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•	SECTION XXVI	CERTIFI	CATION
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٠	2. SIGNED AT (City and State	)	4. SIGNATURE OF MITGESS
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c.Reception land, air, sea, laftlexfil () d.Techn, quee, cach, surviv() Air Operations Officer (,) a. Planning, tactics (') b. Pilot () c. Parachutist () d. Balloonist () c. Parachutist () d. Balloonist () c. Operating () phaning () c. Operating () c. Support () d. Agent Handling () c. Support () d. Training () Sabotage Officer (,) b. Explosives Demos () c. UDT Support Officer () a. Personnel, Admin, PersAff() b. Fin. ce () Readquarters  CRECE RET (Revised Proposition: COVER To Security Officer () Communications Officer () Communica				Power of Atty. 3
C. Reception Infil-exfil ( ) Cover:  d. Technaques, cach., surviv(, ) Air Operations Officer (, )  a. Planning, tactics (')  b. Pilot ( )  c. Parachutist ( )  d. Balloonist ( )  ( )Prop ( ) Pilot( ) Launch  Maritime Ops Officer ( )  a. Planning ( )  c. Support ( )  d. Target Analysis ( )  c. Ops Tradecraft ( )  propaganda Off, Media ( )  Communications Officer ( )  a. Planning ( )  c. Support ( )  d. Training ( )  Communications Officer ( )  b. Explosives Demos ( )  c. UDT  Support Officer ( )  a. Personnel, Admin, PersAff( )  a. Personnel, Admin, PersAff( )  Beadquarters  Field Location  GEREFT Revised  Past Military Status:  propagand:  a. Intell Frocess ( )  a. Intell Frocess ( )  c. Ops Tradecraft ( )  c. Ops Tradecraft ( )  c. Ops Tradecraft ( )  propaganda Off, Media ( )  Security Officer ( )  Communications Officer ( )  Medical Officer ( )  c. UDT  Order of Battle ( )  For Medical Officer ( )  Revised  Propaganda Off, Revised  Propaganda Officer ( )  Revised  Propagand	General	Cleared for availability	by:	W111 - €
Air Operations Officer (, )  a. Planning, tactics (') b. Pilot ( )  c. Parachutist ( ) d. Balloonist ( )  security Limitation:  b. Target Analysis ( ) c. Ops Tradecraft ( ) c.	** I": C. RECEDITION	Cover:		Pauedo 3 - 🗪
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D. Pilot ()  C. Parachutist ()  d. Balloonist ()  ()  d. Balloonist ()  ()  Maritime Opa Officer ()  a. Planning ()  C. Operating ()  d. Training ()  C. Support ()  a. Planning ()  C. Support ()  d. Training ()  Communications Officer ()  b. Explosives Demos ()  c. UDT  Support Officer ()  a. Personnel, Admin, PersAff ()  b. Finance ()  C. Records and Reports ()  Home Phone:  Field Location  C. Revised  Personal Adviser ()  Revised  Personal Adviser ()  C. Revised  Personal Adviser ()  Revised  Personal Adviser ()  C. Revised  Personal Adviser ()  Revised  Personal Adviser ()  C. Revised  Personal Adviser ()  C. Revised  Personal Adviser ()  Revised  Personal Adviser ()  C. Revised  Personal Adviser ()  C. Revised  Personal Adviser ()  C. Revised  C. Revised  Personal Adviser ()  C. Revised  C. R	Air Operations Officer (, )			23 - ==
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()Prop () Pilot () Launch  Maritime Ops Officer ()  a. Planning ()  b. Operating ()  c. Support ()  d. Training ()  Sabotage Officer ()  a. Plan., Target., Train (,)  b. Explosives Operating ()  c. UDT  Support Officer ()  a. Personnel, Admin, PersAff ()  b. Fin-ce ()  c. Records and Reports ()  Headquarters  Field   Location   Position:  Field   Location   Position:  SECRET   Revised   Pp. Secret   Pp. S	c. Parachutist ( )		a. Intell	Process ()
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d. Training ()  Sabotage Officer ()  a. Plan., Target., Train(,)  b. Explosives Demos Demos Other ()  c. UDT Order of Battle (,)  a. Personnel, Admin, Pers Aff ()  b. Fin. ce ()  Home Address: 535 Terrace C. Ref.  b. Fin. ce ()  Home Phone:  Headquarters  Field Location  C. E. C. R. E. T. T. T. Revised  P. Field Location  C. E. C. R. E. T. T. T. Revised  P. Fognible 1-60  Revised  Revised  P. Fognible 1-60  Revised  Revised  P. Fognible 1-60  Revised  Revise			Propaganda Of	
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b.Explosives Demos  C. UDT  Order of Battle  Interrogation  Interrogation  B. Finnice ()  C. Records and Reports ()  Home Phone:  C. Readquarters  Office Address:  Field Location  C. E. C. R. E. T.			Logistics Off	icer ()
C.UDT  Support Officer ( )  a. Personnel, Admin, PersAff( )  Home Address: 535 Terrace C. Rec.  b. Fing. ce ( )  Home Phone:  Headquarters  Office Address:  Field Location  CI  SECRET  Revised  PP  Formula:  Formula:			Medical Office	
Support Officer ( )  a. Personnel, Admin, PersAff( )  Home Address: 535 Terrace C. Received  b. Finn.ce ( )  Home Phone:  C. Records and Reports ( )  Headquarters  Field Location  SECRET  Revised  PP  Formula:  Formu	<b>▲</b> .101	• • •		
a. Personnel, Admin, PersAff()    Home Address: 535 Terrare Clark   b. Finc.ce()   Home Phone:	and the state of t	•		le (/)
b. Finance ()  Home Phone:  Orfice Address.  Field Location  Fosition:  SECRET  Revised  PP  Formula:  From 148  Fro	- In	are the same to the contract of the contract o		
Home Phone:  Office Address.  Field Location  Fosition:  SECRET  Revised  PP  Formula:  Formula:	<b>△</b> -i <sup>c</sup> !	Home Address: 535 /erad	et C. Keke	0
Headquarters Office Address. Stension:  Fig. 1. Field of Location Position:  SECRET Revised PP  SOUND SECRET FORM 148 1-60		Home Phone:	71. C.	
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LYNCH, Grayston L Emp

> DOB: 14 June; MILITARY EXP.

Oct. '38 - Oct. '41

Dec. '41 - May '45

May '45 - Sept'47 Sept'57 - June'48

June 48 - Sept 50 Sept 50 - Oct. 51

Oct.'51 - Sept.'53 Sept.'53 - Sept'56

Sept'56 - Oct. '60

Enlisted service, 2d Infantry Division, 23d Infantry
Regiment and 2d Reconnaissance Troop
Enlisted service, 2d Infantry Division, 2d Reconnaissance
Troop, Platoon Sergeant, Wounded in Belguim.
Patient United States Army Hospitals.
Civilian - Sold Insurance and managed a Naval Officer's

Club, Houston, Texas.
Platoon Sergeant, 2d Armored Division, Ft. Hood, Tex.

Platoon Sergeant, 2d Armored Division, Ft. Hood, Tex. Entered active duty as 2d Lieutenant, pent to Korea. Saw combat as Platoon Leader, 2d Reconnaissance Troop, 2d Infantry Division.

Company Commander, Reception Center, Pt. Sam Houston, Tex. Instructor, 7th Army NCO Academy, Minich, Germany. Instructed in Tactics, weapons, Leadership and Engineer equipment.

7th SF Gp (abn), Ft. Bragg,; Attended SF Officer's Course 1956, served as Air Operations Officer and Team Leader of a Special Forces Operational Team. Trained team in all subjects of unconventional warfare to include training in all weapons, both American and foreign; demolitions and sabotage; Escape and Evasion; Guerrilla and Anti-Guerrilla tactics; Supply and administration; Medical subjects; intensive study of selected target areas; Language of target areas; Political, Zconomical and military situations of target areas. A one year study of SouthEastAsia. Particular attention to Guerrilla Warfare operations in this area. Conducted training in radio communications work; Air resupply and Air infiltration of denied areas. 25% of this training was in classified subjects. Has had training in intelligence nets and allied subjects and have teen an instructor in all the subjects covered. Also lead his team on a six (6) month classified mission in SouthEastAsia, where very valuable training was received in an actual area of operation.

