

SECRET
REQUEST FOR PERSONNEL ACTION

1. Serial No. 5338		2. Name (Last-First-Middle) CHARLES DANIELS		3. Date Of Birth Mo. Da. Yr. 12 25 54		4. Vac. Prof. Non-0 Code 5 Pt-1 10 Pt-2		5. Sex M 1		6. CS - FOD Mo. Da. Yr. 12 26 54				
7. SCD		8. CSC Form		9. CCL Or Other Legal Authority		10. Appt. Affidav.		11. EGLI		12. LCD				
Mo.	Da.	Yr.	Yes-1 No-2	Code	Mo.	Da.	Yr.	Yes-1 No-2	Code	Mo.	Da.	Yr.	Yes-1 No-2	Code
4	16	54		1						05	05	54		2

PREVIOUS ASSIGNMENT

14. Organizational Designations DDP WH BRANCH III 4 HAVANA, CUBA STATION				Code 8652		15. Location Of Official Station HAVANA, CUBA				Station Code 17085		
16. Dept. - Field Dept. - USCIB - Frgn -		17. Position Title Code ASST ATT FCL OF 10 11		18. Position No. 13-12 0116		19. Serv. FSR GS		20. Occup. Series 0136.51				
21. Grade & Step XX 05 X X 13		22. Salary Or Rate XXX 8140 XXX 20990		23. SD 10,130		24. Date Of Grade Mo. Da. Yr. 07 28 57		25. PSI Due Mo. Da. Yr. 09 04 60		26. Appropriation Number 0135 5450 3000 XXXXXXXXXX		

ACTION 09 04 60

27. Nature Of Action PROMOTION		Code 31		28. Eff. Date Mo. Da. Yr. 06 16 60		29. Type Of Employee REGULAR		Code 17		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations - 313				Code		32. Location Of Official Station				Station Code 17085	
33. Dept. - Field Dept. - USCIB - Frgn -		34. Position Title Code 5		35. Position No. 0116.51		36. Serv. GS		37. Occup. Series			
38. Grade & Step 14 1		39. Salary Or Rate (40. SD) 11355		41. Date Of Grade Mo. Da. Yr. 06 26 60		42. PSI Due Mo. Da. Yr. 12 24 61		43. Appropriation Number			

SOURCE OF REQUEST

A. Requested By (Name And Info) B. G. BOWERS WH/PSY/CONSUL OFFICER		C. Request Approved By (Signature And Info) <i>[Signature]</i>	
B. For Additional Information (Mail Address & Telephone Ext.) JOHN WASHINKO X8242			
CLEARANCES			
Clearance		Signature	
A. Career Board	<i>[Signature]</i>	Date 10/28/60	D. Placement
B. Pos. Control	WK	6-18-60	E.
C. Classification		F. Approved By	<i>[Signature]</i>
Remarks: This Personal Rank assignment is in accordance with R 20-580, Para. 3.a. (1), and will be for an approximate period of 2 years. CS-13 is maximum grade for a civilian No in that class and no plans to review with intent to upgrade at the maximum grade.			

FORM NO. 1152
1 MAR 57

SECRET

(4)

REPRODUCTION MASTERS

SECRET

BIOGRAPHIC PROFILE

SECRET

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

Pre 1960 documents - removed
Post 1963 documents - removed
Copies of Sanitized documents

SECRET

David S. MORALES

SECRET

ORIGINAL

A.B.

ITEMS BELOW THIS PAPER MARKED
WITH GREEN PENCIL WERE RECEIVED
THAT WAY BY CUBA DESK - AUG 78 -

H

SECRET

SECRET

S-1340

19 October 1960

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

SUBJECT : David S. Morales

1. Cover arrangements are in process, and/or have been completed for the above-named Subject.
2. Effective immediately, it is requested that your records be properly blocked ~~marked~~ to deny ~~information~~ Subject's current Agency employment to an external inquirer.
3. This memorandum confirms an oral request of Mr. Biladeau

James K. Shaug
Chief, Central Cover ~~Division~~ Group

cc: SSD/OS

SECRET

THIS IS A
CONFIDENTIAL
DOCUMENT
1580a

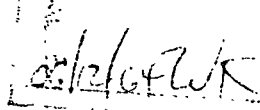
REMAIN

(4-13-40)

WV
6-14-60

SECRET

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
ADPD 06/04/64							
1. SERIAL NUMBER 063389		2. NAME (LAST FIRST MIDDLE) <i>Morales, Carlos</i>					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE MO DA YR 06 02 64		5. CATEGORY OF EMPLOYMENT	
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE	
		CF TO V		X CF TO CF		8. CSC OR OTHER LEGAL AUTHORITY	
						4132 2001 1000	
9. ORGANIZATIONAL DESIGNATIONS DDP/SAS DDP SAS US FLD FOS JMWAVE				10. LOCATION OF OFFICIAL STATION JMWAVE			
11. POSITION TITLE PARAMIL OFF CH				12. POSITION NUMBER 1039		13. LATER SERVICE DESIGNATION D	
14. CLASSIFICATION SCHEDULE (GS 18 ON)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
98		0136.11		13			
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
							

ROUTED TO
OF-4b

FORM 1-60

Use Previous Edition

SECRET

1 JUL 1964

GROUP 1
Excluded from automatic
downgrading and
declassification

(When Filled In)

575

1. Serial No.		2. Name		3. Cost Center Number		4. LUMP SUM	
063389		Morales, R. A. S.		49 730 CF			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
GS 15	1	\$15,665	02/03/63	GS 15	2	\$16,180	02/02/64
7. TYPE ACTION							
PS LS AD							
8. Remarks and Authorization							
/ / NO EXCESS LUMP / / IN PAY STATUS AT END OF WAITING PERIOD / / LUMP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY SALARY CONTINGENT ON CONGRESSIONAL APPROVAL <i>Joseph B. Ray</i> I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>Orville C. Jansen</i> DATE: <i>10 Jan 64</i> PAY CHANGE NOTIFICATION							

Form 9-61 560

Obsolete Previous Edition

(4-51)

575

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 9 JANUARY 1964.

NAME
Morales, R. A. S.

SERIAL	ORGN FUNDS	GR=ST	OLD SALARY	NEW SALARY
063389	49 730 CF	GS 15 1	\$14,565	\$15,665

POSTED Gr
 OF-4b

BAS: 11 FEB 63

SECRET
(When Filled In)

OCB										NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)																	
034959		[REDACTED] Morale, Keith S.																	
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE				5. CATEGORY OF EMPLOYMENT									
PROMOTION						02 03 63				REGULAR									
6. FUNDS		V TO V		V TO U		U TO V		U TO U		7. COST CENTER NO. CHARGEABLE				8. CSC 20 OTHER LEGAL AUTHORITY					
[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		3132 2001 1000				50 USC 403 J					
9. ORGANIZATIONAL DESIGNATIONS										10. LOCATION OF OFFICIAL STATION									
DDP SAS U S FIELD FORWARD OPERATIONS STATION-JMWAVE PARAMILITARY SECTION										JMWAVE									
11. POSITION TITLE										12. POSITION NUMBER				13. CAREER SERVICE DESIGNATION					
OPS OFFICER										0739				0					
14. CLASSIFICATION SCHEDULE (GS, LO, etc)						15. OCCUPATIONAL SERIES				16. GRADE AND STEP				17. SALARY OR RATE					
GS						0136.01				15 1				14565					
18. REMARKS																			
[REDACTED]																			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																			
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTERSEE CODE		24. HOURS CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI			
22		10		61730 SAS		99999				2		08 26 25		02 03 63		02 03 63			
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO.		34. SEX							
[REDACTED]		80		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
35. VLT PREFERENCE		36. SECT COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEELT HEALTH INSURANCE		40. SOCIAL SECURITY NO									
[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
41. PREVIOUS GOVERNMENT SERVICE DATA						42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA									
[REDACTED]						[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]		[REDACTED]	
SIGNATURE OR OTHER AUTHENTICATION																			
[REDACTED]																			

FORM 1150
9-62Use Previous
EditionSECRET
7 196314-00000
FORM 1150, 9-62
GPO : 1963-0-250-000

(4-01)

(When Filled In)

OLD SALARY RATE				NEW SALARY RATE				TYPE ACTION		
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	PS	LS	AD
GS-14	2	\$13,270	12/24/61	GS-14	3	\$13,695	12/23/62			

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: *Charles N. Mohr* DATE: *13 NOV 62*

PAY CHANGE NOTIFICATION

Form 9-61, 560

Obsolete Previous Edition

(4-51)

ARM: 29 AUG 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
034959		<i>Morale, David S.</i>									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT						NO GR YR 1 12 62		REGULAR			
6. FUNDS		V. TO V		V. TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
CF TO V		X		CF TO CF		3132 2041 1000		10 USC 403			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP TASK FORCE "W" US FIELD FORWARD OPERATIONS STATION JMWAVE PARAMILITARY SECTION						JMWAVE					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
OPS OFFICER						173		D			
14. CLASSIFICATION SCHEDULE (GS, PW, etc)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP		17. SALARY OR RATE			
GS			1136.1			14 2		12470			
18. REMARKS											
<div style="text-align: right;"> 100-101-51-58 100-101-51-58 96 </div>											
SPACE BELOW FOR EXCLUSIVE USE OF FIELD OFFICE OF PERSONNEL											
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. INTEGRER CODE	24. EMPLOY CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LFI			
37	10	01257	1FW			12/23/62					
28. NTE EXP-RIS	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CURRENT EMP CANCELLATION DATA	EOD DATA			33. SECURITY RIG NO	34. DES		
NO DA YR		1 CSC 2 FICA 3 NONE									
35. VLT PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. PERSL / HEALTH INSURANCE	40. SOCIAL SECURITY NO						
CODE	0 NONE 1. 8 PF 2. 10 PF	NO DA YR	NO DA YR	CODE	CODE	CODE	CODE				
41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA								
CODE	1 NO PREVIOUS SERVICE 2 NO BREAK IN SERVICE 3 BREAK IN SERVICE LESS THAN 5 YEARS 4 BREAK IN SERVICE MORE THAN 5 YEARS	1 YES 2 NO	1 YES 2 NO								
SIGNATURE OF OTHER AUTHENTICATION											
<div style="text-align: right;"> POSTED <i>10/12/62</i> </div>											

CONFIDENTIAL

U.S. GOVERNMENT PRINTING OFFICE: 1964 O-280080

1. Designation 4		2. Payroll GS-14		3. Book No.		4. Slip No.	
5. Grade and salary GS-14 \$12,210							
PAYROLL CHANGE DATA							
OVERTIME	GROSS PAY	RET.	FEDERAL TAX	BOND	F.I.C.A.	STATE TAX	GROUP LIFE INS.
				11. Appropriation(s)		12. Prepared by Jul 7 Dec 1961	
						13. Audited by	
14. Old salary rate \$12,210 15. New salary rate \$12,470 16. Performance rating Satisfactory or better <i>Joseph B. Gagan</i> (Signature or other certification)							
17. Check applicable box in case of excess (WOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.							
18. Initials of Clerk							
19. Form No. 102 CONFIDENTIAL PAYROLL CHANGE SLIP — PERSONNEL COPY							

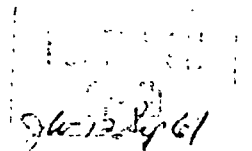
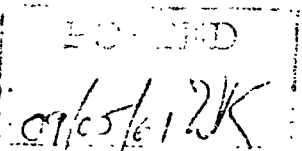
IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-795 AND
 OGI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS.
 EFFECTIVE 14 OCTOBER 1962

NAME
Thomas, Paul S.

SERIAL PROJ FUNDS GROSS SALARY NET SALARY
 034959 A173- OF 14-2 \$12,470 14-2 \$12,210

SECRET
(When Filled In)

AES: 29 AUG 61

NOTIFICATION OF PERSONNEL ACTION											
OAB											
1. SERIAL NUMBER 034959		2. NAME (LAST FIRST-MIDDLE) <i>Morales, David S.</i>									
3. NATURE OF PERSONNEL ACTION EXCEPTED APPOINTMENT						4. EFFECTIVE DATE 06 20 61		5. CATEGORY OF EMPLOYMENT REGULAR			
A. FUNDS		V TO V		V TO CP		7. COST CENTER NO. CHARGEABLE 2535 5000 8021		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J			
CP TO V		X		CP TO CP							
9. ORGANIZATIONAL DESIGNATIONS DDP WH US FIELD BRANCH 4 FORWARD OPERATIONS STATION JMWAVE. OFFICE OF THE CHIEF						10. LOCATION OF OFFICIAL STATION JMWAVE					
11. POSITION TITLE OPS OFFICER DCOS						12. POSITION NUMBER 0721		13. CAREER SERVICE DESIGNATION D			
14. CLASSIFICATION SCHEDULE (GS, WD, etc.) GS				15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 1		17. SALARY OR RATE 12210			
18. REMARKS											
<div align="right">  </div>											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE 13		20. EMPLOY CODE 10		21. OFFICE CODING 64530 WH		22. STATION CODE 99999		23. INGRESS CODE		24. HIRE DATE 06 25 61	
25. DATE OF GRADE 06 26 60		26. DATE OF LEI 06 26 60		27. DATE OF GRADE 06 26 60		28. DATE OF LEI 06 26 60		29. DATE OF GRADE 06 26 60		30. DATE OF LEI 06 26 60	
31. NIE EXPIRES NO DA YR		32. SPECIAL REFERENCE 1. CSC 2. PICS 3. NONE		33. RETIREMENT DATA CODE		34. SEPARATION DATA CODE		35. CORRECTION CANCELLATION DATA TYPE NO DA YR		36. SECURITY RLO NO 00000	
37. VET PREFERENCE CODE		38. SERV COMP. DATE 04 16 65		39. LONG COMP. DATE 05 152		40. MIL. SERV. CREDIT/LED CODE		41. REGG. HEALTH INSURANCE CODE		42. SOCIAL SECURITY NO	
43. PREVIOUS GOVERNMENT SERVICE DATA CODE		44. LEAVE CAT CODE		45. FEDERAL TAX DATA FORM EXECUTED CODE		46. STATE TAX DATA FORM EXECUTED CODE		47. NO TAX EXEMPTIONS CODE		48. NO TAX EXEMPTIONS CODE	
49. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 12 MOS) 3. BREAK IN SERV CR. MORE THAN 12 MOS		50. LEAVE CAT CODE		51. FEDERAL TAX DATA FORM EXECUTED CODE		52. STATE TAX DATA FORM EXECUTED CODE		53. NO TAX EXEMPTIONS CODE		54. NO TAX EXEMPTIONS CODE	
SIGNATURE OR OTHER AUTHENTICATION											
<div align="right">  </div>											

ARE:29 AUG 1961

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
OEF											
1. SERIAL NUMBER		2. NAME (LAST FIRST-MIDDLE)									
063385		MORALES DAVID S									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
RESIGNATION						08 19 61		REGULAR			
6. FUNDS		V TO V		U TO U		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY			
U TO V		X		U TO U		2535 5000 8021					
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDP WH BRANCH 4						WASH., D. C.					
11. POSITION TITLE						12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION			
OPS OFFICER						0000		D			
14. CLASSIFICATION SCHEDULE (GS, WO, etc.)			15. OCCUPATIONAL SERIES			16. GRADE AND STEP			17. SALARY OR RATE		
GS			0136.01			14 1			12210		
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. EMPLOYEE CODE		24. DATE OF BIRTH	
45		10		ALPHABETIC						08 26 25	
25. DATE EXPIRES		26. SPECIAL REFERENCE		27. RETIREMENT DATA		28. SEPARATION DATA		29. CORRECTION/CANCELLATION DATA		30. SECURITY REQ NO	
				1. CCL 2. FICA 3. NONE		1800091		EOD DATA			
31. VET. PREFERENCE		32. SERV COMP DATE		33. LONG COMP DATE		34. MIL SERV. CREDIT/ICD		35. FEGLI/HEALTH INSURANCE		36. SOCIAL SECURITY NO	
CODE		NO DA YR		NO DA YR		CODE		CODE		CODE	
1. NONE 2. 10 PER 3. 10 PER											
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT				43. FEDERAL TAX DATA			
CODE				CODE				CODE			
1. NO PREVIOUS SERVICE 2. 10 YEARS IN SERVICE 3. OVER 10 YEARS IN SERVICE 4. OVER 10 YEARS IN SERVICE				1. YES 2. NO				1. YES 2. NO			
44. STATE TAX DATA											
CODE NO TAX STATE CODE											
45. SIGNATURE OR OTHER AUTHENTICATION											
08/31/61 WK											

