-31	62-63	10-26	30-31	62-63		40-42
2 - CORRECTION									
3 - CANCELLATION									

## TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
2 - TDY (Basic)	27	10-26	30-31	62-63	10-26	30-31	62-63		40-42
3 - CORRECTION									
4 - CANCELLATION									

## SOURCE OF RECORD DOCUMENT

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

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
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REMARKS

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

1651a FORMS PREVIOUS  
EDITION OBSOLETE

SECRET

14-101

SECRET

(DRAFTED BY)

## VERIFIED RECORD OF OVERSEAS SERVICE

123189 DEC 16 60

TO:

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

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

## INSTRUCTIONS

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

## PCS DATES OF SERVICE

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

## TDY DATES OF SERVICE

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

## SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	DISPATCH
CARD	DUTY STATUS ON TIME AND ATTENDANCE REPORT
DATA (Specify)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	15-22 AUG. 60

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
EXTRA EDITION EXTRA EDITION	DATE 12/14/60	SIGNATURE C. M. Petri
1953a EDITION 1953a EDITION		

SECRET

(When Filled In)

## VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-9 58124	(Print)	McCord, J.	J. E.	26-20 31

## INSTRUCTIONS

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

PCS DATES OF SERVICE									
TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
		1 - PCS (Basic) 3 - CORRECTION 6 - CANCELLATION	26	27-28	26-30	31-32	33-34		

TDY DATES OF SERVICE									
TYPE OF DATA	CODE	DEPARTURE			RETURN			ERRAT(S)	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
		2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	26	27-28	29-30	31-32	33-34		

## SOURCE OF RECORD DOCUMENT

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

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

REMARKS

031347 FE02160

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

FORM 1451a  
G-30

SECRET

(4-10)

CONFIDENTIAL

TVA

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

NAME OF EMPLOYEE	GRADE	CLASS	EXPIRES	(MONTH)
<i>W. C. Ward</i>				
RESIDENCE DATA				
PLACE OF RESIDENCE WHEN APPOINTED	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)			
<i>5701 Floyd Ave.</i>	<i>5701 Floyd Ave., Springfield Va.</i>			
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE				
<i>5701 Floyd Ave., Springfield Va.</i>				
MARRITAL STATUS				
CHECK ONE: <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> BLOODED <input type="checkbox"/> ANNULLED				
1. IF MARRIED, INDICATE PLACE OF MARRIAGE				
<i>Ames Texas</i>				
DATE OF MARRIAGE				
<i>May 30 1958</i>				
2. IF DIVORCED, PLACE OF DIVORCE DECREE				
DATE OF DECREE				
3. IF BLOODED, INDICATE PLACE SPOUSE LIVES				
DATE SPOUSE DIED				
4. IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)				
5. MEMBERS OF FAMILY				
NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)			TELEPHONE NUMBER
<i>Sarah Ruth McGee</i>	<i>5701 Floyd Ave.</i>			<i>FL 4-7684</i>
NAME(S) OF CHILDREN	ADDRESS	SEX	AGE	
<i>Michael Steven McGee</i>	<i>Same</i>	<i>M</i>	<i>2</i>	
<i>Ledanne McGee</i>		<i>F</i>	<i>5</i>	
<i>Sherry Edin McGee</i>		<i>F</i>	<i>3</i>	
NAME OF FATHER (Or male guardian)	ADDRESS			TELEPHONE NUMBER
<i>James W. McGee Sr.</i>	<i>Pearl City, Haw.</i>			—
NAME OF MOTHER (Or female guardian)	ADDRESS	TELEPHONE NUMBER		
<i>Josephine McGee</i>	<i>Pearl City, Haw.</i>	—		
6. WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOLD OF YOUR AFFILIATION WITH THE AGENCY FOR EMERGENCY PURPOSES?				
wife only				
7. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY				
NAME (Mr., Mrs., Miss) (Last, First, Middle)	RELATIONSHIP			
<i>Wm. C. Ward Jr. McGee</i>	<i>Lu. /f/c</i>			
HOME ADDRESS (No., Street, City, Zone, State)	HOME TELEPHONE NUMBER			
<i>5701 Floyd Ave., Springfield Va.</i>	<i>FL 4-7684</i>			
BUSINESS ADDRESS (No., Street, City, Zone, State) (NAME OF EMPLOYER, IF APPLICABLE) BUSINESS TELEPHONE & EXTENSION				
8. DO THE INDIVIDUAL NAMED ABOVE HOLDING OF YOUR AGENCY AFFILIATION				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
9. DO THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
10. DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE				
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
11. THE PERSONS NAMED IN ITEM 9 ABOVE MAY ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 8 ON THE REVERSE SIDE OF THIS FORM.				
12. VOLUNTARY STATEMENT				
13. INDICATE ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS				
<i>The Springfield Bank, Springfield Va.</i>				
CONTINUED ON REVERSE SIDE				
CURRENT RESIDENCE AND DEPENDENCY REPORT				

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(When Filled In)

## 5. CONTINUED:

IN whose NAME(S) ARE THE ACCOUNTS LISTED?

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

## 6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

SIGNED AT	DATE	SIGNATURE
<i>Wethersfield, CT</i>	<i>10/04/88</i>	<i>Jane A. McCord</i>

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~~SECRET~~

REPORT OF HONOR AND MERIT AWARDS BOARD (CONVENED PURSUANT TO REGULATIONS R 20-615 AND FS 20-635)				DATE
The Honor and Merit Awards Board having considered a recommendation that:-				2 March 1959
NAME: <b>McCORD</b> PRESENT GRADE: <b>CS-14</b>		LAST: <b>James</b> OFFICE ASSIGNED TO: <b>Security</b>	INITIALS: <b>Walter</b>	POSITION TITLE: <b>Actg. Dep. Chief/SFS/OS</b> STATION: <b>Headquarters</b>
<b>Certificate of Merit with Distinction</b>				
<input type="checkbox"/> FOR HEROIC ACTION, OR				
<input checked="" type="checkbox"/> FOR MERITORIOUS ACHIEVEMENT OR SERVICE DURING THE PERIOD <b>1 July - 15 August 1958</b>				
<input type="checkbox"/> APPROVES THE RECOMMENDATION <input checked="" type="checkbox"/> DISAPPROVES THE RECOMMENDATION				
<input type="checkbox"/> APPROVES, BUT IN LIEU THEREOF, RECOMMENDS THE AWARD OF:				
CITATION				
REASONS FOR DISAPPROVAL OF RECOMMENDED AWARD				
The Honor and Merit Awards Board concludes from the information available to it that the service performed, while of unquestionable value, is not sufficiently outstanding to merit an honor award.				
APPROVED		SIGNATURE		
		TYPED NAME OF CHIEFMAN, DIRECTOR AND DEPUTY DIRECTOR		
DIRECTOR OF PERSONNEL, INFORMATION		<b>Gordon M. Stewart</b>		
APPROVED		SIGNATURE		
		TYPED NAME OF DIRECTOR		
383		<b>Railyard Boultre</b>		

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

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

S E C R E T

1 November 1958

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

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

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

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

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

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

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

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

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

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

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

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

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

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## S E C R E T

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

CONCLUSIONS:

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

~~SECRET~~

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

ACTION TAKEN TO SAFEGUARD AGENCY INTEREST IN THIS MATTER:

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

~~SECRET~~

S E C R E T

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

RECOMMENDATIONS:

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

SECRET

(When Filled In)

15-8124		LANGUAGE DATA RECORD		
PART I-GENERAL				
1. NAME (Last-First-Middle) (17-24)		2. DATE OF BIRTH (12-30)		
McCord James W Jr		Month	Day	Year
3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39)		5.	
RUSSIAN 654	Month	Day	Year	<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
PART II-LANGUAGE ELEMENTS				
SECTION A. Reading (40)				
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY. 2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY. 3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY. <input checked="" type="checkbox"/> 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY. 5. I HAVE NO READING ABILITY IN THE LANGUAGE.				
SECTION B. Writing (41)				
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY. 2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY. 3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY. <input checked="" type="checkbox"/> 4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY. 5. I CANNOT WRITE IN THE LANGUAGE.				
SECTION C. Pronunciation (42)				
1. MY PRONUNCIATION IS NATIVE. 2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME. 3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND. <input checked="" type="checkbox"/> 4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND. 5. I HAVE NO SKILL IN PRONUNCIATION.				
CONTINUE ON REVERSE SIDE				

## CONTINUATION OF PART II-LANGUAGE ELEMENTS

## SECTION D.

## Speaking (43)

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

## SECTION E.

## Understanding (44)

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

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

## PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (85)

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

## PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 23-1105, PAR. 1C(6). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT, IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED 17 Nov 58	SIGNATURE James W. McCord, Jr.
1951 C	1951 E

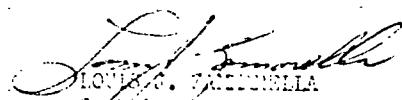
HEADQUARTERS  
USAF, HQRS, OFFICE OF THE CHIEF OF THE AIR STAFF  
(FILM EXTNSN.)  
Washington 25, D.C.

## CERTIFICATE

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

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

Date: 12 Jan 1956

  
James W. McCord, Jr.  
Captain, Infantry  
Mobilization Training Officer

**SECRET**

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

**OFFICE OF THE DIRECTOR**

9 DEC 1955

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

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

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

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

**FOR THE DIRECTOR OF CENTRAL INTELLIGENCE**

A handwritten signature in black ink that appears to read "Harrison G. Reynolds".

Harrison G. Reynolds  
Chairman, CIA Selection Board

**Noted:**

James W. McCord Jr.

