out of his collaborators. He is easy to work with, exercises the soundest of judgments, maintains excellent relations in the community and will without question turn in a really fine performance as Chief, WH Division.

Thomas H. Karamessines
Assistant Deputy Director for Plans

I have noted this report.

William V. Broe

Comments of reviewing official:

Desmond FitzGrald
Deputy Director for Plans

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| | Broe, William V. | | 8/24/13 | N N | C3-17D | |
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MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: BROE, William V. (1 April 1964 - 31 March 1965)

- 1. Mr. Broe's performance as Chief of Station, Tokyo during the reporting period is best described as outstanding.
- 2. For over two years, Mr. Broe has struggled with the problems in Japan of reducing the size of the Agency's mission and of developing appropriate areas of clandestine concentration. During the past year, he has effectively gotten the whole mechanism to work, with a marked increase in foreign intelligence and an unprecedented emergence of the Station, through contacts he and his associates have developed, as a channel for political action. Through his skillful assistance to and cultivation of the Ambassador, Mr. Broe has placed CIA in a position in Japan where the Station Chief and the Agency are accepted by the top levels of the Japanese Government as a useful channel and as a dependable organization for collaboration. This high level connection is of tremendous value in advancing political intelligence objectives as well as an essential tool for indirect and unofficial manipulation of situations of key interest to both the Japanese and the U.S. governments.
- 3. In the management of the Station, Mr. Broc continues to be his old effective self. He is able to get a good deal of mileage out of the personnel assigned to him and to increase their effectiveness through his own personal leadership. In all this, he has displayed an excellent sense of cost consciousness in the management of the Station.
- 4. In sum, Mr. Broe has brought Tokyo Station under his tenure to a new role appropriate to the changing times. CIA along with the U.S. Government is now in a better position to deal with an independent Japan which is now looking at Asia through its own eyes.

Robert of Mydrs Deputy Chief, Far East Division

This fitness report will be shown to Mr. Broe when he returns to Headquarters.

Date

。如此是他的企為民黨上的官員以為其政策的基本

BROE, William V.

Comments of Reviewing Official:

Fully concur with the above. Mr. Broe is obviously one of the top-level officers of our service. He is effective in management, analysis and personal operations.

Signature of Reviewing Official:

E. Colby

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Date

FORM 45 OBSOLETE PREVIOUS EDITIONS.

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MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: BROE, William V. (12 February 1963 - 31 March 1964)

- 1. Mr. Broe's performance as Chief of Station, Tokyo for the period 12 February 1963 to 31 March 1964 can be characterized as strong.
- 2. Mr. Broe has effectively directed the operations of a station with many targets. He has concentrated the potential represented by the personnel under his authority on the most important targets and firmly discarded marginal activities. In his supervision of the work of the sub-units of his station, such as the China section, Soviet section and Korean section, he has been effective in encouraging them to vigorous activity but has also asserted the necessary control and guidance from his level. Mr. Broe has maintained excellent relationships with other American services and his coordination process is a model. He has at the same time maintained personal contacts with leading Japanese, both official and unofficial, and has used these both for intelligence and for action purposes. He has wisely targetted the covert action potential of the station toward critical targets and deliberately eliminated marginal efforts. Mr. Broe has on his own initiative made certain recommendations for the reduction of the personnel and expenditures of his station to help meet crises in other areas. In all of this activity. Mr. Broe has reaffirmed his qualities of kindership and supervisory capacity and has demonstrated a full consciousness of the importance of cost.

William Er Colby Chief, Far East Division

This fitness report will be shown to Mr. Broe when he returns to Headquarters.

Tilliam V. Fre Aus 3 mg

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Ell

BROE, William V.

Comments of Reviewing Official:

Signature of Reviewing Official: THO CALLULE Thomas II. Karamessines

MEMORANDUM FOR: Director of Personnel

SUBJECT: Fitness Re

Fitness Report - Mr. William V. Broe

1. This memorandum in lieu of Fitness Report is submitted on Mr. William V. Broe, Chief of Station, Tokyo to cover the period 1 June 1961 to 11 February

Mr. Broe has directed one of the most complicated and important stations in the Far East area with his accustomed skill, intelligence and delicacy. He has conducted a major reorganization of the Agency's activities in Japan and substantially reduced its total commitment there. At the same time he has kept a firm eye on the need for coverage of important targets and has been particularly severe with non-essential or marginal activities. In the Station itself he has directed a complicated structure, with perhaps the largest number of outside cover cases (with all the difficulties they bring) in the area. He has maintained the Station's relationship and contacts with the Ambassador and the Embassy in an excellent manner, and it is now considered a full partner in Japanese affairs by the Ambassador. He has maintained extensive and important liaison contacts with Japanese agencies and at the same time kept a high degree of effort on the unilateral targets in the area. He has been particularly effective in managing our relationships with the U.S. military intelligence Headquarters covering the Far East which are concentrated in Japan. In all of these he has been firm and intelligent in his approach.

1 9 MAR 1963

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3. In sum, Mr. Broe continues the highly efficient performance of his duties, which could be characterized between strong and outstanding.

This Fitness Report will be shown to Mr. Erro upon his return to Headquarters.

Desmond FitzGerald
Chief, Special Affairs Staff

Reviewing Official:

Thomas H. Karamesoines 11 Maril ()

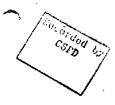
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22 June 1961

MEMORANDUM FOR: Director of Personnel

SUBJECT:

Fitness Report - Mr. William V. Broe

- 1. This memorandum, in lieu of Fitness Report Form 45, is submitted on Mr. William V. Broe, former Deputy Chief, Far East Division, to cover the period 25 July 1960 through 1 June 1961.
- 2. An evaluation was prepared by the writer concerning Mr. Broe's performance as Deputy Chief, Far East Division for the period March 1959 to 25 July 1960. Mr. Broe's performance as Deputy Chief, Far East Division during the course of the past year has fully measured up to the statements which I made in the last fitness report and I have no reason to alter my description of his performance in any way.

Desmond FitzGerald Chief, Far East Division



2 G JUL 1960

MEMORANDUM FOR: Director of Personnel

SUBJECT:

Memorandum in lieu of Fitness Report of Mr. William V. Broe, GS-16, covering period from March 1959 through 25 July 1960.

Subject is Deputy Chief of the Far East Division and has served in that capacity during the entire 23 months of my tenure as Chief of the Division as well as for some months under my predecessor. He also served as my deputy in 1954-1955 at the China Base at Yokosuka, Japan. I have, therefore, had ample opportunity to appraise subject's performance under a great variety of circumstances, both in the field and at Headquarters.

Subject is an outstanding manager in the Clandestine Services field. His operational judgment is wholly reliable, he grasps and retains complex details and produces sound and intelligent solutions to operational problems. He is very strong in administration and is particularly adept at personnel management. He has a deep and encyclopedic knowledge of the people in the Far East Division; his approach is personal and sympathetic but his hand is firm when firmmens is required. If has been particularly successful in solving personnel assignment problems by matching capabilities to requirements.

In his present job as Deputy Chief of an area division, I do not believe that subject has an equal. This would entitle him, in my opinion, to a rating of "7" in Section B of the Fitness Report form.

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As I have indicated in previous fitness reports, subject, after long service as a division and field station deputy, deserves, and is fully qualified, to become chief of a major field station. I am in the near future commencing to process such a proposal. My opinion is that his performance in such an assignment should not fall short of "6" on a scale of seven.

Desmond FitzGerald Chief, Far East Division

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11 315th



22 June 1961

MEMORANDUM FOR: Director of Personnel

SUBJECT:

Fitness Report - Mr. William V. Broe

- 1. This memorandum, in lieu of Fitness Report Form 45, is submitted on Mr. William V. Broe, former Deputy Chief, Far East Division, to cover the period 25 July 1960 through 1 June 1961.
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Desmond Fit Gerald Chief, Far East Division

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SUBJECT:

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Desmond FitzGerald Chief, Far East Division

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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

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Subject is so well qualified to meet the requirements of the may chief of a large area division that there may well be a tendency to lose sight of his ability to run an organization of his own. This capability was amply demonstrated when he was chief of the China Branch of FE Division.

Subject is unusually strong as a supervisor. His flair for warm but impartial relationships with subordinates has enabled him to develop a first-hand understanding of the capabilities, shortcomings and problems of a very large proportion of all FE personnel. His direction of personnel does not lack firmness but is expressed in such a way that feelings are considered and best results are achieved.

Subject's operational judgment is entirely reliable. He has an encyclopedic know-ledge and understanding of the Division's operations and a full grasp of political implications throughout the area.

I have noted no weaknesses in Subject which would inhibit his successful assumption of increasing responsibilities.

This report has been prepared in accordance with FE Division standards which represents the analysis of ration the individual egoings the group. If you have some string reflects an entirely satisfactory performance.

| SECTION F | CERTIFICATION AND CO | MMENTS |
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS SEEN UNDER YOUR PROSECULAR

4. COMMENTS CONCERNING POTENTIAL

Subject has the potential to assume greater responsibility. If fully capable of heading an important field station and is also qualified for greater responsibility at Headquarters.

HAIL ROOM

SECTION N.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

A course in management would be useful at some point in his career. Other specialized training would depend on the nature of his future assignments.

MOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIQUAL'S PUTURE ASSIGNMEN

Subject is married and has four children aged 11, 9, 7, and 18 months. He also has a dependent mother (age 76).

DESCRIPTION OF INDIVIDUAL

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

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INDIVIDUAL

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MATED EMPLOYES HAS BEEN UNDER YOUR SUPERYISING 12 months

Subject is a very fine career employee with super-grade potential.

SECTION W.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Subject has already had varied and valuable field and headquarters experience. It is planned that he will remain in his present assignment for at least another year. Refresher training prior to another field assignment would be belyful.

