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Use Previous Edition

THIS EMPLOYEE HAS BEEN IDENTIFIED AS A C.I.A. EMPLOYEE FOR PURPOSES OF WITHOLDING STATE AND FEDERAL TAXES

DATE DESIGNATED

JANUARY 03 1961

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"PAY ADJUSTMENT IN ACCURDANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OB COTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTMENT: 07 JANUARY 1973-

NAME	SERIAL	ORGN. FUNCS GR-STEP	NEW SALARY
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1. SERIAL NO. 9 THOS HAVES 3 ORGANIZATION FUNDS 025657 PICCOLU JOSEPH S CF B TYPE ACTION NEW SALARY BATE Orode Grade SHECTIVE DATE AHER 37/71/90 K89,719 C K1 20 07/05/90 CERTIFICATION AND AUTHENTICATION I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE. HOMATURE MO EXCESS LWOP O IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CHRES INITIALS PAY CHANGE NOTIFICATION

*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92=210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

A STATE OF THE PROPERTY OF THE

EFFECTIVE DATE OF PAY ADJUSTMENT O JANUARY 1972

NAME

PICCOLO JOSEPH S

14-00000	

15: 8 MAR 72

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(When filled In)

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NOTIFICATION OF PERSONNEL ACTION CIJE 2 NAME WAST FIRST MIDDLE SEPIAL NUMBER PICCULU JUSEPH 5 (12:10:16 3 NATURE OF PERSONNEL ACTION S CATEGORY OF EMPLOYMENT 4 BHECHIVE CATE 121/72 KLUULAR MEASSIGNMENT B CSC OR OTHER LEGAL AUTHORITY V 10 V V 10 CF FUNDS יאגאו 42טו כבוצ SC USC 403 J CF 10 CF CF TO Y TO LOCATION OF OFFICIAL STATION 9 ORGANIZATIONAL DESIGNATIONS UUP/WH U1V1510N FUNLIGN FILLU BRANCH S-BRASILIA, BRAZIL STATION MIC DE JANETRO, ERAZTE BASE RIO DE JANEIRO, BRAZIL II POSITION TITLE 12 POSITION NUMBER 13 SINVICE LISIGNATION ATTACHE PULITICAL OFFICER OPS OFFICER 1805 14 CLASSIFICATION SCHEDULE (GS. 18, etc.) SALARY OR PATE 15 OCCUPATIONAL SERIES 16 GRADE AND STEP (io 2 15732 FSR 6135.61 GS 12 4 17453 IB REMARKS RIO DE JANEIRO, BRAZIL HUME BASE: SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL Office COUNC 22 STATION 23 INTIGATE 24 Hours 25 DATE OF BINTH TO DATE OF GRADE 27. UATE OF UIT Brants I Was 10 いらいじて 3 71625 MH 12 | 08 | 35 28 NIE EAPIRES 20 SPECIAL REFERENCE BITIREMENT GATA 31 SEPARATION 32 Correct NEG NO EOD DATA 35 VET PREFERENCE 36 SERV COMP DATE IT LONG COMP DATE IN CAREER CATEGORY HGU / HEALTH INSURANCE 40 SOCIAL SECURITY NO ed as les sect COCA CAR 211V 1 721 ilm PREVIOUS CIVILIAN GOVERNMENT SERVICE STAD SAT JARBOSS 1044 131, u1to 1044 144-1110 1 115 ميد و SIGNATURE OR OTHER AUTHENTICATION Use French SECRET MP9 16 67

MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656. AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1747, AS AMENDED, AND A DOL DIRECTIVE DATED B OCTOBER 19628

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JAMINARY 1971

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14-00000

SERIAL DEGU. FUNDS GR-STEP

NEW SALARY

PICCOLO JOSEPH 5

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

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NEW SALAPY NAME SERIAL DRGN. FUNDS GR-STEP PICCOLO JOSEPH S . 025558 51 997 CF GS 12 3 \$15,138

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MPAY ADJUSTMENT: IN ACCORDANCE WITH SECTION 217 OF SE 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PREVIZED IN THE CIA ACT OF 1949, AS AMENCED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1902"

EFFECTIVE DATE OF PAY ADJUSTMENTS 13 JULY 1988

HEV SALAPY

NAME

14-00000

DRGN. FUNCS GR-STEP SERIAL

PICCOLD JUSEPH S

51 500 CF GS 12 Z

\$13,835

وليت لمدين ليرفيك وأبياري ميراكي الاستعطاء بالمعارض والمستلط فالمرفوق والمرفوق والمرازة اليوري أكار الميونيين 3. ORGANIZATION 4. 1. SERIAL NO. | 2. NAME PUNUS 5. LWOP HOURS PICCOLO JOSEPH S 51 500 025658 CF 8. TYPE ACTION GID SALARY PATE NEW SALARY RATE STAG SYITSTEES Lust Eff. Dute 814,281 09/21/69 2 XXXXXX 09/22/68 GS 12 ANNA - 1-CERTIFICATION AND AUTHENTICATION I CERTIFY THAT JHE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE. TE JULY SIGHATURE , Š. MO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD AUGUSTES BY CLERES INITIALS TOSM 560 E Um provid PAY CHANGE NOTIFICATION (4 31)