Date: 10 January 1956

SECRET

## CAREER SERVICE QUESTIONNAIRE

SECTION I (To be completed by employee)

NAME - (Last) - (First) - (Middle)	AGE	GRADE	NO. OF MOS. IN GRADE	CAREER DESIGNATION
McCORD, James W.	30	GS-13	2	Security

STAFF OR DIVISION [BRANCH] POSITION TITLE  
Office of Director of Security Special Assistant to Director of Security

NO. OF MOS. IN PRESENT POSITION	NO. OF MOS. IN OSS	NO. OF MOS. IN CIG	NO. OF MOS. IN CIA
10	-	-	36

DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any TDY during last two years)

APPROXIMATE DATES OF SERVICE		LOCATION		TDY	PCB	COMMENTS
From	To	COUNTRY	STATION			
August 1951	June 1953	U.S.	San Francisco	X		
			Field Office			

INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCB

 A  Yes B ONLY UNDUE CERTAIN CONDITIONS C  No

INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"

PREFERENCE	COUNTRY	STATION	TYPE OF POSITION
1ST	JApAn	Tokyo	Security
2ND	Germany	Frankfurt	Security
3RD	South America	Rio de Janeiro	Security

IF ANSWER ABOVE IS "B" STATE CONDITIONS; IF ANSWER ABOVE IS "C" EXPLAIN YOUR REASONS

INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS

None

INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS

Wife - 26 Daughter - 9 yrs.  
Son - 2

INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE

None

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (OLD AGE, CHRONIC ILLNESS, NEED FOR SPECIAL EDUCATIONAL FACILITIES, ETC.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT.

None

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE.

Security assignments in same or similar position as my present assignment.

## REMARKS

DATE	30 August 1954	SIGNATURE OF EMPLOYEE	<i>James D. McLean</i>
SECTION II	(To be completed by employee's supervisor)		
INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE	9 mos	INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U. S. FIELD ASSIGNMENT	3 mos
COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT			
<p>Do not contemplate considering for rotation for one year.</p>			
DATE	10 Sept 54	SIGNATURE OF SUPERVISOR	<i>58 / - James D. McLean</i>
PRESIDING OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND COPY TO APPROPRIATE CAREER SERVICE BOARD			

SECRET

PAGE OF CONTINUED USELESS PAGES

14 00000

JAMES W. McCORD, JR.

27 August 1951

14 September 1951

FOR THE

O. F. Hailey

3 October

1

CERTIFICATION:

This is to certify that I personally witnessed James Walter McCord, Jr., subscribe his signature to these papers on this date.

24 August 1951

Ervin W. Schmidt



**SECRET**

## **PERSONNEL QUALIFICATION QUESTIONNAIRE**

1. Serial No. (no entry)	2. NAME: (last) <u>McCORD</u> (first) <u>James</u> (middle) <u>W., Jr.</u>	3. Office <u>F-30</u>	
4. Date of Birth <u>26 January 19</u>	5. Sex: <input checked="" type="checkbox"/> male (1) <input type="checkbox"/> female (2)	Marital Status <u>Mr.</u> Dependents <u>2</u>	6. Employment Date <u>22 August 1951</u>
7. Citizenship: <input checked="" type="checkbox"/> U.S. <input type="checkbox"/> Other	8. Acquired By: (1) <input checked="" type="checkbox"/> Birth (2) Marriage (3) Naturalization (4) Other (specify) Year U.S. citizenship acquired, if not by birth _____		

**SEC. I. EDUCATION**

1. Extent: (circle one)      2. Age at graduation      3. Sex  
 1. Less than high school       4. Two years college, or less       8. Masters degree  
 2. High school graduate       5. Over two years, no degree       9. Doctors degree  
 3. Trade, Business or  
Commercial school  
graduate       6. Bachelor degree  
 7. Post-graduate study  
(minimum 8 sem. hrs.)  
DATE 29 NOV 1982

2. College or University Study

Name and location of College or University	Major	Minor	Date's att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
University of Texas Austin, Texas	Business Administration	None	1/22/62	1/2/63	1	0	Bachelors A.B. 1963	1/19	120
Kilgore College Kilgore, Texas	Business Administration	None	2/1/63	2/1/63	1 sem	0	No one		16
Lindsey Univ. Oakland, Calif.	Law		1/22/62	1/1/63	1 sem	0	No one		8

### 3. Trade, Commercial, and Specialized Training

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
				QUALIFICATION
				DATE 26 JUN 1984

4. Military, Intelligence or Investigative training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, etc.)      **Attendance Dates**

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	
U.S. AF Academy School, Off-Site	6/1/67	11/1/67	6	Organization of the budget and levitation plan of Air Force Intelligence
Intelligence School, Off-Site, Tomy Air Force Base	1/1/68	1/10/68	10	Air Force Intelligence Officer - Inter-Country
U.S. AF Academy School, Off-Site	1/1/68	1/15/68	3	Special Agent (Investigative) - Radio Operator for Inter-Country

**SECRET**

**SECRET**

**SEC. II. WORK EXPERIENCE**

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	Time in office for new job and salary and other
Office _____ Position _____ Title: _____	
Duty _____ Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____ Position _____ Title: _____	
Duty _____ Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____ Position _____ Title: _____	
Duty _____ Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____ Position _____ Title: _____	
Duty _____ Title: _____	Duty Station, if overseas:
From _____ To _____ Tot. mos. _____	Description of Duties:
Grade _____ Salary _____	
Office _____ Position _____ Title: _____	
Duty _____ Title: _____	Duty Station, if overseas:

**SECRET**

**SECRET**

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

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

From	To	Tot. mo's Classification Grade(if in Federal Service)	Exact Title of your position
Number and Class of Employees Supervised:	Employer	Salary	Description of Duties:
Kind of Business or organization (i.e., paper products mfr, public utility)			
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:	Employer	Salary	Exact Title of your position
Kind of Business or organization (i.e., paper products mfr, public utility)			Description of Duties:
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:	Employer	Salary	Exact Title of your position
Kind of Business or organization (i.e., paper products mfr, public utility)			Description of Duties:
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:	Employer	Salary	Exact Title of your position
Kind of Business or organization (i.e., paper products mfr, public utility)			Description of Duties:
From	To	Tot. mo's Classification Grade(if in Federal Service)	Duty Station if overseas:
Number and Class of Employees Supervised:	Employer	Salary	Exact Title of your position
Kind of Business or organization (i.e., paper products mfr, public utility)			Description of Duties:

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**SECRET**

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

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

- |    |                              |    |                              |
|----|------------------------------|----|------------------------------|
| 01 | U.S. Secret Service          | 24 | Air Force A-2                |
| 02 | Civil Police                 | 25 | Foreign Economic Admin.      |
| 03 | Military Police              | 26 | Counter Intelligence Corps   |
| 04 | U. S. Border Patrol          | 27 | Immigration & Naturalization |
| 05 | U.S. Narcotics Squad         | 28 | Strategic Services Unit      |
| 06 | FBI                          | 29 | Foreign Service, State Dept. |
| 07 | Criminal Investigation Div.  | 30 | Central Intelligence Group   |
| 21 | Office of Naval Intelligence | 31 | Armed Forces Security Agency |
| 22 | Office of War Information    | 32 | Coordinator of Information   |
| 23 | Army G-2                     | 33 | Office of Facts & Figures    |
| 20 | Office of Strategic Services | 34 | Board of Economic Warfare    |
|    |                              | 35 | Federal Communications Comm. |

### **SEC. III. FOREIGN LANGUAGES**

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

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

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

~~SECRET~~

**SECRET****SEC. IV. AREA KNOWLEDGE**

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

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
NOTE				

**2. Specialized Knowledge of Area**

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

Country	Type of Knowledge	How and When Gained

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

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

**SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS**

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications.

**SEC. VII. PROFESSIONAL AND ACADEMIC HONORS**

List any professional or academic associations or honorary societies in which you hold membership.

**SECRET**

**SECRET****SEC. VIII. PUBLICATIONS**

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

10010


**SEC. IX. INVENTIONS**

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

Device	Patented	
	(1) Yes	(2) No

**SEC. X. TESTS (Within present organization)**

Describe below the type of tests which you have taken.

Type of Test	Date Taken

**SEC. XI. PHYSICAL HANDICAPS**

List any physical handicaps you may have.

1. 30

**SEC. XII. OVERSEAS ASSIGNMENT**

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour  (2) 4 year Tour  (3) Not interested

**SEC. XIII. WORK ASSIGNMENT**

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

1. 30

**SECRET**

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

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

V-A

**2. Present Reserve or National Guard Status**

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

X

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

**Service** \_\_\_\_\_ **Grade** \_\_\_\_\_ **Serial Number** \_\_\_\_\_

**Reserve Unit with which currently affiliated** 1st Inf. Bn. AO-209) 263

**Service Mobilization Assignment, if any** Eq. to Inf. G, UAM ( OA G )

**Location of Service Records, if known** \_\_\_\_\_

*Not available, possibly lost in Japan* Calif.

**SEC. XV. TRAINING**

List the training courses or subjects you have taken in this organization.

Course or Subject	(from)	Dates (to)	Hours
T.G., Infantry, Armor, Ordnance	1/27/45	3/1/45	120

**SEC. XVI. REMARKS**

Use this space to indicate any other qualifications you may have which you do not describe above.


