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Experience in the handling of employee emergencies has a lays and complicates the settlement of estate and finance	RY ENTRIES shown that the absence of certain personal data often de - cial matters. The information requested in this section
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#### TRAINING PEPORT

#### Instructor Training Workshop

Student: Flores, Daniel 'Office:

Year of Birth: 1935 SD: D

Grade: GS-12 EOD Date: 1962

Number of Students Ecrolled: 6 Date of Course: 7/26 - 8/8/76

### COURSE OBJECTIVES -- CONTENT AND METHODS

The Workshop objectives provide participants with a knowledge of the major principles, methods, and practices of effective instruction, and an opportunity to develop skills as an instructor by applying this knowledge in an instructional actting. Participants are able to analyze their audience and teaching objectives, prepare lesson plans, effectively present the material to be learned, and then evaluate the results of their training efforts.

The instruction required maximum cludent involvement with major emphasis on the application of instructional methods in the students presentation of units of instruction. Students were not graded during the Workshop, but they were constructively evaluated by the instructor and fellow participants both verbally and through the use of video tape.

Students were required to give a fifteen-minute lecture, a twenty-minute demonstration, and a fifty-minute lesson in his basic subject.

#### ACHIEVEMENT RECORD

This is a certificate of attendance only, since examinations are not used in the course.

FOR THE DIRECTOR OF TRAINING

10/76 Stankey W. SPECKE

Chief Instructor

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MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation -- Cuban Operations Group, Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Felipe Acevedo
Carol A. Barr
Vivian A. Barry
P. Claudette Broyles
Daniel Calloway
Thomas G. Clines
Frank Esquivel
Owen H. Faust
Mary D. Felton
Daniel Flores
Nancy B. Fortson
Ann Goldsworthy
Clyde I. Hinkley
Christine Hopkins
Kathryn Kemp
Myron M. Kline

Barbara Morgenthaler
Mary Muldoon
Mary Musgrave
Sylvia Palmer
Elizabeth Reilly
Carol Rhodes
Nestor D. Sanchez
Joan Silverlieb
Allen Smith
John Blake Smith
Priscilla Tench
Len Therry
Mary A. Velous
Donald Venute
William Watkins
Anne Zimmerman

R. L. Austin, Jr. Recorder Honor and Merit Awards Board

Distribution:

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1 - Recorder/HMAB

1 - Exec Sec/HMAB

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EXTEND TOUR 14 MONTHS AT CURRENT STATION TO 31 NOVEMber 1974	
DE ABRIGNED TO HEGTES FOR A TOUR OF DUTY- INDICATE YOUR CHOICE OF DIVISION, STAFF OR DFFICE,	·
BE ANSIGNED TO ANOTHER PIELD STATION. INDICATE CHOICE OF GEOGRAPHIC AREA OR SPICIALIZATION THE CHOICE CAPACAS AND CHOICE MEXICO 38D CHOICE BUONDS ATT	<del>es</del>
AETURN TO MY CURPENT STATION	
TO BE COMPLETED BY FIELD STATION	
F. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PRIFERENCE FOR NEXT ASSECTION OF THE EXPERIENCE FOR HEXT ASSECTION OF THE PROPERTY OF THE PROPER	AMINT,
Concur. This officer is doing a good job on his assigned targets his overall abilities give the Station a flexibility it often neg	s and eds to
call on.	
· · · · · · · · · · · · · · · · · · ·	
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE	<del></del>
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT	
AND THE STAFFING BEQUIREWISTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS BE ASSIGNMENT AND TRAINING.	
Subject's tour has been extended fourteen months to 31 November 1974.	
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A CONTRACTOR OF THE CONTRACTOR	
DATE 4/23/73 TITLE C/NIL/Pers SIGNATION III. Berthold	
TOP USE BY CAPICE SEPVICE	
4 APPROVID ATTEMMENT.	
AND THE PROPERTY OF THE PROPER	
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TO:  Office of Personnel, Transactions and Records Branch, Status Section  SERIAL NO.  LAST FIRST NICELA  O36130 FLORES DANIEL  INSTRUCTIONS  USF APPROPRIATE SPACE BELOW TO REPORT DATA FOR THERE PCS OR TOY, INSTAL APPROPRIATE CORE NUMBER IN "COOL" CO DESCRATE WITTER SUBMISSION IS OF RASIC DETAILS OF RECORD, OS CAMPILIATION (One wate). REPORT DATES BY USING RUMBER FOR THE WORLD
Office of Personnel, Transactions and Records Braish, Status Section  SERIAL NO.  LAST FIRST VICELE  036130 FLORES DANIEL  INSTRUCTIONS  USE APPROPRIATE SPACE DELOW TO REPORT DATA FOR EITHER PCS OR TDV. INSERT APPROPRIATE COCE RUMBER IN "CODE" CO DESIGNATE WHETHER SUBMISSION IS OF RASIC DATA. CORRECTION, OR CAMPELIATION (One var). REPORT DATES BY USING RUMBER FOR THE WORTH. AND LAST TWO DIGITS ONLY FOR YEAR. REFIR OF DATA USE COUNTRY  PCS DATES OF SERVICE  ARRIVAL 0/8 DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TO CORRECTION ST SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE  ARRIVAL 0/S DEPARTURE 0/S TYPE OF DATA USE OF SERVICE OF SERVICE USE
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NOSTH   DAY   VEAR   NOSTH   DAY   VEAR   1   PCS   (Basic)   E491   OALY   COURTECTION   37   38   39   40
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OFFICE OF PERSONNEL USE ONLY - PUNCH AREA .
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SOURCE DOCUMENT AND CERTIFICATION
TRAVEL VOUCHER DISPATCH
CABLE DUTY STATUS OF TIME AND ATTENDANCE REPORT
OTHER (Specify)
DOCUMENT IDENTIFICATION NO.
16318 28 hay 1971
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Parpago By
ABOVE DATA CHARIFIES CORRECT, BASED UPON SOURCE
B & Beatalon, 6788. Daff Signature
6/9/72 2 6/6/6 8
THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER
7 19510 :::::::

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SERVICE ABROAD AGREEMEH	SE	R	٧1	CF.	ABROAD	AGREEMENT	r
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#### 1. GENERAL

LT IS UNDERSTOOD THAT YOU ASKEE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BLOW AND THAT THE GOVERNMENT IS BELIGHTED TO RETURN YOU, YOUR DEPENDENCE AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD, YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCOPDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANERS ASSIGNMENT OUTSIDE SHE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF SPECITABLE SERVICE FOLLOWISE SHE DATE OF YOUR APPIALABROAD, YOU WILL BE REQUIRED TO PERMANSE HIS GOVERNMENT FOR ALL EXPENSES IT INCORS IN THE TRAVEL AND THANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR MOUSTHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE INTITLED TO THE PETURN TRAVEL AND TRANSPORTATION OF YOURSELF. YOUR DEPENDS THIS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE DRIFTED STATES. IF, HOWEVER, ASENCE OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS MICEOSARY FOR OFFICIAL REASONS, OF TOP PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE RELMBUDGEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR PETURE FRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE SPECIFUL HOME LEAVE AS 300M AS IT CAN BE ARRANGED AT GOVER-MENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBES TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSING THE UNLIFED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGEST UPON YOUR WILLINGNESS TO RETURN. AND CONTIMPLATION BY ACTUSY OFFICIALS THAT YOU WILL HETURN TO SERVICE OUTSIDE THE UNLIFED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNLIFED STATES.

