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

THAINING REPORT

Weapons Training/Defensive Driving Course No.\2/72 4-8 October 1971
Date

TRAINEE: Piccolo, Joseph S.

OFFICE: WH

FURPOSE AND SCOPE OF COURSE:

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

ACHIEVEMENT RECORD:

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

FOR THE DIRECTOR OF TRAINING:

Joseph M. HUDACEK

Chief, Special Activities Branch

12 October 1971 Date

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

	EMPLOYEE SERIAL NUMBER
FITNESS REPORT	
SECTION A GENERAL	02565-8
1. NAME (Last) (First) (Middle) 2. DATE OF BIR	H 3. SER 4. GRADE 3. SD
Piccolo, Joseph S. 12/08/35	M GS-12 D
	OF ASSIGNMENT 8. CURRENT STATION
Ops Officer DDP/NH/B	anch 5 Rio do Janeiro
CAMEER MESERVE TEMPORARY INITIAL	REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)	REASSIGNMENT EMPLOYEE
SPECIAL (Specify): SPECIAL	
The bart and the same of the s	ERIOD (From- to-)
	1970 - 31 December 1970
SECTION B PERFORMANCE EVALUATION	
U-Unsatisfactory Performance is unacceptable. A rating in this category requires immediate could range from counseling, to further training, to placing on probation, or proposed in Section C.	and positive remedial action. The nature of the action or reassignment or to separation. Describe action taken
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rational token or recommended should be described.	g should be stated in Section C and remedial actions
P-Proficient Performance is satisfactory. Desired results are being produced in the manni	respected.
S-Strong Performance is characterized by exceptional proficiency. O-Outstanding Performance is so exceptional in relation to requirements of the work and in	anne de la companya d
O-Outstanding Performance is so exceptional in relation to requirements of the work and in work as to warrant special recognition.	comparison to the performance of others doing similar
SPECIFIC DUTIES	
List up to six of the most important specific duties performed during the rating periomanner in which employee performs EACH specific duty. Consider ONLY effectives with supervisory responsibilities MUST be rated on their ability to supervise (indic.	ess in performance of that duty. All employees to number of employees supervised). RATING
Station FI Chief, supervising one officer dire part-time basis, and one outside staffer.	ctly, several on a
SPECIFIC DUTY NO. 2	RATING
Handles Station CP program; makes recruitment (including one of international importance).	1
PECIFIC DUTY NO. 3	RATING LETTER
Coordinates FI/CP activities of the three Base	in Brazil.
PECIFIC DUTY NO. 4	RATING LETTER
Handles funds and materials, and financial acco	untings. S
PECIFIC DUTY NO. 8	RATING LETTER
PSCIFIC DUTT NO. 8	1 o FEP 1971 6 CEVIER
OYERALL PERFORMANCE IN CUPRENT	POSITION
abo into account everything about the employee which influences his effectiveness amone at specific duties, productivity, senduct on job, sequestiveness, particular limitations at belonce. Bused on your knowledge of employee's everytically finite in the toting bus corresponding to the accommon which mast accurate	in his current position such as particular sont parsonal stairs or highly and setting section.

SECRET

Restered by OPEND, PPD

14-00000

SECTION C HARRATIVE COMMENTS

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

Subject gets an "S" across the board for a solid performance.

This rating officer has worked with Subject on a number of assignments over the past ten years. During this time he has risen from a very junior position to his present grade and responsibility due to steady, solid performance oriented towards operations; i.e. he gets out into the street to practice what he has learned.

Only a few days before this report Subject was on-the-scene supervisor of a professionally conducted recruitment attempt. In such operations his experience against a hard target (PBRUMEN) has been evident.

Subject is a good manager of JKLANCERS, including one on his first overseas tour, and indigenous agents, including one of considerable international access. He makes them all work on target. Under his supervision one of the Station's moderately useful agents has successfully been moved into the extremely important terrorist area. Subject uses imagination in his day-by-day work (and handles Station JMROD assignments).

His handling of money and records and materials is impeccable.

Both Subject and his wife mix well with their colleagues, and SECTION D CERTIFICATION AND COMMENTS (cont'd) BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT SIGNATURE OF EMPLOYEE Joseph S. Piccolo 19 Jan. 1971 /s/ BY SUPERVISOR MONTH'S EMPLOYER HAS BEEN UNDER MY SUPERVISION THIS REPORT HAS NOT GEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE 12 Jan. 1971 COS David A. Phillips BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterizes Subject's attitude and performance. OFFICIAL TITLE OF BESIDEING OFFICIAL TYPED OF PRINTED NAME AND SIGNATURE David B. McGrath DC03 20 Jan. 1971

FITNESS REPORT - HOWARD A, TRECKLER

SECTION C (CONT'D)

enhance the LNCUFF image generally. Previously fluent in Spanish, Subject speaks Portuguese well after only a few months in Rio de Janeiro.

In short, Subject is a solid, professional officer, with his eye and his actions always on the target. He maintains his forward thrust within a framework of prudent judgment, and is maturely deliberate in deciding to take a risk. That's the name of the game.

It is requested that Subject's name be placed on the list of officers being considered for promotion.

Review of the Op SPD PPB

Date of Report	SUAGE TRSEGRETEPORT
19 May 1970	
Student Nome:	Gff ices
PICCOLO, JOSEPH S.	Wii
Courses	Inclusive Dates
POPTICIESE FULL-TIME	01/05/70-01/23/70

Protici	ency Le	ve i
efore and	After T	raining
	::nforo	1 Setter
Speaking		1
Aural Comp		(/ · _ / ·
Read Comp.		**
? Instructo	rs Estir	mito vicu-
Offi	cial Ter	: t
140		

mours of Instruction Scheduled <u>Ann Actual 202</u> Absences 74

The general aim of this course of study was to provide the student with a command of a foreign language in a skill and at the level set by the sponsoring office. Speaking, aural comprehension and reading comprehension, as required, were emphasized. Fluency

aural comprehension and reading comprehension, as required, were emphasized. Fluency and accuracy were given equal importance in training and in evaluation of the student. Cultural metters were covered only incidentally.

This student evaluation is based on (1) Instructor and Linquist observations; (2) regularly administered oral and written achievement tests; (3) a final comprehensive achievement examination. The achievement rating reflects only performance and achievement in the course and is conditioned by the length of time the student spent in training, achievement potential based upon his or her actitude for language study and upon motivation. This rating should not be confused with the Proficiency Rating which is submitted separately on Form 1273, Certification of Language Proficiency.

	PROGRESS IN ACHJEVING COURSE A	
	course is snown as unsatisfactory	
<u>above</u> average, superior w	hen compared against established	standards for such training).
Speaking	fural Comprehension	, Feeding Compdehension
•		
ABOVE AVERAGE	: ABOVE AVERAGE	ABOVE AVERAGE

PERFORMINCE FVALUETION

This student, with no experience in Portuguese, held his own extremely well in a class with three other students, all of whom had had previous training in the language.

He did especially well in pronunciation and soon succeeded unusually well in eliminating any interference from Spanish. Because of his knowledge of Spanish, the student's ability to read and understand is greater than his ability to speak.

His mastery of the course material was very good. His oral use of the language was generally limited to short sentences. In longer sentences he had a tendency to get lost in mistakes of syntax. He was almost always aware of his mistakes and would correct them himself, at the completion of a sentence. He always responded well to correction.

The areas in grasmar presenting problems were 1) use of the subjunctive 2) a tendency to overlook, or sidestep, idiomatic expressions 3) failure to

See reverse side for additional compent

For the Director of Trainings

SEGRET

Instructor

Instructor

Comment of the Chair Service of Language School/OTR -

use the preposition with certain verbs requiring the use of a preposition with dependent infinitives.

In my judgment, the student already has the ability to use the language effectively in basic, every-day situations. After a matter of months in the foreign environment he should be able to function effectively in all jobrelated situations. Because he was extremely diligent and conscientious, he would be an excellent candidate for further language training.

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Service Control and

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		FITN	ESS	REPORT		-			E SERIAL I	NUMBER
SECTION A	(Lest)	(Fire)		(Middle)	ENERAL	A10 T 12	19. 95 *	4. GRADE	(9. 3D	
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11. DATE REPORT	DUE IN O.P.	·····			12, 80 90011	40 PFN	100 (From-	(0-)		
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SECTION B			P	ERFORMAN	CE EVALUAT	ION				
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M-Marginal	taken or recomm	ended should	be der	cribed.	s for onegoing this	-		ed in Section (C and remed	lial actions
P-Proficient	Performance is se	stisfactory. De	sired o	esults are being	preduced in the m	anner ess	pected,			
S-Strong	Performance is c			•	•					
O-Outstanding	Performance is so work as to warra			n,	ents of the work an	d in com	parison to the	performance	of others do	ing similar
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SECTION C

NARRATIVE COMMENTS

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

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SECTION D	CERTIFICATION AND	
1.	BY EMPLOYE	
10	ERTIFY THAT I HAVE SEEN SECTIONS A	I, B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
19 Jan. 1971	/s/ Joseph S. Picc	olo
2.	BY SUPERVISO	R
MONTHS EMPLOTEL HAS BEEN UNDER MT SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOW	IN TO EMPLOYEE, GIVE EXPLANATION
CATE	OFFICIAL TITLE OF SUPERVISOR	TTPED OR PRINTED NAME AND SIGNATURE
12 Jan. 1971	ÇOS	David A. Phillips
	BY REVIEWING OFF	CIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the evaluating officer's comments and would like to cite for emphasis the high degree of professionalism which characterises Subject's attitude and performance.