23 NOV 1960

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER 063385		2. NAME (LAST-FIRST-MIDDLE) MORALES DAVID S	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT (TEMPORARY)*		4. EFFECTIVE DATE MO DA YR 11 23 60	
5. CATEGORY OF EMPLOYMENT REGULAR		6. COST CENTER NO. CHARGEABLE 1535 5000 0021	
7. FUNDS V TO V CF TO V X		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403	
9. ORGANIZATIONAL DESIGNATIONS DDP WH DIVISION BRANCH 4		10. LOCATION OF OFFICIAL STATION WASH., D.C.	
11. POSITION TITLE OPS OFFICER		12. POSITION NUMBER 0000	
13. CAREER SERVICE DESIGNATION D		14. CLASSIFICATION SCHEDULE (GS, HB, etc.) GS	
15. OCCUPATIONAL SERIES 0136.01		16. GRADE AND STEP 14 1	
17. SALARY OR RATE 12210		18. REMARKS * UPON TERMINATION OF THIS TEMPORARY ASSIGNMENT YOU WILL BE REASSIGNED AS THE HEAD OF YOUR CAREER SERVICE DIRECTS.	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19. ACTION CODE 37	20. EMPLOY CODE 10	21. OFFICE CODING NUMERIC ALPHABETIC 64450 WH	22. STATION CODE 75013
23. INTEGRAL CODE	24. MONTH CODE 1	25. DATE OF BIRTH MO DA YR 08 26 25	26. DATE OF GRADE MO DA YR
27. DATE OF LEI MO DA YR	28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE 1. CSC 2. FICA 3. NONE	30. RETIREMENT DATA CODE
31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE MO DA YR	33. SECURITY REQ NO. EOD DATA	
34. VET PREFERENCE CODE 0 NONE 1 5 PT 2 10 CF	35. SERV COMP DATE MO DA YR	36. LONG COMP. DATE MO DA YR	37. MIL SERV. CREDIT/LEO 1 YES 2 NO
38. FEELS / HEALTH INSURANCE CODE 0. WAIVER 1 YES 2 NO	39. SOCIAL SECURITY NO.	40. PREVIOUS GOVERNMENT SERVICE DATA 0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE LESS THAN 12 MONTHS 3. BREAK IN SERVICE MORE THAN 12 MONTHS	
41. LEAVE CAT CODE	42. FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS	43. STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS	
SIGNATURE OR OTHER AUTHENTICATION 12/01/60 WK			

SECRET
(When Filled In)

CI 1960

NOTIFICATION OF PERSONNEL ACTION

A. NAME		B. NAME (LAST FIRST MIDDLE)																																					
		MORALES DAVID S																																					
C. TYPE OF PERSONNEL ACTION												D. EFFECTIVE DATE				E. CATEGORY OF EMPLOYMENT																							
CONVERSION FROM FSR STATUS												NO 808 10 15 60				REGULAR																							
A. FUNDS		V TO V		U TO U		U TO V		X		U TO U		F. COST CENTER NO. CHARGEABLE				G. CSC OR OTHER LEGAL AUTHORITY																							
												1135 5450 3000				50 USC 403 d																							
H. ORGANIZATIONAL DESIGNATIONS												I. LOCATION OF OFFICIAL STATION																											
DDP WM BRANCH 4 HAYANA CUBA STATION												HAYANA CUBA																											
J. POSITION TITLE												K. POSITION NUMBER				L. CAREER SERVICE DESIGNATION																							
OPS OFFICER												0116				D																							
M. CLASSIFICATION SCHEDULE (GS, WB, etc.)						N. OCCUPATIONAL SERIES						O. GRADE AND STEP				P. SALARY OR RATE																							
GS						0136.01						14 1				12210																							
Q. REMARKS																																							
R. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																																							
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING				22. STATION CODE		23. TRIP/SPEE CODE		24. MAINT. CODE		25. DATE OF BIRTH				26. DATE OF GRAD				27. DATE OF LEI																	
56		10		64750 WM				17085				3		08 26 25																									
28. LIFE EXPIRES				29. SPECIAL REFERENCE				30. RETIREMENT DATA				31. SEPARATION DATA CODE				32. CORRECTION/CANCELLATION DATA				33. SECURITY BPO NO				34. SEE															
MO DA YR				1. CSC 2. PICA 3. NONE				CODE				TYPE				MO DA YR				EOD DATA																			
35. VET. PREFERENCE				36. SERV. COMP. DATE				37. LONG. COMP. DATE				38. MIL. SERV. CREDIT/IFD				39. FEGLI / HEALTH INSURANCE				40. SOCIAL SECURITY NO.																			
CODE				MO DA YR				MO DA YR				1. YES 2. NO				CODE				O. DRIVER 1. YES 2. NO				HEALTH INS. CODE															
41. PREVIOUS GOVERNMENT SERVICE DATA								42. LEAVE CAT.				43. FEDERAL TAX DATA				44. STATE TAX DATA																							
CODE								CODE				FORM EXECUTED				CODE				NO. TAX EXEMPTIONS				FORM EXECUTED				CODE				NO. TAX EXEMPTIONS				STATE CODE			
1. NO PREVIOUS SERVICE 2. NO BREAK IN SERVICE 3. BREAK IN SERVICE (LESS THAN 12 MOS) 4. BREAK IN SERVICE (MORE THAN 12 MOS)								1. YES 2. NO				1. YES 2. NO				1. YES 2. NO				1. YES 2. NO				1. YES 2. NO				1. YES 2. NO				1. YES 2. NO							
S. SIGNATURE OR OTHER AUTHENTICATION																																							
<div style="float: right; border: 1px solid black; padding: 5px; text-align: center;"> FOOTED <i>10/25/60 ZWK</i> </div>																																							

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

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
D	MORALES DAVID S	563385	46 53	GS-14 1	\$11,355	\$12,210

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
AES: 24 JUNE 1960														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Prof.		5. Sex		6. CS - EOB	
563385		MORALES DAVID S				Mo. Da. Yr. 08 26 25			None-0 5 Pt-1 10 Pt-2		Code 1		M 1	
7. SCB		8. CSC Reint.		9. CSC Or Other Legal Authority		10. Amer. Affid.			11. FECLJ		12. LCD		13. Gov. App.	
Mo. Da. Yr. 04 16 46		Yes-1 No-2		Code 1		50 USCA 403 J		Mo. Da. Yr. Mo. Da. Yr.			Yes-1 No-2		Code 05 05 52	

PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP WH BRANCH 111 HAVANA, CUBA STATION				4652		HAVANA, CUBA				17085	
16. Dept. Field		17. Position Title		18. Position No.				19. Serv.		20. Occu. Series	
Data - 1 USAF - 3 Fgn - 5		ASST ATT POL OF 10 FI		0116				FSR 05		0136.51	
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
05 13 2		8140 \$ 10130		D		Mo. Da. Yr. 09 08 57		Mo. Da. Yr. 03 08 59		8 3545 55 055	

ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
PROMOTION		30		Mo. Da. Yr. 06 26 60		REGULAR		OM			

PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP WH BRANCH 4 HAVANA, CUBA STATION				4653		HAVANA, CUBA				17085	
33. Dept. Field		34. Position Title		35. Position No.				36. Serv.		37. Occu. Series	
Data - 1 USAF - 3 Fgn - 5		ASST ATT POL OF 10 FI		0116.81				FSR GS		0136.51	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
05 14 1		8140 \$ 11355		D		Mo. Da. Yr. 06 26 60		Mo. Da. Yr. 12 24 61		0135 5450 3000	

44. Remarks:

POLYD
06-30-602/K

SECRET
(WHEN FILLED IN)

1 EMP SERIAL NO	2 NAME	3 ASSIGNED ORGAN	4 FUNDS	5 ALLOTMENT							
563385	MORALES DAVID S	DDP/WH-7	UV								
6. OLD SALARY RATE		7. NEW SALARY RATE									
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 13	1	\$ 9,890	09	08	57	GS 13	2	\$10,130	03	08	59
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE		SIGNATURE OF SUPERVISOR						
ROBERT N. DAHLGREN			24 Feb. 1959		Robert N. Dahlgren						
PERIODIC STEP INCREASE - CERTIFICATION											

FORM NO 560
1 MAR. 68

SECRET

PERSONNEL FOLDER

S E C R E T

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI
DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
MORALES DAVID S	563385	GS-13-1	\$ 8,990	\$ 9,890

GORDON M. STEWART
/S/ DIRECTOR OF PERSONNEL

S E C R E T

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

[illegible]

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A <i>PARAMILITARY</i> GENERAL				063385	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
<i>[REDACTED]</i>		08-26-25	M	GS-15	D
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Paramil Off Ch.		DDP/WIL/C		JMWAVE	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C) SPECIAL (Specify):		<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT FIRST OFFY SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - To)			
		01 April 1964 - 31 March 1965			
SECTION B PERFORMANCE EVALUATION					
W - Weak		Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.			
A - Adequate		Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.			
P - Proficient		Performance is more than satisfactory. Desired results are being produced in a proficient manner.			
S - Strong		Performance is characterized by exceptional proficiency.			
O - Outstanding		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.			
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Branch Chief in charge of JMWAVE's paramilitary operations. The PM Branch employs 35 people and is charged with the responsibility of mounting UDT, commando, cache, infiltration and exfiltration operations.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Spots, assesses, and recruits PM agents.					S
SPECIFIC DUTY NO. 3					RATING LETTER
Established plans and programs for a counter-insurgency operation in <i>[REDACTED]</i> <i>country</i> .					P
SPECIFIC DUTY NO. 4					RATING LETTER
Develops concepts for contingency plans which can be used if a popular uprising takes place in PBRUMEN.					S
SPECIFIC DUTY NO. 5					RATING LETTER
Special Assistant to COS and available for trouble-shooting tasks in Central America.					S
SPECIFIC DUTY NO. 6					RATING LETTER
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S
15 JUN 1965					

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

FILE OF PFL 51774

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

In the period April to December 1964, Subject was the Chief of JMWAVE's Paramilitary Branch. In this capacity he was charged with the responsibility of mounting successful paramilitary operations into a denied area. Subject met his responsibilities in an exemplary manner and his Branch did mount successful operations into PBRUMEN in which intelligence was collected, resistance nuclei were established in the rural areas of PBRUMEN, and in- and exfiltration routes were developed whereby supplies and men could be moved in and out of PBRUMEN. In addition, his Branch maintained a UDT and a Commando unit in a high state of combat readiness. The UDT and Commando units were not used operationally in their specialties because of policy prohibitions against committing them against the PBRUMEN target; however, they were available to meet contingency situations. Subject's performance as a Branch Chief was characterized by drive, dedication, reliability, imagination, and the use of sound first-echelon management techniques. Subject is realistic and effective in delegating authority and responsibility to his subordinates. Subject has the ability to weld into a cohesive unit a diverse group of men who are Staff agents, Career Agents, Contract Employees, and military personnel on detail to KUBARK. This quality of leadership developed sound principles of team work in the PM Branch and made it easy for the Branch to coordinate its activities with the programs of the other Branches in a Station that has over 300 employees and is engaged in

SECTION D

CERTIFICATION AND COMMENTS

(continued)

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
22 May 65	/s/ ZAMKA, Stanley R. at Station	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
35		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPE OR PRINTED NAME AND SIGNATURE
22 May 65	Chief of Station	/s/ REUTEMAN, Andrew K. /s/ pseudo on Fld Tr.
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
Concur in Supervisor's evaluation of this employee.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPE OR PRINTED NAME AND SIGNATURE
10 June 1965	ADC/WH/C	John T. Flynn

SECRET

SECRET

SECTION C - Narrative Comments (Continued)

FI, CI, PW, PM, Maritime, Air, and ~~space~~ ^{space} operations. Subject is cost-conscious and effective in the use of space and equipment.

In the period January to March 1965, Subject filled the role of Special Assistant to the Chief of Station JMWAVE and, as such, was the operational supervisor for the establishment of a frame of reference in which a counter-insurgency program could be developed and implemented in Peru. In this phase of his activities, Subject's work had the hallmark of sound professionalism and reflected favorably on Subject's judgment, Spanish language fluency, area knowledge, and dedication to duty.

The totality of the information outlined above leads the Rating Officer to conclude that Subject's over-all performance warrants an evaluation of Strong.

Subject is a flexible, broad-gauged officer who has experience in depth in FI, CI, PW, PM and Maritime operations. In addition, he has a proven record of sustained performance whereby he has established that he can be counted on to do the job in less than allowable time limits. In view of these factors, it is believed that Subject is a valuable asset to his career service and, as such, can meet the long-term needs of his service in Latin America or other Spanish-speaking areas.

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
SECTION A <i>Michael L. LAMA</i> GENERAL				03385	
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO
<i>LAMA</i> <i>Michael</i> <i>L.</i>		08-26-25	M	GS-15	P
6. OFFICIAL POSITION TITLE		7. OFF/DIV. OR OF ASSIGNMENT		8. CURRENT STATION	
Paramil. Officer (Ch)		DEP/S.I.S.		JMWAVE	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)			
		01 April 1963 - 31 March 1964			
SECTION B PERFORMANCE EVALUATION					
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 - Supervises the Paramilitary Branch which employs 35 people and is charged with the responsibility of mounting UDT, commando raider, caching, resistance, and ratline operations at a Station which has 306 employees.					RATING LETTER S
SPECIFIC DUTY NO. 2 Spots, assesses, and recruits selected PM agents.					RATING LETTER S
SPECIFIC DUTY NO. 3 - Targets resistance and ratline operations against geographic areas which are of priority interest due to their intelligence and resistance potential.					RATING LETTER S
SPECIFIC DUTY NO. 4 Senior Case Officer for a long-range, sensitive Central American operation which has PM, PW and FI ramifications.					RATING LETTER S
SPECIFIC DUTY NO. 5 Develops concepts and plans for commando raids.					RATING LETTER P
SPECIFIC DUTY NO. 6 Develops concepts for contingency and war plans for a denied area. These concepts relate to the use of existing PM assets.					RATING LETTER P
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p>			
<p>- See Attached Continuation Sheet -</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
13 June 1964	/s/ [Signature] (signed in pseudo on Field Transmittal)		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
12			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
13 June 1964	Chief of Station, STATE	/s/ Andrew K. McFEAR (signed in pseudo on Field Trans.)	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Having on numerous occasions had the opportunity to observe closely [Signature] work, I heartily concur in the supervisor's remarks and ratings.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
1 July 1964	Deputy Chief, WH (SA)	[Signature] Bruce B. Cheever	

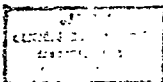
SECRET

Continuation Sheet/FITNESS REPORT - Section C:

Subject is a dedicated officer who has proven by performance that he can be counted on to get the job done in less than allowable time limits. Subject is a sound first-echelon supervisor of a group doing a basic paramilitary job. Subject has the ability to develop a sense of teamwork in a diverse group of employees. It is believed that this leadership trait is particularly significant in that Subject has judiciously blended the talents of staff agents, career agents, contract employees, Army officers and Navy personnel into a cohesive, effective group which has been able to mount successful resistance, ratline, cache, UDT, and commando operations against an insular denied area target. Subject is cost conscious and effective in the use of space, equipment, and funds. Subject has been able to keep his agent assets in a high state of combat readiness despite shifts in policy which have placed the UDT, sabotage and commando raider operations in a high state of flux. This ability to manage agent assets under conditions of severe frustration is a tribute to Subject's area knowledge and an understanding of the psychology and mores of his agent material. Subject delegates authority and has control over the paper flow in his Branch. Subject has a fine appreciation for positive intelligence collection techniques and he has been able to relate those techniques to his PM operations so that an intelligence product of quality has been developed on the rural areas of the target country. As a result of the totality of Subject's performance during the period covered by this report, his over-all performance warrants an evaluation of Strong.

Subject has Spanish language fluency, operational experience, area knowledge and drive. Armed with these tools, Subject is capable of meeting the long-term needs of his career service in Spanish-speaking operational areas where there is a need for first-echelon supervisors. Subject is at his best in agent handling situations and in view of this in the future, it is believed that he should be used in Latin America under commercial cover to run and/or manage appropriate FI, CI, or PM projects.

At the completion of his current assignment, Subject should attend an advanced management course.



SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
SECTION A <i>McKILL, RALPH</i> GENERAL				-034959			
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH	3. SEX	4. GRADE	5. SU		
<i>McKILL, RALPH</i>		26 Aug. 1925	N	GS-15	D		
6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION			
OPS OFFICER		DDP/S.A.S.		JMWAVE			
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT					
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input type="checkbox"/> CANCER-PROVISIONAL (See Instructions - Section C) <input type="checkbox"/> SPECIAL (Specify)		<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> SPECIAL (Specify)		<input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
11. DATE REPORT DUE IN O.P.		12. REPORTING PERIOD (From - to)					
		1 April 1962 thru 31 March 1963					
SECTION B PERFORMANCE EVALUATION							
<p>W - Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p>A - Adequate Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p>P - Proficient Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p>S - Strong Performance is characterized by exceptional proficiency.</p> <p>O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1							RATING LETTER
Responsible for the supervision and management of the PM Branch which has 25 employees.							S
SPECIFIC DUTY NO. 2							RATING LETTER
Spots, selects and recruits selected PM agent candidates.							S
SPECIFIC DUTY NO. 3							RATING LETTER
Develops concepts and plans for PM infiltration operations which have an intelligence collection mission as well as a resistance mission.							P
SPECIFIC DUTY NO. 4							RATING LETTER
Develops concepts and plans for Commando/Raider operations.							P
SPECIFIC DUTY NO. 5							RATING LETTER
Serves as a senior case officer on a sensitive long range operation which has PM, FI and PW ramifications.							S
SPECIFIC DUTY NO. 6							RATING LETTER
Targets PM operations against priority intelligence and resistance targets.							S
OVERALL PERFORMANCE IN CURRENT POSITION							RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal matters of ability, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							S
28 JUN 1963							

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.</p> <p>Subject is a hard working, dedicated officer who has an unusual amount of drive. Subject is a distinct asset to the Station. In the period covered by this Fitness Report, Subject has worked in a persevering manner toward the goal of making the Station's PM operations responsive to the realities of a target area which moved in twelve months from a soft free world operational climate to a classical hard Soviet Bloc-denied area climate. Subject has had to accomplish his PM mission under the adverse circumstances of having to do a current job in response to strong pressures for immediate production while simultaneously cleaning up an operational backlog which was inherited from predecessor projects. Additionally Subject had to project his PM plans into the future against a predictable operational climate in which only the most rigid application of sound PM techniques would enable the Station to continue operations against the target with either PM infiltration teams or commando raider units. Subject accomplished these multiple tasks despite the reluctance of the agent material from the target area to accept the rigid discipline and dedication which was required.</p> <p>Subject was able to accomplish his PM mission by the use of sound operational concepts and principles, the delegation of authority, and the proper use of management techniques. Subject has an appreciation for intelligence and has harnessed his PM assets to provide valuable bread and butter type coverage on the rural areas of the target.</p> <p align="center">(See continuation sheet attached)</p>			
SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE MAY 11 1963	SIGNATURE OF EMPLOYEE /s/ [Signature] (signed in pseudo on Field Transmittal)		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE MAY 11 1963	OFFICIAL TITLE OF SUPERVISOR Chief of Station, JMWAVE	TYPED OR PRINTED NAME AND SIGNATURE /s/ Andrew K. REUTEMAN (signed in pseudo on Field Transmittal)	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
Subject is one of the "mainstays" of the WAVE Station. I concur in the evaluation of the supervisor.			
DATE 28 June 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, SAS	TYPED OR PRINTED NAME AND SIGNATURE [Signature] Bruce B. Cheever	

SECRET

SECRET**Fitness Report - Section C - NARRATIVE COMMENTS (Continued)**

Subject is at his best in agent handling situations. He uses his Spanish language fluency, experience, and area knowledge to the maximum extent possible in order to develop assets for KUBARK operational exploitation. On balance, therefore, it is believed that Subject's overall performance over the period covered by this Fitness Report warrants an evaluation of "Strong".