YOU ARE ADVISED THAT ARY MONIES DUE YOU FROM THE COVERMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDUESS ARISING FROM VIOLATION OF THIS ACREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IS APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

name of ruptovic Daniel Flores		D ·
II. TOUR OF	DUTY ABROAD	
1. NAME OF FUST OF ASSIGNMENT Currently Gunyaquil, Ecuador And	Next Assignment: I	Lima Peru
2. PERIOD OF SERVICE ARROAD AS PAESCOISIS IN A. B. ON C. DI	LOW	
A. STANDERD TOUR OF DUTY OF 24 MONTHS X	C. NONSTANDAND TOUR OF OUTY THIS TOUR CHEEF FOR THE EN	OF WATER SIGNING THIS ACRESMENT.
	REQUESTED (	Brao attached)
	OPERATING GEFICIAL	
8.	CO	HCUR
PREVIOUSLY APPROVED PER HR 20-18.	CARECH SIPPICE	OCPUTY DIRECTOR
OPERATING OFFICIAL	APP	ROYED
Jan Dure Mc/4/1/Pas	DIRECTOR OF PERSONNEL	
SII. PERMANENT PL	ACE OF RESIDENCE	
3. NEUR "PERMATENT PLALE OF MISIEFOCE" IS A PLACE TO BE AUTHORIZED IN CERTAIN CINCUMSTANCES PLOSUART TO ME PERSONNEL FOLDER.  4. IN REQUISITING TOUR PERMANENT PLACE OF MESILEMLE IN ME 22-3) NORMALLY INCICATE THE PLACE OF MESILEMLE IN OF ME COMMONWEALTH OF PLENTO RICG AT THE TIME OF TOU PHY OF THE COMMONWEALTH OF PLENTO RICG AT THE TIME OF TOU PERMATCH BY THE COLLECTION OF ANGINER PLACE AS TOLE PERMATCH BY THE COLLECTION OF ANGINER PLACE AS TOLE PERMATCH BY THE COLLECTION, STATEMENT AS ENIOLNIE INCLUMES BY THE RESIDENCE AND LIMITED TO, PLACE AND AS A PASS AND LIMITED TO, PLACE AND AS A PASS AND LIMITED TO,	22. Its designation mill :  if au 5 on the deserte side sidely describ in the unit side to a cost au arm place or resistance is to be that side of mes place is attail refree erestering,	AE REPT IN YOUR SERECTAL  , YOU BILL for prescribed  to States, its Policisticas  BOAD, YOU MAY RESCIST IN  YOU CAN ESTABLISH FEAT  YOU CAN ESTABLISH FEAT  YOU IN ENTRY IN AN ASSESSED  TO IN AN ASSESSED

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Washington, D. C.			
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		CONCUR	
/		DEPUTY DIRECTOR	9372
APPROVED		APPROYED	
APPROVED DATE		DIRECTOR OF PERSONNEL	DATE
11 8 1 5	20.71	•	
	V. HOME LE	AVE POINT	_1
7. AMONG THE PLACES YOU MAY REQUEST A	S A HOME	LEAVE POINT AREL YOUR PERMANES	T PLACE OF
RESIDENCE SHOWN ABOVE, HEADQUARTER IN-LAW, BROTHERS, SISTERS, BROTHER	S AREA. S-IN-LAW	AND WHERE YOUR CHILDREN, PARENTS , OR SISTERS-IN-LAW RESIDE,	, PAPENTS-
8. YOU MAY REQUEST FOR APPROVAL SOME	OTHER PO	INT SUBJECT TO THE PROVISIONS OF	
HR 20-30B(3)(C). THE REQUEST MUST CIRCUMSTANCES.	BE ACCO	MPANIED BY A MEMORANDUM EXPLAINI	NG THE
D, DESIGNATION PER ITEM F ABOVE		10. DESIGNATION PER ITEM 8 ABOVE.	
FULL ADDRESS	1	FULL ADDRESS	•
4505 Washington Street Milwaukie, Oregon			
	- 1		
•			
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	-	CONCUR	
RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT	-	DEPUTY DIRECTOR	GATE
Parents-in-law	1		j <b>!</b>
VOD APPROVED		APPROVED	
PUTY DIRECTOR DATE	٥	IRECTOR OF PERSONNEL	SATE
U. Bus 9 5.4	0.77		
EM	PLOYEE CER	RTIFICATION	
I have read and understand my	y service	e obligations and travel entitle	sents
as described in this agreement.	, = , , , = 0,		
		/	1
ICHATURE OF EMPLOYEE	// .	DATE	
See Dispatch Attached	Onu.	6 ( 5/20/7)	1

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RES	IDENCE AND DEPENDENCY REPORT			•
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	GENERAL			
SAME OF EMPLOYEE (Enet)	(First) (Widdle)	SOCIAL SI	CUMITY N	UMDER
FLORES	Daniel.	460-48	<b>-</b> 6230	
1,	MARITAL STATUS (Check one)	···		
SINGLE X MARRIED	SEPARATED DIVORCED	# I DOWI D		ANNULLED
IF MARRIED, PLACE OF MARRIAGE				OF MAPRIAGE
Limm, Peru	www.companys Newscompanyscommodely stransministrature as accompany of the debilions and the second of the second o	-		llovember :
TP DIVORCED, PLACE OF DIVORCE DECREE			DATE	OF DECREE
	liV <sub>u</sub>			
2.	MEMBERS OF FAMILY	n agailte teatharagaigh a		
eam of spount	ADDRESS (No., Street, City, State, Lip C		TELEPHO	NE NO.
Dorothy A. Flores	The American Embassy, Limi,	J'eru	3 E A	DATE OF BIRT
arm y or carefully	ADDRING		36.4	DATE OF BIRT
Kendru Plores	(Same as above.)		F	3 March 1
		· Marine and opening		•
(nathraug alam 10) HIHTAT TO BYAN	AODRESS		TELEPHO	NE NO,
Jose S. Flores	Pox 39, Conzales, Texas 78	629	512-67	2-6061
PAME OF MOTHER, INCLUDING MAIGEN NAME (OF Freele quardian)	ADDRESS		TELEPHO	NE NO.
Agustina Flores (Deceased)				
PHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BUILDED IN AN EMERGENCY.  Mr. Lonnie 7		ORGANIZATIO	N IF CON	TACT IS RE-
. OTHER RELATIVES WHO ARE DEPENDENT U MENTS IN TRAVEL REGULATIONS (HR 22.	PON ME FOR AT LEAST 51% OF THEIR S	UPPORT AND	MEET OT	HER REQUIRE-
AME	DATE OF BIRTH		RELATION	ISHIP
·,				
				<del></del>
PERSON RESIDING	IN U.S. TO BE NOTIFIED IN CASE OF I	HELATIO		
			r-in-l	
Mr. Lonnie 3. Bruce out accuses (No., Street, City, State, Zip Cod.	P) AND NAME OF EMPLOYER, IF APPLICABLE	HOME TE	T. TIMET	
		1		
973 E. Walnut St., Seguin, Tersiness acouts (No., Street, City, State, 21p)	Code) AND NAME OF EMPLOYER, IF APPLICA	นั้นได้ อนราห์ รร	FELEPHO	NE & EXTENSIO
S THE INDIVIOUAL NAMED ABOYE SITTING OF YOU	IR AGENCY AFFILIATIONS (IF "No" give no	ne and addr	••• 0/	71. X
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5 THE INSIVIBUAL AUTHORITED TO MARE DECISION OF PRINCIPLE AND	INS ON YOUR BEHALF IN THE EFFNT YOU AT	E INCAPABLE!	(11°No	
Dorothy A. Flores The Amoric				•• X
DOPGERY A. PIOPES THE AMPTIC		(	14 "No"	· · · · · · · · · · · · · · · · · · ·
plain why in item 6.)				40
se persons named in item 2 or 3 above may t	itso be notified in case of emergency.	IF SUCH NO	TIFICATI	ON IS NOT DE-
FIRE BECAUSE OF HEALTH OR OTHER REASONS,				