COPPIC CALL FIFE UP NEW LEWING COPPIC CALL - FEPS COMP PRINTED NAME AND SIGNATURE

20 Jan. 1971

DCOS

David B. McGrath

FITNESS REPORT - HOWARD A. TRECKLER

SECTION C (CONT!D)

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FITNESS REPORT O:							
SECTION A			ENERA				
1. NAME (Las		rat) (Mid-Ita)	i	TE OF BIRTH		4. GRADE 5. SD	
Piccolo, Jose	ph S.			08/35	M	GS-12 D	
I	ITLE					1	-
Ops Officer	APPOINTMENT			PZWUZCOC		<u>Headquart</u>	ers
	HE SERVE	TEMPONANT		INITIAL		REASSIGNMENT	-
CAMERN-PROVISIO	HAL (See Instruct)	Ione - Section ()	X	ANNUAL		REASSIGNMEN.	
SPECIAL (Specify):		· · · · · · · · · · · · · · · · · · ·	- - - - - - - - - - 	SPECIAL (Spec	Hy):	<u> </u>	
IT. DATE REPORT DUP	4 O.P.		18. R	EPORTING PPR	Ital Prom	0-)	
January 1970			15	January	1969 -	31 Decembe	r 1969
SECTION B		PERFORMAN	CE EV	LUATION			
eculd		ble. A rating in this cates ng, to further training, to					
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· ·	-	. Desired results are being	-	in the manner exp	ected.		
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	s to warront special		INTS OF THE	work and is comp	parase to the	periormance or others de	ing mina
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PRCIPIC DUTT NO. 4							BATING LETTOR
		r the Division activities		d the DDI	P conce	rning (V)	p
PECIFIC DUTY NO. 8		Act Am Codes :		In			## 1780 LE 1780
on-island	operation	ta in Cuba at n, especially	dov	elopment.			P
	rtment of	State Securi	ty (MB),			
PRI IPIÇ QUEE NO B	**						
7. Supervisos	an intel	ligence susi:	tent	and a se	cretar	у.	S
	ng about the emp es, productivity, lants. Secod en	rendert on 100, 100p.	his olla pratica na proposi	etiopness in hi es, portinant i estati partu	to wrone pa partame tre mance duri	isa ng birakita nind ng shua susting pantond,	3

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 lunguage competence, if required for current position. Amplify or explain ratings given in Section B to provide best has a for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, utruch a separate sheet of paper.

(This report is being written not by, but after consultation with, Subject's immediate supervisor, who is temporarily assigned elsewhere. The writer is one step removed from immediate supervision of Subject and has worked with him only since October 1969. In what follows, there is no difference of opinion between the supervisor and the writer, and statements not specifically attributed to one or the other represent the judgment and observation of both.)

Subject is an experienced officer whose primary field, on-island agents, is by definition difficult and frustrating and has recently become more so owing to developments beyond his control. Despite this situation he has continued to support successfully the most productive Cuban in-place FI agent that the Agency has.

The compromise of a major on-island operation during the reporting period was due not to any deficiency on Subject's part but rather to a general lack of Agency control over the operation from its inception. In any case, it is to Subject's credit that he wrote a candid and thorough analysis and damage report on the case (Writer).

SECTION D	CERTIFICATION AND COM	VEN 12
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A. B. A.	ND C OF THIS REPORT
30 Jan 1870	Signature OF EMPLOYEE	Fine Co
2.	/ BY SUPERVISOR	
Pls see a here	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIFE EXPLANATION
UATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED HAVE AND STUNATURE
30 January 1970	Chief, WII/COG/OPS	Glenn O. Brown
12	BY REVIEWING OFFICIAL	• (
thoroughly professi good use of his field case officer. He pe in monitoring activi	ion≥l operations officer who sho d experience in carrying out his	s function zs COG's on-islands servision and is most perceptive area of activity. I believe Mr.
	ISPPICABLE TOTAL ASP MENIANTED APPRICANT	Trepos formers note and timestone
3 February 1970	Deputy Chief, WII/COG	Wenley/L. Laybourne

SECTION C

NARRATIVE COMMENTS

/continued/

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

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

THEMNICAL SERVICES DIVISION -- TECHNICAL SCHOOL SHORT RANGE AGENT CONTACT SURVEY (A-106)

Training Report

Name : PICCOLO, Joseph S.

Office: WH/COG

Date : 6 June 1969

1. OBJECTIVES:

To provide a general knowledge in:

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

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

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

James 7/6/16

INSTRUCTOR
TSD/TECHNICAL SCHOOL

(UA	en Filled In)		
		EMPLOYEE SERIAL	NUMBER
FITNESS REPORT	025658		
SECTION A	1 023638		
1. NAME (Last) (Piret) (Middle)	GENERAL	2. SEX 4. GRADE 9. 90	
Piccolo Joseph S.	12/08/35	.# GS-12	D
6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF A	SIGNMENT . CURRENT STATIO	,
Ops Officer	DDP/WH/2	MANAGUA	
D. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE		
CAREER RESERVE TEMPORARY	INITIAL	REASSIGNMENT	
CAREER-PROVISIONAL (See instructions - Section C) SPECIAL (Specify):	BPECIAL (Speci		EMPLOYEE
11. DATE REPORT DUE IN O.P.	12. REPORTING PERI		
, , , , , , , , , , , , , , , , , , ,		5 January 1969	
SECTION B PERFORMA	NCE EVALUATION	J J J J J J J J J J J J J J J J J J J	
W • Weak Performance ranges from wholly inadequate positive remedial action. The nature of the probation, to reassignment or to separation A • Adequate Performance meets all requirements. It is excellence.	action could range from co n. Describe action taken a	ounseling, to further training, to r proposed in Section C.	placing on
P - Proficient Performance is more than suit afectory. De	elrad.results are being prod	luced in a prolicient manner.	
5 - Strong Parformance is characterized by exceptions			1
O - <u>Outstanding</u> Parformance is so exceptional in relation to others doing similar work as to warrant spe	requirements of the work clair recognition.	and in comparison to the perform	nonce of
SPE	CIFIC DUTIES		
List up to six of the most important specific duties performed manner in which employee performs EACH specific duty. Con with supervisory responsibilities MUST be rated on their abili	sider ONLY effectiveness	in performance of that duty. All	employees
Pecific DUTY NO. Overall liaison respon	sibilities with	the Office of	LETTER
National Security, with emphasis o This was his principal duty during	n guidance of t his service in	he Special Unit. Nicaragua and	S
outweighs the other duties noted be	elow.	DESI	* 5
PECIFIC DUTY NO. 2 Processing into dissem	inable intellig	ence of raw	LETTER
reports produced by liaison; prepar	ration of cable		
dispatches.		5121	P
PECIFIC DUTY NO. 8 Handling of one FI open	ration (ERRATIC	-5) and of other	PATING
miscellaneous operational duties as	s assigned.	DE 62	s
PECIFIC DUTY NO.4 Acting as Chief of Sta	tion in the ac	rance of the	RATING
COS.		sence of the	S
PECIFIC DUTT NO. 8	•		RATING LETTER
PECIFIC DUTT NO. 9			RATING.
? ,			LETTER
OVERALL PERFORMA	NCE IN CURRENT POS	ITION	
oke into account everything about the employee which influencements of specific duties, productivity, conduct on job, control of specific duties. Based on your knowledge of localities in the rating box corresponding to the statement	res his effectiveness in his reparativeness, partinent p employee's overall parter	s current position such as per- personal trains or habits, and mance during the roting period,	S

11-45 45 apparate passions services

SECRET

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HARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give recommendations for training. Commen on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if</u> opplicable. This officer made excellent progress in working with the liaison service and was notable in his efforts to organical train, and direct rather than simply sit back and actes the intelligence product. His liaison operation is the single most important operation of Station Managua and it could not have been in pottenmenands. His working relationships with personnel of the liaison service were based on mutual friendship and respect and that service was assorry to see him leave as was the Station. He also earned the friendship and respect of his colleages and cover facility personnel of all levels and had rare success in his dealings with administrative personnel of the cover facility, a most uncooperative lot.

It is difficult for the rating officer to stand back and be flatly objective about this fine employee who is a friend of many years standing and who impressed the rating officer years ago as an officer of rare potential. His tour in Managua was cut short by a personal tragedy (illness and death of a minor dependent) which set into motion a transfer which could not later be reversed. Despite the pressures of this tragedy, this employee performed at a high level throughout this service in Managua and both he and his charming wife proved outstanding examples of "true crit." tour in Managua proved him once again to be a mature, competent professional who should be able to advance to high positions in the organization. ile accepts responsibility well--acted without hesitation

SECTION D	CERTIFICATION AND COMM	ENTS CONTINUOS
1.	BY EMPLOYEE	
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	ID C OF THIS REPORT
11 Feb 1968	SIGNATURE OF EMPLOYEE	R
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 9 months		to preparation of report, the Headquarters.
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
15 January 1969	Chief of Station	/s/ Robert T. Shaw
1.	BY REVIEWING OFFICIAL	
I concur with	the rating officer's eval	luation of Mr. Piccolo.
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPEO OR BENTED HAVE AND SIGNATURE
	C/WH/2	Edwin M. ferrell

SECTION C, continued

when serving as Acting Chief of Station during the COS' absence on home leave. He has rare ability to see the relevant and has the courage of his convictions—will argue a point. Physically slow moving—given to ambling like a tired old bear—he can be quite deceiving in an age which seems to specialize in rapidly moving young men-on-the-go. There is no wheel spinning about this officer and no sham. He has his eye on the future and moves along relentlessly in that direction. Obstacles bother him but don't deter him. He is in short a steady, dependable man with forward momentum.