For a little more info on subject see 201 file.

Note: Duby was indervened by ICA for mission to Sugar.

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### UNITED STATES CIVIL SERVICE COMMISSION Bureau of Retirement, Insurance, and Occupational Health Washington, D.C. 20415

RCH : IIQ : bf 07-27-71

## NOTICE OF APPROVAL OF DISABILITY RETIREMENT APPLICATION

Chlor, Benefits and Services Div. Control Intelligence Agency Washington DC 20505

Stop 64

The applicant for disability retirement identified below has been found totally disabled for useful and elficient service in his position:

Malamant	(FIRST)	(MIDDEE)	DATE OF BIRTH	CLAIM MUMBER
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This employee should now be separated in accordance with the procedure outlined in Federal Personnel This employee should now be separated in accordance with the procedure outlined in redord resource Manual Supplement 831-1 or similar instructions issued by your agency. Please forward the applicant's Final Individual Retirement Record (SF 2806) as soon as possible. In addition, please observe the follow-

- I. UNDER "REMARKS" IN THE SERVICE HISTORY RECORD OF THE FINAL FORM 2806, GIVE DATE PAY CEASED.
- 2. ATTACH ONE COPY OF THIS FORM TO THE 2806 FORWARDED.
- 3. IF EMPLOYEE IS INSURED UNDER THE FEDERAL EMPLOYEES CROUP LIFE INSURANCE PROGRAM, SUBMIT THE ORIGINAL OF COMPLETED AGENCY CERTIFICATION OF INSURANCE STATUS (SF 56) WITH THE FINAL INDIVIDUAL RETIREMENT RECORD UNLESS THE EMPLOYEE WISHES TO CONVERT TO AN INDIVIDUAL POLICY.
- 4. IF EMPLOYEE IS ENROLLED UNDER THE FEDERAL EMPLOYEES HEALTH IF EMPLOYEE IS ENROLLED UNDER THE FEDERAL EMPLOYEES HEADTH BENEFITS PROGRAM AND APPARENTLY IS ELIGIBLE TO CONTINUE HEALTH BENEFITS ENROLLMENT AS A RETIRED EMPLOYEE, PLEASE SUBMIT WITH THE FINAL INDIVIDUAL RETIREMENT RECORD:
  - All triplicate copies of Health Benefits Resistration Forms (SF 2809) and any medical certificates attached thereto.
    - Quadruplicate copy of Notice of Change in Health Benefits Enrollment (SF 2810) transferring enrollment to the Civil Service Retirement System.
- 5. IF FOR ANY REASON THE FINAL FORM 2806 CANNOT BE FORWARDED WITHIN 10 DAYS, PLEASE FURNISH PROMPTLY THE INFORMATION RE-QUESTED ON THE REVERSE SIDE OF DUPLICATE OF THIS LETTER.

JACK GOLDBERG

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(4 51)

Mr. Myroslaw A. Maksymlec 4718 Asbury Place, N. W. Washington, D. C. 20016

1 2 AUG 1971

Dear Mr. Maksymiec:

As you bring to a close more than thirty years of service to your country, I want to join your friends and co-workers in wishing you wall and hoping that you find the years ahead filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed to our success in carrying out our mission.

May I express to you my appraciation and extend my best wishes for the years shoad.

Originator:

Sincorely.

Richard Holma

Richard Helms Director

Distribution:

O - Addressee

Vo/Horry B. Fiener

Director of Personnel

11 AUG 1971

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CSC FORM 4004 ]

#### IMPORTANT MESSAGE TO ELIGIBLES

YOU HAVE RECEIVED AN ELIGIBLE NOTICE OF RATING. WHAT DOES THIS MEAN?

IT MEANS THAT: Your name has been placed on the list of persons who have passed this examination, in its proper relative standing. This list of eligibles, or register, is kept by the office whose name and address appears in the lower right-hand corner on the other side of this notice.

IT MEANS THAT: When your name is teached on the register, you will be considered for the type of jobs for which you have qualified, (in the geographical area) covered by the examination. (When a Federal agency requests the Commission to supply the names of eligibles, the names of the three eligibles at the top of the register are certified to the agency for consideration.). The agency appointing officer may choose any one of these three persons, so long as he complies with the Veterans' Preference Act of 1944; as amended.

IT MEANS THAT: Your prospects for getting a job from this examination cannot be predicted. They depend upon how many vacancies may oscur to be filled by eligibles, and on your relative standing on the register. Your name will be certified for consideration as it comes within reach and as requests for eligibles are received. (If you are not selected, your name will go back on the register in its proper relative standing, to be considered again when within reach until the register is terminated.)

IT MEANS THAT: YOU MUST INFORM THE OFFICE WHICH ISSUED THIS NOTICE OF RATING OF ANY CHANGES IN YOUR ADDRESS OR IN THE CONDITIONS UNDER WHICH YOU WILL ACCEPT APPOINTMENT, SEND ANY NEW INFORMATION CONCERNING YOUR ADDRESS OR ANAHABILITY TO THE OFFICE WHOSENAME AND ADDRESS IS SHOWN IN THE LOWER RIGHT-HAND CORNER ON THE OFFICE SIDE OF THIS NOTICE, AND RUER TO THE TITLE OF THE EXAMINATION AND THE RATING RECEIVED.

#### ADDITIONAL INFORMATION

1. Any offer of appointment or inquiry as to availability which you may receive from a Federal agency will show whether you are being considered for a limited temporary, a career-conditional, or a career appointment.

2. If, when you are considered for appointment, you signify that you are not available or you fail to reply to a communication, your name will be removed from the register until you satisfactorily explain your reasons and specify the conditions under which you would be willing to accept any appointment. When you are unable to accept any appointment you should request that your name be suspended from the register until ware again, able to accept any appointment for retorication for the register while it is still in use, changes in availability, or transfer of eligibility, will be acted on without further notice to you.

3. If you are now employed by the Federal Government and bave received an eligible rating, show this notice to your persistence of the seamination. THIS DOES NOT RELEASE YOU FROM YOUR RESPONSIBILITY TO KEEP THE OFFICE MAINTAINING

YOUR ELIGIBILITY INFORMED OF CHANGES AS MEN-TIONED ABOVE.

4. A competitor who received an eligible rating may, under certain conditions, have his eligibility transferred from the register of one civil service office to a similar register in another civil service office.

A competitor who wishes to have his eligibility transferred should send his request to the office where his eligibility is maintained.

be notified, as to whether his eligibility can be transferred.

5: A register established from an examination held in order to fill a specific type of position at a stated salary may also be used to fill vacancies in telated positions or at a lower salary. When you accept a career-conditional or a career appointment, your name will be removed from all registers established as a tesult of this examination. Until your name is removed, your willingness to accept a lower salary will not affect your eligibility for positions at a higher salary.

U.S. GOVERNMENT PRINTING OFFICE- 1965 0- 784-136

If you are not appointed or the register is not officially terminated earlier, your eligibility from this examination will be in effect for a period of 18 months only unless you submit up-to-date information about your qualifications before that time by letter, Standard Form 57 or Form 57A; however, such information will not be accepted if you have had eligibility for less than 1 year. The date of issue which appears on this "Notice of Rating" is that on which your period of eligibility began.

#### UPICED STATES CEVEL SERVICE COEMISSION

Mr. Myroslaw A. Mahaymiec 4718 Ashury Place, M.W. Washington, D.C. 20016

Date: arrives

A preliminary review has been used of the application(s) which you substitted for consideration under Ameouncement No. 413, Mid-Level Positions in Administrative, Sasif, and Technical Services. The experience and training described in your application appear acceptable under the general terms of the announcement. You will be considered for positions for which your experience and training qualify you at grade:

GS-11.

