

CONFIDENTIAL

WAR DEPARTMENT  
OFFICE OF THE ASSISTANT SECRETARY OF WAR  
HEADQUARTERS, STRATEGIC SERVICES UNIT  
CHINA THEATER  
APO 907

MC/emc

10 June 1946

TO : L. Grier Durant, Chief, Civilian Personnel Section  
FROM : Milo Crissman, Fiscal Officer, SSU, China  
SUBJECT : James Walton Moore, appointment of

1. With reference to cable Nr Chan 249 there are attached the following papers :

Application for appointment Form #209a

QCS Form #1001

QCS Form #1004a

*To Haller  
6/27.* →

2. It is requested that you please process these papers thru classification in co-operation with the SI Branch and cable this office your decision as soon as possible.

FOR THE STRATEGIC SERVICES OFFICER:

*Milo Crissman*

MILO CRISSMAN  
Fiscal Officer  
SSU, China

3 Incls:

CONFIDENTIAL

SECRET

1. FORM NO.		BIOGRAPHIC PROFILE (PART I) SCD: 8 Apr 1940			
00320		2. NAME (Last, First, Middle)		3. SEX	4. DATE OF BIRTH
MOORE, J(ames) Walton				M	5 Oct 1919
5. MARITAL STATUS		6. DEPENDENT(S)	7. NO. DEPENDENT(S)	8. US NATURALIZATION DATE(S)	
Married		3		1919 1951 1951	EA
9. CAREER STATUS		10. OTHER STATUS		11. LAST MOD. APT. QUAL. FOR	12. EVAL. FOR
Jul 1954				Mar 1971 Annual	Annual
13. CURRENT RESERVE STATUS		14. GRADE	15. ACTIVE DUTY WITH CIA CAT. 1	16. RELEASE TO MIL. SER. CAT. 2	17. TO BE DEFERRED CAT. 3
X					
18. ASSESSMENT DATE		19. PROFESSIONAL TEST DATE		20. LANGUAGE APTITUDE TEST DATE	
None		None		None	
21. NON-CIA EMPLOYMENT					
1940-45 Dept of Justice, FBI, DC, Ill. Calif - Clerk; Special Agent					
1945-46 Military Service, US Navy - Ensign (1945-46, SSU, China)					
1946 War Dept, SSU, Shanghai, China - Intel Officer					
1946-47 CIG, Shanghai, China/OC - Intel Officer					
22. NON-CIA EDUCATION					
1920-36 Resided in China with missionary parents					
1936-40 Hardin-Simmons Univ, Abilene, Texas - BS Pol Sci, Eng					
1940-41 George Washington Univ Law School (night)					
1945 Catalina Island, Calif, OCS School - Intelligence (3 mos)					
23. FOREIGN LANGUAGE ABILITIES					
Chinese(Mandarin) - P High; S,U Slight; R,W,T None - Apr 1957-disclaims proficiency Sep 1969					
24. AGENCY SPONSORED TRAINING					
1947 Intel Orient 1957 OO/C Refresher 1973 Foreign Affairs Exec Sem/FSI					
1950 CIA Orient 1959					
1950 OO/C Orient 1961;5200/C Refresher					
1953 CIA Induct 1969 Adv Mgt (Plan)					
1955 OO/C Refresher 1971 Adv Intel Seminar					
25. CIA EMPLOYMENT HISTORY SINCE 10 SEPT 1949 (Personnel Actions, Voluntary Orders, and Principal Details)					
EFFECTIVE DATE	POSITION TITLE & OCCUPATIONAL CODE	GRADE	SD	ORGANIZATION & CAGAN. TITLE (if any)	LOCATION
Sep 1947	I.O. (Ops)	12		OSO/PFE	Tsingtao
Apr 1948	"	12		OSO/PFE/COS	Calcutta
Oct 1949	"	12		OSO/PFE/SEA	EC Field
Jan 1950	I.O.	12		CC/Contact/Houston Office	Houston
Jan 1952	" 132	13		"	"
May 1954	" 132	13	GO	"	Dallas
Jan 1957	I.O. (Contact) 0132.21	14	OC	"	"
Apr 1964	" 0132.21	14	IOC	"	"
Apr 1965	" 0132.21	14		ITDCS/USF/Houston Office	"
Jul - Dec 1972	- assigned			DOS/Acting OCh, Soviet Bloc Div	Hq (trng)
Jan 1973	IO Contact 0132.21	14		ITDCS/USF/Dallas Office/Hq	Dallas
Jun 1973	IO Contact Ch 0132.21	15		D DCS/DCS/USF/Ch, Dallas Office	"
Jul 1974	" " 0132.21	15	DTG	" " " " "	"
26. DATE REVIEWED 27. PROFILE REVIEWED BY 28. PROFILE 29. REVIEWED BY					
20 Feb 1975 mol/cbs CL BY 007022 REVIEWED BY EMPLOYEE 3 Sep 1959					


FORM 1000 (REV. 11-64)

SECRET

PROFILE

141

**SECRET**  
(When Filled In)

PERS. SERIAL NO. 575820		<b>BIOGRAPHIC PROFILE (PART 2)</b>	
NAME (Last-First-Middle) MOORE, James Walter		DATE OF BIRTH 5 Oct 1919	
23. SUMMARY OF EVALUATIVE REPORTS FOR THE PAST TWO YEARS			
			
24. SUMMARY OF CAREER PREFERENCE OUTLINE AND/OR FIELD REASSIGNMENT QUESTIONNAIRE			
25. IDENTITY OF OTHER DOCUMENTS WHICH SHOULD BE REVIEWED IN DETAIL			
26. ADDITIONAL INFORMATION <u>Commendation 1949</u> from Acting OOS, Calcutta for biographic report on Surendra Mohan Ghose. <u>Commendation 1956</u> from J. B. Crossman, PPD recruiter, for outstanding cooperation Subject has given to our recruitment activities in Dallas.			
27. DATE REVIEWED 20 Feb 1975		28. PROFILE REVIEWED BY mol/ons	

SECRET

COVER CONTROL OF RETIREMENT PROCESSING										FILE	
TO: Retirement Operations Branch Office of Personnel										DATE	
RETIREE					CATEGORY OF EMPLOYMENT						
On the basis of a review of the records of the Central Cover Staff the following action is to be taken on processing retirement documentation for the person named above.											
TYPE RETIREMENT			CIVIL SERVICE			CIARDS			DATE		
COVER		OVERT ROUTINE		COVERT (OFFICIAL COVER) LOCK-UP		COVERT (NOC) SPECIAL	RETENTION OF AWARDS		YES		NO
CORRESPONDENCE			OVERT			COVERT			THRU CCS		
FINANCES											
ANNUITY PAYMENTS SHOULD BE					U.S. GOV'T. CHECK			OTHER (Payment instructions follow)			
TAX DOCUMENTATION SHOULD BE					CIA		CSC		OTHER (MEMO FOLLOWS)		
REQUEST TRANSFER OF FUNDS FROM CIVIL SERVICE COMMISSION					YES		NO		INTERNAL TRANSFER		
INSURANCE											
FEBLI		OVERT		COVERT		MAINTAIN RECORDS INTERNALLY ONLY					
TYPE OF HOSPITALIZATION CARD:											
AUTHORIZATION TO CONVERT INSURANCE					YES		CONVERSION MUST BE APPROVED BY CCS				
RESERVE											
MEMBER OF CIVILIAN RESERVE					YES		NO		OVERT		COVERT
CREDIT UNION					OVERT		COVERT				
REMARKS:											
<p style="text-align: right;">CHIEF, COVER SUPPORT BRANCH CENTRAL COVER STAFF</p>											
THIS SECTION TO BE COMPLETED BY OFFICE OF SECURITY											
<p style="text-align: center;">NO SECURITY OBJECTIONS TO ABOVE.</p> <p>OTHER INSTRUCTIONS AS FOLLOWS:</p>											
CHIEF, EMPLOYEE ACTIVITY BRANCH, OFFICE OF SECURITY											

FORM 3429 7-77

SECRET

E-2, IMPDET CL BY 063851

(4-9-11)

7 - OFF. PERS. FILE ROOM

SEA 010678

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)															
003820		MOORE J WALTON															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT									
RETIREMENT - OPTIONAL - CSC AND CANCELLATION OF NSCA						12 31 77		REGULAR									
6. FUNDS		V TO V		V TO CF		7. TAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY									
		CF TO V		CF TO CF		8042 3500 0000											
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DDO/DCD U.S. FIELD DALLAS OFFICE HEADQUARTERS						TEXAS											
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION									
ID CONTACT CH						DA42		DYD									
14. CLASSIFICATION SCHEDULE (GS, WD, etc)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS				0132.21		15 7		43407									
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. INTERLE CODE		24. ADDRESS CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
45		10		NUMERIC ALPHABETIC								10 01 19					
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION / CANCELLATION DATA		33. SECURITY REQ NO		34. SEX					
MO DA YR				1. CSC 2. CIA 3. FICA 4. NONE		00HH0000		TYPE MO DA YR		EOD DATA							
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO							
CODE		0. NONE 1. 5 PT 2. 10 PT		MO DA YR		MO DA YR		LAW BESV PSOV JUMP		CODE		0. WAIVER 1. YES		HEALTH INS CODE			
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE						42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA							
CODE						0. NO PREVIOUS SERVICE 1. NO BREAK IN SERVICE 2. BREAK IN SERVICE (LESS THAN 3 YRS) 3. BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED 1. YES 2. NO		CODE		NO. TAX EXEMPTIONS		FORM EXECUTED 1. YES 2. NO		CODE NO TAX EXEMP. STATE CODE	
SIGNATURE OR OTHER AUTHENTICATION																	
												POSTED		12 JUN 78		SEA	

FORM 1150  
574 Mfg 10-74Use Previous  
Edition

SECRET

SEA

E2 IMPDET CL BY 007622 (4-5)

STN 010478

OFF NOTIFICATION OF PERSONNEL ACTION					
1. SERIAL NUMBER 003820		2. NAME (LAST-FIRST-MIDDLE) MOORE J WALTON			
3. NATURE OF PERSONNEL ACTION RETIREMENT - OPTIONAL - CSC AND CANCELLATION OF NSCA			4. EFFECTIVE DATE MO DA YR 12 31 77		5. CATEGORY OF EMPLOYMENT REGULAR
6. FUNDS	V TO V	V TO CF	7. FAN AND NSCA 8042 3500 0000		8. CSC OR OTHER LEGAL AUTHORITY
	CF TO V	CF TO CF			
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
11. POSITION TITLE IN CONTACT CH			12. POSITION NUMBER 0042	13. SERVICE DESIGNATION OCD	
14. CLASSIFICATION SCHEDULE (GS, WG, etc) GS		15. OCCUPATIONAL SERIES 0132.21	16. GRADE AND STEP 15 7	17. SALARY OR RATE 43407	
18. REMARKS					
SIGNATURE OR OTHER AUTHENTICATION					

ALL

L60 200 105

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
MOORE J WALTON	0003820	CCD	GS 15 7	\$43,407

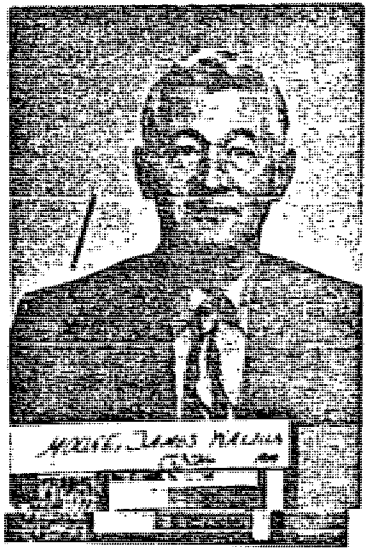
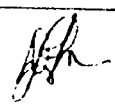
10826

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5308 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11541 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 27 FEBRUARY 1977

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MOORE J WALTON	003820	56	535	V GS 15 7	\$40,545

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
JCS 01/29/77							
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)					
004820		MICKE J WALTON					
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT	
REASSIGNMENT				MO DA YR 01 16 77			
6. FUNDS		X		V TO V		V TO CF	
				CF TO V		CF TO CF	
9. ORGANIZATIONAL DESIGNATIONS				7. PAN AND NSCA			
000/DCD				1242 500 0001			
				8. CSC OR OTHER LEGAL AUTHORITY			
				10. LOCATION OF OFFICIAL STATION			
				DALLAS, TEXAS			
11. POSITION TITLE				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
TO CONTACT CH				DA62		DYD	
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE	
GS		0152.21		15			
18. REMARKS							
CHANGE OF SERVICE DESIGNATION FROM DTL TO DYD							
							
NATURE OR OTHER AUTHENTICATION							
							

FORM 1150B  
0-72 MCG 3-76

Use Previous  
Edition

**SECRET**

"E2 IMPDET CL BY 007622" (4-51)



1. SERIAL NO.		NAME		ORGANIZATION		CLASS		PAY GRADE	
003820		MCCRE J. WALTER		00 535		A			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TIME ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	W.C.	ADJ.
GS 15	6	\$34,700	06/24/75	GS 15	7	\$35,700	06/27/75		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE									
SIGNATURE <i>M. J. Staring</i>							DATE <i>11/19/75</i>		
<input type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CIPRS INITIALS		<i>M. J. Staring</i>							
FORM 10-73 560E		PAY CHANGE NOTIFICATION						(4-51)	

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11541 PURSUANT TO AUTHORITY OF LCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND FOR EFFECTIVE DATE 1 OCTOBER 1976."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	GRAN.	FLYES	OF-STEP	NEW SALARY
MCCRE J WALTER	003820	GS 15	7		\$35,700

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
OJCS 01/31/75									
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)							
CC3820		MUGRE J WALTON							
3 NATURE OF PERSONNEL ACTION					4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT		
CHANGE IN N.S.C.A.					01 24 75				
6 FUNDS		X		V TO V		V TO CF		7 FAN AND MSCA	
		CF TO V		CF TO CF		5242 3500 0001		8 CSC OR OTHER LEGAL AUTHORITY	
9 ORGANIZATIONAL DESIGNATIONS					10 LOCATION OF OFFICIAL STATION				
COB/UCO					DALLAS, TEXAS				
11 POSITION TITLE					12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION		
10 CONTACT CH					1479		DID		
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE	
GS				0152.21		19			
18 REMARKS									
SIGNATURE OR OTHER AUTHENTICATION									
<div style="text-align: right;"> <div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <i>JK 01/10/75</i> </div> </div>									

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MOORE J WALTON	003820	56	535	V GS 15 6	\$34,788

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION					
JUN 04/13/74					
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)			
003820		MOORE J WALTON			
3. NATURE OF PERSONNEL ACTION			4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT
CHANGE IN N.S.C.A.			NO DA TB 03 21 74		
6. FUNDS		7. PAY AND RICA		8. CSC OR OTHER LEGAL AUTHORITY	
<input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V <input type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		02-2 3500 0002			
9. ORGANIZATIONAL DESIGNATIONS			10. LOCATION OF OFFICIAL STATION		
000/000			DALLAS, TEXAS		
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
TO CONTACT CH			1479		U
14. CLASSIFICATION SCHEDULE (GS, LB, etc)		15. OCCUPATIONAL SERIES		17. SALARY OR RATE	
GS		0132.21		15	
16. REMARKS					
<div align="right" style="border: 1px solid black; padding: 5px; width: fit-content; margin: 20px auto;">           POSTED  <i>LR</i> </div>					
SIGNATURE OR OTHER AUTHENTICATION					
<div align="center"> </div>					

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	URGN.	FUNDS	GR-STEP	NEW SALARY
MOORE J WALTON	003820	56	535	V GS 15 7	\$37,573

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	URGN.	FUNDS	GR-STEP	NEW SALARY
MOORE J WALTON	003820	56	535	V GS 15 6	\$32,973

I-24

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
003820		MOORE J WALTON		66 535		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 14	3	\$28,478	06/28/70	GS 14	9	\$29,248	06/24/73		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>J. J. Scida</i>							DATE <i>10 April 1973</i>		
<input type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									