One area in which he could use some improvement is in his writing. This has been discussed with him. The rating officer has recommended that he take a course in effective written English. His writing is at times vague and convoluted.

His fine performance was rewarded in September 1968 with a much-merited grade promotion so he cannot be recommended for promotion at this time. It is recommended, nowever, that he be given a position with head room-to-allow for advancement to higher grade as soon as he is cligible. The rating officer would be pleased to serve with this officer at any time, any place.

S-E-C-R-E-T

·	•		·-··			EMPLOYEE SERI	AL NUMBER
	FITNESS REPORT						
SECTION A				ENERAL		,	
I. NAME	Piccolo,	Joseph		12/8/35	J. SEX	GS-11	ָ ס
8. OFFICIAL PO				TOPE CIL BE UP	1	1 1	
	Ops Officer WH/1 Mexico City						
P. CHECK (X) TY				10. CHECK (X) TYPE	OF REPORT	, 	
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This young case officer has displayed considerable professionalism after only a relatively short time in the clandestine operations field. He is very versatile and resourceful and has shown a high amount of initiative. He is at his best as an agent handler and has developed close relationship with the assets entrusted to him. He has been helped in this by a high degree of fluency in Spanish and his pleasant personality. His reporting, particularly his calbe writing still leave room for improvement, but on the whole, this officer has been one of the mainstays of the PBRUMEN Section during his tour, which unfortunately has been marred by poor health.

SECTION D	CERTIFICATION AND CO	HMENTS
1.	BY EMPLOYEE	
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30 Men 67		/s/ Joseph 8.
2.	BY SUPPLY THE	Piccolo
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DATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 Nov. 1967	Ops Officer	Francis Sherry
3.	BY REVIEWING OFFICE	AL .
is an excellent or under offici work, however,	t case officer muitable filal cover. He needs furt and at a convenient mose itensive training in repo	the rating officer. Subject or assignment either outside her training in written staff at in his career would benefit rts writing, rapid reading,
AV.	OFFICIAL TITLE OF BETIEBING OFFICE	TTPSU OR PRINTED NAME AND SIGNATURE
- 30 Nov. 1967	Chief of Station	Winston D. Miller

S-E-C-R-E-T

Training Report

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

Student : Piecolo, Joseph

Year of birth: 1935 Office : WH

Orade : GS-11 Service Designation : D

EOD Date : 0862 Number of Students - Logistics: 22 Finance : 16

COURSE OBJECTIVES

The principal objective of this course is to prepare students for logistics and finance responsibilities at Class B or C and Type II or III field stations. The course familiarizes students with techniques, regulations, and procedures as they pertain to finance, logistics, foreign travel, personnel and physical security at a field station. Emphasis is placed on practical applications; therefore, students concentrate on preparing and maintaining Station financial and property records, preparing foreign travel vouchers, preparing personnel documentation and the changing of safe combinations and the repair of simple safe malfunctions. The course covers (1) Pinance: the budgetary process, covert currency funding, each controls, advances, accountings, voucher preparation, financial management of projects, and allotment and cost control. (2) Logistics: authorities, classifications, and controls as they pertain to acquisition, use, transfer, and disposal of materiel; real estate and vehicles; property accounting procedures; shipment and storage of personal effects; and reporting to Headquarters. (3) Travel: regulatory authorities and limitations, computation of per diem, and travel voucher preparation and procedures for both TDY and ICS travel. (4) Personnel: regulatory procedures covering contract personnel, leave, overseas medical benefits; the use and preparation of field duty status reports, integree settlement sheets, field resssignment questionnairés, personnel clearance and transfer sheets and fitness reports. (5) Security: acquaintance with overseas safekeeping equipment; emergency destruction procedures and materiels.

S-E-C-R-E-T

ACHIEVEMENT RECORD

Testing includes three practical problem tests. (1) The Finance

Test Problem involves maintaining a set of Class B Records for a period of
one month. (2) The Logistics Test Problem requires the maintenance of
a set of Type II property records covering a years's transactions.

(3) The Travel Test Problem involves solution of a travel problem including
preparation of a travel voucher. A test covering the proficiency level
attained in Personnel and Security is not given.

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

TEST RESULTS:

Finance: Maintenance of Class B and C Station Cash Journals and Subsidiary Records	. 8
Logistics: Maintenance of Type II Accounting Stations Documentation, Registers, and Stock Records	0
Travel Test: Preparation of a TDY travel voucher and the computation of per diem.	:P

HARRATIVE COMMENTS:

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

FOR THE DIRECTOR OF TRAINING:

John W. Field Instructor

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11. DATE REPORT	DUE IN O.P.	•			~	EPORTING PER Jung 1966		· · ·	K.C.	
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NARRATIVE COMMENTS

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This employee has continued to perform in the 3.30 PM or manner described in detail under this section in the last fitness report project by the same rating officer (May 1966). He has had to assume an even heavier work load ewing to the imminent transfer of his supervisor whose Dranial Rogardam assets have of necessity been turned over to this employee. His health has not improved as expected and it is felt that he should be sent to MOLADY for a complete modical check-up as soon as he can be spared for the time required.

Once again, it is recommended that this officer be promoted as seen as possible to GS-11.

SECTION D	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
. 10	ERTIFY THAT I HAVE SEEN SECTIONS A, B	, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
9 September 1966	/s/ Joseph S. Piccole	o `
2.	BY SUPERVISOR	
wonths employee has been under my supervision 4 months 'D)Y 11 months PCS	IF THIS REPORT HAS NOT GEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 September 1966	Ops Officer	/s/ Robert T. Shaw
. <u></u>	BY REVIEWING OFFICE	

The Reviewing Officer agrees with the Ratings and the Comments of the Supervisor of this officer which are reflected in this Fitness Report.

Chief of Station /s/ Binston Scott

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FITNESS REPORT			02565	58
ECTION A GE	ENERAL			
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SE X	4. GRADE 3. SD	
PICCOLO, Joseph S.	12/8/35	M	GS-10 D)
3. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF	ASSIGNMENT	8. CURRENT STATIO	¥
Ops Officer	DDP/WH/1		Mexico City	
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1 June 1966 ECTION 8 PERFORMANC	CE EVALUATION	1905 60 14	1y 1900	
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P - <u>Proficient</u> Performance is more than satisfactory. Desire S - Strong Performance is characterized by exceptional p		roduced in a p	proficient manner.	•
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SECTION C

NARRATIVE COMMENTS

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This employee has turned in a consistently fine performance of this assignment to Mexico City. Every going operation assigned to him has shown marked improvement under his tutelage, most notably the PERIMEN refusee developing operation which has finally developed into a highly productive enterprise under the guidance of this office

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

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

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

In addition to the period covered by this report (Oct 65-May 66) this employee served at the Mexico City Station in TDY status from April 65 to Aug. 65. His performance

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1.	BY EMPLOYEE	,
i	CERTIFY THAT I HAVE SEEN SECTIONS A.	8, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYER	
12 May 1966	/s/ Joseph S. Picco	ol o
2.	BY SUPERVISOR	
under my supprevision 4 months TDY 7 months PCS	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 May 1966	Ops Officer	/s/ Robert T, Shaw
	BY REVIEWING OFFIC	IAL
COMMENTS OF REVIEWING OFFICE	AL	N T THE STATE OF THE PARTY OF THE STATE OF T
observed this of	ficer closely during hi	omments of the rater. I have so tour at the Station. He swheel somewhat and shows an

The reviewing officer concurs in the comments of the rater. I have observed this officer closely during his tour at the Station. He has largely overcome a tendency to freewheel somewhat and shows an increasing willingness to accept guidance from more experienced officers. Compared with other officers of the same grade at this Station, it is my belief that his overall performance should be rated O rather than S.

In the Station's view he is a young officer who should advance steadily and with more experience should be able to handle a demanding deep cover assignment.

12 May 1966 Deputy Chief of Station /s/ Alan P. White

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SECRET

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current paying Folky RE Kalan in spective their relationship to overall performance. Size recommendations for training. Comment on loveling 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 supervisor duties must be described, if applicable.

Dispatch HMMT - 5685 dated 13 August 1965 formattes. Haxico City

" In view of the fact that Subject's recend serving he (COM Nexico Station was done while he was on TDY, this Station is not in a position to prepare a fitness report covering Subject's performance for the period. Since he was absent from Headquarters, it is felt that he might possibly not be credited for his fine work unless the Station expresses its views.

* Subject plunged into work with the PBRUMEN Section immediately upon arrival and was given a wide variety of assignments ranging from surveillances on a rainy street at 4:00 a.m. to the preparation of operational reviews. He was given a number of existing agent assets to handle with a minimum of overlap with the provious case officer. He performed very well in every instance. He is able, enthusiastic, and capable of carrying a large work load. His colleagues in the office and his agents and contacts outside found him a pleasure to work with. The only weakness noted during his TDY assignment was in his written work--a tendency to be unclear -- but this is something the Station is certain he can work out satisfactorily and it is not a serious shortcoming."