At the completion of his current assignment Subject might benefit from participation in an advanced management course.

In the future Subject should be used in unofficial cover positions in Latin America. Subject is a natural for this type of an assignment due to his drive, self discipline, experience, language fluency, and skin color.

133-5448
106

SECRET

SECRET
(When Filled In).

Link

FITNESS REPORT				EMPLOYEE SERIAL NUMBER				
SECTION A GENERAL				034959				
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE			
[REDACTED]		26 Aug. 1925		Male	GS-14			
5. SERVICE DESIGNATION		6. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT				
D		Operations Officer		DDP/TFW, JMWAVE				
8. CAREER STAFF STATUS			9. TYPE OF REPORT					
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED <input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE					
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD						
31 May 1962		From 1 June 61 To 31 March 62						
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES								
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).								
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding								
SPECIFIC DUTY NO. 1 Spotting, developing recruiting, & handling FI agent assets in the field.		RATING NO. 6		SPECIFIC DUTY NO. 4 Maintaining contact with PBRUMEN exile community in WAVE area, and reporting information gleaned.				
SPECIFIC DUTY NO. 2 Spotting, developing & recruiting small PM reconnaissance teams.		RATING NO. 7		SPECIFIC DUTY NO. 5 provides background, continuity and guidance on PBRUMEN matters to all station officers.				
SPECIFIC DUTY NO. 3 Spotting & assessing senior political PBRUMENS for hqs.		RATING NO. 6		SPECIFIC DUTY NO. 6				
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION								
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.								
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 5/6			
SECTION D DESCRIPTION OF THE EMPLOYEE								
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee								
1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree								
CHARACTERISTICS		NOT APPLICABLE	NOT OBSERVED	RATING				
				1	2	3	4	5
GETS THINGS DONE								X
RESOURCEFUL								X
ACCEPTS RESPONSIBILITIES								X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES							X	
DOES HIS JOB WITHOUT STRONG SUPPORT							X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE							X	
WRITES EFFECTIVELY							X	
SECURITY CONSCIOUS							X	
THINKS CLEARLY							X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS							X	
OTHER (Specify):								
SEE SECTION "E" ON REVERSE SIDE.								

SECRET

(When Filled In)

SECTION E

NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Although designated as Chief of Operations, WAVE, during the entire period that Mr. [REDACTED] has been under my supervision he has been occupied with a highly sensitive special operation controlled by Hqs, and has not been able to execute his normal duties. I have been able to closely observe his work, and can more than attest to tremendous drive and energy and this all-around professional capability, attested to in previous fitness reports. Mr. [REDACTED] is a truly exceptional operations officer and is best utilized in that role, rather than in an administrative or supervisory capacity, although his own administrative responsibilities are always well handled. Perhaps his greatest contribution to the Station during the reporting period has been his vast background and knowledge of the complex PBRUMEN picture which he cheerfully and unstintingly makes available to all Station officers, many of whom are without previous WHID experience.

SECTION F

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

5 May 1962

SIGNATURE

[REDACTED] (Signed in full name)

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

4

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

9 May 1962

OFFICIAL TITLE OF SUPERVISOR

COS, JMWAVE

TYPED OR PRINTED NAME AND SIGNATURE

Alfred D. Cox

3.

BY REVIEWING OFFICIAL

☒

I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

☐

I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

☐

I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

☐

I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, TFW

TYPED OR PRINTED NAME AND SIGNATURE

William K. Harvey

SECRET

SECRET
(When Filled In)

4

<div style="display: flex; justify-content: space-between;"> 16 FITNESS REPORT </div>				EMPLOYEE SERIAL NUMBER 062385 CSFD	
SECTION A GENERAL					
1. NAME (Last) (First) (Middle) MORALES David S.			2. DATE OF BIRTH 26 August 1935		3. SEX Male
4. SERVICE DESIGNATION D		5. OFFICIAL POSITION TITLE Operations Officer		6. GRADE GS-11	
7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Br. 4, D.C.					
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> RESERVE			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR		
<input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE		
10. DATE REPORT DUE IN O.P. 31 May 1961		11. REPORTING PERIOD From 1 Apr 60 To 31 March 61		12. SPECIAL (Specify)	
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding					
SPECIFIC DUTY NO. 1 Spotting, developing, recruiting and handling FI agent assets in the field		RATING NO. 7		SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 2 Spotting, developing, recruiting and handling PM assets in the field as well as directing PM action		RATING NO. 7		SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 3 Drafting of intel and operational reports		RATING NO. 5		SPECIFIC DUTY NO. 6	
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.					
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. <div style="border: 1px solid black; padding: 5px; width: 40px; margin: 0 auto;">5/6</div>
SECTION D DESCRIPTION OF THE EMPLOYEE					
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee					
1 - Least possible degree		2 - Limited degree		3 - Normal degree	
4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS				RATING	
				NOT APPLI- CABLE	NOT OD- SERVED
				1	2
GETS THINGS DONE					X
RESOURCEFUL					X
ACCEPTS RESPONSIBILITIES					X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES					X
DOES HIS JOB WITHOUT STRONG SUPPORT					X
FACILITATES SMOOTH OPERATION OF HIS OFFICE					X
WRITES EFFECTIVELY					X
SECURITY CONSCIOUS					X
THINKS CLEARLY					X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS					X
OTHER (Specify):					
SEE SECTION "E" ON REVERSE SIDE					

SECRET

(When Applicable)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

12 21 PM '61

Subject is the finest all-around ops officer I have ever known. Primarily he is a man of action who knows what has to be done, and goes about doing it. He is a tireless, dedicated worker who puts duty before any personal considerations. He has imagination coupled with good common sense and sound operational judgment. He is steady and cool during emergency situations. He has worked under constant strain and pressure over periods of several months without cracking or losing his sense of humor. He has strong leadership qualities, inspires confidence and loyalty in those he works for and with. He is especially effective in getting the most out of indigenous agents. He has exhibited great personal courage. He was respected by the Embassy officers and representatives of other agencies with whom he was in contact. He speaks Spanish fluently and is thoroughly conversant with Latin psychology. His operational and intelligence reporting, though not always polished products, are complete and lucid. He has a great capacity for work. He has the potential for assuming greater responsibility and for advancement in the Agency.

During the period under review Subject was in charge of PM activities at the Havana Station, and his performance of duties during this critical, tense period was outstanding.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE

3 May 1961

SIGNATURE OF EMPLOYEE

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

24 months

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify):

DATE

5 May 1961

OFFICIAL TITLE OF SUPERVISOR

Chief of Station

TYPED OR PRINTED NAME AND SIGNATURE

James A. Noel

3. BY REVIEWING OFFICIAL

☒ I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

☐ I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE

1 June 61

OFFICIAL TITLE OF REVIEWING OFFICIAL

C/OPS/WHD

TYPED OR PRINTED NAME AND SIGNATURE

Joseph D. Estabrook

SECRET

SECRET
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER 63385		
SECTION A GENERAL						
1. NAME (Last) MORALES		(First) David		(Middle) Sanchez		
2. DATE OF BIRTH 26 Aug 25		3. SEX Male		4. GRADE GS-14		
5. SERVICE DESIGNATION D		6. OFFICIAL POSITION TITLE Operations Officer		7. OFF/DIV/BR OF ASSIGNMENT DDP/WH, Rm. 4, D.C.		
8. CAREER STAFF STATUS			9. TYPE OF REPORT			
<input type="checkbox"/> NOT ELIGIBLE <input checked="" type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> REASSIGNMENT/SUPERVISOR			
<input type="checkbox"/> PENDING <input type="checkbox"/> DECLINED <input type="checkbox"/> DENIED			<input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE			
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD 28 Oct 60 thru 31 May 61				
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding						
SPECIFIC DUTY NO. 1 Responsible for organizing, training and direction of an intelligence and counterintelligence group.		RATING NO. 7		SPECIFIC DUTY NO. 4		
SPECIFIC DUTY NO. 2 Responsible for providing intelligence and counterintelligence support to all sections of a Base		RATING NO. 6		SPECIFIC DUTY NO. 5		
SPECIFIC DUTY NO. 3 Direction of a Counterintelligence Section for a Base.		RATING NO. 6		SPECIFIC DUTY NO. 6		
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION						
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.						
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 6	
SECTION D DESCRIPTION OF THE EMPLOYEE						
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee						
1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above average degree 5 - Outstanding degree						
CHARACTERISTICS				NOT APPLICABLE	NOT OBSERVED	RATING
						1 2 3 4 5
GETS THINGS DONE						X
RESOURCEFUL						X
ACCEPTS RESPONSIBILITIES						X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES						X
DOES HIS JOB WITHOUT STRONG SUPPORT						X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X
WRITES EFFECTIVELY						X
SECURITY CONSCIOUS						X
THINKS CLEARLY						X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS						X
OTHER (Specify): Handling and accounting for official funds						X
SEE SECTION "E" ON REVERSE SIDE						

SECRET

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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

Speaking operationally, Mr. Morales is a one-man gang. His work is of the highest order, quantitatively and qualitatively. The JMWAVE operation being what it is, all officers should be versatile. This Mr. Morales is. His titles -- first, Chief, CI, and more recently Chief of the combined CI-FI Section -- do not even suggest the breadth of his activities. They take in denied area intelligence collection operations, the organization, training and management of a counter-intelligence apparatus and allied groups totalling over 300 people, sabotage and resistance ops, maritime ops, political action, propaganda and a great number of miscellaneous activities that defy classification, e.g., taking over and running a fast-moving PM recruitment program without loss of tempo when politics caused the breakdown of the normal recruitment machinery, setting up a Red Cross type service for queries from the trainees in camp.

For sustained effort, Mr. Morales has few peers. With his drive, imagination and good judgment he sets a fine example for the people who work with him, whether they find themselves under, alongside or above him in the organizational hierarchy.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

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

DATE 12 July 1961

SIGNATURE OF EMPLOYEE

Robert Reynolds

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

Nine

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

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

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS

REPORT MADE WITHIN LAST 90 DAYS

OTHER (Specify)

DATE 12 July 1961

OFFICIAL TITLE OF SUPERVISOR

Chief of Base, JMWAVE

TYPED OR PRINTED NAME AND SIGNATURE

Robert Reynolds
Robert Reynolds

3. BY REVIEWING OFFICIAL

☒ I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.

☐ I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.

☐ I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENT OF REVIEWING OFFICIAL

DATE 31 JUL 1961

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, WH/4

TYPED OR PRINTED NAME AND SIGNATURE

R. K. Davis
R. K. DAVIS

SECRET

14-00000

SECRET

11 January 1963

MEMORANDUM FOR: Secretary, Agent Panel

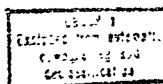
SUBJECT : ~~XXXXXXXXXX~~ - Promotion

Morales, Frank S.

1. ~~XXXXXXXXXX~~ has been in the vortex of Cuban field operations for the past four and one-half years and has developed into a senior operations officer with outstanding abilities, experience and professional stature.
2. During the past two major operational efforts against Cuba he has proven himself to be a superior agent handler with ready access to members of the exile community and ability to start and run operations which produced valuable intelligence. His background knowledge of the area has been invaluable to the JMWAVE Station operators and his tireless efforts and willingness to devote long hours to his work have set an example which others have been compelled to follow.
3. Regardless of ~~XXXXXX~~'s time in grade he is of that senior officer caliber fully deserving of and ready to assume the responsibilities of the next higher grade. ~~XXXXXX~~ has displayed outstanding performance in FI, CI and PM operations and has the potential to fill a wide variety of senior operational assignments.
4. In view of the foregoing I strongly recommend the promotion of ~~XXXXXX~~ from GS-14 to GS-15. I have discussed this action with the Chief of Station, JMWAVE, and he endorses my view that ~~XXXXXX~~ fully merits advancement to the next higher grade at this time.

W. K. Harvey
WILLIAM K. HARVEY
Chief, Task Force W

SECRET



SECRET

MEMORANDUM TO: Chief, Finance Division

THROUGH : Director of Personnel

SUBJECT : Designation of Officers Eligible for Premium Pay

REFERENCES : A. Memorandum to ADCT from General Counsel, dated 29 May 1962, Subject: Delegation of Authority (COC 62-1131)

B. Memorandum to Deputy Director (Support) from SCA-UD/B, dated 7 February 1962, Subject: Emergency Allowance

C. Memorandum to Deputy Director (Support) from Chief, Task Force W, dated 28 May 1962, Subject: Allowances and Emoluments for Personnel assigned to JMWAVE, JMRAR and Supporting Agency Components at the same Geographic Area

1. The following individuals assigned PCS at JMWAVE qualify for premium pay in accordance with reference memoranda:

STAFF AGENTS - JMWAVE

AND ABOVE

NAME (P)

03

3. Authority to make this payment is contained in reference memoranda and no statement to the supplement to their staff agent personnel action is required. The effective day of such premium pay will be the beginning of the first pay period following 1 June 1962.

William K. HAYES
Chief, Task Force W

/s/ Harry W. Little, Jr.

APPROVED

/s/ Director of Personnel

Date

Distribution:

Original & 1 - Addressee

- 1 - Director of Personnel
- 1 - Office of Communications
- 1 - Office of Logistics
- 1 - Chief, TW
- 1 - TW/Personnel

DISPATCH		CLASSIFICATION RYBAT/SECRET	DISPATCH SYMBOL AND NO UPG-T-495
TO INFO	Chief, WIND		HEADQUARTERS FILE NO
FROM	Chief of Base, JMWAVE	DATE APR 12 1961	
SUBJECT	Commendation [REDACTED] DAVID S. MORALES	RE: "433" - (CHECK "X" ONE)	
		MARKED FOR INDEXING	
		NO INDEXING REQUIRED	
ACTION REQUIRED	Please place in personnel file		INDEXING CAN BE JUDGED BY QUALIFIED HQ DESK ONLY
REFERENCES			
<p>1. For the information of Headquarters and for [REDACTED] personnel file, WAVE wishes to express commendation of [REDACTED]'s contribution to the JMATE project. Beginning with his arrival in the WAVE area in October 1960, [REDACTED] initiated an operational program directed to the establishment of a Cuban intelligence service, both for positive collection of intelligence and to establish protective security on JMATE operations. In a remarkably short time, [REDACTED] was able to recruit, train, and organize such a service which has effectively responded to intelligence and counter intelligence operational tasks, and has shown willingness and ability to ably perform a number of support functions for other types of substantive operations, principally paramilitary. In addition, the Cuban service which [REDACTED] organized is likely to be the nucleus of a post-Castro Cuban Government service which will serve KUBARK ends, not only on the basis of liaison, but by means of penetrations of this service already established.</p> <p>2. In the swift accomplishment of so many objectives, [REDACTED] has shown executive ability, diplomacy, energy and imagination commensurate with a grade level well in excess of his own.</p> <p style="text-align: center;">[REDACTED] ROBERT REYNOLDS</p> <p>PJM/asp</p> <p>12 April 1961</p> <p>Distribution:</p> <p>3 - Headquarters</p> <p>2 - Files</p>			

DISPATCH

STRAT/SECRET

FORM-9-495

Chief, WHD

Chief of Base, JMWAVE

Commendation -

Please place in personnel file

RE "A" - BOX 17 024

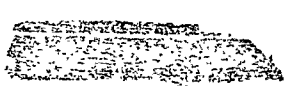
MAILED FOR RECORD

NO POSTING REQUIRED

PERSONS CAN BE ASSIGNED
BY QUALIFIED HQ DESK ONLY*Morales, Land S.*

1. For the information of Headquarters and for personnel file, WAVE wishes to express commendation of ~~Land S. Morales~~'s contribution to the JMWAVE project. Beginning with his arrival in the WAVE area in October 1960, ~~Land S. Morales~~ initiated an operational program directed to the establishment of a Cuban intelligence service, both for positive collection of intelligence and to establish protective security on JMWAVE operations. In a remarkably short time, ~~Land S. Morales~~ was able to recruit, train, and organize such a service which had effectively responded to intelligence and counter intelligence operational tasks, and has shown willingness and ability to ably perform a number of support functions for other types of substantive operations, principally paramilitary. In addition, the Cuban service which ~~Land S. Morales~~ organized is likely to be the nucleus of a post-Castro Cuban Government service which will serve KUBARK ends, not only on the basis of liaison, but by means of penetrations of this service already established.