**SECRET**  
(When Filled In)

KHN: 26 JUNE 73

NOTIFICATION OF PERSONNEL ACTION											
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)									
003820		MOORE J WALTON									
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION						MO DA YR 06 24 73		REGULAR			
6. FUNDS		X		V TO V		V TO CF		7. Financial Analysis No Chargeable		8. CSC OR OTHER LEGAL AUTHORITY	
		CF TO V		CF TO CF		3242 3500 0000		50 USC 403 J			
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION					
DDO/DCS U.S. FIELD DALLAS OFFICE HEADQUARTERS						DALLAS, TEXAS					
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION			
IO CONTACT CH						1479		IT			
14. CLASSIFICATION SCHEDULE (GS, IB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS				0132.21		15 6		31383			
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. INTEGREE CODE		24. MAJOR CODE	
22		10		56535 DCS		75083		2		10 05 19	
25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI		28. DATE OF BIRTH		29. DATE OF GRADE		30. DATE OF LEI	
MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR		MO DA YR	
06 24 73		06 24 73		06 24 73		06 24 73		06 24 73		06 24 73	
31. VET PREFERENCE		32. SERV. COMP. DATE		33. LONG COMP. DATE		34. CAREER CATEGORY		35. FEGLI / HEALTH INSURANCE		36. SOCIAL SECURITY NO.	
CODE		MO DA YR		MO DA YR		CODE		CODE		CODE	
0 NONE		1-3 PT		1-3 PT		1-3 PT		1-3 PT		1-3 PT	
1-3 PT		2 TO PT		2 TO PT		2 TO PT		2 TO PT		2 TO PT	
2 TO PT		3 BREAK		3 BREAK		3 BREAK		3 BREAK		3 BREAK	
3 BREAK		4 BREAK		4 BREAK		4 BREAK		4 BREAK		4 BREAK	
4 BREAK		5 BREAK		5 BREAK		5 BREAK		5 BREAK		5 BREAK	
5 BREAK		6 BREAK		6 BREAK		6 BREAK		6 BREAK		6 BREAK	
6 BREAK		7 BREAK		7 BREAK		7 BREAK		7 BREAK		7 BREAK	
7 BREAK		8 BREAK		8 BREAK		8 BREAK		8 BREAK		8 BREAK	
8 BREAK		9 BREAK		9 BREAK		9 BREAK		9 BREAK		9 BREAK	
9 BREAK		10 BREAK		10 BREAK		10 BREAK		10 BREAK		10 BREAK	
10 BREAK		11 BREAK		11 BREAK		11 BREAK		11 BREAK		11 BREAK	
11 BREAK		12 BREAK		12 BREAK		12 BREAK		12 BREAK		12 BREAK	
12 BREAK		13 BREAK		13 BREAK		13 BREAK		13 BREAK		13 BREAK	
13 BREAK		14 BREAK		14 BREAK		14 BREAK		14 BREAK		14 BREAK	
14 BREAK		15 BREAK		15 BREAK		15 BREAK		15 BREAK		15 BREAK	
15 BREAK		16 BREAK		16 BREAK		16 BREAK		16 BREAK		16 BREAK	
16 BREAK		17 BREAK		17 BREAK		17 BREAK		17 BREAK		17 BREAK	
17 BREAK		18 BREAK		18 BREAK		18 BREAK		18 BREAK		18 BREAK	
18 BREAK		19 BREAK		19 BREAK		19 BREAK		19 BREAK		19 BREAK	
19 BREAK		20 BREAK		20 BREAK		20 BREAK		20 BREAK		20 BREAK	
20 BREAK		21 BREAK		21 BREAK		21 BREAK		21 BREAK		21 BREAK	
21 BREAK		22 BREAK		22 BREAK		22 BREAK		22 BREAK		22 BREAK	
22 BREAK		23 BREAK		23 BREAK		23 BREAK		23 BREAK		23 BREAK	
23 BREAK		24 BREAK		24 BREAK		24 BREAK		24 BREAK		24 BREAK	
24 BREAK		25 BREAK		25 BREAK		25 BREAK		25 BREAK		25 BREAK	
25 BREAK		26 BREAK		26 BREAK		26 BREAK		26 BREAK		26 BREAK	
26 BREAK		27 BREAK		27 BREAK		27 BREAK		27 BREAK		27 BREAK	
27 BREAK		28 BREAK		28 BREAK		28 BREAK		28 BREAK		28 BREAK	
28 BREAK		29 BREAK		29 BREAK		29 BREAK		29 BREAK		29 BREAK	
29 BREAK		30 BREAK		30 BREAK		30 BREAK		30 BREAK		30 BREAK	
30 BREAK		31 BREAK		31 BREAK		31 BREAK		31 BREAK		31 BREAK	
31 BREAK		32 BREAK		32 BREAK		32 BREAK		32 BREAK		32 BREAK	
32 BREAK		33 BREAK		33 BREAK		33 BREAK		33 BREAK		33 BREAK	
33 BREAK		34 BREAK		34 BREAK		34 BREAK		34 BREAK		34 BREAK	
34 BREAK		35 BREAK		35 BREAK		35 BREAK		35 BREAK		35 BREAK	
35 BREAK		36 BREAK		36 BREAK		36 BREAK		36 BREAK		36 BREAK	
36 BREAK		37 BREAK		37 BREAK		37 BREAK		37 BREAK		37 BREAK	
37 BREAK		38 BREAK		38 BREAK		38 BREAK		38 BREAK		38 BREAK	
38 BREAK		39 BREAK		39 BREAK		39 BREAK		39 BREAK		39 BREAK	
39 BREAK		40 BREAK		40 BREAK		40 BREAK		40 BREAK		40 BREAK	
40 BREAK		41 BREAK		41 BREAK		41 BREAK		41 BREAK		41 BREAK	
41 BREAK		42 BREAK		42 BREAK		42 BREAK		42 BREAK		42 BREAK	
42 BREAK		43 BREAK		43 BREAK		43 BREAK		43 BREAK		43 BREAK	
43 BREAK		44 BREAK		44 BREAK		44 BREAK		44 BREAK		44 BREAK	
44 BREAK		45 BREAK		45 BREAK		45 BREAK		45 BREAK		45 BREAK	
45 BREAK		46 BREAK		46 BREAK		46 BREAK		46 BREAK		46 BREAK	
46 BREAK		47 BREAK		47 BREAK		47 BREAK		47 BREAK		47 BREAK	
47 BREAK		48 BREAK		48 BREAK		48 BREAK		48 BREAK		48 BREAK	
48 BREAK		49 BREAK		49 BREAK		49 BREAK		49 BREAK		49 BREAK	
49 BREAK		50 BREAK		50 BREAK		50 BREAK		50 BREAK		50 BREAK	
50 BREAK		51 BREAK		51 BREAK		51 BREAK		51 BREAK		51 BREAK	
51 BREAK		52 BREAK		52 BREAK		52 BREAK		52 BREAK		52 BREAK	
52 BREAK		53 BREAK		53 BREAK		53 BREAK		53 BREAK		53 BREAK	
53 BREAK		54 BREAK		54 BREAK		54 BREAK		54 BREAK		54 BREAK	
54 BREAK		55 BREAK		55 BREAK		55 BREAK		55 BREAK		55 BREAK	
55 BREAK		56 BREAK		56 BREAK		56 BREAK		56 BREAK		56 BREAK	
56 BREAK		57 BREAK		57 BREAK		57 BREAK		57 BREAK		57 BREAK	
57 BREAK		58 BREAK		58 BREAK		58 BREAK		58 BREAK		58 BREAK	
58 BREAK		59 BREAK		59 BREAK		59 BREAK		59 BREAK		59 BREAK	
59 BREAK		60 BREAK		60 BREAK		60 BREAK		60 BREAK		60 BREAK	
60 BREAK		61 BREAK		61 BREAK		61 BREAK		61 BREAK		61 BREAK	
61 BREAK		62 BREAK		62 BREAK		62 BREAK		62 BREAK		62 BREAK	
62 BREAK		63 BREAK		63 BREAK		63 BREAK		63 BREAK		63 BREAK	
63 BREAK		64 BREAK		64 BREAK		64 BREAK		64 BREAK		64 BREAK	
64 BREAK		65 BREAK		65 BREAK		65 BREAK		65 BREAK		65 BREAK	
65 BREAK		66 BREAK		66 BREAK		66 BREAK		66 BREAK		66 BREAK	
66 BREAK		67 BREAK		67 BREAK		67 BREAK		67 BREAK		67 BREAK	
67 BREAK		68 BREAK		68 BREAK		68 BREAK		68 BREAK		68 BREAK	
68 BREAK		69 BREAK		69 BREAK		69 BREAK		69 BREAK		69 BREAK	
69 BREAK		70 BREAK		70 BREAK		70 BREAK		70 BREAK		70 BREAK	
70 BREAK		71 BREAK		71 BREAK		71 BREAK		71 BREAK		71 BREAK	
71 BREAK		72 BREAK		72 BREAK		72 BREAK		72 BREAK		72 BREAK	
72 BREAK		73 BREAK		73 BREAK		73 BREAK		73 BREAK		73 BREAK	
73 BREAK		74 BREAK		74 BREAK		74 BREAK		74 BREAK		74 BREAK	
74 BREAK		75 BREAK		75 BREAK		75 BREAK		75 BREAK		75 BREAK	
75 BREAK		76 BREAK		76 BREAK		76 BREAK		76 BREAK		76 BREAK	
76 BREAK		77 BREAK		77 BREAK		77 BREAK		77 BREAK		77 BREAK	
77 BREAK		78 BREAK		78 BREAK		78 BREAK		78 BREAK		78 BREAK	
78 BREAK		79 BREAK		79 BREAK		79 BREAK		79 BREAK		79 BREAK	
79 BREAK		80 BREAK		80 BREAK		80 BREAK		80 BREAK		80 BREAK	
80 BREAK		81 BREAK		81 BREAK		81 BREAK		81 BREAK		81 BREAK	
81 BREAK		82 BREAK		82 BREAK		82 BREAK		82 BREAK		82 BREAK	
82 BREAK		83 BREAK		83 BREAK		83 BREAK		83 BREAK		83 BREAK	
83 BREAK		84 BREAK		84 BREAK		84 BREAK		84 BREAK		84 BREAK	
84 BREAK		85 BREAK		85 BREAK		85 BREAK		85 BREAK		85 BREAK	
85 BREAK		86 BREAK		86 BREAK		86 BREAK		86 BREAK		86 BREAK	
86 BREAK		87 BREAK		87 BREAK		87 BREAK		87 BREAK		87 BREAK	
87 BREAK		88 BREAK		88 BREAK		88 BREAK		88 BREAK		88 BREAK	
88 BREAK		89 BREAK		89 BREAK		89 BREAK		89 BREAK		89 BREAK	
89 BREAK		90 BREAK		90 BREAK		90 BREAK		90 BREAK		90 BREAK	
90 BREAK		91 BREAK		91 BREAK		91 BREAK		91 BREAK		91 BREAK	
91 BREAK		92 BREAK		92 BREAK		92 BREAK		92 BREAK		92 BREAK	
92 BREAK		93 BREAK		93 BREAK		93 BREAK		93 BREAK		93 BREAK	
93 BREAK		94 BREAK		94 BREAK		94 BREAK		94 BREAK		94 BREAK	
94 BREAK		95 BREAK		95 BREAK		95 BREAK		95 BREAK		95 BREAK	
95 BREAK		96 BREAK		96 BREAK		96 BREAK		96 BREAK		96 BREAK	
96 BREAK		97 BREAK		97 BREAK		97 BREAK		97 BREAK		97 BREAK	
97 BREAK		98 BREAK		98 BREAK		98 BREAK		98 BREAK		98 BREAK	
98 BREAK		99 BREAK		99 BREAK		99 BREAK		99 BREAK		99 BREAK	
99 BREAK		100 BREAK		100 BREAK		100 BREAK		100 BREAK		100 BREAK	
100 BREAK		101 BREAK		101 BREAK		101 BREAK		101 BREAK		101 BREAK	
101 BREAK		102 BREAK		102 BREAK		102 BREAK		102 BREAK		102 BREAK	
102 BREAK		103 BREAK		103 BREAK		103 BREAK		103 BREAK		103 BREAK	
103 BREAK		104 BREAK		104 BREAK		104 BREAK		104 BREAK		104 BREAK	
104 BREAK		105 BREAK		105 BREAK		105 BREAK		105 BREAK		105 BREAK	
105 BREAK		106 BREAK		106 BREAK		106 BREAK		106 BREAK		106 BREAK	
106 BREAK		107 BREAK		107 BREAK		107 BREAK		107 BREAK		107 BREAK	
107 BREAK		108 BREAK		108 BREAK		108 BREAK		108 BREAK		108 BREAK	
108 BREAK		109 BREAK		109 BREAK		109 BREAK		109 BREAK		109 BREAK	
109 BREAK		110 BREAK		110 BREAK		110 BREAK		110 BREAK		110 BREAK	
110 BREAK		111 BREAK		111 BREAK		111 BREAK		111 BREAK		111 BREAK	
111 BREAK		112 BREAK		112 BREAK		112 BREAK		112 BREAK		112 BREAK	
112 BREAK		113 BREAK		113 BREAK		113 BREAK		113 BREAK		113 BREAK	
113 BREAK		114 BREAK		114 BREAK		114 BREAK		114 BREAK		114 BREAK	
114 BREAK		115 BREAK		115 BREAK		115 BREAK		115 BREAK		115 BREAK	
115 BREAK		116 BREAK		116 BREAK		116 BREAK		116 BREAK		116 BREAK	
116 BREAK		117 BREAK		117 BREAK		117 BREAK		117 BREAK		117 BREAK	
117 BREAK		118 BREAK		118 BREAK		118 BREAK		118 BREAK		118 BREAK	
118 BREAK		119 BREAK		119 BREAK		119 BREAK		119 BREAK		119 BREAK	
119 BREAK		120 BREAK		120 BREAK		120 BREAK		120 BREAK		120 BREAK	
120 BREAK		121 BREAK		121 BREAK		121 BREAK		121 BREAK		121 BREAK	
121 BREAK		122 BREAK		122 BREAK		122 BREAK		122 BREAK		122 BREAK	
122 BREAK		123 BREAK		123 BREAK		123 BREAK		123 BREAK		123 BREAK	
123 BREAK		124 BREAK		124 BREAK		124 BREAK		124 BREAK		124 BREAK	
124 BREAK		125 BREAK		125 BREAK		125 BREAK		125 BREAK		125 BREAK	
125 BREAK		126 BREAK		126 BREAK		126 BREAK		126 BREAK		126 BREAK	
126 BREAK		127 BREAK		127 BREAK		127 BREAK		127 BREAK		127 BREAK	
127 BREAK		128 BREAK		128 BREAK		128 BREAK		128 BREAK		128 BREAK	
128 BREAK		129 BREAK		129 BREAK		129 BREAK		129 BREAK		129 BREAK	
129 BREAK		130 BREAK		130 BREAK		130 BREAK		130 BREAK		130 BREAK	
130 BREAK		131 BREAK		131 BREAK		131 BREAK		131 BREAK		131 BREAK	
131 BREAK		132 BREAK		132 BREAK		132 BREAK		132 BREAK		132 BREAK	
132 BREAK		133 BREAK		133 BREAK		133 BREAK		133 BREAK		133 BREAK	
133 BREAK		134 BREAK		134 BREAK		134 BREAK		134 BREAK		134 BREAK	
134 BREAK											

SECRET

(When Filled In)

6 JUNE 73

## NOTIFICATION OF PERSONNEL ACTION

1. NUMBER 03820		2. NAME (LAST-FIRST-MIDDLE) MOORE J WALTON	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT		4. EFFECTIVE DATE MO DA YR 05 27 73	
5. CATEGORY OF EMPLOYMENT REGULAR		6. CSC OR OTHER LEGAL AUTHORITY	
7. Financial Analysis No Chargeable		8. CSC OR OTHER LEGAL AUTHORITY 50 USC 403 J	
9. FUNDS X V TO V CF TO V		10. LOCATION OF OFFICIAL STATION DALLAS, TEXAS	
11. ORGANIZATIONAL DESIGNATIONS DDO/DCS U. S. FIELD DALLAS OFFICE HEADQUARTERS		12. POSITION NUMBER 1479	
13. POSITION TITLE 10 CONTACT CH		14. SERVICE DESIGNATION IT	
15. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		16. OCCUPATIONAL SERIES 0132.21	
17. GRADE AND STEP 14 8		18. SALARY OR RATE 28478	
19. REMARKS			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
20. ACTION CODE 37		21. OFFICE CODING NUMERIC ALPHABETIC 56535 DCS	
22. STATION CODE 75083		23. INTEGRITY CODE 2	
24. DATE OF BIRTH MO DA YR 10 05 19		25. DATE OF GRADE MO DA YR	
26. DATE OF LEI MO DA YR		27. SECURITY REQ NO	
28. DATE EXPIRES MO DA YR		29. SPECIAL REFERENCE 1. CSC 2. CIA 3. FICA 4. NONE	
30. RETIREMENT DATA CODE		31. SEPARATION DATA CODE TYPE	
32. CORRECTION / CANCELLATION DATA MO DA YR		33. SOCIAL SECURITY NO	
34. NET PREFERENCE CODE		35. SERV COMP DATE MO DA YR	
36. LONG COMP DATE MO DA YR		37. CAREER CATEGORY CODE	
38. FEGLI / HEALTH INSURANCE CODE		39. STATE TAX DATA CODE	
40. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE		41. LEAVE CAT CODE	
42. FEDERAL TAX DATA CODE		43. STATE TAX DATA CODE	
44. SIGNATURE OR OTHER AUTHENTICATION		45. POSTED 11/9/73	

102M  
5-001150  
MAY 10-67Use Previous  
Edition

SECRET

LML

EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

(When Filled In)

**SECRET**  
(When Filled In)

## NOTIFICATION OF PERSONNEL ACTION

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)							
003529		MOORE J WALTON							
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT		
REASSIGNMENT					MO DA YR 01 23 73				
6. FUNDS		X		V TO V		V TO G		7. FAN AND NSCA	
				G TO V		G TO G		8. CSC OR OTHER LEGAL AUTHORITY	
						3242 3500 0000			
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION				
001/005					TEXAS, USA				
11. POSITION TITLE					12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION		
IC-CONTACT					1400		17		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE		
S			0132.21		14				
18. REMARKS									
<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;"> POSTED 2-22-73 MAJ </div>									
SIGNATURE OR OTHER AUTHENTICATION									



"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11591 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973  
 EFFECTIVE DATE OF PAY ADJUSTMENT CORRECTED FROM  
 7 JAN 1973 TO 1 OCT 1972 UNDER EXECUTIVE ORDER  
 11777, DATED 12 APR 1974.