DATE 10 November 1942

SIGNATURE \_\_\_\_\_

**SECRET**

## RESIDENCE AND DEPENDENCY REPORT

**INSTRUCTIONS:** Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. IMPORTANT in determining travel expenses allowable in connection with leave of government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE

*McCoach, James Walter Jr.*

RESIDENCE DATA

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE <i>820 Park Ave. Alameda, Calif.</i>	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD)
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE <i>Brown Town</i>	

MARITAL STATUS

<input type="checkbox"/> SINGLE	PLACE OF MARRIAGE <i>Lubbock, Texas</i>	DATE OF MARRIAGE <i>May 30, 1958</i>
<input checked="" type="checkbox"/> MARRIED	PLACE OF DIVORCE (IF ANY)	DATE OF DIVORCE DECREE
<input type="checkbox"/> DIVORCED	PLACE SPOUSE DIED	DATE SPOUSE DIED
<input type="checkbox"/> WIDOWED		

MEMBERS OF FAMILY (DEPENDENTS ONLY)

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY <i>Sarah Ruth McCoach</i>	RELATIONSHIP <i>Wife</i>	DATE OF BIRTH <i>April 12, 1932</i>

August 22, 1951

FORM NO. 37-70  
MAY 1950

*James Walter McCoach*  
Signature

## CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.  
WASHINGTON 25, D. C.

Date 22 August 1951

Dear Mr. McCord:

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

Position: GS-11

Base Salary: \$5400 per annum

2. You will be:

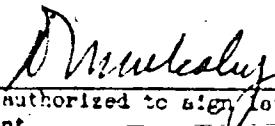
- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof;

- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.

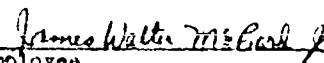
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.

3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

  
Official authorized to sign letters of  
appointment

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

  
Employee22 August 1951  
DateForm No. 51-105  
June 1948

STANDARD FORM 61 (MAY 1947 EDITION)  
PROMULGATED BY THE SERVICE COMMISSION  
FEDERAL PERSONNEL BOARD

## APPOINTMENT AFFIDAVITS

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

Central Intelligence Agency

I, James Walter McCord, Jr., do solemnly swear (or affirm) that—

### A. OATH OF OFFICE

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

### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

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

### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

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

### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

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

### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

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

22 August 1951

(Date of issuance of form)

James Walter McCord, Jr.

(Signature of appointee)

Subscribed and sworn before me this ..... day of ..... A. D. 19.....

at ..... (City)

[SEAL]

(Seal)

(Signature of witness)

(Date)

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

15-2416-2



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

RESIDENCE AND DEPENDENCY REPORT

**INSTRUCTIONS:** Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave of Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with removal of employee or member of family.

RESIDENCE AND DEPENDENCY REPORT					
INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave or Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of dependents of employee or member of family.					
1. NAME OF EMPLOYEE  McLeod		(First)	(Middle)	(Last)	(Last)
2. RESIDENCE DATA  Place of Residence When Appointed		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad)			
Hollinsdale, VA, Virginia		Post-Flight-Plan, Springfield, Virginia			
Place in Continental U.S. Designated Permanent or Legal Residence		5701 Floyd Ave, Springfield, Virginia			
3. MARITAL STATUS  <input checked="" type="checkbox"/> MARRIED		PLACE OF MARRIAGE LAWRENCE, TEXAS	DATE OF MARRIAGE October 6, 1962		
<input type="checkbox"/> DIVORCED		PLACE OF DIVORCE DECREE			DATE OF DIVORCE DECREE
<input type="checkbox"/> WIDOWED		PLACE SPOUSE DIED			DATE SPOUSE DIED
4. MEMBERS OF FAMILY					
NAME OF SPOUSE  Sarah Ruth McLeod		ADDRESS (Number) 5701 Floyd Ave	(Street) Springfield, Virginia	(City) VA	(State) Telephone 7-12-4744
Names of Children  Michael Steven McLeod Carolyn Anne McLeod Nancy Ellen McLeod		ADDRESS (Number) 5701 Floyd Ave	(Street) Springfield, Virginia	(City) VA	(State) Telephone 7-12-4744
Name of Father (or male guardian)  James Lee McLeod		ADDRESS (Number) 5701 Floyd Ave	(Street) Springfield, Virginia	(City) VA	(State) Telephone 7-12-4744
Name of Mother (or female guardian)  Mary Frances Lee McLeod		ADDRESS (Number) 5701 Floyd Ave	(Street) Springfield, Virginia	(City) VA	(State) Telephone 7-12-4744
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY					
NAME  Sarah Ruth McLeod		ADDRESS (Number) 5701 Floyd Ave	(Street) Springfield, Virginia	(City) VA	(State) Telephone 7-12-4744
RELATIONSHIP  Wife		RECEIVED BY			
THE PERSONS NAMED IN ITEM 5 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."					
THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME; THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.					
6. FULL NAME OF COMPANY  Health Benefit Association		ADDRESS OF HOME OFFICE 5701 Floyd Ave		POLICY NO.	
7. I HAVE COMPLETED THE FOLLOWING: BILL <input type="checkbox"/> YES <input type="checkbox"/> NO 8. REMARKS:  All land &c known to family					
SIGNED AT		DATE	SIGNATURE		
FORM NO. 1 JUL 64 61 REPLACES FORM 37-70 WHICH MAY BE USED.					
CONFIDENTIAL					

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(When Filled In)

REQUEST FOR MEDICAL EVALUATION		1. DATE OF REQUEST 2 May 1968
2. NAME (Last, First, Middle) <b>MCCORD, JAMES W., JR.</b>	3. POSITION TITLE	4. GRADE
5. OFFICE, DIVISION, BRANCH <b>SFC</b>	6. EMPLOYEE'S EXT.	
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> HQDS/TDY <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS ASSIGNMENT <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL EXECUTIVE <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> RETURN FROM OVERSEAS <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT  <b>ETD</b> <b>STATION</b> <b>TDY OR PCS</b> <b>TYPE OF COVER</b> <b>NO. OF DEPENDENTS TO ACCOMPANY</b> <b>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 87) ATTACHED</b>		
<input type="checkbox"/> MEDICAL RETIREMENT  <b>ETA</b> <b>STATION</b> <b>NO. OF DEP.'S</b>		
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		9. REQUESTING OFFICER
<input type="checkbox"/> YES <input type="checkbox"/> NO		SIGNATURE  ROOM NO. & BUILDING      EXT.  <i>[Signature]</i>
10. COMMENTS  <i>Qualified for TDY STANDBY UNTIL 10-21-68</i>		
11. REPORT OF EVALUATION  <i>DONALD PARLEY</i>		
DATE <b>10-12-68</b>	SIGNATURE FOR CHIEF OF MEDICAL STAFF	

**SECRET**  
(When Filled In)

<b>REQUEST FOR MEDICAL EVALUATION</b>		1. DATE OF REQUEST <b>6 May 1966</b>
2. NAME (Last, First, Middle) <b>McCord, James W., Jr.</b>		3. POSITION TITLE 4. GRADE <b>SPC OS-15</b>
6. OFFICE, DIVISION, BRANCH <b>SPC</b>		5. EMPLOYEE'S FILE <b>488 1112</b>
7. PURPOSE OF EVALUATION <input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input checked="" type="checkbox"/> ANNUAL - Executive <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT		8. PURPOSE OF EVALUATION <input type="checkbox"/> HQS/TDY <input type="checkbox"/> OVERSEAS ASSIGNMENT  <b>STATION</b> <b>TDY OR PCS</b> <b>TYPE OF COVER</b> <b>NO. OF DEPENDENTS TO ACCOMPANY</b> <b>NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED</b>
		<input type="checkbox"/> RETURN FROM OVERSEAS  <b>I.F.A.</b> <b>STATION</b> <b>NO. OF DEP'tS</b>
6. OVERSEAS PLANNING EVALUATION (One block must be checked) <input type="checkbox"/> YES <input type="checkbox"/> NO		7. REQUESTING OFFICER SIGNATURE ROOM NO. & BUILDING EXT.
8. COMMENTS  <b>QUALIFIED FOR TDY STANDBY UNTIL May 67</b> <b>PETER J. BREWSTER</b>		
9. REPORT OF EVALUATION  <b>19 OCT</b> DATE  <b>PETER J. BREWSTER</b>		10. REPORT OF EVALUATION  <b>QUALIFIED FOR CURRENT DUTIES</b> <b>PETER J. BREWSTER</b> SIGNATURE FOR CHIEF OF MEDICAL STAFF <b>PETER J. BREWSTER</b>

SECRET

{When Filled In}

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WHEN FILLED IN

## REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) <b>MC CALL, James W.</b>	(FIRST)	(MIDDLE)	2. DATE OF REQUEST <b>11 Feb. 1959</b>
3. POSITION TITLE <b>Security</b>	4. OFFICE, DIVISION AND BRANCH		5. GRADE <b>GS-13</b>
6. REQUESTING OFFICER	7. BUILDING AND ROOM NO.		6. EXTENSION <b>4161</b>

9. TYPE OF EVALUATION		10. OVERSEAS PLANNING EVALUATION DEFERRED IN ACCORDANCE WITH N 10-300	
<input type="checkbox"/> PRE-EMPLOYMENT	<input type="checkbox"/> ENTRANCE ON DUTY	<input type="checkbox"/> YES	<input type="checkbox"/> NO
<input type="checkbox"/> OVERSEAS	<b>KID</b>		
<b>STATION</b>		<b>TDY-PDS</b>	
<input type="checkbox"/> OVERSEAS RETURN			
<input type="checkbox"/> TDY STANDBY			
<input type="checkbox"/> SPECIAL TRAINING			
<input checked="" type="checkbox"/> PERSONAL			
<input type="checkbox"/> RETURN TO DUTY			
<input type="checkbox"/> FITNESS FOR DUTY			
<input type="checkbox"/> MEDICAL RETIREMENT			
11. REPORT OF MEDICAL EVALUATION		12. REPORT OF OVERSEAS PLANNING EVALUATION	
<input type="checkbox"/> QUALIFIED	<b>DISQUALIFIED</b>		<input type="checkbox"/> QUALIFIED
<input type="checkbox"/> DISQUALIFIED			<input type="checkbox"/> DISQUALIFIED
13. COMMENTS			