Hr. Piccalo returned to Mexico City PCS 29 Sept 1965

SECTION D	CERTIFICATION AND COM	MENTS .
1.	BY EMPLOYEE	\$
1	CERTIFY THAT I HAVE SEEN SECTIONS A, B, A	INU C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS GEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
	Employee had left the State	ion and will be shown report upon hi
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	COS, Mexico City	Winston M. Scott /s/
3. COMMENTS OF REVIEWING OFFICE	BY REVIEWING OFFICIAL	
)ATE	OFFICIAL TITLE OF NEVIRBING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 August 1965	cos	Winston M. Scott /s/

<u> </u>					711120	· · · / · · · ·	~~~~~~	EMP	OYFE	SERIAL	NUMBER
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CARERHIP	POVISIO	NAL (See mel	nections.	- Section C)	-	ANNUAL			RE A 81	IGHMEN	T EMPLOYES
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SECTION B				PERFORMANO		October_1	964 - 15	Mat	ch l	965	
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P · Proficient				atisfactory. Desire		• .	oduced in a p	profici	ont ma	nnef.	
S - <u>Strong</u> O - <u>Outstanding</u>	Portor	mance is so	exception	ed by exceptional pi inal in relation to re is to warrant special	quirema	nts of the work	and In com	parl so	n to th	a perforn	nance of
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	ha raju			r knowledge of any to the statement wh		or elements re					8
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FORW AS

SECTION C

NARRATIVE COMMENTS FILT.

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 recummend within for training. Comment on loveign language competence, if required for current position. Amplify or explain refings given in Section B to provide best basis for determining future personnel action. Manner of performance of managentific bupervisory duties must be described. If applicable.

Mr. Piccolo is an energetic, capable, all-around officer with a flair for operations and a great deal of common sense. He reacts correctly and institutely when operational problems arise. His agent handling has been superior. He has a good knowledge of tradecraft and also understands records management. Although young, he is mature and self-reliant, needing little supervision.

Mr. Piccolo's promotion is being recommended in a separate memorandum.

Mr. Piccolo is cost conscious and effective in the use of space, equipment and funds. He does not hold a supervisory position.

I SECTION D	CERTIFICATION AND COMM	EN 12
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	ÎD C OF THIS REPORT
23 Mis 6.5	SIGNATURE OF EMPLOYEE	· Berrio
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNGER MT SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
16 months		
287165	C/WH/SA/CI (WH/C/SP)	Harold F. Swenson
3.	BY REVIEWING OFFICIAL	<u>*</u>
Concur in r	ating of Supervisor.	
847. 24 March 1965	OPPICIAL TITLE OF BEYIEBING OPPICIAL	TTPER OR PRINTED NAME ON SIGNATURE

CONFIDENTIAL

17 August 1964

MEMORANDUM FOR: Chief, Western Hemisphere Division, DD/P

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

Trial Attachment of Junior Officer Trainee Joseph S. Piccolo for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- d. To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JCT has been fully informed of the significance of this trial period in his career development.
 - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Trum

ROBERT B. PREDMAN

Attachment Distributions

1 - Addressee w/att.

1 - C/CSPD w/att. 2 - C/Pora. Official Piles w/att.

1 - JOT Piccolo w/att.

CONFIDENTIAL

CONFIGERTIAL

DETAILS FOR ADMINISTRATION OF ATTACRED DOU'S

For Supervisor.

- 1. The office or division will maintain time and attendance records during the period of this attachment.
- I Overtime can be authorized only after supervisor has checked with the SOT Irateing Officer. OTR will be reimbursed by division or office for evertime payments. The TSA clerk should report to JCTP at the end of each pay period any overtime worked by a JOT.
- 3. Any security violations by this JOT will be bandled in the manner that in appropriate to the division or staff. Calei/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this actachment. Chief/JCTP will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOTF when the JOT enters a promotion zone of consideration.
- 6. JOTP is located in Room 743, Scophill Building, Extension 3261. Any questions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor submit a progress report after three months of attachment. In the event of rotational mesignments within a division where supervisors change, a progress report should be submitted at the end of each phase of the rotation.

Fer JOT:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attachment and every two months thereafter. Items desired include:
 - a Description of activities
 - b. Plane for next reporting period
 - c liams and titles of supervisors
 - d. Assessment of value of present experience
 - e. Any constructive augmentions

These reports about to routed to Cutet/1919 wis the supervisor.

10. The JOT will advise this office of the runs number and extension and name of his supervisor as soon as possible after attachment.

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R. C. G. L. a. J. L. L. A. C. C. Consumptilli et Len

CONFIDENTIAL

11 August 1964

MEMORANDUM FOR: Chief, Western Europe Division, Diyr

ATTENTION

: Administrative Officer

FROM

: Chief, Junior Officer Training Program

SUBJECT

: Trial Attachment of Junior Officer Trainee
Joseph S. Piccole for on-the-job training

1. This memorandum confirms the attachment of Subject for on-the-job training in your Division as the second phase of the JOT Program undertaken with your cooperation.

- 2. The purposes of this trial attachment are:
- .a. To test his abilities in the practical application of his formal training;
- b. To evaluate his potential and suitability for permanent assignment;
- c. To train him for a specific assignment appropriate to his aptitudes and development;
- $\mbox{\bf d.}$ To stimulate his motivation for a career in the Agency.
- 3. The attachment for six months effective 13 July 1964 can be adjusted by mutual consent according to circumstances or need for additional training. It is especially important that the Chief/JOTP be notified immediately if the trainee is not appropriately placed or is not effective in his work.
- 4. The JOT has been fully informed of the significance of this trial period in his career development.
 - 5. Details of administrative procedures are attached.

FOR THE DIRECTOR OF TRAINING

R.B. Truman

ROBERT B. PREEMAN

Attachment

Distributions

1 - Addresses w/att.

1 - JOT Piccolo whit.

1 - C/CSPD w/att.
1 - O/Pers. Official Files w/att.

CONFIDENTIAL

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DETATES FOR ADDITIONABLE OF ATTACHED JONES

For SunctyLuor;

- 1. The office or division will unintain tive and extendence records during the period of this attachment.
- 2. Overtime can be authorized only after supervisor has checked with the JOT Training Officer. GTR with be reinbursed by division or office for overtime payments. The TAA clock chould report to JOSP at the end of each pay period any evertice worked by a JOY.
- 3. Any accuracy violections by this 300 will be headed in the manner that is appropriate to the division or staff. Calef/JOTP will be notified in this event.
- 4. Supervisors will execute any fitness reports covering the period of this accomment. Chief/3019 will countersign such reports.
- 5. Supervisors will provide job performance data to the Chief/JOIF when the JOT enters a promotion rose of consideration, ..
- 6. JOTP is located in Roca 743. Broyhill Building, Extension 3261. Any quantions should be addressed to Mr. JOHN GERRY
- 7. It is requested that each supervisor subsit a progress report after three mouths of attachment. In the event of rotational assignments within a diviuton where supervisors change, a progress report should be substitted at the end of each phase of the rotation.

For JOE:

- 8. Any leave will be worked out with the supervisor and if approved must be communicated by telephone to the JOTP office. See paragraph (1) above.
- 9. The JOT will furnish Chief/JOTP with a progress report after the first month of attechment and every two months theresiver. Items desired fuclude:

 - a. Description of activitiesb. Plans for next reporting partied
 - c. Rames and titles of supervisors
 - d. Assessment of value of present experience
 - e. Any constructive suggestions

These reports should be rected to Chief/JOIP via the supervisor

10. The AM will addice this office of his room number and extension and have of his supervisor as even is possible effer attacks at.

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7/23/64

CONTINENTIAL

S-E-C-R-E-T

OFFICE OF TRAINING

TRAINING REPORT OPERATIONS COURSE

SECTION A

GENERAL

Operations Course No. 17 (720 hours, full-time)

9 March - 10 July 1964 (Date)

Student : PICCOLO, Joseph S.

Year of Birth: 1935

Service Designation: 33

Grade : G3-08. Number of Students: 54 began

ECD Date : February 1957 53 finished

: OTR/JOTP

SECTION B

PERFORMANCE EVALUATION

W - Weak Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

A - Adequate Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

Office

P - Proficient More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

Exceptional proficiency, characterized by thoroughness, 8 - Strong initiative, originality, and an exceptional student

understanding of the case officer role in clandestine

operations.

0 - Outstanding Performance is so exceptional in relation to require-

ments of the work and in comparison to the performance of other students doing similar work as to warrant

special recognition.

S-E-C-R-E-T

	•	•
	<u>ekill3</u>	PATTING LETTER
1.	Agent acquisition (spotting, development, assessment, understanding and use of motivation, recruitment).	, <u>p</u>
2.	Agent handling (building and maintaining rapport, establishing control, elicitation, briefing, debriefing, training).	8
3•	Operational security (cover, compartmentation, clandestine communications).	P
4.	Intelligence sense (recognition of information of intelligence value, differentiation between fact and opinion, separation of intelligence information from operational information, alertness to leads).	8
5.	Intelligence reporting (disseminability of FIR's and intelligence cables, authentication of information).	
6.	Operational reporting (contact reports, cables, dispatches).	P
	GENERAL FAMILIARIZATION	
1.	Foreign Intelligence Collection Programs.	P
2.	Covert Action Programs.	P
inte fami audi writ	The student also received general instruction by presente cussion of cases, reading and some practical application is elligence programs and procedures. He was also given generalization in operational photography and the operations of conveillance equipment, and heard short presentations of ting, surreptitious entry and covert entry of envelopes. General familiarization included Counterinsurgency, paramitivity, and general operational minimistration and support.	n Conter- ral of basic n secret Other areas litary
	OVERLALL PERFORMANCE	•
perf	Letter in rating box corresponds to the statement h most accurately reflects the student's level of ormance, and takes into account everything about which influenced his effectiveness.	
the and	This rating is a reflection of the degree to which instructors feel that the student is both suitable competent for overseas service in the Clandestine less.	P

SECTION C

NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Piccolo's performance throughout the course seldom deviated from the "Proficient" level. His strongest showings were frequently in areas where he used knowledge gained from previous Agency experience together with his natural ability to get along with people in face-to-face situations. He excelled in agent handling because he made an extra effort to establish and maintain rapport, was competent in solving operational administration and support matters with a minimum of guidance, and was imaginative in devising cover and in establishing classicating communications. Shortcomings, however, arose in other areas because he occasionally relied too much on his ability to improvise, rather than to spend extra time in analyzing, planning and otherwise preparing for agent meetings.