2. In the swift accomplishment of so many objectives, ~~Land S. Morales~~ has shown executive ability, diplomacy, energy and imagination commensurate with a grade level well in excess of his own.


 ROBERT REYNOLDS

RJA/sep

12 April 1961

Distribution:

 3 - Headquarters
 2 - Files

STRAT/SECRET

[illegible]

SECRET
(When Filled In)

VERIFIED RECORD OF OVERSEAS SERVICE

TO:

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

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE COMPONENT
	LAST	FIRST	MIDDLE	
1-8	(Print)	7-28		28-38
3385	MORALES,	DAVID	S.	64

INSTRUCTIONS

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

PCS DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	OMIT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39	CUBA	40-42
2 - CORRECTION									
3 - CANCELLATION									
	81				09	30	60		170

TDY DATES OF SERVICE

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

SOURCE OF RECORD DOCUMENT

INVOICE VOUCHER	DISPATCH
CABLE	OTHER STATUS OR TIME AND ATTENDANCE REPORT

OTHER (Specify)

VERIFIED 1960

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE PERIOD
	17 Oct 60

OTHERS	
PREPARED BY	REPORT ANNOTATED IN SOURCE DOCUMENT
APPROVED BY	APPROVE DATA VERIFIED SUBJECT'S FILE BY NAME, DATE, AND SIGNATURE
14518	12/24/60
	SIGNATURE

SECRET

14-101

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

TO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE LAST, FIRST, MIDDLE INITIAL (if SA)	DATE (month, day, year)	NAME OF SUPERVISOR (Last, First, Middle Initial)	DATE (month, day, year)
DATE RECEIVED AT HEADQUARTERS	DISPATCH NUMBER	DATE RECEIVED BY FIELD SERVICE	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH 26 August 1925	2. SERVICE DESIGN D	3. YOUR CURRENT POSITION, TITLE AND GRADE Chief, PM GS-15	4. STATION OR BASE JMWAVE	5. CHECK FOR PROMOTION COVER <i>[Signature]</i>
6a. DATE OF PCS ARRIVAL IN FIELD October 1960	6b. REQUESTED DATE OF DEPARTURE 8 June 1965	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ 9 June 1965	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE 1 July 1965	

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

Wife, 38; Daughter, 12; Daughter, 10; Son, 8; Son, 7; Son, 6; Son, 5; Daughter, 3; Daughter, 1.

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

None

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form).
Also attach personal cover questionnaire in accordance with CSI F 240-61

Major duties during this tour have been as follows:

Chief, CI (Oct. 60 - May 61)
Acting DCOS and Chief, OPS (May 61 - Nov 61)
Chief, Special Ops (Nov 61 - Apr 62)
Chief, PM (May 62 - Present)

During this four year tour subject has been responsible for the supervision from 4 to 30 Case Officers and secretaries involved in across the board (CI/PM/PI/PW) operations including black infiltration operations into a denied area. In addition to his supervisory duties, subject officer has personally spotted, developed, recruited and directed up to as many as 300 indigenous agents who were used in FI/PM/CI/PW operations.

10. TRAINING DESIRED

IN WHAT TYPE TRAINING AND SERVICE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

Course in Management.

FORM 202 (REVISED 1-65)

SECRET

SECRET

11. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☐ EXTEND TOUR _____ MONTHS AT CURRENT STATION TO _____ (DATE)

☒ BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE MI 2ND CHOICE WE (Spain) 3RD CHOICE EE

☒ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION.
1ST CHOICE Peru 2ND CHOICE Santiago de Chile 3RD CHOICE Calli, Colombia

☐ RETURN TO MY CURRENT STATION
3. None

TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

See Continuation Sheet

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

It is planned that Subject will head up a new police training unit in Peru.

DATE 3 Dec 1964 FILE C/MI/Peru SIGNATURE Robert D. LASHMAN

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT: To country

15. EMPLOYEE NOTIFIED BY DISPATCH NO. 101-27722 DATE 101-27722

CABLE NO. _____ DATE: _____

CAREER SERVICE REPRESENTATIVE: Donald Borge / 101 DATE 101-27722

SECRET

14-00000

Continuation Sheet

FIELD REASSIGNMENT QUESTIONNAIRE/Section 12:

Subject is an experienced senior operations officer who has sufficient scope to be able to manage FI, CI, PW, or PM operations. He has a high degree of fluency in Spanish and has extensive area knowledge of Latin America. Subject is a hard-driving, dedicated officer who has turned in a consistently Strong performance during his tour at JMWAVE. Subject has additional growth potential both as a senior intelligence officer and as a first or second echelon supervisor of intelligence officers engaged in FI, CI, PW or PM operations. In view of Subject's experience, performance while at JMWAVE, his growth potential, fluency in Spanish, and his preference for a future assignment as outlined in paragraph 11, it is recommended that he be given a lateral field transfer to a WH Station where he can be used in an unofficial cover capacity in order to mount operations as appropriate for that Station's RMD. If Subject is given a lateral field transfer, he should attend the Clandestine Services Review Course, the Audio Surveillance Management Course, and an advanced course in management.

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL

INSTRUCTIONS

- A. This questionnaire is designed to provide information for consideration by Headquarters in planning your next assignment.
- B. Each supervisor in the field will ensure that this questionnaire is completed for each employee under his immediate supervision and forwarded to Headquarters eight (8) months prior to the individual's planned date of departure from the station.
- C. The questionnaire will be completed and forwarded through normal channels to Headquarters in triplicate.
- D. The questionnaires of Staff Agents should include cover duties and discussion of cover factors where appropriate.

SPECIAL NOTE

This form must be prepared with due regard for security considerations. For example, in the case of administrative and support personnel and others whose duties do not in themselves reveal sources of information or method of operations, it is normally expected that a complete and realistic statement of major duties may be reported in Item No. 2. However, the nature, purpose or disposition of information or operations will not be included. On the other hand, the description of the major duties of certain other employees may jeopardize security if should not be fully reported on this form. In these cases a general statement of duties will be indicated in Item No. 2 so as to show the level of responsibilities involved and enable reviewers at Headquarters to understand the nature of your position. No names, operational techniques, objectives or purposes of the operation should be included.

5.1. NAME OF EMPLOYEE (in pseudonym, if any)

DATE

30 September 1964

5.2. NAME OF SUPERVISOR (in pseudonym, if any)

DATE

ANDREW K. REUTEMAN
15 October 1964

SIGNATURE OF EMPLOYEE (in pseudonym, if any)

SIGNATURE OF SUPERVISOR (in pseudonym, if any)

FORM 202 OBSOLETE PREVIOUS EDITIONS.

SECRET

Copy was prepared and prior to coming to Cuba Desk for review for HSCA. (CH)

To : Director of Personnel

Page : 10 of 11

SUBJECT: Additional Compensation in Lieu of Overtime Payment

44: Memo dated 11 January 1961 from SSA/DK to DD/S, approved by DD/S. Subject: "Employee Benefits for JAFS Personnel"; and memo dated 22 December 1960 from ADD(i) to Deputy Director (Plans). Subject: "Employee Benefits for Personnel assigned to JAFS".

In accordance with referenced memoranda, it is requested that the personnel listed below be authorized to receive additional compensation effective 8 January 1961, at the rate of 15% of their respective rates of basic annual compensation (but not to exceed the ~~maximum~~ rate for GS-18) in lieu of payment of the regular overtime rates for irregular, unscheduled and frequent overtime.

<u>NAME</u>	<u>EMPLOYEE Serial No.</u>	<u>TITLE</u>	<u>STATUS</u>
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	(33)	Officer	[REDACTED]

All the above employees are on Allocation 505-307-701.

[Handwritten signature]
J. B. L. 10013

901


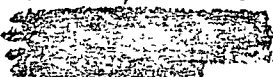
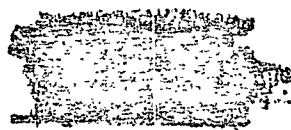
14-00000

SECRET

1 June 1961

MEMORANDUM FOR: Chief, Finance Division
FROM : Chief, WH/4/Support
SUBJECT : Premium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective c.o.b. 10 June 1961. The salaries are chargeable to Allotment #535-5000-8021:


MORALES, David S.



Electronically
WILLIAM E. EISEMANN
Chief, WH/4/Support

Distribution:
2 - Chief, Finance Division (ea. employee)
2 - Director of Personnel (ea. employee)

SECRET

14-00000

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

12 SEP 1961

MEMORANDUM FOR: SA/BR/CPD

ATTENTION : Dot Kreinheder

FROM : Deputy Director of Security (Investi-
gations and Operational Support)

SUBJECT : 

Morale, Denis S.

1. Reference is made to the memorandum dated 23 August 1961 in which a Covert Security Clearance was requested to cover Subject's conversion from Staff Employee to Staff Agent, GS-14, Operations Officer at JMWAVE, with WH/4.

2. This is to advise that a Covert Security Clearance is granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.

3. Subjects of Covert Security Clearances are not to represent themselves as, nor are they to be represented as, employees of CIA.

4. Your attention is called to the fact that a Covert Security clearance does not constitute complete compliance with the provisions of CIA Regulation 10-210. Therefore, if you should desire at a later date to change the status or use of this individual, a request for clearance to cover any proposed change should be submitted to this office.

5. This clearance becomes invalid in the event the Subject's services are not utilized within six months of the date of this memorandum.

FOR THE DIRECTOR OF SECURITY:

for Louis W. Casey
Victor R. White

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

SECRET

Documents dated from 1951 to 1975

(EXCLUDING OF THOSE FROM 1968-69)

WHICH ARE IN FOLDER FOR REVIEW BY
HSCA.)

SANITIZED COPIES OF THOSE FOR
REVIEW BY HSCA ARE ENCLOSED HEREWITH

SECRET

David S. MORALES

DEANE, I. W.

FILE TITLE/NUMBER/VOLUME: (TICHBORN)
LOPEZ, HENRY W.

CUSTODIAL UNIT/LOCATION:

DELETIONS, IF ANY: _____

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

14-00000

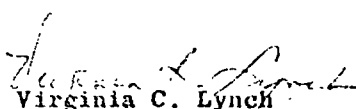
SECRET

17 September 1968

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : Contract Amendment
Edward G. TICHBORN

Transmitted herewith is original and one copy of amendment to subject's contract which was terminated 31 August 1968, signed by subject acknowledging a one-time lump sum taxable payment in the amount of \$3,311, which serves as a "quit claim".


Virginia C. Lynch
Chief, DO Personnel & Training

Attachments: 2

cc: Mr. George Powell w/o att's

SECRET

SECRET

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, effective 19 May 1961, as amended.

Effective 15 August 1968 you are authorized a one-time lump sum taxable payment in the amount of \$3,311.

In full and final consideration for authorization and payment of the above sum, you herein release and forever discharge the United States Government and any Agency, Department or Instrumentality thereof and its agents, officers, employees and representatives from any and all claims, demands and liabilities in any form or by any party whatsoever throughout the world arising from services performed by you for the United States Government under said contract.

All other terms and conditions of the contract, as amended, remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

ACCEPTED:

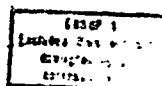
Edward G. Tichborn

WITNESS:

APPROVED:

Ed / E
15 Aug 68

SECRET



SECRET

12 August 1968

MEMORANDUM FOR: Chief, Contract Personnel Division**THROUGH: Assistant for Non-Staff Personnel****SUBJECT: Edward G. TICHBORN (P) - Contract Agent**

1. Subject has been given 30 days notice as provided in his contract, to the effect that his contract will be terminated 31 August 1968.

2. Subject was initially employed in 1959 and was transferred to DO Division in July of 1967 from the WH Division. In the course of discussing the termination of his services, subject stated that during his tenure with the WH Division, he had been promised certain bonuses upon termination of his Agency service. The WH Division has agreed to a termination payment of \$3,310.72 which represents two months' salary of a per annum salary of \$17,000 plus \$477.39 in settlement of his accounting which is nontaxable.

3. In addition it is requested that the following statement be included in the amendment:

You release and forever discharge the United States Government and any Agency, Department or Instrumentality thereof and its agents, officers, employees and representatives from any and all claims, demands and liabilities in any form or by any party whatsoever throughout the World arising from services performed by you for the United States Government under said contract.

4. Attached is signed Notice of Termination in duplicate.

APPROVED:

Special Contracting Officer
Attachment:
as stated

W. T. Montgomery
W. T. MONTGOMERY
Chief, DO Support Group

SECRET

NOTIFICATION OF TERMINATION OF CONTRACT

Mr. Henry P. Lopez

Dear Mr. Lopez:

You are hereby notified that your services under a contract with the U. S. Government, effective 19 May 1961, are to be terminated for the convenience of the U. S. Government pursuant to paragraph 10 of said contract, and that the thirty (30) days notice required by the contract begins 2 August 1968.

You are reminded of the contents of paragraph 9 of said contract which reads as follows:

"9. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the espionage laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

Your signature in the space provided below is acknowledgement of the contents hereof.

U. S. GOVERNMENT

BY /s/ Don H. Luetcher
Special Contracting Officer

ACKNOWLEDGED:

Henry P. Lopez

WITNESS

August 7, 1968
(Date)

August 11, 1968
(Date)

CONTRACT APPROVING OFFICIAL

24 November 1967

Edward G. Tichborn

1 October 1967

19 May 1961

one (!) year

24 Nov. 67
D G L / M

16 November 1967

MEMORANDUM FOR: Contract Personnel Division

SUBJECT : Edward G. TICHEN (P)

It is requested that ~~subject's~~ contract which expired
30 September 1967 be extended for one year.

J. C. Lynch
Virginia C. Lynch
Chief, Personnel & Training

APPROVED:

W. T. Montgomery
W. T. MONTGOMERY, C/P/ST

14-00000
UNITED STATES GOVERNMENT

Memorandum

TO : OF/C&TD/CAAS
VIA : Contract Personnel Division
FROM : WH/Contracts

DATE: July 5, 1967

SUBJECT: Edward G. TICHBORN, Reassignment

1. Effective 1 July 1967, Edward G. TICHBORN, Independent Contractor, has been reassigned to DO. Effective the same date all costs incident to contract services are chargeable to DO.

2. Miss Virginia Lynch, C/DO/Pers may be contacted for further information.

WM. S. Renshan

cc: C/WH/B&P
C/DO/Pers

APPROVED:

/s/ Dow H. Luetscher

Special Contracting Officer

SECRET

SECRET

DATE: 7 November 1954

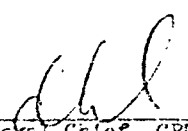
CTC No. 374

MEMORANDUM FOR: Director of Finance
 ATTENTION: Chief, Compensation and Tax Division
 VIA: Chief, Contract Personnel Division
 SUBJECT: Tax Assessment for JOHN F. TROTT (b)

1. A flat rate covert tax assessment of this individual's gross, taxable Agency entitlements has been approved by the Covert Tax Committee as indicated below. An acknowledged letter of tax instruction ☐ is ☐ will be forwarded.

<u>Tax Assessment Rate</u>	<u>Effective Date</u>
6.00 (60.0) per cent	1 December 55, termination of tax

2. Other payroll factors pertinent to this Covert Tax Committee tax assessment action are as follows:


 Approval Chief, CPD

Secretary, Covert Tax Committee

FORM 2643
 5-54

SECRET

11-4-211

3 - CPD

18 Oct 66

C/CPD:

Attached is a draft of an amendment on TICHBORN. Note memo of request asks for an increase in basic fee from \$12,000 to \$17,000 based on TICHBORN's "overall performance and full time services". ~~2216~~

Additional memoranda in file reflect the following:

- (1) 15 May 1961 contract (still in effect) provided a basic fee of \$8000 with no mention of amount of time subject worked to earn such.
- (2) WH memo of 18 June 63 asked a pay increase from \$8000 to \$9000 based upon, "manner of TICHBORN's performance and the increase amt. of time which he devotes to Agency requirements".
- (3) WH dispatch of 9 Nov 64 said that, "Hqs agrees that present expiring contract called for about 2/3rds subject's time---TICHBORN pointed out.... he now engaged 90% of his time for Agency".
- (4) WH memo of 24 Nov 64 requested an increase from \$9000 to \$12,000 based upon TICHBORN's increased value plus "using TICHBORN's service on substantially a full time basis".
- (5) As cited above, current WH memo of 7 Oct 66 asks for an increase of \$5k from \$12,000 to \$17,000 based on subject's "overall performance and full time services".

I pointed out the above chron with respect to the ever increasing usage of subject's time to Henehah who apparently feels the last memo is OK unless CPD desires to make a formal objection and return it.