DATE OF EVALUATION

**16 FEB 1959**

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FORM 259 OBSOLETE PREVIOUS EDITIONS

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(WHEN FILLED IN)

REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) <b>HCCORD</b>	(FIRST) <b>JAMES</b>	(MIDDLE) <b>W., JR.</b>	2. DATE OF REQUEST <b>15 January 1962</b>			
3. POSITION TITLE <b>Security Officer</b>	4. OFFICE, DIVISION AND BRANCH <b>Security</b>	5. GRADE <b>GS-15</b>	6. REQUESTING OFFICER <i>J. D. Schick</i>			
7. BUILDING AND ROOM NO. <b>4863 Langley</b>	8. EXTENSION <b>5643</b>	9. TYPE OF EVALUATION AND REPORT 10. OVERSEAS PLANNING EVALUATION OBTAINED IN ACCORDANCE WITH R 15-200				
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input type="checkbox"/> OVERSEAS <table border="1"><tr><td>ETD</td></tr><tr><td>STATION</td></tr><tr><td>TDY-PCB</td></tr></table>		ETD	STATION	TDY-PCB	<input type="checkbox"/> YES <input type="checkbox"/> NO	
ETD						
STATION						
TDY-PCB						
<input type="checkbox"/> OVERSEAS RETURN <input checked="" type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT						
11. REPORT OF MEDICAL EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED	12. REPORT OF OVERSEAS PLANNING EVALUATION <input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED	13. COMMENTS <i>Re-evaluation for TDY Standby</i> <i>Planned for 1/18/63 to 3 Jan 1963</i>				
DATE OF EVALUATION <i>3 Jan 1962</i>	SIGNATURE FOR CHIEF MEDICAL STAFF <i>R. J. Schick</i>					

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## REQUEST FOR MEDICAL EVALUATION

1. NAME (LAST) <b>McCONDY</b>	1. FIRST <b>J. D.</b>	1. MIDDLE <b>W.</b>	2. DATE OF REQUEST <b>18 December 1961</b>
3. POSITION TITLE <b>Security Officer</b>	4. OFFICE, DIVISION AND BRANCH <b>Security</b>		5. GRADE <b>GS-15</b>
6. REQUESTING OFFICER <i>Franklin C. Knobell</i>	7. BUILDING AND ROOM NO. <b>4763 Langley</b>		8. EXTENSION <b>3043</b>
9. TYPE OF EVALUATION		10. OVERSEAS PLANNING EVALUATION DESIRED IN ACCORDANCE WITH R 15-200	
<input type="checkbox"/> PRE-EMPLOYMENT <input type="checkbox"/> ENTRANCE ON DUTY <input checked="" type="checkbox"/> OVERSEAS <div style="border: 1px solid black; padding: 5px;">       ETD: <b>May 1962</b>        STATION: <b>Frankfurt, Germany</b>        TDY/PCS: <b>PCB</b>  <b>DAC Cover</b> </div>		<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
<input type="checkbox"/> OVERSEAS RETURN <input type="checkbox"/> TDY STANDBY <input type="checkbox"/> SPECIAL TRAINING <input type="checkbox"/> ANNUAL <input type="checkbox"/> RETURN TO DUTY <input type="checkbox"/> FITNESS FOR DUTY <input type="checkbox"/> MEDICAL RETIREMENT			
11. REPORT OF MEDICAL EVALUATION		12. REPORT OF OVERSEAS PLANNING EVALUATION	
<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED		<input type="checkbox"/> QUALIFIED <input type="checkbox"/> DISQUALIFIED	
13. COMMENTS			
DATE OF EVALUATION <i>10 Dec 1961</i>		SIGNATURE FOR CHIEF, MEDICAL STAFF <i>John C. Knobell</i>	

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(When Filled In)

REQUEST FOR MEDICAL EVALUATION		DATE OF REQUEST
2. NAME (Last, First, Middle) <b>MCCORD, James B.</b>	3. POSITION TITLE <b>Investigator</b>	4. GRADE <b>GS-15</b>
5. OFFICE, DIVISION, BRANCH <b>Security</b>	6. EMPLOYER'S EXT. <b>2063</b>	
7. PURPOSE OF EVALUATION		
<input type="checkbox"/> PRE-EMPLOYMENT		
<input type="checkbox"/> ENTRANCE ON DUTY		
<input type="checkbox"/> OVERSEAS RETURN		
<input checked="" type="checkbox"/> TOY STANDBY		
<input type="checkbox"/> SPECIAL TRAINING		
<input type="checkbox"/> ANNUAL		
<input type="checkbox"/> RETURN TO DUTY		
<input type="checkbox"/> FITNESS FOR DUTY		
<input type="checkbox"/> MEDICAL RETIREMENT		
8. OVERSEAS PLANNING EVALUATION (One block must be checked)		
<input type="checkbox"/> YES		
<input type="checkbox"/> NO		
9. REQUESTING OFFICER Signature: <b>Report of Hayes</b> Report No. <b>3309-190-316</b> Ext. <b>2063</b>		
10. REPORT OF EVALUATION <b>Qualified for proposed TOY STANDBY till 6 Sept 61</b>		
DATE: <b>16 Aug 61</b>		
SIGNATURE: <b>James B. Hayes</b>		

SECRET  
(When Filled In)

## MEDICAL ACTION REQUEST AND REPORT

## I REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (Last)	First	Middle	2. DATE
McCord	James	N. A. Jr.	19 June 1956
3. TO POSITION	4. OFFICE, DIVISION, BRANCH	5. GRADE	
Investigator (CI)	Security	GS-13	
6. TYPE OF POSITION	7. EVALUATE FOR	8. STATUS	
<input checked="" type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	<input type="checkbox"/> EOD <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returnee	<input type="checkbox"/> Pre-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	

Tdy - Holland

## II REPORT OF MEDICAL EVALUATION

- Qualified for Full Duty (General)  
 Qualified for Departmental Duty Only

- Qualified for Full Duty (Special)  
 Not Qualified

## Remarks:

Subject is qualified for Departmental Duties and P.M., 1 months. (6/26/56)  
May be re-evaluated upon request.

SECRET

MEDICAL OFFICE

## MEDICAL ACTION REQUEST AND REPORT

## I. REQUEST FOR PHYSICAL EXAMINATION BY

1. NAME (LAST)	(FIRST)	INITIALS	2. DATE
McCOPD,	JAMES	WALTER JR.	8 September 1954
3. TO POSITION	4. OFFICE, DIVISION, BRANCH		
S. O.	Security		
5. TYPE OF POSITION	6. EVALUATE FOR		
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input type="checkbox"/> Overseas	<input type="checkbox"/> EOD <input type="checkbox"/> Overseas <input type="checkbox"/> Returnee	<input type="checkbox"/> Pre-deployment <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	

## II. REPORT OF MEDICAL EVALUATION

- Qualified for Full Duty (General)  
 Qualified for Departmental Duty Only

- Qualified for Full Duty (Special)  
 Disqualified

Remarks: Full duty/General (9-28-54)

No physical No State Board Rec

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## QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 44j, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

## SECTION I

## BIOGRAPHIC AND POSITION DATA

EMPL. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
058124	MC CORD, James Walter, Jr.	26 January 1924

## SECTION II

## EDUCATION

## HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE
			<input type="checkbox"/> YES <input type="checkbox"/> NO

## COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	HGS. SEM/QTR. MRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

## TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				

## OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

## SECTION III

## MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Widow)

3. DATE OF BIRTH

4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP (Country/Year)

9. DATE U.S. CITIZENSHIP ACQUIRED

## SECTION IV

## DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. ADD				
1. DELETE				
2. ADD				
2. DELETE				

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(When filled in)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	STUDIED IN	ACQUIRED BY	
			MAY 1 - 11:00 AM '69	ENGLISH FRENCH GERMAN SPANISH	TRANSLATION INTERVIEW STUDY RESEARCH	
1.						
2.						
<b>SECTION VI</b> 1. TYPING (✓) 2. SHORTHAND (✓) 3. INDICATE SHORTHAND SYSTEM USED - CHECK ONE OR APPROPRIATE ITEM						
1.	2.	3.	<input type="checkbox"/> SWEGO	<input type="checkbox"/> SPEEDWRITING	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY _____
<b>SECTION VII</b> PROVIDE INFORMATION ON Hobbies, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED						
<b>SECTION VIII</b> <b>MILITARY SERVICE</b> <b>CURRENT DRAFT STATUS</b>						
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?	2. HER CLASSIFICATION					
<input type="checkbox"/> YES	<input type="checkbox"/> NO					
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON					
<b>MILITARY RESERVE, NATIONAL GUARD STATUS</b>						
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG	<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
	<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/> AIR GUARD	<input type="checkbox"/> AIR NATIONAL GUARD		
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT OBLIGATION				
4. CHECK CURRENT RESERVE CATEGORY	<input type="checkbox"/> READY RESERVE	<input type="checkbox"/> STANDBY (60/40)	<input type="checkbox"/> STANDBY (PENDING)	<input type="checkbox"/> RETIRED	<input type="checkbox"/> DISCHARGED	
5. MILITARY MOBILIZATION ASSESSMENT	6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED					
<b>MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)</b>						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	SCHOOL SPONSORED RECRUITED AGENCY SPONSORED			
<b>SECTION IX</b> <b>PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS</b>						
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP FROM TO		
Council on Exceptional Children (CEC)	1201 16th Street, NW Washington, D.C.			1968 1969		
National Association on Retarded Children (NARC)	450 Lexington Avenue New York City			1968 1969		
3.						
<b>SECTION X</b> RIM/PES						
DATE	SIGNATURE OF EMPLOYEE					
17 April 1969						

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## QUALIFICATIONS UPDATE

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

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 144, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the Pay Room, Office of Personnel, Room 3E-12 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

## SECTION I BIOGRAPHIC AND POSITION DATA

EMP. ID. NO.	NAME (Last, First, Middle)	DATE OF BIRTH
058124	McCORD, James W., Jr.	26 Jan 1934

## SECTION II EDUCATION

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEAR ATTENDED (From-To)	GRADUATE	
No Change			<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	
COLLEGE OR UNIVERSITY STUDY				
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
No Change				

If a graduate degree has been noted above which required submission of a written thesis, indicate the title of the thesis and briefly describe its content.

## TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

## OTHER GO-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

## SECTION III CAPITAL STATUS

1. MARRIAGE STATUS (Single, Married, Divorced, Separated, Separating, Annulled, Remarried, Spouse Deceased)	2. NAME OF SPOUSE (Last, First, Middle Initials) (Spouse Deceased)	3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State/Country)	5. OCCUPATION	6. PRESENT EMPLOYER	7. CITIZENSHIP	8. FORMER OR PREVIOUS FIRST COUNTRY (If Any)	9. DATE U.S. CITIZENSHIP ACQUIRED
No Change								

## SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPouse

1. CHILDREN	2. DEPENDENTS OTHER THAN SPouse	3. PRESENT ADDRESS
No Change		

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(When filled in)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL								
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF RETURN	PROFESSIONAL ACADEMIC CIVILIAN TRAVEL	PERSONAL TRAVEL	STORY SITUATION	OTHER SITUATION	SECRET
No Change								

SECTION VI TYPING AND STENOGRAPHIC SKILLS								
1. TYPING (P/M) & SHORTHAND (P/M) 2. INDICATE SHORTHAND SYSTEM USED CHECK THE APPROPRIATE ITEM								
		<input type="checkbox"/> GREGG	<input type="checkbox"/> SPERRY	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER	<input type="checkbox"/> SPECIFY		

SECTION VII SPECIAL QUALIFICATIONS								
PROVIDE INFORMATION ON Hobbies, SPORTS, LICENSED PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED								
No Change								

SECTION VIII MILITARY SERVICE								
CURRENT DRAFT STATUS								
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? 2. NEW CLASSIFICATION								
<input type="checkbox"/> YES	<input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS 4. IF DEFERRED, GIVE REASON								

MILITARY RESERVE, NATIONAL GUARD STATUS								
CHECK Reserve or Guard Organization To Which You Belong								
<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD					
<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE	<input type="checkbox"/> AIR NATIONAL GUARD	<input type="checkbox"/>					
1. CURRENT RANK, GRADE OR RATE			2. DATE OF APPOINTMENT IN CURRENT RANK			3. EXPIRATION DATE OF CURRENT OBLIGATION		
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (RET.) <input type="checkbox"/> STANDBY (ACT.) <input type="checkbox"/> RETIRED <input type="checkbox"/> UNCHARRED								
5. MILITARY MOBILIZATION ASSIGNMENT 6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED								

MILITARY SCHOOLS COMPLETED (Excluded Service, Reserve Duty, or as Civilian)								
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		REMARKS		
Add: Air Special Warfare Course		CounterInsurgency		Mar. 68		<input checked="" type="checkbox"/> RESIDENT <input checked="" type="checkbox"/> AGENCY SPONSORED		

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS								
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP		
No Change								

SECTION X REMARKS								
DATE: 23 April 1968 BY: JRC/MS/IMP/CS 174628Z APR 68								

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When I fill in

OFFICIAL USE ONLY - *LL*

## QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

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

SECTION I		BIOGRAPHIC AND POSITION DATA		
1 EMP SER NO	2 NAME (LAST FIRST MIDDLE)	3 SER	4 DATE OF BIRTH	5 SCHEDULE GRADE STEP
098124	MCGORE JAMES W JR	M	01/26/24	05 • 85-06
6 TO	7 POSITION TITLE	8 OFFICE OF ASSIGNMENT	9 DATE OF COMING ON	
SS	ELECT ENG AUDIO SUPP	SEC	WASH., D.C.	

SECTION II		AGENCY OVERSEAS SERVICE		
AREA	DEPT TOUR	FROM	TO	
EUROPEAN AREA	TDY 24	56/07/01	56/08/01	
EUROPEAN AREA	TDY 31	59/10/05	59/10/17	
EUROPEAN AREA	TDY 24	60/08/15	60/08/22	
EUROPEAN AREA	TDY 24	61/03/12	61/03/22	
EUROPEAN AREA	TDY 24	61/08/12	61/08/29	
EUROPEAN AREA	TDY 24	61/10/06	61/10/16	
EUROPEAN AREA	TDY 34	62/04/01	62/04/14	
GERMANY	PCS 16	62/08/09	64/08/32	
		X M D	X M D	

OVERSEAS DATA

CODED

DATE: INITIALS:

7 JUL 67 LMS

SECTION III		EDUCATION		
DEGREE	MAJOR FIELD	COLLEGE	YEAR	
M.S. BBA	COLLEGE & DEGREE ON RECORD International-Affairs Business Administration	George Washington-University University of Texas	1965 1948	

FORM  
157-1000  
MAY 1967

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EDUCATION (Continued)						
SECTION III		HIGH SCHOOL				
NAME AND ADDRESS	ACADEMIC YEAR ATTENDED			YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED
Electra High School	Electra, Texas			1938-40	<input checked="" type="checkbox"/>	1943
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COURSE OR PROGRAM	MAJOR	MINOR	YEARS ATTENDED	DEGREE RECEIVED	YEAR RECEIVED	NO. SEMESTERS
George Washington University and American Univ., Washington, DC	PhD work in Internat. Affairs		1966-67	---	---	50
George Wash. Univ., Wash., DC	Internat. Affairs		1964-65	M.S.	1965	30
Line Law School, Oakland, Calif.	Law		1951	---	---	1 year
University of Texas, Austin, Tex.	Business		1946-48	BBA	1948	120
A GRADUATE DEGREE HAS BEEN NOTED ABOVE AND IS DOCUMENTED SUBSTANTIALLY IN SECTION III. INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.						
1965 Masters Thesis: "The Sino-Soviet Struggle for Power In Africa," a 200-page thesis from unclassified sources comparing the efforts of the Sino-Soviets for influence in Africa and the comparative strengths of the local communist parties there.						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS	
1						
2						
3						
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS	
1						
2						
3						
4						
5						
AGENCY SPONSORED EDUCATION						
See in which, if any, of the education items in Section III was Agency sponsored.						
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS	
1 Air War College, Montgomery, Ala.	National Strategy Fund		1964	1966	10	
2	International Affairs					
3						
4						
5						

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SECTION VIII AGENCY EMPLOYMENT HISTORY			
1. INCLUSIVE DATES (from - to - by month & year) August 1965 - present	2. LOCATION (Country, City) Washington, D.C.	3. DIRECTORATE OFFICE OR DIVISION, BRANCH CS/Technical Division	
4. TITLE OF JOB Chief, Technical Division		5. GRADES HELD IN JOBS GS-15	
6. DESCRIPTION OF DUTIES  Supervision of the Office of Security audio countermeasures program domestically and overseas.			
1. INCLUSIVE DATES (from - to - by month & year) Aug 64-Aug 65	2. LOCATION (Country, City) Montgomery, Alabama	3. DIRECTORATE OFFICE OR DIVISION, BRANCH CS	
4. TITLE OF JOB Student-Air War College		5. GRADES HELD IN JOBS GS-15	
6. DESCRIPTION OF DUTIES  Agency-sponsored - student at Air War College, study of national strategy & international affairs.			
1. INCLUSIVE DATES (from - to - by month & year) June 62-Aug 64	2. LOCATION (Country, City) Germany, Frankfurt	3. DIRECTORATE OFFICE OR DIVISION, BRANCH EE/Security Branch	
4. TITLE OF JOB Chief, Security Branch, German Station		5. GRADES HELD IN JOBS GS-15	
6. DESCRIPTION OF DUTIES  Chief of Security Branch activities in behalf of the German Station and supervision of certain security functions, such as polygraph and audio countermeasures, performed elsewhere in Western European area for the Agency.			