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REASSIGNMENT  O7   03   69   REGULA  NUMBER   NUMBER   NOV   VIOCE   Indicate American for Champaching   CSC OR OTHER LIGHT  ORDANIZATIONAL DESIGNATIONS  ORDANIZATIONAL DESIGNATION  ORDANIZATIONAL DESIGNATIONAL DESIGNATI	EASSIGNMENT  PUNDS  CP TO V  CP TO CP  CP TO V  CP TO CP  CP TO CP	REASSIGNMENT  O7   O3   69   REGULAR  1 10 V   V 10 CF  O135   G620   G000   50 USC 403 J  ORGANIZATIONAL DISCONTING  DDP/WH WH/COG ON-ISLAND OFERATIONS BRANCH  FOL OFFICER  OFS OFFICER  OFS OFFICER  OFS OFFICER  O136 O1   12 9721    O136 O1   12 2    O137   O3   69   O3    O4   O4   O4   O4    O5   O5   O5    O5   O5   O5    O5   O5	REASSIGNMENT    10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10     10	REASSIGNMENT  O7   03   69   REGULAR  7 INDUSTRIAL TO V   V 10 CF  10 INDUSTRIAL TO V   X   CF 10 CF  O135   0620   0000   50 USC 403 J  FORDAMICATIONAL DISCONTINES  DDP/WH WH/COG  DN-ISLAND OFERATIONS BRANCH  FOL OFFICER  OFS OFFICER  10 OSSITION THU  PCL OFFICER  OFS OFFICER  11 SP  O6 1   13 STENCE DESCRIATION  FOR USER AND SHAPE   13 STENCE DESCRIATION  FOR I 1159   D  O 136   O1   O1   O1   O1   O1   O1   O1   O	REASSIGNMENT  O7   O3   69   REGULAR  PUNDS   C1 TO V   X   C1 TO C1   The control to the computed of CX O1 OTHER HIGH ALL AUTHORITY  ODDP/WH WH/COG ON-ISLAND OFERATIONS BRANCH   WASH., D.C.  POL OFFICER   11 59   D  COMMITTEE   CASSIFICATION SCHOOL IN MR.   D  COST   O136.01   12 2   12580  POL OFFICER   CASSIFICATION SCHOOL IN MR.   D  COST   O136.01   12 2   12580  POL OFFICER   COST   CO	REASSIGN!	MENT			many water a comment - Transaction	· · · · · · · · · · · · · · · · · · ·	
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EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTUBER 1967

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PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

NAME

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PICCOLO JOSEPH S

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MPAY ADJUSTMENT IN ACCORDANCE ALTH SALARY SCHEOULES OF PL 39-301 PURSUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL POLICY DIRECTIVE DATED 8 OCTUBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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

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

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

00400	ı		Per A	nnum	Rates	and	Steps			<del></del>
GRADE -	1	2	3	4	5	6	7	8	9	10
<b>GS-1</b>		\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055		4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4.815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000		5,330	5,495	5,660	<b>5</b> ,825	5.990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8.690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9.520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420]	10,715	11,010	11,305
<b>GS-12</b>	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13.335	13,755	14,175	14.595	15,015	15,435	15,855
GS-14	14.170	14,660	15.150	15.640	16.130	16.620	17,110	17,600	18,090	18,580
<b>GS-15</b>	16,460	17,030	17,600	18.170	18,740	19.310	19.880	20,450	21,020}	21,590
GS-16,	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
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NOTIFICATION OF PERSONNEL ACTION

IN ACCORDANCE WITH THE PROJISIONS OF PURLIC LA . A7 - 793 AND DOI MEMORANDUM DATED 1 AUGUST 1986 , SALARY IS ADJUSTED AS MOLLOWS, EFFECTIVE 14 OCTOBER 1962

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SECRET NOTIFICATION OF PERSONNEL ACTION PAS: 22 JULY 1960
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# PREVIOUS ASSIGNMENT

14. Organizational Designations	Code	15. Locatio	n Of Official Station	1	Station Code
DDP WH BRANCH 4	4617	WASH.,	D.C.		75013
16. Dept Field 17. Position Title			18. Position No.	19 Serv.	20. Occup. Series
Dept - 2   Code   USIId - 4   2   INTELL ASST			0629	GS	0301.28
21. Grade & Step 22. Salary Or Rate 23. SD	24. Date Of Gr	ada 25. PSI E	ue 26. Appr	opriation Nun	nber
06 2 \$ 4995 0	Mo. Da.	Yr. Mo. D 59 06   2		000 1000	

### **ACTION**

27. Nature Of Action	Code	Mo. Da. Yr.	29. Typo Of Employee	Code	30. Separation Data
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# PRESENT ASSIGNMENT

31. Organizationa	I Designacions		Code	32. Locatio	on Of Off	icial Station		Station Code
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33. Dept - Field Dept - 9 Code U/Jild - 4 Frgn - 6 2					35. Posi 0629		36. Serv. GS	37. Occup. Series 0301.28
38. Grade & Step	<ul><li>39. Salary Or Rate</li><li>5355</li></ul>	1	No. Do.	11. 11. 11. 11. 11. 11. 11. 11. 11. 11.	a. Yr.		priation N 000 100	
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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED. 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SFRIAL ORGN GR-ST OLD SALARY NEW SALARY

D PICCOLO JOSEPH S 125658 46 17 GS-06 2 \$ 4,640

> /S/ EMMETT D. ECHOLS DIRECTOR OF PERSONNEL

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31. Organizational Designations DOP WH BRANCH \$ 4 34. Position Title 35. Position No. 36. Serv. 37. Occup. Sories Dept - 2 Code IJCHd - 4 Frge - 6 2 INTELL ASST 38. Grade & Step 32. Salary Or Rate 0301.28 0623 GS 41 Date Of Grade 49 Kil Duo 40.50 43. Appropriation Number Mo 00, 80 0235 1000 1000 \$ 4490 D 05 1 44. Forzits

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> GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

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VS. CIVIL SERVICE COMMISSION
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NARRATIVE COMMENTS

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Mr. Piccolo's who experience in LA Division and Cuban operations, his inquisitive instincts, his activist stylew and his keen analytical skills, superbly qualify him to serve as the senior CI Staff coordinator for LA Division. One obvious measure of his strong, continued effectiveness, is that in any given week he receives more requests for guidance, CI file reviews, and other forms of CI support, than any of our other area division coordinators. On the other hand, because of his in-depth, across the board knowledge of LA's operational activities, he represents a unique resource to C/CI when the latter has to respond knowledgeably and rapidly to inquires from the DDO level on LA related matters. On that score alone, C/CI has commented on his deep satisfaction with Mr. Piccolo's impressive performance.

During the year, Mr. Piccolo led the team which conducted an in-depth CI and Operational Security Survey of Brasilia Station and its two Bases. The final report was well received by the Division and the Station, which began implementing certain of the team's suggested recommendations before its return to Headquarters. As with other CI survey reports, the Brasilia study was forwarded to the DDO and the DCI for their information. Mr. Piccolo is one of the more experienced survey officers, having participated in or led five station survey exercises in AF and LA Divisions.