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5. VOLUNTAGY ENTRIES
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial eatters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and milt be disclosed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH BAILY YOU HAVE ACCOUNTS AND THE NAMES IN MHICH THE ACCOUNTS ARE CARRIED.
The Riggs National Rank, Februal Office, 1750 Pennsylvania Avenue, N.D., Mashington D.C.
; i
ARE YOU A MEMBER OF THE NORTHBEST FEDERAL CREDIT UNION? X NES NO
IF YES, DO YOU HAVE A JOINT ACCOUNT?
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? X YES NO. (If "You" where is document located?)
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILCREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES X NO. (If "Yes" give name(s) and address)
HAVE YOU EXECUTED A POWER OF ATTORNEY! YES X . (If "Yes", who possess the power of attorney")
6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS
RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY  (No Approval Evaured)
RESIDENCE THEM EMPLOYED (Full Address)  PETMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 (Full Address)
CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3) To Be Completed by Replayer Desiring Such Change Thile Assigned to Headquarters)
ULL ADDRESS CEPUTY DIRECTOR OR DESIGNEE DATE
Cable per HR 21-3)
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See		FIE	LD RE	ASSIGNMEN	T QUESTIONNA	IRE	•
	<del></del>	00 N	OT COMPL	ETE FOR	HEACCUARTERS US	E ONLY	
NAME OF EMPLOYEE (use paeudo only if S4)			DATE ( from item 5-1)		1		name (free item S.2)
Daniel Flores					Robert Fambrini .		<u>i                                      </u>
30 October 1970			HEQT 1506		DA MAR 1871		
30 00 100	GI 151		11 rod v				
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I, DATE OF BIRTH 2. SERVICE 3. YOUR CURRENT				4. STATION OF BASE		S. CHATT FOR CURRENT COVER	
1935	4 August   Operation		al Ullicer		Guayaquil		LNCUFF
				1		45. DESIRED DATE	L <u></u>
64. DATE OF PCS IN FIELD		68. REQUESTED D DEPARTURE	ATE OF		IN AT HQ ~	AFTER LEAVE	to weacht in nois
13 May 1	969	15 May 1	971	l Ju	ne 1971	1 August	1971
7. NUMBER AND AG			TRANEL			L	
		•	•		- \		
Spouse (1	Expect	ing child	in Ma	irch 197	1)		
B. PERSONAL CIRC	UMSTANCES	THAT SHOULD BE	CONSIDE	RED IN DETER	MINING NEXT ASS	ISHMENTI	
NA.							
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		·					
9, LIST YOUR MAJO	R DUTIES	DURING CURRENT Over questionns	tour (#6 iro in a	re apecial n recordance w	ore on transmitt. Jth CSI-P 240-8)	al form).	
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against s	uvers	ive individ	duals	and or	ganizations	s; agent ha	ndling erations and
related s	g penet upport	racion age	encs; prep	respon aration	of intelli	lor audio of Løende repor	ts, dispatche
and other	repor	rts related	i to	Case Of	Cicer dutie	es.	,
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D. TRAINING DESIGNATION	TRAINING		1H0ULD	HAVE DURING	THE NEXT SEVERA	L YEARS	I
1. Sovie	t Oper	ations Cou	ırse.	(If po	ssible, I	would like	to I
co-cr	dinate	this cour	se wi	ith my h	ome leave	in the summ	er of 1971.)
2. Langu	age tr	aining. F Brazil so	refe	rably fo	rtuguese b	ecause I wo	uld like
to se	rve in	Brazii 80	ane tin	ne in th	e iuture.		
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and .				•			
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11. PREFERENCE FOR NEST ASSIGNMENT:
IFA. DESCRIBE BRIEFLY THE TYPE OF WORK YOU BOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.
I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.
\$ 1
IIB. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOF. ALSO INDICATE PREFERENCE FOR WIRT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for let, 2nd, end let choice) in memaining boxes. Complete all alternate choices and detions in all cases even though you are reguesting an extension of your tour.
EXTEND TOURMONTHS AT CURRENT STATION TO
(DATE)
BE ASSIGNED TO HOGTES FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
BE ASSECTED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA OF SPECIALIZATION 1ST CHOICE CAPACOS. VONC PRO CHOICE MEXICO SAD CHOICE LIME, PERU
RETURN TO MY CURRENT STATION
TO BE COMPLETED BY FIELD STATION
18. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING!
It is believed that this officer's performance at his present post of assignment has provided sufficient indication of his competence as a field case officer, and that he sould have no problem filling a Soviet Operations Officer slot at a medium sized field installation. He should attend the Soviet Operations Course prior to such assignment.
TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE
13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYIE. HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING PEQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENGATION FOR HIS HEXT ASSIGNMENT AND TRAINING.
Wil Division has selected Mr. Flores for assignment to Lima in
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SECRET FILE REPORT OF SERVICE ABROAD PUNCHED BYRY TO: Office of Personnel, Transactions and Records Branch, Status Section NAME SERIAL NO. (Pelne) F/CF=5 1)011 ie INSTRUCTIONS INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN ANCELLATION (One only). REPORT DATES BY USING USE APPROPRIATE SPACE BELOW TO REPORT GATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE TO DESIGNATE WHETHER SUBMISSION IS OF BASIC GATA, CORRECTION, OR CANCELLATION (One only). THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58. REVISED. PCS DATES OF SERVICE O/P USE ONL Y ARRIVAL O/S DEPARTURE 0/8 TYPE OF DATA COUNTRY DAY DAT 1 - PCS (Baele) 34 39 27-28 29-30 31.32 33-34 38-26 3/ 25-26 - CORRECTION Echodor 9 TDY DATES OF SERVICE TYPE OF DATA ARRIVAL 0/8 DEPARTURE D/S USE ... 78 4 8 DAY TEAR 1 . TOY (Basic) 38 39 25-24 27-28 20.30 31-22 33-34 25.36 · CORRECTION · CANCELLATION OFFICE OF PERSONNEL USE ONLY - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL YOUCHER DISPATCH CABLE DUTY STATUS OR TIME AND ATTENDANCE REPORT OTHER (Specify) DOCUMENT DATE/PERIOD 1767 /#474410 BT \*\*\*\*\*\* \*\*\*\*\*\*\* \*\* ABOVE DATA CESTIFIED COSSECT, SATED UPON BOUNCE DOCUMENT CITED 

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IN THE INDIVIOUAL'S OFFICIAL PERSONNEL FOLDER SECRET

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL .

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Est Approved by CS Carear Service

BE JAR UN

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT

Reconmendation for Promotion to Grade

GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

- 2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the Wil Division while attending the American University. He received his AB degree in 1907 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1908. After rejoining the Mi Division, he was selected for assignment as an operations officer at the Gunyaquil Base where he arrived in May 1969. Hr. Flores is bi-lingual in Spanish.
- 3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the Guayaquil Base officer in charge of Communist penetration operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior manner. In addition to his operational competence, the Guayaquil Chief of Base has observed that Ar. Flores' ability to develop social relations with case has been a distinct asset for the Base.
- 4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

Millian V. Broo Chicf western demisphere Division

S. ...

CONFIDENTIAL (When filled in)

#### IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PC3 to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 28 October 1964.

Signature

DANTEL PLOPES

CONFIDENTIAL

Group 1 - Excluded from automatic downgrading and declassification.

# CONFIDENTIAL (other Edited In)

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## CONFIDENTIAL.

YOLUHTARY ENTRIES
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and compli- cates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANT BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.
Riggs Notional Bank : Daniel and Develly A Flores
17th and tenn. Ascures, Weshington. D.C.
ARE YOU A MEMBER OF THE NGRIMBEST PEUERAL CRRUIT UNION? ( ) YES ( ) NO
IF YES, DO YOU HAVE A JOINT ACCOUNT!
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT! THE HO. (11 "Yes" where is ductiment located?)  At home. Will leave with respons for for Six Expine.  HAVE YOU PERPLANNED AN APPANAED QUARTIAN HOP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
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ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS
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TIPR

Supplement to Staff Employee Personnel

Action	for	Integration	of	Deniel Plores

Effective 10 April 1969

The purpose of this memorandum is to set forth existing policies of concern to you while integrated and to reiterate certain rights and obligations which derive from your true 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 **68-9 \$8744.00** per annum, you will accept cover employment with another instrumentality of the Government (hereinafter referred to as "your cover facility") effective as of **10 April 1969**. 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 as a **FGR-7** at a salary of **\$8153.00** per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.
- 2. 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 two (2) years 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 if 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 Government 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 cervice from the date of your arrival at your overseas post of duty you will be required to reimburse the Government 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.
- 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

/or 1535

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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 allowances paid by your cover facility shall be retained by you to the extent that they do not exceed the malary and allowance payment due you on the basis of your grade level with this organization. If such cover payments are less than the amount due you, the difference will be paid to you by this organization. If such cover payments exceed the amount due you, the excess amounts will be remitted to this organization at intervals to be designated by the Office of Finance. Computations hereunder will be based on the aggregate gross amounts due and received. That portion of retirement contributions withheld by your cover facility which exceeds the retirement contributions applicable to your organization salary will be deducted from the gross amount of the overpayment. Upon integration, the payroll office of this organization will establish the date on which you would normally receive a regular step increase from your cover fasility. Failure to report a grade promotion received from a cover facility ites cause errors in processing regular step increases. Regular step increases, incorrectly processed in such manner, should be reported immediately to this organization. To eliminate this problem, any grade promotion received from a cover facility will be reported immediately by you to this organization's payroll office through channels showing both the old and the new rate and the effective date. All salary difference payments and adjustments will be reflected on earnings statements.
- 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 emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.
- a. Upon integrating into your cover facility you will continue to be covered by the particular retirement system in which you are a participant as an employee of this organization. Salary received from your cover facility and any salary differences payable by this organization will be subject to appropriate retirement contributions.
- b. Appropriate Federal income tax withholdings shall be made from taxable income received from both your cover facility and this organization. Additionally, while serving in the United States, withholdings shall also be made for District of Columbia or State income tax, when applicable. You may claim reimbursement for excess income taxes paid on overt tax returns by reason of taxable income from your cover facility exceeding the taxable income due you as an employee of this organization.

- c. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. 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 termination of your integration, your unused annual leave, sick leave, and home leave will be transferred to your credit with this organization and your leave record will be reconstructed as of the beginning of the leave year in which you return to this organization, as explained in the Handbook on Leave for Special Situations. Serving in an integrated capacity does not permit the carryover from one leave year to another of an annual leave balance which exceeds the ceilings authorized by regulations of this organization and the Federal leave law. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, upon your "resignation" you will be required to pay the gross amount thereof to this organization, including any income taxes withheld by your cover facility in order to receive credit for such annual leave.
- 6. You will be required to keep forever secret this agreement and all 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, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

Personnel Office

ACCEPTED:

1535c :::::::

SECRET .

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### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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#### 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.

14-00000

7	FILL IN THE IDENTIFYING	INFORMATION BELOW (please print or type):
4	PLO PES DO EMPLOYING DEPARTMENT OR AGENT	niel 4 Hugust 1735 460 48 6230
<u> </u>	į	
2	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
J	Mark here	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE
	want BOTH optional and regular insurance  (A)	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	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
	of you DO NOT WANT OPTIONAL but do want regular insurance	I decline the \$10,000 additional optional insurance. I understand that I cannot elect op- tional insurance until at least. I year after the effective date of this declination and unless at the time I apply for it. I am under age 50 and present satisfactory niedical evidence of insurability. I understand also that my regular insurance is not affected by this declina- tion of additional optional insurance.
	Mark here	WAIVER OF LIFE INSURANCE COVERAGE
	want Neither regular nor Optional Insurance (C)	It desire not to be insured and I wave coverage under the Federat Employees Group Life Insurance Program. I uniterstand that I cannot curred this waiver and obtain regular in surable until at least 1 year after the effective date of this waiver and unless at the time. I apply for insurance I am uniter age to end present satisfactory medical evidence of insurablely. I waterstand also that I cannot mise or later have the \$10,000 additional optimal insurance unless there the regular members.