NAME  
 MOORE J WALTON

SERIAL ORGN. FUNDS GR-STEP  
 003820 65 535 V GS 14 8

NEW  
 SALARY  
 \$28,478

SECRET  
 (When Filled In)

NOTIFICATION OF PERSONNEL ACTION							
1. SERIAL NUMBER 003820		2. NAME (LAST-FIRST MIDDLE) MOORE J WALTON					
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE 08 14 72		5. CATEGORY OF EMPLOYMENT	
6. FUNDS		X V TO V		V TO CF		7. FINANCIAL ANALYSIS NO CHARGEABLE	
		CF TO V		CF TO CF		8. CSC OR OTHER LEGAL AUTHORITY	
9. ORGANIZATIONAL DESIGNATIONS DDI/DCS				10. LOCATION OF OFFICIAL STATION TEXAS, USA			
11. POSITION TITLE IC-CONTACT				12. POSITION NUMBER 1-80		13. CAREER SERVICE DESIGNATION IT	
14. CLASSIFICATION SCHEDULE (GS, LR, WEL) GS		15. OCCUPATIONAL SERIES 0132.21		16. GRADE AND STEP 14		17. SALARY OR RATE	
18. REMARKS							
SIGNATURE OR OTHER AUTHENTICATION							
POSTED APR 23 1973							

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME  
MOORE J WALTON

SERIAL ORGN. FUNDS GR-STEP  
013820 65 935 V GS 14 8

NEW  
SALARY  
\$27,084

SECRET

(When Filled In)

# NOTIFICATION OF PERSONNEL ACTION

DCS 08/31/71

1. SERIAL NUMBER 003820		2. NAME (LAST FIRST MIDDLE) MOORE J WALTON		4. EFFECTIVE DATE MO DA YE 08 22 71		5. CATEGORY OF EMPLOYMENT	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				7. FINANCIAL ANALYSIS NO. CHARGES 2242 3500 0000		8. ESC OR OTHER LEGAL AUTHORITY	
6. FUNDS X		V TO V		V TO CF			
		CF TO V		CF TO CF			
9. ORGANIZATIONAL DESIGNATIONS DUI/DCS US FIELD/DALLAS OFFICE				10. LOCATION OF OFFICIAL STATION TEXAS, USA			
11. POSITION TITLE IU-CONTACT				12. POSITION NUMBER 1430		13. CAREER SERVICE DESIGNATION 11	
14. CLASSIFICATION SCHEDULE (GS LB, etc.) GS		15. OCCUPATIONAL SERIES 0132.21		16. GRADE AND STEP 14		17. SALARY OR RATE	
18. REMARKS							

SIGNATURE OR OTHER AUTHENTICATION

POSTED

7 SEP 1971

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-646 AND EXECUTIVE ORDER 11976 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME: MOORE J WALTON SERIAL: 003920 ORGN: 66 FUNDS: V GS-STEP: 14 8 NEW SALARY: \$25,673

I-23

1. SERIAL NO.	2. NAME		3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
003920	MOORE J WALTON		66 525	V	
6. OLD SALARY RATE			7. NEW SALARY RATE		8. TYPE ACTION
Grade	Step	Salary	Last Eff. Date	Grade	Step
GS 14	7	23,573	07/02/67	GS 14	8
		23,573		24,228	
			EFFECTIVE DATE	SI	ADJ
			05/28/70		
CERTIFICATION AND AUTHENTICATION					
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.					
SIGNATURE <i>Robert A. Kische</i>				DATE 14 April 1970	
<input checked="" type="checkbox"/> NO EXCESS LWOP O. <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD					
CLERK'S INITIALS				NOTED BY	
FORM 7-66 53-E Use previous editions PAY CHANGE NOTIFICATION (4-51)					

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11924 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 20 DECEMBER 1969

NAME: MOORE J WALTON SERIAL: 003920 ORGN: 66 FUNDS: V GS-STEP: 14 7 NEW SALARY: \$23,573

123

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
003A20		MOORE J WALTON		66 000		V			
A. OLD SALARY RATE					B. NEW SALARY RATE				
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADI
GS 14	6	\$17,721	07/04/69	GS 14	7	\$18,244	07/02/67		
C. CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE <i>Ant A. Riche</i>						DATE <i>8 May 67</i>			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERK'S INITIALS <i>DMP</i>		<b>E. E. H. H. L.</b>				APPROVED BY <i>[Signature]</i>			
FORM 7-66 560 E Use previous editions		PAY CHANGE NOTIFICATION						(4-57)	

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
MOORE J WALTON	003520	66	525	V GS 14 7	\$22,239

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MOORE J WALTON	003520	66	525	V GS 14 7	\$19,009	\$20,336

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206, PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
003820		MOORE J WALTON		82 525 V 7			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
GS 14	4	\$14,120	07/09/61	GS 14	5	\$14,545	07/07/63
7. TYPE ACTION							
PSI LSI ADJ							
8. Remarks and Authentication							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>[Signature]</i> DATE 14 May 63 PAY CHANGE NOTIFICATION							

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MOORE J WALTON	003820	66	525	V GS 14 6	\$17,220	\$17,721

I 23

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours	
003820		MOORE J WALTON		66 525 V			
5. OLD SALARY RATE				6. NEW SALARY RATE			
Grade	Step	Salary	Last EM Date	Grade	Step	Salary	Effective Date
GS 14	5	\$16,130	07/07/63	GS 14	6	\$16,620	07/04/65
7. TYPE ACTION							
PSI LSI ADJ							
8. Remarks and Authentication							
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: <i>[Signature]</i> DATE 14 May 65 PAY CHANGE NOTIFICATION							

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA- 87-793 AND DCI  
MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS,  
EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN FUNDS	GR-ST	OLD SALARY	NEW SALARY
MOORE J WALTON	003820	66 925 V	GS 14 5	\$14,549	\$15,415

4.1 /

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 49-301  
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 4 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN. FUNDS	GR-STEP	OLD SALARY	NEW SALARY
MOORE J WALTON	003820	66 925 V	GS 14 6	\$16,620	\$17,220

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

[illegible]

SECRET

## NOTICE OF EMPLOYER DESIGNATION FOR TAX PURPOSES

003820 MOORE J. WALTON /K

EMPLOYER IS CIA AS OF 7 JUNE 1964

SECRET

SECRET

## NOTICE OF EMPLOYER DESIGNATION FOR TAX PURPOSES

MOORE J. WALTON 003820

EMPLOYER DESIGNATION IS CIA AS OF 26 MAY 1963


SECRET

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
OC	MOORE JAMES W.	103820	25 31	GS-14 3	\$11,835	\$12,730



**SECRET**  
(When Filled In)

1. Serial No.		2. Name		3. Cost Center Number		4. LWOP Hours		
103820		MOORE JAMES W		DDI/CONT 7 V-40				
5. OLD SALARY RATE				6. NEW SALARY RATE				
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	
GS	14	3	\$12,730	01/10/60	14	4	\$12,990	07/09/61
7. TYPE ACTION								
PSI   ISI   ADJ.								
8. Remarks and Authentication								
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / IN LWOP STATUS AT END OF WAITING PERIOD								
<div align="center">   <b>PAY CHANGE NOTIFICATION</b> </div>								

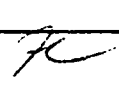
Form 560  
7-60

Obsolete Previous Edition

**SECRET**

(4-51)

**SECRET**  
(When Filled In)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT			
103820		MOORE JAMES W		DDI/CONT 7		V-40					
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	14	2	\$11,525	07	13	58	GS	14	3	\$11,835	01 10 60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE						9. NUMBER OF HOURS LWOP					
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP											
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD						11. AUDITED BY					
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S.I. <input type="checkbox"/> L.S.I. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
<div align="center">   <b>G. M. STEWART</b>  <b>PAY CHANGE NOTIFICATION</b> </div>											

FORM 560

7-60

**SECRET**

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
MOORE JAMES W	103820	GS-14-1	\$10,320	\$11,355

GORDON M. STEWART  
/S/ DIRECTOR OF PERSONNEL

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT			
103820		MOORE JAMES W		DDI/CONT 7		V-40					
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 14	1	\$10,320	01	13	57	GS 14	2	\$10,535 <del>11,595</del>	07	13	58
REMARKS:											
<p align="center"><b>CERTIFICATION</b></p> <p>I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.</p>											
TYPED, OR PRINTED, NAME OF SUPERVISOR			DATE			SIGNATURE OF SUPERVISOR					
ERNEST A. RISCHÉ			6 June 1958			<i>Ernest A. Rische</i>					
<p align="center"><b>PERIODIC STEP INCREASE - CERTIFICATION</b></p>											

FORM NO. 560  
1 MAR 56**SECRET**

PERSONNEL FOLDER (4)

**SECRET**  
(WHEN FILLED IN)

1. EMP. SERIAL NO.		2. NAME		3. ASSIGNED ORGAN.		4. FUNDS		5. ALLOTMENT			
103820		MOORE JAMES W		DDI/CONT		V-40					
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 14	1	\$10,320	01	13	57	GS 14	2	\$10,535 <del>11,595</del>	07	13	58
<p align="center"><b>TO BE COMPLETED BY THE OFFICE OF THE COMPTROLLER</b></p>											
8. CHECK ONE <input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> EXCESS LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK					
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD						11. AUDITED BY					
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
<p align="center"><b>TO BE COMPLETED BY THE OFFICE OF PERSONNEL</b></p>											
12. PROJECTED SALARY RATE AND EFFECTIVE DATE						13. REMARKS					
GRADE	STEP	SALARY	MO.	DA.	YR.						
14. AUTHENTICATION											
<p align="center"> <i>GS. Rd GS 1 1 TOP</i>  <i>NONPAYE TROUVER</i>  <b>C. M. STEWART</b> </p>											
<p align="center"><b>PERIODIC STEP INCREASE - AUTHENTICATION</b></p>											

FORM NO. 5605

**SECRET**

PERSONNEL FOLDER (4)

STANDARD FORM 50 (R PART)  
REV. APRIL 1951  
PUBLISHED BY  
U. S. CIVIL SERVICE COMMISSION  
CHAPTER 5, FEDERAL PERSONNEL MANUAL

CENTRAL INTELLIGENCE AGENCY

# NOTIFICATION OF PERSONNEL ACTION

are

1. NAME (Last - Miss - Mrs - One Given Name, Initial(s), and Surname) <b>MR. J. WALTON MOORE</b>		2. DATE OF BIRTH <b>5 Oct 1919</b>	3. JOURNAL OR ACTION NO.	4. DATE <b>11 January 1957</b>
This is to notify you of the following action affecting your employment.				
5. NATURE OF ACTION (Use Standard Terminology) <b>PROMOTION</b>		6. EFFECTIVE DATE <b>13 Jan 1957</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 J</b>	
FROM		TO		
<b>K-204</b>  <b>GS-0132.21-13 \$9635.00 per annum</b>		8. POSITION TITLE	<b>IO (Contact) K-1048</b>  <b>GS-0132.21-14 \$10,320.00 per annum</b>	
		9. SERVICE SERIES, GRADE, SALARY		
		10. ORGANIZATIONAL DESIGNATIONS <b>233140</b>	<b>MDI/00</b> <b>Contact Division</b> <b>Houston Office</b>	
		11. HEADQUARTERS <b>4</b>	<b>Dallas, Texas</b>	
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT.	<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE WWII OTHER 5 PT. 10 POINT <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>		NEW VICE I. A. REAL <b>8D-0C</b>		
15. SEX <b>M</b>	16. APPROPRIATION FROM: <b>7-4239-40</b> TO: <b>Same</b>		17. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)
		19. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:		
20. REMARKS  <b>4 BOD 12/06/49</b>				

NOTED  
JAN 10 1957

ENTRANCE PERFORMANCE RATING:

Director of Personnel

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1950-373647

7121-77-57

## PERIODIC STEP INCREASE CERTIFICATION

CONFIDENTIAL

U. S. GOVERNMENT PRINTING OFFICE: 1954-330080

1. Agency and organizational designation					2. Payroll period		3. Back No.		4. Slip No.		
5. Employee's name (and social security account number when appropriate)					6. Grade and salary		7. -13		8. 9420.00		
<b>PAYROLL CHANGE DATA</b>											
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.	NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											
10. Remarks					11. Appropriation(s)			12. Prepared by			
					Contact			7			RM 5/3/56
											13. Audited by
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase											
14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.							
5 JUL 56	16 JAN 55	9420.00	9435.00	(Signature or other authentication) (Check applicable box in case of excess LWOP) <input type="checkbox"/> in pay status at end of waiting period <input type="checkbox"/> in LWOP status at end of waiting period							
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): <input type="checkbox"/> No excess LWOP    Total excess LWOP											
STANDARD FORM NO. 11254—Revised Form prescribed by Comp. Gen. U. S. October 23, 1954, General Regulation No. 102											

PAYROLL CHANGE SLIP — PERSONNEL COPY

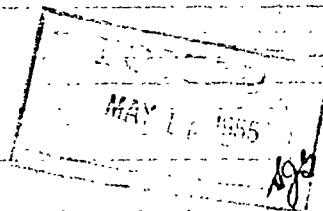
U. S. GOVERNMENT PRINTING OFFICE: 1-54-330036

1. Agency and organizational designation					2. Payroll period		3. Back No.		4. Slip No.		
5. Employee's name (and social security account number when appropriate)					6. Grade and salary		7. -13		8. 88560.00		
<b>PAYROLL CHANGE DATA</b>											
	BASE PAY	OVERTIME		GROSS PAY	RET.	FEDERAL TAX	BOND	F. I. C. A.	STATE TAX	GROUP LIFE INS.	NET PAY
7. Previous normal											
8. New normal											
9. Pay this period											
10. Remarks					11. Appropriation(s)			12. Prepared by			
					Contact			7			RM 5/4/55
											13. Audited by
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase											
14. Effective date	15. Date last equivalent increase	16. Old salary rate	17. New salary rate	18. Performance rating is satisfactory or better.							
7/2/55	7/19/53	88540.00	88740.00	(Signature or other authentication) (Check applicable box in case of excess LWOP) <input type="checkbox"/> in pay status at end of waiting period <input type="checkbox"/> in LWOP status at end of waiting period							
19. LWOP data (fill in appropriate spaces covering LWOP during following periods): <input type="checkbox"/> No excess LWOP    Total excess LWOP											
STANDARD FORM NO. 11254—Revised Form prescribed by Comp. Gen. U. S. October 23, 1954, General Regulation No. 102											

PAYROLL CHANGE SLIP — PERSONNEL COPY

**SECRET****ISSUED IN LIEU OF FORM 50****NATURE OF ACTION**    **CHANGE IN OCCUPATIONAL CODE AND/OR TITLE.****EFFECTIVE DATE**    **31 MARCH 1955**

<b>POSITION TITLE</b>	<b>NEW CODE</b>	<b>NAME</b>	<b>POSITION NUMBER</b>
<b>IO-CONTACT</b>	<b>GS-0132.21</b>	<b>MOORE J WALTON</b>	<b>K 204</b>

**APPROVED**    **HARRISON G. REYNOLDS**  
**DIRECTOR OF PERSONNEL****SECRET**



CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

FORM

1. NAME (MR. - MISS - MRS. - ONE GIVEN NAME, INITIAL(S), AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
MR. J. WALTON MOORE		5 Oct. 1919		18 May 1954
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
REASSIGNMENT		23 May 1954	50 USCA 403 J	
FROM		TO		
Houston, Texas		8. POSITION TITLE Intelligence Officer E 204 9. SERVICE, SERIES, GRADE, SALARY GS-132-13 \$8560.00 per annum 10. ORGANIZATIONAL DESIGNATIONS DDI/00 Contact Division Houston Office 11. HEADQUARTERS Dallas, Texas 12. FIELD OR DEPT. <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> S-P.T. <input type="checkbox"/> 10-POINT <input type="checkbox"/> DISAB. OTHER <input type="checkbox"/>		NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL <input type="checkbox"/>		
15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
M	W	FROM: 4-4239-40 TO: Same	Yes	
		20. LEGAL RESIDENCE	21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.	
		STATE: Texas		
ENTRANCE PERFORMANCE RATING:				
Deputy Assistant Director for Personnel				

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE: 1953 - 14547  
MAY 19 1954

U. S. GOVERNMENT PRINTING OFFICE: 1962-O-388898

1. Agency and organizational designation <b>CEN. INTELLIGENCE AGENCY</b>		2. Pay roll <b>6239-40</b>	3. Block No. <b>6239-40</b>	4. Slip No.					
5. Employee's name (and social security account number when appropriate) <b>Mr. James H. Moore</b>		6. Grade and salary <b>GS-13 \$8360.00</b>							
<b>PAY ROLL CHANGE DATA</b>									
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	F.I.C.A.		NET PAY
7. Previous normal									
8. New normal									
9. Pay this period									
10. Remarks						11. Appropriation (s)		12. Prepared by	
								13. Audited by	
<input type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase						<input checked="" type="checkbox"/> 10. Performance rating is satisfactory or better			
14. Effective date <b>7/19/53</b>	15. Date last equivalent increase <b>1/20/52</b>	16. Old salary rate <b>\$8360.00</b>	17. New salary rate <b>\$8560.00</b>	(Signature or other authentication)					
19. LWOP data (Fill in appropriate spaces covering LWOP during following periods): Period(s): <input type="checkbox"/> No excess LWOP    Total excess LWOP				(Check applicable box in case of excess LWOP) <input checked="" type="checkbox"/> 20. Excess LWOP due to absence of working record <input type="checkbox"/> 21. Excess LWOP due to absence of working record and of working record <input type="checkbox"/> 22. Excess LWOP due to absence of working record and of working record					
STANDARD FORM NO. 1126—Revised Form prescribed by Comp. Gen., U. S. Nov. 6, 1950, General Regulations No. 102				<b>PAY ROLL CHANGE SLIP—PERSONNEL COPY</b>					