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I HAVE OR HAVE NOT ON STATEMENT CONCERNING THE SUFERALUATION OF MY PERFORMANCE	PERVISOR'S 1/ Da 75	SIGNATURE CO EMPLOYEE  Con 1 1. Con 16:
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COMMENTS OF REVIEWING OFFICIAL		,
intelligence problems well, his advice and	and leads in that active are support are regularly sought ntials of a given operational	and informed follow-up on counter- ea. He knows his client division , and he has an unusual ability to l matter. All with whom he deals
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9478	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED ON PETTED NAME AND GIGNATURE
er .	C/C1/0G	Jack Friedlander
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The operational traffic Mr. Piccolo screens for the "front office" is usually accompanied by pertinent insights on the significance of the development or event reported. He has been praised more frequently for his commentaries than any of our other coordinators, which is another reflection on his intimate familiarity with the LA operational scene. Numerous examples of his productive and versatile service to the Division and Staff can be cited but we will note for the sake of brevity only three to underscore out point. (1) For the past two years he has been the guiding and principal referent on a joint Agency/FBI proposal which would enable the FBI to engage in foreign CI operations against the Soviet intelligence services on the Mexican side of the border. His perseverance in shepherding the instrument through its various approval-stages in the Agency and the Department of Justice, is finally paying off with the recent notification that the SCC/CI had informally approved the agreement. (2) This past summer Mr. Piccolo was temporarily assigned to assist NE Division as a consultant, because of his Brasilian expertise, in a case involving a Brazilian walk-in who claimed PLO connections. Ultimately Mr. Piccolo participated directly in the interrogation assessment process, and was a key factor in finally persuading the Brazilian to return to Brasil to work in place against the PLO. Finally (3), he has quite justifiably earned the reputation (per student critiques and faculty commentary) as one of the most effective instructors on the CI Staff. He lectures regularly in the CI and BOC courses, and participates in the Walk-Ins and Doubled Agent seminars for our military and FBI colleagues.

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

#### SECTION E REVIEWING COMMENTS (continued)

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

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

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

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

14 Harch 1979

Mr. Joseph S. Piccolo, Jr. CI Staff/Operations Group MEMORANDUM FOR:

Operations Coordination Branch/LA

SUBJECT

Letter of Instruction

#### General:

1. As the Latin America Division Coordinator for the Operations Coordination Branch, CI/OG, your basic duty is to serve as the initial and principal point of contact between the CI Staff and LA Division with respect to counterintelligence activities involving the Division and its respective Stations. position of Coordinator has certain Italson aspects it also requires that the incumbent, in support of the DDO's objective to reintegrate CI disciplines within the Operations Directorate, take an active role in stimulating CI practices and operations in LA Division. Accordingly, you are expected to be fully knowledgeable of the missions and responsibilities of the Cf Staff (See DDO Notice No. 1-1339, dated 16 July 1975; DDO Notice No. 51-54, Coordination on Counterintelligence Matters, dated 4 May 1976); and in general the interests and activities of the other functional branches of the Operations Group as they relate to LA Division. To enable you to accomplish your specific duties you will be supported by an Assistant LA Coordinator.

#### Specific Dutles:

- 2. As the LA Coordinator, your major continuing duties will be:
  - To develop close and effective working relationships with LA Division to ensure you are currently and fully aware of CI problems and activities in that Division; to provide LA Division with guidance and support for its counterintelligence operations.
  - b. To participate when requested in the planning and conduct of field Counterintalligence and Operational Security Surveys designated by the C/Cl Staff.

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- c. To menitor and screen LA cable traffic and select items of CI significance for routing to appropriate CI Staff components, together with supplemental information as needed; to maintain liaison with other USG components as appropriate; to perform special assignments on CI cases as may be required by CI Staff.
- d. To maintain CI working files, including basic information with respect to the CI Objectives of each LA Division Station.
- e. To serve as back-up Coordinator for other divisions as may be required, and as your work schedule permits.
- 3. During your assignment to CI/OG/OCB Fitness Reports on your performance will be based on the provisions of this LOI. Any major changes in this LOI will be made in writing and will require your signature to be effective.

Stephen F. Creane Chief, CI/OG/OC

I have read and understood the above.

Joseph S. Piccolo, Jr.

1. A Division Cl Coordinator

14 May 77

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### CLASSIFICATION SECTION D NARRATIVE COMMENTS During the period under review Mr. Piccolo was the senior referent in the Branch for LA Division affairs. In this capacity he functioned most effectively and efficiently, and fully exploited his more than 17 year's association with LA Division. With respect to Specific Duties, No's 3 and 5 are pretty much self explanatory and are the bread-and-butter type activities that provide you a data base for approaching other responsibilities and keep you au courant of operational conditions. There is no rating for No. 4 as this activity this year was handled by O/C/CI. In terms of Specific Duty No. 1., Mr. Piccolo has had several field station assignments in LA Division plus several at Headquarters. He maintains close and continuing contact with country desks and staff offi-cers and when appropriate has initiated operational comments and suggestions. For example, when reviewing the traffic from an on island Cuban reporting source he noted indications that the source might be under hostile control, and sent forward a memorandum outlining these indication to COG while defering to them for further action. On another occasion when a walk in appeared at an overseas Station he again approached COG -Continued -CERTIFICATION AND COMMENTS SECTION E -1.- BY SUPERVISOR ... BEFORT HAS NOT BEEN SHOWN TO EMPLOYEE GIVE EXPLANATION MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION John F. Markhank DC/OG/OCB 2. BY EMPLOYEE doseph S. Picc F HAVE TO OR HAVE NOT THE ATTACHED A 5. PERVISOR'S STATEMENT CONSERVING THE Piccolo EVALUATION OF MY PERFORMANCE. 3. BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL This Fitness Report is one of the most thorough and balanced from a substantive view which I have reviewed in some time. I find it to be accurate from my perspective and reflects my own contention that Mr. Piccolo is for his grade one of the most productive, aggressive and versatile officers we have in the DO. Earlier this year Mr. Piccolo received a QSI in recognition of his fine performance on the CI Staff during the previous year. There is no question that a sustained superior effort on Nr. Piccolo's part will continue to be the pattern in the future. He has a prosperous career ahead of him. leghon / Crosno

BY IMPORT

4/17/23

Chief, CI/O/C

1 December 1978

Continuation of Fitness

Joseph S. Piccolo

14-00000

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

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

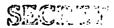
In terms of ad hoc assignments Mr. Piccolo has participated in two

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

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

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

SICRIT



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT : Let

Letter of Instruction

#### I. Introduction

This LOI is intended to provide you with the general missions and goals of the Operations Coordination Branch (CI/OC) and the specific duties which you, as an officer in the LANE Section, have been assigned.