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When filled in

SECTION VIII AGENCY EMPLOYMENT HISTORY (Cont'd)			
1. INCLUSIVE DATES From To - by month & year <b>June 60-Jun 62</b>	2. LOCATION Country, City <b>USA/Washington, D.C.</b>	3. DIRECTORATE OFFICE OR DIVISION, BRANCH <b>OS/Security Research Staff</b> 4. GRADE HELD IN JOB <b>GS-15</b>	
5. DESCRIPTION OF DUTIES  <b>Deputy Staff Chief, supervision of security research activities in behalf of the Office of Security</b>			
1. INCLUSIVE DATES From To - by month & year <b>Aug 53-Jun 60</b>	2. LOCATION Country, City <b>USA/Washington, D.C.</b>	3. DIRECTORATE OFFICE OR DIVISION, BRANCH <b>OS/Security Research Staff</b> 4. GRADE HELD IN JOB <b>GS-12 to GS-15</b>	
5. DESCRIPTION OF DUTIES  <b>Security research in behalf of the Office of Security</b>			
1. INCLUSIVE DATES From To - by month & year <b>Jun 53-Aug 53</b>	2. LOCATION Country, City <b>USA/Washington, D.C.</b>	3. DIRECTORATE OFFICE OR DIVISION, BRANCH <b>OS/IOS</b> 4. GRADE HELD IN JOB <b>GS-12</b>	
5. DESCRIPTION OF DUTIES  <b>Investigative supervision of certain field investigations of IOS.</b>			

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Wishon's List

SECTION X		MARRITAL STATUS			
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried, Separated)		Married			
2. NAME OF SPOUSE		McCord	Sarah	Beth	
3. DATE OF BIRTH		4. PLACE OF BIRTH (State, City, Country)			
1927		Lamesa, Texas			
5. OCCUPATION		6. PRESENT EMPLOYER			
Housewife		---			
7. CITIZENSHIP		8. FORMER CITIZENSHIP (Countries)		9. DATE U. S. CITIZENSHIP ACQUIRED	
USA		---		---	
SECTION XI DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
Michael Steven McCord	Son	1951 Oakland, Calif	US	Springfield, Va.	
Carol Anne McCord	Dau.	1953 Washington, DC	US	"	
Nancy Ellen McCord	Dau.	1955 Washington, DC	US	"	
SECTION XII PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS					
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP FROM	ID
Air Force Association	Washington, D.C.			1951	Pres.
DATE	SIGNATURE OF EMPLOYEE				
13 Jan 67	Jane W-McCord				

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(5010-107-01)

PERSONNEL SERIAL NO.		CERTIFICATION FOR LANGUAGE AWARD					LO NO.	
158124							192	
1. NAME (First, Middle, Last)			2. DATE OF BIRTH (Month, Day, Year)					
<b>McCord, James Walter</b>			<b>January 26, 1926</b>					
3. CAREER STATUS		4. SD		5. COMPONENT				
				<b>08</b>				
6. LANGUAGE		CODE		7. DATE OF TEST (Month, Day, Year)		8. ANNIVERSARY DATE (Month, Day, Year)		
<b>Russian</b>		<b>654</b>		<b>August 29, 1957</b>		<b>29 Aug 57</b>		
9. TEST SCORES	READING	WRITING	PRONUNCIATION	SPEAKING	UNDERSTANDING			
<b>ABARDOBLE LEVEL</b>	<b>COMPREHENSIVE</b>	<b>INTERMEDIATE</b>	<b>INTERMEDIATE</b>	<b>INTERMEDIATE</b>	<b>INTERMEDIATE</b>	<b>NOT QUALIFIED AT ANY LEVEL</b>		
11. I CERTIFY THAT THE ABOVE NAMED EMPLOYEE IS ELIGIBLE FOR THE AWARD INDICATED, HAVING MET ALL THE REQUIREMENTS FOR SAID AWARD.			12. TYPE OF AWARD			13. I CERTIFY FUNDS ARE AVAILABLE		
			WEEKLY	MONTHLY	YEARLY	OBLIGATION REF. NO.	SIGNATURE	
DATE	SIGNATURE		AMOUNT OF AWARD		CHARGE ALLOTMENT NO.		DATE	
			\$100.00					
14. FEDERAL TAX DEDUCTION			\$			15. EMPLOYEE PAYROLL NO.		
16. STATE/DC TAX DEDUCTION			\$			17. ALLOTMENT OF ASSIGNMENT		
18. NET AMOUNT OF AWARD PAID			\$			19. CHECK NUMBER ISSUED		DATE
20. FORWARD CHECK TO								

FORM 1273  
7-57

SECRET

(44)

## PERSONAL HISTORY STATEMENT

- Instructions:**
1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
  2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? ..... (Yes or No)

**SEC. I. PERSONAL BACKGROUND**

A. FULL NAME Mr. James Malcom McCord Jr. Telephone: \_\_\_\_\_  
(Use No. Initials) Street \_\_\_\_\_ (City) \_\_\_\_\_ (State) \_\_\_\_\_ Office: \_\_\_\_\_  
 Ext. \_\_\_\_\_ Home: \_\_\_\_\_

PRESENT ADDRESS 620 Pacific Avenue, Alameda, California, USA  
(St. and Number) (City) (State) (Country)

PERMANENT ADDRESS 620 Pacific Avenue, Alameda, California, USA  
(St. and Number) (City) (State) (Country)

B. NICKNAME Jim WHAT OTHER NAMES HAVE YOU USED? None

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

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

C. DATE OF BIRTH 1/25/41 PLACE OF BIRTH U.S.A. By what authority? U.S. Cons. U.S.A.  
(Date) (Country) (State) (Country)

D. PRESENT CITIZENSHIP U.S. Citizen BY BIRTH? Yes BY MARRIAGE? No

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

AT .....  
(City) (State) (Country)

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

HELD BETWEEN WHAT DATES? ..... TO ..... ANY OTHER NATIONALITY? .....  
(Country)

GIVE PARTICULARS \_\_\_\_\_

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

13

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? 12

**PORT OF ENTRY: \_\_\_\_\_ ON PASSPORT OF WHAT COUNTRY: \_\_\_\_\_**

LAST U. S. VISA

## Sec. 2. PHYSICAL DESCRIPTION

AGE ... 27 ... SEX ... Male ... HEIGHT ... 5'10 1/2" ... WEIGHT ... 170 ...

EYES BROWN HAIR DARK COMPLEXION DARK SKIN

BUILD OTHER DISTINGUISHING FEATURES

### SEC. 3. MARITAL STATUS

A. SINGLE ..... MARRIED  DIVORCED ..  WIDOWER

**STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS** ..... 110101 .....

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

NAME OF SPOUSE Sarah (First) Beth (Middle) Joyce (Middle) Robert (Last)

PLACE AND DATE OF MARRIAGE ... Lakota, South, U.S.A., May 30, 1918 .....

THIS (OR HER) ADDRESS BEFORE MARRIAGE Route C \_\_\_\_\_ Lemosa, Texas \_\_\_\_\_ Dist. \_\_\_\_\_  
(City and Number) (City) (District) (County)

LIVING OR DECEASED LIVING DATE OF DECEASE ..... CAUSE .....  
PRESENT, OR LAST, ADDRESS 320 Pac 4th St., Alameda, Calif.

DATE OF BIRTH 1/17/24 PLACE OF BIRTH Leavenworth, Kansas U.S.A.

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 114

CITIZENSHIP: U.S. WHEN ACQUIRED? 1942 WHERE? .....

(City) (State) (Country)  
OCCUPATION Secretary, Librarian LAST EMPLOYER University of Wisconsin

EMPLOYER'S OR BUSINESS ADDRESS ..... Brentwood, California .....  
(Name and Number) (City) (State)

MILITARY SERVICE FROM NOV 20 (Date) TO                    (Date) BRANCH OF SERVICE                    (Branch) (Country)

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

REFD:

MEN

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

1. NAME None, no dependents other than self. RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

2. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

3. NAME ..... RELATIONSHIP ..... AGE .....

CITIZENSHIP ..... ADDRESS ..... (St. and Number) (City) (State) (Country)

## SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME John Salter McGinnis 32  
 (First) (Middle) (Last)

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

PRESENT, OR LAST, ADDRESS Box 135 Thornville Ohio U.S.A.  
 (St. and Number) (City) (State) (Country)

DATE OF BIRTH 12/18/01 PLACE OF BIRTH Waldron Arkansas U.S.A.  
 (Year) (City) (Country)

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

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

OCCUPATION School Teacher LAST EMPLOYER Thornville High School

EMPLOYER'S OR OWN BUSINESS ADDRESS Box 135, Thornville, Ohio, U.S.A.  
 (St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO None BRANCH OF SERVICE .....

COUNTRY ..... DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN  
 .....  
None

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

FULL NAME Elvira Boo McGinnis  
 (First) (Middle) (Last)

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

PRESENT, OR LAST, ADDRESS Box 135 Thornville Ohio U.S.A.  
 (St. and Number) (City) (State) (Country)

DATE OF BIRTH 3/1/07 PLACE OF BIRTH Colony, Texas, U.A.

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

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

(4)

OCCUPATION Purchasing LAST EMPLOYER McGraw  
 EMPLOYEE OR OWN BUSINESS ADDRESS Box 236, Ferndale, Pennsylvania, U.S.A.  
 MILITARY SERVICE FROM None TO None BRANCH OF SERVICE None  
 COUNTRY None DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN  
None

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

1. FULL NAME Dorothy Elle McCord AGE 27  
 PRESENT ADDRESS Box 236, Ferndale, Pennsylvania, U.S.A. (City) (State) (Country) U.S. (Citizenship)  
 2. FULL NAME Edith Elo National AGE 6  
 PRESENT ADDRESS Box 236, Ferndale, Pennsylvania, U.S.A. (City) (State) (Country) U.S. (Citizenship)  
 3. FULL NAME Gertie Elle Moss AGE 25  
 PRESENT ADDRESS Box 304, Holliday, Tennessee, U.S.A. (City) (State) (Country) U.S. (Citizenship)  
 4. FULL NAME    AGE   
 PRESENT ADDRESS  (City) (State) (Country) (Citizenship)  
 5. FULL NAME    AGE   
 PRESENT ADDRESS  (City) (State) (Country) (Citizenship)

**SEC. 8. FATHER-IN-LAW**

FULL NAME Elwood (none) Douglas  
 LIVING OR DECEASED Lvng DATE OF DECEASE  CAUSE   
 PRESENT, OR LAST, ADDRESS 313 North 17th Street, Johnson, Tennessee  
 DATE OF BIRTH 11/17/07 PLACE OF BIRTH Summitt County, Tennessee

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

CITIZENSHIP US WHEN ACQUIRED 1921 WHERE born resides  
 OCCUPATION Purchasing LAST EMPLOYER McGraw