E. NOTE OTHER PACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIFICIAL'S PUTINE ASSIGNMENTS

Subject has no unusual personal circumstances at this time which would influence his future assignments.

DESCRIPTION OF INDIVIDUAL

UIRECTIONS: This section is provided as an oid to describing the individual as you see him on the 1922. Interpret the words literally. On the page below are a socies of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Real each statement and passest is the box the category number which best tells how much the statement applies to the person covered by this secont.

HAVE NOT OUSERVED THIS, HENCE CAN GIVE NO CPINION AS TO HOW THE DESCRIPTION APPLIES INDIVIDUAL

CATEGORY NUMBER

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3 · APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

4 · APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

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| 7. CONSTANTLY STRIVING FOR NEW MNGWLEDGE AND IDEAS. | | | | <u></u> | <u></u> | <u> </u> | | 1- | - | | | | X | 一 |
| 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. | | ļ | <u> </u> | <u> </u> | | = | | | = | | | | Х | |
| 9. HAS SENSE OF HUMOR. | | | - | | <u> </u> | - | | T | = | | 3 | X | | |
| IO. KNOWS WHEN TO SEEK ASSISTANCE. | | <u> </u> | | | | - | | T == | - | | | | x | |
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| 12. CAN GET ALONG WITH PEOPLE. | | | - | <u> </u> | <u> </u> | | | | = | | | X | | |
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| 14. OF 15 THINGS DONE. | | | | L | | | L | | | | | Х | | |
| 13. KEEPS GRIENTED TOWARD LONG TERM GOALS. | | | | <u> </u> | _== | | <u> </u> | | = | - | | X | | |
| 18. CAN COPE WITH EMERGENCIES. | | | | <u>'</u> | | | | | | <u></u> | | | . X | |
| 17. HAS HIGH STANDARDS OF ACCOMPLISHMENT. 18. MAS STAMINAL CAN KEEP GOING | | | - | <u> </u> | | | - | | | | | Х | | |
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| 19. HAS BIDE RANGE OF INFORMATION. | | | | | | | | Ţ- , | | E | | X | | |
| 20. GHOMS CRIGINALITY. 21. ACCEPTS RESPONSIBILITIES. | | | | | | | | Ē | | | | χ | | |
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| 22. ADMITS HIS ERRORS. 23. RESPONDS WELL TO SUPERVISION. | | | | | | | | | | | | <u>x</u> | | |
| 24. EVEN DISPOSITION. | | | | | | | | | | | | X | | |
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28. CAN THINK ON HIS FEET. X PROBLEMS. STIMULATING TO ASSOCIATES. A X 29. TOUCH MINDED. 10. OBSERVANT. I 12. CLEAR THINKING. I SS. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. 34. EVALUATES SELF REALISTICALLY. 35. WELL INFORMED ABOUT CURRENT 36. DELIBERATE. ST. EFFECTIVE IN DISCUSSIONS, WITH ASSOCIATES: SA. IMPLEMENTS DECISIONS REGARD-LESS OF OWN FEELINGS. X . 39. THOUGHTFUL OF OTHERS. 40. WORKS WELL UNDER PRESSURE. 41 DISPLAYS JUDGEMENT. 42. GIVES GREDIT WHERE CREDIT IS X 43. HAS DRIVE. 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. 47. ABLE TO INFLUENCE OTHERS. 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. 49. DOES NOT REQUIRÉ STRONG AND CONTINUOUS SUPERVISION.

A. SHAT ARE HIS OUTSTANDING STRENGTHS!

BO. A GOCO SUPERVISOR.

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Dependability and ability to accomplish assigned duties with the minimum of supervision and guidance; enthusiasm for his work.

B. THAT ARE HIS OUTSTANDING WEAKNESSEST

None observed

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SECTION V

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| See Section V - A | OFFICE OF PERSONNEL |
| D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION? | APR 3' 1 57 PH '56 |
| | MAIL ROOM |
| E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL? | Mult us |
| As Required by Agency Regulations | |
| F. OTHER COMMENTS (Indicate here general traits, specific report but which have a bearing on effective utilization | |
| SECTI | ION VI |
| Read all descriptions before rating. Place "X" i | n the most appropriate box under subsections A.B;C,&D |
| A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly. | C. DIBECTIONS: Based upon what he has said, his actions, and any other indications, give your epinion of this person's attitude toward the agency. |
| S. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH ME HAS HAD SPECIFIC QUIDANCE, OR TRAINING. HE OFTEN FAILS. TO CARRY OUT RESPONSIBILITIES COMPETENTLY. 3. PERFORMS DUTIES IN A UTIES ACCEPTABLY. OCCA- SIONALLY REVEALS SOME AREA OF WEAKNESS. 4. PLAFFORMS DUTIES IN A TYPICALLY COMPETENT. EFFICTIVE MANNER. 5. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUIPLED BY FEW OTHER PER- SONS KNOWN TO THE RATER. IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA? OTHER AREA? A. PURE OF THE PERFORMANCE OF THE OTHER PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUIPLED BY FEW OTHER PERFORMS HIS DUTIES FOR WORK IN SOME OTHER AREA? OTHER AREA? A. PURE OF THE PERFORMANCE OF THE OTHER PERFORMS HIS DUTIES FOR WORK IN SOME OTHER AREA? A. PURE OF THE PERFORMANCE OF THE OTHER PERFORMANCE OTHER PERFORMAN | 1. MAS AN ANTAGOMISTIC ATTITUDE TOWARD THE AGENCY ., WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY. 2. MAS STRONG MEGATIVE ATTITUDE TOWARD AGENCY IRRED. BY, PESTRICTIONS REGARGS AGENCY AS A TEMPOWARY STOP UNTIL HE ÇAN GET SOMETHING BETTER. 3. TENDS TO MAYE AN UNFAVORABLE ATTITUDE TOWARD THE ACCENCY BOTHERED BY MINON FRUSTRATIONS WILL QUIT IF THESE CONTINUE. 4. MIS ATTITUDE TOWARD THE ACCENCY IS INDIFFERENT MAS "WAIT AND SEE" ATTITUDE WOULD LEAVE IF SOMEGME OFFERED HIM SOMETHING GETTER. 5. TEMOS TO MAYE FAVORABLE ATTITUDE TOWARD AGENCY WARES ALLOWANCES FOR RESTRICTIONS IMPOSED BY MORRING FOR AGENCY THINKS IN TERMS OF A CA- REEM IN THE AGENCY. 6. LEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY BARRING AN UNEXPECTED OUTSIDE OPPOR- TUNITY, BILL PROBABLY ENDEAYOR TO MAKE A CAREED IN THE AGENCY. 7. MAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY. |
| B. DIRECTIONS: Considering others of this person's grade and type of essignment, how would you rate him on potentiality for assumption of grouter responsibilities normally indicated by promotion. 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTOR! PERFORMANCE CAN BE EXPECTED. X. 13 MANING PROGRESS, BUT MICES MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. 3. 13 REACY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED TRAINING IN SOME AREAS. 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE GRADE. 5. 13 ALPEACY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE. 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE-MENT. | D. DIRECTIONS: Consider everything you know about this person is making your rating. Shifl in job duties, conduct on the job, personal characteristics or habits, and epacial defects or talents. 1. DEFINITELY UNSUITABLE - NE SHOULD BE SEPARATED. 2. OF DOUBTFUL SUITABLETY WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW. 3. A BARFLY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW AVERAGE BUT WITH NO WEAK-SESTS SUFFICIENTLY OUTSTANDING TO RIBRARY HIS SEPARATION. 4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME, SUITABLETY AS MOST OF THE PEOPLE I KNOW, IN THE AGENCY. 5. A FINE EMPLOYEE - HAS SOWE OUTSTANDING' STRENGINS. 6. AN UNUSHALLY STRONG PERSON IN TERMS OF THE PEOPLE HOUSEMENTS OF THE AGENCY. 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE AGENCY. |

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| 46. | HIS CRITICION IS CONSTRUCTIVE. | | , | | | | | | | | | | | | <u>=</u> |
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| | FACILITATES SHOOTH OPERATION OF HIS OFFICE. | | -, | | | | l | | | | | | | | X. |
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| | GOOD SUPERVISOR. | | · | | | | | | | | | | | | $\overline{\mathbf{x}}$ |
| | | | | SECT | ION V | | | | | | | | | | |

A. BHAT ARE HIS OUTSTANDING STRENGTHS!

Subject is a superior employee with the highest qualities of londership and professional attainments. Although imaginative and fully capable of innovation, his assigned role is to act as the balance wheel of the Mission Headquarters and to maintain a smooth continuity in management and operations. Forhaps his outstanding strengths are his reliability, his mature judgment, and his particularly marked ability to deal with people at all levels. A team player.