### II. Operations Coordination Branch - General Missions and Goals

CI/OC is responsible for monitoring and coordinating the foreign CI activities of CIA and other U.S. agencies, and providing appropriate support and guidance to such activities. It conducts CI and Operational Security Surveys of Directorate field stations, and manages certain select, sensitive foreign CI operations. It investigates and issues the necessary approvals for the operational use of all prospective DDO agents and assists in the monitoring of agent performance for CI purposes. It contributes critiques annually to EPDS on the progress of field stations toward their CI objectives, and in general monitors the counterintelligence performance of CIA elements in accordance with the pertinent protions of Executive Order 12036.

III. The Operations Group was reorganized in December 1977 and its functions and responsibilities were restructured along geographic lines. The effect was an amalgamation of the former Area Operations Branch and the functional branches into three geographic components consisting of an EAAF Section, a EURFR Section, and a LANE Section. Also at that time, the Clearance Section, formerly the Ops Clearance Branch, R&A Group, was transferred to CI/OC

#### IV. Specific Duties

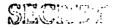
As an officer in the LANF Section, CI/OC, your duties are as follows.

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

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

I have read and understood the above:



1 September 1978

MEMORANDUM FOR: Mr. Joseph S. Piccolo

CI/LANE Section

SUBJECT : Letter of Instruction

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Joseph S. Piccolo

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#### SECTION D

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NARRATIVE COMMENTS

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

Mr. Piccolo is an integral part of the Special Operations Branch which, in way of explanation, is charged with undertaking certain sensitive operations assigned by Chief, CI; it is also responsible for a variety of ad hoc requirements not normally found elsewhere in the DDO which require the handling of off beat but CI related investigations; and in rendering support to the FBI in its cases abroad. Mr. Piccolo in the fulfillment of these assorted tasks of the Branch has demonstrated discretion, tact, flexibility, open mindedness, operational knowhow and good common sense. He is viewed as a highly experienced, completely dependable officer, requiring a minimum of supervision. He does, however, know when to seek guidance and accepts it with good cheer. His approach to operational problems is based on a solid appreciation of what is required and is not afraid to express his views on a problem when necessary, but he will implement a decision once made. These attributes coupled with his fairness, single minded approach to his work and dedication, mark him as a professional in the true sense of the word.

/Continued/

SECTION E	CERTIFICATION	N AND COM	MENTS	1
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FITNESS REPORT October 1977

Joseph S. Piccolo

#### SECTION D NARRATIVE COMMENTS - /Continued/

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

25 October 1977

MENORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT : Letter of Instruction

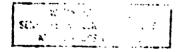
Dear Mr. Piccolo:

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

#### General

14-00000

- 1. Working under the supervision of the Chief, CI/OG/SO, you are responsible for the initiation, coordination and support of certain counterintelligence operations designed to detect and neutralize efforts by adversary foreign intelligence services which seek to penetrate U.S. Government agencies (especially CIA) as well as any intelligence service abroad with which CIA maintains a liaison relationship. To do this effectively you will be expected to develop and maintain close working contact with other components of this Agency as well as officers of other U.S. agencies involved in counterintelligence.
- 2. Through perusal of pertinent cable traffic and other available data you should keep abreast on a continuing basis of the activities, personnel and political factors affecting the hostile opposition as well as problems which confront friendly liaison services and Agency installations overseas. It is further expected that you will contribute sound operational planning and participate actively in decisions reached concerning those counterintelligence operations assigned to you. You will also be expected to keep your immediate supervisor fully informed of all major developments and problems of an operational or administrative nature.



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

#### Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
  - a. Operations officer for multiple lead highly sensitive CI project.

  - c. Investigation and exploitation of CI leads derived from Agency and/or FBI operations.
  - d. Ad hoc assignments; i.e. CI Operational Surveys, CI training of foreign liaison, etc.
    - e. To serve as Acting Branch Chief.

Jack Friedlander Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

	•		FITNESS RE	PORT			
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M- <u>Marginal</u>	Performance is taken or recom	deficient in same as mended should be d	pacts. The reasons for ass lescribed,	igning this rating	should be stated	in Section D	and remedial actions
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5- <u>Strong</u> O- <u>Outstanding</u>	Performance is t	characterized <del>by</del> exc ia exceptional in rela rant special recognit	otion to requirements of th	e work and in com	parison to the p	erformance of	others doing similar
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#### NARRATIVE COMMENTS

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

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

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SECTION E	CERTIFICATION AND CO	MMENTS
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1:200	Chief, CI Staff Ops Group	Lawrence M. Spernfield
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FITNESS REPORT

Joseph S. Piccolo, Employee #025658

#### SECTION D - NARRATIVE COMMENTS (Continued)

The two countries which Mr. Piccolo helped survey represent widely varying operational and social environments. In both instances, however, the Station Chiefs cabled Headquarters at the end of the field aspect of the survey complimenting the team on the thoroughness and understanding with which they conducted the survey, and commented on the usefulness and practicality of the team's recommendations. It should noted that these cables had considerable impact on DDO management and were used widely in the extension of the survey program into other areas.

Although Mr. Piccolo's field exposure has been exclusively in the Latin American area, he has a widely varied operational background, having served in varying operational capacities in several stations, and he is perceptive in his understanding of operational realities. His personality is positive and outgoing, and in most instances he is able to initiate very quickly a responsive dialogue with fellow officers. He is adaptable in outlook and reads quickly and with understanding; qualities almost indispensible in an activity of this kind. Im sum, Mr. Piccolo approached both Surveys with enthusiasm and a sense of responsibility, completed his written report (he had a different partner in each case) promptly and accurately. He undoubtedly would have been engaged in a third survey except his temporary tour ended and he was assigned permanently elsewhere in the Staff.

In his duties in the Special Operations Branch, Mr. Piccolo has excelled in his management responsibilities in the sense of both getting the work out of his people and in getting along with them. He is on good terms with all of them. He has shown good CI mentality and a thoroughness which is essential to good CI work. His dedication to his work is shown by his punctuality in the morning and his presence in his office well after five most evenings. His production as operations officer has been steady and thorough for both of the projects for which he has responsibility. Unfortunately, he experienced a period of ill health following a hectic TDY; however, he returned to duty at the first opportunity and resumed his duties with vigor. His versatility was recently demonstrated by his participation in a joint meeting with representatives of a foreign service over a period of several days and evenings during which he proved fully effective in achieving Agency objectives in a liaison and social environment.