However, apptreants who appear to meet the general announcement requirements for a particular grade level are not thereby qualified for all positions at that grade. When a government agency requests names of eligibles to consider in filling a vacancy, applications showing skills and backgrounds that match the requirements of the job to be filled are carefully reviewed. The best qualified candidates are referred for consideration, ranked in accordance with their relative qualifications with due regard to Veterans Preference.

As you know, applicants may establish eligibility wish any two offices maintaining lists under this aunouncement. In accordance with your request, your eligibility is on the list(s) maintained in the city or cities indicated below:

Washington, D.C.

Please see reverse for complete addresses and other important information.

CSC Form, 676 haveable 1967

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11 May 1965

MEMORANDUM FOR: Assistant for Plans and Development

SUBJECT

Appreciation for Effort Concerning Publication

Technical Development Program - 1965

- 1. It is my pleasure to inform you of an outstanding contribution that Mr. Myroslaw Makaymice, a member of your Staff, made toward the successful completion of the NFIC Technical Development Manual for 1965.
- 2. Mr. Makeymiec's technical advice and superior photographic skill were responsible for the high quality photographs that insured the excellent quality reproductions contained in the 1965 Technical Development Manual.
- 3. The success of the manual was due in no small part to Mr. Maksymice's contribution and I wish to personally commend him for his contribution.

PAUL W. REINOWSKI L/Colonel, USAF Chief, Plans Branch, Plans and

Development Staff

Mr. Maksymiec:

It gives me considerable pleasure to pass on to you this letter from the Chief of Plans Branch, NPIC. I was aware of your efforts in support of this manual and I would like to thank you for another job well done.

A copy of this correspondence should be forwarded to the Support Staff for entry in your official records

Colonel, VMAF

Assistung for Plans an Development

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MEMORANDIM FOR: Chairman, Carcer-Service Board, MPIC

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SUBJECT : Recommendation for Promotion

1. NAME: Maksymice, Myroslaw Andrew

2. POSITION TITLE AND PRESENT ASSIGNMENT:

Photog (Gen) eccupying Physical Scientist Slot, assigned to the Exploratory Development Laboratory Branch of the Plans and Development Staff.

3. PRESENT GRADE, TIME IN CIA:

GS-7/3, EOD Date November 1961

- 4. EDUCATION AND TRAINING: High School
- 5. EXPERIENCE:

Mr. Maksymics retired as a Master Sergeant in July 1961, after 20 years of Army photographic experience. He worked in PSD/PIB from November 1961 until 15 September 1963. On this date he was assigned to the Exploratory Development Laboratory Branch of the Plans and Development Staff on a 30-day trial basis. This period was extended to January, 1964 at which time the assignment was made permanent.

SUBJECT: Recommendation for Promotion

### 6. JUSTIFICATION FOR PROMOTION:

Mr. Makaymice's primary experience has been in practical photography. Since joining the Exploratory bevelopment Laboratory Branch, he has learned the theoretical side of photography and combined this with his already extensive knowledge of the photographic process. He has carried out several investigations which indicate a natural bent for scientific methods. After initial briefings, he requires little, if any, supervision. His maturity is a distinct asset in his work, where extreme attention to detail and good Judgement are absolute necessities. He exhibits a willingness to work for the group, no matter the hours, and cooperates and works well with others.

His responsibilities and quality of effort are deserving of more than his current 60-7 status. It is therefore recommended that Mr. Makaymiec be promoted to 60-8.

JOHN W. CAIN

Assistant for Plans and Development

PADS, NPIC

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POSITION MOSE - The information you turned on tide form will be held in conditioned SPECIFICATE STATE POSITION APPLIED 199 LAN OR HI! BO Photographer Hyroslaw A. Makeymine 63-2 FT-53 The spaces at the right of the questions Board may be used for your accesses. If you prefer to make a general statement, on need subditional space for your reply, the space under "General Comments" on the reverse spould be used The questions and explanatory statements in italica are given as given as given to the type of information we abouid like to have, and need not be answered specifically if you consider other factors to be more pertinent. 1, Darteg what period of time, how well, and in what conduction have you known the ap-plicant, it, e., employer, personal acquainf-unce, thuspker, stell His employer eince January 1962. 2. ABILITY. Hen would you rate the applicant on knowledge of and interest in his special-ised technical field? Its he better or long well informed than the average! An Avorage - At prosent, employee is under close supervision, he will continue this until he is capable of assuming duties assigned. less with informed than the averaged. As enthusized An authority lives he express homeelf will in writing! Does he keep up with new developmental Contribute new whose livelipment methods? 3. PERBOHALITY. How mould you characterize the appli-cant's temperament and stability? The he moving! Even-temperate! In he coop-canties! Symptomics stubborn! In he uneurs of himself! Nelf-confident! In he impulsive! Cultivat! Applicant gets slong well with fellow employees and is cooperative. ifow would you evaluate the applicant's ability to most sud deal with others? the before such deal with others? the before defined to the such a most first impression? Improve on acquaintance? Does be talk fuently! Hultingly? Too much! Dogmatically!) Appliants to friendly. In you know of anything in the appli-eant's harkyround, or does no have any characteristics or personal habits which might adversely affect his effective or his relations with feiles-confers? If your answer is YES, please give details. *iio* No you have any knowledge of behavior, 110 yes many any anomage or nenavor, activities, or nonvictions which would indicate that the applicant is not reliable, honest, tractworthy, and of good conduct and character? If your unever is YES, thouse over details. \* 51 Ma plense gree details. 4. LOYALTY. Do you have any reason to question the applicant's logalty to the United States? If your exerce is YES, please give details. 30 To your boowledge, does the applicant belong or has be belonged to any organisation which advicates overthrowing or altering our constitutional form of government by ferre or other-ellegal means? If your answer is YES, please-gire details and let the organizations. To your knowledge, does the applicant associate, or has be associated, with any person extente, or has be associated, with any person extend for the Linited States in questionable or who belongs to into of the topics of organization down id above? If your answer is YES, j i give details. Ho

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9 MAY 1975 ...

Mr. Hyroslaw Maksymiec 4718 Asbury Place, N. W. Washington, D. C. 20016

Dear Mr. Naksymiec:

This letter is in response to the comment you made to the Director on Alumni Day, 26 April 1975, concerning a special medallion for NPIC employees who participated in the Cuban missile crisis.

I have had the appropriate records reviewed. The Certificate of Commendation you and other NPIC employees received was awarded by direction of the President in recognition of the meritorious service performed.

It is hoped that the lack of a medallion to accompany this certificate will in no way detract from the contribution you made during this period of crisis.

Sincerely,

/c/John E. Blake

John F. Blake Deputy Director for Administration

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Pirector of Personnel

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MEMORANDUM FOR: Director of Personnel

Fred:

- 1. The facts behind the question raised with the Director by Mr. Maksymec on Saturday, 26 April, are, according to him, as follows.
- 2. After NPIC had done its fine work during the Cuban missile crisis it appears that two different types of recognition were given. Determinations were made first on certain individuals whose contributions were such that they should receive an Agency medal award. A second group of some 200 were then identified for their level of contribution and received some kind of certificate from the White House signed by the President. Mr. Maksymec was in the latter group and espouses the cause that a "special medallion" should have been given along with the White House certificate. Mr. Bob Gaynor also spoke to me on this matter on Saturday, and has a good recollection on the whole matter.
- 3. Will you do what you can on the matter and prepare me a letter to be sent to Mr. Maksymec?