B. BHAT ARE HIS OUTSTANDING BEAKNESSEST

Subject has no cutstanding weaknesses. Although primarily experienced in KUFIRE, he has developed a feel for KUGOWN and KUHOOK. He is capable of assuming the responsibilities of a mission or the equivalent.

| | SECRET OFFICE |
|---|---|
| C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH ON R | |
| | APR 14 11 44 AH 355 |
| D. DO YOU FEEL THAT HE MEQUIRES CLOSE SUPERVISION; | MAIL ROOM |
| E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUALS | |
| On subject's return to Headquarters, Communist Party Organization course. | it is suggested that he take the |
| F. OTHER COMMENTS (Indicate here general traits, specific export but which have a bearing on effective utilization | ic habits or characteristics not sovered elsewhere in the tion of this person; |
| | |
| | TION VI In the west appropriate box under subsections A.B.C.AD |
| A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate his accordingly. | C. DIRECTIONS: Beend upon what he has said, his actions, and any other indications, give your apinion of this person's attitude toward the organization. |
| 1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS ENCOMPETENT, 2. DARREY ADEQUATE IN PERFORMANCE: ALTHOUGH, HE | 1. HAS AN ANTAONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE |
| PAS HAD SPECIFIC GUIDANCE ON TRAINING, HE OFTEN FAILS TO CARRY OUT HESPONSIBILITIES COMPETENTLY. | 2, HAS STRONG MEGATIVE ATTITUDE TOWNS ORGANIZA- TIONINKED BY RESTRICTIONSGEGARDS AGENCY AS A TEMPOHARY STOP UNTIL HE CAN GET SOMETHING BETTER. |
| 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIONALLY REVEALS SOME AREA OF WEAKNESS. 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER. 8. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. | 2. TENOS TO MAVE AN UNFAVGRASLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED SY MINGS FRUSTRA- TIONS. WILL OUT IF THESE CYPTINUE. 4. HIS ATTITUDE TOWARD THE OPGANIZATION IS INDIF- FERRIFMAS "MAI" AND SEE" ATTITUDE. WOULD LEAVE IF SOMEONE OFFERSO MINE SOMETHING DETTER. |
| 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS COULLED BY FEW OTHER PER- SONS KNOWN TO THE RATER. 13 THIS INDIVIOUAL SETTER QUALIFIED FOR WORK IN SOME OTHER AREA? YES, WHAT? | S, TENDS TO HAVE PAYORABLE ATTITUDE TOWARD ORGANI- ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR DECAMIZATION. THINKS IN TERMS OF A CAREER IN THE GEGANIZATION. DEFINITELY HAS FAVORABLE ATTITUDE YOWARD THE. ORGANIZATION. BARRING AN LHEFFECTED OUTSIDE |
| *** · · · · · · · · · · · · · · · · · · | OPPORTUNITY, WILL PROBABLY EQUEAVOR TO MAKE A CAREER IN THE ORGANIZATION TO HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION TO A STANDARK TOWARD THE ORGANIZATION OF THE ORGANIZATION ORGANIZATION OF THE ORGANIZATION |
| | |
| 8. DIRECTIONS: Considering others of this person's grade and type of perignment, how would you rate his on potentiality for assumption of greater responsibili- ties nurselly indicated by promution. | D. DIRECTIONS: Consider everything you know about this person is saking your reting ** ** ** ** ** ** ** ** ** ** ** ** |
| 1. HAS PEACHED THE HICHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. 13 MARING PROGRESS. BUT NEEDS MORE TIME IN PRESENT GADDE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. | 1. DEFINITELY UNSUITABLE - ME SMOULD BE SEPARATED. 2. OF DOUBTFUL SUITABILITY. "SULD NOT HAVE AC- CEPTED HIM IF I HAD ANGES BEAT I KEDD NOW. 3. A BARELY ACCEPTABLE EMPLOYEE, DEFINITELY BELOW |
| 3. 13 READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN BOME AREAS. 4. WILL PROBABLY ADJUST GUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. | OUTSTANDING TO WARRANT HIS SEPARTION. 4. A TYPICAL EMPLOYEE, HE 015-EAYS THE BAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION. |
| S. IS ALMEADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW THO SHOULD BE CONSIDERED FOR SEXANCE ADVANCE-MENT, BY GOLY | 8. A FIRE EMPLOYEE - HAS SOME CUTSTANDING STREATHS. 8. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE GRAMMSATION. 7. EXCELLED BY ONLY A FEW IN SUSTABILITY FOR WORK IN THE ORGANIZATION. |
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FORM NO. 31-33 Dec. 1047 31-33 Replaces Form No. CONFIDENTIAL STATUS AND EFFICIENCY PEPORT se to be used.

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Typewaiten mill be used in possible. say continue to be used. 1. NAME . (PRINTED) LAST FIRST MIDDLE CAF ----** ********* 5:00 20-14 88870 5 Feb 1051 Vincent K111117m 2. DESCRIPTION OF OUTIES SINCE LAST EFFICIENCY REPORT. (LIST WOST PICENT FIRST, DESCRIPE CONCISELY BUT FULLY) Chief, Field Charations Philippines, in charge of all OsO operations in Philippines Chief of . Ation, Marilla herearch Unit, Nation, P.k. WERE COMPLETED DURING PERIOD OF THIS PERSON, LIST TITLE, LOCATION OF SCHOOL, LENGTH OF 11: photography 1 - 6 dm. omgo <u>lario</u>f ing correna COURSE AND DATE COMPLETED. dovices W. PREFERENCE FOR NEXT DUTY AFTER TERMINATION OF CUReres assignment estite in us-so stated None this resort prepared in headquarters. TOTAL BAR ON WORK IN MARKE BY PROPERTIES. S. HAVE THERE BEEN ANY CHANGES IN PERSONAL STATUS SINCE ORIGINAL SUPLEMENT OR LAST REPORT . SMICHEVER IS LATER? THE CHEROLOGY ADDRESSEE NUMBER OF DEPENDENTS IF THE ANSWER TO ANY OF THE ABOVE IS VES. ATTACH A SEPARATE DETAILED IN DUPLICATE HERETO THE CASE OF MARRAIGE. THE REPORT WILL INCLUDE NAMES, ADDRESSES, AND CITIZENSHIP OF SPOUSE, FATHER-IN-LAW, MOTHER-IN-LAW, BADINERS-IN-LAW AND SISTERS IN LAW. STORATURE OF TWPLOTER SECTIONS 7 THROUGH 11 TO BE COMPLETED BY IMMEDIATE SUPERVISOR OCCASION FOR REPORT

NUMBL REASSIGNMENT OF PROPOSED REASSIGNMENT COVERING INITIAL SO DAYS OF EMPLOYMENT COVERING INITIAL SO PERIOD COVERED BY THIS REPORT ANNUAL ° Z Ties PERFORM ALL PRESENT DUTIEST NO IS EMPLOYER BETTER GUALIFIED IF 30. WHAT DUTY OR OUTIES DO YOU CONCUR IN EMPLOYEES DESCRIPTION OF DUTIES UNDER SECTION 25 TEL NO. IF NO. EXPLAIN IN SECTION 11:
HAS EMPLOYEE STRIVEN FOR 745 DO YOU RECOMMEND EMPLOYEE 700 IF SO. TO WHAT SAME AND FOR WHAT POSTYTBRY
PROFESSIONAL IMPROVEMENT? NO FOR PRONOTION? FOR EACH FACTOR OBSERVED CHECK INK APPROPRIATE BOY TO INDICATE MOW THE EMPLOYEE COMPARES WITH ALL OTHERS OF THE SAME CLASSIFICATION WHOSE PROFESSIONAL ABILITIES ARE KNOWN TO YOU PERSONALLY. DO NOT LIMIT THIS COMPARISON TO THE OTHERS NOW UNCER YOUR SUPERVISION. DO NOT HESITATE TO MARK "BOT GREEPYRD" ON ANY QUALITY WHEN APPROPRIATE. RATING PACTORS ISFAC. 9 7 A PL 8000 *9 # Y 01 4 9 A. ABILITY TO BOSK AND GET ALONG WITH PEOPLE x B. INTEREST AND ENTHUSIASM IN WORK χ C SCHERITY CONSCIENTINESS D. ABILITY TO WELSE INSTRUCTIONS E. ATTENTION TO DUTY F. JUDGMENT AND COMMON SENSE G. ABILITY TO COTAIN RESULTS AND GET THINGS DONE × H. DISCRETION X 1. INITIATIVE Х J. ABILITY TO HANDLE AND DIRECT PEOPER. У. K. PERFORMANCE OF PRESENT BUTIES (ITEM 2) y. L. ABILITY TO EVALUATE INTELLIGENCE INFORMATION M. TAGT x H. BAGACITY ENGREGULLIBILITY! O. LEADERSHIP P. PHYSICAL STAMIN × Q. MENTAL STATING 10. INDICATE YOUR ATTITUDE TOWARD HAVING THIS EMPLOYCE UNDER YOUR COMMAND OR SUPERVISION, TOUR YOU DEFINITELY PREFER NOT PE SATISFIED BY PLEASED IT PARTICULARLY X NOT HANT HIM! TO HAVE HIM! TO HAVE HIM! SESSIRE HIM! ENTER HERE AND DESIRED REMARKS PERTAINING TO PARTICULAR QUALIFICATIONS OR LACK THERIOF WHICH ARE CONSIDERED PRETIMENT TO THE EVALUATION OF THIS EMPLOYEE, OUTSTANDING ASSITS AND/OR SERIOUS LIMITATIONS SHOULD BE STATED ALSO REASONS FOR AND RECOMMENDATIONS AS TO REASSIGNMENT WILL BE SIVEN IF APPROPRIATE TO THIS PEPORT. T