Mr. Piccolo easily recognized leads of operational or intelligence value, and as the course progressed, displayed marked improvement in his writing of cables, dispatches and reports.

Mr. Piccolo acquired a more than satisfactory knowledge of the principles and techniques taught during the course.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

24 July 1964

SHEHCHR-EHT

OPERATIONS COURSE NO. 17 9 March 1984 - 10 July 1984

	•	Numb	or att	ending	course:	54
	RATING	Ā	<u>v</u>	2	<u>3</u>	0
	OVERALL:	0	5	32	16	1
	Skills					
1.	Agent Acquisition:	0	· 5	30	17	2
2. .	Agent-Handling:	0	7	25	13	4
3.	Operational Security:	. 0	1	34	19	O
4.	Intelligence Sense:	0	3	24	23	4
5 .	Intelligence Reporting:	0	3	33	11	4
6.	Operational Reporting:	Ó	6	25	21	2
	General Familiarization					,
1.	Foreign Intelligence:	. 0	5	33	13	0
2.	Covert Action:	0	5	39	9	1

S 25 6 3 5 6 6 (seem filled in)

JUL LEADEING REPORT

SUPHITIFO AS INITLAL PUINESS REPOST IN LIEU OF FORM 45

1,	NAME	OF J			(HIDDLE) GRADE S. GS-08	EMPLOYEE S 025658	ERIAL NO.
2.	DATE	REPO	RT DUE IN O.1		REPORTING PERIO	1/6/64	ro 6/30/64
	Prosi Detail Offici	ras w led e lsl Pa	ith incruative valuations of ersonnel fold	e tyakning l I his perfor ler, Defini	then engaged in Co Clandestine Operation of the table Tion of the table Form 45 (4-62).	erations.	laed in his
	OVERAL	L PEI	PORMANCE IN	INTEGRATED	FROGRAM		Р

COMMENT AND PERTIMENT OBSERVATIONS:

During his training, Mr. Piccolo has acquired a good knowledge of the principles and techniques of clandestine operations. He has demonstrated a good intelligence sense and a particular ability for handling agents.

He has had no supervisory responsibilities yet, and he appears to be cost-conscious as far as the undersigned can judge.

S-E-C-R-E-T

PERFORMANCE RECORD .

International Communism - Challenge and Response

JOT Class 10 February - 6 March 1964

Course Description

A. Statement of Objectives.

- 1. To develop a familiarization with the doctrine, organization and tactics of International Communism as represented by the Communist parties and organizations in the free world; and in addition, to make the student aware of the capabilities, methods and problems of the Soviet Union and China.
- To develop an understanding of the challenges facing the United States and the free world from the objectives, activities and capabilities of International Communism; and to assist the student to articulate the U.S. position at home and abroad to meet these challenges.

B. Course Method

- Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and onefourth to individual study.
- Student achievement is judged on the basis of performance in two written examinations and participation in seminars, and exercises.

Name: Piccolo, Joseph
Written Work
lst Examination: Doctrine, CP Organization & USSR 67 Proficient
2nd Examination: China, CP Activities 59 Proficient
Over-all Written Work Proficient
Oral Work
Seminars, Exercises Strong
Comment:

S-E-C R-E-T Excluded from automatic downgrading and declassification

TRAINING REPORT

Introduction to the Clandestine Services (JOT Program)

3 - 7 February 1964

Student

: Joseph S. Piccolo

Office

: JOTP

Year of Birth: 1935

Service Designation: SJ

; GS-08 Grade

No. of Students

EOD Date

: February 1957

OBJECTIVES AND CONTENT

The purpose of this five day bloc of instruction is to acquaint the Junior Officer Traince with the general organization and functions of the Clandestine Services. This orientation takes place during the preliminary phase of the JOT Program at Headquarters. It consists of lectures by representatives of major components of the Clandestine Services and discussion periods and is presented to assist the JOT in making his choice of considering a career in the Clandestine Services. This instruction also serves as an introduction to the subsequent training program at ISOLATION.

ACHIEVEMENT RECORD

This is a certificate of attendance. No record was made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

14-00000

		(When Fi	ITEI Ilei In)						
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INTELLIGENCE T		OURSE (12	Houre)	21	- 1	37	13	- 31	
	·	DENTIFYING	INTORNAT	LON			L	1964	
NAME OF STUDENT		YOR	£00 (·	2	FFICE	1	G g	80
PICCOLO, Joseph S.		1935	Februar,	y 1957	J	orp		80	SJ
		KEY TO	RATINGS						
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	hieved the basi cellence.	c level requ	ilred. Sa	t isfactory	, character	ized noiths ,	er by a	f• f l c l c	ncy
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BRIEFING	P	WRITING		A		ANALYSIS			P
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the extent to which the student po	A Committee of the Comm								
telligence. The rating is not nec					•			1.	
takes into consideration any outst	anding strength	is or weakne	sses that	should be	reflected i	n an evalua	ation o	of .	Р
the performance of the student as	a whole. The R	PATING LETTE	R is a con	sensus of	the view of	the facult	ly.	1:	
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the general impression the student relieve that it would add something of the OVER-ALL PERFORMANCE of the	g to the previou	-							
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FOR THE DIRECTOR OF TRAINING	("	IET, INTELLI INTEL	GENCE PRO LIGINOS B		CULTY	٠	() e	• • ;	
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JOT INTEGRATED PRODUCAL (CLASS OF LABOARY 1964)

Introduction to Intelligence (40 hours, full-time)

6 - 10 January 1954

: PICCOLO, Joseph S.

Office

Year of Birth: 1935

Service Dasignation: 31

: 6s-08 Grade

Humber of Students: 75

EOD

Student

; February 1957

COURSE OBJECTIVES - CONTENT AND NETWORS

In the Introductory phase of the 197 Integrated Training Program the course objectives are: (1) to instruct the student in the basic concepts of Intelligence and the role of national intelligence within the Government; (2) to describe the intelligence community; its members, their duties, and their relationship to CIA; (3) to define and describe the functions of CIA and identify the components performing them; and (b) to explain the processes and means by which CiA fulfills its responsibilities for collection, production, and dissemination of intelligence.

Instructional techniques include lectures given by Orientation Faculty members, giest speakers, seminars, reading, review exercises and training

ACHIEVEMENT RECORD

Evaluation is based on a 40 question multiple choice test. The numbers placed in the columns below show how many students received each ruting. This student's ruting is indicated by the osterisk.

Setisfactory

FOR THE DIRECTOR OF TRAINING:

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SECTION C HARRATIVE 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. Commen on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. <u>Manner of performance of managerial or supervisory duties must be described, if applicable.</u>

Employee returned to duty with the Agency in September 1962 after completing a tour of military duty. At that time he was assigned to TFW/CL Although employee expressed a desire to work in operations at that time, he agreed to perform the duties outlined in Section B. He was called upon to perform these duties because of the dire need within TFW/CI for someone with his talents to establish and manage Branch systems for mail routing-control and files. Employee was promised an operational assignment as soon as the systems were established and functioning in an orderly and efficient manner. Employee has performed his duties exceptionally well and has established systems for mail routing-control, and files for the Branch which are functioning well. It is strongly recommended that this employee be assigned to duties of an operational nature and relieved from his present duties as soon as possible. Employee has the capability of assuming more and greater responsibility.

SECTIO	DN D	CERTIFICATION AND CO	DAMENTS
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2.	- 1	/ BY SUPERVISOR	·
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3.		BY REVIEWING OFFICE	
	This employ	ee gives promise of cor	ntinued professional growth.
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE OF PERSONNEL.

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

One of Mr. Piccolo's outstanding characteristics is his desire to improve hisself. This is evidenced by both his continued educational program on the outside and by his successful effort to learn everything possible about his cold RODWalso wants very much to obtain further career training within the DDP area, particularly in the FI field. I believe he has a definite potential for such work and that he should be given an opportunity for appropriate operational training as soon as possible.

His performance while under my supervision has consistently been well above that to be expected of an employee in his present grade, and I strongly recommend that he be promoted at once to GS-8. He has more than carned it.

SECTION F	ECTION F CERTIFICATION AND COMMENTS										
1.	BY EMPLOYEE										
l co	rtify that I have seen Sections A, B, C,	D and E of this Report.									
DATE 4 May 1961	SIGNATURE OF EMPLOYEE	-6									
2.	BY SUPERVISOR										
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7 months											
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Э.	BY REVIEWING OFFICIAL	}									
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SECTION B		EVALUA	TION O	FPE	RFOR	MAN	E OF SPE	CIFIC	DUTII	ES					
List up to aix 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).															
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ECTION E	NARRATIVE DESCR	RIPTION OF MAN	NER OF JOB	PERFORMANC	E

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 full-be-purpose, and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the pass for determining future personnel actions.