John F. Blake Deputy Director for Administration

Distribution: Orig. & 1 - Adse

### M. A. Maksymiec

Environmental Coating Industries Corporation
7204 Poplar Street-Annandale, Virginia 22093 (703) 354-4282

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#### MEMORANDUM FOR THE RECORD

SUBJECT: Mr. Myroslaw Maksymiec - Retired Employee

The meeting with Mr. Maksymiec on 6 May 1975 was to satisfy his request to review his official personnel rile (this matter was being treated in the manner of a request under the Freedom of Information Act). Location: Main Reception Interview Roca at Readquarters Building - 3 p.m.

The duration of the meeting was one (1) hour of which time Mr. Maksymise used approximately 7 to 8 minutes to quickly thumb-thru the OPF. It is my impression that he was surprised: 1) we were allowing him to see all the material in the file (he described vividly, a 1971 unpleasant encounter with Mr. Echols, the Director of Fersonnel, who refused to show him a document and would only read to him a small portion from it - this caused his request and subsequent interview with the ECI, Mr. Helms), and 2) at the reality that the file contained nothing actually derogatory (he stated he had seen and signed the fitness reports so these represented nothing unknown).

The major portion of the time was consumed in my listening to his evaluation and assessment of the various supervisors and co-workers at NPIC and their shortcomings. He regaled me with much of his background and history with the military and initial application and entrance on duty with the Agency; his personal acquaintance and relationships with notables - a former American Antassador to Ethiopia, Joseph Simonson, the Emperor of Ethiopia, several Generals and Congressional personalities, Mr. Helms and Mr. Arthur Lundahl, and his membership in the Explorer Club.

Presently he is Vice President for Sales of the Environmental Coating Industries Corporation located in Annandale, Virginia - the company removes corrosion and stains from surfaces. He offered the company services at the 1974 Alumni session, to clean the stains from the Nathan Hale statue at the front of the building, at a cost of \$300. He plans to follow-up on his proposal, since he has not heard anything from the Agency.

He mentioned that Mr. Blake, at the direction of the DCI, (1975 Alumni Day) was to explore and advise him (Maksymiec) of the possibility of striking and issuing a medal to about 200 Agency personnel (of whom he is one) for their participation in certain aspects of the 1962 Cuban crisis.

Our meeting ended with Mr. Maksymiec indicating he had no intention of "going after anybody," but he was curious what was in his file, and that was the basis for asking to see it.

Abraham Schvartz

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656. AND EXECUTIVE DATER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1749, AS AMENDED, AND A DCI DIRECTIVE DATED 8 UCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 JANUARY 1971

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EFFECTIVE NATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

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EFFECTIVE DATE-OF PAY ADJUSTING TO 13 JULY 1969

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-205 AND EXECUTIVE CROER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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OLD SALARY SERIAL ORGN. FUNDS GRESTEP SALARY

MARSYRIEC MYRUSLAW A 632655 72 150 V 65 09 4 5 8,861

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EFFECTIVE DATE OF PAY ADJUSTMENTS 8 CC10868 1967

NAME SERIAL ORGN. FUNDS GRESTER SALARY SALARY
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015659 MARSYHIEC HYROSLAH A 72 190 OLD SALARY RATE NEW SALARY PAIR Crode I Hartie Date GS 09 3 1 8.210 05/08/66 GS 09 4 8 8/479 05/07/67 NO EXCESS LWOP / IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS I CERTIFY THAT THE WORK OF THE ABOYE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: OBATE 14 March 196 PAY CHANGE NOTIFICATION 1 45 SACE My 1 65

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PE 49-301 PURSUANT TO AUTHOPITY OF DOT AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DOI POLICY DIRECTIVE DATED H DOTUBER 1982.\*

EFFECTIVE DATE OF PAY ADJUSTMENTS 13 OCTOBER 1965

E-323

NAME SERIAL ORGN. FUNDS GRESTEP SALARY SALARY
MAKSYMIEC MYRCSLAW A 035655 72 150 V GS 08 3 \$ 7.878 \$ 7.325

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

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME SERIAL: ORGN, FUNDS GR-STEP SALARY SALARY
MAKSYMIEC MYROSLAM A 035655 72 150 V GS 09 3 \$ 7,987 \$ 8,218

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

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

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

GRADE				Innum				f 196	)4	
	1	2	3	4	5		Steps			
GS- 1	\$3,385	\$3,500	\$3 615			6	1_7_	8	9	10
G5- 21	3,680	3,805	3.930	\$3,730 4,055	4 1 1 0 0	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 3	4.005	4,140	4,275	4,410	,_,,	4,000	7,4301	4,555	4,680	4,805
GS- 4	4,480	4,630	4.780	4,930	4,545 5,080	4,680	4,815	4,950	5,085	5,220
GS- 5	5,000	5,165	5,330	5,495	5,660	5,230	5,380	5,530	5,680	5,830
GS- 6 GS- 7	5,505	5,690	5,875	6,060	6,245	5,825 6,430	5,990	6,155	6,320	6,485
GS- 8	6,050	6,250	6,450	6,650		7,050	6,615	6,800	6,985	7,170
GS- 9	6,630 7,220	6,850	7,070	7,290	7,510	7,730	7,250 7,950	7,450	7,650	7,850
GS-10	7,900	7,465	7,710	7,955	8,200	8,445	8,690	8,170	8,390	8,610
		8,170	8,440	8,710	8.980	9.250	9.520!	8,935 9,790 1	9,180	9,425
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IN ACCOPDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DOT MEMORANDUM DATED 1 AUGUST 1950, SALARY IS ADJUSTED AS FOLLOWS.

SFRIAL VE'V GR-ST MANSYMIFC MYROSLAW A 035655 72 340 V

255-1060 935655 MAKSYMIEC MYROSLAW A 92 340 OLD SALARY RATE NEW SALARY RATE last Eff. Date TYPE ACTION Grade PSI LSI ADA Effective Date 2 | 5 5,725 11/25/62 GS 07 3 | 5 5,910 11/24/63 / NO EXCESS LWOP
/ IN PAY STATUS AT END OF WAITING PERIOD
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CLERKS INITIALS
AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. PAY CHANGE NOTIFICATION 941 560

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THIS MOTION IN USED IN LITH OF FORM 11.90 (MOTIONATION OF PERMONING ACTION) TO FFFDIT THE REASONING OF HEALT OF HEALT LITTLE INCOME TO THE HEALT HEALT COMPLICATION. THE EXPERTIVE DATE OF MEASONINGSAME IN 11 MANAGEMENT 1962.

sior No.	GER <b>IAL</b> No.	TO SE	COST CENTER NO.	iongms.
0246	915527	FLETCHER FRANCE	3255-1034-6066	DEPT
0248	029579	HARTMIN GERTROU	3255-1032-6000	DEPT
0249	922946	RECK LOUIS F	3255-1032-6000	DEPT
-0253	003600	SMITH JAMES 0	3255-1032 <b>-</b> 6000	DEPT
0253	018340	BUTLER FRANCES	3255-1032-6000	DEP T
0257	<b>#37112</b>	SEDGEWICK JOHN	3255-1050-6000	1430
0265	008822	ETPP ABRAHAM	3255-1005-6000	овет
0287	025489	VIRGA JAHE ELLI	3255-1005-6000	BEPT
0287	027941	SMITH ALBERTA E	3255-1005-6000	DEP T-
0206	032386	JACKSON BUTH EV	3255-1020-6000	DEPT
0356	022338	FARMER JEHRY E	3255-1032-6000	DEPT
0359	033665	LEGUINO ELIZARE	3255-1032-6000	DEP-7,
0372	002358	ALLEN JAMES L	3255-1032-6000	DEPT
0378	001988	BEUCHERT HAPRY	3255-1032-6000	DEPT
0378	055262	<b>МОТНЕЅ БОЖДОН</b>	3255-1032-6000	DEPT
0382	023918	DEARSTINE RONAL	3255-1032-6000	DEPT
0387	022003	CTAMPA JOSEPH L	3255-1032-6000	DEPT
0387	U35655	MAKSYMIEC HYROS	3255-1032-6000	JEP I
0393	007633	BUMBRAY GEORGE	3255-1032-6000	DEPT
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IN ACCORDANCE AITH THE PROVISIONS OF PUBLIC LAW A7 - 79% AND DOLL MEMORANGUM DATED I AUGUST 1994 . SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE 14 PCTCBER 1962

VAME.