Paul

Paul - OK to prepare -
I will hold pending
receipt of supplementary →

Note - Per C/CPD WH (Cannon)
will submit a new memo
to justify the current request.

SECRET

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 May 1961, as amended.

Effective 1 October 1966, said contract, as amended, is further amended by:

(a) Deleting the figure \$12,000 from paragraph one (1) (a) and substituting in lieu thereof the figure \$17,000;

(b) Deleting paragraph one (1) (b) in its entirety; and

(c) Adding the following paragraph:

"13. Offset. Emoluments (including benefits in kind) received from or through your cover activities are the property of the U. S. Government. Procedurally, such emoluments will be offset against amounts due you under this agreement and are acknowledged to be payment by the Government hereunder and for Federal income tax purposes. If cover emoluments exceed those due you under this contract, you will dispose of the excess amount in conformance with Governmental instructions."

In addition, said contract is further amended by extending its term through 30 September 1967.

All other terms and conditions of said contract, as amended, remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____

Contracting Officer

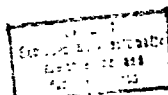
ACCEPTED:

Edward G. Tichborn

WITNESS:

APPROVED:

Put in
20 Oct. 66

SECRET

SECRET

31 October 1966

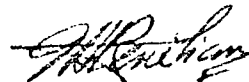
MEMORANDUM FOR: Chief, Contract Personnel Division

FROM : WH/Pers/Contracts

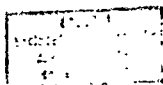
SUBJECT : Edward G. TICHBORN, Contract Compensation

1. Reference is made to your recent oral request concerning the increase in compensation for Edward G. TICHBORN, Independent Contractor.

2. The recommendation for the increase was based on C/WHD's review of TICHBORN's performance, availability of full time services and direct negotiation. It is to be noted that the basic recommendation also provided for the amendment to offset cover earnings.



William S. Renehan



SECRET

SECRET

7 OCT 1966

MEMORANDUM FOR: Chief, Contract Personnel Division

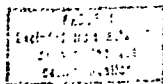
SUBJECT : Edward G. TICHBORN, Contract Amendment

1. It is requested that the contract, as amended, for Edward G. TICHBORN, Independent Contractor, be further amended effective 1 October 1966 as follows:

- a. Increase basic compensation to \$17,000. per annum.
- b. Delete para. 1.b. The provision is not applicable due to reassignment to a domestic location.
- c. Provide offset provision of basic contract compensation as TICHBORN will be paid through a DODS proprietary (WUSALINE).
- d. CPD may determine whether it is necessary to modify the amendment relating to Social Security and Income Taxes as deductions will be handled by the cover organization.
- e. Extend contract through 30 September 1967.
- f. Provide for TICHBORN's acceptance and signature on the amendment.

2. The increase in basic compensation is based on TICHBORN's overall performance and full time services.

for [Signature]
William V. Broe
Chief
Western Hemisphere Division



SECRET

14-00000

Contract Service — Edward G. Tichborn (P)

<u>Date</u>	<u>Action</u>	<u>Compensation</u>
15 Oct 59	Hired as an Independent Contractor	\$50 Per day
13 Jan 60	Pay adjustment	See Contract
23 Feb 61	" "	" "
18 May 61	Contract Terminated	
19 May 61	Hired as an Independent Contractor	\$8,000 P.A.
19 May 63	Pay increase	9,000
1 Dec 64	" "	12,000
1 Dec 64	As an Independent Contractor, authorized Social Security	

SECRET

Mr. Edward O. Tichborn

Dear Mr. Tichborn

Reference is made to your current contract with the United States Government, as represented by the Contracting Officer.

Effective 27 May 1966, said contract is amended by deleting all reference to income taxes therefrom, and by adding thereto the following paragraph:

"12. Taxes As an independent contractor, monies paid you under paragraph one (1) above constitute taxable income for Federal tax purposes and you must satisfy your Federal tax liability thereon. Such income may be paid you by or through a cover facility. Because of cover, operational, and security considerations the Tax Committee of this organization is authorized to make certain determinations and establish procedures (including tax withholdings) which will result in the full satisfaction of your Federal income and Social Security tax obligations. It is specifically understood and agreed that such determinations and procedures, whether oral or written, constitute an integral part of this contract and are legally incorporated herein by reference."

All other terms and conditions of said contract remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

SECRET

Group 1 - Excluded from automatic downgrading and declassification

SECRET

DATE: 11/14/63

CTC No. 204

MEMORANDUM FOR: Director of Finance .

ATTENTION: Chief, Compensation and Tax Division

VIA: Chief, Contract Personnel Division

SUBJECT: Tax Assessment for ROBERT O. WICHBERN

1. A flat rate covert tax assessment of this individual's gross, taxable Agency entitlements has been approved by the Covert Tax Committee as indicated below. An acknowledged letter of tax instruction ☐ is ☐ will be forwarded.

Tax Assessment Rate	Effective Date
Ten and six-tenths per cent (10.6)	1 January 1963
Eleven and six-tenths per cent (11.6)	1 January 1964

2. Other payroll factors pertinent to this Covert Tax Committee tax assessment action are as follows:

A. The retroactive portion of this assessment requires a payment of \$4,348.47 from the subject:

1. Tax on the flat rate	\$ 1,300.00
2. Tax on 10.6% of \$41,000.00	4,348.47
3. Tax on 11.6% of \$42,000.00	5,000.00
4. Tax on 12.6% of \$43,000.00	5,650.00
5. Tax on 13.6% of \$44,000.00	6,300.00
6. Tax on 14.6% of \$45,000.00	6,950.00
7. Tax on 15.6% of \$46,000.00	7,600.00
8. Tax on 16.6% of \$47,000.00	8,250.00
9. Tax on 17.6% of \$48,000.00	8,900.00
10. Tax on 18.6% of \$49,000.00	9,550.00
11. Tax on 19.6% of \$50,000.00	10,200.00
12. Tax on 20.6% of \$51,000.00	10,850.00
13. Tax on 21.6% of \$52,000.00	11,500.00
14. Tax on 22.6% of \$53,000.00	12,150.00
15. Tax on 23.6% of \$54,000.00	12,800.00
16. Tax on 24.6% of \$55,000.00	13,450.00
17. Tax on 25.6% of \$56,000.00	14,100.00
18. Tax on 26.6% of \$57,000.00	14,750.00
19. Tax on 27.6% of \$58,000.00	15,400.00
20. Tax on 28.6% of \$59,000.00	16,050.00
21. Tax on 29.6% of \$60,000.00	16,700.00
22. Tax on 30.6% of \$61,000.00	17,350.00
23. Tax on 31.6% of \$62,000.00	18,000.00
24. Tax on 32.6% of \$63,000.00	18,650.00
25. Tax on 33.6% of \$64,000.00	19,300.00
26. Tax on 34.6% of \$65,000.00	19,950.00
27. Tax on 35.6% of \$66,000.00	20,600.00
28. Tax on 36.6% of \$67,000.00	21,250.00
29. Tax on 37.6% of \$68,000.00	21,900.00
30. Tax on 38.6% of \$69,000.00	22,550.00
31. Tax on 39.6% of \$70,000.00	23,200.00
32. Tax on 40.6% of \$71,000.00	23,850.00
33. Tax on 41.6% of \$72,000.00	24,500.00
34. Tax on 42.6% of \$73,000.00	25,150.00
35. Tax on 43.6% of \$74,000.00	25,800.00
36. Tax on 44.6% of \$75,000.00	26,450.00
37. Tax on 45.6% of \$76,000.00	27,100.00
38. Tax on 46.6% of \$77,000.00	27,750.00
39. Tax on 47.6% of \$78,000.00	28,400.00
40. Tax on 48.6% of \$79,000.00	29,050.00
41. Tax on 49.6% of \$80,000.00	29,700.00
42. Tax on 50.6% of \$81,000.00	30,350.00
43. Tax on 51.6% of \$82,000.00	31,000.00
44. Tax on 52.6% of \$83,000.00	31,650.00
45. Tax on 53.6% of \$84,000.00	32,300.00
46. Tax on 54.6% of \$85,000.00	32,950.00
47. Tax on 55.6% of \$86,000.00	33,600.00
48. Tax on 56.6% of \$87,000.00	34,250.00
49. Tax on 57.6% of \$88,000.00	34,900.00
50. Tax on 58.6% of \$89,000.00	35,550.00
51. Tax on 59.6% of \$90,000.00	36,200.00
52. Tax on 60.6% of \$91,000.00	36,850.00
53. Tax on 61.6% of \$92,000.00	37,500.00
54. Tax on 62.6% of \$93,000.00	38,150.00
55. Tax on 63.6% of \$94,000.00	38,800.00
56. Tax on 64.6% of \$95,000.00	39,450.00
57. Tax on 65.6% of \$96,000.00	40,100.00
58. Tax on 66.6% of \$97,000.00	40,750.00
59. Tax on 67.6% of \$98,000.00	41,400.00
60. Tax on 68.6% of \$99,000.00	42,050.00
61. Tax on 69.6% of \$100,000.00	42,700.00
62. Tax on 70.6% of \$101,000.00	43,350.00
63. Tax on 71.6% of \$102,000.00	44,000.00
64. Tax on 72.6% of \$103,000.00	44,650.00
65. Tax on 73.6% of \$104,000.00	45,300.00
66. Tax on 74.6% of \$105,000.00	45,950.00
67. Tax on 75.6% of \$106,000.00	46,600.00
68. Tax on 76.6% of \$107,000.00	47,250.00
69. Tax on 77.6% of \$108,000.00	47,900.00
70. Tax on 78.6% of \$109,000.00	48,550.00
71. Tax on 79.6% of \$110,000.00	49,200.00
72. Tax on 80.6% of \$111,000.00	49,850.00
73. Tax on 81.6% of \$112,000.00	50,500.00
74. Tax on 82.6% of \$113,000.00	51,150.00
75. Tax on 83.6% of \$114,000.00	51,800.00
76. Tax on 84.6% of \$115,000.00	52,450.00
77. Tax on 85.6% of \$116,000.00	53,100.00
78. Tax on 86.6% of \$117,000.00	53,750.00
79. Tax on 87.6% of \$118,000.00	54,400.00
80. Tax on 88.6% of \$119,000.00	55,050.00
81. Tax on 89.6% of \$120,000.00	55,700.00
82. Tax on 90.6% of \$121,000.00	56,350.00
83. Tax on 91.6% of \$122,000.00	57,000.00
84. Tax on 92.6% of \$123,000.00	57,650.00
85. Tax on 93.6% of \$124,000.00	58,300.00
86. Tax on 94.6% of \$125,000.00	58,950.00
87. Tax on 95.6% of \$126,000.00	59,600.00
88. Tax on 96.6% of \$127,000.00	60,250.00
89. Tax on 97.6% of \$128,000.00	60,900.00
90. Tax on 98.6% of \$129,000.00	61,550.00
91. Tax on 99.6% of \$130,000.00	62,200.00
92. Tax on 100.6% of \$131,000.00	62,850.00
93. Tax on 101.6% of \$132,000.00	63,500.00
94. Tax on 102.6% of \$133,000.00	64,150.00
95. Tax on 103.6% of \$134,000.00	64,800.00
96. Tax on 104.6% of \$135,000.00	65,450.00
97. Tax on 105.6% of \$136,000.00	66,100.00
98. Tax on 106.6% of \$137,000.00	66,750.00
99. Tax on 107.6% of \$138,000.00	67,400.00
100. Tax on 108.6% of \$139,000.00	68,050.00
101. Tax on 109.6% of \$140,000.00	68,700.00
102. Tax on 110.6% of \$141,000.00	69,350.00
103. Tax on 111.6% of \$142,000.00	70,000.00
104. Tax on 112.6% of \$143,000.00	70,650.00
105. Tax on 113.6% of \$144,000.00	71,300.00
106. Tax on 114.6% of \$145,000.00	71,950.00
107. Tax on 115.6% of \$146,000.00	72,600.00
108. Tax on 116.6% of \$147,000.00	73,250.00
109. Tax on 117.6% of \$148,000.00	73,900.00
110. Tax on 118.6% of \$149,000.00	74,550.00
111. Tax on 119.6% of \$150,000.00	75,200.00
112. Tax on 120.6% of \$151,000.00	75,850.00
113. Tax on 121.6% of \$152,000.00	76,500.00
114. Tax on 122.6% of \$153,000.00	77,150.00
115. Tax on 123.6% of \$154,000.00	77,800.00
116. Tax on 124.6% of \$155,000.00	78,450.00
117. Tax on 125.6% of \$156,000.00	79,100.00
118. Tax on 126.6% of \$157,000.00	79,750.00
119. Tax on 127.6% of \$158,000.00	80,400.00
120. Tax on 128.6% of \$159,000.00	81,050.00
121. Tax on 129.6% of \$160,000.00	81,700.00
122. Tax on 130.6% of \$161,000.00	82,350.00
123. Tax on 131.6% of \$162,000.00	83,000.00
124. Tax on 132.6% of \$163,000.00	83,650.00
125. Tax on 133.6% of \$164,000.00	84,300.00
126. Tax on 134.6% of \$165,000.00	84,950.00
127. Tax on 135.6% of \$166,000.00	85,600.00
128. Tax on 136.6% of \$167,000.00	86,250.00
129. Tax on 137.6% of \$168,000.00	86,900.00
130. Tax on 138.6% of \$169,000.00	87,550.00
131. Tax on 139.6% of \$170,000.00	88,200.00
132. Tax on 140.6% of \$171,000.00	88,850.00
133. Tax on 141.6% of \$172,000.00	89,500.00
134. Tax on 142.6% of \$173,000.00	90,150.00
135. Tax on 143.6% of \$174,000.00	90,800.00
136. Tax on 144.6% of \$175,000.00	91,450.00
137. Tax on 145.6% of \$176,000.00	92,100.00
138. Tax on 146.6% of \$177,000.00	92,750.00
139. Tax on 147.6% of \$178,000.00	93,400.00
140. Tax on 148.6% of \$179,000.00	94,050.00
141. Tax on 149.6% of \$180,000.00	94,700.00
142. Tax on 150.6% of \$181,000.00	95,350.00
143. Tax on 151.6% of \$182,000.00	96,000.00
144. Tax on 152.6% of \$183,000.00	96,650.00
145. Tax on 153.6% of \$184,000.00	97,300.00
146. Tax on 154.6% of \$185,000.00	97,950.00
147. Tax on 155.6% of \$186,000.00	98,600.00
148. Tax on 156.6% of \$187,000.00	99,250.00
149. Tax on 157.6% of \$188,000.00	99,900.00
150. Tax on 158.6% of \$189,000.00	100,550.00
151. Tax on 159.6% of \$190,000.00	101,200.00
152. Tax on 160.6% of \$191,000.00	101,850.00
153. Tax on 161.6% of \$192,000.00	102,500.00
154. Tax on 162.6% of \$193,000.00	103,150.00
155. Tax on 163.6% of \$194,000.00	103,800.00
156. Tax on 164.6% of \$195,000.00	104,450.00
157. Tax on 165.6% of \$196,000.00	105,100.00
158. Tax on 166.6% of \$197,000.00	105,750.00
159. Tax on 167.6% of \$198,000.00	106,400.00
160. Tax on 168.6% of \$199,000.00	107,050.00
161. Tax on 169.6% of \$200,000.00	107,700.00
162. Tax on 170.6% of \$201,000.00	108,350.00
163. Tax on 171.6% of \$202,000.00	109,000.00
164. Tax on 172.6% of \$203,000.00	109,650.00
165. Tax on 173.6% of \$204,000.00	110,300.00
166. Tax on 174.6% of \$205,000.00	110,950.00
167. Tax on 175.6% of \$206,000.00	111,600.00
168. Tax on 176.6% of \$207,000.00	112,250.00
169. Tax on 177.6% of \$208,000.00	112,900.00
170. Tax on 178.6% of \$209,000.00	113,550.00
171. Tax on 179.6% of \$210,000.00	114,200.00
172. Tax on 180.6% of \$211,000.00	114,850.00
173. Tax on 181.6% of \$212,000.00	115,500.00
174. Tax on 182.6% of \$213,000.00	116,150.00
175. Tax on 183.6% of \$214,000.00	116,800.00
176. Tax on 184.6% of \$215,000.00	117,450.00
177. Tax on 185.6% of \$216,000.00	118,100.00
178. Tax on 186.6% of \$217,000.00	118,750.00
179. Tax on 187.6% of \$218,000.00	119,400.00
180. Tax on 188.6% of \$219,000.00	120,050.00
181. Tax on 189.6% of \$220,000.00	120,700.00
182. Tax on 190.6% of \$221,000.00	121,350.00
183. Tax on 191.6% of \$222,000.00	122,000.00
184. Tax on 192.6% of \$223,000.00	122,650.00
185. Tax on 193.6% of \$224,000.00	123,300.00
186. Tax on 194.6% of \$225,000.00	123,950.00
187. Tax on 195.6% of \$226,000.00	124,600.00
188. Tax on 196.6% of \$227,000.00	125,250.00
189. Tax on 197.6% of \$228,000.00	125,900.00
190. Tax on 198.6% of \$229,000.00	126,550.00
191. Tax on 199.6% of \$230,000.00	127,200.00
192. Tax on 200.6% of \$231,000.00	127,850.00
193. Tax on 201.6% of \$232,000.00	128,500.00
194. Tax on 202.6% of \$233,000.00	129,150.00
195. Tax on 203.6% of \$234,000.00	129,800.00
196. Tax on 204.6% of \$235,000.00	130,450.00
197. Tax on 205.6% of \$236,000.00	131,100.00
198. Tax on 206.6% of \$237,000.00	131,750.00
199. Tax on 207.6% of \$238,000.00	132,400.00
200. Tax on 208.6% of \$239,000.00	133,050.00
201. Tax on 209.6% of \$240,000.00	133,700.00
202. Tax on 210.6% of \$241,000.00	134,350.00
203. Tax on 211.6% of \$242,000.00	135,000.00
204. Tax on 212.6% of \$243,000.00	135,650.00
205. Tax on 213.6% of \$244,000.00	136,300.00
206. Tax on 214.6% of \$245,000.00	136,950.00
207. Tax on 215.6% of \$246,000.00	137,600.00
208. Tax on 216.6% of \$247,000.00	138,250.00
209. Tax on 217.6% of \$248,000.00	138,900.00
210. Tax on 218.6% of \$249,000.00	139,550.00
211. Tax on 219.6% of \$250,000.00	140,200.00
212. Tax on 220.6% of \$251,000.00	140,850.00
213. Tax on 221.6% of \$252,000.00	141,500.00
214. Tax on 222.6% of \$253,000.00	142,150.00
215. Tax on 223.6% of \$254,000.00	142,800.00
216. Tax on 224.6% of \$255,000.00	143,450.00
217. Tax on 225.6% of \$256,000.00	144,100.00
218. Tax on 226.6% of \$257,000.00	144,750.00
219. Tax on 227.6% of \$258,000.00	145,400.00
220. Tax on 228.6% of \$259,000.00	146,050.00
221. Tax on 229.6% of \$260,000.00	146,700.00
222. Tax on 230.6% of \$261,000.00	147,350.00
223. Tax on 231.6% of \$262,000.00	148,000.00
224. Tax on 232.6% of \$263,000.00	148,650.00
225. Tax on 233.6% of \$264,000.00	149