SIGN AND DATE IF YOU MARKED BOX "A" OR "C",	FOR EMPLOYING OFFICE USE ONLY
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#### S-E-C-R-E-T

#### - TRAILING REFORT -

Operational Interrogation Course No. 2-69 (Full time - three weeks) 4 - 22 November 1968

Student: Flores, Daniel

Office: WH

Grade : 08

14-00000

EOD : Mar 62

Number of Students Enrolled: 9

Service Designation: D

COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

RATING

Class Performance

: Satisfactory

Interrogation Aptitude: Average

GENERAL CLASS PERFORMANCE

Excellent: 3

Satisfactory: 6

Unsatisfactory: 0

GENERAL CLASS APTITUDE POR INTERROGATION

High: 2

Average: 6

FOR THE DIRECTOR OF TRAINING:

27 DEC 1958

Chief Instructor

6-E-C-R-E-T

TRAINING REPORT OPERATIONS COURSE	Course No. OC-1-3/4-68		No. of 5	finished	Dates of	-
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S - Strong	Exceptional pro tive, originali the case office	ty, and an	exceptiona	l student i	understand.	initia- ing of
O - Outstanding	Performance is the work and in doing similar w	comparison	n to the per	rformance c	of other s	
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INTELLIGENCE AND OPERATI	ONAL INFORMATION F	EPORTING			<u> </u>	<del></del>
CLANDESTINE SERVICES OPE	HATIONAL PROGRAMS				P	<u> </u>
The trainee also re including the use of a 3 and in the use of S/W an given general familiariz and authentication, obse  This rating corresp accurately reflects the taxes into account every effectiveness. This ret which the instructors fe area service in the Clan	5mm camera and in dagent radio commation on such subj rvation and sketch onds to the statem atudent's level of thing about him whing is a reflectional that the student of	darkrocm punications ects as su ing. ent which: performan ich influe n of the de	rocedures; eystems, rreptitious most ce and noed his eggen to	in audio-ar In addition entry, doc	urveillanc n, he was cumentatio	e,
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#### S-E-C-R-E-T

#### LARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overell performance in the Operations Course. This section emplifies and explains. as accessary, the rating letters given above.

Mr. Flores' overall performance in this course was at the high proficient level. He is a very friendly and personable individual who put forth a good deal of effort to do well in the course. Mr. Flores takes a very practical approach to solving problems and his attitude throughout the course was excellent.

Mr. Flores acquired a good understanding of the principles and techniques of Clandestine Services operations, and in problems requiring face-to-face encounters with simulated agents in the live exercises he came through as a very friendly and personable individual. He was particularly effective in debriefing situations and demonstrated flexibility in meeting the problems that arose during the simulated agent meetings.

Mr. Flores demonstrated a good understanding of Claudestine Services programs in Foreign Intelligence, Counterintelligence and Covert Action. His performance was graded strong in handling of a simulated walk-in defector, and in a Counterintelligence case study and a Covert Action case study his understanding and analyses were judged highly proficient. He received a rating of adequate in photography.

Mr. Flores has good writing skills and acquired a thorough understanding of intelligence and operational reporting procedures and formats of the Clandestine Services. His intelligence reports were consistently complete, accurate and clear. His operational reports suffered occasionally from weak organization, and on one occasion he had difficulty distinguishing operational from intelligence information; but his reports were generally complete and accurate and showed a sound : understanding of operational reporting requirements.

Mr. Flores is a personable and intelligent individual who got along very well with his colleagues and with the instructors. With his excellent attitude and strong desire for a career in the Clandestine Services together with his willingness to work hard, Mr. Flores should have little difficulty in developing into an effective case officer as he gets greater experience.

FOR THE DIRECTOR OF TRAINING:

Chief Inggructor

23 August 1968

8-E-C-X-E-T

#### TRAINING REPORT

Operations Course, Phase II-3-68 ( 416 hours, full-time)

4 March - 3 May 1968 (Date)

Student

FLORES, Daniel

Office

: CTP/OTR

Year of Birth:

1935

Service Pesignation: 8J

Grade : 09-07

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No. of Students: 60 Began; 60 Finished

EOD

March 1962

#### COURSE OBJECTIVES:

The course is designed to prepare junior clandestine services officers for duties related to the conduct of Special Operations. Upon completion of training, the officer will be capable of developing and implementing actions which will contribute to the elimination of subversive insurgency in the underdeveloped area of the world in furtherance of U.S. policy. He shall also be capable of developing plans for the conduct of Special Operations in support of United States military operations in wartime; and will be able to plan for the use of special ground, air, and maritime operations in direct support of other intelligence activities.

#### ACHIEVEMENT RECORD:

The performance rating and narrative comments below are derived from a synthesis of all observations and evaluations submitted on each trainee by the instructor staff. Student rating is indicated by the asterisk.

INCOMPLETE O

ADEQUATE O

PROFICIENT + 48

STRONG 12

#### NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-03 did not fluctuate appreciably from beginning to end.

Mr. Flores was always mentally alert, receptive to instruction and responsive to instructional exercises. He cheerfully accepted all responsibilities, consistently produced satisfactory results, and appeared to demonstrate a sense of pride in his accomplishments. His conscientious effort, sincerity, and cooperative attitude enabled him to develop a sound working relationship with his colleagues.

Continued on Page 2

#### TRAINIPL EXPORT

Operations Course, Phase II-3-68 (416 hours, full-time)

4 March - 3 May 1968

Student

: FLORES, Daniel

Office

: CTP/OTR

Service Designation: 8J

#### NAKRATIVE COMMENTS (Continued)

Of noteworthy mention was Mr. Flores' pleasant, industrious performance throughout the Jungle Environmental Training in Panama. He established a cheerful environment for his colleagues and completed assigned responsibilities with enthusiasm, determination and cooperation. His sustained high-level performance and ability to adapt to the terrain earned him the respect and appreciation of his classmates.

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor, operations foursy, Phase II

2

S-E-C-R-E-T

#### TRAINING REFORT

NAME OF TRAINEE: Flores, Daniel CCURSE: CS RECORDS II

DOB: 1935 3D: SJ (Bicgraphic Research)

DATE : 9 - 16 May 1968 OFFICE: CTP GS: 07

HCURS: 30 - part time

#### **OBJECTIVES**

1. To provide briefing in the CS requirement for bicgraphic research, the importance of this research in the investigative process, and in the importance of the role of the bicgraphic researcher.

2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.

3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.

4. To alert the students to the nature of analysis in producing finished reports of biographic research.

5. To provide practice in writing the report of biographic research.

#### METHOD OF INSTRUCTION

The course is presented by means of lecture, discussion and demonstration. More than fifty percent of the class time is devoted to an exercise in biographic research, an exercise in analysis of the materials recovered, and preparation of a report of the research.

#### ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT Student demonstrated unusual competence in achieving the course objectives. His understanding of the course content was unusually thereigh and perceptive. Where

content was unusually thorough and perceptive. Where skills were taught, he demonstrated particular facility

in their use.

SATISFACTORY Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demon-

strated basic facility in their use.

UNSATISFACTORY Student did not demonstrate adequate competence.

Although he may have made some progress, he fell short of the minimum standards for achievement of

the course objectives.

SECRET

### NARRATIVE RATING OF ACHIEVEMENT:

Mr. Flores showed considerable ability and experience in his handling of the practical problem. He should have no trouble in doing work of this kind with a minimum of supervision.

Overall adjectival rating of achievement:

Satisfactory 1

Overall adjectival ratings of achievement of all employees in the course:

EXCELLENT:

2 SATISFACTORY:

14 UNSATISFACTORY:

Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

NOTE: CS Records I (Introduction to Records) is a prerequisite for this course.