## SEC. 9. MOTHER-IN-LAW

FULL NAME Sarah TV TV BIRTH 1941 CAUSE   
 PRESENT, OR LAST, ADDRESS 313 North 17th Street, Kansas, Kansas, USA  
(St. and Number) (City) (State) (Country)  
 DATE OF BIRTH 1/1/95 PLACE OF BIRTH Kansas, Kansas  
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY 1941  
 CITIZENSHIP US WHEN ACQUIRED? Birth WHERE? (City) (State) (Country)  
 OCCUPATION Housewife LAST EMPLOYER Unemployed

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

1. NAME None RELATIONSHIP  AGE   
 CITIZENSHIP  ADDRESS   
(St. and Number) (City) (State) (Country)  
 2. NAME  RELATIONSHIP  AGE   
 CITIZENSHIP  ADDRESS   
(St. and Number) (City) (State) (Country)  
 3. NAME  RELATIONSHIP  AGE   
 CITIZENSHIP  ADDRESS   
(St. and Number) (City) (State) (Country)

## SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME None RELATIONSHIP  AGE   
 CITIZENSHIP  ADDRESS   
(St. and Number) (City) (State) (Country)  
 TYPE AND LOCATION OF SERVICE (IF KNOWN)   
 2. NAME  RELATIONSHIP  AGE   
 CITIZENSHIP  ADDRESS   
(St. and Number) (City) (State) (Country)  
 TYPE AND LOCATION OF SERVICE (IF KNOWN)   
 3. NAME  RELATIONSHIP  AGE   
 CITIZENSHIP  ADDRESS   
(St. and Number) (City) (State) (Country)  
 TYPE AND LOCATION OF SERVICE (IF KNOWN)

(6)

## SEC. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR ..... *Sec. 12, Bureau of Intelligence Agency*B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? *\$ 2,000-\$2,500*  
(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY .....

FREQUENTLY ..... CONSTANTLY D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.   
ANYWHERE IN THE UNITED STATES  OUTSIDE THE UNITED STATES 

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

## SEC. 13. EDUCATION

ELEMENTARY SCHOOL *Holmes* ADDRESS *Holmes, Toledo, Ohio, U.S.A.*  
(City, State, Country)DATES ATTENDED *1931-36* GRADUATE? *yes*HIGH SCHOOL *Electra* ADDRESS *Electra, Toledo, Ohio, U.S.A.*  
(City, State, Country)  
DATES ATTENDED *Electra, 1936-39* GRADUATE? *Undergraduate*  
*" " Electra, 1939-1940* " " *no*COLLEGE *U. of Toledo* ADDRESS *U. of Toledo, Toledo, Ohio, U.S.A.*  
(City, State, Country)MAJOR AND SPECIALTY *Business, Administration* YEARS COMPLETED *1 semester*  
DATES ATTENDED *Jan. 1946 - May 1946* DEGREE *B.S., Undergraduate*COLLEGE *University of Toledo* ADDRESS *University, Toledo, Ohio, U.S.A.*  
(City, State, Country)MAJOR AND SPECIALTY *Business Administration* YEARS COMPLETED *1*DATES ATTENDED *9/1/46 - 10/1/46* DEGREE *Bachelor of Business Administration*CHIEF UNDERGRADUATE COLLEGE SUBJECTS *Accounting, General Business*CHIEF GRADUATE COLLEGE SUBJECTS *NA*

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

U. S. Army Air Corps Civil Merchant 1/13/42-12/1/45  
 Enlisted Airman (Rank)  
 Enlisted, Nov. 1942  
 (Date Entered)  
 10-337263 Honorable Court. C Service  
 (Serial Number) (Type of Discharge)

## REMARKS:

SELECTIVE SERVICE BOARD NUMBER 119 ADDRESS Austin, Texas  
 IF DEFERRED GIVE REASON Classified V-A

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS Member USAF  
 VETERAN OF THE CCC, CCCV, CCC, CCC, CCC, CCC, CCC.

## SEC. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM 2/51 TO Present CLASSIFICATION GRADE MA  
 (If in Federal Service)

EMPLOYING FIRM OR AGENCY 820 Pacific Ave, Alameda, California, USA

ADDRESS 820 Pacific Ave, Alameda, California, USA  
 (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Credit Office NAME OF SUPERVISOR MA

TITLE OF JOB Manager SALARY \$ 8000 PER A MONTH

YOUR DUTIES Install credit systems for retail business firms

REASONS FOR LEAVING To re-enter investigative field

FROM 10/48 TO 2/51 CLASSIFICATION GRADE GS-10  
 (If in Federal Service)

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington, D. C. USA  
 (St. and Number) (City) (State) (Country)

KIND OF BUSINESS Investigative NAME OF SUPERVISOR Harry W. Kammel (last)

TITLE OF JOB Special Agent SALARY \$ 5000 PER ANNUAL

YOUR DUTIES To investigate violations of Federal Law.

REASONS FOR LEAVING To enter private business  
 (8)

(8)

FROM 2/1 TO 10/43 CLASSIFICATION GRADE  
(IF IN FEDERAL SERVICE) IAEMPLOYING FIRM OR AGENCY University of TexasADDRESS 1907 Speedway, Austin, Texas (St. and Number) (City) (State) (Country)KIND OF BUSINESS University NAME OF SUPERVISOR IATITLE OF JOB Student SALARY \$ IA PER YearYOUR DUTIES Part-time studentREASONS FOR LEAVING Accepted position with FBIFROM 3/43 TO 3/43 CLASSIFICATION GRADE  
(IF IN FEDERAL SERVICE) IAEMPLOYING FIRM OR AGENCY Veterans Housing Office, University of TexasADDRESS Austin, Texas (St. and Number) (City) (State) (Country)KIND OF BUSINESS Vets. Housing NAME OF SUPERVISOR E. C. McConnellTITLE OF JOB Assistant Manager SALARY \$ 1320 PER Year (part-time)YOUR DUTIES assist manager in operation of nine veterans dormitories located on University of Texas campus. Position was part-time while attending the University of TexasREASONS FOR LEAVING To devote full time to studies just prior to graduationFROM 11/43 TO 11/43 CLASSIFICATION GRADE  
(IF IN FEDERAL SERVICE) IAEMPLOYING FIRM OR AGENCY U. S. Army Air CorpsADDRESS IA (St. and Number) (City) (State) (Country)KIND OF BUSINESS IA NAME OF SUPERVISOR IATITLE OF JOB Navigator SALARY \$ 1970 PER WeeksYOUR DUTIES Directs Observer-Navigator personnel in duties of operation of bombing and navigational equipment aboard aircraft of U. S. Army Air CorpsREASONS FOR LEAVING Govt. of government

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

No .....

.....

.....

**SEC. 17. GENERAL QUALIFICATIONS**

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

LANGUAGE none SPEAK ..... READ ..... WRITE .....

LANGUAGE ..... SPEAK ..... READ ..... WRITE .....

LANGUAGE ..... SPEAK ..... READ ..... WRITE .....

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

..... Boating-good prof.; baseball-good prof.; tennis-good prof.; football-fair prof.; golf-fair prof. .....

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

Trained as Radio technician in FBI, capable of operating short-wave radio by voice or c.w., encoding or decoding messages related thereto, and trained in monitoring and identifying clandestine enemy radio stations in world war II. .....

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

Operate short-wave radio by voice or c.w. Code speed of 25 words per minute. .....

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 15 BROKTHAND

(19)

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC. NO LICENSING BY GOVO

IF YES, INDICATE KIND OF LICENSE AND STATE .....

FIRST LIC. OR CERTIFICATE (YR) ..... LATEST LIC. OR CERTIFICATE (YR) .....

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

- (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
  - (2) YOUR PATENTS OR INVENTIONS
  - (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
  - (4) HONORS AND FELLOWSHIPS RECEIVED
- .....  
.....  
.....  
.....

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

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.....  
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.....

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

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.....  
.....  
.....

**SEC. 18. GIVE FIVE CHARACTER REFERENCES--IN THE U. S.--WHO KNOW YOU INTIMATELY--(Give residence and business addresses where possible.)**

	Street and Number.	City	State
1. Dr. Goo Demyerle	BUS. ADD. 131-22nd St., Alameda, Calif.		
	RES. ADD. 971 Telegraph Rd., Alameda, Calif.		
2. Paul A. Martin	BUS. ADD. 322 Pacific Ave., Alameda, Calif.		
	RES. ADD. 1020 Pacific Ave., Alameda, Calif.		
3. Dr. C. McCorrell	BUS. ADD. c/o Veterans Housing Office, Univ.		
	RES. ADD. 1020 Pacific Ave., Alameda, Calif.		
4. W. C. Martin	BUS. ADD. 1020 Pacific Ave., Alameda, Calif.		
	RES. ADD. 1020 Pacific Ave., Alameda, Calif.		
5. Dr. C. C. Mayloy	BUS. ADD. c/o Drs. Harboon and Mayloy,		
	RES. ADD. 1011 1/2 Main, Jones		

**SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES--NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS--(Give residence and business addresses where possible.)**

	Street and Number	City	State
1. Mr. Reed Long	BUS. ADD. 1020 Pacific Ave., Rio Londo, Texas		
	RES. ADD. 1020 Pacific Ave., Rio Londo, Texas		
2. Thomas Clifton	BUS. ADD. Box 267, Rockwall, Texas		
	RES. ADD. 320		
3. Richard Mills	BUS. ADD. 631 Cambridge, Alameda, Calif.		
	RES. ADD. 631 Cambridge, Alameda, Calif.		
4. Bruno England	BUS. ADD. 1132 Fourth St., Alameda, Calif.		
	RES. ADD. 1132 Fourth St., Alameda, Calif.		
5. Mrs. G. H. McNaull	BUS. ADD. 2307 Calleado St., Austin, Texas		
	RES. ADD. 2307 Calleado St., Austin, Texas		

**SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.--(Give residence and business addresses where possible.)**

	Street and Number	City	State
1. Mrs. P. Martin	BUS. ADD. 320 Pacific Ave., Alameda, Calif.		
	RES. ADD. 320 Pacific Ave., Alameda, Calif.		
2. Alexander Olzmann	BUS. ADD. 320 Pacific Ave., Alameda, Calif.		
	RES. ADD. 320 Pacific Ave., Alameda, Calif.		
3. Mrs. Margaret Tolosa	BUS. ADD. 3103 Pacific Ave., Alameda, Calif.		
	RES. ADD. 3103 Pacific Ave., Alameda, Calif.		