14-00000

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

MEMORANDUM FOR: Office of Finance
FROM : Contract Personnel Division
SUBJECT : Contract Extension for
Edward G. TICHBCRN

1. Effective 19 November 1965, the contract (as amended) for the subject individual, effective 19 May 1961 is extended for a period of one (1) year.
2. All other terms and conditions of the contract (as amended) remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

DMK/bk/21 April '66
Reg in DARRIOTIS Files

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

Group 1 - Excluded from automatic downgrading and declassification

14-00000
SECRET

Mr. ~~James C. [illegible]~~

Dear Mr. ~~[illegible]~~:

Reference is made to your current contract with the United States Government, as represented by the Contracting Officer.

Arrangements have been recently completed allowing certain independent contractors of this organization to obtain social security credits by covering such individuals under the social security tax provisions applicable to employees. These arrangements also include a provision for retroactive applicability to the beginning of the 1965 tax year. This can be done only for reasons of security since the procedure results in reducing the social security tax from the self-employed rate to the employee rate. For example, in January of 1965 the tax rates were 5.4% and 3-5/8% respectively.

As a consequence thereof, said contract is amended by deleting all reference to social security and by adding the following paragraph:

"Effective 1 December 1964, social security taxes will be covertly deducted by this organization from your compensation in the same manner and to the same extent as would be done if you were a Government employee. Security reasons make this procedure necessary. Its implementation does not imply in any manner the actual creation of an employee-employer relationship. Your legal status under this agreement continues to be that of an independent contractor."

If you receive or expect to receive full or partial social security credits from overt sources you will so notify this organization and an adjustment will be made or covert deductions discontinued, depending upon the circumstances. Further, if you should subsequently receive overt social security credits, evidence thereof will be submitted to this organization. In such event your covert credits will be erased and your covert deductions returned.

All other terms and conditions of said contract remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

SECRET

Group 1 - Excluded from automatic downgrading and declassification.

PW/aid/9 Sept. 65
wk / 2.8

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 May 1961, as amended.

Effective 15 November 1964 said contract is amended by enlarging the scope of paragraph one (1) entitled "Compensation" to authorize a one time payment of additional taxable compensation in the amount of \$1500.

Effective 1 December 1964 the figure \$9,000 is deleted from paragraph one (1) (a) and in lieu thereof the figure \$12,000 is substituted.

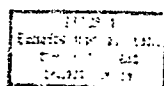
Effective 19 November 1964 said contract, as amended, is extended for a period of one (1) year.

All other terms and conditions of the contract, as amended, remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

*L.H. 1000
21710064*



SECRET

24 November 1964

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : Edward G. TICHBORN, Contract Amendment

1. It is requested that the contract, as amended for Edward G. TICHBORN, be further amended as follows:

a. Effective 15 November 1964 a one-time payment of additional compensation in the amount of \$1,500 for full time services rendered during a TDY assignment from June through August 1964. Payment will be made by the Station.

b. Increase in basic compensation from \$9,000 to \$12,000 per annum effective 1 December 1964.

c. Extend period of contract for an additional one year.

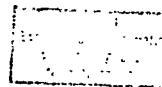
2. The Mexico Station recommendation as concurred with by WFO is based on increased operational activities which required having available and using TICHBORN's services on substantially a full time basis. TICHBORN has agreed to fulfill the assignments including TDY assignments in other countries from time to time. In view of the level of the work involved and of TICHBORN's demonstrated ability, the basic recommendations are considered fully warranted.

APPROVED:

Joseph R. Rogers
Special Contracting Officer

Desmond Fitzgerald
Chief
Western Hemisphere Division

SECRET



14-00000
C. R. Halliwell
ORIG. C. R. Halliwell
UNIT: WH/1
EXT: 4523
DATE: 9 NOVEMBER 1964

MESSAGE FORM

☐ INDEX **SECRET**
☐ NO INDEX 50-6-116/2
☒ FILE IN CS FILE NO. 201-253203

ROUTING *R1*

1		5	
2		6	
3		7	
4		8	

TO: MEXICO CITY

FROM: DIRECTOR

CONF: *WHB*

INFO *R1/AN, CA/04, CN2, OP2, OF3, VR, ALCEH*

11 NOV 64 110 102

TO: MEXI

INFO:

CITE DIR

LICOLIC

63360

REF: IMMA 24353

1. EDWARD G. TICHBORN *CA* DISCUSSED TERMS HIS KUBARK CONTRACT DURING VISIT HQS EARLY NOVEMBER. HQS AGREES PRESENT EXPIRING CONTRACT CALLED FOR ABOUT TWO THIRDS SUBJ'S TIME. TICHBORN POINTED OUT PER REFERENCE HE NOW ENGAGED NINETY PERCENT TIME FOR KUBARK.

2. SUBJECT STATION CONCURRENCE HQB RECOMMENDS NEW ONE-YEAR ~~EXPIRING~~ CONTRACT PROVIDE RAISE FROM \$9000 TO \$13000 PLUS \$3000 QUARTERS PER ANNUM. ALSO LUMP SUM PAYMENT 1500 DOLLARS FOR COMPENSATION HIS RECENT FULL TIME SERVICE FUASDEN. ADVISE IF YOU CONCUR EXTEND HIS CONTRACT ONE YEAR EFFECTIVE 19 NOVEMBER.

3. HQS TOLD TICHBORN WE CONSIDERED HIS SERVICES VALUABLE AS WELL AS HIS EVER-WILLINGNESS DEPART ON SHORT N NOTICE ASSIGNMENTS OTHER DIVISION AREAS. OBVIOUSLY THIS PROPOSED RAISE WITH WHICH SUBJECT WOULD BE MOST HAPPY SINCE STILL IMPOSES NO RESTRICTIONS ON HIS SOMETIME OUTSIDE LEGAL WORK, WILL BE WITH UNDERSTANDING HE CONTINUE DEVOTE NEAR FULL-TIME MANAGEMENT AND HANDLING ORBINE AND ORBANTLE PLUS *other* ~~MINUTE~~ STATION *or HQS* ASSIGNMENTS.

CONTINUED

RELEASING OFFICER

COORDINATING OFFICERS

SECRET

GROUP 1
Excluded from automatic
downgrading and
declassification

AUTHENTICATING
OFFICER

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED.

COPY NO.

ORIG
UNIT
EXT
DATE

☐ INDEX
☐ NO INDEX
☐ FILE IN CS FILE NO.

MESSAGE FORM

SECRET

ROUTING

1		5	
2		6	
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4		8	

TO

OF PERSONNEL

FROM: DIRECTOR

CONF:

DFO

PAGE TWO

TO

DFO

CITE OR

63360

4. DISPATCH FOLLOWS ON QRMINE.

END OF MESSAGE

WH/POB

WH/PERS

WH/B&F

R. W. Herbert
DESMOND FITZGERALD
C/NHD

RELEASING OFFICER

COORDINATING OFFICERS

SECRET

N. J. KAUFMAN
C/NHD

AUTHENTICATING OFFICER

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED

Copy No

MEMORANDUM FOR: Chief, Finance Division
FROM : Contract Personnel Division
SUBJECT : Contract Extension for
Edward G. TIERBORN

- UNITED STATES GOVERNMENT


4/15/54 23 May 64
20 H Bin

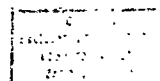
Group 1 - Excluded from automatic downgrading and declassification.

13 May 1964

MEMORANDUM FOR: Contract Personnel Division
SUBJECT : Edward G. TICHEORN

Please extend for a period of six (6) months
the present contract of Edward G. TICHEORN which
was due to expire on 18 May 1964.


for W. E. Brooks
C/WH/Support



Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 May 1961, as amended.

Effective 30 September 1963, said contract, as amended, is further amended by adding the following paragraph after paragraph ten (10) of said contract:

"11. Health Insurance. You are herein authorized to apply for enrollment in a health insurance program for certain selected contract individuals of this organization, subject to all the terms and conditions of that program. If accepted, this organization will bear that portion of your total premium cost which it is authorized to bear for the original group of contract participants in said program. You will bear the remainder. Your financial contribution will be effected either by payroll deduction or by direct remittance at periodic intervals to be established by this organization.

All other terms and conditions of the contract, as amended, remain in full force and effect.

UNITED STATES GOVERNMENT

BY

Contracting Officer

DHL-ld 4 Oct 63
WTH Div

This amend based on oral notification
from Insurance Branch that application
for insurance was approved by Board.

14-00000

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 May 1961, as amended.

Effective 19 May 1963 said contract is extended for a period of one (1) year. Effective 1 June 1963 said contract, as amended, is further amended by the deletion in its entirety of paragraph one (1) entitled "Compensation" and by substituting in lieu thereof the following:

"1. Compensation. In full consideration for the submission of such information and services you will be compensated as follows:

(a) Basic compensation in an amount calculated at the rate of \$9000 per annum.

(b) Additional compensation for quarters procurement in an amount calculated at the rate of \$3000 per annum, effective upon your arrival and applicable only to your initial permanent post of assignment overseas. Quarters will not be furnished you nor will you accept quarters provided by your cover facility without prior amendment of this agreement."

Payments will be made as directed by you in writing in a manner acceptable to the Government. Monies paid you by the Government under this paragraph constitute income for Federal tax purposes. You will be advised as to the method to be followed in reporting and paying such taxes. The method as well as the procedures used by this organization to implement its tax reporting responsibilities will be based primarily upon cover and security requirements. You herein authorize this organization to withhold taxes on said income if it determines such requirements so necessitate.

All other terms and conditions of the contract as amended remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

206/m
7 July 63
W.H.
CD

SECRET

18 June 1962

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Edward G. TICHBORN (p), Amendment
of Contract

1. It is requested that the contract, as awarded for Edward G. TICHBORN, Contract Agent, be further amended effective 1 June 1962 as follows:

a. Increase basic compensation from \$2,000 to \$2,300 per annum.

b. Provide additional compensation for quarters procurement at the rate of \$2,300 per annum for self and dependents.

c. Extend the period of the contract for an additional year.

d. All other provisions of the contract remain in effect.

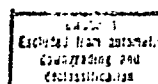
2. The increase in compensation is recommended by the Mexico City Station is based on the award of TICHBORN's performance and the increased amount of time which he devotes to Agency routine work.

3. The Civilian Council concurs with the Station recommendation. TICHBORN has become an increasingly valuable and productive covert agent.

W. H. Brown

W. H. BROWN
Chief, Support

SECRET



CLASSIFIED MESSAGE

SECRET

ACTION:

W1 8

INFO :

OP 2, S/C 2

SECRET 212325Z

IN43671

DIR CITE MEXI 4670

22 MAY 1963

REF HMMW-11562

IN 43671

1. STATION AGREES HQS EVALUATION TICHBORN AND CONCURS SALARY INCREASE AND HOUSING ALLOWANCE AMENDMENT. ALSO AGREE INSURANCE RIGHTS SHOULD BE INCLUDED CONTRACT.

2. BELIEVE RAISE SHOULD BE \$1,300 PER ANNUM WITH HOUSING AT \$3,000, WHICH TOTAL MEETS TICHBORN'S OWN REQUEST. THESE FIGURES PROPOSED TO TICHBORN (WITHOUT COMMITMENT) 21 MAY AND ACCEPTABLE TO HIM.

SECRET

SECRET

GROUP 1
EXCLUDED FROM AUTOMATIC DOWN-
GRADING AND DECLASSIFICATION.

REPRODUCTION BY OTHER THAN ISSUING OFFICE IS PROHIBITED

14-00000
SECRET

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 19 May 1961.

To rectify an administrative oversight said contract is amended as of its effective date by revising paragraph two (2) entitled 'Travel and Operational Expenses' to read as follows:

"2. Travel and Operational Expenses. You will be advanced or reimbursed funds on an actual, reasonable and necessary expense basis for those expenses incurred by you in connection with such travel as may be directed or authorized by the Government and while on temporary duty away from your permanent post of assignment. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for all expenses incurred hereunder will be in substantial conformance with applicable Government regulations."

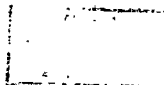
All other terms and conditions of the contract remain in full force and effect.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

DHL - dtd 25 Mar 63
WRT dtd

SECRET



14-00000

SECRET

20 March 1963

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT: Edward G. TICHBORN (p), Contract Amendment

1. It is requested that the contract for Edward G. TICHBORN, Contract Agent, be amended to delete the current paragraph 2. Travel and Operational Expenses and insert:

"2. Travel and Operational Expenses. You will be advanced or reimbursed funds on an actual, reasonable and necessary expense basis for those expenses incurred by you in connection with such travel ~~as~~^{as} may be directed or authorized by the Government and while on temporary duty away from your permanent post of assignment. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for all expenses incurred hereunder will be in substantial conformance with applicable Government regulations.

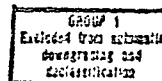
The effective date of the amendment should be as of the effective date of the contract, 19 May 1961.

2. The above request is corrective in nature as it was not intended to change the travel expense provision which had been in effect during his previous contract.

W. E. Brooks
Note: Per WH/B&F no travel and operational expense accountings have as yet been forwarded to FD. Both Division and subject intended subject's old travel and operational expense clause to be a part of the 19 May 1961 agreement. Check List was in error on this point.

W. E. BROOKS
Chief, WH Support

SECRET



13 July 1961

MEMORANDUM FOR: Chief, Finance Division
Attention: Contract Agent Section

VIA: Central Cover Division
Attention: Mr. Mullen

SUBJECT: Edward G. TICHEBORN (p): Method of Payment

1. It is requested that Finance Division pay Contract Agent Edward G. TICHEBORN (p) through Central Cover Division's mechanism Ashwood, Hanniford Associates. TICHEBORN's new contract became effective 19 May 1961.

2. It is requested that salary due TICHEBORN since the effective date of his contract be paid as soon as possible.

3. Attached hereto are forms 281 and 313a (top section). The bottom section of 313a is distributed separately.

J. C. King
Chief
Western Hemisphere Division

SECRET

SECRET

EMPLOYEE'S WITHHOLDING EXEMPTION CERTIFICATE AND QUESTIONNAIRE

PRINT NAME (Pseudonym)

TICUBON, Edward O.

WITHHOLDING EXEMPTIONS

INSTRUCTIONS

1. NUMBER OF EXEMPTIONS.--Do not claim more than the correct number of exemptions. However, if you expect to owe more income tax for the year than will be withheld if you claim every exemption to which you are entitled, you may increase the withholding by claiming a smaller number of exemptions.

2. CHANGES IN EXEMPTIONS.--You may file a new certificate at any time if the number of your exemptions INCREASES.

You must file a new certificate within 10 days if the number of exemptions previously claimed by you DECREASES for any of the following reasons:

(a) Your wife (or husband) for whom you have been claiming exemption is divorced or legally separated, or claims her (or his) own exemption on a separate certificate.

(b) The support of a dependent for whom you claimed exemption is taken over by someone else, so that you no longer expect to furnish more than half the support for the year.

(c) You find that a dependent for whom you claimed exemption will receive \$600 or more of income of his own during the year (except your child who is a student or who is under 10 years of age).

OTHER DECREASES in exemption, such as the death of a wife or a dependent, do not affect your withholding until the next year, but require the filing of a new certificate by December 1 of the year in which they occur.

For further information about changes in exemption status resulting from marriage, divorce, legal separa-

tion, birth, death, new dependents, multiple-support agreements, old age, blindness, etc., consult your local District Director of Internal Revenue or your employer.