FOR THE DIRECTOR OF TRAINING:

2 4 MAY 1968

Date

Charles H. Schafer Chief Instructor

- 2 -

SECRET

			(When Pi	lled In)						
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FLORES, Daniel			35	Mar RATINGS	1962	L	СТР		07	SJ
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#### S-E-C-R-E-T

#### FERFORMANCE RECORD

#### The Challenge of World-Wide Communism

CT Class 12 FSV = 1 " p 10 P

#### Course Description

#### A. Statement of Objectives

- The student should recognize the challenge confronting the United States and the free world posed by the objectives, activities, and capabilities of World-Wide Communism.
- 2. The student should schieve a knowledge of the doctrine, organization end tectics of free-world Communist perties; and, similarly, of the capabilities, the policies, and the problems of the USSR and the People's Republic of China.

#### B. Course Method

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

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3-E-C-R-K-T

# THAINING REPORT

OPERATIONS FACILITATION CABOUR NO. 2-68 (152 hours, full-time)

2 Jan. - 26 Jan. 1968

(The more of restricting

: FLORES, Doniel

CANTER

· CIP

YEAR OF STRIE: 1935

SERVICE DESIGNATION: SJ

GRADE

STUDZIT

14-00000

: G3-07

FIRETO OF STUDENTS : 111 Began

BOD DATE

: March 1962

114 Finished

#### COURCE CONFICTIVE AND CONFIDER

The Operations Familierization Course is a four-week course designed to provide the student with an understanding of the Clandestine invoices programs, operational methods and reporting techniques. "Operationals is given the basic elements of tradecraft, the fundamentals of operational and invalidance information reporting, and the Foreign Intelligence, Counterintelligence and Owert Action programs of the Clandestine Services. General orientation is also provided in special operations and staff communications.

#### METHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Practical exercises were conducted in operational and intelligence information reporting, surveillance, casing, handling of walk-in defectors and planning for, meeting and debriating an agent. The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Readquarters components.

#### BIALUATION OF PERFORMANCE

The student's rating is based on understanding of the material presented as demonstrated by his participation in class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical sourcises and the grade received on a comprehensive written entaination given in the final week of the course which covered all areas of excurse content. Other factors considered in determining the final rating were the student's interest, attitude and preparation for assignments. The number of students receiving such adjectival rating on overall course performance is shown below. This student's rating is indicated by an asterisk. Explanatory parative comments are included with a rating of ADEQUATE or STROWD. When considered partiment by the training staff, comments any also be included with a PROFICIENT (average) rating.

UNSATISPACTORY	ADECCATE

\* PROFICIEST

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Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

FOR THE SERVICE OF TRAINING

9 Feb. 1963

3- F-C-8-4-1

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#### S-E-C-R-E-T

# ORIENTATION TO INTELLIGENCE FOR CT'S (Class of December 1967)

Auration: 11-22 December 1987

STUDENT : Daniel FLORES (30 hours, full time)

YEAR OF BIRTH: 1935 OFFICE : CT

GRADE : GS-07 SERVICE DESIGNATION: SJ

EOD : March 1962 NUMBER OF STUDENTS : 88

#### COURSE UBJECTIVES - CONTENT AND HETHODS

In the Orientation to Intelligence Course the objectives are: (1) to instruct the student in the basic roncepts and terminology of intelligence; (2) to describe the history of U.S. Intelligence and the current role of intelligence in the national security structure; (3) to outline the composition and mission of the intelligence community, noting the Agency's significant role therein; (4) to define the mission of CIA in supporting the DCI and to identify the functions of the Agency's major components, particularly in the collection, production, and dissemination of intelligence; and (5) to identify and discuss major problems facing the Agency. The area surveys and "Articulating the United States" elements of the course are designed to introduce the students briefly to some of the intelligence problems presented by major regions of the free world and to stimulate thought about the American way of life and its relationship to these areas.

Instructional techniques include lectures given by members of the Orientation and Briefing Faculty, guest speakers from Agency components, seminars, directed reading, review exarcises, training films, and intelligence exhibits.

#### ACHIEVEHENT RECORD

The individual student evaluation is based on his score achieved on a written examination given at the conclusion of the course. This test, consisting of 100 items, covered all major aspects of the course content. The rating assigned to this student is:

PROFICIENT

The evaluation system used was as follows:

0 = Outstanding - 0-3 wrong S = Strong - 4-8 wrong P = Proficient - 9-15 wrong A = Adequate - 15-25 wrong W = Weak - 25- wrong

FUR THE DIRECTOR OF TRAINING: Lawrence C. Basque Str. 8 January 1968
Chief, Urientation & Brieffing Faculty
Date

S-E-C-R-E-T

Exercise in a graph of the second of the sec

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH

Executive Secretary

C3CT Selection Board

SUBJECT

: Application for Unrear Training Program

- 1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.
- 2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.
- 3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B: FREEMAN Chief, CTP

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### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature

18 Mars 61962 Date

CONFIDENTIAL

STANDARD FORM 61
RESISSO JUNE 1937
U. S. CIVIL SERVICE FOMMISSION
F. P. W. CHAPTER 46

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# APPOINTMENT AFFIDAVITS

IMPORTANT Before swearing to these appointment affidavits, you should read	d and understand
the attached information for appointee	

CENTRAL DITELLINENCE AGENCY	WASHIC	GTON, F. C.	,
(Department or agency)	(Bureau or division)	(Place of employme	rnt)
I. FLORES, DANIEL	••••••	., do solemnly swear	(or affirm) that-
A. OATH OF OFFICE			•
I will support and defend the Constitu domestic; that I will bear true faith and a without any mental reservation or purpose duties of the office on which I am about to	illegiance to the same of evasion; that I was	ne; that I take this will well and faithfu	obligation freely
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY	AND AFFILIATION		:
I am not a Communist or Fascist. I organization that advocates the overthrow United States, or which seeks by force or Constitution of the United States. I do nor will I knowingly become a member of ployee of the Federal Government or any	v of the constitution violence to deny of further swear (or a such organization of	nal form of the Goother persons their in offirm) that I will r	vernment of the rights under the not so advocate.
C. AFFIDAVIT AS TO STRIKING AGAINST THE	E FEDERAL GOVERNA	IENT	1
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E. AFFIDAVIT AS TO DECLARATION OF APPOI	NTEE		
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11 March 1962 (Pate of entrance on duty)	Nanci	Superior of supresses	· · · · · · · · · · · · · · · · · · ·
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# DECLARATION OF APPOINTEE