PUNDS GREST SALARY 11=# SERIAL CROL GREST SALARY.

MAKSYMIEC MYROSLAW A DE5655 92500 07 1

255-1030 035655 MAKSYMIEC MYROSLAN A -**92**-500 -NEW SALARY PATE Grade Grade Step 9% 131 ADI. Effective Date 03-07 1 3 5,540 11/26/61 5 -07 2 1 5,725 11/25/62 A NO EXCESS LEOP

/ NO EXCESS LEOP

/ IN PAY STATUS AT END OF WAITING PERIOD

CONTROL OF WAITING PERIOD LERKS INITIALS AT END UP WAITING PERIOD CLERKS INITIALS AUDITED BY I CERTIFY THAT THE WORP OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATUREALL of Count Phopolist DATE: 3. PAY CHANGE NOTIFICATION

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OCF		NOTIFICATION OF	F PERSONNEL ACTION	v	
1. SERIAL NUMBER	2. HAME (LAST.FIRST.WIDDLE)	· · · · · · · · · · · · · · · · · · ·		<del></del>	
035655	MAKSYMIEC M	YROSLAW A	•		
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#### SECTION C

#### NARRATIVE COMMENTS

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During the past reporting period, Mr. Maksymice's responsibilities were more pointedly directed towards the requirements of a laboratory technician as described in the position description and less towards his previous utilization as a photographer. A conference was held with him on 15 June to explain the need for this redirection and a memo ATB 147/70 dated 16 June was prepared and furnished to him detailing of performing these duties and was enxicus to stop being thought of an a photographer and welcomed the opportunity to move into a more technically oriented activity. The specific duties outlined are listed in Section B of this report.

It was expected that there would be a learning period during which his proficiency would gradually increase in these new responsibilities. However, progress has not been as rapid as had been hoped due to what appears to be a lack of initiative on his part coupled with severe emotional outbursts against his immediate supervisor and other Center personnel. The latest of these occurred on 28 August in which he used abusive language in the presence of other Branch personnel including the Branch Chief against his Section Chief. This necessitated a written letter of reprimand and his transference to direct supervision by the Branch Chief, and as of 5 October 1970, to another Section within the Branch.

The ratings of M in Duties 1 and 2 of Section B reflect primarily the subject's reluctant participation in data collection and his lack of initiative in learning the operation of the microdensitometer. In duties 4, 5, 6, he has required a maximum amount of supervision which has resulted in senior personnel doing the work

SECTION D	CERTIFICATION AND COMMENTS
<u> </u>	BY EMPLOYEE
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4.	BY SUPERVISOR
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	Chief, A yanged Technology Branch TRAIK R. FRIERG
i.	BY REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFICE	A L

I concur with the rater's comments. We have been making every effort to aid Mr. Maksymiec in becoming an asset to RED as a laboratory technician. To date, there has been little noticeable progress; in fact, the temper outbursts mentioned above indicate a deteriorating condition. Unless this situation improves, it may be necessary to recommend termination action.

As I have stated in previous comments, it's unfortunate that he cannot find a position which takes advantage of his expertise in photography, since this would go a long way to resolving his problems.

9 October 1970 C/Research & Engineering Div. NICHOLAS R. GAROFALO

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Mr. Myroslaw A. MAKSYMIEC

FITNESS REPORT

Section C (Continued)

themselves. It may be argued that this has not provided him with sufficient first-level supervision to allow him to learn the skills required to perform these duties.

To insure that he is given every opportunity to perform in his new section, written assignments and accomplishments will be submitted on a daily basis.

In line with previous reports, it is still felt that Mr. Maksymiec is essentially mis-assigned as he is an expert photographer and should be assigned in some area where his skill can be utilized to its fullest extent.

## SECRET

FITNESS REPORT	EMPLOYEE SERIAL NU 035655	MOER
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positive remedial action. The nature of the act probation, to reassignment or to separation. D  A - Adequate Performance masts all requirements. It is entire excellence.  P - Proficient Performance is more than satisfactory. Desired S - Strong Performance is characterized by exceptional profice of the profit of the profit of the profit of the profit of the act probability of the act prob	ely satisfactory and is characterized neither by deficienc is results are being produced in a proficient manner, oficiency, quirements of the work and in comparison to the performan	y nor
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to a given problem; keeping detailed record determing results and making recognendation record out wo. 2 As Senior Photographic Technician has the rull photographic equipment and aids in the in the procurement of photographic supplies	etermination of what approach to take is of various experiments tried; is for possible solutions.  responsibility for maintenance of selection of new equipment. Helps	A A A A A A A A A A A A A A A A A A A
Instructs others in photographic Laboratory maintenance.	1.	P
Photographs special equipment and experiment prints for display and report purposes.		ATING ETTER
PECIFIC DUTY NO. 5	R	ATING ETTER
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the into account everything about the employee which influences hermance of specific duties, productivity, conduct on job, coopercriticular limitations or talents. Based on your knowledge of emploce the letter in the rating box corresponding to the statement while	nts effectiveness in his current position such as per- ativeness, pertinent personal traits or hobits, and loyee's averall performance during the rating period,	TTER

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#### SECTION C

COMMENTS OF REVIEWING OFFICIAL

#### NARRATIVE COMMENTS

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Mr. Makeymide is basically an excellent protographer who 21 the builty lends a hand as a D&F Technician Unfortunately, he must be reted according to his job classification as a D&F Technician, and he seffers accordingly.

classification of a DSE Technician, and he soffers accordingly.

In his previous fitness report, he was shorted to did them need to direct his interest toward becoming a technician and army from his photographic activities. He has not completely headed this advice.

Two distinct training activities were advised for assisting him in making the transition: a course of instruction in math necessary to discharging technician's duties, and on the job project work. The former persisted for only a short time, due presumably to his lack of ability and/or interests. He improved very little from this instruction. His assistance on a project for developing an amendia leak detector was effective, and the project was a success; however, his thin knowledge of the scientific method diminished his appreciation of the consept of experimentally controlled variables. In short, he had to be watched closely to insure that his well-meaning "improvement" did not disrupt the experimental plan. His interest and cooperation in this program were commendable, and his overall project performance was adequate.

Mr. Makeymice is basically mis-assigned. His abilities and interests lie in the photographic field where he does a very commendable job. However, the Laboratory needs the services of properly trained technicisms to assist the physical scientists in their research efforts. Since Mr. Makeymice's expertise is not in this area, it is again recommended that suitable employment as a photographer be found for him.

SECTION D	CERTIFICATION AND COMM	ENTS
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15 Oct 69	OFFICIAL TITLE OF SUPERVISOR  Chief, Exploratory Laboratory  ATB/NED/TSSS	HENRY L. WELAND
3.	BY REVIEWING OFFICIAL	

In light of the past and present ratings of Mr. Maksymiec, I feel that we are doing him an injustice in keeping him in his present post. Every effort should be made to find a more suitable position for him.

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#### NARRATIVE COMMENTS

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Mr. Maksymiee's ability as a staff photographer is un-diminished. His photographic ability is considered by all in the Center as excellent.

It has been pointed out to Mr. Maksymice that the Imboratory does not have a basic requirement or a slot for a photographer, and since he is carried as a D & E technician, he should be more qualified than he is in other aspects of photographic and scientific research other than straight "picture taking", as he does not have the basic foundation either in formal education or experience to perform successfully as a D & E technician. This lack of qualification in this area can be partly explained by two factors: (1.) Mr. Maksymice's position description was recently changed due to the reorientation of the laboratory's primary mission and function; and (2.) Because of his previous photographic responsibilities he did not have the opportunity to main the new skills required to fulfill his new duties as a D & E technician. Mr. Maksymice will have to be re-trained from a photographer into a D & E technician so that he can contribute more to help solve the laboratory assigned tasks.