The most impressive aspect of Mr. Piccolo's performance and one deserving special mention in this fitness report is his ability with the written word. It is fully accurate to say that the survey reports to which he contributed were much better written than were those of his peers. He has the ability to describe an operational situation in terms which are at the same time meaningful, concise and easy to read. It is a pleasure to read his material and to compliment him on this ability in this report.

15 December 1976

MEMORANDUM FOR: Joseph S. Piccolo, Jr.

SUBJECT. : Letter of Instruction

Dear Mr. Piccolo:

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

#### General

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

EZ IMPDET CL BY 008885 3. In the absence of the Chief and/or Deputy Chief, CI/OG/SO, you will act in his place, assuming all the responsibilities and duties of that job.

#### Duties

- 4. In fulfilling your responsibilities you will be expected to perform the following duties:
  - a. To carry out  $\underline{ad}$  hoc operational requirements as may be assigned such  $\underline{as}$  the conduct of CI Surveys at overseas stations.
  - b. To serve as Branch Chief or Deputy Branch Chief as required in the absence of the incumbent.
  - c. To serve as the Headquarters case officer for certain highly sensitive CI operations.
  - d. To exploit CI leads arising out of sensitive material and command channel communications.

Lawrence M. Sternfield Chief, CI Staff Operations Group

I have read and understood the above.

Joseph S. Piccolo, Jr.

2

# CONFIDENTIAL

FITNESS REPORT  NOTE: Supervisor or Reviewing Official may assign a higher classif if CONFIDENTIAL is not adequate for the report when completed SECTION A.  GENERAL INFORMATION  1. EMPLOYER HUMBER  2. NAME (lost, flist, middle)  2. DATE OF BIRTH 4. SEX 5 GRADE 6	
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or proposed in Section C.  M-Marginal Performance is deficient in some aspects the reasons for assigning this rating should be stated in Section C and remedial	
taken or recommended should be described.	OCHONS
P—Proficient Performance is satisfactory. Desired results are being produced in the manner expected.  S—Strong Performance is characterized by exceptional proficiency.	
O-Outhwarding  Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing work as to warrant special recognition.	similar
SPECIFIC DUTIES	
List up to us of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employ performs EACM specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated their above solid; to supervise (indicate number of employees supervised).	9.A
PRECIPIC DUTY NO. 1	TER
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PECIFIC DUTY NO. 8	
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### NARRATIVE COMMENTS

indicate significant strengths or weaknesses demonstrated in current pastion keeping in proper perspective their relationship to averall performance. State suggestions made for improvement of work performance. Give resommendations for training. Comment on foreign kenywaye competence, if required for suggestions made for improvement or work parameters. User representation for training Comment on tours, surgesting to the comment of training for explain relings given in Section 8 to privide best bosts for determining future personned extra, Monner of personnet, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper,

This is an end of tour report covering the fourteen months in which this Officer has been under my supervision. Managua Station has just submitted its first Statement of Accomplishment Goals under the newly-established MBO reporting system and schedule. Consequently, this report combines Subject's duties as specified in two previous LOI's which run from 1 June 1974 to 30 May 1975 and from 1 June 1975 through 31 July 1975. The duties listed are therefore broader than those to be reflected in the latest LOI now being formulated as a logical adjunct to the new MBO format and content.

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

### DUTY NO. 1

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

(See Attached Sheet) SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS PEPORT

SIGNATURE OF EMPLOYEE BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EUP ANATION OFFICIAL TITLE OF BUPERVISOR TYPED OR PRINTED NAME AND BIGNATURE

Chief of Station 7 August 1975

BY REVIEWING OFFICIAL

#### COMMENTS OF REVIEWING OFFICIAL

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

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

I agree with the rater that Mr. Piccoln should be given the opportunity to do some thing different. A rotational tour to another DDO component would probably be very helpful to his overall development and motivation at this time. I concur in the overal sale lorning the performance on "Strong." 3/11/100

produce n Barnety Chief 14 Division

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### SECTION C NARRATIVE COMMENTS

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

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

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

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

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

- 3 -

### NARRATIVE COMMENTS (Continued)

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

### DUTY NO. 2

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

# DUTY NO. 3

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

### DUTY NO. 4

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

### NARRATIVE COMMENTS (Continued)

function, Subject has done very well. More importantly, in his several stints as ACOS (during COS illness which required hospitalization and medical consultations out of country), Subject really shone in his perfermance. He was obliged to deal with the most difficult Ambassador ever encountered by this rater, and represented and protected Station interests with skill and dignity.

Subject requires little supervision, by virtue of his thorough knowledge and extensive experience in practically every aspect of the mechanics of clandestine operations in Latin America. His avocation is "Administration", in the full sense of the word, and he administers his work load impeccably. The assignment just completed was his first command job, and he has acquired the additional managerial skills necessary for him to progress in his career. There is no question of his additional potential, and it is natural to envision him as a Deputy Chief of Station at a larger Latin American Station, or, better, as a Chief of Base in his next field assignment. He is above average in security and cost-consciousness. He is fluent not only in Spanish, but also in Portuguese, and more importantly, in human relations. He can establish rapport with people at all levels of society.

His personality is a pleasant one. He is low-keyed, soft-spoken, sincère and methodical and establishes natural excellent rapport with his co-workers, both subordinate and superior. While easy to get along with, he still knows how to effectively administer training, guidance, advice and discipline to his subordinates without alienating them. This rater has gutten on well with hubjest. His experience, self-confidence and directness are such, however, that he might well be difficult to supervise it there were any kind of personality clash involved. In sum he knows what he is doing, and would be inclined to resent and testat advice of guidance which he might judge as unround. While some might consider the trait a shortcoming, this later considers it a strength, overall.

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## NARRATIVE COMMENTS (Continued)

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

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

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SECTION D		NARRATIVE COMM	ENTS	
suggestions made for improvement of current position. Amplify or explain re	work perform strings given ii cost conscious	ance. Give recommendations for trains a Section C to provide best basis for hear in the use of personnel, wages, a	ung Comn determinu gurpment	pective their relationship to averall performance. State and on foreign language competence, if required for by future personnel action. <u>Munner of performance of</u> and funds, must be commented on, if applicable. If
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20 January 1975	Chie	f of Station  2. BY EMPLOYEE	/ S	/ Raymond J. Swider
STATEMENT CONCERNING THIS E	VALUATION	DATE	BIONA	URE OF EMPLOYEE
OF MY PROFORMANCE	ATTACHED	20 January 1975	/s.	/ Joseph Piccolo
		3. BY REVIEWING OFFIC		
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TO I DIRECTOR .