3. DEPENDENTS.--To qualify as your dependent (line 4 below), a person (a) must receive more than one-half of his or her support from you for the year, and (b) must have less than \$200 gross income during the year (except your child who is a student or who is under 19 years of age), and (c) must not be claimed as an exemption by such person's husband or wife, and (d) must be a citizen or resident of the United States or a resident of Canada, Mexico, the Republic of Panama or the Canal Zone, and (e) must (1) have your home as his principal residence and be a member of your household for the entire year, or (2) be related to you as follows:

Your son or daughter (including legally adopted children), grandchild, stepson, stepdaughter, son-in-law, or daughter-in-law;

Your father, mother, grandparent, stepfather, stepmother, father-in-law, or mother-in-law;

Your brother, sister, stepbrother, stepsister, half brother, half sister, brother-in-law, or sister-in-law;

Your uncle, aunt, nephew, or niece (but only if related by blood).

4. PENALTIES.--Penalties are imposed for willfully supplying false information or willful failure to supply information which would reduce the withholding exemption.

1. If SINGLE, and you claim an exemption, write the figure "1"
2. If MARRIED, one exemption each for husband and wife if not claimed on another certificate.
 - (a) If you claim both of these exemptions, write the figure "2" } 2
 - (b) If you claim one of these exemptions, write the figure "1" }
 - (c) If you claim neither of these exemptions, write "0"
3. Exemptions for age and blindness (applicable only to you and your wife but not to dependents):
 - (a) If you or your wife will be 65 years of age or older at the end of the year, and you claim this exemption, write the figure "1"; if both will be 65 or older, and you claim both of these exemptions, write the figure "2".
 - (b) If you or your wife are blind, and you claim this exemption, write the figure "1"; if both are blind, and you claim both of these exemptions, write the figure "2".
4. If you claim exemptions for one or more dependents, write the number of such exemptions. (Do not claim exemption for a dependent unless you are qualified under instruction 3 above.) 3
5. Add the number of exemptions which you have claimed above and write the total. 5

SOURCES OF INCOME

INDICATE SOURCE(S) OF INCOME		IF COVER FACILITY, INDICATE HOW MUCH PER YEAR	
<input type="checkbox"/> HEADQUARTERS	<input type="checkbox"/> FIELD ALLOTMENT	<input checked="" type="checkbox"/> COVER FACILITY	\$ 2,000
TAXES WITHHELD FROM ABOVE COVER INCOME <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		INDICATE TYPE(S) OF TAXES AND AMOUNT(S) WITHHELD PER PAY PERIOD	
		U.S. TAXES 3 FOREIGN TAXES 3	
INDICATE COVER PAY PERIOD		DECLARATION OF ESTIMATED INCOME TAX FILED	
<input type="checkbox"/> ANNUALLY <input type="checkbox"/> QUARTERLY <input type="checkbox"/> SEMI-ANNUALLY <input checked="" type="checkbox"/> MONTHLY		<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	

CERTIFICATION

I CERTIFY that the number of withholding exemptions claimed on this form does not exceed the number to which I am entitled, and that the information relative to sources of income shown hereon is correct.

DATE

SIGNED (Pseudonym)

SECRET

COVERT AGREEMENT SUPPLEMENT - INCOME AND FEDERAL TAX DATA		TYPE OF PRINT	ORIGINAL
1. PSEUDONYM TICHBORN, Edward G.		1	2723
PART I COMPENSATION AND WITHHOLDING DATA			
3. SOURCES OF COMPENSATION PAYMENTS (Check as appropriate)			
<input type="checkbox"/> HEADQUARTERS		<input checked="" type="checkbox"/> COVER FACILITY	
4. COMPENSATION PAYMENTS BY COVER FACILITY			
TOTAL AMOUNT (Per annum) \$8,000	AMOUNT SUBJECT TO TAX \$	EXPLAIN ANY DIFFERENCES UNDER "RE-MARKS" BETWEEN THE AMOUNT AND TOTAL BY GIVING TYPE OF PAY REPRESENTED (Allowances, etc.).	
5. PAY PERIODS USED BY COVER FACILITY			
<input type="checkbox"/> WEEKLY		<input type="checkbox"/> BI-WEEKLY	<input checked="" type="checkbox"/> MONTHLY
6. TAXES TO BE WITHHELD BY COVER FACILITY FROM COMPENSATION PAID			
INCOME TAXES - AMOUNT WITHHELD PER PAY PERIOD		IS SOCIAL SECURITY (FICA) WITHHELD	
<input checked="" type="checkbox"/> NONE		<input type="checkbox"/> YES	
<input type="checkbox"/> THIS COUNTRY		<input type="checkbox"/> FOREIGN	
7. COMPENSATION SUBJECT TO A FOREIGN TAX		NAME OF COUNTRY	
<input type="checkbox"/> YES		<input type="checkbox"/> NO	
8. COVER FACILITY WILL REPORT COMPENSATION AS FOLLOWS (See item 16 below)			
<input type="checkbox"/> WILL NOT REPORT		<input type="checkbox"/> FORM W-2	
COVER FACILITY (Cryptonym)			
9. THE AGENCY WILL REPORT COMPENSATION AS FOLLOWS (See item 16 below)			
<input checked="" type="checkbox"/> COVERT (If covert only, omit rest of this item.)		<input type="checkbox"/> FORM W-2	
NAME AND ADDRESS OF OSTENSIBLE EMPLOYER			
10. DECLARATION OF ESTIMATED INCOME TAX (Check one)			
<input checked="" type="checkbox"/> HAS BEEN FILED		<input type="checkbox"/> HAS NOT BEEN FILED	
<input type="checkbox"/> NOT APPLICABLE			
PART II DEPENDENCY DATA			
11. NO. OF DEPENDENTS, INCLUDING SELF, CLAIMED WITH COVER FACILITY. H.A.		12. NO. OF DEPENDENTS, INCLUDING SELF, CLAIMED ON FORM 313 OR W-4 (Or equivalent) ATTACHED	
13. MARITAL STATUS (Complete as appropriate)			
<input type="checkbox"/> SINGLE		<input checked="" type="checkbox"/> MARRIED	
DATE OF MARRIAGE 3 April 1954		DATE OF DEGREE	
CITIZENSHIP OF SPOUSE		RESIDENCE OF SPOUSE (Country)	
14. DEPENDENTS ELIGIBLE TO BE CLAIMED FOR PURPOSES OF FILING TAX RETURNS WHO MAY OR MAY NOT BE INCLUDED IN NUMBER OF DEPENDENTS DECLARED ABOVE (omit self and spouse)			
RELATIONSHIP (No names)	YEAR OF BIRTH	CITIZENSHIP	COUNTRY OF RESIDENCE
Son	1952	U.S.	Mexico
Son	1955	U.S.	Mexico
Daughter	1957	U.S.	Mexico
15. REMARKS			
16. APPROVAL OF CENTRAL COVER DIVISION			
The employer's names and methods for reporting compensation shown in Items 8, and/or 9, above are approved.			
DATE		SIGNATURE OF OFFICIAL	
13 July '61		H. Lehman Smith	
DATE		SIGNATURE OF INDIVIDUAL (Pseudonym)	
		(not available)	
DISTRIBUTION: SIGNED ORIG AND COPY - TO FINANCE; COPY - TO CENTRAL COVER; COPY - TO FILE			

DISPATCH		SECRET	DISPATCH SYMBOL AND NO HMFT-2092
TO Chief, WFO			HEADQUARTERS FILE NO
FROM Chief of Station, Mexico City			DATE 7 July 1961
SUBJECT Signed Contract for Edward G. TICHBORN			RE 413 - (CHECK "X" ONE) <input checked="" type="checkbox"/> MARKED FOR INDEXING <input type="checkbox"/> NO INDEXING REQUIRED <input checked="" type="checkbox"/> INDEXING CAN BE JUDGED BY QUALIFIED HQ DESK ONLY
ACTION REQUIRED None; for information.			
REFERENCE HMS-1921, 6 June 1961			
<p>1. Returned herewith is one copy of Edward G. TICHBORN's contract.</p> <p>2. Regarding paragraph 1 of the contract, TICHBORN states that he has already arranged with Headquarters to mail his salary check from a foundation in Philadelphia to his bank.</p> <p>3. TICHBORN further states that under his previous contract he did not file a covert tax return and taxes were not withheld. According to TICHBORN he was told in Headquarters that KUBARK would depend on him to report his KUBARK income as coming from the Philadelphia client and it would be incorporated in his overt return. TICHBORN does not wish to give a copy of his overt return to KUBARK.</p>			
Willard G. Curtis			
Attachment: TICHBORN Contract (1 copy), h/s			
5 July 1961			
Distribution: 1 - Hqs, w/att 2 - Files			
FORM 10-57 53		CLASSIFICATION SECRET	PAGE NO

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 15 October 1959, as amended. Effective 18 May 1961, said contract is hereby terminated by mutual consent of the parties hereto and in lieu thereof the following is substituted.

The United States Government, as represented by the Contracting Officer hereby contracts with you as an independent contractor for the submission of certain information and related services of a confidential nature under the following terms and conditions:

1. Compensation. In full consideration for the submission of such information and services, you will be paid an amount calculated at the rate of \$8000 per annum. Payments will be made as directed by you in writing in a manner acceptable to the Government. Monies paid you by the Government under this paragraph constitute income for Federal tax purposes. You will be advised as to the method to be followed in reporting and paying such taxes. The method as well as the procedures used by this organization to implement its tax reporting responsibilities will be based primarily upon cover and security requirements. You herein authorize this organization to withhold taxes on said income if it determines such requirements so necessitate.
2. Travel and Operational Expenses. You will be advanced or reimbursed funds incurred in connection with such operational travel as may be directed or authorized by the Government. This may include per diem in lieu of subsistence in the course of such travel and while on temporary duty away from your permanent post of assignment. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by the Government. Payment and accounting for all expenses incurred hereunder will be in substantial conformance with applicable Government regulations.
3. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle the Government to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
4. Funding. If necessary to protect the security of this arrangement, monies due you hereunder may be funded in other than a direct manner. It is understood and agreed that any monies so funded constitute payment by the Government in satisfaction of its obligations under this agreement.
5. Execution of Documents. If, in the performance of services under this contract, you assume the custody of Government funds or take title of record to property of any nature whatsoever and wherever situate, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.

6. Status. You are not an employee of the United States Government under this agreement and are not entitled to any benefits normally incident to an employee status.

7. Instructions. Instructions received by you from the Government in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the terms hereof.

8. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.

9. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 25 June 1948, as amended, and other applicable laws and regulations.

10. Term. This contract is effective as of 19 May 1961, and shall continue thereafter for a period of two (2) years unless sooner terminated either:

(a) By thirty (30) days' actual notice by either party hereto, or

(b) Without prior notice by the Government, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be extended upon notice from the Government. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY _____

Contracting Officer

ACCEPTED:

Edward G. Tichborn

WITNESS: _____

APPROVED:

RC/Elm/29 May 61
WX/jmp/ptl
C.A.

SECRET

CONTRACT INFORMATION AND CHECK LIST		CASE OFFICER Smith, Lee	DIVISION WHD
<small>(Instructions: Use B 20 1003 and H 20 1003-1 for guidance. (a) State of issue, inserting "A" when issue is not applicable. Forward original and two copies for preparation of contract.)</small>		TELEPHONE EXTENSION	DATE
SECTION I GENERAL			
1. NAME <input checked="" type="checkbox"/> PREVIOUS <input type="checkbox"/> YOUR TICHEN, Edward G. C-77119	2A. PROJECT JNTOPLAR-10	3. ALLOCATION NO.	4. SLOT NO.
5. PREVIOUS CIA PSEUDONYM OR ALIASES	2B. PERMANENT STATION	3A. FUNDS <input type="checkbox"/> Y <input type="checkbox"/> NY	
6. INDIVIDUAL HAS BEEN EMPLOYED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY PRIOR TO THIS CONTRACT. <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (If yes, describe and include dates and salary.) Contract Agent (Independent Contractor) Contract signed 25 Oct. 1959. Basic salary \$50.00 per day.	7A. MEDICAL CLEARANCE <input type="checkbox"/> OBTAINED <input type="checkbox"/> INITIATED <input type="checkbox"/> NOT APTD.	8. CONTRACT IS TO BE WRITTEN IN STERILE FORM I.E., "U.S. GOVERNMENT" <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
7. SECURITY CLEARANCE (Type and date)	9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	10. PROPOSED CATEGORY (Contract agent, contract employee, etc.) Contract Agent	
SECTION II PERSONAL DATA			
11. CITIZENSHIP United States	12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN <input type="checkbox"/> YES <input type="checkbox"/> NO	13. AGE 41	14. DATE OF BIRTH (Month, day, year) 28 May 1920
15. LEGAL RESIDENCE (City and state or country) 6505 Wilshire Blvd., Los Angeles, California		16. CURRENT RESIDENCE (City and state or country)	
17. MARITAL STATUS (Check as appropriate): <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED			
18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE: 2 Sons - Even 9, and Gregory 6 years old; 1 Daughter - Brásilla 3 years old.		19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO RELATIONSHIP:	
SECTION III U.S. MILITARY STATUS			
20. RESERVE	21. VETERAN Yes	22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat)	
23. BRANCH OF SERVICE US Army, Medical Corps	24. RANK OR GRADE Staff Sergeant	25. DRAFT ELIGIBLE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	26. DRAFT DEFERMENT OBTAINED BY CIA <input type="checkbox"/> YES <input type="checkbox"/> NO
SECTION IV COMPENSATION			
27. BASIC SALARY <input checked="" type="checkbox"/> \$8,000.00 per yr.	28. POST DIFFERENTIAL N.A.	29. COVER (Breakdown, if any) N.A.	30. FEDERAL TAX WITHHOLDING COVER <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO CIA <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
SECTION V ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)			
31. QUARTERS N.A.	32. POST N.A.	33. OTHER	
34. COVER (Breakdown, if any) Commercial			
SECTION VI TRAVEL			
35. TYPES <input type="checkbox"/> DOMESTIC OPERATIONAL <input checked="" type="checkbox"/> FOREIGN OPERATIONAL			36. WITH DEPENDENTS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
37. VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	37A. VEHICLE TO BE STORED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	38. PERSONAL VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	39. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
40. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH			
41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> CIA REGULATIONS <input type="checkbox"/> COVER POLICIES AND PROCEDURES			
SECTION VII OPERATIONAL EXPENSES			
42. PURCHASE OF INFORMATION	43. ENTERTAINMENT	44. OTHER: Subject will be reimbursed for operational expenses (travel & per diem, including mileage for travel by private vehicle, when making business-related trips outside Mexico City.	
45. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> CIA REGULATIONS <input type="checkbox"/> COVER POLICIES AND PROCEDURES			

SECRET

22 May 1961

MEMORANDUM FOR: Contract Payroll Division

SUBJECT: Edward G. TICHBORN (P)

1. Please cancel Edward G. TICHBORN's present contract effective as of ~~12~~ May 1961.

cob / 8
2. A new contract for Subject will be requested by the WH Division in the immediate future.

Thomas F. McCoy
Acting Chief
Political Action Group
Covert Action Staff

APPROVED:

B/k

SECRET

14-00000

SECRET

22 May 1961

MEMORANDUM FOR: Chief, Contract Personnel Division

SUBJECT : New Contract for Edward G. TICHBORN (p)
C-77119

Preparation of a new contract for Subject is requested, to be drawn up on the basis of the attached Contract Information Check List.

R. W. Herbert
J. C. KING *for*
Chief
Western Hemisphere Division

SECRET

ORIG C.C. PROSEY
UNIT WH/PO/B
EXT 3503
DATE 22 MAY 1961 1667

CLASSIFIED MESSAGE

SECRET

ROUTING			
1		4	
2		5	
3		6	

TO MEXICO CITY
FROM DIRECTOR
CONF WH 5
INFO CA 2, CA/PRG, CI/OA, OP 2, S/C 2

22 MAY 61 23 04z

916 CEN

DEFERRED

ROUTINE

OUT 58552

TO MEXI

INFO

CITE DIR

41303

1. ^{CA} EDWARD O. TICHBORN IDEN A DEPARTED WASH 20 MAY FOR MEXI WHERE HE WILL BE EMPLOYED AS LEGAL COUNSEL TO IDEN B.
2. TICHBORN HAS BEEN USED BY KUBARK AS POLITICAL ADVISOR ON ELECTION OPS. PRIOR DEPARTURE HQS DISCUSSED CONTRACT POSSIBILITIES WITH HIM AND AGREED PREPARE CONTRACT WHICH WILL BE SENT MEXI NEAR FUTURE FOR SIGNATURE.
3. HQS ANTICIPATES USING TICHBORN AS ROWING POLITICAL ADVISOR PROVIDING VARIOUS FIELD STATIONS WITH GUIDANCE ON ELECTION OPS. WILL ALSO USE HIM TO DEVELOP KREAGER CANDIDATES VARIOUS COUNTRIES AND MAY APPOINT HIM FIELD REP FOR DTEHARGO.
4. TICHBORN WILL HAVE NO OPS RESPONSIBILITIES MEXI UNLESS STATION SO DESIRES. HOWEVER HE WOULD REQUIRE SOME CONSO AND ADMIN SUPPORT WHEN OVERT CHANNELS UNSUITABLE.
5. POUCHING PROPOSED CONTRACT AND MORE DETAILS RE POSSIBLE USE IN NEAR FUTURE. REQUEST STATION OFFICER USING NAME "FRANK NELSON" CALL TICHBORN AT HOTEL MONTWJO, REFORMA ON 29 MAY TO ESTABLISH INITIAL CONTACT. ATTEMPTING HAVE CONTRACT MEXI BY THAT TIME.