Mr. Maksymice still had problems in his relationship with other members of the laboratory during this reporting period. It appears to have been about his concern with his position in the laboratory grade structure and his feeling that he was "ignored" by senior members of the laboratory. Mr. Maksymice seems to have had a feeling that members of the laboratory including his Chief did not recognize his ability as a photographer and pay suitable deference to his age.

Continued on another sheet.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

1. CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS PEPORT

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1. COMMENTS OF REVIEWING OFFICIAL

I concur in the ratings and comments of the rating officer. In the latter part of the rating period the activities of the Exploratory Laboratory were being changed from ad hoc research projects to a directed program of planned investigations against NPIC and community problems. This change in activities reduced the freedom of choice in tasks to be accomplished and increased the demand for versatility in laboratory personnel. The lack of freedom and the assignment of unfamiliar tasks are distasteful to Mr. Maksymics since he doubts that these activities will provide the personal recognition he has enjoyed for many years as an outstanding photographer.

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Maksymiec, Myroslaw

Fitness Report

Section C Continued

He has also had serious disagreements with a summer intern and another member of the laboratory which had to be settled by conferences with the laboratory chief. A major disagreement with the Laboratory Chief took place recently which resulted from his feeling that he had been treated unfairly without consideration for his age, knowledge and training.

As a result of these problems, a series of conferences with Mr. Maksymiec and senior members of the division were held in order to find a possible solution for his problem. Because of these meetings, an in-house training program has been initiated for Mr. Maksymiec. It is heped that this will do much to alleviate his feelings of repression and make him a contributing member of the laboratory once again.

Section D\_Continued

In spite of the reduction in need for Mr. Maksymiec's primary skills, he has expressed a desire to continue his present assignment. Therefore, a program of retraining has been instituted to broaden his knowledge and increase his versatility in carrying out laboratory investigations. Mr. Maksymiec is a hard working, dedicated employee and there is every reason to expect that he will try hard to overcome his deficiencies. However, his age, limited education, previous success in photography, and lack of knowledge in scientific methods pose serious obstacles to be overcome. His present attitude is characterized by his own statement, "Show me how, and I will do it."

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### NARRATIVE COMMENTS

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Mr. Makeymiec continues to excel in his primary duty as staff photographer. He processes his own photography and the finished product is consistently

He cooperates most willingly with other members of the staff in assisting them with the practical photographic aspects of their projects.

There have been a few minor personality conflicts on procedural matters related to job assignments between Mr. Macagniec and both staff and non-staff personnel, which have been reported to his laboratory chief and the executive officer, TDS. It is believed that this is one to his strong desire to excel at his job. This problem has been discussed with Mr. Maksymiec and it is expected that he will avoid such occurrences in the future.

During this reporting period Mr. Makeymiec has satisfactorily completed a night school course in technical reading and writing at Montgomery Junior College and is currently pursuing a course in photography at American University. He is to be highly commended for this continuing effort to train himself for a more

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•		
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INSTITUTION:	US Department of Agriculture Graduate School	
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#### SECTION C

#### NARRATIVE COMMENTS

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Mr. Makaymica is a valuable member of the EDLB and serves so its senior Lab

Mr. Makeymics is a valuable member of the EDLB and serves as its senior lab technician. He works closely with other members of the staff and contributes to the success of the laboratory.

Main near

His duties require him to maintain and develop many skills in the field of photographics. He carries out these duties and other responsibilities in a professional manner and with a minimum of supervision.

As senior laboratory technician he provides guidance for his junior technician. His ability to train this man in the field of photographic technology is considered superior.

Mr. Maksymiec recently completed a review course in "Basic Grammar." This course pointed out his main difficulties in written expression, and his teacher suggested methods for overcoming these difficulties. As a result of this course and after a consultation with Mr. R. B. Cheatham of the Educational and Psychological Service Bureau, Georgetown University, Mr. Maksymice plans on taking a special English course at Montgomery Junior College this fall. This course concentrates on the fundamental of reading and writing. When he successfully completes this English course, he expects to continue his education with the ultimate goal of receiving his Buchelor's degree. Mr. Maksymice is ambitious and hopes to train himself for a more responsible position. He is to be commended for this effort, and he will be given all possible aid within the laboratory to help him fulfill his educational program.

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Mr. Maksymics continues to support the Exploratory Development Laboratory Branch well as its senior laboratory technician. His duties remaining in to work closely with the physical scientists and by nimself on various projects which require many practical and some theoretical skills.

Mr. Makeymiec works very well with others, follows instructions williamly, and carries out his responsibilities in a professional manner. He requires very little supervision and completes his assignments quickly and competently.

Mr. Maksymiec has made a conscientious effort to overcome his writing deficiency and has greatly improved this necessary skill since his last review. Although there is still room for improvement, it is felt that real progress has been made and improvement will continue in the future with sufficient practice.

Mr. Maksymiec's duties require him to provide puldance to the laboratory's junior technician. His ability to train this man and to help him increase his photographic skills is considered above average. It is felt that he is presently doing the work of a higher grade, so it is recommended that Mr. Maksymiec be promoted to GS-C9.

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This review course in grammar and conctuation was too advanced for Nr. Maksymiec. He needs an elementary course on the English fundamentals preferably on a tutorial basis before he can adequately apply the rules of conctuation and grammar to his work.

In a personal conference with Kr. Maksymiec, the instructor analyzed his weaknesses in grammar and punctuation and suggested ways in which he might improve his performance in these areas.

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	Signature of Chief Inserter	Date
FOR THE DIRECTOR OF TRAININGS	Maxaget A. Hent	1 4 1111 1966
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## 10"TGOMERY JUNIOR COLLECT GRADE REPORT

MAKSYMIEC MYROSLAW A

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VT: If no inaccuracy in this record is reported to the office of the Registrar within (2) weeks of its receipt, the record will stand as it is.

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V. M. W.

WILLIAM B. BENSON REGISTRAR

STUDENT ORIGINAL

### GRADE REPORT INFORMATION

Grade of "D" is generally not accepted by colleges for transfer credit.

Incompletes must be completed by the date approved by the instructor in the course, or the grade will be recorded as

Grade of "WP" is recorded only when a course is officially dropped.

Courses dropped within first three weeks of semester are not included in a student's record

A quality point average of 20 is required for graduation. Transfer students are expected to maintain an average higher than 2.0 to receive recommendation to upper division of a college or University

A - Superior
A - Superior
8 - Good
C - Average
D - Poor but Passing
F - Failure
I Incomplete
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U - Unsatisfactory None

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# GEORGETOWN UNIVERSITY WASHINGTON, D. C. 20007

EDUCATIONAL AND PSYCHOLOGICA"; BERVICES BUREAU

August 24, 1966

Name: Mr. Myroslaw A. Maksymice

Mr. Myroslaw A. Maksymiec, age 49, came to this Bureau on August 1, 1966, in connection with the Veterans Administration's educational and vocational counseling program for former servicemen. Mr. Maksymiec is married, has two children, ages five and eight, and is employed by a federal governmental agency as a photographic research technician (G3 09/3). He retired from the United States Atmy in 1961 in the grade of Master Sergeant photographer. His education includes eight years of formal schooling, a high school completion equivalence certificate, and additional courses with Forces Institute. Mr. Maksymiec stated that he was interested in further education at the college level in order to improve himself both personally and professionally in a field related to his present vocational activities.

In addition to several conferences with the undersigned, Mr. Maksymiec was administered a battery of educational and vocational tests. This report contains the results of these conferences and tests, the results of which should not be interpreted either as conclusive or final. They should be considered primarily as indications of various psychological factors that should be seriously considered by Mr. Maksymiec in making decisions concerning his educational and vocational goals.