During the rating period Mr. Piccolo has been norforming tasks that are normally assigned to personnel who hold a minimum is tating of party. Without exception he has performed each of his assignments expeditiously and thoroughly. In addition to his normal administrative functions Mr. Piccolo has been acting as a case officer on certain sensitive and complicated clandestine operations. He has performed these duties in a superior fashion. It is my unqualified opinion that Mr. Piccolo should receive at least a two-grade promotion immediately. However it is recognized that this is contrary to current Agency policy and therefore it is strongly recommended that he be promoted to the grade of GS-7 Immediately. Mr. Piccolo is intelligent and extremely industrious. He has worked long hours performing a variety of important tasks. It is my opinion that Mr. Piccolo has the attributes required of career personnel working in the Foreign Intelligence area and that he should be permitted to have his career designation changed to FI. Mr. Piccolo should also be given the opportunity to receive Agency training so that he might be better qualified to perform tasks in this area of activity. There is no question that he would become a professional case officer. The Section C rating has been given after careful consideration of the rated individual's grade and grade level performance.

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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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Since the previous Fitness Report, employée has been designated as the alternate to the Station's Records Officer. During periods when the Records Officer has been on duty elsewhere, this employee has assumed responsibility for the Station's records establishment and performed his duties in a competent manner. Based on these considerations, the ratings contained in Sections B, C, and D were determined. (Note Section D, items 1, 2, 3, 5, and 10.) Employee needs more experience in the following:

- 1. The analysis of intelligence material for file categorization (note Section D. Item 4);
- 2. Records Management techniques;
- 3. More experience in the interpretation of data in memoranda preparation (note Section D, items 7 and 9).

His supervisor feels that considerable progress has been made on the points enumerated above, and as the employee gains experience, these weaknesses should reconcile themselves. His supervisor will continue to assign him duties designed to broaden his knowledge and effectiveness in records management. (Cont'd)

SE	CTION F	CERTIFICATION AND C	OMMENTS .	
1.		BY EMPLOYEE		
	l c	ertify that I have seen Sections A, B,	C, D and E of this Report.	
DAI	_	SIGNATURE OF EMPLOYEE		,
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2) & v 1959	Acting Chief of Station	Farres L. Bean	

SECTION E (Continued)

His supervisor recommends the promotion of this employee to GS-6. It is belt that his promotion would assure the continued development of an employee who has the potential of a good records officer.

C. S. Jack El.

ron Ssiecher

14-00000

(Shen Filled In)

	FITNESS REPORT (Part I) PERFORMANCE	
	INSTRUCTIONS	
FIR THE APPINISTRATIVE	E OFFICER. Consult current instructions for completing this report.	
FOR THE STEPRYLSON THE	his report is designed to help you express your evaluation of your subordinate an	d to trensmit
	ur supervisor and senior officials. Organization policy requires that you inform	
	with you. Completion of the report can help you prepare for a discussion wi	
	ses. It is also organization policy that you show Part fof this report to the em ifield in Regulation 20-170. It is recommended that you read the entire form befo	
any mestana. If this	is the initial report on the employee, it must be completed and forwarded to	the Office of
Personnel un later than	in 30 days after the date subscated in item 8, of Section "A" below	
SECTION A.	GLICPAL	
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SECTION C.	JOB PERFORMANCE EVALUATION	
	PERMANCE OF DUTIES	
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	iting period. Compare his CMSY with others doing uniter work at a seaster fevel	at respons
ibility. Pactors other	than productivity will be taken into account later in Section D.	
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d. Corpare in your mind, when possible, the similar level of responsibility.	individ	fuel being rated with other	Alpertorming the same	duty at a
similar level of responsibility. e. Two individuals with the same job title iduties.				
f. Be specific. Examples of the kind of duties			CONDUCTS INTERPODATIO	
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g. For some jobs, duties may be broken down eve and phone operation, in the case of a radio	n furthe	er if supervisor considers i		
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management problems. He definitely litialities. Employee needs more expericomposition of memorands. He is constituted to the constitute of	lence i	in the analysis of rec	cord material and	
SECTION Q. SUITABILITY FOR	CURREN	T JOB IN ORGANIZATION		
DIFICTIONS Take into account here everything your remains personal characteristics or hobits, apolitics him with others doing similar work of about the property of the second of about the second of	al defe	cte or talenteemt boo he level,		
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYER HAS BEEN UNDER YOUR SUPERVISION

Three months

COMMENTS CONCERNING POTENTIAL

AFR 15 2 15 PH '58

Employee has the potential for a good records officer. Should be develop as rapidly throughout his tour as he has done in this initial period, he will be ready to assume the responsibility for the records establish MAit Rolling medium sized field station in his next assignment.

SECTION H.

14-00000

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Supervisor will give employee instruction in Records Management techniques, and every opportunity to gain experience in analysis of record material.

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

Employee should be given a grade promotion as soon as practicable because he deserves it and so as to encourage him.

SECTION 1.

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.

HAVE NOT DESERVED THIS: HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

INDIVIDUAL

INDIVIDUAL

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO ALIMITED DEGREE

3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN ADOVE AVERAGE DEGREE

5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY NUMBER

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATE GORY	STATEMENT
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SECTION B	· · · · · · · · · · · · · · · · · · ·	1	<u> </u>	ICATION	1				
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SECTION C.				E EVALUATION	pervisory	MI/ ZI OCCUTOR			
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b. Rate performance on each specific duty cons c. For supervisors, sollity to supervise will	idering	OMY elfortiveness	in performance of the Mecific	duty.
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similar level of responsibility, e. Two individuals with the same job title	may be	performing differen	t duties. If so, rate them on	different
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f. Be specific. Examples of the kind of duties of second		ignt op fatog afø:) USES akka knombkø:	ONDUCTS INTERROGATIO	*5
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3. MARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	NCE	· ————	7. 14. 14.	
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SECTION D. SUITABILITY FOR	CURREN	Y JOB IN ORGANIZA	TION	
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nate wher	re he etende wi	th you. Completion	of the repo	rt can help you pro	pare for a d	iscussion with him a	of his
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DIRECTIONS a. State in the spaces below up to six of the control	more imp	ortant SESCIFIC duties perfe	semed during the ASM	MF her lod.
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who supervise a secretary only).			" II In RN H	
d. Compare in your mind, when possible, the similar level of responsibility.	individ	hal being rated with other	a bertoining mante	Hilly at 2
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TEST	DESCRIPTION
CLERICAL SPEED AND ACCURACY	A test of speed and accuracy of response in a simple perceptual task, measures ability to perceive, retain momentarily, and correctly respond to simple number and letter combinations. July 6 11 01 AM '55
SPELLING	A test of ability to distinguish between correctly and incorrectly spelled ecross of averyday usage found to be most frequently mispelled.
SENTENCES	A test of ability to distinguish errors in spelling, punctuation, and grammar in sentences.
NUMERICAL ABILITY	A test of ability to reason with numbers, to manipulate numerical relationships, and to deal with quantitative materials. No verbal element is present in the fermat of the problems.
ABSTRACT REASONING	A non-verbal test of reasoning ability. Measures ability to perceive relationships in changing abstract figure patterns and to generalize changes into operating principles.
SPACE RELATIONS	A test of ability to visualize and mentally manipulate forms and patterns in three-dimensional space.
MECHANICAL REASONING	A test of ability to understand and apply mechanical and physical principles presented pictorially in familiar settings.
VERBAL REASONING	A verbal test of reasoning ability. Measures ability to abstract, generalize, and think constructively from concepts presented in word analogies.
LEARNING ABILITY FORM 5	A test of general mental ability consisting of questions on vocabulary, arithmetical reasoning, and verbal analogies.
- TYPING	A ten-minute straight copy test of speed and accuracy in typing material of average difficulty. Typing scores are reported as follows: Gross — Total words per minute. Net — Gross words per minute minus 1 for each error made. Errors — Total Number
SMORTHAND	A test composed of three typical business letters dictated at different speeds as follows: Letter 1: 60 words per minute; Letter 1: 80 words per minute; Letter 11: 100 words per minute. Maximum possible scores are as follows: Form A

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MIMORANDIM FOR: Joseph S. Piccolo

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Found Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category recontained purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, grown potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUPP THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

- In general, you should consider the following;
 a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
 - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
 - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgeent of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

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HAVE YOU PREPLANNED AN ARRANGED GUA X YES NO. (11 "Yes" alve n be In-Liws. Mrs. Berth HAVE YOU TERCUTED A POBLE OF ATTORN	ame(s) and address) a G. Wyatt, 6	Specified in Will. Initial 633 Exactly Road, Managens	, Va. 22110
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PICCOLO, Joseph S. Cr.		D D
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7. PERSON OF SERVICE ABROAD AS PAPETRIBLE IN A. B. OR C. B.	1140	
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// IV. HOME	LEAVE POINT	
7. AMONG THE PLACES YOU MAY REQUEST AS A HG RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA IN-LAW, BROTHERS, SISTERS, BRUTHERS-IN-L B. YOU MAY REQUEST FOR APPROVAL SOME OTHER HR 20-300[3](C). THE REQUEST MUST BE ACCERCUMSTANCES.	AND WHERE YOUR CHILDPEN, PAHENT AW, OR SISTERS-IN-EAD PESIDE,	S. PARENTS.
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SECRET 1415192 APR 7 CITE LIMA 32942 TO: DIRECTOR.	6 STAFF	Josephs, Piccolo

- 1. WISH COMPLIMENT MESSRS. PICCOLO AND SILEO ON THEIR
 HANDLING OF CI SURVEY AT LIMA. THEY HERE HELL PREPARED IN ADVANCE.
 HCRKED HARD HERE. AND HERE VERY SELF SUFFICIENT. CAUSING MINIMUM
 DISRUPTION OF STATION ACTIVITES. THEY DUG DEEPLY BUT MADE A GREAT
 EFFORT TO BE CONSTORCTIVE AT ALL TIMES. RATHER THAN JUST PLAIN
 CRITICAL. ONCE HE GUT GOING THE FEELING THAT HE WERE BEING INSPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY ONE OF TEAMHORK.
- 2. ASIDE FROM PROVIDING MOS WITH OUR CI PROFILE, BENEFITS
 ACCRUED TO THE STATION FROM THE SURVEY. IT HOTIVATED A USEFUL SELFANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HOS FILES,
 WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH
 GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK
 DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHAPES WHICH HE WILL
 MAKE. WE LOOK FORWARD TO RECEIVING THE TEAM'S FORMAL REPORT, AT
 WHICH TIME HE WILL COMMENT ON ACTIONS TAKEN AND PLANNED. AND
 PROVIDE A FEW IDEAS WHICH HIGHT BE USEFUL FOR FUTURE SURVEYS.