**SEC. 21. FINANCIAL BACKGROUND**

- A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? No. IF NOT, STATE SOURCES OF OTHER INCOME \_\_\_\_\_
- B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS Bank of America, San Francisco, Calif.

(12)

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

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

1. NAME SELIGSON, LINDNER & CO. ADDRESS 1010 Broadway, San Francisco, Calif.
2. NAME W. G. Connell Co. ADDRESS 2000 Market Street, San Francisco, Calif.
3. NAME W. G. Connell Co. ADDRESS 2000 Market Street, San Francisco, Calif.

Sec. 22. RESIDENCES FOR THE PAST 15 YEARS

FROM <u>1/10</u> ..... TO ... Present .....	<u>2601 Pacific Ave., Alameda, Calif.</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>7/39</u> ..... TO <u>1/43</u> .....	<u>2303 Orange Street, Alameda, Calif.</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>1/42</u> ..... TO <u>7/42</u> .....	<u>2272 1/2 21st Street, Alameda, Calif.</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>10/42</u> ..... TO <u>1/43</u> .....	<u>301 W. Cedar Street, Elko, Nevada</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>6/43</u> ..... TO <u>10/43</u> .....	<u>2501 S. 12th Avenue, Phoenix, Arizona, U.S.A.</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>9/46</u> ..... TO <u>6/48</u> .....	<u>Hillside Drive, Los Angeles, Calif.</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>11/48</u> ..... TO <u>9/48</u> .....	<u>1111 N. Hillside Drive, Los Angeles, Calif.</u>	<small>(City and Number) (State) (Country)</small>
FROM <u>11/48</u> ..... TO <u>11/48</u> .....	<u>1111 N. Hillside Drive, Los Angeles, Calif.</u>	<small>(City and Number) (State) (Country)</small>

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

A. FROM <u>6/1/39</u> ..... TO <u>6/13/42</u> .....	<u>24 hours, Mexico</u>	<u>Mexico</u>	<u>Vacation</u>	<u>6/12</u>
FROM .....	<small>(City or nation)</small>	<small>(Country)</small>	<small>(Purpose)</small>	
FROM .....	<small>(City or nation)</small>	<small>(Country)</small>	<small>(Purpose)</small>	
FROM .....	<small>(City or nation)</small>	<small>(Country)</small>	<small>(Purpose)</small>	
FROM .....	<small>(City or nation)</small>	<small>(Country)</small>	<small>(Purpose)</small>	

Sec. 24. CLUBS, SOCIETIES, AND OTHER ORGANIZATIONS

LIST NAMES AND ADDRESSES OF ALL CLUBS, SOCIETIES, PROFESSIONAL SOCIETIES, EMPLOYEE GROUPS, ORGANIZATIONS OF ANY KIND (INCLUDE MEMBERSHIP IN, OR SUPPORT OF, ANY ORGANIZATION HAVING HEADQUARTERS OR BRANCH IN A FOREIGN COUNTRY) TO WHICH YOU BELONG OR HAVE BELONGED:

1. Alpha Rho Epsilon Association, Univ. of Texas Shopper, Austin, Texas, U.S.A.  
(Name and Chapter) (City and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: 9/46 to 9/48

2. ..... (Name and Chapter) (City and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: .....

3. ..... (Name and Chapter) (City and Number) (City) (State) (Country)

DATES OF MEMBERSHIP: .....

10-224-1



4. .... (Name and Chapter) .... (IRI and Number) .... (Date) .... (State) .... (Country)

DATES OF MEMBERSHIP: .....

5. .... (Name and Chapter) .... (IRI and Number) .... (Date) .... (State) .... (Country)

DATES OF MEMBERSHIP: .....

6. .... (Name and Chapter) .... (IRI and Number) .... (Date) .... (State) .... (Country)

DATES OF MEMBERSHIP: .....

7. .... (Name and Chapter) .... (IRI and Number) .... (Date) .... (State) .... (Country)

DATES OF MEMBERSHIP: .....

#### SEC. 25. MISCELLANEOUS

A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES? **NO**

IF "YES," EXPLAIN: .....

.....

B. DO YOU USE, OR HAVE YOU USED, INTOXICANTS? **Yes** ... IF SO, TO WHAT EXTENT? .....

C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? **NO**, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:

**NO**

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

.....

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

U. S. Civil Service Commission

.....

.....

.....

(14)

E. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

Federal Bureau of Investigation, August, 1948

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

NAME Sarah Ruth McCord RELATIONSHIP Wife

ADDRESS 820 Pacific Avenue, Alameda, California (Street and Number) (City) (State) (Country)

**SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.**

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

NO

**SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.**

SIGNED AT Alameda, California (City and State) DATE May 16, 1951

*Sarah Ruth McCord* *James Walter McCord Jr.*  
(Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

Sec. 15 (cont.)

From 3/2/43 to 3/29/43 CLWIFICATION CHANGED

EMPLOYING FIRM OR AGENCY Federal Bureau of Investigation

ADDRESS Washington D. C., USA

FIELD OF BUSINESS Federal Investigative Agency

SUPERVISOR Mr. H. V. Coffey (last)

TERM OF JOB Radio Technician SALARY \$2400 per annum

DUTY DUTIES Send and receive messages by radio by voice or c. w., encode and decode messages, monitor and identify clandestine enemy radio stations.

REASONS FOR LEAVING On military leave to enter U. S. Army Air Corps.

From 4/1 to 3/43 CLWIFICATION ON CHANGED

EMPLOYING FIRM OR AGENCY Electra St to Bank

ADDRESS Electra Texas

FIELD OF BUSINESS State Bank SUPERVISOR W. C. Martin

TERM OF JOB Bookkeeper SALARY \$1200 per annum

DUTY DUTIES Posted bank ledger and statement accounts and assisted in preparation of financial statements.

REASONS FOR LEAVING To accept better paying position with FBI

From 5/10 to 5/1 CLWIFICATION CHANGED

EMPLOYING FIRM OR AGENCY Tomlinson and Son

ADDRESS Electra Texas

FIELD OF BUSINESS Retail Chain Store SUPERVISOR L. E. M. Glavin

TERM OF JOB Clerk SALARY \$600 per annum, part-time

REASONS FOR LEAVING To accept full-time and better paying position with the Electra St to Bank, Electra, Texas.

From 5/30 to 5/30 High School Student, see Sec. 13 INFO WITH

S.C. 22 EMPLOYING FIRM OR AGENCY (cont.)

From 3/12 to 11/43 231 Constitution Ave, N. W., Washington, D. C.

From 9/30 to 11/43 201 West 1st St., Electra, Texas

From 9/30 to 9/30 not recorded Electra, Texas

CONFIDENTIAL

DATE 21 May 1962

PROT. 2-S/5

TO : Chief, CS  
Director of Security  
Director of Personnel  
FROM : Chief, Communications Security Staff  
SUBJECT: Notification of Cryptographic Clearance - James V. Maford, Jr.

1. Subject employee has been granted a cryptographic clearance under the provisions of CIA Regulation 90-500. Clearance is effective 27 May 62.
2. Subject has been informed of the granting of clearance, has been briefed concerning cryptographic and related communications security matters, and has signed a Briefing Statement acknowledging responsibility for the protection of cryptographic information.
3. When Subject employee no longer requires the clearance in order to perform his assigned duties, it is requested that the Communications Security Staff (2411 "I" Bldg., Ext. 3021) be notified by Chief, CS, that the clearance may be revoked.

FOR THE CHIEF, COMMUNICATIONS:

*James V. Maford*  
James V. Maford  
Chief, Protective Branch

Distribution:

- 1 - Chief, CS
- 1 - Security Office (Briefing Statement attached)
- 1 - Personnel Office
- 1 - OC-S/PROT File

CONFIDENTIAL

Form 1597a  
GSA

~~CONFIDENTIAL~~

## SECURITY APPROVAL

Date: 14 August 1951

Your reference:

Case Number: 52049

TO : Chief, Employees Division  
Special Support Staff  
FROM : ~~Chief, Security Division~~  
Chief, Special Security Division  
SUBJECT: McCORD, James Walter, Jr.

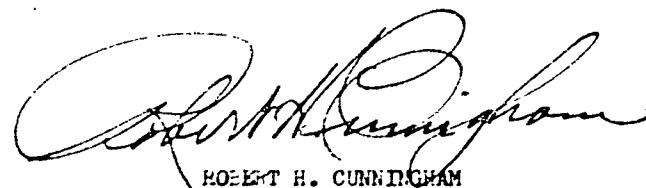
## 1. Note "X" below:

Security approval is granted subject for  
access to classified information.

Provisional clearance for full duty with CIA  
is granted under the provisions of paragraph 4,  
Administrative Instruction 10-2, which provides  
for a temporary appointment pending the comple-  
tion of full security investigation.

2. Unless the applicant enters upon duty within 60 days from  
above date, this approval becomes invalid.

3. Subject is an applicant for a position in I & S.

  
ROBERT H. CUNNINGHAM

14 00000

3rd Agency material  
enveloped at request  
of Office of Security