**CONFIDENTIAL****Security Information**

**NOTICE OF CHANGE IN POSITION SLOTTING AND  
OR CHANGE IN POSITION DESIGNATION**

**NO CHANGE IN GRADE IS INVOLVED**

**DATE OF T O APPROVAL 6 FEB 1952  
EFF DATE OF POSITION SLOTTING 24 MARCH 52**

**OO CONTACT DIVISION**

<b>NAME &amp; TITLE</b>	<b>PERSONS GRADE SERIES</b>	<b>POSITION NUMBER</b>	
MOORE JAMES W INTEL OFFICER	GS 132 13	K204	
MELCHER MAX ALLEN INTEL OFFICER	GS 132 12	K205	
MITCHELL PEARL ADM ASSISTANT	GS 301 7	K206	
BRANYON GLORIA L SECRETARY STENO	GS 310 4	K207	4
ST CYR JACQUELINE M TELEC TYPWR OPR	GS 365 4	K208	
<b>PITTSBURG OFFICE</b>			
KAUFMANN CHARLES IO CHIEF	GS 132 13	K209	13
STEWART BLAINE K JR INTEL OFFICER	GS 132 13	K211	
DOWDLER ROBERT G INTEL OFFICER	GS 132 13	K21101	
WHITE LESTER M INTEL OFFICER	GS 132 13	K21102	
BERKAW ERNEST D JR INTEL OFFICER	GS 132 13	K21103	
DUFFETT NORMAN INTEL OFFICER	GS 132 12	K21201	

**CONFIDENTIAL**

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

129

1. NAME - MR. - MISS - MRS. - ONE GIVEN NAME, INITIALS, AND SURNAME		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE																											
Mr. J. Walton Moore		10/5/19		1/18/52																											
This is to notify you of the following action affecting your employment:																															
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY																												
Promotion		1/20/52	Schedule A-6.116(b)																												
FROM		TO																													
Intelligence Officer GS-12 GS-130-12 \$7640.00 per annum		Intelligence Officer GS-13 GS-132-13 \$8360.00 per annum																													
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY																													
10. ORGANIZATIONAL DESIGNATION		Office of Operations Contact Division Houston Office																													
11. HEADQUARTERS		Houston, Texas																													
12. FIELD OR DEPT. L		12. FIELD OR DEPT. L																													
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																													
<table border="1"> <tr> <td>None</td> <td>White</td> <td>Other</td> <td>5 PT.</td> <td>10-POINT</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>Disar. Other</td> </tr> <tr> <td></td> <td>X</td> <td></td> <td>X</td> <td></td> </tr> </table>		None	White	Other	5 PT.	10-POINT					Disar. Other		X		X		<table border="1"> <tr> <td>New</td> <td>Pick</td> <td>LA</td> <td>Real</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>			New	Pick	LA	Real								
None	White	Other	5 PT.	10-POINT																											
				Disar. Other																											
	X		X																												
New	Pick	LA	Real																												
15. SEX		16. RACE		17. APPROPRIATION																											
M	W			FROM: 2123900 TO: 4239																											
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE CLAIMED [ ] PROVED [ ] STATE: Texas																											
Yes																															
21. REMARKS: THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.																															
This action corrects all previous actions to show correct birth date. Previously shown as 8/5/19.																															
Slot #15801																															
ENTRANCE EFFICIENCY RATING:																															
22. SIGNATURE OR OTHER AUTHENTICATION																															
JOSEPH B. RAGAN Chief, Personnel Division																															

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-747 AND  
 DCI MEMORANDUM DATED 1 AUGUST 1954, SALARY IS ADJUSTED AS FOLLOWS.  
 EFFECTIVE 24 OCTOBER 1952

NAME	SERIAL	ORGN	FUNDS	OLD GROSS SALARY	NEW GROSS SALARY
MOORE J WALTON	003820	P2525	V 14 4	\$12990	\$14120

1. Agency and organizational designation CENTRAL INTELLIGENCE AGENCY CO- act-Houston Office		2. Pay period	3. Block No. 521-309	4. Slip No.
5. Employee's name Mr. J. Walton Moore			6. Grade and salary GS-12 \$6300.00	
PAY ROLL CHANGE DATA				
BASE PAY	OUTSTANDING	GROSS PAY	TAX	NET PAY
7. Previous normal				
8. New normal				
9. Pay this period				
10. Remarks: PURSUANT TO DCI DIRECTIVE EFFECTIVE 24 OCT. 1951 SALARY ADJUSTED TO \$ <u>7640.00</u>		11. Appropriation(s)		12. Prepared by
				13. Rechecked by
<input checked="" type="checkbox"/> Periodic step increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step increase				
14. Effective date 3/18/52	15. Date last equivalent increase 9/18/49	16. Old salary \$6300.00	17. New salary \$7000.00	18. (a) Efficiency rating is good or better than good and salary and (b) <i>[Signature]</i> (Signature of Other Authorization) 10/2/52
19. LWOP data (Fill in appropriate space covering LWOP during following period(s): Period(s):			<input type="checkbox"/> No excess LWOP. Total excess LWOP <u>0000</u> <input type="checkbox"/> Excess LWOP. Total excess LWOP <u>0000</u> (Check applicable box in case of excess LWOP) <input type="checkbox"/> In pay status at end of waiting period. <input type="checkbox"/> In LWOP status at end of waiting period.	
STANDARD FORM NO. 1126a Form prescribed by Comp. Gen., U. S. Pub. J. Law General Regulations No. 302				

PAY ROLL CHANGE SLIP—PERSONNEL COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION *Edman 130*

1. NAME (MR. MISS MRS. ONE GIVEN NAME, INITIAL(S), AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE
Mr. J. Walton Moore		10/5/29		1/5/50
This is to notify you of the following action affecting your employment				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
Intra-Agency Transfer		1/5/50	Schedule A-6.116(b)	
FROM		TO		
Intelligence Officer GS-12 GS-12 \$6500.00 per annum Bu 2158 CSC#2037 Operations Contact Division Administrative Staff  Washington, D. C. <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL		8. POSITION TITLE  Intelligence Officer GS-12  9. SERVICE, SERIES, GRADE, SALARY GS-12 \$6300.00 per annum  10. ORGANIZATIONAL DESIGNATIONS Operations Contact Division Houston Office  11. HEADQUARTERS Houston, Texas  12. FIELD OR DEPT'L <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE <input type="checkbox"/> WWII <input checked="" type="checkbox"/> OTHER <input checked="" type="checkbox"/> PT <input type="checkbox"/> 10 POINT DISAB. <input type="checkbox"/> OTHER <input type="checkbox"/>		NEW <input checked="" type="checkbox"/> VICE <input type="checkbox"/> P.A. <input type="checkbox"/> REAS <input type="checkbox"/> Bu F-259 7/14/48		
15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F	16. RACE <input checked="" type="checkbox"/> W <input type="checkbox"/> N <input type="checkbox"/> O	17. APPROPRIATION FROM: 2105900 TO: 520-309		18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO) Yes
		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: Texas
21. REMARKS - THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELLED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.				
ENTRANCE EFFICIENCY RATING:				
R. F. McPherson R. F. McPherson Acting Chief, Personnel Division 11/9/50				
22. SIGNATURE OR OTHER AUTHENTICATION				

STANDARD FORM NO. 13 PARTS I  
OCTOBER 1949  
PUBLISHED BY  
CHAPTER 5, FEDERAL PERSONNEL MANUAL  
U. S. CIVIL SERVICE COMMISSION

## CENTRAL INTELLIGENCE AGENCY

## NOTIFICATION OF PERSONNEL ACTION

P.C. 12/1/49  
184 (sk) 130

1. NAME (MR.—MISS—MRS.—) (GIVEN NAME, INITIAL(S), AND SURNAME)		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE																										
Mr. J. Walton Moore		10/5/19		12/6/49																										
This is to notify you of the following action affecting your employment.																														
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY																											
Encrypted Appointment		12/6/49	Schedule A-6.116 (b)																											
FROM		TO																												
		8. POSITION TITLE	Intelligence Officer GS-12																											
		9. SERVICE, SERIES, GRADE, SALARY	GS-12 \$6800.00 per annum																											
		10. ORGANIZATIONAL DESIGNATIONS	Office of Operations Contact Division Administrative Staff																											
		11. HEADQUARTERS	Washington, D.C.																											
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL																											
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION																												
<table border="1"> <tr> <td>NONE</td> <td>WART</td> <td>OTHER</td> <td>5-PT</td> <td colspan="2">10. POLY</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td>DISAB</td> <td>OTHER</td> </tr> <tr> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> <td><input checked="" type="checkbox"/></td> <td></td> <td></td> </tr> </table>		NONE	WART	OTHER	5-PT	10. POLY						DISAB	OTHER		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>			<table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>T.A.</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>			NEW	VICE	T.A.	REAL				
NONE	WART	OTHER	5-PT	10. POLY																										
				DISAB	OTHER																									
	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>																											
NEW	VICE	T.A.	REAL																											
		Bu.#2158 CSC#2037 6/25/48																												
15. SEX	16. RACE	17. APPROPRIATION	18. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)																										
M	V	FROM: 2109900 TO: 520-101	Yes	12/6/49																										
		20. LEGAL RESIDENCE	<input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED																											
		STATE: Texas																												
21. REMARKS THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, AND REGULATIONS AND MAY BE SUBJECT TO INVESTIGATION AND APPROVAL BY THE UNITED STATES CIVIL SERVICE COMMISSION. THE ACTION MAY BE CORRECTED OR CANCELED IF NOT IN ACCORDANCE WITH ALL REQUIREMENTS.																														
This appointment is subject to the satisfactory completion of a trial period of six months.																														
Previously employed at \$6600.00 per annum.																														
DOG- 01/20/52 CSEOB- 12/06/49 N. ACU 12/06/49 R. F. McClellan 12/21/49																														
R. F. McCLELLAN Acting Chief, Personnel Division																														
ENTRANCE EFFICIENCY RATING:																														

4. PERSONNEL FOLDER COPY

U. S. GOVERNMENT PRINTING OFFICE : 1948 O-342808

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>MOORE, James Walton, Jr.</b>		DATE <b>6 December 1949</b>
NATURE OF ACTION <b>Resignation</b>		EFFECTIVE DATE <b>000 5 December 1949</b>
	FROM	TO
TITLE	<b>Intelligence Officer GS-12 (Ops)</b>	
GRADE AND SALARY	<b>GS-12, \$6800.00</b>	
OFFICE	<b>OSO</b>	
DIVISION	<b>FIC</b>	
BRANCH		
OFFICIAL STATION	<b>Washington, D. C. (Field)</b>	
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i> PERSONNEL OFFICER <i>[Signature]</i>	
CLASSIFICATION	EXECUTIVE COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH <i>[Signature]</i> INITIALS	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input type="checkbox"/> NO <input type="checkbox"/>
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS:		
<b>Please transfer leave to Vouchered Funds.</b> <i>[Signature]</i>		

FORM NO. 37-1  
NOV 1948

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>MOORE, James Walton, Jr.</b>		DATE <b>9 November 1949</b>
NATURE OF ACTION <b>Conversion - Classification Act of 1949</b>		EFFECTIVE DATE <b>30 October 1949</b>
	FROM	TO
TITLE	<b>Intelligence Offr. (Ops.)</b>	<b>Intelligence Offr. (Ops.)</b>
GRADE AND SALARY	<b>CAP-12 \$6716.00</b>	<b>GS-12 \$6800.00</b>
OFFICE	<b>OBO</b>	<b>OBO</b>
BRANCH	<b>FDZ</b>	<b>FDZ</b>
DIVISION	<b>SEA</b>	<b>SEA</b>
OFFICIAL STATION	<b>Washington, D. C. (Field)</b>	<b>Washington, D.C. (Field)</b>
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR PERSONNEL OFFICER <i>[Signature]</i>	
CLASSIFICATION	EXECUTIVE COPY IS MAINTAINED CONFIDENTIAL FUNDS <i>[Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS YES <input type="checkbox"/> NO <input type="checkbox"/>		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS:  *Per Authority contained in Letter DCI 10-28-49.		

SECRET

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>MOORE, James Walton, Jr.</b>		DATE <b>5 October 1949</b>
NATURE OF ACTION <b>Transfer</b>		EFFECTIVE DATE <b>3 October 1949</b>
	FROM	TO
TITLE	<b>Intelligence Officer (Ops)CAF-12</b>	<b>Intelligence Off. (Ops)CAF-12</b>
GRADE AND SALARY	<b>CAF-12, \$6714.00</b>	<b>CAF-12, \$6714.00</b>
OFFICE	<b>OSO</b>	<b>OSO</b>
BRANCH	<b>FDZ</b>	<b>FDZ</b>
DIVISION	<b>SFA</b>	<b>SFA</b>
OFFICIAL STATION	<b>Calcutta</b>	<b>Washington, D. C. (Field)</b>
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE COPY TO CONFIDENTIAL <i>[Signature]</i>
CLASSIFICATION	PERSONNEL OFFICER <i>[Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input type="checkbox"/> NO <input type="checkbox"/>
BATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS:  <b>Subject completed a tour of duty.</b>  <div style="border: 1px solid black; padding: 5px; display: inline-block;"><b>POSTED</b> <i>[Signature]</i></div> <i>[Signature]</i>		

SECRET



SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME <b>MOORE, James Walton</b>		DATE <b>5 October 1949</b>
NATURE OF ACTION <b>Periodic Pay Increase</b>		EFFECTIVE DATE <b>18 September 1949</b>
	FROM	TO
TITLE	(Chief) Intelligence Officer (Ops)CAF-12	Intelligence Off., (Ops)CAF-12
GRADE AND SALARY	CAF-12, \$6474.60	CAF-12, \$6714.00
OFFICE	OSO	OSO
BRANCH	FDZ	FDZ
DIVISION	SEA	SEA
OFFICIAL STATION	Calcutta	Calcutta
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR <i>[Signature]</i>	EXECUTIVE <i>[Signature]</i>
CLASSIFICATION	PERSONNEL OFFICER <i>[Signature]</i>	
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS <input type="checkbox"/> YES <input type="checkbox"/> NO		
DATE OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON _____		
SECURITY CLEARED ON _____		
OVERSEAS AGREEMENT SIGNED _____		
ENTERED ON DUTY _____		
SIGNATURE OF AUTHENTICATING OFFICER _____		
REMARKS:  Employee received last periodic increase on 8 March 1948.  I certify that the conduct and service of the employee during the period have been satisfactory in all respects.  <i>[Signature]</i> Branch Chief  <b>POSTED</b> <i>11 Mar 50</i>		

SECRET

<div style="display: flex; justify-content: space-between; align-items: center;"> <span><del>SECRET</del></span> <span>PERSONNEL ACTION REQUEST SPECIAL FUNDS</span> </div>			
NOTE: See Instructions on reverse side.			
NAME <b>James Walton Moore</b>		DATE <b>30 April 1948</b>	
LEGAL ADDRESS <b>Tampa</b>		MARITAL STATUS <b>Married</b>	
LOCAL ADDRESS		NUMBER OF DEPENDENTS	
TELEPHONE	CITIZENSHIP <b>USA</b>	SEX <b>M</b>	AGE <b>28</b>
NATURE OF ACTION <b>Change of Station</b>		EFFECTIVE DATE <b>19 April 1948</b>	
Title  Grade and Salary  Office - Branch  Division  Section  Official Station	FROM	TO	
	Chief of Station	Chief of Station	
	CAP-12 \$6144.60	CAP-12 \$6144.60	
	OSO - FBZ	OSO - FBZ	
Official Station	Darien	Calcutta	
ALLOWANCES (Per Annum)			
Quarters			
Cost of Living			
Special Foreign Living			
REMARKS: (May be continued to reverse side)			
<b>Slot #1. Security requested 30 April 1948.</b>  <i>ASG 5/18/48</i>			
APPROVAL			
FIELD   CHIEF OF STATION _____ DATE _____  SPECIAL FUNDS OFFICER _____ DATE _____  _____ DATE _____  _____ DATE _____  _____ DATE _____		HEADQUARTERS U. S.  <div style="display: flex; justify-content: space-between;"> <div> <i>E. M. Jewell</i>              PERSONNEL OFFICER              _____              BRANCH CHIEF              _____              FOR THE ASSISTANT DIRECTOR              _____              CHAIRMAN PERSONNEL REVIEW COMMITTEE  <i>Blindin</i>              SPECIAL FUNDS OFFICER           </div> <div> <b>MAY 5 1948</b>              DATE _____              DATE _____              DATE _____              DATE _____              DATE _____           </div> </div>	
<div style="display: flex; justify-content: space-between; align-items: center;"> <span><del>SECRET</del></span> </div>			