In order to determine Mr. Maksymiec's fields of vocational interest he was given the <u>Kuder Vocational Preference Record</u>. When compared to a representative group of men in the national population, Mr. Maksymiec indicated that his interests are significantly similar to persons who are engaged in computational, scientific, and literary activities. Men who have interests similar to Mr. Maksymiec's are found in various engineering fields, astronomy, seismology, economics, psychology, and technical publications writing. These fields are closely allied to his present occupational endeavors.

On the Educational Interest Inventory, a device that is beneficial to an individual in discovering his interests in various fields of study, Mr. Maksymiec's responses indicated that his study interests are very high in physics; high in engineering, chemistry, earth science, and history and political science; high average in communication, zoology, and mathematics; and average in psychology. The areas in which he showed low to average interest were music, education, industrial arts, agriculture, botany, sociology, literature, art, business administration, and economics.

Name: Myreslaw A. Maksymice

Mr. Maksymice also took the <u>Army General Classification Test</u>, <u>Civilian Edition</u>, to find out his overall level of mental ability. His score revealed that he exceeds approximately 78 percent of adults in general mental capacity as measured by this instrument. A safer evaluation of his performance is that he is probably in the upper 25 percent of adults regarding his global intelligence.

On the Michigan Vocabulary Profile Test, an instrument that attempts to measure a person's intellectual interests as well as the amount of information he has retained in various areas of knowledge, Mr. Maksymiec indicated, when compared with college freshmen, that he exceeds approximately 50 percent in his knowledge of human relations, 69 percent in government, and 67 percent in the physical sciences. On the lower side, he does as well or better than 24 percent in his familiarity with commerce, 31 percent in mathematics, and 24 percent in fine arts.

In order to find out Mr. Maksymiee's ability to handle English, a basic necessity for one to perform well in college, he was given the <u>Cooperative English Tests</u>. When compared to college freshmen, he showed that he exceeds from 52 percent to 78 percent in his understanding of vocabulary; from 5 to 17 percent in his ability to comprehend what he reads; from 2 to 11 percent in his speed of comprehension; and from 18 to 36 percent in his overall ability to know and understand what he reads under timed conditions. In his skill to express himself properly in English, he exceeds from 1 to 6 percent of college freshmen. When reading and expression are combined into one score, it may be said that Mr. Maksymiec exceeds from 6 to 12 percent of college freshmen in his overall usage of English.

The results of the above tests indicate that Mr. Maksymiec has made the most of his learning opportunities both within and outside the military service. Although he completed only eight years of school, he has acquired a considerable amount of knowledge by observation, reading, and personal experience. In spite of his broad experiences and acquired knowledge, it will be necessary for him to improve his reading and writing skills in English, however, before he begins college courses. Although he manifests a high interest in engineering and scientific fields, he should probably not consider these fields as majors because of his deficiency in mathematics. It is believed the skills in English can be developed but it is doubtful if the mathematical deficiencies can be overcome sufficiently to major in a scientific area. It is probably advisable, therefore, for Mr. Maksymice to consider one of the social sciences as a college major. His background in photography and military subjects, combined with a cellege major in an appropriate social science, would probably provide him with the necessary qualifications to become a geographer or an intelligence analy/st in government service.

It is understood that Mr. Maksymiec has enrolled in Montogomery Junior College, Takema Park, Maryland, for the 1966 fall semester and that he will take a special English course concentrating on the fundamentals of reading

Name: Myroslaw A. Maksymiec

and written expression. After he completes this instruction, he might consider working for an associate of arts degree in a social science at this junior college with the ultimate goal of transferring later to a four-year college to work toward a bachelor degree.

I have appreciated knowing and taking with Mr. Maksymiec and I trust he will contact this Bureau if he requires further counseling assistance. My best wishes go with this report in whatever plans Mr. Maksymiec makes concerning his future plans and goals.

> Richard B. Cheatham Counseling Psychologist

RBC: jw

Enclosure

# G-E-C-R-E-T (When filled in)

MEMORANDUI	M POS: Chief, Transactions & Pecords Branch/OP	
FROM:	Chief, External Training Branch/RS/TR	
SUBJECT:	Completion of External Training	18 F E n
	MAKSYMIEC, Myroslaw A.  316 attended the following external training	_training _program:
COURSE:	Color Photography, Monopack Color Printing	
INSTITUTION: _	US Department of Agriculture Graduate School	
DATE:	20 September 1965-14 January 1966	
GRADE:	A	
FOR THE DIR	ECTOR OF TRAINING:	
	Rimid Shan	<u>,                                     </u>
Attachments:	•	٠
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excluded from automatic downgrading and declassification

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# S-E-C-R-E-T (When filled in)

,	MEMORANDU	M FOR: Chief, trai	nsactions & Records b	ration/Or
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•	SUBJECT:	Completion	of External Training	10,000
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#### NARRATIVE COMMENTS

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

Mr. Maksymice, The serving, a3" the senior laboratory technician, sets a fine example for those whose responsibilities are similar and for the younger professionals for whom he provides photographic laboratory services. As a photographer he possesses rare compositional skills; his photographs of equipment for report and briefing purposes are exceptionally well-crafted, the finishing of surpassing quality. His work is careful, thorough, painstakingly accurate, and professional by all standards.

After more than a year in his present position, he feels more relaxed and self-assured. He asserts his views and ideas more competently and has become an integral and important part of this laboratory's operations. Mr. Makeymice works exceptionally well with others, accepts responsibility freely and requires a minimum of direction. Most of his assignments come as discretionary orders, with complete freedom to utilize his own talents and inclinations towards the solution of his assigned problems. He continues to improve his capabilities, and is presently enrolled in a Department of Agriculture course in the fundamentals of photographic color

Mr. Makeymiec's one major weakness lies in the difficulty with which he writes reports. The ability to communicate ideas and results of investigations clearly, through written reports, is a necessary attribute of laboratory branch members, and Mr. Makeymies must concentrate extra effort to improve his performance in this regard. During the next reporting period, he will be given assistance to improve his reporting

SECTION D ATIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT BY SUPERVISOR THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYE OPPICIAL TITLE OF SUPERVISOR 1.1465 Chief, Exploratory Development Inboratory Branch BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL

I concur in the above evaluation. It is felt that Mr. Makaymiec will devote that effort necessary to overcome the noted weakness.

OFFICIAL TITLE OF REVIE Deputy Assistant. Planchand Development

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EMPLOYEE SERIAL NUMBER FITNESS REPORT 035655 SECTION A GENERAL (Middle) J. DATE OF BIRTH J. SEY 4. GRADE 5. SO MAKSYMIEC, MYRONIAW A. 30 April 117 | M GG-1 ΙP 6. OFFICIAL POSITION TITLE 7. OFF OLVIOR OF ASSIGNMENT S. CURRENT STATION MPIC/PADS/EDLE THOTOG GEN WASHINGTON. D. C. 10. CHECK (X) TYPE OF REPOR 9. CHECK (X) TYPE OF APPOINTMENT HESERVE CARKER INITIAL REASSIGNMENT SUPERVISOR CAREER-PROVISIONAL (See Instructions - Section C) ANNUAL REASSIGNMENT EMPLOYEE SPECIAL (Smelly): SPECIAL (Specify): 12. REPORTING PERIOU (From , to-) IL DATE REPORT DUE IN O.P. 31 July 1964 June 1963 - 30 June 1964 SECTION B PERFORMANCE EVALUATION Performance runges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counsaling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. W - Weak Performance mosts all requirements. It is entirely satisfactory and is characterized neither by deficiency nor A - Adequote Performance is more than satisfactory. Desired results are being produced in a proficient manner. P . Proficient S -- Strong Performance is characterized by exceptional proficiency. O - Quistanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition. SPECIFIC DUTIES List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the monner in which employee parforms EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervisor (indicate number of employees supervised). Photographs special equipment and experimental laboratory set-ups. Prepares prints for display and report purposes, has the responsibility for maintaining a file of negatives and prints. RATING Carries out experimental laboratory investigations relating to the photographic process, develops techniques, constructs equipment in support of these investigations, and prepares technical reports. P SPECIFIC DUTY MO. 3 RATING Assists senior branch members on their projects, contributing primarily in the photographic area. P SPECIFIC DUTY NO. 4 RATING Assists in the selection of photographic equipment and materials for the laboratory and maintains a suitable working inventory. S SPECIFIC DUTY NO. B RATING Is responsible for maintenance of photographic equipment, and cares for laboratory's camera inventory. Assists in the maintenance of other laboratory equipment. P SPECIFIC DUTY NO. 6 RATING OVERALL PERFORMANCE IN CURRENT POSITION RATING Take into account everything about the emplayed which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct an job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's averall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance. S Anothern C