LIF ADDITIONAL SPACE IS MEDITO ATACA ESTEN SHILLY SEE STATE SHILLY SHIL

INSTRUCTIONS

GENERAL

- I, A STATUS AND SEPPICIENCY REPORT COVERING FACH CIVILIAN EMPLOYEE IN THE FIELD WILL BE RENDERED BY DUCH EM-PLOYEE AND HIS OR HER IMMEDIATE SUPERVISOR ON 1 JUNE OF EACH YEAR ON THIS FORM. FACH EMPLOYEE WILL RESCUTE ITEMS 1 TO 8 INCLUSIVE, OF THE FORM AND DELIKER SAME TO HIS REPORTING OFFICER FOR COMPLETION OF THE EFFICIENCY BATTER AND FORMARD-ING TO MASHINGTON HEADQUARTERS NOT LESS THAN TO DAYS AFTER CLOSE OF REPORTING PERIOD.
 - A, THE REPORTING OFFICER IS DEFINED AS THE EMPLOYEE'S IMMIDIATE SUPERVISOR, IN OTHER BORDS THE PERSON THO
 IS PRESUMBLY BEST ACQUAINTED BITH THE LAFLOTEE'S BORRING EFFICIENCY, HORBYTS, OFFICIANG UPON CIRCUMSTRUCES, THE CHIEF OF STATION MAY NOT WISH TO ENTROUS THE IMMEDIATE SUPERVISOR BITH THIS RESPONSIBILE
 ITY, IN ANY CASE, THE CHIEF OF STATION BILL CHANGE ON MODIFY THE BRIDG OF THE REPORTING OFFICER THEN
 SUCH CHANGES ON MODIFICATIONS APE CALLED FOR. THE CHIEF OF STATION IS ULTIMATELY REPORTISELY FOR THE
 FECUALCY OF PASTOS AND "TATEMATERS BYFOR ON THE STATUS AND LEFFICIENCY REPORTS HOWEVER, ESP
 PECIALLY IN A SMALL UNIT, THE CHIEF OF STATION MAY TISH TO FILL OUT ALL THE REPORTS HIMSELF.
- 2. IN ADDITION TO THE ANNUAL REPORT, THE POLLOWING SPECIAL REPORTS, UTILIZING THE SAME FORM, BILL BE RINDER-
 - A, UPON COMPLETION OF FIRST MINETY (90) DAYS OF SERVICE AT A STATION.
 - B. UPON RELIEF OR REASSIGNMENT OF REPORTING SENIOR.
 - C. UPON DETERMINATION OR RECOMMENDATION THAT AN EMPLOYEE IN A FIELD STATION SHOULD BE REASSIGNED TO ANOTHER STATION OR RETURNED TO U.S. FOR REASSIGNMENT OR OTHER DISPOSITION. SUCH REPORT BILL BE FORMADDED
 SO AS TO REACH THE BASHINGTON MEADQUARTERS AT THE EMPLIEST POSSIBLE DATE AFTER SUCH REASSIGNMENT DETERMINATION IS MADE. IF POSSIBLE, THE REPORT SHOULD BE STAT IN AT LEAST THREE WORTHS PRICE TO PROPOSED REASSIGNMENT IN OBJECT THAT ALL TIME POSSIBLE MAY BE DEVOTED TO APPRAISAL AND EVALUATION. IF CONSIDERATION
 OF REASSIGNMENT IS BEING GIVEN BITHOUT EMPLOYEE'S KNOWLEDGE. ITEMS TO 6 WILL DE FILLED IN AS FAR AS
 POSSIBLE BY THE RATING OFFICER BITHOUT REFERRAL TO EMPLOYEE.
- 3. IN FAIRNESS TO THE INDIVIDUAL BEING RATED AND IN THE INTEREST OF THE GOVERNMENT, THE IMPORTANCE OF CAREFUL-LY POPPRIES AND ACCURATE EFFICIENCY REPORTS CANNOT DE OVERSTRESSED. THE FOLLOWING BASIC PRINCIPLES OF RATING SHOULD ALWAYS BE REFT IN MIND!
 - A. ALBAYS BASE YOUR JUDGMENT ON:
 - 11) THAT YOU HAVE OBSERVED THE INDIVIOUAL DO OR FAIL TO DO.
 - (2) TYPICAL PERFORMANCE, NOT ON AN ISOLATED STRIKING INCIDENT.
 - (3) TRAMPLES RELEVANT TO THE CHARACTERISTIC UNDER CONSIDERATION.
 - THE EFFICIENCY REPORT IS TO BE USED TO RATE ALL CIVILIAN EMPLOYEES. BUT REPORTING OFFICERS SHOULD BEAR IN MIND THAT DIFFERENT STANDARDS PREVAIL IN DIFFERENT ASSIGNMENTS WHEREAS IT IS MECESTARY. FOR EXAMPLE, THAT AN INTELLIGENCE OFFICER POSSESS INVESTATIVE. THE SAME TRAIT IS NOT ALWAYS DESTRABLE. FXCEPT IN A MINOR "BAY. FOR A Y-PIST, THE GRIVAGE AND EVALUATIONS SHOULD BE IN REFERENCE TO THE JOB THE ACTUAL BORN ASSIGNMENT BOR WHICH THE PARTICULAR EMPLOYEE IS BEING PAID. EVERY EFFORT SHOULD BE MADE, TO APRIVE AT A JUST ESTIMATE OF THE OULLITIES OF THE PERSON REPORTED ON FOR THE PERSON COVERSO BY THE REPORT. AND EXAGGRAPTIONS AND SUPERLATIVES. THEY ORTRACT FROM THE VALUE OF A REPORT AND ARE UNFAIR TO GIVERS.
 - BY BEASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORNE IN MIND THAT THE PREPARATION OF EFFICIENCY REPORTS IS AN IMPORTANT FUNCTION OF ALL SUPERVISORS OF EMPLOYEES, AND THE ACCURATE AND TRUE EVALUATIONS EXPRESSED. THEREIN ARE A DIRECT REFLECTION UPON HIS OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.
 - . C. NO REPORTS WILL BE RENCIRED COVERING PERIODS OF LESS THAN 60 DAYS OBSERVED SERVICE.
- 4. REPORTS WILL NORMALLY BE CLASSIFIED CONFIDENTIALS, MONEYER, THE CLASSIFICATION MAY DE RAISED IF DEEMED AD-
 - S. REPOSTS WILL HEVER BE SHOWN TO THE EMPLOYEE REPORTED ON.

DISTOSITION OF OFFICEIS

- 5. REPORTS WILL BE FORWARDED TO THE APPROPRIATE BRANCH CHIEF IN MASHINGTON NEW CHARLESS WITHIN THE CIOSE OF THE REPORTING PERIOD.
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- 3. IF THE REPORTING OFFICER IS NOT THE CHIEF OF STATION, THE REPORT WILL BE REFERRED TO THE NEXT IN COM-MAND FOR REVIEW AND FINALLY TO THE CHIEF OF STATION FOR FORWARDING TO WASHINGTON HEREXLARTERS.
- 4. UPON RECEIPT OF REPORT IN MASHINGTON HEADQUARTERS, THEY BILL BE REVIEWED BY THE DRANCH CHIEFS PROMPT-LY AND THEN REFERRED TO THE ASSISTANT EXECUTIVE FOR PERSONNEL FOR RETENSION IN THE PERSONNEL FILE OF THE EMPLOY-EE -

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REPORT OF EFFICIENCY RATING

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Standard Form 68
August 1946
U. S. CIVIL SERVICE COMMISSION

14-00000

NOTICE OF OFFICIAL **EFFICIENCY RATING**

REGULAR (X) SPI PROBATIONAL (

As of 3 October 1949 hased on performance during period from 3 April 149 to 3 October 149 Quarations Officer (Intelligence Officer) BROR, William V. OSO, COPS, FDE, SEA, Division 4 Efficiency rating: "EXCELLENTS Chief. Employees Division 4 January 1950 (11th)

Interpretation of Efficiency Rating

Your efficiency rating is an official record of the way you are doing the work of your job.

Keellent (16) means that performance in every important phase of the work was noticearding and there was no weakness in performance in any respect.

Yer (1001) (VC) means that performance in at least half of the important phases of the work was unistanding and there was no weakness in performance in any respect.

I though (15) means that performance met requirements from an over-sall point of view.

Fair (V) income that performance did not quite measure up to requirements from an over-sall relation of view.

Unsatisfactory (10) means that performance in a majority of important phases of the work did not meet job requirements.

Inspection

You are entitled to inspect your efficiency rating sheet (Standard Form \$1), or a copy of it, upon request to your supervisor or personnel officer. You are place entitled to inspect the final ratings (not the rating forms) of all employees in your office or station.

Significance of Efficiency Ratings

An efficiency rating of "filed," Very Cock," or "Excellent" is necessary in order to receive a periodic within-straid salary advancement, an efficiency rating of "Fair" routiness a consistent salary reduction if an emphase's ray rate is above the middle rate for his grade (the fourth step in six-rate straids). An efficiency rating of "thentialactory" comirm that the employee is dismissed or resourced to other work in which he could be reasonably expected to reader as factor in determining the order in which employees are affected by reduction in forces.

Appeals

If sea believe your rating is wrong, you should first discurn it with your supervisor or personnel officer. You leve the risht, if your position is suited to the Classification Act, it surved your ratine within certain time limits to a board of review established for your agency. Appeals or requests for additional information concerning appeals should enderwood to the Chairman, liourd of Roylew care of Civil Service Contains, and Assignment of the Chairman in concerning appeals should be addressed to the Chairman, liourd of Roylew care of Civil Service Contains, and we have been addressed to the Chairman.

REPORT OF EFFICIENCY RATING

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| BROE, Willis | - | tions Off | icer (Int | elligence | Officer) G |
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Standard Form No. 51
August 1946
U. S. CIVIL BERVICE COMMISSION

Form approved, Budget Bureau No. 80-R012.3.

| | REPOR' | T OF A | iinintrative | -UNOFFICIAL () |
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| • | EFFICIENCY | | KGULAR (X | NPECIAL () |
| As of 3/31/49 | based on performance of | luring period from12/ | 22/48 | to 3/31/49 |
| William V. Bro | e Intellig | ence Officer P-6 | | *************************************** |
| OSO, COPS F | ዝ Z | | , | |
| | (Organization—Indicate bureau, | division, section, unit, field statio | a) | |
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Blandard Form No. B Kit as Th U. 6. CIVIL BERVICE COMMISSION

(Sp. 48)

14-00000

Form approved Bulget Bureau No. 59-R010.2.