<p align="center"><b>SECRET</b></p> <p align="center"><b>PERSONNEL ACTION REQUEST</b></p> <p align="center"><b>SPECIAL FUNDS</b></p>			
NOTE: See instructions on reverse side.			
NAME <b>James Walton Moore</b>		DATE <b>1 April 1948</b>	
LEGAL ADDRESS <b>Abilene, Texas</b>		MARITAL STATUS <b>Married</b>	
LOCAL ADDRESS		NUMBER OF DEPENDENTS <b>9</b>	
TELEPHONE	CITIZENSHIP <b>USA</b>	SEX <b>Male</b>	AGE <b>39</b>
NATURE OF ACTION <b>Periodic Pay Increase</b>		EFFECTIVE DATE <b>8 March 1948</b>	
	FROM	TO	
Title	<b>Intelligence Officer, Ops.</b>	<b>Intelligence Officer, Ops.</b>	
Grade and Salary	<b>CAF-12 \$5905.20</b>	<b>CAF-12 \$6144.60</b>	
Office - Branch	<b>OSO-FBZ</b>	<b>OSO-FBZ</b>	
Division			
Section			
Official Station	<b>Calcutta, India</b>	<b>Calcutta, India</b>	
ALLOWANCES (Per Annum)			
Quarters			
Cost of Living			
Special Foreign Living			
REMARKS: (May be continued to reverse side) Subject has received no salary increase since 29 August 1946 I certify that the service and conduct of the employee during the period was satisfactory in all respects.			
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED in</b> <i>Dairon</i>  <i>5/1/46</i> </div>		<div style="text-align: right;"> <i>Harold L. [Signature]</i>  Acting Branch Chief </div>	
FIELD		APPROVAL	
		HEADQUARTERS U.S.	
CHIEF OF STATION	DATE	<i>A.C.C.</i>	<i>4/6/48</i>
SPECIAL FUNDS OFFICER	DATE	PERSONNEL OFFICER	DATE
	DATE	BRANCH CHIEF	DATE
	DATE	<i>[Signature]</i>	<i>4/14/48</i>
	DATE	FOR THE ASSISTANT DIRECTOR	DATE
	DATE	CHAIRMAN PERSONNEL REVIEW COMMITTEE	DATE
	DATE	<i>[Signature]</i>	<i>4/16/48</i>
	DATE	SPECIAL FUNDS OFFICER	DATE

**SECRET**

DISTRIBUTION OF SALARY	
To be paid by <u>Calcutta</u> office	\$ <u>235.84</u>
(FIELD)	
Tax withheld in the United States	<u>39.60</u>
Insurance to be withheld in the United States (Amount subject to change if premium is increased or decreased)	<u>---</u>
Retirement withheld in United States	<u>23.64</u>
Other (Specify in detail)	<u>---</u>
Allotments	<u>178.58</u>
Name of Allottee <u>Subject' Bank</u>	
Address _____	
Total Gross Salary Per Pay Period	\$ <u>472.66</u>
I HEREBY AUTHORIZE AND DIRECT THE DISBURSING OFFICE TO MAKE THE ABOVE ALLOTMENTS FROM MY COMPENSATION. ALL ADJUSTMENTS IN SALARY TO BE EFFECTED IN:	
INITIAL ONE	NET OVERSEAS PAYMENT _____
	U. S. ALLOTMENT _____
	_____ SIGNATURE OF EMPLOYEE
REMARKS: (Continued from reverse side)	
<div style="text-align: center;"> <p>4-1-63 13 33</p> </div>	
<b>INSTRUCTIONS:</b> 1. Prepare in triplicate. 2. Note under "Remarks" whether action is transfer from vouchered funds or another government agency. 3. If form is prepared in the field, enter distribution of salary over signature of employee. 4. If job description or other information is appropriate, enter under "Remarks."	

## PERSONNEL ACTION REQUEST

This form is to be initiated in triplicate by the appropriate Branch or Office Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME <u>James Dalton MOORE</u>		DATE <u>17 December 1946</u>	
NATURE OF ACTION <u>Transfer</u>		NUMBER OF DEPENDENTS _____	
EFFECTIVE DATE <u>15 December 1946</u>		LOCATION OF DEPENDENTS _____	
MARITAL STATUS _____		CITIZENSHIP _____ SEX _____ AGE _____	
FROM		TO	
POSITION <u>Operations Officer</u>		POSITION <u>Operations Officer</u>	
CONTROL NO. _____		CONTROL NO. _____	
CLASSIFICATION <u>CAP-12</u>		CLASSIFICATION <u>CAP-12</u>	
ANNUAL GROSS SALARY <u>\$5905.20</u>		ANNUAL GROSS SALARY <u>\$5905.20</u>	
OFFICIAL STATION <u>Shanghai, China</u>		OFFICIAL STATION <u>Washington, DC</u>	
ALLOWANCES:		ALLOWANCES:	
QUARTERS _____		QUARTERS _____	
COST OF LIVING _____		COST OF LIVING _____	
SPECIAL FOREIGN LIVING _____		SPECIAL FOREIGN LIVING _____	
TOTAL _____		TOTAL _____	
OFFICE:		OFFICE:	
BRANCH <u>OSO-VBZ</u>		BRANCH <u>OSO-VBZ</u>	
DIVISION _____		DIVISION _____	

TO BE PAID BY \_\_\_\_\_ OFFICE \$ \_\_\_\_\_  
 (Field)

TAX WITHHELD IN UNITED STATES \_\_\_\_\_

INSURANCE TO BE WITHHELD IN UNITED STATES  
 (Amount subject to change if premium is increased or decreased) \_\_\_\_\_

SAVINGS BONDS \_\_\_\_\_

RETIREMENT WITHHELD IN UNITED STATES \_\_\_\_\_

OTHER (Specify in detail) \_\_\_\_\_

ALLOTMENTS \_\_\_\_\_  
 (Name of Allottee)

Address \_\_\_\_\_

TOTAL GROSS SALARY PER PAY PERIOD \$ \_\_\_\_\_

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

JOB DESCRIPTION:

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

Returned from field. To be  
carried as casual while on  
leave pending determination  
of future assignment.

APPROVED \_\_\_\_\_ OFFICE  
(Field)\_\_\_\_\_  
(Chief of Mission) Date \_\_\_\_\_\_\_\_\_\_  
(Security Officer) Date \_\_\_\_\_\_\_\_\_\_  
(Special Funds Officer) Date \_\_\_\_\_

APPROVED - U.S. OFFICE

\_\_\_\_\_  
(Administrative Officer) Date 12/1/46\_\_\_\_\_  
(Branch Chief) Date 12/12/46\_\_\_\_\_  
(Chairman, Pers. Review Com.) Date \_\_\_\_\_\_\_\_\_\_  
(Special Funds Officer) Date 12/22/46

## PERSONNEL ACTION REQUEST

This form is to be initiated in triplicate by the appropriate Branch or Office Chief for processing in accordance with existing personnel procedures. Upon approval, the original and one copy will be retained by the Disbursing Office and one copy returned to the originating office.

NAME <u>Moore, J. Walton</u>		DATE <u>10/20/46</u>
NATURE OF ACTION <u>New Appointment</u>	NUMBER OF DEPENDENTS _____	
EFFECTIVE DATE <u>20th October 1946</u>	LOCATION OF DEPENDENTS _____	
MARITAL STATUS _____	CITIZENSHIP _____	SEX _____ AGE _____
FROM		TO
POSITION _____		POSITION <u>Intelligence Officer</u>
CONTROL NO. _____		CONTROL NO. _____
CLASSIFICATION _____		CLASSIFICATION <u>CAF-12</u>
ANNUAL GROSS SALARY _____		ANNUAL GROSS SALARY <u>5905.20</u>
OFFICIAL STATION _____		OFFICIAL STATION <u>Shanghai</u>
ALLOWANCES:		ALLOWANCES:
QUARTERS _____		QUARTERS _____
COST OF LIVING _____		COST OF LIVING _____
SPECIAL FOREIGN LIVING _____		SPECIAL FOREIGN LIVING _____
TOTAL _____		TOTAL _____
OFFICE:		OFFICE:
BRANCH _____		BRANCH _____
DIVISION _____		DIVISION _____

TO BE PAID BY <u>Shanghai</u> OFFICE	\$ <u>81.52</u>
(Field)	
TAX WITHHELD IN UNITED STATES	---
INSURANCE TO BE WITHHELD IN UNITED STATES	---
(Amount subject to change if premium is increased or decreased)	
SAVINGS BONDS	---
RETIREMENT WITHHELD IN UNITED STATES	<u>22.72</u>
OTHER (Specify in detail)	---
ALLOTMENTS <u>Mrs. Patricia Moore</u>	<u>350.00</u>
(Name of Allottee)	
Address <u>807 Ross Ave.</u>	
<u>Abilene, Texas</u>	
TOTAL GROSS SALARY PER PAY PERIOD	\$ <u>454.24</u>

I hereby authorize and direct the Disbursing Office to make above allotments from my compensation.

JOB DESCRIPTION:

RECEIVED  
SPECIAL FUNDS BRANCH

1946 OCT 24 11 14

SPECIAL QUALIFICATIONS

REASONS FOR ACTION

DATE OF LAST PROMOTION

APPROVED \_\_\_\_\_ OFFICE  
(Field)

\_\_\_\_\_  
(Chief of Mission) Date \_\_\_\_\_

\_\_\_\_\_  
(Security Officer) Date \_\_\_\_\_

\_\_\_\_\_  
(Special Funds Officer) Date \_\_\_\_\_

APPROVED - U.S. OFFICE

\_\_\_\_\_  
(Administrative Officer) Date \_\_\_\_\_

\_\_\_\_\_  
(Branch Chief) Date \_\_\_\_\_

\_\_\_\_\_  
(Chairman, Pers. Review Com.) Date \_\_\_\_\_

\_\_\_\_\_  
(Special Funds Officer) Date \_\_\_\_\_



WAR DEPARTMENT  
REPORT OF PERSONNEL ACTION  
(FIELD)

**CONFIDENTIAL**

101 (50)

1. Date <b>17 October 1946</b>		14. Civil Service Request Status (Temp) (Perm)
2. TO <b>J. Walton Moore</b> 3. S. S. NO.		15. Date of Birth <b>10/3/1919</b>
4. THROUGH: <b>BSU</b> Office in which Employed or to be Employed		16. Civil Service or Other Legal Authority
This is to notify you of the following action concerning your employment, which is subject to the provisions on the reverse hereof. This form is an official record of your service history in the War Department and should be retained for future reference.		
5. NATURE OF ACTION (Use standard terminology) <b>Involuntary Separation</b>		17. Appropriation or Fiscal Authority
6. EFFECTIVE DATE <b>18 October 1946</b>		18. Male <input checked="" type="checkbox"/> Female
7. POSITION TITLE <b>Intelligence Officer CAP-12</b>	(FROM)	19. Non Veteran <input type="checkbox"/> VETERAN <input checked="" type="checkbox"/> No Pref. SPt. 10Pt.
8. SERVICE GRADE AND SALARY <b>CAP-12 \$5905.20 per annum</b>	(TO)	20. Civil Service Retirement <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. FORCE AND SERVICE OR COMMAND <b>BSU</b>		21. Subject to Bureau of Budget Determination <input type="checkbox"/> Yes <input type="checkbox"/> No
10. INSTALLATION AND LOCATION		22. White <input checked="" type="checkbox"/> Negro <input type="checkbox"/> Other <input type="checkbox"/>
11. ORGANIZATION UNIT		23. Position Reference or Job Description Manual Number <b>7-3529</b>
12. DUTY STATION AND LOCATION <b>Shanghai, China</b>		24. Date of Oath Accession Action Only
13. REMARKS <b>Liquidation</b> <b>LAST WORKING DAY: 18 October 1946</b> <b>TERMINAL LEAVE : 8:30 21 October thru 0823 October 1946</b> <b>(Twenty-four hours,)</b>		
For the Commanding Officer:  <b>W. G. Thary, Chief of Personnel</b>		

**WAR DEPARTMENT  
NOTIFICATION OF PERSONNEL ACTION  
(FIELD)**

**CONFIDENTIAL**

1. Date <b>29 August 1946</b>		Civil Service Report Series Temp. <input type="checkbox"/> Perm. <input checked="" type="checkbox"/>	
2. TO <b>J. Walton Moore</b> Last Name		3. S S NO	
4. THROUGH <b>SSU</b> Office in which Employed or to be Employed		5. Date of Death <b>10/5/1919</b>	
This is to notify you of the following action concerning your employment, which is subject to the provisions on the reverse hereof. This form is an official record of your service history in the War Department and should be retained for future reference.		6. Civil Service or Other Legal Authority <b>A-1-7</b>	
7. NATURE OF ACTION (Use standard terminology) <b>Exempted Appointment</b>		8. EFFECTIVE DATE <b>29 August 1946</b>	
9. POSITION TITLE <b>Intelligence Officer</b>		10. Appropriation or Fiscal Authority <b>2170425 1413-423 E001-47</b>	
11. SERVICE GRADE AND SALARY <b>CAP-12 \$3905.20 per annum*</b>		12. Female <input type="checkbox"/>	
13. FORCE AND SERVICE OR COMMAND <b>SSU</b>		14. VETERAN <input checked="" type="checkbox"/> Non-Veteran <input type="checkbox"/> No Pref <input type="checkbox"/> SP <input type="checkbox"/> 10P <input type="checkbox"/>	
15. INSTALLATION AND LOCATION <b>Shanghai, China</b>		16. Civil Service Retirement <b>X</b> Yes <input type="checkbox"/> No <input type="checkbox"/>	
17. ORGANIZATION UNIT		18. Subject to Bureau of Budget Determination <b>X</b> Yes <input type="checkbox"/> No <input type="checkbox"/>	
19. DUTY STATION AND LOCATION		20. 22. White <input checked="" type="checkbox"/> Negro <input type="checkbox"/> Other <input type="checkbox"/>	
21. REMARKS <b>*Plus quarters and cost of living allowance at the rate authorized in Budget Circular A-8.</b>		23. Position Reference or Job Description Manual Number <b>7-5529 8/29/46</b>	
24. Date of Oath Accession Act on Only <b>8/29/46</b>			

**CONFIDENTIAL**

For the Commanding Officer:  
*[Signature]*  
Signature

**Mr. O. Tharp, Chief of Personnel**

AD FORM 50 201 FILE

<p><i>file</i></p> <p>WAR DEPARTMENT REPORT OF PERSONNEL ACTION (FIELD)</p> <p><b>CONFIDENTIAL</b></p>		MAR 28 HYA	
		1. Date <u>17 October 1946</u>	
2. TO <u>J. Walton Moore</u>		3. S. S. NO. <u>-</u>	
<p>First Name Middle Initial Last Name</p>			
4. THROUGH <u>SSU</u>			
Office at which Employed or to be Employed			
<p>This is to notify you of the following action concerning your employment, which is subject to the provisions on the reverse hereof. This form is an official record of your service history in the War Department and should be retained for future reference.</p>			
5. NATURE OF ACTION (Use standard terminology)		6. EFFECTIVE DATE	
Involuntary Separation*		19 October 1946	
(FROM)		(TO)	
7. POSITION TITLE	Intelligence Officer CAF-12		
8. SERVICE GRADE AND SALARY	CAF-12 \$5905.20 per annum		
9. FORCE AND SERVICE OR COMMAND	SSU		
10. INSTALLATION AND LOCATION			
11. ORGANIZATION UNIT			
12. DUTY STATION AND LOCATION	Shanghai, China		
13. REMARKS			
<p><b>CONFIDENTIAL</b></p> <p>*Liquidation  LAST WORKING DAY: 18 October 1946  TERMINAL LEAVE : 8:30 21 October thru COB 23 October 1946  (Twenty-four hours,)</p>			
<p>For the Commanding Officer</p> <p><i>Wm G. Tharp</i></p> <p>Signature</p> <p>Wm. G. Tharp, Chief of Personnel</p> <p>Rank and or Title</p>			
WE FORM 1 MAY 46 50		EMPLOYEE	

OSS : 1001

OSS PERSONNEL ACTION REQUEST  
(To be Signed and Submitted in Triplicate)

*Hall 101*  
*Inf LHO 7/15/46*  
*F-5529*

NAME : JAMES WALTON MOORE

NATURE OF ACTION : *Accepted*  
APPOINTMENT

EFFECTIVE : *29 August 1946*  
~~AS SOON AS POSSIBLE~~

FROM

TITLE

GRADE AND SALARY

BRANCH

OFFICIAL STATION

DEPT. or FIELD

By Discharge from  
the Navy

TO  
*Intelligence Officer*  
Field Representative

*5905.40*  
CAF-12, \$5180.p.a.