ADMIN PERS

"CALLE STO BURGESTS DISSEM-TO: HOP IF DESIRED, SEND FORM 1604 TO CABLE SEC.

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REF! DIRECTOR 644201.

1. FOLLOWING IS SUBMITTED PER REFERENCE. SECTION "B";

SPECIFIC DUTY NUMBER ONE; STATION OFFICER RESPONSIBLE

FOR OPERATIONAL PROGRAM DIRECTED AGAINST COMMUNIST,

TERRORISTS AND POLITICAL LEFT. RATING LETTER "S";

SPECIFIC DUTY NUMBER THO; STATION LIAISON OFFICER,

RATING LETTER "S";

SPECIFIC DUTY NUMBER THREE; MANAGES UNILATERAL PENE-

TRATION OF SECURITY SERVICE. RATING LETTER "S";

SPECIFIC DUTY NUMBER FOUR; SUPERVISES CONTRACT AGENT

WHO HANDLES PENETRATION OF COMMUNIST PARTY AND SPOTTER/

ASSESSER OF POTENTIAL TERRORIST MOVEMENT PERETRATION

ASSETS. RATING LETTER "P";

SPECIFIC DUTY NUMBER FIVE: DCOS, SUPERVISING ONE CLERICAL, ONE CONTRACT AND THO COMMUNICATORS AND ACTING OFFICER

SECRET.

Piccolo

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

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

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ABSCRBS MORE OF THE CASE OFFICERS TIME THAN HE MERITS, AND THIS IS ATTRIBUTABLE TO UNFORTUNATE LACK OF NATURAL APTITUDE ON PART OF THIS PARTICULAR CONTRACT AGENT.

ADJUSTMENTS WILL BE MADE TO MAKE BETTER USE OF CASE OFFICER TIME.

(2) AS STATION LIAISON OFFICER, HE PERFORMS IN AN EXTREMELY STRONG MANNER, USING HIS HINNING HAYS WITH THE NICARAGUAN INTELLIGENCE OFFICERS TO EXTRACT, ON CONTINUING BASIS, NET GAIN FOR OUR MISSION. THE CHIEF OF THE SERVICE IS ESPECIALLY FOND OF THE OFFICER AND BECAUSE OF THE FRIENDSHIP OCCASIONALLY VOLUNTEERS TIDBITS OF INFORMATION HHICH ARE TECHNICALLY STILL UNRELEASABLE STATE SECRETS. TRECKLER IS NOW IN THE PRUCESS OF ATTEMPTING TO REDIRECT LIAISON EFFORTS TOWARDS BETTER AND INCREASED COVERAGE OF THE COMMUNIST AND TERRORIST TARGETS. WHILE WALKING THAT TIGHTROPE OF AVOIDING AGENCY COMMITMENT TO ANY NEW LARGE EXPENDATIONES OF RESGURCES. WITHIN THE LIAISON CONTEXT, HE HANDLES THE UNILATERAL PENETRATION OF THE SECURITY SERVICE.

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

- (3) DC 05 AND OCCASIONAL ACOS, SUPERVISING ONE CLERICAL. ONE CONTRACT AND THO COMMUNICATORS, SUBJECT SHOWS MUCH STRENGTH AND POTENTIAL FOR INCREASED RESPONSIBILITY IN THE FUTURE, HIS LOW KEY AND DELIBERATE SPEECH AND BODY MOVEMENTS ARE MOST DECEPTIVE. HE IS, IN FACT,
- PAGE 3 MANAGUA 11575 S E C R E T

  SELF CONFIDENT, PLEASANT, AND FIRM BUT COMPASSIONATE

  HITH SUBGRDINATES, AS ACOS HE DOES AN EXCELLENT JOB

  OF DEALING HITH THE MOST DIFFICULT AMBASSADOR EVER

  ENCOUNTERED BY THE RATER.
- (4) IN THE SEVEN AND A HALF MONTHS IN HHICH THE OFFICER HAS BEEN UNDER MY SUPERVISION, HE HAS ALHAYS IMPRESSED HITH THE DEPTH OF HIS KNOWLEDGE OF THE FUNCTION AND MISSIGN OF A FIELD STATION, HE IS A "NATURAL" FIELD INTELLIGENCE OFFICER. MIGHLY FLEXIBLE. HARD WORKING

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AND with the invaluable ability to get along with a WIDE VARIETY OF PEOPLE AT ALL SOCIAL AND EDUCATIONAL LEVELS. FROM THE PRESIDENT OF THE COUNTRY TO THE MOST ILLITERATE OF NICARAGUANS, UPON ARRIVING AT THE STATION FIFTEEN MONTHS AGO, IN THE WAKE OF THE DISASTROUS EARTHQUAKE, HE SET ABOUT TO INSTITUTE SOME SEMBLANCE OF SECURITY OVER STATION DOCUMENTS, ESTABLISHED A SECURE PAPER FLOW ROUTINE, SET UP MISSING FILES AND SUGGESTED MANY NEW OFFICE PROCEDURES WHICH HAVE CONTINUED TO THE PRESENT, WHEN THE STATION WAS BURDENED WITH A PERSONNEL SITUATION IN WHICH THE STATION FINANCES, LOGISTICS AND SUPPORT HERE NOT BEING HANDLED COMPETENTLY. SUBJECT STEPPED IN QUIETLY AND ENSURED THAT THESE ESSENTIAL DUTIES WERE BEING PERFORMED TO ACCEPTABLE STANDARDS, THAT BURDEN LASTED FOR A YEAR BUT HE NEVER COMPLAINED OR RECEIVED RECOGNITION. HE IS REMARKABLE IN THAT HE KNOWS ALMOST EVERY ASPECT OF EACH FIELD STATION JUB, BY VIRTUE OF MAVING DONE THEM PROFESSIONALLY MINSELF IN THE PAST, HE HAS SERVED AS A FILE CLERA, AN INTELLIGENCE ASSISTANT AND CASE OFFICER. NOW.