END OF MESSAGE

R. W. Herbert
J. U. KOB
C/MED
RELEASING OFFICER

C/MED/POB Robert
COORDINATING OFFICER
SECRET

C/MED/POB
AUTHENTICATING OFFICER

REPRODUCTION BY OTHER THAN THE ISSUING OFFICE IS PROHIBITED.

Copy No.

14-00000

S-E-C-R-E-T

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

Reference is made to your contract with the United States Government, as represented by the Contracting Officer, effective 15 October 1959, as amended.

Effective 23 February 1961, the first sentence of paragraph one (1), entitled "Compensation," is suspended and in lieu thereof is substituted the following:

"In full consideration for your undertaking a task, the subject matter and scope of which have been made known to you, you will be paid a fee in the amount of \$ 1000.00. Payment of said fee will be made you upon the successful completion of the task, after which the suspended portion of paragraph one (1) shall once again assume full force and effect."

All other terms and conditions of the contract, as amended, remain in full force and effect.

You will please indicate your approval by signing in the space provided below.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

ACCEPTED:

Edward G. Tichborn

WITNESS: _____

APPROVED:

10H2 - old 8 Mar 60
CA/PAC By Michael
CA,
Co (all) Michael x4941

S-E-C-R-E-T

14-00000

SECRET


3 March 1961

MEMORANDUM FOR: Contract Personnel Division

SUBJECT: Contract Amendment #2 for Edward G. TICHBORN (P)

1. Contract amendment #2 is requested for Edward G. TICHBORN using the same general format as used in the first amendment excepting that Subject will receive the entire fee upon completion of the task. It is requested that the amount of the fee be left blank. Your office will be notified as to the correct figure as soon as it is determined.

2. The amendment is to be effective as of 23 February 1961.


Horace W. Davis
Chief
Political Action Group
Covert Action Staff

*The figure \$1000 is per Bill
Michael 8 Mar 61*

etd

SECRET

SECRET

Bishop
 at Clafan
 H. Hernandez
 JRR Rogan

9 February 1960

MEMORANDUM FOR THE RECORD

SUBJECT: Edward G. Tichborn (P) - Hernia

1. On 1 February Edward G. Tichborn advised me that in lifting his bag out of a taxi on his return trip from Cuba, he suddenly felt a pain in the groin and was afraid that he had a hernia.

2. On the way to the airport he asked me if there would be any chance of the Government picking up his medical expenses in the event that he actually had a hernia which required any substantial treatment. I told him at that time that I did not know what the Government's position would be, but that I would check into the matter and let him know.

3. On 2 February, I contacted Mr. Vernon Turner, SSA/DEU, and explained the circumstances to him. At that time, I also pointed out that as far as the provisions of his contract were concerned, it was stated that he was not an employee of the U. S. Government and while it did not make specific reference to medical payments while he was working for us, it did not specifically preclude such payments. Mr. Turner opined that although the contract stated he was not an employee of the U. S. Government, in actual fact during the period he was doing our bidding, he was. I went on further to explain to Mr. Turner that in all probability we will call on Tichborn to do future notices for us and that while he was being paid, it was doubtful that this reimbursement was as equal as what he would make in his regular law practice. Mr. Turner stated that there were a number of ways that we could alleviate his situation should it become necessary.

Misunderstanding. I said the facts of a case - not the words in a paper would probably be the basis for determination of employee status. If we wish to pay in this case a contractual payment - not necessarily related to medical problem - would probably be but ^{not} _{substantive}.

SECRET

4. The conclusion reached between us and Mr. Turner was that I should point out to Tichenborn that we were under no obligation to recompense him for his injury; however, that upon the completion of treatment if he would submit a claim, we should be glad to review it sympathetically.

5. I passed the gist of the above on to Tichenborn on 3 February.



Horace W. Davis
Chief
Political Action Division

RWD:bjl

Distribution:

- Orig. - subj. file
- 1 - SSA/EDS
- 1 - chrono

SECRET

Mr. Edward C. Tichborn

Dear Mr. Tichborn:

Reference is made to an agreement by and between yourself and the United States Government, as represented by the Contracting Officer, effective 13 October 1959.

Effective 13 January 1960, the first sentence of paragraph one (1), entitled "Compensation," is suspended and in lieu thereof is substituted the following:

"In full consideration for the undertaking by you of a task, the subject matter and scope of which has or will be made known to you, you will be paid a fee of \$1300. It is understood and agreed that said fee is based upon the fact that the completion of the specified task can be achieved within a 21-day period. One-half of said fee may be advanced you as of the effective date of this amendment. Upon the successful completion of the task, you will be paid the remaining one-half, after which the suspended portion of paragraph one (1) shall once again assume full force and effect."

All other terms and conditions of the agreement, as amended, remain in full force and effect.

You will please indicate your approval by signing in the space provided below.

UNITED STATES GOVERNMENT

BY _____
Contracting Officer

ACCEPTED:

Edward C. Tichborn

WITNESS: _____

APPROVED: _____

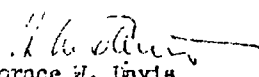
NTA/akw-12 Jan 60
OP/PA/Sylectual
C. A.
C. O. Horace - Memo 2017

SECRET

8 January 1960

MEMORANDUM FOR: Contract Personnel Division
ATTENTION: Mr. Miller
SUBJECT: Contract Amendment for Edward G. Tichborn (P)

To confirm your telephone conversation of this date with Barna Sprague, we wish to have the amendment for Subject's contract effective as of 13 January and to provide for basic compensation in the amount of \$1300. for a period of approximately 21 days. We wish, further, to pay Subject one-half of this fee upon the date the contract amendment becomes effective. Should Subject complete his assignment in less than 21 days, he is still to be entitled to a payment of \$1300. for his services.


Horace W. Davis
Acting Chief
Political Action Division

SECRET

SECRET

Mr. Edward G. Tichborn

Dear Mr. Tichborn:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you as an independent contractor for the submission of certain information and related services of a confidential nature under the following terms and conditions:

1. Compensation. In full consideration for the submission of such information and services you will be compensated, on a fee basis, at the rate of \$50.00 per day or any fraction thereof during which your services are utilized hereunder, not to exceed \$265 per week. Payments will be made as directed by you in writing in a manner acceptable to CIA. No taxes will be withheld therefrom, but it will be your responsibility to report such income under existing Federal income tax laws and regulations. An appropriate Form 1099 will be furnished by the Central Intelligence Agency in furtherance of the tax reporting requirement.
2. Travel and Operational Expenses. You will be advanced or reimbursed funds on an actual, reasonable and necessary expense basis for those expenses incurred by you in connection with such operational travel as may be directed or authorized by the Government and while on temporary duty away from your permanent post of assignment. In addition, you will be advanced or reimbursed funds for necessary operational expenses as specifically approved by CIA. Payment and accounting for all expenses incurred hereunder will be in substantial conformance with applicable Government regulations.
3. Repayment. It is recognized that your failure to account for or refund any monies advanced you hereunder shall entitle CIA to withhold the total amount of such indebtedness or any portion thereof from any monies due you under the terms of this contract in such manner as it deems appropriate.
4. Execution of Documents. In the performance of services under this contract, you agree to the custody of Government funds or take title of record to property of any nature whatsoever and wherever situated, which property has in fact been purchased with monies of the U. S. Government, you hereby recognize and acknowledge the existence of a trust relationship, either express or constructive, and you agree to execute whatever documents may be required by the Government to evidence this relationship.
5. Status. You are not an employee of the United States Government under this agreement and are not entitled to any benefits normally incident to an employee status.
6. Secrecy. You will be required to keep forever secret this contract and all information which you may obtain by reason hereof (unless released in writing by the Government from such obligation), with full knowledge that violation of such secrecy may subject you to criminal prosecution under the Espionage Laws, dated 22 June 1950, as amended, and other applicable laws and regulations.

2/30/55
CIA

SECRET

7. Instructions. Instructions received by you from CIA in briefing, training or otherwise are a part of this contract and are incorporated herein, provided that such instructions are not inconsistent with the for or so hereof.

8. Unauthorized Commitments. No promises or commitments pertaining to rights, privileges or benefits other than those expressly stipulated in writing in this agreement or any amendment thereto shall be binding on the Government.

9. Term. This contract is effective as of 15 October 1959, and shall continue thereafter for a period of two (2) years unless sooner terminated either:

(a) By thirty (30) days' actual notice by either party hereto, or

(b) Without prior notice by CIA, in the event of a breach of this contract by your violation of the security provisions hereof or by your otherwise rendering yourself unavailable for acceptable service.

Subject to the availability of appropriations, this agreement may be extended upon notice from CIA. Termination of this agreement will not release you from the obligations of any security oath you may be required to take.

CENTRAL INTELLIGENCE AGENCY

BY _____
Special Contracting Officer

ACCEPTED:

Edward G. Tichenor

WITNESS: _____

APPROVED: _____

PAH/ckw - 14 Oct 59
PP/PPC/Sylectal
C.A
c.c. Horace Davis 12017

SECRET

CONTRACT INFORMATION AND CHECK LIST		NAME: Horace W. Davis		AC/FP/PAD	
INSTRUCTIONS: Complete all items, inserting "NA" when items are not applicable. Forward original and one copy for preparation of contract.		TELEPHONE EXTENSION 2017		DATE 7 October 1959	
SECTION I - GENERAL					
1. NAME <input checked="" type="checkbox"/> REAL <input type="checkbox"/> PSEUDO Edward G. Tichborn		24. PROJECT SGLAETAL		3. ALLOTMENT NO. 9-2100-91-599	
		25. PERMANENT STATION		4. SLOT NO.	
5. PREVIOUS CIA PSEUDONYM OR ALIASES NA		6. INDIVIDUAL IS PRESENTLY ENGAGED, OR HAS BEEN ENGAGED BY CIA OR ITS ALLIED ACTIVITIES IN SOME CAPACITY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO (If yes, describe and include salary)			
7. SECURITY CLEARANCE (Type and date) POA, 11 May 1959 - 3A pending		8. CONTRACT IS TO BE WRITTEN IN STERILE FORM I.E., "U.S. GOVERNMENT" <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
9. INDIVIDUAL WILL WORK UNDER "CONTROLLED CONDITIONS" I.E., REGULAR OFFICE HOURS AWAY FROM SUBJECT'S HOME AND PERFORMED UNDER THE SUPERVISION OF A STAFF EMPLOYEE OR STAFF AGENT <input type="checkbox"/> YES <input type="checkbox"/> NO		10. PROPOSED CATEGORY (Contract agent, contract employee, etc.) Contract agent			
SECTION II - PERSONAL DATA					
11. CITIZENSHIP US		12. IF NOT U.S. CITIZEN, INDIVIDUAL IS A PERMANENT RESIDENT ALIEN NA <input type="checkbox"/> YES <input type="checkbox"/> NO		13. AGE 39	
14. DATE OF BIRTH (Month, day, year) 28 May 1920					
15. LEGAL RESIDENCE (City and state or country) Los Angeles, California		16. CURRENT RESIDENCE (City and state or country) Los Angeles, California			
17. MARITAL STATUS (Check as appropriate) <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED					
18. NUMBER OF DEPENDENTS (Not including individual) RELATIONSHIP AND AGE: 2 sons, 7 and 4 years old. 1 daughter, 1 year old.		19. INDIVIDUAL IS RELATED TO A STAFF EMPLOYEE, STAFF AGENT, OR AN INDIVIDUAL CURRENTLY WORKING FOR THE AGENCY IN SOME CAPACITY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO RELATIONSHIP:			
SECTION III - U.S. MILITARY STATUS					
20. RESERVE		21. VETERAN Yes		22. IF RETIRED, INDICATE CATEGORY (Longevity, combat disability, service disability non-combat)	
23. BRANCH OF SERVICE US Army Med. Corps		24. RANK OR GRADE Staff Sgt.		25. DRAFT ELIGIBLE <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
				26. DRAFT DEFERMENT OBTAINED BY CIA <input type="checkbox"/> YES <input type="checkbox"/> NO	
SECTION IV - COMPENSATION					
27. BASIC SALARY \$50.00 per day		28. POST DIFFERENTIAL		29. COVER (Breakdown, if any)	
				30. TAXES TO BE WITHHELD BY <input type="checkbox"/> COVER <input type="checkbox"/> CIA <input checked="" type="checkbox"/> NOT WITHHELD	
SECTION V - ALLOWANCES (NORMALLY GRANTED ONLY TO RESIDENTS OF THE UNITED STATES)					
31. QUARTERS NA		32. POST NA		33. OTHER	
34. COVER (Breakdown, if any)					
SECTION VI - TRAVEL					
35. TYPES <input type="checkbox"/> PCS <input checked="" type="checkbox"/> COMBATED OPERATIONAL <input type="checkbox"/> DOMESTIC OPERATIONAL				36. WITH DEPENDENTS <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
37. HOUSEHOLD EFFECTS TO BE SHIPPED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		38. PERSONAL VEHICLE TO BE SHIPPED <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		39. TRANSPORTED VEHICLE TO BE USED FOR OPERATIONAL TRAVEL <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	
4. IF WITH DEPENDENTS STATE RELATIONSHIP, CITIZENSHIP, AGE AND DATE OF BIRTH					
41. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input checked="" type="checkbox"/> U.S. REGULATIONS <input type="checkbox"/> OTHER PAYMENTS AND REGULATIONS					
42. PAYMENT WILL BE IN CONFORMANCE WITH <input type="checkbox"/> U.S. REGULATIONS <input type="checkbox"/> OTHER PAYMENTS AND REGULATIONS					
43. PURPOSE OF INFORMATION		44. INTEREST AGENT		45. OTHER Subject will be reimbursed for all expenses and in addition will receive \$50.00 per day when working, not to exceed \$350.00 per week.	
46. PAYMENT AND ACCOUNTABILITY WILL BE IN CONFORMANCE WITH <input type="checkbox"/> U.S. REGULATIONS <input type="checkbox"/> OTHER PAYMENTS AND REGULATIONS					

CONTRACT INFORMATION AND CHECK LIST (CONTINUED)					
PAGE FILED			DIVISION		
TO SPANISH EXTENSION			DATE		
SECTION VIII OTHER BENEFITS					
48. BENEFITS (See Part XIV of Confidential Fund Regulations or successor regulations for benefits applicable to various categories of contract personnel. If medical benefits are requested, see B 19-730 or successor regulations.)					
SECTION IX COVER ACTIVITY					
47. STATUS (Check) X PROPOSED ESTABLISHED		48. TYPE (Check) PROPRIETARY SUBSIDIZED CULTURAL EDUCATIONAL MILITARY TOURIST OTHER		X COMMERCIAL	
49. IF COVER PAYMENTS ARE CONTEMPLATED THEY WILL BE EFFECTED ON REIMBURSABLE BASIS NA YES NO COMPLETE PARTIAL					
SECTION X OFFSET OF INCOME					
50. OFFSET OF INCOME AND OTHER EMOLUMENTS DERIVED FROM COVER ACTIVITIES (If less than total, justify in separate memo attached hereto.) TOTAL PARTIAL NONE					
SECTION XI TERM					
51. DURATION DAYS MONTHS YEARS		52. EFFECTIVE DATE 15 October 1959		53. RENEWAL YES NO	
54. TERMINATION NOTICE (Number of days) 30 days		55. FORFEITURE OF RETURN TRAVEL FOR RESIGNATION PRIOR TO CONTRACT TERMINATION YES NO HA			
SECTION XII FUNCTION					
56. PRIMARY FUNCTION (FI, PP, other) PP					
SECTION XIII DUTIES					
57. GENERAL DESCRIPTION OF DUTIES TO BE PERFORMED Subject will consult and advise on political techniques.					
SECTION XIV QUALIFICATIONS					
C. EXPERIENCE Active in Southern California politics, particularly Los Angeles area.					
D. EDUCATION GRADE SCHOOL HIGH SCHOOL GRADUATE TRADE SCHOOL GRADUATE BUSINESS SCHOOL GRADUATE COMMERCIAL SCHOOL GRADUATE COLLEGE (No degree) COLLEGE DEGREE X POST GRADUATE LLB MA PHD					
E. LANGUAGE COMPETENCY LANGUAGE SPEAK WRITE READ INDIVIDUAL'S COUNTRY OF ORIGIN U.S.A. Spanish X I X X					
F. AREA KNOWLEDGE Mexico; Latin America					
SECTION XV PRIOR EMPLOYMENT					
G. JOB AND SALARY PRIOR TO SERVICE FOR CIA Subject is in private law practice.					
SECTION XVI ADDITIONAL INFORMATION					
H. ADDITIONAL OR UNUSUAL REQUIREMENTS, JUSTIFICATIONS OR EXPLANATIONS (Use either side if necessary) NA					
I. SIGNED AND VERIFIED BY REGULARLY APPOINTED OFFICIAL Hardee W. Davis PF/AC/PAD Charles J. Francis 9/24/59					

~~SECRET~~

Zambrenard, Robert M.

6 July 1956 - 15 Sept 1965

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