SI Branch - *FSRO-FDZ*

Shanghai *FRG-A*

Field

REMARKS :

Plus Living and Quarters Allowance in accordance  
with Bureau of the Budget directive A-8

*130*

RECOMMENDED :

*[Signature]*  
AMOS P. BOSCHUP JR.  
Lt Colonel Inf  
Commanding

DATE: 10 June 1946



*M. X. [Signature]*

20001 100400000000



**OSS PERSONNEL ACTION REQUEST**  
(TO BE SIGNED AND SUBMITTED IN TRIPLICATE)

*Proposed*  
*X*

NAME: <b>MOORE, James Walton</b>		INITIAL		DATE	
NATURE OF ACTION: <b>Appointment</b>		CLASSIFICATION			
EFFECTIVE DATE: <b>As soon as possible</b>		VICE			
FOR SEPARATIONS, TRANSFERS OUT, AND RESIGNATIONS LAST WORKING DAY:		IA			
FOR RESIGNATIONS FROM FEDERAL SERVICE ONLY SIGNATURE OF EMPLOYEE:		VV			
SPECIAL INSTRUCTIONS:		NEW			
1. FOR MILITARY LEAVE WITHOUT PAY -- ATTACH 3 COPIES OF MILITARY ORDERS AT LEAST ONE OF WHICH MUST BE A PHOTO- STAT OR CERTIFIED COPY		BUDGET			
2. EFFECTIVE DATE SHALL BE FILLED IN BY THE LEAVE UNIT, FINANCE BRANCH, FOR SEPARATIONS OR RESIGNATIONS		EMPLOYMENT			
		CHIEF, CIVILIAN PERSONNEL BRANCH			
FROM		TO			
TITLE		Field Representative			
GRADE AND SALARY	By discharge from the Navy	CAF-12, \$5180.p.a.			
BRANCH	<i>in the field</i>	SI Branch			
DIVISION		Shanghai			
SECTION					
OFFICIAL STATION		Shanghai			
DEPT OR FIELD		Field			

REMARKS OR PROPOSED DUTIES:

Plus Living and Quarters allowance in accordance with  
Bureau of the Budget directive A-3

RECOMMENDED: **Amos D. Wescorp Jr. Lt Col Inf, Command.** DATE: **10 June 1946**

OFFICE CHIEF, BRANCH CHIEF, OR ADMINISTRATIVE OFFICER

**CONFIDENTIAL**  
CLASSIFICATION

FITNESS REPORT									
<b>SECTION A GENERAL INFORMATION</b>									
1. EMPLOYEE NUMBER <b>003820</b>		2. NAME (Last, first, middle) <b>Moore J. Walton</b>			3. DATE OF BIRTH <b>5 Oct 19</b>		4. SEX <b>M</b>	5. GRADE <b>GS-15</b>	6. SD <b>DYD</b>
7. OFFICIAL POSITION TITLE <b>IO Contact Ch</b>				8. OFF/DIV/BR OF ASSIGNMENT <b>DDO/DCD/Dallas</b>		9. CURRENT STATION <b>Dallas</b>		10. CODE (CA, I) NQS: <input checked="" type="checkbox"/> X <input type="checkbox"/> OF	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE		<input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL		<input type="checkbox"/> ANNUAL	
<input type="checkbox"/> CONTRACT		<input type="checkbox"/> SPECIAL		<input type="checkbox"/> OTHER		<input checked="" type="checkbox"/> SUPERVISOR REASSIGNMENT		<input type="checkbox"/> SPECIAL	
13. REPORTING PERIOD (FROM-TO) <b>1 Jan 77 - 31 May 77</b>						14. DATE REPORT DUE IN O.P.			
<b>SECTION B QUALIFICATIONS UPDATE</b>									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
<b>SECTION C PERFORMANCE EVALUATION</b>									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and 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 D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
<b>SPECIFIC DUTIES</b>									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									RATING LETTER
SPECIFIC DUTY NO. 1  <b>SEE ATTACHED MEMORANDUM IN LIEU OF FITNESS REPORT</b>									
SPECIFIC DUTY NO. 2									RATING LETTER
SPECIFIC DUTY NO. 3									RATING LETTER
SPECIFIC DUTY NO. 4									RATING LETTER
SPECIFIC DUTY NO. 5									RATING LETTER
SPECIFIC DUTY NO. 6									RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.									RATING LETTER  <b>S</b>

FORM 45

CLASSIFICATION  
**CONFIDENTIAL**

12. IMPDET CL BY **018877**

CONFIDENTIAL

27 May 1977


MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Moore, J. Walton

1. This is a reassignment report covering the period 1 January to 1 June 1977. It is prepared due to the reassignment of the rating officer.

2. During the period under review, Mr. Moore continued in his assignment as Chief of the Dallas Office. He has directed effectively the attention of the office to the collection of priority intelligence information which has resulted in the submission of an assortment of well-prepared reports on important intelligence topics. In managing the full range of collection and support functions, Mr. Moore's performance as Office Chief continues to be marked by exceptional proficiency.

3. Overall Rating: STRONG.

  
ELBERT H. WATTS  
Deputy Chief of Operations, DCD

I certify that I have seen this report.

Not Available for Release: A copy of this report  
is being furnished to the employee's supervisor for his use  
in the evaluation of the employee.

J. Walton Moore

Date

E 2 IMPDET CL BY 018877

CONFIDENTIAL

SECRET

CLASSIFICATION

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 003820	2. NAME (Last, first, middle) Moore J. Walton	3. DATE OF BIRTH 5 Oct 19	4. SEX M	5. GRADE GS-15	6. SD DTN
7. OFFICIAL POSITION TITLE IC Contact Ch	8. OFF/DIV/BR OF ASSIGNMENT DIO/DCH/Dallas	9. CURRENT STATION Dallas	10. CODE (ch and) HQB. <input checked="" type="checkbox"/> DP		
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> CONTRACT <input type="checkbox"/> OTHER (Spec.) <input type="checkbox"/> TEMPORARY			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT <input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) 1 Jan 1976 - 31 Dec 1976			14. DATE REPORT DUE IN O.P. 1 Feb 1977		

## SECTION B

## QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

## SECTION C

## PERFORMANCE EVALUATION

U—Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate corrective remedial action. The nature of the action taken or recommended should be described.	active remedial action. The nature of the action taken or recommended should be described.
M—Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.	
P—Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.	
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
SEE ATTACHED MEMORANDUM IN LIEU OF FITNESS REPORT	
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

## 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)
--	---------------------



## CLASSIFICATION

## SECTION D

## NARRATIVE COMMENTS

In this section, the supervisor or higher echelon official should discuss the employee's 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 C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

MR. MOORE

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

## 2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

## 3. BY REVIEWING OFFICIAL

## COMMENTS OF REVIEWING OFFICIAL

I concur in Mr. Watts' evaluation. Mr. Moore is a very good administrator and his office has performed its collection mission very well and provided excellent operational services and support. They have not been tested in our emigre program because of a lack of potential but I am confident they will do the job well as required. I rate Mr. Moore superior in his ability to represent CIA and the Intelligence Community on the outside and he does a very good job in representing DCD within CIA and the Community. In a pinch I feel that I could depend on Mr. Moore more than almost any other DCD field chief of his grade.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

14 April 1977

Chief, DCD

Jackson R. Horton

## 4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.

DATE

SIGNATURE OF EMPLOYEE

For use by the employee in the event of this report

CLASSIFICATION  
SECRET

Form 100-100-100-100

~~SECRET~~

10 February 1977

## MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. J. Walton Moore

1. During the period under review, Mr. Moore continued in his assignment as Chief of the DCD Field Office in Dallas, with responsibility for the supervision of a Resident Office in Tulsa and a Residency in Austin. The Houston Resident Office was raised to Field Office status on 1 September 1976, and the New Orleans Resident Office was placed under the newly formed Houston Field Office. Both of these offices were formerly subordinate to the Dallas Field Office.

2. Under Mr. Moore's able direction, the Dallas Field Office has continued to perform the full range of collection and support tasks exceptionally well. The office produces well prepared reports on subjects of priority intelligence interest. Mr. Moore is a quiet and efficient manager with high personal and professional standards. He is well liked and respected.

3. During this rating period, Mr. Moore and the Dallas Field Office were formally commended by the Office of Strategic Research for timely reporting of information which resulted in substantial improvement of an estimate on Soviet military medical staffing. The information supplied by Mr. Moore "...resulted in a reduction of over 500,000 in the Community's estimate of the total number of Soviet military personnel."

4. Extraordinarily fine work has been done under Mr. Moore's direction during this rating period supporting the activities of the FR Base. The FR Base is relatively new and has depended heavily on Mr. Moore's readiness to support it in the early stages of development. In November 1976, Mr. Moore was formally commended by the FR Base Chief "...for his outstanding support to the new Dallas Base during the period October 1975 to October 1976. ...The level of overall support from DCD Dallas was consistently outstanding." Under Mr. Moore's management, the Dallas Office support of FR objectives is among the most effective and comprehensive in DCD.

E 2 IMPDET CL BY 018877

SECRET

MEMORANDUM IN LIEU OF FITNESS REPORT  
J. Walton Moore, 10 February 1977

5. Mr. Moore is a strong supporter of the Emigre Task Force Program, and the Dallas Office is responsive to cases and requests assigned by this project. The potential in the Dallas area is not as great as in other major cities of equivalent size, but the office has performed very well against those targets available.

6. Mr. Moore is an experienced and effective officer; the Dallas Field Office under his careful and tactful management is a productive and smooth functioning office.

7. Rating: Strong.

*Elbert H. Watts, Jr.*

ELBERT H. WATTS, JR.  
Deputy Chief of Operations, DCD

I certify that I have seen this report.

Not available for a returned copy of this report  
with the Reviewing Officer's comments has been  
furnished to the employee.

J. Walton Moore

Date

SECRET

**SECRET**  
CLASSIFICATION

FITNESS REPORT									
<b>SECTION A GENERAL INFORMATION</b>									
1. EMPLOYEE NUMBER <b>003820</b>		2. NAME (Last, first, middle) <b>MOORE, J. Walton</b>			3. DATE OF BIRTH <b>10/05/19</b>		4. GRADE <b>M 15</b>		5. SD <b>D</b>
7. OFFICIAL POSITION TITLE <b>Intelligence Officer (Chief)</b>				8. OFF/DIV/GR OF ASSIGNMENT <b>DDO/DCD/Dallas</b>		9. CURRENT STATION <b>Dallas</b>		10. CODE (if one) <b>HQS. 0P</b>	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (From-to) <b>1 January - 31 December 1975</b>					14. DATE REPORT DUE IN O.P. <b>31 January 1976</b>				
<b>SECTION B QUALIFICATIONS UPDATE</b>									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
<b>SECTION C PERFORMANCE EVALUATION</b>									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and 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 D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
<b>SPECIFIC DUTIES</b>									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									RATING LETTER
SPECIFIC DUTY NO. 1 <b>SEE ATTACHED MEMORANDUM IN LIEU OF FITNESS REPORT</b>									
SPECIFIC DUTY NO. 2									
SPECIFIC DUTY NO. 3									
SPECIFIC DUTY NO. 4									
SPECIFIC DUTY NO. 5									
SPECIFIC DUTY NO. 6									
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.									RATING LETTER <b>S</b>

5/16

## CLASSIFICATION

## SECTION D

## NARRATIVE COMMENTS

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

## SECTION E

## CERTIFICATION AND COMMENTS

## 1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

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

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

## 2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

## 3. BY REVIEWING OFFICIAL

## COMMENTS OF REVIEWING OFFICIAL

Mr. Moore's long and unique experience in the FBI, OSS, and CIA coupled with his background in China and his admirable personal qualities make him a very valuable asset to DCD. When he recommends something to me, I know he will be correct; when he is asked to represent the Agency in some highly important contact, I know he will do it well and make an excellent, professional impression, and I can count on him to run a very good office with a high level of productive activity.

I feel very comfortable and very confident with Jim Moore in Dallas.

DATE

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

22 April 1976

Chief,  
Domestic Collection DivisionJackson R. Horton  
JACKSON R. HORTON

## 4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT.

DATE

SIGNATURE OF EMPLOYEE

CLASSIFICATION

SECRET

20 April 1976

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. James Walton Moore

1. Mr. Moore continued in his assignment as Chief of the DCD Field Office in Dallas, during the period under review, with responsibility for the supervision of the Resident Offices in Houston, New Orleans and Tulsa and a Residency in Austin. His Letter of Instruction remains current.

2. The Dallas Field Office, under Mr. Moore's perceptive and competent direction, produces a good volume of quality foreign intelligence reporting. DCD headquarters officers consider the Dallas Field Office performance to be of high caliber. The office is highly responsive to headquarters direction, and there is a strong commitment to quality performance. Mr. Moore has the Dallas Field Office fitting smoothly into the DCD organizational framework. Morale is high and Dallas field personnel, both professional and clerical, feel a sense of importance in their mission. This spirit and pride in their work stems directly from the positive tone set by Mr. Moore.

3. Mr. Moore has extended the hand of cooperation unstintingly to the FR Base which is in an embryonic phase of development. Base officers are enthusiastic about the cooperation received from the Dallas office and the willingness of Mr. Moore to be of assistance. Cooperation between the Dallas office and FR is among the very best in DCD. In addition to the fine support supplied to FR, Dallas had made an important contribution, during the period under review, to the cost-analysis program of Format. Support to operations, through the Operations Services Group, is excellent and a good variety of operational leads and operational reporting is received from the Dallas office.

4. Mr. Moore is a capable and efficient manager. The Dallas office structure presents a complex and difficult management challenge. Through his experience and mature judgment, Mr. Moore has directed the activities of the office smoothly and effectively.

E2 IMPDET CL BY 018977

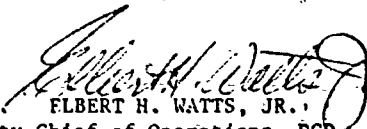
SECRET

SECRET

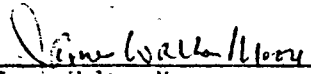
MEMORANDUM IN LIEU OF FITNESS REPORT,  
James Walton Moore, 20 April 1976

5. In the full range of intelligence activity during this period, the Dallas Field Office has performed with exceptional proficiency. Mr. Moore is involved in all phases of activity in the Dallas office, yet encourages a healthy degree of independence by his officers.

6. Rating: Strong.

  
ELBERT H. WATTS, JR.,  
Deputy Chief of Operations, DCS

I certify that I have seen this report.

  
James Walton Moore

1 May 1976.  
Date

SECRET

**SECRET**  
CLASSIFICATION

FITNESS REPORT									
SECTION A GENERAL INFORMATION									
1. EMPLOYEE NUMBER 003820		2. NAME (Last, first, middle) MOORE, J. Walton			3. DATE OF BIRTH 10/05/19		4. SEX M	5. GRADE 15	6. SD D
7. OFFICIAL POSITION TITLE Intelligence Officer (Chief)				8. OFF. DIV. OR OF ASSIGNMENT DDO/DCD/Dallas		9. CURRENT STATION Dallas		10. CODE (A-D) HOB X DP	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL		
13. REPORTING PERIOD (from-to) 1 January - 31 December 1974					14. DATE REPORT DUE IN O.P. 31 January 1975				
SECTION B QUALIFICATIONS UPDATE									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
SECTION C PERFORMANCE EVALUATION									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and 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 D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
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).									RATING LETTER
SPECIFIC DUTY NO. 1 SEE ATTACHED MEMORANDUM IN LIEU OF FITNESS REPORT									
SPECIFIC DUTY NO. 2									RATING LETTER
SPECIFIC DUTY NO. 3									RATING LETTER
SPECIFIC DUTY NO. 4									RATING LETTER
SPECIFIC DUTY NO. 5									RATING LETTER
SPECIFIC DUTY NO. 6									RATING LETTER
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

CLASSIFICATION  
**SECRET**

12. IMPROVED BY 010736



**SECRET**  
CLASSIFICATION

SECTION D		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position bearing in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training, if required, or foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p>			
<p><b>SECTION E</b> <span style="float: right;"><b>CERTIFICATION AND COMMENTS</b></span></p>			
<b>1. BY SUPERVISOR</b>			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
<b>2. BY EMPLOYEE</b>			
STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE		DATE	SIGNATURE OF EMPLOYEE
<input type="checkbox"/> HAVE ATTACHED <input type="checkbox"/> HAVE NOT ATTACHED			
<b>3. BY REVIEWING OFFICIAL</b>			
<p><b>COMMENTS OF REVIEWING OFFICIAL</b></p> <p>I concur in this evaluation. My principal interaction with Jim Moore during the year has been the result of our mutual concern for the well-being of a capable officer who performs well and has growth potential but who is difficult to work with and has, on occasions, apparently been on the brink of a physical breakdown brought on by tension, overwork and other factors. In his approach to this problem, Jim has been concerned, compassionate, responsible, and thoroughly professional.</p> <p>Under Jim's direction, the Dallas complex has achieved a high ranking among DCD offices and is holding it.</p> <p>While Jim Moore is a long-time DCD officer, he seems to have lost none of his enthusiasm and drive. He is a valued and respected colleague.</p>			
DATE 10 February 1975	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, Domestic Collection Division	TYPED OR PRINTED NAME AND SIGNATURE <i>Jackson R. Horton</i> JACKSON R. HORTON	
<b>4. BY EMPLOYEE</b>			
I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT		DATE	SIGNATURE OF EMPLOYEE

CLASSIFICATION

**SECRET**

Not to be used for classification purposes  
If comments has been

14-00000

SECRET

6 February 1975

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: MOORE, J. Walton

1. Jim Moore continued in his assignment as Chief of the DCD Field Office in Dallas during the period under review, with responsibility for the supervision of Resident Offices in Houston, New Orleans and Tulsa, and a new Residency in Austin. His Letter of Instruction dated 7 November 1973 remains current.

2. The Dallas Field Office with its four satellite offices represents the most complicated field office structure in DCD. While Mr. Moore's staff consists of only nine officers and seven secretaries, more than half are located outside the field office. The Dallas Office requires a chief who is experienced in resident office operations, is able to motivate and manage people from a distance, and who can keep personally familiar with a wide variety of activities. Mr. Moore is admirably qualified. He has been able to coordinate these essentially independent activities most efficiently. His entire organization performs in a responsive and highly effective manner and produces timely, well balanced reporting.

3. Although Mr. Moore's staff was relatively stable during 1974, two of his key officers were incapacitated for extended periods, both at times when the work load was especially heavy. The operating procedures which he has established enabled the office involved to continue to handle priority matters effectively in each instance.

4. On at least two occasions in 1974 Mr. Moore had to intercede in complicated and difficult situations, and in each instance his judgment and highly professional approach resulted in successful solutions.