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ADDI 30375

S E C R E T 2813052 JUN 76 STAFF CITE ADDIS ABABA 30375 TO: DIRECTOR.

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

Joseph I Procols

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S E C R E T 1415192 APR 76 STAFF CITE LIMA 32942 TO: DIRECTOR, RYBAT SGCHART 0/06

- 1. HISH COMPLIMENT MESSRS. PICCOLO AND SILED ON THEIR

 HANDLING OF CI SURVEY AT LIMA. THEY HERE WELL PREPARED IN ADVANCE,

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 SPECTED QUICKLY DISAPPEARED AND WAS REPLACED BY SNE OF TEAMHORK.
- 2. ASIDE FROM PROVIDING HOS WITH OUR CI PROFILE. BENEFITS

 ACCRUED TO THE STATION FROM THE SURVEY. IT MOTIVATED A USEFUL SELFANALYSIS BEFORE THE TEAM ARRIVED. THE TEAM'S STUDY OF HOS FILES,
 WHICH MOST OF US HAD NEVER READ, UNCOVERED VARIOUS INDICATORS WHICH
 GAVE BETTER PERSPECTIVE TO MANY OF OUR CASES. THE INFORMAL FRANK
 DISCUSSIONS RESULTED IN A NUMBER OF IDEAS FOR CHASES WHICH HE WILL
 M, ME. HE LOOK FORMARD TO RECEIVING THE TEAM'S FRANAL REPORT, AT
 WHICH TIME HE HILL COMMENT ON ACTIONS TAKEN AND PLANNED. AND
 FROVIDE A FEH IDEAS WHICH HIGHT BE USEFUL FOR FUTURE SURVEYS.

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3. NG FILE. E2 IMPDET

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22 December 1975

MEMORANDUM FOR: Chief, LA Division

SUBJECT

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

- 1. Mr. Piccolo attended the Schior Operations Course from 3 November to 12 December 1975 (SOC #2/76). Individual student grades and class rankings have not been used to evaluate student performance. The diverse background of the students and the nature of the course material used in the SOC preclude formal testing. This memorandum attests to Mr. Piccolo's satisfactory completion of the course.
- 2. During the six weeks of the course, 59% of the time was devoted to subjects and activities directly related to operations, including 30% devoted to "hands-on" time with technical equipment and "on-the-street" practice of tradecraft. 31% of the time was devoted to material broadly categorized as "ops management," including about 10% on the Soviet and China targets. The final 10% of the time was devoted to subjects categorized as "management overview and ops support," which consisted of meetings with DO division and staff chiefs and visits to labs and other ops support facilities in the Headquarters area. The ten officers in the class ranged in grade from GS-12 to GS-14 (average grade 12.9), average age was 43.6 (Mr. Piccolo's age is 40). The class members' average years of Agency service was 16.8, and their average years of overseas service was 9.2.
- 3. The six weeks, normally 30 days of instruction time, was shortened to 28 days by the Thanksgiving Day weekend. Of these 28 days, Mr. Piccolo spent six days in intensive training in Persuasion and Manipulation Skills as taught in the SAI system. He spent approximately another eight and one-half days on technical tradecraft (photo, audio, and commo equipment familiarization and usage) and street tradecraft (surveillance, car toss, dead drop, brush pass, etc.) including three days intensive practice of these skills in a live exercise conducted in Richmond. Another five days were spent at Headquarters meeting with the chiefs of all DO divisions and staffs, and visiting three operational support laboratories in the metropolitan area. The approximately eight and one-half remaining days were consumed by a combination of miscellaneous operations management subjects, student seminars, and term paper writing (though the latter was accomplished mostly on the students' own time). This running of the course was keynoted by remarks by the ADDO, and the Headquarters week was climaxed by an hour and a half with the DDO. The guest speaker at the graduation dinner of SOC #2/76 was Agency Historian Dr. Walter Pforzheimer.

E2 IMPDET CL by 056184

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

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

FOR THE DIRECTOR OF TRAINING:

JOHN W. DAYTON V
Course Coordinator
Senior Operations Course

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position that will give me increased responsibility as well as careet						
growth through promotion. Based on my experience and performance as						
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dase Kie de Juneiro for the last 10 months of my tour in 1972-73 and						
present assignment as Deputy Chief of Station Managua, I request assign-						
ment to a position which entails supervision of several employees and						
requires exercise of managerial skills and judgement. If assigned to						
another tour overseas, a position as Deputy Chief of Station in a medium						
to large size Station would be preferred. If assigned to Headquarters,						
I would like to work where an overview of the related operational and						
managerial activities can be experienced. If the above assignments are						
not available, a tour which would breaden my operational knowledge would						
be desired ie: SE Division China One activity or OTS						
48. INDICATE IF YOU DESIRE TO EXTEND YOUR CORRENT TOLD BY CHICKING IN APPROPRIATE BOX. ALSO INDICATE PRIFITATION FOR HERT RECULAR ASSIGNMENT BY INDEPTING 1. 2. 3 OR 4 (for 1st, 2nd, 3rd and 4th choice) IN REMAINING BOXES.						
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7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT. INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND THINGS: Given his steady, reliable and productive performance, every effort						
should be made to accomposed his expressed preferences. There can be no						
doubt that by temperament and experience he would be of greater value to						
the Organization in the field rather than at Headquarters, but a tour at						
Headquarters does appear timely now, following the past 5 years in the						
field. I do not honestly know how he will perform in Staff work, being a						
Pield Station activist, but the experience should have a further						
broadening effect upon him.						
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE						
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11. PREFERENCE FOR NEST ANDIGHMENT. ITAL DESCRIPE PRISELY THE TYPE OF BURE YOU BOOLD PRIFER FOR HELF ASSIGNMENT OF DIFFERENT FROM THAT INDICATED.
IN ITEM NO. 9 ABOVE. IF YOU HAVE WORE THAN ONE PRESERVED INDICATE VOUS CHOICE,
Deputy Chief of Station of a small Station or Senior FI Officer position with supervisory responsibilities at a large Station. These choices for next assignment are made on the basis of the increasing responsibility of positions I have held as my career has developed. This career has included experience in most types of FI and CI operations as well as some CA activities. It has also provided me with supervisory experience, including Acting Chief of Station for a two month period. Assignment to a position of greater responsibility is desirable for the continued development of my career.
118. INDICATE IF YOU DESIRE TO FETTIND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, B 3 (for 2st, 2nd, and 3rd choice) in behaviors goves, complete all alternate choices and options in all cases even though you are regulating an extensión of your tour.
12 EXTEND TOUR 12 MONTHS AT CURRENT STATION TO 30 June 1973
BE ASSIGNED TO HOOTER FOR A TOUR OF DUTY, INDICATE TOUR CHOICE OF DIVISION, STAFF OR OFFICE,
2. 157 CHOICE WIL/Contral 2 PATION. INDICATE CHUICE OF GLOGRAPHIC AREA OF THE CLALIZATION America Costa Rica Afterna to My Cunning Station.
TO BE COMPLETED BY FIELD STATION IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT,
COB Comment: I recommend that Subject's desire for a 12-month extension be honored. His other choices also appear sound as alternatives. COS Comment: COS strongly recommends that Subject extend for one year. He is handling an extremely important agent, and we would hate
to change this relationship now. After one year, however, Subject's career would best be served by a new assignment of the constitution of the con
12. In consideration of the experience and personnance of the employed his preference for next assichment, and the statefine requirements of your composite the statefine requirement and training. Per IBRS 4729, Subject's request for a one year's extension of tour is approved.
DATE 6 Dec 71 TITLE C/WH/Pers SIGNATURE Henry L. Berthold
FOR USE BY CAPEER SERVICE
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Complete in original, fire data recorded on this form in nection with leave at government expense, oversees dut current residence and dependency information required filed in the employee's official personnel folder. form is essential in determining travel expenses allowable in con-as duty, return to residence upon separation, and for providing wired in the event of an employee emergency. This form will be (VIAILE) SOCIAL SECURITY NUMBER (Piret) To sel 5
RESIDENCE DATA 265-44-1814 PERMANENT NESH MOME LEAVE RESIDENCE ForFer MARITAL STATUS (Check me) SEPARATED ANNULLED DATE OF WARRIAGE IF DIVORCED, PLACE OF DIFFERE DECREE 14 Feb 67 DATE OF DECREE IF WIDOWED, PLACE SPOORE DIRD DATE SPOUSE DIED IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASONISI FOR TERMINATION, AND DATE(S) MEMBERS OF FAMILY ADDRESS (NO. SILVER CITY STATE LIP SOCIE)
10609 SPRING MANN DE. NAME OF SPOUSE TELEPHONE NO. 591-9059 SEA DATE OF BIRTH Norma ADDRESS Normandy French 23 Rel 70 ADDRESS 1636 N.E. 2022 57. ADDRESS LANDINDALE, A/A. 3185 5-64-5834 THE UNDANIZATION IF CONTACT IS RE-HOME ADDRESS (PO Server City, State Pro Code) BUSINESS ADDRESS (TO , STORE), CITY, STORE 120 COND. OND SAME OF LOCALE APPLICABLE IS THE INDIVIOUAL DENIES ABOVE BITTING OF YOUR AGENCY EFFICIATION! (If "No" give name and add 4 A The persons named in man 3 should may also be natified in case of emergency. IF SICH NOTIFICATION IS NOT DESIGNALE OF CAUSE OF HEALTH OR OTHER BEASONS, PLEASE SO STATE IM ITEM 6 ON THE REVERSE SIDE OF THIS FORD e sen Paret ale sate me e emen seite CURRENT RESIDENCE AND DEPENDENCY REPORT