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

- 271 MPG 3 74

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S E C R E T 2113322 JAN 75 STAFF CITE MANAGUA 11575 FINAL SECTION OF 2 TOI DIRECTOR,

ADMIN PERS

RYBAT

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

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

3. SUBJECT HAS SEEN AND SIGNED ABOVE ON 20 JANUARY 1979. E2. IMPORT.

5 February 1975

COMMENTS OF REVIEWING OFFICIAL:

Subject: Joseph S. Piccolo 6 June 1974 - 30 September 1974

I concur in the above assessment. As indicated above Mr. Piccolo is a quiet officer but at the same time solid and dependable.

Raymond A. Warren Deputy Chief Latin America Division

> E2 IMPDET CL BY 009560

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Ops Officer-DCOS DDO/WH/2 Managua  18. TYPE OF APPOINTMENT 11. TYPE OF REPORT Of Super REASSIGN.	I						
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contract SPECIAE TEMPORARY 20 Sept 1973-5 June 1974 N/A							
SECTION B PERFORMANCE EVALUATION							
U—Unsatisfactory Performance is an exceptable. A rating in this category requires immediate and positive remediat action. The national could range from sounseling, to further training, to placing on probation, to reasignment or to separation. Despire in Section C.							
Managinal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and taken or recommended should be described.	I remedial actions						
P—Proficient Performance is satisfactory. Desired results are boing produced in the manner expected. S—Prong Performance is characterized by exceptional proficiency.	·						
D-Outstanding  Performance is so exceptional in relation to requirements of the work and in comparison to the performance of at work as to warrant special recognition.	ners daing similar						
SPECIFIC DUTIES							
Lie up to sta of the most important specific duries performed during the rating period. Insert rating letter which best describes the manner in wearforms EACH specific duty. Consider Critic effectiveness in performance of that duty. All employees with supervisory responsibilities MUSI tasks about the supervisor indicate number of employees supervised.  **PECIFIC DUTY NO. 1  Acting COS Duties. Supervises tw clerical, one NOC officer and tw communicators							
tw communicators  PATE							
Station operations officer with direct agent handling responsibilities for Communist Party and related targets	RATING LETTER						
SPECIFIC DUTY NO. 3	RATING LETTER						
Liaison Officer	s						
PPECIFIC DUTY HO. 4	RATING LETTER						
Station operations officer for operations directed against the Narcotics target	P						
PECIFIC DUTY NO. 6	RATING						
Operations Officer handling a sensitive lisison penetration operation	LETTER						
$\nu = 13$	P						
PECIFIC DUTY NO. 6	RATING LETTER						
OVERALL PERFORMANCE IN CURRENT POSITION							
the into excount everything about the employee which influences his effectiveness in his current position such as performance of specific duties reductivity, tenduct on job, cooperativences performs their personal traits and permuter limitations or telents. Based on your knowledge amployed a serial performance during the rating period, place the fother in the rating base corresponding to the statement which most associated by the fother in the rating base corresponding to the statement which the first continue to the statement which the first continue to the statement which the statement of the statement which the statement is the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of the statement of	•						
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#### SECTION C

# NARRATIVE COMMENTS

Indicate significant strongths or weaknesses demonstrated in current position keeping in proper-personalize their relationship to averall 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 sullings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the vie of personnel, space, equipment and funds, must be commented on, if applicable. If eather supervisory duties and cost consciousness in the vie of personnel, space, equipment and funds, must be commented on, if applicable. If

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

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

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

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

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

CERTIFICATION AND COM	AMENTS						
BY EMPLOYEE		,					
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT							
SIGNATURE OF EMPLOYEE							
/s/ Joseph Piccolo							
BY SUPERVISOR							
IP THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION							
	,						
OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED	NAME AND SIGNATURE					
cos	/s/ Georg	e Fill					
BY REVIEWING OFFICIA							
	BY EMPLOYEE  THAT I HAVE SEEN SECTIONS A, B, BIGNATURE OF EMPLOYEE  /S/ JOSEPH PICCOLO  BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO  OFFICIAL TITLE OF SUPERVISOR  COS	THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REBIONATURE OF EMPLOYEE /S/ Joseph Piccolo BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLOPPICIAL TITLE OF SUPERVISOR  TYPED OR PRINTED					

COMMENTS OF REVIEWING OFFICIAL

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

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR MINTED NAME AND DIGNATURE
	1	all deline
3 July 1974	Peputy Chief, WH Division	Remark Miles Chief

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ENFLOYEE NUMBER: 25658

Section C - Nametive Comments (Continued)

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

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

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

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

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### SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position, keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance, Give recommendations for training. Comment on foreign language camcetence, it required for current position. Amplify or explain ratings given in Section 8 to pronce best basis for determining future personnel attach. Manner of performance of managerial or supervisory duties and cost consciousness in the use of cersonnel, space, equipment and funds, must be commented on, if applicable. If estra space is needed to complete Section C, attach a separate sheet of pages.

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

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

3.	BY REVIEWING OFFI	CIAL	
9 July 73	Chief of Base	/s/ David B. McGrath	;
DATE	OFFICIAL TITLE OF BUPERVISOR	TYPED OF PRINTED NAME AND BIGNATURE	:
MONTHS EMPLOYEE HAS GEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION	:
2.	BY SUPERVISOR		•
9 July 73	/s/ Joseph Piccolo		
DATE	BIGNATURE OF EMPLOYEE		
I CERI	TIFY THAT I HAVE SEEN SECTIONS A,	B, AND C OF THIS REPORT	•
1.	BY EMPLOYEE		
SECTION D	CERTIFICATION AND C	OMMENTS	

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

9 July 73 COS /5/ Wilfred Kopolowitz

new initiatives during these occasions, after due thought and consultation, if he thought they were warranted. And he has been an excellent judge of men (and women) and their quality. In his dealings with LNFALL, its various LNBUZZ agencies and their directors he has held up the Base's interests and image well while seeking fair and practical answers and solutions. He has a good sense of economy in monetary as well as other affairs. As he becomes more senior and more exclusively a supervisor and executive he should become more and more effective.