E 2 IMPDET CL BY 010736

SECRET

14-00000

SECRET

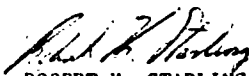
SUBJECT: MOORE, J. Walton

5. Mr. Moore is a calm, mature, respected and popular officer who handles his complicated job with the easy assurance that comes only from experience and past success. I believe that it is largely due to Mr. Moore's personal reputation that so many of our junior officers want to work in Dallas.

6. During 1974 Mr. Moore recommended the establishment of a one-man residency in Austin as a more efficient way to handle our responsibilities in that part of Texas. We agreed, and the Residency was established in mid-1974. Although it has been in operation only a few months, the wisdom of Mr. Moore's recommendation is already apparent, and I am confident that the success of the Residency will continue.

7. Rating: Strong.

8. A copy of this memorandum, with reviewer's comments, will be forwarded to Mr. Moore.

  
ROBERT K. STARLING  
Acting Deputy Chief  
Domestic Collection Division

I certify that I have seen this report.

First copy of this report  
with reviewer's comments has been  
furnished to the employee.

J. Walton Moore

Date

-2-

SECRET

SECRET

18 March 1974

MEMORANDUM IN LIEU OF FITNESS REPORT (Form 45)

SUBJECT: Memorandum of Performance

MOORE, J. Walton

003820

DOB: 10/05/19

Male

GS-15

SD: D

IO DCD (Chief)

DCD Dallas

Career Appointment

Annual Report

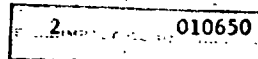
Due: 28 February 1974

Reporting Period: 1 January 1973 -  
31 December 1973

1. Mr. Moore became Chief of the DCD Field Office in Dallas in June 1973 and was promoted to grade GS-15 in the same month. He had been selected for this position approximately one year earlier, and spent the interim in DCD headquarters as Acting Deputy Chief of the then Soviet Bloc Division. He now supervises one of our most complicated Field Office organizations, with people located in four cities (Dallas, Tulsa, Houston and New Orleans). More than half of the people under his supervision are located outside of Dallas. Perhaps because of his long service as one of our most successful Resident Officers, Mr. Moore excels in supervising this type of operation as a Field Chief. His three-Resident Offices are among the most responsive and productive in DCD. He delegates duties well and permits his staff the freedom to exercise individual judgment and responsibility. He is both liked and respected by his staff, which shows excellent morale and esprit de corps.

2. Mr. Moore maintains excellent relationships with other Government agencies in his territory, as appropriate, and also with other components of CIA. He manages his many responsibilities efficiently and effectively, and with proper attention to security. He is quick to identify members of his staff who have potential for greater professional advancement, and to give them the necessary encouragement and guidance.

SECRET



APR 1974

SECRET

SUBJECT: Memorandum of Performance  
MOORE, J. Walton

3. Rating: Strong.

*Robert K. Starling*  
ROBERT K. STARLING  
Deputy for Field Operations

*J. Walton Moore*  
J. Walton Moore

25 March 74  
Date

Reviewing Official:

I concur. I am very pleased with the performance of the Dallas Field Office complex which has improved greatly under Mr. Moore's leadership.

*Jackson R. Horton*  
JACKSON R. HORTON  
Chief, Domestic Collection Division

*J. Walton Moore*  
J. Walton Moore

25 March 74  
Date

-2-  
SECRET

CLASSIFICATION

## FITNESS REPORT

## SECTION A

## GENERAL INFORMATION

1. EMPLOYEE NUMBER 003820	2. NAME (Last, first, middle) MOORE, J. Walton	3. DATE OF BIRTH 10/05/19	4. SEX M	5. GRADE 14	6. SD IT
7. OFFICIAL POSITION TITLE IO General		8. OFF/DIV/BR OF ASSIGNMENT DCS/Soviet Bloc Div.	9. CURRENT STATION Washington, D.C.		10. NO CD 1
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL
13. REPORTING PERIOD (from-to) July - December 1972			14. DATE REPORT DUE IN O.P. May 1973		

## SECTION B

## QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

## SECTION C

## PERFORMANCE EVALUATION

**U—Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and 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 D.

**M—Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

**P—Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.

**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  Training Assignment as Acting Deputy Chief, Soviet Bloc Division.	RATING LETTER  S
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

## 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

## CLASSIFICATION

SECTION D		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 C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment, and funds must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.</p>			
<p>Mr. Moore is the prospective Chief of the Dallas Field Office. He was assigned to DCS headquarters in July 1972 for a familiarization and training tour prior to assuming that post. For approximately six months he served as Acting Deputy Chief of the Soviet Bloc Division, during which he was required to fulfill that role as though it were a permanent assignment. Although he had never been active in headquarters before, he quietly and efficiently familiarized himself with the operations of the division. Through his friendly personality, experience and interested approach he quickly and effectively made what was basically a training role into one of real contribution on a daily basis.</p>			
SECTION E CERTIFICATION AND COMMENTS			
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, C AND D OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
7	Has returned to Dallas Field Office		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
14 May 1973	Chief, Soviet Bloc Division	F. J. SHERIDAN	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
14 May 1973	Director, DCS	JAMES R. MURPHY	

CLASSIFICATION

14-00000

# THE FOREIGN AFFAIRS EXECUTIVE SEMINAR



TRAINING COMPLETED

Request No. 37260

Date 22 FEB 1973

*This is to certify that*

J. Walton Moore

*has successfully completed the interdepartmental seminar on Foreign Affairs  
at the Foreign Service Institute, Washington, D.C.*

January 8-26, 1973

Howard E. Haugerud

CHAIRMAN

A TRUE COPY OF SIGNED ORIGINAL

DIRECTOR OF FOREIGN SERVICE INSTITUTE



UNCLASSIFIED

## THE FOREIGN AFFAIRS EXECUTIVE SEMINAR

## TRAINING REPORT

Student: J. Walton Moore

Date: January 26, 1973

Grade or Rank: GS-14

Department, Agency  
or Service Branch: CIA

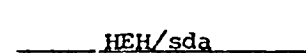
This certifies that the above-named officer has satisfactorily completed the three-week interdepartmental course at the Foreign Affairs Executive Seminar in the Foreign Service Institute of the Department of State.

Objective, Content and Method of Training

The objective of the interdepartmental Foreign Affairs Executive Seminar is to provide an advanced, short-term course on the current formulation, coordination, and execution of U.S. foreign policy to senior foreign affairs executives of U.S. government agencies serving either in the U.S. or abroad. While the focus of the Seminar is on policy problems in foreign affairs in general, special emphasis is given in the course's regional seminars to a coordinated interagency approach to policy formulation and implementation in Washington and in the field. In the process of the three-week course, the Seminar gives special attention to the Nixon Doctrine, foreign economic and trade policies, domestic factors affecting U.S. foreign policy, and problems of modernization and internal defense.

The course is conducted through lectures, readings and Interagency Regional Seminar discussions. These seminars, organized by geographic regions with representatives from the participating agencies, analyze specific problems in their areas, consider appropriate courses of action for the United States, and emphasize inter-agency coordination in Washington and at the overseas Mission.

For the Director of the Foreign Service Institute:

  
Departmental or Agency  
Faculty Representative  
HEH/sda  
Seminar ChairmanUNCLASSIFIED

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				003820	
<b>SECTION A GENERAL</b>					
1. NAME (Last) <b>MOORE,</b> (First) <b>J.</b> (Middle) <b>Walton</b>		2. DATE OF BIRTH <b>10-05-19</b>	3. SEX <b>M</b>	4. GRADE <b>GS-14</b>	5. SO <b>IT</b>
6. OFFICIAL POSITION/TITLE <b>IO Contact</b>		7. OFF/DIV/BN OF ASSIGNMENT <b>DCS/Dallas Field Off.</b>		8. CURRENT STATION <b>Dallas, Texas</b>	
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) <input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P. <b>May 1972</b>			12. REPORTING PERIOD (From- to-) <b>1 April 1971 - 31 March 1972</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and 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. <b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described. <b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected. <b>S-Strong</b> Performance is characterized by exceptional proficiency. <b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 <b>Locates and develops the potential of domestic organizations and individuals as sources of foreign intelligence.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 <b>Collects intelligence information; briefs and debriefs.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 <b>Initiates leads and furnishes operational support to other elements of the Agency.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 <b>Prepares reports, memoranda and other communications.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5 <b>As Deputy Chief assumes the responsibilities and duties of the Chief in his absence.</b>					RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 6 <b>Supervises 13 employees in the absence of the Chief.</b>					RATING LETTER <b>S</b>
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER <b>S</b>

SECRET

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

Reviewed by OP/SPD/PPB

SECRET

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Credit 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. Mention of performance of major or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds may be included, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Moore has been under my direct supervision for nine months. During that period he has demonstrated sound judgment and a thoroughly professional approach to his duties. His reporting is consistently high in both quality and quantity. Because of his length of service in the area and pleasant personality he has achieved exceptional rapport with his sources and prominent members of the community. He responds to requirements promptly and effectively.

Mr. Moore is a conscientious and dedicated employee who requires a minimum of supervision. His security and cost-consciousness are excellent, as is his performance of supervisory duties.

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	
9 May 1972	<i>Walter Moore</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
9		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 May 1972	Chief, Dallas Field Office	<i>Justin F. Gleichauf</i> Justin F. Gleichauf
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I concur. We plan to transfer Mr. Moore to DCS Headquarters in the Summer of 1972 to broaden his experience and thus prepare him for possible assumption of greater responsibility.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
22 May 1972	Deputy for Field Operations	<i>R. K. Starling</i> R. K. STARLING

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				003820			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) (First) (Middle) <b>MOORE, J. Walton</b>			2. DATE OF BIRTH <b>10-05-19</b>	3. SEX <b>M</b>	4. GRADE <b>14</b>	5. SD <b>IT</b>	
6. OFFICIAL POSITION TITLE <b>IO Contact</b>			7. OFF/DIV/RR OF ASSIGNMENT <b>DCS/Houston Office</b>		8. CURRENT STATION <b>Dallas, Texas</b>		
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 checked="" type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. <b>May 1971</b>				12. REPORTING PERIOD (From - to) <b>1 April 1970 - 31 March 1971</b>			
<b>SECTION B</b>				<b>PERFORMANCE EVALUATION</b>			
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>A-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Serves as Resident Agent in Dallas, Texas						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.						O	
SPECIFIC DUTY NO. 3						RATING LETTER	
Collects intelligence information; briefs and debriefs						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Initiates leads and furnishes operational support to other elements of the Agency.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Prepares reports, memoranda and other communications.						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
Supervises one military and one clerical personnel.						O	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

SECRET

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 to improve 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 and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p style="text-align: right;">Mar 18 1 36 PM '71</p> <p>Mr. Moore continues management of the Dallas Resident Agency in an exceptionally proficient manner.</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		
30 April 1971	J. Walton Moore		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
20 years			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
30 April 1971	Chief, Houston Office, DCS	Ernest A. Rische	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
10 May 1971	Director, DCS	JAMES R. MURPHY	

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				003820			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
MOORE, J. Walton			10-05-19	M	14	IT	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
IO Contact			DCS/Houston Office		Dallas, Texas		
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 type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
May 1970				1 April 1969 - 31 March 1970			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<b>U-Unsatisfactory</b>		Performance is unacceptable. A rating in this category requires immediate and 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.					
<b>M-Marginal</b>		Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.					
<b>P-Proficient</b>		Performance is satisfactory. Desired results are being produced in the manner expected.					
<b>S-Strong</b>		Performance is characterized by exceptional proficiency.					
<b>O-Outstanding</b>		Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.					
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1							RATING LETTER
Serves as Resident Agent in Dallas, Texas							O
SPECIFIC DUTY NO. 2							RATING LETTER
Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.							O
SPECIFIC DUTY NO. 3							RATING LETTER
Collects intelligence information; briefs and debriefs.							S
SPECIFIC DUTY NO. 4							RATING LETTER
Initiates leads and furnishes operational support to other elements of the Agency.							S
SPECIFIC DUTY NO. 5							RATING LETTER
Prepares reports, memoranda and other communications.							S
SPECIFIC DUTY NO. 6							RATING LETTER
Supervises one military and one clerical personnel.							O
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER
							S

SECRET

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 major or of supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p> <p style="text-align: center;">JUN 30 12 24 PM '70</p> <p>Mr. Moore continues management of the Dallas Resident Agency in an exceptionally proficient manner.</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		
30 April 1970	J. Walton Moore		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
19 years			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
30 April 1970	Chief, Houston Office, DCS	Ernest A. Rische	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>I would not rate Mr. Moore "O" in specific duty No. 2, but concur in the overall Strong rating.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
22 May 1970	Director, DCS	JAMES R. MURPHY	

SECRET

14-00000

**S E C R E T**

**TRAINING REPORT**

**Advanced Intelligence Seminar No. 4**  
**(100 hours, full-time) (3 - 19 March 1971)**

**Student:** Moore, James W.

**Year of Birth:** 1919

**Grade:** GS-14

**EOD:** July 1947

**Service Designation:** IT

**Office:** DCS

**Number of Students:** 28

**COURSE OBJECTIVES - CONTENT AND METHODS**

The basic objectives of the Advanced Intelligence Seminar (AIS) are to increase the awareness of experienced Agency personnel to: major international and domestic trends affecting US foreign policy and intelligence; key problems and possible organizational changes, facing the intelligence community; recent and projected developments within CIA to meet current and future Agency responsibilities; and major problems of collection, production, coordination and support of intelligence.

Methods of instruction include formal presentations by academic experts, government officials, senior Agency and intelligence community officers, and substantive experts from the Agency. Students are encouraged to participate actively in follow-up discussions both with the speakers and within the class itself. Emphasis is also placed on in-class discussions, using the talents and experiences of the students as a primary resource. For purposes of encouraging open, meaningful exchange, sections of the course are held at Warrenton and ISOLATION, where a more relaxed seminar atmosphere can be developed. Finally, attempts are made to provide provocative-type readings to the students both prior to, and during, the course itself.

**ACHIEVEMENT RECORD**

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

**FOR THE DIRECTOR OF TRAINING:**

*Osby Kelton* *Charles W. Waterf*  
Course Chairmen

31 March 1971

Date

**S E C R E T**



**SECRET**  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER		
					023820		
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
MOORE, J. Walton			10/05/19	M	14	IT	
6. OFFICIAL POSITION TITLE			7. OFF. DIV. OR OF ASSIGNMENT		8. CURRENT STATION		
IO Contact			DCS/Houston Office		Dallas, Texas		
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 type="checkbox"/> REASSIGNMENT SUPERVISOR			
CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
May 1969				1 Apr 68 - 31 Mar 69			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
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	
Serves as Resident Agent in Dallas, Texas						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.						O	
SPECIFIC DUTY NO. 3						RATING LETTER	
Collects intelligence information; briefs and debriefs.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Initiates leads and furnishes operational support to other elements of the Agency.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Prepares reports, memoranda and other communications.						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
Supervises one military and one clerical personnel.						O	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						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 and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Mr. Moore continues to manage the affairs of the Dallas Resident Agency in a superior manner. His office has concentrated its efforts on priority collection matters and has increased its production output.</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		
25 April 1969	J. Walton Moore		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
18 years			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
25 April 1969	Chief, Houston Office, DCS	Ernest A. Rische	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Although I agree with an overall rating of Strong for Jim Moore, I would not have rated him Outstanding in the three specific duties, particularly specific duty No. 2. In this duty I would have rated him Proficient.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
16 May 1969	Director, DCS	JAMES R. MURPHY	

SECRET

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

(When filled in)

TRAINING REPORTADVANCED MANAGEMENT (PLANNING) SEMINAR (50 hours) (6-69)

Student	: James Moore	Dates of Course	: 15-20 June 1969
Year of Birth:	1919	Office	: DCS
Grade	: GS-14	Service Designation:	IT
EOD Date	: December 1949	No. of Students	: 32

COURSE OBJECTIVE:

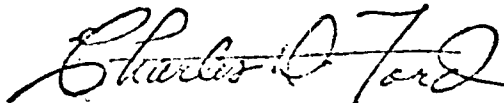
Course objective is to increase individual effectiveness on-the-job by developing better understanding of planning as a managerial skill and by providing familiarization with the Agency's overall planning system.

The course seeks to meet this objective by: a) providing an overall and systematic framework for managerial planning; b) identifying and analyzing basic styles of planning; c) covering selected techniques useful in planning; d) providing an orientation of the PPE system in use in the Agency and Federal Government; and by e) permitting feedback to students on their personal planning styles as revealed during course exercises.