14-00000

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

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STANDARD FORM 144 PEVISID SEPTEMBER 1994 U. S. CIVIL SEPTEMBER 1994 FFM CHAPTERS LI, PL. AND SE		A	ND I	DETE	RMIN	ITION	AL C: .1	PETIT	IVE STA	TUS	
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PART L.	-[MPL	OYLE'S S	FATEM	ENT						I.—THIS CO Psonnel o	
1. NAME (Last, first, middle initial)					2 DAT	E OF BI	PIA		3 HETEN	TION GROUP	
FLORES, BANIEL  3 LIST THE FOLLOWING INFORMATION CONCEPNING PRIOR TO YOUR PRESENT APPOINTMENT (Do not.)	G ALL F	LOCPAL	ND DI	STRICT	OF COLL	743 14814 21	T 1/ 19 ERVICE YOU HA	YE HAD	0 146	STATUS []	
<del></del>		FROM -		<del></del>	Ť0		TYPE G	г •	II, SERVE	cε	
NAME AND LOCATION OF AGENCY	FLAR	MUNTH	DAY	YEAR	MONTH	DAY	APPOINTM IF RNOW		YFAR	MONTH	DAY
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ı											
4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH MILITARY SERVICE, WRITE 'NONE"	OF THE	ARMED FO	DRCES (	OF THE	UNITEDS	TATES	IF YOU HAD NO	ACTIVE			·
BRANCH	YEAR	FROM-	GAT	YEAR	то-	DAY	DISCHARG				
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6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, (	DID YOU	ACQUIR	E A PER	MANE N	COMPET	TITUTE C	IVIL SEHVICE SI	ATUS?			
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mation required in the event of an employee en				
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IF WIDOWED, PLACE SPOUSE DIED				DATE SPOUSE DIED
IP PREVIOUSLY MARRIED, INDICATE NAME(S) (	OF SPOUSE, REASON(S)	FOR TERMINATION,	AND DATE(S)	marin Bertell Heller (marina andra et alert de la la la la la la la la la la la la la
•	MEMBERS	NE FAMILY	······································	
N. MART OF SPOURE	MEMBERS (		. / !,	ELEPHONE NO.
LOROTHU A FLORES	2528 Ccs	ont, City, Zono, State)	10 2/11	265-8322
NAMES OF CHILDREN	ADDRESS		3	DATE OF BIRTH
NAME OF PATHER (Or male guardian)  TOSE 3. FLORE 5	ADDRESS SOLA	ماردن بود ماردن ماردن بود ماردند مارد ماردند	AUIDANTUS T TT JAKS	ELEPHONE NO.
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BUSINESS ADDRESS (No., Street, City, Euro, State				- 537 Z
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REQUEST FOR MEDICAL EV	ALUATION		I DATE OF REQUEST
			28 July 1976
Flores, Daniel DOB: 4 August 193		Instructor	GS-12
OTR/FTD/UTB		İ	6 EMPLOYEE 9 EXT. 5191
	C OF EVALUATION		
PRE-EMPLOYMENT	MDG9/	TDY	
ENTRANCE ON DUTY	£70		
TDY STANDBY	<u> </u>	OR PCS	
SPECIAL TRAINING	TYP	OF GOVER	
	no.	OF DEPENDENTS TO	ACCOMPANY
ANNUAL	NO HIGH	OF DIPPNOPHIS RE	PORTS OF MEDICAL
. RETURN TO DUTY	RETUR	Y FROM OVERSEAS	· · · · · · · · · · · · · · · · · · ·
FITNESS FOR DUTY	STAT	ION	
MEDICAL RETIREMENT	NO.	OF DEP. 5	
OVERSEAS PLANNING EVALUATION (One block mad be checked)		9. REGUESTING C	PFICER
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	EUE7 H	96	5101
COMMENTS			
Destination: World-Wide			
WEFORT OF EVALUATION			
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31 August 1976	William T	.Golder, O	IS/PEO
er company and a			

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DECUEST FOR A	AEDICAL EVALUATION		I DATE OF REQUEST
REQUEST FOR A	MEDICAL EVALUATION	•	18 June 1976
trame (Last, Fred, Middle)	. DGB 1935	Instructor	GS-13
Flores, Daniel	, 000 1233	1 And Cruckor	8. EMPLOYEE'S EXT.
OTR/FTD/OTB			5191
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ENTRANCE ON DUTT		ETD.	
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TOY STANDSY			,
		TYPE OF COVER	
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	BIGNATURE	FOR CHIEF OF MEDICAL 61	AFF
31 August 1926	yiiii	am T. Golder.	OMS/PEO >
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Ops Office	10 Mar 75.  GRADE  GS-12  ENPLOYEES LAT.  7265
F EVALUATION HDQS/TDY	EMPLOYEE'S EXT.
F EVALUATION HDQS/TDY	
HDQS/TDY	7 203
HDQS/TDY	
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OVERSEAS ASSIGNMENT	
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RETURN FROM OVERSEAS	
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ROOM NO & BUILDING	EXT.
3D5317 Hqs	7431
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	· - ·	NE I				
1. NAME (Lost, First, Widdle)	460-48-6230	4 Aug		,	. GRADE GS-10	
Flores, Daniel						
4 OFFICE, DIVISION, BRANCH (OF existing cover of leteral as		5. PRESENT P		•	EMPLOYEE EXTENSION	
DDP/WIL/Guayaquil	(State)	037	5 Position (fit	le Number	7431	
7. PROPOSED STATION						
Lima, Peru		Ops Officer/0636/GS-13				
9. TYPE OF COVER AT NEW STATION	•	DEPARTUR	t .	ACCOMPA		
State		Sept 7	1	two		
Mr. Flores' Spa speaking which	J. Venuto e appointments we unish capabilitie more than meets eading and speaki	s are nat the langu	tive read lage requ lo Statio	ing and irement	high s of	
		, (~,	333	100 12	man 11	
13. DATE OF REQUEST	14. ST CHATURE OF REQUESTIN	G OFFICIAL	15. ROOM NUMB		ING 16. EXTENSION	
11 Mar 71	Joan Wright		<b>3D</b> 530	9 Hq	s 7431	
18. OFFICE OF SECURITY DISPOSITIO						
ID. OVERSEAB CANDIDATE REVIEW PAR	EL DISPOSITION	1	5 JUN 1971			
	PIED FOR PROPOSED ASS	t ( (		••		
-	REQUEST FOR PCS OVE	RSEAS EVAL	UATION			

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REQUEST FOR MEDICAL EVA	LUATION	I, DATE OF REGUES.
Flores, Daniel (Dependents of)	Ops Office	11 Mar 71 4. GRADE G8-10
DDP/#H/Guayaqui1		6. EMPLOYEE'S EXT. 7431
	OF EVALUATION	1391
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SPECIAL TRAINING  ANNUAL  RETURN TO DUTY	Btate  NO OF DEPENDENTS TO  TWO  NO OF DEPENDENTS RE HISTORY ATTACHED	
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Dorothy wife 31 Jan 1935 Kendra dau 3 Mar 1971 Please schedule appointmats week Alfort of transfer QUILLIAN CO. SC. CC. BPERRY PRESTOR	of 31 May 1971.	6 8 7 g
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REQUEST FOR MEDICAL EVA	LUATION	11 Mar 71
Plores, Daniel (Dopendents of)	9 POSITION TITLE Ops Office	4. GRADE
DDP/WH/Guayaquil		O. EMPLOYEE S EXT.
· 7. PURPOSI	OF EVALUATION	
PRE-EMPLOYMENT	HDQS/IDY  OVERBEAB ASSIGNMENT	
ENTRANCE ON DUTY	Beptosber STATION	
TOY STANDBY	Lima, Portor of Cover	<b>u</b>
SPECIAL TRAINING	NO. OF DEPENDENTS T	O ACCOMPANY
ANNUAL	NO OF DEPENDENTS.	REPORTS OF MEDICAL
RETURN TO DUTY	RETURN FROM OVERBEAS	3
FITNESS FOR DUTY	STATION	
MEDICAL RETIREMENT	NO. OF DEP. B	
: IVERSEAS PLANMING EVALUATION (Une Nort med be chiefd)	9. REQUESTIN	G OFFICER
X YES	Joan Bright	
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Dorothy wife 31 Jan 1938 Kendra dau 3 Mar 1971 Please schedule appointments week  SPERRY PRESTOR	of 31 May 1971.	16 · 8 7 ft
	SIGNATURE FOR CHIEF OF MEDICAL	