Subject is an excellent operational manager and agent handler who gets the best out of his assets. He is probably not so strong as an operational starter and developer and this appears to be due in part to an instinct to avoid exposure and eschew the glad hand. On the other hand, he has undertaken two rather difficult developmental operations starting from scratch during the past six months and has at least proven that he can do this kind of work when it is necessary. In both these cases he may have -tried to move too fast in order to reach recruitment point before his departure but this is understandable. His written work is well conceived and conscientious and perhaps even somewhat above average for case officers of his grade and experience. Like most BKHERALD officers, however, he does not take sufficient pains to achieve simple, clear, forceful expression with the result that, while his best efforts are effective his second best is apt to result in lack of organization and clarity. He should work on this a suggestion might be that he practice avoiding metaphors and adopt a straight declarative sontence style.

In conclusion, Subject's performance has been first class in the most important respects and his relatively minor weaknesses are not incurable. He should have an excellent future as a senior case officer and supervisor, particularly if he attacks and cures these weaknesses. His overall performance in his present tour has been very strong indeed.

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# FITNESS REPORT CONTINUATION SHEET

Section D - 3

Comments by Reviewing Official

plotting operational strategy (another very strong point), advising less experienced officers (he demonstrated considerable talent here) than he is going after new assets. Subject clearly has the brains, the poise, the empathy and the all-around appeal to do so. There is no doubt about his being able to devise and execute sound recruitment scenarios and pitches. He did not, however, get to the "critical" point during this past year and he understood the priority which Division and Station management was attaching to new recruitments. Subject more than earned the promotion to GS-13 recently accorded. In my judgment he should be given the opportunity to move quickly to the next higher grade. In many aspects of the Base/Station mission he has already demonstrated to my satisfaction that he has the ability to become a valued senior officer of our organization. At an appropriate point he should be a candidate for senior school training.

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#### SECTION C

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### NARRATIVE COMMENTS

Indicate significant strengths or neutinesses demonstrates in current existion keeping in proper perspective, their relationship to averall performance. State suggestions made for improvement of sections. Give recommendations for training. Comment on foreign language competence, it required for current cost to. Amount or explain ratings given in Section B to provide heat basis for determining future personnel action. Mannet of personners of managerial or supervisory duties and cost consciousness in the use of personnel, space, eductment and funds, must be some as an algorithms. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject continues to be one of the strongest officers in the Base and will undoubtedly be a solid like tacker and pumber three officer undor the new staffing pattern. The judgment is considered and sound, his operational savvy, experience and talent invaluable. His supervisory functions have changed somewhat since last evaluation, and he now handles two active NOC officers (rather than one NOC and one inside case officer) who in turn handle a variety of operations including government as well as CP and terrorist penetration. As we have noted in past fitness reports, he is an intelligent supervisor with a capability for lighting fires under his charges when necessary. His thorough knowledge and understanding of the ALSOBER and ALPALOOKA fields has earned him the respect of all his colleagues.

Like the rest of us, he is not perfect, of course. His performance over the past year has been less strong on the operational development side and he should shift some of the emphasis of his efforts in this direction in order to achieve a better balanced performance. This will not be easy because at present he is unavoidably saddled with some serious and complex operational problems (not of his own making) and the demands of his NOC supervision are heavy. However, he is capable of adjusting his time and putting out the necessary effort and we have

1		(CONTINUED)
SECTION D	CERTIFICATION AND C	OMMENTS
î.	BY EWPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A	B, AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
2 Aug 1972		/s/ Joseph S. Piccolo
2.	BY SUPERVIOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
13		•
DATE	OFFICIAL TITLE OF SUPERIOR	TYPED OR PRINTED NAME AND SIGNATURE
2 Aug 1972	Chief of Base	/s/ David B. McGrath
3.	BY REVIEWING CEFIC	TAL

OMMENTS OF BRYIEBING OFFICIAL

The rating of Strong is deserved. This is a really fine officer, very corebral, experienced and skilled in the basic craft of our business, linguistically talented, toughminded and agreesive in agent handling and exploitation. His lack of development/recruitment activity during the reporting period reflects to some degree a deliberate decision to keep a low profile in the Mission and in the city due to the particularly sensitive nature of engoing projects handled. This still applies to some degree but we all now agree that during the remaining months of his tour an effort can be made to exploit this officer's considerable talents in the crucial area of creating new assets. I strongly endorse the recommendation for promotion.

2 Aug 1972

Chief of Station

. /s/ W. D. Koplowitz

# SECTION C - NARRATIVE COMMENTS CONTINUED

no serious doubts that he will do this.

Subject was denied a promotion on the previous round, which represents, in our opinion a lack of recognition of his fine performance and potential. He deserves a promotion and his proper career development demands one.

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II. DATE REPORT	DUE IN O.P.		<del></del>	17. H	EPORTING PER					
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SECTION B			PERFORMAN	CE EV	ALUATION	•				
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SECTION C HARRATIVE COMM	
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May 24 9 03 AM

Subject is perhaps the most mature, dependable and competent case officer we have. He has excelled in the handling of intricate, sensitive penetration operations where the highest professional standards are demanded. He carries a very heavy work load lightly and is a prodigious contributor in both operational and information reporting. His performance as a supervisor has been characterized by conscientiousness, a good sense of detail, perceptiveness, fairness and firmness. He is at his best in practical situations, however complex and obscure, rather than in dealing with philosophical or theoretical problems but this is obviously more a matter of inclination, than of intellect. He is highly respected and appreciated by all his colleagues and especially by this supervisor.

Subject is under grade for his performance, experience and responsibilities. He is of all the Base officers most deserving of a promotion. A separate recommendation to this effect is being forwarded.

SECTION D	CERTIFICATION AND COMMENTS						
1.	BY EMPLOYEE						
,	CERTIFY THAT I HAVE SEEN SECTIONS A, I	B, AND C OF THIS REPORT					
3 Nov 1971	/B/ Joseph S. Piccolo						
2.	BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT GEEN SHOWN	TO EMPLOYER, GIVE EXPLANATION					
ÇA 1 K	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE					
3 Nov 1971	Chief of Base	/s/ David McGrath					
3.	BY REVIEWING OFFICE	IAL .					
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COMMENTS OF REVIEWING OFFICIAL

The COS concurs emphatically with this well-written evaluation. The subject is vastly under-rated in JKLANCE, perhaps because of his quiet, unassuming personality. But he is a strong, very strong, officer. His ability to handle the most difficult detail should not detract from his overall capabilities. He is sound as a rock, and merits a promotion, which is recommended by the COS.

3 Nov 1971 /n/ David A. Phillips

Chief of Station