ACHIEVEMENT RECORD

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

FOR THE DIRECTOR OF TRAINING:



Chief Instructor

24 JUN 1969

Date

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

(When filled in)

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER				
				003820				
<b>SECTION A</b>				<b>GENERAL</b>				
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX		4. GRADE 5. SD	
MOORE, J. Walton			10/05/19		M		14 IT	
6. OFFICIAL POSITION/TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION			
IO Contact			DCS/Houston Office		Dallas, Texas			
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 CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)				
May 1968				1 Apr 67 - 31 Mar 68				
<b>SECTION B</b>								
<b>PERFORMANCE EVALUATION</b>								
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>								
<b>SPECIFIC DUTIES</b>								
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	
Serves as Resident Agent in Dallas, Texas.							O	
SPECIFIC DUTY NO. 2							RATING LETTER	
Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.							O	
SPECIFIC DUTY NO. 3							RATING LETTER	
Collects intelligence information; briefs and debriefs.							S	
SPECIFIC DUTY NO. 4							RATING LETTER	
Initiates leads and furnishes operational support to other elements of the Agency.							S	
SPECIFIC DUTY NO. 5							RATING LETTER	
Prepares reports, memoranda and other communications.							S	
SPECIFIC DUTY NO. 6							RATING LETTER	
Supervises one military and one clerical personnel							O	
16 APR 1968, <b>OVERALL PERFORMANCE IN CURRENT POSITION</b>								
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER	
							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. <i>Amplify ratings given in Section B to provide basis for determining future personnel action. Manner of performance of major duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</i></p> <p style="text-align: right;">MAIL 9:34M</p> <p>Mr. Moore has demonstrated his outstanding capabilities in handling operational support matters during the forced phase out of certain funding activities which required exceptionally good judgment and much tact.</p> <p>During this period he has also become responsible for the activities of an Air Force officer from the 1127th Field Activities Group. Through his guidance and effective direction he has been able to integrate this new officer into the production of the Dallas RA in an efficient manner.</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		
29 March 1968	J. Walton Moore		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
17 years			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
29 March 1968	Chief, Houston Office, DCS	Ernest A. Rische	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
<p>Although Jim Moore is an above average employee I would not rate him Outstanding in specific duties 1, 2 and 6. Duties 1 and 2 because it is difficult to compare his performance with anyone else as he has always held this position. Duty 6 because supervision of 2 other people should not be much of a chore. We are studying the possibility of moving Jim to another assignment to determine how he can perform in a more demanding job.</p>			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
1 April 1968	Director, DCS	JAMES R. MURPHY	

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				003820			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) (First) (Middle) MOORE, J. Walton			2. DATE OF BIRTH 10/05/19		3. SEX M		4. GRADE 14
							5. SD IT
6. OFFICIAL POSITION TITLE IO Contact			7. OFF/DIV/BR OF ASSIGNMENT DCS Houston Office		8. CURRENT STATION Dallas, Texas		
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 EMPLOYEE SPECIAL (Specify):				
11. DATE REPORT DUE IN O.P. May 1967			12. REPORTING PERIOD (From - to) 1 Apr 66 - 31 Mar 67				
<b>SECTION B</b>				<b>PERFORMANCE EVALUATION</b>			
<b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. <b>A - Adequate</b> Performance meets all requirements; it is entirely satisfactory and is characterized neither by deficiency nor excellence. <b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner. <b>S - Strong</b> Performance is characterized by exceptional proficiency. <b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Serves as Resident Agent in Dallas, Texas.							RATING LETTER O
SPECIFIC DUTY NO. 2 Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.							RATING LETTER O
SPECIFIC DUTY NO. 3 Collects intelligence information; briefs and debriefs.							RATING LETTER S
SPECIFIC DUTY NO. 4 Initiates leads and furnishes operational support to other elements of the Agency.							RATING LETTER S
SPECIFIC DUTY NO. 5 Prepares reports, memoranda and other communications.							RATING LETTER S
SPECIFIC DUTY NO. 6 Supervises one clerical personnel.							RATING LETTER O
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER S

SECRET

SECTION C		NARRATIVE COMMENTS	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective the 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 and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Mr. Moore continues to run the activities of the Dallas Resident Agency in a superior manner. He is a highly capable intelligence officer, whose long experience in both overt and covert operations are apparent in his highly capable manner of performance.</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		
10 April 1967	W. Walton Moore		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
16 years	-		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
11 April 1967	Chief, Houston Office	Ernest A. Rische	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
1 May 1967	Director, DCI	James R. Murphy	

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				003820	
<b>SECTION A GENERAL</b>					
NAME (Last) (First) (Middle)		1. DATE OF BIRTH	2. SEX	3. GRADE	4. SSN
Moore J. Walton		10/05/19	M	14	IT
5. OFFICIAL POSITION TITLE		7. OFF. DIV. BR. OF ASSIGNMENT		8. CURRENT STATION	
IO Contact		DCS Houston Office		Dallas, Texas	
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 EMPLOYEE SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
May 1966			1 April 1965-31 March 1966		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
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
Serves as Resident Agent in Dallas, Texas					O
SPECIFIC DUTY NO. 2					RATING LETTER
Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.					O
SPECIFIC DUTY NO. 3					RATING LETTER
Collects intelligence information; briefs and debriefs					S
SPECIFIC DUTY NO. 4					RATING LETTER
Initiates leads and furnishes operational support to other elements of the Agency					S
SPECIFIC DUTY NO. 5					RATING LETTER
Prepares reports, memoranda and other communications					S
SPECIFIC DUTY NO. 6					RATING LETTER
Supervises one clerical personnel					O
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
3 MAY 1966					S



## SECRET

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 and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.</p>			
<p>Mr. Moore continues to perform his duties in an outstanding manner. His report production has continued well above average in quantity and exceedingly high in quality.</p>			
<p>In addition, his support activities consume approximately 25 per cent of his effort. He manages the affairs of his Resident Agency in an efficient, economical and outstanding manner.</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		
11 April 1966	J. Walton Moore <i>J. Walton Moore</i>		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
15 years	- - -		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
11 April 1966	Chief, Houston Office	<i>Ernest A. Rische</i> Ernest A. Rische	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
19 April 1966	Chief of Operations, DCS	<i>John W. McConnell</i> JOHN W. McCONNELL	

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				003820			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX	4. GRADE	5. SO
MOORE J. Walton			10/05/19		M	14	IOC
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
I O Contact			OO/CD Houston		Dallas, Texas		
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 type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
May 1965				1 April 1964-31 March 1965			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
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	
Serves as Resident Agent in Dallas, Texas						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Locates and develops potential of domestic organizations and individuals as sources of foreign intelligence.						O	
SPECIFIC DUTY NO. 3						RATING LETTER	
Collects intelligence information; briefs and debriefs						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Initiates leads and furnishes operational support to other elements of the Agency						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Prepares reports, memoranda and other communications						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
Supervises one clerical personnel						O	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
2 MAY 1965						S	

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS		OFFICE OF PERSONNEL
<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 indicated if applicable.</p>				
MAIL ROOM				
<p>This officer has continued to perform his duties in a superior manner. The drop in rating from outstanding to strong reflected in this report does not indicate a drop in performance. It is the result of guidance from headquarters and represents an adjustment in order to make the rating officers base of evaluation reflect a more uniform standard of evaluation within the division.</p>				
<p>Mr. Moore is an outstanding and well qualified intelligence officer with many years experience in both overt and covert work. As a Resident Agent he not only performs the duties of a Contact Specialist but also manages the affairs of the Dallas Resident Agency. He supervises one clerical employee and is effective in maintaining high morale and high productivity. He manages the affairs of his Resident Agency in an efficient, economical and outstanding manner. As a C/S his production is large and the quality is good.</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			
21 April 1965	J. Walton Moore <i>J. Walton Moore</i>			
2. BY SUPERVISOR				
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION			
14 years	-			
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE		
21 April 1965	Chief, Houston Office	<i>Ernest A. Rische</i> Ernest A. Rische		
3. BY REVIEWING OFFICIAL				
COMMENTS OF REVIEWING OFFICIAL				
Concur.				
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE		
April 1965	Chief, Contact Division, OO	<i>James R. Murphy</i> JAMES R. MURPHY		

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				003820			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
MOORE, J. Walton			10-05-19	Male	GS-14	OC	
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
I. O. Contact			00/CD Houston FO		Houston, Texas		
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 checked="" type="checkbox"/> ANNUAL SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
May 1964				1 April 1963-31 March 1964			
<b>SECTION B PERFORMANCE EVALUATION</b>							
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.					
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1							RATING LETTER
Supervising and managing a Resident Agency							O
SPECIFIC DUTY NO. 2							RATING LETTER
Exploitation of source's complete intelligence potential by debriefing thoroughly							O
SPECIFIC DUTY NO. 3							RATING LETTER
Writing reports clearly and concisely without coloring							O
SPECIFIC DUTY NO. 4							RATING LETTER
Cultivation of contact to develop trust and confidence in both the Agency and the Contact Specialist himself							O
SPECIFIC DUTY NO. 5							RATING LETTER
Keeps informed on foreign situations and intelligence requirements in order to better orient and exploit sources							S
SPECIFIC DUTY NO. 6							RATING LETTER
Searches for and develops new sources							S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER
13 MAY 1964							O

SECRET

(When Filled In)

OFFICE OF PERSONNEL

## SECTION C

## NARRATIVE COMMENTS

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

Mr. Moore is an exceptionally outstanding and well qualified employee. His many years and varied experiences in intelligence activities contribute to his capabilities. As a Resident Agent he not only carries out the duties of a Contact Specialist, but is responsible for managing the affairs of the Dallas Resident Agency. In carrying out these duties he is conscious of the necessity for economy of operation, and determines that the actions taken are handled in the most efficient and economical manner. Since the last Fitness Report Mr. Moore has trained and directed the activity of a new employee in such effectiveness that from the beginning his performance has been outstanding.

## SECTION D

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 30 April 1964	SIGNATURE OF EMPLOYEE J. Walton Moore	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 13 years	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION - - -	
DATE 30 April 1964	OFFICIAL TITLE OF SUPERVISOR Chief, Houston Office	TYPED OR PRINTED NAME AND SIGNATURE Ernest A. Rische
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL  I agree that J. Walton Moore is an exceptionally fine officer but think that in comparison with others of his grade throughout the Division his rating should be "S" rather than "O".		
DATE 11 May 1964	OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Chief, Contact Division	TYPED OR PRINTED NAME AND SIGNATURE JOHN W. McCONNELL

SECRET

SECRET

(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				3820			
<b>SECTION A</b>				<b>GENERAL</b>			
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX	4. GRADE	5. SD
MOORE, J. Walton			1919		M	GS-14	OC
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION		
I. O. Contact			OO/CD Houston F. O.		Dallas, Texas		
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) <input type="checkbox"/> SPECIAL (Specify):				<input checked="" type="checkbox"/> INITIAL <input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE <input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
30 April 1963				1 April 1962-31 March 1963			
<b>SECTION B</b>				<b>PERFORMANCE EVALUATION</b>			
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
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
Supervising and managing a Resident Agency							O
SPECIFIC DUTY NO. 2							RATING LETTER
Exploitation of source's complete intelligence potential by debriefing thoroughly							O
SPECIFIC DUTY NO. 3							RATING LETTER
Writing reports clearly and concisely without coloring							O
SPECIFIC DUTY NO. 4							RATING LETTER
Cultivation of contact to develop trust and confidence in both the Agency and the C/S himself							O
SPECIFIC DUTY NO. 5							RATING LETTER
Keeps informed on foreign situations and intelligence requirements in order to better orient and exploit sources							S
SPECIFIC DUTY NO. 6							RATING LETTER
Searches for and develops new sources							S
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							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 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.							S
28 MAY 1963							

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

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

Mr. Moore is an outstanding intelligence officer. He has had many years of varied experience in intelligence activities which contribute to his ability. The results of his performance as an RA bear out the high ratings in this report.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

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

DATE

22 April 1963

SIGNATURE OF EMPLOYEE

J. Walton Moore

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

12 years

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

OFFICIAL TITLE OF SUPERVISOR  
Chief, Houston Office

TYPED OR PRINTED NAME AND SIGNATURE

Ernest A. Rische

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I would have rated Moore as Outstanding. I believe he has the capacity to head a field office or undertake comparable higher responsibilities.

DATE

23 May 1963

~~29 April 1963~~

OFFICIAL TITLE OF REVIEWING OFFICIAL

Chief, Contact Division, OO

TYPED OR PRINTED NAME AND SIGNATURE

E. M. ASHCRAFT

SECRET

S-E-C-R-E-T

## TRAINING REPORT

OO/C Refresher Course No. 17

80 hours, full time 27 February - 10 March 1961 22 students  
 Student : MOORE, James W. Year of Birth: 1919  
 ECD Date: December 1949 Grade: GS-13 Office: (Houston)

## COURSE OBJECTIVES - CONTEXT AND METHODS

The objectives of the course are to review Division policies, techniques and procedures, with special emphasis on current priority intelligence and support requirements, and to provide an opportunity for field collectors to discuss collection problems with OO/C Headquarters personnel and consumer analysts.

The course is designed for experienced OO/C personnel. The first part of the course reviews techniques of collection and the preparation and processing of reports and other collected material. Students are then assigned to seminar groups for consideration of collection problems pertinent to their field of specialization. In the second part of the course OO/C Branch Chiefs discuss the needs of the Division's principal consumers and review general collection requirements. A survey of the current world situation in selected areas is also included.

## ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in this course. The above named person attended the entire course.

FOR THE DIRECTOR OF TRAINING:

✓  
 Chief, Intelligence  
 Production Faculty

31 March 1961

Date

S-E-C-R-E-T



**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER <b>003820</b>	
<div style="display: flex; justify-content: space-between;"> <span>APR 1962</span> <span>SECTION A GENERAL</span> </div>					
1. NAME (Last) <b>MOORE</b>		(First) <b>J.</b>		(Middle) <b>Walton</b>	
2. DATE OF BIRTH <b>1919</b>		3. SEX <b>Male</b>		4. GRADE <b>GS-14</b>	
5. SERVICE DESIGNATION <b>UC</b>		6. OFFICIAL POSITION TITLE <b>I. O. (Contact)</b>		7. OFF/DIV/BR OF ASSIGNMENT <b>00/CD/Houston</b>	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE <input type="checkbox"/> MEMBER <input type="checkbox"/> DEFERRED			<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. <b>31 May 1962</b>		11. REPORTING PERIOD From <b>1 Apr 61</b> to <b>31 Mar 62</b>		12. SPECIAL (Specify) <b>TV</b>	
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>					
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 Supervising and managing a Resident Agency		RATING NO. <b>7</b>		SPECIFIC DUTY NO. 4 Cultivation of contact to develop trust and confidence in both the Agency and the C/S himself	
SPECIFIC DUTY NO. 2 Exploitation of source's complete intelligence potential by debriefing thoroughly		RATING NO. <b>6</b>		SPECIFIC DUTY NO. 5 Keeps informed on foreign situations and intelligence requirements in order to better orient and exploit sources.	
SPECIFIC DUTY NO. 3 Writing reports clearly and concisely without coloring		RATING NO. <b>7</b>		SPECIFIC DUTY NO. 6 Searches for and develops new sources	
RATING NO. <b>7</b>		RATING NO. <b>7</b>			
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>					
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. <b>6</b>
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>					
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):					
<b>SEE SECTION "E" ON REVERSE SIDE</b>					

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 basis for determining future personnel actions.

Mr. Moore is an outstanding intelligence officer who continues to do his job in every respect in an outstanding manner. The results of his job bears out the high performance ratings contained in this report.

## SECTION F

## CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
2 April 1962	J. Walton Moore <i>J. Walton Moore</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
11 years	---	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS		REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
2 April 1962	Chief, Houston Office	<i>Ernest A. Rische</i> Ernest A. Rische
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
10 April 1962	Chief, Contact Division, OO	E. M. ASHCRAFT <i>E. M. ASHCRAFT</i>

SECRET

**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>				EMPLOYEE SERIAL NUMBER  103820							
<b>SECTION A GENERAL</b>											
1. NAME (Last) (First) (Middle) <b>MOORE, J. Walton</b>		2. DATE OF BIRTH <b>10/5/19</b>		3. SEX <b>Male</b>	4. GRADE <b>GS-14</b>						
5. SERVICE DESIGNATION <b>OC</b>		6. OFFICIAL POSITION TITLE <b>Intelligence Officer (Contract)</b>		7. OFF. DIV./BR OF ASSIGNMENT <b>OO/CD/Houston</b>							
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 type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT/SUPERVISOR- <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT/EMPLOYEE								
10. DATE REPORT DUE IN O.P. <b>31 May 61</b>		11. REPORTING PERIOD From <b>Mar 60</b> - Mar. 61 To <b>SPECIAL (Specify)</b>									
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>											
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 Supervising & managing a Resident Agency.		RATING NO. <b>6</b>	SPECIFIC DUTY NO. 4 Cultivation of contact to develop trust and confidence in both the Agency and the C/S himself		RATING NO. <b>6</b>						
SPECIFIC DUTY NO. 2 Exploitation of source's complete intelligence potential by debriefing thoroughly.		RATING NO. <b>6</b>	SPECIFIC DUTY NO. 5 Keeps informed on foreign situations & intelligence requirements in order to better orient and exploit sources.		RATING NO. <b>6</b>						
SPECIFIC DUTY NO. 3 Writing reports clearly and concisely without coloring.		RATING NO. <b>7</b>	SPECIFIC DUTY NO. 6 Searches for and develops new sources.		RATING NO. <b>7</b>						
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>											
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.  <b>6</b>						
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>											
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		
<p>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 basis for determining future personnel actions.</p> <p style="text-align: right;">APR 7 3 32 PM '61</p> <p>This employee's many years experience in varied intelligence activities has made him an outstanding officer in almost all phases of intelligence work. He continues to do an outstanding job as Resident Agent of the Dallas Office. The results of his job bears out the high performance ratings contained in this report.</p>		
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: 31 Mar 61	SIGNATURE OF EMPLOYEE J. Walton Moore <i>J. Walton Moore</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 years	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 31 Mar 61	OFFICIAL TITLE OF SUPERVISOR Chief, Houston Office	TYPED OR PRINTED NAME AND SIGNATURE <i>Ernest A. Rische</i> Ernest A. Rische
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION. <input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION. <input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION. <input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 5 April 1961	OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Chief, CD/00	TYPED OR PRINTED NAME AND SIGNATURE <i>George O. Forrest</i> George O. Forrest

SECRET