· Profes; Benieville) 407-43-6230		COMP PLANT			المامود	
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Lima, Poru		Ope Officer/0636/65				
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11 June 1971	J	os 364. Cli	.ne, OHS,	/pro		
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6 March 1969 PPMacDougal	Dougall	Has. 6815
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89' H ATTACHED.		MAIL 1909
WILL INTEGRATE IN 14 APRIL	1969 FS1 CLASS	10 100
VICE KENNETH B. GOODMAN		17/1/
2. Lymenty		-
Department of State	o/a 27 April 69	1
9 TYPE OF COVER AT NEW STAFIGM	10. ESTIMATE DATE OF	III, NO. OF DEPENDENTS TO
Gunyaqui1	Ops 011 0376	
DDP/WII/4	Ops Officer	6815
4. STRICT DIVISION, BRANCH (57 STRIPERS Station and existing cover if lateral assignment)	5. PRESTU! PASITION	O. EMPLOYEE EXTERN
Flores, Daniel	4 August 1935	
" nows (Last, First, Widdle)	2 DATE OF DIFTH	3. GRADE

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REQUEST FOR MEDICAL EVA		6 March 1969		
Flores, Daniel (dependent)	Ops Officer	4. 04401		
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PRE-EMPLOYMENT	MUUS/TOY	т		
ENTRANCE ON DUTY	0/a 27 April 1969			
TOY STANUBY	Guayaquil			
SPECIAL FRAINING	PCS Type of cover  Department of State NO. of Departments to Accompany			
AMNUAL	NO. OF DEPENDENTS TO ACCOMPANY			
RETURN TO DUTY	RETURN FROM OVERSE	Af		
PITNESS FOR DUTY	ETA			
MEDICAL RETIREMENT	NO. OF DEP.'S			
OVERSEAS PLANNING EVALUATION (the block must be checked)	9. REQUESTING	o officer		
¥ 7E6	PPHac Dougall	į.		
□ No	3D5309 Hqs.	6815		
Wife - Dorothy A 1/31/35		10:11.00		
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QUALIFICATIONS UPDATE

## READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPL 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 444: "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 uvdate 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. SECTION 1 BIOGRAPHIC AND POSITION DATA MP. SER. NO NAME (Last-First-Middle) DATE OF BIRTH 036130 Flores, Daniel 08/04/35 CECTION II EPUCATION HIGH SCHOOL ADDRESS (City, State, Country) LAST HIGH SCHOOL ATTENDED TANS ATTENDED (From. To) GRADUATE □··· □ ··· COLLEGE OR UNIVERSITY STUDY SUBJECT YEARS ATTENDED PEGELVEC NO. SEM/QTR. HRS.(Specify) NAME AND LOCATION OF COLLEGE OR UNIVERSITY Pelilical American University Washington, DC. 1962-7967 B.A. 1967 120 km Schare IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FROM 10 NO. OF WONTHS OTHER HON-AGENCY EDUCATION OF TRAINING NOT INDICATED ABOVE NO. OF MONTHS NAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FPOM 10 SECTION III HARITAL STATUS PRISENT STATUS (Single Married, Midowed, Separated, Divorced Annulled Reserved) SPECIFY. (First) (Voiden) NAME OF SPOUSE (6001) S DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country) S. OCCUPATION . PRESENT EMPLOYER 7 CATIZENSHIP PORMS # C'\*!ZENSHIP(S) COUNTRY!!!S) D. DATE U.B. CITIZINANIP BE SI .... DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE SECTION IV D \*20 100 🗍 लवम SECRET 4440

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	BEFORE CONTINUING - CHECK PART II TO ENSURE	THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
	PART III-EXPERIENCE AS TR	ANSLATOR OR INTERPRETER (45)
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į	Clothing Store	Mr. Max Mendlovitz
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į	July 26, 1967 - July 26, 1961	inited States impine Corps
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5. Apparation, Street, City, State, Country) Air Station, Quantico, Virginia 5 . . S. ACORESS (No., Street, City, State, Country) & TYPE AND LOCATION OF SERVICE (II Encon) REFERENCES, ACQUAINTANCES, AND NEIGHBORS 1. LIST FIVE CHARACTER REFERENCES NOT NO. ATILES IN THE U.S. HHO KNOW YOU INTIMATELY 9-SIMESS ACOMESS
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F. HAVE YOU EVER BEEN ARRESTED. COURT-MARTIALED OR OTHERWISE PUNISHED UNDER MILITARY LAW OR RED- ULATION! IF 30. DESCRIBE INCIDENTY! AND REDIFIDE DATESS OF OCCURRENCE ON SEPARATE SHEET IN AC- CORDANCE WITH SECULAL INSTRUCTIONS ABOVE.			
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	Seguin, Texas - Islan	nana Fr 9-1007	

CERTIFICATION

YOU ARE INFORMED THAT THE CORRECTHESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.

I have rood and understand the instructions. I Certify that the foreigning is knowledge and belief. I agree that any misstritement or amission as to militarises for rejection of my application. I also understand that any false few (U.S. Case, Title 18, Section 1961).

eign your name at the end of the added material. If additional space is enquired un-

MARITAL STATUS: Item #4, Section XII September 1, 1956 to Catabar 6, 1956. Married to Lt. Col. Joseph G. Moran in Portland, Oregon, by Circuit Court Judge. Used mane of Moran until November Lt, 1960, when changed to Piores.

PATHER-IN-LAW: Item  $\# \mathcal{I}_{\mathcal{I}_{\mathcal{I}}}$ , Section XVII Short name for Raymond

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI

Argentina -

2 July 1959 to 3 July 1959

Panama .

10 November 1953 to 13 November 1958 Trivel

SEE ATTACHED SHEET FOR PERTINENT INFORMATION FELATIVE TO STEP-MOTHER.

Signed at Washington, D. C., this Ttaday of September,

ATTACHMENT TO FORM NO. WILL - PUNCOUNT MICTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: None to my knowledge
Current Address: 501 S. Guadalupe Street, Sin Marsos, Fexus
Date of Birth: December S, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Gutsile U.S. - Date of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Present Employer: Mexican Baptist Church, SanMarsos, Texas
Never served in Military or other Government service to my knowledge.

This paper is attuched to and hereby made a part of Form No. 444.

Land Place

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