REPORT OF CAPTURATIVE OF THE PROBATE P

AININTRATITE-UNOPPICIAL

(IN PICIAL)

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| | EFFICIENCY | | NG. NINGULAR | () BPECIAL () PROBATIONAL () |
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| As of 12/21/13 | based on performance durin | | m6/12/48 | vs12/21/48 |
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CONFIDENTIAL

TRAINING EVALUATION

- The official to whom this report is entrusted is personally responsible for it. Although he may, within his discretion, show it to other members of his staff, the report should enver be shown to the student whom it concerns.
- In order to arrive at an unprojudiced and independent evaluation, this report was prevailed without any knowledge of Appraisal results.
- 3. This report tumberizes the important facts and the relevant observations which have been discovered about the student by the various intructors during the student's course of training. The more complete data on the student are available in the files of the Training Branch, and may be examined by rentacting the Chief of the Staff Training Division.

| STUDENT'S NAME _ | William V. BROE | BRANCHFBZ/SEA |
|------------------|---------------------|---------------------------------|
| | AITC XII | |
| TRAINING PERIOD | 13 Sept 22 Oct 1948 | DATE OF REPORT 18 November 1948 |

NOTE: The facts, observations, and opinions reported in this evaluation are derived from and restricted to the eight weeks during which the employee was a student in the Staff Training Courses. Mr. Broe was absent from two of the four weeks of the Basic Intelligence Training Course. He was ill during part of the six weeks of the Advanced Intelligence Training Course. The present evaluation is made at the end of the Advanced Course and supersedes the tentative evaluation given for the Basic Course.

PROJECTED JOB ASSIGNMENT: Intelligence officer, Operations, Philipine Desk at Washington, D. C.

Mr. Broe received the following ratings during the Advenced Intelligence Training Course:

Interviewing and Interrogation

Batiafectory

Operations:

 Comprehension of Busic Principles of Operations

Excellent

 Ability to Analyse and Use Operational Data

Excellent

a. Operational Planning Ability

Excellent.

b. Attention to Detail

Superior

5. Ability to Analyse and to Handle Personalities and Situations

Excellent

a. Handling of Personal and Operational Security

Excollent

b. Ability to Establish and Haintain Control Over Others

Satisfactory

FORM NO. 51-16

CONFIDENTIAL

(1875)

Countorespionage Problems:

1. Processing

2. Planning

Satisfactory Satisfactory

Technical Intelligence:

 Approciation of TI Fundamentals and Objectives

2. Handling of TI Problem

Satisfactory Excellent

Mr. Bros missed the second and third weeks of the Basic Intelligence Training Course, and during the Advanced Course, illness prevented him from doing the problems in reports writing. For that reason, no rating for reports writing is given for the Advanced Intelligence Training Course.

We strongly recommend that Mr. Eroc spond at least four weeks on reports work under supervision of his Branch reports officers before assuming his deak responsibilities.

FOR THE CHIEF, TRS:

Ву

USN

W. L. T.

co: COPS CPD

CONFIDENTIAL

TRAINING EVALUATION

- The official to whom this report is entrusted is personally responsible for it. Although to may, pithin his discretion, show it to other members of his staff, the report should never be shown to the student whom it concerns.
- In order to arrive at an unprejudiced and inde-pendent evaluation, this report was prepared without any knowledge of Appraisal results.
- 3. This report commarises the important facts and This report summarizes the important facts and the relevant observations which have been discovered about the student by the various instructors during the student's course of training. The more complete data on the student are available in the files of the Training Branch, and may be examined by contacting the Chief of the Staff Training division.

STUDENT'S NAME WILLIAM V. BROR FBZ/SRA BRANCH _

TRAINING PERIOD 2-13 August 1948 DATE OF REPORT 2 September 1948

Hr. Bros was forced to miss the second and third weeks of the Basic Intelligence Training Course, hence this evaluation is incomplete.

PROJECTED JOB ASSIGNMENT: Intelligence Officer, Operations, Philippines and Australian dosk in Washington.

Mr. Broe received the following ratings during the Basic Intelligence Training Course:

Written Examinations - Communism

Satisfactory +

Report on Area Communism

Excellent

Problems:

Observation and Description

Satisfactory

Interviewing

Excellent +

Basic Information Reporting Test

Medioore +

It is suggested by Mr. Broo's reports instructor that he complete the Basic Course problems in reporting before attempting those of the Advanced Course. Mr. Broe is recommended for enrollment in the Advanced Intelligence Training Course.

FOR THE CHIEF, TRS:

W. L. T.

COPS ea: CFD

FORM NO 51-15

COMPROSITIAL

CO TOPENTIAL

2 August 1948

TO . : Chief, FBZ/SEA

FRUM : Chief Instructor, Administrative Training, TR3

SUBJECT: Rating of William PROE - 13-23 July 1948

1. Mr. William Broo attended Administrative Course #15 in accordance with your request. The following are the Chief Instructor's ratings of this trained in particular subjects:

Field Supely Procedures - Mediocre
Accounting Procedures - Satisfactory

- 2. Mr. Broe passed the written examination on the CIA Security Regulations.
- 3. Since Mr. Bros has a Washington assignment, no tutorial administrative training has been arranged for him by this office

FOR THE CHIEF, TREE

STITLE OF STREET

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| REPORT OF HONON AND MERIT AWAI | | | 3-319-2 | 5 June 1973 |
| The Honor and Merit Awards Board having co | nsider | ed a r | | |
| OS6735 BROE, William V. | | T | 1913 | M Staff |
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| Mr. William V. Broe is her | oby a | warde | d the Dist | inguished |
| Intelligence Medal in recognition to the Central Intelligence Age | on or | nis | ra than 25 | VASTE. |
| Serving in senior positions bot | h in | Heada | uarters an | d abroad. |
| Mr. Broe has earned the respect | of h | is co | lleagues f | or his |
| skill, judgment, and strong lea | dorsh | io in | respondin | g to |
| numerous crises. In addition. | he ha | s bee: | n a valuab | lo advisor |
| and consultant to top policy ma | kers | of th | e United S | tates |
| Government as well as to severa | l for | oign | leaders. | Culminating |
| his career as Inspector General | , he | has d | emonstrate | a wise |
| and enlightened approach to the | huma | n asp | ects of Age | ency arrairs. |
| Mr. Broe has made singular and | 18511 | ng co | ntripution: | to the |
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| DIRECTOR OF CENTRAL INTELLIGANCE | SIGNATUS | £ | | |
| 14 JUN 1973 | | | Signed Ori | ginal |
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Award for Achievement, Service, as Performance: State character of sorvice during period for which recommended. (Gire complete description of administrative, technical, or professional duties and responsibilities if not covered in Sertion C, include dates of assignment and relief.) What did the individual of that ments the award? Why was this putstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or write. What obstacles were encountered or overcome? Indicate envits of achievement, service, or performance. Include reference to filters Reports, Letters of Commendation, or other documentation already on file which exports this recommendation. Enclose unclassified citation.

See Attachment

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| William E. Colby | Deputy Director for Operations | 1 6 MAY 1973 |
| SECTION E RECORDENDATION FORWARDS | D THROUGH OFFICIALS CONCERNED FOR THEIR INFORMA | TION |
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Recommendation for Honor or Merit Award William V. Broc, Distinguished Intelligence Medal

14-00000

After an active and successful career as a Special Agent in the FBI, Mr. Broc entered the Agency in June 1948 and was assigned as the Southeast Asia Branch Chief in the Far East Division. His ability to make decisions, work effectively with both supervisors and subordinates, plus his dependability, initiative and attention to the broader aspects of his work were soon noted and have continued to characterize his long and productive career in the CIA.

In recognition of his long range potential, Mr. Broe was assigned to Manila in 1951 as the Chief of Station. In 1953 he was transferred to the important post of Deputy Chief of the China Mission in Japan. Here his leadership qualities were fully demonstrated. His skill in directing an imaginative, aggressive, operational program, while at the same time tempering his actions with Bature judgment and smooth management talent, marked him as an officer who could assume even greater responsibilities. At this time his outstanding strength of dealing with people became clearly evident. Mr. Broe was assigned to the Chief of the China Branch in \$5 Headquarters in 1955. He successfully managed the large, complex branch with a high degree of skill. His enthusiass for his work was an example for his subordinates.

His superior performance of duty was recognized with his being mamed the Deputy Chief of the FS Division in 1958. The late Desmond FitzGerald in evaluating Mr. Broe's performance of duty in this position, made the following comments which subsequent supervisors continued to agree with:

"Mr. Broe is an unusually strong supervisor. His flair for warm but impartial relationships with subordinates has enabled him to develop a first hand understanding of the capabilities, shortcomings and problems of a very large proportion of all FE Division personnel. His direction does not lack firmness but is expressed in such a way that feelings are considered and best results are achieved."

Mr. Broe then was assigned in successive and successful tours of duty as Chief of Station, Tokyo, Chief of the Western Hemisphere Division and finally as the Inspector General of CIA.

In those diverse assignments, Mr. Broe proved to be a valuable advisor and consultant to top policy makers of the United States Government as well as colleague of foreign governments, including Japanese, British and important Latin American government leaders. His handling of one crisis situation after another whether it was in the Far East, Latin America or in Washington, won Mr. Broe the fullest respect for his wise judgment and effective solutions which resulted for the overall benefit of the US Government. During this time, Mr. Broe continued to display his superior understanding of human relations for those working for him, resulting in a high morale for those associated with him and his missions.

In January 1972, Mr. Broe was promoted to the position of Inspector General, a post which recognized and made the fullest use of his wise and enlightened knowledge of the human side of this organization's affairs.

Based on his 26 years of a professional life which has rade singular contributions to the national security and on his unique leadership, it is only sitting that upon his retirement Mr. Broe be recognized with the award of the Distinguished Intelligence Medal.