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SECTION C NARRATIVE COMMENTS

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Mr. Maksymica's bankground and experience lie in practical photography,

Mr. Maksymice's background and experience lie in practical photography, about which there is extremely little he does not know. Had reperented from PSD/PLB primarity because there was little opportunity to use difference, and because the advancement potential appeared to be minimal.

From the day of his transfer, Mr. Maksymiec has performed capably. Much of the work has been new to him, requiring him to learn and master many aspects of theoretical photography. He has acquired proficiency in the use of laboratory measuring instruments. He has applied himself and learns rapidly, with good retention. His frame of mind has improved, and this is manifested in a more relaxed, yet completely involved approach to his work. He works well with other and cooperates fully in all group problems. He accepts responsibility and requires direction of effort only in those theoretical areas where he has no experience. When responsible for the expenditure of runds, he exhibits a commendable cost-consciousness.

He recently took exeminations for the purposes of completing his High School education, and has attended mathematics classes at Fort Myer. This is an additional indication of the interest and feeling for his job, which is manifested by a consistently proficient level of output. He is a valued member of the Exploratory Development Laboratory Staff.

SECTION D	CERTIFICATION AND COMMI	ENTS
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JAMES L. ALLER

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DC/Photo Lab Branch, PGD/NPIC

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High School equivalent certificate; completed a course in color photography in January 1966 (6 credit hours) taken at the Department of Agriculture Graduate School.

#### EXPERIENCE

Mr. Maksymice retired as a Master Sergeant in July 1961 after 20 years of Army photographic experience. He has been with the Center from November 1961 and with the Exploratory Development Laboratory Branch of the Plans and Development Staff since 15 September 1963. He is the senior technician for the laboratory.

#### JUSTIFICATION

Mr. Maksymlee's laboratory skills are of the highest professional quality. His duties as the senior laboratory technician require him to work closely with the physical scientists and by himself on various projects which require many practical and some theoretical skills. He consucts experimental laboratory investigations related to the photographic process, develops special techniques, and constructs supporting equipment. He carries out his assignments with little or no supervision and works well with others in the laboratory. He is an important and valued member of the Exploratory Development Laboratory Branch. It is felt that Mr. Maksymice is doing the work of a higher grade; therefore, it is recommended that Mr. Maksymice be promoted to grade GS-09.

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SEE OTHER SIDE FOR INSTRUCTIONS TO EMPLOYING AGENCY

# CECTION, DECLEVATION, OR WAIVE OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

:M?DATANT
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.

9	FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):		
L		DATE OF BIRTH (month, day, year)   SOCIAL SECURITY NUMBER	
	MAKESYMIFE MUROSLAW ANDREW	APA112 30 1917 001 16 8309	
	EMPLOYING DEPARTMENT OR AGENCY	EDCATION (Gity, State, ZIP Code)	

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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	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
	if you DO NOT WANT OPTIONAL but do want regular insuranco	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional 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 medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here	WAIVER OF LIFE INSURANCE COVERAGE
	if you WANT NEITHER regular nor optional insurance  (C)	I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB." THEN RETURN	FOR EMPLOYING OFFICE USE ONLY (official receiving date stamp)
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.  SIGNATURE (do not print)	99. Hd in p - 97 014
Mywslaw 9 Mabymuse	
15. Feb 1968	See Table of Effective Dates on back of Original

ORIGINAL COPY-Retain in Official Personnel Folder

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\$TANDAPD FORM No. 176-T JANUARY 1963 (For 130 only until April 14, 1968) 176-101

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NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER

18 February 1963

TO: Myroslaw Maksymiec

The President of the United States has formally recognized the vital contribution of the members of this organization, during the critical period last year, by awarding a Presidential commendation to the National Photographic Interpretation Center.

A copy of the commendation which is attached will be made part of your official personnel file, and a certificate of commendation is being presented to you for your retention.

Once again let me add my expression of appreciation for your efforts which enabled all of us to merit this achievement.

ARTHUR C. LUNDAHL
Director

Acknowledged: Mywolan Makrymuse

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#### FOR OFFICIAL USE ONLY

The President of the United States takes pleasure in commending the NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER for outstanding achievement and service to the security of the United States and the Free World during a time of grave international crisis.

#### CITATION:

"The National Photographic Interpretation Center distinguished itself by exceptionally meritorious service during the period from 1 May 1962 through 31 December 1962. During the period of international crisis, the Center served as the focal point for the receipt and immediate analysis of intelligence photography and was instrumental in identifying the nature and magnitude of the threat to world peace. Although working under great stress, personnel of the Center were able to carefully analyze and process a massive volume of critical intelligence material, thereby enabling the United States to respond immediately and effectively to the developing threat. The outstanding achievement of the members of the National Photographic Interpretation Center is in keeping with the finest traditions of service to the United States."

All Armed Forces personnel assigned or attached to the Center and performing duty at any time during this period are hereby authorized to wear the emblem or ribbon for the following decoration, as appropriate to their service:

Army - Meritorious Unit Commendation

Navy - Navy Unit Commendation-

Air Force - Air Force Outstanding Unit Award

All members of the Center will be presented an appropriate certificate in recognition of their outstanding achievement and will have this commendation made a matter of record in their official files.

Thathum

THE WHITE HOUSE.

9 January 1963

FOR OFFICIAL USE ONLY

# NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER

19 November 1962

TO: Myroslaw Maksymiec

Several weeks ago, it was my pleasure to pass on to you a letter of commendation from the Director of Central Intelligence. Now, the President of the United States has sent the attached letter of appreciation and commendation to the Center, which will be made part of your official personnel file. Again, I want to commend you for your vital contribution to the Center's achievement, and express my appreciation for your sustained efforts.

ARTHUR C. LUNDAHL
Director

Acknowledged: Mysslaw / Mahayunec

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#### THE WHITE HOUSE

WASHINGTON ...

November 8, 1962

Dear Mr. Lundahl:

While I would like to make public the truly outstanding accomplishments of the National Photographic Interpretation Center, I realize that the anonymity of an organization of your high professional competence in the intelligence field must be maintained.

I do want you and your people to know of my very deep appreciation for the tremendous task you are performing under most trying circumstances. The analysis and interpretation of the Cuban photography and the reporting of your findings promptly and succinctly to me and to my principal policy advisers, most particularly the Secretary of State and the Secretary of Defense, has been exemplary.

You have my thanks and the thanks of your government for a very remarkable performance of duty and my personal commendation goes to all of you.

Sincerely,

Mr. Arthur C. Lundahl Director

National Photographic Interpretation Center

NATIONAL PHOTOGRAPHIC INTERPRETATION CENTER

6 November 1962

TO: Myroslaw Makaymiec

I have attached for your personal acknowledgment a Commendation from the Director of Central Intelligence, which will be made a part of your official personnel file. You contributed in a very real way to the effort for which hPIC is being commended and I want to add my congratulations to those expressed by the Director.

ALTHUR C. BURDANE
DIrector

Acknowled, ed: Juguslan & Muksimura

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