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COUNTS AND CONTROL BIRT A MILL TRUST Co. (Checking & Savings) FORRESS. BICCOLD. JR. NOTION U. PICCOLD. ARE YOU A MENDER OF THE MORTHEST FEDERAL CREDIT UNION! TES ON 100 IF YES, DO YOU HAVE A JOINT ACCOUNT! TO THE OFFICE OFFICE OF THE MORE OF THE MORTHEST FEDERAL CREDIT UNION! TO THE OFFICE OFFICE OF THE O	Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli- cates 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.
JERROL S. PICCOLO JR. NOTAMO IJ. PICCOLO ARE YOU A MEMBER OF THE NORTHWEST PEDERAL CHEDIT UNION THE TES OF NO IF YES, OO YOU MAVE A JOINT ACCOUNT! MAVE TOU COMPLETED A LAST SILL AND TESTAMENT! STES OF NO. (II "Yes" where is document located") SOFTO DOCUMENT OF A LAST SILL AND TESTAMENT! TO YOUR CHILDREN IN CASE OF COMMON DISASTER TO GOTH PARENTS! MAVE YOU PREPLAMED AN ARRANGED GUARDARSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO GOTH PARENTS! MAYOR TOU EXECUTED A POBER OF ATTORNEY! TO YOUR CHILDREN IN CASE OF COMMON DISASTER TO GOTH PARENTS! ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS Re: I Than # 4 - On Ther Firm Emprocury Should Filliam The Bolow and An R. W. F.E (TRAIN) C. TIN-LAWS REA IN SOFT 342 B ANYASSAS, VA. 221/0 Tel; (703) 368-9761	COUNTS ARE CARRIED.
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TREASURY DEPARTMENT UNITED STATES SECRET SERVICE

OFFICE OF THE DIRECTOR

WASHINGTON, D.C. 20226

August 1, 1968

12.8.3266

The Honorable Richard M. Holms Director Central Intelligence Agency McLean, Virginia

Dear Dick:

As you know, the President and Mrs. Johnson visited Managua, Nicaragua on Monday, July 8, 1968, upon their return from the San Salvador Conference.

Assistant to the Special Agent in Charge Ronald M. Pontius of the Presidential Protective Division, has informed me that Mr. Joseph Piccolo and Mr. Carl Jonkins were of particular assistance in establishing and coordinating the relations with the Nicaraguan security organizations, and President Somoza's staff. Mrs. Elizabeth Jenkin's assistance as an interpreter was also greatly appreciated.

Personally and on behalf of the United States Secret Service, I wish to extend my sincere appreciation and thanks to the above mentioned personnel for the capable and professional manner in which they performed their duties.

Sincerely.

James J. Rowley

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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-

FOLLOW THESE GENERAL INSTRUCTIONS:

· Read the back of the "Duplicate" carefully before you fill in the form.

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

- . Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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3	Mark here if you WANT BOTH optional and regular insurance	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE I elect the \$10,000 additional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
-	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	DECLINATION OF OPTIONAL (BUT NOT REQULAR) INSURANCE I decline the \$10,990 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance (C	WAIVER OF LIFE INSURANCE COVERAGE I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I university that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under ago 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.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C". COMPLETE THE "STATISTICAL STUB." THEN RETURN	FOR EMPLOYING OFFICE USE ONLY
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE. SIGNATURE (do not print) Date	MAK 20 19 PH 168
15 Mart. 68	See Table of Effective Dates on Back of Ongrad

ORIGINAL COPY—Retain in Official Personnel FoldECTET.

STAMPAGE FORM to 176-F cabulate (166 chains only point April 16, 1965)

INSTRUCTIONS TO EMPLOYING AGENCY

- Who must file.~ All employees not excluded by law or regulation from insurance coverage, including those who have previously waived coverage, are required to complete and file Standard Form 176. T. Employees who are in the service on February 14, 1968, as well as those who are appointed after that date but before April 14, 1968, must file the form.
- 2 Automatic cancellation of previously filed waters.....All "Waivers of Life Insurance Coverage" (SF 53) on file are automatically canceled as of the first day of the first pay period beginning on or after February 14, 1968. Payroll offices are to begin regular insurance deductions on the automatic cancellation date for employees who do not file a new waiver, i.e., those who do not check box C of SF 176-T, on or before that date.
- 3. Employees fulling to file.—If an employee does not return a completed SF 176-T, contact him and urge him to do so even if he does not want optional insurance (he will, of course, be automatically covered for regular insurance). If he still fails to file SF 176-T by April 14, 1968, or 31 days after appointment, whichever is later, file one for him as of that date: mark box B, and note in the space provided for his signature "employee contacted—failed to elect optional insurance." See note 2 below.
- Review of completed forms.—(a) Review both copies of the SF 176-T for legibility, completeness, and consistency. Reconcile with the employee any obvious major

discrepancy such as a mark in more than one box.

(b) If the employee marked box A or box C, make sure the Statistical Stib is complete. Then detach and mail stubs, in a bundle, weekly to:

Office of Federal Employees' Group Life Insurance (Statistical Study) 4 East 24th Street

New York, New York 10010

- (c) If the employee marked box 8, detach and destroy the stub
- Date of receipt and effective date.—(a) Stamp date
 of receipt by employing office in the space provided for
 this purpose on both the Original and the Duplicate.
 - (b) The effective date is determined from the table below.
- Diaposition of forms,—(a) File the Original SF 176-T in the official personnel folder in all cases.
 - (b) Any necessary pascell change, with effective date, may be posted in the space reserved on the Duplicate for employing office.
 - (c) The Duplicate may be destroyed, if no payroll action is required, or after the requirements of the agency's payroll system have been met.
- Use of SF 176-T.-SF 176-T "Election, Declination, or Waiver of Life Insurance Coverage" should not be used after the initial filing period (after April 14, 1968). A revised edition will be available for use after that date.

TABLE OF EFFECTIVE DATES

DATE SF 176-T RECEIVED BY	EMPLOYEE'S DECISION		IVE DATE SF SJ. IN EFFECT)
EMPLOYING OFFICE		OF DECISION	OF DEDUCTIONS
	Elects optional (in addition to regular) (box A).	Coverage effective February 14, 1968	Deductions begin 1st day of 1st pay period beginning on or after February 14, 1968
On or before February 14, 1968.	Declines optional (but not regular) (box B).	Declination effective February 14. 1968.	1
	Walvas regular (so ineligible for optional) (box C).	Warrer effective last day of pay per- od in which February 14, 1968 falls.	Deductions stop last day of pay period in which February 14, 1968 falls.
,	Elects optional (in addition to regular) (box A).	Coverage effective on date of receipt	Deductions begin 1st day of 1st pay period beginning on or effor date of receipt.
Ner February 14 but not later than April 14, 1968.	Declines optional (but not regular) (box B).	Declination effective on date of re- cept. but employee toses auto- matic optional protection on Feb- ruary 14, 1968	
	Cancels previously elected optional (but not regular) (bux B)	Cancellation effective tast day of pay period in which received	Deductions for optional stop last des of pay period in tritich re- ceived
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1	carly career stage as an operations officer, an assignment with more CA
	orientation would be beneficial.
	If available, my grade not withstanding, an assignment as supervisor of a section or as Chief of Base would be desirable in preparation for the eventual assumption of duties with higher responsibility in the future.
111	S. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1. 2. 6 3 (for let, 2nd, and 3rd choice) in remaining boxes. Complete all alternate choices and options in all cases even though you are requesting an extension of your tour.
	EXTEND FOUR Three MONTHS AT CURRENT STATION TO 31 January 1968
	DE ADSIGNED TO HOOTES FOR A TOUR OF DUTY! INDICATE TOUR CHOICE OF DIVISION, STAFFACE PROCECE.
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	INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.
	It is recommended, primarily because of problems of health (at the
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13.	high altitude in this post) that this officer be allowed one of the doices he has listed under 11 B. The departure of this officer will mean a loss to the operational capacity of his Section; and it is with regret that Chief of Station, Mexico City concurs with his request for re-assignment. TO BE COMPLETED BY APPROPRIATE MEADQUARTERS OFFICE IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFETENCE FOR MEXT ASSIGNMENT. AND THE STATEFIER REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S SECOMMENDATION FOR HIS MEXT ASSIGNMENT AND TRAINING. WH Division proposes that Mr. Piccolo be extended to December 1967. He will then be assigned to Managua under non-official cover replacing James D. ZABOTH. POR USE BY CAPITE SERVICE ROBERT D. Cashman TOR USE BY CAPITE SERVICE CABLE NO. DATED: CABLE NO. DATED: CABLE NO. DATED: CABLE NO. DATED: CABLE NO. DATED: CABLE NO. DATED:

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