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QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

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SECRET SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGH TRAVEL NOWLEDGE ACQUIRED BY CHECK (X TYPE OF SPECIALIZED KNOWLEDGE DATE & PLACE NAME OF REGION TATES OF TRAVE OR COUNTRY PE # 11 . 2 45 111 7 TYPING AND STENOGRAPHIC SKILLS SECTION VI 1. TYPING (PPM) 2. SHORTHAND (PPM) 3. INDICATE SHORTHAND SYSTEM USED . CHECK (X) APPROPRIATE T SPEECHBITING STENOTYPE SPECIAL QUALIFICATIONS SECTION VII PROVIDE INFORMATION ON MOBBLES, SPORTS, LICENSES. PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED SECTION VIII HILITARY SERVICE CURRENT DRAFT STATUS I. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? T YES □ NO 3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS A. IF DEFERRED. GIVE REASON MILITARY RESERVE, HATIONAL GUARD STATUS MARINE CORPS MATIONAL GUARD AIR NATIONAL GUARD NAVY AIR FORCE T CURRENT BANK, GRADE OF RATE 2. DATE OF APPOINTMENT IN CURRENT BANK 3. EXPIRATION DATE OF CURRENT OBLIGATION STANDBY (inactive) 4. CHECK CURRENT RESERVE CATEGORY TEACH RESERVE STANDOY (MINT) FETIRED DISCHARGED 5. MILITARY MOBILIZATION ASSIGNMENT 6. PESERVE UNIT TO WHICH ASSIGNED OR ATTACHED HILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or an Civilian) STUDY OR SPECIALIZATION | DATE COMPLETED NAME AND ADDRESS OF SCHOOL PESTORNE PROFE THEWAL SOCIETIES AND OTHER UND LATIONS SECTION IX DALL OF MUNBERSHIP Angaess (Number, Street, City, State, Country) NAME AND CHAPTER REHARKS SECTION X No change from "Qualification's Supplement to Personal History Statement" submitted in December 1968 except as outlined in Section IV and Agency Overseas Scrvice. SIGNATURE OF EMPLOYEE DATE William V. Broe 24 November 1970

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William V. Broe -- Addendum - SECTION III; Agency Overseas Service

| Panama | TDY | 67/05/15 | 67/05/18 |
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| London | TDY | 67/11/27 | 67/12/01 |
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| Mexico | TDY | 69/12/10 | 69/12/14 |
| Panama | TDY | 70/02/09 | 70/02/12 |

FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

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14-00000

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

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

| 2 | FILL IN THE IDEN | ITIFYING INFORM | AATION BELOW | (please print or type): | | | |
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| 2 | MARK AN "X" IN ONE O | F THE BOXES BELOW (do NOT mark more than one): |
| J | Mark here if you WANT BOTH optional and regular insurance IA | ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance. |
| | Mark here if you DO NOT WANT OPTIONAL but do want regular insurance | DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional incurance until at least I your after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of incurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance. |
| | Mark here if you WANT NEITHER regular nor optional insurance (C) | WAIVER OF LIFE INSURANCE COVERAGE If device not to be insuring and two one coverage under the Loderal Englishers Cooperate Insurance, in John Tunder that that it could be insured this view of all the coesing insurance until at least 1 year after the elective date of this ways and tunks with the healt apply for insurance I am under age 50 and present subsfactory medical exception surability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance. |

| 4 | SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE. | FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp) |
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37ARDARD FORM No. 176-7 186(148) 1-68 (For use only enth April 14, 1964) 175-124

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19 MAY 1005

MEMORANDUM FOR: Mr. William Broe

Chief, Western Hemisphere Division/DDP

SUBJECT : WI Participation in the Counterintelligence

Operations Course No. 51, 4 - 22 Arril 1966

1. This is to note the excellent support provided the Operations School in its presentation of the Counterintelligence Operations Course No. 57 in April by Mr. Thomas Folgar and Mr. Joseph Vidal of your Division. Their presentations were of a highly professional calibre and were a major contribution to the success of the coarse.

2. We trust that we may again call upon your support for the 58th presentation of Counterintelligence Operations in June.

Francisco Mathematica

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Ltr. 6499th Support Group (CR), 11 June 1965, Letter of Commendation

2d Ind (AFNIN)

1 3 JUL 1965

Headquarters USAF, Washington, D. C. 20330

TO: Central Intelligence Agency
Headquarters Building
2430 E Street
Washington, D. C.

- 1. The attached Letter of Commendation regarding Mr. William V. Broe is forwarded with pleasure.
- 2. It is always gratifying to note examples of outstanding cooperation and professionalism so necessary to our national interests.
- 3. I wish to add my expression of appreciation to Mr. Broe and your organization for this exemplary support.

JACK E. THOMAS Major General, USAF Assistant Chief of Staff, Intelligence

lst Ind.

23 JUL 1965

TO: Chief, FE

The Director has noted these letters of commendation and has asked that his own appreciation for a fine performance be expressed to Mr. Broe.

L. K. White

Executive Director-Comptroller

HEADQUARTERS 6499TH SUPPORT GROUP (PACAF) UNITED STATES AIR FORCE APO SAN FRANCISCO 96594

1 1 JUN 1965

REPLY TO ATTN OF: CR

subject: Letter of Commendation

TO: CINCPACAF (DI)
HQ USAF (AFNIN)
Central Intelligence Agency
(Director of)
IN TURN

- 1. I wish to commend and make a matter of record the outstanding support and guidance rendered to this organization by Mr. William V. Broe, Special Assistant to the Ambassador, Tokyo, Japan, from the period of July 1963 to date.
- 2. Mr. Broe's efforts in support of this organization were exemplary. He gave freely of himself and of the resources at his disposal. In those instances where we were contemplating a new approach to obtaining aerospace data of priority national interest Mr. Broe provided for briefings by his specialists in the denied areas under consideration. His every approach was intended to intelligently present the information available concerning the difficulties to be encountered and rewards to be expected. He always left the United States Air Force personnel concerned secure in the knowledge that he fully supported any promising attempt to acquire data of national interest and that he did all in his power to expedite the acquisition of these data. This resulted in a most favorable operating milieu.
- 3. In all of our dealings with Mr. Broe, we found him to be friendly, highly objective, unswerving in his demands for professionalism, and a person of honor and integrity. We liked, trusted and respected him. Mr. Broe's demonstrated professionalism and ability to advise, stimulate and coordinate the efforts of the many diverse elements engaged in collection of information reflected favorably upon him and the Intelligence Community of the United States.

WALTER C. VITUNAC

Colonel, USAF Commander Ltr, 6499th Support Group (CR), 11 Jun 65, Letter of Commendation

1st Ind (DI)

1 JUL 196!

Headquarters PACAF, APO San Francisco 96553

TO: Headquarters USAF (AFNIN)

Central Intelligence Agency (Director of)
IN TURN

The assistance and cooperation given by Mr. William V. Broe have been noteworthy. His professional guidance and constant support have been distinct assets to the 6499th Support Group and its activities. It is a pleasure to add my appreciation for the invaluable contributions made by Mr. Broe.

DONALD C. SHULTIS

Colonel, USAF

Director of Intelligence

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FORM INC.

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Supplement to Staff Employee Personnel

Action for Integration of William V. Brose

Effective 27 April 1961

The purpose of this memorandum is to call your attention to existing policies which are particularly material to you while you are integrated and to set forth certain rights and obligations which are incident to your status as an appointed employee. It is hereby agreed and understood that:

- 1. As an employee of this organization, at the present grade and salary of OS-16 \$15.515 per annum, you will accept cover employment with another instrumentality of the Covernment (hereinafter referred to as "your cover facility") effective as of 27 April 1961.

 You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected at FSR-2 and salary of \$15.755 per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.
- It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of twenty four months from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or 1f you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Covernment expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty, you will be required to reimburse the Covernment for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

Form 1535 Obsolete Previous 9-60 Edition

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- 3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.
- 4. Salary and (except as provided in paragraph three (3) above) allowances paid by your cover facility shall be retained by you to the extent that they are less than or equal to the salary and allowance payments due on the basis of your grade level with this organization. If such cover payments are less than the amount due, the difference will be credited to your payroll account with this organization. If such cover payments exceed the amount due, the overage will be remitted to this organization at designated intervals, presently Computations hereunder will be made on the basis of the aggregate gross due and received provided, however, that in computing remittances for overage Federal and, if applicable, District of Columbia income taxes withheld by your cover facility against the overage may be deducted. To assure timely accuracy in your payroll account with this organization you are expected to immediately report cover facility payroll changes.
- 5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and employees of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.
 - a. Upon integration into your cover facility, you will continue to be covered by the provisions of the Civil Service Retirement Act, as amended, and at your personal expense you will be subject to payroll deductions for retirement purposes (now six and one-half per cent) on the basis of your cover salary or your salary from this organization, whichever is the greater.
 - b. If you receive tamble income from both your cover facility and this organization, necessary adjustments for Federal, and if applicable, District of Columbia income tax purposes will be made in conformance with instructions received from this organization.
 - c. Consistent with your cover activity, you will continue to be responsible for compliance with the rules and regulations of this organization.
 - d. You are not assured upon the completion of your period of duty with your cover facility of any status with your cover based on your services performed with that organization at the request of this organization.

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- A portion of your which has accrued to your credit at the time of your integration shall be transferred to your cover facility. The remainder of your leave will be held by this organization in escrow pending the completion of your integration. If the sum of your accumulated annual leave with your cover facility and this organization exceeds the maximum accumulation entitlement afforded you under the regulations of this organization, the excess will be forfeited. If possible, such for-feiture will be accomplished by reducing the leave credit in your escrow account with this organization. While integrated, you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon completion of your integration, your accrued annual and sick leave will be transferred to your credit with this organization. If security conditions require that your cover facility make a lumpsum payment for accrued annual leave, you will be required to pay the gross amount thereof to this organization including income taxes withheld by your cover facility.
- 6. You will be required to keep forever secret this agreement and all other information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the Espionage laws, dated 25 June 1948, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligation of any security cath you may be required to take.

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Receipt of Cliffs from Foreign Official

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Memo for D/Pers from C/FE, dtd. 28 Oct. 59 (DD/P 1-9032), some subject

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Mr. Bobert A. Amory

VMr. Hillies V. Bros

Mr. Horman Borton

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Mr. Edward B. Kora

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Gordon M. Stevert Director of Fersonal

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Mr. William E. Broe

MEMORANDUM FOR:

Appreciation of Participation in the Personnel Officer Training Course .

1. I wish to express my appreciation for your participation in the recent running of the Personnel Officer Training Course. We believe the course was successful in achieving the objectives set

2. The major factor in the success of our course was the contribution of many like yourself who willingly undertook the preparation and presentation of their lectures. We think the opportunity to hear these represented a most valuable experience for the students.

3. It is my hope that we may continue to call upon you in connection with subsequent presentations of the course.

GORDON M. STEMART

Director of Personnel

13 OCT 1958

Chief, For Best Division

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MEMORANDUM FOR: Director of Personnel

VIAS

Director of Security Attn: Chief, Polley Staff

SEDJECT:

Cifts to Agency Personnel

REFERENCE:

Field Regulation 20-644

The following Agency personnel received gifts as noted from three Cabinet Research Chamber visitors during their recent visit to Washington:

| | Approx. value |
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| Box of nori | \$2.00 .75 |
| Villiam V. Bros | |
| 1 woodblook print | 1.50 |
| Robert P. Wheeler | • |
| Box of nori | 2.00 |
| William W. Center | |
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Cignod Robert P. Wheeler DESMOND FITZGERALD Chief, Far East Division

CONFIDENTIAL

Office Memorandum information states government

TO : PDC

DATE: 23 June 1953

FROM : Chief, FE

SUBJECT:

BROE, William V.

Letter of Commendation

1. Forwarded herewith are copies of the following letters which are to be included in the personnel file of Mr. William V. Broe:

Letter of transmittal to Mr. Allen Dulles from Colonel A. O. Cabriel

Letter to Mr. Broe from Prosident Elpidio Quirino

Letter to Colonel Cabriel from Lucas V. Madamta, Assistant Executive Secretary

2. The originals of these letters have been retained in FE/3/FI.

Goorge E. Aur Chief, FE

Originator: Roberta J. Neyer

SECURITY INFORMATION

Er. Alien H. Dulles Director, Control libelificaço Agency, inclinaçon L. C.

8 1 F :

I have the honor to transmit horowith a latter of his ascellency, Elpidio (pdrino, President of the republic of the Philippines in appreciation of the services of it. Eilliam Vincent Broa, who has been sorking with the Entional Intelligence Coordinating Agency, in an advisory capacity since April 1951 and whose tour of duty is eading very shortly.

Yorv respectfully,

A. G. GABRIEL Colonel, G.J. AFP Copyrightor, Religional Intelligence Dear Colonel Gabriels

In connection with your letter of February 27, 1953, I am sending you herewith a letter of approciation, addressed to the William Vincent Bree, Civil Affairs Attache of the Embassy of the United States.

Sincerely yours,

LUCAS V. BADAMBA Assistant Executive Secretary

IR 'ang

Enol.

Col. A. G. Gabriel
Geordinator, National Intelligence
Coordinating Agency
H a n i 1 a

MALACARAN PALACE

March 24, 1953

Hy dear Mr. Broes

Your forthcoming departure on account of the termination of your present tour of duty in this country has come to my attention. Permit me, in this connection, to express to you my sincere appreciation for the unselfish cooperation and valuable assistance which you have given the National Intelligence Coordinating Agency. Your untiring efforts have centributed much towards maintaining harmsmisus relations between your country and mine.

With warmest personal regards to you and Mrs. Bros. I am

Sinceroly,

· ELPIDIC QUIRINO President of the Philippines

William Vincent Bros, Faculre Civil Affairs Attaché Embassy of the United States E a n 1 l a

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ACREAGEST

ACREPAENT made this 20th day of February 1951 effective the 21st day of February , 1951, by and between the United States of America (hereinafter referred to se the Covernment), as runresented by the Central Intelligence Agency, and William Vincent Brose (hereinafter referred to as the Employee).

RECITALS

- B. The Employee desires as an employee of the Government to serve CIA abroad under the supervision and control of the Assistant Director for Special Operations, CIA, (ADSO) and is willing to accept a designation in the Foreign Service Staff Coros with the obligations thereof.

In consideration of the premises, the mutual covenants and promises herein contained, and for other good and valuable considerations, the parties hereic agree as follows:

- ARTICLE I. Relationship of Nucleons to the Department of State. The Employee, in so far no possible, chall abide by all the rules, regulations, and customs of the Foreign Service of the United States which affect personnel of the Foreign Service Staff Corps in order to appear as a normal member of the Foreign Service ostablishment.
- 1. The Employee shall rigidly comply with the provisions of Title X, Part A of the Foreign Service Act of 1946, prohibiting officers and employees of the Foreign Service from:
 - (c) Wearing uniforms;
 - (b) Accepting presents from foreign governments;
 - (c) Engaging in business abroad;
 - (d) Correspondence on affairs of foreign governments;
 - (e) Political, racial, rolligious, or color discrimination.
- 2. The Chief of the Foreign Service establishment and certain other key members of his staff will know about the Employee's status and relationship under the terms of the TOP SECRET agreement between the Department of State and CIA. Other versennel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Hevertheless, the Employee shall not divulge his relationship to CIA except with the expressed approval of the ADSO. While corving abroad, he shall for normal administration be under the central of the Chief of the Foreign Service establishment to which he is etteched, but for operations, including travel as specified below, he shall be under the central of CIA.

SECRET

- 3. The travel of the Employee shall be governed as follows:
- (a) For temporary duty outside the continental limits of the United States within or beyond the Eurologue's ctivulated area, he shall perform CLA operational travel as directed by the ADSO or his designed with the consent of the Chiefe of the Foreign Service establishment involved. TD travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.
- (b) For any tizvol to the United States, either temmorary duty or permanent change of station, the Employee shall travel only at the direction of the ADSO after clearance has been arranged through the State Department in Washington.
- (c) All travel will be directed and performed in accordance with Foreign Service rules and regulations.
- 4. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other partial information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract.
- 5. All payments to be made under this contract, including reinbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTICLE II, Section 4.

IRTICLE II. Balationship of Employee to CIA. Although for all i tents and purposes it will ammer as though the Employee is employed by the Department of State as indicated in AFTICLE I abow, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesiss of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the field between the Department of State and CIA, the matter shall be referred to the ADSO for resolution.

- 1. The line of authority for the Employed chall be at follows:
 - (a) Senior Representative of OSO at Foreign Service establish-

ment.

- (b) OFO Foreign Branch Chief in Machineton.
- (c) Chief of Operations, 050.
- (d) ADSO
- (c) Director of CTA.
- 2. All travel thall be directed by the ABSO in accordance with ARTICLE I. Section 3. The Employee thall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be remonsible for arranging such clearance.
- 3. It is a deretood and agreed that the Employee's oversome assignment is to be for a minimum period of two years from the date of his arrival at its agreed tost of data, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall prevail:

(a) If the bordover confirms to less than the large from the unit of its confirmation in a confirmation of its confirmation at the confirmation of the confirmation of the confirmation of the confirmation, but considered family, however, and confirmation of the foreign etation, and may all such excesses for return to the latted states. Buth excesses for ceturn to the United inter and consumit excepted by the Government on account of such install and treatmentation shall be considered a debt due by the Euclopee to the United States.

(h) If the combose desirer to terminate between the t eith and temperature month from the dr of the arrival at his own: an most of duty, he shall may nil expenses for the travel and transportation of himself, his immediate family, how shold goods, and nervotal effects to the United States.

If deemed receivery by CTA, the Kenteyes my be reimbursed or and wanted funds for observational expenses. Such amounts must be administed on reimbur either and in accordance with CIA resultation, which requires full accounting of the amounts expended by the Employee. Therefore, the Employee will be resulted to account fully for any such that a named or reimbursed in accordance with CIA resulations.

ATTICE III. Oversees Allowance, and Triconstitute Priores. When specifically authorized by the ADSO, the expenses of trival and transportation of the Employee, his immodate factly, howefuld sooks are affects, including personally owned automobile and other allowances, will be hald the Employee in accordance with the Foreign Service and of 1945 at a resultations is used there—under by the Department of thate. When authorized by the ADCO, the Employee thall be hald a curriers allowance, cost of living allowance, or acceptationally in 1946 at authorized to economic with the Foreign Service Act of 1945 and resultations issued to resultance with the Foreign Service Act of 1945 and resultations issued to resultance. The amount of customic cost of living allowances multible special foreign living allowance is at forth in direct of the Büdret Circular A-R, with it appeared periodically to reflect esquetaents in major acceptable of the Outer and Action of the O

APPICS IV. Accused and the Denge. The employee sould be consisted annual leave, sick to we, and serve of absence is accommon with Title IX. Fort D of the Foreign berrice act of 1906. Under such act, the Employee may be granted not to exceed size, contended days named has a of servence with may in each year. Annual team which the imployee sty receive and which is not used in may one year shall be accumulated for succeeding years until it totals 180 days. Sick larve with the property to arrange to the larveyee at the rate of fifteen cales at days each columns year one by a strummented for succeeding years until it totals life on the property years until it totals.

I if the im light is tenreferred from scatter to represent a many to tit mention, may be all or rick terms structure to its and to mediate many, may be troudinger, if we possible, its secretaries with by 0. Taking 27 terch 1947 is ned introduct to because 93% of the Armston Secretar Act of 1944.

Astions 7. Retwoods was understanded factors. The employee existing proposed to the inflet of team on fer we of sive, be or recovered the west firsts time unon commission of temperary continuous security since on a sounce soon parameters.

AUTICA VI. <u>letterment</u>. The implayes occuries a mustiful within the murview of the Civil Pervice ettriment Int. Accordingly, adductions shall so made at the rate movided by low (presently (1) from the lam oyae's next calary and a aced in the Civil Service Pattrement Fund. The sunloyee may not awail himself of the made visions of the Foreign Service Pattrement and Lise willity System, arounded for in Title VIII of the Foreign Service Act of 1946.

near or injury to the imployee recuiring hospitalization on the event of illnear or injury to the imployee recuiring hospitalization on the result of
vicious habit, intermerence, or mis conduct on his art, and incurred in the
line of duty while as inner abroad, the expenses of treat ent of a chiliness
or injury at a suitable hospital or clinic, and transportation expenses to
such hospital or clinic may be noted by the Government in accordance with Title
IX, Part E of the Poreign Service Act of 1966. Under entrantiate regulations,
a physical examination of the Employee will be made, together with necessary
inoculations, or vaccinations, or the expense thereof will be haid to the
Employee.

1. In the event of the death or dischility of the Employee, the Employee or his dependents wholl be afforded the Penefits of the United States Employeest Convenietion Act of 7 : entember 1916, as amended

ARTICU'VIII. Environet. The Employee may be furnished technical equipment and supplied to as let in the readistion of services becounder, including an automobile where necessary. The imployee shall be responsible for such equipment and supplies insued to his by CI/ in a coordance with CIA Property Completions. All such material shall recain the property of the Cooperaty Completions. All such material shall recain the property of the Cooperate regardless of any appropriately conflicting ownership or the manner of registrations.

ACTION IX. Entary. The Employer shall receive a haste colory of \$7,770.00 FSS-3 or river in a mordence with femina 175 of the Parelea Service Act of 1966. In-clear promotions shall a granted to the Employee in accompance with commission metallyhed in the learning of all the more all the first M. Conf. s, rectionally a transfer and the first M. Conf. s, rectionally a transfer and the first M. Conf. s, rectionally a transfer mutualized by the AD O.

ACTION X. Continuence of Pry rid Allowance. If the President is determined by Clf. to be absent in restrict or "retrain" "Mession in Action". "Integraed in a Sentral Commany", "Unitaries by rathermy", "Melenmance", or "Messiond" he shall for the meriod be to described to be in any such status be entitled to receive or to have credited to his recount the same may rad allowances to which he was entitled at the principle of such meriod of ebsence. Continuance of may and allowance as smallfed arows that he are prescribed to the "issing Persons Act of 19-2 (50 0.3.6.4. And 19-11. 15. 7 Warch 19-1).

APPING ALL Second. The Enrioves thall commit with the following now wising, and wisington thereof by the Emmission this be desired a breach of this contract.

- in important terms time in the programs and activities of any primary communication, the implayer that sinke it clans that the length ent of that he has no official communication and that it does not enough or exaction the viewments which he may express. In consert, his relations with primary express. In consert, his relations with primary expressions and the program is a relations.
- 2. Neither the Amilogee nor the members of He family shall not as correspondents for American or foreign newspapers, process undicates, or naso-rictions unless tracial authorization has been obtained in Assample from the APSO. We shall not write far nublication any article or other commerciat on multical or controversial subjects. Articles or manuscriats on monoditical or numerospecial subjects shall be submitted to the APSO for review and approval prior to their a baiselon to a mubiliaber.
- I. Seither tre Emminuee nor member of in family etail correenough mrientaly on moregonal or other official retters with members of Conembers, or officers in the lemant was of State. CIA, or other Governmental embersas
- 4. Members of the Employee's family shall not be employed in the same Poreign tervice office except during grave emergencies or whom unectal authorization has been obtained in advance of employeest from both the Demonstrant of State and Classes.
- F. Refore contraction werters with a nerron of foreign unblonality, the humbons until remains and obtain expression from the an complete officials to both the legarithms of Stein and CZ. Any such considers with a an alica without obtains now one ceruis ion shall be deeded a breach of this foreigned and shall be set in Appeloach of Appeloach with the loverscent.
- ownread, he shall thing to a written on Ignation addressed to the AISO, who will take annountate stems to elser the matter with the lengthmast of Elete.

APTICE AII. Security. I've contract contains information affection the mational defent of the Polited States within the meaning of the evolution of Act (50 U.5 f. 31 and '7, as amended). Its transmission of the revolution of the contents in any numer to an unauthorized error is a politited by law. Violation of this AMIGN or any neurity agreement algority the Prologse with the Gover, and shall result in immediate viscontinary action, which may the designable agreement on from fowers and very each may subject the Prologse to cointral tracecuation under the restource Act.

- In The territorion of this control will not release the implayed ross the impaired of each recondity onthe which he may be recuired to these by CIA.
- On the Sominger that not sublish, transmit, or dimine in any canner, information received by the as the result of his employment by the Community under this contract without confile written no county from the Director (14).

by the implementation of method with the continues of the first tree free and the first one from a method to the first tree from the free from a method to the first tree with the tree military of the first tree with the tree for the first tree with the wind paper. The continue of the formation of the formation of the formation of the formation and the first tree three formations the formation of the formation of the formation of the formation of the formation of the formation of the first tree and tree and tree a

ACTICLE MV. Amendments. The Government may at any time amend this contract and may terminate this contract unon tairty any arter notice to the Euclipee. If the Government armoves to speed this contract by reducing the enlary provided for in ACTICLE IX (including class proportions, or other entheorized increases, if any) and such reducing is unaccontable to the Euclipee, resimultion by the Euclipee for such reason small be considered as a termination of this contract for the communicate of the Government, where the Euclipee is directed to reasoned to have not on a perminant class of exciton by the ATSO, the contract All he defined to have been accorded to the extent of such change.

APTICE AV. Inacial Travisions. The following unscial provisions that comby to the Employee under this contract:

Part_(a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, part (b) of Section 3 of ARTICLE II shall be deemed amended to read as follows: "(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States."

A lump sum payment for annual leave is to be paid up to 20 February 1951. Sick leave is to be held in escrew until such time as subject reverts to GS-Status, at which time, accrued rick leave will be credited.

In the empt may of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this Article XV, shall gowen and be determinative of the rights and obligations under this contract.

UNITED STATES OF AMERICA

CHIEF, PRIECUNEL DIVISION

(Emoloyea)

"ITVESS:

CENTER OWERSEAS REFURE

CHIFF. OWNSEAS REGICE

CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date 5 February 1951

william V.

Dear Mr. Bross

1. This is to notify you that the United States Covernment, as represented by the Central Intelligence Agency, has accepted your employment effective 4 February 1961.

Position: Intelligence Officer (Chief)

Base Salary: GS-13 \$7600.00.

2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless somer transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Covernment.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CLA and satisfactory performance of duty for a total period of six months from date of employment. In the event

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign letters of appointment.

I accept the above agreement as a condition of my employment by CIA.

Milliam V. Bree

Teloword 1951

Form No. 51-104 June 1948 Standard Form No. 61a
Approved Ignory 28 1943
U.S. Chil Service Commission
C.S. C. Deat Co. No. 409

OATH OF OFFICE, AFFIDAVIT, AND DECLARATION OF APPOINTEE

CENTRAL INTELLIGENCE AGENCY

Department or Establishment) (Bureau or Establishment)

WASHINGTON, D. C.

| | A . | WILLIAM VINCENT BRO | E | • |
|----|-----------------------------|---|--|--|
| • | OATH OF OFFICE | Do solemnly swear (or affirm) that States against all enemies, foreign to the same; that I take this obliga- evación; and that I will well and i about to enter. SO HELP ME GOI | and domestic; that I will half in freely, without any π faithfully discharge the du | poar truo faith and allegiance tental reservation of purpose c |
| | B. AFFIDAVIT | Do further swear (or affirm) that I do or organization that advocates the conviolence; and that during such time not advocate nor become a member overthrow of the Government of the | overthrow of the Governme me as I am an employee of r of any political party or c | ent of the United States by force the Federal Government, I will organization that advocates the |
| | C. DECLARATION OF APPOINTEE | or establishment, which I cept for the following (if | corporation for the use of in observe the provisions of the olitical activity, political collect, and [strike out either of the Declaration of Appoint by Application for Federal 19 filed with have reviewed, are true of | nfluence to procure my appoint- he Civil Service law and rules assessments, etc., as queted on (3) or (4)] teo on the reverse of this sheet Employment, Form No, the above named department and correct as of this date, ex- I sheet; if no exceptions write |
| ٠. | | | William | of Appointed |
| • | Subscribed and a | worn before me this21stday o | of June | A. D., 19 48 |
| | at Washi | ington | D. C. | 4 |
| ٠. | 1. , | (C)ty) | | (State) |
| | [SEAL] | tor 145, Vitlo II, Sec. At Aot of two 26, 1943 | Elizabet Appointment Clerk | Little Officer) |
| | NOTE. | If the eath is taken before a Notary Public th | e date of expiration of his commi | |
| • | 21 June 1948 | | er, P-5 \$61111.60 | 9-24-13 (Date of Burk) |
| | • | | | |

AFFIDAVIT

STRIKING AGAINST THE FEDERAL GOVERNMENT

| CENTRAL INTELLIGENCE AGENCI | (BUREAU OR OFFICE) |
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| Washington | |
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| WILLIAM VINCENT BROE | . DO HEREBY SWEAR (OR AFFIRM) |
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| L | |
| | Mistorian V. Brokenses |
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| UBSCRIBED AND SWORN TO BEFORE ME THIS | 21st DAY OF |
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